



2023

Wathaurong Aboriginal Co-Operative



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 the land on which we deliver our services. Wathaurong Aboriginal Co-operative provides services on Wathaurong, Gulidjan, Gadabanud and Boonwurrung countries. We would also like to acknowledge and pay respect to our Elders, both past and present, to the members of the Aboriginal community and to the community leaders.

2022/2023 Annual Report Artwork

The artwork incorporated throughout the front cover and through the pages of this annual report is from a piece by local Community member Ricky Abrahams, titled “My Family In The Dreamtime.” Ricky describes the painting he created as being of him, his dad, his two sisters and his three daughters.



In the 2022/2023 financial year, we undertook a project to update Wathaurong’s strategic plan. In consultation with staff and community, we have established a new “Commitment to Action” plan, that outlines our goals, objectives and how we want to reach them.

Centred in all of this is the “Wathaurong Way” – how we want to work, how we centre culture in everything that we do, and how we make sure that Community is our first priority always.

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 Vision & Purpose

Strong Community – Strong Culture – Strong Country.

We are here to connect, support and advocate for our Community to live their best lives. Wathaurong Aboriginal Co-operative aims to provide culturally appropriate health, education, aged, disability, housing and cultural services.

Our Foundations

• Community • Culture • Voice • Innovation

Our Values - CARE

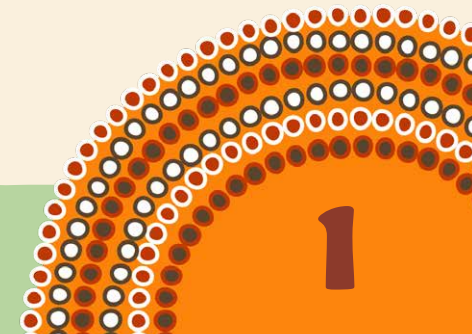
• Courage • Accountability • Respect • Engagement





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Profiles of the Current Board Members



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 Tournier Jr.

David Tournier Jnr was born on Wemba Wemba Country where he spent most of his childhood before moving to Wathaurong Country in his teens. David has experience working in a cultural capacity for Aboriginal and non-Aboriginal organisations with local schools, universities, councils and other organisations. David is currently a Senior Heritage Cultural Officer at Boon Wurrung Land and Sea Council. David was elected to the Wathaurong Aboriginal Co-operative Board in February 2023.



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.



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. David served as a Board Member until the AGM held in February 2023.



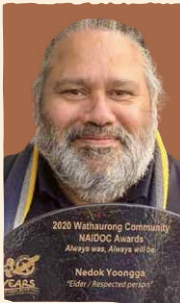
Shane Clarke

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.



Craig Edwards

Craig Edwards is a proud Gunditjmara/ Wadda-wurrung family man who has previously worked for Wathaurong Aboriginal Co-operative Ltd. Craig has extensive experience representing his community on various boards and state-wide committees.



Glenn Shea

Glenn Shea has worked for and with Wathaurong in several roles including Youth Justice and Wathaurong's 40 Year Anniversary film and events. He is an acclaimed and awarded playwright, director and actor, including Aboriginal truth-telling. Glenn has sat on the Board of Directors at Ilbijerri Theatre Company for over 7 years and was elected to the Wathaurong Aboriginal Co-operative Board in February 2023.



Ammie Howell

Ammie is a Central Arrente woman born and raised on Wathaurong Country. She is a mum to 6 proud Arrente/ Bundjalung kids and is an active member of the Wathaurong community. Ammie is also a former staff member of Wathaurong and Wathaurong Glass. Ammie was co-opted to the Board in December 2022 and was elected to the Board by Community in February 2023.



Wathaurong Aboriginal Co-operative Ltd Board Directors for the financial year 2022-2023				
Director	Date of commencement as Director	Date of cessation as Director	Number of eligible meetings for 2022/2023	Number of eligible meetings attended
Wendy Brabham	7/12/2017 (re-elected 26/2/2023)		8	8
Judy Dalton-Walsh	19/9/2018 (re-elected 26/2/2023)		8	8
Shane Clarke	21/3/2021	26/2/2023	5	3
David Flagg	21/3/2021	19/12/2022 (retired)	3	2
Craig Edwards	13/1/2023 (retired 20/2/2022, Co-opted 13/1/2023)	19/2/2023 (retired)	2	2
Ammie Howell	13/1/2023 (Co-opted 13/1/2023, elected 26/2/2023)		5	3
Glenn Shea	26/2/2023		3	2
David Tournier	26/2/2023		3	2



Wathaurong Board Report

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 2022/2023 financial year saw our Community getting back to some sort of normality, with COVID restrictions and lockdowns finally coming to an end. We had a full year of face-to-face engagement and activities with our Community and it was great to see everyone getting involved and connecting together. We also started some exciting new projects which will benefit our Community for years to come.

This report highlights the achievements and the fantastic work that Wathaurong has delivered across the 2022/2023 financial year. The Board are proud of our staff in the work that they do to support our Community, and of our Community who continue to support each other and our organisation to deliver the best services we can.

Below are just a few highlights of the achievements of the past financial year, with many more to read throughout this report:

- Revamped the Wathaurong strategic plan in consultation with community and staff, to create a new "Wathaurong Way" with core values including Courage, Accountability, Respect and Engagement (CARE)
- Began renovations of Forster Street to redevelop the space into our new Youth Hub
- Completed RAAGCP audits for our Health Service
- Continued the planning work for the redevelopment of Morgan Street, with the appointment of Woods Bagot architects
- Implemented our internal Cultural Strengthening Committee
- Undertook Community consultation to begin to revise and refresh the Wathaurong Aboriginal Co-operative rulebook
- Re-established our Community Koorie Markets
- Launched our Wathaurong Way Campaign
- Established our Voice Community Discussion and Committee with all local Members of Parliament

In closing the Board would like to thank our Community members and staff for your ongoing support and we look forward to an exciting 2023/2024 year. Next year we will see the launch of our new youth hub, completion of our rulebook refresh project and further progression of our major redevelopment project at Morgan street as we aspire to be an organisation our Community to be proud of.

Nyatne, Gobota (Thanks, Take Care).

Forster Street Funding Launch

L-R: Simon Flagg (CEO, Wathaurong), Wendy Brabham (Board Member, Wathaurong), Ella George (Member for Lara), Judy Dalton-Walsh (Board Member, Wathaurong), Christine Couzens (Member for Geelong), David Flagg (Board Member, Wathaurong), John Eren (Former Member for Lara)





Simon Flagg



Scan for CEO Report
video

Chief Executive Officer's Report

Firstly, I would like to acknowledge the traditional owners on the lands we provide supports to our Community living on Wathaurong, Gulidjan and Gadabanud countries. We pay our respects to Elders past, present and to all Aboriginal people on Country.

It has been another busy and successful year for Wathaurong Aboriginal Co-operative as our Community and organisation continue to grow. As at the end of the 2022/2023 financial year, we had 175 active staff members, and this highlights the need for our Morgan Street redevelopment to be able to bring all staff back to one location.

The Morgan Street redevelopment project continues to move forward, with town planning expected to be submitted in late 2023 and additional funding continuing to be sought for the balance of the project. It is hoped that construction of the new building will commence in late 2024 or early 2025.

Another exciting infrastructure project has been the redevelopment of Forster Street into our new Youth Hub, and this new facility complete with outdoor basketball court will be open in early 2024. This new development will ensure we provide a place our youth can strengthen their connection to Community, Culture and identity, we are excited what this

new space will create for our youth and excited to walk this journey with our Community.

In June of 2023, we officially launched the Western District ACCO Collective (WDAC). This new collective formalises the long-standing solidarity and partnership of our Aboriginal Community Controlled Organisations (ACCOs), coming together to advocate for the self-determination of our rural and regional western Victorian communities. The membership of WDAC includes Ballarat & District Aboriginal Co-operative, Dhauwurd Wurrung Elderly & Community Health Service (Portland), Goolum Goolum Aboriginal Co-operative (Horsham), Gunditjmara Aboriginal Co-operative (Warrnambool), Kirrae Health Service (Framlingham), Winda-Mara Aboriginal Co-operative (Heywood), Budja Budja Aboriginal Co-operative (Halls Gap) and Wathaurong Aboriginal Co-operative.

Throughout this report you will see more stories of the great work our team has done over the year and expanding on last year's oral storytelling we have aimed to include more QR codes with videos from our staff to hear directly from our team on some of their achievements.

There were a few staff changes over the 2022/2023 financial 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.

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 2022/2023 year to provide supports and programs for our mob. We are stronger together and I look forward to continuing our journey together to further build our vision **Strong Community, Strong Culture, Strong Country.**

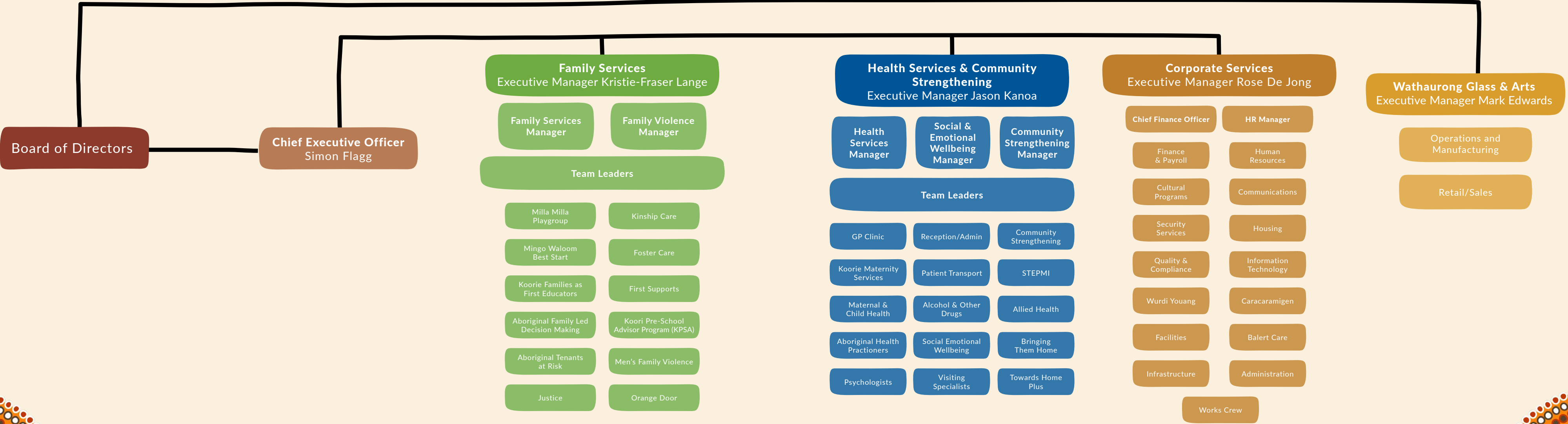
Nyatne (thank you)



Western District ACCO Collective
Jason Walker (CEO, Winda-Mara Aboriginal Corporation),
Karen Heap (CEO, Ballarat and District Aboriginal Co-operative),
Simon Flagg (Chair WDAC, CEO Wathaurong Aboriginal Co-operative),
Tony Craig (CEO, Goolum Goolum Aboriginal Co-operative),
Tamika Amos (CEO, Dhauwurd-Wurrung Elderly & Community Health Service).



Organisational chart



Corporate Services Staff

Corporate Services Team

Rose De Jong
Executive Manager, Corporate Services
Jordan Edwards
Traditional Owner/ Cultural Advisor
Leah Parker
Business Support Officer
Angela Walsh, Nadia Albert
Strategic Policy Advisors
Scott Gorringe
Workforce Mentor & Leadership Lead

Operations

Hayley Couzens
Facilities Manager
Nikita Pillai
Quality & Compliance Manager
Jasmine Skye-Marinos
Quality & Compliance Officer
Elanor Brinkswoth
Quality & Compliance Admin Support
Fiona Ryan
Board Project Officer
Robert Davis
Project Manager
Nikki Carol
Infrastructure Manager
Rochelle Anderson
Fleet Management
Stephanie McLachlan, Josephine Chester, Taige Crossman
Receptionists

People & Performance

Nikita Pillai
Acting People & Performance Manager
Tenaya Watts
People & Performance Team Leader
Erin Russell
People & Performance Business Partner
Aya Li
Payroll & HR Support Officer
Rachelle Allen
Learning & Development Business Partner

Finance

Yohan Kumaran
Chief Finance Officer
Cameron Dodds
Finance Manager
Kathy Davis, Diksha Thakur
Finance Support Officers

Housing

Rachel Oxford
Acting Housing Manager
Bruce Ryan
Building Maintenance Manager
Matt King
Building Maintenance
David McLachlan, Mick Sinclair, Peter Surtees
Garden Crew

Marketing

Beth Davis
Marketing & Communications Manager
Layla Boseley
Communications & Events Co-ordinator

IT Support

Jack Woolford
IT Manager
Greg Cooper, Michael Graham
IT Support Officers

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

Kelly McLachlan
Manager
Liz Abrahams
Team leader
Annmaree Wills
Aboriginal Disability Liaison Officer
Annmaree Wills, Lilian Kitete, Linda Tanner
Support Coordinator
Lyndon Perry, Charles Matete, Norelle Hopper, Ebony Rayner, Kiara Smith, Tahra Hall, Theresa Sailor, Sophie Hamann, Cheryl LaFevre, Maria Akibiyi, Christine Cahill, Esther Bahatie, Nicole MacFadyen, Sarah Davison, Lydia (Mapendo) Baabwe
Disability Support Workers

Corporate Services Executive Manager Report

Yiradhu marang! I'm Rose de Jong, proud Wiradjuri woman from Central West NSW and honoured to be leading the deadly Corporate Services team as Executive Manager since January 2023. During my time in the role, I have seen our Corporate Services Team not only supporting the day-to-day operations of the organisation, but identifying and implementing opportunities for continuous improvement, ensuring that our organisation provides the best supports for our community. Below is a snapshot of some of the incredible work the team have achieved in 2022/2023.

People & Performance

In 22/23 we said goodbye to Dominic Gordon Manager People & Performance and Aya Li – Senior Payroll Officer. We thank them for their service and wish them all the very best for their future endeavours.

Erin Russell moved from the role of Business Support Officer Family Services into the role of Business Partner People & Performance Business Partner October 2022.

Tenaya Watts moved from the role of Business Partner People & Performance, into Team Leader People & Performance January 2023. Nikita Pillai stepped into the role of Acting Manager People & Performance whilst continuing her role as Manager Quality and Compliance.

Rachelle Allen also joined us in May 2023 as our new Learning & Development Business Partner to develop and implement Wathaurong's Workforce Development Strategy including leadership, coaching and mentoring in partnership with Scott Gorringe.

At the end of the 2022/2023 financial year, Wathaurong Aboriginal Co-operative had 175 active staff.

Of those active staff, 42.9% identified as Aboriginal and/or Torres Strait Islander, which is around the same as previous years.

We recruited 75 new staff members during the 2022/2023 financial year which is up from 51 the previous financial year.

We had 39 staff separations, and we thank them for their service and wish them well, this is a substantial decrease in separations from 66 the previous financial year showing improvements in overall staff tenure and turnover.

Staffing data breakdown:

175 Headcount EOFY	127 Female	75 New Hires	100 Full Time
75 (42.9%) ATSI		39 Separations	59 Part Time
100 (57.1%) Non-ATSI	48 Male	1.04 years Ave Tenure	16 Casual



Scan for People & Performance video



Corporate Services Report

This year also saw the introduction of Induction Training facilitated by Simon Flagg which covers an overview of the organisation and an introduction to each individual area of the business and the work that they do. All existing staff were able to sit through an Induction session, with these sessions now being run on a quarterly basis for all new starters.

There has also been new cultural strengthening training for Aboriginal and/or Torres Strait Islander staff to strengthen their cultural learning and knowledge, as well as cultural learning training for non-Aboriginal staff to provide them with a stronger foundation of Aboriginal/Torres Strait Islander culture and history.

In addition to these internal trainings, staff have also been involved in a number of external trainings, audits and accreditation processes, including:

- MARAM Training
- Child Safe Training
- Health and Safety Committee Training
- Anti-Racism Workshops
- RACGP Accreditation and Audit
- NDIS Audit

Rochelle Anderson and Layla Boseley successful completed their Traineeships with AFL SportsReady in April 2022, with both then being employed on a full-time basis at Wathaurong. Layla Boseley was also awarded as the First Nations Trainee of the Year at the AFL SportsReady graduation in early 2023.

Jannalli Lilburne successfully completed her Certificate III in Aboriginal and/or Torres Strait Islander Primary Healthcare in March 2023 through VACCHO.

Piper Knox successfully completed her Certificate III in Aboriginal and/or Torres Strait Islander Primary Healthcare in March 2023 through VACCHO.

Staff members Tahlia Easton, Tanisha Clarke, Louise Warner, Kristie Fraser-Lange, Fiona Schlensog, Jordyn Flagg, Mikali Harrison, Ebony Hickey, Jayden Hickey, Natalie Sullivan, Duane Luki and James McKinnon successfully completed their Graduate Certificate in Domestic and Family Violence in March 2023 through RMIT.

The People & Performance Team completed the implementation phase for our much-awaited HRIS System Employment Hero which will be rolled out in the 2023/2024 financial year.

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. We will continue to advocate and provide opportunities and pathways for Aboriginal and/or Torres Strait Islander Peoples and Community members. We will also continue to proactively recruit and advocate for Aboriginal and/or Torres Strait Islander Peoples who bring skillsets such as lived experience and cultural knowledge to our organisation.

Housing

We now have 19 properties in our portfolio.

These consist of:

3x2 Bedroom
12x3 Bedroom
4x4 Bedroom

With the sale of the 4x 1-bedroom units at Douglass Street in September 2022, Wathaurong was able to purchase an additional 3-bedroom home in Corio in early 2023 which has been tenanted since early April 2023.

The Aboriginal Rapid Housing Response Program (ARHRP) was delayed so that Wathaurong was able to ensure the project engaged local contractors to undertake the works and subsequently negotiate better prices and better outcomes for our community homes. Works are in their final stages of completion.

Wathaurong is on track to identify a number of improvements to ensure our housing and tenancies are compliant with legislative requirements and most importantly, meets the needs of our communities.



Infrastructure & Facilities

There has been significant progress across key infrastructure projects and identifying improvements across our facilities management.

Forster Street

We have been working hard with the team at Merit Interiors on the construction of our Healing Spirit Youth Hub at Forster Street. The renovations to the interior and exterior of the building, and the reimagining of the landscaping (including a deadly new basketball court) are progressing well and are on target to be completed by early 2024. We think that the new spaces beautifully reflect the history and values of our organisation and will provide the perfect space that our young people have long been asking for.

Morgan Street

Following on from the input and feedback received from our Community and staff, our team have been working closely with architects Woods Bagot, engineers GHD, landscape architects Tract and other consultants on developing the concept design for the redevelopment of our Morgan Street site. A huge milestone for this year was securing a significant Commonwealth investment of \$15.6 million (excl. GST) towards the project! We are on track with our town planning application to Geelong City Council, focusing now on our fundraising strategy to raise additional funds required and are targeting construction commencement next financial year!

Facilities

A range of our facilities and systems have seen improvements including introducing a ticketing system to monitor and track progress against stocktake, ordering and allocation of staff uniforms. The ticketing system also reduces administrative burden of attending to maintenance matters through a streamlined and efficient system.

Wathaurong is also working through replacing and upgrading our fleet vehicles that have reached the terms within our vehicle policy for turnover.

Importantly, Wathaurong has undertaken an audit of our security systems to ensure our facilities are safe and secure.



Scan for Infrastructure & Facilities video



Corporate Services Report



Scan for Colac –
The Aboriginal Gathering
Place video

Wurdi Youang

Belonging to the Wathaurong Community, Wurdi Youang is a 369-hectare conservation property in Little River, and is an amazing space for mob to Connect with Country. This year, our dedicated landcare team has again undertaken commendable efforts to ensure the wellbeing of this precious land, making it a safe and beautiful environment to care for and enjoy.

We worked hard to remove more of the invasive introduced weeds that sadly dominate the region. Simultaneously, there has been a gradual and ongoing process of revegetation with native grasses, many of which are rare and endangered. Notable species include Kangaroo Grass (*Themeda triandra*), Rigid Panic (*Walwhalleya*), and Panicum Grass, all of which have thrived in the current year due to our land management and favourable weather conditions.

Beyond their ecological significance, these rejuvenated grasslands now provide crucial habitats for small animals on the brink of extinction, including the Striped Legless Lizard, Fat-tailed Dunnart, and the Golden Sun Moth. This year, our team collaborated with Zoos Victoria, specifically Werribee Zoo, to explore a potential repopulation project for the rare and endangered Plains-wanderer. Once a common feature of southwest Victoria, this small bird has faced

a substantial decline due to habitat loss and is now a rare sighting in the region. Our team, working with zoo staff, is diligently recording and listening for their distinctive calls, with the aim of identifying any existing Plains-wanderer colonies on the property. This endeavour also hopes to identify other animal life, providing a tangible testament to the success of our revegetation efforts.

In addition to our environmental pursuits, our knowledgeable staff actively engaged in providing cultural conservation education to visitors. This includes conducting sessions with primary school teachers for their professional development on Country, providing conservation connection to medical professionals from Barwon Health, and fostering learning experiences for small school groups about the enduring custodianship of the land that our people have maintained for thousands of years. Furthermore, we have organised Connection to Country days for our staff, supporting their cultural strengthening as they care for the Wathaurong Community. Additionally, we proudly host Wathaurong's combined Annual General Meeting and Community Meeting in this unique space, offering an enjoyable experience for all. These initiatives underscore our unwavering commitment to both environmental stewardship and community engagement, as we continually expand our plans for inclusivity and environmental protection.

Colac - The Aboriginal Gathering Place

In the Colac Otway Shire, the most recent census data shows we make up 1.4% of the population with 309 peoples making up 179 households. With an employment rate of 63.6% which is above both the Victorian and National averages. Despite the hardworking nature of our Community, the median weekly incomes are significantly below that of non Aboriginal population.

During the financial year, we had 943 Aboriginal peoples and 612 non-Aboriginal people visit the Colac Aboriginal Gathering place. These visits were a mix of seeking information and support, meetings, flexible working spaces shared with Eastern Maar Aboriginal Corporation and community events.

We also hosted some successful events outside of the Colac Aboriginal Gathering Place, including the Yan Yan Police and Community Aboriginal Family Violence Protocols launch, Mabo Screening and VAEAI's Aboriginal Early Years Professional Development Training at RRRTAG and the Community Christmas Party at COPACC— due to the size and nature of the events we were unable to host them at the Gathering Place. We also held a NAIDOC Exhibition at In The Skies Art & Music with local artists exhibiting for the duration of the month.

Both the Community Development and Project Officer for the Colac Aboriginal Gathering Place completed a Graduate Certificate in Family Violence Prevention (Aboriginal Community Development) through RMIT and our Community Development worker also completed her post graduate studies in Land and Sea Country Management.

As the only Aboriginal Community Controlled Space in the Colac Otway region, also servicing and supporting parts of the Surfcoast, Corangamite and Golden Plains Shire we've seen a range of meetings take place in Caracaramigen House including but not limited to; AFLDM, Family Violence and Justice supports including Dhelk Dja and RAJAC, Case planning, Chip chats, Campfire Conversations, environmental and caring for Country sessions and a range of meetings with kinship, culture and education as a key focus.



Unfortunately, we have been unable to obtain funding during this financial year in terms of funding staff or securing a new building. We thank Wathaurong Aboriginal Co-op for closing the gap in this instance and ensuring we remain open. We are still in our interim space at 4 Miller Street in Colac.

Our social media is always worth a follow - if you don't already follow us the best way is to follow us on Facebook, Caracaramigen - The Colac Aboriginal Gathering Place or on Instagram - Colac Aboriginal Gathering Place is where you'll find us and keep up to date with what's on and upcoming.

As always, we're blown away by the kindness, heart and leadership of our community and I know, there's no other community I'd rather be in this with. We're so proud of the work we've been able to achieve in the year that's passed and can't wait to see you all at community events or for a cuppa soon.



Corporate Services Report

Information Technology

The Atlassian JIRA ticketing system has been a success within the IT Team, with 1510 tickets reported and resolved in the 2022/2023 financial year.

As a result of this success further JIRA Service Management platforms have been implemented, along with accompanying Project Management platforms for individual teams.

Engagement continues with the SharePoint Intranet, with usage increasing across teams and documentation and communication increasing across teams as a result.

With the increase in usage of SharePoint for team document storage, this has enabled some teams and departments to move away from needing to use old methods of file storage. E.g. the entire Corporate Services Department no longer uses the Azure Virtual Desktop. Further decreasing the need for some teams to use the Azure Virtual Desktop, saving costs related to cloud server usage.

The Microsoft Azure cloud infrastructure has had further improvements applied, such as Remote Apps deployed via the Azure Virtual Desktop, allowing decreased server strain, improving and simplifying the end user experience due to being able to work primarily in a local environment without logging onto a cloud computer.

eFaxes have been implemented within the Wathaurong Health Service, improving accessibility to send and receive faxes for the relevant staff regardless of location and addressing the connection issues experienced with the physical fax lines.

Multiple variations of digital forms have been implemented, including across Microsoft Forms, SharePoint and JIRA, streamlining the capturing of data. E.g. JIRA forms to capture uniform orders, SharePoint forms to capture and automate the onboarding and offboarding process etc.

Quality & Compliance

In 22/23 we said goodbye to Elanor Brinkworth, Quality Officer. We thank Elanor for her service and wish her the very best for her future endeavours.

The Quality team manages Wathaurong's Quality Management System (QMS), which monitors:

- Accreditation
- Funding compliances and reporting
- Internal reporting such as Incidents, Feedback, Audits, Risks, and Improvements.

During 2022-2023 Wathaurong has successfully completed the following accreditations:

- NDIS Mid-term Assessment October 2022
- RACGP Accreditation May 2023

The Health Services met all the RACGP Standards, which is an amazing achievement! Commendations in the report from the accreditors, acknowledged the way we do business at Wathaurong by keeping the needs of Community of the forefront of everything we do. We would like to thank all staff and community that participated and provided feedback through the Accreditation process.

The Quality team has strengthened our Internal processes for reporting for Incidents. Wathaurong's QMS Logiqc was updated in January 2023. Since the implementation of the new Incident Management process, Wathaurong has successfully been able to capture accurate data for Operational, Child Safety, Clinical, and OHS incidents.

The data is provided to the Governance committees to monitor, analyse, and implement improvements, providing a safe workplace for staff and community.

Balert Care Connections

Balert Care Connections provides NDIS, PYP, and My Aged care, Support in the home (CHSP) funded services to approximately 96 Wathaurong Community members.

Balert Care Connections Team continues to provide individually tailored services to support our community members to have their 'best life'.

We ensure the care and support our community members require is provided in a culturally safe and appropriate manner so they can live a comfortable and connected life. Our service delivery adapts to focus on community member's individual needs.

As a registered NDIS provider, we offer a comprehensive range of supports, including advocacy, support coordination, daily living skills, and personal care and community access.

Through our Aboriginal Disability Liaison Officer (ADLO), this year we assisted numerous families to access the NDIS and implement their plans. We also provide services that assist people with their changing needs and ensure they are support to continue to participate in community.

Our Housing Maintenance Team also provide lawn and garden maintenance services for our Aged care, Home package and NDIS community members as required.

We have big plans or next year to continue expanding our services and meeting the needs of our community members, preparing for Aged Care reforms, upskilling and training our workforce, improving our systems and exploring additional funding opportunities.

Strategic Policy

Wathaurong has taken on the role as Chair and Secretariat for 2022-2024 for the newly re-established Western District ACCO Collective. CEOs and delegates of the membership ACCOs came together in December 2021 and again recently in August 2022.

Membership of WDAC includes Ballarat and District Aboriginal Cooperative, Dhauwurd Wurrung Elderly & Community Health Service, Goolum Goolum Aboriginal Cooperative, Gunditjmara Aboriginal Cooperative, Windamara Aboriginal Cooperative, Wathaurong Aboriginal Cooperative, Budja Budja Aboriginal Cooperative and Kirrae Health Service.

The WDAC will serve to enact a strong collective voice for community control and ACCOs for our Western District communities, to advocate for the ongoing transfer of power and resources to communities to self-determine our futures, and to share resources across our ACCOs.

Marketing, Communications & Events

In March 2023, Layla Boseley completed her traineeship with AFL SportsReady and we were so thrilled to have her join the Marketing, Communications & Events team on a full time basis. Layla was named as the AFL SportsReady First Nations Trainee of the year which was a

testament to the great work she has been doing at all of our community events and helping to plan and organise so many things at Wathaurong.

In early 2023, we launched the newly redesigned Wathaurong website, which makes navigating our information much easier. We also launched online donation platforms linked to our website which has contributed to additional income for Wathaurong.

We have continued to produce our printed community newsletters, and in mid 2023 we launched our monthly digital e-newsletter, which is a great way to keep up to date with what's happening at Wathaurong if you're not on social media.

Our social media presence continues to grow, with followers increasing by more than 26% across Facebook and Instagram, and our reach increasing by more than 37% across both platforms.

Once again we held a large number of community events across the 2022/2023 financial year, which you can see a summary of on the next pages. Our biggest and best events are always across NAIDOC Week, and we congratulate all of our award winners which you can also see on the following pages.



Scan for Information Technology video



Scan for Quality & Compliance video



Scan for Balert Care Connections video



Scan for Marketing, Comms & Events video



Community event numbers

335

NAIDOC Ball

450

NAIDOC Flag Raising

10

NAIDOC Elders Lunch

250

NAIDOC Movie Day

80

NAIDOC Kids Disco

30

NAIDOC Melbourne March

200

NAIDOC Supercats Basketball Game

130

NAIDOC Fun Run

15

Coffee With a Cop

195

Children's Day Event - ALI4Kids

20

Construction Info Night

30

Indigenous Literacy Day Story Telling Sessions

100

September Koori Youth Camp

45

Sisters day out

40

Launch of Yan Yan Document

45

VACSAL Football and Netball Tournament

55

Community Movie Night

15

AED Training

20

Seaweed Workshop

220

Cassius Turvey Vigil

25

Community Breakfast

30

Community Meeting

150

Buy Blak Market

40

First & Forever Festival

20

Geelong Cats Premiership Cup visit

900

Adventure Park Family Day

30

Elders Christmas lunch

320

Wathaurong Community Christmas Party

40

January School Holiday Activities

60

Ready For Learning day

30

Family day at Serendip Sanctuary

70

National Apology Day Event

35

Community Bingo Night

400

Pako Festa

100

AGM

50

Sistas Day Out

40

VACSAL Basketball Tournament

40

Community Trivia night

15

Voice to Parliament

30

Community Karaoke Night

20

Rainbow Mob Yarning Circle

50

Kindergarten registration day

50

Forster St Working Bee

20

Elders Lunch

15

Leadership Camp to Budj Bim

70

National Sorry Day

25

Wathaurong Possum Skin Cloak workshop

20

Voice to Parliament

120

Wathaurong Way Launch

20

Voice to Parliament

30

Didge Workshop



NAIDOC WEEK

July 2022 was even bigger and better during NAIDOC Week, with all of the COVID-19 restrictions lifted and we were able to host all of our regular community events. The NAIDOC Ball returned to Mt Duneed Estate, with more than 330 people attending and it was an amazing night. We also held our annual Flag Raising event, as well as the always popular kids disco at Forster Street, a movie day at Village cinemas, a walk/run around the Barwon River, the annual Supercats basketball NAIDOC round and although it turned out to be a wet and cold day, we sent a bus load of people up from Geelong to participate in the NAIDOC March in Melbourne.

Our 2022 Wathaurong Community NAIDOC Award Winners were presented at the Flag Raising day, congratulations to all winners.



Nedok Yoongga
(Elder/Respected Person)

Uncle Alfie Oram

UNCLE ALFIE ORAM was nominated as a great role model for the community – a man who get things done. Uncle Alfie can always be found helping organise activities for the men’s group, or cooking the BBQ at any Wathaurong community event.



Nedok Yoongga
(Elder/Respected Person)

Aunty Naomi Surtees

AUNTY NAOMI SURTEES was nominated because she is always there to support and advocate for community. Not only is her work with the Orange Door so important, but Aunty Naomi can always be found at community events sharing culture, and puts in many volunteer hours to help with women’s group activities and much more.



Ngarrwa Ngitj
(Community Person)

Renee Howell

RENEE HOWELL was nominated for her amazing work as the female Aboriginal Liaison at Barwon Health. In her role, Renee shows her deep connection and community spirit by always going above and beyond to support patients and their families.

Many community members have seen first-hand Renee stepping out of her own family time and gatherings outside of her work hours on numerous occasions to call or check in on patients and talk to their families.

Renee is incredibly supportive for families and staff at the hospital appreciate Renee for sharing her knowledge and educating them, as well as the comfort, support and advocacy she provides the Aboriginal and Torres Strait Islander patients.



Koolay Goopma
(Young Male Achiever)

Mikali Harrison

MIKALI HARRISON was nominated for always going above and beyond in his role in the community, as a person and an employee of Wathaurong. Described as having an uplifting attitude and a kind heart, Mikali helped many of our community members through the COVID pandemic, whether through delivering food, driving to appointments, or helping with the vaccine rollout



Moordeemoondeek Goopma
(Young Female achiever)

Jordyn Flagg

JORDYN FLAGG was nominated for being a leader in the community. Growing up in the Wathaurong community, she has always been around and is always giving back. Jordyn is an active part of her community through work, community events and meetings. She has been approached on various occasions to provide mentoring to young Aboriginal girls to encourage them to reach their fullest potential. In her previous job roles with RAJAC and Victoria Police, Jordyn has played an instrumental role by being involved in many community policing initiatives. Walking between culture, history, collective trauma and Australian or western systems, Jordyn is a force of strength for other young women.



Moordeemoondeek Goopma
(Young Female achiever)

Piper Knox

PIPER KNOX was nominated for being an incredible role model to our young mob. Finishing her VCE even when her whole family was devastated with sudden sorry business and loss of her younger brother, Piper has moved straight into uni for midwifery and specialising in Aboriginal Health. Piper is also a senior member and mentor for the younger children in Dhungala Children’s Choir. She has beautifully represented our community in many performances. Piper is also on Barwon Health’s Consumer Advisory Committee and was a representative in Youth Parliament for the Bill on First Nations Education in schools. Piper proudly strengthens her connection to culture and community through cultural dance and mentoring opportunities, and is the first to reach out and support others in the community who are experiencing difficult times.



Family Services Staff

Family Services Management

Kristie Fraser-Lange

Executive Manager, Family Services

Josephine Bolitho

Business Support Officer

Naomi Edwards

Family Services Manager

Helen Sullivan

Family Services Practice Lead

Jane Clements

Family Services Team Leader

Tahlia Dempsey

Early Years Team Leader

Fiona Schlenso

Family Violence Manager

Virginia Murray

Aboriginal Practice Leader

Ruby Bennett, Karen Scanlon

Family Violence Team Leader

Taige Crossman

Mackey Street Receptionist

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

Louise Warner

Acting Manager Family Services

Greg Jackman

Out of Home Care Team Leader

Family Services Team

Olivia Lund, Elyssia Graham, Maya Saunders,

Senior Family Services Case Worker

Kristen Holmes, Hannah Wentworth,

Rebecca Smallwood, Joniemarree Marty,

Trent Lata

Family Services Case Worker

Out of Home Care Team

Seth Clay

Cultural Planner and AFLDM Co-convenor

Tahlia Easton

AFLDM Co-convenor and Cultural Planner

Rachael Topp

Foster Care Recruitment

Alex Stefanovic, Nicole Asker, Kyly Davies

OOHC Case Manager

Darren Martini

Better Futures and Home Stretch

Early Years Team

Kristi Watts

Playgroup facilitator and Koorie

Pre-School Assistant

Gabby Middleton

Best Start Facilitator

Gina Chapman, Jackie Brown,

Shannon Moulton

Koorie Families as First Educator

Practitioner

Hayley Bohem

Koorie Pre School Advisor

Family Violence Team

Rory Charles

Aboriginal Tenants at Risk Support Worker

Blake Natoli-West

Local Justice Worker

Olivia Mathieson, Vaughan Gray

Youth Justice Worker

Virginia Murray

Aboriginal Practice Leader

Naomi Surtees

Cultural Support Worker

Shu Al Barhi, Violet Pearson

Aboriginal Hub Practitioner

Carley Trajkovski, Sue Riddell

Family Violence Support Worker



Family Services Executive Manager Report

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.

With the team continuing to grow our management team ensures our whole team is connected and working in the same direction. Throughout this year the Family Services team has met a couple of times to bring our focus back to Wathaurong's core values and our purpose through taking on the next layer of the Commitment to Action. This year we also supported the majority of our staff to attend culturally specific and tailored training to support our practice, such as Aboriginal Mental Health First Aid training, and utilising the expertise of Dr Graham Gee to deliver trauma informed and healing workshops.

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.

Over the next 12 months our Family Services team looks forward to further implementing the Commitment to Action and taking it down to the team level to continue improving our practice and support to community. We look forward to continuing to challenge our practice to ensure community are getting the best possible support.

Family Services

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.

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 services are culturally appropriate, advocating for the cultural needs of families as well as ensuring that everything is in the best interest of the



Kristie Fraser-Lange



Family Services Report



Scan for Better Futures video

children, and ensuring that we are supporting families to reach the best possible outcomes.

Over the course of the year our team has supported 110 families. Throughout this we have been able to support a number of families with developing strong routines, enhancing their parenting skills, strengthening capacity with managing challenging behaviours of their children as well as providing advocacy for families with housing services and education providers.

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, the community, and guided by the knowledge and experience of Elders.

AFLDM's encourage family members, extended Family, Elders, other significant people in the child's life and the child and /or young person to get together and make decisions to 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 AFLDM Convenor has worked hard and facilitated a total of 57 AFLDM's that ensured a cultural lens and space is held for our families to feel comfortable, safe and have meaningful yarns for the best outcomes for our children and families.

Our AFLDM convenor has been successful in supporting our families holistically to engage them in the process of an AFLDM and allow their voices to be heard and self-determination decisions to be made for by them, for them.

Cultural Planning

Wathaurong provides oversight of the Cultural Planning for Aboriginal Children in Out of Home Care. The Cultural Advisor provides support to Child Protection with developing, endorsing, reviewing and implementing cultural plans for all Aboriginal children and young people living in Out of Home Care.

The program works closely with Wathaurong's Out of Home Care, Child Protection DFFH and community service organisations to meet the requirements of the cultural plans in partnership with Auntie 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 the importance of cultural plans for our kids in out of home care.

Over the previous 12 months, the new Cultural Plan template has been adapted to ensure that children and young people currently living in Out of Home Care are continually connected to their home Country and forever immersed in their family stories, song lines and creation stories.

Through our Cultural plans we have been able to build up Cultural knowledge in our young Mob and with the carers. Our Cultural support planner has been able to have 46 Cultural support plans endorsed by Wathaurong. Our team is continuing to work on strengthening our children in Out of Home Care's cultural connection and connection to mob and family.

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 program, however, we have been able to successfully teach independence and move young people through the cycles of life to be successful as they move past their Adolescent years. Our Better Futures case manager has been successful in enrolling young people into education and supporting them in obtaining jobs and exploring career paths post school, as well as find and move into ongoing stable accommodation.

Foster Care Recruitment

Foster Care Recruitment aims to recruit Aboriginal carers and to support non-Aboriginal carers through cultural training to support Aboriginal children who enter into care. This program specifically focuses on strengthening the supports and improving the outcomes for our children 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. Currently Wathaurong support 7 accredited foster care households and is able to provide respite for ongoing placements due to our carer pool and the availability of carers to support.

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

Wathaurong 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.

Kinship Care and 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 require. 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 either endorse or not-endorse the placement, this goes heavily into supporting Child Protections case planning.

Throughout the year we supported a total of 57 children and young people who are contracted to Wathaurong for case management from Child Protection as well as 5 children who are in Foster Care. Where reunification has been determined not possible for a number of children, we have supported the carers to go through the permanent care process.

Our Kinship program has been successfully supporting 3 families after the reunification of their children back into parental care.

Our first supports program has completed 18 Part B's and the implementation of supports for the families and placements.

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 year's services partnership. Our partners include City of Greater Geelong, Meli, Barwon Health, Barwon Child Youth and Family, Goodstart Early Learning, Colac Area Health, Colac Otway Shire, Department of Education and Training (DET), Local Aboriginal



Family Services Report



Scan for Early Years Milla Milla Playgroup video

Education Consultative Group (LAECG), Department of Health and Human Services (DHHS), Geelong Regional Library Corporation (GRLC), Victorian Aboriginal Community Services Association Limited (VACSAL) and Deakin University Institute of Koorie Education.

The Best Start facilitator engages services from other organisations 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. Mingo Waloom is also working alongside the Koorie Preschool Advisor program with the goal of building the partnership with more kindergarten services, and supporting and encouraging kindergartens to measure the changes they are making to create culturally safe and inclusive practice.

Bupup Balak Wayipungang - Koori Pre-school Advisor Program (KPSA)

The KPSA program focuses on supporting access and participation of Aboriginal children in mainstream kindergartens within the Geelong region, as well as assisting early

childhood educators with providing culturally appropriate care and creating inclusive environments for Aboriginal children and their families.

KPSA has worked alongside 54 kindergartens with embedding Aboriginal perspectives within their spaces. This is done by being a cultural consult for educators. Providing a comfortable space for educators to not be afraid to try and asks questions. A 2-hour workshop has also been created as one of the key concerns identified by the educators is the lack of education and knowledge around history, tokenism, and how to best support Aboriginal families. This is co-facilitated by KPSA and Best Start. The workshop is split into three parts, 'The Importance of Relationship Building and How' which talks about how to build safe and respectful relationships. 'How to Embed Aboriginal Perspectives' which talks about how to embed an Aboriginal perspective into an activity that's already out for the children. And 'How to Measure the Changes' Made, which is where Best Start comes in with their role to support educators with creating goals, measuring the outcomes, and assessing if the plan worked, by using a template called PDSA (Plan, Do, Study, Act).

The KPSA program has supported 36 families with enrolling into kindergarten in the past 12 months. This has been done in many ways. KPSA regularly attends Wathaurong

Playgroups and has constant conversations with parents and carers. KPSA also receives queries around Kindergarten suggestions. Queries usually come through by families in the community or case managers who are supporting families. Families have also referred their kindergartens to the KPSA to gain support with uplifting their cultural capability.

In January 2023 we facilitated our Ready for Learning Day and Kindergarten Registration Day. Ready for Learning Day is all about supporting children and their families with preparing them to embark on their new educational journeys, 35 children attended. The Kindergarten Registration Day was also a success, supporting families with the beginning enrolment process for kindergarten, with 10 families attending

Milla Milla Playgroup

Playgroup is a culturally safe and inclusive space for our Aboriginal and Torres Strait Islander children and their parents, carers, Aunties, Uncles, Grandparents and other family members to attend. We know that children learn and develop through play and social interaction, so it is important for us to have a culturally safe space where children have the opportunity to strengthen their cultural identity through play, song, stories and other cultural activities. Playgroup provides an opportunity for children to interact with other children and families in

the community. Attending playgroup gives our children that sense of belonging and being around community not only helps our children grow Strong, Proud and Deadly but it is great space for the adult to connect to other families within the community.

KSPA and KESO workers often come to playgroup to offer help and support to our parents in getting their children enrolled and ready for kinder or school.

The 'Milla Milla Playgroup at Home' Facebook page is a social platform we still use. As we continue to livestream Thursdays and Fridays playgroup group sessions, for our families not able to make the playgroup session in person. Our Facebook page also provides us the opportunity to share community events, resources and information to keep our families connected to the Wathaurong community.

We currently have 38 family enrolled at Wathaurong. Over 45 children have attended our Wathaurong playgroups space. 216 members on "Milla Milla Playgroup at home" Facebook group.

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

Kitjarra Booboop (Baby playgroup)

Our baby playgroup is for children under the age of 12 months. All young, old and new parents/carers are welcome. This space was created to help parents and

carers with new booboop (babies) feel comfortable, and welcome in a cultural safe space where they can yarn about all the exciting things and not so exciting things that their booboop (babies) are doing. It is a more relaxed environment where all parents feel that they can come and yarn. If needed we are able to bring in experts or guests to attend to help answer any real problematic questions you may have regarding your booboop (baby) all while being in a safe environment.

Balert Gerrbik: Koorie 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. 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 59 families through both one on one and group work directly through the KFFE program. The KFFE team also supported

many more community members through posting videos of strategies and self-care support via community Facebook pages.

Family Violence

Family Violence Case Management

This program has continued to support community whilst facing recruitment challenges throughout the year. We continue to see safety of people who have experienced family violence as a high priority. This program not only supports safety in the home, community and the future but offers an individual, person-centred approach to immediate, short term and long term safety. We understand that we need to be guided by the pace of community members and ensure they are well informed of their options throughout their support journey with us.

Our team continues to make new relationships with stakeholders and enhance existing relationships, all in the best interest of community.

Over the year we have supported 16 people, 87.5% (14 people) identified as Aboriginal & or Torres Strait Islander. The average length of support periods was approximately 123 days.

As the new year fast approaches, we are giving the program a bit of a refresh, and hoping that with adequate staffing we can support more community.



Family Services Report

Aboriginal Tenants At Risk (ATAR)

Aboriginal Tenants at Risk Program was able to provide support to 48 distinct households within 55 support periods. The average length of support was 64.6 days. Community had access to brokerage from Aboriginal Tenants at Risk program and Private Rental Assistance Program in partnership with The Salvation Army. We continue to reach our targets in this program area, and see it as a very valuable program for community.

We have continued to support people to establish and maintain housing through case management, referral to other stakeholders, as well as assist in accessing other internal programs, that also enhance the likelihood that housing will be both secured and sustained into the future.

Looking to the year ahead we hope to look at how we can further improve this program and ensure we are being adaptive and responsive to our community.

Justice

This year in the justice space we have worked on strengthening our presence in community to ensure that when community members have court, corrections, and youth justice appointments, our stakeholders are aware that we are there to support community and walk alongside them to increase the likelihood that orders and their conditions are met and completed. To date this has included the Local Justice worker spending a day a week

at Corrections to support community but to also increase awareness of the role and its functions for Corrections Staff. We are also looking to implement the same for the Youth Justice Staff moving forward.

Now that we are out of COVID and restrictions are lifted, we will be shifting our focus to community work and getting this implemented for community. We will be looking for opportunities that are appropriate and safe for community to participate in and look at how they can support the broader community.

We are looking for opportunities for men and women that can be completed from Wathaurong as well as options that could be undertaken at home. Please reach out if you have any ideas/opportunities you think might be suitable.

Mens Family Violence

Throughout the year the men's family violence program connected with 23 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, including:

- 10 referrals to Dardi Munwurro men's healing and Men's Behavior Change Program
- 9 referrals to AOD services
- 10 referrals to Mental Health
- 10 referrals to Wathaurong GP

- 5 referrals to Employment Services
- 5 referrals to NDIS
- 10 referrals to Wathaurong Men's Group
- 3 referrals to Wathaurong Local Justice Program
- 7 referrals to WDP
- 2 referrals to Ballarat and District Aboriginal Co-operative

We have seen many successes through the program this year and will continue to improve and shape the service to ensure its meeting community needs.

Orange Door

This year we were able to fully staff our Orange Door Team for the first time. We have been able to align our team structure with the partner agencies, especially with the introduction of the Team Leader Position. We continue to work through any teething problems in this space.

We have continued to be in demand management for part of last year and are still working on the new normal being fully staffed.

The Barwon Orange Door will also be undergoing renovations in the latter half of the year as it continues to expand its staffing. We hope that this will cause minimal interruption to community. Wathaurong was also invited to have input into the design and renaming of the spaces within. We look forward to seeing this project come together.



Scan for Youth Justice video



Health Services Staff

Jason Kanoa
Executive Manager Health
& Community Strengthening

Duane Luki
Senior Manager Health Social
And Emotional Well Being

Emma Brown
Business Support Officer Health Management

General Practitioners

Dr Kevin Chang
Medical Director

Dr Ed Poliness
Senior GP

Dr Brigitte Agostinelli

Dr David Corbet

Dr Lucy Dobson

Dr Eimir Diviney

Dr Mohana Priya Govardhanan

Dr Sneha Kini, Dr Sourav Saha, Dr Thomas Dilks, Dr Edward Carson, Dr Chloe Jackson
GP Registrar

Health Promotion

Mick Ryan
Health Promotion Manager

Alf Oram
Cultural Support Advisor and Men's Group
Facilitator

Benjamin Silva
Active Community Coordinator

Registered Nurses

Skye Duncan
Team Leader-Clinical Practice Lead

Tim O'Callaghan

Todd Fry

Jacqui Myers

Hope Mathumbu

Bridie Bracken

Aboriginal Health Workers

Kerrie Alsop

Kiralee Hogema

Piper Knox

Jannalli Lilburne

Ryan Trickey

Medical Reception

Lynne Lancaster
Senior Reception/Paediatrician Co-Ordinator

**Atawhai Ogle, Jane McInnes,
Valinda Dimovski, Ella Devery, Mia Clay**
Medical Reception

Patient Transport

Eileen Smith

Steven Blackney

Specialist Consultants And Allied Health

Penelope Wood
Pharmacist

Inga Tribe
Liver Clinic Nurse

Olga Lutzko
Diabetes Educator

Dr Samantha Worboys, Dr Aaron Choy
Endocrinologist

Dr Susan Blair, Dr Christine Somerville
Renal Physician

Dr Kara Thomson
Obstetrician

Dr Jane Standish, Dr Philippa Shilson, Dr Alex Gordon, Dr Daniel Peyton, Dr Marg Fulton, Dr Sophie Dunn, Dr. Kate Wilkins, Dr. Rachael Harwood
Paediatrician

Dr Stef Louey
Paediatric Fellow

Dr Nicholas Mills, Dr. Georgia Murray
Paediatric Registrar

Maternal And Child Health

Merrin Kelly
Woman's and Children's Program Co Ordinator

Michelle Dickens, Fiona Bell
Maternal and Child Health Nurse

Nicole Fraser, Pip Gordon
Maternal and Child Health Nurse (Leave cover)

Lisa Hanrahan
Enhanced Team leader

Mia Clay
Admin support

Lauren, Claire
Koori Maternity Services

Kiralee Hogema
AHP Maternity Service

Erin, Debbie Adams
Midwife Koori Maternity Services

Piper Knox
Aboriginal Health Worker
Koori Maternity Services

Social & Emotional Wellbeing

Duane Luki
Senior Manager of SEWB

Renee Layton
SEWB Manager

Emily McDonald
Team Leader

Shirley Darcy
SEWB worker, Clinical team leader

Adrian Huddart, Matthew Ladner, Philip Drummond, Misty Collins
Alcohol and other drugs clinician

Michelle Gray
SEWB worker, Women's group facilitator

Jade Atkinson
SEWB worker

Sara Shanahan, Michelle Polidano
Intake worker

Julia Bryan, Denise Sweet, Jess McCoach
Bringing Them Home Worker

Ben Gray
STEPMI, Neuropsychologist, Step Through Care
dual diagnosis worker

Natasha Ling
Psychologist

Gwenda Black
Cultural Support advisor

Alf Oram
Cultural support Advisor and Men's group facilitator

Brook Keating
CCC aftercare worker

Dale Wiseman
Toward Home Plus worker

Phill King
The Locals MHAOD worker

Brooke Williams
Head to Health SEWB 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

Genine Trickey
Art Facilitator

Care Co-Ordination and Supplementary Services

Kerrie Alsop

Todd Fry





Jason Kanoa



Scan for Health Services Report video

Health Services Executive Manager Report

Ngata

This year there was an external audit through Australian General Practice Accreditation Limited (AGPAL), which is for the assessment of our Health Service practices and policies. We do this to demonstrate our commitment to be as inclusive and responsive as possible to all who seek services from us, and all those who work for us and with us. This activity was undertaken on-site against the Royal Australian College of General Practice (RACGP) Standards for general practices 5th edition and after many months of preparing for and the assessment being conducted, I am pleased to announce that we passed. I want to thank all the staff and community members involved for the dedication to this continuous improvement practice.

Throughout the year Wathaurong Health, Wellbeing and Community Strengthening units continued to partner and advocate for better service provisions for our community through various area, regional, statewide, and national levels, to ensure Wathaurong is seen as thought leader in regional practice and to ensure the voice of our community is heard on the various platforms and service met community need.

One of the partnerships created this past financial year was with the Local Adult and Older Adult Mental Health and Wellbeing Service that supports mental health and wellbeing treatment, care and support. Wathaurong has two dedicated identified roles, one position is filled, and one is currently vacant. The service is intended to provide an easy way to get treatment, care and support for Aboriginal and Torres Strait Islander people 26 years and over.

Wathaurong also partnered with Barwon Health and Department of Justice and Community Safety to develop an Aboriginal Model of Care for the new Cherry Creek Youth Justice Centre to providing health in a different way. We have been heavily involved in the service development and once the Centre is open, we will have two Aboriginal Health Practitioners/Workers providing care for young Aboriginal and Torres Strait Islander people in the centre.

A significant highlight of this reporting period was the graduation of 13 of our staff, completing Graduate Certificate in Family Violence, through a first for Wathaurong and RMIT University. This arrangement was an opportunity to partner in co-designing

in delivering education in more culturally appropriate and understanding environment. It was evident that when meaningful relationships happen it creates better outcomes for our communities, the staff now have obtained new skills and knowledge to help provide community with best quality of responses. I would like to acknowledge RMIT and their Ngarara Willim Unit for their support and understanding of the need to deliver education in a different way. Funding for this opportunity was provided by Barwon South West Dhelk Dja and Statewide Dhelk Dja and we thank them for their support to achieve this outcome.

Wathaurong Health, Wellbeing and Community Strengthening units are deeply committed to enhancing our awareness and actions to improve our service responses to community by embedding these into the fabric of our work, and to continuously reviewing our work to identify and address barriers. Health, Wellbeing and Community Strengthening units are supported by dedicated and caring employees who believe in the work they do, and in providing the best possible services to people and their families that they can. I am indebted to them for their commitment and ongoing perseverance over 2022/23.

We are supported by incredible colleagues across this organisation who are steadfast in their commitment to our critically important work, the employees who provide it, and the people and community it serves. Without any doubt, our most important reason for being is the honour of caring for and serving individuals, families, and community. I would also like to acknowledge the many service providers from across sectors that support and enhance our work.

We are humbled by your trust in us. While we strive to provide the best care and support services to our community, we know we have more to learn and do and we are truly committed to being the best we can be.

Wurwook.

Health Services Report

Health Promotions at Wathaurong in the 2022/2023 financial year has seen the implementation of Deadly Choices 715 Health Assessments which is aimed at improving the health of our community members and providing them with the choice of a \$25 gift card or a Deadly Choices shirt.

Our Active Community coordinator Ben Silva has developed our Community Deadly Games Program that is being delivered in 6 week blocks throughout the year and is continuing into 2024, this has also been developed into a staff program called the Corporate Deadly Games and

is delivered in 6 weeks blocks. Ben has also started taking referrals from our GP's to develop exercise programs and work with our community in the gym this will be ongoing in 2024.

Mens Group is running every Tuesday and Friday and is being facilitated by Alfie Oram that offers a culturally inclusive program for men 16 and older to participate in and has transport available.

Wathaurong Health Service has again had an increase in the number of active clients, 3861 patients that are registered at the Wathaurong Health Service, this number has gone up from the previous financial year of 3431 patients with 2016 patients accessing the service face to face or via Telehealth. Within this financial year of 2022/23, a total of 483 Health Checks were completed which is a vast improvement from 173 completed the previous financial year. 271 GP Management plans were completed, this is up from 72 in the previous year. 156 Team Care Arrangements were put in place up from last financial years number 65, with 145 Team Care Arrangements Reviewed. We have continued to provide a culturally appropriate health services in Colac with GP services 1- day per week in that region, we have been successful in delivering a high-quality standard of service in this financial year even with a growing population of community members accessing the Health Service.

Koori Maternity Services

2022-2023 saw us farewell Aboriginal Health Practitioner Kiralee Hogema who finished up in 2022 to explore other exciting opportunities,

We welcomed new KMS team members; Piper Knox - KMS Aboriginal Health Worker and Debbie Adams KMS Midwife.

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

It is important for Aboriginal women to have available access to KMS (Koori Maternity Service) so that both mum and baby are provided with culturally appropriate pregnancy care and 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.



Health Services Report



Scan for Maternal & Child Health Services video



Scan for Social & Emotional Wellbeing video

This financial year our KMS team supported 35 families with their pregnancy care, and completed more than 350 client contacts which included nearly 50 post natal follow up appointments for women and their babies.

KMS established a regular partnership meeting between KMS and key pregnancy services at Barwon Health. We also hosted the state KMS VACCHO Steering Committee meeting, and developed a working group of committed Aboriginal staff (women) to bring life back into the Women's Tranquility Garden following the COVID-19 pandemic and prepare for it's reactivation once again.

The KMS team were invited by VACCHO and the Department of Health, as an exemplar KMS service, to be part of a working group looking at ways to reduce pre-term birth.

We also supported study leave for Piper Knox, Aboriginal Health Worker, as part of her Bachelor of Midwifery studies through the Australian Catholic University. As well as this we supported two midwives to complete the peri-natal First Nation's health online training module through Latrobe University.

Maternal & Child Health Services

Families with children from birth to school age are eligible to access the Victorian Maternal and Child Health (MCH) service.

Wathaurong families can chose to access the Wathaurong MCH Service which is one of 15 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, they can be seen either at home or at our Albert st office, at Milla Milla playgroup or at their children's child care service.

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.

Between July 2022 and end of June 2023 , the Wathaurong MCH service have welcomed 46 newborn Aboriginal babies and their families into the MCH service and throughout the year had over 170 children engaged in the MCH service.

The MCH service provided more than 600 appointments which included 430 Key Age and Stage visits.

The Wathaurong MCH team includes Mia Clay, who provides business and cultural support and assists families by attending home visits with the MCH Nurse and coordinating resources requested by the family and MCH Nurses Fiona Bell and Michelle Dickins.

Achievements across the year included Auntie Gwenda Black providing wonderful cultural art work to the Albert st MCH office, actively participating in the state Aboriginal Network meetings, presenting the outcomes of a small project on behalf of the Barwon Aboriginal Ear Health network group at the 2022 National MCH conference in Canberra and working closely with the Department of Health to advocate for better funding that more accurately reflects what is required for ACCHO's to deliver Aboriginal MCH services to their community.

Social & Emotional Wellbeing

Over the last 12 months our SEWB services have provided support to over 400 community members.

During this time, our community's need for support has grown, and our staffing resources have also grown. We have worked hard to

ensure Community members don't have to wait longer than necessary to receive support. Over this course of this year, the following programs and support were available:

- Social and Emotional Wellbeing program
- Alcohol and other drugs program
- Bringing Them Home program
- Psychology, including Neuropsychology
- Culture Care Connect – Suicide Prevention Support

We have actively supported a range of external partnerships, with Wathaurong workers involved in the following services:

- Head to Health
- The Locals
- Step Through Care (previously STEPMI)
- Towards Home Plus

Our leadership was strengthened with a new position of Clinical Team Leader and a strengthening of care pathways through the SEWB program.

We have had growth in the Women's group, with positive feedback from the women including a strong sense of belonging and cultural connection, fun and useful education opportunities.

Our SEWB team have provided support and yarning services at community events such as Sorry Day and Apology day, which can be very triggering for our community and it's important for them to know there is a safe space and someone to talk to.

There has been many examples of growth and positive outcomes for community members involved in our programs including successful outcomes in strengthened family relationships, community connection housing, employment, and general social and emotional Wellbeing.

We have continued to strengthen our relationships with external agencies such as headspace, Meli (formerly BCYF and Bethany), Odyssey, headspace Colac, Barwon Health, SAFV centre, Orange Door, Aboriginal Housing Victoria & a range of Victorian ACCO's.

We have also further supported our staff with training to our capacity in service delivery, including supporting staff engaged with external vocational training courses. (e.g undertaking Tertiary education in social work, and diplomas in counselling, AOD, ongoing training around Family violence, child safety and providing trauma informed care.)

Community Strengthening

The Community Strengthening Team is responsible for creating safe spaces for the whole of community to connect through Culture,

Spirit and Supports. The team's priority is to ensure community are connected, supported in their healing journey, self-determining of their supports and needs, and feel safe to access Wathaurong's services and programs.

The Community Strengthening Team have provided a drop in space for community to access at Morgan Street during business hours. Through this they have provided supports and resources to community with access to food bank vouchers and a regularly stocked pantry, clothing, and bedding. The team have also been able to support community requiring access to a computer and internet through a community laptop that is available at Morgan Street.

Over the last 12 months, some of the teams' key successes have been:

- The establishment of the Baba Rrang Tandop (Aunties and Uncles Together) Group
- Regular school holiday activities
- Supporting community to attend cultural gatherings i.e. First and Forever, Global Indigenous Runway, VACSAL Statewide Basketball Carnival
- Youth Leadership Camp
- Possum Skin Cloak Workshops
- Opening an online Wathaurong merchandise store to self-generate income to further fund community engagement activities.



Scan for Community Strengthening video



The Community Strengthening Team have focused on holistic wellbeing in every activity and event organised. With healing and connection to community at the forefront.

In August 2022, the Team had the pleasure of partnering with BESIX Watpac and Larrakia Bilirra to host a Careers in Construction Evening for community. The evening saw representatives from BESIX Watpac, Larrakia, Djilang Alliance and The Gordon speaking about current vacancies and career pathways in construction. The evening was a great success with 29 people attending and many people gaining employment following the event.

“We just wanted to thank Wathaurong for organising the construction work presentation. Our son had a trial period with a company and is now back on track with his plumbing apprenticeship. We wanted to say thank you and let you know how appreciative we are.”

As well as all of the deadly work our team has been doing with Community, we have also had some big wins in the funding space, with a \$29,050 grant received for participation in the VicHealth Strong Young Mob Committee, a \$50,000 grant received from Geelong Community Foundation to support the Wathaurong Homework Club, and a grant of \$1,081,000 over 4 years confirmed from the Department of Justice and Community Safety to support the implementation of our Youth Hub.





Wathaurong Glass and Arts Executive Manager Report



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.

Financial Summary

2023 proved to be a challenging year, the cost of running business increased across all expense catagories, from rent to materials cost increases, wages had to be increased to cover off cpi, our biggest increase was rent increasing by 75%, while expense increases are a part of operation expectation however not to the extent of how quick and sharp it rose.

Clearly the counter measure is to increase product pricing and review of manufacturing charges, these increased by 32%, this should hold fast for the next 12-18 months and a small increase expected come 2023/24.

The financial outcome was we had a very small loss \$1.7 k, however this was attributed to a smaller revenue, down by 8%.

Operation

We started planning for the move to 18 Rodney Rd, next door, this will occur over the next 18 months as our lease will be up in June 2025, hopefully between now and then we will have the factory completely setup and operational.

We purchased a new Laser during this period, still very new at understanding the potential but things are starting to present, this will provide us with an additional income stream with the projection of sale around \$35-45k if maximized.

Staff

Having such experienced staff has allowed me to take some long-awaited long service leave for 9 weeks during this period.

Jarrold, Jermaine, and Daniel all still working hard at providing quality products to our customers, I'm extremely grateful for their commitment and loyalty to Wathaurong Glass.

Jarrold will have been at Glass for 13 years come January 2024.

Jermaine is now at 9 years and 10 coming up in March 2024.

Daniel started March 2021, so he will have been here for 3 years come 2024.

Corporate / Awards

Corporate business increased to be 38% of the total sale generated, that's up by 15% on last year.

We are starting to return to pre covid sales in this space, also offering originality (should I say Aboriginality) and quality. Clearly is a competitive advantage.

Retail / wholesale Glass Art

Retail is also up and trending back to pre-covid sale, it was 19% of sales, also seen a large take up of online sale which is clearly a bye product of everyone shopping from home, although stats tell us Australians only purchase 18% of their purchases online as apposed to about 30% of the rest of the world, so good signs ahead in this space.

Architectural glass

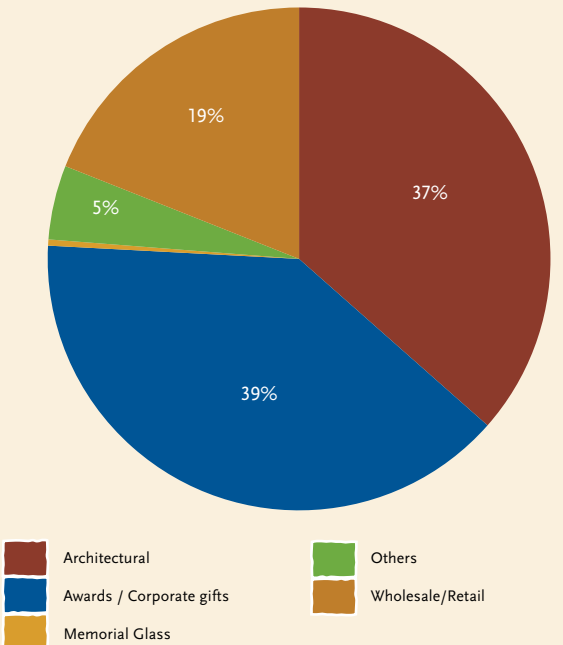
Architectural sales are substantially down on last year, currently at 35% of total income compared to 53% last year.

In simple explanation we haven't received the jobs from the government capacity building programs from previous years, these will slow down as the government is trying to slow the economy down with inflation.

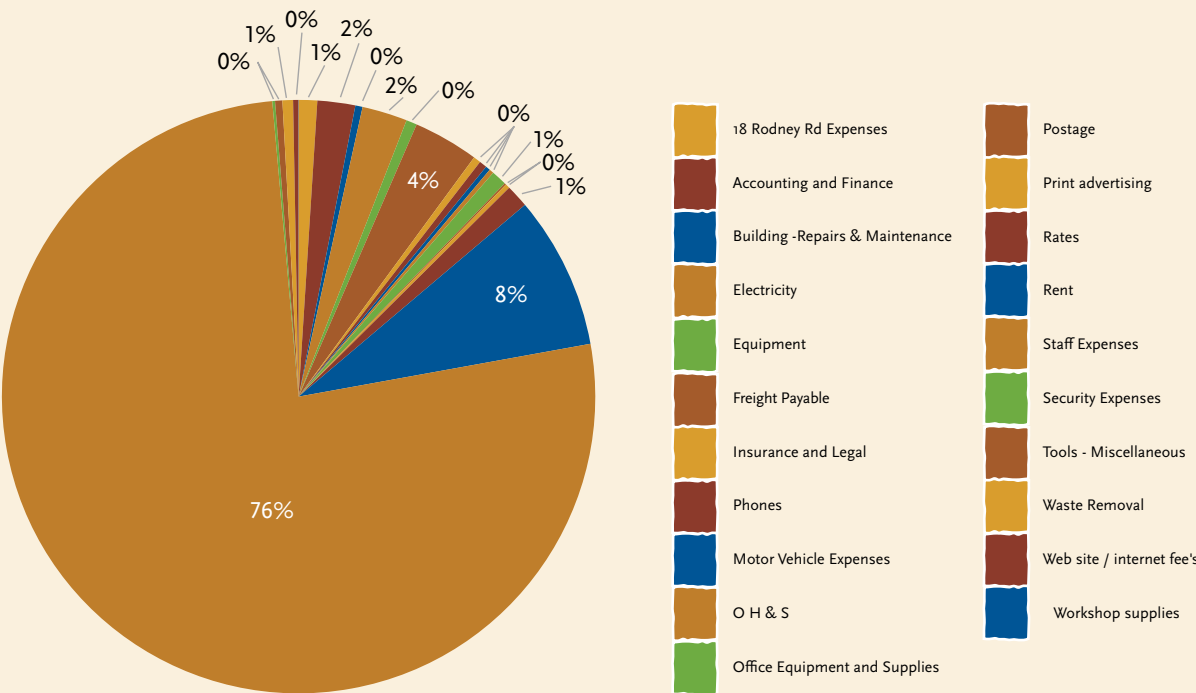
Miscellaneous sales remaining

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.

Market Sales



Operating Expenses



Our Partners



- 1 Step Communications - Telstra Partner
- Acurus Pty Ltd
- Adcell
- AFL Barwon
- Australian Hearing
- Barwon Health
- Barwon Local Area Education Consultative Group (LAECG)
- Barwon Water
- Belmont Lions Football Netball Club
- BESIX Watpac
- 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
- Cultura
- 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
- 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
- Meli
- 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 2023.

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
(Seconded 13 January 2023, ceased 26 February 2023)

Wendy Brabham
(Re-elected 26 February 2023)

Judy Dalton-Walsh
(Re-elected 26 February 2023, Chairperson from 14 March 2023)

David Flagg
(Seconded 6 March 2022, ceased 19 December 2022)

Shane Clarke
(Elected 21 March 2021, ceased 26 February 2023)

Glenn Shea
(Elected 26 February 2023, Secretary from 14 March 2023)

Ammie Howell
(Seconded 13 January 2023,
elected 26 February 2023)

David Tournier
(Elected 26 February 2023)

Activities

The establishment of the Co-operative was to create a gathering place (home) for our Community, we continue to reshape the Co-operative to be the home for our Community where they can access holistic support to strengthen their identity, Culture, health and wellbeing aspirations.

Results for the year

The total comprehensive surplus of the Co-operative for the year was \$2,553,613 (2022 surplus - \$259,122).

The surplus for 2023 was primarily due to an increase in the asset revaluation reserve of \$2,480,838. No revaluation gains were recorded last financial year. Operational surplus decreased to \$72,775 (2022 surplus - \$259,122) as the organisation has continued to grow its programs and with the infrastructure works for the Forster Street and Morgan street development commencing.

Total revenue of \$20,408,337 was a large increase in comparison to total revenue derived in the 2022 financial year (\$18,201,963). This was due to additional grant funding that Wathaurong secured in relation to the Forster Street and Morgan Street redevelopment. Grant funding accounted for 86% of total revenue, trading activities contributed 10%, while rental income and other capital related income contributed a total of 4%.

Total expenses of \$20,335,562 represents a significant increase on prior year expenditure (\$17,942,841) as Wathaurong continued to grow its services. The increase in expenses is attributable primarily to an increase in staffing costs, training, and onboarding. All other operational expenses remain at similar levels to the prior year.

We would like to acknowledge and thank our Commonwealth, State and Local partners for their ongoing support that enables our self-determination to deliver many supports to our members and broader Community. Our funding partners are:

Victoria

- Department of Health,
- Department of Families, Fairness and Housing,
- Department of Education,
- Department of Justice and Community Safety,
- Department of Premier and Cabinet,
- Department of Jobs, Skills, Industry and Regions,
- Western Victoria Primary Health Network, and
- Victorian Health Building Authority

Commonwealth

- Department of the Prime Minister and Cabinet,
- Department of Health and Aged Care, and
- National Indigenous Australians Agency

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

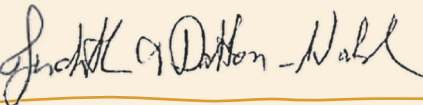
receivable by directors shown in the accounts or the fixed salary of a full-time employee of the Co-operative) by reason of a contract made by the Co-operative with the director or with a firm of which he is a member, or with a co-operative in which he has a substantial interest.

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.

Signed in accordance with a resolution
of the Board of Directors



Judy Dalton-Walsh,
Chairperson

North Geelong,
21 December 2023



Financial Report

Auditor's Independence Declaration

AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 283 OF THE CO-OPERATIVES NATIONAL LAW (VICTORIA) TO THE DIRECTORS OF WATHAURONG ABORIGINAL COOPERATIVE LIMITED

I declare that, to the best of my knowledge and belief, in relation to the audit of the financial year ended 30 June 2023, 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.

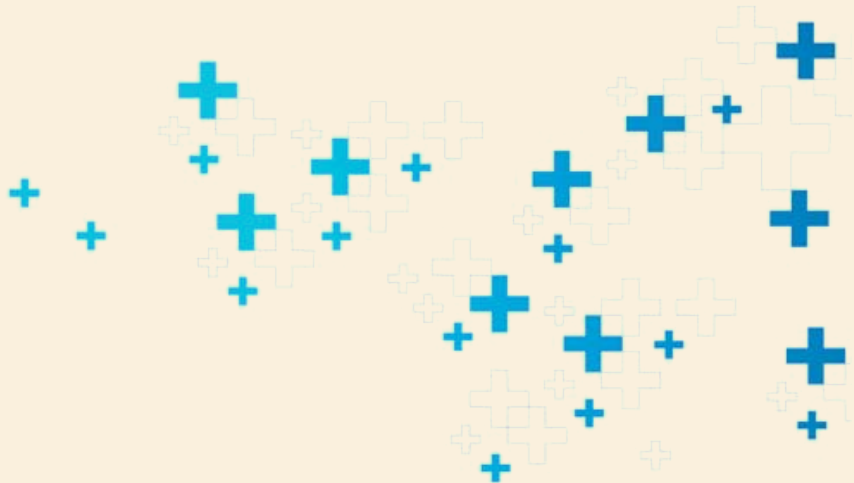


LBW CHARTERED ACCOUNTANTS

A handwritten signature in blue ink, appearing to read 'SRIPATHY SARMA', written over a horizontal line.

SRIPATHY SARMA
Principal

RCA Registration Number: 325 444
Dated this 21st day of December 2023



Statement of profit or loss and other comprehensive income

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Revenue	3	20,408,337	18,201,963
Expenses			
Employee benefits expense		(14,857,218)	(12,590,026)
Client support expense		(1,613,570)	(1,726,616)
Depreciation expense	4	(782,189)	(728,021)
Occupancy expense		(124,057)	(219,362)
Motor vehicle expense		(246,024)	(169,935)
Telephone & internet expense		(127,566)	(150,106)
Rental properties expense		(88,053)	(119,665)
Staff training and development expense		(528,456)	(218,487)
Legal fees		(42,849)	(43,419)
Other expenses from ordinary activities		(1,925,580)	(1,977,204)
Surplus before income tax expense		72,775	259,122
Income tax expense		-	-
Surplus after income tax expense for the year	15	72,775	259,122
Other comprehensive income for the year, net of tax	16	2,480,838	-
Total comprehensive income for the year		2,553,613	259,122

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.



Statement of financial position

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Assets			
Current assets			
Cash and cash equivalents	5	11,651,565	10,296,623
Trade and other receivables	6	859,364	1,020,595
Other assets	7	85,197	85,017
Financial assets		1,105,529	1,094,912
Total current assets		13,701,655	12,497,147
Non-current assets			
Property, plant, and equipment	8	21,801,152	18,077,191
Right of use Assets	10	710,138	1,099,053
Investments	9	262,500	262,500
Total non-current assets		22,773,790	19,438,744
Total assets		36,475,445	31,935,891
Liabilities			
Current liabilities			
Trade and other payables	11	924,998	1,685,318
Employee benefits	12	1,702,929	1,331,774
Grants in advance	13	9,565,632	7,025,781
Lease liabilities	14	420,492	469,984
Total current liabilities		12,614,051	10,512,857
Non-current liabilities			
Lease liabilities	14	383,930	745,025
Employee benefits	12	245,842	-
Total non-current liabilities		629,772	745,025
Total liabilities		13,243,823	11,257,882
Net assets		23,231,622	20,678,009
Equity			
Issued capital		72	72
Asset revaluation reserve	16	12,547,639	10,066,801
Accumulated surplus	15	10,683,911	10,611,136
Total equity		23,231,622	20,678,009

The above statement of financial position should be read in conjunction with the accompanying notes

Statement of changes in equity

For the year ended 30 June 2023

	Issued Capital \$	Asset Revaluation Reserve \$	Retained Surpluses \$	Total equity \$
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
Balance at 1 July 2022	72	10,066,801	10,611,136	20,678,009
Surplus after income tax expense for the year	-	-	72,775	72,774
Other comprehensive income for the year, net of tax	-	2,480,838	-	2,480,838
Total comprehensive income for the year	-	2,480,838	72,775	2,553,613
Balance at 30 June 2023	72	12,547,639	10,683,911	23,231,622

The above statement of changes in equity should be read in conjunction with the accompanying notes



Statement of cash flows

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from grants & other		22,713,487	20,128,623
Payments to suppliers and employees		(19,654,882)	10,296,623
Interest received		92,464	5,556
Interest paid		(5,043)	(4,784)
Net cash from operating activities	18	3,146,026	3,568,427
Cash flows from investing activities			
Proceeds for property, plant and equipment		1,060,537	24,000
Payments for property, plant and equipment		(2,310,709)	-
Net cash used in investing activities		(1,250,172)	24,000
Cash flows from financing activities			
Repayment of lease liabilities		(540,912)	(490,398)
Net cash used in investing activities		(540,912)	(490,398)
Net increase in cash and cash equivalents		1,354,942	3,102,029
Cash and cash equivalents at the beginning of the financial year		10,296,623	7,194,594
Cash and cash equivalents at the end of the financial year	5	11,651,565	10,296,623

The above statement of cash flows should be read in conjunction with the accompanying notes

Notes to the financial statements

For the year ended 30 June 2023

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.

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.



Notes to the financial statements

For the year ended 30 June 2023

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.

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.



Notes to the financial statements

For the year ended 30 June 2023

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.

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 likelihood 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

	2023 \$	2022 \$
Operating revenue		
Grants & government funding	17,049,322	16,321,385
Fundraising & trading activities	2,540,831	1,662,766
Rental income	131,410	121,300
Other funding and sundry income	594,310	90,957
	20,315,873	18,196,407
Other revenue		
Interest received	92,464	5,556
Revenue	20,408,337	18,201,963

Note 4. Expenses

	2023 \$	2022 \$
Surplus before income tax includes the following specific expenses:		
Depreciation of property, plant & equipment & right of use assets	782,189	728,021
Computer & IT expenses	512,561	472,448
Gain/(loss) on sale & disposal of assets	303,468	(6,144)

Note 5. Current assets - cash and cash equivalents

	2023 \$	2022 \$
Cash on hand	200	1,700
Cash at bank	11,651,365	10,294,923
	11,651,565	10,296,623



Notes to the financial statements

For the year ended 30 June 2023

Note 6. Current assets - trade and other receivables

	2023 \$	2022 \$
Trade & Rental debtors	808,979	976,685
Loan receivable – Kirrae Whurrong	50,385	43,910
	859,364	1,020,595

Note 7. Current assets - other

	2023 \$	2022 \$
Rental bonds	85,197	85,017
	85,197	85,017

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

	2023 \$	2022 \$
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 (2023 valuation)	200,000	130,000
Less: Accumulated depreciation	(127,629)	(106,866)
	2,173,701	2,124,464

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

	2023 \$	2022 \$
Health service car park - at cost	327,485	327,485
Less: Accumulated depreciation	(115,602)	(107,415)
	211,883	220,070
Land		
- Forster Street (2020 valuation)	359,500	359,500
- Surrey Street (2023 valuation)	835,000	390,000
- 62 Morgan Street (2019 valuation)	860,000	860,000
- Wurdie Youang (2021 valuation)	4,050,000	4,050,000
- Rodney Road (2023 valuation)	750,000	320,000
- Rental Properties at Valuation	6,905,000	5,545,000
	13,759,500	11,524,500
Rental properties		
-Buildings – Rental properties at valuation	2,890,000	2,920,000
-Rental Improvements	23,992	5,036
Less: Accumulated depreciation	(39,872)	(72,198)
	2,874,120	2,852,837
Furniture & fittings - at cost	56,213	56,792
Less: Accumulated depreciation	(40,293)	(38,255)
	15,920	18,537
Office furniture and equipment - at cost	657,231	558,101
Less: Accumulated depreciation	(360,977)	(300,413)
	296,254	257,688
Motor vehicles - at cost	1,560,658	1,262,751
Less: Accumulated depreciation	(771,398)	(653,485)
	789,260	609,266
Children's service equipment - at cost	35,678	35,678
Less: Accumulated depreciation	(29,104)	(28,636)
	6,575	7,042



Notes to the financial statements

For the year ended 30 June 2023

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

	2023 \$	2022 \$
Wurdi Youang Equipment - at cost	93,943	93,943
Less: Accumulated depreciation	(57,364)	(52,706)
	36,579	41,237
Health service equipment - at cost	210,970	210,970
Less: Accumulated depreciation	(166,360)	(162,484)
	44,610	48,486
Factory fit out - at cost	112,416	112,416
Less: Accumulated depreciation	(76,528)	(73,256)
	35,888	39,160
Mackey St fit out - at cost	546,747	546,747
Less: Accumulated depreciation	(242,448)	(212,845)
	304,299	333,902
Work in progress	1,252,563	-
	21,801,152	18,077,191

Note 9. Investments

	2023 \$	2022 \$
Investment in 87-91 Gellibrand St Colac		
- Investment in Land and Building (Director's Valuation)	525,000	525,000
- Wathaurong Aboriginal Co-operative's share	50%	50%
	262,500	262,500

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

Note 10. Right of Use Assets

	2023 \$	2022 \$
Equipment	226,853	203,294
Property	1,731,452	1,672,255
Less: Accumulated Depreciation	(1,248,167)	(776,496)
	710,138	1,099,053

Note 11. Current liabilities - trade and other payables

	2023 \$	2022 \$
Trade payables	238,848	70,338
Other payables	686,150	1,614,980
	924,998	1,685,318

Note 12. Current liabilities - employee benefits

	2023 \$	2022 \$
Current		
Annual Leave Provisions	1,235,066	912,536
Long Service Leave Provision	467,863	417,907
Purchased Leave	-	1,331
	1,702,929	1,331,774
Non-Current		
Long Service Leave Provision	245,842	-



Notes to the financial statements

For the year ended 30 June 2023

Note 13. Grants in advance

	2023 \$	2022 \$
Unspent grant funds	9,565,632	7,025,781
	9,565,632	7,025,781

Note 14. Lease Liabilities

	2023 \$	2022 \$
Current		
Equipment	51,087	41,456
Property	369,405	428,528
	420,492	469,984
Non-current		
Equipment	30,850	65,576
Property	353,080	679,449
	383,930	745,025
Total	804,422	1,215,009

Note 15. Equity - retained surpluses

	2023 \$	2022 \$
Retained surpluses at the beginning of the financial year	10,611,136	10,352,014
Surplus for the year	72,775	259,122
Retained surpluses at the end of the financial year	10,683,911	10,611,136

Note 16. Equity – Asset revaluation reserve

	2023 \$	2022 \$
Asset revaluation reserve at the beginning of the financial year	10,066,801	10,066,801
Movement in asset revaluation reserve	2,480,838	-
Asset revaluation reserve at the end of the financial year	12,547,639	10,066,801

Note 17. Events after the reporting period

No matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the co- operative'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

	2023 \$	2022 \$
Operating profit for the year	72,775	259,122
Adjustments for:		
Depreciation and amortisation	782,189	728,021
(Profit)/loss on sale & disposal of assets	(303,468)	6,144
Lease liability – finance costs	47,569	59,455
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	161,231	337,831
Decrease/(increase) in other assets	(180)	(2,934)
Decrease/(increase) in financial assets	(10,617)	(1,036)
(Decrease)/increase in trade and other payables	(760,320)	554,363
(Decrease)/increase in grants in advance	2,539,851	1,588,242
(Decrease)/increase in employee benefits	616,997	39,220
Net cash from operating activities	3,146,026	3,568,427



Notes to the financial statements

For the year ended 30 June 2023

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:

	2023 \$	2022 \$
Aggregate compensation	229,129	298,687

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 Director's Declaration

Wathaurong Aboriginal Co-operative Limited

We, Glenn Shea and Judy Dalton-Walsh, being two of the directors of the abovementioned Co-operative limited, state that in our opinion:

- 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 2023 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.
- 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.

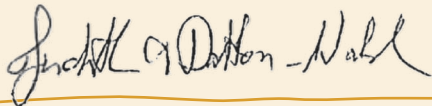
Signed in accordance with a resolution of the directors made pursuant to section 273(5) (a) of Co-operatives National Law (Victoria).

Declared at North Geelong, on 21 December 2023

On behalf of the board



Glenn Shea
Director



Judy Dalton-Walsh
Director



Independent Auditor's Report To The Directors of Wathaurong Aboriginal Co-Operative Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Wathaurong Aboriginal Co-operative Limited (the co-operative), which comprises the statement of financial position as at 30 June 2023, 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 2023 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 21st day of December 2023





Wathaurong Aboriginal Co-operative

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