



GUNDITJMARA ABORIGINAL COOPERATIVE
STRATEGIC PLAN | 2020-2025

Gunditjmara Aboriginal Cooperative Ltd (Gunditjmara) is an independent community based not-for-profit Aboriginal Community Controlled Organisation founded by a group of volunteers from the local indigenous community of the Victorian South West in 1979.

From humble beginnings the long-term vision of our community has driven the organisation as the primary provider of community health services in our region.

The Cooperative was incorporated in 1982 and now delivers a wide range of culturally appropriate health and wellbeing services at all life stages – from cradle to grave. The Cooperative has more than 300 members and more than 75 staff members.

The principle of Aboriginal community control is what makes us strong and able to continue to provide much-needed culturally appropriate programs and services.

Gunditjmara – 'belonging to person'

Gunditjmara means 'belonging to person' and the Gunditjmara Nation, in what is now south-western Victoria, shares the borders to the west with the Peek Whurrong and further with the Buandig peoples, to the north with the Jardiwadjali and Djab Wurrung peoples, and to the east with the Kirrae Whurrong people.

Gunditjmara were traditionally river and lake people, with Framlingham Forest, Lake Condah and the surrounding river systems being of great importance to us both economically and spiritually.





SERVICES DELIVERED BY GUNDITJMARA TO KEEP OUR COMMUNITY HEALTHY AND STRONG

PRIMARY HEALTHCARE SERVICES

- General Practitioners
- Practice Nurse
- Aboriginal Health Practitioners
- Aboriginal Dental Clinic
- Medical Transport
- Care Coordination and Supplementary Services Program
- South West Aboriginal Health Partnership
- Healthy Lifestyle Programs
- Aboriginal Health Promotions and Chronic Care Program
- Prevention and Early Intervention Program
- Psychologists
- Mental Health Support
- Optometry
- Dietitian Advice
- Diabetes Education
- Tackling Indigenous Smoking Program

CHILD, YOUTH & FAMILY SERVICES

- Koori Youth Justice Program
- Integrated Family Services
- Intensive Family Services
- Better Futures Program
- Kinship Care
- Kinship Care – First Supports
- Aboriginal Family Led Decision Making
- Koori Pre-school Program
- Kooramook Playgroup
- Cultural Support Planning
- Targeted Care Packages
- Community Midwife
- Koori Maternity Services
- Cradle to Kinder


ELDERS & HOME CARE SERVICES

- Commonwealth Home Support Program
- Home and Community Care Program for Younger People
- Social Support Group

CORPORATE SERVICES

- Administration
- Finance and Asset Management
- Quality, Risk and Compliance
- Human Resources

COMMUNITY SERVICES

- Social and Emotional Wellbeing
 - Alcohol and Other Drugs Program
 - Indigenous Family Violence Support
 - Aboriginal Tenancies at Risk
 - Local Justice Worker
 - Cultural Safety Advisor
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Vision

Empower the individual the family wins,
Empower the family the community wins,
Empower the community our culture wins.

Purpose

Gunditjmara Aboriginal Cooperative exists to provide community controlled, culturally appropriate **HOLISTIC** services that meet the identified needs of the Aboriginal people and the broader community.

Values

- We are **COMMITTED** to a positive and healthy future for our community and organisation
- We **RESPECT** our history, our culture, our families and community
- We continue to strengthen and expand our **PARTNERSHIPS** with other organisation's
- **SELF EMPOWERMENT** is at the core of what we do
- **COMMUNITY PARTICIPATION** is valued and encouraged
- **CULTURAL SAFETY** is understood, adhered to and respected

STRATEGIC PLAN

GOAL 1

PEOPLE - as individuals and families OUR PEOPLE ARE HEALTHY AND STRONG

Rationale:

Gunditjmara Aboriginal Cooperative is involved in many initiatives to 'close the gap' between Aboriginal and non-Aboriginal people by focussing on positive physical, emotional and spiritual wellbeing and addressing chronic health needs.

Objectives:

- Respond to identified health needs of people of all ages, in a holistic and Aboriginal led and strength-based way that directly empowers community and families
- Initiate and develop localised programs that support integrated Aboriginal led service models of care
- Build the capacity of our workforce to better identify and respond to the holistic health needs of our community
- Enhance systems that improve collaborative approaches to health and wellbeing services, including partnerships across the agency and with non-Aboriginal services
- Embed Aboriginal led empowerment models through innovation to enable our community to be the drivers of their own destinies
- Celebrate who we are as an organisation and take pride in what we do

2020-2025

GOAL 2

COMMUNITY - as diverse groups of Aboriginal people OUR COMMUNITY IS PROUD AND CULTURALLY SAFE

Rationale:

Gunditjmara Aboriginal Cooperative embraces pride in the Aboriginal community in the region, respecting historical and cultural identity.

Objectives:

- Commit, embed and strengthen culturally safe practice as part of everyday business
- Identify and address gaps for people of all ages to ensure we are responsive, and culture is at the centre of what we do
- Build on our membership base
- Gain Rainbow Tick accreditation and make Gunditjmara a gender safe and inclusive space
- Advocate and address social issues relating to positive family relationships. Gunditjmara will take a lead in prevention and eradication of all forms of lateral violence and casual racism to ensure all are culturally safe
- Recognise, promote and celebrate community achievements
- Develop strong partnerships with Eastern Maar Aboriginal Corporation, Worn Gunditj and other Regional ACCHOs'

GOAL 3

ORGANISATION - a community controlled cooperative OUR ORGANISATION IS SKILLED AND ACCOUNTABLE

Rationale:

Gunditjmara Aboriginal Cooperative is growing and changing to identify and meet the needs of the community - we see a link between a stronger organisation and a stronger community.

Objectives:

- Ensure a strong qualified workforce in line with legislative requirements and provide opportunities for professional development and growth
- Identify and support emerging Aboriginal staff and develop professional opportunities to lead and grow for future generations
- Provide strong governance and operational management that enable the organisation to meet ongoing rapid legislative changes and reforms
- Develop pathways and employment opportunities for our young Aboriginal people
- Ensure the long-term financial sustainability of the organisation by managing resources effectively and developing new opportunities
- Employees will work together to deliver a broader multi disciplinary wrap around service and approach across all programs that benefit the community's needs as a whole
- Ensure our facilities meet community need and create an open, welcoming, culturally safe environment for all
- Continue to strive toward exceeding organisational targets and identify areas of growth through strong leadership and innovation
- Develop and invest in more effective tailored organisational data systems that improve funding opportunities, reporting and growth

Future directions – EXPANDING OUR SERVICES TO BE EVEN MORE CULTURALLY REFLECTIVE OF OUR COMMUNITY – *some ideas*

Lobby State & National governments, for a fully functional multi-purpose Community Health Hub facility at Kepler Street

Identify and develop social enterprise opportunities including fee for service initiatives

Expand opportunities and participation for those with Disabilities and Members of the LGBTQI+ community

Further approaches to reducing the harm of family violence by building stronger families within our community

A Target of 50% Aboriginal Workforce by 2025

Expanded health services to ensure early, preventative and timely health services to keep our people strong and healthy

A fully functional Safe space for Aboriginal women experiencing Family Violence that is led by Aboriginal Women

Sustainable ongoing cultural healing programs and activities that promote culture for our young people to co-facilitate with Traditional Owners

Ensure that Culture is at the centre of everything we do with our children

Increased range of supports for our older people to age with dignity and respect

Build on existing Dental Services available to the community

Continue to increase our visibility through rebranding and marketing strategies

Future directions

– THE GUNDITJMARA COMMUNITY HEALTH HUB

Gunditjmara has now completed a feasibility study for an expansion of our Kepler Street building due to our ongoing rapid growth. The state of the art facility will ensure our community is able to access a facility to suit all their needs at one location.

The exciting possibilities for this building include:

- The Gunditjmara Community Health Hub
- A place for social connections for people for all generations – from playgroups to elders' lunches
- A place for our people to train and learn and grow
- A place for a comprehensive range of health, wellbeing and community services for our community
- Increase our visibility in the community and with our stakeholders
- Strengthen our cultural safety approach to make it easier for our people to access multiple services with ease
- Build on our existing positive workplace culture through unity and collaboration for the benefit of our community





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