



GUNDITJMARA ABORIGINAL COOPERATIVE
ANNUAL REPORT | 2018-2019





**Karnda wanyoo ngalameen koorooke ngapoon
wangan ngootyoong meereeng Ponponpooramook,
Ngayook, Wilan**

**(We call out to our ancestors our grandmothers and grandfathers we
respect country we respect our totems Red Tailed Black Cockatoo,
White Crested cockatoo, Yellow Tailed Black cockatoo)**

CONTENTS

CHAIRPERSON'S REPORT	3
CEO REPORT	5
HIGHLIGHTS AND FAST FACTS	9
ABOUT US	11
OUR FUTURE	15
WHAT WE DO	17
CORPORATE SERVICES	21
CHILDREN'S SERVICES	29
COMMUNITY SERVICES	37
ELDERS & HOME CARE SERVICES	45
PRIMARY HEALTHCARE SERVICES	49
FINANCIAL REPORT	55
THANK YOU'S	72

Danny Pearson (kneeling), Cody Chatfield (back left)
Marnie Easton-Bylykbashi (centre back)
and Nathan Douglas (right)



CHAIRPERSON'S REPORT

Ngata,

On behalf of the Gunditjmara Aboriginal Cooperative Board of Directors, I am proud to present the Gunditjmara Annual Report for the 2018/19 year.

Firstly, I would like to acknowledge and thank staff throughout the organisation for their ongoing commitment to our vision to improve the health and social welfare for the Warrnambool Aboriginal and Torres Strait Islander communities in the Western District of Victoria, and to ensure our long-term sustainability by creating economic opportunities.

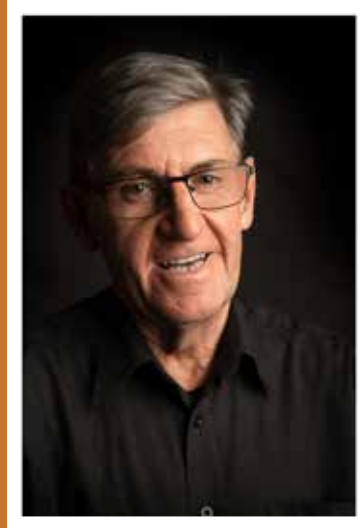
Our staff are all passionate about Aboriginal affairs and are committed to improving the health and welfare of the local community. In my regular yarns with them, it is heartening to hear their enthusiasm and openness to learning about Koori culture and community.

The Board are ensuring that Gunditjmara meets its statutory obligations through the work delegated to the CEO and staff, maintaining a reliable system of internal controls which is designed to reasonably ensure that all transactions and decisions are authorised in accordance with approved management procedures. Monthly Financial, Risk Compliance, Healthcare and CEO reports are provided to the Board at their meetings.

In reflecting on the past year as Chairperson of the Board, I am encouraged to see the increased engagement of the community with the organisation. We are providing more services every year and will continue to strive to provide the best possible care and opportunities for our community.

Finally, to my fellow Board Members and our CEO, I would like to extend my sincere thanks for your unwavering commitment and valuable contributions. It is a pleasure working with you all. Together we will achieve our Vision of a united, strong, proud and healthy community.

Wurruk,



Robert (Locky) Eccles

Board Chairperson





CEO Report

Ashley Couzens



Ngata all,

I am pleased to present the Annual Report on behalf of the Gunditjmara Aboriginal Corporation (GAC) for the 2018/19 AGM.

Firstly, I would like to sincerely thank our previous CEO, Mr Jason Kanoa, whose contribution to Gunditjmara has seen us in a better position to withstand the rapid growth, reforms and changes over the last few years and which we continue to develop. On behalf of the board, management and staff we thank and recognise Jason for his important and tireless efforts.

I also thank the board, management and staff for their ongoing support in transitioning into the role of CEO. I also acknowledge and appreciate the wonderful ongoing support from our members and the community.

Financially this year we saw Funding for 2018/19 of \$5,909,331, which went up from \$3,640,043 the previous year. We had a one-off funding from DHHS for the purchase of a new 3 Bedroom property of \$330,000.

Surplus for the year (2018/19) was \$1,775,747 compared to last year's surplus of \$945,521. This was as a result of the \$330,000 for purchasing a property and a \$180,000 increase in Medicare refunds. Gunditjmara remains in a strong financial position to ensure we place ourselves in readiness for our Kepler Street future redevelopments.

REFORMS

The year has been a year of creating new ways of working in a very challenging environment. As an organisation there has been particularly significant policy and funding changes in the areas of Children and Family Violence due to the Royal Commission in Family Violence and Systematic Child Abuse. This has meant that we need to continue to build and consolidate a more efficient wrap around support for our community, whilst maintaining our true sense of self determination. Our culture is at the centre of everything we do, therefore I am committed to continue supporting staff in empowering and strengthening our services. These changes will continue to evolve as the current Royal Commission into Mental Health releases its findings and recommendations.

Members will have noticed a fair bit of remodelling works happening at Kepler St due to the growth that we are currently experiencing and the general modernisation of

our buildings. We have sought infrastructure dollars to assist with the growth. GAC was successful in acquiring the Victorian Govt – Regional Health Infrastructure Fund (RHIF) to assist rural and regional health services. We will be utilising these funds to remodel our Banyan Street clinic and some additional minor works at Kepler St. This will allow us to provide greater comfort for patients and community and enable staff to deliver safer and more efficient care that improves patient and community outcomes. Most of these works have now been completed.

February this year saw Gunditjmara DHHS funded programs undertake accreditation under the new QIC Health & Community Service standards 7th Edition including the Human Service standards.

Elders & Home Care Service accreditation saw CHSP Home Care Standards Quality assessors conduct a review in June in accordance with the Aged Care Quality & Safety Commission rules 2018.

I am proud to say that Gunditjmara met all the required standards with no recommendations. Thank you to all those managers and staff for their tireless work and dedication in achieving these high standards.


The board are currently underway in refreshing our Strategic Plan which will be completed by the new year. Due to the massive amount of reform and changes we will need to ensure our strategic plan aligns with those as mentioned.

Once again, our health services staff continue to provide high quality and amazing services to our community. I am proud to report in 2018/19 Gunditjmara Health Clinic had 12,500 Episodes of Care compared to 11,000 in 2017/18. ATSI Health Checks have also increased from 170 in 2017/18 to 230 in 2018/19.

GAC has heavily invested in strengthening and upgrading our existing IT infrastructure over the last 12 months. The information and communication technology requirements of GAC have evolved over time and it is important for us to ensure we have efficient systems to enable us to capture the needs of our community and provide solid data to our funders.

Moving forward I am encouraged by the current dedication by all our staff at Gunditjmara and have great aspirations for the future. A future that will continue to build on a culture of learning and innovation that is in line with our values for the benefit of our community.

I am looking forward to the exciting times ahead



for us including a rebranding of our organisation, redevelopments of our Kepler Street site, continuing to lobby for an Aboriginal Women's Refuge, a focus on providing more outreach services to those community members in outlying areas and a strong focus on innovation and culture.

Leading an organisation through change can be difficult, however, it is made less so when surrounded by a supportive Board, management team and positive visionary leaders. I have the greatest admiration for our staff who throughout the year remained unwavering in their commitment to the work they do and stood stoic in the face of adversity.

And most importantly to our members, elders and community and those who have passed on we are here because of you.

Wurruk,



Ashley Couzens
CEO



HIGHLIGHTS

and Fast Facts

In a year marked by growth the Cooperative

- Established a new management group, work planning processes and reporting processes in line with sector best practice
- Our medical center grew its services, employed more GP's and increased Medicare Benefit revenue
- Our community services began service delivery of Children's Services, including kinship and foster care while continuing to grow services and support for victims of family violence
- Took a significant step forward with the addition of a full time Quality, Risk & Compliance officer to our Corporate Services team
- Undertook and achieved QIC Health and Community Services Standards 7th Ed and the Human Services Standards accreditation
- Undertook and achieved HACC Home Care Standards Accreditation
- Continued to improve communication between the Cooperative and our community with regular community events and dinners, guest speakers and consultation around strategic directions
- Commenced a process of stakeholder engagement designed to identify our future use of our buildings and facilities by both employees and community members. This will lead to full integration of our services within a single facility over the next 2-3 years
- Successfully negotiated for Gunditjmara to be responsible for the management and operation of a new refuge center for Aboriginal women, based in Warrnambool

- Treaty
- The Board undertook a Governance Workshop on 21 January 2019 facilitated by VACCHO presenters Louise Carey and Winnie Saulle, consisting of Risk Management and Reporting Framework
- Introduced an Aboriginal Economic Development Program (Aboriginal Workforce Development)
- Announced our newly appointed CEO, Ashley Couzens

Looking forward to the 2019-20 financial year we expect to

- Progress our planning for redevelopment and renovation of our Kepler Street head office, along with partial integration of health care services and community services, leading to a removal of the State Government's first mortgage lien over the building
- Progress towards identifying potential projects that provide an economic benefit to our community
- Employ a Children's Services Manager responsible for growing and maintaining services for children
- Finalise Gunditjmara rebranding
- Purchase land for locating an Aboriginal women's refuge in Warrnambool
- Partner with The Menzies School of Health Research and implement the Aboriginal Stay Strong Assessment Tool





ABOUT *us*



The Gunditjmara Aboriginal Cooperative is a locally owned Aboriginal Community Controlled Health Organisation. Located in Warrnambool, the Coop provides services for Aboriginal and Torres Strait Islanders in a large region that extends from the Glenelg River and the Buandig nation in the west, along the coast to Warrnambool and inland to Camperdown in the east, and the Giraiwurung nation, and north to Hamilton, and the Djabwurung and Jardwadjali nations.

Founded in 1979 by a group of dedicated volunteers from the local Aboriginal Community and officially incorporated in 1982 under the Victorian State Cooperatives Act, we have grown into an organisation with around 300 members and employ 55 staff, 40% of whom are Aboriginal.

The National Aboriginal Community Controlled Health Organisation Constitution defines (2011) "Aboriginal Community Control in Health Services" as:

"Community Control is a process which allows the local Aboriginal community to be involved in its affairs in accordance with whatever protocols or procedures are determined by the Community. The term Aboriginal Community Control has its genesis in Aboriginal peoples right to self-determination."

and "Aboriginal Community Controlled Health Service" as:

- "An incorporated Aboriginal organisation
- Initiated by a local Aboriginal community
- Based in a local Aboriginal community
- Governed by an Aboriginal body which is elected by the local Aboriginal community
- Delivering a holistic and culturally appropriate health service to the Community which controls it"

From these we developed the following, as stated in The Rules of Gunditjmara Aboriginal Cooperative Ltd (2016):

The primary activities of the Cooperative are to provide, and/or facilitate the provision of:

- Health and related services
- Cultural and educational activities
- Housing and accommodation
- Aged and Child care
- Employment, training and education
- A Juvenile Justice Program"

How we are structured

Board of Management

The organisation is structured via a three-tiered system comprising of the following:

1. MEMBERS: whom have a direct democratic voice and voting rights over the Strategic direction/mission of the organisation.

Membership

The board must consider each application.

Membership in the Cooperative shall be restricted to persons who:

- a. are not under the age of 18 years;
- b. are of Australian Aboriginal or Torres Strait Islander descent or who is the spouse, former spouse, widow or widower, de facto spouse, biological parent, step parent or legal guardian of a person who is of Australian Aboriginal or Torres Strait Islander descent;
- c. reside in the Warrnambool and Western District of Victoria. Any new applications for membership must show/prove a continual connection of residing in the area for a period of six months. Proof of this will be provided by way of rental receipts, any utility accounts or rates notices; and
- d. have attended cooperative services or programs in accordance with the provisions for active membership.

Active membership requirements

- A member of the Cooperative will be an active member of the Cooperative if the member, during the preceding 12 months, has utilised services or supported an activity of, or maintained a relationship with the Cooperative, in connection with the carrying out of a primary activity.
- No formal proof of Australian Aboriginal or Torres Strait Islander descent shall be required from any applicant for membership, but subject thereto, a person shall be prima facie deemed to be of Australian Aboriginal or Torres Strait Islander descent if he or she considers him or herself to be so and is recognised by the community in which he or she lives so to be.

The board at its sole discretion may accept or reject an application for membership or shares and need not give any reason for its decision.

2. BOARD OF DIRECTORS: that comprise of seven volunteer members who are voted on by the general Membership via an open election process at an Annual General Meeting. Board Members typically serve three-year tenures and conduct business in line with the organisation's own Model Rules / Constitution and the overarching *Co-operatives National Law Application Act 2019* through which Gunditjmara has established its own Constitution.

The primary role of the Board is to oversee the strategic direction of the organisation as well as financial and risk management matters. A critical role of the Board is to plan the future direction of the Gunditjmara Aboriginal Cooperative whilst ensuring all accountability requirements are met and best practice in all areas of Corporate Governance is maintained. The Gunditjmara Board of Directors have a range of Governance expertise and experience and display extraordinary commitment by attending monthly Board meetings.

The following members sat as Directors during July 2018 - June 2019.

**Board of Directors – 2018-2019
Number of Meetings Held: 7**

Director	Eligible	Attended
Shane Bell	7	6
Joey Chatfield (Berg)	7	5
Brian Davis	7	6
Jacinta Rose	5	4
Robert (Locky) Eccles	7	6
Lee Morgan	7	4
Billy McGuinness (Retired)	2	0
Louise Wackett (Resigned)	5	1

Directorial roles of the Board are:

- To determine, review and maintain the vision, purpose and values of Gunditjmara, and approve short and long-term strategies
- Approve annual budgets and expenditure over pre-specified limits
- Appointment, performance and evaluation of the CEO
- Risk oversight
- Provide a check on the integrity of external financial and non-financial reports and support effective engagement with key stakeholders

3. OPERATIONS: that the Board of Directors devolve to the CEO responsibility for overall management of the day-to-day delivery of programs and services to the community. The operations include a strong middle management level comprising four Managers whose

primary mandate is to manage the four distinct Service areas within Gunditjmara operations plus a Finance Manager who assists in the management of Corporate Services.

The four service areas comprise of Elders and Home Care Services, Primary Health Care Services, Community Services and Children's Services. The Managers and Team Leaders ensure that all program areas are focused on achieving Funding Service Agreement targets, supporting each staff member in their job role, ensuring staff are supporting and empowering clients and also ensuring that programs that are offered to members and clients are, at all times, aligned to the Vision, Purpose and Values of Gunditjmara and are continually aiming for innovation and best practice.

Gunditjmara had an annual operating budget of approximately \$5 million and we deliver our services across three separate locations. Our current Head Office is located at 135 Kepler Street, Warrnambool, and accommodates our Elders and Home Care Services, Community Services, Children's Services and Corporate Services teams. Our second site, situated at 3 Banyan Street, Warrnambool, accommodates our Primary Healthcare Services team and our third site is situated at 64 Harris Street, Warrnambool, which accommodates our Koorramook Playgroup and Parent Education Program, and acts as a multi-use community hub that caters for various meetings, workshops and other Cultural programs and activities.

Funding Appreciation List

The ongoing and much needed funding support from our various government and non-government partners enables Gunditjmara to:

- Improve and update facilities, resources and equipment
- Introduce new services and programs as well as build on existing service offerings

These actions have a tangible flow-on effect to meeting the needs of our community and members.

We would like to extend a word of thanks and acknowledgement to the funding contributions during the year from the following government organisations:

- Victorian Department of Health and Human Services (DHHS)
- Federal Government Department of Health (DOH)
- Department of Prime Minister and Cabinet (DPM&C)
- Department of Education and Training Victoria (DET)
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Western Victoria Primary Health Network (WVPHN)
- Pharmacy Guild of Australia



Eastern Maar Dancers



OUR FUTURE

Our Strategic plan maps out our commitment to strengthen our business and build better links with the community. The Board is scheduled to review the Strategic Plan in late 2019.

Our aim is to improve health and social outcomes for the Warrnambool Aboriginal and Torres Strait Islander community and to ensure our long-term sustainability by creating new economic opportunities. We aim to improve the quality of life for our community through strengthening Gunditjmara's commitment to practical reconciliation between the wider community and the Aboriginal community.

We are committed to regular reviews of the progress being made against this Strategic plan and we will achieve this by ensuring that monthly progress reports are presented to the Board and that a progress report against each of our goals is presented to the community at each Annual General Meeting over the next five years.

Strategic Goals

PEOPLE – As Individuals 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 family oriented way that directly improves health outcomes for the community and their families
- Initiate and develop educational programs that support an 'active service model' rather than an overreliance on clinical Services
- Strengthen the health workforce to better identify and respond to the 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

COMMUNITY – As diverse groups of Aboriginal People our Community is Proud and Involved

Rationale

Gunditjmara Aboriginal Cooperative builds pride in the Aboriginal community in the region including historical and cultural identity.

Objectives

- Provide effective communication within and external to the Aboriginal community and the organisation to promote cultural and historical knowledge and opportunities for increased access and participation
- Identify and address service gaps for people of all ages to ensure we are responsive to community needs
- Confront critical social issues relating to positive family relationships, housing, legal and justice systems
- Improve community access to economic outcomes such as education, employment and training
- Recognise, promote and celebrate community achievements

ORGANISATION - As a Community Controlled Cooperative our Organisation is Skilled and Effective

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

- Strengthen governance and management arrangements that enable the organisation to meet ongoing changes within and external to our organisation
- Ensure the long-term financial sustainability of the organisation by managing resources effectively and developing new opportunities and social enterprises, eg. cultural tourism
- Support employees and volunteers to grow, learn, develop and deliver highly effective services and programs
- Provide facilities that meet community needs and create opportunities for pride, participation and access to services
- Where applicable, meet or exceed national key performance indicators and commitments within operational business and funding plans



WHAT WE DO

At GAC our aim is to improve the health and social welfare for the Warrnambool Aboriginal and Torres Strait Islander communities and to ensure our long-term sustainability by creating new economic opportunities.

We aim to improve the quality of life for our community through strengthening Gunditjmara's commitment to practical reconciliation between the wider community and the indigenous community.

Vision Statement

'A united, strong, proud and healthy Aboriginal community'.

Purpose

Gunditjmara Aboriginal Cooperative exists to provide community controlled, culturally appropriate services that meet the identified needs of people in the Aboriginal community and their families within our region.

Values

- We are committed to a positive and healthy future for our community and organisation
- We respect our history, culture, our families and community
- We continue to strengthen and expand our partnerships with other organisations





OUR PRIMARY ACTIVITIES

The primary activities of the Cooperative are to provide, and/or facilitate the provision of the services as listed below to the Aboriginal community of Warrnambool and the Western District of Victoria

- Health and related services;
- Cultural and educational activities;
- Housing and accommodation;
- Aged care;
- Child care;
- Employment, training and education; and
- A Juvenile Justice Program.

The following programs were provided to the Gunditjmara community in 2018-19:

Corporate Services

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

Elders and Home Care Services

Commonwealth Home Support Program (CHSP)
Home and Community Care Program for Younger People (HACC PYP)
Social Support Group

Community Services

Social and Emotional Wellbeing
Alcohol and Other Drugs Program
Indigenous Family Violence Support
Aboriginal Tenancies at Risk
Koori Strengthening Caseworker

Primary Health Care Services

General Practice Clinic
Aboriginal Health Practitioners
Aboriginal Health Workers
Aboriginal Dental Clinic
Medical Transport
Care Coordination and Supplementary Services (CCSS) Program
South West Aboriginal Health Partnership (SWAHP)
Healthy Lifestyle Programs
Aboriginal Health Promotions and Chronic Care Program
Maternal and Child Health Program
Community Midwife
Prevention and Early Intervention Program
Psychologists
Mental Health Support
Optometry
Dietitian Advice
Diabetes Education
Tackling Indigenous Smoking Program

Children's Services

Cradle to Kinder Program
Aboriginal Family Led Decision Making Program
Leaving Care Support
Koori Youth Justice Program
Koori Pre-school Program
Koorramook (Possum) Playgroup
Parent Education Program
Integrated Family Services
Kinship Carer Support Services
Targeted Care Packages



CORPORATE SERVICES



Introduction

The Corporate Services team support the staff of the other Services to ensure all things administrative run as smoothly as possible.

A key component of this will be the upgrading of the Computer Network in the second half of 2019.

Our financial situation continues to improve and has been enhanced by the purchase of a new 3 bedroom property and increased Medicare revenue at the Medical Centre.

The Cooperative underwent three separate accreditation processes in the first half of 2019 and the Corporate Services team were instrumental in supporting this process.

2019 saw the addition of a Treaty Officer to the team to assist Community members with the Victorian Aboriginal Treaty Enrolment and Voting processes.

In our ongoing Trainee Program, we saw trainees employed in Administration, Integrated Family Services and Elders and Home Care services.

Looking ahead Gunditjmarra has established a partnership with The Menzies School of Health Research from Queensland. This will see trainers in the Aboriginal Stay Strong Assessment Tool come to Warrnambool and train staff across all our programs in early 2020. We are the only ACCO in Victoria that will be using this tool.

Our Super Corporate Team

Chief Executive Officer	Ashley Couzens
Finance Manager	Tafadzwa Chitava
Finance Officer	Margaret Revell
People & Wellbeing Coordinator	Susan Kay
Quality, Risk and Compliance Officer	Raelene Keneally
Executive Assistant to the Board and CEO	Annette Ludeman
Treaty Officer	Doreen Austin
Administration Trainee	Shylee Corrigan

Human Resources Report

The 1 July 2018 to end of June 2019 period has been a busy and productive year in Human Resources (HR) at Gunditjmarra, with a focus on improving current HR systems and processes.

The DHHS accreditation for our Children's and Community Services required substantial work to be completed in order to meet the HR accreditation standards. For the first time we purchased an online training system to deliver mandatory training topics, including Equal Employment Opportunity, Workplace Bullying, Workplace Health and Safety etc.

New employment contracts were developed to replace the existing contracts which were no longer serving the organisation well in managing risk; these are currently being rolled out across the organisation. Salary bands were established for the key roles for Kepler St staff, including entry level, caseworker, senior practitioner, team leader and manager, to ensure a consistent and equitable approach to remuneration. Additionally, we have moved Kepler St staff over to the SCHADS award, with better pay rates and terms of employment.

Staffing numbers continue to grow; at the start of July 2018 we had 46 staff compared with 55 at the end of June 2019, a 16% increase over the year. The number of Aboriginal staff started high at the beginning of the reporting period - 49% of total staff; the numbers subsequently dropped to below 40% and they have been climbing back up again towards the end of the reporting period. The recruitment challenges this year have been filling the Aboriginal Identified positions and also the Managers positions within Community and Children's Services. Several students on placement were offered permanent roles at GAC, resulting in no cost recruitment.

The growth areas in our current teams has been in Kinship Care and in Primary Health Care Services, particularly with an increase in the number of GPs. Additionally, we have gradually increased the numbers of back office staff, including a Promotions and Marketing Officer and additional HR support, ensuring the organisation is well placed to meet future growth.

Looking forward, workforce development will be critical to ensure staff have the higher-level qualifications required by DHHS. GAC will be recruiting a Workforce Development Coordinator in 2019 to drive our learning and staff development program at Gunditjmarra.

Finance Report

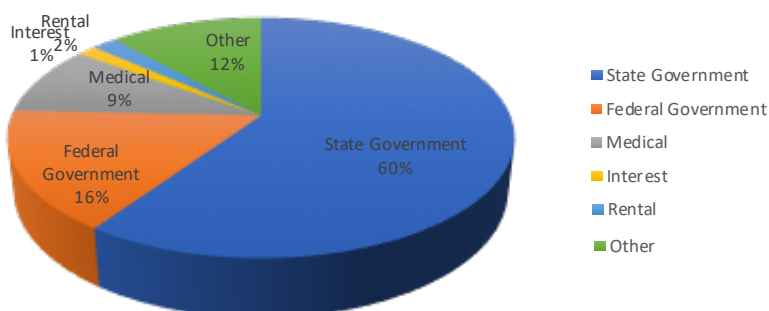
Gunditjmara has recorded a strong financial result for the 2018/19 financial year. A surplus of just under \$1.8 million allows the organisation to continue to invest in and expand our services in the years to come. This has a tangible flow on effect to meeting the needs of our community and members.

A new accounting software program called Oracle Netsuite went live on 6 June. This was purchased to improve the efficiency and accountability of the organisation. It lets the Managers view their budgets in real time and will also streamline the payroll system.

This year has also seen work done on stabilising our IT network. We are purchasing our own servers and our system will be further stabilised when they are installed and brought online in October 2019.

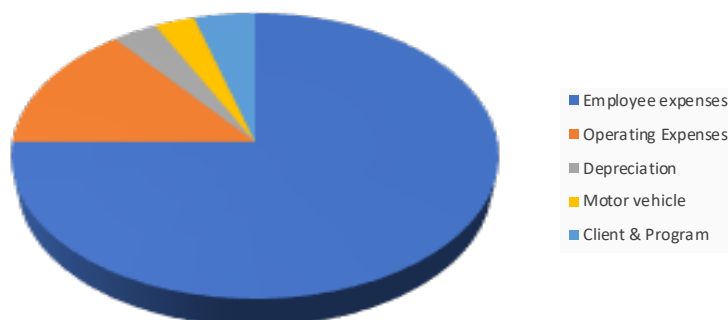
Income

Source	2017/18	2018/19	Variance
State Government	\$2,488,895	\$4,145,259	67%
Federal Government	\$1,096,575	\$1,122,095	2%
Medical	\$439,930	\$646,676	47%
Interest	\$46,623	\$102,043	119%
Rental	\$123,612	\$131,779	7%
Other	\$399,984	\$810,048	103%
Total Income	\$4,595,620	\$6,957,901	51%



Expenditure

Expense	2017/18	2018/19	Variance
Employee expenses	\$2,723,639	\$3,762,155	38%
Operating Expenses	\$493,208	\$719,061	46%
Depreciation	\$158,133	\$165,169	4%
Motor vehicle	\$77,325	\$147,170	90%
Client & Program	\$197,869	\$223,430	13%
Total Expenditure	\$3,650,174	\$5,016,985	37%





Quality Risk And Compliance Report

"Accreditation is independent recognition that an organisation, practice, service, program or activity meets the requirements of defined criteria or standards. Accreditation provides quality and performance assurance for owners, managers, staff, funding bodies and consumers." (QIP report 28 March 2019)

In the first half of 2019, Gunditjmara has undergone, and passed, three separate accreditation processes. These accreditations were for the Home Care Standards as determined by the Federal Government Aged Care Quality and Safety Commission, the QIC Health and Community Services Standards 7th Ed and the Human Services Standards. These last two are based on industry consultation with community representatives Australia-wide and were developed by Quality Innovation Performance Limited (QIP) to enhance key areas of service delivery and operational processes within community organisations across all States and Territories and are an accepted standard of the Department of Health and Human Services.

"The strengths of the organisation include its principles, innovation, responsiveness, flexibility, capacity building of people and its strong advocacy for vulnerable members of its Community."

The feedback from clients and stakeholders showed a very high regard for GAC, its leadership team and its staff, particularly for the services being provided and their willingness to work with other organisations, both Aboriginal and non-Aboriginal, for the benefit of its Community.

The staff demonstrated a strong, values focus and commitment towards strength-based practice, meeting the individual needs of each client in a non-judgemental approach. The staff are considered highly skilled by clients and stakeholders." (QIP report 28 March 2019)

Looking ahead to 2019/20, the Medical Centre will face accreditation with the Royal Australian College of General Practitioners 5th Ed Standards in 2020.

Treaty Report

What's it all about

Treaty will formally recognise and celebrate Aboriginal Victorians' unique status, rights and cultures.

Treaty will benefit all Victorians - promoting reconciliation, fostering shared pride in Aboriginal cultures and helping to heal the wounds of the past.

Who decides the terms of Victoria's Treaty or Treaties?

Aboriginal communities and the Victorian Government will negotiate and agree to the content of Victoria's Treaty or Treaties together. Aboriginal communities will determine how they will be represented in treaty negotiations.

Aboriginal communities will have resources to allow them to negotiate on a more equal footing.

What might Treaty or Treaties contain?

Treaties are negotiated agreements. A Treaty or Treaties with Aboriginal Victorians could include:

- a recognition of past wrongs against Aboriginal communities;
- an acknowledgement of the unique position of Aboriginal Victorians in Victoria and Australia;
- official apologies and truth-telling;
- a commitment to autonomy and funding for Aboriginal communities.

What is the Treaty legislation?

In June 2018, the Victorian Parliament passed the *Advancing the Treaty Process with Aboriginal Victorians Act 2018* (The Act), to officially commence the process. The Act is Australia's first ever Treaty law.

Over 7,000 Aboriginal Victorians (including Traditional Owners, clans and family groups) have engaged in the treaty process so far.

The Act sets out the process that will lead to treaty negotiations. It is another step on the significant journey toward Treaty or Treaties in Victoria.

What are the next steps in the process and why is there an election for an Aboriginal Representative Body?

The Act does not specify who Treaty is with or what it will be about. It is important that the process is self-determined, so that Aboriginal Victorians are in control of decisions about their lives.

Instead, the Act provides that an independent Aboriginal Representative Body, elected by Aboriginal Victorians, and the Victorian Government will partner to agree on the rules to negotiate treaty.

There will be enrolments and an election in 2019 for The Aboriginal Representative Body, which will be referred to as the First Peoples' Assembly of Victoria (the Assembly) by the Victorian Treaty Advancement Commission.

The Assembly will be the voice for Aboriginal communities during the next phase of the Treaty process and will be made up of Aboriginal Traditional Owners of Victoria.

The Assembly will be initially made up of 33 members and will work with the Victorian Government to:

- Set up an independent umpire to help the process be transparent and fair (this will be called the Treaty Authority).
- Agree on 'ground rules' for Treaty negotiations with the Victorian Government. Also known as the Treaty Negotiation Framework.
- Create the Self Determination Fund to support negotiating parties to be on a more equal footing with government.

<https://deadlyquestions.vic.gov.au/treaty>

The logo for 'Treaty for Victoria' features the word 'TREATY' in large, bold, black capital letters. Below it, the words 'FOR VICTORIA' are written in bold, red capital letters. A yellow sun-like circle is positioned behind the text, partially obscured by the letters.

Organisational Structure



Acknowledgement of long serving Gunditjmarra employees

Name of Employee	Title	Commenced	Years of Service
Glenda Thompson	Manager, Elders and Home Care Services	1 April 1997	22
Beverley Harrison	Medical Transport Officer	28 May 2001	18
Georgina Taylor	Aboriginal Health Practitioner	1 July 2001	17
Annette Ludeman	Executive Assistant to CEO / Board of Directors	5 July 2004	14
Frances Cornelissen	Elders and Home Care Services Team Leader	9 November 2004	14
Kenneth Brown	Tackling Indigenous Smoking / Health Worker	2 July 2007	11
Roslyn Britton	Senior Advisor - Aboriginal Cultural Planning / Acting Team Leader Children's Services / AFLDM Convener	3 September 2007	11
Jenny Sack	Medical / Administration Receptionist	15 October 2007	11
Carly Ahearn	Aboriginal Health Promotions / Chronic Care Nurse	22 June 2009	10
Dr. Surrinder Singh	General Practitioner	7 October 2009	9
Anita Dalton	Aboriginal Family Led Decision Making Community Convener	2 June 2010	9
Jarrold Clarke	Alcohol and Other Drugs Caseworker	12 July 2010	8
Jonathan Hogge	Team Leader, Housing & Property / Social Support Group Coordinator / Home Care Support Worker	31 August 2010	8
Sherry Johnstone	Koori Strengthening Caseworker	23 May 2011	8
Margaret Revell	Finance Officer	7 May 2012	7



CHILDREN'S SERVICES



Introduction

Children's Services aim to strengthen Aboriginal self-determination and support the goals of Aboriginal children and young children through:

- Early identification of cultural needs
- Strengthened cultural connections
- Strengthened cultural safety

From its formation in early 2018, Children's Services has continued to grow and expand the programs it is offering. We now include Kinship Support, Cradle to Kinder, AFLDM, Leaving Care, Cultural Support Plans, Koori Mentoring Program, Integrated Family Services, a Pre-school Program and the Koorramook Playgroup.

Engaging children, from birth to age 18 and their families, we support them through challenging times. Where DHHS is involved, or there has been a break down in family dynamics, we can provide short to long term case management that enables families to become strong, self-sufficient and empowered and remain connected to community and culture.

Our programs are all culturally sensitive. Each child, and their family, is provided with a personalised and targeted package that includes support from whichever programs are appropriate. Family Services targets are specifically designed to allow for intensive responses to achieve family reunification.

We are dedicated to the Gunditjmara community and are committed to providing the best possible service.

Our amazing Children's Services Team

Acting Manager,
Children's Services Skye Munro

Acting Team Leader,
AFLDM Convenor,
Senior Cultural Advisor Ros Britton

Senior Kinship Carer
Caseworker Sally Goullet

Kinship Caseworker Kellie-Anne Dean
Kellie Rogers
Kate Van Dijk

Acting Senior
Integrated Family
Services Caseworker Kim Wilson

Integrated Family
Services Caseworker Skye Pitts

Koori Integrated Family
Services Caseworker Hayley Harrison

Advisor – Cultural
Planning / Leaving
Care Support Natasha Douglas

Koori Preschool/
Koorramook Playgroup
Leader Bronwyn Ferguson

Cultural Mentor Brian Dixon

Koori Youth Justice
Worker Camilla McHugh

Aboriginal Family Led Decision Making

The Program is based on Traditional Aboriginal Values and Decision Making processes where the responsibility for growing children is shared by parents, extended family and the community and guided by the wisdom and experience of Elders.

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

Who is eligible for the AFLDM Program?


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

All referrals come from the Department of Health and Human Services (DHHS) Child Protection. The AFLDM Community Convener works alongside the DHHS AFLDM.

The AFLDM Community Convener's role is to contact and engage with the child/young person, all relevant family members, co-facilitates the meeting and also organises the venue, transport and accommodation (if necessary), phone link-ups and catering. Engages all relevant professionals who are working with the child/children and family and an Elder.

Why should the Child's Family be involved?

To help us create the right care and protection plan for the child/children, we need to respect the child's Aboriginality and Cultural Identity.



The AFLDM Community Convener, Elder or Respected Person, the DHHS Convener and relevant workers can assist and support the parents to make decisions within the family plan on what is in the best interest of the child/children.

What happens before the AFLDM Meeting?

You will be invited to a briefing meeting with the Community Convener and DHHS Convener.

During this meeting, you will be informed of all the appropriate information regarding the child/children about his/her/their current situation. Such things could include:

- What is involved in AFLDM
- Family dynamics and who can attend
- Issues identified by the DHHS Child Protection
- Court orders etc

The processes of conducting an AFLDM meeting are:

- The family meetings are very informal and take place in a culturally appropriate setting that the family has chosen
- A meal is provided before an AFLDM family meeting
- Welcome or Acknowledgement to Country will be conducted by an Elder/Respected Person who the family have chosen
- Introduction of participants of the family meeting
- A brief outline of Child Protection concerns
- Child Protection bottom lines that need the family to plan around

Key achievements in AFLDM Program from April 2019 – June 2019 are:

- The AFLDM program has conducted 32 family meetings; including 14 Case Managed cases. 8 referrals have been declined or referred back to DHHS for non-engagement. There are 8 referrals at the moment that are actionable.
- The program has assisted in the reunification of children who were in Out Of Home Care, back to their families or extended family, within Victoria and other states of Australia
- The AFLDM program highlights the flexibility/strength of the program and to support the dual Convener's to travel where the children are situated throughout Australia
- These meetings have been conducted at: Family homes throughout the region and interstate, Family homes in (New South Wales and Queensland), Gunditjmara Aboriginal Cooperative (Kepler Street and Harris Street locations), Dhauwurd Wurrung Elderly & Community Health Service, (Portland),

Winda-Mara (Heywood), Kenna Ave Community House (Hamilton)

- Family plans have strengthened the safety of children within the home
- AFLDM family plans have strengthened family and extended families connectedness with children in Kinship care and in Out of Home Care, making sure their cultural needs are met
- Supporting children in their Social and Emotional space when in the OOHC

Meetings, Forums and Workshops attended during the Reporting period

- June 2019 - Aboriginal Children in Aboriginal Care Framework
- June 2019 - CRIS/CRISP Training

During the last few months I have thoroughly enjoyed acting in the AFLDM Community Convener role. The experience has given me a greater understanding and insight into Child Protection and the different Family Court Orders that are placed on families and the effects this has on the children.

Cultural Planning

Cultural Planning promotes and strengthens an Aboriginal child's connection to their Aboriginal culture and community. Under Section 176 of the *Children, Youth and Families Act 2005* the Secretary to the Department of Health and Human Services is obligated to provide a Cultural plan to every Aboriginal child in court-ordered 'Out-of-Home Care' (OOHC).

Aims and Objectives

The *Children, Youth and Families Act 2005* establishes cultural support as essential for Aboriginal children in out-of-home care to maintain and strengthen their Aboriginal identity and encourage their connection to their Aboriginal culture and community.

The case plan for an Aboriginal child in out-of-home care is required to address the child's cultural support needs and reflect and be consistent with those needs. It contains significant decisions relating to the child. The child's cultural plan includes various elements to promote, maintain and enhance the child's connection to their Country and culture while they are in OOHC.

How we do this

- Be part of each Care Team where there is no other Aboriginal person in the care team or support is required

- Contribute to care team meetings
- Actively participate in drafting and reviewing Cultural Plans
- Provide the final Cultural Plan to the CEO of Gunditjmara for endorsement
- Monitor the Programs objectives in regards to the Regional Senior Advisors' key performance indicators, which are:
 - Number of care teams developing a cultural plan where the Senior Advisor-Aboriginal Cultural Planning has direct input - 40
 - Number of endorsed Cultural plans - 50
 - Number of Care Team meetings I have been involved in - 20 (Regional)

Key Achievements

The completion of 50 Cultural Support Plans for children in OOHC in The DHHS West catchment area.

Elders and Youth Project - Keepsake Boxes

In January 2019, a project was undertaken in conjunction with the Gunditjmara Elders Group, making "Keepsake Boxes" for children in 'Out-of-Home Care' (OOHC).

The group met every Wednesday, where the Elders would cut out, sand and construct a box from scratch. The Children from OOHC then painted their own design on the boxes with help from the Elders. Each box contained the child's Cultural Plan and other items sourced from the country they reside on. These items included jewellery (made by the Elders), an Aboriginal flag, painted rocks, artwork from this area etc. On Tuesday 22 January 2019, a Cultural ceremony was held at Harris Street Reserve whereby the majority of children in OOHC from the Warrnambool region were presented with their own "Keepsake Box" by Gunditjmara's Elders. The event was a huge success and plans are now underway for ceremonies to take place in the Portland and Hamilton regions.

Training/Forums undertaken for reporting period

- What makes a good Cultural Plan
- Best Practice - Cultural Planning
- Kinship Funding Program
- Revisiting a new approach to Cultural Planning
- Training needs/gaps in your region DHHS/CSO
- Aboriginal children in Aboriginal care Principle

Cradle To Kinder Program

The Aboriginal Cradle to Kinder Program is an intensive ante and postnatal support program. It provides long term family and early parenting support for vulnerable young Aboriginal mothers and/or women pregnant with an Aboriginal child and their families.

Aims and Objectives

Support parents with specialised case management promoting positive parent-child relationships that:

- Strengthen connection with community and culture
- Promote bonding and attachment and healthy parent child relationships
- Promote child development, improving child health and well-being
- Promote child safety and stability
- Strengthen parenting capacity and mental health outcomes
- Build strong communication skills and problem solving
- Support parents with building self-reliance and sustainability through education, vocational training and employment
- Engage parents with antenatal and postnatal care services, maternal health services and early childhood services

How we do this

Assisting parents to make informed choices regarding the children in their care to improve the safety, stability and development such as:

- Providing up to date information around ante and post-natal development
- Role modelling and educating strong parenting choices and behaviours
- Advocacy
- Education of developmental areas for babies/children and how to best meet their needs
- Intensive & Specialised Case management
- Transport
- Counselling
- Referrals
- Mental Health support
- Personal support
- Housing
- Community development and education
- Early intervention prevention strategies
- Routines and Boundary strategies

- Liaising with schools/child care centers
- Access information on housing, legal advice, income support, financial counselling, childcare, parenting, court support or other individual services as required

Key Achievements

- Cradle to Kinder Program has the capacity to work with 4 families at a time. Throughout the last year we have had a full case load 80% of the time
- The program is the lead driver of Parent/Carer Education sessions which will be on offer for free in early 2020
- Taken the lead in bringing back the “Baby Business Ceremony”
- Formed strong links with Kooramook Koori Playgroup
- Developed an Indigenous resource kit to ensure that families have access to culturally appropriate information & resources
- Implemented baby photo shots that have strong cultural focus (if parents choose)

Training undertaken for Reporting period

- Bridges out of poverty training
- Therapeutic Play Based Counselling
- Domestic and family violence training
- Baby makes 3 support workers session
- Family Partnership Training
- Cultural Awareness Training

Kinship Care and First Supports Program

The Kinship Care and First Supports Program provides culturally sensitive, safe, confidential and professional advocacy and support services to vulnerable families living in South West Victoria who have Aboriginal children from 0-18 years in their care on statutory orders.

Aims and Objectives of the Kinship Care Program

Provide ongoing support for carers and children involved in statutory Kinship Care placements

- Identify training and support needs of the carer
- Liaise between carers and DHHS
- Lead the care teams
- Identify possible services needed for the family and facilitate referrals to services

- Maintain contact and connectedness between the children and their parents
- Provide Culturally safe case management to children and their families

Aims and Objectives of the First Supports Program

- Provide flexible brokerage for new statutory Kinship Care Placements
- Provide family service hours to placements
- Identify training and support needs of the carer
- Facilitate referrals to services needed

How we do this

Assisting parents/carers to make informed choices regarding the children in their care to improve the safety, stability and development such as:

- Advocacy
- Case management
- Transport
- Counselling
- Referrals
- Mental Health support
- Personal support
- Housing
- Community development and education
- Early intervention prevention strategies
- Routines and Boundary strategies
- Liaising with schools/child care centres
- Access information on housing, legal advice, income support, financial counselling, childcare, parenting, court support or other individual services as required

Key Achievements

- The Kinship Care team have provided support to nine families
- Provided intensive case management for two family reunification orders and one family preservation order
- Reunified six children, in total, with their families
- Provided flexible brokerage and family services support to eight first supports placements

Training undertaken for Reporting period

- CRIS training
- Bridges out of poverty training
- Money minded training
- Domestic and family violence training (Booked for September)
- Child and Family Violence information sharing training (Booked end of August)



Integrated Family Services (IFS) Program

The Integrated Family Services (IFS) Program provides culturally sensitive, safe, confidential, professional advocacy and support services to vulnerable Aboriginal families living in South West Victoria who are requiring some extra parenting support.

Aims and Objectives

- Provides culturally sensitive services to Aboriginal families
- Assists parents/carers to make informed parenting choices about their circumstances for the safety of their child/children
- Ensures access and advocacy to relevant services
- Promotes early intervention strategies before Department of Health and Human Services (DHHS) involvement

How we do this

Assisting parents/carers to make informed parenting choices regarding the safety, stability and development of their child/children such as:

- Advocacy
- Case management
- Transport
- Counselling
- Referral
- Mental Health support
- Personal support
- Housing
- Community development and education
- Early intervention prevention strategies
- Routines and Boundary strategies
- Access information on housing, legal advice, income support, financial counselling, childcare, parenting, court support or other individual services as required

Key Achievements

- The IFS team have provided support to 28 families totalling 1628.42 hours
- Provided "Intensive" support through the intensive case worker, for advocacy and strengthening parent/carers in the DHHS system
- Built strong networks through the Allocations, Direct services and service development meetings

- Extended the size of our working team to two full time IFS and one Senior Intensive case manager
- Built strong relationships with Child Protection DHHS for better outcomes with our families

Training undertaken for Reporting period

- Alliance Induction Training
- Bridges Out of Poverty Training
- Client Incident Management System (CIMS) Training
- Family Violence Multi Agency Risk Assessment and Management Framework (MARAM) Training
- Circle of Security Training
- Outcome Star Training
- Update CPR/First Aid Training
- Deadly Sexy Health Kit Training
- Ice Training
- Family and Domestic Violence Training

Koori Pre-School and Koorramook Playgroup Programs

The Koori-Pre School Assistant (KPSA) role provides Cultural education and support to 14 local and regional kindergartens with Aboriginal enrolments. Twenty groups are visited over a three weekly schedule.


The Koorramook Playgroup is funded by the Indigenous Advancement Strategy and provides a weekly two-hour session for families and carers with Aboriginal children, providing them with a learning environment through play and a light lunch.

Aims and Objectives

- Provide culturally sensitive services to Aboriginal families in kindergartens
- Assist 'Early Years' Educators to confidently include Cultural learning in the curriculum
- Provide education in Aboriginal language
- Run weekly playgroup sessions in a culturally safe environment promoting learning through play and Cultural inclusion
- Support and encourage families to follow through with 'Early Years' learning skills in their own home environment
- Help prepare children for kindergarten and school readiness

How we do this

Assisting parents/carers in helping their children be



equipped emotionally and socially for kindergarten and school readiness and to assist in the enrolment process if necessary.

This is done by:

- Providing healthy food
- Teaching hygiene
- Teaching children respect and 'Acknowledgement to Country'
- Providing assistance and the use of a computer in the online enrolment process
- Encouraging families to engage in their child's learning experience and in achieving the milestones for their age groups in the 'Early Years' learning framework

Key Achievements

- The Koorramook Playgroup has continued to attract good numbers with more new and younger children and their families attending
- We continue to encourage local language and Acknowledgment to Country during the sessions
- Playgroup continues to run during school holidays as often as we can
- Surveys of families and Kindergarten Educators have provided positive feedback to the sessions received
- Playgroup have had a number of excursions and incursions to Warrnambool Springers Gymnasium, Tower Hill, Lake Pertobe and a visit from a mobile farm animals group, allowing the children to get up close with animals they would not normally see

Training undertaken for Reporting period

- First Aid
- Certificate III & Diploma in Early Education and Care



COMMUNITY SERVICES



Introduction

Community Services staff are dedicated to working alongside Community ensuring we are empowering Community members to make positive changes in their lives. We work closely with both internal and external agencies to ensure the best possible outcomes for individuals, families and community.

The Community Services team provides a holistic approach when working with community members. Specifically, we focus not only on the needs of the individual, but also their families to help ensure a wrap-around service is provided to our community members. We do this through the following culturally sensitive programs:

- Men's Family Violence
- Women's Family Violence
- Aboriginal Tenancies At Risk
- Social and Emotional Wellbeing
- Alcohol and Other Drugs
- Local Koori Justice
- Aboriginal Economic Development
- Cultural Safety Advisor

We aim to strengthen community members to live safely and harmoniously within community so that we can grow a culturally vibrant and healthy community together.

Social, Emotional, Wellbeing
Youth Caseworker

Cody Chatfield

Project Coordinator –
Aboriginal Economic
Development Program

Coedie Carter

Men's Family Violence Program

The family violence program works with males who choose to use and have been the victim of violence with the aim of breaking this cycle by addressing and challenging abusive behaviours from a cultural, therapeutic response and case management framework. The service provides support regionally, working between Warrnambool, Portland and Heywood.

Aims and Objectives

To provide a culturally safe, sensitive, confidential advocacy and support to aboriginal males 18 years and over, who have used family violence against partners, family members and children in South West Victoria.

The goal of treatment is to increase the person's motivation to change and to develop the skills to stop their use of violence so as to prevent any further incidents.

How we do this

- By assisting males by doing an assessment of needs. We then organise and assist to activate referrals for our clients including health, financial, mental health, AOD, Legal and accommodation services
- Development of a case plan that provides the relevant support for clients to achieve their goals
- Proactive and assertive practical and psychological support to work with clients to address barriers of motivation and readiness to change through strength based practices

Key Achievements/Outputs for reporting period

The Male Family Violence Team have provided support to 29 males thus far with 211 contacts. We have spent 167 hours and 26 minutes on casework, contacts and travel.

We continue to build strong relationships within the region which has resulted in new referrals.

Training undertaken for reporting period

- Men's No To Violence Training
- MARAM/FVIS/CIS Training
- Family Violence and the Law/Case notes training

Specialist Family Violence Risk Assessment & Risk Management Framework (CRAF) Training

The Fantastic Community Services Team

Acting Manager Danny Pearson

Acting Team Leader,
Senior Practitioner
Male Family Violence Darren Williams

Male Family Violence
Support Worker Nathan Douglas

Female Family Violence
Support Worker Marnie Easton-Bylykbashi

Senior Practitioner Aboriginal
Family Violence / Cultural
Safety Advisor Charmaine Clarke

Aboriginal Tenancies
At Risk Caseworker Katrina Hurley



Women's Family Violence Program

The Gunditjmara Women's Family Violence program provides culturally sensitive, confidential, educational and professional advocacy/support for vulnerable Aboriginal women, and partners of Aboriginal men, who have chosen to use violence.

The service provides support regionally, working between Portland and Heywood as far as Terang and Camperdown.

Aims and Objectives

To provide culturally sensitive services to Aboriginal women

- Assist women to make informed choices regarding their circumstances for the safety of themselves and their children whilst also engaging in family violence education to further their understanding and reflection of family violence
- Ensure access and advocacy with/to appropriate services
- Promote safety of women and children as paramount

How we do this

- Case management
- Advocacy
- Transportation
- Referrals
- Counselling
- Court Support
- Reflection
- Accessing information such as legal advice, housing and the courts

Key Achievements

- The Female Family Violence Team have provided support to 42 females, with 519 contact attempts equalling a total of 420 hrs and 5 minutes spent on casework, contacts and travel in 2019
- Continuing to build strong relationships with key stakeholders, other Aboriginal Cooperatives and relevant referral pathways through attendance to meetings such as Peenyet Kanditj (Police Protocols) and Emma House Practitioners Meetings

Training undertaken for reporting period

- Men's No to Violence Training
- MARAM/ FVIS/CIS Training
- Specialist FV Risk Assessment & Risk Management Framework (CRAF) Training
- Family Violence & the Law/Case notes Training

Social & Emotional Wellbeing Program

The Social & Emotional Wellbeing (SEWB) program works with individuals and the community around social, emotional and wellbeing needs. The program provides culturally sensitive, safe, confidential, professional advocacy and support services to Indigenous community members who are 18 years and older living in the Warrnambool area.

Aims and Objectives of the Program

- Provide culturally sensitive services to the Indigenous community
- Ensure access and advocacy for service users to relevant services
- Raise community awareness around Social & Emotional Wellbeing and Mental Health and the impacts these have on individuals, families and the community

How we do this

Using the Aboriginal Stay Strong Assessment, a tool developed by Indigenous people for indigenous people, individuals identify their strengths and worries/concerns and develop goals they want to achieve around three key areas: Drug & Alcohol, Social & Emotional Wellbeing, and Family Violence.


This is a self-empowerment program and encourages individual independence through goal setting.

Areas of support can include but are not limited to:

- Advocacy
- Counselling
- Supported referrals to external agencies when needed such as mental health services, housing, legal advice, income support, financial counselling, childcare, parenting, courts support or other individual services individuals may require
- Personal support
- Community development & education
- Early intervention prevention strategies

Key achievements

- Strengthened networks throughout the region by attending community meetings, community luncheons and advocating for best outcomes that assist community members who seek support and assistance within program services
- Continuing to build strong relationships with key stakeholders, other Aboriginal cooperatives & relevant referral pathways through attendance to



meetings such as Peenyet Kanditj (Police Protocols) & FaPMI (Family where a Parent has a Mental Illness) meetings

- Ensure Gunditjmara policies and procedures relating to client privacy, security of records and confidentiality of client related information are adhered to at all times

Training undertaken for reporting period

- Social & Emotional Wellbeing (SEWB) gathering
- In Service Training Day: Gunditjmara Aboriginal Cooperative limited
- Wayapa Wurrkk Diploma
- Men's Family Violence conference (attended and presented)
- MARAM (Family Violence) Training
- L17 Portal (Family Violence) Training
- Data Base (VADC) Training

Youth Social and Emotional Wellbeing Program

Funded under the new Korin Korin Balit Djak the role will empower Young Aboriginal people in addressing their overall Social and Emotional Well-being issues. Using the Aboriginal Stay Strong Assessment tool the position is a goal based role and assists young Aboriginal people in achieving their goals.

Aims and Objectives

- Provide goal/strength based support using the Aboriginal Stay Strong Assessment Tool
- Develop activities that promote Aboriginal identity and connection to culture
- Provide access to specialist services that address ongoing inter-generational grief and loss and identity issues
- Attend and contribute to Gunditjmara's internal multi-disciplinary meetings with Psychologists, Aboriginal Health Workers, SEWB and AOD workers and other relevant health professionals
- Refer clients to other services as required, including non-government organisations, mainstream mental health and other services such as drug and alcohol
- Conduct one-on-one outreach services to outlying areas of Warrnambool
- Work closely with the Koori Youth Justice Worker and identify those who require ongoing SEWB support

How we do this

- Attend/facilitate case planning and review meetings for each client including family members as needed
- Ensure Gunditjmara policies and procedures relating to client privacy, security of records and confidentiality of client related information are adhered to at all times
- Ensure accuracy and timeliness of program and funding reporting via Communicare and other relevant reporting systems is maintained
- Provide clients with information on rights, responsibilities, child safety standards and available health services
- Work with the Headspace Intake team in providing Aboriginal Stay Strong Assessments (ASSA)
- Attend fortnightly intake meetings at Headspace to provide feedback and strengthen cross cultural relationships

Key Achievements

- Worked collaboratively with Warrnambool College, Kalay Academy
- Established close working relationship with Kirrae SEWB program to provide diversity
- Built strong networks through Headspace


Aboriginal Tenancies At Risk Program

The Aboriginal Tenancies at Risk (ATAR) program, formally ITAR, is a housing support program that was introduced state-wide in 2006 as part of the Victorian Homelessness strategy.

The ATAR program will help Indigenous people to keep their rented properties so they do not become homeless. This includes people leasing properties from DHHS public and transitional housing, Aboriginal Housing Victoria and social housing providers. Tenants leasing properties from the private market can also be supported through ATAR brokerage funds.

The ATAR program helps Indigenous households to work out problems that may place their tenancy at risk. These problems could relate to being able to pay the rent, or disagreements between household members or with neighbours and other life issues.

Gunditjmara delivers this high quality, culturally appropriate tenancy support service to Aboriginal people across the Barwon South-West Region.



Aims and Objectives

- Provide culturally sensitive services to Aboriginal families
- To reduce the eviction rate of Aboriginal clients
- Ensure access and advocacy to relevant services
- Support clients who are at risk of losing their tenancy

How we do this

Assisting the Indigenous community to make informed choices regarding their tenancy via:

- Advocacy
- Case management
- Housing applications
- Maintenance issues
- Accessing Public housing
- Referrals, for example homelessness service
- Victorian Civil Administrative Tribunal (VCAT) matters
- Complaints
- Provide client-focused support
- Access information on housing, legal advice, income support, financial counselling, court support, cultural support or other individual services as required

Key Achievements/Outputs for Reporting period

- The Department of Health and Human Services funding for the ATAR program is to provide for 37.5 clients. The program has had another successful year providing supports for 63 individuals and families
- Maintaining clients housing tenancies to assist in the prevention of homelessness in Aboriginal people
- Guided and supported the homeless into secure tenancies
- Provided “Intensive” support through the intensive case worker

Training undertaken for Reporting period

- Cultural Awareness Training
- Diploma of Community Services
- In services Guditjmarra training
- CPR

Aboriginal Economic Broker Program

This new program was established at the end of January 2019. The primary role of the Aboriginal Economic Broker is to initiate a multi-agency forum aimed at identifying cross-agency economic opportunities that benefit our entire region and the multiple aboriginal communities within this region. A secondary role will be to develop business plans for economic opportunities identified by the Guditjmarra Aboriginal Cooperative.

Events held in Reporting period

E2E (Education To Employment Forum)

The Education 2 Employment forum was held in April at Harris Street Reserve with stakeholders from regional ACCHOs, Training Education Providers and NGOs with experience employing aboriginal people, engaging in conversation on the agenda.

Cultural safety lunch

Our cultural safety lunch was held at Harris Street Reserve with a few local aboriginal elders exchanging opinions and experiences on their lives and on the said agenda. In future we will be holding more cultural safety lunches to get more input from locals to reach our goal of having our own cultural safety course with local content.

Looking forward there are several events scheduled for the second half of 2019. These include:

- Economic Regional Forum based around tourism in July
- Community dinner with Lee-Ann Emzin from the Kinaway Chamber of Commerce in August
- a Job Expo at SWTAFE in September

Overall the Aboriginal Economic Broker program is off to a strong start and I am proud to be learning alongside John Coxon and representing Guditjmarra.



Gunditjmara Family Violence Project

Aims and Objectives of the Project

To develop a culturally appropriate resource kit and education program that will assist individuals, groups and professional services in identifying, understanding and responding to Aboriginal Family Violence in South West Victoria. Working within a cultural framework the project will engage with identified participants from the Aboriginal community through a series of interviews (one on one) and focus groups to examine and discuss what family violence means to them, reasons for engaging in Family Violence, how they identify or recognise it and what strategies they employ to prevent or support victims of Family Violence within their own social and cultural framework. From this the project objectives are to:

- Raise awareness of the problem of Family Violence and articulate cultural and social norms that make violence unacceptable in the Aboriginal community
- Expand and inform our current understanding of Family Violence as it is experienced and responded to by Aboriginal members in South West Victoria
- Review some of the language within the discourse around Family Violence and change it to be more culturally sensitive and proactive. Such as not using the term 'perpetrator' which is associated with negativity and shame but using the phrase 'those who choose to use violence' as a way to recognise choices in behaviour and the potential to change
- Improving service responses to Aboriginal Family Violence by integrating a broader cultural framework in their practise and engagement around Aboriginal Family Violence
- Develop a cultural audit tool to assess and monitor Family Violence services and provision
- Strengthen Family Violence service provision and access for Aboriginal people in the region
- Develop an Aboriginal resource kit, which reflects our attitudes, values and strategies around tackling Aboriginal Family Violence
- Raise within the Aboriginal communities, awareness of the impacts of Family Violence and how they as communities respond to it collectively
- Look at the development of a 'safe community program' which reflects our cultural values and practises and developing and building networks of leaders in the community around Family Violence

Activities and Project Reach

Meetings with the following organisations:

- Winda-Mara Aboriginal Corporation
- Dhauwurd Wurrung Elders & Community Health Services
- Gunditjmara Aboriginal Cooperative

The aim of these meetings is to raise awareness of the project and to ask the services to identify and encourage community participation in the project. It was also to identify 'safe spaces' to conduct group engagement, with youth, women's groups and men's groups.

Discussions with:

- Barwon South West Indigenous Family Violence Group
- South West Health Partnership Consortium

Discussions surrounded raising awareness and gaining oversight on the project. In particular, the Barwon South West Indigenous Family Violence Group speaking with the coordinator in depth about the ethical and cultural aspects of the project, including the framing of the interviewing process and questionnaires.

Research Methodology

A lot of work has gone into the development of a cultural and ethical research methodology. It is imperative that any research conducted on Aboriginal peoples are done within the AIATSIS (Australian Institute of Aboriginal & Torres Strait Islander Studies) Research guidelines. To provide me with both support and oversight I have had discussions with Indigenous academics: Dr Faye McMillan – Charles Sturt University, Dr Tyson Yunkaporta – Deakin University and Tania Dalton, Psychologist MA. The methodology is crucial to the success of this project. I have also enrolled in a Post Graduate Diploma in Indigenous Research at Deakin University. This project forms the basis of my study and final year thesis. I am anticipating that research will be undertaken in the near future to build on the knowledge from this project.

Community engagement

I have engaged with the following groups and individuals:

- Youth group – Warrnambool - 10
- Elders – Portland, Warrnambool, Heywood - 8
- Women's group - Warrnambool - 6
- Men who identify as 'those who choose violence' - 2
- Male survivor of FV - 1
- Female survivors of FV - 5

Methodology, coding, analysis and statistics

Skype and phone call discussions around these research issues are ongoing with supervision provided by three Indigenous academics. This aspect of the project is fundamental to the accuracy, insights and themes that are identified within the project. It will give us information that can inform and support further projects, including any further research projects on Family Violence (I would like to do a PhD) policy development for the Cultural Safety Advisor role, education materials and training for non-Indigenous staff working in Family Violence.

Opportunities and challenges

Discussion of:

- intended or unintended opportunities and outcomes;
- any barriers or challenges identified with delivering the project; and
- lessons learned as part of progressing the project.

This project is ambitious to say the least and I really believe that 12 months is not enough. In fact, I would have asked for 2 years given the subject matter of the project and the product that is to come out of it. Research can't be done lightly nor in an ad-hoc fashion. Much of what is to come out will be relatively new and innovative. In learning about research methods, and the unique information that can be solicited from this project, I am keen to get it right the first time. No research project has been conducted in this community on this subject before.

The project has the opportunity to lay the foundations for future work in this area. Monitoring the outcomes of the project over 3, 5 and 10 years also needs to be factored in. I am of the opinion and dedication to undertake a long-term research approach to this, expanding on the outcomes of this project as part of my PhD studies in the near future.

The research approach is unique as well in that it is an Indigenous methodology that is being employed. This will give more insightful information, more culturally relevant opinions and guidelines, and more workable programs to tackle the issues around Family Violence within the Gunitjmarra Nation.

Community members, Vicki Burrows (left) and Susan Pridham (right)





Gassy

ELDERS & HOME CARE SERVICES



Introduction

The Gunditjmara Aboriginal Cooperative (GAC) Aged Care team pride itself in providing a culturally appropriate service for the local Aboriginal community to access.

Elders And Home Care Program

Aims and Objectives

Our aim is to support our Elders, people with a disability and their carers to stay connected to community, country and culture.

We receive funding from the Commonwealth Government and the Department of Health and Human Services (DHHS) in Victoria.

The Incredible Elders and Home Care Services Team

Manager	Glenda Thompson
Team Leader	Frances Cornelissen
Team Leader	
Housing Program	Jonathan Hogge
NDIS Support Worker	David Lovett
NDIS Support Worker	Annette McNaughton
Home Care Support Worker	Jennese Bowater
Home Care Support Worker	Tennille Moffatt
Home Care Support Worker	Corey Davey

The Commonwealth Home Support Program (CHSP)

On 1 July 2015 the CHSP program commenced and provides funding for services for older people. CHSP services are designed to support people over the age of 65 years, Aboriginal and Torres Strait Islanders 50 years and over and their carer's. We support them to continue living at home in a safe and healthy environment, restoring their independence at home and in the community.

If you feel you need help you can contact 'My Aged Care' on Freecall: 1800 200 422. If you require advocacy and support to do this, you can contact the Program Manager at the Gunditjmara Aboriginal Cooperative on 5559 1234.

Home And Community Care Program For Younger People (HACC PYP)

The aims of the Home and Community Care Program for Younger People (HACC PYP) is to support people under the age of 65 years, Aboriginal and Torres Strait Islanders 50 years and under and their carer's and is usually on a short-term basis. The HACC PYP program targets its service to those who have the greatest need. These services provide basic support and maintenance to people living at home and whose capacity for independent living is at risk.

The need for HACC PYP services has been significantly reduced since the implementation of the National Disability Insurance Scheme on July 2016 with many of our clients transitioning to this initiative.

Program Highlights for the reporting period

- The Elders and Home Care program staff completed our Home Care Standards Accreditation on 4 June 2019. This process was provided by the Aged Care Quality Assessment team. The support and assistance received from the Gunditjmara Board of Directors and staff enabled us to meet all the expected standard outcomes. This is a real credit to the way all the staff have been working and reflects highly upon their ability, care and diligence. Well done to all involved.

Training/Forums undertaken for reporting period

- We recently put four of our staff through training at Roe Motorcycle and Mower to enable them to operate the machinery safely and efficiently
- Staff completed a Safe Food Handling course with two senior staff undertaking a Food Safety Supervisors course
- Staff completed First Aid Training 28 May 2019



The Wellness And Reablement Initiative

Strength based approach

Where possible, all staff are encouraged to promote the W&R approach when working with clients as it is imperative for them to retain their independence as much as practically possible. We focus on every individual's strengths and abilities and encourage them to continue to do as much as they can so that they remain independent.

Social Support Group

We provide two Social Support Groups, one specifically for Elders 50 years and older which is held on Thursday, each fortnight. The other is a diverse group with Elders and younger participants. These social gatherings provide a culturally safe space for community members to be together and helps prevent social isolation. They provide an opportunity for clients to meet new people, gather for a yarn and attend cultural events and activities.

Program highlights throughout the year

- Life Stories project
- Country Drives
- Cultural Events and craft Activities

Gunditjmara Housing Program

Aims and Objectives

The primary objective of the Gunditjmara Housing Program is to provide sustainable and affordable housing for the local Aboriginal community members of the Gunditjmara Cooperative. Affordable housing in Warrnambool is invariably in high demand so our Housing Program is a vital service for our community. In 2018, Gunditjmara was extremely fortunate to obtain another four-bedroom property which increased our Housing portfolio to 13 properties in total.

Gunditjmara pro-actively manages its properties and all emergency maintenance issues have been addressed in a timely manner.



PRIMARY HEALTH CARE SERVICES



Introduction

Gunditjmara Aboriginal Health Service has continued to provide a range of predominately bulk billed allied health services and general practice services in a culturally safe environment for the Aboriginal and non-Aboriginal community of Warrnambool and outlying areas of South West Victoria.

This past year has been a key period of consolidation of service delivery to further facilitate a whole-of-life client engagement, beginning with a healthy start to life, healthy childhood and transitioning to a healthy adulthood.

Our primary health care team has continued to grow in numbers together with an increase in health services being offered. This has facilitated service delivery from an enhanced medical, social and wellbeing perspective. The health service is at full capacity now. Client service is supported by GP's and Murray City Country Coast (MCCC) GP Registrars who participate in GP Registrar training at our health service.

Health service Upgrade

Planning and work has commenced in upgrading the health service interior with painting, replacement of windows, modification of reception area to facilitate client customer service, installation of new kitchenette, provision of tea and coffee area for clients, installation of a TONIC Health Message TV in the waiting room, upgrading of staff computers, purchase of Defibrillator, 24 hour battery back-up supply for the Immunisation Fridge and other medical equipment.

Awesome Primary Health Care Team

Aboriginal Health Practitioners (AHPs)	Tanya Geier & Georgie Taylor
Tackling Indigenous Worker/ Aboriginal Health Worker	Ken Brown
Koori Maternity Services Worker/Aboriginal Maternity Childhood Project	Rebecca Clayton
Primary Health Care Manager	Julianne Crow
Koori Maternity Services Midwife	Sallyanne Brown & Maryanne Purcell
Chronic Care Nurse/ Nurse Immuniser/ Care Coordination and Supplementary Services Program (CCSS)	Tara Smith

Diabetes Nurse Educator /Chronic Care Nurse Anita Singh & Fleur Martin

Mental Health Nurse/ General Practice Nurse Les Miller

Receptionist/ Administration Jenny Sack

Receptionist/Transport Bev Harrison & Dominique DeBono

SWAPH Clinical Data Coordinator Consultancy

General Practitioners: Surrinder Singh
Dion LanFranco
Ashley Nesseler
Karoline Gunn
Geoff Courtis (locum)
David Shen
Lydia Agarwal

Prevention and Early Intervention Coordinator Belinda Payne

Psychology service Daryl Hobbs

Dietetic service Krishanthi Shanmugathan
Ana Marasa

Optometry service Jason Ward
Australian College of Optometry

Dental Service South West Dental Service

Gunditjmara Health service continues to work closely with partners and other community agencies to ensure the community has access to the services and supports required. We continued a secured agreement on provision of Allied Health Services with Rural Workforce Agency Victoria specifically around health priorities, such as eye health with the provision of optometry services and ear health with the provision of audiologist services.

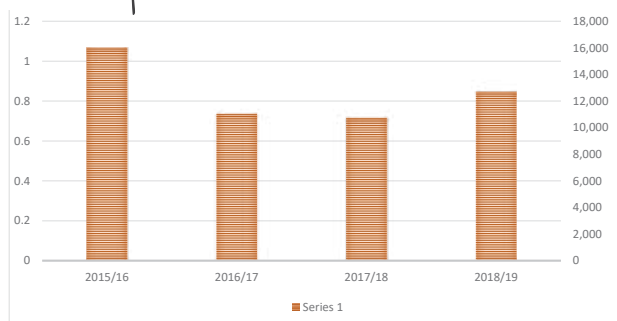
Chronic Disease Management

Key Achievements/Outputs for the Reporting period

Gunditjmara care coordination in the area of chronic disease management, has supported its' clients through the implementation of the integrated team services in providing in excess of 341 care coordination and supplementary services in the last 12 month reporting period for our community clients. The ability to offer this service has helped to improve client health outcomes and improve ease of access to services vital for managing client health. These services have assisted our clients to attend allied health professionals, specialists and health promotion services to maintain or improve their health outcomes.

The employment of allied health professionals in the area of chronic disease management has meant Gunditjmara has been able to provide one off and ongoing allied health services to our client's on-site. These include the implementation of access to a dietician, diabetes educator, optometrist, a nurse immuniser for preventative care, a dentist, an audiologist, a registered nurse with a cardiology background, a mental health nurse and a visiting psychiatrist. This has resulted in a trending increase in client episodes of care as shown in the graph below.

Client Contacts
Episodes of Client Care



Training Undertaken for the Reporting period

Further training undertaken in the reporting period includes

- Ongoing Post graduate study Masters of Mental Health Nursing
- MBS Training through the PHN 13/08/2019
- Triage Training 05/06/2019
- CPR update 02/07/2019

Acknowledgement of Collaborative Networks

Throughout the reporting period collaborative networks have been developed and utilised to assist with the management of our clients suffering from chronic illness. These network connections consist of external allied health professionals including, podiatry, physiotherapy, chiropractic, psychologists, and lymphedema physiotherapy. Similarly, Medical Specialists are invaluable within the area of chronic disease management with the utilisation and referral to medical specialists including cardiologists, endocrinologists, rheumatologists, dermatologists and general surgeons alike.

In the instances where we have been unable to provide these at a local level, we have been utilising telehealth services through Barwon Health, Conduit Health and the Royal Flying Doctors. Offering these telehealth services has been beneficial for clients, cutting down on travel, cost and inconvenience. While allowing individuals to consult with their specialists face to face through skype

or similar programs with the support of their GP beside them or a trusted Nurse or Aboriginal Health Practitioner.

Mental Health

Key Achievements/Outputs for the Reporting period

The last six months has been a productive and rewarding time for the Gunditjmara Health Service and improvements and new initiatives made with the client's mental health journey. Approximately 400-500 clients over a five month period have been seen (attendance data).

The role of the mental health nurse has consisted of being specifically involved in clients who are also under the care of South West Healthcare (SWH) Mental Health Services (MHS), undertaking intake assessments, a resource for GP's, collaborating with the psychologist/ SEWB/FV/AOD clinicians, and undertaking brief psychological interventions with clients such as Solution Focused Therapy. In addition, the role has been able to support clients seeking to apply for the NDIS and other health determinants such as housing etc.

Achievements include:

- Facilitated SWH MHS Service Level Agreement to enable a psychiatrist to conduct work from Banyan Street health service once every three months to review clients
- Meeting with SWH Prevention and Recovery Centre (PARC) facility staff to help inform cultural safety and service provision
- Conducted formal Intake Assessments to support MHCP and telehealth psychiatrist reviews
- Helped coordinate and conducted the clinical preceptorship for GenU students, mental health Cert IV, to have placement at Gunditjmara Health Clinic
- Further integrated care implemented at the health service with the development of a KPI check list to help link interventions with eleven key outcome focuses such as the ATSI health check/smoking status/AOD assessment etc.
- Formalising partnerships and consultation with other agencies about client mental health with the development of documentation such as a consent to release information form
- Incorporated the use of a culturally appropriate AOD/mental health screening tool – Indigenous Risk Impact Screen (IRIS)
- Plan to further recruit into the clinical mental health team to focus on ensuring that client's needs are met and advocated for in relation to the social determinants of health such as housing, finances, social connections, and employment etc.



Training Undertaken for the Reporting period

Partook in specific Communicare and Medicare Benefits Scheme (MBS) claiming training. Also attended a joint training day with SWH MHS on the links between childhood trauma and adult mental health issues. I also attended the VACCHO Movement by Improvement Forum and the Closing the Gap Forum.

I am currently completing post-graduate study in Community Mental Health Nursing and a Cert IV in AOD training. In the near future, I hope to undertake the Nurse Immuniser Course and specific culturally appropriate training in CBT and Narrative Therapy which are two well accepted forms of counselling for indigenous people.

Acknowledgement of Collaborative Networks

Collaborative networks have been strengthened with:

- SWH MHS – adult mental health and also the Prevention and Recovery Centre (PARC)
- GenU
- Within Gunditjmarra Health Service teams i.e. SEWB
- Local private psychologists
- Conduit health telehealth psychiatry

Koori Maternity Service Program And Aboriginal Maternal Child Health Initiative

Koori Maternity Service delivers culturally responsive and high-quality maternity care for Aboriginal women, babies and their families on Gunditjmarra country.

The service works in partnership with 4 regional Aboriginal Community Controlled Health Organisations around the region. KMS strives to ensure that the women and their families receive holistic care, provided early and strengthened by Aboriginal culture and practice.

Care of women is delivered in partnership and strong collaboration with local maternity services, antenatal clinics, midwives, GPs and Maternal and Child Health nurses.

Evidence based and best practice antenatal care with strong foundations in Aboriginal knowledge was provided to 39 women and families over the last 12 months. Of the 39 women who received care from KMS- 21 delivered babies and received ongoing postnatal support for 8 weeks after delivery. Continuity of care for families was maintained with support to transition in the Maternal and Child Health services.

Labour and birth support was provided in the hospital for 6 women and their families.

Currently the service is providing ongoing care for 18 women and their families. KMS works flexibly to improve equity of access to antenatal and postnatal care.

Prevention And Early Intervention

A priority placed on targeted prevention and early intervention/screening activities contributed to addressing priority health needs and making a difference to improved health access and outcomes.

Women's cultural health night (Tidas)

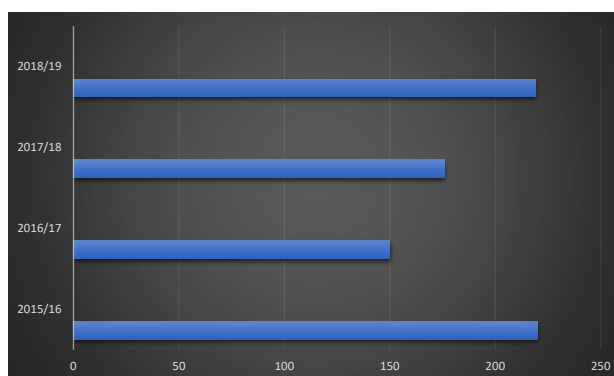
- 22 women attended and participated in the creation of an Art piece reflecting the importance of women caring for their health
- 5 Cervical Screens were completed
- 4 ATSI health checks
- 22 pre consults completed
- Discussed the National Screening Programs and the Breast Screen Bus visit scheduled for Aug 2019
- 10 Bowel Screen Kits handed out

Youth Health Day

This was conducted with members of the Clontarf Academy at Secondary Colleges in Warrnambool and surrounds promoting cultural connection, healthy lifestyles and community engagement

- 17 Aboriginal and Torres Strait Islander Health checks conducted including sexual health
- 10 flu vax given
- Yarning around men's and women's business, particularly around safety and consent
- Identified need for youth clinic

No. of ATSI Health Checks





Tackling Indigenous Smoking Program

98% of clients have their smoking status recorded

This targeted program aims to reduce Indigenous smoking rates. Tackling Indigenous Smoking (TIS) has focussed this past year on raising awareness and client participation in smoking cessation.

Partnerships and education that the TIS worker has established / conducted during this reporting period includes:

- Warrnambool Secondary College
- Brauer Secondary College
- South West Healthcare smoking cessation program
- AIME Deakin Uni Warrnambool
- Integrating KMS Program Providing advice to mums on the dangers of smoking when pregnant
- Other ACCHOs involved in the South West TIS Consortium
- Using the Newsletters, Gunditjmara Cooperative Facebook & Gunditjmara Cooperative website pages to get the message out regarding the TIS Program
- VICPOL Lore v Law Cricket Match (Koori v Police)
- We support take the pledge (Goolum Goolum) Coop.
- Referred 10+ Clients to Quit Victoria Koori quit line
- One on One & Groups quit smoking yarns
- Tonic Health TV showing the Quit Smoking message's in the waiting room

World No Tobacco Day – 31 May 2019

Gunditjmara took a team approach and held an event at the clinic for World No Tobacco Day.

The team decided to provide lunch (soup and toasties) and had some great Quit Smoking Displays. In addition, there was face painting, giveaways and a colouring competition.

The team decided to also coincide a flu shot vax drive and provided Winter Warming Gift pack (beanies, hand sanitiser, tissues etc).

Outcomes:

- 51 people attended the event held at Banyan Street
- Approx. 13 pledges were signed. The team is committed to having the brief intervention and getting the pledge signed where ever practicable
- There has now been 3 QUIT Packs provided after referrals to the GP and contact with the QUIT line

Continuing Professional Development

- The KMS program staff attended a family service care coordination conference at Coffs Harbour
- Ken Brown is undertaking further study to become an Aboriginal Health Practitioner and attends VACCHO training at Winda-Mara on a monthly basis for 2-3 days per month
- Belinda Payne (PEIC) coordinator attended the VACCHO workshop in March
- Dominique Debono began her studies at SW TAFE in nursing
- Les Miller attended the Mental Health Closing the Gap on Indigenous Health conference in Brisbane
- Georgie Taylor and Tanya Geier attended a NATSIWAH Aboriginal Conference in Alice Springs

Cultural Awareness Training

Gunditjmara Kepler Street and the Primary Health Care staff joined with Maternal and Child Health Nurses from Warrnambool City Council and visited key sites of Aboriginal significance around Warrnambool led by Uncle Rob Lowe.

Finally, I would like to personally thank our CEO and all members of the awesome primary health care team for all their hard work in assisting to improve the health of the Community.

Gunditjmara Health Service team look forward to an exciting 2019-2020 as we continue to embed a new IT system within the service and work towards reaccreditation of the health service.

Julieanne Crow

Primary Health Care Manager



FINANCIAL STATEMENTS

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

DIRECTOR'S REPORT

Your Directors present their report on the Co-operative for the financial year ended 30 June, 2019

The names of the Directors in office at any time during the year or since the end of the year are:

Lee Morgan

Joseph Chatfield

Robert Eccles

Billy McGuinness (resigned 20 April 2018)

Jacinta Rose (appointed 23 November 2018)

Brian Davis

Shane Bell

Louise Wackett (resigned 21 January 2019)

Lee Morgan (appointed 23 November 2018)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The principal activity of the Co-operative in the course of the period under review, is to improve health outcomes of the local Aboriginal community. There were no significant changes in the nature of this activity during the financial year ended 30 June, 2019.

The net amount of the surplus carried forward for the continuation of the Co-operative's programs for the financial year was \$1,775,747 (2018 - \$945,446). No amounts were transferred to or from reserves and provisions during the period other than those disclosed in the accounts.

No matters or circumstances have arisen since the end of the financial year, which significantly affected or may significantly affect the operations of the Co-operative, the results of those operations, or the state of affairs of the Co-operative in future financial years.

Likely developments in the operations of the Co-operative and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Co-operative.

The Co-operative's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

No dividends have been paid or declared since the start of the financial year.

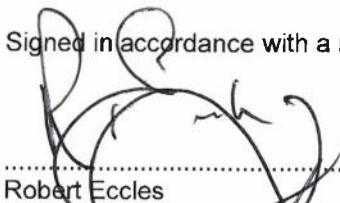
No options over issued shares or interest in the Co-operative were granted during or since the end of the financial year and there were not options outstanding at the date of this report.

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the Co-operative.

No person has applied for leave of Court to bring proceedings on behalf of the Co-operative or intervene in any proceedings to which the Co-operative is a party for the purpose of taking responsibility on behalf of the Co-operative for all or any part of those proceedings.

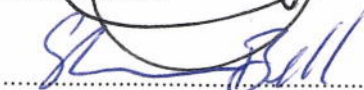
The Co-operative was not a party to any such proceedings during the year.

Signed in accordance with a resolution of the Board of Directors:



Robert Eccles

Director



Shane Bell

Director

Dated this 6 day of September 2019.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF PROFIT OR LOSS FOR THE YEAR ENDED 30 JUNE 2019

	Notes	2019 \$	2018 \$
INCOME			
Recurrent Funding		5,909,331	3,640,043
Sundry and Non Recurrent Grants		113,323	242,787
Interest		102,043	46,623
Refunds		693,596	512,165
Rental & Equipment Hire		131,779	123,612
Other Income		4,266	12,921
Profit on Sale of Non-Current Assets		3,563	17,469
		<u>6,957,901</u>	<u>4,595,620</u>
EXPENDITURE			
Administration Costs		(42,695)	(9,557)
Advertising		(6,292)	(5,818)
Annual Leave (Movement in Provision)		(16,956)	(15,072)
Bank Charges		(1,580)	(1,718)
Catering/Meals		(18,613)	(11,978)
Cleaning		(36,431)	(30,352)
Electricity & Gas		(44,744)	(33,417)
Hire of Venue		(666)	(1,659)
Interest Paid		-	(4,943)
Long Service Leave (Movement in Provision)		11,525	(5,826)
Memberships		(13,650)	(8,728)
Motor Vehicle Costs		(147,170)	(77,325)
Postage		(3,084)	(4,195)
Printing & Stationery		(34,664)	(27,117)
Professional Costs		(224,892)	(46,654)
Program Costs		(223,430)	(197,869)
Rent & Rates		(64,738)	(53,956)
Repairs & Maintenance		(167,444)	(81,616)
Sundry Staff Costs		(76,126)	(42,720)
Superannuation		(309,155)	(220,729)
Telephone		(57,106)	(48,478)
Training		(29,980)	(38,482)
Travel Expenses		(61,525)	(41,820)
Wages		(3,365,896)	(2,429,440)
Workcover		(81,673)	(52,572)
		<u>(5,016,985)</u>	<u>(3,492,041)</u>
SURPLUS/(DEFICIENCY) FOR THE YEAR PRIOR TO DEPRECIATION, WRITE DOWN OF LAND & BUILDINGS AND GOVERNMENT EQUITY ADJUSTMENTS		1,940,916	1,103,579
Depreciation		(165,169)	(151,774)
Write Down of Plant & Equipment		-	(6,359)
SURPLUS/(DEFICIENCY) FOR THE YEAR		<u>1,775,747</u>	<u>945,446</u>
OTHER COMPREHENSIVE INCOME			
Adjustment to Members Equity		-	75
TOTAL OTHER COMPREHENSIVE INCOME FOR THE YEAR		<u>-</u>	<u>75</u>
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u>1,775,747</u>	<u>945,521</u>
TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO MEMBERS		<u>1,775,747</u>	<u>945,521</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019

	Notes	2019 \$	2018 \$
CURRENT ASSETS			
Cash and Cash Equivalents	2	6,366,638	4,908,928
Trade and Other Receivables	3	226,648	158,067
Other Assets	4	2,030	9,743
		<u>6,595,316</u>	<u>5,076,738</u>
NON CURRENT ASSETS			
Property, Plant and Equipment	5	<u>6,537,565</u>	<u>6,050,937</u>
TOTAL ASSETS		<u>13,132,881</u>	<u>11,127,675</u>
CURRENT LIABILITIES			
Trade and Other Payables	6	2,688,722	2,464,694
Employee Provisions	7	331,695	328,513
		<u>3,020,417</u>	<u>2,793,207</u>
NON CURRENT LIABILITIES			
Employee Provisions	7	24,899	22,650
		<u>24,899</u>	<u>22,650</u>
TOTAL LIABILITIES		<u>3,045,316</u>	<u>2,815,857</u>
NET ASSETS		<u>10,087,565</u>	<u>8,311,818</u>
EQUITY			
Members Capital		233	233
Asset Revaluation Reserve		532,361	532,361
Reserves		821,210	821,210
Retained Earnings		<u>8,733,761</u>	<u>6,958,014</u>
TOTAL EQUITY		<u>10,087,565</u>	<u>8,311,818</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2019

Notes	Retained Earnings \$	Members Capital \$	Asset Revaluation Reserve \$	Other Reserves \$	Total \$
Balance at 1 July 2017	6,012,568	158	532,361	821,210	7,366,297
Profit attributable	945,446	-	-	-	945,446
Total other comprehensive income for the year	-	75	-	-	75
Transfers to and from reserves	-	-	-	-	-
Balance at 30 June 2018	6,958,014	233	532,361	821,210	8,311,818
Profit attributable	1,775,747	-	-	-	1,775,747
Total other comprehensive income for the year	-	-	-	-	-
Transfers to and from reserves	-	-	-	-	-
Balance at 30 June 2019	8,733,761	233	532,361	821,210	10,087,565

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2019

	Notes	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from funding and operational sources		6,787,273	4,250,015
Interest received		113,323	242,787
Payments to suppliers		(1,427,061)	655,316
Payments to employees		(3,360,465)	(2,408,542)
Finance Costs		-	(4,943)
		<hr/>	<hr/>
Net cash generated from operating activities	14	2,113,070	2,734,633
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from Sale/(Payment for Purchase) of Property, Plant & Equipment		(655,360)	(194,756)
		<hr/>	<hr/>
Net cash used in Investing Activities		(655,360)	(194,756)
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from/(payment to) Borrowings		-	(583,283)
		<hr/>	<hr/>
Net cash used in Financing Activities		-	(583,283)
		<hr/>	<hr/>
Net Increase/(Decrease) in cash held		1,457,710	1,956,594
Cash at the beginning of the financial year		4,908,928	2,952,334
Cash at the end of the financial year	2	<u>6,366,638</u>	<u>4,908,928</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE, 2019

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a special purpose financial report prepared to satisfy the financial reporting preparations requirements of the *Co-operatives National Law Application Act 2013* and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act). The Directors have determined that the Co-operative is not a reporting entity.

Reporting Basis and Conventions

The Directors have prepared the financial statements on the basis that the Co-operative is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statement that have been prepared in order to meet the requirements of the *Co-operatives National Law Application Act 2013* and the *ACNC Act*.

The financial statements have been prepared in accordance with mandatory Australian Accounting Standards applicable to entities reporting under the *Co-operatives National Law Application Act 2013* and the *ACNC Act* and the significant accounting policies disclosed below, which the Directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous year unless stated otherwise.

The financial report has been prepared on an accrual basis and is based on historical costs unless otherwise stated in the notes. The material accounting policies adopted in preparation of these states are as follows:

Accounting Policies

(a) Income Tax

The Co-operative is exempt from Income Tax under the Australian Income Tax Assessment Act (1997), Section 50-10.

(b) Property, Plant and Equipment

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

Freehold land and buildings are measured at their fair value based on periodic, but at least triennial, valuations by external independent valuer, less subsequent depreciation for buildings. Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation surplus in equity. Decreases that offset previous increases of the same asset are charged against fair value reserves directly in equity, all other decreases are charge to the statement of comprehensive income. If an item of property, plant and equipment is revalued, the entire class of property, plant and equipment to which that asset belongs shall be revalued.

The carrying amount of plant and equipment is reviewed annually by Directors to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows, which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amount.

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, are depreciated over their useful lives commencing from the time the asset is held ready for use. Properties held for investment purposes are not subject to a depreciation charge. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

As part of funding arrangements, the Government holds a percentage government equity in the McKnight Street property. This has been disclosed in Note 5 as a deduction in the carrying value of Land & Buildings.

(c) Employee Benefits

Provision is made in respect of the Co-operative's liability arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amount expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable after than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the Co-operative to an employee superannuation fund and are charged as expenses when incurred. The co-operative is not legally obligated to contribute greater than the 9.5% superannuation guarantee levy. The co-operative has no legal obligation to provide benefits to employees on retirement.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE, 2019**

NOTE 1: STATEMENT OF ACCOUNTING POLICIES (cont.)

(d) Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less and bank overdrafts.

(e) Impairment of Assets

At each reporting date, the Co-operative reviews the carrying values of its assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value-in-use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Comprehensive Income.

(f) Leases

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership that are transferred to entities are classified as finance leases. Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction in the lease liability and the lease interest expenses for the period. Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

(g) Revenue

Revenue from the sale of goods or rendering of services is recognised upon delivery of goods or service to the customer.

Non-reciprocal grant revenue is recognised in profit or loss when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably. If conditions are attached to the grant which must be satisfied before the entity is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor or third party, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered; otherwise the grant is recognised as income on receipt.

Non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in profit or loss.

Donations and bequest are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as prepaid income on the balance sheet.

All revenue is stated net of the amount of goods and services tax (GST)

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. Receivables and payables in the balance sheet are shown GST inclusive.

(i) Comparative Figures

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

(j) Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE, 2019**

NOTE 1: STATEMENT OF ACCOUNTING POLICIES (cont.)

(k) New Accounting Standards for Application in Future Periods. Impact of Standards issued but not yet applied by the Association

AASB 16: Leases (applicable to annual reporting periods beginning on or after 1 January 2019).

The Association has chosen not to early-adopt AASB 16. However, as at the reporting date, the directors have concluded a preliminary assessment on the impact of AASB 16 on the financial statements and conclude that the impact is most likely not material, given at reporting date the Co-Operative non-cancellable lease commitment amount to \$43,262.

A core change resulting from applying AASB 16 is that most leases will be recognised on the balance sheet by lessees, as the Standard no longer differentiates between operating and finance leases. An asset and a financial liability are recognised in accordance with this new Standard. There are, however, two exceptions allowed: short-term and low-value leases.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
2. Cash and Cash Equivalents			
Current:			
Cash on hand		361	256
Term Deposits		5,840,504	4,440,257
Cash at bank		525,773	468,415
		<u>6,366,638</u>	<u>4,908,928</u>
Reconciliation of Cash:			
Cash and cash equivalents		<u>6,366,638</u>	<u>4,908,928</u>
3. Trade and Other Receivables			
Current:			
Trade Debtors		226,648	158,067
Less: Provision for Impairment		-	-
		<u>226,648</u>	<u>158,067</u>
4. Other Assets			
Current:			
Prepayments		2,030	9,743
		<u>2,030</u>	<u>9,743</u>
5. Property, Plant and Equipment			
Land (Independent Valuation 2017)		2,598,000	2,470,000
		<u>2,598,000</u>	<u>2,470,000</u>
Building (Independent Valuation 2017)		4,128,163	3,895,000
Less: Accumulated Depreciation		(194,786)	(97,375)
Less: Government Equity		(607,600)	(607,600)
		<u>3,325,777</u>	<u>3,190,025</u>
Total Land and Buildings		<u>5,923,777</u>	<u>5,660,025</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
5. Property, Plant and Equipment (Cont)			
Plant & Equipment (at cost)		326,064	361,145
Less: Accumulated Depreciation		(252,425)	(275,524)
		73,639	85,621
Motor Vehicles (at cost)		447,786	416,566
Less Accumulated Depreciation		(186,284)	(216,385)
		261,502	200,181
Office Furniture and Equipment (at cost)		375,314	285,999
Less Accumulated Depreciation		(216,431)	(187,930)
		158,883	98,069
Work in progress (IT & Systems upgrade)		119,764	7,041
Total Property, Plant and Equipment		6,537,565	6,050,937
6. Trade and Other Payables			
Current:			
Trade Creditors		218,012	87,842
Sundry Creditors & Accrued Expenses		59,622	48,300
Payroll Liabilities		39,279	30,658
GST Liability		153,454	232,932
Grants in Advance		2,218,355	2,064,962
		2,688,722	2,464,694
7. Employee Provisions			
Current:			
Annual Leave		181,043	164,086
Provision for Long Service Leave		150,652	164,427
Non Current:			
Provision for Long Service Leave		24,899	22,650
		356,594	351,163

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

8. Reserves

Asset Revaluation Reserve - held in relation to revaluation of land and buildings.

Other Reserves - held in relation to statutory grants and property, plant and equipment grants.

9. Contingent Liabilities and Assets

The Director of Housing holds a mortgage over 16-18 McKnight Street Warrnambool Vic 3280.

The Minister for Aboriginal Affairs Victoria holds a first mortgage. The first mortgage may be repayable to the Minister in the following circumstances per the funding agreement:

- * immediately on demand by the Minister, if the Grantee is wound up or becomes insolvent or steps are taken to make it so; or

- * within 30 days of a written demand by the Minister under clause 14.1; or

- * immediately upon settlement of a sale of the Property under clause 14.1.4.

The Aboriginal and Torres Strait Islander Commission holds caveats over the following properties:

- * 4 Granter Street Warrnambool Vic 3280

- * 68 Grafton Road Warrnambool Vic 3280

- * 16-18 McKnight Street Warrnambool Vic 3280

Commonwealth of Australia holds caveats over the following properties:

- * 40 Taits Road Warrnambool Vic 3280

- * 3 Banyan Street Warrnambool Vic 3280

- * 1 Dunroe Court Warrnambool Vic 3280

10. Events After the Balance Date.

The Directors are not aware of any events which have occurred subsequent to balance date which would materially effect the financial statements at 30 June, 2019.

	Note	2019 \$	2018 \$
11. Commitments			
a) Operating Lease & Other Commitments			
Motor Vehicle and Managed Print Services			
Payable - minimum lease payments			
- not later than 12 months		29,388	29,388
- between 12 months and 5 years		13,874	43,263
		<u>43,262</u>	<u>72,651</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

12. Directors' Remuneration

Income received or due and receivable by all Directors of the Co-operative from the Co-operative and any related Bodies:

Number of Co-operative Directors whose income or fees derived as a result of their directorship of the Co-operative or any related bodies corporate was within the following bands

	2019	2018
	No.	No.
\$0 - \$9,999	-	-

The names of Directors who have held office during the financial year are:

Lee Morgan	Billy McGuinness
Brian Davis	Shane Bell
Louise Wackett	Robert Eccles
Joseph Chatfield	Lee Morgan
Jacinta Rose	

13. Related Party Transactions

The entity did not enter into any contracts with related parties apart from rental agreements for housing provided to family members of Tristin DeBono (Director of the Co-Operative during 2018 financial year), Lee Morgan (current Director of the Co-Operative) and Joseph Chatfield (current Director of the Co-Operative). Rental charged during the year was at less than market value, but was consistent with rental charges for the other residential properties owned by the Co-operative.

2019	2018
\$	\$

14. Cash Flow Information

Reconciliation of Cash Flow from Operations with Profit

Profit from ordinary activities after income tax	1,775,747	(77,325)
Non-cash flows in profit:		
Depreciation	165,169	151,774
Net (loss)/gain on sale of assets	3,563	17,469
Write Down of Assets	-	6,359
Changes in assets and liabilities:		
(Increase)/Decrease in Receivables	(60,868)	(120,287)
Increase/(Decrease) in Payables	224,028	1,712,974
Increase/(Decrease) in Provisions	5,431	20,898
Cash flows provided by operating activities	2,113,070	1,711,862

15. Entity Details

The registered office and principal place of business is 135 Kepler Street, Warrnambool Vic 3280.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

DIRECTOR'S DECLARATION

In accordance with a resolution of the Directors of Gunditjmara Aboriginal Co-operative Limited we declare that in the opinion of the Directors:

1. The financial statements and notes are in accordance with the *Co-operatives National Law Application Act 2013* and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act), and:
 - (a) comply with Australian Accounting Standards (including Australian Accounting Interpretations and International Financial Reporting Standards) as described in note 1 to the financial statements in accordance with *Co-operatives National Law Application Act 2013* and the ACNC Act; and
 - (b) give a true and fair view of the Co-operatives financial position as at 30 June 2019 and of its performance for the year ended on that date in accordance with accounting policies described in note 1 to the financial statements.
2. In the Directors opinion 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


.....Director
Robert Eccles


.....Director
Shane Bell

DATED the 6 September, 2019.

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

Report on the Audit of the Financial Report

We have Audited the financial report of Gunditjmara Aboriginal Co-Operative Limited, which comprises the statement of financial position as at 30 June 2019, the Statement of Profit and Loss, Statement of 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 financial report of Gunditjmara Aboriginal Co-Operative Limited is in accordance with *Co-operatives National Law Application Act 2013* and Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- a. giving a true and fair view of the registered entity's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- b. complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2013*.

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 registered entity in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our Audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the registered entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Our Offices:

Warrnambool
Casterton

Colac
Morlake

Hamilton
Port Fairy

Mount Gambier
Terang

Camperdown
Timboon

Responsibility of the Responsible Entities [and Those Charged with Governance] for the Financial Report

The responsible entities of the registered entity 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 and ACNC Act* [and the needs of the members]. The responsible entities' responsibility also includes such internal control as the responsible entities 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 responsible entities are responsible for assessing the registered entity'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 responsible entities either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

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 the financial report.

As part of an Audit in accordance with 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 registered entity's internal control
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.

- Conclude on the appropriateness of responsible entities' 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 registered entity'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 registered entity 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 those charged with governance 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.



**FELICITY MELICAN
PRINCIPAL**

Dated this 6th September, 2019

257 Timor Street
Warrnambool VIC 3280

The Board and Staff of Gunditjmara Aboriginal Cooperative would like to show their sincere appreciation of the following organisations and government departments for their ongoing support and collaboration.



A special thank you to
Anita Dalton
for her photographic contributions





135 KEPLER ST WARRNAMBOOL VIC 3280 P 03 5559 1234 E ADMIN@GUNDITJMARA.ORG.AU
WWW.GUNDITJMARA.ORG.AU