



GUNDITJMARA ABORIGINAL COOPERATIVE  
**ANNUAL REPORT | 2017-2018**

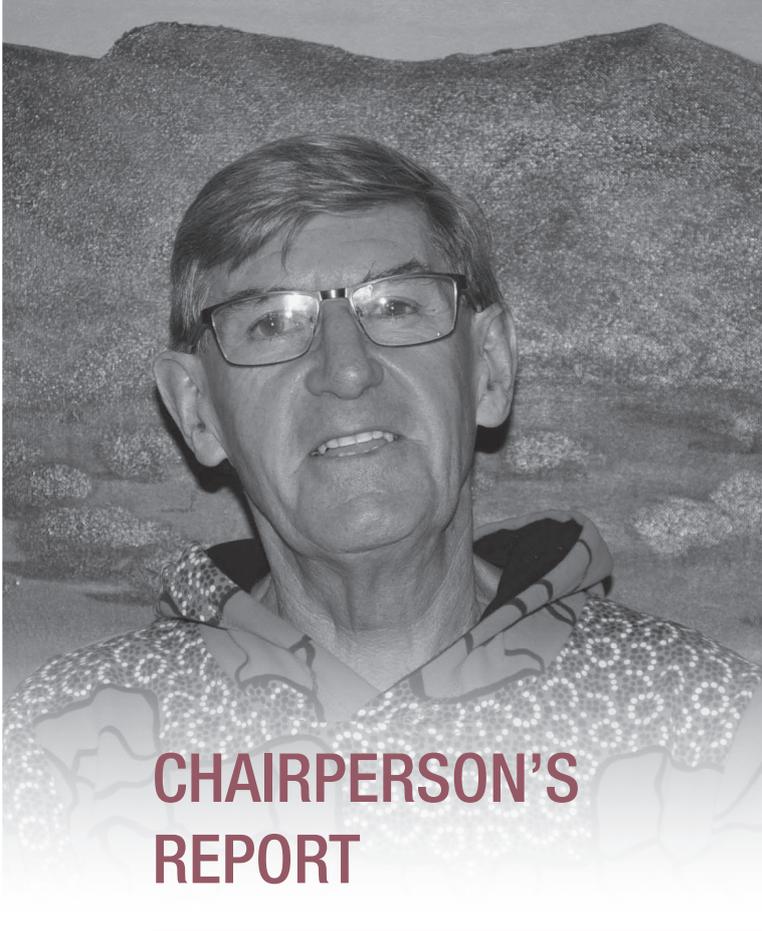
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## CHAIRPERSON'S REPORT

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On behalf of the Gunditjmara Aboriginal Cooperative Board of Directors, I am delighted to present the Gunditjmara Annual Report for the 2017- 2018 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 Strat Islander community in the Western District of Victoria, and to ensure our long term sustainability by creating economic opportunities. I continue to be impressed by the range of initiatives undertaken by the staff, and the enthusiasm that they bring to each and every interaction with our community.

Over the last year we have expanded our service provisions in line with our purpose to provide culturally appropriate services that meet the needs of our community within our region. Gunditjmara has become an organisation that naturally attracts staff and volunteers who are passionate about the Aboriginal affairs. We have dedicated staff across a range of program areas and all of our staff focus on our overarching goal, reducing overrepresentation of Aboriginal people in the various streams of the system.

We 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. Reports are provided by means of monthly Financial Reports, Risk Compliance, CEO and Managerial Reports to the Board of Directors, Each one is provided with various analyses according to their needs and statutory obligations.

In reflecting on the past year as Chairperson of the Board, I am struck by the depth of change Gunditjmara has inspired, reaching far beyond the set discrete initiatives described in our Primary Activities. We will continue to work with community to encourage them to attend our community meetings and activities to hear what their needs are and how they are being impacted upon.

Finally to my fellow Board Members and our CEO, I would like to pass on my sincere thanks for your unwavering commitment and valuable contributions. It is a pleasure working with you all.

The Board have been very committed to achieving our Vision of a united, strong, proud and heathy community.

### **ROBERT (LOCKY) ECCLES BOARD CHAIRPERSON**



## CEO'S REPORT

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### NGATA ALL

I am pleased to present the CEO Report on behalf of the Guditjmarra Aboriginal Cooperative for the 2017/2018 Annual General Meeting.

### EXPANSION OF SERVICES AND PROGRAMS

This year has continued on from last year with the internal change due to the enormous amount of government reform directly affecting Guditjmarra in some of our key areas of work. This has seen the organisation grow with new programs and the expansion of existing programs in Family Violence, Mental Health and Out of Home Care. With the expansion we have had to, in between, reconfigure our organisational structure with the establishment of a new division to better align to the work on foot, we have established a Children's Services Division that will be headed by a Manager who will oversee the day to day operations also a line of sight to the future ensuring we continue to expand the services and programs we provide to our most vulnerable, our children, in Out of Home Care.

### NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

Guditjmarra has been, over the last 12 months, developing a business plan to deliver services under the National Disability Insurance Scheme (NDIS). The

organisation's existing capacity to deliver services has been assessed against projected financial impacts and anticipated community need. This approach will allow us to review capacity for additional NDIS supports after 12 months. The business plan recommends an integrated funding model and uses the existing workforce to minimise the financial risks of being an NDIS Provider. This option allows the organisation to learn carefully about the realities of being an NDIS provider and gather more evidence to inform a decision about ongoing or expanded services in the future.

### TRANSITION OF ABORIGINAL CHILDREN AND YOUNG PEOPLE

We continue to transition the care and case management of Aboriginal children and young people from government and non-Aboriginal organisations to us. This partnership with the Department of Health and Human Services and non-Aboriginal Community Service Organisations (CSOs), sees the sector committed to advancing Aboriginal self-management and self-determination for Aboriginal people in Victoria. This change has been an important step in achieving self-determination for Aboriginal communities and aims to provide better outcomes for all Aboriginal children and young people in out-of-home care, by engaging culturally safe and connected supports.

### ABORIGINAL CHILDREN'S FORUM

A highlight was Guditjmarra hosting the Aboriginal Children's Forum on 11 and 12 September 2018, in Port Fairy. We had a local cultural theme over the two days with Brett Clarke conducting a Welcome to Country and smoking ceremony, whilst performances were conducted by Koko Blokes and Nganong Parreeyt Dance Groups

### WIMMERA SOUTH WEST AREA INDIGENOUS FAMILY VIOLENCE REFUGE RESPONSE.

In other exciting news Guditjmarra has been identified as the lead agency for the new Wimmera South West Area Indigenous Family Violence Refuge Response. Guditjmarra will be the Project funds holder and service provider at the 'core' facility in Warrnambool and for services in South West Victoria in partnership with local Aboriginal managed agencies. Guditjmarra Aboriginal Cooperative is the lead contact and conduit between the Project and the Victorian Government as the funder.

## **FAMILY VIOLENCE SECTOR**

The expansion of service provisions in the Family Violence space for Gunditjmara has been significant this year. We have gone from only having a Women responses to Male responses and early intervention and prevention work which is long overdue. We are working on a project to build Aboriginal community engagement capacity with a culturally safe response to prevent family violence by developing a Gunditjmara Family Violence Educational Program and Resource Kit. We were also successful in obtaining a Cultural Safety Advisor role for mainstream Family Violence service providers in the South West which will allow us to work with the sector ensuring mainstream provide services to our community in a culturally safe way.

## **ABORIGINAL ECONOMIC DEVELOPMENT**

Gunditjmara where successful in applying for the Aboriginal Economic Broker Grants Program which is an initiative of the Board to support Aboriginal economic participation and provide further opportunities to advance Aboriginal self-determination. An Aboriginal Economic Broker will be employed to work and connect with Aboriginal communities across our region to explore emerging economic opportunities. The Brokers, funded through the Grants Program, will work within their organisations to support Aboriginal economic development in their community. The Brokers will also work closely with the Department of Premier and Cabinet's (DPC) Brokers to further the Board's initiatives.

## **ABORIGINAL WORKFORCE DEVELOPMENT**

We were also successful in the Aboriginal Workforce Development Initiative grant. Our submission focused on developing future workforce capacity, Gunditjmara is to take a strategic approach to facilitating workplace development. In this way Gunditjmara is seen to take a leadership role whilst also securing a part of its own future workforce.

## **TRAINEESHIP PROGRAM**

In taking a strategic approach we seek to, develop a dedicated training facility that would enable regional Aboriginal Community Controlled Healthcare Organisations to engage in shared training. Secure a part of our future workforce through implementation of a traineeship program. Create a place where people want to belong by developing our next generation of organisational leaders

## **INFRASTRUCTURE**

Members will have noticed a fair bit of remodelling works happening at Kepler Street 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. Gunditjmara was successful in acquiring The Victorian Government - 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 Street to provide greater comfort for patients and community and enable staff to deliver safer and more efficient care that improves patient and community outcomes.

## **INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)**

Gunditjmara is undergoing an ICT Review and we will be developing a three year strategic plan. Learnwell Solutions & Consulting (Learnwell) was the successful tender to provide a proposal outlining both a review of the existing ICT environment and assist with the strategic planning process. The information and communication technology requirements of Gunditjmara have evolved over time in terms of infrastructure and applications. This may or may not be conforming to industry best practices and it may not be leveraging the current technological advancements, to give Gunditjmara the best return on its ICT spend, together with minimising risk in this area.

## **REFORMS**

Our sector is undergoing considerable reform. These reforms endeavour to support people in getting the right services when they need them, and provides an earlier, connected and coordinated response. It aims to reduce service silos and recognises that people's needs are not distinct but overlap and change over time

## **GOVERNANCE**

With the reform we continue to work on the governance, systems and management processes of the organisation with a number of internal functions that ensure we are achieving this vision requires a whole-of-organisation approach where everyone is focused on the same goal of delivering excellent services and where there are strong connections between all parts of the quality and safety system.

# CEO'S REPORT CONTINUED

## STRATEGIC PLAN

In closing 2019 is the final year of our current Strategic Plan and we will begin the process of planning for the new Strategic Plan in the New Year, whereby we will be conducting a series of consultations to help develop the new Strategic Plan.

I would like to acknowledge and wish to offer my personal thanks to the dedicated staff of Gunditjmarra

for their efforts through this exciting period of change and finally, I wish to express my sincere appreciation and gratitude to the Board of Directors, who each brought a unique set of strengths and expertise to the table and provided great direction for the organisation.

**JASON KANOA**  
CHIEF EXECUTIVE OFFICER

## HIGHLIGHTS AND FAST FACTS 2017-2018

### In a year marked by change 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 increases Medicare Benefit revenue.
- Our community services begun service delivery of children's services, including kinship and foster care while continuing to grow services and support for victims of family violence.
- We took a significant step forward with the addition of a full time Quality, Risk & Compliance officer to our corporate services team.
- We continued to improve communication between the Cooperative and our community with regular community events and dinners, guest speakers and consultation around strategic directions.
- We 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.
- The first of our trainees commenced working at Kepler Street. This marks the beginning of a trainee program designed to develop our workforce for the future.
- Successfully negotiated for Gunditjmarra to be responsible for the management and operation of a new refuge centre for Aboriginal woman, based in Warrnambool.

- Overall Gunditjmarra has become a more sustainable organization. Financially our revenues have increases, our costs are being monitored and contained, our debt has decreased, our services have increased and improved and we are becoming a more inclusive, client-focused organization.

### Looking forward to the 2018-19 financial year we expect to –

- Planning progress 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
- Employment of a Children's Services manager responsible for growing and maintaining services for children
- Land purchase for locating a Aboriginal women's refuge in Warrnambool
- Continued growth in revenue within both our medical center, our community services and our corporate support group

# ABOUT US

The Gunditjmara, Aboriginal Cooperative is an independent community based not for profit organisation in Warrnambool Victoria, Australia.

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 from a small group of dedicated volunteers to an organisation with 280 members and directly employ fifty-three staff members comprising of forty full time employees and five part-time employees

Gunditjmara is, a locally owned culturally appropriate Aboriginal Community Controlled Health and Social Welfare organisation that operates under the philosophy of Aboriginal 'Community Control' in all that we do.

## BELONGING TO PERSON

Gunditjmara means 'belonging to person' and the Gunditjmara Nation, in what is now western Victoria, shares borders to the west with the Buandig people, to the north with the Jardwadjali and Djab wurrung peoples, and to the east with the Girai wurrung people

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

With an Indigenous population today projected to grow 12% per annum over the next 10 years, we are the fastest growing population group in the area. Gunditjmara Aboriginal Cooperative is a resource for all Indigenous people in the community and as the population grows and changes, we will continue to look for new ways to be inclusive and responsive to community need.

While the aged population will grow creating increased demands for culturally appropriate aged care, our children are our future. That's why it's important for the Gunditjmara Aboriginal Cooperative to not just create job opportunities but to provide a pathway to management opportunities for tomorrow's Indigenous leaders.

## ABORIGINAL COMMUNITY CONTROL

*'Aboriginal Community Control' means the empowering of a Community through the adoption of appropriate organisational structures which enable all Aboriginal people in the local Community the opportunity to be represented as members and to be involved in the decision making process and, therefore, the right to participate and contribute to the goals, structure and operations of its services.*

The process of Aboriginal Community control in the area of health means that an Aboriginal Health Service is independent and autonomous and is controlled by the local Aboriginal Community it serves in order to provide culturally appropriate health care to meet its health needs as defined by that Community.

Aboriginal Community control is central to achieving and maintaining cultural well-being and is therefore essential to the philosophy and operations of Aboriginal Health Care services Aboriginal Community control is also about responsibility and accountability to the Community having regard for local cultural perceptions and imperatives.

The essence of Aboriginal Community control, in this context, distinguishes it from all other methods of control by the coming together of minds and experiences, harnessing talent and diverse abilities from within the local Aboriginal Community towards regaining and maintaining its well-being.'

*(Extract from the AH&MRC Constitution. See also the National Aboriginal Community Control Health Organisation's (NACCHO) definition.)*

## MEANING OF COMMUNITY CARE PROGRAMS

A supported and empowered community will have access to employment, training, affordable housing, culturally appropriate health care and a say in how these services are provided.

As a Community Controlled organisation Gunditjmara provides the opportunity for Community Members to play a leadership role in the design and delivery of these important services.

The strength of the community has a direct connection to the health and wellbeing of the individual. This is why we need to stay focussed, not only on Health services but also on our broader community development role.

Gunditjmara's Head office operates from 135 Kepler Street, Warrnambool and accommodates our Corporate Services Division and Elders and Home Care Services Division which consist of Elders and Home Care Programs and Community / Children's Services Divisions. Gunditjmara's Health Services operates from 3 Banyan Street and offers GP services who are fully supported by Practice Nurses, Social Emotional Wellbeing Officer, Alcohol and Other Drugs Diversions Officer, Community Midwife, Aboriginal Health Workers, and an extensive range of Specialists and visiting Allied Health professionals who offer a complete variety of medical and community health services.

Another capable facility Gunditjmara has on offer is its at original site of 64 Harris Street. This facility acts as a multi-use community hub that caters for room hire, meetings, workshops and cultural activities.

Gunditjmara's programs are wide-ranging and are designed to respond to the needs of Aboriginal people in the wider Warrnambool region including the Shire of Moyne, Framlingham, parts of Corangamite Shire, as well as parts of South West Grampians Shire and Glenelg Shire.

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

**This is the Gunditjmara way and this is what we hold as our primary aim.**

## 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 Islands 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 Islands descent; and
- 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.
- d) have attended cooperative services or programs in accordance with the provisions for active membership (*Appendix 3 Part 6*)

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

1. *Health and related services;*
2. *Cultural and educational activities;*
3. *Housing and accommodation;*
4. *Aged and Child care;*
5. *Employment, training and education;*
6. *A Juvenile Justice Program.*

# HOW WE ARE STRUCTURED

## 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 Islands 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 Islands descent if he or she considers him or herself to be so and is recognised by the community in which he lives so to be.

**To maintain the Membership register, it is the Members responsibility to advise the Board's EA of all changes of address and to utilise Gunditjmarara's facilities and varied programs and services whenever possible.**

*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 organisations own Model Rules/Constitution and the overarching Cooperatives Adoption of National Law) Act 2012 through which Gunditjmarara 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 Gunditjmarara Aborigina Cooperative whilst ensuring all accountability requirements are met and best practice in all areas of Corporate Governance is maintained. The Gunditjmarara Board of Directors have a range of Governance expertise and experience and display extraordinary commitment by attending monthly Board meetings.



Director	Eligible	Attended
Shane Bell	7	7
Joseph Chatfield	3	3
Brian Davis	7	7
Tristin DeBono	2	2
Robert (Locky) Eccles	6	5
Lee Morgan	7	2
Billy McGuinness	6	5
Louise Wackett	7	3

## A critical role of the Board is

- To determine, review and maintain the vision, purpose and values of Gunditjmarara, and approve short and long-term strategies,
- Approve annual budgets and expenditure over pre-specified limits,
- Appointment, performance 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 of an Operations Manager and four Managers who's primary mandate is to manage the five distinct Divisional areas within Gunditjmarara operations. The five divisional areas comprise of Corporate Services Division, Elders and Home Care Services Division, Primary Health Care Services Division, Community Services Division and Children's Services Division. Team Leaders ensure that each Divisional and program areas are focused

# HOW WE ARE STRUCTURED

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 has an annual operating budget of approximately \$3.4 million and we deliver our services presently across three separate locations. Our current Head office is located at 135 Kepler Street Warrnambool and accommodates our Elders and Home Care Services, Community/Children's Services and Corporate Services Divisional teams.. Our second site situated at 3 Banyan Street Warrnambool accommodates our Health Services Divisional team and our third site is situated at 64 Harris Street, Warrnambool which accommodates our Kooramook Playgroup, 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, making it all the much easier 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 acknowledge to the funding contributions during the year from the following government organisations.

- Department of Health and Human Services (DHHS)
- 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

## 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 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 AND FAMILIES OUR PEOPLE ARE HEALTHY AND STRONG**

### **Rationale:**

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

### **Objectives:**

- Respond to identified health needs of people of all ages, in a holistic and 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 increase 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

**- 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 enterprise, for example cultural tourism
- Support employees and volunteers to grow, learn, develop and deliver highly effective services and programs
- Provide facilities that meet community need 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 Gunditjmara our aim is to improve the health and social welfare 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 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 and Child care;
- Employment, training and education; and
- A Juvenile Justice Program.

To support our Community in 2017 –2018, Gunditjmara provided the following programs and services:

### CORPORATE SERVICES DIVISION

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

### PRIMARY HEALTH CARE SERVICES DIVISION

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)

### CHRONIC DISEASE MANAGEMENT

Healthy Lifestyle Programs  
Aboriginal Health Promotions and Chronic Care Program

### KOORI MATERNITY SERVICES

Maternal and Child Health Program  
Community Midwife

### ELDERS AND HOME CARE SERVICES DIVISION

Elders and Home Care  
Housing Program

### COMMUNITY SERVICES DIVISION

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

### CHILDREN'S SERVICES DIVISION

Cradle to Kinder Program  
Aboriginal Family Led Decision Making Program  
Leaving Care Support  
Koori Youth Justice Program  
Koori Pre-school Program  
Koorramook (Possum) Playgroup and Parent Education Program

# ORGANISATION

A COMMUNITY  
CONTROLLED  
COOPERATIVE OUR  
ORGANISATION  
IS SKILLED AND  
EFFECTIVE



# CORPORATE SERVICES DIVISION

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## CORPORATE SECTOR

In September 2017 the entire Management group, some Board members and Community members met at Harris Street for a two-day retreat. This provided our Management team with an opportunity to discuss a variety of issues and ideas, and helped to consolidate a new Management group.

### Community Consultation

Throughout the year a number of Community meetings have been held, hosted by various divisions, who have provided insights into their work and how they help the community. Community have also been engaged in discussions regarding renovations for the Kepler Street building, which would enable Corporate, Community services and the Medical centre to be integrated into a single facility. These discussions are ongoing. As a result, architect Wendy Hastrich has been able to collate feedback from stakeholder groups and prepare a concept of how the renovated building might look.

### Divisional Activities

All staff within the Corporate services division are engaged in an accountability process involving workplans, monthly reports and annual work reviews. The Finance division, has been instrumental in arranging replacement of both our mobile telephone fleet and vehicle fleet and has streamlined our purchasing, payments and payroll processes. This is ongoing as we continue to evaluate potential software packages that will enable us to automate aspects of timekeeping and payroll.

Human Resources has had a busy year as staff numbers have increased, and are expected to continue to do so. A review of salaries has been undertaken for all staff and Human Resources has been working with Evans Faulls, our external HR advisors to update employee contracts and to ensure they meet legislative requirements.

The appointment of a Quality, Risk and Compliance officer has ensured that the organisation aims to eliminate risk associated with compliance and accreditation with the appointee completing education in the use of Client Information Management (CIMs) reporting system. The introduction of new Child Safety

legislation ensures that Gunditjmara is committed to meeting and exceeding Child Safety standards as we build our capacity for helping children in 'out of home care', amongst other services. Child Safety is a complex area and meeting the legislative standards will become increasingly important. The strict reporting times present risk to the organisation and in 2018-19 we anticipate employing a person dedicated to the child safety role.

In March 2018 Gunditjmara commenced its Trainee Program with the first of our Trainees bringing a wonderful enthusiasm to our reception and is extremely motivated to do well. While based at our reception at Kepler Street, the Trainee is working in the field as an observer with all other departments, engaging with community and stakeholders and gaining an insight into our corporate, medical and social service delivery. In addition the trainee is completing a Certificate 3 in Community Services. It is envisaged that upon completion of her study and after gaining an insight into all aspects of Gunditjmara's operations and services, the trainee will opt to move into a future role in service delivery. During 2018-19 Gunditjmara plan to employ a further two trainees with one of these traineeships to be in partnership with Worn Gundidj. It is intended that through this traineeship program Gunditjmara will develop its future workforce and reduce some of the costs associated with attracting and retaining employees. It will also show potential school leavers that there is a career pathway within the Cooperative. Gunditjmara is delighted to announce that we have recently received confirmation of funding for workplace development with the view to help us employ additional trainees during the 2018-19 financial year.

I would like to say thank you to those in the corporate group for an outstanding year, a lot of hard work and the support they have provided to everyone throughout the Gunditjmara community. Without this team of people, employees would not get paid, Board meetings would not be adequately prepared, staff would be swamped with extra work during each major accreditation, Divisional Managers would be overwhelmed with Human Resources and Industrial Relations issues and community would be completely unaware of what it is we offer. It is worth reminding community that Gunditjmara does not receive funding

for 'administration' and every dollar it costs to operate this business has to be taken from service delivery funding.

During the 2017-18 financial year the Corporate division of Gundijmara has strengthened its capacity and improved its ability to meet the needs of other divisions throughout the organisation.

The 2018-19 year is shaping up to be just as productive as we move towards a full Quality Innovative Performance (QIP) accreditation, prepare updated Operational plans, employ more trainees, in fact more employees overall, continue working on plans for renovations of Kepler Street, automate some of our payroll and HR processes and improve how we communicate with community and other stakeholders.

## Key Achievements obtained during the Reporting period are:

- Recruitment of a Quality Risk and Compliance Officer
- Conducting a Salary Review
- Implementing a Traineeship program
- Developing a new website
- Replacement of our ageing Vehicle fleet
- Upgrade of our Mobile Telephone fleet
- Implementing more regular Community engagement through digital channels and our online Newsletter
- Re-establishment of the Quality Risk and Compliance committee, Workplace Health and Safety Committee and establishment of a Child Safety Committee.

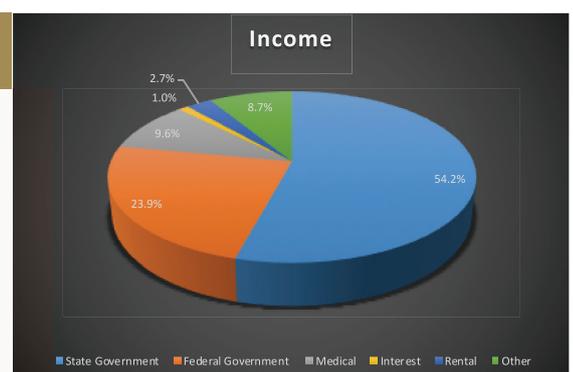
## FINANCIAL REPORT

Gunditjmarra has recorded a strong financial result for the 2017 – 18 financial year. This surplus positions the organisation to continue to invest in and expand our services in future years. The ongoing support that we receive from our various government and non-government partners enables Gunditjmarra to improve

and update facilities, resources and equipment. The organisation is also then in a position to introduce new services and programs, as well as expand on our existing programs. This has a tangible flow on effect to meeting the needs of our community and members.

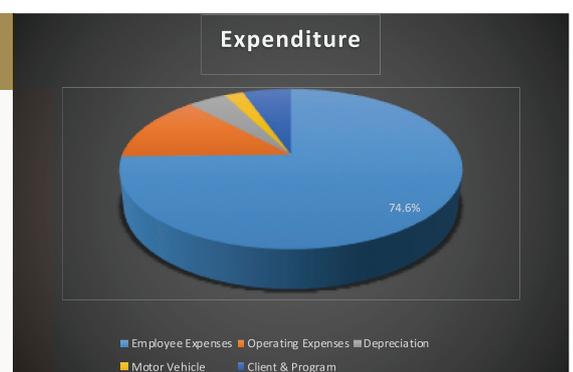
### INCOME

Title		
State Government	2488894.69	54.2%
Federal Government	1096575.25	23.9%
Medical	439930.19	9.6%
Interest	46623.39	1.0%
Rental	123612.23	2.7%
Other	399984.25	8.7%
	<b>4595620</b>	<b>100.00%</b>



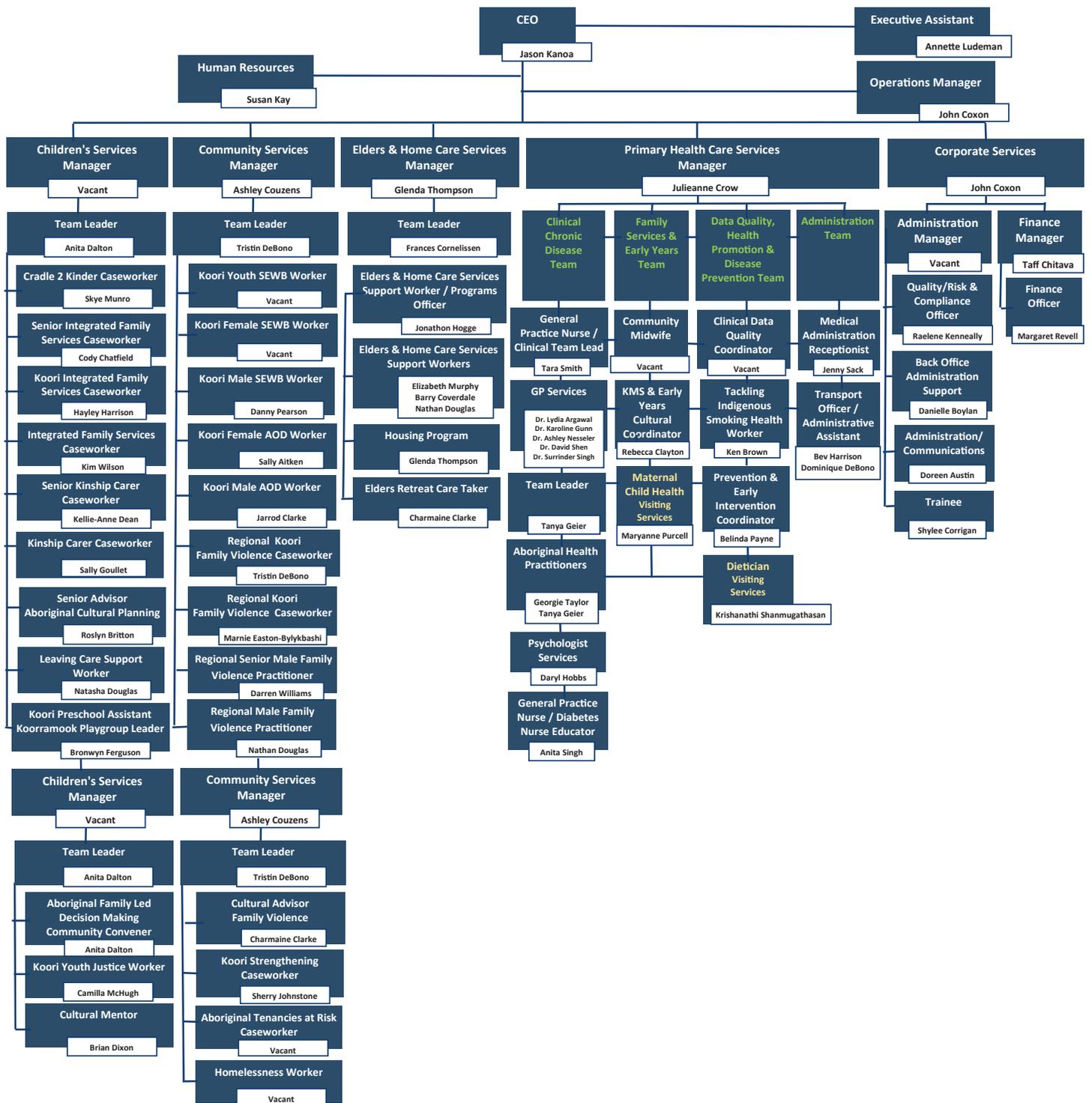
### EXPENDITURE

Title		
Employee Expenses	2723639	74.6%
Operating Expenses	493208	13.5%
Depreciation	158133	4.3%
Motor Vehicle	77325	2.1%
Client & Program	197869	5.4%
	<b>3650174</b>	



## ACKNOWLEDGEMENT OF LONG SERVING GUNDITJMARA EMPLOYEES

Name of Employee	Title	Commencement Date	Years of Service
Glenda Thompson	Elders and Home Care Services Manager	1st. April 1997	21
Beverley Harrison	Medical Transport Officer	28 May 2001	17
Georgina Taylor	Aboriginal Health Practitioner	1 July 2001	16
Annette Ludeman	EA to CEO / Board of Directors	5 July 2004	13
Frances Cornelissen	Elders and Home Care Services Team Leader	9 November 2004	13
Kenneth Brown	Tackling Indigenous Smoking / Health Worker	2 July 2007	10
Roslyn Britton	Senior Advisor - Aboriginal Cultural Planning	3 September 2007	10
Jenny Sack	Medical / Administration Receptionist	15 October 2007	10
Carly Ahearn	Aboriginal Health Promotions Chronic Care Nurse	22 June 2009	9
Dr. Surrinder Singh	General Practitioner	7 October 2009	8
Anita Dalton	Aboriginal Family Led Decision Making Community Convener	2 June 2010	8
Jarrold Clarke	Alcohol and Other Drugs Worker	12 July 2010	7
Jonathon Hogge	Elders and Home Care Services Social Support Programs Officer	31 August 2010	7
Sherry Johnstone	Koori Strengthening Caseworker	23 May 2011	7





# PEOPLE

AS INDIVIDUALS AND FAMILIES OUR  
PEOPLE ARE HEALTHY AND STRONG

# PRIMARY HEALTH CARE SERVICES DIVISION

The Gunditjmara Aboriginal Health Service is a fully accredited Bulk Billing practice that offers Allied Health, GPs and Specialists services to the Aboriginal and non-Aboriginal community of Warrnambool and outlying areas of the South West.

Our General Practitioners are fully supported by Practice Nurses, Social Emotional Wellbeing Officer, Alcohol and Other Drugs Diversions Officer, Community Midwife, Aboriginal Health Workers, and an extensive range of Specialists and visiting Allied Health professionals who offer a complete variety of medical and community health services.

The medical staff view health as a complete package and ensure that all patients, old and new, are encouraged and supported to view their personal health from a medical, social and wellbeing perspective.

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. Fostering a whole -of- life engagement beginning with a healthy start to life, healthy childhood, transitioning to a healthy adulthood and providing care and positive health outcomes for older people is supported by documented best practice health policies, programs and services that are designed and delivered around the client, as well as being safe, accessible and efficient. The Health Service was successful in meeting the Royal Australian College of General Practitioners (RACGP) Accreditation standards and the Drugs and Poisons Audit.

All of our programs are based on a holistic model of health care that aims to empower the local Aboriginal Community to improve their own life circumstances and well-being.

## **Our Practice offers:**

- GP consultations
- Immunizations
- Minor surgical procedures
- Chronic health care management
- Diabetic education and Life! Program
- Weight management

## **Key Achievements obtained during the Reporting period are:**

- This past year key achievements reflects a continual improvement in the overall operational efficiency and service delivery of the Health Service. Increased client demand for healthcare services has been managed efficiently as systems, policies and procedures have been implemented and integrated into daily practice. The continuous quality improvement and hard work by all healthcare staff is acknowledged and evidenced in key health service clinical data indicators improvements this year.
- Our general practice staff this year has increased in numbers and new employees identified in italics have further been supplemented with specialised professional skills and expertise, such as best practice diabetes education and management. We provide and offer a complete variety of medical and community health services from a medical, social and wellbeing perspective as indicated below.

## GENERAL PRACTICE SERVICES

Health Service Role	Health Professional
Aboriginal Health Practitioners (AHPs)	Tanya Geier, Georgie Taylor
Tackling Indigenous Worker/ Aboriginal Health Worker	Ken Brown
Koori Maternity Services Worker/Aboriginal Maternity Childhood Project	<b>Bec Clayton</b> <small>(awaiting Australian Health Practitioner Regulation Agency (APHRA) registration as AHP)</small>
Koori Maternity Services Midwife	Sallyanne Brown
Chronic Care Nurse/Nurse Immuniser/Care Coordination and Supplementary Services Program (CCSS)	<b>Tara Smith</b>
Diabetes Nurse Educator/Chronic Care Nurse	<b>Anita Singh</b>
Receptionist/Administration	Jenny Sack
Receptionist/Transport	Bev Harrison, <b>Dominique DeBono</b>
SWAPH Clinical Data Coordinator	<b>Charmaine Clarke</b>
General Practitioners	Surrinder Singh, <b>Ruvimbo Mudarikwa</b> <b>Lydia Agarwal, John Broderick</b> <b>(Locum) Mike Forster (Locum)</b>
Psychology service	<b>Daryl Hobbs</b>
Dietetic service	Kristhanthi Shanmugathan
Optometry service	Jason Ward <small>(resigned March 2018)</small> <small>Australian College of Optometry</small>
Dental Service	South West Dental Service

### New employees

In response to a very successful and ongoing targeted marketing and advertising campaign from February to June this year, 510 additional clients (115 identified as ATSI) has led to an increased demand for healthcare services.

### Workforce, Service Provision, Quality Improvement and Client Engagement Strategies:

Clinical Data.											
ATSI Health Assessments			Episodes of Care				Individual Client's serviced				
			ATSI		Non ATSI		ATSI		Non ATSI		
2015/16	2016/17	2017/18	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	
220	150	176	10,010	6678	6,000	4374	700	1000	581	786	

## Key Achievements obtained during the Reporting period are:

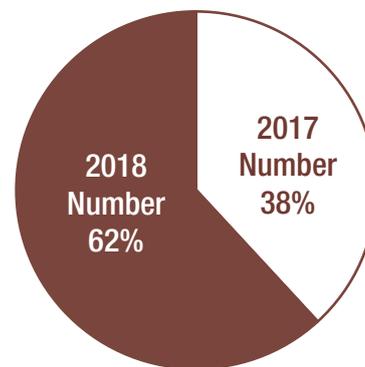
The health service has implemented the following strategies to meet the increased expansion by:

- The successful **reaccreditation of Gunditjmara Health Service as a GP Training Practice**. This has resulted in GP service provision (both male and female) to increase five days per week to meet client demand.
- **Additional Clinical Allied Health service expansion** this past year includes a -
  - Psychologist service
  - Optometry service
  - Dietetic service
  - Diabetes Nurse Educator service
  - Nurse Immunisation service

## Successful funding submissions of clinical health programs

- Gunditjmara Aboriginal Maternal Child Health Initiative (AMCHI) project
- Maintenance Grant to provide the health service to upgrade the health service exterior and interior
- Practice Incentive Grant- scoping of opioid replacement therapy model options
- Mental Health Clinical and Therapeutic Workforce Positions x 2. (commence later 2018)
- Prevention and Early Intervention Program Worker (PEIC) (interviews conducted end June 2018)
- Provision of **a culturally safe, high-quality Midwifery and Maternal Child Health Service** for Aboriginal families at the health service including an allocated midwifery, maternity and child health consulting room. **Koori Maternity Services Program**
- The Koori Maternity Service (KMS) program provides access to holistic, culturally appropriate care for Aboriginal women and their families during pregnancy. The Gunditjmara program is delivered by a Community Midwife and Aboriginal Health Workers and has continued to optimize the health and wellbeing of women and their babies. An increase in the amount of health assessments for children in the 0-4 year's age group reflects the high quality work that has occurred from 38% in 2017 to 62% in 2018 shown in the following graph.

## HEALTH ASSESSMENTS (MBS 715) AGED 0-4 YEARS



## Education/Training and Presentations

- The Gunditjmara led Aboriginal Maternal Child Health Initiative (AMCHI) project was formally presented to 70 attendees at the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) Movement for Improvement Conference on May 1st-2nd 2018 in Melbourne by Gunditjmara's Aboriginal Health Practitioner, Bec Clayton.
- VACCHO conducted training to all health service staff to maximise consumer client journey and care, funding and facilitate future economic independence, workforce capacity and strong service systems.

## Quality Improvement

- Data Quality and Cleansing has been ongoing.
- An electronic health service induction package for future health staff outlining all the programs as well as health services on offer has been developed.
- Replacement and upgrade of the Health service car fleet

Specific Health Service Program Clinical Key Performance Indicators.

## IMMUNISATION PROGRAM

The Gunditjmarra Health Service has a Nurse Immuniser who is approved to administer specific vaccines and works with other members of the healthcare team to improve childhood and adult immunisation rates. Gunditjmarra has 100% of Aboriginal children who are fully immunised at last birthday of 12, 24 or 60 months with recommended childhood vaccines (June 2018 data). This improvement is also evident in the administration of influenza immunisation to Aboriginal clients 50 years and over from 36% in 2017 to 81% in 2018 indicated in the graph below.

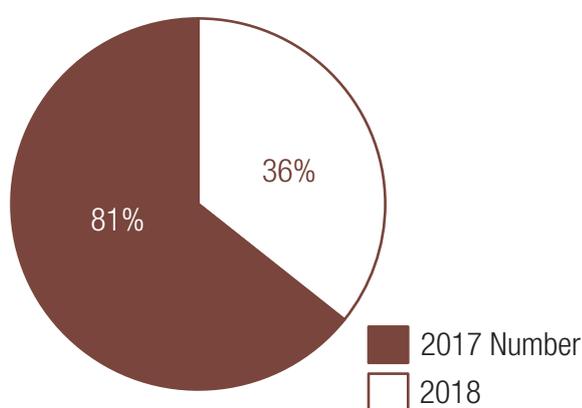


Figure 1 Influenza immunisation rates for indigenous clients 50 years and over

### Key Achievements obtained during the Reporting period include:

- Complete review of all health service operations, policies and procedures, promoting quality improvement and working towards gaining re-accreditation with General Practice Accreditation (GPA)
  - Preliminary discussions to expand allied health service provision to include proposed Psychological, Optometry and Diabetes Education service in 2019
- Re-engaged Murray City Country Coast (MCCC), GP Registrar training at Health Service
- Successful funding , joint submission with Warrnambool City Council Maternal Child Health Service to the Aboriginal Maternal and Child Health Initiative (AMCHI) project
- The Transport service does an outstanding job, transporting 571 clients to the health service and onto specialist services

- Conducting Health Checks reaffirms the promotion of preventative health care
- Commenced discussions with South West Healthcare to increase Dental service provision to weekly in 2019
- Health Service staff education and training regarding the Medicare Benefit Schedule to further streamline client care
- Aboriginal and Torres Strait Islander (ATSI) Health Checks conducted with Aboriginal males participating in the Warrnambool Clontarf Academy
- Clinical Data Cleansing in Communicare has resulted in understanding our population health needs of clients who visit the health service and can result in health team members proactively targeting health care needs in 2018.

## TACKLING INDIGENOUS SMOKING (TIS) PROGRAM

The targeted TIS program aims to reduce smoking rates in Aboriginal people has focussed this past year on raising awareness and client participation in smoking cessation.

### Key Achievements obtained during the Reporting period include:

- The planning and conducting of Brief interventions such as Hypnotherapy sessions and, community health and wellbeing challenge for all to attend.
- The acknowledgement of 'World Tobacco Day' with a community event showcasing a mobile zoo and animals at Harris Street Reserve. The day was a great success with approximately 40 people in attendance.
- The installation of TIS signage and car wraps to raise further awareness and get the TIS message across to all.
- TIS education sessions were conducted with the Men's Group and Clontarf Boys Academy and TIS shirts were purchased for participants who engage with the program.

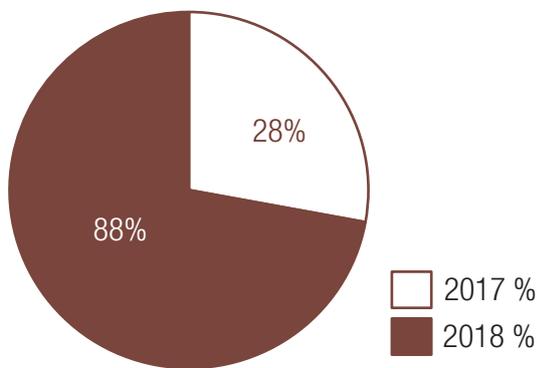
This awesome work has been reflected in improvement in the TIS clinical data national key performance indicator.

- Improvement of 9% for the recording of smoking status of Aboriginal clients aged 15 years and over who are regular clients of the service from 86% in June 2017 to 95% in June 2018.

## DIABETES CARE

Gunditjmara Health Service has the expertise, skills and professional knowledge of a credentialed Diabetes Nurse Educator who works collaboratively with other members of the healthcare team. The Diabetes Nurse Educator provides a crucial role in providing diabetes education and the critical role played by all health professionals providing diabetes education to achieve optimal health and wellbeing for people with diabetes as illustrated in the graph below.

### TYPE II DIABETES CLIENTS WHO HAVE AN HBA1C TEST RECORDED IN THE LAST 6 MONTHS



## Barriers and Recommendations

The Gunditjmara Health Service is nearing full capacity. There is a need for additional space; the lack of space may hinder the ability to offer new Health Care Service provision on offer to clients. There are plans in place to integrate Health Care services and Community services into a single building. This will alleviate the issue in the long term.

## Acknowledgements and Thanks

Special thanks are extended to Gunditjmara's CEO, Jason Kanoa and all members of the Health Service team who have worked tirelessly to achieve improvements in Clinical Indicators and achievements this past year, with the aim to further improve client care and service provision to the Gunditjmara Aboriginal community.



# ELDERS AND HOME CARE SERVICES DIVISION

Commonwealth Home Support Program (CHSP) and the Home and Community Care (HACC) and Program for Young People (PYP)

## What is CHSP

CHSP is funded by the Commonwealth Government. If you are 65 years or older or 50 years or older and identify as Aboriginal and/or Torres Strait Islander person still living at home and require help to continue living independently, you or your carer can apply for 'Home Help' by contacting 'MY AGED CARE' contact centre on 1800 200 422.

You will need a 'Home Care Assessment' to determine eligibility and the level of support you will need. If you need 'advocacy and support' to do this please contact the Gunditjmara Program Manager who will assist you with this process?

## Home and Community Care (HACC) and Program for Younger People (PYP)

Home and Community Care (HACC) and Program for Younger People (PYP) is funded by the Victorian Department of Health and Human Services (DHHS) and provides support services for local Aboriginal people living in Warrnambool and the surrounding district.

Service provision for CHSP and HACC PYP is mostly short term. The emphasis is on Wellness and Reablement. Gunditjmara encourages independence as much as practically possible. Our staff like to work with you and not for you.

We focus on our client's individual strengths and abilities to assist them to remain living at home for as long as possible.

## Gunditjmara Elders Group and Yoongamma Social Support group

The program commenced a new 'Elders Social Support Group' on 7 June 2018 which is specifically for Aboriginal people 50 years and older and their partners. This is held once a fortnight on a Thursday on the alternate week from the 'Yoongamma Social Support Group' program.

There is an eligibility criteria for anyone interested in attending either of the two Social Support Groups with new and existing participants all requiring an assessment.

If you are Aboriginal and over 50 years old this will be with the 'My AGED CARE' Assessment Service and for those 50 years and under, with the 'Regional' Assessment Service (RAS).

The program participants are regularly consulted about what activities they would like to do when attending the 'Social Support Group'.

Some projects participants have been doing through-out the year are as follows:

- Making small wooden boxes for the Gunditjmara Cultural Support Program which we will fill with small keepsakes for Aboriginal children in 'Out of Home Care',
- Growing a herb garden,
- Designing Jewellery pieces as well as
- Other various wood craft activities.



## **GUNDITJMARA HOUSING AND PROPERTY MAINTENANCE PROGRAM.**

The primary objective of the Gunditjmarra Housing Program is to provide sustainable and affordable housing for the local Aboriginal Community. In doing this we aim to maintain successful and sustainable tenancies and this is demonstrated by the low turnover of tenants in the program.

Gunditjmarra currently manages and owns 12 rental properties with six of these specifically for Elders Affordable housing in South West Victoria is invariably in high demand so the Gunditjmarra Housing program is a vital service for the community.

A couple of our housing stock had the old style Vulcan and Pyrox heaters which we now know have been deemed to be very dangerous due to toxic fume emissions. We have had them taken out and replaced with new heaters.

Earlier this year we had a vacancy result from one of our three bedroom properties and have since allocated this to a new tenant and their family.

## **ABORIGINAL TENANCIES AT RISK PROGRAM (ATAR)**

### **Aims and Objectives of the program:**

- ATAR aims to deliver a high quality, culturally appropriate tenancy support service to Aboriginal people across the South West Region. ATAR is a Housing Support program that was introduced in 2006 as part of the Victorian Homelessness Strategy. Using an intensive case management and support service model the program assists Aboriginal people living in rental properties to maintain their tenancies when compromised, due to various circumstances and issues.
- The program aims to reduce the eviction rate of Aboriginal clients from rental tenancies and support those who are at high risk of losing their tenancies.
- Many families and individuals within the community have accessed the program for support in maintaining or accessing housing.

### **Key Achievements in the reporting period include:**

- The ATAR program has had another successful year providing a service to 69 individuals and families.
- This was achieved despite The Department of Health and Human Services funding the program to provide for 37.5 clients.
- A total of \$6,425.35 brokerage was spent in client support.

### **In accordance with the funding guidelines the Practitioner is a member of**

- The Victorian Indigenous State wide Homelessness Network (VISHN)
- The South West Housing Group
- The South West Local Area Network

## **KOORI YOUTH JUSTICE (KYJ) PROGRAM**

The KYJ program is funded by the Department of Health and Human Services. The Koori Youth program was developed in 1992 in response to the findings of the Royal Commission into Aboriginal Deaths in custody (April 1991)

### **Aims and Objectives of the Program are to:**

- Reduce the number of young indigenous people who are at risk or already involved in contact with Police and Juvenile Justice System as a result of criminal activities
- To link young Aboriginal people aged between 10–18 years with relevant local Aboriginal Community Support Organisations.

The key component of the role of the Koori Youth Justice worker is the exploration of the young person's cultural connection and to ensure they meet Community Based Orders.

## How:

- Advocacy Support
- Transport
- Court Support
- Cultural Connection
- Community development and education
- Health / Wellbeing
- Early intervention strategies such as: School/further education re-engagement and support
- Case planning
- Prevention programs
- Drug and Alcohol referrals
- Referrals to other services
- Youth group
- Camps / Outdoor education

## Key Achievements during Reporting period:

- Strengthened networks throughout the region by attending community meetings, Mar-Ang Youth group, Community events.
- Advocated for best outcomes
- Diverted young Aboriginal People from the Youth Justice and Criminal system

## Acknowledgement, of Collaborative Networks:

- Victoria Police
- VicPol youth Liaison Officers
- Vic Pol SOCIT Team
- Local Indigenous Network (LIN)
- Gunditjmarra Aboriginal Health Clinic
- Dhauwurd Wurrung Community Health Service (DWECH)
- Winda mara Aboriginal Corporation, Heywood, Hamilton
- Kirrae Health Service
- Department of Youth Justice
- Child Adolescent Mental Health (South West Healthcare)
- Emma House
- St John of God Accommodation services
- Department of Health and Human Services
- Child Protection
- MPower, Warrnambool
- Brophy Youth Services
- Courts in Warrnambool, Hamilton and Portland
- Centrelink
- Djirra
- Centre Against Sexual Assault {CASA} Warrnambool
- Schools / TAFE
- Employment networking agencies
- Local Community sporting clubs





# COMMUNITY

AS DIVERSE GROUPS OF ABORIGINAL PEOPLE OUR COMMUNITY IS PROUD AND INVOLVED

# COMMUNITY / CHILDREN'S SERVICES DIVISION

## Aboriginal Family Violence Primary Prevention Innovation Fund Report 2018.

The Gunditjmara Aboriginal Cooperative was successful in applying for funding from the 'Aboriginal Family Violence Primary Prevention Innovation Fund' to conduct a Family Violence research project and develop an Education Kit for Family Violence services and community members.

The program aims to improve the understanding of the dynamics of Family Violence by using a unique 'metaphor' developed from traditional knowledge while intersecting with the westernised concept of the 'cycle of violence'. The resources developed from this project will seek to encourage people to reflect on what action they can take to keep their children and families safe through community engagement supporting self-determination and ensuring the outcomes are driven from the framework goals of the following:

- Preventing Family Violence experienced by Aboriginal people
- Promoting equal and respectful relationships
- Upholding and sustaining culturally respectful communities and organisations.

In essence, breaking the 'cycle of violence' by addressing abusive behaviours from a culturally informed framework.

The project is led by a Senior Practitioner and sits in the Community Services program.

### Project Outline

The scope of the project will be targeting Aboriginal community members who reside in South West Victoria namely the Gunditjmara Community. This will encompass a geographical area that includes the townships of

- Warrnambool,
- Hamilton,
- Heywood
- Port Fairy and
- Portland

Outreach to these areas will be led by the Gunditjmara Aboriginal Cooperative with support and coordination through;

- Winda Mara Aboriginal Corporation – Hamilton.
- Winda Mara Aboriginal Corporation - Heywood
- Dhauwurd Wurrung Elders and Community Health Services - Portland

Using a qualitative research methodology, the project will be supported by establishing an 'Elders' committee which will provide cultural oversight and leadership. Through a consultative process the project will identify up to 50 participants and conduct one on one interviews. Youth participants will be targeted through four one day 'focus' groups located in Warrnambool, Portland, Heywood and Hamilton.

The cohorts targeted in this project is reflective of the themes and issues we wish to extrapolate from the various perspectives within the Aboriginal community.

- Elders – Female and Male
- Survivors (Female and Male) Adult
- Youth 16yrs–18yrs
- Self-identified persons 'who choose to use violence'.
- Bystanders in Family violence (Adult and Youth, Female and Male)

### Key Tasks, Milestones and Timelines

- A gnatt chart will be developed
- The key tasks and milestones identified in the project will overlap.

### Research Methodology - 3 months August–October 2018

- Conduct literature review on Aboriginal Family Violence research
- Develop qualitative study methodology including questionnaires and focus group structure
- Develop confidentiality protocols and data collation methods including storage processes

### Consultation Strategy - 6 months September–February 2019

- Consultation strategy to be developed and monitored. The consultation strategy will include working with the Barwon Southwest Indigenous Family Violence Regional Action Group to provide guidance and oversight to the project.
- Consultation with the general Aboriginal

community will commence almost immediately, with the aim to raise awareness of the project and to seek participants. This will include four 'Youth focus' groups and 30–50; one on one interviews.

- An internal team consisting of members from Gunditjmarra Aboriginal Cooperative, Family Violence and Social and Emotional teams will provide guidance and support and act as a 'Risk Feedback loop' around consultation issues.

### **Research Findings and Report - 5 months February–June 2019**

- Collate and code interview and focus group material, including pulling out themes and issues.
- Write up report of findings
- Write a Discussion Paper on Aboriginal Family Violence in South West Victoria.

### **Education Kit - 4 months March–June 2019**

- Working with the Family Violence team at Gunditjmarra Aboriginal Cooperative, develop an Education Kit which looks at what is Family Violence, how it sits in a cultural context for Aboriginal people in the South West, how best to support Aboriginal people around Family violence issues.
- Develop Training Packages for staff development around Family Violence

### **Deliverables**

The deliverables will be as follows

- Consultation strategy and outcomes including statistics of participants.
- Report of findings of the qualitative research
- Education Kit produced using the findings from the qualitative research report.
- Discussion paper on Aboriginal Family Violence perceptions and practise in South West Victoria.
- This is to be fed into the Aboriginal Cultural Advisor for the Family Violence role in South West Victoria.

## **REGIONAL ABORIGINAL FAMILY VIOLENCE PROGRAM**

The Regional Family Violence Program provides culturally sensitive, safe, confidential, professional advocacy and support services to **Aboriginal** women and children living in South West Victoria who have experienced or are affected by family violence. The program provides services to Portland, Heywood, Hamilton, Framingham and Warrnambool.

### **Aims and Objectives of the Program are to:**

- Provide culturally sensitive services to **Aboriginal** women and children.
- Assist women to make informed choices about their circumstances for themselves and their children to protect their safety.
- Ensure access and advocacy for service user to relevant services.
- Raise community awareness regarding family violence and its effect within the community with the view to equip and highlight early intervention strategies leading to an increased prevention of future incidents.
- Implementation of a Women's group to encourage, informal conversation on the issues of Domestic and Family Violence.

### **How:**

Assisting women to make informed choices regarding themselves and their children and their circumstances to protect their safety and address their needs such as:

- Advocacy
- Domestic and Family Violence specialist Education and Counselling
- Legal Issues – for matters related to Domestic and Family Violence the program can support the client to gain access to the appropriate legal services, as a program for emotional and wellbeing Court support is available.
- Safe at Home – support to remain safely in your own home
- Referral
- Accommodation – support and referral to access appropriate safe accommodation for those effected by Family Violence
- Community development and education
- Raising awareness community awareness regarding family violence
- Early intervention strategies prevention
- Intensive case Management

- Women's Business (educational days)
- Access information and counselling on housing, legal advice, income support, financial counselling, childcare, parenting, courts support or other individual services they may require Women's Group

#### Key Achievements for Reporting period are:

- Strengthened networks throughout the region by attending Community meetings, Women's group, Community luncheons and advocating for best outcomes that assist women and children who seek support and assistance within program services
- The continuation of Warrumyea Women's Group with a focus on Culture
- Koori Strengthening Program, part of a demonstration project with Windamara Aboriginal Corporation, ACF, Brophy Family and Youth Services (BFYS), Centres Against Sexual Assault (CASA), Emma House Domestic Violence Services Incorporated (EHDVSI)
- Planning and Development of a Research Project "Defining Family Violence for the Gunditjmarra Community and Resource Development Kit for Educational purposes and to enhance the future development of Work Practise's.
- Planning and Development of Men's programs – a response to men that choose to be abusive.

#### Qualifications /Training:

- Diploma of Community Services
- Risk Assessment and Risk Management
- RAMP – Risk and Management Panel trained
- Outcomes Star

#### Acknowledgement, of Networks.

- Dhauwurd Wurrung Elderly and Community Health Service (DWECH)
- Winda Mara Aboriginal Corporation Heywood and Hamilton
- Kirrae Health Service
- Djirra (formally Aboriginal Family Violence Prevention and Legal Service (AFVPLS))
- Aboriginal Housing, Victoria
- Peeneeyt Kanditj Family Violence Police Protocols
- Victorian Police South West Family Violence Unit
- Magistrates Courts in Warrnambool, Portland and Hamilton
- Justice and Office of Corrections

- Department Of Health and Human Services, Child Protection/Housing
- Wimmera South West Integrated Family Violence Partnership
- CentreCare
- South West Health Care
- St John of God Hospital
- Emma House Domestic Violence Services Incorporated
- South Western Centre Against Sexual Assault (CASA)
- Brophy Family and Youth Services
- SalvoConnect
- Connect in Warrnambool/Portland and Hamilton
- Centrelink
- Ozchild
- Women's Health and Wellbeing
- Western Regional Alcohol and other Drug Centre (WRAD)
- Mpower Inc.
- Everybodies Business
- Domestic Violence Victoria (membership)
- Safesteps (statewide DV crisis service)
- South West Housing Action Group

#### ABORIGINAL FAMILY LED DECISION MAKING (AFLDM) PROGRAM

The Aboriginal Family Led Decision Making (AFLDM) 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 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 Aboriginal Family Led Decision Making Program?

All Aboriginal Children who have become involved with, or are at risk of entering the Child Protection system can access culturally appropriate support and advocacy through Gunditjmarra Aboriginal Family Led Decision Making program.

All referrals come from Department of Health and Human Services Child Protection, the Aboriginal Family Led Decision Making Community Convener works alongside the Department of Health and Human Services Aboriginal Family Led Decision Making Convener.

### **The Aboriginal Family Led Decision Making**

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 Aboriginal Family Led Decision Making Community Convener, Elder or Respected Person, the Department of Health and Human Services Convener and relevant workers can assist and support the parents to make decisions within the 'Family' plan on what is in the best interests of the child/children.

### **What happens before the Aboriginal Family Led Decision Making Meeting?**

You will be invited to a 'Briefing' meeting with the Community Convener and Department of Health and Human Services 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 Aboriginal Family Led Decision Making
- Family dynamics and who can attend.
- Issues identified by the Department of Health and Human Services Child Protection Court orders etc.

### **The process of conducting an Aboriginal Family Led Decision Making 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 Aboriginal Family Led Decision Making 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 Aboriginal Family Led Decision Making Program during Reporting period**

- The Aboriginal Family Led Decision Making program has conducted thirteen family meetings. DHHS Convener role being vacant for some months.
- 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 Aboriginal Family Led Decision Making 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 home in (New South Wales)**, **Gunditjmara Aboriginal Cooperative** (Kepler Street and Harris Street locations), **Dhauwurd Wurrung Elderly and Community Health Service**, (Portland), **Winda mara** (Heywood), Kenna Avenue Community House (Hamilton), Winda mara Hamilton
- Family plans have strengthened the safety of children within the home.
- Aboriginal Family Led Decision Making family plans have strengthened family and extended families connectedness with children in 'Kinship Care' and in 'Out of Home Care' (OOHC), making sure their cultural needs are met.
- Supporting children in their Social and Emotional space when in OOHC

### **Meetings, Forums and Workshops attended during this Reporting period**

#### **Meetings:**

Integrated Family Services (IFS) Allocations, Quality Innovation Performance (QIP) Accreditation meetings, South Western Ramp Family Violence, Aboriginal Family Violence Police Protocols, Operational Strategic Planning, IFS Governance, Family Violence Flexible Support Packages (FVFSP) Panel member, Community meetings, IFS

Service Development, Entry into Care Panel Member, Leadership meetings, Working Together Partnership, Department of Prime Minister and Cabinet (PM&C) (Education), Transition to Aboriginal Community Controlled Organisation (ACCO) of Aboriginal Children in Out of Home Care (Kinship Care), Intensive Family Services Statewide Advisory Group, South West Leaving Care Alliance, Wimmera Southwest area Aboriginal Transitioning Group, Professionals Case Planning, IFS Service Development.

**Forums and Workshops:** Kinship Care First Supports, Our Carers for Our Kids, Holistic Healing Think Camp, Training undertaken: Safe and Together Training. Managing Challenging Behaviours Training, Social and Emotional Wellbeing in the Workplace Training.

#### **Acknowledgement of Collaborative Networks**

The Aboriginal Family Led Decision Making program would like to take this opportunity to acknowledge the many support agencies and affiliations such as:

- Dhauwurd Wurrung Elderly and Community Health Service (DWECH), Portland
- Winda-Mara Aboriginal Corporation, Heywood and Hamilton
- Aboriginal Child Specialist Advice and Support (Lakidjeka)
- Koori Educator's, Department of Health and Human Services in Warrnambool, Hamilton, Portland
- Brophy Youth and Family Services
- Warrnambool City Council Family Services
- Victorian Police
- Koori Education Support Officers

## **REGIONAL SENIOR ADVISOR - 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 give a Cultural plan to every Aboriginal child in court-ordered out-of-home care.

#### **Aims and Objectives of the Program are to:**

- The Child, 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:**

- 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 our ACCO for endorsement.
- Monitor the Program objectives in regards to key performance indicators of Regional Senior Advisor, which are –
  - Number of care teams developing a cultural plan where the Senior Advisor-Aboriginal Cultural Planning has direct input 3
  - Number of endorsed Cultural plans 42
  - Number of Care Team meetings I have been involved 20 in (Regional)

The program is currently working on a project in conjunction with the Gunditjmara Elders Group, making “Keepsake Boxes” for children in Out-of Home Care. The group meets every second Thursday, where the Elders cut out, sand and construct a box from scratch.

Elders approached local businesses and was able to source fee material (wood) for this. The Children in Out of Home Care will then paint their own design on the boxes with help from the Elders. After the conclusion of this project, the “Keepsake Boxes” will then be presented to the children by the Elders at a Cultural ceremony. Each box will contain the child’s Cultural Plan and other items sourced from the country they reside on; these items can be jewellery (made by the Elders); an Aboriginal flag; painted rocks; artwork from this area. These are just some ideas of what we can add.

**Training / Forums attended:**

- Two day State wide forum for Senior Advisors, co-ordinated by our State Coordinator at VACCA. Topics included were:
  - Innovative Good Practice
  - What makes a good Cultural Plan?
  - Practice Guide Standards
  - How to support “difficult conversations”
  - Journey into care
  - Role of ACSASS (Lakidjika)
  - Looking after yourself
- Managing Challenging Behaviours, South West Health Care
- Social and Emotional Wellbeing in the Workplace
- Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Introduction to Aboriginal Cultural Safety Training

**Acknowledgement, of Collaborative Networks.**

- Warrnambool Department of Health and Human Services (Child Protection)
- Portland Department of Health and Human Services (Child Protection)
- Hamilton Department of Health and Human Services (Child Protection)
- Winda mara Aboriginal Corporation (Children’s services)
- Brophy Family Youth Services (Foster Care and Kinship Care)
- Mackillop Family Services (Foster Care and Kinship Care)
- Victorian Aboriginal Child Care Agency (VACCA)

- and local Lakidjeka Workers
- Link up Services
- Aboriginal Organisations as required
- Local Traditional Owner Groups
- Aboriginal Family Led Decision Making (AFLDM) / Kinship / Family Services / Leaving Care / Playgroup (Gunditjmara Cooperative)
- Local Koori Engagement Support Officers (KESO’s)

**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 have ????

**Aims and Objectives of the Program are to:**

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

**How:**

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

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

### Key Achievements/Outputs for Reporting period

- The Integrated Family service team have provided support to 26 families totalling 2263.29 hours
- Provided "Intensive" support through the intensive case worker, for advocacy and strengthening parent/careers in the DHHS system.
- Built strong networks through the Allocations, Direct services and service development meetings.

### Training undertaken for Reporting period:

- Alliance Induction Training.
- Graduate Certificate in Aboriginal Family Therapy.
- Client Incident Management System (CIMS) training.
- Twiddle Family Partnership training.
- Circle of Security training.

### Acknowledgement, of Collaborative Networks

- South West Family Services Alliance
- Brophy Family and Youth Services
- Mpower
- Bethany
- Warrnambool City Council
- Centrecare
- Windamara Aboriginal Corporation Heywood and Hamilton
- Kirrae Health Service
- Aboriginal Housing, Victoria
- Department of Health and Human Services, Child Protection/Housing
- Aboriginal Family Violence Prevention and Legal Service (AFVPLS)

### REGIONAL INDIGENOUS KINSHIP CARE AND FIRST SUPPORTS PROGRAM

The Kinship Care and First Supports Program provides culturally sensitive, safe, confidential, professional advocacy and support services to **Aboriginal** families and children living in South West Victoria who are living with or caring or children of family or friends. The program provides services to carers, children and friends of families' children when protective concerns are identified in Warrnambool and surrounding suburbs through to Hamilton, and other close rural towns.

### Aims and Objectives of the Program are to:

- Provide culturally sensitive services to both Aboriginal and Non Aboriginal carers and children.
- Assist carers to access timely and supported training to assist with understanding and supporting children who have experienced trauma and other protective factors.
- Ensure access and advocacy for service carers and children to relevant services.
- Raise community awareness regarding Kinship Care and its pivotal role within the community
- Implementation of a Carer Support group to encourage, informal conversation on the issues of Kinship Care
- Recruit and train our own carers to assist with the placement of children and young people in appropriate, culturally sensitive placements that are local and familiar.
- The First Supports Program will assist with Intensive Support to carers when children and young people are removed due to protective concerns at the beginning of the placement process, and complete the second part (Part B) of the 'Carer Assessment' process.
- Assist with practical support to relieve as much pressure as possible when faced with caring for children unexpectedly.

### How:

Assisting carers and children to make informed choices regarding themselves and the children they are caring for to protect their safety and address their needs such as:

- Advocacy
- Transport
- Counselling
- Referral
- Personal support
- Housing
- Community development and education
- Raising community awareness regarding the importance of children being with family or friends when protective factors are identified and support is needed.
- Early Intervention strategies prevention
- Carers Support group
- Access information and counselling on housing, legal advice, income support, financial counselling, childcare, parenting, courts support or other individual services they may require
- Implementation of an annual camp that is focussed and driven by peer mentors that have also been in Kinship or 'Out of Home' Care

### Key Achievements during Reporting period

- Strengthened networks throughout the region by attending Community meetings, Women's group, Community luncheons and advocating for best outcomes that assist carers and children who seek support and assistance within program services
- The implementation of transporting the children Gunditjmara work with when needed to remove the fear and uncertainty around new placements and provide and a familiar presence.
- The successful use of brokerage placement support monies that have assisted with a range of requests ranging from a car to swimming lessons/memberships, assessments for children facing difficulties, and trauma counselling
- Excellent relationships and pathways are being developed with other Aboriginal Community Controlled Health Organisations (ACCHO's) and Key Stakeholders in the community with better communication pathways and working together.
- Kinship Care team has expanded with the employment of a second Kinship Care case worker.
- Have assisted **six families** since commencement, and have the ability to assist another **eight**.

### Training undertaken during Reporting period

- Aboriginal Community Controlled Health Organisation (ACCHO) Transition training at Victorian Aboriginal Child Care Agency (VACCA)
- "Our Carers, Our Kids"- Training that enables Gunditjmara staff to train and recruit carers
- Client Relationship Information System for Service Providers (CRISSP) training to access the Department of Health and Human Services (DHHS) Client Management System
- In Service Training Days: Gunditjmara Aboriginal Cooperative limited

### Acknowledgement of Collaborative Networks.

- Victorian Police -Youth Engagement Team
- Windamara Aboriginal Corporation Heywood and Hamilton
- Kirrae Health Service
- South West Family Violence Unit
- South Western Centre Against Sexual Assault
- Aboriginal Housing, Victoria
- Department of Health and Human Services, Child Protection/Housing

- Aboriginal Family Violence Prevention and Legal Service (AFVPLS)
- Connect in Warrnambool, Portland and Hamilton
- Courts in Warrnambool, Portland and Hamilton
- Centrelink
- Brophy-Foster Care and Kinship Care

### ALCOHOL AND OTHER DRUGS (AOD) PROGRAM

The Gunditjmara Aboriginal Cooperative works with Aboriginal people, organisations and communities, other parts of government and the Commonwealth to ensure access for Aboriginal people to a range of Alcohol and Other Drugs treatment services. The Koori Alcohol and other Drugs Program works together with the local Aboriginal community to strengthen individuals and families to ensure safe and culturally strong futures.

#### Aims and Objectives of the Program are to:

- Provide Aboriginal people and families with a range of prevention, early intervention and group support services including counselling, brief intervention, referral to appropriate Alcohol & Other Drugs services including withdrawal and rehabilitation treatment, care coordination and ongoing support.

#### How:

The Koori Alcohol and other Drugs Program provides the following support:

- Providing structured assessments of Alcohol and Other Drugs consumption, health and psychological factors.
- Provide referral to counselling, withdrawal, post-withdrawal support and other funded treatment interventions.
- Provide other appropriate services, where relevant, for carers and families of those affected by Alcohol and Other Drugs use.
- Ensure strong linkages with other health and welfare services in the community.
- The program aims to empower individuals and provide assistance to achieve the clients and families aims and goals.
- The program assists with advocacy with the view to build the clients individual resilience in self-managing their future.

### Key Achievements during the Reporting period are as follows:

- Strengthened networks locally and throughout the region by attending Community meetings, Government meetings and advocating for best outcomes that assist community members who may be experiencing alcohol and other drug related issues.
- Being part of the Family Reunification Implementation Working group
- Successful completion of the Certificate IV in Alcohol and Other Drugs course

### Training undertaken during the Reporting period are as follows:

- Information Technology/Computer training
- Communicare: 'Train the Trainer' training
- Staff supervision training workshop
- 'First Aid' Training
- In Service Training Day: Gunditjmara Aboriginal Cooperative Limited
- Successful completion of the Certificate IV in Alcohol and Other Drugs course

### Acknowledgement of Collaborative Networks.

- Victorian Police
- Windamara Aboriginal Corporation, Heywood
- Kirrae Health Service
- Western Region Alcohol and Other Drug Centre (WRAD)
- Office of Corrections
- Department Of Health and Human Services
- Emma House Domestic Violence Services Inc.
- Courts in Warrnambool
- Centrelink
- Salvation Army

### KOORI STRENGTHENING CASE WORKER PROGRAM

The Koori Strengthening Case Worker role is part of a pilot project, that Gunditjmara has named the, 'Working Together Project,' and it is in partnership with Emma House Domestic Violence Services Inc., Brophy Family and Youth Services, Centre Against Sexual Assault (CASA), Australian Children Foundation, Winda-Mara Aboriginal Corporation and Gunditjmara Aboriginal Cooperative.

### Aims and Objectives of the Program:

- Endeavour to engage hard to reach women who have previously been or are currently being affected by family violence
- Provide cultural therapeutic work for Aboriginal clients one on one
- Provide access to and facilitate a Parenting Program if desired or required either in group sessions or individually
- Provide encouragement and empowerment
- Use a strength based approach, building resilience and confidence
- Provide a culturally safe space and awareness
- Provide clients with some time and space for 'You Time'

Provide a client directed approach  
Support and provide tools for healing options

### How:

- Regular contact
- Transport if required
- Personal support
- Foodshare if required
- Arrange childcare if required
- Provide art supplies
- Take the client out 'on country', at a place of their choice
- Listen to their story and provide 'non-judgemental' support and guidance
- Facilitate 'Circle of Security Parenting Program', helping them learn skills to be able to understand and work with their child/children's needs and feelings and to build a secure attachment and secure relationship with their child/children.
- Provide cultural healing tools and options such as art sessions, Women's group, connection to land, time in the bush, at the beach or at a river, exploring culture and family connections
- Promote self-awareness
- Focus on the clients strengths, set goals and praise them
- Encourage strategies to de-escalate their reactions and stress levels and to recognise their triggers

### **Key Achievements obtained during the Reporting period**

Engaged one client, in particular on a regular basis and have had some powerful moments on country with her when using art. The client has become much more resilient and confident, controlling her reactions as well as reflecting on her past and letting go of the emotions from that time, recognising who and what had a negative impact on her life and separating herself from that. The client has controlled and let go of her past addictions and is now using her own self-determination and being pro-active keeps her moving forward to work towards the goals that she wants the most in her life. Creating a more culturally aware approach within the 'Projects Partnership' services

#### **Training undertaken:**

- Circle of Security
- Safe and Together
- Safe and Secure
- Common Risk Assessment Framework (CRAF) Training
- The Effects of Ice training
- Certificate of Family Therapy
- Family Violence

### **KOORI PRE-SCHOOL ASSISTANT (KPSA) / KOORRAMOOK PLAYGROUP**

The KPSA position provides Cultural education sessions to 16 Regional Kindergartens with Aboriginal enrolments.

The Kooramook Playgroup provides a weekly playgroup session for Aboriginal families and carers with Aboriginal children.

#### **Aims and Objectives of the Program are to:**

- Provide culturally sensitive services to kindergartens.
- Assist teachers in feeling confident to include Cultural learning in the curriculum.
- Run weekly playgroup sessions 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:**

Assisting families and carers to make informed choices regarding themselves and their children to prepare them for kindergarten and school readiness by:

- Providing healthy food
- Teaching children's Acknowledgement to Country
- Assist parents with the Kindergarten enrolment procedure
- Encourage children to engage in their child's learning experience during these important learning milestones in early years learning
- Acknowledge children's achievements

### **Key Achievements during Reporting period**

- Growth in the numbers attending the 'Koorramook' Playgroup is currently 40 children
- Introduction and ongoing teaching of local Aboriginal language in kindergartens
- Delivered over 42 playgroups this year. 16 Kindergartens this year with 18 ongoing groups/session this year.

#### **Training undertaken during Reporting period:**

- Ongoing – Cert 1V Early Education and Care
- First Aid
- Cultural Competency
- Cultural walk with Gunditjmara Elder, Rob Lowe
- Wellbeing and Mental Health

#### **Acknowledgement of Collaborative Networks.**

- Koori Early Years Network
- Koori Engagement Support Officers (KESO's)
- South West Health
- Warrnambool City Council – Children's services
- Warrnambool City Council Reconciliation Action Plan (RAP) committee

### **LEAVING CARE PROGRAM**

The purpose of the Leaving Care Support Program is to provide culturally appropriate support for Aboriginal young people transitioning to independence/interdependence from 'out of home' care, including Kinship Care from 16 years to 21 years of age, and addressing the social marginalization often experienced by young people leaving care. The position is a regional position.

### **Aims and Objectives of the Program are to:**

- The Program aims to provide culturally appropriate support for Aboriginal young people transitioning from 'out-of-home' care, including Kinship Care from 16 to 21 years of age.
- The service has flexibility to respond to exceptional circumstances where Aboriginal young people: require support to transition from Kinship Care arrangements and they are not subject to an order
- Are outside the 16 to 21 year age range and are no longer involved with Child Protection, but still require assistance.

### **How:**

- Role model
- Education on being independent
- Advocacy
- Referral
- Support

### **Key Achievements in the Leaving Care Support Program during Reporting period:**

- Supported client with developing goals around independent living
- Visiting / liaising with clients on a weekly basis
- Providing clients with advocacy and support systems
- Providing transport to clients when needed – (Echuca)

### **Training Undertaken during Reporting period:**

- Cert III in Community Services
- Supervision Training
- Managing Challenging Behaviours
- Social and Emotional Wellbeing in the Workplace

### **SOCIAL AND EMOTIONAL WELLBEING (SEWB) PROGRAM**

The Social and Emotional Wellbeing (SEWB) program works with individuals and the community around social, emotional and wellbeing needs.

The Social and Emotional Wellbeing (SEWB) program provides culturally sensitive, safe, confidential, professional advocacy and support services to

Aboriginal community members who are 18 years and older and living in the Warrnambool area.

### **Aims and Objectives of the Program during the Reporting period are to:**

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

### **How:**

Using the 'Aboriginal Stay Strong' Assessment, A tool developed by Aboriginal people for Aboriginal people. Individuals identify their strengths and worries/ concerns and develop goals they want to achieve around three key areas: Drug and Alcohol, Social and 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 required
- Personal support
- Community development and education
- Early intervention strategies prevention

### **Key Achievements obtained during the Reporting period:**

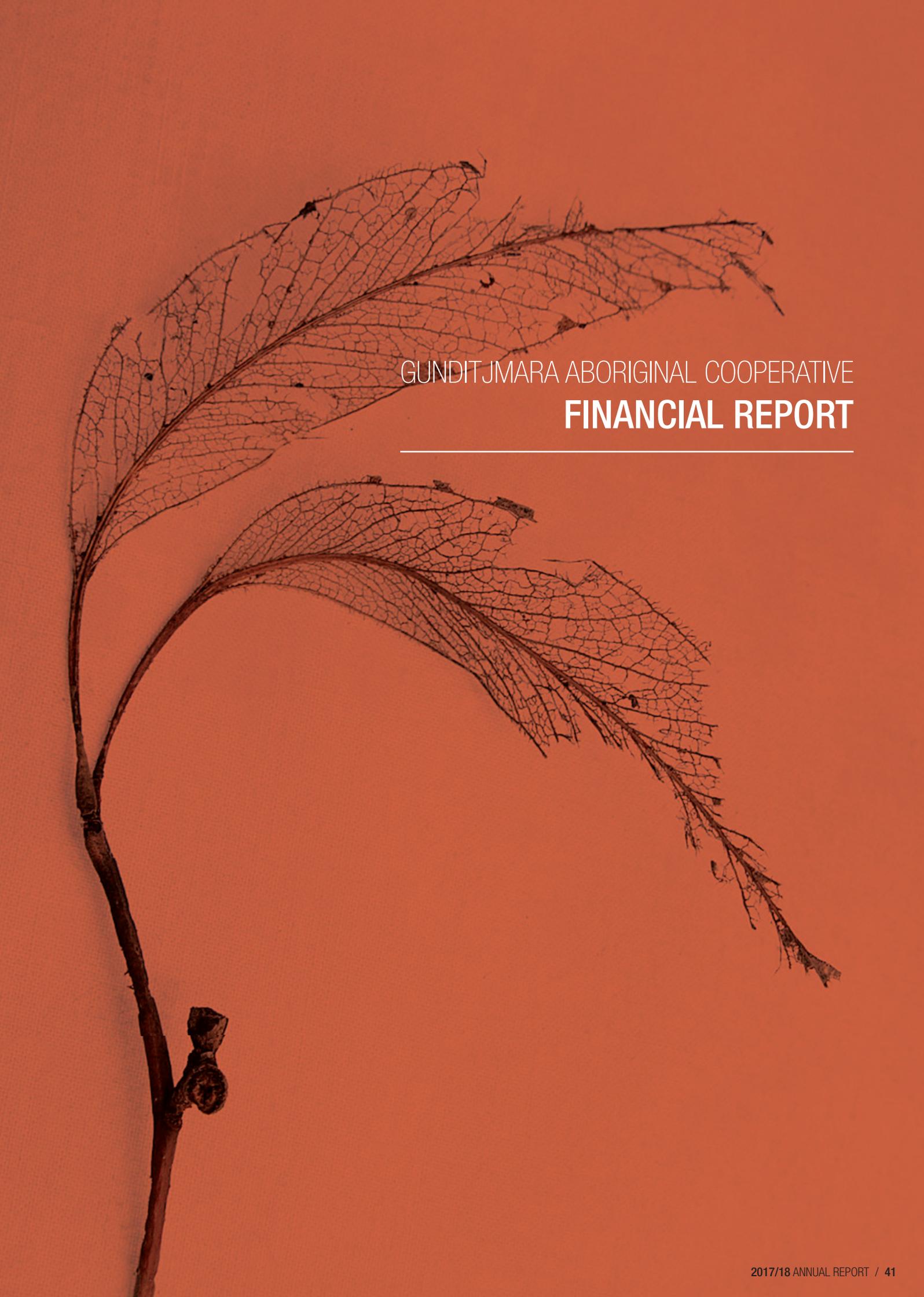
- Strengthened networks throughout the region by attending Community meetings, Community luncheons and advocating for best outcomes that assist community members who seek support and assistance within program services
- Strengthened relationship with professional networkers and mainstream providers such as mental health services.

**Training undertaken during Reporting period:**

- Social and Emotional Wellbeing (SEWB) Forum
- Safe and Together, Domestic Violence informed training
- Social and Emotional Wellbeing (SEWB) gathering
- Codeine Dependency workshop
- Holistic Healing, Family Violence training
- Ice training for frontline workers
- Suicide Prevention training
- In Service Training Day: Gunditjmara Aboriginal Cooperative limited

**Acknowledgement, of Collaborative Networks.**

- Office of Corrections
- Aboriginal Housing, Victoria
- Koori Courts in Warrnambool
- Family where a Parent has a mental illness (FaPMI)
- South West Healthcare (SWHC)
- Adult Mental Health Services
- Salvo's Connect Warrnambool
- Food Share, Warrnambool
- Family Law Pathways Network



GUNDITJMARA ABORIGINAL COOPERATIVE  
**FINANCIAL REPORT**

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**GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED**

**DIRECTOR'S REPORT**

Your Directors present their report on the Co-operative for the financial year ended 30 June, 2018.

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

**Lee Morgan**  
**Louise Wackett**  
**Brian Davis**  
**Robert Eccles**

**Billy McGuinness**  
**Shane Bell**  
**Tristin DeBono** (resigned 6 October 2017)  
**Joseph Chatfield** (appointed 16 December 2017)

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, has been to assist the social development of Aboriginals in and around Warrnambool. There were no significant changes in the nature of this activity during the financial year ended 30 June, 2018.

The net amount of the surplus carried forward for the continuation of the Co-operative's programs for the financial year was \$945,446 (2017 - \$167,095). 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.

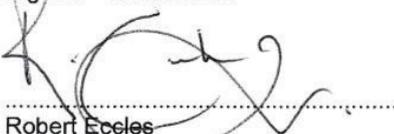
No options over issued shares or interest in the Co-operative were granted during or since the end of the financial year and there were not options outstanding at the date of this report.

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:

  
..... Director  
Robert Eccles

  
..... Director  
Shane Bell

Dated this 3 day of September 2018.



## GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

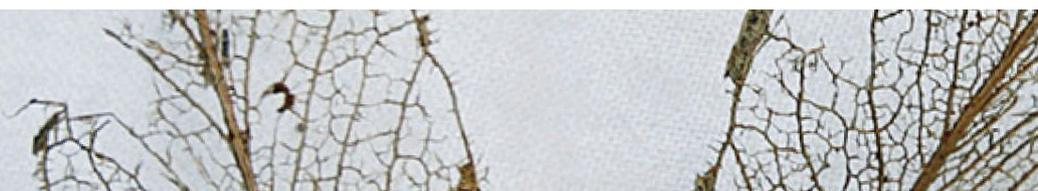
### STATEMENT OF PROFIT OR LOSS FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 \$	2017 \$
<b>INCOME</b>			
Recurrent Funding		3,640,043	2,629,680
Sundry and Non Recurrent Grants		242,787	187,642
Interest		46,623	14,265
Refunds		512,165	439,306
Rental & Equipment Hire		123,612	125,746
Other Income		12,921	3,272
Profit on Sale of Non-Current Assets		17,469	(2,102)
		4,595,620	3,397,809
<b>EXPENDITURE</b>			
Administration Costs		(9,557)	(17,866)
Advertising		(5,818)	(2,555)
Annual Leave (Movement in Provision)		(15,072)	20,127
Bank Charges		(1,718)	(1,777)
Board Costs		-	(4,941)
Catering/Meals		(11,978)	(8,887)
Cleaning		(30,352)	(39,080)
Electricity & Gas		(33,417)	(31,391)
Hire of Venue		(1,659)	-
Interest Paid		(4,943)	(33,779)
Long Service Leave (Movement in Provision)		(5,826)	673
Memberships		(8,728)	(2,187)
Motor Vehicle Costs		(77,325)	(37,986)
Postage		(4,195)	(4,040)
Printing & Stationery		(27,117)	(22,865)
Professional Costs		(46,654)	(52,806)
Program Costs		(197,869)	(138,053)
Rent & Rates		(53,956)	(54,019)
Repairs & Maintenance		(81,616)	(85,383)
Sundry Staff Costs		(42,720)	(41,908)
Superannuation		(220,729)	(178,165)
Telephone		(48,478)	(48,478)
Training		(38,482)	(16,691)
Travel Expenses		(41,820)	(38,927)
Wages		(2,429,440)	(1,980,816)
Workcover		(52,572)	(37,088)
		(3,492,041)	(2,858,888)
<b>SURPLUS/(DEFICIENCY) FOR THE YEAR PRIOR TO DEPRECIATION, WRITE DOWN OF LAND &amp; BUILDINGS AND GOVERNMENT EQUITY ADJUSTMENTS</b>			
Depreciation		1,103,579	538,921
Write Down of Land and Buildings		(151,774)	(171,242)
Write Down of Plant & Equipment		-	-
Adjustment Government Equity in McKnight Street		(6,359)	(13,964)
		-	(186,620)
<b>SURPLUS/(DEFICIENCY) FOR THE YEAR</b>		<b>945,446</b>	<b>167,095</b>

## GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018	2017
<b>SURPLUS/(DEFICIENCY) FOR THE YEAR</b>		945,446	167,095
<b>OTHER COMPREHENSIVE INCOME</b>			
Adjustment on Revaluation of Land & Buildings		-	517,361
Adjustment to Members Equity		75	-
<b>TOTAL OTHER COMPREHENSIVE INCOME FOR THE YEAR</b>		<u>75</u>	<u>517,361</u>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>		<u>945,521</u>	<u>684,456</u>
<b>TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO MEMBERS</b>		<u>945,521</u>	<u>684,456</u>



# GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

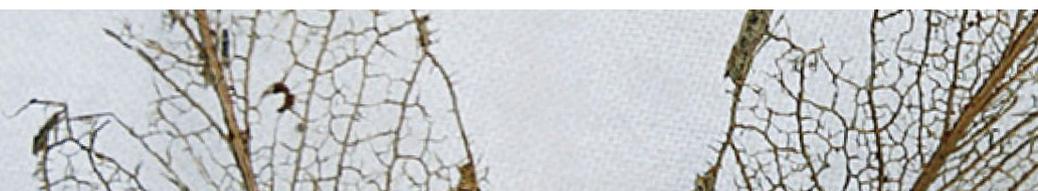
	Notes	2018 \$	2017 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	2	4,908,928	2,952,334
Trade and Other Receivables	3	158,067	46,978
Other Assets	4	9,743	545
		<u>5,076,738</u>	<u>2,999,857</u>
<b>NON CURRENT ASSETS</b>			
Property, Plant and Equipment	5	6,050,937	6,031,783
		<u>11,127,675</u>	<u>9,031,640</u>
<b>TOTAL ASSETS</b>			
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	6	2,464,694	751,720
Employee Provisions	7	328,513	299,444
Borrowings	8	-	43,440
		<u>2,793,207</u>	<u>1,094,604</u>
<b>NON CURRENT LIABILITIES</b>			
Employee Provisions	7	22,650	30,821
Borrowings	8	-	539,918
		<u>22,650</u>	<u>570,739</u>
<b>TOTAL LIABILITIES</b>			
		<u>2,815,857</u>	<u>1,665,343</u>
<b>NET ASSETS</b>			
		<u>8,311,818</u>	<u>7,366,297</u>
<b>EQUITY</b>			
Members Capital		233	158
Asset Revaluation Reserve		532,361	532,361
Reserves		821,210	821,210
Retained Earnings		6,958,014	6,012,568
		<u>8,311,818</u>	<u>7,366,297</u>
<b>TOTAL EQUITY</b>			
		<u>8,311,818</u>	<u>7,366,297</u>

## GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

### STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2018

Notes	Retained Earnings \$	Members Capital \$	Asset Revaluation Reserve \$	Other Reserves \$	Total \$
<b>Balance at 1 July 2016</b>	5,845,473	158	-	836,210	6,681,841
Profit attributable (1)	167,095	-	-	-	167,095
Total other comprehensive income for the year	-	-	517,361	-	517,361
Transfers to and from reserves	-	-	15,000	(15,000)	-
<b>Balance at 30 June 2017</b>	<b>6,012,568</b>	<b>158</b>	<b>532,361</b>	<b>821,210</b>	<b>7,366,297</b>
Profit attributable	945,446	-	-	-	945,446
Total other comprehensive income for the year	-	75	-	-	75
Transfers to and from reserves	-	-	-	-	-
<b>Balance at 30 June 2018</b>	<b>6,958,014</b>	<b>233</b>	<b>532,361</b>	<b>821,210</b>	<b>8,311,818</b>

(1) – includes impact of change in accounting policy per note 1(k).



## GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

### STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 \$	2017 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from funding and operational sources		4,250,015	3,218,878
Interest received		242,787	187,642
Payments to suppliers		655,316	(352,091)
Payments to employees		(2,408,542)	(1,981,489)
Finance Costs		(4,943)	(33,779)
<b>Net cash generated from operating activities</b>	15	<b>2,734,633</b>	<b>1,039,161</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Proceeds from Sale/(Payment for Purchase) of Property, Plant & Equipment		(194,756)	(29,974)
<b>Net cash used in Investing Activities</b>		<b>(194,756)</b>	<b>(29,974)</b>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
Proceeds from/(payment to) Borrowings		(583,358)	(43,440)
<b>Net cash used in Financing Activities</b>		<b>(583,358)</b>	<b>(43,440)</b>
<b>Net Increase/(Decrease) in cash held</b>		<b>1,956,519</b>	<b>965,747</b>
Cash at the beginning of the financial year		2,952,334	1,986,587
Cash at the end of the financial year	2	<b>4,908,853</b>	<b>2,952,334</b>

## **GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE, 2018**

#### **NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

The financial report is a special purpose financial report prepared to satisfy the financial reporting 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 alter 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, 2018**

**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, 2018

#### NOTE 1: STATEMENT OF ACCOUNTING POLICIES (cont.)

##### (k) New and Amended Accounting Policies Adopted

The Co-Operative have elected to early adopt AASB 1058 (Income of Not for Profit Entities) and AASB 15 (Revenue from Contracts with Customers) effective 30 June 2017 utilising the cumulative effect method. The cumulative effect of transition is shown as an adjustment to retained earnings at the date of initial application and no adjustments are made to comparative figures.

AASB 1058: Income of Not-for-Profit Entities (applicable to annual reporting periods beginning on or after 1 January 2019).

This Standard is applicable to transactions that do not arise from enforceable contracts with customers involving performance obligations.

The significant accounting requirements of AASB 1058 are as follows:

- Income arising from an excess of the initial carrying amount of an asset over the related contributions by owners, increases in liabilities, decreases in assets and revenue should be immediately recognised in profit or loss. For this purpose, the assets, liabilities and revenue are to be measured in accordance with other applicable Standards.
- Liabilities should be recognised for the excess of the initial carrying amount of a financial asset (received in a transfer to enable the entity to acquire or construct a recognisable non-financial asset that is to be controlled by the entity) over any related amounts recognised in accordance with the applicable Standards. The liabilities must be amortised to profit or loss as income when the entity satisfies its obligations under the transfer.

An entity may elect to recognise volunteer services or a class of volunteer services as an accounting policy choice if the fair value of those services can be measured reliably, whether or not the services would have been purchased if they had not been donated. Recognised volunteer services should be measured at fair value and any excess over the related amounts (such as contributions by owners or revenue) immediately recognised as income in profit or loss.

The transitional provisions of this Standard permit an entity to either: restate the contracts that existed in each prior period presented in accordance with AASB 108 (subject to certain practical expedients); or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application. For this purpose, a completed contract is a contract or transaction for which the entity has recognised all of the income in accordance with AASB 1004: Contributions.

AASB 15: Revenue from Contracts with Customers (for not-for-profit entities, the Standard mandatorily applies to annual reporting periods beginning on or after 1 January 2019 (as deferred by AASB 2016-7: Amendments to Australian Accounting Standards – Deferral of AASB 15 for Not-for-Profit Entities), with earlier application permitted)

When effective, this Standard will replace the current accounting requirements applicable to revenue with a single, principles-based model. Apart from a limited number of exceptions, including leases, the new revenue model in AASB 15 will apply to all contracts with customers as well as non-monetary exchanges between entities in the same line of business to facilitate sales to customers and potential customers.

The core principle of the Standard is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for the goods or services. To achieve this objective, AASB 15 provides the following five-step process:

- identify the contract(s) with a customer;
- identify the performance obligations in the contract(s);
- determine the transaction price;
- allocate the transaction price to the performance obligations in the contract(s); and
- recognise revenue when (or as) the performance obligations are satisfied.

The transitional provisions of this Standard permit an entity to either: restate the contracts that existed in each prior period presented per AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors (subject to certain practical expedients in AASB 15); or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application.



## GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
<b>2. Cash and Cash Equivalents</b>			
<b>Current:</b>			
Cash on hand		256	334
Term Deposits		4,440,257	-
Cash at bank		468,415	2,952,000
		4,908,928	2,952,334
<b>Reconciliation of Cash:</b>			
Cash and cash equivalents		4,908,928	2,952,334
<b>3. Trade and Other Receivables</b>			
<b>Current:</b>			
Trade Debtors		158,067	46,978
Less: Provision for Impairment		-	-
		158,067	46,978
<b>4. Other Assets</b>			
<b>Current:</b>			
Prepayments		9,743	545
		9,743	545
<b>5. Property, Plant and Equipment</b>			
Land (Independent Valuation 2017)		2,470,000	2,470,000
		2,470,000	2,470,000
Building (Independent Valuation 2017)		3,895,000	3,895,000
Less: Accumulated Depreciation		(97,375)	-
Less: Government Equity		(607,600)	(607,600)
		3,190,025	3,287,400
Total Land and Buildings		5,660,025	5,757,400

# GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
<b>5. Property, Plant and Equipment (Cont)</b>			
Plant & Equipment (at cost)		361,145	318,294
Less: Accumulated Depreciation		(275,524)	(246,586)
		85,621	71,708
Motor Vehicles (at cost)		416,566	425,117
Less Accumulated Depreciation		(216,385)	(357,889)
		200,181	67,228
Office Furniture and Equipment (at cost)		285,999	373,819
Less Accumulated Depreciation		(187,930)	(238,372)
		98,069	135,447
Work in progress		7,041	-
Total Property, Plant and Equipment		6,050,937	6,031,783
<b>6. Trade and Other Payables</b>			
<b>Current:</b>			
Trade Creditors		87,842	47,381
Sundry Creditors & Accrued Expenses		48,300	55,848
Payroll Liabilities		30,658	22,047
GST Liability		232,932	109,083
Grants in Advance	1(k)	2,064,962	517,361
		2,464,694	751,720
<b>7. Employee Provisions</b>			
<b>Current:</b>			
Annual Leave		164,086	149,014
Provision for Long Service Leave		164,427	150,430
<b>Non Current:</b>			
Provision for Long Service Leave		22,650	30,821
		22,650	30,821
		351,163	330,265



# GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
<b>8. Borrowings</b>			
<b>Current:</b>			
Bank Loan Secured		-	43,440
<b>Non Current:</b>			
Bank Loan Secured		-	539,918
		-	583,358
		-	583,358

### 9. 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.

### 10. 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 and National Australia Bank a second mortgage over 135 Kepler Street Warrnambool Vic 3280. 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

### 11. 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, 2018.

# GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018	2017
		\$	\$
<b>12. Commitments</b>			
<b>a) Operating Lease &amp; Other Commitments</b>			
Motor Vehicle and Managed Print Services			
Payable - minimum lease payments			
- not later than 12 months		29,388	-
- between 12 months and 5 years		43,263	-
		72,651	-
		72,651	-

### 13. 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

	2018	2017
	No.	No.
\$0 - \$9,999	-	-

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

**Lee Morgan**

**Brian Davis**

**Louise Wackett**

**Robert Eccles**

**Billy McGuinness**

**Shane Bell**

**Tristin DeBono**

**Joseph Chatfield**

### 14. 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 (previous Director of the Co-Operative), 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.



## GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

	2018	2017
	\$	\$
<b>15. Cash Flow Information</b>		
<b>Reconciliation of Cash Flow from Operations with Profit</b>		
Profit from ordinary activities after income tax	945,446	167,095
<b>Non-cash flows in profit:</b>		
Depreciation	151,774	171,242
Net (loss)/gain on sale of assets	17,469	(2,102)
Write Down of Assets	6,359	13,964
Adj Government Equity in McKnight Street	-	186,620
<b>Changes in assets and liabilities:</b>		
(Increase)/Decrease in Receivables	(120,287)	10,813
Increase/(Decrease) in Payables	1,712,974	492,202
Increase/(Decrease) in Provisions	20,898	(673)
	<b>2,734,633</b>	<b>1,039,161</b>
<b>Cash flows provided by operating activities</b>	<b>2,734,633</b>	<b>1,039,161</b>

#### 16. Entity Details

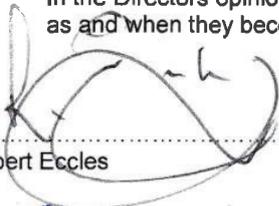
The registered office and principal place of business is 135 Kepler Street, Warrnambool Vic 3280.

**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 2018 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 3 September, 2018.



**Warrnambool**

257 Timor Street  
P.O. Box 217  
Warrnambool VIC 3280  
Tel: 03 5564 0555  
Fax: 03 5564 0500  
Ausdoc DX: 28026

**Camperdown**

142 Manifold Street  
Camperdown VIC 3260  
Tel: 03 5557 0333

**Colac**

73 Gellibrand Street  
Colac VIC 3250  
Tel: 03 5231 1527

**Hamilton**

50 Thompson Street  
Hamilton VIC 3300  
Tel: 03 5551 3111

**Mount Gambier**

9 Wehl Street South  
Mount Gambier SA 5290  
Tel: 08 8724 0399

**Casterton**

72 Henty Street  
Casterton VIC 3311  
Tel: 03 5581 1000

**Mortlake**

108 Dunlop Street  
Mortlake VIC 3272  
Tel: 03 5599 2244

**Port Fairy**

62 Sackville Street  
Port Fairy VIC 3284  
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**Terang**

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## 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 2018, 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 2018 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.

## **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.

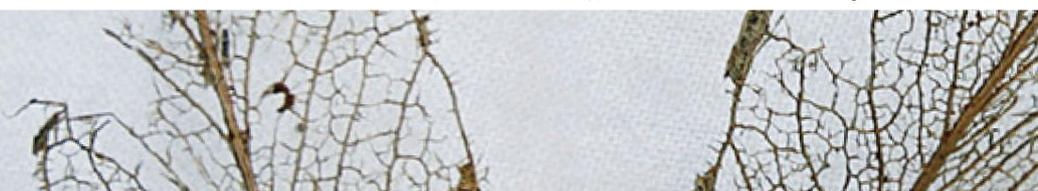
In preparing the financial report, the responsible entities are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either 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 5 September, 2018

257 Timor Street  
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