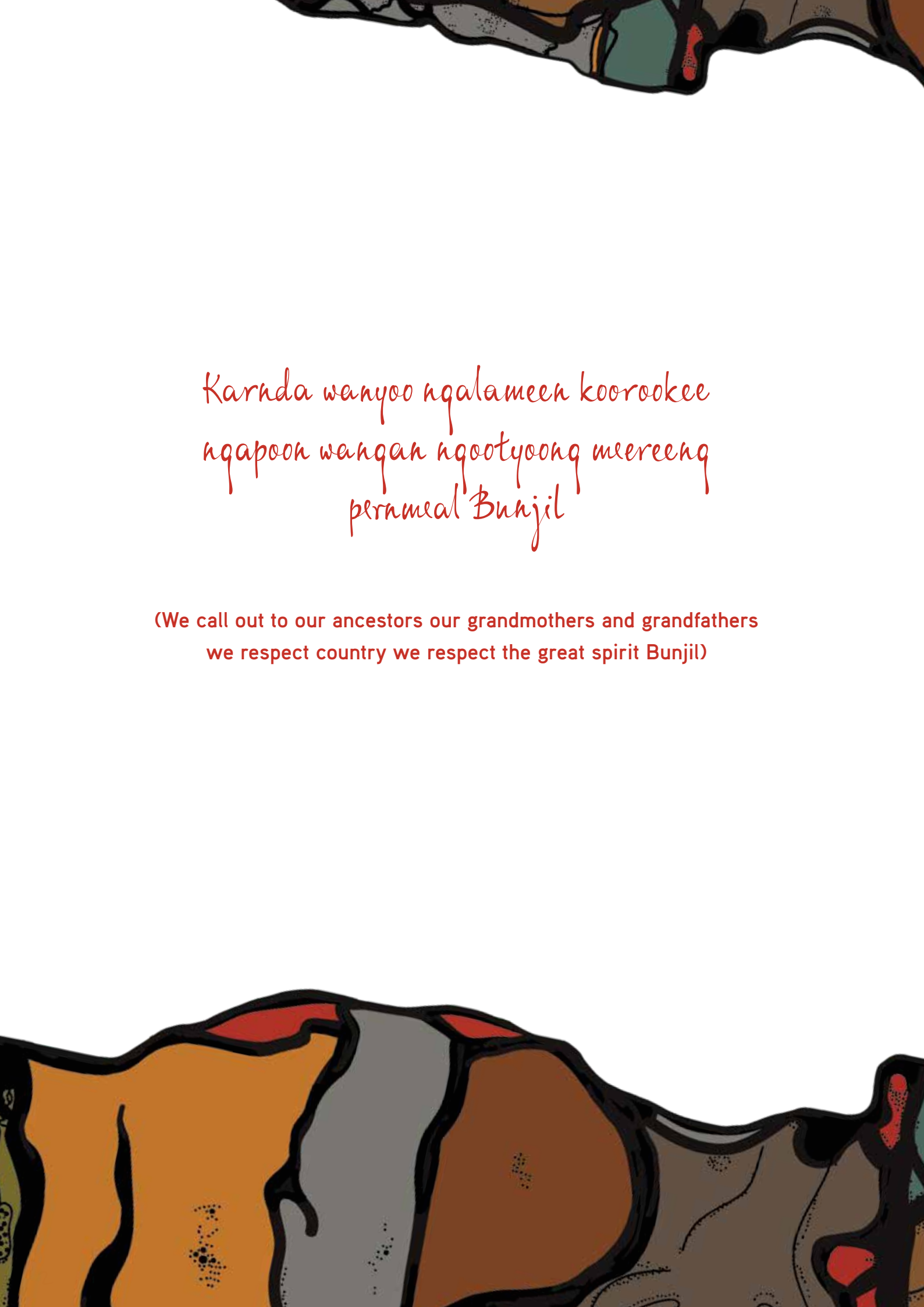


A photograph of a Ginditjmara Aboriginal man in traditional attire. He is wearing a headdress with several feathers and has extensive body paint in shades of red, orange, and white. He is holding a wooden staff and a rope. The background is a plain, light-colored wall.

GUNDITJMARA ABORIGINAL COOPERATIVE

ANNUAL REPORT 2019-2020



Karnda wanyoo ngalameen koorooke
ngapoon wangan ngootyoong meereeng
perameal Bunjil

(We call out to our ancestors our grandmothers and grandfathers
we respect country we respect the great spirit Bunjil)





CHAIRPERSON'S REPORT

Ngata,

On behalf of the Gunditjmara Aboriginal Cooperative Board of Directors, I am proud to present the Gunditjmara Annual Report for the 2019/20 year.

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

This year has been particularly challenging for all our staff and the community with the onset of the COVID 19 pandemic.

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

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

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

Finally, to my fellow Board Members and our CEO, I would like to extend my sincere thanks for your unwavering commitment and valuable contributions and willingness to go online for our meetings to ensure the safety of our community. A special thank you to Shane Bell for stepping in as Acting Chairperson when I was ill. It is a pleasure working with you all. Together we will achieve our Vision of a united, strong, proud and healthy community.

Wurruk



Robert (Locky) Eccles

Board Chairperson



CEO Report

Ashley Couzens



Ngata all,

Ngata all,

Firstly, I wanted to acknowledge and take a moment for all those family members who have lost loved ones this year. This has been a challenging time due to the restrictions that haven't enabled us all to grieve as we normally would our way. I wanted to pay my respects and we send our thoughts and strength to you all.

I am pleased to present the Annual Report on behalf of the Gunditjmarra Aboriginal Cooperative for the 19/20 AGM.

Wow, what a year. 2020 has been the most challenging time in Gunditjmarra's history and has tested the strength and resilience of all of us.

I would like to thank our Board members who stood strong and provided me with the ongoing support to assist us all in meeting the demands during this ongoing pandemic.

Gunditjmarra has, and continues to respond, to the ongoing COVID 19 pandemic efficiently and professionally to ensure that our goal has and always remains the safety of our community. There are many factors that lead to our organisation's strong ability to respond to this virus including:

- The investments pre-COVID in strong reliable IT systems to allow us to react and work virtually and remotely to enable us to continue to provide services to community
- The strength of the Board support to all staff and management
- Our internal quality and emergency response committee
- Gunditjmarra's strong COVID Safe Pandemic Plan
- Our dedicated and driven staff who adapted to the new environment whilst being innovative and putting community first
- The strength, understanding and support from our community and members

- The strong relationships with other ACCHOs across the region
- Our frontline Medical staff whose commitment to our community during this time is something to be admired and respected by all

KEY ACHIEVEMENTS:

- Retention of Gunditjmarra staff during the pandemic
- Finalisation of our new strategic plan 2020-2025
- Our staff going above and beyond during this challenging period
- Big Build Housing stock upgrade funding for our housing stock \$600,000
- Phase 1 successful funding allocation of \$1.5 million to enable us to begin construction of our new Medical facility
- The upgrade and facelift to our Kepler Street office site
- Aboriginal employment targets currently at 50% in line with our new strategic plan which has been achieved already but will be determined to increase this further in the next 12 months
- Aboriginal Staff began their Diploma in Community Services under our Workforce development program
- Our successful funding allocation for the NDIS services for our community
- We are nearing site identification and endorsement for our proposed Aboriginal Women's refuge
- Ongoing review and implementation of our organisational restructure to help unlock the potential of the organisation and position it for greater growth

The ability to continue to adapt and restructure, recruit staff and build on new funding opportunities and new projects has clearly shown a bright future for our organisation during this pandemic.

Financially, this year saw funding for 2019/20 at \$6,489,047 an increase from \$5,909,331 the previous year.

Surplus for the year (19/20) was \$1,324,359 compared to last year surplus of \$1,775,747. Gunditjmara remains in a strong financial position to ensure we place ourselves in readiness for our Kepler street future redevelopments.

I would lastly like to thank you all for your support and patience during this tough time and look forward in continuing to be a part of a strong and proud organisation.

Woorook

Ashley Couzens
CEO





The BOARD



Bernice Clarke

"Back in 1979 I brought the attention of community members to forming a committee to look at establishing a co-operative in the Warrnambool District. Since then I have been highly involved with the Gunditjmarra Cooperative, being on the Board frequently over the many years. I have seen it grow into what it is today. Management are doing an extraordinary job. Keep up the wonderful work".



Brian Davis

"As an experienced Board member of other NFP organisations and as a member of Gunditjmarra since its beginning I felt I had a lot to contribute to the Board".



Lee Morgan

"I am part of, and give my time to, the Gunditjmarra Board as I'm a very proud community member and have a long standing connection through my mother Bernice Clarke. As well as other uncles/aunties and relations who were a part of the very first meetings to create what we know today as the Gunditjmarra coop. Also to be a part of creating a thriving community organisation of pride culture and knowledge for our younger ones."



Shane Bell

"My reason to be involved with the board is to be an advocate in the conversations and aspirations the community have towards self-determination."



Jacinta Rose

"I have learned a lot being on the board of Gunditjmara Co-operative. It has allowed me to be able to support our local community and organisation, which is important to me"

.....



Joey Chatfield

"To have a strong voice for community and self-determination".



Locky Eccles

"I have been involved with the co-op since the beginning. As an Elder of the community I strive to ensure that all our members are enabled to be happy, healthy and safe."



BELONGING TO PERSON

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

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

The Cooperative was incorporated in 1982 and now delivers a wide range of culturally appropriate health and wellbeing services at all life stages – from cradle to grave. The Cooperative has more than 300 members and more than 70 staff members.

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

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







OUR FUTURE

Our Strategic plan maps out our commitment to strengthen our business and build better links with the community. The Board is reviewing the Plan for the next five years and plans to release it by the end of 2020.

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

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

Strategic Goals

PEOPLE

– As Individuals our People are Healthy and Strong

Rationale

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

Objectives

- Respond to identified health needs of people of all ages, in a holistic and family oriented way that directly improves health outcomes for the community and their families
- Initiate and develop educational programs that support an 'active service model' rather than an overreliance on clinical Services
- Strengthen the health workforce to better identify and respond to the health needs of our Community
- Enhance systems that improve collaborative approaches to health and wellbeing services including partnerships across the agency and with non-Aboriginal services

COMMUNITY

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

Rationale

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

Objectives

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

ORGANISATION

– As a Community Controlled Cooperative our Organisation is Skilled and Effective

Rationale

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

Objectives

- Strengthen governance and management arrangements that enable the organisation to meet ongoing changes within and external to our organisation
- Ensure the long-term financial sustainability of the organisation by managing resources effectively and developing new opportunities and social 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 GAC our aim is to improve the health and social welfare for the Warrnambool Aboriginal and Torres Strait Islander communities and to ensure our long-term sustainability by creating new economic opportunities.

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

Vision Statement

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

Purpose

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

Values

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





OUR PRIMARY ACTIVITIES

The following programs were provided to the Gunditjmara community in 2019-20:

CORPORATE SERVICES

Administration
Finance and Asset Management
Quality, Risk and Compliance
People and Wellbeing

PRIMARY HEALTHCARE SERVICES

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

ELDERS AND HOME CARE SERVICES

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

COMMUNITY SERVICES

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

CHILDREN'S SERVICES

Koori Youth Justice Program
Integrated Family Services
Better Futures Program
Kinship Care
Aboriginal Family Led Decision Making
Koori Pre-school Program
Koorramook Playgroup
Cultural Support Planning
Targeted Care Packages
Cradle to Kinder
Maternal and Child Health Program
Community Midwife



CORPORATE SERVICES



Introduction

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

The second half of 2019 saw the implementation of our new accounting system Oracle Netsuite.

The software has been enthusiastically embraced by all staff as a user friendly and accurate way to track employee work hours and purchase orders.

We also welcomed aboard our new technical support business called ABSH. Based in Tullamarine in Melbourne the team at ABSH have proven to be a wealth of knowledge and support in all things IT.

Combined with an ongoing upgrade of computers and our own servers, our staff have welcomed the change.

Our Super Corporate Team

Chief Executive Officer	Ashley Couzens
Executive Director Primary Healthcare	Julianne Crow
Executive Director Finance	Tafadzwa Chitava
Finance Office	Margaret Revell
People & Wellbeing Manager	Susan Kay
People & Wellbeing Officer	Elizabeth Pinson
Quality, Risk and Compliance Officer	Raelene Keneally
Workforce Development Coordinator	Samantha (Mandy) Hamilton
Workforce Learning Support Worker	Peter Corke
Executive Assistant to the CEO	Annette Ludeman
Administration Officer	Doreen Austin
Administration Officer	Shylee Corrigan

People & Wellbeing Report

The number of employees continue to grow at Gunditjmarra. The year started with approximately 59 staff and increased to 71 by the end of the financial year, a 28% increase on the previous year. There was also an increase in the number of Aboriginal staff employed averaging out to around 42.5%, in comparison with total workforce numbers. The increase in staff has occurred across all teams within the organisation.

Recruiting for the Aboriginal specific roles and manager and team leader roles remain challenging to fill.

There has been considerable focus on workforce development this year. A Workforce Development Coordinator was employed in September to drive the roll out of the Diploma of Community Services.

Unfortunately several delays impacted the commencement of the Diploma including reduced AWDI funding, unexpected capped numbers at RTO's for enrolments on the Diploma of Community Services, and then Covid 19 which put a stop to all training! At times we wondered if the Diploma was ever going to get going.

During Covid 19 we entered into discussions with VACCHO to deliver the training late 2020 and we are confident VACCHO will deliver a high level of cultural safety for our students. Deadly job Mandy for progressing the Diploma Community Services!

In June 2020 a Workforce Learning Support Officer was employed to assist staff and community members undertaking accredited training activities to successfully complete their studies.

As with all areas across the organisation, Covid 19 impacted the People and Wellbeing program at Gunditjmarra; recruitment was put on hold for the second part of the year. All Kepler St staff migrated to home offices and got to grips with working from home. Everyone got the hang of Teams networking platform and conducting virtual meetings. The level of support and caring for fellow staff was in abundance across the organisation. Big shout out to our front of house reception staff for the phone service provided from their homes, with limited resources. Concerned about staff wellbeing and mental health, we conducted a Staff Wellbeing survey in June 2020 to gauge staff wellbeing and to gather input for Gunditjmarra's staff wellbeing program.

A special thanks to Liz Pinson throughout the year for her human resources work and the administration support to corporate services and our valued Board Members and Chairperson.

Quality Risk and Compliance Report

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

The organisation passed its interim audit in early 2020 with flying colours.

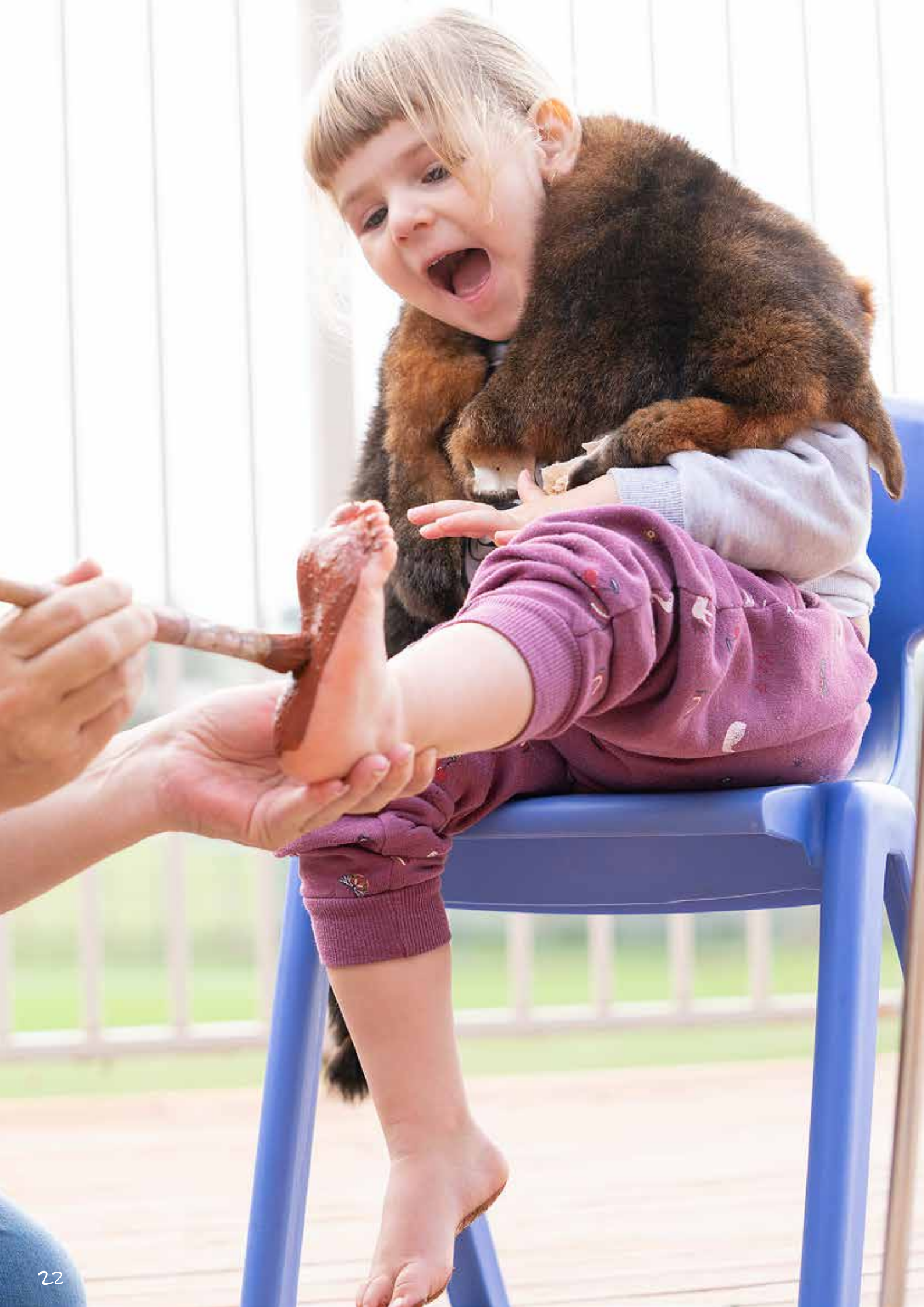
The Medical clinic was due to undergo RACGP accreditation during 2020 but this has been delayed until 2021 due to the pandemic.

This has seen much work done by all Medical centre staff, our QRC officer and People and Wellbeing. The clinic swapped from Communicare to Best Practice software in 2019 and this has proven to be a great decision in terms of Risk and Compliance. Whilst needing a lot of work to originally set up, it is a much better system.



Acknowledgement of long serving Gunditjmarra employees

Name of Employee	Title	Commenced	Years of Service
Glenda Thompson	Manager, Elders and Home Care Services	1st. April 1997	23
Beverley Harrison	Medical Transport Officer	28 May 2001	19
Georgina Taylor	Aboriginal Health Practitioner	1 July 2001	18
Annette Ludeman	Executive Assistant to CEO	5 July 2004	15
Frances Cornelissen	Elders and Home Care Support Worker	9 November 2004	15
Kenneth Brown	Tackling Indigenous Smoking / Health Worker	2 July 2007	12
Roslyn Britton	Senior Aboriginal and Family Led Decision Making Community Convenor	3 September 2007	12
Jenny Sack	Medical / Administration Receptionist	15 October 2007	12
Jarrold Clarke	Alcohol and Other Drugs Case Worker	12 July 2010	9
Jonathan Hogge	Team Leader, Housing & Property / Social Support Group Coordinator / Home Care Support Worker	31 August 2010	9
Margaret Revell	Finance Officer	7 May 2012	8



CHILD, YOUTH & FAMILY SERVICES



Introduction

The Child, Youth & Family Services team aim to strengthen Aboriginal self-determination and support the goals of Aboriginal children, young people, adults & families through:

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

From its formation in early 2018, this team has continued to grow and expand the programs it is offering. We now include a wide variety of programs including Kinship Support, Cradle to Kinder, AFLDM, Better Futures, Cultural Support Plans, Integrated Family Services, Koori Preschool Support, Koorramook Playgroup, Targeted Care Packages Program, Koori Youth Justice, Koori Maternity Services and the Aboriginal Maternal and Child Health Initiative.

Engaging children, from birth to age 21 and their families, we support them through challenging times. Where DHHS is involved, or there has been a break down in family dynamics, we can provide short to long term case management that enables families to become strong, self-sufficient and empowered and remain connected to community and culture.

Our programs are all culturally sensitive. Each child, and their family, is provided with a personalised and targeted plan that includes support from whichever programs are appropriate.

This year the Gunditjmara Child, Youth and Family Services team worked closely alongside community to reintroduce the traditional Ngarakeeton ceremony.

The event was planned alongside community, with a committee made up of Aboriginal and non-Aboriginal staff, Traditional Owners of Gunditjmara country and other parts of Australia, community members and organisers from the previous Naming Day Ceremony held on Gunditjmara country. Community played a vital role in the organising and running of the event, including:

- Local artists designed the invitations
- The Elders Activity shed created frames to commemorate the event

- The chairman of the Gunditjmara Board performed the welcome to country. He spoke of its importance and how special to have it on such a significant cultural site for Gunditjmara people
- A local youth group performed traditional dance
- Families from the Integrated Family Services and Cradle to Kinder programs helped to set up and cook the BBQ
- A local artist sang traditional songs, including a lullaby that his Mother, an Elder who was in attendance on the day, had sung to him as a baby
- Local women painted ochre on communities faces and Gunditjmara staff painted ochre on baby's feet to put on paperbark and keep in frames to commemorate the day

The Ngarakeeton ceremony was held on country, at a site of cultural significance for Gunditjmara people. Over 200 people from across Victoria came together for the Ceremony, with Traditional Owners travelling from Mildura, Geelong and Melbourne- bringing their children and grandchildren back to their country. A profound moment during the smoke ceremony was when a grandmother held her newly born granddaughter amongst the smoke and said, "welcome to our country".

The outcomes of this day have been continuous, widespread and overwhelmingly positive. Working alongside community throughout the entire process built trust, while Traditional Owners and local artists felt empowered, recognised and appreciated. In addition, families and little ones experienced a positive connection to place and community, while non-Aboriginal family members increased their cultural understanding. Service providers and clients had an opportunity to positively connect and discuss ideas and feedback on Gunditjmara's programs. As a result, Gunditjmara will begin piloting free parenting education & support sessions for mums, dads and carers. The Ngarakeeton ceremony united community, showing that cultural connectedness is one of the best protective factors to keep children safe and within their families.

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



Our amazing Children's Services Team

Manager, Child, Youth and Family Services
Skye Munro

Team Leader
Danny Pearson

Senior Aboriginal & Family Led Decision Making Community Convenor
Ros Britton

Midwife
Maryanne Purcell

AMCHI
Rebecca Clayton

Cradle to Kinder Case Worker
Kate Van Dijk

Senior Kinship Carer Case Worker
Kellie Rogers

Kinship Case Workers
Sally Goulet
Donna Chatfield

Senior Integrated Family Services Case Worker
Kim Wilson

Integrated Family Services Case Workers
Stephanie Cannon
Ondine Green

Advisor – Cultural Planning
Natasha Douglas

Koori Preschool/ Koorramook Playgroup Leader
Bronwyn Ferguson

Targeted Care Packages Coordinator
Ebony Weetra

Targeted Care Packages Key Worker
Madi Grey

Cultural Mentor
Brian Dixon

Better Futures Case Worker
Hayley Harrison

Aboriginal Family Led Decision Making

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

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

Who is eligible for the AFLDM Program?

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

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

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

Why should the Child's Family be involved?

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

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



What happens before the AFLDM Meeting?

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

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

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

The processes of conducting an AFLDM meeting are:

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

Cultural Planning

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

Aims and Objectives

The 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 we do this

- Be part of each Care Team where there is no other Aboriginal person in the care team or support is required
- Contribute to care team meetings
- Actively participate in drafting and reviewing Cultural Plans
- Provide the final Cultural Plan to the CEO of Gunditjmara for endorsement



- The Regional Senior Advisors' key performance indicators, which are:
 - Number of care teams developing a cultural plan where the Senior Advisor-Aboriginal Cultural Planning has direct input - 40
 - Number of endorsed Cultural plans - 50
 - Number of Care Team meetings I have been involved in – 20 (Regional)

Key Achievements

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

Training/Forums

Each year a State-wide forum for Cultural Advisors is co-ordinated by our State Coordinator at VACCA. This year the forum was conducted online!

Topics included were:

- Innovative Good Practice, What makes a good Cultural Plan? How to support "difficult conversations"
- Practice Guide Standards, Journey into care, looking after yourself.
- Role of ACSASS local workers (Lakidjika), Victorian Aboriginal Child Care Agency (VACCA)
- 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, Portland, Hamilton and Winda-mara

Department of Health and Human Services (Child Protection)

- Brophy Family Youth Services (Foster Care and Kinship Care)
- Mackillop Family Services (Foster Care and Kinship Care)
- Link up Services
- Aboriginal Organisations as required, Local Traditional Owner Groups, Local Koori Engagement Support Officers (KESO's)
- Aboriginal Family Led Decision Making (AFLDM) / Kinship / Family Services / Leaving Care /Playgroup (Gunditjmara Cooperative)

Cradle To Kinder Program

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

Aims and Objectives

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

- Strengthen connection with community and culture
- Promote bonding and attachment and healthy parent child relationships
- Promote child development, improving child health and well-being
- Promote child safety and stability



- Strengthen parenting capacity and mental health outcomes
- Build strong communication skills and problem solving
- Support parents with building self-reliance and sustainability through education, vocational training and employment
- Engage parents with antenatal and postnatal care services, maternal health services and early childhood services

How we do this

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

- Providing up to date information around ante and post-natal development
- Role modelling and educating strong parenting choices and behaviours
- Advocacy
- Education of developmental areas for babies/children and how to best meet their needs
- Intensive & Specialised Case management
- Transport
- Counselling
- Referrals
- Mental Health support
- Personal support
- Housing
- Community development and education
- Early intervention strategies prevention
- Routines and Boundary strategies
- Liaising with schools/child care centers
- Access information on housing, legal advice, income support, financial counselling, childcare, parenting, court support or other individual services as required

Key Achievements

- Cradle to Kinder Program has the capacity to work with 4 families at a time. Throughout the last year C2K have serviced 11 families from July 2019 to June 2020 providing 1749.15 hours.
- Ngarakeeton Ceremony
- Formed strong links with Kooramook Koori Playgroup

- Developed an Indigenous resource kit to ensure that families have access to culturally appropriate information & resources
- Implemented baby photo shots that have strong cultural focus (if parents choose)

Training undertaken for Reporting period

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





Kinship Care and First Supports Program

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

Aims and Objectives of the Kinship Care Program

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

- Identify training and support needs of the carer
- Liaise between carers and DHHS
- Lead the care teams
- Identify possible services needed for the family and facilitate referrals to services
- Maintain contact and connectedness between the children and their parents
- Provide Culturally safe case management to children and their families

Aims and Objectives of the First Supports Program

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

How we do this

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

- Advocacy
- Case management
- Transport
- Counselling
- Referrals
- Mental Health support
- Personal support
- Housing
- Community development and education
- Early intervention strategies prevention

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

Key Achievements

- The Kinship Care team have provided support to 16 families
- We have provided intensive case management to 2 family preservation orders where the kids were returned to their parents care after a substantial amount of time in the OOHC system and both orders have finished.
- We have provided flexible brokerage and family services support to 8 first supports placements
- We have supported two young people in their transition from Kinship care to Better futures and independent living.

Training undertaken for Reporting period

- MARAM Training
- LAC Processes training
- Supervision training
- DV Alert Training
- Grant Writing Workshop
- First Aid/CPR
- Covid-19 Infection control training
- Hand Hygiene Training
- Mindfulness training
- Change Management training

Integrated Family Services (IFS) Program

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

Aims and Objectives

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

How we do this

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

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

Key Achievements

- The IFS team have provided support to 36 families totalling 5169.07 hours
- Provided “Intensive” support through the intensive case worker, for advocacy and strengthening parent/carers in the DHHS system

- Built strong networks through the Allocations, Direct services and service development meetings
- Extended the size of our working team to two full time IFS and one Senior Intensive case manager
- Built strong relationships with Child Protection DHHS for better outcomes with our families

Training undertaken for Reporting period

- Alliance Induction Training
- Bridges Out of Poverty Training
- COVID-19 Infection Control
- Family Violence Multi Agency Risk Assessment and Management Framework (MARAM) Training Modules 1-4
- Hand Hygiene
- Update CPR/First Aid Training
- COVID-19 PPE Gear Training



Koori Pre-School and Koorramook Playgroup Programs

The Koori Pre School Assistant (KPSA)

The Koori Pre School Assistant role continued to provide onsite sessions to kindergarten programs with Aboriginal enrolments throughout the second half of 2019. Teachers from many centres have provided Gunditjmara with support letters for the KPSA program, showing that it is a valuable service that they are happy to be receiving.

We continue to have regular meetings with representatives from the Department of Education in regards to reporting and any changes to the role.

In 2020, the role of Koori Pre School Assistant has seen a vastly different year in its service provision to the Early Childhood Learning Centres.

We have expanded the service to include Corangamite and more Moyne Shire centres with Aboriginal children enrolments. We aim to provide a much needed valuable and strengthening Cultural presence to kindergartens and also to the Early Learning Centres with kindergarten programs.

Centres only received one or two visits at the start of term 1 before restrictions set in and we were unable to go into the kindergartens. At the commencement of term 2, we recorded videos of stories, songs and Cultural activities that were forwarded to all centres on our mailing list. This form of service delivery is still continuing at this stage.

We have also kept in contact with all centres (26 centres) through emails and phone calls to provide teachers with support so that they can continue providing Cultural activities in their curriculum. Of these 26, 20 have Aboriginal enrolments. Of those 20, four kindergartens have 2 separate groups with Aboriginal children enrolled.

The Koorramook Playgroup

Playgroup continued to be well supported through the second half of 2019 and we went to the Cobden Mini Trains for our Christmas breakup. Everyone who attended had a great time, children and adults alike.

In 2020 we kicked off our playgroup sessions at the end of January. At that time we had an average of 6 families which included 9 to 10 children attending our Friday morning sessions.

In March we had to stop the onsite sessions and started providing videos clips of stories and songs on the Playgroup Facebook page at the start of April when Covid restrictions were set in place. In May, we started providing 'Live' playgroup sessions on the Facebook page.

This has been a great success as we discovered that even families who cannot always make it to the onsite playgroup sessions for various reasons, were able to access the live sessions at a time that was convenient for them.

These sessions include:

- Acknowledgment to Country
- Local language
- Stories
- Songs
- Craft ideas for the children

The live sessions have continued through term 2 and the children are able to interact and join in with the songs and actions in their own homes. Families have posted photos of their children watching playgroup on the facebook page.

We continue to promote and encourage a Cultural program into the sessions.





Koori Maternity Services

The Koori Pre School Assistant (KPSA)

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

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

Care of women is delivered in partnership and strong collaboration with local maternity services, antenatal clinics, midwives, GPs, Maternal and Child Health and internal programs/services within ACCHO's.

Evidence based and best practice antenatal, intrapartum and postnatal care with strong foundations in Aboriginal knowledge was provided to 45 women and their families July 2019 to June 2020. This was a 15% increase in throughput for the service from the same period in the previous financial year.

Of the 45 women who received care from KMS- there were 33 (57% increase from 2018-2019) births. Gunditjmarra 13 - births, Winda-Mara - 16 births, Kirrae - 3 births and Dhuawurd-Wurrung - 1 birth.

Labour and birth support was provided for 3 women.

Currently the service is providing ongoing care for 19 women and their families. KMS works flexibly to improve equity of access to antenatal and postnatal care.

AMCHI – Aboriginal Maternal & Child Health Initiative

Aims and objectives

- Ensure our community is aware of Maternal and Child Health services
- Increase and maintain the engagement of Aboriginal families to attend and receive Maternal and Child Health services
- Provide a culturally safe service
- Educate MCH staff on service delivery to Aboriginal families and community
- Develop a strong working partnership with Warrnambool City Council and MCH staff

How this is accomplished

- Regular contact is kept with individuals and families
- Clients/families are supported to attend each Key Age and Stage (KAS) visit
- Cultural Care Coordinator (CCC) attends or supports KAS visits where possible
- Vulnerable families are provided with extra care where needed and an enhanced program setting
- Cultural safety and cultural awareness training are made available for MCH staff
- Continuity of service is offered to pregnant women who engage with the Koori Maternity Service in that the CCC will be supporting their journey from pregnancy until their child is pre-school age
- A flexible approach to MCH delivery is available through our “no wrong door” option. This means the family chooses a culturally safe venue for their KAS visit, Gunditjmarra, home, clinic etc

Outcomes and achievements

- The AMCHI program has over 40 clients from 27 families
- Recent feedback from MCH management is that the increase of Aboriginal families engaging their KAS visits is up to 40 percent, approximately 80% of Aboriginal families in the Warrnambool catchment area are receiving services from MCH with the help from AMCHI
- Clients who are involved in our program are supported with any additional needs such as, child immunization, speech therapy, early start kinder, ATSI health checks, GP and specialist medical appointments, playgroup etc



Better Futures

Better Futures aim is to engage earlier with care leavers, supporting them to have an active voice in their transition planning, and providing culturally appropriate individualised supports both in-care and post-care across a range of life areas including housing, health and wellbeing, education, employment, and community and cultural connections.

Better Futures, was previously known as Leaving Care Support Services.

Better Futures includes:

- Direct case work support
- Information and advice
- Access to flexible funding

Eligibility

To be eligible for Better Futures, a young person must be 15 and 9 months, be in out-of-home care on a Care by Secretary Order, a Long-Term Care Order or a Family Reunification Order.

Young people aged between 18 and 21 are eligible for post-care support through Better Futures.

Referral

All eligible young people in care aged between 16 years and 18 years are referred to their local Better Futures provider.

In care

The Better Futures worker engages proactively with the young person as they are about to turn 16 years and assists them as they transition to independence up until the age of 21 years.

Better Futures worker provide a secondary consultation to the care team – lending expertise to the transition planning process, identifying goals and actions for inclusion in the 15+ Care and Transition Plan.

The Better Futures worker does not assume lead responsibility for case work support while the young person is subject to a statutory order – support gradually increases as the young person prepares to transition – 6 months prior.

In limited circumstances the Better Futures worker will provide direct support to young persons in care

Flexible funding

Better Futures worker will have access to flexible funding to support achievement of goals that directly relate to transition.

Post Care

The Better Futures worker provides case work support to young persons up to 21 years of age who have been in care services.

Flexible levels of support

Depending on the young person's circumstances, the level of support received may be high, medium, or low levels of support, or be placed on active hold (quick check in). Capacity of the Better Future provider also determines the level of support.

Flexible funding (brokerage)

Through the Better Futures worker, the young person will have access to flexible funding to support their goals for independence.

Key Achievements in the Better Futures Support Program during Reporting period:

- Assisted young person to transition to independent living
- Assisted transition from foster care to Kinship care
- Helped with AFLDMs
- Assistance with budgeting, cooking skills, Centerlink, tax file numbers, Medicare cards and other identification needed
- Provided support in a culturally sensitive way
- Liaised with Brophy regarding Better Futures outcomes
- Advocated and liaised with schools on young persons' behalf
- Appropriate referrals put in place to achieve goals and desired outcomes

Training undertaken during reporting period

- Completed Covid 19 infection control information training
- PPE and hand hygiene training
- Successful completion of Diploma of Community services
- Family violence training
- Better Futures training
- Crissp training
- Litmos



COMMUNITY SERVICES



Introduction

Teamwork Makes the Dream Work

Ngata. We, the Community Services staff, are dedicated to working alongside individuals and their families to ensure we are empowering those who seek our support to make positive changes in their lives. We as a Team understand that one positive change for an individual has the possibility of acting like a ripple out to the wider community. We work closely with other Gunditjmara programs and partner with external agencies to ensure the best possible outcomes for individuals, families and our community. The Community Services team provides a holistic approach to care provision that considers not only the practical things that people need but also their cultural and emotional needs as well.

Our aim is to make sure that everyone who comes to us for support leaves being satisfied with the help they have received and that they feel a true sense of what wraparound care involves. We aim to strengthen community members to live safely and harmoniously within community so that we can grow a culturally vibrant and healthy community together.

It has been a challenging year for the community and for individuals for several reasons, but we have been here quietly working away providing contact, resources, and a helping hand to many who have reached out to us during this time.

Over the past twelve months Gunditjmara has expanded its Community Services programs with additional staff. We continue to offer to our community the following services:

- Women's Family Violence
- Men's Family Violence
- Aboriginal Tenancies At Risk
- Social and Emotional Wellbeing
- Alcohol and Other Drugs
- Local Justice Worker
- Cultural Safety Advice
- Family Violence Research Work

The Fantastic Community Services Team

Manager

Les Miller

Acting, Senior Practitioner Family Violence

Marnie Easton-Bylykbashi

Male Family Violence Support Worker

Nathan Douglas

Family Violence Housing Case Worker

Katrina Hurley

Aboriginal Tenancies At Risk Caseworker

Skye Pitts

Social, Emotional, Wellbeing Koori Youth Female Case Worker

Cody Chatfield

Social, Emotional, Wellbeing Koori Youth Male Case Worker

Coedie Carter

Social, Emotional, Wellbeing Koori Female Case Worker

Amber Briggs

Alcohol & Other Drugs Male Case Worker

Jarrold Clarke

Alcohol & Other Drugs Female Case Worker

Joanne Phillips

Alcohol & Other Drugs Counsellor

Barbara Brown

Cultural Safety Advisor - Strengthening Cultural Safety

Mendia Kermond

Project Officer - Family Violence Research

Charmaine Clarke

Local Koori Justice Worker

Simon Dart



Women's Family Violence Program

Supporting Women Survivors

The Gunditjmara Women's Family Violence program provides culturally sensitive, confidential, and professional support for vulnerable Aboriginal women who have been impacted by family violence. The service also supports partners of Aboriginal men who are experiencing family violence. The service provides support to the region including Portland, Heywood, Terang and Camperdown. It is our vision as a Team to enable all Aboriginal women and children living in South West Victoria to be safe and have lives free from family violence.

Aims and Objectives of our program

- To provide culturally sensitive services to Aboriginal women
- Assist women to make informed choices regarding their circumstances for the safety of themselves and their children
- Provide family violence education to our clients and the community
- Ensure our clients have access and advocacy for the services they need
- Promote the safety of women and children as the number one priority
- To provide women with access to safe and secure housing support

How we do this

- Case management
- Advocacy
- Referrals
- Counselling
- Court Support
- Championing personal reflection
- Providing support to access legal advice and cultural connection

Key Achievements

- The female family violence team has been enhanced with the addition of a Family Violence Housing Caseworker
- The Female Family Violence Team has provided support to 89 women in the last year
- Building stronger relationships with key stakeholders and other Aboriginal Cooperatives

- Undertaking specialist Family Violence Risk Assessment & Risk Management Framework (MARAM) Training
- Continuing cultural & family violence specific training to enhance our case work approaches & cultural safety
- During the COVID-19 restrictions there has been a focus on improving our documentation & cultural awareness practices through the use of self-audits and assessments

Women's Family Violence Housing Support

Supporting Women Survivors

Family Violence Housing Support is a recent addition to the Family Violence Team. It provides culturally safe, respectful, confidential, and professional support to women and their children who have experienced family violence and are also facing issues with their accommodation or housing as a result.

The aims and objectives of the Family violence component are the same as the women's family violence program.

Specific Housing Support

- Provide assistance to individuals and families who are homeless, or at risk of homelessness
- Provide assistance to access financial counsellors, legal services, health and welfare services, cultural services, income security, parenting and other services that will assist at risk tenants to address issues contributing to their risk of homelessness
- Advocate and provide support for tenants in both public and community housing
- Assist with Office of Housing complaints, appeals, VCAT and neighborhood disputes
- Support with any transitions from crisis to long-term housing
- Support to remain safely in your own home



Men's Family Violence Program

Supporting Men To Change Behaviours

The men's family violence program works with males who choose to use violence as a way to gain power and control over their partners. Our goal is to help break the cycle of family violence by addressing this issue from a cultural healing and accountability framework. We see that preventing family violence within our community is important so that the cycle is not repeated in the next generation of young men. Our objective is to engage and connect with men who use violence and challenge them to change how they behave. Our message is that family violence has never been and should not be seen as a normal part of family life. We reach out and offer opportunities for men to reflect, heal, and take responsibility for their actions. The service provides and allows for referrals to be received from anywhere in the South West of Victoria.

Aims and Objectives

To provide culturally safe and confidential advocacy and support to aboriginal males 18 years and over, who have used family violence against their partners, family members and children. The goal of engagement is to assist men to come to the point where they want to end the use of controlling, problematic, and abusive behaviours in their relationships. Our vision is for every man in our community to develop an improved sense of themselves and reclaim their cultural place as positive role models for the next generation.

How we do this

- By accepting self-referrals and referrals from other agencies
- By assessing the needs of the men referred and then supporting them to improve their cultural, physical, emotional, mental, and spiritual health
- Connecting men with other agencies who can support their behaviour change
- By supporting men to have stability in their lives
- By being there to listen to their stories and provide encouragement
- By challenging behaviours and holding men accountable for their choices

Key Achievements

The Male Family Violence Team was able to complete a trial project on Male Family Violence in the last twelve months and has built stronger relationships with other agencies in the region. We have supported local Aboriginal men to undertake behaviour change programs,

link in with Alcohol and Other Drug counselling, and engaged many Aboriginal men in conversations about the negative impact of Family Violence.

Aboriginal Tenancies At Risk Program (ATAR)

Doing What Is Needed

The Aboriginal Tenancies at Risk (ATAR) program is a housing support program that was introduced as part of the Victorian Homelessness Strategy. The ATAR program helps Aboriginal people to keep and maintain their rented properties. Maintaining stable housing has been shown to have many benefits to people such as a sense of security, providing stability, and instilling a sense of having a home. We assist people leasing properties from DHHS public and transitional housing, Aboriginal Housing Victoria, and social housing providers. Tenants leasing properties from the private market can also be supported through ATAR brokerage funds. The ATAR program helps Indigenous households to work out problems that may place their tenancy at risk. These problems could relate to keeping the property clean and tidy, disagreements between household members or with neighbours, and breach notifications. Gunditjmara delivers this high quality, culturally appropriate tenancy support service to Aboriginal people across the Barwon South-West Region.

Aims and Objectives

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

We do this by assisting the Indigenous community to make informed choices regarding their tenancy with:

- Short term case management
- Support with housing applications and accessing housing
- Help with maintenance issues and keeping a property tidy
- Facilitate referrals, for example homelessness service
- Support with Victorian Civil Administrative Tribunal (VCAT) matters
- Help accessing information on housing, legal advice, income support, financial counselling, and other individual services as required

Key Achievements

The ATAR program has had another successful year providing support to 44 individuals and families to maintain their tenancies.

Alcohol And Other Drug (AOD) Program

Making A Difference

The AOD Team has grown over the past twelve months with the introduction of three new staff members that have taken the Team to four workers. To ensure best outcomes for our clients we use a multidisciplinary approach and work between the Banyan Street health clinic and our Kepler Street offices. We work under a harm minimisation framework and endeavour to support community and individuals to achieve healthy goals. Our alcohol and drug team partners together with the local and state services to provide options for our community members who are motivated to reduce or cease their alcohol or drug use. We are passionate about strengthening individuals and building their resilience in self-managing their future. We provide support and encourage a reduction in substance use to improve health. We can act on your behalf and can refer you to other specialist services for detox or rehabilitation if required. We offer a range of prevention, early intervention, counselling programs, and ongoing support. We also provide support to carers and family members affected by a loved one who may be using alcohol or other drugs. Despite the challenges and barriers that the COVID-19 pandemic has put in our way we have been able to stay connected with our clients and provide support to our community.

Aims and Objectives

- Provide Aboriginal people and families with a range of prevention, early intervention and group support services
- Offer choice and support that is clinical, professional, and practical
- Have a range of intervention options for withdrawal and rehabilitation locally
- Provide care co-ordination and ongoing support throughout the client's journey

Project overview and highlights:

- The AOD program has grown to include four staff over the last year
- We have 2 counsellors and 2 support workers

- We have developed partnerships with key agencies to ensure our clients have access to local and state-wide support options
- We provide clinical, non-clinical, and practical supports

Social and Emotional Wellbeing (SEWB) Program

Doing What Is Needed

The program provides holistic support for Aboriginal and Torres Strait Islander people that are experiencing social, emotional, cultural, and mental health challenges. Our friendly workers are here to ensure you feel encouraged, empowered and supported. Our programs are designed for adults and youth. We have both male and female workers to support both men and women. Our program helps you identify your strengths, reduce your worries and begin to set goals that can achieve positive changes in your life. In essence our role is to support clients to attain cultural connection, self-empowerment, and healthier and happier lives.

Adult Male and Adult Female SEWB

Aims and Objectives

- Support Aboriginal adults to be strong and stay strong
- Raise community awareness about the importance of being healthy in mind, body, spirit, and connecting with Aboriginal culture
- Provide support in line with the culturally informed Aboriginal Stay Strong Assessment Tool developed by indigenous people for indigenous people
- Support individuals to identify and build on their strengths while at the same time reducing their worries
- Encourage clients to develop a strong sense of cultural identity and cultural connection as a way to facilitate healing and growth

Areas of support can include:

- Advocacy
- Counselling
- Referrals to other Gunditjmara programs or external agencies
- Case management

- Practical support
- Building connections with clients who have diverse backgrounds and needs

Youth Social and Emotional Wellbeing Program

Funded under the new Korin Korin Balit Djak Aboriginal Health Wellbeing and Safety Plan the Youth SEWB role is aimed at empowering Young Aboriginal people between the ages of 12-25 to be strong and healthy. While supporting improved social, emotional, and mental wellbeing the clients are also encouraged to strengthen their cultural connection and cultural belonging. Using the Aboriginal Stay Strong Assessment tool, the support is strengths-based and assists young Aboriginal people in achieving their goals.

Aims and Objectives

- Provide goal/strength-based support using the Aboriginal Stay Strong Assessment Tool
- Develop activities that promote Aboriginal identity and connection to culture
- Refer clients to other services as required, including mainstream mental health and drug and alcohol services
- Conduct one-on-one outreach services to outlying areas of Warrnambool
- Work closely with the Koori Youth Justice Worker and identify those who require ongoing SEWB support
- Work closely with Headspace Warrnambool to support Aboriginal youth who require specialist services

How we do this

- Attend/facilitate case planning and review meetings for each client including family members as needed
- Provide clients with information on rights, responsibilities, child safety standards and available health services
- Work with the Headspace Intake team in providing Aboriginal Stay Strong Assessments
- Attend fortnightly intake meetings at Headspace to provide feedback and strengthen cross cultural relationships
- Flexible engagements strategies for young clients such as 1:1 yarning catch ups, phone calls, text, Facetime, or Zoom meetings

Key Achievements

- Working collaboratively with Warrnambool College and Kalay Academy
- Established close working relationship with Kirrae SEWB program to provide diversity
- Building stronger networks and processes with Headspace intake and assessment team

Local Justice Worker Program

Tackling the Issues

The local justice worker is a dynamic and wide-reaching program that supports Aboriginal men and women who are involved in the Victorian Justice System. This could include people facing court, under a corrections order, or those in prison. The local justice worker is committed to achieving better outcomes for Aboriginal people involved with the Victorian Justice System. The service is culturally sensitive, respectful, confidential, and able to provide both emotional and practical support to clients.

Aims and Objectives

- Contribute to improved justice outcomes for Aboriginal peoples in the Victorian South West
- Provide help to all Aboriginal people over the age of 18 that are dealing with the justice system
- Support clients when facing court, incarcerated in jail, placed under Community and Parole Orders, or having issues with police
- Give practical help with reducing outstanding fines
- Ensure no Aboriginal member of our local community faces court or the justice system alone

Key Achievements

- Working closely alongside Aboriginal community members and Warrnambool Corrections Services
- Support people in completing Community Corrections Orders, attending all required supervisions appointments
- Work alongside the Sheriff's Office in assisting Aboriginal people to successfully resolve their fines and warrants
- Helping Aboriginal community members with their Yawal Mugadjina Cultural Journey on release from Custody.

Cultural Safety Advisor

Tackling the Issues

The Cultural Safety Advisor role is an initiative funded in part through the Victorian State Family Violence Planning initiatives to support Aboriginal health and wellbeing. The project is a response to the Royal Commission into Family Violence and provides a way for Gunitjmarra to provide support to non-Aboriginal agencies to improve their cultural safety. This is done through cultural safety reviews and developing action plans to ensure mainstream organisations and services are providing a culturally safe environment for Aboriginal people when they present for care.

Aims and Objectives

Ensuring that mainstream services provide the highest level of cultural safety possible when dealing with Aboriginal people and their families who seek support with family violence issues.

Championing the message that a culturally safe service is essential to engagement and the best outcomes for Aboriginal people who seek support from non-Aboriginal organisations.

Project overview and highlights

- Commenced work with four local major non-Aboriginal health care and support agencies to progress cultural safety self-assessments and action plans
- Holding regular state-wide Cultural Safety Advisors meetings to discuss constraints, successes, and plan a united approach to the work
- Gathering resources for the cultural training package
- Cultural safety training package currently being developed and soon to be delivered across the state



Aboriginal Family Violence Project

Listening to Stories and Gathering Data

The project is funded to develop a culturally appropriate resource kit and education program that will assist individuals, groups and professional services in identifying, understanding and responding to Aboriginal Family Violence in South West Victoria. Working within a cultural framework the project will engage with identified participants from the Aboriginal community through a series of interviews (one on one) and focus groups to examine and discuss what family violence means to them. It explores reasons for engaging in Family violence, how it is identified or recognised and what strategies they have used to prevent or support victims of family violence within their own social and cultural networks.

Aims and Objectives

- Raise awareness of the problem of Family violence and articulate cultural and social norms that make violence unacceptable in the Aboriginal community
- Expand and inform our current understanding of Family violence as it is experienced and responded to by Aboriginal members in South West Victoria
- Improving service responses to Aboriginal family violence by integrating a broader cultural framework in their practise and engagement around Aboriginal Family Violence
- Develop an Aboriginal resource kit, which reflects our attitudes, values and strategies around tackling Aboriginal family violence
- Raise within the Aboriginal communities, awareness of the impacts of Family violence and how they as communities respond to it collectively
- Look at the development of a 'safe community program' which reflects our cultural values and practises and developing and building networks of leaders in the community around Family violence

Key Achievements

- Collaborated closely with Winda-Mara Aboriginal Corporation, Dhauwurd Wurrung elders & Community Health Services, and Gunitjmarra Aboriginal Cooperative
- Raised awareness of the project and obtained community participation
- Conducted group engagement, with youth, women's groups, and men's groups
- Entered into discussions with Barwon South West Indigenous Family Violence Group and South West Health Partnership Consortium to gain oversight of the project



Aboriginal Economic Brokerage Project

Providing Information and Options for Individuals

The Aboriginal Economic Broker project was useful in identifying opportunities of benefit to our community and link people into agencies who provided support with training and employment. The project came to an end in July this year and due to COVID-19 restrictions we were unable to proceed with our planned 2nd employment and careers expo in July. To provide a tangible outcome from the project a resource and information booklet will be produced for the community. The resource booklet will contain relevant information from those agencies who were going to participate in the employment and careers expo. The booklet will include specific information on what these local employment and training agencies offer our local community members.

Keep an eye out for more information on the booklet on our Facebook page.

Men's Group

Bringing Our Men Together

We feel that having a men's program will benefit our Community and offer a place for men to come together to interact in a positive, supportive, and culturally rich environment. We strongly believe that grandfathers, dads, uncles, sons and brothers have an important part to play in ensuring our culture, our spirit, our families, and our communities are strong and healthy.

We are planning to commence our Men's Group program in early 2021 with a focus of holding cultural activities on country.

Warrumyea Women's Group

Bringing Our Women Together

This is a social group for Aboriginal women in Warrnambool and the surrounding areas. The group provides a friendly, supportive environment, enabling women to come together with others to share and engage in positive cultural and social activities. The group runs every fortnight and enjoys a variety of activities and conversations about our community and our local Aboriginal heritage. Women can safely share their ideas, have a yarn, and support one another by coming together in the traditional way that has been the basis of Aboriginal women's culture for centuries.

This group has been in recess due to the COVID-19 restrictions. All going well it will restart in the new year of 2021.





Are you in need of support to manage the activities of daily living or caring for someone who needs support?

Did you know we provide these services?

Cleaning, vacuuming/mopping, washing dishes, shopping, taking the rubbish out and much more.

Property Maintenance – Lawn mowing and gardening.

Would you like to join in with our planned activity Group to do fun things like basket weaving, lunch activities or going out on country

To see if you are eligible please contact:

Jonathan Hogge

Gunditjmara Aboriginal Coop

5559 1234 or 0418 529 752



ELDERS & HOME CARE SERVICES



Introduction

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

Elders and Home Care Program

Aims and Objectives

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

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

The Commonwealth Home Support Program (CHSP)

On 1 July 2015 the CHSP program commenced and provides funding for services for older people. CHSP services are designed to support people over the age of 65 years, Aboriginal and Torres Strait Islanders 50 years and over and their carer's. We support them to continue living at home in a safe and healthy environment, restoring their independence at home and in the community. If you feel you need help you can contact 'My Aged Care' on Freecall: 1800 200 422. If you require advocacy and support to do this, you can contact the Program Manager at the Gunditjmara Aboriginal Cooperative on 5559 1234.

The Incredible Elders and Home Care Services Team

Manager

Glenda Thompson

Team Leader Housing Program

Jonathan Hogge

NDIS Support Worker

David Lovett

NDIS Support Worker

Annette McNaughton

Home Care Support Worker

Jennese Bowater

Home Care Support Worker

Tennille Moffatt

Home Care Support Worker

Frances Cornellsen

Home Care Support Worker

Bradley Johnson

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

The aims of the Home and Community Care Program for Younger People (HACC PYP) is to support people under the age of 65 years, Aboriginal and Torres Strait Islanders 50 years and under and their carer's and is usually on a short-term basis. The HACC PYP program targets its service to those who have the greatest need. These services provide basic support and maintenance to people living at home and whose capacity for independent living is at risk. The need for HACC PYP services has been significantly reduced since the implementation of the National Disability Insurance Scheme on July 2016 with many of our clients transitioning to this initiative.

Program Highlights for the reporting period

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

Training/Forums undertaken for reporting period

- We recently put two of our staff through training at Roe Motorcycle and Mower to enable them to operate the machinery safely and efficiently
- Staff completed First Aid Training
- COVID-19 infection control
- PPE and hand hygiene

The Wellness and Reablement Initiative

Strength based approach when working with clients.

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

Social Support Group

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

With the onset of the pandemic, the support group moved online hosting bingo and other events to keep our Elders spirits up in this challenging time.

Gunditjmara Housing Program

Aims and Objectives

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

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



Mask up you Mob!



***We've created some deadly re-usable
mask & hand sanitiser packs!
Call the Gunditjmara Co-operative today
if you need one!***

***Please don't come to the clinic to get your pack
we will get them to you using contact free delivery
one pack per person – not suitable for children under 12 years
We will Prioritise Elders and those with Chronic Diseases first.***

Phone: 5559 1234

PRIMARY HEALTH CARE SERVICES



Introduction

Gunditjmara Aboriginal Health Service has continued to provide a broad range of bulk billed GP and allied health services throughout 2019 and into 2020. The health service has provided the community with a high-quality service in a culturally safe environment for the Aboriginal and non-Aboriginal community of Warrnambool and the greater South West.

Team

The Primary Health Care team welcomed many new team members throughout 2019 and 2020, including three new Murray City Country Coast (MCCC) GP Registrars, an alcohol and other drugs clinical coordinator, a visiting psychiatrist from south west healthcare, a new psychologist and a new general practice nurse. The primary health care team has had continued growth and an increase in services, to assist in promoting health and wellbeing within our community. The health service continues to operate at full capacity.

Systems

Over the last 12 months the health service has implemented many IT upgrades to assist with user efficiency, patient communication, medical data management and appointment reminder and recall systems. These upgrades included the implementation of Best Practice a medical software package, Top Bar to assist with maintaining patient records and data, and Hot Doc a system for communicating with patients via SMS.

Focus

The Health Service team endeavour to support our aboriginal community by providing holistic wrap around care and introducing Interdisciplinary care to fully support the needs of the community in one culturally safe setting. While the Covid pandemic has presented many challenges the Primary Health Care team have worked to overcome these by implementing government regulations around social distancing and personal protective equipment and by introducing telehealth to allow our doctors, nurses, aboriginal health practitioners and allied health professionals to continue to consult with patients via phone or video call.

Growth & Development

The major internal upgrade of the health service was completed in 2019 with painting, replacement of windows, modification to the reception area, installation of a new kitchenette and tea and coffee area for clients. In July 2020 the construction of two new consultation rooms at the front of the building commenced. These new consultation rooms will be used for staff to conduct health assessments, allied health services and alcohol and other drug intake assessments. In conjunction with this new entry door mechanisms were installed to protect little fingers in the waiting area and the clinic garden bed rejuvenation is under way.

Awesome Primary Health Care Team

Manager

Tara Smith

Aboriginal Health Practitioners (AHPs)

Tanya Geier

Georgie Taylor

Tackling Indigenous Worker/ Aboriginal Health Worker

Ken Brown

General Practice Nurse

Sonia Wilson

Diabetes Nurse Educator/Chronic Care Nurse

Fleur Martin

Alcohol & Other Drugs Coordinator

Darren Williams

Receptionist/Administration

Jenny Sack

Lauren Eccles

Dominique De Bono

Transport

Bev Harrison

SWAHP Clinical Data Coordinator

Rachael Gladman

General Practitioners

Karoline Gunn

Dhanushka Algama

Karishma Karki

Kate Turnbull

Chandima Silva

Dae Kwon

Jane Song

Prevention and Early Intervention Coordinator

Rachael Gladman

Psychology service

Daryl Hobbs

Fiona Wilson

Dietetic service

Ana Marasa

Optometry service

James Mitchell

Dental Service

South West Dental Service

Pshychiatrist

South West Healthcare

Regional Eye and Ear Service

Shanaya Harrison

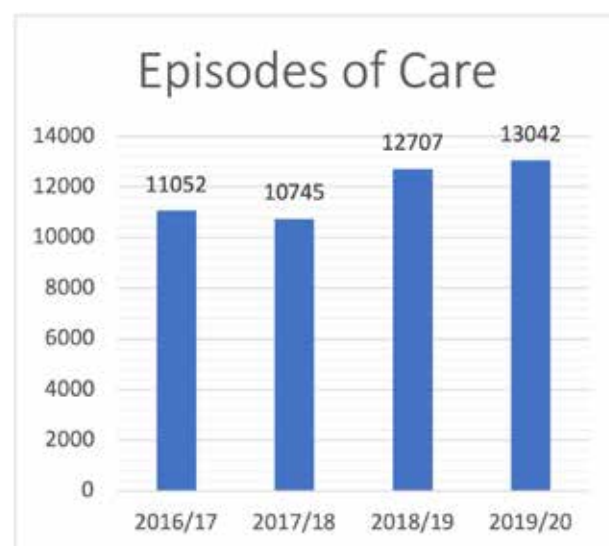
Allied Health

Internal allied health services offered within the Primary Health Care Service have assisted 124 patients over the last 12 months providing a total of 504 occurrences of care. These allied health services include diabetes education, dietician, optometry, audiology, and psychology services. By providing these services in house Gunditjmara primary health service can support clients to access services and attend appointments, support clients to engage in services that can assist to manage or improve health outcomes. The continued employment of allied health professionals within the health service to support chronic disease management has assisted in an overall increase of episodes of care within the health service. This has resulted in a trending increase in client episodes of care as shown in the graph below.

Chronic Disease Management

Over the last 12 months Gunditjmara chronic disease care coordination programs have supported 240 team care arrangement, chronic care plans and reviews. Supplementary services coordinated by the chronic disease nurse, assisted clients to attend 207 medical and health promotion services from external providers. The ability to offer this service has helped to improve client health outcomes and increase ease of access to services, vital for managing client health. These services consisted of allied health professionals, specialists, and health promotion services.

Collaborative networks have continued to be utilised over the last 12 months to assist with the management of our clients experiencing chronic and acute illnesses. External allied health professionals are routinely referred to including, podiatry, physiotherapy, chiropractic, psychologists, and lymphedema physiotherapist. Similarly, many medical specialists' referrals have been made including but not limited to cardiologists, endocrinologists, rheumatologists, dermatologists, gynaecologists and general surgeons. At times, these services have not been accessible in the south west region and the health service has assisted clients to attend appointments outside Warrnambool or utilised telehealth services as appropriate. The further development of telehealth services implemented by the clinic has allowed individuals to consult with their specialists through skype or a similar telehealth platform with the support of their GP, Nurse or Aboriginal Health Practitioner.





Mental Health

Mental health remained a focus of the health service throughout the 2019/20 period, particularly in relation to the coronavirus pandemic escalation and Victoria's state of emergency resulting in stage 3 lockdown. Gunditjmara continued to offer an in-house psychology service and provide for referrals to external mental health providers as required. Psychology Services at the clinic provided more than 270 occurrences of care. The commencement of 3 monthly visits from a South West Healthcare Psychiatrist assisted to support clients accessing psychiatry services through the public mental health system allowing them to be seen in a culturally safe environment with the support of their GP, a nurse or Aboriginal Health Worker. The commencement of interdisciplinary model of care rollout commenced and stronger links between the health service and Kepler street services are being fostered to link the health service in with mental health services on offer for the Gunditjmara community providing for a more supportive and holistic service.

Prevention and Early Intervention

Outcomes have been impacted by the COVID-19 pandemic experienced throughout Victoria over the last 12 months. However, the Prevention and Early Intervention Program has continued to be instrumental in assisting the community. On the 16th of March 2020, a State of Emergency was declared in Victoria to combat COVID-19 and to assist with measures designed to flatten the curve of the pandemic. At the time of this report the state of emergency continues and there has never been a more important time to commit to providing community engagement projects within the Aboriginal community. Many health promotions events had been planned prior to the State of Emergency being declared have had to be cancelled, including a cervical screening night and a bowel comedy show. We have instead been focusing our attentions on innovative strategies, such as the use of social media to communicate health messages to clients in this time of uncertainty.

PEIC has assisted with preventative and early intervention activities specifically related to COVID-19 which shows the importance and flexibility of the program. PEIC contributed to work on the pandemic plan project, revising emergency plans and developing a template for the management of the pandemic. This template was shared around the region. Good communication with the Regional ACCHO's has been maintained during the pandemic and will continue as required.

Aboriginal Health Practitioners

The Primary Health Team's Aboriginal Health Practitioners Tanya and Georgie alongside our Aboriginal Health Worker KB, have been busy conducting ATSI health assessments, providing patient support, and working within a range of programs to promote health. Over the last 12 months our Aboriginal Health staff have been central in supporting initiatives for the Gunditjmara community. These activities included the Breast screening bus coming to Harris Street from 14th to 18th October 2019, with over 50 women attending to have a mammogram for breast cancer screening. The community Picnic or Veterans day promoting Tackling Indigenous Smoking with 19 individuals taking the quit pledge. Our Aboriginal Health staff have worked with the Clontarf Academy to conduct ATSI health checks for the adolescents at Warrnambool College and have also supported the QUMAX program assisting the Gunditjmara community to access webster packs to help patients manage their medications. Our Aboriginal health staff attended the NATISHWA 10-year Conference in Alice Springs, returning with a plethora of invaluable experiences and stories from their time away, while there Georgie Taylor received a Workforce legend award. Despite the focus of the last few months being related to supporting the community through the covid-19 pandemic the Aboriginal health practitioners and worker have conducted 247 ATSI health assessments and increase on previous years.







Alcohol and Other Drug program

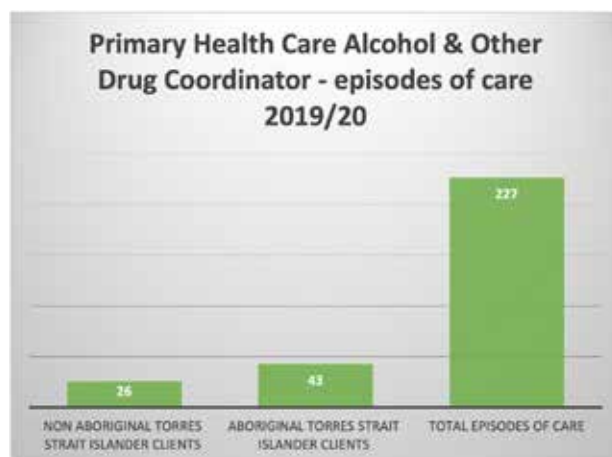
Gunditjmarra's AOD (alcohol and other drug) program has been redesigned over the last 12 months to include an AOD coordinator employed through the primary health service, located within the medical clinic. The introduction of this service in January has allowed for timelier AOD interventions and a smoother referral process through the Primary Health team and including direct referrals from the General Practitioners. Darren our onsite AOD coordinator acts as a conduit between the health clinic and the community services AOD team, allowing for high quality provision of care for the community. The greater AOD team provide therapeutic counselling and supportive care coordination to community members experiencing problematic alcohol and other substance use, including the provision of support and guidance for carers and family members affected by a loved one who may be using substances. The AOD team implement a harm minimisation framework and endeavour to support community and individuals to achieve their goals.

The past few month have been challenging as we have navigated the coronavirus pandemic and has changed how we work while supporting clients. With limited detox beds available in the local area and a reduction in the numbers of rehabilitation facilities in Melbourne for our clients to attend, it has made for longer waiting times for those that are wishing to access services.

The AOD team and Primary Health team are supportive of the potential introduction of a needle exchange program to our service. Knowing this is a heavily evidence-based program that saves lives and reduces risks to people who inject and the wider community. We will support this program by providing safer injecting information and advice followed by warm referral into treatment if required.

Needle exchange programs have proven to be a gateway to treatment and recovery for many people who use drugs across the world, and we are excited to support this program in our service.

The AOD team in conjunction with the organisation, continue to build strong relationships and work collaboratively with other service providers to provide a holistic treatment for all our clients.



Continuing Professional development

- Ken Brown is continuing study to become an Aboriginal Health Practitioner
- Dominique Debono is continuing her Diploma of Nursing studies at SW TAFE
- Tanya Geier is due to commence a Diploma of Leadership & Management
- Georgie Taylor & Tanya Geier completed training in eye screening and retinal photography
- Dr Karoline Gunn completed a course in dermoscopy

The Primary Health Team throughout 2019/20 have completed certificates in CPR, First Aid and Covid Safety.

I would like to sincerely thank the dedicated hard-working primary health care team for all their hard work and persistence through 2019 into 2020. Despite the period of uncertainty and navigating through uncharted territory which is a pandemic, the team have remained community focused and continued to strive to provide a caring and compassionate service. Thank you to the CEO, Executives and the Board for their continued support and we look forward to a bigger better 2020/21 period.

Tara Smith
Primary Health Care Manager



69
Total Overall of Client's
who benefited from
AOD Counselling at the
clinic



FINANCIAL STATEMENTS

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

DIRECTOR'S REPORT

Your Directors present their report on the Co-operative for the financial year ended 30 June, 2020

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

Robert Eccles	Brian Davis
Joseph Chatfield	Shane Bell
Lee Morgan	Jacinta Rose
Bernice Clarke (appointed 13 December 2019)	

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

The principal activity of the Co-operative in the course of the period under review, is to improve health outcomes of the local Aboriginal community. There were no significant changes in the nature of this activity during the financial year ended 30 June, 2020.

The net amount of the surplus carried forward for the continuation of the Co-operative's programs for the financial year was \$1,324,359 (2019 - \$1,775,747). No amounts were transferred to or from reserves and provisions during the period other than those disclosed in the accounts.

The Co-Operative as a result of the impacts of COVID-19 pandemic since mid March 2020, have had some restricted activities to the public at the date of signing this report which have impacted on the Co-Operatives ability to deliver certain funded programs.

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

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

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

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

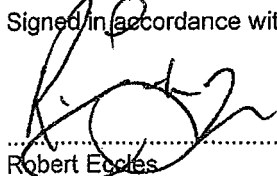
No options over issued shares or interest in the Co-operative were granted during or since the end of the financial year and there were not options outstanding at the date of this report.

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

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

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

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



Robert Eccles

Director



Shane Bell

Director

Dated this 12 day of October 2020.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF PROFIT OR LOSS FOR THE YEAR ENDED 30 JUNE 2020

	Notes	2020 \$	2019 \$
INCOME			
Recurrent Funding		6,489,047	5,909,331
Sundry and Non Recurrent Grants		199,425	113,323
Interest		122,675	102,043
Refunds		908,123	693,596
Rental & Equipment Hire		137,999	131,779
Other Income		394,500	4,266
Profit on Sale of Non-Current Assets		300	3,563
		<u>8,252,069</u>	<u>6,957,901</u>
EXPENDITURE			
Administration Costs		(24,436)	(42,695)
Advertising		(11,204)	(6,292)
Annual Leave (Movement in Provision)		(130,785)	(16,956)
Bank Charges		(1,359)	(1,580)
Board Costs		(967)	-
Catering/Meals		(33,245)	(18,613)
Cleaning		(39,143)	(36,431)
Electricity & Gas		(41,875)	(44,744)
Hire of Venue		-	(666)
Long Service Leave (Movement in Provision)		(71,769)	11,525
Memberships		(17,996)	(13,650)
Motor Vehicle Costs		(61,168)	(147,170)
Postage		(4,145)	(3,084)
Printing & Stationery		(31,385)	(34,664)
Professional Costs		(192,285)	(224,892)
Program Costs		(404,722)	(223,430)
Rent & Rates		(61,548)	(64,738)
Repairs & Maintenance		(470,025)	(167,444)
Sundry Staff Costs		(61,880)	(76,126)
Superannuation		(369,376)	(309,155)
Telephone		(94,294)	(57,106)
Training		(43,679)	(29,980)
Travel Expenses		(31,503)	(61,525)
Wages		(4,139,654)	(3,365,896)
Workcover		(68,668)	(81,673)
		<u>(6,407,111)</u>	<u>(5,016,985)</u>
SURPLUS/(DEFICIENCY) FOR THE YEAR PRIOR TO DEPRECIATION, WRITE DOWN OF LAND & BUILDINGS AND GOVERNMENT EQUITY ADJUSTMENTS		1,844,958	1,940,916
Depreciation		(498,370)	(165,169)
Write Down of Plant & Equipment		(22,229)	-
SURPLUS/(DEFICIENCY) FOR THE YEAR		<u>1,324,359</u>	<u>1,775,747</u>
OTHER COMPREHENSIVE INCOME			
Adjustment on Revaluation of Land & Buildings		1,374,422	-
TOTAL OTHER COMPREHENSIVE INCOME FOR THE YEAR		<u>1,374,422</u>	<u>-</u>
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u><u>2,698,781</u></u>	<u><u>1,775,747</u></u>
TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO MEMBERS		<u><u>2,698,781</u></u>	<u><u>1,775,747</u></u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Notes	2020 \$	2019 \$
CURRENT ASSETS			
Cash and Cash Equivalents	2	7,565,936	6,366,638
Trade and Other Receivables	3	442,812	226,648
Other Assets	4	1,086	2,030
		<u>8,009,834</u>	<u>6,595,316</u>
NON CURRENT ASSETS			
Property, Plant and Equipment	5	<u>7,747,584</u>	<u>6,537,565</u>
TOTAL ASSETS		<u>15,757,418</u>	<u>13,132,881</u>
CURRENT LIABILITIES			
Trade and Other Payables	6	2,442,490	2,688,722
Employee Provisions	7	<u>495,890</u>	<u>331,695</u>
		<u>2,938,380</u>	<u>3,020,417</u>
NON CURRENT LIABILITIES			
Employee Provisions	7	<u>32,692</u>	<u>24,899</u>
		<u>32,692</u>	<u>24,899</u>
TOTAL LIABILITIES		<u>2,971,072</u>	<u>3,045,316</u>
NET ASSETS		<u>12,786,346</u>	<u>10,087,565</u>
EQUITY			
Members Capital		233	233
Asset Revaluation Reserve		1,906,783	532,361
Reserves		821,210	821,210
Retained Earnings		<u>10,058,120</u>	<u>8,733,761</u>
TOTAL EQUITY		<u>12,786,346</u>	<u>10,087,565</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2020

Notes	Retained Earnings \$	Members Capital \$	Asset Revaluation Reserve \$	Other Reserves \$	Total \$
Balance at 1 July 2018	6,958,014	233	532,361	821,210	8,311,818
Profit attributable	1,775,747	-	-	-	1,775,747
Total other comprehensive income for the year	-	-	-	-	-
Transfers to and from reserves	-	-	-	-	-
Balance at 30 June 2019	8,733,761	233	532,361	821,210	10,087,565
Profit attributable	1,324,359	-	-	-	1,324,359
Total other comprehensive income for the year	-	-	1,374,422	-	1,374,422
Transfers to and from reserves	-	-	-	-	-
Balance at 30 June 2020	10,058,120	233	1,906,783	821,210	12,786,346

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2020

	Notes	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from funding and operational sources		7,837,724	6,787,273
Interest received		199,425	113,323
Payments to suppliers		(2,513,689)	(1,427,061)
Payments to employees		(3,967,666)	(3,360,465)
Finance Costs		-	-
Net cash generated from operating activities	14	<u>1,555,794</u>	<u>2,113,070</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from Sale/(Payment for Purchase) of Property, Plant & Equipment		<u>(356,496)</u>	<u>(655,360)</u>
Net cash used in Investing Activities		<u>(356,496)</u>	<u>(655,360)</u>
CASH FLOW FROM FINANCING ACTIVITIES			
Proceeds from/(payment to) Borrowings		<u>-</u>	<u>-</u>
Net cash used in Financing Activities		<u>-</u>	<u>-</u>
Net Increase/(Decrease) in cash held		1,199,298	1,457,710
Cash at the beginning of the financial year		<u>6,366,638</u>	<u>4,908,928</u>
Cash at the end of the financial year	2	<u>7,565,936</u>	<u>6,366,638</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE, 2020

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

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

Reporting Basis and Conventions

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

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

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

Accounting Policies

(a) Income Tax

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

(b) Property, Plant and Equipment

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

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

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

Depreciation:

The Co-Operative has changed its basis for calculating depreciation in the 2020 financial year. In prior years the depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, were depreciated over their useful lives commencing from the time the asset is held ready for use either on a straight line basis or diminishing value basis. The entity had determined that the straight line basis best fits its business operations. 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.

For the 2020 financial year, it was determined that certain assets acquired in the period 12 March, 2020 to 30 June, 2020 were to be written off in full at the date of purchase. This was inconsistent with the policy adopted in previous years and with AASB 16 which requires the **'depreciable part of an asset shall be allocated on a systematic basis over its useful life'**, resulting in a gross financial increase in the depreciation expense of \$169,000 in the 2020 financial year.

The depreciation rates used for each class of depreciable assets for the 2020 financial year are:

- | | |
|--------------------------|---------------------------------------|
| • Buildings | 40 years |
| • Leasehold improvements | 10 years or balance of lease |
| • Computer equipment | 4 years or immediate write-off |
| • Plant & equipment | 3 to 5 years or immediate write-off |
| • Office Furniture | 10 to 20 years or immediate write-off |
| • Office Equipment | 5 to 10 years or immediate write-off |
| • Motor Vehicle | 4 years |
| • Intellectual Property | 10 years |

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE, 2020**

NOTE 1: STATEMENT OF ACCOUNTING POLICIES (cont.)

Refurbishments:

For 2020, the Co-Operative also completed significant refurbishment works at its Kepler and Banyan Street premises. These refurbishment works have been expensed (to repairs & maintenance) rather than recorded as depreciable assets given the nature of the works and source of funding. Again, this treatment was not in line with previous years.

Government Equity

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

(c) Employee Benefits

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

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

(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 Profit & Loss.

(f) Leases

The Entity as lessee

At inception of a contract, the Co-Operative assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Co-Operative where the Co-Operative is a lessee. However all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Co-Operative uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Co-Operative anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE, 2020

NOTE 1: STATEMENT OF ACCOUNTING POLICIES (cont.)

(g) Revenue

The Co-Operative elected to early adopted AASB 15 *Revenue from Contracts with Customers* (AASB 15) and AASB 1058 *Income of Not-for-Profit Entities* (AASB 1058) effective 30 June 2018 using the cumulative effective method of initially applying AASB 15 and AASB 1058 as an adjustment to the opening balance of equity at 1 July 2017.

Contributed assets

The Co-Operative receives assets from the government and other parties for nil or nominal consideration in order to further its objectives. These assets are recognised in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138).

On initial recognition of an asset, the Co-Operative recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer). The Co-Operative recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Operating grants, donations and bequests

When the Co-Operative received operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15. When both these conditions are satisfied, the Co-Operative: – identifies each performance obligation relating to the grant –recognises a contract liability for its obligations under the agreement – recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Co-Operative:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Co-Operative recognises income in profit or loss when or as it satisfies its obligations under the contract.

Capital grant

When the Entity receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The Co-Operative recognises income in profit or loss when or as the Entity satisfies its obligations under the terms of the grant.

Interest income

Interest income is recognised using the effective interest method

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, 2020**

NOTE 1: STATEMENT OF ACCOUNTING POLICIES (cont.)

(k) New and Amended Accounting Policies Adopted by the Entity

Initial Application of AASB 16: Leases

The Co-Operative has adopted AASB 16: Leases with a date of initial application of 1 July 2019. As a result, the Co-Operative has changed its accounting policy leases recognition as detailed in this note.

The Directors assess that there is no material difference in the result of the Co-Operative applying AASB 117 and AASB 116 as the Co-Operative has only rental expenses related to low value and short term lease.

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
2. Cash and Cash Equivalents			
Current:			
Cash on hand		167	361
Term Deposits		7,076,421	5,840,504
Cash at bank		489,348	525,773
		<u>7,565,936</u>	<u>6,366,638</u>
Reconciliation of Cash:			
Cash and cash equivalents		<u>7,565,936</u>	<u>6,366,638</u>
3. Trade and Other Receivables			
Current:			
Trade Debtors		442,812	226,648
Less: Provision for Impairment		-	-
		<u>442,812</u>	<u>226,648</u>
4. Other Assets			
Current:			
Prepayments		1,086	2,030
		<u>1,086</u>	<u>2,030</u>
5. Property, Plant and Equipment			
Land (Independent Valuation 2020)		2,718,000	2,598,000
		<u>2,718,000</u>	<u>2,598,000</u>
Building (Independent Valuation 2020)		5,061,000	4,128,163
Less: Accumulated Depreciation		-	(194,786)
Less: Government Equity		(607,600)	(607,600)
		<u>4,453,400</u>	<u>3,325,777</u>
Total Land and Buildings		<u>7,171,400</u>	<u>5,923,777</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
5. Property, Plant and Equipment (Cont)			
Plant & Equipment (at cost)		646,263	326,064
Less: Accumulated Depreciation		(427,925)	(252,425)
		<u>218,338</u>	<u>73,639</u>
Motor Vehicles (at cost)		450,599	447,786
Less Accumulated Depreciation		(253,193)	(186,284)
		<u>197,406</u>	<u>261,502</u>
Office Furniture and Equipment (at cost)		368,760	375,314
Less Accumulated Depreciation		(252,164)	(216,431)
		<u>116,596</u>	<u>158,883</u>
Work in progress (Renovations, IT & Systems upgrade)		43,844	119,764
Total Property, Plant and Equipment		<u><u>7,747,584</u></u>	<u><u>6,537,565</u></u>
6. Trade and Other Payables			
Current:			
Trade Creditors		159,114	196,493
Sundry Creditors & Accrued Expenses		117,151	81,141
Payroll Liabilities		-	39,279
GST Liability		160,973	153,454
Grants in Advance		2,005,252	2,218,355
		<u><u>2,442,490</u></u>	<u><u>2,688,722</u></u>
7. Employee Provisions			
Current:			
Annual Leave		311,827	181,043
Provision for Long Service Leave		184,063	150,652
Non Current:			
Provision for Long Service Leave		32,692	24,899
		<u><u>528,582</u></u>	<u><u>356,594</u></u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

8. Reserves

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

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

9. Contingent Liabilities and Assets

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

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

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

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

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

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

- * 4 Granter Street Warrnambool Vic 3280

- * 68 Grafton Road Warrnambool Vic 3280

- * 16-18 McKnight Street Warrnambool Vic 3280

Commonwealth of Australia holds caveats over the following properties:

- * 40 Tait's Road Warrnambool Vic 3280

- * 3 Banyan Street Warrnambool Vic 3280

- * 1 Dunroo Court Warrnambool Vic 3280

10. Events After the Balance Date.

The Co-Operative as a result of the impacts of COVID-19 pandemic since mid March 2020, have had some restricted activities to the public at the date of signing this report which have impacted on the Co-Operatives ability to deliver certain funded programs. The impact of social distancing also resulted in a small drop in demand for the Co-Operatives services, therefore impacting non government funded income.

Subject to the impact from COVID-19 pandemic, the Directors are not aware of any other events which have occurred subsequent to balance date which would materially affect the financial statements prepared for the year ended at 30 June, 2020.

11. Commitments

a) Lease & Other Commitments

Motor Vehicle and Managed Print Services

Payable - minimum lease payments

- not later than 12 months

- between 12 months and 5 years

Note	2020	2019
	\$	\$
	13,874	29,388
	-	13,874
	<u>13,874</u>	<u>43,262</u>

GUNDITJMARA ABORIGINAL CO-OPERATIVE LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

12. Directors' Remuneration

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

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

	2020	2019
	No.	No.
\$0 - \$9,999	-	-

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

Robert Eccles	Shane Bell
Brian Davis	Lee Morgan
Joseph Chatfield	Bernice Clarke
Jacinta Rose	

13. Related Party Transactions

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

2020	2019
\$	\$

14. Cash Flow Information

Reconciliation of Cash Flow from Operations with Profit

Profit from ordinary activities after income tax	1,324,359	1,775,747
Non-cash flows in profit:		
Depreciation	498,370	165,169
Net (loss)/gain on sale of assets	300	3,563
Write Down of Assets	22,229	-
Changes in assets and liabilities:		
(Increase)/Decrease in Receivables	(215,220)	(60,868)
Increase/(Decrease) in Payables	(246,232)	224,028
Increase/(Decrease) in Provisions	171,988	5,431
Cash flows provided by operating activities	1,555,794	2,113,070

15. Entity Details

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


GUNDITJMARA ABORIGINAL CO-OPERATIVE LIMITED

DIRECTOR'S DECLARATION

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

1. The financial statements and notes are in accordance with the *Co-operatives National Law Application Act 2013* and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act), and:
 - (a) comply with Australian Accounting Standards (including Australian Accounting Interpretations and International Financial Reporting Standards) as described in note 1 to the financial statements in accordance with *Co-operatives National Law Application Act 2013* and the ACNC Act; and
 - (b) give a true and fair view of the Co-operatives financial position as at 30 June 2020 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 12 October, 2020.

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 2020, 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 2020 and of its financial performance for the year then ended; and
- b. complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our Audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the *Audit of the Financial Report* section of our report. We are independent of the registered entity in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our Audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

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

Our Offices:

Warrnambool
Casterton

Colac
Mortlake

Hamilton
Port Fairy

Mount Gambier
Terang

Camperdown
Timboon

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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 4th November, 2020

257 Timor Street
Warrnambool VIC 3280



Notes



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





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