



GUNDITJMARA ABORIGINAL COOPERATIVE
2022-2023 Annual Report



We wish to advise Aboriginal and Torres Strait Islanders that this publication contains images of deceased persons in photographs.

**Karnda wanyoo ngalameen koorooke ngapoon wangan
nootyoong meering ngayook wilan ponponpooramook bunjil**

We call out to our ancestors, our grandmothers and grandfathers. We respect country, we respect our totems the yellow tail black cockatoo, the red-tailed black cockatoo, the white crested cockatoo and our creator Bunjil.



Vision

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

Purpose

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

Values

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



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CEO Report

Ngatta all,

I am pleased to present the Annual Report on behalf of GAC for the 2022/2023 AGM.

Firstly, I would like to thank our Board of Management and staff for their ongoing support whilst I have transitioned into the role of CEO. I also would like to acknowledge the wonderful support from our members and community. Whilst it was a challenge, I think it's important that we continue to look ahead to the future and the opportunities it will bring.

2023 has also seen a few new staff commence here at GAC. Which has been very pleasing we are becoming the people's choice. The vibe and energy the staff bring to work each, and every day is electric.

I look forward to the exciting times ahead and bringing the next generation of community to come work within GAC. Leading this organisation through the change has come with some challenges, but with the support of the Board Staff and community, it makes it very much rewarding. Thanks to everyone. And most importantly to our Elders, and community and those who have passed on. It's because of you we are here.

Wurruk
Danny Chatfield



Woman's Healing Refuge

The Woman's Healing centre is on track and progressing well. I want to personally thank the Elders who have been a part of the process and regular meetings/cultural designs. October will see the completion of the tender process, which will allow us to start progressing forward.



Housing Project

GAC is fully committed to trying to secure land for new builds for our community. The lack of housing is a huge challenge. It's our full intention to grow our portfolio to better service our needs.



23 Fairy Street Site

2023 found us with a new site located at 23 fairy street, which our HACC & Independent Living team have been running out of. New signage has gone up and is fully operational.



Mid Cycle Review

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



Drafts only*



Redevelopment

Members will have noticed a fair bit of remodelling works happening at Kepler Street, where all staff and community have had a chance to be a part of the consultation process as well as an E.O.I for artwork. With the next Milestone due in May 2024, its exciting times ahead for the community and to become a one stop shop at Kepler Street

Board Chair Report



Ngatta,

On behalf of the Gunditjmara Aboriginal Cooperative Board of Directors, I am honoured to present the Annual Report for the 2022-2023 period.

I would like to acknowledge the Peek Whurrung people of the Maar Nation, the land in which our organisation operates and practices on daily and to offer my respects to our Elders, past present and emerging. Your knowledge, wisdom and capabilities, is what keeps our culture alive. I would also like to pay my sincere condolences to all families who endured heartache this past year with the loss of a loved one to the Dreamtime.

The past year has been very busy, with the collective community goal of strengthening the Cooperative, from the Board of Directors, People Leaders, and work force capacity building. This became an opportunity when most of the board positions were vacated just prior to the 2022 AGM. A new Board of Directors were appointed, with a majority of representatives being from several family groups of the Eastern Maar the traditional custodians of the land.

I would like to thank all members that supported the newly appointed board and a sincere thank you to the dedicated staff that held on during a very uncertain period. Your dedication to Community and better health outcomes of Aboriginal people is evident, your effort has not gone unnoticed.

With great risk comes great reward.

Sending a warm welcome to all new staff that have joined Gunditjmara in 2023 and a safe farewell to those who have departed, we wish you all well in your future endeavours. This past year we have been continuing on two major projects, the Redevelopment of Kepler Street and The Women's refuge. Both of which are coming along leaps and bounds.

We have passed our scheduled accreditation of community services with no recommendations and continue to provide services to the community at an excellent level of care. Through community consult and your feedback, we are able to create what community deems appropriate which fills the organisations vision into the future.

We have commenced a holiday program to all community that has taken off, with many children attending. At the beginning of the year, we secured a property on Fairy Street, which now is predominantly used for HACC services. This has been a hit for the HACC team, opening up space and a dedicated environment for community to access.

I would like to send my thank you to all external stakeholders, including local partnerships who work alongside our organisation and community. Once again, I would like to send my appreciation to my fellow board of directors and the CEO for their tireless work.

Woorook, Dominique De Bono

Our board



Dominique De Bono - Board Chair



Teresa Coverdale



Marcus Clarke



Allan Miller



Brian Davis



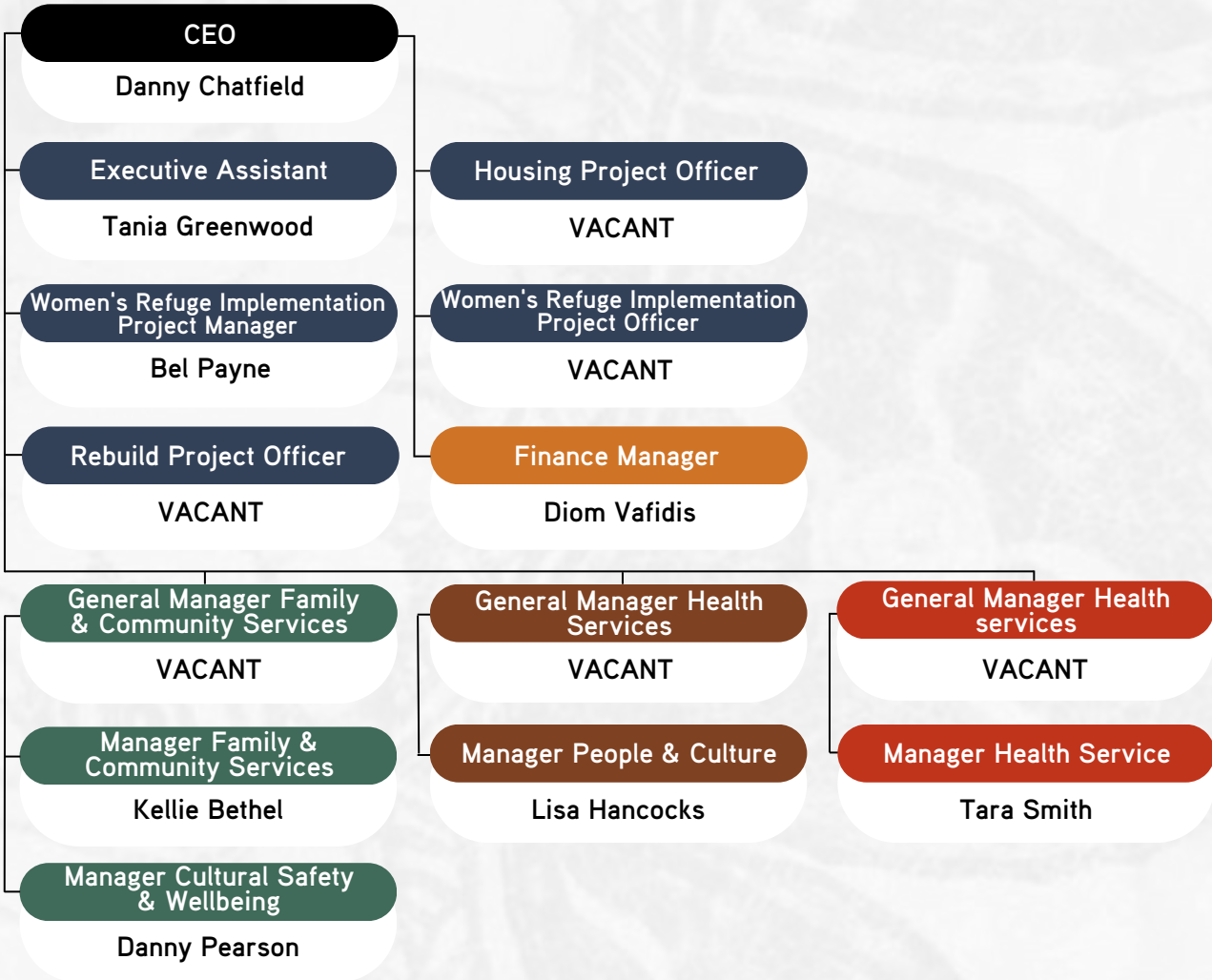
Ronald Chatfield



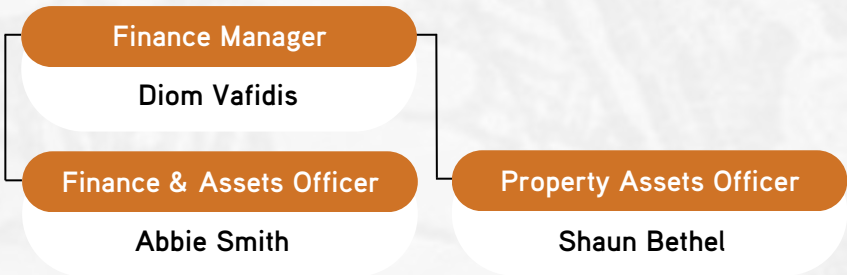
Billy McGuinness

Org Structure

UPPER MANAGEMENT



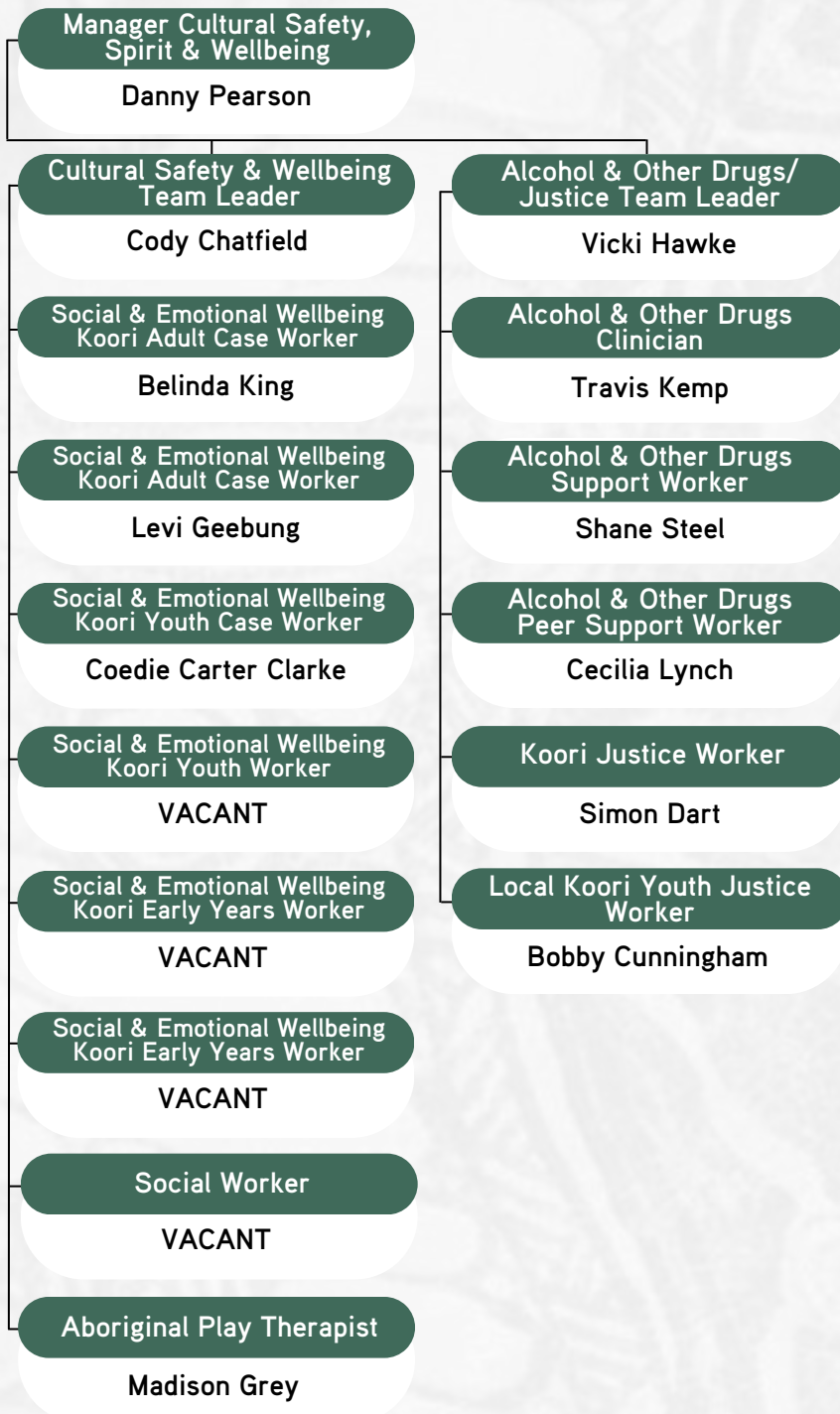
FINANCE



FAMILY & COMMUNITY SERVICES



ABORIGINAL CULTURE & WELLBEING



PEOPLE & ADMINISTRATIVE SERVICES



QUALITY, SAFETY & COMPLIANCE



PRIMARY HEALTH SERVICE









Family & Community Services Report

KEY HIGHLIGHTS



14

children supported to stay/reunify with their parents.



4222

family services hours to support 29 families and 70 children.



46

tenants assisted at risk of homelessness.



85

clients assisted in the family violence space (23 male/62 female).



30

kinders provided with cultural capacity building in the region.



300

AFLDM and AFLDM related meetings held.



53

cultural support plans of Aboriginal children developed and update.



12

families attending Kooramook Playgroup.



Kellie Bethel

Family & Community Services Manager

Financial counselling report

35 clients (7 male; 28 female) across all adult age groups used financial counselling services for a range of money matters, including, budgeting, managing debts and fines, super, accessing grants/reliefs. A few clients attended multiple sessions.

The majority were referred by other programmes within GAC, this facilitated a holistic and coordinated case management, timely service provision, resulting in improved outcomes for community members. The program engages in casework with clients to improve the clients' financial wellbeing (including assistance when in financial crisis and supporting the client to adopt preventative strategies). Clients stated they wanted to learn more about 'looking after their money', including How to budget, How to save, How to save on Utilities bills, Small Amount Credit Contracts (pay day lending), No Interest Loans (NILS), Understanding contracts and potential breaches of Responsible Lending Obligations by creditors, Information on government grants/reliefs schemes, Centrelink policies, Superannuation, Employment entitlements and Scam avoidance.

Besides the below detailed savings to the community, our financial counselling program negotiated affordable payment arrangements with various lenders and service providers, budgeting and money goal plan preparations, financial literacy and capability building sessions-externally (clients) and internally (staff). Providing financial counselling to alleviate consumer detriment, provide education to make informed consumer choices, advocacy to highlight consumer disadvantage, increased financial literacy and confidence, which in turn translates to broader benefits not just for the individual but the wider Gunditjmarra community.

Our Financial Counselling program has the potential to contribute to addressing other psychological wellbeing needs. Clients engaged with the Financial Counselling program expressed their satisfaction at the outcomes achieved, and stated they experienced increased emotional wellbeing, feeling empowered, increased financial literacy levels, increased independence, increased confidence and resilience, increased financial security and decreasing financial stress in their daily lives.



Approximate savings to the community

Utility Relief Grant Scheme applications	\$7,800
Power Savings Bonus applications	\$1,500
Debt waivers based on Misleading and Unconscionable conduct grounds	\$12,000
Debt waivers based on Family Violence grounds	\$10,000
Responsible lending obligations breaches	\$4,000
Telco debts waiver	\$5,000
Total	\$40,300







Primary Health Care Report

Medical Clinic

The Gunditjmara Medical Clinic is proud to present its Annual Report for the year 2022/2023, highlighting a year of commitment to improving health outcomes for the local community. The dedicated clinic team have continued to provide exceptional medical care.

In 2023, we expanded our clinic's GP team to include 6 GPs and employed a Registered Nurse specialising in chronic care to complement our existing Practice Nurse position and Aboriginal Health Practitioners. This enabled us to better support individuals living with chronic disease.

The recently filled Aboriginal Maternal Child Health Initiative supported 48 0-4- year-olds to engage with Maternal Child Health to complete Key Ages and Stages visits, wrap around supports, including kinder enrolments and paediatric transports for local families.

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The Koori Maternity Services team continued their work with supporting local Aboriginal mums through Pregnancy to birth and developed key partnerships with level 2 and 4 of South West Health Care to promote better engagement and support for our community accessing mainstream maternity services.



Tara Smith

Primary Health Care
Manager

KEY HIGHLIGHTS



OVER 10,200
Episodes of care
provided through our
programs.



578
transports provide to
patients through our
transport program.



48
0-4 year-olds to
engaged with the
Maternal Child Health
Initiative.

Independent Living Team

Our changing workforce has seen the team grow to 11 staff, with 4 new Home Care Support Workers employed. Over 5000hrs of service were able to be provided to community, through Home Care, Lawn Mowing and Social Supports.

Move to Thursdays weekly and Tuesday fortnightly Wata Takoort group has been overly successful with an average of 15 attending each Wata Takoort meeting.

63 Wata Takoort group events and activities occurred, including Budja Budja (Halls Gap) Camp, Meeting up with Mob camp, visits from Aboriginal Community Elders Service (ACES) Elders group and Winda Mara Elders group. The group also had several trips on to Country such as Tae Rak, Framlingham and Deen Maar and some special guests from Dementia Australia, Elder Abuse Network and many more.

Tory and Sam attended the NACCHO NDIS Rural & Regional Yarning Circle in Canberra presenting Gunditjmaras' NDIS journey. The Team made the move to the new Fairy St building, settling into the space well.

KEY HIGHLIGHTS



11

staff now in the Independent Living team.



OVER 5000

hours of service provided to through our HACC program.



15

attendees of average attending each Wata Takoort meeting.



63

Wata Takoort group events and activities occurred.









Cultural Safety & Wellbeing Report



Danny Pearson

Cultural Safety & Wellbeing Manager

Cultural safety and wellbeing Team saw great growth and community engagement this year. There has been a strong focus on building our now well-established community groups our Koornong Marr Youth Group, Women's Group, Men's Group. As well as building and strengthening our partnerships within the community.

Our goal for the 23-24 year is to continue to grow the teams and continue to provide community with the supports they are needing to thrive.

Key highlights

Social & Emotional Wellbeing (SEWB)



133

clients supported through our SEWB programs.



3961

hours of support provided through our SEWB programs.

Alcohol & Other Drugs (AOD)



101

clients supported through our AOD program.



1552

hours of support provided through our AOD program.

Local Justice



\$37,198.98

in fines cleared through the WDP program from 22 community members.



309

court mandated community hours completed from 3 people.



4

young people supported at Children's Court, who all were given diversions.



6

young people supported to engage in prosocial activities.

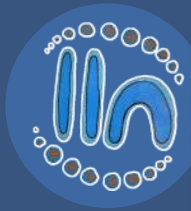
Group wrap-up



Sessions



Attendees



Aboriginal
Men's
Group

16

55

Peeneeyt Pootngeerang

Aboriginal Woman's Group

22

106

**KOORNONG
MARR**

Young Tribe
(ages 12 - 18)

Connect To Tradition

Connect To Country

Connect To Self

Connect To Language

41

174



People & Culture Report



Lisa Hancocks

People & Culture Manager

The People and Administrative team at Gunditjmara continues to grow and expand as we continue working to improve our processes and procedures to support the operations to ensure we can provide the best supports and services for our Community aligned with the employment life cycle for employees.

Expansion and inclusion of the Events and Quality, Safety & Compliance Team continues to provide ongoing events, health promotions and continuous quality improvement, evaluation, feedback and compliance.

At the end of the 2022/2023 financial year Gunditjmara Aboriginal Co-operative had 86 active staff. We welcomed 31 new hires and farewelled 23 staff.

We also commenced radio recruitment advertising, using allocated timeslots from our indigenous staff promoting employment opportunities and vacancies as an additional avenue to recruiting within the generic platforms used.

Acknowledgment of long serving Gunditjmara employees:

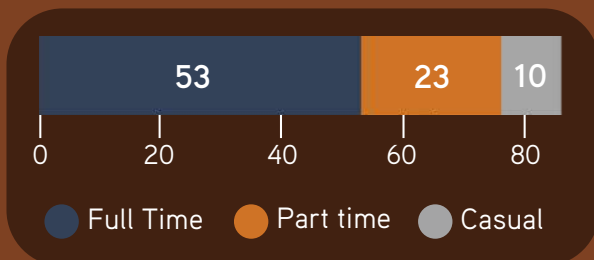
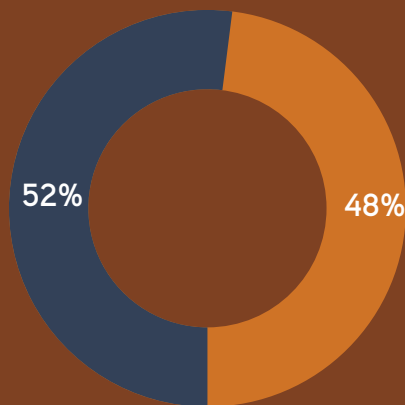
Years of service

- 25** **Georgina Taylor**
Aboriginal Health Practitioner
- 24** **Beverley Harrison**
Medical Transport Officer
- 20** **Roslyn Britton**
Cultural Lead – The Orange Door
- 18** **Jennifer Sack**
Medical Receptionist
- 10** **Natasha Douglas**
AFLDM Convenor
- 10** **Raelene Kenneally**
QSC Team Leader

Staffing breakdown

45 Indigenous staff

41 Non-Indigenous staff



Training



8
staff graduated with a
Diploma of Community
Services



3
staff commenced a Diploma in
Leadership

Community dinners



11
community held
over the year

Digital stats



377
Social media posts



14,563
website visitors



1,759
Facebook followers



22,369
website visits



553
Instagram followers



Finance Report



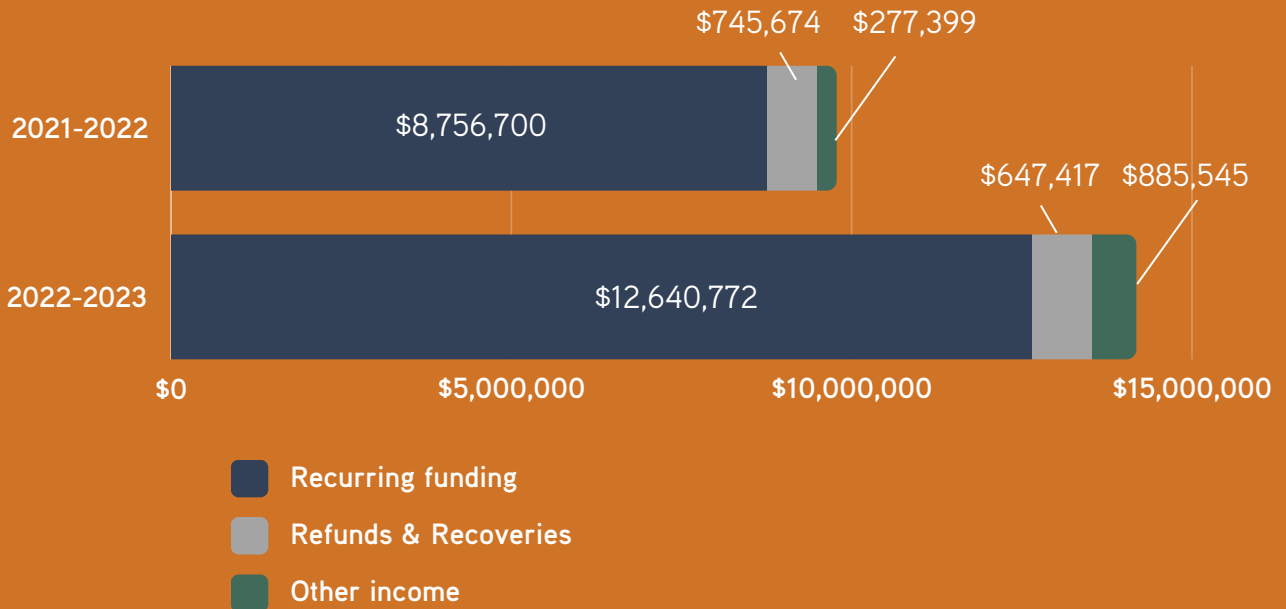
Diom Vafidis
Finance Manager

Revenue	2021-2022	2022-2023	Surplus or Deficit
Reoccurring Funding	\$8,756,700	\$12,640,772	44% ↑
Refunds & Recoveries	\$745,674	\$885,545	18.8% ↑
Other Income	\$277,399	\$647,417	133.4% ↑
Total Revenue	\$9,779,773	\$14,173,734	44.9% ↑

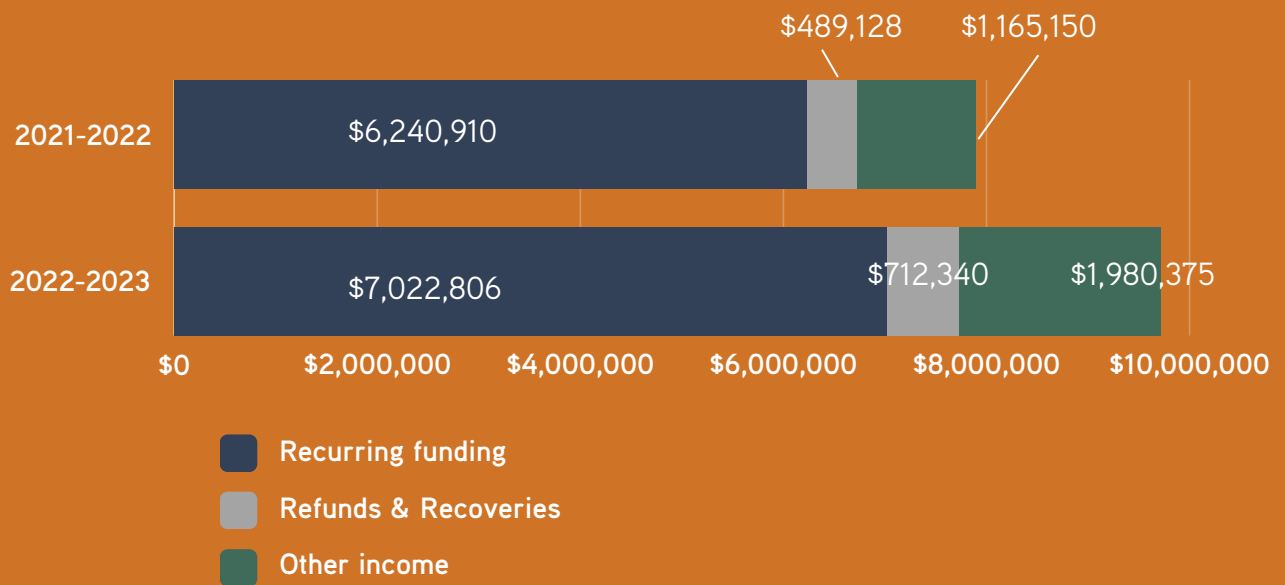
Expenditure	2021-2022	2022-2023	Surplus or Deficit
Staff Costs	\$6,240,910	\$7,022,806	12.5% ↑
Client Costs	\$489,128	\$712,340	45.6% ↑
Operating Costs	\$277,399	\$1,980,375	70.% ↑
Total Expenditure	\$7,895,188	\$9,715,521	23.1% ↑

Surplus or Deficit	\$1,884,585	\$4,458,213	136.6% ↑
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Total Revenue 2022-2023



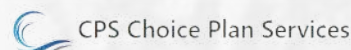
Total Expenditure 2022-2023



For the full finance report, please visit www.gunditjmara.org.au



Acknowledgements





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