



ANNUAL REPORT
2008-2009

CHAIRPERSON REPORT

Dear Community Members

I am pleased to present to you all the Annual Report of the Gunditjmara Aboriginal Cooperative for the 2008/2009 year. It goes without saying that the majority of Gunditjmara Aboriginal Cooperative is going through intense change. Having a stable cohesive Board has assisted in developing better governance practices ranging from updating our policies and procedures, governance training and newly developed governance training manual, new model rules changes, and continuing the best practice model of board governance in terms of separating operational management (Day to Day) and strategic management. To put it simply Boards of the past have historically controlled the hiring of new employees and enacting disciplinary procedures of staff at the operational level. We the current Board seen this as a huge risk to the organisation and enacted swiftly to change this practice. This change has enabled the Board to concentrate more on strategic planning and "the bigger picture" overall planning processes.

Due to these changes a newly developed organisational structure was implemented to place programs within divisions. This change has created a better service for the end user - The Gunditjmara clients and members who access services.

In the coming year the Board of Directors are particularly keen to implement a new strategic plan to better capture community aspirations and ideas on where they see Gunditjmara operations heading.

The Gunditjmara Aboriginal Cooperative is on track to opening our new medical clinic/health service based at an ideal site at 3 Banyan St Warrnambool. I would like to thank Cirillo Architects for making it a smooth process and to OATSIH for funding the project.

I would like to take this opportunity to thank our various state and commonwealth funding partners for the continued funding support and confidence which has enabled us to continue to deliver meaningful and quality services to the Gunditjmara community

We have come a long way over the past twelve months and the Board and I wish to thank management and staff for a year that has delivered real outcomes for the health and well-being for the Gunditjmara community. I look forward to building on this momentum to bring greater outcomes for the members of Gunditjmara

Good luck to all nominees vying for a position on the Board of Directors.

Regards

Marcus Clarke

Chairperson

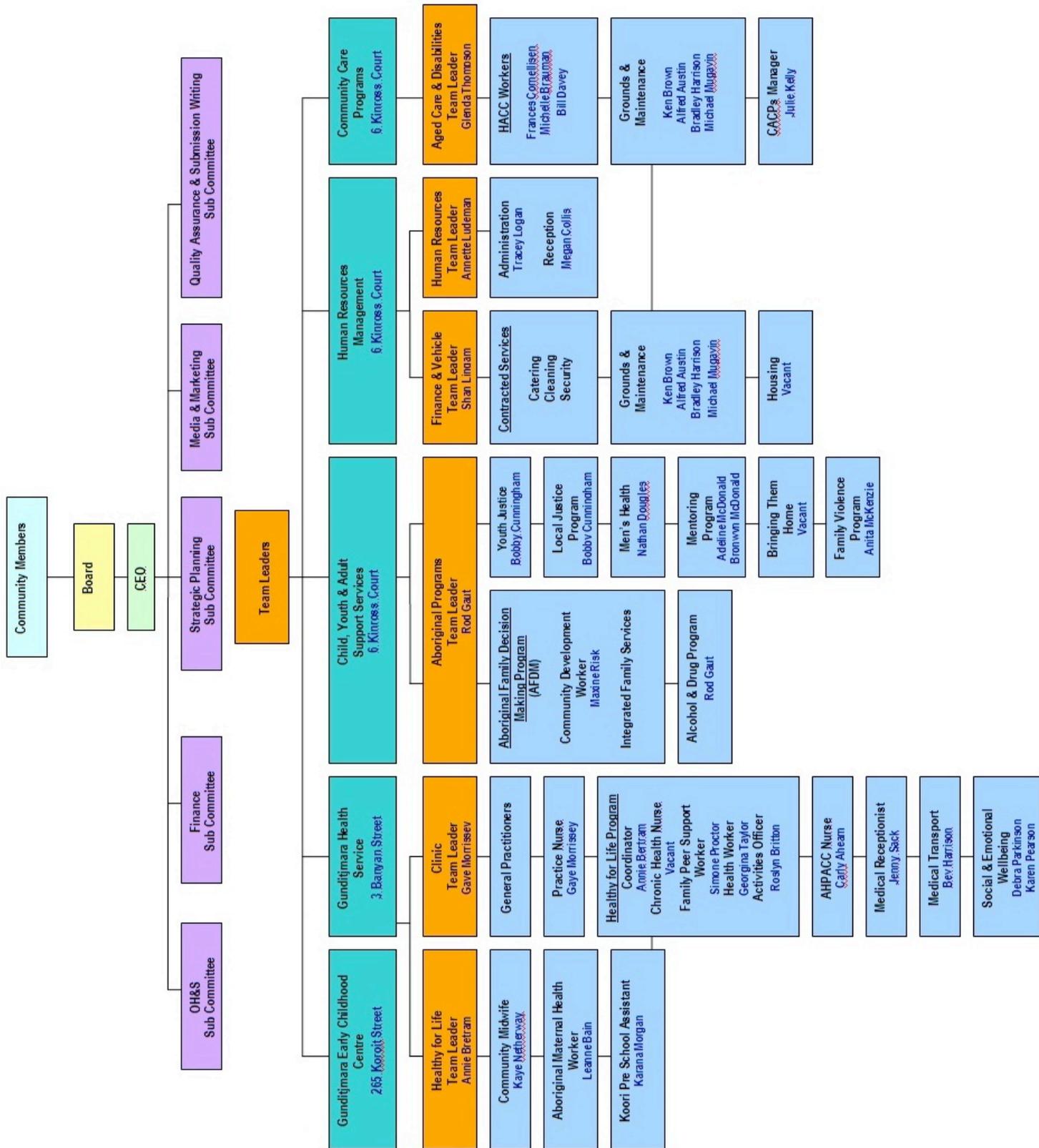
Gunditjmara Aboriginal Cooperative

ORGANISATIONAL STRUCTURE

Below you will notice our new Gunditjmara Aboriginal Cooperative organisational structure. The reason behind the structural change was that we needed to rethink and change to a more functional model. The new structure has the following attributes-

- The design is not overly complicated and is flexible to accommodate changes.*
- The development of a middle management Team Leader structure that ensures staff within respective divisions are working to optimum capacity and targets outlined. The Team Leader group also assists the Chief Executive Officer (CEO) to concentrate more time on strategic matters as opposed to the majority of time spent on operational matters. (This group presently meets once a fortnight)*
- The development of the finance sub committees will assist in setting the annual budget and will have representation from an external finance professional and will provide an annual budget for endorsement from the Board and ensure that the annual budget will support GAC strategic plan. The finance sub committee will ensure there is an adequate internal control systems to promote operational efficiency and to minimise financial risk and monitor and report on the department's financial performance against departmental priorities and approved budgets; and*
- The development of the submission writing sub committees will benefit the GAC by identifying new funding sources to assist with strategic plan outcomes, develop a library of all successful funding submissions over time and representatives of the committee will undertake training that will build skill and knowledge on how to form and develop a successful funding submission.*
- The development of the Media and Marketing sub committee to ensure publications such as brochures, websites, reports, plans, newsletters etc that are representative of GAC various programs areas are relevant and branding aspects of GAC images are followed throughout. The various publications will better keep community informed.*
- The development of the Occupational Health & Safety (OHS) Committee to ensure GAC is adhering to relevant OHS obligations.*

**PLEASE NOTE THE ORGANISATIONAL STRUCTURE DEPICTED BELOW IS
CURRENT AS OF 2010**



The Gunditjmara Aboriginal Cooperative Health Service is an Aboriginal community controlled Health organisation that provides an inclusive health care service to the aboriginal and wider community of the Warrnambool and western districts of Victoria which includes tourists visiting the local area. The Gunditjmara Aboriginal Cooperative Health Service located at 3 BANYAN ST WARRNAMBOOL operates on a "Community Cooperative Model" with a Board of Directors and CEO that oversees the management of the operation.

The Gunditjmara Aboriginal Cooperative Health Service has a team of dedicated staff and provide the following core medical services and programs:

GENERAL PRACTITIONERS: *One employed General Practitioner Dr Surrinder Singh who is available for consultations Monday through to Thursdays - 9:00am to 4:45pm .Gunditjmara also have a visiting sessional General Practitioner Dr. Jonathan Duffy who is available for consultations every Tuesday - 9:00am to 4:45pm. The number to ring to book an appointment is (03) 5564 3344.*

PRIMARY HEALTH CARE MANAGER: *Caroline Billington, as the Primary Health Care Manager, is tasked to oversee the general operations of the health service. Duties include such tasks as coordinating and supervising Primary Health Care staff, Develop a business plan for current and future health care operations within the health service, provide specialist advice in the development of the new medical clinic and developing professional development plans for health service staff.*

PRACTICE NURSE: *Gunditjmara Aboriginal Cooperative Practice Nurse, Gaye Morrissey, has a broad and varying role within the health service the position is designed to complement the work of General Practitioners. Some of the roles undertaken by the Practice nurse include but are not limited to administering immunisations, wound care, triage, clinical data management administration (Communicare), Vaccine and medication ordering and stocking.*

MEDICAL RECEPTION TEAM: *The medical reception team consisting of Jenny Sack as Receptionist and Bev Harrison as Medical Transport driver support the clinic in booking appointments for clients, offering a transport service for clients in need., and general coordination of the reception area.*

HEALTHY FOR LIFE PROGRAM: *The Healthy for life program is Commonwealth Government initiative for Aboriginal and Torres Strait Islanders. The program is setup within a consortium (Partnership) structure. The consortium group consists of the following South West Aboriginal Community Controlled Health Organisations (ACCHO's)*

- Gunditjmara Aboriginal Cooperative– Warrnambool
- Winda Mara Aboriginal Corporation– Heywood
- Dhauward-Wurrung Elderly Citizens Association– Portland
- Koolang Muutang - Kirrae Health Service - Framlingham

The benefits of the Healthy for Life consortium are to provide better access to scarce resources, to effect change at a regional or health system level and to strengthen organisational capacity.

The consortium objectives are:

- providing an effective and efficient model of management and care for individuals with chronic illness;
- providing a comprehensive maternal and child health program from pregnancy until the age of five;
- developing the regional capacity of services and staff to continually improve the quality of health care delivery; and
- engaging local communities and relevant stakeholders to address the requirements for long term improvements in Aboriginal health and the prevention of chronic disease.

Within the Healthy for Life Program we provide the following services to the community;

MATERNAL CHILD HEALTH PROGRAM: Based at our Koroit St premises the Gunditjmara Early Childhood centre provides a welcoming place for young mothers and their children to access Gunditjmara Maternal Health services. Kaye Netherway as the Child, Maternal & Family Health Midwife and Leanne Bain as the Aboriginal Maternal Health Worker provide a culturally appropriate service to support expectant parents in terms of ante natal care as well as advice on parenting practices to preserve the the family unit/setting. Kaye and Leanne work as a team to work to assist women in their hospital stay through labour and birth and in some circumstances assist in the birthing process. Kaye and Leanne also strive to build good relationships and linkages with South West Health Care and other specialist providers.

KOORI PRE SCHOOL ASSISTANCE: Gwen Lowe as our Koori Pre School Assistant provides help and assistance to aboriginal pre-school pupils and liaises with pre-school and kindergarten teachers to promote culturally sensitive practices within a mainstream environment.

HEALTHY FOR LIFE ACTIVITIES OFFICER: Roslyn Britton as our Activities Officer within the Healthy for Life Program works with clinical and other health staff to develop and implement group programs that encourage healthy lifestyle changes and self management of chronic illnesses.

FAMILY PEER SUPPORT & ABORIGINAL HEALTH WORKER: Simone Proctor as the Aboriginal Health Worker/Family Peer Support Worker and Georgie Taylor as the Aboriginal Health worker with other clinical health staff to provide support to members of the Gunditjmara community. Simone and Georgie Assist with coordination and care of members with risk of chronic care conditions and participate in home visits as required. Adult health checks are also conducted by Georgie and Simone in conjunction with the general practitioner who signs them off.

The following programs are also provided within the Health services Division comprising of the following;

ABORIGINAL HEALTH PROMOTIONS AND CHRONIC CARE: The AHPACC program run by Carly Ahearn provides support to Indigenous people with, or at risk of, chronic disease and assist them in accessing culturally appropriate health care services such as: Doctors, Dietitians, Physiotherapists. Dentists, Asthma Educators, Community Health. Podiatrists, Social Workers, Diabetes Educators etc.

SOCIAL AND EMOTIONAL WELL-BEING: Deb Parkinson as the Social and emotional Well-being Officer assisted by Karen Pearson provide help and assistance to the local Aboriginal community relating to emotional well-being and mental health. Liaison and referral to mainstream services where appropriate as well as promotion of opportunities for these services to pursue culturally sensitive practices. Provides families and carers with ongoing support and education when needed.

ALCOHOL & OTHER DRUGS (AOD) PROGRAM

My name is Rod Gaut 9 as Gunditjmara's new Alcohol and Other Drugs worker it is a great privilege in being given a chance to undertake this role to help educate the Aboriginal community about alcohol and illicit substances and better ways to help control or abstain from them. This ranges from harm minimization strategies to more active strategies like detoxification or rehabilitation. This knowledge has been attained in my past role as a Community Corrections Officer with the Department of Justice. The essence of this job was to help with the rehabilitation and reparation of people who used crime a lot of the time to maintain their addictions to alcohol or illicit substances. I feel this experience in the justice system will help me prevent people from reaching this stage with strategies to help address underlying issues and better understanding of themselves.

My aim during my employment with Gunditjmara will be to create an environment to help with positive change for Aboriginal people whose lives have been affected by drugs and alcohol. One important way of achieving this is through a holistic approach or culturally relevant approaches, which recognizes the range of needs of people in the Aboriginal community. In doing this, I hope to continue developing, appropriate alliances and partnerships with Drug & Alcohol mainstream agencies and specialists to foster better practice in service delivery.

To date, this aim has been activated by two Aboriginal members who felt it was time to better their lives by participating and completing the detoxification process. One member is still actively participating in a rehabilitation program. This has been an encouraging start to help meet the mission aims of this organization.

KOORI YOUTH JUSTICE PROGRAM

Hi my name is Bobby Cunningham I'm the KOORI YOUTH JUSTICE PROGRAM worker the role of the Koori Youth Justice Program is to provide support, supervision and referral services for Koori Children and youth on court orders. Court assistance, including legal advice, advocacy and support during court proceedings is also available. This program aims to reduce the number of aboriginal people coming into contact with police and the Youth Justice system.

This year has seen the emergence of a couple of our older participants in our Youth Group Program. These young people have taken on a leadership role in the group and as expected, flourished in the duties to help make the group run as smoothly as possible.

Whenever we were out in the community, our youth group never had any issues with behavior or being socially unaccepted for that matter. There were plenty of trips to and from Melbourne to see clients. To and from Hamilton, Portland, Heywood to see clients as well. The Koori Youth Justice Program had one Statutory client see his Order through without re-offending, which was fantastic.

Organized staff training days where the Department of Human Services Melbourne came to Warrnambool and conducted workplace violence training. It was a success as all the staff now have some confidence in looking after themselves in a case of any angry customer. Also, I helped organise Gunditjmara (LORE) Vs Police (LAW) cricket match in conjunction with our ACLO Allan Miller. We finally beat the LAW and now we have the Winning Shield.

We will push to make year 2010 as positive as what 2009 was.

KALAY WARTEE INDIGENOUS MENTORING PROGRAM

The Kalay Wartee Indigenous Mentoring Program aims to: - Support: link young people to trained indigenous and non-indigenous mentors from the community and support the development of their relationship - Connect: Make connections between young people & their families, their culture and their communities to develop greater confidence & self esteem - Build: Through positive mentoring relationships, help young people to make better decisions and more positive choices to achieve their goals and aspirations - Promote: Promote an understanding of indigenous culture by young people and the broader community

This unique program has continued to concentrate on breaking the cycle of poor attendance at school, lack of work prospects and disconnection from family and culture. To help achieve this we have attracted 4 new mentees making a total 15. This includes 7 female & 8 males. Also, 4 new mentors, making a total of 18. This includes 12 female & 6 males. This makes a total of 9 matches.

ABORIGINAL FAMILY DECISION MAKING PROGRAM (AFDM) & INTEGRATED FAMILY SERVICES (IFS)

My name is Maxine Risk I commenced my position at Gunditjmara on the 4th May 2009, The goal of the Aboriginal Family Decision Making program (AFDM) is to deliver culturally based decision making within Child Protection. This includes the capacity to divert matters concerning the safety and well-being of Aboriginal children from court proceedings, reduce re-reporting and statutory intervention and to improve kinship options in placement, support and care arrangements.

The model utilises traditional Aboriginal approaches to solving family problems and involves Aboriginal elders and the extended family. The AFDM model allows Aboriginal families the opportunity to meet and explore options to improve their family situation in a supported cultural environment. It also allows families to gain understanding around the risks of harm towards the children and how the family can be supported to overcome any difficulties they may be facing.

AFDM is also a good way to engage an Aboriginal family and community in completing cultural support plans. Cultural support plans are developed to ensure that an Aboriginal child in out of home care remains connected to their family, community and culture. A cultural support plan as part of a Child Protection best interests plan and LAC care and placement plan is an important tool in establishing these connections and must be completed for all Aboriginal children in out of home care.

Integrated Family Support (IFS) aims to provide vulnerable children and families with individual support promoting the well-being and safety of children and young people. IFS offers families an outreach based service which, through talking together and identifying needs, aims to strengthen relationships, develop skills and facilitate referrals to appropriate services.

MENS HEALTH PROGRAM

The Gunditjmara men's health program headed by Tommy Clarke and Nathan Douglas is a program for Aboriginal men living in the Gunditjmara community. The project aims to provide Aboriginal men with the resources and skills to enable them to regain their status/'rightful' role within the community. Activities include weekly meetings, bonding experiences, and planning for employment opportunities. Nathan Douglas has also taken on an additional role of helping Bobby Cunningham with the Youth Group Program on Friday evenings

HOME & COMMUNITY CARE PROGRAM (HACC)

My name is Glenda Thompson I am the Aged Care & Disabilities Manager . Over this financial year the HACC program has gone through significant change in terms separating functions within the HACC division. The Community Aged Care Packages (CACPS) program was identified to become a sub brach/standalone program within the HACC division. This ultimately lead to employing an additional worker to cover the range of responsibilities within the CACPS program. We were fortunate to gain the services of a suitably qualified and committed employee - Julie Kelly. I would like to thank Julie for her commitment throughout this year in making the CACPS program more efficient.

I would like to take this opportunity to thank and acknowledge the HACC staff - Bill Davey, Frances Cornelissen and Michelle Brauman for the effort and good work over this year.

For the benefit of GAC community members I would like to provide a brief overview of what the HACC division offers :

The HACC program provides a range of basic support services to frail older people and people with disabilities who are experiencing difficulties in managing daily tasks but wish to live independently for as long as possible and aim to avoid appropriate or premature admission to residential care. The Program also supports their carers and families. These services provide eligible people with help at home, support in getting out into the community, and a break for carers.

HACC services provided in the community include:

- Home Care which includes vacuuming, general home cleaning, assisting with shopping & meal preparation.*
- Personal Care - Includes assistance with showering and general grooming.*
- Garden Maintenance - Includes mowing, pruning & other minor general property maintenance.*
- Respite - Includes planned breaks for carers to attend appointments, go shopping or just take a break.*
- Community Aged Care Packages - A flexible & coordinated approach to providing community services to individuals who are assessed as being at risk of premature admission in to long term institutional care. Case Management is for individuals who have complex needs and is an alternative for people to remain at home. i.e a range of interacting physical, medical, social and emotional needs and require assistance to organize and co-ordinate community care services.*
- Advocacy & Referral Service - Gunditjmara HACC Staff can assist you with any Advocacy or Referral support.*

In closing I would like to thank South West Health Care, Community Health, Tot Andrews, East Warrnambool Neighborhood House (Fleetwood Crt)

GROUNDS & MAINTENANCE PROGRAM

Ken Brown as the Grounds and maintenance Coordinator together with Michael Mugavin, Bradley Harrison, Alfred Austin delivers lawn mowing and repairs and maintenance services to the Warrnambool and Western District area. The team also provide an internal lawn mowing and repairs service within the different program areas of Gunditjmara such as HACC program.

HOUSING & BRINGING THEM HOME

The Housing Program headed by Trish McGregor assists and aims to provide a confidential service to families in need of housing. Trish also provides assistance to Gunditjmara tenants and arranges repairs and maintenance of Cooperative housing stock.

