



Ballarat and District
Aboriginal
Co-operative Ltd

Annual Report

Annual Report 2018



VISION STATEMENT:

**"TO BECOME THE STRONGEST VOICE AND PRESENCE IN THE BALLARAT DISTRICT,
SUPPORTING AND RESPECTING OUR PEOPLE, ENHANCING OUR COMMUNITY,
GROWING OUR CULTURE AND HONOURING OUR HERITAGE"**

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Chairperson's Report

Marjorie Pickford —Chairperson



BADAC AGM November 2018

Chairperson's Report

Marjorie Pickford – Chairperson

CHAIRPERSON REPORT 2018

This year has been a very busy and successful one for Ballarat and District Aboriginal Cooperative, with many new programs and services funded to benefit our local community.

This expansion of services means that our financial base continues to be solid and sustainable into the future, and our expanding workforce creates more employment opportunities for Aboriginal people, and brings more transferable skills into our organisation. A big welcome to our new staff.

The Board is continuing to focus on good governance for BADAC. An important part of what we do is helping new Board members from our Aboriginal community to build skills in leadership and governance.

Everyone enjoyed Board training, given by Michelle Taylor from VACCHO. The training included the role of a Board; what is good governance; how the Board will progress forward; and financial training.

We have a few Board members stepping down at this November AGM. I really want to encourage Aboriginal and Torres Strait Islander community members to consider putting up their hands to be on our Board. It is really important that we have diverse voices on our Board, to represent our whole community: people from all ages and education levels, with different skill sets, employed or not, male and female.

Being a Board member is a fantastic leadership and development opportunity, and looks great on your resume. The Board leaves all operational matters to the CEO, while we concentrate on strategic direction and good governance. So please, contact BADAC or myself for more information if you would like to consider nominating for the BADAC Board in future years.

This year we had a very active and engaged Board. I'd like to thank Aaron Clarke who has since stepped down, and Uncle Larry Kanoa for filling in. Daniel Clarke, our Treasurer, Katrina Beer and Rachel Muir are all stepping down at the AGM, which opens up vacancies for four new Board members. I'd like to thank these Board members very much for all their support and energy during 2018. I hope their time on BADAC's Board has in turn enriched their own lives. Kylie Laxton, our Secretary, and Debbie Callister will stay on.

I'd like to thank them deeply for their contributions this year, for their ongoing support and their dedication to BADAC. I will also stay on for 2019 – it is shaping up to be another exciting year.

Highlights for the Board in 2018 include the VACCHO Board training and the new building coming close to completion which will offer a new level of service for our community.

The NAIDOC Family Day was a great highlight, with so many people attending and having a wonderful day out with family and friends. The October VACSAL Football and Netball Carnival was a fabulous success. Congratulations to everyone involved in organising it.

Chairperson's Report

Marjorie Pickford

Another important highlight was attending the NACCHO conference with our CEO Karen Heap. It was held in Queensland at the end of October, and provided a fantastic opportunity to mingle and network with representatives of Aboriginal organisations from all around Australia.

An important occasion this year was attending the 2018 Victorian Protecting Children Awards. I was filled with pride to see our CEO Karen Heap win the prestigious Walda Blow Award, which remembers Aunty Walda Blow – a proud Yorta Yorta and Wemba Wemba elder who lived her life in pursuit of equality. In Aunty Walda's name, this award recognises contributions of an Aboriginal person to the safety and wellbeing of Aboriginal children and young people. Karen worked hard to bring together Child Protection, the Aboriginal community and state government to change the way child protection interacts with Aboriginal children and families. Now, Aboriginal self-determination is a driving factor. Congratulations to Karen and very well-deserved.

Karen has been a fantastic CEO for BADAC in 2018 and in the previous 14 years. I'd like to acknowledge her enormous expertise, and her success in steering BADAC to become a high-functioning, financially stable Aboriginal organisation of which we can all be very proud. Her loyalty to the community is paramount in everything she does. Thank you Karen.

I'd also like to thank the executive team and all the BADAC staff, who do such a great job, day in and day out. A huge thank you to our community, for all that you do in engaging with BADAC's services and programs, participating in events, and contributing to the life of our vibrant Aboriginal and Torres Strait Islander community.

Thank you all. It has been a pleasure and an honor to serve as BADAC's Chairperson for 2018.

Marj Pickford.



About me:

Marj Pickford is a proud Wotjobaluk woman. She grew up in Dimboola, Pura Pura and Burrumbeet before moving to Ballarat as a teenager.

Marj has devoted her working life to Koorie education. She is passionate about supporting Aboriginal children and families through Early Years and school, recognising that education is one important way to help close the gap that exists even here in Ballarat.

From Our CEO

Karen Heap—Chief Executive Officer



AGM November 2018

CEO update

2018 has been one of BADAC's most busy and successful years to date and everybody has played their part: BADAC Board, BADAC staff, and the Ballarat and District Aboriginal and Torres Strait Islander community.

New Building

The 6 million dollar medical centre is on track and on budget, and should be very close to completion by the end of the year. It will offer brand new facilities and full medical and new allied health services. We hope everyone will feel comfortable to access the new facility.



New staff and expanded services

Staff numbers have doubled to 90 people, 51% of whom are Aboriginal, plus contractors. We have an \$8 million dollar turnover and we own or lease 8 properties, including our current new build, the \$6 million dollar medical centre.

In the last year alone, we have attracted more than \$2.6 million in grant funding and have been awarded multi-million, multi-year federal and state contracts to deliver holistic health services to our Aboriginal people.

New programs include supporting our families to educate their children, cultural safety advisors to work with external family violence services and mental health and family violence prevention programs. All these programs will continue our work to assist Aboriginal people self-determine their own lives and futures.

Planning for the future includes a focus on Early Years and youth, better supporting Aboriginal children in out of home care, expanding cultural training, skills upgrades and training for our staff, and plenty more.

Our community is growing

Its fantastic news that more than half of the Aboriginal and Torres Strait Islander population in Ballarat is under 24 years, with 25% of the Aboriginal and Torres Strait Islander population in Ballarat under 9 years, because it means our community is vibrant and growing. (ABS 2016.)

Aboriginal and Torres Strait Islander people is the fastest growing demographic in Victoria and is the youngest demographic in Ballarat. This huge cohort of young people coming through brings new energy to our community, and also presents special challenges and opportunities for BADAC's planning and service delivery in the years ahead. Early Years and Youth must be a special focus, also remembering that Elders and community will play a vital role connecting our youth to culture, country, language and identity.

Advocacy

2018 has been a big year in advocacy work, to ensure that Aboriginal people in Ballarat get the services and opportunities they need. I regularly attend VACCHO (our peak body) meetings as a Director, where I contribute to strategic directions and special projects.

From Our CEO

Karen Heap

In October, I was elected Chairperson of VACCHO. Together with a terrific Deputy Chair and Treasurer and great Directors and community, we will work hard to help us all move closer to Aboriginal self-determination. This is a high-profile role where I will interact closely with government policy makers and funders, as well as other ACCOs across the state, and bring benefits to the BADAC community.

I was invited to Canberra this year to COAG as part of the Closing the Gap refresh. I represented both BADAC and VACCHO in the Special Gathering of Prominent Indigenous Australians. We met with the Prime Minister and First Ministers. The Gathering's priorities for the refresh included additional targets for families and children; housing; health and healing; justice; economic development for our people; culture and language; education, and elimination of racism and systemic discrimination. It is important that VACCHO and the Victorian community were represented to discuss the issues which concern us.

A landmark achievement of 2018 is the launch of Wungurilwil Gapgapduir - The Aboriginal Children and Families Agreement. This agreement is a game changer. Removal of Aboriginal children has been occurring at a higher rate than during the tragic Stolen Generations era. Now, Aboriginal self-determination is at the core of decision making. Children in Out of Home Care will be able to keep connected to culture, identity, community and family.

My role in this historic agreement was as the first and the current Chairperson of the Victorian Aboriginal Children and Young People's Alliance, which is made up of 14 ACCOs. Together with the ACCOs, Victorian government, and the child and family services sector, we negotiated the agreement. I was privileged to give a speech at Queens Hall, Parliament House, at the launch of the Agreement.

I was honoured to receive the Walda Blow award for my work in this area, which has contributed to changing the child protection system to align with Aboriginal values. BADAC will be one of the ACCOs taking on Aboriginal Children in Out of Home Care, to ensure they remain connected to family, community and culture.

BADAC staff have also had their work recognized: Amber Barker-Lovett won the Rikki Marks award for her work with young people and Amanda Rowlands was nominated for a City of Ballarat Youth award.

Community partners

BADAC maintains excellent relationships with many community partners, and 2018 was no exception. I'd like to acknowledge the great work we do with our partners VACCHO, federal, state and local governments, Ballarat Health Services, CAFS, WRISC, Berry St, Federation University, Kindergartens and schools, and everyone who works with BADAC to improve the lives of Aboriginal and Torres Strait Islander people.

Federal and State Ministers have visited BADAC to announce funding this year: Minister Mikarkos, Minister Foley and Special Minister for State Gavin Jennings.

The NAIDOC and now VACSAL Football and Netball Carnival was on again this year, and it was wonderful to see so many of our community reconnecting with friends and family, making new friends, and of course playing some stellar sport. We are estimating more than 6000 people attended, which is fantastic.

From Our CEO

Karen Heap

BADAC Board

The Board has steered us well through the year, always working strategically towards Aboriginal self-determination. Thanks to all our Board members, and to Chairperson Marj Pickford, who led BADAC's continuing effort towards excellent governance. Good governance provides a framework which helps to attract more funding, quality staff, closer consultation with community, more informed decision making and sustainability into the future.

BADAC staff

I want to acknowledge the huge effort and commitment shown by BADAC staff to their work and community. Everyone has contributed to one of BADAC's most successful years. Thanks especially to my executive team, who have shown terrific leadership and dedication, and to all BADAC's staff, who care deeply about their clients and work hard to improve the lives of Aboriginal people in our community. I thank you all and encourage everyone to keep working towards an even better 2019.

There is only 'we'.

Finally, a huge thank you to you, the community, for your support in each and every year.

As most of you know, to me there is no 'I', there is only 'we'. 2018 has been a year where this is truer than ever before. Only together can we keep moving ever closer towards health, healing and self-determination for Aboriginal and Torres Strait Islander people.

Thank you.

Present **✓**
Apology **A**
Absent **X**
Resigned **R**
No Quorum **NQ**

Board Attendance Record

Name	6th DEC 2017	6th FEB 2018	6th MAR 2018	10th APR 2018	5th JUNE 2018	7th AUG 2018	2nd OCT 2018
Marj Pickford (chair)	✓	✓	✓	✓	✓	✓	✓
Aaron Clarke (Deputy Chair)	A	✓	✓	A	R	R	R
Daniel Clarke (Treasurer)	✓	✓	✓	A	✓	✓	A
Kylie Laxton (Secretary)	✓	✓	A	✓	✓	✓	✓
Rachel Muir	A	✓	✓	✓	✓	✓	A
Deb Callister	✓	✓	✓	✓	✓	✓	✓
Katrina Beer	A	✓	✓	A	✓	✓	Phone In

Family Support Services

Liz Bourke—Executive Manager— Koori Family Services

AGM Report – Koorie Family Services

Koorie Family Services (KFS) provides a range of supports to children and families operating from 2 sites at 109 Lydiard Street North and 4 Market Street Ballarat.

The last 12 months has seen significant growth and development across the Family Services program area and the next months are expected to involve further expansion as we implement the Aboriginal Children in Aboriginal care programs into Koorie Family Services.

My name is Liz Bourke and started as the Executive Manager of Koorie Family Service in April 2018. I have moved to Ballarat from Gippsland where I have worked in Community Services, Youth Mental Health and DHHS for the last 25 years. For the past 6 years I have worked across Gippsland with the Gunaikurnai people through both Ramahyuck and GEGAC to keep families involved in decision making for their children and to support capacity building at the co-ops. I am excited to take on this new challenge of working with the Ballarat community towards self-determination and the responsibility for Aboriginal Children.

KFS is divided into 3 program areas

- Family Support led by Program Manager Leah Keegan,
- Care Services led by Program Manager Kelvin Meloury
- Family Violence and Justice led by Program Manager Ash Egan.

The KFS program has been involved in the roll out of a number of new programs this year including First Supports and Burron Guli (Healthy Relationships program). Our Family Violence Demonstration Project has received very strong support from the Department including the extension of the funding for a further 12 months. The Kinship Care program has also expanded from 24 children's under BADAC's case management at the start of the year to 40 by the end of 2018. This has meant an increase from 2 -4 staff in the Kinship program.

In Sept 2018 BADAC submitted an application to become one of the next sites in Victoria to take on the care and protection of children through the Aboriginal Children in Aboriginal Care (ACAC) pre-authorisation program. This submission was strongly aligned with BADAC's strategic plan and our commitment to self-determination. In Oct 2018 we were advised that our submission had been successful with funding being made available to BADAC from Dec 2018 to begin the implementation of this significant work.

Section 18 of the Children and Young Person's Act 2005 allows the Secretary of the Department of Health and Human Services to authorize the principle officer of an Aboriginal Agency to undertake specified functions and powers in relation to a protection order for an Aboriginal child.

ACAC provides all child protection services for Aboriginal children authorized to the Aboriginal agency under Section 18 including:

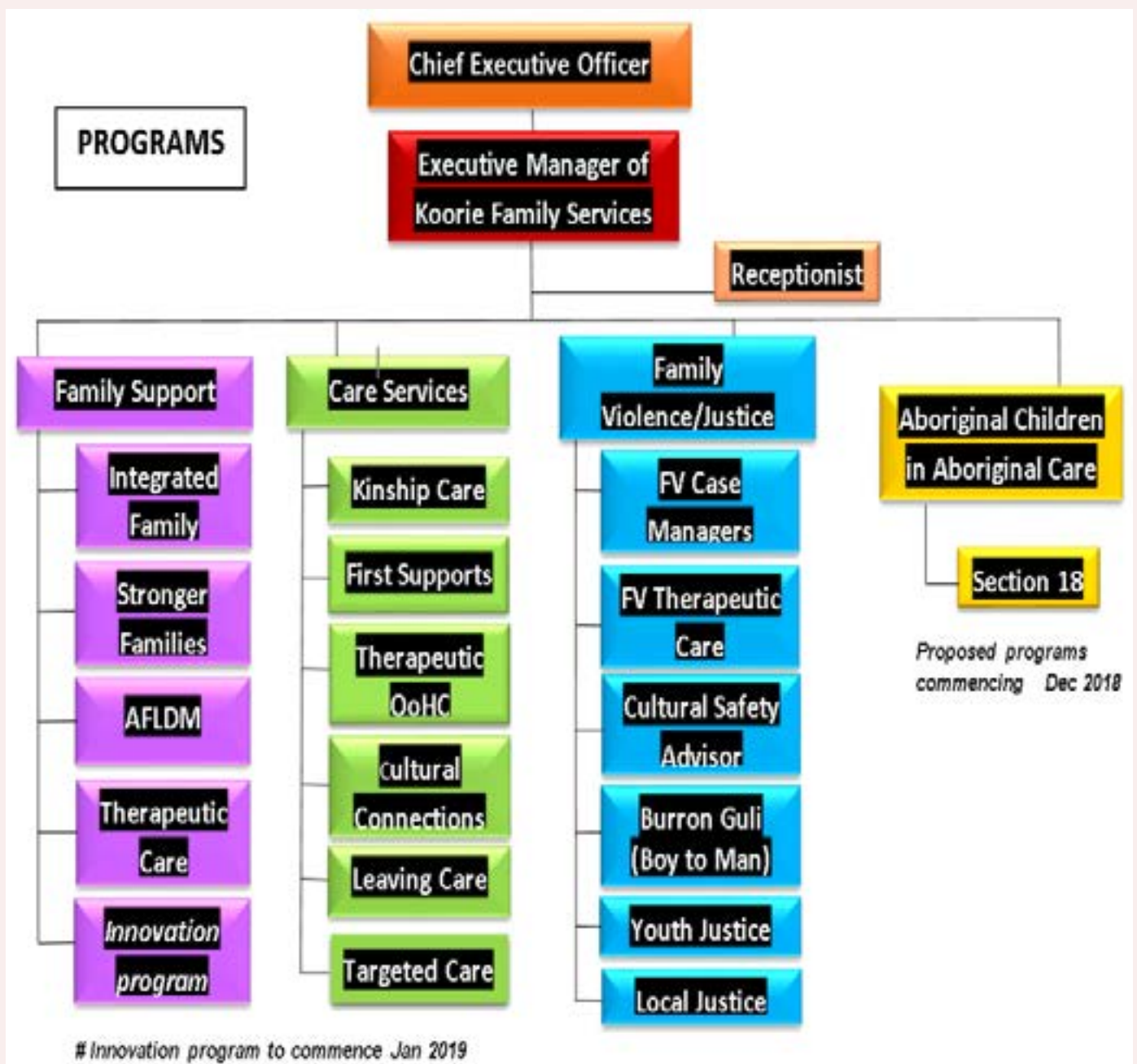
- Case planning*
- Case Management*
- Parental responsibility aligned with the protection order*
- Court applications, court reports and court appearances*
- Legal services to support child protection activity*



Family Support Services

Liz Bourke

BADAC's Section 18 team will be recruited over the coming months and be followed by staff training and induction to ensure we are ready to meet the demands of this new role. Our Section 18 team will work with 18 children and young people who are subject to Child Protection "Family Preservation" and "Family Reunification" orders. This work will mean ensuring children can safely remain in or return to the care of their parents. The Section 18 team



Family Support Services

Liz Bourke

<p>Family Support Program:</p> <p><i>Integrated Family Services</i></p> <p><i>Stronger Families</i></p> <p><i>Aboriginal Family Led Decision Making</i></p>	<p>Leah Keegan—Program Manager</p> <p>Integrated Family Services (IFS) provides support to children and their families to ensure children can remain safe in the care of their parents. IFS is currently working with 24 families across Ballarat and district. Our IFS staff are Sharee Stevens and Nathan Finley. We have recently recruited 2 new Aboriginal staff members to the team who are set to commence in the near future.</p> <p>Stronger Families (SF) current works with 5 families referred to the program by DHHS. SF provides intensive support to families for up to 12 months where there is a risk of children coming into care or to support the reunification of children with their parents.</p> <p>During Sept 2018 we were sad to farewell our Stronger Families staff Deanne Jakiel-Hayes (resigned) and Dot Farquahar (extended leave) who have made a huge contribution to the program. IFS staff are assisting with supporting these families while new staff come onboard.</p> <p>In late 2018 we hope to strengthen these programs through the recruitment of a Therapeutic Worker and additional staff in the Family Support program.</p> <p>Aboriginal Family Led Decision Making (AFLDM) continues to be a critically important program to ensure families have a voice in decisions made by Child Protection about their children. Led by our AFLDM convener Belinda Hayden we have convened 23 AFLDM meetings this year focused on strengthening family supports and engaging extended families to provide care for children where needed.</p>
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Koorie Family Services—109 Lydiard Street North

Family Support Services

Liz Bourke

Care Services Program:	Kelvin Meloury – Program Manager
<i>Kinship Care</i>	BADAC's Kinship Care team expanded to provide care and case management for 24 children early in 2018. From July 2018 we have been extended further with a total of 40 children to be provided case management by the end of 2018. Staffing for the team has also expanded to include Rebecca Egan who has come to BADAC from Berry Street Victoria in the role of Senior Practitioner Kinship Care along with Tim Sands, Rebecca Jakobi and Nicole Asker who has come across from the Family Support Team.
<i>First Supports</i>	
<i>Leaving Care</i>	
<i>Therapeutic Out of Home Care</i>	Kinship Care provides case management support for children and young people placed in the care of a family member or other community relative. Throughout the year the Kinship team have continued to support carers through a range of training programs in meeting both cultural and healing needs of the children in their care.
<i>Cultural Connections</i>	Cultural activities this year have included return to country trips, Camp Jungai and a carer day at Lal Lal falls.
<i>Targeted Care Packages</i>	Kinship funding applications provided through Child Protection have been a great support to our families supporting the purchase of household items, furniture and car repairs. 2 Senior workers from Child Protection will commence co-location at BADAC in Nov to support the continued development of the team.
	First Supports aims to support newly established kinship care placements through the provision of early comprehensive assessments, brokerage and access to increased supports. This program commenced in August and have received 8 referrals to date. Daniel Grover has commenced in the First Supports role and comes to BADAC from WDEA employment services.
	The Therapeutic Out of Home Care worker Kate Loveridge provides support to children and carers involved in our Kinship Care and other programs through a range of individual and group support programs. Kate also facilitates "Helpdesk" where BADAC staff can get support and consultation around complex cases and children's therapeutic needs.
	The Cultural Connections Worker is a newly developed position to support the implementation of Cultural Support plans for our children in Kinship Care. Paul Kirby is the worker in this position and he works alongside Kinship staff and carers to ensure children remain connected to their culture through family, community and country.
	Targeted Care Packages provide tailored support to children and young people to maintain them in the care of extended family or foster care and avoid placement in residential care. Currently BADAC provides 1 Targeted Care Package with the development of 2 further packages underway.
	Targeted Care Packages provide tailored support to children and young people to maintain them in the care of extended family or foster care and avoid placement in residential care. Currently BADAC provides 1 Targeted Care Package with the development of 2 further packages underway.

Family Support Services

Liz Bourke

<p>Family Violence and Justice Program:</p> <p><i>Family Violence Therapeutic Demonstration Pilot</i></p> <p>Burron Guli (Healthy Relationships program)</p>	<p>Ash Egan – Program Manager</p> <p>BADAC's Family Violence Therapeutic Demonstration Project works with individuals and couples to address the issues that lead to family violence. The program is provided in partnership with WRISC with victim/survivor and children's services being provided through WRISC and perpetrator supports being provided through BADAC.</p> <p>BADAC's Family Violence program is located at 4 Market Street ensuring a specialised service response in a confidential environment.</p> <p>Since the commencement of the program BADAC has provided support to around 160 community members including men, women and children through case management, individual and couple counselling and yarning circles for women and children.</p> <p>The FV Program has been extended for a further 12 months and is currently participating in a comprehensive evaluation undertaken by EY Sweeney. The FV program currently employs Ash Egan as Program Manager, Matt Crellin and Tanya Kirby as FV Case Managers, Tracey Chettleburg (employed by WRISC) and Fran Quigley as FV Counsellor (until Sept 2018).</p> <p>We are currently recruiting to continue the valuable work undertake in the counselling role following Fran's departure from BADAC.</p> <p>During the year Ash Egan and Fran Quigley were selected to give a presentation on the FV project to the National "Ending Aboriginal and Torres Strait Islander Family Violence" Conference in Sydney in May. This was very well received and has resulted in a number of other Aboriginal Family Violence projects making contact to gain further information about BADAC's work.</p> <p>In June 2018 we were successful in receiving further funding through the Aboriginal Family Violence Primary Prevention fund.</p> <p>This funding supports our new "Burron Guli" – Healthy Relationships program. Burron Guli means Boy to Man or child to Man in Wathurong language and is about helping primary school age boys develop positive attitudes to women and girls and to challenge the attitudes that lead to Family Violence.</p> <p>This program is provided through an activity based cultural program getting the boys and their fathers or other male role models involved in Aboriginal traditional crafts like clap stick, didgeridoo and boondi making.</p> <p>We are pleased to have recruited Terry Atkinson to facilitate this program and have commenced this term with a group of 10 children at Magpie Primary School.</p>
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Family Support Services

Liz Bourke

Family Violence and Justice Program: (cont)

Cultural Safety Advisor

New funding has been received by BADAC to employ a Cultural Safety Advisor. This funding comes through DHHS, DOJ and Family Safety Victoria to support mainstream Family Violence services to provide culturally aware practice through Cultural Awareness training and direct agency support. BADAC is currently recruiting to this position and aims to commence the roll out of the program before the end of the year.

Local Justice Worker

Our Local Justice Worker (LJW) program continues to be in high demand supporting community members with resolving fines and warrants with the Sheriffs office and providing opportunities for the completion of Community Based Orders in a Culturally Safe environment. Our Local Justice worker **Sue Clark** has supported 36 community members to address \$ 35,000 worth of outstanding warrants and fines through appeals to the court, payment plans and working off fines. A new program is being introduced by the Department of Justice to support community members exiting prison – called Yawal Mugadjina the program will develop Cultural Plans for people while in Prison and link them with community mentors. The LJW will support the person in the lead up to release and then help implement the cultural plan once release has occurred.

Koorie Youth Justice Worker

The Koorie Youth Justice (KYJ) Program supports young people or are at risk or in contact with the Justice system. Our KYJ worker **Jared Guy** is currently engaged with 12 young people providing court and police support as well as referrals to BADAC and other community services. Jared also runs a range of Cultural programs with young people to engage them in tradition bush skills and activities.



BADAC Health

Jo Warren– Executive Manager of Health

Health and Community Home Support Programs

As of April 2018, I applied and was successful for the position of Executive Manager of Health and Home Support.

This is a very exciting role and involves supporting and making sure that The Medical Team, Social and Emotional Well Being Team and the Community Home Support Team (which includes NDIS) provides the community with the best quality care and support they need, and to ensure that we are working within our strategic plan. There has been growth in every area and we have been fortunate in recruiting two new part-time doctors. Dr Bradrika and Dr Chamika. Lisa Timmins as part of Integrated Team Care, Tara Hunt as Home Support Worker, Kim O'Brien as Credentialed Mental Health Nurse and Matt Ladner as Alcohol & Drug Worker. We also welcomed this year two new receptionists, Taleesha Pedrotti and Sarah Baker.

As well as new staff members, we have had some restructure of staff within the health clinic. Merri Brown has taken on the role of Clinical Team Leader and CQI officer with great enthusiasm. Faye Clarke is now diabetes educator and cultural awareness trainer for BADAC staff. Melissa Fox has taken on the role of clinic coordinator and April Burgoyne is now SEWB receptionist and project support worker. Jade Purcell completed a phlebotomy course this year and now not only does health checks etc. but is proficient in performing blood tests.

Baarlijan Medical Report

Our medical team has continued to provide acute, chronic, preventative and holistic health care to the BADAC community. 341-health assessment were completed this year, which is a great effort considering that we were short of GPs for part of the year.

We now have 1787 active clients of which 1214 are of Aboriginal or Torres Strait Islander descent.

Apart from medical appointments with the GPs the staff within the clinic are proud of the programs they are able to offer to individuals and groups.

The clinic has completed a pilot for a **Pain Management Day**. Persistent/Chronic pain and the prescribing of opioids have been identified by the Department of Health as an area of concern across Australia as demonstrated by the removal of panadeine as an over the counter medication. The pilot program was run in August 2018 by Merri Brown and Andie Bleicher (Public Health student Melbourne University). On the day Grant McKechnie an exercise physiotherapist with an interest in persist pain spoke about the complex relationship between pain and our brain, Rhonda Dam introduced mindfulness, meditation and Reiki followed by Merri Brown who presented Baarlinjan pathway to support patients. The day was well received by those that attended. BADAC medical staff welcome the opportunity to discuss the prevalence of the over use of opioids to treat pain and want to strive to provide our patients with the most up to date clinical support to manage their pain. Patients prescribed opioids have the opportunity to work with their GP and a practice nurse to monitor and manage their pain through a deadly pain diary and regular appointments with the nurse. Patients struggling to reduce their opioid medication may be offered an alternative pathway to an external persistent pain program or a referral to a pain specialist.



BADAC Health

Jo Warren

Our successful **Kandoor Heal** program has been funded for two more sessions. The first session commenced on Tuesday 9th October and will run for 6 weeks. This program is run by our chronic disease nurse Pheona Griffiths and our aboriginal health worker Jade Purcell in conjunction with a local gym. Our visiting dietitian Michele Ryan supports them with the cooking aspect of the program.

This year has seen the clinic increase our access to **telehealth**. This has been of great benefit for many of our patients and negates the need for our patients to travel frequently to Melbourne to access specialist care. We currently have access to specialists through the Royal Melbourne Hospital, Royal Children's Hospital, RWAVE and The Flying Doctors. A patient is booked for a telehealth appointment and is supported by one of our practice nurses. To date our patients are very happy with the service and appreciate that they no longer have to travel to Melbourne.

Well women's nurse Sandy continues to ensure all women are offered timely health checks including cervical screenings and breast screenings. We continue to run surveillance on **STI screenings** and offer this service to all individuals aged 16 years -29 years. This program allows us to monitor rates of infection and offer test of cure. Through early detection and early intervention, we are able to provide a service to those most at risk of STI infections and commence a narrative around this.

Women's Health morning tea was held in September to celebrate women's health week. An informal event that brought together women from the community to share morning tea and a chat. One elder commented it was 'lovely just to sit and chat with other women. That it was a nice change from hearing lots of speakers at similar events'.

Diabetes group continues to provide a social and educational program to our people with diabetes. The group meets once per a month. The group often has external speakers attend. For example, a podiatrist was able to come and provide crucial education around correct fitting shoes and self-monitoring of feet. The group atmosphere allows people to safely ask questions and build supportive relationships with their peers.

Moving forward Baarlinjan Medical Clinic is proud to announce its partnership with Menzies School of Health Research. **The National Indigenous Bowel Screening Pilot** will shortly be implemented in the medical clinic. The under screening of people over the age of 50 for bowel cancer results in many unnecessary deaths and delay in medical treatment. The medical clinic will have the national bowel screening kits onsite in the near future. This will enable the medical staff to ensure that the patient can be given health promotion on site while receiving their take home kit. The clinic will also be applying for a grant through the PHN to support health promotion activities to support consultation with our elders and provide activates to support ongoing engagement throughout the pilot program.

Earlier in 2018 Baarlinjan partnered with researchers from Melbourne University to undertake research into dementia in indigenous communities. The project is called **LET's CHAT** (Community Health Approaches to Dementia in Indigenous Communities). Baarlinjan was chosen to be the first site to go live in Victoria for the trial. Dementia is often undiagnosed in aboriginal people.

The expected outcome of our collaboration is an increased detection and improved management of people with cognitive impairment or dementia, increased number of people being assessed and managed for falls, incontinence, pain, polypharmacy and other conditions associated with cognitive impairment, improved sense of wellbeing for older people and their carer.

BADAC Health

Jo Warren

Our **smoking cessation** nurse Pheona organised two nicotine replacement therapy education sessions for staff and community through VACCHO in June 2018. Clinical staff attended the morning session and listened to a pharmacist breakdown the cycle of addiction to nicotine and current best practice for NRT. This was followed by a lunch time session, which was attended, by community members and non-clinical staff from other area of BADAC. These sessions were well received by both the staff and community. Sessions were nonjudgmental and invited people to experiment with the different types of NRT now available. Pheona was on hand to field questions regarding the support available directly through Baarlinjin medical clinic.

Baarlinjan continues to provide excellence in health care and maintains strong connections with Ballarat Health Services, Ballarat Community Health and various allied health services. We offer our community appointments within the clinic with visiting allied health workers including, podiatry, optometry, dietetics, psychology, to provide a wrap around and holistic service.

The Maternal and Child Health nurses have been busy again this year with 42 births since our last report. One of our aims for the coming year is to bring in the principles of the first 1,000 days. The “first thousand days” refers to the period from conception to age two. It will involve the health and wellbeing of both mother and father prior to conception, the health and wellbeing of the foetus and the health and wellbeing of the family after the birth. The child health checks will be a large part of this, along with immunisations and referrals to other allied health and specialists if needed.

Anthony and Lisa are very busy with 58 clients on their **Integrated Team Care** list. Unfortunately the funding has been cut drastically this year, but Karen Heap and myself are still in consultation with Western PHN to see if we can receive extra funding. It is vital that clients are able to access specialist appointments and medical supplies in a timely manner..

A reminder that if you want to opt out of My Health Record you have until the 15th November 2018. Please call medical reception if you have any questions.

Jo Warren and Merri Brown



BADAC Health

Jo Warren

Social and Emotional Wellbeing Services (SEWB)

Alcohol and Other Drugs Program (AOD).

BADAC welcomes Mathew Ladner as the new AOD worker. Mathew is a qualified AOD worker with experience in many areas of the welfare sector. He has been well received by community and works part time. He joins Catherine Larkin, who has been very busy as the sole worker. Our numbers have increased, particularly in the forensic area, so Matt's commencement will be much appreciated.

We continue to co-facilitate the Making a Change (MAC) program, the community based AOD Rehabilitation program run in collaboration with Ballarat Community Health. The MAC Program focusses on positive behavior change and learning new lifestyle skills and strategies throughout a variety of domains in the participant's lives. Topics covered include AOD education, relapse prevention, understanding and dealing with triggers and cravings, stress and anxiety – how to manage, communication, conflict management, goal setting, community connectedness, healthy eating/nutrition, cooking and gardening, mindfulness, tai chi, drumbeat therapy. Beth McDonald is our AOD worker who co-facilitates this 8 week program. The MAC Program is run 4 times per year. It is run during School Term times, to decrease some of the barriers that people may experience, particularly if participants have children.

We were again successful in obtaining ICE education funding for a third time. Last year we produced a short film with Josh Muir, called "I can embrace change", and this is available on You tube. We plan to work on developing another visual media production, with the finer details yet to be finalized.

Social and Emotional Wellbeing (Mental Health).

Social and Emotional Wellbeing Services (SEWB) has been very active in recruiting this year, and we welcome Kim O'Brien to the team. Kim is an experienced Psychiatric nurse, in the role of clinical and therapeutic mental health clinician. This is a newly State Government funded role, and ensures that we are able to provide a responsive, culturally sensitive service to community. With recent changes to mental health funding, this position fills a void left by the discontinuation of federal funding which ends in October. Kim joins Kelvin Wilson, who moves into the StepMI clinician role (persistent, complex mental health care). StepMI is also a new funded program, which ensures our community members who have a severe mental illness, needing ongoing care co-ordination due to the impact of their illness.

We have been lucky to get Michelle Cowie - Scott who is a psychologist as a sessional therapist under the Psychological Therapy Service, funded by the WestVic PHN. She joins Dermot Moynihan, Shane Murphy and Monica Maud as our other mental health therapists. As an organization, we are very fortunate to have such an experienced mental health team.

The men's and woman's group is still functioning well, with the addition of Geoff Goodfellow helping Kelvin with the men's group. Although our numbers are small, all that attend appreciate the opportunity to do activities together, which could be sharing a meal, going on a road trip and having a yarn. We hope with the opening of the new building we will regain the use of the Martin Drive space, so we can again put our cooking skills to the test.

BADAC Health

Jo Warren

Keela Borron.

This 3 year program has been developed to assist parents with a mental illness, who have children in the Child Protection System or at risk of Child Protection involvement. The program commenced in July 2017 and to date there has been 37 families currently under the program. This involves 88 children either in care of the parent, out of home care, or Kinship care. We are happy to report that we have had 14 children returned to their parents care in the first 12 months.

The program is currently being evaluated by Social Compass in co-operation with VACCHO and DHHS. We are happy to report that so far the evaluation has been positive, with the long term aim to achieve ongoing funding. Although the program is in its early stages, it is hoped more data will be produced to indicate positive effects and outcomes.

We appreciate the hard work done by staff Jo Snibson (team lead), Lisa Jakiel (MHN), Renee Bosworth and Karen Monahan (Cultural Connections). We recognize the work done by Marie Degrazia and Rondah dam who have recently moved on. Our new staff member, Marilyn Gale starts late November.

Forensic Mental Health.

In other achievements, we were also successful in obtaining funding for Forensic Mental Health, which will be a team set up to support community members with a mental illness who are involved with the justice system. Although not yet operational, we are in the program design and recruitment stage.

Other news.

April Burgoyne and Peter Treloar presented a paper called "Reflections of a Therapist working in Aboriginal Health within the constraints of Mental Health Funding changes" at the Ngar-Wu Wanyarra Aboriginal Health Conference at Ballarat on 17th. October. Renee Bosworth and Peter also presented a 12 month Keela Borron update at the same conference.

BADAC has been invited to sit on the Ballarat Suicide Prevention Strategy committee, which goals are for reduced rates of suicide; reduced suicide attempts; improved individual and community resilience and wellbeing; and an improved system to prevent suicide in an ongoing way. This group brings organizations, services and community together to develop a plan and build local capacity to reduce suicide and deliver effective suicide prevention at a local level.



We look forward to moving into our new facility in February. If you feel you need support with any social and emotional wellbeing issues, please contact us either directly or through your general practitioner.

Peter Treloar

BADAC Health

Jo Warren

Community Home Support, HACC-PYP an NDIS

Social contacts tend to decrease as we age for a variety of reasons. Regardless of the causes of isolation, the consequences can be alarming and even harmful to our Elders and people with a disability.

We receive funding from the Commonwealth Government to provide basic home support services for Aboriginal and/or Torres Strait Islander people aged over 50, or aged over 65 if non-Aboriginal or Torres Strait Islander. Services funded under the Commonwealth Home Support Programme (CHSP) scheme are aimed to keep older Australians living well at home. BADAC provides Social Outings, Domestic Assistance and Minor Property Maintenance including lawn and garden care.

The Victorian State Government funds us to provide services under their Home and Community Care Program for Younger People (HACC PYP). These services are for people with a disability and their carers. BADAC provides shopping services; help with housework, lawn and garden care.

Some of our HACC PYP clients have made the transition to the National Disability Insurance Scheme (NDIS), resulting in the addition of new services that suit their needs. For instance, a new Cooking 4 Others programs helps develop independent living skills, as well as providing emergency meals for other BADAC members. We now have seven of our community receiving NDIS funding and support.

We currently have 78 community members in one of these programs.

The BADAC Community Home Support Services team strive to bring a smile to everyone we have contact with and encourage yarning amongst the group or with the staff member. We encourage and support independent decisions and wellbeing, with much involvement in the services we provide.

In the last twelve months, we have created a calendar of social options for our Elders, so they can make choices that suit them best. These outings have been very well attended and have included visits to the Aquarium, Yirramboi History Salon, Learmonth, Maldon, Daylesford and Lal Lal falls.

The CHSP team are now using Telstra Community Connect, which sends them their roster via phone; easier ways to extract data for reporting and amongst other things has a GPS so they will not get lost. It involves less paperwork and is running quite smoothly.

At the time of this article the venue for the elders Christmas lunch as not yet ben confirmed.

Jan McIver and Jo Warren

I want to thank all of the Health and Home Support Team for their dedication and caring service that they provide and we look forward to another excellent standard of care in 2019. The opening of the new building which will house Medical, SEWB and a Community Area will be a high light of 2019.

Jo Warren

Executive Manager of Health and Home Support

HUMAN RESOURCES

David Carter—Director of Human Resources & Governance



Annual Report—Human Resources and Governance Directorate

2018 has been an immensely active year for the Human Resources and Governance directorate. The organisation has continued to expand and develop in alignment with the organisations uptake of new reforms such as NDIS, Aboriginal Children to Aboriginal Care and section 18. This has consequently resulted in the ongoing recruitment and development of staff to develop and implement the programs funded to the organisation through its funding bodies.

Across the space of 12 months, the organisation has recruited a total of 35 positions resulting in a total personnel number of 90,

The Human Resources and Governance Directorate in alignment with all service delivery directorates continues to develop and implement systems and programs that ensure that the organisation is able to deliver its current services and ongoing preparation for BADAC to uptake the Aboriginal Children to Aboriginal Care and Section 18 including but not limited to:

- Review and redevelopment of the risk management framework in alignment with ISO3100.
- Finalisation of BADAC strategic plan and associated corporate and service delivery plans.
- Development of internal key performance indicators and monitoring system aligning to BADACs strategic and corporate plans
- Review and redevelopment of internal organisational policies and procedures
- Development of BADACs internal communication and information management system (Sharepoint)
- Implementation of data collection for service delivery analysis and reporting consequently resulting in more effective organisational decision making processes.
- Conducting research that assists in effective organisational decision making
- Review and redevelopment of the Human Resources internal register
- Recruitment of three new executive managers into the organisations structure to assist in the strategic development and growth of individual service delivery areas.
- Relocation of the Directorate to Mair street building which has included the edition of a dedicated training room aligning with the workforce development project.
- Continuing to work toward the strategic goal of becoming an employer of choice through the uptake of Enterprise Bargaining Agreements

The directorate is currently in the process of reviewing the internal service delivery model which includes but is not limited to:

- Workforce capacity building and development (through the implementation of the workforce development project)
- Increase in directorate staffing profiles to assist in administration of key governance and human resource tasks

GOVERNANCE

David Carter

- Review of the directorate's service deliver model including the refocus and rebranding from Human Resources and Governance to Organisational Development and Support.
- Review of the organisations internal recruitment process
- Review of the workplace investigation process which will include a team of qualified incumbents to assist in the management of internal investigation processes supported by external technical expertise as and when required.
- Implementation of the Child Safety Standards
- Development of a more sophisticated staff selection process to reflect the increasingly complex operating environment of the organisation and its service mix.
- Development of a volunteer framework

The organisation has successfully completed all of its accreditation requirements including DHHS/QIC, Aged Care and AGPEL health accreditation and would like to extend the accreditation process to include working with other ACCHOs/ACCOs to support their accreditations through quality auditing with QIP and engagement with VACCHO and the Department of Health and Human Services in the development of the 7th edition quality standards in which ACCOs and ACCHOs are assessed against. The directorate staffing has continued to participate in ongoing professional development and training which is essential to be able to meet the ongoing requirements of the organisation including:

Occupational Health and Safety Training

Child Safe Standards training

Governance Training- Delivered by VACCHO

A variety of briefings to changes of the Occupational Health and Safety Act and the Fairwork Act

The directorate has continued to ensure positive relationship building with a variety of external stakeholders Including:

- VACCHO (Victorian Aboriginal Community Controlled Health Organisation) (Sector Quality Unit (governance and quality), Education and Training Unit and VACCHO HR Department)
- VECCI (Victorian Chamber of Commerce and Industry) (Workplace Relations, Training and Development and Occupational Health and Safety)
- Unions

I would like to personally extend my appreciation to all members of the human resources and governance team for your hard work and ongoing support including:

- Alec Carson (Quality Improvement Officer)
- Stacey Gafa (Personal Assistant to the Director of Human Resources and Governance)
- Emily Carter (Human Resources Administrator)
- Shaquiera Cartledge (Trainee Human Resources & Governance Administration Assistant)

I would also like to extend my appreciation for Karen Heap (Chief Executive Officer) and the Board of Directors for your ongoing leadership and support.

David Carter

Director of Human Resources and Governance

Early Childhood Services

Rick Balchin—Executive Manager



2018 has been a year of much success and development in the early year's sector. The participation rates in all of our programs continue to grow and great outcomes have been reached.

As early years development and youth engagement is an integral part of our mission alongside the development of our families and next generation, we are looking at ways to continue the development of our programs to ensure that the families we work with are engaged and united in our vision of the development of the children and youth in our community.

The statistics are still damning regarding Aboriginal and Torres Strait Islanders children being behind their non-Aboriginal and non-Torres Strait Islander school mates in many areas. Close the Gap initiatives have now been supported by the government's commitment in developing the Marrung Education Plan, which is embedded into curriculums across the state and what we use to guide and support the delivery and focus of some of our programs, and also our dealings with our schools, kindergartens and parental programs.

The development of a new program – Koorie Families As First Educators, is a new initiative that will support our families in the development of the children and family dynamics. It involves parenting programs, and the development plans for mothers or fathers to work with their children to ensure the cognitive development and motor skills are developing, which increases their confidence and abilities leading into playgroup, kindergarten and primary school.

We are looking to secure our own facility which will be our Early Learning Centre, where kindergarten and/ or Occasional care services will run, as will our playgroup program. This emphasizes BADAC's commitment to the sector.

We are always looking at ways to develop our programs and funding is the main component of this, and I would like to thank the Board and senior management for their commitment in supporting our early years programs, as the outcomes being reached are great for our community. For example, our supported playgroup has had 36 young children with their parents attend, and our KPSA staff covering 38 kindergartens in our service area. This sees our staff connecting with 141 aboriginal children in kindergarten. The high numbers in early start kinder (3 year old) is great to see as it starts our children's educational journey and development so they are not left behind in later years of schooling.

I would like to thank the committed staff in our Early Childhood Services team for their dedication to their roles in working with our children and youth of the community and ensuring that the next generation have the support and confidence to achieve great things.

I would like to thank the Board, staff and community of BADAC for welcoming me to the team mid-year, and it is great to see BADAC is moving forward at a great rate so we can offer a professional and committed service to all of our community and we will have the facilities to back this up.

Have a safe and revitalizing Christmas break and see you all in 2019.

Kind Regards,

Rick Balchin—Executive Manager—Early Childhood Services

Early Childhood Services

Early Childhood Services Team

- Amanda Rowland - Early Childhood Services Co-ordinator & Koorie Education Assistance Program & Youth Group
- Carla Knobel (Playgroup)
- Emily Buzzcott (Playgroup & Youth Group Facilitator)
- Ebony Sladdin (Koorie Pre-School Assistant)
- Nikki Bell (Koorie Pre-School Assistant)
- Amber Barker-Lovett (Youth Group & Youth Engagement Officer)
- Andrea Wilson (Koorie Families as First Educators)
- Talia Abbey Duffy (Navigator Program –Berry Street, newly appointed)
- Kylie Laxton + Peter-Shane Rotumah (Koorie Families as First Educators)



Financials Report

Leigh Skelton—Director of Finance & Assets



Ballarat and District Aboriginal Cooperative Limited Statement of profit or loss and other comprehensive income For the year ended 30 June 2018

	2018	2017
	\$	\$
Revenue	7,758,300	5,796,862
Expenses		
Administration Expenses	(1,798,241)	(1,177,027)
Depreciation and amortisation expenses	(278,728)	(263,367)
Employee benefits expenses	(4,894,073)	(3,734,477)
Other expenses	(365,413)	(295,582)
Profit/(loss) for the year	421,845	326,409
Other Comprehensive income		
Other Comprehensive income for the year	-	-
Total comprehensive income for the year attributable to the Members of Ballarat & District Aboriginal Cooperative Limited	421,845	326,409



Financial Report

Leigh Skelton—Director of Finance & Assets

Ballarat and District Aboriginal Cooperative Limited Statement of Financial Position as at 30 June 2018

	2018	2017
Assets	\$	\$
Current Assets	4,655,308	3,898,079
Cash and cash equivalents	463,428	477,007
Other Current Assets	13,642	17,383
Total Current Assets	5,132,378	4,392,469
Non-Current Assets		
Property, plant and equipment	13,560,124	11,260,184
Total non-current assets	13,560,124	11,260,184
Total Assets	18,692,502	15,652,653
Liabilities		
Current liabilities		
Trade and other payables	373,029	570,943
Borrowings	126,400	75,735
Employee benefits	448,021	264,732
Other current liabilities	6,026,083	3,371,981
Total Current Liabilities	6,973,533	4,283,391
Non-Current Liabilities		
Borrowings	1,796,963	1,846,898
Employee benefits	47,910	70,124
Total non-current liabilities	1,844,873	1,917,022
Total Liabilities	8,818,406	6,200,413
Net Assets	9,874,096	9,452,240
Equity		
Members funds	32	21
Reserves	4	4
Retained Profits	9,874,060	9,452,215
Total Equity	9,874,096	9,452,240

BADAC Offices

Medical Centre Redevelopment

Artists impression of the external appearance of the new BADAC Redevelopment.

The expansion of the new BADAC premises is due to be completed by the end of 2018.

Opening of the Building will be early in 2019



Proposed Front Entrance



Redevelopment

109 Lydiard Street North—Koorie Family Services



8 Market Street—Social & Emotional Wellbeing



212 Mair Street— Administration Services

THANKYOU

A massive thank you to ALL BADAC Staff for all their hard work over the past 12 months!

Without you we would not be able to deliver the high quality services to our community.



Contact Us

Have you changed your Address?

If you have please let our reception know either by dropping in or giving us a call (03) 5331 5344

Thinking of becoming a member?

Membership of BADAC is open to all members of the

Ballarat and District Aboriginal Community.

Membership is a great way to connect with BADAC's services and your community.

Contact Reception to find out more!

Ph:03 53315344



Have you got your copy of the Community Information Handbook?

Come in and get your copy NOW!



Contact Us

**Ballarat and District
Aboriginal Cooperative**

P.O. Box 643

Ballarat VIC 3350

5 Market St

Ballarat VIC 3350

T: (03) 53315344

F: 03 5333 1637

A Final Word.....

BADAC would like to thank you (the community) for all you support throughout the year.

Without you we would not be able to provide the amazing services and be part of this amazing Ballarat community.

Important Numbers (After Hours)

Triple Zero 000

The Triple Zero (000) service is the quickest way to get the right emergency service to help you. You can contact Police, Fire or Ambulance in life threatening or emergency situations.

Lifeline 13 11 14

24 hour crisis support and suicide prevention service.

Kids Helpline 1800 551 800

Helpline for children.

SuicideLine Victoria 1300 651 251

SuicideLine is a 24/7 telephone counselling service offering professional support to people at risk of suicide, people concerned about someone else's risk of suicide, and people bereaved by suicide.

Parentline 13 22 89

Parentline Victoria is a state wide telephone counselling, information, and referral service for parents and careers of children age 0-18 years. Parentline's hours are 8am-12 midnight 7 days a week.

BHS Mental Health Services 1300 661 323

Anyone can contact Mental Health Service if they are worried about their own changes in mood, ideas or behaviour, or someone else living in the region.

National Debt Hotline 1800 007 007

A national, free, confidential & independent financial information service.

