

# ANNUAL REPORT

2022-2023







***We wish to acknowledge the traditional owners of the land of Ballaarat, The Wadawurrung people.***

***We acknowledge their Elders, Past, Present and emerging and also acknowledge those people from other nations who after being part of the Stolen Generations, chose to make Ballaarat their home***

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# *Who We Are*

**BADAC—Ballarat and District Aboriginal Cooperative was established in 1979 by a small group of Aboriginal and Torres Strait Islanders, who were living in Ballarat. The Cooperative have provided care and support to the local Aboriginal Community for more than 40 years. At that time, there was an estimated 353 Aboriginal people within the Ballarat & Western District.**

**The Platypus was adopted as BADAC's logo as like many of the Ballarat Community, they come from varying locations**



# *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"**



# Membership

Annual membership to BADAC is \$1.00 and gives members voting rights at the Annual General Meeting.

Members also receive regular newsletters with pre notice of events and information from the Ballarat Aboriginal Community.

They also receive access to regular support of hampers and offers.



## Service Area

BADAC's service area of 4338 Aboriginal and Torres Strait Islander people:

54% are aged 24 and under.

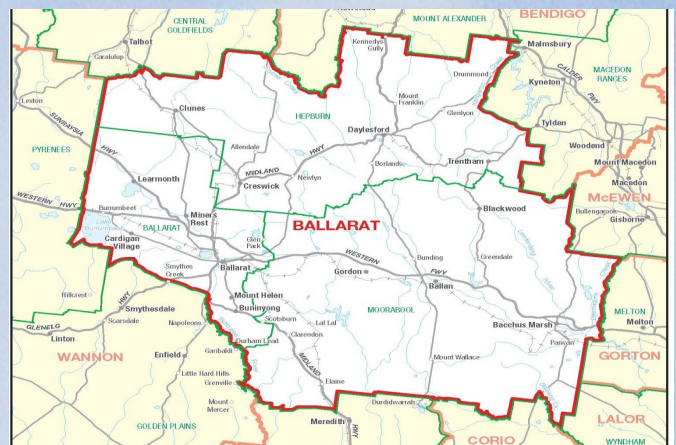
37% are aged 0 – 14.

Children aged 5 – 14 years is the largest population segment in every LGA except Pyrenees (where it is 2nd largest): 1041 CY - 24% across BADAC service area.

### ABS 2021

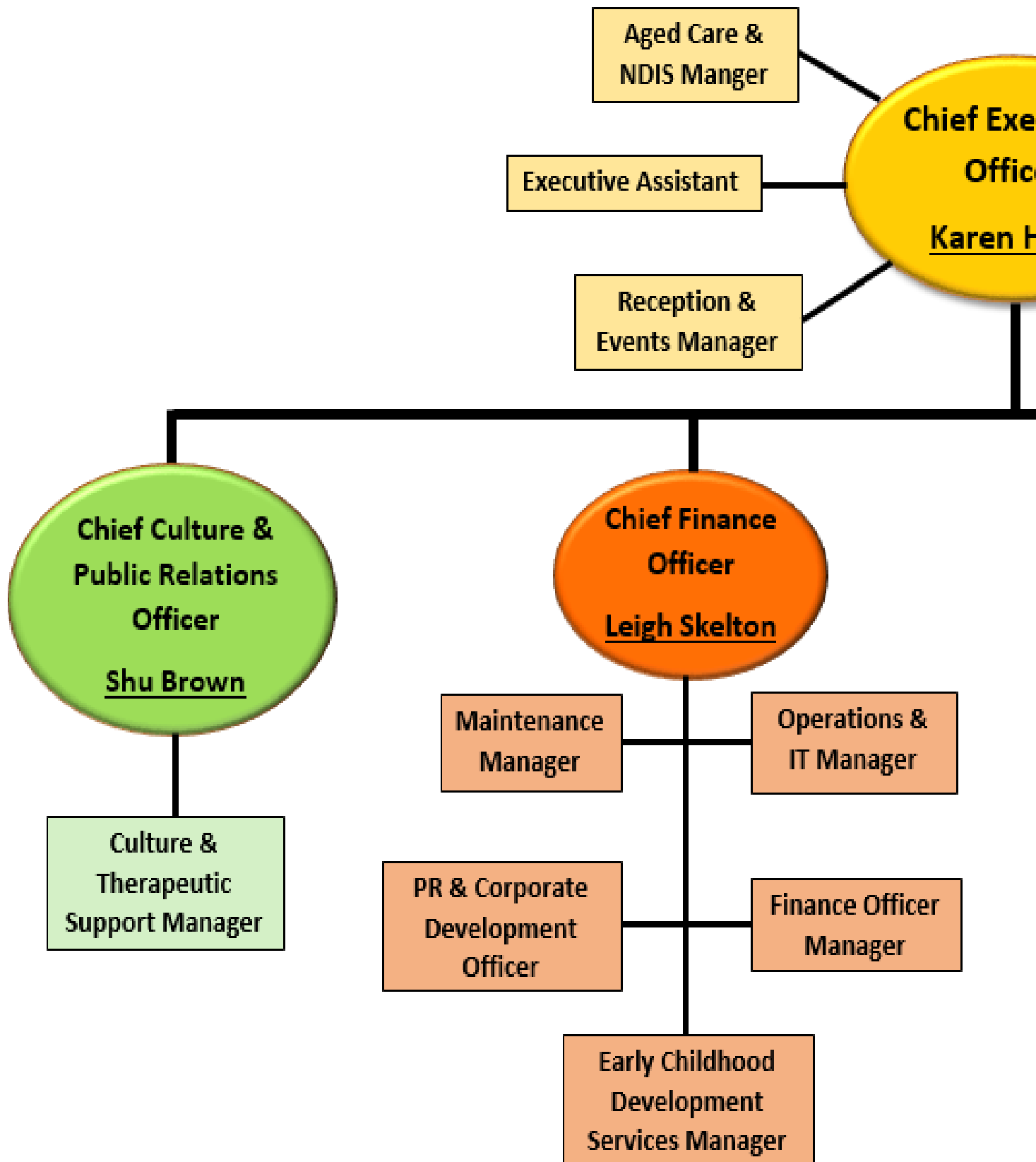
BADAC service area – Aboriginal & Torres Strait Islander population data:

Ballarat	3080
Moorabool	558
Hepburn	180
Golden Plains	376
Pyrenees	144
<b>Total:</b>	<b>4338</b>



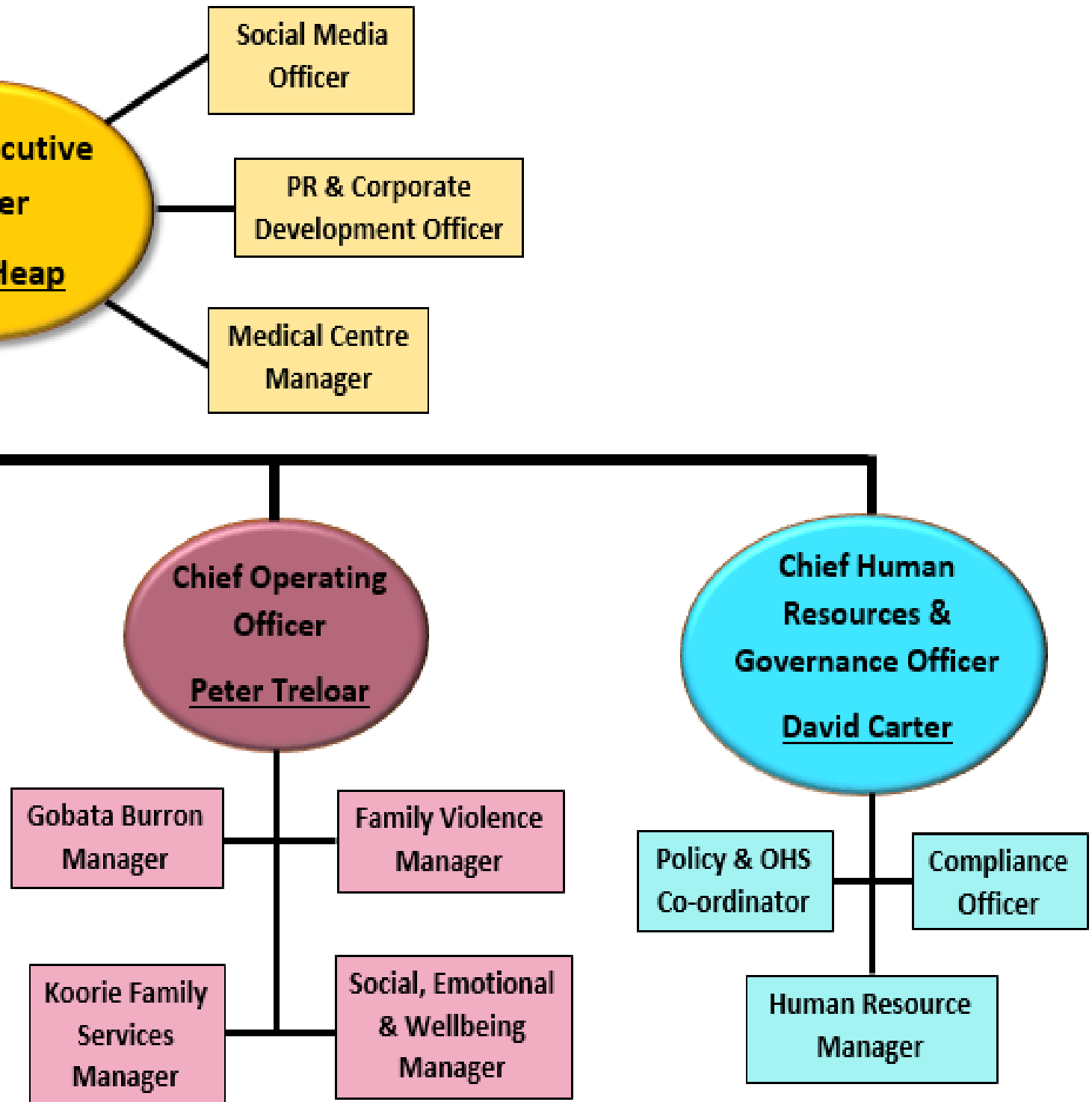


# Organisational Structure





# Structure Chart





**EXECUTIVE TEAM**

***Karen Heap  
Leigh Skelton  
David Carter  
Peter Treloar  
Shu Brown***

**EXECUTIVE SUPPORT**

***Kaylene McKeegan  
Maryanne Ross  
Erin Kanoa  
Mike McCaw***

**HUMAN RESOURCES TEAM**

***Natasha Salleh  
Amanda Rowland  
Laura Eddington  
Tim Sands  
Kimberly Ericksen  
Ebony Sladdin  
Chloe McInnes  
Farah Nazri***

**FINANCE TEAM & ASSESTS  
TEAM**

***Lisa Robertson  
Rhonda Laxton  
Kim Lewry  
Alison Hughes  
Lucy Quartermain  
Ngaire Ahang  
Christine Schiltz  
Danielle Riding***

**ACAC TEAM**

**(Aboriginal Children in  
Aboriginal Care)**

***Jessica Wall  
Sarah Borell  
Leanne Jack  
Aaliyah Bray  
Jess Hems  
Sylvia Effrett  
Amy Borell  
Nicole Peverill  
Bec Clark  
Melissa Swire  
Shawn Illsley***

**KINSHIP/FIRST SUPPORTS  
TEAM**

***Mel Frost  
Alyssa Longridge  
Shakira Winmar  
Tanya Kirby  
Daniel Grover  
Braeden Illsley  
Sarah Rogers  
Erica Douglas  
Karyn Barker  
Caitlin Thompson***

**LOCAL JUSTICE TEAM**

***Cathy Rotumah  
Peter-Shane Rotumah  
Zac McLeod  
Azlan Harris***

**SOCIAL EMOTIONAL &  
WELLBEING TEAM**

***Lisa Jakiel  
April Burgoyne  
Alex Allemand  
Beth McDonald  
Jo Snibson  
Kelvin Wilson  
Kirra Roberts  
Korriene Lennecke  
Shane Murphy  
Katrina Hetherington  
Diana Thomas  
Catherine Macharia  
Vicki Peart  
Peter Gillam  
Emilio Viegas***

**HOME & COMMUNITY CARE  
TEAM**

***Melissa Fox  
Janine Green  
Nikita Thomas  
Rebecca Bux  
Stuart Nettleford  
Kim Kelly  
Mark Mackley  
Luke Clark***

**ADMINISTRATION**

***Leanne Gafa  
Chloe Canrinus  
Mick Clark  
BJ Crebbin  
Stacey Gafa***



## **EARLY YEARS LEARNING & DEVELOPMENT TEAM**

### **Casey Brown**

**Sophie Collins**, Kayla Cartledge, Marc Oliver, Elizabeth Courtney, Chantelle Plover, Alecia Coxall, Kim Bertram, Rebecca Coldan, Hailey Meyer, Glenda Fenton, Sophie Fitzgerald, Danielle Creelman, Teagan Button, Grace Taylor, Karen Monaghan, Emily Godfrey, Billie O'Loughin, Kate Langley, Natasha Carrod, Jade Arthurs, Sophie Fitzgerald, Ann Mary Shan, Elizabeth Griggs, Tess Irvin-Smith, Tiarna Thornbury, Bridget Buttacovoli, Alecia Coxall, Mikhaela Vranesic, Nerisha Cables, Alexandra Kendall, Sophie Anselmi, Michelle Bailey, Emily Organ, Jasmine Bermaas, Abbey Sturdy, Crystal Rawlings, Rachelle Binks, Marlene Nettleford, Lauren Wilson, Jessica Nestor, Hayley Miller, Zara Carter, Brooke Scott, William Johnson, Telly Limanauw, Collin Pedrotti, Kaitlin Winter, Jacinta Damons, Christina Simmons, Angela Giacometti, Casandra Taylor, Phoebe Wall, Lauren Wilson, Ashleigh Moore, Macayla Van Oosterom, Salvica Harrison, Tamika Rogers, Julie Lyall, Natalie Kovac, Caroline Plenderleith, Paola Cariello, Harpreet Kaur, Belinda Miller, Amelia Knight, Susan Suchanek

### **FAMILY VIOLENCE & JUSTICE**

#### **TEAM**

#### **Ash Egan**

Matt Crellin  
Rebecca Griffiths  
Fiona Williamson  
Christine Walker  
Tristan Harris  
Ivy Yule  
Vikram Prasher  
Jeremy Clunning

### **CULTURAL & THERAPEUTIC**

#### **SUPPORT TEAM**

#### **Brandon Green**

Aaron Clarke  
Robert Watts  
Paul Kirby  
Nikki Bell  
Jo-Anne Morrow  
Jane Marini  
Cassandra Hood  
Daen Haby

### **BADAC MEDICAL TEAM**

#### **Paul Kochskamper**

Kristen Cassells  
Duane Bray  
Kiara Woodford  
Liam McPhan-Smith  
Lisa Timmins  
Amanda Ryan  
Anthony Harrison  
Emma Polmear  
Jade Purcell  
Joanne Clark  
Melissa Sewell  
Susan Daley  
Simone Sayers  
Dr Rebecca Quake  
Dr Bernard Fensling  
Dr Dhakshineswary Prasanna  
Dr Richa Sabharwal  
Dr Adam Girardin  
Dr Osman Mohamed

### **MAINTENANCE TEAM**

#### **Michael Hetherington**

Mitchell Rowland  
Shanara Rowland  
Brayden McKay  
Brad Ryan  
Aiden Broughton  
Tony Henderson

### **FAMILY SERVICES TEAM**

#### **Leah Keegan**

Belinda Hayden  
Erin Ireland  
Michelle Thorne  
Kayla James  
Charlotte Sapwell  
Belinda Murray  
Jaye Riley  
Simran Kahlon  
Bobby Meloury  
Elissa Marks  
Tarelle McLeod

### **OPERATIONS & IT**

#### **Tash Collins**

Kathleen Gantner  
Skye Klaver

### **PERRIDAK ARTS GALLERY**

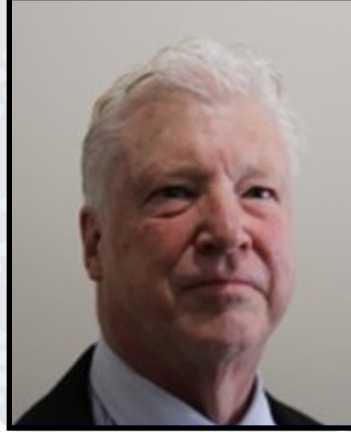
Sue Clark  
Donna Blackall



# BADAC BOARD



**LARRY KANOA**  
**CHAIRPERSON**



**IAN PETTY**  
**VICE CHAIRPERSON**



**DEB CALLISTER**  
**SECRETARY**



**MARJORIE PICKFORD**  
**TREASURER**



**BRANDON GREEN**  
**DIRECTOR**



**KYLIE LAXTON**  
**DIRECTOR**



**RENEE BOSWORTH**  
**DIRECTOR**



# Chairperson's Report



I would like to start by acknowledging the traditional custodians of the land on which we gather, live, work and play. I would also like to pay my respects to elder's past, present and emerging.

2023 has been another great year of delivering strong services within our units from case management, wellbeing and counselling to emergency support and crisis intervention when required, youth programs and so much more.

It was wonderful too see community out and about again this year amongst the many community events we have been able to hold. NAIDOC week was definitely great to catch up with mob we haven't seen for some time.

The board have continued to support Karen throughout the year to deliver our strategic plan on the ground which includes building on current actions and deliverables relevant to our business.

As a board we continue to monitor what is happening within the organisation from afar and rely on the updates and information delivered to us from Karen on a monthly basis.

Thank you to the current Board members for their contribution through 2023 and I would especially like to thank outgoing Board member Ian Petty for his service over the years, and wish him all the best in his future endeavours.

Finally, I would like to thank Karen and all BADAC staff for your commitment and continued show of leadership throughout 2023.

From our board, we thank you for your continued effort.

Wishing everyone a safe and happy Christmas.

See you all in 2024!

Regards,

Larry Kanoa

Chairperson



# Chief Executive Officer's Report



The 2022 – 2023 financial year saw BADAC enjoy wonderful forward progress.

We delivered on several long-held strategic goals which are dear to our community, and advanced significantly on others. This welcome growth will continue to drive Aboriginal health and self-determination in our region.

Highlights include:

**Perridak Arts, our new Aboriginal Art gallery opened in April 2023**

**Elders Independent Living Village nearing completion**

**Our third Early Years Centre located in Ballan, opening late 2023**

**Keeping community safe with our new Public Intoxication Reform program**

**Growth:** Our Ballarat region Aboriginal community grew 44% between the 2016 and 2021 census! In line with this phenomenal growth, good strategic planning and forward progress are vital. BADAC will continue to listen to our community and to provide the culturally safe services needed for our community to thrive.

**Children and Youth:** 54% of BADAC's service area is aged 24 and under. More than a third (37%) is aged 0-14 years (ABS 2021). A key strategic priority for BADAC is to connect our children and youth to culture, safe housing and care, education, and other key indicators of health and future opportunity.

## **Perridak Arts – authentic Aboriginal Art by our own amazing Aboriginal artists – all new artists welcome**

In the 2022 AGM report I announced funding from the Victorian government to renovate 214 Mair St, Ballarat, to open a much-needed Aboriginal Art gallery in the heart of Ballarat's entertainment precinct.

I am delighted to tell you that Perridak Arts is already absolutely thriving and kicking goals. The primary purpose of the Gallery is for our community artists to have a place to exhibit and sell their art, build their artist profiles, and earn income from their arts businesses. BADAC takes only a tiny percentage for operating expenses.

We currently have 51 Aboriginal artists on our books. If you are Aboriginal and would like to exhibit and sell painting, weaving, or other cultural arts, please do drop into the gallery and talk to our staff. New, aspiring, emerging, and established artists are all welcome. We have had community so embarrassed that they brought their work into the gallery covered by a blanket; and yet within a week, the works were sold!

We opened in April this year and I am utterly thrilled to tell you that by October we have returned \$30,000 back to Aboriginal community artists.

## **Elders Independent Living Village – delivering on the vision**

In the 2021 AGM CEO report, I reported on our efforts to plan for and seek funding support for a culturally safe Elders Independent Living Village. In 2022, I was delighted to announce \$2.6 million from the Victorian government to make this dream a reality.

This project is especially close to my heart. Our Stolen Generations members dread being institutionalised once more as they age; other Elders simply want to spend their final years close to their mob. Our Elders Independent Living Village is on track to deliver a culturally rich, socially connected, supported environment.



Minister Harriet Shing, with Local Members, and Elders of our community, turned the first sod on 31 March 2023. Now, I'm excited to inform you that construction is almost complete and a group of Elders have visited the site and given the project a big thumbs up.

### **Aboriginal Children in Aboriginal Care – Aboriginal Self-Determination in Action**

BADAC has been authorised from October 2023 to deliver Aboriginal Children in Aboriginal care. Congratulations to the ACAC and Kinships teams and our community for working hard to achieve accreditation.

We understand there will be challenges ahead for both BADAC and community, however we ask you all to continue to work with us. Decisions about Aboriginal children are now in Aboriginal hands. This is a huge step forward for Aboriginal Self-Determination.

### **BADAC Early Years – three BADAC Early Years Centres to engage Aboriginal children and families from their earliest years.**

In previous AGM reports, I outlined our steady progress from vision and strategic plan, to securing Victorian government funding, to building our BADAC-owned, brand new Aboriginal Early Years centre, Yirram Burron in Sebastopol, Ballarat. Our children especially love their amazing Aboriginal-themed outdoor play space.

Our 100-place Early Years centre in Brown Hill, Perridak Burron, opened in February 2021 and delivers a culturally rich curriculum which both Aboriginal and non-Aboriginal children enjoy.

And in late 2023, we anticipate the grand opening of our third culturally rich 100-place Early Years Centre in Ballan: an especially welcome addition to our eastern Ballarat and Moorabool community, as Ballan is recognised by the Federal government as a 'childcare desert'—but not for too much longer!

### **Funding and Sponsorship**

BADAC continues to be innovative and to apply for funding from federal, state, and local government and philanthropic organisations to deliver new programs. I want to thank you, our community, for all the input, feedback, suggestions, survey responses, and contributions; your valued engagement helps to shape BADAC's future. Please do keep the survey answers coming.

Wonderful philanthropic partners in 2022-2023 include the Paul Ramsay Foundation, who have given significant funding for Burron Guli, which connects primary-aged boys with culture in an innovative family violence prevention program.

The Victorian government continues to be a very significant partner, this year supporting the creation of our Elders Living Village; the renovations which enabled us to create Perridak Arts; and Youth cultural camps through Dhelk Dja funding.

We also acknowledge much-needed funding support from City of Ballarat; Central Highlands Water; Warrawong Foundation; State Trustees; Federal Government; WestVicPHN; and Dhelk Dja.



# Chief Executive Officer's Report continued

## Important Alliances – WDAC and VACYPA

BADAC actively contributes to two vital alliances:

### Western District ACCO Collective (WDAC).

CEOs attend from: Buja Buja Aboriginal Cooperative (Halls Gap-Gariwerd), Dhauwurd Wurrung Elderly & Community Health Service (Portland), Goolum Goolum Aboriginal Cooperative (Horsham & Wimmera), Gunditjmara Aboriginal Cooperative (Warrnambool), Kirrae Health Service (Purnim), Wathaurong Aboriginal Cooperative (Geelong, Bellarine, Colac), Winda-Mara Aboriginal Corporation (Heyward & Hamilton), and BADAC (Ballarat & Central Highlands).

The purpose of the WDAC is to hold ourselves as ACCOs and others accountable to our Aboriginal people, culture, and communities in the district by:

- Harnessing and leveraging the diverse, local expertise of each ACCO, through our collective expertise and resources.
- Being a strong collective voice and united front for our communities and ACCOs, both proactively and responsively setting our own agenda and priorities.
- Driving Aboriginal self-determination, that is, Aboriginal people in control of their own power and resources, and making decisions for themselves, their families, and their communities.
- Providing advice, advocacy and drive decisions on the priorities, policies, services, and funding that impacts Aboriginal communities.

Please see <https://wathaurong.org.au/launch-of-western-district-acco-collective-wdac/> for more information

### Victorian Aboriginal Children and Young People's Alliance (VACYPA).

The Victorian Aboriginal Children and Young People's Alliance is a collective of 15 Victorian ACCOs working together to positively influence the future of Aboriginal Children.

The VACYPA Alliance and Members work ranges from early help and prevention through to children in care: to advocate for and support Aboriginal children and young people to thrive in strong families. Together, we amplify Aboriginal voices and achieve change.

### VACYPA Priorities

- A standalone Aboriginal Families, Children and Youth Care Act is in place by 2026
- VACYPA recognised and funded as the peak body for member ACCOs engaged in the families, children, and young people's sector
- Local decision making by Aboriginal Community Controlled Organisations (ACCOs)
- Every Aboriginal family seeking support can access what they need directly from their local ACCO
- Aboriginal children stay in their communities so connection to family and friends are maintained and disruption minimised
- Carer equity
- Equitable workforce and operating costs

Please see <https://www.vacypalliance.org/> for more information

## **Community Partnerships**

BADAC could not do the work we do without our valued community partners. Partnerships are integral to BADAC's delivery of holistic healing in the context of family and community. Importantly, they also enable us to embed cultural awareness within other service providers in order that our community feels safe when accessing other services and programs.

Partners include Child and Family Services (CAFS), Grampians Health Ballarat, Orange Door, Community Health, Uniting, VACCA, VACCHO, NACCHO and many more.

## **News and Media**

BADAC continues to build its relationship with local media and once again this year BADAC has appeared in many Ballarat Courier, ABC radio, WIN TV, Ballarat Times and others' features and articles. I want to thank the local journalists who partner with us to share Aboriginal stories and to portray Aboriginal people in strong and positive ways.

## **Referendum**

I have left this to almost last. The grief, shock, anger, and crushing disappointment experienced by many of our Aboriginal community and our non-Aboriginal allies after the Voice referendum result was heart-rending. So many felt re-traumatised and unsafe, once again. We will take time to sort through our responses, and consider next steps.

One thing is very clear: BADAC will continue to serve our local Aboriginal community, supporting our people to be strong and proud in culture, healthy, and self-determining.

## **Thank you**

I want to extend a huge thank you to BADAC's Board for guiding us through another busy and successful year. Another huge thanks to my hard-working and talented executive team, Leigh, David, and Shu.

I am so proud of all BADAC's dedicated staff and the wonderful work that each and every one of you does. We currently have 195 employees, an increase of 20 valued new staff since last year. We are a medium-sized employer overall in the region, and one of the largest employers of Aboriginal people in western Victoria.

Finally, a massive thank you to our Aboriginal community, friends, and partners.

With your help, we will continue to fight for, plan, and deliver Aboriginal self-determination.

Stay safe, and I hope to see you all in 2024.

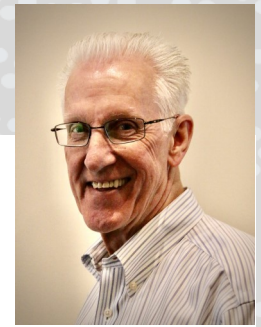
Yours sincerely

Karen Heap

Chief Executive Officer



# Chief Finance Officer's Report



Ballarat and District  
Aboriginal  
Co-operative Ltd

## BADAC YEAR END FINANCIAL REPORT

### Balance Sheet

As of June 2023

Ballarat & District Aboriginal Co-op

PO BOX 643  
Ballarat VIC 3353

ABN: 33 266 090 956  
Email: [iskelton@badac.net.au](mailto:iskelton@badac.net.au)

<b>Assets</b>	
Bank Accounts	\$1,452,978.93
Petty Cash - BADAC	\$5,870.59
626 CBA - BADAC Payroll Acc	\$43,008.07
Receivables	\$564,231.65
Raisely Fundraising Acc	\$3,994.00
Funds held in Trust W. Blackall	-\$18,082.35
Land & Buildings	\$41,915,069.05
Plant & Equipment	\$8,779,318.96
Other Current Assets	\$157,684.99
<b>Total Assets</b>	<b>\$52,904,073.89</b>
<b>Liabilities</b>	
Trade Creditors	\$138,811.72
Lease Liability	\$574,662.71
WPAC Corporate Cards	\$51,820.37
Superannuation	\$100,849.81
Accrued Expenses	\$134,111.40
GST Liabilities	\$318,555.00
Community Support	-\$1,386.67
Deductions	-\$43.43
Staff Xmas Club Accounts	\$11,652.20
Salary Sacrifice Accounts	\$45,192.54
Bank Liabilities	\$4,521,533.40
Accounting Accruals and Provis	\$8,803,758.99
<b>Total Liabilities</b>	<b>\$14,699,518.04</b>
<b>Net Assets</b>	<b>\$38,204,555.85</b>
<b>Equity</b>	
Asset Revaluation Reserve	\$17,640,055.82
Ord Shares - Issued Capital	\$254.00
Ord Shares - Uncalled Capital	-\$228.60
Statutory Reserve	\$10.60
Retained Earnings	\$20,002,443.15
Current Earnings	\$847,356.75
Historical Balancing Account	-\$285,350.87
<b>Total Equity</b>	<b>\$38,204,540.85</b>

**Profit & Loss Statement**

July 2022 To June 2023

<b>INCOME</b>	
GRANTS & FUNDING	\$16,155,126.01
ADMINISTRATION	\$296,618.93
BUSINESS INCOME	\$3,024,349.11
HEALTH	\$1,480,852.54
<b>Total INCOME</b>	<b>\$20,956,946.59</b>
<b>Total Cost Of Sales</b>	<b>\$0.00</b>
<b>Gross Profit</b>	<b>\$20,956,946.59</b>
<b>Expenses</b>	
HUMAN RESOURCES	\$14,101,902.71
OVERHEAD OPERATIONS	\$4,724,355.67
SERVICE DELIVERY	\$1,281,141.52
<b>Total Expenses</b>	<b>\$20,107,399.90</b>
<b>Operating Profit</b>	<b>\$849,546.69</b>
<b>Other Income</b>	
Profit on Sale of Assets	\$7,810.06
<b>Other Expenses</b>	
Doubtful Debts	\$10,000.00
<b>Total Other Expenses</b>	<b>\$10,000.00</b>
<b>Net Profit/(Loss)</b>	<b>\$847,356.75</b>

**NOTES:**

The 22 – 23 year has been challenging. Coming out of COVID has created vast changes to how we work and how we deal with the changes that it caused. The economy has taken a hit, wages and cost of living have blown out of control. BADAC has been extremely lucky to have survived and actually gained some ground through it. This is the 10<sup>th</sup> consecutive year to have finished the year with a surplus, and a pretty strong surplus at that.

BADAC had all our residential and commercial buildings re-evaluated in the 22-23 year which has made a massive change to our Assets. The increase over last year is almost \$10M bringing our Net Assets up to \$38.2M.

We have also been working hard at building our cash flow and have slowly but steadily built it to \$1.5M on hand at 30 June 2023.

Looking ahead at the 23-24 year it will no doubt have its own obstacles and challenges, most of which will be a flow-on from this past year of price hikes and a weakened economy. We will all be working together to be on the front foot and prepared to handle whatever comes our way.

Presented by Leigh Skelton, C.F.O.

Regards,

Leigh Skelton

Chief Finance Officer



# Chief Human Resources & Governance Report



2023 has been a busy and phenomenal year for the Human Resources and Governance team. This has seen an expanse and growth of the human resources and governance team from 6 employees to 9 including:

- David Carter (Chief Human Resources and Governance Officer)
- Natasha Salleh (Human Resources Manager)
- Amanda Rowland (Compliance Officer)
- Tim Sands (OHS/Policy Writing Officer)
- Ebony Sladdin (Governance Administrator)
- Kim Ericksen (Learning and Development/Human Resources Officer)
- Laura Eddington (HR Officer-Graduate)
- Farah Nazri (HR Officer-Graduate)
- Chloe McInnes (HRG Receptionist)

The Human Resources and Governance unit will continue to expand across 2024 with recruitment in the compliance (critical incident officers) and the continued development of the organisations in-house legal team which will provide internal supports to programs including ACAC and Kinship Care.

Further to the growth of the Human Resources and Governance team is the overall growth of the organisation's employee base. In November 2022, the annual general meeting reported that there were 175 employees. 2023, has seen this number increase to 201 employees with an Aboriginal and Torres Strait Islander representation of 70 employees from 48 in 2022.

Along with ongoing support to the operations of the organisation, the Human Resources and Governance team have been working on several other projects including the expansion of partnerships with universities (Federation University, Deakin, Melbourne University among others). The intention of these partnerships is to increase the capacity of BADAC services through the recruitment of individuals that can perform specific roles including ACAC, Nursing staff, Doctors, and Mental Health Specialists.

The workforce development project is winding up, with majority of staff engaged in the project having completed or are on the verge of completing and graduating with a Diploma of Community Services.

The Human Resources and Governance team are currently analysing several new pieces of legislation that will affect the organisation. This includes the need to review the organisations corporate governance frameworks (among others) including its policies, procedures, board training, forms, and other systems.

We would like to take this opportunity to thank the Human Resources and Governance unit for all their hard work completed across 2023. We would like to also take the opportunity to thank the Chief Executive Officer, Karen Heap, and the Executive team and Board of Directors for your hard work, leadership, and support. We also take this opportunity to thank the community for your support throughout the year.

We wish everyone a very Merry Christmas and a safe and prosperous new year.

Regards,

David Carter (Chief Human Resources and Governance Officer) & Natasha Salleh (Human Resources Manager)

# Chief of Culture, Public Relations & Engagement Report



As a recently developed role into our organisation the role of Chief of Culture, Public Relations & Public Engagement is to implement, develop and promote Aboriginal and Torres Strait Islander Communication Guidelines throughout the organisation and to our business partners across the Ballarat and Greater Region.

Those business partners include but are not exclusive to, CAFS, Grampians Health, Ballarat Community Health, The City of Ballarat, Primary Health Network (PHN), Central Highlands Water and our Traditional Owner Group – Wathaurong Traditional Owner Corporation.

Ensuring that programs, activities and events held at BADAC or externally are culturally inclusive, safe and respectful for our community and staff to attend. By participating in various engagement groups external to our organisation I will have the ability to provide feedback and insight in how to deliver the best practice and culturally safe model for our people, a model for our people developed by our people.

Connection to Culture is key to in regards to the Health, Well-Being, Welfare and ongoing Recovery of our Aboriginal and Torres Strait Islander Community. The Cultural and Therapeutic Support Team based at 403-405 Main Road are a secondary referral team that can offer a culturally safe space, counselling, cultural support and healing using Connection to Culture, Country and Self as a therapeutic base line.

We look forward every year to events and activities such as NAIDOC Week and The Christmas Tree, activities we provide for the celebration of our culture and ensuring our children and community are honoured, nurtured and respected throughout the year.

Activities such as Australia Day and Reconciliation Week are not weeks that we as an organisation and community will be delivering. Aboriginal and Torres Strait Islander People have nothing to reconcile with this country and the recent outcome of the Referendum highlights the need for to return the focus back into this organisation and the community we serve as an Aboriginal Community Controlled Health Organisation (ACCHO) instead of assisting others to complete the delivery of their own Aboriginal Action or Reconciliation Action Plans.

This statement is in respect of our founding community leaders who identified and developed our Ballarat and District Aboriginal Co-Operative (BADAC) service in a time where our Elders and Community were not welcome in the public domain and public service. We will continue to do so and prioritise the needs of the Aboriginal and Torres Strait Islander People in our Community first before further assisting the external business who vie for our services and advice.

Regards,

Shu Brown – Adnyamathanha

Chief of Culture, Public Relations & Engagement











# Medical Centre Report



I want to start by recognizing the efforts of the Medical Team over the past 12-months. Across the Medical Unit, staff have shown incredible resilience and professionalism, where have emerged from COVID-19, although still present at times.

This year, medical unit staff continued to support community in various ways. The demand for appointments continues to grow, validating the Medical Unit is trusted by community, and our capacity to provide culturally safe and holistic care. This year, we have reduced our standard appointment times (from 30-minutes) to 20-minutes to create extra episodes of care (appointments) through-out the day. We have also introduced a daily *Duty-Doctor* and *Duty-Nurse*, to assist with patient triage. To date, our patient population is: 3,111 (408 more than 2022).

Earlier this year Anthony Harrison and I presented *Improving and Increasing Access to Services through Cultural Safety* at the Hatchery conference on *Improving Indigenous Health Outcomes* in Sydney. Our presentation focused on:

- How can culturally safe and appropriate services improve the health of the community?
- Practical strategies to upskill staff in cultural safety.
- What does cultural safety look like in health services?

The three key takeaways of our presentation included:

- Improvements in cultural safety and self-determination can lead to better access and quality of health care.
- Cultural safety / responsiveness is everyone's responsibility.
- Advocate for mob and work towards better health outcomes.

In July 2023, there was a change in the Nations Privacy and Confidentiality Laws. To keep up with the changes and to comply with the standards set out by the Royal Australian College of General-Practitioners (RACGP) for *General-Practice* (5<sup>th</sup> edition), we changed clinical software. This was a big undertaking. Special thanks to: Dr. Rebecca (Bec) Quake, Lisa Timmins, Kristen Cassells, Natasha Collins, Kathleen Gantner, and the team at Plus IT for making this possible.

## **Doctors report:**

This year we farewelled Dr. Christopher Hancock, and Dr. Lachlan McLean. We thank them for their support and service to community over the past year. This year we're very excited to welcome Dr. Adam Girardin, Dr. Osman Mohamed, and Dr. Richa Sabharwal to the clinical team - All making a huge impact to community health. This year, Dr. Osman successfully passed all exams, and has been awarded his *Fellowship* in the Royal College of General-Practitioners. Dr. Adam will be sitting his final exam towards the end of the year - We wish him all the best! Through-out the year, BADAC teamed up with the University of Notre Dame (Australia), giving final-year medical students the opportunity to learn about Aboriginal Health.

## **Nurse / Maternal Child Health Nurse / Aboriginal Health Worker / Aboriginal Health Worker / Allied-health report:**

This year, there have been no changes to the Nursing team. The nursing team continues to make impacts in Indigenous Health Outcomes through: Care-Plans, Health-Assessments, Pathology, Wound-Management, Iron and Saline Infusions, and Immunisations.

In the Maternal Child Health (MCHN) space there were 53 babies born, which is very exciting and busy. This year, we farewelled Angela Steegstra, and welcomed Simone Sayers to MCHN. We also welcomed back Taleesha Pedrotti as the Aboriginal Health Practitioner. Taleesha will be assisting the MCHN with home-visits and attending playgroup.

This year, Jade Purcell and Michael Hetherington welcomed a beautiful baby girl (Michaela) into their family. Jade is away on leave.

Finally, in the Allied-Health space, this year Emma completed her qualification in Diabetes Education. Emma is now a *Credentialed Diabetes Educator* and is making a huge impact in communities Diabetes Education.

**Reception report:**

This year we farewelled, Alexandra Allemand. Four months during the year, the reception staff was short staffed. Thanks to Duane Bray, and Kristen Cassells for managing the reception desk over this period. Recently, we welcomed Kiara Woodford to the reception team. The reception team is back to full capacity - Waiting and eager to take your calls and arrange appointments. - We have gone from 30 patients on the wait list, to none. Amazing effort!

On another matter, the reception team have had some aggressive patient phone calls. With clinical staff away (sick), there maybe a need to change your appointment times. Please understand, the reception team are doing their best to minimise interruptions. Please be kind and respectful.

**Lifestyle (Health) programs -****BADAC Cancer Calendar (2024):**

Cancer screening saves lives. Today, Cancer screening is the most effective way to detect early signs of cancer. Throughout the year, the medical unit teamed up with *Grampians Integrated Cancer Service* and *Supporting People with Cancer Initiative* to create a BADAC Cancer Calendar (2024). BADAC's Cancer calendar will act as a visual representation to ensure regular Cancer screening. Through-out the year (2024), the medical unit will host four Cancer Specialists talks with community. To further promote cancer screening, we have created a BADAC cancer screening video. We understand everyone is busy - However. "*Our mob needs you, Cancer screening saves lives*". BIG thanks to Sue Clark, the artists, and everyone involved.

**Let's talk dementia:**

Over the past 4-years, BADAC partnered with the *University of Melbourne* in a *Let's Talk Dementia* study. The study has now drawn to an end. The study conducted 6-monthly audits on a sample of BADAC patients documenting information relevant to *Dementia*. Over the course of the study, the study team tracked memory or think problems, and cognitive impairment. A series of staff educational workshops aiming to support *cognitive impairment* and *Dementia* was also provided.

**Specialists attending:**

Over the last 12-months, the following specialists attended the medical unit regularly:

- Dr. Joseph Ciantar - Geriatrician.
- Dr. Catwell Habana - Paediatrician.
- Nic Moran - Exercise Physiologist.
- Grace Zadow - Dietician.
- Timothy Paton - Audiologist.
- Australian College of Optometry.

We're constantly looking for new attending specialist to ensure our community have access to culturally safe and holistic care as required.

As we move into the next year, we're confident the medical unit will continue to grow and thrive. We remain committed to providing holistic and culturally safe care and self-determine the future of our mob. We look forward to creating more episodes of care (appointments) during afterhours and weekends in 2024.

We wish everyone a Merry and Safe Christmas and New-Year.

Community - Unity - BADAC together.

Regards,

Paul Kochskamper  
Medical Centre Manager



# Social & Emotional Wellbeing Report



This year has been a productive one for SEWB Services, with several exciting changes in our space.

We welcome the development of the Cultural Care Connect program, a suicide prevention strategy funded by NACCHO. April Burgoyne as Network Coordinator and Korriene Lennecke as Aftercare worker have done a wonderful job in setting up this program. This has included the provision of training to staff and community such as Safe Yarn, Mental Health First Aid and Suicide Prevention Training. Supporting SEWB programs and community through networking, event planning and hosting of community events such as R U OK Day, International Overdose Awareness Day, and other community gatherings such as Circle of Solidarity for Mental Health at Lake Esmond.

We have seen a few staff say goodbye, with Henrik Eriksson, Tim Corcoran, Catherin Larkin and Jacob Lane leaving, as well as Dermot Moynihan who has been providing mental health counselling at BADAC for over seven years retiring. We welcomed Catherine Macharia and Alex Allemand to the team.

BADAC has commenced an arrangement with Federation University to have final year psychology graduates do sessions free of charge at BADAC. We currently have two psychologists working out of the SEWB space, which has been a great inclusion, and hopefully one or more may choose BADAC as their place of employment in the future.

There have been 353 referrals at time of writing this report (November), compared to 297 referrals in 2022. We have noticed that there are more presentations with combined mental health and drug and alcohol (dual diagnosis) issues. We have also seen an increase in presentations from children and youth.

Below is a summary and update of each program.

## **Alcohol and Other Drugs Program (AOD):**

Our referrals have increased again this year, and we are currently recruiting into the vacant positions. We will continue to provide a timely service, with minimal wait times. The AOD peer group is still held on a Friday at Main Road, where community can come together to yarn and support each other. If you want some advice on AOD issues or know more about the peer group, please call and make an appointment.

## **Social and Emotional Wellbeing (Mental Health):**

Social and Emotional Wellbeing Services (SEWB) has seen some staff changes this year, and we welcome Catherine Macharia to the SEWB team. Cathy was providing contract work at BADAC and has now become a valued team member. We are currently recruiting into the vacant positions.

We now have the services of two provisional psychologists via Federation University and hope to expand this relationship into the future. As an organization, we are very fortunate to have such an experienced mental health team, and the addition of Fed Uni psychology placements will provide Community with cost free sessions.

## **Keela Borron Program:**

The Keela Borron program assists parents with a mental illness, who have children in the Child Protection System or at risk of Child Protection involvement. This program, commenced in 2017 and is now an ongoing program within SEWB Services. Referrals to Keela Borron have remained consistent.

### **Child and Youth Mental Health:**

This program has seen significant referrals and BADAC has responded by expanding this program to meet the need. This team will work closely with BADAC's other youth services to ensure that the younger members of community receive accessible, culturally safe youth mental health care.

### **Other news:**

Peter Treloar - Manager (outgoing), Social & Emotional Wellbeing Services. The SEWB Team would like to thank Peter for his continued support and commitment to the BADAC Community over the many years in his role at SEWB. We wish Peter the very best in his new role as BADAC's Chief Operating Officer.

Lisa Jakiel – New Social and Emotional Wellbeing Program Manager. Lisa has worked in Mental Health services for over 20 years, mostly within the Public Mental Health Services sector including acute mental health, community, and perinatal services. Lisa has been employed at BADAC SEWB since 2018 as part of the Keela Borron Program. During that time Lisa has developed positive relationships with the Community and has participated in ongoing forums to advocate for the Social and Emotional Well-Being needs of the Community. Lisa is excited to commence her new role and continue the wonderful work Social and Emotional Well-Being Service provides to Community.

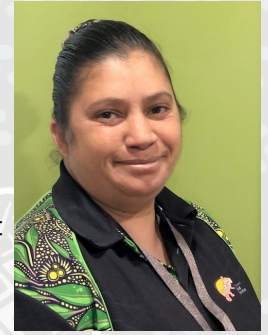
Regards,

Lisa Jakiel

Social & Emotional Wellbeing Manager



# Home & Community Care Report



Over the last 12 months there has been a number of changes to our programs and we would like to thank all our clients for the support they have given us.

I would also like to thank the Board of Directors and the Home support staff for all the support and dedication over the last year.

The Home and Community Care team is currently led by Melissa Bray (Manager), and consists of Janine Green (Team Leader), Rebecca Bux (NDIS Community linkages co-ordinator) Kim Kelly (Home support worker), Nikita Thomas (Home support worker), Mark Mackley (Home support worker) Luke Clark (Garden Maintenance worker) and Stuart Nettlefold (Garden Maintenance worker).

The Home support team have all been busy supporting our Community over the last 12month and look forward to continuing to support the Community moving forward.

## **Porter Street – Elders Independent living**

Over the last 12 months we have started our project to build an independent living facility for our Elders. There is eight units in total and an onsite manager/caretaker and communal area for lunch dinner and activities. The build is on track for completion in March 2024.

## **Community Home Support Program (CHSP)**

The requirements of the Commonwealth Home Support program will remain the same. Providing services which include general house cleaning, property maintenance, respite, shopping, some transportation and opportunities for social participation.

The Elders Planned Activity Group (PAG) is maintained with an emphasis on a culturally safe environment in which events and activities are more tailored to a client driven approach rather than a “one glove fits all” notion of service delivery.

## **HACC-PYP**

BADAC will continue to provide HACC services to those who are under 50 years of age via the HACC-PYP program for Younger People.

The HACC Program for Younger People provides basic support and maintenance services to help people with disabilities remain living at home as independently as possible.

## **National Disability Insurance Scheme (NDIS)**

NDIS assists people under the age of 9 (early intervention program) who have been diagnosed with a disability including developmental delays and behavioural issues. It will also provide, assistance to those over the age of 9 who have a diagnosed disability including, intellectual, psychological, physical and social disabilities as well as drug and alcohol issues.

Assistance provided under the NDIS will vary depending on the level of disablement and eligibility which will be assessed by the Local Area Assessment team. BADAC will not be doing the assessment for eligibility but will facilitate the process.

Regards,

Melissa Bray

CHSP, HACC-PYP & NDIS Services Manager



# Maintenance Report



Hello everyone,

I hope you all have been well over the past year. What a year it has been again, I can't believe it is nearly done already.

This Year has been another quite challenging one for us again, we have had continued Material shortages, high material costs, and trade shortages that have affected us all over our industry. This has made it difficult to get specialised trades at times with long lead times.

Throughout this year we have made some big changes that include re-branding the team to Custom Built at BADAC. We also implemented a new Trade and Staff management software Program which has made a huge difference in how the team is managed.

We have been extremely busy with several full house renovations and our general house maintenance. Also, we have had a lot of work around our commercial properties with a couple of new additions.

A few of the bigger jobs over the year included the upgrade to the Co-op's main Kitchen to full commercial which now allows them to fully cater all events and programs held in the organisation. Another huge project was the Perridak Arts Centre, this was an exciting one to be involved in knowing how important it is to the community.

Another exciting development around our program is the introduction of us building portable buildings. These include site huts, tiny Homes, Granny Flats, and Cabins. This allows additional income to be brought into the organisation so we can continue to head toward self-determination.

Over the next 12 months, we don't expect anything to change with the workload. We will continue to expand the team to try to keep up with demand.

## **Our team members:**

Michael Hetherington - Maintenance Manager

Mitchell Rowland - Maintenance Supervisor

Brad Ryan - Maintenance Plumber

Brayden McKay - Maintenance Painter Apprentice Carpenter

Aiden Broughton – Maintenance Carpenter

Tony Henderson – Maintenance Fabricator

Shanara Rowland – Maintenance Administration Officer



I hope everyone has a great Christmas and I hope to see you all around.

Regards,

Michael Hetherington

Maintenance Manager





# Family Violence Report



## **Family Violence Program – Therapeutic Practitioners:**

The FVP has had another successful and supportive year providing counselling for community members who have experienced/or are currently experiencing family violence. It has been a busy year for Fee and Christine. They have well and truly settled in and are now familiar faces for community who visit the office.

It has been pleasing to have many positive outcomes for community receiving counselling from the team.

## **BADAC Person Using Violence (PUV) Program:**

Our PUV program has seen plenty of changes in personnel this year. We welcomed Matt Crellin back to the team as Team Leader after working at the Orange Door for the past 3 years. We also welcomed Brandon Green to the PUV Case Manager role briefly before he was successful in getting the Cultural and Therapeutic Program Manager's role.

We have seen a significant increase in referrals since Matt's return and we look forward to welcoming Jeremy Cluning to the team in the PUV Case Management role. Jeremy has a wealth of experience in the PUV space and is coming over from the PUV Team Leader roles at CAFS.

## **Family Safety Contact Worker (FSC):**

This is a new role working with victim/survivors of FV which aligns and supports the PUV Team. We are delighted to take the extra load off Christine and Fee who have been undertaking this function in addition to their counselling roles and we are gracious for their support and assistance.

We welcome Michelle Reynolds to the role. Michelle comes with a wealth of victim/survivor case management experience at both Berry Street and CAFS which will enable her to hit the ground running and maximise the support we are able to provide to community.

## **Men's Community Connections Program (MCCP):**

The MCCP has been without a worker for a few months now, however we welcome Lee Venville to the role filling big shoes left by Brandon Green. We thank Brandon for all his hard work in establishing the MCCP role and wish him all the best over at Main Road.

Lee is looking forward to getting plenty of activities up and running in this space, as well as meeting community members. Matt has already got several people he is supporting ready to refer as soon as Lee starts.

The MCCP will continue to engage men in activities such as Reclink football, weekly cuppa, walking groups, Men's group, and provide several other community and cultural activities.

## **Women's Community Connections Program (WCCP):**

Reb Griffiths has really made the WCCP program her own. Reb has seen a steady number of women accessing the program over the past 12 months. This has included some fantastic work in assisting her clients in engaging in many community and cultural activities.

The program has linked its participants to the BADAC Women's group, participated in Wayapa Wuurrk (Aboriginal wellness practice that helps participants connect to nature), had a day trip to Narana Cultural Centre, weekly group walks, a weekly cuppa, weekly Equine Therapy (this is still a huge hit), has assisted many of the ladies to attend local op-shops (including BADAC's op-shop) to mention a few. Reb continues to utilise her position to reinforce the importance and benefits of family violence counselling, and has been a great advocate for the team. Reb not only completed her Diploma in Community Services during the year, but she was also nominated for two student awards. She is off to the Wurreker Awards later in the month, and she was nominated Fed Uni 'Student of the Year.'

Congratulations Reb, a great effort!



### **The Orange Door (TOD):**

The Orange Door has also seen a lot of staff change. We welcome Ivy Yule to the Team Leader position who came in and has been doing an amazing job keeping things running whilst we have looked to fill the other vacant positions.

We had Sylvia Effrett (Team Leader), Vikram Prashar (Hub Practitioner) move into team leader roles within BADAC and Ange McGannon (Hub Practitioner) moved back to Berry Street. We thank them for their support to community over the past couple of years. In a plot twist - Vik has returned to his Aboriginal Hub Prac role after welcoming another beautiful baby girl to his family. We are very happy to have Vik back to share his knowledge with the team.

The BADAC TOD staff are currently working from the BADAC FV office but are looking to get back onsite at the Orange Door Hub as soon as we can. We still have an Aboriginal Practice Lead and Aboriginal Hub Practitioner role being advertised and are ready to fill with the right applicants.

TOD continues to help protect women, children, and families from violence and give people an easier way to access family violence and child well-being supports.

### **Burron Guli (Boy to Man):**

Tristan Harris has joined the Family Violence Team and is facilitating the Burron Guli Program in primary schools in the Central Highlands Area. Burron Guli is back after BADAC was successful in gaining funding.

The Burron Guli program is a healthy relationships program which runs in primary schools and is aimed at young male Koorie students. It creates a culturally safe environment to have discussions around healthy relationships, men's business, positive views about women, self-awareness and connection to culture for our participants.

Tristan brings a huge amount of cultural knowledge and is already having a huge impact in the schools he has linked in with!

### **Adolescent Family Violence in the Home (AFVITH):**

This is another new program and as such brings 2 new positions with it. We will be adding an AFVITH Case Co-ordinator and an AFVITH Safety Contact Worker (2 days a week).

This role has grown since it's first pilot presentation approximately 2 years ago and is the first time it is sitting with the Family Violence Team. We hope to add two experienced workers to the team to provide trauma informed holistic support to the whole of family unit where there is adolescent (12-17yo.) family violence present. AFVITH is an evidence-informed service which aims to intervene early to reduce the prevalence and intensity of adolescent violence in the home through flexible and culturally appropriate supports.

We are proud to confirm we secured ongoing funding for the Men's and Women's Community Connections programs as well as the Family Safety Contact Worker which allows these programs to continue to build on the support we can provide to community.

We have seen much growth to the FV portfolio this year and are looking forward to hitting the ground running with the new staff and continuing to provide best practice responses to community.

If anyone would like more information on any of the family violence programs please don't hesitate to contact us.

Regards,

Ash Egan

Family Violence Program Manager



# Early Childhood Learning & Development Report



This year has been an exceptionally busy one for our Early Childhood unit where we have facilitated a productive and successful year, providing high quality care and education for community members children aged 0-5 within our two Early Learning Centres – Perridak and Yirram Burron. Furthermore, continuing high quality community engagement with our Playgroup and Koorie Preschool Assistant programs, with additional programs leading into 2024.

Our community Kindergarten - Yirram Burron has continued this year to service over 30 families within the long day care and kindergarten services. Our Educators have undertaken training in trauma informed practice, Cultural awareness and successfully embedded sustainability, book swap program and our first ever annual Children's Art night. The event showcased Aboriginal Culture through weaving, printing, painting and sculpting by Yirram & Perridak children. The children at Yirram Burron also entered this year's Begonia Festival Central Highlands Water Art Show, taking away the 'People's Choice Award'. Our focus leading into 2023 is to provide wrap around services on the premises of Yirram Burron, that includes Maternal Child Health, Playgroup, Sessional Kindergarten and Transition to School.

At Perridak Burron, entering our 3<sup>rd</sup> year, have experienced an exceptionally successful year, catering for 119 families, 161 children with a capacity of over 90% with a continuing extensive waitlist for our younger age groups. Our team consists of 38 experienced and passionate Educators who have created a trusting and positive reputation within the Brown Hill and wider Ballarat community. This has led to the BADAC Early Years Team being nominated, and now 'Finalist' in this year's Department of Education's Victorian Early Years Awards – for the Aunty Rose Bamblett Koorie Early Years Legacy Award. We will find out on November 10<sup>th</sup> of the outcome – keep posted!

Perridak has also undertaken a very successful Assessment & Rating visit from the Department of Education in assessing our levels of Quality Practice across 7 different areas. Our final report is due back early December where we inform the community of our outcome – rated from 'working towards, through to Exceeding' the National Quality Standards.

Continuing our work toward obtaining all outcomes of the Healthy Early Childhood Services Achievement Program, we have recently been approved for the Mental Health and Wellbeing award. Perridak is now an active participant in the BU Learning Community. Delivered by Beyond Blue, in collaboration with Early Childhood Australia and Headspace, Be You's goal is to empower and support educators to promote mental health and wellbeing for every child and young person in Australia.

We have also been blessed with the presence and support of our local MP Catherine King, delivering in person gifts and resources to Perridak across the year, leading into a pending visit by the Prime Minister! However, the weather did not play kind that day and the flight into Ballarat was cancelled, followed up by a personal video sent to the children directly from Anthony Albanese. The kinder children responded with a collaborative artwork piece and letter authored by the group sent back to Canberra. Perridak Burron continues to gain the attention of the larger state community purely through the amazing practice our service delivery supports.

Bengadak Babab (*Celebrating Children*), our playgroup, has enjoyed another year in playgroup community, encompassing in total of over 29 families. Playgroup has facilitated some amazing activities and projects over past year, including a Possum Skin Cloak Project facilitated by Aunty Marjorie Pickford in collaboration with Danielle, our playgroup facilitator, and our Playgroup families. The cloak will be on display at Yirram Burron in 2024. Playgroup community have also enjoyed outings to the Wildlife Park, Library, Funbugs Play Centre and Bush Walks. We have welcomed in Wildlife Exposure, VACCHO and our very own Moogies Band for incursions entertainment and information sharing.



A new name, but long-standing initiative is our bupup balak wayipungang (formerly known as our KPSA - Koorie Preschool Assistant) program. Our facilitator Ashleigh & Macayla have been extremely busy in 2023 reaching over 53 kindergartens across 6 LGA's, delivering culturally rich educational sessions within Kindergarten programs for children aged 3 and above. The initiative continues to support better outcomes for Koorie children by supporting families in accessing Kindergarten, promoting inclusion and Cultural safety. The facilitators also tirelessly supporting kindergarten services and programs to include Aboriginal perspectives into practice and learning curriculum. Both facilitators will be on Maternity leave entering into 2024, recruitment is currently underway.

The bright future for our Early Childhood unit continues, finishing 2023 with attending an Australian wide conference in Darwin facilitated by SNAICC, providing our team with invaluable knowledge, training and insight into providing high quality learning environments and opportunities for Aboriginal and Torres Strait Islander children. We also welcome the pending opening of our 3<sup>rd</sup> service – Yaluk Burron Early Learning, in the heart of Ballan. Yaluk Burron is due to open late November, early December and will be licenced to cater for 100 children per day. I would like to wish all community members a very safe Christmas, time spent with loved ones, and a happy summer holiday period with lots of sun, fun and family activities leading into an even bigger and better 2024.

Regards,

Casey Brown

Early Childhood & Learning Development Manager

Yaluk Burron Early Learning Centre



Yirram Burron Early Learning Centre



Perridak Burron Early Learning Centre





# Cultural & Therapeutic Support Report



Hey everyone,

It's great to be now a part of the Cultural and Therapeutic Support team as the new manager. The team have been very welcoming and I look forward to a big 2024.

## **Men's Group**

Men's Group is an inclusive and culturally safe space within BADAC for all men of the community. Men of all ages can openly engage in the program which targets social, cultural, physical, and mental health matters. Our group prioritizes a supportive environment, offering culturally sensitive programs like Arts Programs, Cultural Connection, On Country site visits, Fishing, and various social outings. We welcome all men of the community to come join the group which runs on a Thursday from 11-2 at 403 Main Road.

The group is facilitated by Aaron Clarke and supported by Uncle Paul Kirby.

## **Women's Group**

Women's Group has had a big 2023, consistently getting numbers of 20 plus community and staff members. Women's group is a safe space for women to talk about women's business, build friendships, learning new skills, cultural activities and promoting self-determination. We look forward to the group to continually building in 2024.

The group is facilitated by Jane Marini and supported by Jo-Anne Morrow, Nikki Bell, Daen Haby and numerous other BADAC staff.

## **Youth group/Dance Group**

BADAC youth group has moved back to 403 Main Road, running from 4pm-5 30pm. Aaron, Nikki and Daen have done a fantastic job throughout the year in providing cultural activities, games, camps, crafts for our youth. We have seen successful community days which include, the junior NAIDOC ball, community music gathering, movie nights and a haunted house for Halloween. Staff were recognised by being nominated for awards at the city of Ballarat youth awards. Nikki Bell took home the Influential adult worker award.

Dance Group is also being held at 403 Main road and will be ran on the opposite Monday to Youth group from 4pm-5:30pm. Dance group are getting a lot of enquiries to perform at local events such as, Jan 26<sup>th</sup> Dawn service, NAIDOC community day, Elders' lunch as well as performing at local schools. The group is consistently growing and currently sitting at 25 participants, our youngest member being 2yrs old and oldest being 40.



## **Nallei-Jerring**

The Western Bulldogs' Nallei-Jerring (join and unite) Koori Youth Leadership Project aims to support Aboriginal and/or Torres Strait islander young people, by providing opportunities through the Western Bulldogs as a way of encouraging leadership within the local Aboriginal community.

The Nallei-Jerring Program provides practical and theory-based activities designed to enhance young people with cultural knowledge, leadership, teamwork, resilience, communication, support networks and connection to community.

The BADAC Youth team has had a strong working relationship with the Western Bulldogs Foundation's Nallei-Jerring Program for the past 2 years and has seen close to 200 Indigenous students participate in the Program. In 2023 Nallei-Jerring worked with 80 local Indigenous students across 10 secondary schools in the Ballarat region.

## **Carer's Circle**

Carer's Circle provides a platform for caregivers of Aboriginal children to come together, connect, and gain insights through meaningful and creative experiences. Functioning as both a social and support group, participants build knowledge, relationships, and experiences that contribute to keeping the children in their care connected to their culture and community. The group is run on a Monday from 10-12 and is facilitated by Jo-Anne morrow.

## **Cultural awareness training**

Jane has been providing cultural awareness training in house to all new BADAC staff members as well as external organisations such as, Uniting, CAFS, The Orange Door, City of Ballarat, Fed Uni as well as numerous schools. Jane is currently developing new packages which will include 1, 2 and 4-day cultural awareness trainings. We are looking forward to growing and developing the program big in 2024.

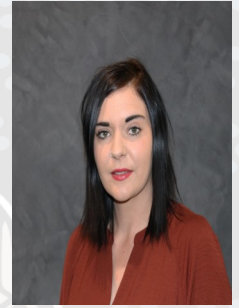
Regards,

Brandon Green

Cultural and Therapeutic Supports Manager



# Out of Home Care Program Report



Throughout the past 12 months the Kinship Program has grown and now referred to as the OOHC (Out of home Care Program)

With so much movement within the space, the team now consists of:

## **First Supports**

We have one part time worker in this space. The purpose of First Supports is to ensure a new Kinship placement is sustainable. The program is to support new carers with setting up the placement with material aide, any enrolments into day care, kinder, school. Ensuring the cares are receiving correct payments and then completing a comprehensive assessment of the placement itself. Providing these recommendations back to DFFH then closing from our end so the placement can then be supported by Case Management.

## **Kinship Case Management**

The kinship case management space has also grown. There are currently 4 full time case managers within the space, along with a Kinship Case worker. The day to day responsibilities for Case Managers is to ensure the children & young people within the space are supported, happy and developing in their current placements. While ensuring they're connected to culture through BADAC. The tasks range from meeting up regularly with the young people ensuring their views and wishes are listened to. We work very closely with the YP's carers and provide very regular emotional supports to them to ensure they're feeling supported to sustain placements and stability for the young people. Our support worker has been great with supporting alongside the Case Managers with meeting minutes, supporting with family contacts and any other tasks that require attention.

## **Better Futures**

Better Futures has recently added a Community Connections worker. There are 2 fulltime Better Futures Workers and 1 Community connector full time. The purpose of this role is to ensure we are networking and building engagement with other organisations that have the Better Futures program. The Better Futures space is important for all young people from the age of 16 – 21 to provide support in many aspects of a young persons life, engaging in school, study and supporting them to live independently. Supporting with budgeting, ensuring transport to and from important appointments/meetings. Building confidence in the young person so once they leave care that they're able to sustain living an managing day to day life skills without supports wrapped around them.

## **CSP's Cultural Support Plans**

We have a Senior Cultural Advisor in this role, This role is very important in ensuring Processes are followed in regards to Children entering OOHC and the timeframes that are required to be met. When children enter OOHC workers are to begin Cultural Support Plans for all Aboriginal children, this then is a lice document to be reviewed every year and endorsed by our CEO Karen Heap. They're reviewed and updated with all of the information gathered for our young people, in relation to their family Connections and their experiences.



**Students:**

Over the past 8 months we have welcomed students to complete their placement hours within the OOHC space. We have been in regular contact with the Uni to ensure we are able to support a range of students with placement at BADAC. This has been a successful venture with some students completing their Diploma of Community services or Masters of Social work. We have been able to expose our students to culture and how we connect our young people and support them on a daily basis. The students have had the opportunity to shadow the case managers with contacts, home visits & attend regular meetings. This has been overall very successful

**OOHC Acting Team Leader:**

While we have been recruiting, we currently have an Acting Team Leader for the OOHC space that is Alyssa Longridge. Alyssa has been amazing with ensuring her support for the team and doing what she can to provide the best support to our young people.

**OOHC Program Manager:**

Mel Frost is currently managing the OOHC space and providing support and advocacy for the young people on a daily basis, as well as networking with other agencies to build relationships outside of our Organisation. This ensures the staff have the best knowledge, education & training about changes within the space, to provide the best care to our young people & their carers.

Regards,

Mel Frost

Out of Home Care Manager



Our new access room called Djila Tjarri which means “Play” in Wadawurrung Language





# Gobata Burron Report



Gobata Burron has had a busy year with the preparations for Authorisation on the 8<sup>th</sup> of November. The team, Dave Carter, Karen Heap and myself have worked hard to make this happen. We had some disappointments along the way with many dates set for Authorisation and being post phoned, and to see it finally happening is amazing even when the process had been challenging at times.

We continued to work hard to ensure the program met requirements as we know Gobata Burron ACAC- Section 18 will have a positive effect on the community for better outcomes for children and families who are on Child Protection orders.

The Gobata Burron program works in ways that empower families, drives self- determination and reduces their dependence on systems, building networks and community around the family. To achieve this Gobata Burron staff will always be clear about the non-negotiables and will empower families to take charge of their goals and how they will achieve them.

In the past 12 months we have seen valued team members move on, and had some new team members join our team. In the Gobata Burron ACAC space we have a Team Leader, Practice lead, Case Managers, Support worker and Receptionist/ Administration support.

We have had two students complete their student placement with Gobata Burron and Kinship, With two currently completing placement hours.

Our team have been attending different training to ensure we are educated in Culture, Beginning Practice Program, SAFER, Maram, Families effected by Sexual Abuse, Attachment in Trauma and Court Management system training to name a few.

I also attended the SNAICC Conference in Darwin which was a great opportunity to see how other ACCO's & Organisations across the country are working in their delivery service to Cultural training community. We came away with some great ideas and gained valued knowledge.

In the next 12 months we will continue to upskill staff to ensure we are providing the Community with the best service provision and care we can deliver.

We have held 18 cases with 3 children returning to their parents care and coming off a child protection orders, this was due to the amazing work from the family along with the intensive work the case managers have dedicated to the family to ensure they are achieving their court conditions, were supported in the service provision with self-determination. We will also have another young person returning to parental care with no Child Protection involvement in the next few months.

The team came up with a great idea to make packs up for the Children and families who come off child protection orders. These packs include a possum skin with the child's name burned onto them, boomerang, children's books, colouring books, pencils and a beautiful doll.

As we continue in the program and move into Authorisation we will to continue to work closely with the children and families to ensure they are getting the case management and support they need, whilst facing challenges along the way we endeavour to ensure the safety and wellbeing of all children within the program.



The Korri Family First Educator (KFFE) program has also expanded their knowledge base with attending and upskilling in Circle of Security and Triple P training which is delivered one on one with the families. Depending on the family's needs these are delivered in the home or within the office.

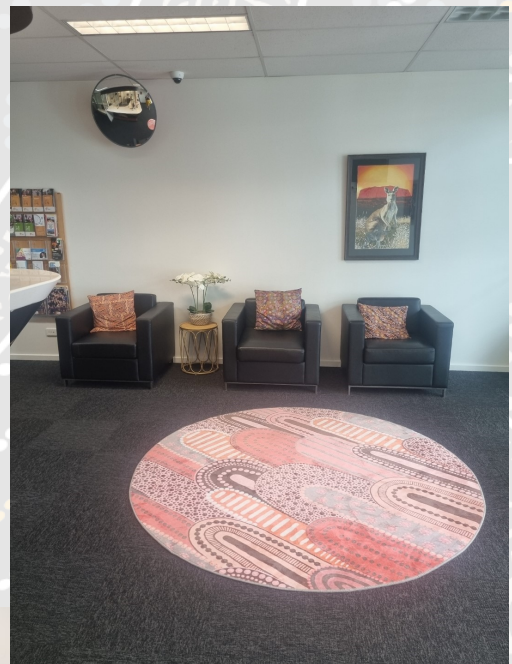
The team has received positive feedback from families who have enjoyed the training. We have updated our referral forms, and have been building relationships with stakeholders which has led to many referrals to the program.

In the next 12 months we are wanting to start to run group sessions with families and attend some training to be able to deliver different parenting programs to community.

Regards,

Jess Wall

Gobata Burron Manager



Some photos of our new access room called Djila Tjarri which means "Play" in Wadawurrung Language. A massive thank you to Casey Brown and team who did a fantastic job designing the room to make it a beautiful cultural safe place for family's to come and have Family time.

DFFH (Department of Families, Fairness & Housing) also use the room to have family time as well. The room has been a great addition to our programs.



# Operations & IT Report



In 2023 BADAC has been undergoing significant changes and growth in the past year. With the relocation of departments, expansion of services, and the continual growth of staff and locations, it's clear that BADAC is dedicated to providing excellent support to the community.

Managing such a large and diverse organisation requires careful coordination and adaptation, especially in the areas of Operations & IT, and Fleet management.

BADAC has a dedicated team in Operations & IT / Fleet, led by Natasha Collins, along with Kathleen Gantner and Skye Klaver. The management of a large ICT system supporting over 175 staff members across multiple sites is undoubtedly a challenging task. With the constant evolution of technology, our team's adaptability is crucial in ensuring seamless support for the staff and community.

The growth of BADAC's Fleet to over 28 vehicles is impressive and maintaining them to a high standard is indeed a significant responsibility. Special recognition to Skye Klaver for her attention to detail, regular maintenance, and efficient coordination, all of which are vital for the smooth functioning of the organisation.

In the past couple of months, the Operations & IT Team has been focusing on a new early learning centre 'Yaluk Burron' at 14 Stead Street Ballan. With a proactive approach in planning for this new centre, it reflects BADAC's commitment to expanding its services and catering for the needs of the community, especially in the early childhood education area.

As we look forward to 2024 and the potential challenges it may bring, it's evident that BADAC is well-prepared with a dedicated and skilled team. Our staff's optimism and commitment to delivering timely and professional services are commendable.

Here's to another successful year at BADAC, where all our hard work and dedication continue to have a positive impact on the community we serve!

Regards,

Natasha Collins

Operations & IT Manager



# BADAC Programs

- HACC
- NDIS
- My Age Care
- Community Home Support
- Elder Program

- Integrated Family Services
- Aboriginal Family Led Decision Making
- Keeping Families Together & The Response; Victorian & Aboriginal Family Preservation & Reunification Response

- Gobata Burron—ACAC (Aboriginal Children in Aboriginal Care)
- Kinship Care
- First Support Program
- Parenting Program
- Better Futures Program
- Cultural Support Planning

- Koorie Youth Justice Program
- Koorie Youth Group
- Koorie Youth Engagement Program
- Burron Guli
- Sister to Women
- Sports & Recreation/Outdoor Programs
- BADAC Media
- Koorie Families as First Educators (KFFE)
- Local Justice
- Mens Group
- Womens Group
- Therapeutic Family Support

- General Medical Practice
- Maternal Child Health
- Chronic Disease
- Integrated Team Care
- Diabetes Education
- Womens Wellbeing
- Parental Mental Health
- Alcohol & Other Drugs
- Forensic, Clinical & Therapeutic Mental Health

- SEWB Counselling & treatment
- AOD Counselling
- Make a Change (MAC) program
- Psychological Treatment services
- Keela Borron
- Youth Mental Services
- AOD Peer Support program
- Visiting Psychiatrist & Psychologists
- Culture Care Connect
- Cultural Support
- Stolen Generation

- Family Violence Therapeutic Programs
- Men's Case Management
- Men's Community Connections Program (MCCP)
- Women's Community Connections Program (WCCP)
- The Orange Door

- Playgroup
- KPSA Program
- Perridak Early Learning Centre
- Yirram Burron Early Learning Centre



From Management and Staff at BADAC, we wish you and your family a fabulous Christmas and wonderful New Year.

We look forward to seeing Community back here in 2024.

Stay Safe

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