ANNUAL REPORT

2020-2021

Ballarat and District
Aboriginal
Co-operative Ltd

Ballarat and District Aboriginal Co-operative Ltd

We wish to acknowledge the traditional owners of the land of Ballaarat, The Waddawurrung 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

FRONT COVER: AERIAL VIEW OF BALLARAT (Photo Sue Clark)

CONTENTS

BADAC

- Who are we 4
- Our Vision 4
- Our Service Area 5
- Membership 5
- Organisational Structure 6
- Christmas Message 7
- Staffing 8
- Board 10

REPORTS

- Board Chairperson 11
- Chief Executive Officer 12
- Chief Operating Officer 14
- Chief Human resources & Governance 15
- Chief Finance Officer 16
- Medical 18
- Social Emotional & Wellbeing 20
- Home & Community Care 22
- Family Violence 24
- Children & Youth Services 26
- Maintenance 28
- Events & Reception 29
- Early Childhood & Development 30
- Cultural Therapeutic Support 32
- Gobata Burron 34
- Koorie Family Services 36
- Operations & IT 37

BADAC BUILDINGS 38

BADAC PROGRAMS 39

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

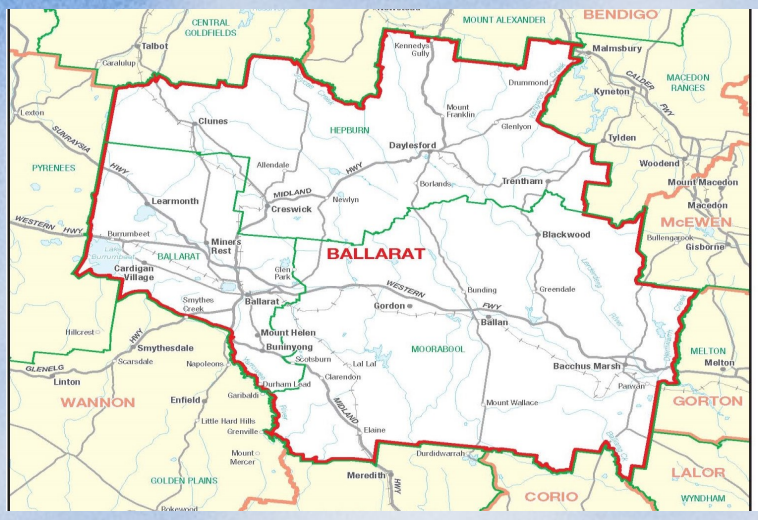
Annual membership to BADAC is $1.00 and gives members voting rights at the Annual General Meeting.

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

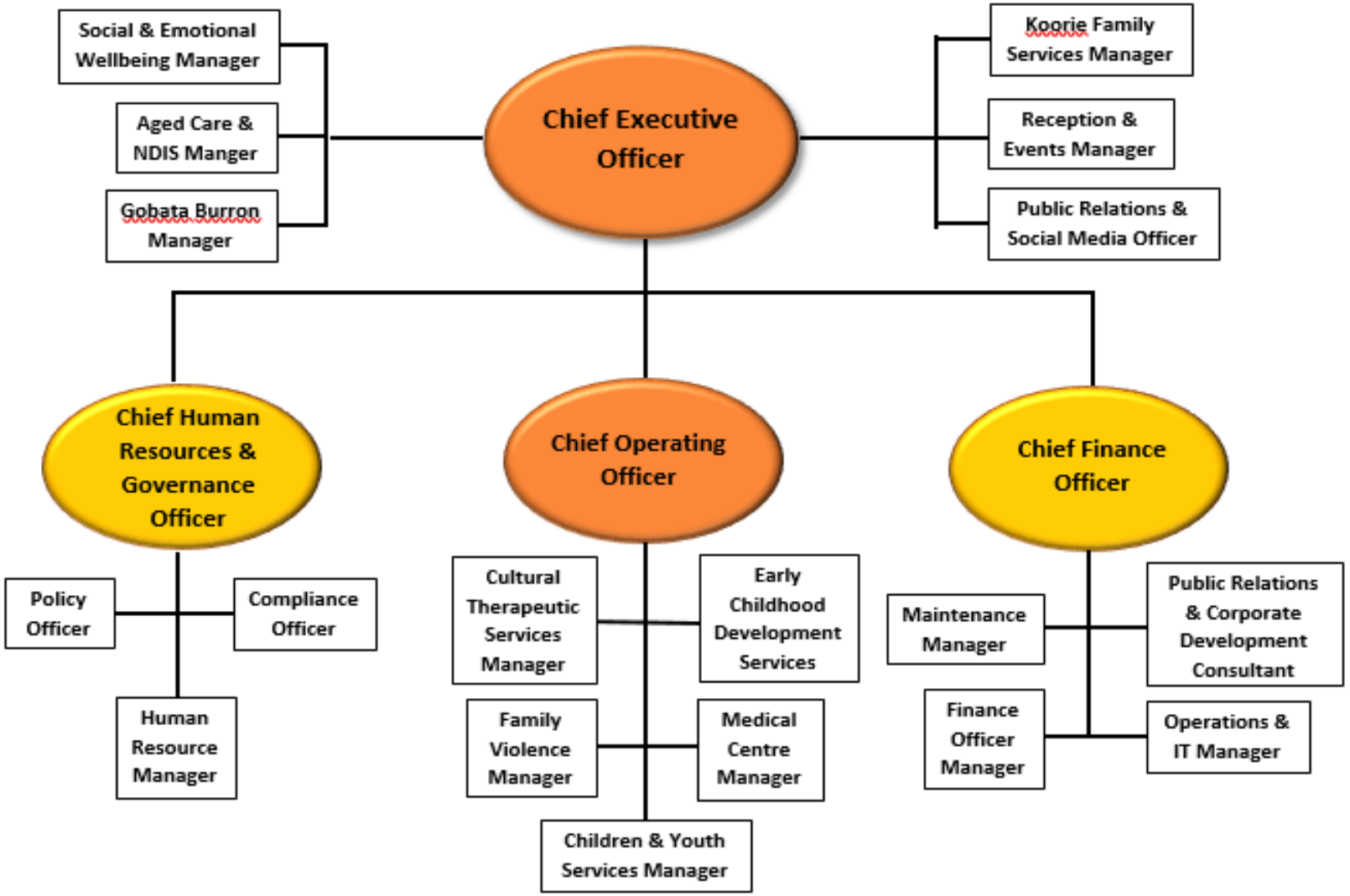
They also receive access to regular support of hampers and offers.

Service Area

In Ballarat the median age of Aboriginal and/or Torres Strait Islander people was 20 years. 37.2% were children aged 0 to 14 and 4.5% were people aged 65 years and over. (ABS 2016 Census)



Organisational Structure Chart



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

We look forward to seeing Community back through the doors in 2022

Stay Safe

BADAC is proud of our Employees and thank them for their dedication and commitment to the BADAC Community

EXECUTIVE TEAM

Karen Heap

Leigh Skelton

David Carter

Jon Kanoa

OPERATIONS/ ADMINISTRATION TEAM

Tash Collins

Kathleen Gantner

Leanne Gafa

Rhianna Janetski

Erin Kanoa

Maryanne Ross

CULTURAL & THERAPEUTIC SUPPORT TEAM

Shu Brown

Karen Monaghan

Cathy Ward

Karyn Barker

Kate Clarke

Robert Watts

Paul Kirby

Vicki Peart

GOBATA BURRON TEAM

Angela Heard

Aaliyah Bray

Alyssa Longridge

Sarah Borell

Danial Grover

Jessica Wall

Kaylene McKeegan

Melissa Frost

Shakira Winmar

Pepequita Lane

Tanya Kirby

Tracy Walters

HUMAN RESOURCES TEAM

Natasha Salleh

Amanda Rowland

Amber Barker-Lovett

Stacey Ramadge

Laura Eddington

Tim Sands

MAINTENANCE TEAM

Michael Hetherington

Mitchell Rowland

Brayden McKay

Brad Ryan

Bobby Meloury

FINANCE TEAM

Lisa Robertson

Rhonda Laxton

Kim Lewry

Alison Hughes

BADAC MEDICAL TEAM

Paul Kochskamper

Suzanne Davis

Ngaire Ahang

Kayla James

Teleesha Pedrotti

Anthony Harrison

Amanda Ryan

Faye Clarke

Fiona Hooke

Jade Purcell

Joanne Clark

Lisa Timmins

Pheona Griffith

Sandy Anderson

Shane Saunders

Siobhan Burgoyne

Dr. Rebecca Quake

Dr. Dhakshineswary Prasanna

Dr. Raheel Alam

Dr. Rajni Patel

Dr. Bernard Fensling

FAMILY SERVICES TEAM

Leah Keegan

Belinda Hayden

Lucy Donadio

Dot Farquhar

Erin Ireland

Katrina Hetherington

Michelle Thorne

Nathan Finley

Shelley Lillyst

Stacy Kanoa

Tarelle McLeod

Sharee Stevens

SOCIAL EMOTIONAL & WELLBEING TEAM

Peter Treloar

April Burgoyne

Taylah Pratt

Beth McDonald

Catherine Larkin

Jo Snibson

Kelvin Wilson

Kirra Roberts

Korriene Lennecke

Lisa Jakiel

Jo-Anne Morrow

Marilyn Gale

Timothy Corcoran

Shane Murphy

EARLY YEARS LEARNING & DEVELOPMENT TEAM

Casey Brown

Sophie Collins

Stacey Gafa

Marc Oliver

Hayley Wilson

Macayla Van Oosteroom

Sophie Fitzgerald

Kim Bertram

Rebecca Coldan

Joan Maule

Alecia Coxall

Kayla Cartledge

Gemma Hooper

Elizabeth Courtney

Kaitlin Winter

Abi-Gail Thomas

Teagan Tiley

Zara Carter

Karen Monaghan

Michelle McGee

Brair Malcolm

Grace Taylor

Emily Godfrey

Billie O'Loughlin

Shannon Kakouris

Karli Nelson

Chantelle Plover

Simone McEwan

Naomi Haintz

Krystle Ince

HOME & COMMUNITY CARE TEAM

Melissa Fox

BJ Crebbin

Joshua Dorn

Janine Green

Mick Clark

Nikita Thomas

CHILDREN & YOUTH SERVICES TEAM

Sue Clark

Aaron Clarke

Ebony Sladdin

Jarret Lane

Nikki Bell

Peter-Shane Rotumah

Braeden Ilsley

Rebecca Morley

Bec Clark

Jane Marini

FAMILY VIOLENCE & JUSTICE TEAM

Ash Egan

Brad Broughton

Ruth Turvey

Brandon Green

Rebecca Griffiths

Fiona Williamson

Shelley Lane

Renee Jennings

Sylvia Effrett

Angela McGannon

BADAC BOARD

LARRY KANOA

CHAIRPERSON

IAN PETTY

VICE CHAIRPERSON

KAREN MONOGHAN

SECRETARY

MARJORIE PICKFORD

TREASURER

PAULINE SCOTT

PETER LOVETT

DEB CALLISTER

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.

Well, what another strange year.

COVID has once again interrupted our business on a daily basis but on a positive note, we are seeing some light at the end of the tunnel and with our vaccination rates we are seeing more freedoms to enjoy.

While COVID has challenged us all, we have still managed to deliver a strong service from delivering hampers, bread and emergency items to case management, wellbeing and counselling when required.

We have also mastered the concept of zoom, teams and all the other video conferencing platforms – well some of us have, not sure about me though.

The board have continued to support Karen throughout the past 18 months to deliver our strategic plan on the ground which has been difficult but credit to staff in being adaptive and working in an environment that is not new to us.

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.

Thanks to Deb Callister for taking up the opportunity to be seconded to the board and we would like to wish our outgoing board members all the best in their future aspirations.

I would like to shout out the community who have been patient in dealing with BADAC and following our lead in maintaining a consistent approach in dealing with COVID over time.

Finally, I would like to thank Karen and all BADAC staff for your commitment and continued show of leadership at a time where you have been impacted by working from home, home-schooling and every other challenge that has come your way over the past 18 months. From our board, we thank you for your continued effort and sacrifices you have made to maintain BADAC as a leader in the community.

Regards,

Larry Kanoa

Chairperson

Chief Executive Officer's Report

The 2020 - 2021 financial year brought extra challenges to our Aboriginal community wrought by CO-VID19 and successive lockdowns. I am so proud of our community and the BADAC team, who innovated and worked together to keep delivering much-needed services and to keep everyone safe.

2021 was also a record year for BADAC. We made strong progress towards achieving long-held strategic goals which are dear to our community, and which will continue to drive Aboriginal self-determination in our region.

BADAC Early Years – delivering the vision.

In the 2019 Annual Report, I stated that 'Early Years and Youth are a strategic focus into the next decade.'

In 2020, we announced that BADAC had secured Victorian government funding to construct a kindergarten in Sebastopol, which will be owned and operated by BADAC to benefit our Aboriginal community.

As I write, in November 2021, our Yirram Burron Early Years centre is almost complete. We expect to be welcoming our first children to the centre in early 2022. Yirram Burron will offer a culturally rich curriculum which celebrates Aboriginal culture. The centre features an exciting Aboriginal-themed outdoor playspace.

Our 100-place Early Years centre in Brown Hill, Perridak Burron, opened in February 2021 and is growing well, employing 28 staff. The centre caters to both Aboriginal and non-Aboriginal children, offering a culturally rich curriculum which everyone can enjoy.

Our Aboriginal population continues to grow. We need to look to the future, to continue to connect our children and families to culturally rich education from the earliest years.

Early Years - the next steps forward

As our Aboriginal population continues to grow exponentially—101 Aboriginal and Torres Strait Islander babies were born in 2021—BADAC must plan for future needs.

BADAC has purchased a huge 4046.5m2 block of land at Miners Rest. We will seek funding to construct a 100+ place, culturally designed, Early Years centre. The block will also support a café which will offer employment training for Aboriginal people.

Our Perridak will provide a vital independent revenue stream into the future, helping BADAC to maintain programs and retain highly-trained staff, despite fixed-term and intermittent government funding. This business segment will also provide an important training and employment pathway for local Aboriginal people.

Elders Living Village – future vision

In 2021, BADAC purchased a large double block in Ballarat's CBD, for a wonderful vision: to build an Elders Independent Living Community.

Our community has a number of Elders who want to live in their own home but need some support with daily living. Many of our Elders are distressed at the idea of re-entering an institution, after spending childhood years in orphanages.

In a culturally safe independent living village, Elders will have regular social and cultural contact, support with daily living as required, and be able to attend BADAC programs, services and events with transport support. They will retain dignity, independence and culture.

We are currently seeking funding to build a number of fully self-contained units, a large central dining and activity hall, and a managers' residence.

We have the permit to demolish the existing buildings on the site and have lodged a building permit.

CO-VID

A second year of CO-VID has really challenged our Aboriginal community. Many have suffered unemployment, housing insecurity, social isolation and compromised health. Most people really suffered with the loss of contact with family, friends, community and the cancellation of most of BADAC's events and community days.

Our way out is via vaccinations. I'm so proud that our community has stepped up to keep each other safe. Currently 78% of Aboriginal people aged over 15 in Ballarat are double-vaccinated, with 88% having received their first jab.

BADAC expansion

2020 – 2021 has seen BADAC grow with new services, expanded programs and more fantastic staff coming on to contribute new skills to our vibrant organisation. BADAC now employs 150 people. We are a medium-sized employer overall in the region, and one of the largest employers of Aboriginal people in western Victoria.

New and expanded programs include expanded Family Violence services; Cultural and Therapeutic program; Aboriginal Children in Aboriginal Care; Keeping Families Together program; expanded mental health services and more doctors employed in our medical practice.

Recognition for Aboriginal Elders

Welcome good news this year has been that two of our community's much-loved Elders have been recognised with prestigious awards.

Congratulations to Uncle Larry Kanoa, our current Chairperson, for being inducted onto the ***Victorian Aboriginal Honour Roll*** in 2020. "*A dedicated, fearless advocate who helped shape boards, advisory councils and committees to ensure high-functioning governance to guide services and programs which support Aboriginal people*".

Double congratulations to Uncle Frank Laxton, a previous BADAC Chairperson, long-serving Board member and cultural leader. In September, Uncle Frank received the Department of Justice ***Adult and Elder Award***. This week, his work with our most vulnerable community members was recognised with a ***COTA (Council on the Ageing) Victoria Senior Achiever Award*** for his significant contribution to local communities and Victoria.

Partnerships

Partnerships are integral to BADAC's commitment to holistic healing in the context of family and community. We are very proud of our established partnerships with many local, state and federal organisations. These partnerships enable us to deliver a fantastic suite of services and programs and offer more choice to Aboriginal people. 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) Ballarat, Ballarat Health Services, headspace Ballarat, VACCA, VACCHO, NACCHO and many more.

Thank you

I want to extend a huge thank you to BADAC's Board for guiding us through a very challenging, yet rewarding year. I also want to extend a heart-felt thank you to all BADAC staff, who have worked tirelessly and cheerfully innovated throughout repeated lockdowns. Finally, a massive thank you to our Aboriginal community, friends and community 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 2022.

Yours sincerely

Karen Heap.

Chief Operating Officer's Report

Since our last AGM we have seen plenty of change within BADAC.

As you will read in our Managers updates we have had numerous staff and program changes, new locations and an Early Learning Centre that is kicking goals within the community.

We have restructured programs to suit our community as well as provided much needed funding to other programs that have been screaming out for resources for a number of years.

As we all know, COVID has tried its hardest to interrupt our business which has directed us down different paths in the way we provide a service without being face to face.

These challenges were met with solutions by way of connecting with our community and clients in a smarter way, over the phone, teams, skype and other methods have had us maintaining connection with our mob in a different more foreign way, but we did it.

If COVID has taught us anything it is that we are resilient and will face whatever challenge comes our way as a community.

I want to take the opportunity to thank all of our mob for staying safe and riding out this storm as best we can and also for supporting each other in doing the right thing.

In 2022, we will get back into the swing of things to get our mob back up and going, our events will return with our doors and programs running as per normal so we can't wait.

I hope you all have a safe break and get to visit your friends and family after borders and lockdowns have impacted travel across Victoria and abroad.

Thanks, must go to all of our staff for the sacrifices you have all made throughout the past 18 months and your continuous leadership in your respective positions.

I know community appreciate it, but more so we do in the Executive space so a massive thank you!

Finally, thanks to our Board and also our Executive for your support over what has been a tough and challenging year.

Please stay safe and we look forward to catching up with you all shortly.

Jon Kanoa

Chief Operating Officer

Chief Human Resources & Governance Report

The Human Resources and Governance Unit (HRG) has been extremely busy during these challenging times. This document serves as a report to BADAC members regarding our movements in the HRG Unit.

Covid 19 Pandemic

The HRG continue to monitor the Covid 19 pandemic which includes the continued review of case numbers, exposure sites and the implementation of restrictions as directed by the Victorian Chief Health Officer. All BADAC staff are vaccinated against Covid 19 and have since returned to their respective offices continuing to provide services to the community.

Accreditation

We successfully undertook the accreditation process against the Human Service Standards and the QIC Health and Community Standards at the beginning of 2021. The completion of these accreditation process standards ensures that BADAC is able to continue to deliver its services across the organisation.

Recruitment

The continued trajectory and expansion of BADAC and its services has provided a greater workforce requirement increasing our recruitment workload. BADAC now possesses approx. 150 employees with an increase of 64 employees, 30 of these employees are specific to the Perridak Burron Early Learning Centre which is fantastic. The organisation will continue to see workforce growth and development as BADAC continues to expand.

Conclusion

The HRG would like to congratulate Kim Ericksen on the birth of her daughter, Quinn and we look forward to Kim's return in due course. We would also like to welcome to the HRG unit Stacey Ramadge and Laura Eddington as Administration Officers.

The team now consists of:

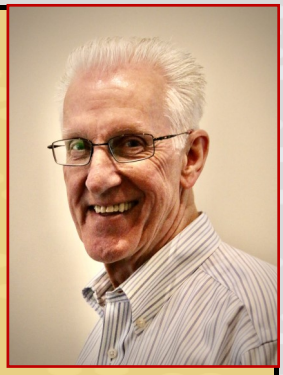
- Amanda Rowland: Compliance Officer
- Tim Sands: Policy and Health and Safety Officer
- Amber Barker-Lovett: Human Resources and Governance Administration Officer
- Stacey Ramadge: Human Resources and Governance Administration Officer
- Laura Eddington: Human Resources and Governance Administration Officer
- Natasha Salleh: Human Resources Manager
- David Carter: Chief Human Resources and Governance Officer

I would like to extend my appreciation to all members of the HRG unit for their work across the year. I would also like to thank BADACs Board and Chief Executive Officer for their ongoing leadership and wish everyone in the community a safe and happy Christmas and new year!

David Carter

Chief Human Resources and Governance Officer

Chief Finance Officer's Report



2020-21 another year of uncertainty and remaining close to home.

Financially BADAC has once again weathered the storm and has come out in good order. Our financial report is strong and paves the way to continue down the track of success and building for the future.

Our continued success has enabled us to build the Organisation to yet another level. Acquiring properties such as Porter Street, which will house a mixture of one and two-bedroom individual units in an assisted living environment, and also acquiring the Rubicon property which will house out 2nd Kinder/Day Care facility. This facility is near finished and is set to open its doors early in the new calendar year.

The success of the last couple of years has not stopped there either. We have replaced one very old house in poor condition with 2 brand new units and have started down the same path with another house.

Despite the expectation that staff levels would possibly decline as the COVID continued down its destructive path, we have increased our staff to a new all-time high, with no end in sight. Back to normality should happen sometime in the 21-22 year and will be welcomed by all.

Leigh Skelton

Chief Finance Officer

Ballarat and District Aboriginal Co-operative Limited
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2021

	Note	2021 $	2020 $
Revenue	5&6	15,317,951	14,176,072
Expenses			
Administration expenses	7	(2,539,854)	(2,052,926)
Depreciation and amortisation expense	7	(803,202)	(766,669)
Employee benefits expense	7	(9,345,010)	(8,285,752)
Other expenses	7	(478,595)	(1,511,000)
Profit/ (loss) for the year		2,151,290	1,559,725
Other comprehensive income			
Other comprehensive income for the year		-	-
Total comprehensive income for the year attributable to the members of Ballarat and District Aboriginal Co-operative Limited		2,151,290	1,559,725

Ballarat and District Aboriginal Co-operative Limited
Statement of financial position
As at 30 June 2021

	Note	2021 $	2020 $
Assets			
Current assets			
Cash and cash equivalents	8	2,686,676	1,706,247
Trade and other receivables	9	395,842	600,847
Other current assets	10	9,297	14,228
Total current assets		3,091,815	2,321,322
Non-current assets			
Property, plant and equipment	11	31,405,363	30,963,403
Total non-current assets		31,405,363	30,963,403
		34,497,178	**33,284,725**
Liabilities			
Current liabilities			
Trade and other payables	12	687,199	498,744
Borrowings	13	87,273	84,605
Employee benefits	14	642,637	611,377
Other current liabilities	15	1,329,995	1,439,897
Lease	16	223,887	214,137
Total current liabilities		2,970,991	2,848,760
Non-current liabilities			
Borrowings	17	2,761,471	4,005,514
Employee benefits	14	413,382	306,105
Lease	16	787,830	712,132
Total non-current liabilities		3,962,683	5,023,751
Total liabilities		**6,933,674**	**7,872,511**
Net assets		**27,563,504**	**25,412,214**
Equity			
Members funds		24	32
Reserves		8,318,245	8,318,237
Retained profits	18	19,245,235	17,093,945
Total equity		**27,563,504**	**25,412,214**

Medical Centre Report

2021 has been another challenging year which has seen an increase of community coming through our doors for many health concerns but also for vaccinations which has had staff working above and beyond.

Our Medical clinic felt strongly about continuity of care - Supporting and assisting our community during these uncertain times. Like most of us, we were scared, frightened and anxious about what Covid-19 is and the damage it can do. However, by changing the way we operate (telephone consultations, patient screening, PPE and temperature checks), we managed to continue with GP consultations, Maternal Child Health sustained home-visits, care-plans, health-assessments and home-visits.

We have all played a crucial role in combating the pandemic and our clinical staff have used their experience and expertise to ensure community have access to culturally safe and appropriate care as required.

Our administration staff are dealing with increased telephone calls, arranging COVID-19 appointments, and calling patients in the event of cancellations, whilst still attending to everyday operations.

In collaboration with Children & Youth Services, a BADAC jab rap video was developed combining humour, and the importance of COVID-19 vaccinations. Well-done to all those involved.

The Medical-clinic has teamed up with the National Aboriginal Community Controlled Health Organisation (NACCHO) & the Department of Health (DHS) to participate in the Federal Governments Vaccine rollout strategy. Our participation provides community with a level of comfort, based upon confidence and trust.

On Thursday 23rd September 2021, the rear carpark was transformed to offer / administer 'drive-thru' COVID-19 vaccinations - This was a first for the City of Ballarat where our Medical team successfully vaccinated 100 community members.

To date, our clinical team has vaccinated:

547 first-dose vaccinations; and,

501 second-dose vaccinations.

This year, we welcomed three (3) new GP's to the Medical-Clinic including Dr. Dhakshineswary Prasanna, Dr. Raheel Alam and Dr. Rajni Patel.

Lisa Timmins was appointed the Clinical Nurse Team-Leader position, and Taleesha Pedrotti (after completing her nursing qualifications) re-joined BADAC Medical as an EEN (casual). We also welcomed Ngarie Ahang to the Medical reception. Faye Clarke has taken a well-earned break and we hope to recruit into this space in December.

The Maternal Child Health Department continues to grow with 61 new births this year and our MCH staff have done a power of work in this space so thank you all.

To date, our client population for 2021 is: 2,557 (303 more than 2020). We're excited to say we've grown with 310 new patients which is fantastic.

I want to thank all of the Medical team for your continued efforts in becoming very adaptable to the ever-changing situations. Furthermore, I would also like to thank BADAC's community, who have kept safe as per health guidelines (lockdowns, masks QR-coding and hand sanitising).

We would also like to wish everyone a safe and happy festive season and look forward to catching up with you all shortly.

Paul Kochskamper

Manager, Medical Centre

Social & Emotional Wellbeing Report

This year has again been a real challenge for all of us, with multiple lockdowns due to Covid-19 and the uncertainty around getting back to some kind of normal. Throughout the Covid-19 crisis, SEWB services continued to support community, through phone contact, front yard yarns or masked up office visits. There have been 305 referrals at time of writing this report (November), compared to 278 referrals in 2020. We thank Community for their understanding, patience and support with these changes.

The Social and Emotional Wellbeing (SEWB) team has evolved and grown significantly during 2021, with the addition of new programs and staff. Below is a summary and update of each program.

Alcohol and Other Drugs Program (AOD).

BADAC welcomed Jo-Anne Morrow and Henrik Eriksson as the new AOD workers in March this year. Both Henrik and Jo-Anne are qualified AOD workers with experience in many areas of the AOD sector. Henrik and Jo-Anne join Catherine Larkin and Beth McDonald (MAC program). Our referrals have increased again this year, mostly thanks to Covid-19, particularly from the courts. BADAC has a good reputation of providing a timely service, with minimal wait times. Jo-Anne has also started a peer group, 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 changes this year, with Jo Snibson and Tim Corcoran now working together providing SEWB services. Jo has moved from Keela Borron allowing Katrina Heatherington to commence in Keela Borron as a Cultural Support Worker later this year.

Kelvin Wilson, who continues in the StepMI clinician role (persistent, complex mental health care). StepMI provides community members who have a severe mental illness ongoing care co-ordination.

Good news is that BADAC has now secured ongoing funding for SEWB, which allows for us to expand and improve services into the future. This is as a result of the Royal Commission into Mental Health and the recognition that BADAC provides a good service to community. ordination to improve their everyday life.

We have been lucky to obtain the services of two provisional psychologists as our other mental health therapists providing sessional therapy and counselling. Angela and Catherine join Murray and Dermot, and are seen via a mental health Plan from the GP. As an organization, we are very fortunate to have such an experienced mental health team.

Keela Borron.

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 has recently been evaluated and made an ongoing funded program. Thanks to all the staff who have worked tirelessly to make this program a success, Lisa, Jo Korriene and Marilyn. We are pleased to welcome Katrina Heatherington to the Keela Borron program, Katrina will join Korriene in ensuring the work we do is culturally safe and informed.

Sexual Assault Counselling and Support.

We unfortunately lost our sexual assault counsellor and advocate Gayle, who has returned to CASA.

We are in the process of recruiting to fill this position.

Child and Youth Mental Health.

We also welcomed Kirra Roberts to work alongside Shane Murphy in our Child and Youth Team. This program has seen significant referrals and BADAC will look at 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.

We welcome the return of April Burgoyne, who returns from maternity leave in November. Thanks Taylah Pratt for filling in during her absence.

We are excited to announce that we will be moving buildings in early next year, to 206-208 Mair Street. This will be a bigger building for our ever-expanding team.

Peter Treloar

Manager, Social & Emotional Wellbeing Services.

Home & Community Care Report

2021 has been another tough year on both clients and staff with the changes we all have had to endure due to COVID. We would like to thank all our clients for the support they have given us during these times.

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 consists of the following staff:

Melissa Fox (Manager)
Michael Clark (Admin Assistant)
Janine Green (Home support worker)
Nikita Thomas (Home support worker)
BJ Crebbin (Home support worker)
Joshua Dorn (Garden Maintenance worker).

Over the last 12 months we have had many changes in staffing, with some staff moving on to different departments within the organisation. The Home support team have all been busy over the last 12months and look forward to continuing to support the Community moving forward.

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, 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. This program provides the same services as the previous HACC program for people over 50 and will continue to be funded by the State of Victoria and the Federal Government.

National Disability Insurance Scheme (NDIS)

NDIS assists people under the age of 6 (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 6 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 will be assessed by the Local Area Assessment team who are situated in Central Square. BADAC will not be doing the assessment for eligibility but will facilitate the process.

BADAC are currently registered providers of the National Disability Insurance Scheme and are approved for the following services:

- Household tasks
- Limited home modifications like rails and ramps
- Assistance with transport to appointments and shopping
- Access to opportunities for social participation

It has been agreed that the NDIS can assist community members who have a disability that is permanent/likely to be permanent and who do not currently receive adequate assistance to manage their condition.

All in all, 2021 has been a rollercoaster ride but we have still maintained our services to the community only in a different way.

I want to thank all our staff and community for your support and commitment to our program and hope you have a safe and happy Christmas.

Mel Fox,

Manager, HACC Services

Family Violence Report

Family Violence Program – Therapeutic:

The FVP had another successful year providing therapeutic support for community members who have experienced/or were experiencing family violence. Service and support was delivered throughout another challenging year. 2021 saw Aaron Clarke move into the BADAC Child and Youth Services Team as Team Leader. We wish Aaron all the best in his new role and thank him for his contribution to the FV Therapeutic program.

As is the way, we have been lucky enough to add a new staff member to the team - Fiona Williamson. Fee brings with her a wealth of family violence experience and has fit into the team well and hit the ground running. Ruth Turvey deserves a special mention and credit for ensuring the program kept running smoothly whilst being the only Therapeutic Practitioner for a few months prior to hiring Fee. Ruth has managed quite a large workload and has maintained the high standard of support and engagement with our client cohort.

Again, the team has used a variety of mediums such as phone calls, FaceTime, Zoom, and Microsoft Teams to keep in contact with community members. The team met all reporting requirements which again reflects the team's ability to engage with community. We are looking forward to the time coming soon when we can open the doors again and get back to face to face appointments.

BADAC Men's Case Management:

We have commenced our Men's Family Violence Case Management program with Brad Broughton moving into the position earlier in the year coming across from our Orange Door Team.

Our Men's Case Manager provides support for Aboriginal men who have used, or have had issues with using family violence behaviours and would like to change these behaviours. Brad has been busy assisting community members to learn about healthy relationships, to identify and understand their abusive behaviours, as well as showing there are other ways to manage and regulate emotions.
Brad has been engaging participants so far by phone and some in community settings but is looking forward to the office doors being opened soon so people can start dropping in and providing support from the office.

The Orange Door:

We welcome Angela McGannon and Shelley Lane to our Orange Door team in the Aboriginal Hub Practitioner roles, and congratulate Sylvia Effrett in getting promoted into the Aboriginal Team Leader position.
The Orange Door team has an extremely busy year, and has been bolstered by Shelley and Ange coming to the team with a wealth of experience and both having worked for The Orange Door previously.

Sylvia has moved into the Team Leader role seamlessly and Renee Jennings continues to work tirelessly to improve the culturally safe responses and practices across the whole of Orange Door in her role as Aboriginal Practice lead.
The Orange Door has continued to help protect women, children, and families from violence and give people an easier way to access family violence services.

Once again, I feel the need to highlight the way BADAC staff within the TOD have managed the high service demand admirably and professionally. TOD staff are all looking forward to working back in the Hub full time and returning from the rotating staff bubbles.

Men's Community Connections Worker:

We welcome Brandon Green to the new position of Men's Community Connections Worker.

The MCCP provides Aboriginal men opportunities to engage in community activities (learning/social/recreational) of their choosing to assist them in building stronger social, community, and cultural connections.

Group activities such as weekly walks, a cooking group, and even a weekly cuppa will be happening but we always offer individual activities for those who may not want to engage in a group setting. This program is for those who have used family violence behaviours and want to make a change for the better and works alongside the BADAC Men's Family violence Case Manager.

Women's Community Connections Worker:

This is another new addition to BADAC's suite of family violence supports, and in doing so we welcome Rebecca Griffiths to the position of Women's Community Connections worker.

The WCCP provides Aboriginal Women who have experienced, or are experiencing family violence opportunities to engage in community activities (learning/social/recreational) of their choosing to assist them in building stronger social, community, and cultural connections. We offer individual and group activities such as weekly walks, cooking group, and even a weekly cuppa.

We think both the staff and the Community Connection's programs alike have a lot to offer community in moving forward from family violence. We look forward to both the Men's and Women's Community Connections programs growing and evolving and will be looking to secure ongoing or future funding to ensure community can get the most benefit and support.

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

Ash Egan

Manager, Family Violence Program

Children & Youth Services Report

It goes without saying that 2021 has been a challenging year in many different ways.

With programs unable to be implemented face to face, and staff working from home for much of the year, the task of socially engaging our children & youth has been overwhelming.

Although the year commenced positively, with School Holiday programs being run, and with fantastic participation, this soon reverted back to limited engagement and online meetings and programs. The Children & Youth Services team took on this challenge, and continued with on line youth group, media programs and continual youth case management.

As October began to see us recommencing face to face programs, we have been extremely happy with the engagement from our youth and hope to see this steadily increase as we move forward away from the pandemic lockdowns.

With continual restructuring of BADAC programs, the Children & Youth Services team has grown from 3 staff in late 2020 to a strong team of currently 11 staff. This has enabled us to take on additional programs to support Koorie youth.

PROGRAMS:

Koorie Youth Justice Program: Jarrat Lane/TBA
Supporting young Koorie people who are on justice orders and High Risk

Koorie Youth Groups: Jane Marini (all CYS staff)
After School engagement program for youth aged 6 to 18.

Parenting Program (Rebecca Morley/Rebecca Clark)
Support for parents of young children from pre-birth to 6

Better Futures Program (Nikki Bell/Peter Shane Rotumah)
Practical Support for young people from 16 to 21 to transition from care

Koorie Youth Engagement Program (Aaron Clarke)
Visiting Primary and High Schools in the BADAC area to support the delivery of Aboriginal programs.

Burron Guli - Boys to Men (Peter Shane Rotumah)
8 week Primary and Secondary school program for young boys and men which provides Aboriginal role modelling to strengthen understanding of culture, which in turn challenges the norms of thinking about Aboriginal Family Violence

Sista to Woman - Girl to Woman (Ebony Sladdin)
8 week program Primary and Secondary school program for young girls and women which provides Aboriginal role modelling to strengthen understanding of culture.

Sport & Recreation/Outdoor Programs (Aaron Clarke/Braeden Ilsley)
Creating linkages with local Sport & Recreation organisations to encourage physical activity and healthy lifestyles for young Koories.

BADAC Media (all CYS Staff)

Creating and exploring the use of media to create strong messages of self- determination for the local Aboriginal Community. Using film, photography, music creation and dance, this program hopes to capture local Aboriginal stories.

Recently, due to the expansion of the Children & Youth Services team, the team was moved to a new location at 124 Armstrong Street North, up the road from BADAC's main entrance. Aaron Clarke was appointed as CYS Team Leader, more staff came on board, and this has provided the opportunity to further expand, and to reach out to our young cohort while providing a culturally safe and welcoming area for them to "drop in" or to make appointments.

We are currently implementing monthly youth disco's at Beverin Street, Monday night Youth Group, Senior Youth Group, cultural camps and Paddle boarding on Thursday nights at the Lake. Future plans include regular youth camps on weekends and school holidays, fishing trips, basketball, surfing camps and school holiday programs in the New Year.

We have plans to bring more Koorie focused events, such as Youth Naidoc events, Kids Christmas Tree event, Movie Nights and traditional crafts and dancing.

I would like to thank the Children & Youth Services team for their dedication to their roles and to the local Koorie youth. I would also like to thank the Board and Senior Management for supporting the expansion and vision of the Children & Youth Services team.

It has been a challenging year, but the CYS team looks forward to providing greater opportunities for positive and cultural experiences for all Koorie children & youth in 2022.

Sue Clark

Manager, Children and Youth Services

Maintenance Report

What another challenging year it has been for everyone with the Covid 19 Pandemic, it has been no different for the maintenance team. With a good part of the year restricted to emergency only work on our BADAC housing it has been tough to say the least.

What this has allowed us to do is to concentrate on some major renovation work on some of our vacated and commercial properties. Two of our BADAC housing properties required major top to bottom full house renovations.

Also exciting for everyone was a full internal renovation of our Beverin Street community Space. This was an enormous undertaking with a full strip out that included a complete new semi industrial Kitchen, complete new toilets (Disable compliant), new floor coverings and full paint. As many are aware the building is now back in use for all which is exciting to see all our hard work pay off and the many compliments from community and staff have been greatly appreciated.

Over the next year we will continue with many improvements planned for the exterior of the building in Beverin St, some off these improvements will include better access, parking, exterior appearance, gardens and outdoor yarning space.

Another major project for us was the play yard at Perridak Kinder, this was a great project for the team to work on and is great to see the kids enjoying it when we are there doing maintenance.

In other news around BADAC is the addition of a 60 plus Kw Solar System on our main Armstrong Street Building. This is a great addition which will reduce our Carbon Footprint and reduce our power bills.

Into the new-year we will be expanding our Maintenance team to include a couple off Aboriginal Apprentices. This is something we have been striving to do and now we are in a position to provide these opportunities which is exciting for all. Please keep an eye out in the New Year for these positions to be advertised.

We are all looking forward to another great successful year and I would like to personally thank my team for their hard work and dedication to BADAC and the community, and the whole BADAC staff and Management for all they do.

We want to wish the community a Merry Christmas and a safe and happy New Year and hope to see you all soon.

Michael Hetherington

Maintenance Manager

Events and Reception Report

Hi everyone, so glad that the lockdowns are over and we can see and socialise with community once again.

It has been a frustrating year events wise, trying to prepare for events has been hard especially big events like NAIDOC which is organised over months, only to be halted due to COVID restrictions twice which didn't allow us to go forward with the event.

Hoping now the vaccination numbers are right up and as we return to a more normal life that we will be fine for next year, here's hoping.

We have now opened the doors up and our community and meeting rooms are reopening for bookings which is fantastic to see many of the community back in the building which is what we love.

'Do Drop In' Group on Wednesdays and Fridays returned as soon as it could and it's lovely to have our community back here socialising on the two days and spending hours here enjoying each other's company. 'Do Drop In' runs from 10am - 2pm but some of the regulars are here a little before and after helping us out which is great. It's a great group, funny, friendly and welcoming to new people so if you have been thinking of trying it, do.

We applied for some funding through the Victorian Aboriginal Community Initiatives Fund , Dhelk Dja Action Group and were lucky enough to be successful which will assist us in buying new materials for the group including arts and crafts, ceramics setup with kiln and all, which will benefit every level of the Aboriginal community, from kindy kids to Elders. A huge thank you to Dhelk Dja Action Group in taking our ideas into consideration in strengthening community. Thrilled to bits.

Reception has had a lot of change of recent times with both Tarelle McLeod and Aaliyah Bray heading off into other sections of BADAC to further their careers. We wish them well.

We welcome Rhianna Janetski who is our new full time receptionist, Rhianna comes with a range of experience and is extremely friendly, and many of you would have already met Rhianna.

We are currently in the final stages of our recruitment of an additional receptionist which is exciting.

That pretty much sums up what's been happening lately.

Take care and hope everyone stays safe.

Leanne Gafa

Events and Reception Manager

Early Childhood Learning & Development Report

The Early Childhood Learning & Development branch is very pleased to report on a positive and successful year for 2021 in establishing a successful Long Day Care Service (Perridak Burron) which has been well received by the entire community.

Our early childhood services team, made up of over 30 staff and growing, are an imperative aspect of BADAC's delivery of services within the community, providing the supportive and educational services for BADAC children, families and community.

Perridak Burron opened its doors in February this year after it was successfully granted Service Approval from the Department of Education & Training. Since this time, our Perridak community has grown to currently consist of 115 Families, 155 Children with the service sitting at 67.8% capacity. An extensive waiting list has been compiled consisting of families wanting access to care for next year, which should see Perridak push to 85 -90% capacity within the first few months of 2022. Perridak Burron has 27 staff, consisting of our Team Leader, QA Officer, Administration Officer, Chef, 3 Kindergarten Teachers and 20 Early Childhood Educators, with these numbers continually increasing due to enrolment demand and meeting child / educator ratio's.

The Perridak team would like to announce that we have been granted the purple tick – a Government Funded Kindergarten approval. This allows BADAC to receive financial funding to support the delivery of a high quality and educational kindergarten program for 2022 and beyond.

Already a part of our high quality kindergarten program, are our regular outings to Ngarrwa Dja (Learning on Country) that see's our kindergarten children spend regular sessions within the local bushland reserve exploring, learning and simply spending time on country. Our Ngarrwa Dja sessions provide the children with the opportunities to immerse in nature, respect and learn about the environment, explore and investigate natural concepts and practice skills that contributes to school readiness. We welcome our KSPA's into our Ngarrwa Dja sessions, and hope to invite our Elders to also join us on country throughout 2022.

Another accomplishment for the staff and children at Perridak is the presentation of our Sunsmart Award, based on our policies, procedures and educational programs, we are now a Sunsmart registered Early Childhood service. To further support outdoor learning in a safe and educationally engaging environment, we are undertaking a yard upgrade over the summer period which will see further mature native plants and trees, sustainability section, established garden beds, weaving and interactive paths & tracks with a variety of sensory learning stations. We look forward to offering this upgraded learning environment for our children to enjoy whilst meeting their developmental needs.

Our Bengadak Babab – (Celebrating Children) playgroup has been through some hard times this year with the biggest influence being COVID restrictions. We have had a change in Facilitators, and we are so very pleased with the work that Jane has done over term 3 & 4 in reviving the playgroup whilst being completely flexible, innovative and creative in how, when and where we delivery this program. We have enjoyed many sessions at the Perridak Burron site, Beverin St, and the occasional park visit.

Here's to hoping that the weather improves and we can enjoy more outdoor sessions toward the later part of Term 4. We are very excited to announce that Bengadak Babab will be facilitated from our Yirram Burron Kindergarten & Children's Service in Sebastopol on Mondays & Fridays in 2022 from Term 1.

Covid has had a considerable impact upon our Koorie Preschool Assistant Program, restricting the access of our KPSA's into our local kindergartens to provide and deliver cultural sessions for the children. There has been an increase in interest in bush tucker, native gardening and traditional music across the kindergartens, with Macayla working her magic and spreading herself as many kindergartens as possible during this stressful time. We are pleased to ease the pressure on Macayla, with Jane joining the KPSA team in 2022, bringing with her an abundance of experience, enthusiasm and excitement. Whilst we have been creating remote ways of continuing to engage with the kindergarten programs across Ballarat, we are pleased to be able to attend in person during Term 4, reconnecting with our Koorie kinder kids across the district.

Lastly, we are thrilled to be facilitating the build of our Sebastopol Kindergarten and Children's Service – Yirram Burron (Morning Children). With the build set to be completed mid-December, we are hoping for an opening (pending DET service approval) during Feb – March 2022. We are currently taking expressions of interest for enrolment via our website and email.

Our in and outdoor designs are completed and are underway, we look forward to conducting tours of the service from January onwards. The services available at Yirram Burron include 3 & 4 year old sessional kindergarten, our Bengadak Babab playgroup, long day care options and Maternal Child Health Nurse visits. The service will be staffed with a Team Leader, Kindergarten Teacher and assistant, Playgroup Facilitator and Early Childhood Educators. We are very excited to bring to life the vision of having our own BADAC Indigenous Kindergarten available for our community.

It has been an immensely busy but rewarding year with more to come in 2022. I would like to thank all the staff within our Early Childhood Learning & Development team for an amazing year. I would also like to wish all BADAC staff and 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 what I hope to be a positive 2022. Be safe and take care.

Casey Brown

Manager, Early Childhood & Learning Development

Cultural & Therapeutic Report

The Cultural & Therapeutic Support team provide culturally safe and appropriate support, care and opportunities for the Ballarat & District Aboriginal Community. Ensuring connection to country, culture, spirit and self through programs developed by a highly skilled diverse team catering for the needs of vulnerable families and individuals in our community, facilitating programs and experiences that support their journey of self-discovery and healing.

Our programs include:

Cultural Support Planning

Senior Cultural Support Advisor – Karyn Barker

Karyn has returned to BADAC after working with Lakidjeka, providing her with the opportunity to gain more skills and experience working in the Child Welfare and Protection space, specifically Aboriginal Children living within our Region and Community.

Cultural Support Planning aims to develop and maintain children's cultural identity through connection to family, community and culture, while they are in care. The Central Highlands Region has a high percentage of Aboriginal Children within the Child Protection system, unfortunately this also highlights a range of issues in our community such as substance and alcohol abuse, family violence and neglect.

Local Justice

Cathy Ward – Local Justice Worker

Through ongoing support programs our aim is to help Aboriginal people and their families who have been in contact with the justice system to heal and reintegrate into the community. A strong support system and cultural connection helps people heal, build resilience and prevent re-offending.

Cathy assists Aboriginal & Torres Strait Islander Men and Women to successfully complete their Community Correction Orders whilst assisting with Court Support, Pre and Post Prison Release, Providing Community Work Opportunities, Supervision of Community Corrections appointments, Mental Health, AOD and Rehabilitation Programs, Fines and Warrant Support, Work Development Permit Scheme, Consultations with Aboriginal Sherriff Liaison, Payment Plans and assistance with the Family Violence Scheme.

Mens Group

Robert Watts – Cultural Programs
Paul Kirby – Cultural Supports

In a strong culturally safe environment surrounded by your peers and community the BADAC Mens Group provides a place to discuss social, cultural, physical and mental health issues facing Aboriginal and Torres Strait Islander Men of all ages.

Through culturally safe and appropriate programs, Aboriginal Men of all ages participate in various programs such as Arts Programs, Cultural Connection, On Country site visits, Fishing and other social activities aimed to support men through all aspects of Mens Mental Health, Social and Cultural Connection.

Womens Group

Kate Clarke – Therapeutic Care Clinician
The BADAC women's group is a place of healing, a place for Aboriginal women to come together for friendship, yarning and cultural activities. Our group is strengths based and focuses on increasing cultural knowledge and community connections as a way of achieving healing for our mob.

Kate also specialises in Art Play Therapy and has a wealth of experience in working with Youth providing our Cultural & Therapeutic Team with the ability to reach a diverse age group of clients within our community. Kate also delivers the Carers Group, Music Group and provides families, Individuals and staff the opportunity to partake in other Health, Wellbeing and Mindfulness Programs such as Yoga and Meditation.

Stolen Generation Program

Vicki Peart – Stolen Generation Worker

In March of 2021, consultations were held across the state of Victoria in regards to Reparations (compensation) for Stolen Generation survivors. Ballarat held their consultation at the Mercure in a closed to public meeting, with about 20 people in attendance. From all the consultations in a period of 6 weeks, quite a few recommendations were put to minister of Victoria.

The Stolen Generation Group have been in the process of designing a memorial for the front area of BADAC which is very exciting. The group are hoping this will give all Stolen Generation survivors a place to be able to have some form of healing.

Developers of the Old Ballarat Orphanage/Childrens Home have donated 3 parcels of land where memorial gardens will be transformed in to a place of healing for past residents and their descendants. The gardens will also include information of what life in the orphanage/home was like for thousands of children who had one stage had pass through there. Hopefully work on the site will commence in early 2022.

As the Manager for this area, I would like to thank all staff for your passion and commitment at a time when we were uncertain about how we can deliver services through Covid.

We hope you all stay safe and look forward to seeing you all in time.

Shu Brown

Manager, Cultural & Therapeutic Team

Gobata Burron Report

This year has seen many changes and rebuilding in the Gobata Burron – previously Aboriginal Children in Aboriginal Care (ACAC) program.

Currently we are in the Pre Authorisation-stage and hope to move to Authorisation next year.

Gobata Burron supports parents to meet their Court ordered conditions when their child/children are on a Child Protection Order. Case plans and case management is done by Gobata Burron rather than DFFH Child Protection, giving a more culturally safe model and allowing Gobata Burron to provide strong advocacy for our people in a space where previously we have not had a voice.

Many challenges were had during COVID lockdowns and working from home.

Recruiting staff and training them in this program has been a huge challenge whilst everyone was working from home. Meeting on Teams is just not the same!

To enhance our knowledge of the S18 ACAC model, we spent some time meeting the Teams at Bendigo - Mutjang Bupuwingarrak Mukman and Echuca - Njernda program.
We have been meeting with local stake holders to let them know about the program and what we want to achieve moving forward.

Our Gobata Burron team consists of:

Jess Wall - Team Leader
Tracy Walters – Case Manager
Sarah Borell – Case Manager
Kay McKeegan – Administration

We have been very busy since our 10 cases were transferred over with meeting the families and building rapport with them. We are working with our families in a therapeutic approach to ensure they are achieving their goals and conditions to meet the requirements needed.
It has been a year of lots of learning and growing for our team.

In the next 12 months we will continue to grow and work with our families to achieve the best outcomes, with restrictions easing we will able to meet with families in a COVID safe environment.

Gobata Burron - KINSHIP

Over the past 12 months the Kinship program has progressed extensively.

The goals of the Kinship program are to provide ongoing support and advocacy to sustain an Out of Home care placement with a family member, while a child is in their care.

First Supports is also part of the Kinship program and is where initial support and assessment of a Kinship placement is done.

The last 18 months Covid has caused disruption to the full function of the Kinship program. Our staff worked hard in trying to find alternative ways to maintain contact for the children and their families, whilst working from home and everyone was in and out of lockdown. Not an easy task and we feel we are just starting to get back to some normality now!

The Kinship Program consists of:

Mel Frost – Team Leader
Alyssa Longridge - Case Managers
Shakira Winmar – Case Manager
Daniel Grover – Case Manager
Tanya Kirby – Case Manager
Pepequita Lane – First Supports
Aaliyah Bray - Trainee

The Kinship program has made some very positive changes to continue to support carers as well as ensuring the safety of the children in out of home care.

Gobata Burron has welcomed our very first trainee - Aalyiah Bray, who is learning all parts of Kinship and ACAC. It is great to see Aalyiah learning and growing in her knowledge and experience.

I thank every Team member that advocates and most importantly listens to our clients on a daily basis. The work could not be done without all of you, Thanks.

As manager of Gobata Burron this past year has been a huge rebuilding year of both the Kinship and ACAC programs. This has not been without the systemic challenges and constant restraints and unconscious bias of our people. This I believe is where change needs to occur and I will continue to be a strong voice and speak up in meetings etc, of any level for our people.

Change will not occur unless we continue to challenge decisions that are made 'for us'. The narrative needs to be that we will make the decisions as Aboriginal People. This is when Self Determination will be more than just words.

Thanks,

Ange Heard

Manager, Gobata Burron

Koorie Family Services Report

This year has seen some changes in our Koorie Family Services (KFS) program since last report.

I have gone from managing 9 programs with a team of 21 staff members, to now managing 3 KFS programs with 11 staff members. The change has been necessary with the growth of BADAC Family services, which allows our Out of Home Care and Cultural/Therapeutic Care programs to be more supported with close management and guidance that they deserve.

I now manage Integrated Family Services (staff x 4), Aboriginal Family Led Decision Making program (staff x 1), Family Preservation Reunification Response (staff x 5) and a Team Leader, not only have our teams changed but KFS is now located at the main building of BADAC 108 Armstrong Street Ballarat, lovely to be back there again.

One of the biggest changes in KFS this year, has been the rollout by the Department of Family Fairness and Housing (DFFH) of the Family Preservation Reunification Response across the state, the Keeping Families Together program and the Stronger Families program became part of, and is now known as, the Response, all our staff in the Response have been attending regular training and coaching modules throughout the year, mostly online.

The AFLDM program has seen the return of our DFFH AFLDM Convenor Miriam Mathews after Covid left her stranded in India for almost a year, so we are happy to see her return.

Other changes have been in our staffing at KFS, we said farewell to Tania Kirby, Alyssa Longridge and Tracey Walters who went on new journeys with the BADAC Out of Home Care team and Christy Roberts, who has decided to pursue other interests outside of BADAC, we wish them all the best for the future. We welcome on board our new staff members, Tarelle McCleod, Lucy Donadio, Stacy Kanoa, Erin Ireland, Katrina Hetherington and Michelle Thorne, who have taken on the challenge of working in KFS bringing their own skills and enthusiasm whilst working with our families/community, providing culturally safe programs and support.

I would like to thank Nathan Finley (Team Leader) for his support over the last year and also the staff members of KFS who have been amazing in their respective roles.

Most of our KFS staff will be continuing to complete their Diplomas in Community Services throughout the rest of this year to July 2022, where we are hoping to see some of our staff graduate, which will be exciting.

Next year we will also be looking at running some family support awareness programs, such as Triple P (positive parenting program) and Circle of Security, Yarning up on Trauma (VACCA program), Reflective Practice programs and Information days for community.

We are always open to have conversations with community members, whether it be about our programs or just needing some advice around family supports, please do not hesitate to contact us at any time.

Leah Keegan

Manager, Koorie Family Services

Operations & IT Report

2020/21 has been a very busy time.

We have been busy in re-locating areas of BADAC to different areas and buildings which has been a massive effort. Our programs that have new homes are:

Koorie Family Services (moved from 109 Lydiard St to main building at BADAC)
Gobata Burron (moved from 109 Lydiard St to 15 Ararat St)
Children and Youth Services (moved from main building to 124 Armstrong St)

We have increased our BADAC fleet cars by 2 vehicles and also have a new program running for Learner Drivers (L to P) which will see one of our BADAC vehicles used in the program.

IT is always evolving at BADAC and our growth means we have to move and adapt for the continuing support for our staff and community. We have moved our information from Cloud Servers to onsite Terminal Servers.

We have also been preparing work for a new kindergarten centre (Yirram Burron) located at 111 Rubicon Street, and getting things organised for the fit-out of that building.

Our small Operations & IT/Fleet team consists of:

Natasha Collins – Manager
Kathleen Gantner – Fleet Co-ordinator
Vacant - IT/Fleet Support

We currently support over 140 staff here at BADAC where we strive to support our staff and community with flexibility and resilience.

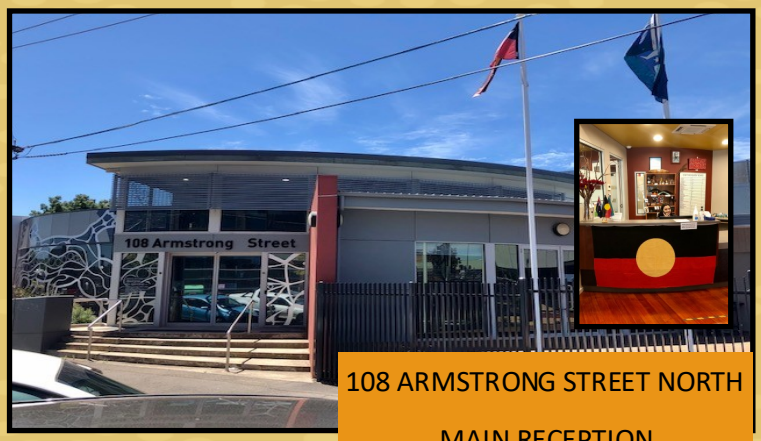
I am sure 2022 will have more challenges for everyone, we remain optimistic our services will continue to be delivered in the upmost timely professional manner that BADAC values.

Here's to another great year at BADAC!

Natasha Collins

Manager, Operations & IT

BADAC Worksites



108 ARMSTRONG STREET NORTH

MAIN RECEPTION
HACC/CULTURAL PROGRAM/
STOLEN GENERATIONS

340—348 HUMPHRAY STREET BROWN HILL

PERRIDAK BURON EARLY LEARNING CENTRE

212 MAIR STREET

FINANCE & HUMAN RESOURCES

206 MAIR STREET

SEWB & GOBATA BURRON IN 2022

124 ARMSTRONG STREET NORTH

CHILDREN & YOUTH SERVCIES

SEWB RECEPTION AREA

BADAC MEDICAL RECEPTION

8 MARKET STREET

FAMILY VIOLENCE AND JUSTICE PROGRAMS

106 ARMSTRONG STREET NORTH

BADAC MEDICAL AND SOCIAL & EMOTIONAL WELLBEING SERVICES

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

- ACAC (Aboriginal Children in Aboriginal Care)
- Kinship Care
- First Support Program

- Koorie Youth Justice Program
- Koorie Youth Group
- Parenting Program
- Better Futures Program
- Koorie Youth Engagement Program
- Burron Guli
- Sister to Women
- Sports & Recreation/Outdoor Programs
- BADAC Media
- Koorie Families as First Educators (KFFE)

- Playgroup
- KPSA Program
- Perridak Early Learning Centre
- Yirram Burron Early Learning Centre (2022)

- 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

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

- Cultural Support Planning
- Local Justice
- Mens Group
- Womens Group
- Therapeutic Family Support
- Stolen Generation

PRODUCED BY: BALLARAT & DISTRICT ABORIGINAL COOPERATIVE

106-108 ARMSTRONG STREET NORTH, BALLARAT VIC 3350

PHONE: 03 53 31 5344 WEBSITE: WWW.BADAC.NET.AU

EMAIL: RECEPTION@BADAC.NET.AU