

# ANNUAL REPORT

2019-2020







***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***

**This Publication may contain images and names of people who have passed away.**

**FRONT COVER: LAL LAL FALLS IN FLOOD (Photo Sue Clark)**

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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.

Member 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.

Members need to identify as Aboriginal or Torres Strait Islander or have

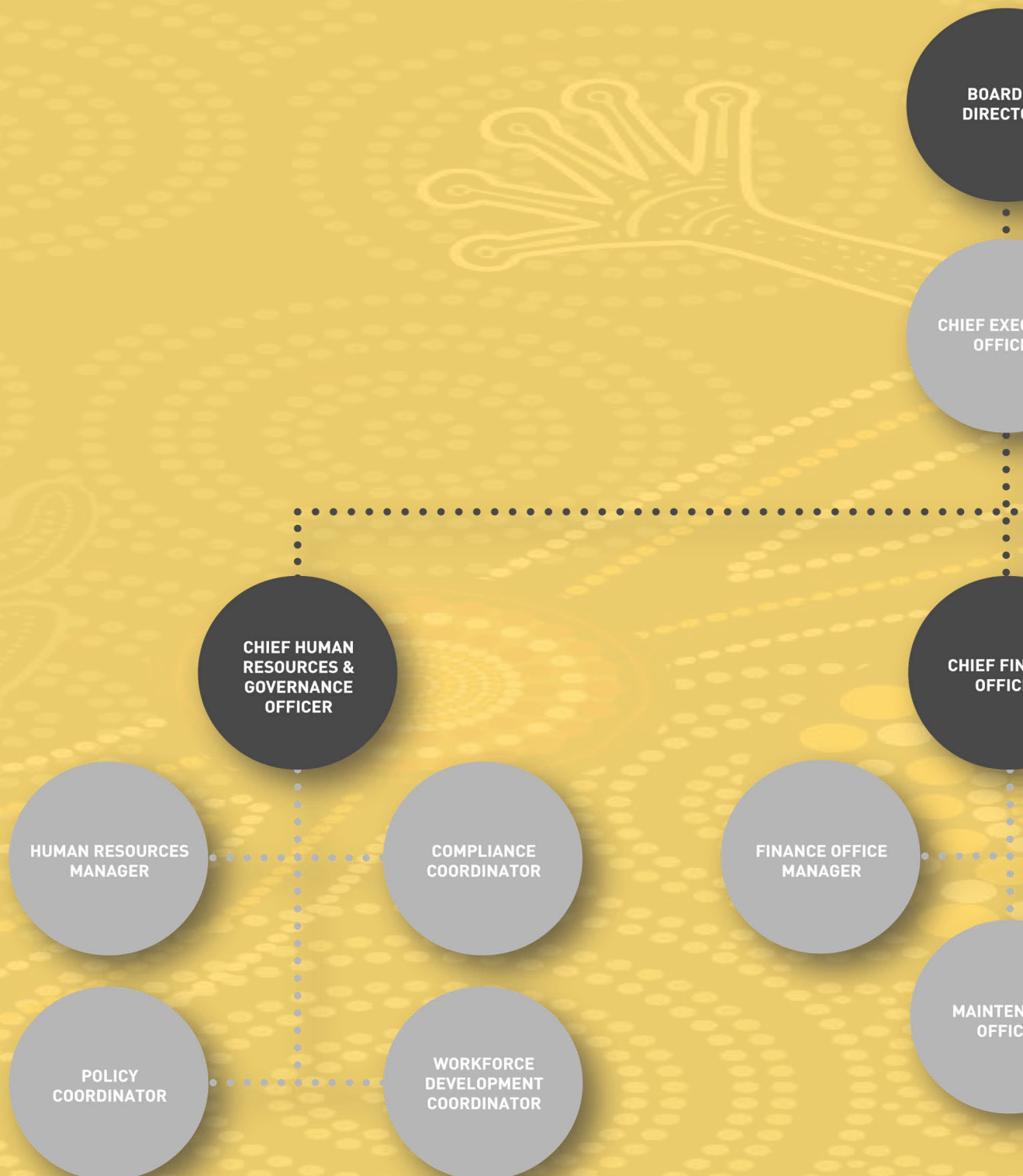


## *Service Area*

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







Ballarat and District  
**Aboriginal**  
Co-operative Ltd

RECEPTION  
MANAGER

HEALTH & HOME  
SUPPORT EXEC  
MANAGER

EXECUTIVE  
SUPPORT  
OFFICER

CHIEF OPERATING  
OFFICER

OPERATIONS  
MANAGER

FAMILY VIOLENCE  
MANAGER

SENIOR  
KOORIE FAMILY  
SERVICES  
MANAGER

EARLY CHILDHOOD  
MANAGER

CHILDREN &  
YOUTH SERVICES  
MANAGER

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

EXECUTIVE	BADAC MEDICAL	FAMILY SERVICES
<i>Karen Heap</i>	<i>Jo Warren</i>	<i>Leah Keegan</i>
<i>Leigh Skelton</i>	<i>Taffy Cowley</i>	Stacy Kanoa
<i>David Carter</i>	Suzanne Davis	Alec Carson
<i>Jon Kanoa</i>	Kayla James	Alyssa Longridge
OPERATIONS/ADMINISTRATION	Taleesha Pedrotti	Angela Heard
<i>Tash Collins</i>	Aalyiah Bray	Belinda Hayden
Kathleen Gantner	Anthony Harrison	Daniel Grover
<i>Leanne Gafa</i>	Amanda Ryan	Dorothy Farquhar
Tarelle McLeod	Faye Clarke	Erin Ireland
Stacey Gafa	Fiona Hooke	Jessica Wall
Maryanne Ross	Jade Purcell	Markeeta Hines
FINANCE	Joanne Clark	Michelle Thorne
<i>Lisa Robertson</i>	Lisa Timmins	Nathan Finley
Rhonda Laxton	Merri Brown	Sharee Stevens
Kim Lewry	Pheona Griffith	Sonia Crawford
Alison Hughes	Sandy Anderson	Tanya Kirby
HUMAN RESOURCES	Shane Saunders	Tracy Walters
<i>Natasha Salleh</i>	HOME & COMMUNITY CARE	CULTURAL SUPPORT
Amanda Rowland	<i>Melissa Fox</i>	Karen Monaghan
Amber Barker-Lovett	BJ Crebbin	Kate Moran
Emily Carter	Brian (Bobby) Meloury	Robert Watts
Kimberly Ericksen	Joe Murphy	Shelley Lillyst
Tim Sands	Shakira Winmar	Paul Kirby
SOCIAL EMOTIONAL WELLBEING	Mick Clark	FAMILY VIOLENCE/JUSTICE
<i>Peter Treloar</i>	CHILDREN & YOUTH	<i>Ash Egan</i>
April Burgoyne	<i>Sue Clark</i>	Aaron Clarke
Taylah Pratt	Nikki Bell	Peter-Shane Rotumah
Beth McDonald	Ebony Sladdin	Ruth Turvey
Catherine Larkin	EARLY CHILDHOOD	Cathy Ward
Melissa Commons	<i>Casey Brown</i>	Jared Guy
Gayle Fulford	Marc Oliver	Brad Broughton
Jo Snibson	Kirra Roberts	Renee Jennings
Kelvin Wilson	Macayla Van Oosterom	Sylvia Effrett
Korriene Lennecke	Joan Maule	MAINTENANCE
Lisa Jakiel	Kristy Watson	<i>Michael Hetherington</i>
Marilyn Gale	Sophie Collins	Mitchell Rowland
Timothy Corcoran	Allyn Bishop	Brayden McKay
Mickitja Rotumah-Onus	Bec Clark	STOLEN GENERATIONS
Shane Murphy	Danielle Clarke	Vicki Peart
Wendy Holmes	Abi-Gail Thomas	Shu Brown







# BADAC BOARD



**MARJORIE PICKFORD**  
**CHAIRPERSON**



**KYLIE LAXTON**  
**VICE CHAIRPERSON**



**KAREN MONOGHAN**  
**SECRETARY**



**LARRY KANOA**  
**TREASURER**



**ASHLEIGH RODGERS**



**PETER LOVETT**



No image  
available

**IAN PETTY-WALKER**





# Chairperson's Report

**Marjorie Pickford**



**This past year has been one to remember, with the Board kept well-informed throughout CO-VID19, particularly in relation to BADAC closing its (physical) doors to the community and support for Elders.**

## **COVID19**

Like so many others over the past ten months, the BADAC Board adapted to meeting via technology. This enabled Board members to continue to attend regular meetings via skype. The Board was committed to continuing its strategic function and helping to guide BADAC through a most challenging time.

CEO Karen Heap and COO Jon Kanoa kept the Board fully informed about CO-VID safe measures, which included closing BADAC's doors and putting technology and communication measures in place so that community could reach out to BADAC for services and support whenever needed.

I am so proud of BADAC's proactive, strong approach to keeping our community safe. BADAC was one of the first organisations to implement safety measures immediately, with clear messaging to staff and community.

BADAC secured extra funding to ensure that fortnightly newsletters were mailed to community, keeping everyone updated about BADAC's programs, how to access doctors and other services, and what community needed to do to keep safe.

BADAC also ensured staff were fully supported to work from home where possible. I know many staff were worried about their clients and community. Congratulations to the Board, CEO Karen Heap, BADAC staff and our community, for a really incredible combined effort.

## **Board update**

**Thank you so much to the entire BADAC Board for your last 12 months service during a very challenging time:**

**Marjorie Pickford (Chairperson)**

**Kylie Laxton (Vice Chairperson)**

**Larry Kanoa (Treasurer)**

**Karen Monaghan (Secretary)**

**Ashlee Rodgers**

**Ian Petty**

**Peter Lovett (seconded)**

Thank you to Larry Kanoa, Karen Monahan and Ashley Rogers who will step down at this forthcoming AGM. Thanks to Peter Lovett, who happily agreed to be seconded into a vacant Board position.

I hope these Board members will consider standing for the BADAC Board either in the coming year or in the future.

I really want to encourage Aboriginal and Torres Strait Islander community members to consider putting up their hands to be on the BADAC Board. Our proud organisation is run by a community Board. This is an important way for the voice of community to be heard – Aboriginal self-determination in action.

Don't worry if you think you don't have the skills – a mix of talents is welcome on our Board and all Board members receive training and support. Just a few hours each month on a Tuesday evening (dinner supplied) is all that is required and will make a huge difference to your Aboriginal community. Funding bodies all want to see that we have Aboriginal community members on our Board – so volunteering could secure those dollars for infrastructure, programs and services – including our much-loved community days! So Please consider nominating!



### **How do I nominate for the BADAC Board?**

All community members have been sent a nomination form. You can fill that in and return to BADAC, otherwise call BADAC and 5331 5344 and ask for CEO Karen Heap or EA Leanne Gafa. They will be happy to discuss your nomination and support you to complete an application.

### **Recognition**

Karen has been a fantastic CEO for BADAC in 2020, with the enormous pressure that has been put on her to make sure BADAC complies with COVID 19 restrictions put on business by the government

Huge thanks to Karen and her wonderful team for their leadership and compassion.

### **Exciting news**

An important strategic direction for BADAC over the past few years has been to plan and provide programs and services for children and youth in our rapidly growing Aboriginal community.

I am elated with our new kindergarten and childcare centre opening on 8 February in Brown Hill. Congratulations to Karen's team for securing funding to build and fit out a smaller community-focussed kindergarten in Rubicon St, Sebastopol. We will commence building that in coming months and hope to open in 2022.

I was also very pleased to hear about our expanding youth groups, who will share our revamped Beverin St building along with our Elders. Also ideas for new online groups for Aboriginal youth in outlying areas, and vibrant plans for exciting activities in the year ahead.

BADAC continues to grow and shine. I am so proud to be Chairperson of this outstanding community organisation, which has shown enormous strength and resilience during CO-VID19.

I hope to see community once again when we can hold our wonderful community days. Until then, stay safe.





# Chief Executive Officer's Report

Karen Heap



*The 2019 – 2020 financial year has been one of our most challenging in the history of the Ballarat and District Aboriginal Cooperative. I am so very proud of the way BADAC and our community rose to meet all the issues presented by CO-VID19, including learning new ways support each other.*

*2020 was also an excellent year for BADAC. We achieved some long-held strategic goals which will mean so much to our community and continue to drive Aboriginal self-determination in our region.*

## **BADAC Early Years.**

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

In very exciting news, BADAC has secured state government funding to construct a kindergarten in Sebastopol, which will be owned and operated by BADAC to benefit our Aboriginal community.

The learning experience—books, art, stories, dance, curriculum—will be culturally rich and deeply connected with Aboriginal culture. The funding will also enable us to design a wonderful outdoor play space for the kinder which embeds and celebrates Aboriginal culture.

We are also opening a 100-place childcare and kindergarten in Brown Hill, which will offer a similar culturally rich experience. This larger centre is an important part of BADAC's drive toward Aboriginal self-determination, as it will provide an important revenue stream independent of government funding.

BADAC has employed highly qualified staff with strong connections to the Aboriginal community and qualified Aboriginal staff to deliver these services, and will be training and recruiting more Early Years workers. This business segment will provide an important training and employment pathway for local Aboriginal people.

A great education from the earliest years is vital for future generations and Closing the Gap. Children will feel they belong and will be more engaged in education. Families will know their children are safe and strong in culture. Aboriginal children attending our kinder may well be future Aboriginal doctors, kindergarten teachers and perhaps even a future BADAC CEO!

## **CO-VID 19**

During CO-VID 19, Aboriginal people in our community really suffered with the loss of contact with family, friends, community and the cancellation of most of BADAC's events and community days.

I am so proud of all BADAC's staff and the community. Together, we found new ways to connect and support each other. I want to thank all the BADAC staff, who delivered services in new and creative ways to ensure their clients and community were cared for and safe.

My thanks to our BADAC Aboriginal community, who worked hard to keep up with all the changing health messages and made many changes to their lives to keep themselves and their family, friends and community safe.

In fact, ABC TV was so impressed by BADAC's proactive, strong response to CO-VID19, they made a feature about it which ran on local TV news and ABC social media. They highlighted BADAC's care of Elders and vulnerable others in our community with our strong response and clear messaging from the first. The ABC feature suggested that the wider community could benefit from modelling care of their own elderly on Aboriginal cultural practices.

During CO-VID 19, many of us have embraced technology in new ways and will continue to connect in this way—although I am sure we are all looking forward eagerly for the time when it is safe to come together and celebrate as a vibrant Aboriginal community once more.



## **Youth Group revamp**

An important strategic focus for BADAC is our children and youth. Our Youth groups have had a great re-vamp in 2019-2020.

Exciting new developments include:

- A dedicated Youth and Elders community space in our recently renovated property in Beverin St, Sebastopol
- Greater reach to Aboriginal youth in smaller towns and outlying areas, especially through online Youth groups and activities
- Three youth groups per week, for juniors, middle and seniors, with age-appropriate activities and cultural camps
- New leadership opportunities
- Connection with Elders and cultural knowledge and experiences
- Our media centre, which is set up with brilliant computers and filmmaking software and equipment, thanks to a Creative Victoria grant.

## **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.

## **Future**

As I write, BADAC has developed the Draft Strategic Plan which will guide BADAC from 2021 – 2024. CO-VID19 hampered our usual process of community consultation. This Strategic Plan was developed with input from all business units, who used their deep knowledge of community to guide their contributions, and included lengthy consultation with the BADAC Board

. Our vision must include independent revenue streams which will provide sustainability for BADAC and our thriving community into the future.

Newly established revenue streams include our Early Years businesses, which have multiple benefits of generating income, providing training and employment pathways and Closing the Gap.

Proposed projects for which we will develop feasibility studies include housing for Elders and Youth, a large rural cultural centre and further development and maintenance of BADAC's core programs and services.

I want to extend a huge thank you to BADAC's Board for guiding us through a very challenging, yet rewarding year. We anticipate a most exciting 2021.

## **Thank you**

Finally, I want to extend a huge thank you to all of BADAC's staff, Aboriginal community, friends and partners.

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



# BADAC Medical Report



2020 brought many challenges to all our lives due to the Covid-19 pandemic.

The main objective for the Medical Centre was to protect the community and staff from contracting the virus. This was a challenge that all the staff took very seriously and with enthusiasm. The medical clinic continued to service clients throughout the pandemic by changing the way we operated. Telephone consultations were introduced to decrease the number of people congregating in one area.

For the protection of clients and staff that were in the Medical Centre, we were checking temperatures and asking specific questions at the front entrance. This will continue for now until we hear further from the government. With a bit of ingenuity we created an isolation room, an easy to clean safe space for symptomatic clients. Here we could easily assess and treat people that may have had contact or presented with a cough, cold or flu like symptoms and could not be assessed in a vehicle.

Car park swabbing bays were developed; BADAC clients could drive into the carpark and be swabbed and checked in their vehicle to prevent any cross contamination. The clinical staff became quite proficient at putting on PPE (personal protective equipment) the bright yellow gowns, gloves and goggles, prior to swabbing. We created bubbles of staff on the floor and staff working from home. This meant if anyone was in contact with the virus we could continue to provide care and support to clients.

I want to congratulate all of the medical team for becoming very adaptable to the ever-changing situations.

We welcomed two new doctors to the Medical Centre in 2020. Dr Bec Quake and Dr Miriam Athyde who both bring years of GP experience with them. Dr Courtney Wall was our registrar and we will be employing another registrar commencing in February 2021. We also welcomed Kayla James and Suzie Davis as receptionists. Amanda Ryan has re-joined us in the nursing department on a casual basis

Our client population for year 2020 was 2254 with 65% being Aboriginal and/or Torres Strait Islander.

There were 61 Aboriginal and/or Torres Strait Islander babies born which was very exciting and busy.

The Diabetes Support Group (DSG) was heavily impacted by the Covid-19 pandemic and restrictions on group gatherings.

Initially the group met as normal in February 2020 as we started to disseminate information on the virus, and were also lucky enough to be able to do a group outing to Kirks reservoir for an outdoor exercise program, treasure hunt and bbq, encouraging movement, and getting out into nature.

Unfortunately, from thereon our face-to-face group meetings were cancelled. We moved to create virtual online meetings via zoom. This necessitated getting members set up with the knowledge of how to get connected, and gradually encouraging up to 6 members to join us. Other members remained isolated, as they did not have the equipment or confidence to join online.

With the small group of online members we held trivia games, bingo and ran one Guest speaker session which was the Dietitian Karla Leoncini who spoke about the Principles of Mindful Eating.

Finally the group could get together for the Annual Christmas lunch which was attend by 12 members.

At this time we have decided to not run any further Diabetes Support Group Meetings due to a change in staffing and insufficient time to dedicate to the organising of this program. We anticipate running other programs that members of DSG will be eligible to attend and will encourage them to do so in 2021.



## Jo Warren—Executive Manager Health & HACC Services

We are very proud of our well women's nurse, Sandy Anderson who was awarded an Order of Australia medal in the Queen's Birthday Honours for 2020. This medal recognises a lifetime of hard work and commitment to improving health outcomes for all Victorian women, with a focus on increasing cancer screening rates and delivering inclusive cervical screening practice for our under-screened communities.

Sandy was humbled by the award, saying particularly in these times, an award that recognises the role of a nurse has even more meaning.

**CONGRATULATIONS SANDY from all at BADAC and the Community.**



I want to thank BADAC for the opportunity and privilege of working among your community. I thoroughly loved my time at BADAC and will miss you. I am moving to Melbourne so resigned from my position.

May 2021 bring all of the community a healthy and less stressful year.





# Social & Emotional Wellbeing Report

Last year was a real challenge for all of us, with two lockdowns due to Covid-19. There were 278 referrals in 2020, compared to 201 in 2019 (an increase of 40%). As difficult as it was, it showed how resilient community is during this difficult time. With most services closing up, access to resources difficult and isolation showing its impacts, we all managed to get to the other side. Throughout the Covid-19 crisis, SEWB services continued to support community, although in a different way. Phone calls replaced home visits, and yarning over the fence replaced a cuppa in the kitchen. 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 2020, 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 Melissa Commons as the new AOD worker in February this year. Melissa is a qualified AOD worker with experience in many areas of the welfare sector and most recently Wathaurong Aboriginal Co-operative in Geelong. She has been well received by community and works full time. Melissa joins Catherine Larkin and Beth McDonald (MAC program). Our referrals have increased this year, mostly thank to Covid-19, particularly from the courts. BADAC has a good reputation of providing a timely service, with minimal wait times. There will be an increase in staff next year when the additional funded position is advertised and filled.

We continue to co-facilitate the Making a Change (MAC) program, the community based AOD Rehabilitation program run in collaboration with Ballarat Community Health. Although run in a virtual format in the second half of the year, the program continued to occur. The MAC Program focusses on positive behavior change and learning new lifestyle skills and strategies throughout a variety of domains in the participant's lives. The MAC Program is run 4 times per year. Beth McDonald is BADAC's contact, and will accept new referrals for the New Year. Beth can be contacted via SEWB reception.

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

Social and Emotional Wellbeing Services (SEWB) has seen several changes this year, with the resignation of Renay Howard and recruitment of Tim Corcoran, who is a social worker. Tim previously worked at the courts facilitating a diversion program, and also has experience with a homeless team in Melbourne. Tim will be a great addition and adds to the multi-disciplinary skills within the team. Tim's role is State Government funded, and ensures that we are able to provide a responsive, culturally sensitive service to community. Tim joins 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 to improve their everyday life.

We have been lucky to obtain the services of Murray Bardwell who is a credentialed mental health nurse as a sessional therapist under the Psychological Therapy Service, funded by the WestVic PHN. He joins Dermot Moynihan and Monica Maud as our other mental health therapists. As an organization, we are very fortunate to have such an experienced mental health team. There are also plans in place to have Pomegranate House to provide free sessions under the Psychological Therapy Service in 2021.

## **Forensic Mental Health.**

The Forensic Mental Health service, which runs out of Ballarat Community Health in Victoria St, supports community members with a mental illness who are involved with the justice system. BADAC's mental health clinician within this team is Wendy Holmes. Referrals are only via the courts, and Wendy provides short to medium term support in linking to services such as BADAC.



**Peter Treloar**

**Manager, Social & Emotional Wellbeing Services.**



**Keela Borron.**

This 5 year program has been developed to assist parents with a mental illness, who have children in the Child Protection System or at risk of Child Protection involvement. The program commenced in July 2017 and to date there has been 93 families currently under the program. This involves over 150 children either in care of the parent, out of home care, or Kinship care. With the support, many of these children have remained in the care of the parent or returned from out of home care.

The program has recently been evaluated by Social Compass in co-operation with VACCHO and DHHS. We are happy to report that so far the evaluation has been positive, and it is hoped that with the positive data that has been produced, it will lead to ongoing funding and maybe expanded to other ACCHO's. This would be a good reflection on the great work done by BADAC. We appreciate the hard work done by staff Jo Snibson (team lead), Lisa Jakiel (MHN), Marilyn Gale (MHN) and Korriene Lenneke (Cultural Connections).

**Sexual Assault Counselling and Support.**

We welcome Gayle Fulford to BADAC as our sexual assault counsellor and advocate. Gayle comes to BADAC with many years' experience in this field, previously working at CASA. Gayle provides confidential counselling and support, and is co-located at BADAC and CASA in Sebastopol to help maintain confidentiality. Referrals are either via CASA or directly to SEWB reception.

**Youth Mental Health.**

BADAC is pleased that we have now have a designated youth mental health service. Mickitja Rotumah – Onus joins this new team as the Cultural support worker, and Shane Murphy is the mental health clinician. This team will work closely with headspace and other youth services including BADAC's youth group to ensure that the younger members of community receive accessible, culturally safe youth mental health care. The plans are to also hold youth specific groups which uses connection to culture as a way of improving mental health.

**Other news.**

We welcome Taylah Pratt to the team as the Administration Assistant/receptionist. Taylah is covering for April Burgoyne, who is having 12 months maternity leave.

The men's and woman's group unfortunately had to be ceased due to Covid-19. The exciting news is that the groups will move to the new Cultural Therapeutic Support Team in 2021, and will have a more culturally focused format.

**Peter Treloar**

**Manager, Social & Emotional Wellbeing Services.**



# Home & Community Care

## Melissa Fox—Manager HACC Programs



2020 has been a 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. We most defiantly have not been through anything like this before.

I would like to thank the Board of Directors and staff for the support over the last year. The Home and Community Care team is currently led by Melissa Fox and consists of Joe Murphy, Shakira Winmar, Michael Clark, Brian Meloury and BJ Crebbin. Joe Murphy is retiring this year in February 2021. Joe is going to be missed by all his clients and the staff at BADAC. We wish you all the best in your retirement.

With Joe leaving we will be advertising for his position and welcome a new member to our team.

We all can't wait to start our programs up in 2021. With all that is happening around COVID, our programs are going to look a little different. We will focus on more activities around Ballarat. We plan to have our first Elders meeting to be held in February 2021 and hope to see you all, so we all can discuss what we would like from the programs this year. We look forward to seeing each and every one of you.

### **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



# Family Support Services

## Leah Keegan—Manager Family Support Services



Koorie Family Services (KFS) is situated at 109 Lydiard Street Ballarat Nth, which has 13 family services programs for our community to access, within these programs we have a 21 staff members of which 3 are Team Leaders, Angela Heard (Gobata Burron & KFT), Karen Monaghan (Cultural Therapeutic Care Team) and Nathan Finley (AFLDM, IFS, Stronger Families) who assist me greatly in looking after the following 13 programs under my management

- Integrated Family Services (IFS)
- Stronger Families Program
- First Supports
- Better Futures
- Cultural Therapeutic Team x 4 (located at the main building)
- Gobata Burron Program
- KFT
- Cultural Support Plans
- Admin/receptionist

Due to Covid 19, 2020 saw Koorie Family Services, as well as all BADAC services, thrown into chaos in such a short period of time, staff were directed to work from home until further notice, what would this look like for Koorie Family Services. BADAC was able to act quickly and set up home offices, organize access to computers and provide staff with work mobiles so that we could still access our digital files and email, our staff worked out ways to continue to connect and support our families/community by using the technology provided such as face time, phone calls, sending out activities/information in the mail, zoom, Microsoft teams all helped us stay connected not only with our families but also to other support service networks. Covid 2020 was really challenging for us but I am very proud of the KFS staff for all the work and effort they continued to do to assist our community/families to the best of their ability and we are also very proud of our Community for their support during this time.

We have had a number of staff turnover in our area over the year which has seen some of our staff leave and although it was sad to see them go we were pleased to see that they were moving into employment within the community. We also welcomed a number of new staff members into the KFS team over the year who will bring their skills and enthusiasm to work with our community and provide culturally safe programs and support, there are also a few new employment opportunities in the family services area so keep an eye out and consider applying and joining our team.

One of the things that we are always looking for in our Community are Foster Carers, if you or anyone that you know is interested in becoming a Foster Carer please contact us at KFS as we would be happy to have a conversation with you, our children need your help.

2021 saw us begin the New Year with an audit of BADAC Family Services and we are so proud that we got through that process and that we will continue to ensure that we keep working to meet the needs of this community in line with BADAC Values, we are hoping that this year we will have most of our KFS staff complete their Diploma in Community Services which was impacted on last year. If anyone would like more information on any of the programs in KFS or need family support please do not hesitate to contact us.



# Family Violence/Justice Programs

## **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 the year and did not stop although it was delivered for most of the year remotely. When our staff, Aaron Clarke and Ruth Turvey, needed to work from home due to the Covid 19 Pandemic, they utilised different mediums to keep up appointments such as phone calls, FaceTime, Zoom, and Microsoft Teams. In a couple of cases where community members wanted to stay linked but were not comfortable talking over the phone, a couple of text messages checking in were sent with great effect.

The FVP was able to meet all its reporting requirements which I think is reflective of their ability to engage with community as the majority of the referrals were received whilst working remotely. Aaron and Ruth look forward to a new COVID normal and hope to get back into the office as soon as safe to do so.

## **The Orange Door**

The Orange Door is a new family violence and child well-being intake and referral service. It was supposed to open early in the year however staff didn't see any client engagement until November and even then TOD opened remotely. There was a lot of planning and staff training that had to be undertaken in this time so in many ways the resulting COVID delays may have assisted in ensuring staff were ready and prepared come their opening date. This was not an easy task however as opening remotely and using a new computer system came with its own set of issues (as to be expected). Since then home visits, walk in's, and face to face consults have all commenced and have been well received. One of the most interesting reflections is the demand on the TOD, particularly the BADAC staff, Brad Broughton, Renee Jennings and Sylvia Effrett. There has been a significantly high demand on the Aboriginal Hub Practitioners to where their case numbers have been capped to ensure they can still provide the best quality support they can. We have also advertised a Team Leader role to assist with the high demand ensuring that the community is receiving a timely and culturally appropriate response to their needs. It is important to highlight the BADAC staff within the TOD have managed the high service demand admirably and professionally. They have been recognized by the TOD Manager for the way they have undertaken the work and they have also received 3x letters about the quality of support community members felt whilst receiving support from the TOD BADAC staff.

## **Local Justice Program**

The LJP has continued providing support in a diverse range of ways. Where possible, community on WDP's and CCO's have been provided with paints, equipment and canvas to be returned once completed for an agreed set of hours to continue to be able to chip away and continue to reduce or complete their hours fully. This is one example of how the LJP worker, Cathy Ward, has worked to enable community to continue to engage in the program. She has continued to be a big supportive role in many prison releases to the area, and also facilitating supports to those with legal issues in the Central Highlands Area albeit remotely via phone, and other social mediums. This has brought a lot of difficulties however it has been a fruitful year nonetheless for the LJP. Many people have been supported to the extent that the worker has been asked to guide other areas workers in how to do the role, and expand the role to its fullest. Cathy has constantly met targets and all reporting requirements including monthly reports. We look forward to what 2021 will bring and look forward to be able to get the groups and face to face contact happening again for community.



## Ash Egan—Manager Family Violence/Justice Programs



### Koorie Youth Justice Program

This year saw a total of 12 youths receive support from the KYJ program. This role was significantly challenging given this cohort and the inability to provide face to face support. The majority of young people supported live in out of home care arrangements which provided more difficulty in keeping contact.

One of the major things that the KJU Worker, Jared Guy was unable to provide, which had been hugely successful previously, was the ability to take the youths, whether in a group or individually, out bush and be able to spend time learning about culture, making or gathering materials to make cultural tools like clap sticks etc. It is important to note that during Taskforce 250 the Commissioner for Aboriginal Children and Young people highlighted the way the Jared undertook his role, and the benefits and impact it had on the young people's lives and experiences.

With this in mind, opportunities were taken during this period to enhance the professional role of the KYJ worker and to be able to increase the cultural experience within many of the out of home care units for the youth. Jared became more involved in professionals meeting, care team meetings, case planning, and providing more input into the young people's day to day lives and having input into significant decisions impacting their future.

He also contributed by donating seven pieces of art and clap sticks to several residential care units to add some color and culture to them, and have some pieces that any Aboriginal children can identify with. The Koorie Youth Justice Unit also provided some 'Youth Care Packs' for the youth on the program to utilise during COVID.

The success of the KYJ program was reflected in an increase to program brokerage by DHHS which was very much welcomed. This can be used to provide better cultural supports for the youth by things such as camps, day trips, and any associated equipment required.

All in all, Jared Guy, our KYJ Worker has made the absolute best of a difficult year and circumstances.

### Burron Guli (Boy to Man):

This year has seen one worker leave the program and another take the program on solo and move to working four days a week. Burron Guli was lucky enough to have the funding extended by 12 months. It has been hugely successful so far, and we continue to look for ways to be able to get ongoing funding.

This is another program significantly impacted by COVID restrictions given it is run entirely in schools and face to face. With the Term 2 programs being cut short due to school kids being sent home and only being able to return and run programs in Term 4 it has been a roller coaster year. That said, Peter Shane Rotumah, our Burron Guli worker, has stepped up within BADAC since Burron Guli could not function in its normal form. He has completed the bread run voluntarily on a Friday (almost every Friday and continues to do so) albeit on his day off. He has extended this community support attitude to other areas of BADAC where if other programs have needed an extra hand or someone to assist or fill in, where possible this was undertaken. The worker at one point would make staff lunches several days a week trying to bring some connectedness and home cooking for staff who still had to attend work every day whilst any leftover was frozen and used as hearty meals to go in community hampers. The worker was recognized by the Jon Kanoa and Karen Heap as to how he has conducted himself and on his work ethic throughout 2020. This is all the while keeping the program going and linking in the program with schools ready to engage Term 1 2021. Overall, another fantastic year for Burron Guli.

The Family Violence and Justice Programs look forward to 2021, to continue implementing support programs and creating positive change in local Aboriginal people's lives.



# Children & Youth Services

## Sue Clark—Manager Children & Youth Services



2019/2020 has been challenging for the Children & Youth Services Team (CYS), as it has been subject to many changes in staffing, restructuring and program focus. All this within the impact of the Covid 19 Pandemic.

With BADAC expanding to include Perridak Burron Early Learning Centre in Brown Hill, Management identified the benefits of separating the Early Childhood Team into 2 teams, namely the Early Childhood Learning & Development Team and the Children & Youth Services team.

This restructure allowed for the development of programs which focused on kids and young adults up to the age of 25, and has provided scope for prioritizing these members of our Community and ensuring an improved quality of service to this age group, which is embedded in culture and therapeutic practice.

At this stage the CYS Team is small, with only 4 staff, however with a push on attracting funding to expand programs, this is expected to change and provide opportunity for recruitment in 2021.

There are plans to implement a Sport and Recreation program, which will be a much needed addition to the team, and will enable us to work alongside other sports programs in Ballarat, and to strengthen our relationship with the Department of Sport & Recreation, which ultimately will increase opportunities for our community to participate in sport and healthy lifestyle activities.

During the Covid 19 Pandemic, the team has focused on making contact with our young community members, and has successfully implemented online youth group, 3 days per week, to support them.

There has also been follow up from external referrals regarding youth who were disengaged, and continual contact with several secondary schools who requested input for cultural activities which supported their Aboriginal students.

An addition to the (CYS )program in 2020 has been the development of BADAC Media Centre, which was the result of a successful funding application from Creative Victoria. With face to face meetings being rarely possible, the CYS team has utilized the new IMac Computers, Cameras, Video Cameras and Lighting to develop their media skills, with the result being several short films, links to our young community on a regular basis, a joint media film with the SEWB Team, and many short films developed for Children's Book Week, NAIDOC and Heritage Week. All of these can be viewed on YouTube (BADAC Media), and also on our Facebook Page.

In 2021, we hope to share the skills of filming and editing to BADAC's Youth, so we can continue to capture our Community through their eyes. We are also planning to work closely with the new Cultural Therapeutic Team, to bring the stories of our broader community to light.

The Strong Culture Strong Family program has also formed part of the CYS team, however in late 2020, this program has transferred to the Cultural Therapeutic Team, led by Karen Monaghan. This change provides opportunities for the CYS Team to work closely with this new team, which will create exciting opportunities for both our young and older members of the community to participate in programs and cultural experiences which can only strengthen relationships, increase knowledge and create strong bonds between both.

I would like to express my gratitude and thanks to Nikki Bell, Ebony Sladdin, Jackson Kanoa and Rob Watts for their efforts over this year. A special congratulations to Nikki for receiving the City of Ballarat's Adult Aly youth Award, and Ebony for her nomination for City of Ballarat 2020 Youth Award.

I would like to thank members of the Board, Senior Management Team, and the Community for their support and understanding during 2020, which has been a year like no other!



# Early Childhood Learning & Development

**Casey Brown—Manager**

## Early Childhood Learning & Development



A restructure of the Early Childhood & Youth Services mid 2020 seen the program divided into two areas; The Early Childhood Learning & Development program that concentrates on birth to 5 years of age, and the Children & Youth Program, managed by Sue Clark, that focuses upon the ages of 5 and above.

Early childhood services play an extremely important role in assisting with closing the gap of educational outcomes between Indigenous and non-Indigenous children within our community. In addition to working with key stakeholders, partnerships and external services and organizations in this area, we are pleased to announce that BADAC are now able to offer our own Early Learning Education, Kindergarten & Care service for the Ballarat district. I was employed by BADAC to manage the ECLD programs and to facilitate the creation and operation of a BADAC owned and operated Long Day Care & Kindergarten service – and so was the birth of ‘Perridak Burron Early Learning’ – meaning Platypus Children.

Perridak Burron Early Learning (PBEL) is located in Brown Hill and is licensed to educate and care for 100 children, as well as to provide other early childhood services such as Maternal Child Health Nurse visits, parenting support programs & Bengadak Babab (celebrate children – child and family group sessions). It has been a vision of BADAC’s to create a space for our community’s children to be cared and educated for, within a culturally safe and welcoming service. A lot of time and effort has gone into designing and creating Perridak Burron to nurture the Culture of our community and share it with non-Indigenous children and their families.

This year has been an unprecedented, challenging and interesting year with new innovative ways of continuing our early childhood programs and services. Our Koorie Preschool Assistants have created remote ways of interacting with our local kindergartens through zoom, YouTube, digital correspondence and delivering resource packs, enabling our KPSA’s to support kindergartens in embedding Aboriginal perspectives into educational environments, supporting teacher planning and continuing family engagement. Thankfully our early childhood staff have been able to recommence face to face support throughout term 4 and celebrate the ending of another educational year.

Our parenting support continued throughout the year through various covid friendly ways, enabling our families to keep in touch and access service and support where needed. We look forward to delivering our Ballert Geerbik & Bengadak Babab parenting support programs and sessions throughout 2021 via both within the home and onsite programs held at Perridak Burron.

2021 will see the ELCD program expand in services, enhance current programs, provide new opportunities for children, families and community members, as well as working on strengthening network partnerships with external organizations. I would love to thank the staff and community of BADAC for their welcoming support and inspiring assistance in this new exciting and innovative direction that we are heading in within the Early Childhood Education & Care sector. 2021 will be a sensational and rewarding year and I look forward to sharing it with the community.

Casey Brown (Early Childhood Learning & Development Manager)

Kirra Roberts (KPSA)

Macayla Van Oosteroom (KPSA)

Rebecca Clark (Ballert Geerbik)



# Human Resources and Governance



## David Carter—Chief Human Resources & Governance

2020 has been an interesting and extremely busy year for the human resources and governance (HRG) team. The organisation's continued growth, expansion, and added overlays of Covid 19 has required the unit to utilise innovative solutions to ensure the delivery of efficient and effective services to staff and management when required. BADAC HRG team have completed or are working within the following areas:

### Recruitment

BADACs recruitment has included 50 positions across the last 12 months. Consequently, this has increased BADACs employee base from 113 to 118. The organisation has continued to utilise its recruitment strategies including Seek and other advertising platforms.

### Negotiation of Enterprise Bargaining Agreements

BADAC HRG team have completed the renegotiation process of the enterprise bargaining agreement between BADAC and the Australian Nursing and Midwifery Federation Union. Enterprise bargaining negotiations with the Australian Services Union have been placed on a temporary hold due to Covid 19, however will recommence in February 2021.

### Accreditations

BADAC has been successful in the completion of the accreditation process against the Human Service Standards (HSS) and the QIC standards (QIC). These standards are a governance and management component of our Koorie Family Services, Human Resources and Governance and Finance and Assets service delivery. BADAC will undertake its mid-cycle review against the HSS and QIC standards in late 2022.

### Legislative Changes

2020 provided a large number of legislative changes that the organisation needed to review and ensure its compliance to. A significant amount of this was in direct correlation to the Covid 19 pandemic including the Coronavirus Economic Response Omnibus acts, occupational health and safety and fair act amendments bills. 2021 will see the implementation of other major legislation and amendment bills that the HRG unit will actively work toward implementing and ensuring ongoing organisational compliance including the industrial relation reforms and the wage theft act.

### Workforce Development Project

BADACs workforce development project is a continuing project implemented across BADAC in partnership with the Federation University to deliver the diploma of community services and other forms of qualifications to enhance staff capacity and continue to provide exemplary service provision.

I would like to extend my appreciation to the team of the human resources and governance unit:

- Natasha Salleh (Human Resources Manager)
- Kim Ericksan (Learning and Development Officer)
- Amanda Rowland (Compliance Co-Ordinator)
- Amber Barker-Lovett (Compliance and Audit Administrator)
- Tim Sands (Policy and Health and Safety Co-Ordinator)
- Alec Carson (Workforce Development Project Coordinator)
- Emily Carter (Human Resources Administrator)

I would like to extend my appreciation to the community, board and executive management team for your ongoing supports and leadership.



# BADAC'S 2020 Achievements & Highlights

We are very proud of BADAC's achievements over the last 12 months.

Highlights include:

## **Early Years and Youth**

BADAC is working hard to help Close that Gap. Education is an important lever to help a child achieve a positive self-determining future.

Opening our first 100 – place Aboriginal kindergarten and child care centre in Humffray St, Brown Hill, on Monday 8 February, 2021

Securing funding for a smaller 38 –place Aboriginal community kindergarten and childcare centre in Rubicon St, Sebastopol, expected to open in 2022

Expansion of our youth groups to include online groups for youth in outlying towns; leadership opportunities and a new base in Beverin St, Sebastopol

Our media centre, which enables our youth and others to create films which showcase our voices and stories

Fantastic Children's Week and Book Week competitions and activities on BADAC facebook

Nikki Bell receiving the City of Ballarat Youth Ally Award and Ebony Sladdin nominated for City of Ballarat Youth of the Year Award.

## **Funding during CO-VID19**

BADAC secured significant philanthropic and state government funding – this enabled us to produce fortnightly mailed newsletter updates; provide hampers to Elders and vulnerable community; also to support staff with technology and equipment so they could work at home, keeping our services and programs running where possible.

BADAC made a super-fast pivot, with most staff set up at home within a few days. Thank you again to Board, management team, staff and our community.

## **New programs and services**

Despite all the challenges, BADAC continues to thrive. Our Cultural Therapeutic program, headed up by Karen Monaghan, will offer cultural camps, sharing stories, arts and crafts, yarnning circles and events.

## **Victorian Aboriginal Honour Roll**

Congratulations to Uncle Larry Kanoa, inducted onto the Victorian Aboriginal Honour Roll in 2020, joining BADAC CEO Karen Heap and beloved Elder and community leader Ted Lovett.

## **Staff**

Throughout 2020, BADAC has had many of our Staff working behind the scenes and being quiet achievers.

A big THANKYOU goes to the many Staff who had worked tirelessly through this challenging year, and have continued to support our Community both within their normal work roles, and often way outside this as well.

BADAC is only as good as our Staff, and our strength is testament to the hard work of the many dedicated Staff we have in the organisation.

# THANKYOU!



# Finance

## Leigh Skelton—Chief Finance Officer

Finances remain stable through the toughest of times:

2020 has, and will be a year that will be described in thousands of ways and all of us have heard most of them. Hard for most, but from a financial perspective BADAC has done very well indeed. From quarter to quarter we barely got across the line to qualify for the Job-Keeper Program.

This Program has been an incredible help to us in a lot of ways, the most significant being that we have been able to keep all employees employed. Without the Job-Keeper Program there is no doubt that BADAC would have been forced to lay people off, and for that we are particularly grateful.

Since our Financial Year-End happens at the end of June, we remain cautious and diligent in our spending and determination to continue to help the Community as best we can.

For us and most others it's not over yet. We've just completed the first half a year that has been difficult for everyone, but we remain optimistic that we will remain in good order to continue our services.

All of us at BADAC are very keen to get back to servicing the Community face to face and hands on. The prospects of having a vaccine in the coming months will give us a real boost to get back to normal, the one thing we are all wanting to achieve ASAP.



### ***Ballarat and District Aboriginal Co-operative Limited***

#### ***Statement of profit or loss and other comprehensive income For the year ended 30 June 2020***

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
<b>REVENUE</b>	14,176,072	15,409,784
<b>EXPENSES</b>		
Administration expenses	(2,052,926)	(2,448,083)
Depreciation and amortisation expense	( 766,669)	( 473,033)
Employee benefits expense	(8,285,752)	(6,271,627)
Other Expenses	(1,511,000)	( 556,881)
<b>Profit/(loss) for the year</b>	<b>1,559,725</b>	<b>5,660,160</b>
<b>Other comprehensive Income</b>		
Other comprehensive income for the year		8,318,122
<b>Total comprehensive Income for the year attributable to the Members of Ballarat &amp; District Aboriginal Cooperative Limited</b>	<b><u>1,559,725</u></b>	<b><u>13,978,393</u></b>



**Ballarat and District Aboriginal Co-operative Limited**  
**Statement of Financial Position as at 30 June 2020**

	2020	2019
	\$	\$
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and Cash equivalents	1,706,247	3,522,378
Trade and other receivables	600,847	305,958
Other current assets	14,228	14,940
<b>Total Current Assets</b>	<u>2,321,322</u>	<u>3,843,276</u>
<b>Non-Current Assets</b>	<u>30,963,403</u>	<u>26,017,631</u>
<b>Total Non-Current Assets</b>	<u>30,963,403</u>	<u>26,017,631</u>
	<b><u>33,284,725</u></b>	<b><u>29,860,907</u></b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade and other payables	498,744	678,118
Borrowings	84,605	84,699
Employee benefits	850,006	601,992
Other current liabilities	1,439,897	2,799,617
Lease	<u>926,269</u>	
<b>Total Current Liabilities</b>	<b><u>3,799,521</u></b>	<b><u>4,164,396</u></b>
<b>Non Current Liabilities</b>		
<b>Borrowings</b>	4,005,514	1,815,329
<b>Employee Benefits</b>	<u>67,476</u>	<u>28,693</u>
<b>Total non-current liabilities</b>	<u>4,072,990</u>	<u>1,844,022</u>
<b>TOTAL LIABILITIES</b>	<b><u>7,872,511</u></b>	<b><u>6,008,418</u></b>
<b>NET ASSETS</b>	<b><u>25,412,214</u></b>	<b><u>23,852,489</u></b>
<b>Equity</b>		
<b>Members Funds</b>	32	32
<b>Reserves</b>	8,318,237	8,318,237
<b>Retained profits</b>	<u>17,093,945</u>	<u>15,534,220</u>
<b>TOTAL EQUITY</b>	<b><u>25,412,214</u></b>	<b><u>23,852,489</u></b>



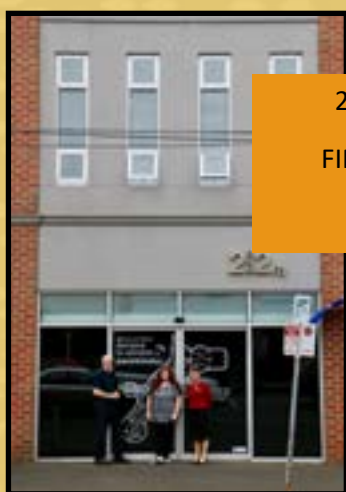
# BADAC Worksites



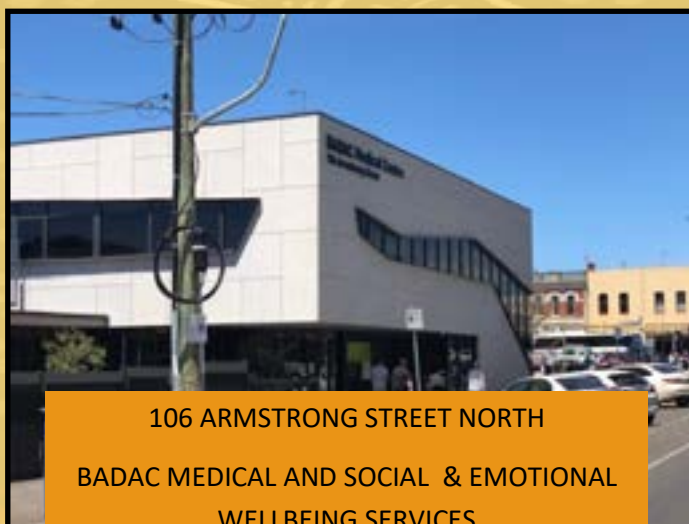
108 ARMSTRONG STREET NORTH  
MAIN RECEPTION  
HACC/YOUTH/CULTURAL  
PROGRAM/STOLEN GENERATIONS



109 LYDIARD STREET  
FAMILY SUPPORT SERVICES



212 MAIR STREET  
FINANCE & HUMAN  
RESOURCES



106 ARMSTRONG STREET NORTH  
BADAC MEDICAL AND SOCIAL & EMOTIONAL  
WELLBEING SERVICES



8 MARKET STREET  
FAMILY VIOLENCE AND JUSTICE PROGRAMS



BADAC MEDICAL RECEPTION



SEWB RECEPTION AREA

340—348 HUMPHRAY STREET BROWN HILL  
PERRIDAK BURON EARLY LEARNING CENTRE



# BADAC Programs

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

- Intake
- Workforce Development
- Integrated Family Services
- Aboriginal Children in Aboriginal Care
- AFLDM
- Strong Families
- First Supports
- Kinship Care
- Better Futures

- Stolen Generations Program
- Cultural Support Plans

- Family Violence Therapeutic Support
- Burron Guli Program
- Local Justice Program
- Youth Justice Program
- Orange Door Aboriginal Hub

- Playgroup
- KPSA Program
- KFFE Program
- Bush Kinder
- Bush Tucker Garden

- 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

- Intake
- Alcohol and other drugs support
- Therapeutic Counselling
- Mental Health support
- Keela Borrion Program
- Mens support program
- Youth mental health support

- Youth Engagement Program
- Youth Group
- School Holiday Program
- Media Program

- Therapeutic Care
- Cultural Support Program
- Cultural Connections
- Strong Culture Strong Family Program





**PRODUCED BY: BALLARAT & DISTRICT ABORIGINAL COOPERATIVE**  
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