

ANNUAL REPORT 2019



VISION STATEMENT:

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

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Ballarat and District
Aboriginal
Co-operative Ltd

Chairperson's Report

Marjorie Pickford - Chairperson



Happy 40th Birthday BADAC...

This year has been a very busy and successful year for Ballarat and District Aboriginal Cooperative (BADAC) especially celebrating our 40 year Anniversary.

We had the pleasure of inviting the community to our ball at the Mercure Ballarat, and also celebrated with an Elder's lunch following the ball.

I would like to thank all of our community over the past 40 years who have played a part in shaping BADAC and without your passion and commitment, we wouldn't be where we are today.

We currently have many new programs and services funded to benefit our local community which are all centred around culture and in partnership with both internal and external stakeholders.

The expansion of our services reflect on our solid financial base and sustainability for our ever expanding workforce, which means we are creating more employment opportunities for our community and abroad to support the business of BADAC. In saying this, I would like to welcome our new staff who commenced since last AGM.

The board is continuing to focus on governance for BADAC which is an important part of what we do to help new board members from our community build their skills and capacity in leadership and governance.

The board have had a few members co-opted this year due to vacancies following last year's AGM and an elected board member resigning.

We welcomed Larry Kanoa and Andrew Green to the board until November and we will also have three members stepping down and up for re-election so we are looking forward to the outcome in 2019.

I would like to thank those board members very much for all their support and energy during 2018/2019 and wish them well in their future aspirations and hope to see them either back on the board or within the community doing great things.

Highlights for the board in 2019 include:

- 40th Anniversary of BADAC (Ball and elders luncheon)
- Our new building is finished, and community members have utilized, doctors and other services as well as the community room
- NAIDOC family day was another great highlight with so many community members attending from Ballarat, Geelong, Horsham and Melbourne
- Attending the NACCHO conference with CEO Karen Heap in Sydney in and Darwin
- Attending Strong Families camp and the making of a possum skin cloak, both very successful events and well supported by the community who got involved in these two programs.
- Training in governance for the board

I would like to thank the board members Larry, Kylie, Debbie, Ashlee, Karen M, Andrew and Hayden for your commitment to the board, and I would also like to thank CEO Karen Heap for her continuous leadership role in steering BADAC to becoming a high functioning financially stable Aboriginal Organisation.

I'd also like to thank all the staff at BADAC for your enormous expertise in supporting the Ballarat Aboriginal Community.

Marj

BADAC Board

Board Members—2018—2019



MARJORIE PICKFORD
(CHAIRPERSON)



KAREN MONAGHAN
(SECRETARY)



LARRY KANOA
(TREASURER)



KYLIE LAXTON
(DEPUTY CHAIR)



ANDREW GREEN



ASHLEE RODGERS



DEBBIE CALLISTER



HAYDEN WALKER
(RESIGNED)

Present ✓
Apology A
Absent X
Resigned R
No Quorum NQ

BADAC ATTENDANCE RECORD 18/19

	15th Nov	11th Dec	5th Feb	5th Mar	2nd Apr	7th May	4th June	9th July	6th Aug	Governance Training	10th Sept	1st Oct	Finan- cial
Marj Pickford (Chair)	✓	✓	✓	✓	✓	✓	✓	✓	A	✓	✓	✓	
Kylie Laxton (Deputy Chair)	✓	✓	✓	A	✓	✓	A	✓	A	A	✓	A	
Karen Monaghan (Secretary)	✓	✓	✓	✓	✓	A	✓	✓	✓	✓	✓	✓	
Larry Kanoa (Treasurer)		✓	A	✓	✓	✓	A	✓	A	A	✓	A	
Ashlee Rodgers	✓	A	✓	✓	A	✓	✓	✓	✓	✓	✓	A	
Deb Callister	A	✓	✓	✓	✓	✓	✓	✓	✓	✓	A	✓	
Andrew Green							✓	✓	A	✓	A	✓	

From Our CEO

Karen Heap - Chief Executive Officer



40 years:

In 2019, the Ballarat and District Aboriginal Cooperative (BADAC) reached an incredible milestone: we are now officially 40 years old. What an outstanding achievement.

Our founding members were visionary, dedicated and extremely hard working community leaders. Through the years, our community has advocated, fought and worked hard to keep our Co-op going.

40 years ago, Aboriginal people had been recognised as citizens only twelve years prior. Colonisation and generations of adverse government policy meant Aboriginal people had too much contact with the justice and child protection systems. We faced racism and discrimination, and were traumatised by generations of forcible child removal and unjust laws. We had very poor health, low employment and low education, outcomes very different from the mainstream. Safe, clean housing was very difficult for Aboriginal people to access.

40 years ago, our Aboriginal community decided enough was enough. They would take matters into their own hands to achieve change for the community.

In one way, our founding members were ordinary people. Some had been incarcerated, others were members of the Stolen Generations and most had barely done a couple of years of high school.

But one thing stands out: those founding members had the imagination to dream, and the passion and courage to carry out that dream which would support our community for many years to come.

Since then, the strength of our community and the support from funding partners has enabled us to grow, to provide the culturally safe and inclusive services and programs that local Aboriginal people need.

BADAC celebrated 40 Years with a wonderful ball at the Mercure, and an Elders' lunch. We are creating an Ebook which will show Elders talking and more about our history.

Thanks to: all the Boards of Directors over the years – what a brilliant job you have done; all the BADAC CEOs over 40 years who have each brought a unique contribution to BADAC's outstanding success. Massive thank you to all the BADAC staff today and over the last 40 years - You have made the organisation what it is today. Thanks to you, the community. You are the heart of BADAC and a big part of where we are today.

We still have a very long way to go to achieve Aboriginal self-determination, but the story of our Founding members continues to inspire and galvanise us to action.

BADAC Growth:

BADAC currently offers 48 culturally safe and inclusive programs and services to our Aboriginal and Torres Strait Islander communities. We have a strong balance sheet and asset base, and this year have attracted more than \$2.5 million in grant funding. We employ 115 staff, including many specialists, and are continuing to grow. To support this growth we welcome our new Chief Operating Officer Jon Kanoa, who oversees our Executive Managers of Health, Family Services and Early Years & Youth.

Through our programs, BADAC aims for Aboriginal self-determination through connection to culture, systemic and long-term change, and improvement for Aboriginal people across all the broad indicators of health.

From Our CEO

Karen Heap

Stolen Generations:

With Board approval, we have included a section to the Acknowledgement of Country spoken at meetings, gatherings, events and launches. BADAC now includes an acknowledgement of the Stolen Generations. Many of our Stolen Gens people were involved in BADAC's beginnings and many volunteer endless hours to support and grow the Co-op.

Advocacy:

As Chairperson of VACCHO and a Director of NACCHO, I am honoured to be able speak for the needs of Aboriginal Victorians and bring our concerns to the political table, both State and Federal. This year revered Elder Ted Lovett and myself have been inducted onto the Victorian Aboriginal Honour Roll for our advocacy and commitment to Aboriginal affairs.

Significant events:

Thanks to all of our community for helping to make cultural events so vibrant! This year's NAIDOC Family Fun Day at the showgrounds was a huge success. Another milestone event was the Possum Skin Cloak workshop, which had all ages yarning and enjoying culture together, and attracted wide media attention. The cloak will be worn by Elders at future cultural events.

Early Years and Youth

When I started work at BADAC in 1982, there were 350 Aboriginal people living in Ballarat and district. Now in 2019, there are 3,072 people who identify as Aboriginal and Torres Strait Islander in Ballarat and district. 50% of our people are aged under 24 years and 25% are aged under 9.

Early Years and Youth are a special strategic focus into the next decade, also remembering that Elders and community will play a vital role connecting our youth to culture, country, language and identity.

Peak bodies and Community partners

BADAC maintains excellent relationships with many community partners, who enable us to extend our service offering. I'd like to acknowledge the great work we do with federal, state and local governments, Ballarat Health Services, CAFS, WRISC, Berry St, Federation University, kindergartens and schools, and everyone who works with BADAC to improve the lives of Aboriginal and Torres Strait Islander people.

Thanks too to the peak bodies for their support and fantastic partnerships: VACCHO, VACCA, VAHS, VALS, VACSAL and VAEAI.

BADAC Board

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

BADAC staff

I want to acknowledge the huge effort and commitment shown by BADAC staff this year to their work and community. Everyone has contributed to one of BADAC's most successful years. Such rapid growth brings many changes, and I want to thank BADAC staff for navigating change so calmly. Thanks to my executive team, who have shown terrific leadership and dedication, and to all BADAC's staff, who care deeply about their clients and work hard to improve the lives of Aboriginal people in our community. I thank you all and encourage everyone to keep working towards an even better 2020.

From Our CEO

Karen Heap

Stolen Generation Program:

The Stolen Generation Program, has been thriving during the past 12mths, with a range of activities and supports for our clients, Confirmations of Aboriginality and Family history tracing.

Monthly meetings and outings take place, as well an annual camp. We have approximately 12 clients who attend our group, with now the inclusion of 2nd generation clients.

Karyn Barker is now a part of our team, focusing on the Cultural Support plans for our out of home care children, and also providing help with the administration component of the Stolen Generation program.

Karen Monaghan has taken on role of the Treaty Election Officer and doing a brilliant job of it Karen has also attained a Diploma of Counselling, which was delivered by VACCHO in July along with several other staff of BADAC.

BADAC in Pictures



Family Support Services

Liz Bourke - Executive Manager of Koori Family Services

Koorie Family Services (KFS) provides a range of supports to children and families operating from two sites at 109 Lydiard Street North and 8 Market Street Ballarat.

The KFS directorate continues to grow and develop with the commencement of a number of new programs during the 2018-19 year:

- Delama Boron – Aboriginal Children in Aboriginal Care
- Cultural Safety
- Therapeutic Family Support
- The Orange Door

Delama Boron – Aboriginal Children in Aboriginal Care

In October 2018 BADAC was advised that we were successful in our submission to become one of the next sites in Victoria to take on the care and protection of children through the Aboriginal Children in Aboriginal Care (ACAC) pre-authorisation program.

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

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

- Case planning
- Case Management
- Parental responsibility aligned with the protection order
- Court applications, court reports and court appearances
- Legal services to support child protection activity
- Referral to other counselling and support services as required.

BADAC will operate in a pre-authorisation phase for around twelve months, supported by DHHS before transitioning to full authorisation around Aug/Sept 2020. Recruitment of staff commenced in November 2018 with Kelvin Meloury appointed to take on the Program Manager role. Case Management and Administration staff commenced in early 2019. Staff have been working hard to learn their new roles through attending Beginning Practice training with DHHS, developing procedures and working alongside the Kinship team. Our Delama Boron takes over the role of Child Protection meaning the families in the program will deal with BADAC in relation to their child protection case rather than the Department of Health and Human Services.

Cultural Safety Advisor

One of the recommendations of the Family Violence Royal Commission was the role out of Cultural Safety advisors across the state. These positions will work with mainstream family violence services to ensure that they are able to provide culturally safe services to Aboriginal people seeking support. After a long recruitment process, we are very pleased to announce Shelley Lillyst has taken up this role from July 2019. Shelley is working closely with the statewide coordinator to develop this program for the Central Highlands area.

Family Support Services

Liz Bourke



Therapeutic Family Support

To complement our Integrated Family Services and Aboriginal Stronger Families programs we have introduced a Therapeutic Family Support Clinician to the Family Support Program. Kate Loveridge has worked in this program between Jan and April 2019 but has now left BADAC to work in a remote community in the Northern Territory. Recruitment to continue this position is now underway. The Therapeutic Family Support Clinician will strengthen the therapeutic support available to our families through therapeutic assessment and planning, individual and family counselling and group programs.

The Orange Door

The Orange Door is a partnership between BADAC, Berry Street Victoria, CAFS and DHHS led by Family Safety Victoria. Over the last twelve months BADAC have been actively involved in the development of the governance and operating model of The Orange Door in Central Highlands. BADAC will employ an Aboriginal Practice leader and two Aboriginal Practitioners who will be co-located at The Orange Door. These staff will work as a part of an integrated team providing intake, assessment and planning to Aboriginal people and families seeking support around family violence and , child well-being.

Family Violence Therapeutic Program

The Koorie Family Services directorate is divided into four program areas

Family Support led by Program Manager – Aunty Leah Keegan

Aboriginal Children in Aboriginal Care led by Program Manager - Kelvin Meloury

Care Services led by Program Manager – Rebecca Egan

Family Violence and Justice led by Program Manager - Ash Egan.

Strong Culture, Strong Family Program

BADAC was fortunate to receive grants through the Innovation and Learning fund (DHHS) and Preventing the Cycle of Violence Fund (FSV) to create our “Strong Culture Strong Family” program.

This funding allows us to implement this program for the next two years, specifically programs which strengthen Aboriginal families through connection to culture.

This program, coordinated by Sue Clark, enlists the support and guidance of strong local Aboriginal Elders and Community members, to develop and implement programs, events and activities, which bring together the local Community through culture. The first activity was an Elder’s Gathering, held at Blampied in September 2019.

This gathering brought together over 40 Community Elders from our community ,to yarn about the role of elders, build confidence and hear about our communities’ hopes for families and our children. Elders remain an integral part of the program as they support families, and pass on their cultural wisdom.

In Mid-October, a Possum Cloak making workshops was held at BADAC. This was attending by over 60 Community members, of all ages and genders, with an amazing Cultural Cloak being made for use by the Community for important events, which was decided by Elders. A Smoking Ceremony will be held in the future to cleanse the Cloak.

Further gatherings, workshops, cultural activities and camp programs are scheduled in 2020, including camps for women, men and youth, day trips and Community events.

Additional programs will also be held in collaboration with Goolum Goolum in future.

Family Support Services

Liz Bourke

Program Area Updates

<p>Family Support Program:</p> <ul style="list-style-type: none"> • Integrated Family Services • Stronger Families • Therapeutic Family Support Clinician • Aboriginal Family Led Decision Making 	<p>Leah Keegan – Program Manager</p> <ul style="list-style-type: none"> • Integrated Family Services (IFS) provides support to children and their families to ensure children can remain safety in the care of their parents. • IFS is currently working with 30 families across Ballarat and district. Our IFS staff are Sharee Stevens and Nathan Findlay. We have recently recruited two new staff members to the team Jessica Wall and Tanya Kirby who commenced in October. • Stronger Families (SF) currently works with three families referred to the program by DHHS. SF provides intensive support to families for up to twelve months where there is a risk of children coming into care or to support the reunification of children with their parents. Dot Farquahar continues her work in our Stronger Families with recruitment underway for an additional worker to join the program. • In April 2019 we farewelled Kate Loveridge who has left BADAC to pursue work opportunities in a remote NT community. Kate was working in the Therapeutic Family Support Clinician role. • Aboriginal Family Led Decision Making continues to be a critically important program to ensure families have a voice in decisions made by Child Protection about their children. Led by our AFLDM convener Belinda Hayden we have convened 43 AFLDM meetings during the 2018-19 year.
<p>Delama Boron - Aboriginal Children in Aboriginal Care:</p>	<p>Kelvin Meloury – Program Manager</p> <ul style="list-style-type: none"> • 2018-19 has seen the successful submission and funding for BADAC to become the third ACCO in the state to deliver the Aboriginal Children in Aboriginal Care pre-authorisation program (Section 18). Funding commenced in December 2018 with our first priority being the recruitment of staff and the development of governance frameworks for the program. Kelvin has taken on the role of program manger with Makaela Clark and Sonia Crawford joining the team as Case Managers. • The program has experienced some challenges with recruitment which we can hopefully overcome within the coming months. Alyssa Longridge has now joined the team in the role of Admin and Program Support from Oct 2019. • Following extensive consultation with DHHS the first seven children have moved into the Case Management of the Delama Boron Team in Sept 2019. The program has a maximum case load of 18 children in the pre – authorisation program expanding to 36 once BADAC receives full-authorisation.

Family Support Services

Liz Bourke

<p>Care Services Program:</p> <ul style="list-style-type: none"> • Kinship Care • First Supports • Therapeutic Out of Home Care • Cultural Connections • Leaving Care • Targeted Care Packages 	<p>Rebecca Egan – Program Manager</p> <ul style="list-style-type: none"> • BADAC’s Kinship Care team continues to provide case management and support to 40 children and their Kinship carers. Staffing for the team has been a challenge during the 2018-19 year but we are pleased to welcome 2 new staff members to the team, Kate Moran and Markeeta Hines who have joined us in September. Casey Bandy continues to support the team in his role as Case Support worker. Kinship Care provides case management support for children and young people placed in the care of a family member or other community relative. Throughout the year, the Kinship team have continued to support carers through a range of training programs in meeting both the cultural and healing needs of the children in their care. • First Supports will provide support to newly established Kinship care placements through the provision of early comprehensive assessments, brokerage and access to increased supports. Our First supports program has been confirmed as ongoing by DHHS from the 2019-20 year and Daniel Grover will continue his important work in this program. • The Cultural Connections Worker continues to support the implementation of Cultural Support plans for our children in Kinship Care program. Paul Kirby is the worker in this position and he works alongside Kinship staff and carers to ensure children remain connected to their culture through family, community and country. • Targeted Care Packages provide tailored support to children and young people to maintain them in the care of extended family or foster care and avoid placement in residential care. Currently BADAC provides one Targeted Care Package with the development of two further packages underway.
<p>Family Violence and Justice Program:</p> <ul style="list-style-type: none"> • Family Violence Therapeutic Program • Burron Guli (Healthy Relationships Program) • Cultural Safety Advisor • Local Justice Worker • Koorie Youth Justice • The Orange Door 	<p>Ash Egan – Program Manager</p> <ul style="list-style-type: none"> • BADAC’s Family Violence Therapeutic Program has been confirmed as ongoing following a successful funding submission. Matt Crellin and Ruth Turvey provide practical and therapeutic support to our community through a whole of family approach. BADAC’s Family Violence and Justice program has relocated to 8 Market Street ensuring a specialised service response in a confidential environment. Since the commencement of the program BADAC has provided support to around 160 community members including men, women and children through case management, individual and couple counselling and yarning circles for women and children. • Our “Burron Guli” – Healthy Relationships program continues to go from strength to strength under the coordination of Peter-Shane Rotumah and Jayden Lillyst. Burron Guli meaning “Boy to Man” in Wathurong language helps primary school age boys develop positive attitudes to women and girls, to challenge the attitudes that lead to Family Violence. This program is provided through an activity based cultural program The program currently provides four weekly programs across three schools in the Ballarat area, and we are encouraged by the positive feedback from both schools and parents about the difference this program is making for young boys.

Family Support Services

Liz Bourke

Family Violence & Justice Program: (cont)

- Family Violence Therapeutic Program
- Burron Guli (Healthy Relationships Program)
- Cultural Safety Advisor
- Local Justice Worker
- Koorie Youth Justice
- The Orange Door

Ash Egan – Program Manager

- New funding has been received by BADAC to employ a Cultural Safety Advisor. This funding comes through DHHS, DOJ and Family Safety Victoria to support mainstream Family Violence services to provide culturally aware practice through Cultural Awareness training and direct agency support. A state wide audit tool has been developed to support maintain agencies in this process. Our Cultural Safety Advisor is Shelley Lillyst who commenced in the position in July 2019.
- Our Local Justice Worker (LJW) program continues to be in high demand supporting community members with resolving fines and warrants with the Sheriffs office and providing opportunities for the completion of Community Based Orders in a Culturally Safe environment. This Program also supports community members with court and other legal matters.
- A new component to the LJW program has been introduced called Yawal Mugadjina. This program develops Cultural Plans for Aboriginal community members while in Prison and links them with community mentors. The LJW supports the client in the lead up to release, and assists in implementing the Cultural Plan once release has occurred. Cathy Ward is our Local Justice Worker.
- The Koorie Youth Justice (KYJ) Program supports young people or are at risk or in contact with the Justice system. Our KYJ worker Jared Guy is currently engaged with number of young people providing court and police support as well as referrals to BADAC and other community services. Jared continues to support a number of our young people during period of incarceration and supports them on release. Jared also runs a range of Cultural programs with young people to engage them in tradition bush skills and activities and develop positive connections in their life.

Family Violence & Justice Programs



8 Market Street

- Family Violence
- Cultural Support
- Local & Youth Justice
- Burron Guli Program
- The Orange Door

Family Support /Care Services/ Delama Boron



109 Lydiard St North



Reception Area

- Aboriginal Children in Aboriginal Care
- Integrated Family Services
- Kinship Care
- Aboriginal Family Lead Decision Making
- Stronger Families
- Cultural Connections
- First Supports



BADAC Health

Jo Warren - Executive Manager of Health



What are busy year it has been. (I think I say that every year but each year seems to get busier).

The Medical Clinic and the Social Emotional Well Being Service commenced operations in the new building in April 2019. As with moving into any new building there were some small teething problems but not too many I must say. A big thank you to every person who contributed to this move.

It has also been exciting to watch the different stages of the new build and being part of a Cooperative which is growing to meet the needs of the community is fantastic.



On the back of being recognised as a teaching clinic, we took on a registrar, Jordon Mayston. Jordon currently works two days per week but unfortunately will be moving interstate next year. Thank you Jordon for your interest in Aboriginal and Torres Strait Islander health and we will be working hard to fill this vacancy in the near future.

We were excited to employ two new doctors at the end of last year but unfortunately, they have both departed our organisation. Dr Pratima has reduced her capacity to two days per week and the community still have access to Dr Fensling, Dr Oliver and Dr Fernando. We want to assure the community that we are doing everything possible to secure full time doctors in future.

I wanted to highlight our key stats from the last financial year:

Health Checks attended last financial year = 272

Care Plans for Chronic Disease = 89

Team Care Arrangements = 69

Review of Care Plans = 122

Babies born = 84



Sandy Anderson was also very innovative this year. She decided to make our own Aboriginal specific gowns to wear for breast screen. What a great idea and the women just loved them and felt very comfortable wearing them. Thank you so much_Sandy.

BADAC Health

Jo Warren

Community Home Support, HACC-PYP and NDIS

The team have been busy making sure that the community and carers are being supported to live as independently as possible.

Our services include:

- Domestic Assistance
- Garden Maintenance
- Social Outings
- Support with Shopping
- Respite
- Cooking lessons



We currently support 86 community members accessing these services and our staff have also been very busy coordinating social activities including:

- Elders Luncheons
- Tenpin Bowling
- Morning Melodies
- Elders Meetings
- Elders Outings (Halls Gap, Melbourne Museum, Artvo Immersive Gallery, Melbourne Aquarium and Daylesford Mill Market to name a few)



We encouraged our clients that qualify under CHSP and to register with My Aged Care to ensure that in the future, if circumstances change, they should be able to receive a home care package. BADAC is currently in the process of applying to be a Home Care Package provider so that we will have continuity care with our community.

We have seven community members who access NDIS through us. I anticipate that this will grow as we are currently evaluating this program.

Unfortunately Jan McIver resigned this year and I want to thank her for all the work, care and enthusiasm she put in to her role. In saying this, we would like to welcome Melissa Fox as the new manager and look forward to her expanding and improving the program. We would also like to welcome Jackson Kanoa who will be providing garden maintenance on a part time basis along with Brian Meloury.

A big thank you to all the staff members, Mel, Mick, Bec, Joe, Pat, Brian, Jackson and BJ for their dedication to the community and the work that they do to help those that are involved in the programs.

BADAC Health

Jo Warren

Medical Team

Earlier this year, we welcomed Taffy Cowley to the role of Practice Manager within the Medical Centre and she has been very active in attending NAIDOC celebrations, the 40th Anniversary ball and also the lead up the Treaty Voting.

Taffy is extremely grateful for the opportunity to be able to work in such a beautiful building supported by helpful staff.

The Kandoor Heal program is due to start shortly with the program being coordinated by one of our highly skilled practice nurses Pheona promoting Healthy Eating Activity and Lifestyle, keep an eye out in the tree room for the occasional group class.

Our women's health nurse Sandy, has worked tirelessly, with her awareness clinics and the making of the breast screen gowns. Merri our CQI and clinical team leader is running the Menzies bowel program, sending out screening kits to those eligible, and recently had a 'pop up' health promotion in the community room for Meat free week with food provided by Namaste.

We have amazing staff running the Diabetes support group lead by Faye, the fantastic aromas that waft from the kitchen upstairs making everyone hungry. Anthony and Lisa supporting patients and helping with appointments in the integrated team care program, Jade with not only her AHW roll, but with her help at reception. Katrina who keeps the clinic running efficiently, and the medical centre reception staff Tash, Taleesha and Shane our clinical driver, who as the first point of call for all your needs, are the face of the clinic.

Social and Emotional Wellbeing Services (SEWB)

Alcohol and Other Drugs Program (AOD).

Our AOD workers have been very busy over the past 12 months. Our referrals from the courts have increased, as well as walk in referrals. We lost a staff member mid-year, and are in the process of recruitment once funding for the additional position is confirmed. We continue to co-facilitate the Making a Change program, which is a day rehabilitation program co-facilitated with Ballarat Community Health. Beth McDonald is doing a great job as BADAC's staff member for this program.

We were again successful in obtaining ICE education funding for a third time. We plan to work on developing another visual media production, and an Aboriginal film maker has been consulted and accepted to do the project. This is hoped to be finished by the end of the year.

Social and Emotional Wellbeing (Mental Health).

Social and Emotional Wellbeing Services (SEWB) has been very active busy this year, and we welcomed Renay Howard to the team in April. Renay is an experienced mental health social worker, and will work in the role of clinical and therapeutic mental health clinician. This is a newly State Government funded role, and ensures that we are able to provide a responsive, culturally sensitive service to community.

We also welcomed Wendy Holmes into the position of Forensic Mental Health Clinician, which is within a new program with Ballarat Community Health and Wimmera Community Health. This position supports people with a mental illness, on parole or community corrections orders where mental health treatment is a condition of release.

All areas of SEWB have been steadily increasing, with 165 referrals from January to September. Last year there were 198 referrals to SEWB. We have been funded for a Sexual assault counsellor, but have been unable to recruit into this specialist position as yet.

The men's and woman's group is still functioning well, although our numbers are small, all that attend appreciate the opportunity to do activities together, which could be sharing a meal, going on a road trip and having a yarn.

BADAC Health

Jo Warren

Keela Borron.

This now five 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 87 referrals, of which 73 met the criteria for service. Currently there are 26 families receiving service, which involves 40 children. We are happy to report that there have been 18 children returned to their parents care in the first two years of the program.

Other news.

April Burgoyne has accepted the role of Coordinator, Social and Emotional Wellbeing. This is another step for April in her career, and an acknowledgement of the great skill that she possesses, and what she brings to the organisation. Bree Ward and Korriene Lennecke have also joined the team as cultural support workers. We welcome them and are sure they will add great value to the team.

We have moved into our new facility upstairs from the medical clinic. We have more space and rooms available, and the building is very comfortable and plenty of room for expanding workforce.

Thanks to all BADAC Health Staff for your efforts during the year.



BADAC Medical Centre
106 Armstrong Street Nth

Human Resources

David Carter - Director of Human Resources & Governance



2019 has been an immensely active and busy year for the human resources and governance directorate. The organisation has continued to grow and expand across the space of 12 months with the uptake of a variety of new programs and services. The continued expansion of the organisation has consequently increased the staffing ratio from 90 to 113 with the complete annual recruitment of 53 positions into BADAC.

In order to ensure the provision of supports to the organisation, staff and programs, the human resources and governance directorate has completed working toward the following actions/objectives including but not limited to:

The continued development of BADACs Workforce Development project.

- *This project (in collaboration with its partner Federation University) is an essential component of the organisation's capacity building and delivery of high quality services to the community. The project will see the upskilling of all staff that need or aspire to obtain an accredited qualification for their practice. The qualifications offered by BADAC are at a certificate IV, diploma and or advanced level (Australian Qualification Framework, level 4, 5 and 6) and include the Diploma of Community Services, Diploma of Leadership and Management, Diploma of Business and Diploma of Business Administration. The project will include the development of a Certificate IV in Governance that will be offered to members of the community.*

Negotiation of Enterprise Bargaining Agreements

- *The organisation is continuing to work toward becoming an employer of choice through the uptake of an Enterprise Bargaining Agreement with the Australian Services Union for all employees that currently operate under the Social, Community, Disability and Home Care award and the renegotiation of the enterprise bargaining agreement with the Australian Nursing and Midwifery Federation Union.*

Uptake of the Rainbow Tick Accreditation Process

- *The organisation has been funded to undertake and implement the rainbow tick accreditation process. The accreditation process will provide safety and equity to members of the community that identify as LGBTIQ+ when accessing BADAC's services. BADAC will be implementing these standards with the assistance of committee that is represented by members of the community, staff and management. BADACs implementation of this will be implemented as per the standards inclusive practice principles: Equity in diversity, managing diversity and celebrating diversity.*

DHHS Accreditation Midcycle review

- *BADAC successfully completed its mid-cycle review against the human service standards and the health and community service standards. The complete accreditation process will be undertaken in March 2021.*

Governance

David Carter

Review of BADACs Governance and Quality Systems

- *BADAC's continued growth and development has required the organisation to review and redevelop its governance, compliance and quality systems and frameworks. This work is currently being undertaken and is being completed in alignment with all required accreditation standards including: QIC, HSS, aged Care, NDIS and RACGP.*

Aboriginal Children to Aboriginal Care

- *In order to ensure the successful uptake, development and implementation of the Aboriginal Children to Aboriginal Care, the human resources and governance team are working on the development of policies procedures and systems that will directly relate to the Aboriginal Children to Aboriginal Care program.*

Strategic Plan

- *BADACs strategic plan is nearing completion. Work is being completed to review and develop a new strategic plan. The develop of this plan will include consultation with board of directors, community, staff and senior management.*

I would like to personally extend my appreciation to all members of the human resources and governance team including:

Alec Carson (*Workforce Development Coordinator*)

Natasha Salleh (*Human Resources Coordinator*)

Kim Erickson (*Human Resources Administrator*)

Tim Sands (*ACAC Policy Coordinator*)

Amber Barker-Lovett (*Compliance Administrator*)

Amanda Rowland (*Compliance Coordinator*)

Emily Carter (*Human Resources Administrator*)

Stacey Gafa (*Personal Assistant to the Chief Human Resources and Governance Officer*)

I would also like to extend my appreciation to community, the board and the senior management team for your on-going and continued support across the last 12 months.

David Carter

Early Childhood Services

Rick Balchin - Executive Manager of Early Childhood



The Early Childhood Services (ECS) and youth programs continue to develop within both the Aboriginal and non-Aboriginal community. The commitment of government and local services have contributed to more Aboriginal and Torres Strait Islander perspectives being embedded across the early years sector including council playgroups and kindergarten services. We have worked closely with our network partners to assist in the facilitation and delivery of this across all of the early year's services in the Central Highlands region.

Acknowledging that we need to work hard and focus in this space to ensure better outcomes around attendance, engagement, retention rates are the key as our stats are still damming compared to Non- Aboriginal children and young people.

Close the Gap initiatives such as the Marrung Education Plan is critical to assisting and embedding Aboriginal and Torres Strait Islander perspectives across pre-school, primary and secondary curriculum. These initiatives are the driving force behind our Early Childhood Programs and partnerships with external services and organisations.

The Early Childhood Service programs are ever expanding and we look for innovative ways to continue to expand and develop to ensure that we engage with all relevant community members and to ensure we provide the best service and outcomes possible.

Our long term vision is to secure our own Early Learning Centre which we can embed Aboriginal and Torres Strait Islander cultural and teachings to our young people to learn about our history.

This vision reflects the commitment BADAC has for the development of our younger community members and our next generation, and I would like to thank the board and senior management for their commitment in this sector as funding is not as abundant as other sectors, and BADAC has assisted in self-funding some components of the Early Childhood Service programs.

We have an increasing number of young people attending sessions especially on the junior youth group days which is great to see. It provides a chance to develop new friends and connections to culture. We are also currently delivering our Youth Engagement program to five secondary schools which we work with at risk youth to support and encourage them to build their commitment and capacity whilst supporting them with their pastoral care needs.

We have conducted three youth camps throughout this year which has seen great development and social interaction. Surf camp in Torquay, YMCA Anglesea in partnership with Skateworx and YMCA and more recently a youth camp at Camp Wedgetail in Snake Valley.

Early Childhood Services

Rick Balchin

All of the programs in the Early Childhood Services are exceeding all reporting requirements and this is testament to the great work, dedication and enthusiasm that the team possesses. Thank you team for your ability to support and guide our community to reach some great outcomes thus far and endeavor to further build upon our program delivery and outcomes.



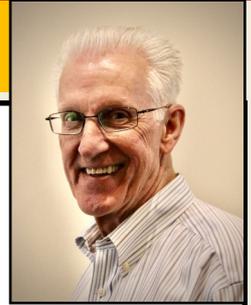
- Andrea Wilson (Early Childhood Services Coordinator and Senior Koorie Families as First Educators worker)
- Nikki Bell (Formerly Koorie Pre-School Assistant, Current Youth Engagement Officer/ Youth Group)
- Ebony Sladdin (Koorie Pre-School Assistant/ Youth Group)
- Kirra Roberts (Koorie Pre-School Assistant/ Youth Group)
- Carla Knobel (Playgroup Facilitator)
- Rebecca Clark (Koorie Families as First Educators)
- Michelle Thorne (Koorie Families as First Educators)
- Tahlia Duffy (Navigator Program)
- Kayla James (Youth Group Facilitator)
- Jackson Kanoa (Youth group)
- Macayla Van Osteroom (Playgroup)

I would like to thank the Staff and community for their ongoing support of the team and only onwards and upwards from here.

Rick Balchin

Financial Report

Leigh Skelton - Director of Finance & Assets



BALLARAT AND DISTRICT ABORIGINAL COOPERATIVE LIMITED

Statement of profit or loss and other comprehensive income for the year ended 30 June 2019

	2019	2018
	\$	\$
Revenue	15,409,784	7,758,300
Expenses		
Administration Expenses	(2,448,083)	(1,798,241)
Depreciation and amortisation expense	(473,033)	(278,728)
Employee benefits expense	(6,271,627)	(4,894,073)
Other Expenses	(556,881)	(365,413)
Profit/(loss) for the year	5,660,190	421,845
Other comprehensive income		
Other comprehensive income for the year	8,318,233	-
Total comprehensive income for the year attributable To the members of Ballarat & District Aboriginal Cooperative Limited	13,978,393	421,845

Administration Services - 212 Mair Street Ballarat



- Finance
- Assets
- Compliance
- Human Resources
- Policy

Financial Report

Leigh Skelton

BALLARAT AND DISTRICT ABORIGINAL COOPERATIVE LIMITED

Statement of financial position as at 30 June 2019

	2019	2018
	\$	\$
Assets		
Current Assets		
Cash and cash equivalents	3,522,378	4,655,308
Trade and other receivables	305,958	463,428
Other current assets	14,940	13,642
Total Current Assets	3,843,276	5,132,378
Non-Current Assets		
Property, plant and equipment	26,017,631	13,560,124
Total non-current assets	26,017,631	13,560,124
	29,860,907	18,692,502
Liabilities		
Current Liabilities		
Trade and other payables	678,118	373,029
Borrowings	84,669	126,400
Employee benefits	601,992	448,021
Other current liabilities	2,799,617	6,026,083
Total current liabilities	4,164,396	6,973,533
Non-Current Liabilities		
Borrowings	1,815,329	1,796,963
Employee benefits	28,693	47,910
	1,844,022	1,844,873
Total Liabilities	6,008,418	8,818,406
Net Assets	23,852,489	9,874,096
Equity		
Members funds	32	32
Reserves	8,318,237	4
Retained profits	15,534,220	9,874,060
Total equity	28,832,489	9,874,096

BADAC Medical 106 Armstrong St Nth

BADAC Medical Centre & Social Emotional Wellbeing Services

- General Medical Practice
- Maternal Child Health
- Chronic Disease
- Integrated Team Care
- Diabetes Education
- Womens Wellbeing
- Parental Mental Health
- Alcohol & Other Drugs
- Emotional Wellbeing
- Keela Borrón Program
- Making a Change Program



106 Armstrong St North



Social & Emotional Wellbeing



BADAC Medical Reception



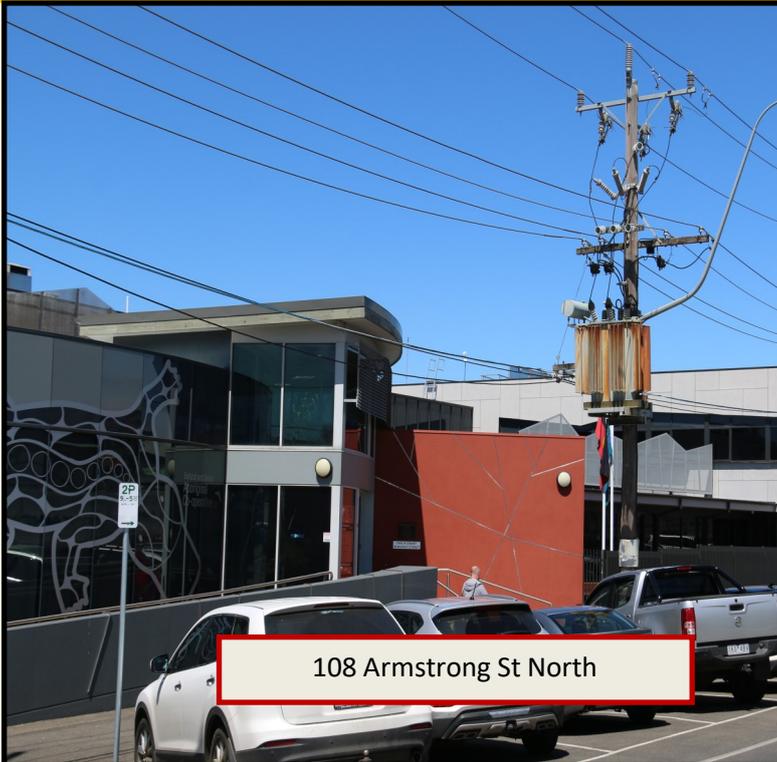
Community Tree Room



Community Garden & Fire Pit

BADAC Services 108 Armstrong St Nth

Main Reception, HACC, Early Childhood Services & Community Areas



108 Armstrong St North

- Main Reception
- CEO & Executive Offices
- Strong Culture Strong Family Program
- Stolen Generations Team
- HACC & NDIS Services
- Operations & IT Manager
- Early Childhood Services
- Funding Grants Officer



Early Childhood Services



Main Reception



Community Room



HACC & NDIS Services

THANKYOU

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

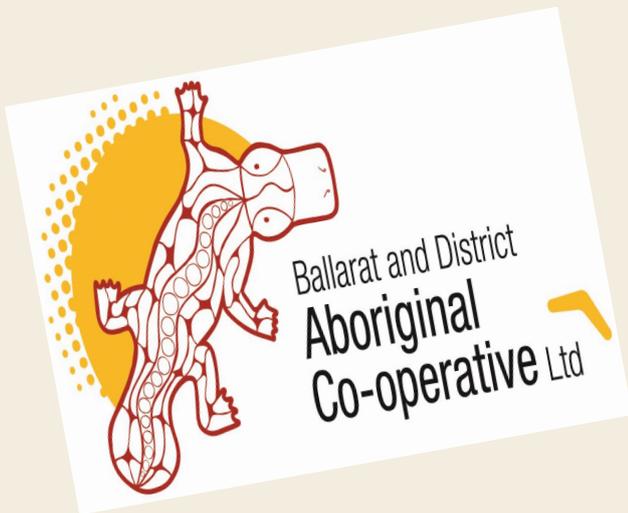
Without you we would not be able to deliver the high quality services to our community.



Contact Us

Have you changed your Address?

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



Thinking of becoming a member?

Membership of BADAC is open to all members of the

Ballarat and District Aboriginal Community.

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

Contact Reception to find out more!

Ph:03 53315344

Have you got your copy of the Community Information Handbook?

Come in and get your copy NOW!



Contact Us

**Ballarat and District
Aboriginal Cooperative**

P.O. Box 643

Ballarat VIC 3350

5 Market St

Ballarat VIC 3350

T: (03) 53315344

F: 03 5333 1637

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A Final Word.....

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

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

Important Numbers (After Hours)

Triple Zero 000

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

Lifeline 13 11 14

24 hour crisis support and suicide prevention service.

Kids Helpline 1800 551 800

Helpline for children.

Suicide Line Victoria 1300 651 251

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

Parentline 13 22 89

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

BHS Mental Health Services 1300 661 323

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

National Debt Hotline 1800 007 007

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

