



WINDA-MARA

ABORIGINAL CORPORATION

ANNUAL REPORT

2019-2020

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ACKNOWLEDGEMENT

We respectfully acknowledge the land on which we live and work on – Gunditjmara country and we pay our respects to Elders, past and present.

Through our work at Winda-Mara we will build on the past work of our Ancestors and Elders to create a better future for the Aboriginal, Torres Strait Islander and Gunditjmara people.

VISION

That Winda-Mara Aboriginal Corporation is recognised as a progressive leader for positive change enabling Aboriginal and Torres Strait Islander people in Victoria's Far South-West to lead fuller lives.



CHAIRPERSON'S REPORT

On behalf of the Winda-Mara Board of Directors, I wish to acknowledge the land that we have built this organisation on, the land of the Gunditjmara Nation and I pay my respects to my Elders who has fought the hard fight for us all. I also pay respects to my Elders both past, present and to all emerging leaders and to all other Aboriginal People that has decided to live on this beautiful Country.

I wish to acknowledge the contribution that Michael Bell has given to Winda-Mara over the past numerous years. Good luck to Jason Kanoa the new CEO. I also would like to thank all other employees for their hard work and dedication especially with COVID-19 this year, it has been hard for business as usual but Winda-Mara employees have done an amazing job managing the day to day business.

Thank you to fellow Directors for your contribution and commitment over the past year, Sandra Bell, Claudette Lovett, Jason Walker, Brett Pevitt, Janice Lovett and Troy Lovett.

The achievements have been of the commitments of the work units within Winda-Mara and the way of dealing with the pandemic. We are working hard to build those relationships with the wider community and are starting to see positive associations with them.

The infrastructure of Winda Mara is still an on-going issue and we plan on getting this right.

Last, I personally would like to thank the community for your trust, confidence and believing in me as being a Director and Chairperson for many years of such a wonderful organisation. Thank you from the bottom of my heart.

I wish Winda-Mara all the best being one of the best Aboriginal Organisations within Victoria and good luck for the future.

Thank you and

Wuuruuk



Ros Pevitt
Chairperson
Winda-Mara Aboriginal Corporation

CEO REPORT

NGATA

What a year 2019-20 has been for the world, the Coronavirus (Covid-19) pandemic has changed our way of life for a period of time, which has made the organisation too pivot the way we deliver services. Whilst it has challenged us it has also highlighted Winda-Mara's ability to transition to remote contactless service delivery with minimal impact on our services. I do however want to highlight and thank the work our Health Unit staff who have continued to provide face to face healthcare to our Community throughout. The Family Service unit who continued to work through this period with our vulnerable families as normal as possible with appropriate PPE and social distancing measures in place.

As I pay thanks to the health and family services, I also want to thank all staff at Winda-Mara for their huge efforts and unwavering commitment with their work during this ambiguous time. We have really focussed on how we keep connection with our Community during this period of social distancing and can proudly say that we have been able to do so with the standing up of new resourcing to assist both staff and Community keeping engaged.

Due to the public health messaging and frequent engagement from Winda-Mara to our Community we have achieved what I believe is hallmark of ACCO's ability deliver in adversity which is highlighted by zero contractions of the virus in our Community and one we should all be very proud of. Whilst I pay homage to our efforts as an organisation and community to date it's important to note that the virus remains a threat and we must remain vigilant.

A strategic focus for the organisation this year has been obtaining funding to develop our infrastructure, to have improved accommodation that is more welcoming and safer when accessing. We have submitted a number of applications during this year for us to achieve this much needed development work for our Heywood site.

Winda-Mara continues to be well represented at local, regional and state-wide platforms continuing to advocate for better outcomes for our Community and inform stakeholders of the needs of our Community.

CEO REPORT CONT.

We continue to look internally on how we can continuously improve our service delivery and the overall experience for our Community when accessing our services. Over the past twelve months we have continued to implement, improve and explore with some key workflow systems and processes that we envisage to streamline our community facing work.

In May this year we undertook a review of the organisations operating model, reporting structure and capability requirements focusing on management and reporting levels, with around 48 percent of staff being consulted. The review included three major components, high level review of operating model, development of organisation structure and implementation and change management advice. The review and recommendations were accepted by the Board of Directors, due to the current environment there has been a delay in implementation of the recommendations.

Finally, I would like to thank the Board of Directors for their support and guidance in my first year at the helm, I want to give special recognition to Uncle Michael (Mookeye) Bell for his 10 years of service in leading Winda-Mara. I speak on behalf of the entire organisation of the impression and legacy Uncle Michael left Winda-Mara in, the organisation is very strong position for the future which is testament to his leadership and advocacy. I would like to thank the management and staff for putting the work in to seeing out the organisations strategy. I am encouraged by the steps we have made this year, but still have plenty of work ahead of us to see out our organisational vision.

Wurruk



JASON KANOA
CHIEF EXECUTIVE OFFICER

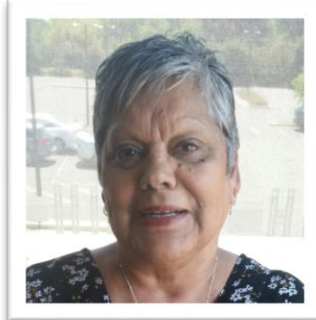


WINDA-MARA BOARD OF DIRECTORS



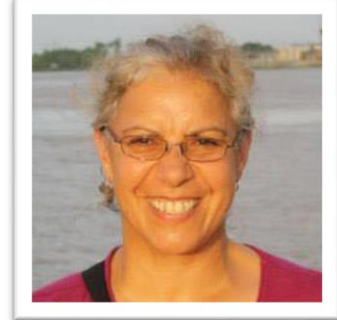
ROSLYN PEVITT

Chairperson
Term Expires 2020



JANICE LOVETT

Director
Term Expires 2020



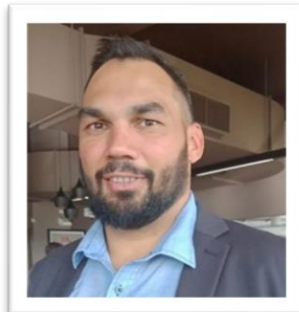
SANDRA BELL

Director
Term Expires 2020



BRETT PEVITT

Secretary
Term Expires 2021



TROY LOVETT

Treasurer
Term Expires 2021



CLAUDETTE LOVETT

Director
Term Expires 2021



JASON WALKER

Director
Term Expires 2021

GOVERNANCE PEOPLE AND CULTURE

Winda-Mara is committed and focused on achieving good standards of evidence-based governance, quality, and compliance in order to assure that the organisation is managed to protect and enhance employees and community interests. Good governance and accreditation creates the journey for us to deliver great services and improve as we review and evaluate.

During the 2019-20 period Winda-Mara has focused on improving data management systems. Winda-Mara has successfully launched stage two of implementation and roll out of Infoxchange, a client management software and the implementation of IonMy a governance, risk management, compliance, quality and human resources platform.

2020 saw the commencement of Winda-Mara learning platform – a cloud-based compliance training program designed to deliver consistent and timely training delivery. Feedback has been highly positive. Organisationally it is an effective way to deliver short bursts (micro-learning) of information regarding legal responsibilities and contemporary work practice requirements.

Winda-Mara has initiated an ITC upgrade project which has been phased in across 2019-20 throughout all sites. This includes having dedicated fibre connections installed in both Heywood and Hamilton, resulting in a significant speed upgrade to the internet connection. There has been focussed effort to have all staff able to work remotely when required, through accessible technology. This adaptation

and flexibility of staff and the organisation has seen us rise to meet the many changes we have experienced over this year of challenge.

Overall, the past 12 months have been marked with transitions, continued growth, and most importantly, quality care and support for our communities. This has been made possible thanks to our committed employees, who are dedicated to improving the lives of their community. We are confident the next 12 months will see Winda-Mara rise through the challenges of 2020 with renewed inspiration, strength and future focus as the leading provider of services in the far south west for Aboriginal and Torres Strait Islander people in the Glenelg and Southern Grampian regions.

QUALITY MANAGEMENT ACCREDITATION AND REGISTRATIONS

Winda-Mara seeks and achieves accreditation to meet good standards of practice in the delivery of services for community. The approach taken is one of shared responsibility across all services with a view to continuously review through communication among teams, internal audits, and reflection to identify areas for improvement. We seek feedback to review and improve. We are future looking to seek opportunity through developing habits in risk-based thinking across business services. We are focussing on better planning to achieve quality

decisions that meet the needs of the organisation and strategic objectives of Winda-Mara. The following accreditations and registrations are currently achieved:

- International Standards for Quality Management to ISO 9000:2016 for 3 years until November 2020. We will undergo accreditation surveillance again in February 2021 due to COVID-19 restrictions in late 2020
- Our GP Practice at both Hamilton and Heywood are accredited to RACGP Standards. Reaccreditation will be sought in 2021
- Registered Community Service Organisation (DHHS) until 2022
- Community Services –Commonwealth Home Support Program –Home Care Standards accredited from November 2018 until 2020. Accreditation can be called at any time – with the focus on residential care across the southern states regarding pandemic it is likely to be early in 2021
- Food Safety –Community Kitchen – Registered for another year –Needing an Improved Food Safety Program to meet Class 2 requirements
- Registered Bus Operator – Increasing responsibilities come with this regarding risk management and Driver Safety Awareness to ensure a safe service for our community
- Liquor and Gambling registration for fundraising continues until - 2028 with continued governance.

EMPLOYMENT

As part of its commitment to delivering high quality care to our community, our Board of Directors and Senior Management Team have placed a particular emphasis on developing and supporting strong leadership in our workforce over the past 12 months.

The focus for the organisation has been to implement changes whilst still delivering high quality services to our community, ensuring that our systems and procedures are robust and our employees are supported so that Winda-Mara has a sustainable workforce that continues to not only deliver but exceed the required service delivery to the community.

Staffing numbers continue to be stabilised, in the previous financial year 2018-19 141 staff were employed compared with 140 at the end of June 2020, with 60% of our employees being Aboriginal and or Torres Strait Islander people. Refer to table 1.1.

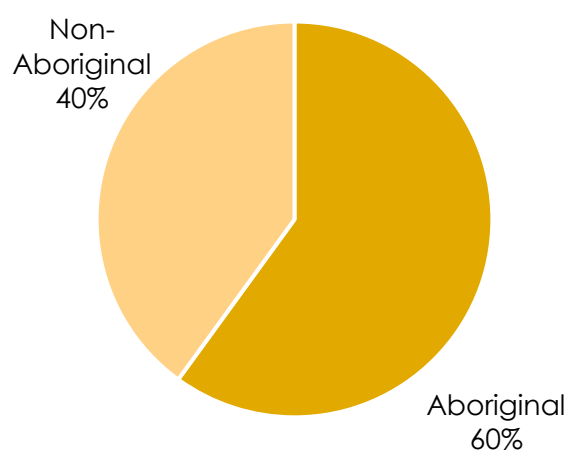


Table 1.1: Employee break down of Aboriginal and non-Aboriginal staff.

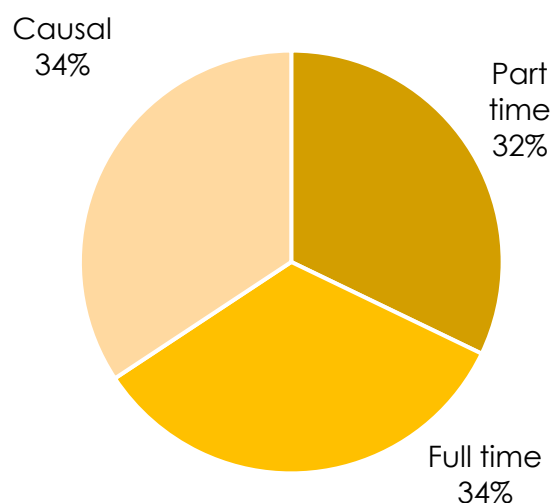


Table 1.2: Staff structure for 2019-20.

COVID-19

In January 2020, the World Health Organisation (WHO) declared the outbreak of a new coronavirus disease (COVID-19), in Hubei Province China to be a Public Health Emergency of International concern.

The COVID-19 pandemic has seen significant changes in how, when, and where our employees work at Winda-Mara. The sudden shift to remote work arrangements and the need for physical distancing to protect employees and community has presented opportunities and challenges. Winda-Mara is following recommendations by the public authority, the Department of Health and Human Services (DHHS) to address the current situation and mitigate the potential spread of the virus. The organisations' response has been swift and protective of community and staff. We have implemented flexible working options for a large proportion of the workforce. Frontline service staff have adapted during this time to continue to provide services for clients and the community. While we have taken necessary measures to protect the health and safety of employees and the community we continue to provide and adapt service delivery.

We have developed process on the go to ensure safety of staff and community with considerable resource upgrades in technology, software systems and integration of a number of health and wellbeing programs to promote health and wellbeing. Winda-Mara appreciates employees' resilience, support, flexibility and adjustment during this difficult and uncertain time.

TRAINING AND DEVELOPMENT

In 2019-20, Winda-Mara launched cloud-based SAP Litmos learning management system (LMS). This system provides a strong foundation to all employees at Winda-Mara, and further enhances how we work, responsive to culture and best practice. > 88 % of employees have completed training in the Winda-Mara learning platform. Implementation of a Supervision Framework provides support for our teams with reflective practices, shared learning opportunities and one on one supervision.

Course and training employees have commenced and completed:

- Diploma in Aboriginal and Torres Strait Islander Health (ATSI) Care Practice
- Certificate IV in ATSI Primary Health Care Practice
- Certificate IV in Business and Administration
- Certificate in Counselling
- Diploma in Community Services
- Certificate IV Land Management and Conservation
- Certificate III Land Management and Conservation
- Diploma of Leadership and Management
- Cultural Awareness Training
- OHS Representative Training
- COVID-19 infection control online training
- Women's Leadership Training
- Hazard Identification and controls across service units as well as other safety requirements, emergency warden training and procedures, CPR and first aid training.
- Multi-Agency Risk Assessment and Management (MARAM) training
- Governance workshop

WHAT WE DO

Winda-Mara is a community controlled Aboriginal organisation that was established in 1991, providing services to community across the Heywood, Portland, Hamilton and surrounding areas, Winda-Mara offers a wide range of services and programs:

- Land Management
- Tourism
- Cultural activities
- Community engagement
- Housing
- Education and Early Years support through our Building the Dream Program and Koori Pre-school programs
- Holiday Programs
- Youth Mentoring
- Health Promotion
- GP Clinic and primary and preventative health services, including massages, reflexology, podiatry, dietetics, optometry, audiology, and psychology.
- Tackling Indigenous Smoking Program
- Regional Eye and Ear Program
- Community Home Support Program (CHSP) and HACC PYP (Program for Young People)
- Family Services, Kinship Care, Family Violence
- Local Justice worker program

COMMUNITY ENGAGEMENT

The impact of COVID-19 and the reduction of community-based funding for emergency relief has significantly

change the way community engagement was delivered through the 2019-20 period. The onset of strict social distancing measures at the end of March 2020, has required Winda-Mara to move rapidly to not only change the way we deliver community engagement but to reprogram the way we communicate and work with each other. The use of video conferencing and online collaboration, use of social media platforms has surged in the way we engage with the Community.

Community engagement is still our core business, and how we continue to engage with community is a real strength of the organisation. Winda-Mara community requests process had the organisation receive 172 community requests for the 2019-20 period, a significant difference from 3284 community requests in the previous financial year.

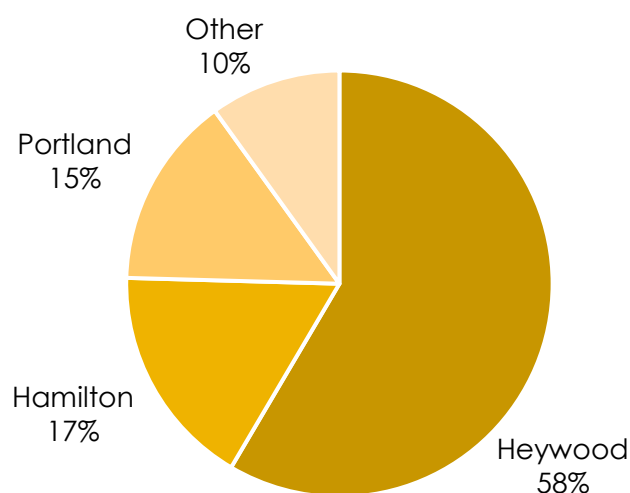


Table 2.1: Community request breakdown

Over the past 12 months Community Engagement has been a key strategic priority area and has seen the growth and development of building Winda-Mara's footprint in the Glenelg and Southern Grampian Regions. There has been a targeted focus on maintaining and further developing strong partnerships, collaboration and engagement. Winda-Mara has taken the lead on a number of events and programs throughout the Glenelg and Southern Grampian regions.

Some of our activities have included:

- Elders Lunches
- Community meetings
- Stakeholder presentations
- Reconciliation events
- NAIDOC week events
- Men's Group
- Community Dinners held regularly in Heywood and Hamilton (prior to COVID-19)
- Men's and Women's Health week activities
- Elder's activities
- Well Women's group
- Virtual Health and Wellbeing calendar of events including Tai chi, Pilates, PT sessions, cooking demonstrations, meditation sessions
- Run Rona & NAIDOC March saw community members take part in virtual running and walking events
- Online Personal training classes
- Gym library for community to loan out gym equipment so they can keep healthy mentally and physically well during COVID-19
- Carer support groups
- Child protection week
- Cultural awareness sessions
- School holiday program
- State-wide sporting activities, VACSAL Junior and Senior Football and Netball Carnival, state-wide Basketball carnival, and Hoops Against Violence
- Family camp in partnership with DWECH was held at Cape Bridgewater Coastal Camp.

COMMUNITY SERVICES

Community Services programs offers a range of services and programs to the regional Glenelg and Southern Grampians community, providing direct access and assistance in housing, early years, education, wellbeing, community development, home support, cultural strengthening and local justice program.

Community Services staff are dedicated to working alongside community ensuring we are empowering community members to make positive changes in their lives. We work closely with both internal and external agencies to ensure the best possible outcomes for individuals, families, and community. The Community Services team provides a holistic approach when working with community members.

The team has had particular focus during Victoria's lockdown on ensuring our elders are supported by shifting service delivery to home check-ins with physical distancing, provision of meals, resources to enable regular online communication, safe alarms, and shopping support. Additionally, as restrictions lift support to introduce activity as desired.

HEALTH

The Winda-Mara Health Unit provides primary and preventative health services to the community as well as community-based Health Programs including Koorie Maternity Service, Alcohol and Other Drugs, Tackling Indigenous Smoking program, Health Promotion and Emotional Wellbeing. Onsite services in both Hamilton and Heywood include bulk billing GP clinic, Aboriginal Health Workers (AHW) Program, Chronic Disease Management, Registered Nurses,

Medication Reviews and Pharmacy support and GP Registrar Training.

We continue to partner with organisations, agencies and community to deliver services and achieve improvement in Health and wellbeing outcomes of Aboriginal people and their families – Primary Health Network, Western District Health Service, Portland District Health, Heywood Rural Health, Victorian Aboriginal Community Controlled Health Organisation (VACCHO) and the National Aboriginal Community Controlled Health Organisation (NACCHO).

FAMILY SERVICES

Our Winda-Mara Family Service team has continued to grow during the 2019-20 year and has focused on improving the holistic nature of our service delivery and reach to more community members in Glenelg and Southern Grampians.

Our target area includes Glenelg LGA, Southern Grampians LGA and extends to the area Warrnambool City Council. Winda-Mara Family Services Unit, provides a wide range of services to Aboriginal and Torres Strait Islander families, these include Family Violence services to both victim and perpetrators, Kinship Care, Targeted care packages (TCP), integrated family services, cradle to kinder, child psychologist and family therapy. Additionally, Winda-Mara was funded to provide specialist family violence services to child protection in the Western district as part of the Royal commission findings to provide a cultural lens for CP workers and to enhance cultural safety and understanding when intervening in family violence situations.

Our Family Service team has undergone a restructure to best meet the needs of our

community. The leadership team now comprises Shae Ailey Manager, Christy Ewing, Team Leader/Intensive Family Services and Hannah Grayson Kinship/TCP team leader.

LAND, COUNTRY AND CULTURE

Winda-Mara's Land Management Team manages over 3000 hectares of Aboriginal-owned land spanning regional properties, all of which are considered culturally significant to community and the broader region. Agricultural business includes livestock, plantations and innovative practice in trial seed production.

Budj Bim Rangers are responsible for all on-ground activities on properties, including cultural site protection, weed and pest control, facilities and asset maintenance and development, environmental works, revegetation, maintenance and construction of fences and livestock operations. Increasing Tourism and opportunities for future business are developing out of COVID-19 restrictions.



OUR IMPACT IN THE COMMUNITY

COMMUNITY SERVICES

Winda-Mara Community Service Unit is an integral part of the local Aboriginal community and continues to be innovative and responsive to community priorities, demands and aspirations.

Our Koorie Pre-School Assistants continues to support Early Years services by delivering cultural education and supporting children and their families across the region. Our KPSA are engaged at kindergartens in the Glenelg and Southern Grampians LGAs. Since March 2020, the Koorie Pre-School Assistants continued to support children and their families by delivering virtual playgroup sessions.

Winda-Mara Youth Mentoring program is a volunteer mentor program. The program is delivered outside school hours. We facilitate one-to-one mentoring, followed by mentor support sessions. The youth mentoring program has had a significant shift in service delivery, due to COVID-19 and restrictions with young people and mentors unable to connect face-to-face. Youth embrace online services better than most however this has presented challenges we have risen to meet regarding maintaining connection and support.

The Building the Dream homework centre program, and breakfast club provides a supportive environment for primary and secondary students to complete their homework set out by their schools. During

COVID-19 the program has had a reduction in service delivery, due to current restriction, and was delivered remotely. Remote learning has not been effective for students, particularly those students who do not have access to the necessary support structures and infrastructure within the home environment. Winda-Mara continues to work with families and students by innovating with resources and packs for individual learning, additionally we set up a social media page for virtual holiday programs that included cultural connecting activities like fill ya dilly bag.

The Cultural Strengthening program activities strengthen knowledge, culture and language in a culturally safe environment on country.

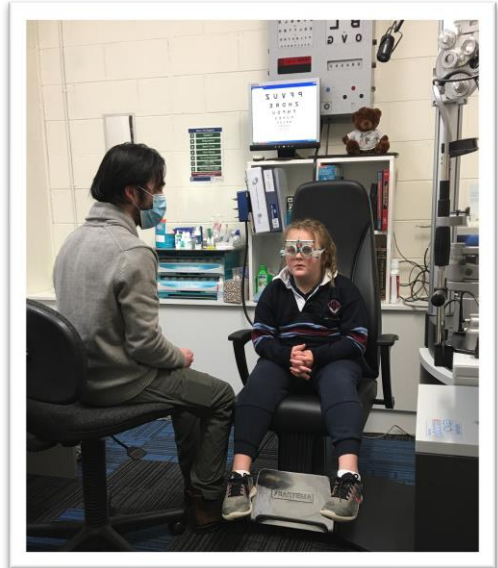
The Local justice worker works with clients who have Community Corrections Orders, they are able to work off their hours working on country. A cultural program has been developed where participants who engage in the program, make art and/or artefacts have these hours added to their hours of work. This has been a positive program with all participants engaged in this program completing their orders.

Our Community Service Unit provides Commonwealth Home Support Program for Older people over 50 years (CHSP) and Home and Community Care Program for Younger People with a disability (HACC PYP), as well as planned activity group. These programs develop strategies that ensure Aged Care services are

delivered in a culturally appropriate and responsive way, and engage with community organisations to build, plan, develop and implement aged and disability services. Monthly group activities have been impacted by COVID and as a result of this our Elders were offered IPAD technology in support of maintaining contact throughout isolation. More than 14 took up this opportunity enabling Elders to FaceTime their friends and families during the COVID period. We have had our challenges with setting up this activity as not all of us are computer savvy, but we are all learning and improving our technical ability along the way.

Playgroup support has shifted to an online social media group with story time, resources parenting support and other fun and engaging activities shared among the group. The group has been very supportive of each other and sharing of recipes and innovative ideas for playtime and activities with our young ones.





HEALTH

Our priority this year has been on strengthening the quality of our services and focussing on service delivery. With this in mind, our Health Unit has undergone a restructure to best meet the needs of our community. The team now comprises of Health Practice Manager, and team leaders in both Hamilton and Heywood, the introduction of practice nurses in both Hamilton and Heywood GP Clinics, and the introduction of Chronic Care Coordinator.

The year ahead has continued to present challenges and opportunities for all areas of the Health Unit particularly adapting to a world with COVID-19. Within a short space of time, Winda-Mara Health Unit was required to implement new guidelines for adapting service delivery to minimise the risk of transmission and responding to the community need in accessing health services provision.

The Health Unit focused on the mitigation of COVID-19 transmission, this meant rapidly adopting new ways of working. For a portion of the year the GPs services were required to use telehealth and phone consultation where's possible and scripts sent directly to pharmacies for patient collection or delivery. The administration staff, Aboriginal Health Workers and practice nurses played a very important role in providing follow-up care and supporting community members and patients. The GP Clinic has become the frontline of providing advice, care and support for the community.

As we adjust to a new way of life to slow the spread of COVID-19, we were also required adjust to new strategies to maintain our health and wellness. As

social isolation measures were put into place to minimise the spread of COVID-19, the Health Unit implemented a virtual calendar of events and developed a gym library, aiming to increase the connection within the community and to address the common social isolation issues.

COMMUNITY HEALTH PROFILE

- We saw a small decrease in the number of Aboriginal and Torres Strait Islander people completing health checks. We promote health checks to ensure that Aboriginal and Torres Strait Islander people receive primary and preventative health care, through early detection, diagnosis and intervention for common and treatable conditions (table 3.2).
- A dedicated drive through influenza vaccination clinic staffed by GP and registered nurse operated from April. The primary focus was for uptake of vaccination in preparation for this year's flu season coming on top of COVID-19. Clinic attendees could stay in their car without the need for a GP appointment unless required. Influenza vaccinations increased compared to the same period in the previous year.
- This year saw an increase in the number of clients accessing Care Plans and Mental Health Care Plans completed via Medicare from the previous year (table 3.3 and table 3.4).
- Increase of Client Episodes of Care, (patient's entire treatment needed for an illness or an episode) (table 3.5)
- Small decrease of Client Contacts, (a count of contacts made by each type of health worker both employed and visiting) in the GP clinic. The reduction was due to COVID-19 restrictions. Refer to table 3.6.

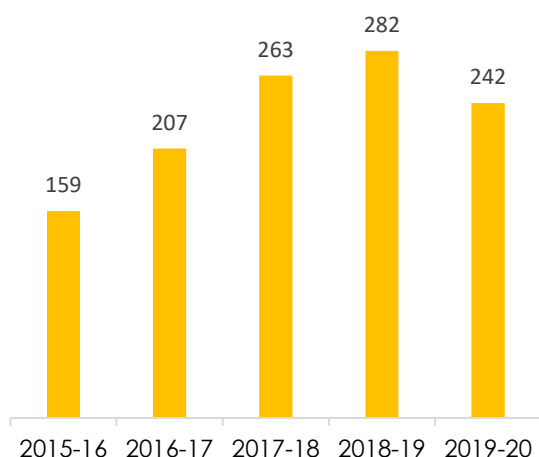


Table 3.2 Aboriginal and Torres Strait Islander Health assessments completed by Medicare.

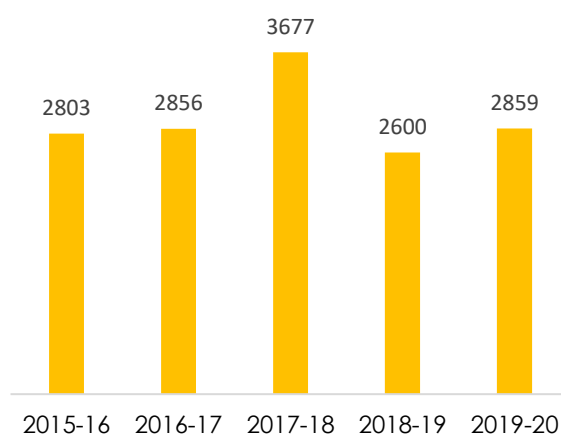


Table 3.5 Episodes of Care is a patient's entire treatment needed for an illness or an episode.

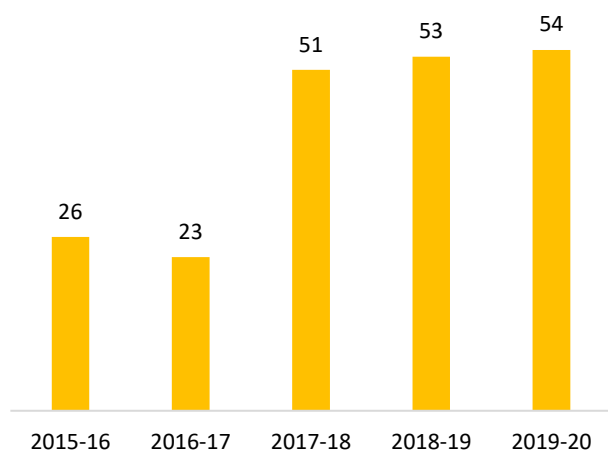


Table 3.3 Care Plans (721) completed via Medicare of Aboriginal and Torres Strait Islander clients.

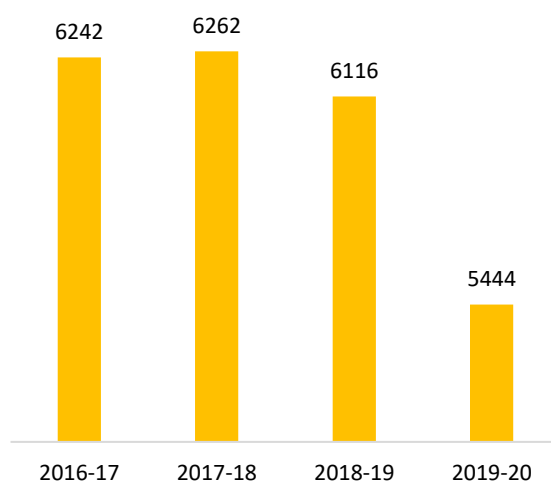


Table 3.6 Client Contacts is a count of contacts made by each type of health worker (both employed and visiting).

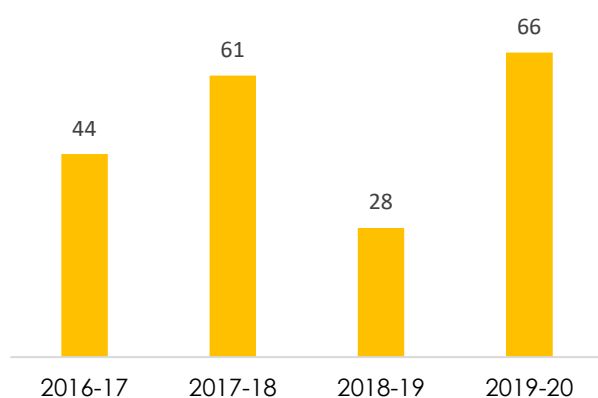


Table 3.4 Mental Health Care Plans completed via Medicare of Aboriginal and Torres Strait Islander clients.

GOOD NEWS STORY

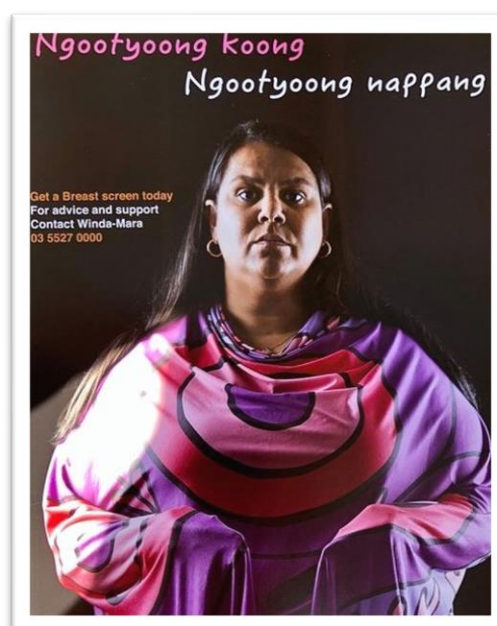
Back in October 2019 the Breast Screening Van came to Winda-Mara. Jenna Bamblett designed a beautiful cloak for Breast Cancer Victoria for community members who were screened and my daughter who is not old enough to have a mammogram wanted a cloak. This is the only reason why I went to the Breast Screening. Incentives are a fantastic way to entice the community.

I was screened in October 2019 and thought nothing of it. In November 2019 I received a reminder to attend Breast Screening Victoria in Geelong. After having a few tests there and more screenings the receptionist there made an appointment with a doctor in Hamilton for surgery. Even though I had early stages of Breast Cancer the whole process was very quick from being diagnosed with having Breast Cancer, being booked in for the surgery to having surgery. Then in January, I started having radiation treatment, for five days a week for 3 weeks. Travelling 2.5 hours per day for a 15-minute radiation therapy. From October 2019 until January 2020 was filled with appointments, operations, and radiation.

After the radiation stage was completed, I am now on medication for the next 5 years. One of the side effects from the radiation is having Lymphoedema due to the radiation. Without Breast Screening Van coming to Winda-Mara I would have had no idea that I had Breast Cancer, I could not feel the lump when self-examining.

I would like to thank Jessica Lovett-Murray for promoting this event and Winda-Mara for the caring support that I received. People phoning me, supporting me with travel and of course my husband, children, and grandchildren for being the taxi driver for those 3 weeks. And the love that I felt from both Winda-Mara and my family.

Even though I must have check-ups with my oncologist every three months' whether in Warrnambool or Hamilton and on medication for 5 years it is a small price for life that includes community and family.



FAMILY SERVICES, FAMILY VIOLENCE AND KINSHIP CARE

Winda-Mara Family Service team has continued to grow during the 2019-20 year and has focused on improving holistic service delivery. Winda-Mara's Family Services Unit continues to work with Aboriginal children and their families across Family Services, Family Violence and Kinship care programs. The number of clients and hours of support continues to increase but this has been a year of consolidating and adapting our services to meet the needs of the community.

For Winda-Mara Family Service team COVID-19 has presented a lot of challenges for clients and workers. The Family Service unit has continued to work through this period as normal as possible with appropriate PPE and social distancing measures in place. Winda-Mara Family Services unit have made the commitment to continue to complete home visit and client support throughout COVID-19.

Overall, there has been an increase in referrals across all programs from the previous year, in particular Integrated Family Service program. For the period 2019-20 nine children were supported in reunification, returning home to parental care, a significant increase from the previous year.

INTEGRATED FAMILY SERVICES PROFILE

- Family Violence Contacts: Winda-Mara serviced 22 clients through the Family Violence program, 284.40 hours & travel 130.45 hours. Refer to table 4:5 for breakdown of Family Violence localised trend areas.

- Kinship Contacts: Winda-Mara provided 1023.46 hours of first supports and 1935.72 hours of case contracted. Refer to table 4.4 for further information on Kindship targets
- Family Services Contacts: Winda-Mara provided 62 clients with support, including 2860.53 hours, and travel of 650.13.
- The Family Therapist provided 1040 hours' face-to-face client contacts, and the Family Psychologist provided 520 hours of direct face-to-face contacts.
- TCP coordinator/keyworker provided 1198.09 hours of support for clients.

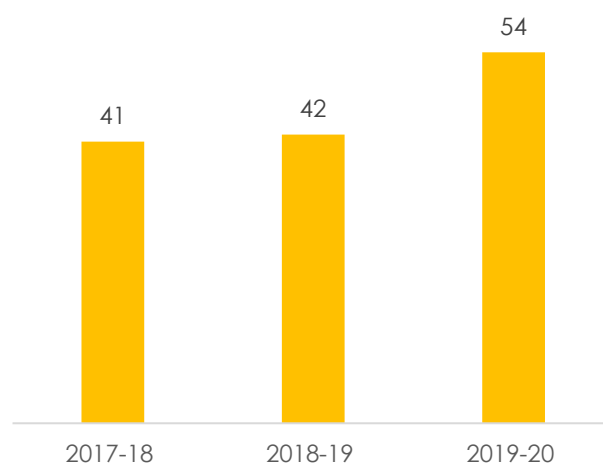


Table 4.2: Integrated Family Service targets.

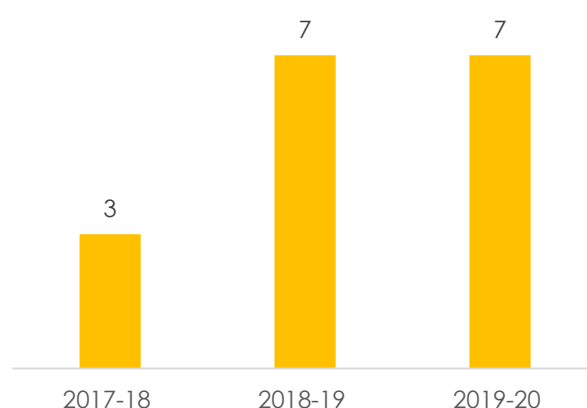


Table 4.3: Cradle to Kinder Family Service Targets.

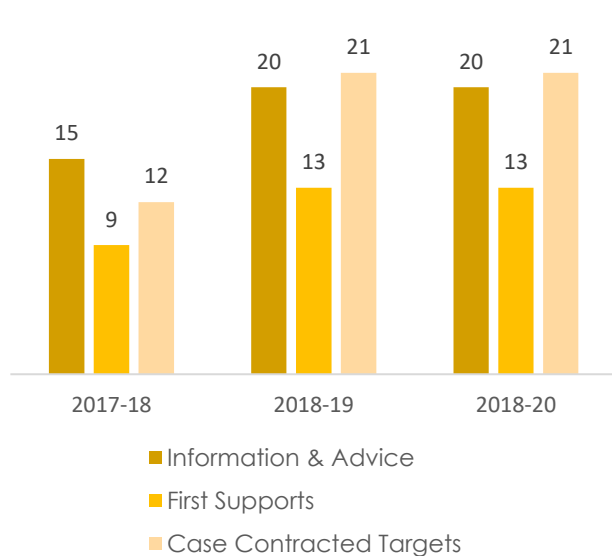


Table 4.4: Kindship targets.

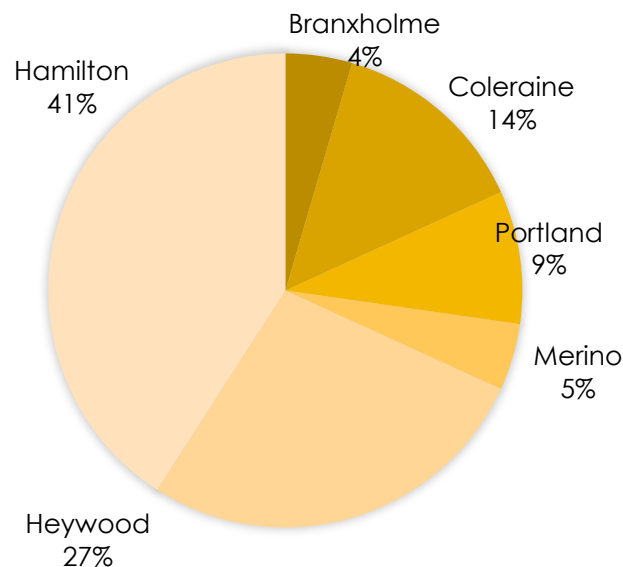


Table 4.5: Family Violence Area trends

FAMILY SERVICE CASE STUDY 1

When Winda-Mara started supporting this family at the start of the year the children had been living in out of home care and the parents were wanting to be reunified with their children.

K and C are young parents of 8 children who have made some choices in the past that have affected the ability to parent. There were several factors that were present such as Poor mental health, substance abuse, chronic illness of 1 of the children, neglect of medical needs, housing disarray financial and parental neglect.

Both parents were at a low with confidence and skills and through engaging with Winda-mara family services unit, family violence and family therapy the parents were able to build on their confidence and strengths taking control of their lives and setting personal goals, that were both manageable and achievable.

The 5 children have been back in the family home for 10 months and are in a routine engaging with school and family members, both parents are substance free, renovating their house, father is employed, and children are up to date with all medical dental and optometrist's appointments, family violence has closed, family therapy is minimal, Child protection has downgraded and when the current order has expired will not be seeking another and family services is also closing. The family have come such a long way and with the support given to them will continue to grow.

FAMILY SERVICE CASE STUDY 2

A Kinship family, that had strong conflict on both paternal and maternal sides, came together for the first time in many years to an Aboriginal Family Lead Decision Making (AFLDM) meeting, putting the best interest of the child first.

In the past there have been two different meetings for the paternal and maternal family due to the conflict (this has occurred in most of the kinship cases), creating two very different plans which then in turn caused more conflict between the two families. A different approach was taken, this year and the outcome was very successful with clear and positive outcomes for the child. The approach was to support the family members coming together to with a smoking/healing ceremony before the meeting and allow the family to heal and move forward from past issues/conflict in the best interest of the child.

The smoking/healing ceremony was a positive measure allowing each family member to reflect on the past and agree to clear the slate and move forward. All of the family members felt a sense of relief after the smoking ceremony and there was no conflict in the meeting. The meeting was also supported by having pictures of the child on the table, so family members can have a reminder about why we are here today and who the focus of the meeting needs to be on. There were also possum skins placed on each seat as a measure to ease anxiety and make the family feel comfortable. This was very important for the family, they were able to make a plan in coming together to decide that they would self-manage contact and communicate with each family member in a positive light in the best interest of the child.

This is a practice that Winda-Mara will be presenting for all AFLDM's and will communicate the success of this particular case, and how a smoking ceremony's/photos and can ease/support family members before having the AFLDM, to the AFLDM convenors to implement into their practice with other ACCO'S.

The Kinship team have been working hard to support each child in OOHC to have a cultural box. Thanks to Jenna Bamblett who is working tirelessly to burn into the wooden box's cultural designs with the Winda-Mara logo on the front. Each box that is given to the children we work with in OOHC, will also receive clap sticks, which were made by Winda-Mara Ranger Ben Church. Ben made these clap sticks from timber from Gunditjmarra country, the Black wattle (*Acacia mearnsii*) from Lake Gorrie and Kurtonij IPA, each child will also receive a Possum Skin, along with their individual cultural plans.

Thank you to Jenna Bamblett and Ben Church for your tireless efforts to support us with the children's cultural boxes.



LAND, COUNTRY & CULTURE

Completion of activities for the 2019-20 period include the Working on Country and Tyrendarra IPA programs, completion of Wildlife Corridor at Kooreelah, completion of Fauna Survey Project in June, weed control and pasture improvement at Kooreelah, the commencement of a 1 Ha wattle seed trial at Kooreelah in partnership with Glenelg Hopkins CMA, The Solar Power unit was installed at the Gilgar Gunditj Centre at Tyrendarra IPA supported by Woon Duggan funding.

Livestock operation, the cattle operation continues to be profitable with a total of 233 steers sold this year, 76 at Kooreelah and 157 at the Budj Bim properties. The organisation sold 24-ha pine plantation at Kooreelah and replanting the plantation in June has been successfully completed.

For the Land Management team 2019-20 has presented a lot of challenges, including a fire that burnt 100 ha of Allambie including the old woolshed, and there was imminent a risk to livestock. Fortunately, the livestock were able to be removed to a safe area. The loss of pasture caused us to reduce stock numbers on the property and also required more hay to be fed out during the autumn. A very dry autumn and winter has required more frequent hand feeding of stock at the Kooreelah and Allambie properties.

The Land Management Unit continues to work with other organisations and agencies in achieving great practice in Land Management, Cultural Heritage and Tourism programs, the following organisations: Gunditj Mirring Traditional Owners Aboriginal Corporation, DWELP, Parks Victoria, Greening Australia, Bird Life

Australia, Department of Prime Minister and Cabinet, Woor-Dungin, Glenelg Shire, and adjoining Land Holders

TOURISM

Winda-Mara Tours has been offering authentic, guided tours through the Budj Bim National Heritage Landscape since 1999.

The tourism operation has begun to produce good returns despite having to suspended in March due to COVID-19 restrictions. Four hundred and nineteen tours were completed for the 2019-20 period, of them, 53 corporate tours, 16 education tours and 350 public tours, with a total of 2792.



COMPLETION OF THE WILDLIFE CORRIDOR AT KOOREELAH

This project was completed this year in June. DWELP funding for the two-year project was secured in 2018 to fence off a hillside stream and restore vegetation to create a wildlife corridor from the Dergholm state forest to the Bochara (Glenelg River).

Many large ancient remnant Red gums were included in the wildlife corridor. As the area is also visited by the endangered Ponponporamook (Red Tailed Black Cockatoo) the planting of 400 stringy bark trees funded by Greening Australia were also included in the project.

Training in seed collection, fencing, weed control and revegetation were important components of the project undertaken by Land Management staff. An added benefit was the subdivision of a large paddock which will help with grazing management on the property.

A total of 1000 trees have been planted in the fenced off area in June 2020 and due to the wet spring conditions the trees are growing well.

The project has been very successful in relation to cultural heritage and environmental protection, staff training and property pasture management. In the future we hope to repeat this activity on other hillside streams on the property.



STAFF CHART

Board of Directors

Chief Executive Officer

Jason Kanoa

Health Services Practice Manager

Sharon Rig

Team Leader

Jessica Lovett-Murray

Hamilton Office Coordinator

Janice Lovett

Practice Nurse

Peter Irving

Teegan Drain

Aboriginal Health Worker

Shane Boney

Madeleine Kinghorn

Shanaya Harrison - Trainee

Health & Wellbeing Officer

Margaret Ferguson

Health Promotion Coordinator

Edith Fox

Medical Receptionist

Debra Jefcoate

Charmaine Barker

Tash Nepean

Transport Driver

Brian Smith

Psychologist

Daryl Hobbs

General Practitioner

Dr. Frank Fox

Dr. Nicole Kerr

Dr. Yota Yoshimitsu

Dr. Phyo Kyaw

Land Management Manager

Matthew Butt

Team Leader

Ben Church

Team Leader

Leigh Boyer

Budj Bim Mentor

Eileen Alberts

Budj Bim Mentor

Tony Rotumah

Budj Bim Ranger

Joshua Ferguson

Budj Bim Ranger

Colleen Hamilton

Budj Bim Ranger

Gordie Slade

Budj Bim Ranger Trainee

Liam Dunstan

Budj Bim Ranger Trainee

Yakirah Agnew

Clinical Cleaner

Mary Scott *

Community Services Manager

Wendy Lovett

Youth Mentor Worker

Sue Lovett

CHSP Coordinator

Janine Cameron

Access and Support Worker

Emma Sparrow

HACC Maintenance Worker

Maurice Cameron

Housing Maintenance Worker

Joseph Johnston

Koorie Pre-School Assistant / Team Leader

Macahlia Rose

Koorie Pre-School Assistant

Sharon Bamblett

Building the Dream Worker

Jacinta Kimber

Local Justice Worker

Leon Davis

Cultural Strengthening Worker

Jenna Bamblett

Bringing them Home

Jacy Pevitt

Community Services Trainee

Marley Bryant

Executive Assistant
Laura Lovett-Murray
Briana Picken - Interim

People and Culture Manager
Sherree Chaudhry

People and Culture Assistant
Shannon Gaita

Training & Development Officer
Ian Moody

Receptionist
Kiah Morgan

Environmental Services Worker
Lisa O'Brien

Environmental Services Worker
Kristie Stockton

Environmental Services Worker
Donna Hines

Environmental Services Worker
Shantelle Walsh

Family Services Manager
Shae Ailey

Team Leader
Christy Ewing

Senior Kinship Worker
Hannah Grayson

Kinship Worker
Crystal Boreham

Kinship Promotional
Jodie Lovett

Integrated Family Services
Candice Day
Heather Vafidis
Rebecca Fraser
Teresa Herring - FV

TCP Key Worker Coordinator
Jodi Nepean

TCP Coordinator
Kelly Gannon

Cradle to Kinder
Natasha Secombe

Family Services Trainee
Shakarli Hope

Child Psychologist
Karin Sandstrom

Family Therapist
Vin Gannon

Out of Home Care Therapist
Vin Gannon

Finance Manager
David Gorrie

Senior Team Leader
Karen Millard

Finance Officer
Simone Moriarty

ITC Officer
Kate Cole

Assets Coordinator
Paul Healy

Quality and Compliance Officer
Penelope Becker



FINANCIAL REPORT

Board Members' Report

30 June 2020

The board members present their report with the financial report on Winda-Mara Aboriginal Corporation for the financial year ended 30 June 2020, and the auditors report thereon.

Board Members

The names of the board members in office at any time during, or since the end of, the year are:

Names	Position	Appointed/Resigned
Roslyn Pevitt	Chairperson	
Brett Pevitt	Secretary/ Public Officer	
Sandra Bell		
Janice Lovett		
Troy Lovett	Treasurer	Appointed 19 November 2019
Jason Walker		Appointed 19 November 2019
Claudette Lovett		Appointed 19 November 2019
Jacinta Kimber		Resigned 18 October 2019
Wendy Lovett		Resigned 18 October 2019
Jenna Bamblett		Resigned 18 October 2019

Board members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal activities and significant changes in nature of operations

The principal activity of Winda-Mara Aboriginal Corporation during the financial year was the provision of Aboriginal Services in Health, Accommodation, Education, Land Management and Cultural Wellbeing.

There were no significant changes in the nature of Winda-Mara Aboriginal Corporation's principal activities during the financial year.

Objectives

The Corporation's short term objective is to compete for the five Commonwealth funding streams while continuing to provide services in Health, Accommodation, Education, Land Management and Cultural Wellbeing. The long term objective is to establish a local indigenous employment network for youths, with the aim of providing a good start in work experience for our youth.

Operating results

The surplus of the Corporation amounted to \$ 1,810,404 (2019: \$ 502,146).

Winda-Mara Aboriginal Corporation

ABN: 71 636 105 116

Board Members' Report

30 June 2020

Events after the reporting date

The COVID-19 pandemic has created unprecedented uncertainty of the economic environment. Actual economic events and conditions in future may be materially different from those estimated by the Corporation at the reporting date. In the event the COVID-19 pandemic impacts are more severe or prolonged than anticipated, this may have further adverse impacts to the Corporation. At the date of the financial statements an estimate of the future effects of the COVID-19 pandemic on the Corporation cannot be made, as the impact will depend on the magnitude and duration of the economic downturn, with the full range of possible effects unknown.

On 14 October 2020, the Corporation entered into a 12 month peppercorn lease for premises at Henty Highway, Portland. The lease includes a 10 year option period and variable annual increases. The Corporation intends to utilise this site to further its objectives.

On 1 July 2019 the Long Service Portability Act 2018 commenced, with the Corporation registering for the Portable Long Service Benefits Scheme on 30 October 2020, effective from 1 July 2019. As a community services provider, the Corporation will be required to adhere to the legislation and be required to contribute to the Long Service Benefits Scheme. However for the period ended 30 June 2020 and as detailed at Note 15, the Corporation continues to account for Long Service provisions for all employees in accordance with AASB 119 *Employee Benefits*.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Corporation, the results of those operations or the state of affairs of the Corporation in future financial years.

Signed in accordance with a resolution of the Members of the Board:

Board member: 

Dated this  day of  2020

Winda-Mara Aboriginal Corporation

ABN: 71 636 105 116

Board Members' Declaration

The Board members of the Corporation declare that:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes as set out on pages 1-22 are in accordance with the Corporations (Aboriginal and Torres Strait Islander) Act 2006; and
 - comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
 - give a true and fair view of the financial position as at 30 June 2020 and of the performance for the year ended on that date of the Corporation.

This declaration is made in accordance with a resolution of the Board Members.

Responsible person 

Dated

20th November 2020

Statement of Income and Expenditure and Other Comprehensive Income For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
Revenue	5	8,797,379	6,758,000
Finance income		134,318	152,406
Accounting fees		(29,810)	(22,310)
Advertising expenses		(44,625)	(12,736)
Depreciation and amortisation expense		(350,103)	(322,109)
Employee costs		(4,715,591)	(4,215,990)
IT maintenance		(45,722)	(46,908)
Livestock - Cost of sales		(232,366)	(337,111)
Medical expenses		(81,409)	(111,932)
Motor vehicle expenses		(170,435)	(161,456)
Occupancy expenses		(128,453)	(134,786)
Repairs and maintenance		(113,131)	(146,039)
Other expenses		(844,270)	(576,496)
Supplies and consumables		(277,840)	(189,720)
Travel expenses		(86,668)	(130,225)
Finance expenses		(870)	(444)
Total comprehensive income for the year		1,810,404	502,146

The Corporation has initially applied AASB 15 and AASB 1058 using the cumulative effect method and has not restated comparatives. The comparatives have been prepared using AASB 111, AASB 118, AASB 1004 and related interpretations.

The Corporation has initially applied AASB 16 using the cumulative effect method and has not restated comparatives. The comparatives have been prepared using AASB 117 and related interpretations.

The accompanying notes form part of these financial statements.

Statement of Financial Position**As At 30 June 2020**

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,018,617	3,098,449
Trade and other receivables	7	92,114	94,255
Inventories	8	446,436	443,161
Financial assets	9	8,568,722	6,190,998
Other assets	10	87,148	128,339
Non-current assets held for sale	11	-	254,545
TOTAL CURRENT ASSETS		10,213,037	10,209,747
NON-CURRENT ASSETS			
Financial assets	9	5,000	5,000
Property, plant and equipment	12	6,823,266	6,276,258
Biological assets	13	164,250	164,250
TOTAL NON-CURRENT ASSETS		6,992,516	6,445,508
TOTAL ASSETS		17,205,553	16,655,255
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	14	318,774	437,064
Employee benefits	15	519,488	467,749
Financial liabilities	16	2,342,584	3,534,150
TOTAL CURRENT LIABILITIES		3,180,846	4,438,963
NON-CURRENT LIABILITIES			
Employee benefits	15	21,189	23,178
TOTAL NON-CURRENT LIABILITIES		21,189	23,178
TOTAL LIABILITIES		3,202,035	4,462,141
NET ASSETS		14,003,518	12,193,114
EQUITY			
Issued capital		542,900	542,900
Retained surplus		13,460,618	11,650,214
TOTAL EQUITY		14,003,518	12,193,114

The Corporation has initially applied AASB 15 and AASB 1058 using the cumulative effect method and has not restated comparatives. The comparatives have been prepared using AASB 111, AASB 118, AASB 1004 and related interpretations.

The Corporation has initially applied AASB 16 using the cumulative effect method and has not restated comparatives. The comparatives have been prepared using AASB 117 and related interpretations.

The accompanying notes form part of these financial statements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WINDA-MARA ABORIGINAL CORPORATION

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report of Winda-mara Aboriginal Corporation (the Corporation), which comprises the statement of financial position as at 30 June 2020, the statement of income and expenditure and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory notes and the responsible entities board members' declaration.

In our opinion the financial report of Winda-mara Aboriginal Corporation has been prepared in accordance with the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, including:

- a) giving a true and fair view of the Corporation's financial position as at 30 June 2020 and of their performance for the year ended on that date; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Corporation in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Board members are responsible for the other information. The other information comprises the information included in the Corporation's annual report for the year ended 30 June 2020, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Board Members for the Financial Report

The board members of the Corporation are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, and for such internal control as the board members determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board members are responsible for assessing the ability of the Corporation to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board members either intend to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

The board members are responsible for overseeing the Corporation's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located on the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

Moore Australia

MOORE AUSTRALIA AUDIT (VIC)
ABN 16 847 721 257



RYAN LEEMON
Partner
Audit and Assurance
Melbourne, Victoria

OUR PARTNERS AND SUPPORTERS

Winda-Mara is grateful for the ongoing support of our important financial partners and supporters:

Department of Education and Early Childhood Development (DEECD)

Department of Education and Training

Commonwealth Department of Health

Department of Justice

Family Safety Victoria

Department Health and Human Services

Department of Premier and Cabinet

Department of Prime Minister and Cabinet

Medicare

Victorian Aboriginal Community Controlled Health Organisation

Western Victorian Primary Health Network

Department of Environment, Land, Water and Planning (DELWP)

Rural Workforce Agency Victoria (RWAV)

MCCC

The Department of Environment, Land, Water and Planning (DWELP)

Greening Australia

National Aboriginal Community Controlled Health Organisation (NACCHO).

Gundijmara Aboriginal Corporation

Kirrae Health Service Inc.

Dhauwurd-Wurrung Elderly & Community Health Service Inc

Goolum Goolum Aboriginal Co-Operative

Gunditj Mirring Traditional Owner Aboriginal Corporation

South West Health Care

Western District Health Service

Portland District Health

Heywood Rural Health

Glenelg Shire Council

Southern Grampians Shire Council

Southern Grampians and Glenelg PCP









Windamara
Aboriginal Corporation

ANNUAL REPORT
2019 – 2020

ABN: 71636105116 **ICN:** 1239

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