



MDAS
MALLEE DISTRICT ABORIGINAL SERVICES



MALLEE DISTRICT ABORIGINAL SERVICES
ANNUAL REPORT 2015

CONTENTS

	ABOUT MDAS
1	ABOUT US
3	OUR ORGANISATION
4	OUR COMMITTEE OF MANAGEMENT
5	KEY ACHIEVEMENTS IN 2014
7	KEY ACHIEVEMENTS IN 2015
	REPORTS
9	PRESIDENT'S REPORT
11	CEO'S REPORT
13	HEALTH SERVICES REPORT
17	FAMILY AND COMMUNITY SERVICES REPORT
19	CORPORATE SERVICES REPORT
	SHINING A LIGHT ON MDAS
20	INVESTING IN OUR PEOPLE
21	STRENGTHENING OUR WORKFORCE
24	WIIMPATJA HEALING CENTRE... CHANGING LIVES FOR THE BETTER
25	CREATING A SAFE BASE CULTURE
26	ELDERS IN SCHOOLS – ROLE MODELS FOR THE FUTURE
27	RECOGNISING OUR LEADERS – JEMMES HANDY
28	SUPPORTING THE WHOLE PERSON – RITA CHANDRA (KING)
	FINANCIALS
29	DIRECTORS' REPORT
30	STATEMENT OF PROFIT OR LOSS
31	STATEMENT OF FINANCIAL POSITION
32	STATEMENT OF CERTIFICATION
33	INDEPEDENT AUDIT REPORT
34	AUDITOR'S OPINION
	MDAS TEAM
35	OUR PARTNERS AND SUPPORTERS
36	THANK YOU TEAM!
37	OUR SERVICES

ABOUT US

We wish to acknowledge the land and river systems of the Mallee District and pay our respects to the traditional custodians.

We are the proud and strong descendants of the oldest living culture in the world.

Mallee District Aboriginal Services (MDAS) is a proud Aboriginal Community-Controlled Organisation that has a 30-year history of delivering sustainable, democratic, grassroots services and providing the local community with a vehicle for self-determination.

SYMBOLISM OF OUR LOGO

Our logo is based on a design by Sharon Kirby

OUR VISION

Generations of vibrant, healthy and strong Aboriginal communities.

OUR VALUES

Our values drive our culture, are central to how we make decisions and ensure services are delivered in a socially-responsible way.

OUR FOUR VALUES ARE

Optimism

Community

Respect for Culture

Compassion

OUR OFFICES

Our Mallee communities are serviced by MDAS offices in Mildura, Swan Hill, Robinvale and Kerang.

Mildura (administration)

120 Madden Avenue, Mildura
PO Box 5134 Mildura 3502
Phone (03) 5018 4100

Swan Hill

70 Nyah Road, Swan Hill
Phone (03) 5032 5277

Kerang

9 Nolan Street, Kerang
Phone (03) 5450 3019

Robinvale

Lot 1, McLennan Drive, Robinvale
Phone (03) 5026 1848

Mallee District Aboriginal Services wishes to pay tribute to all community members who have passed away in the Mallee this year, as well as those in other communities with a family connection to MDAS members, staff or community as a whole.



Setting our sights on the future...

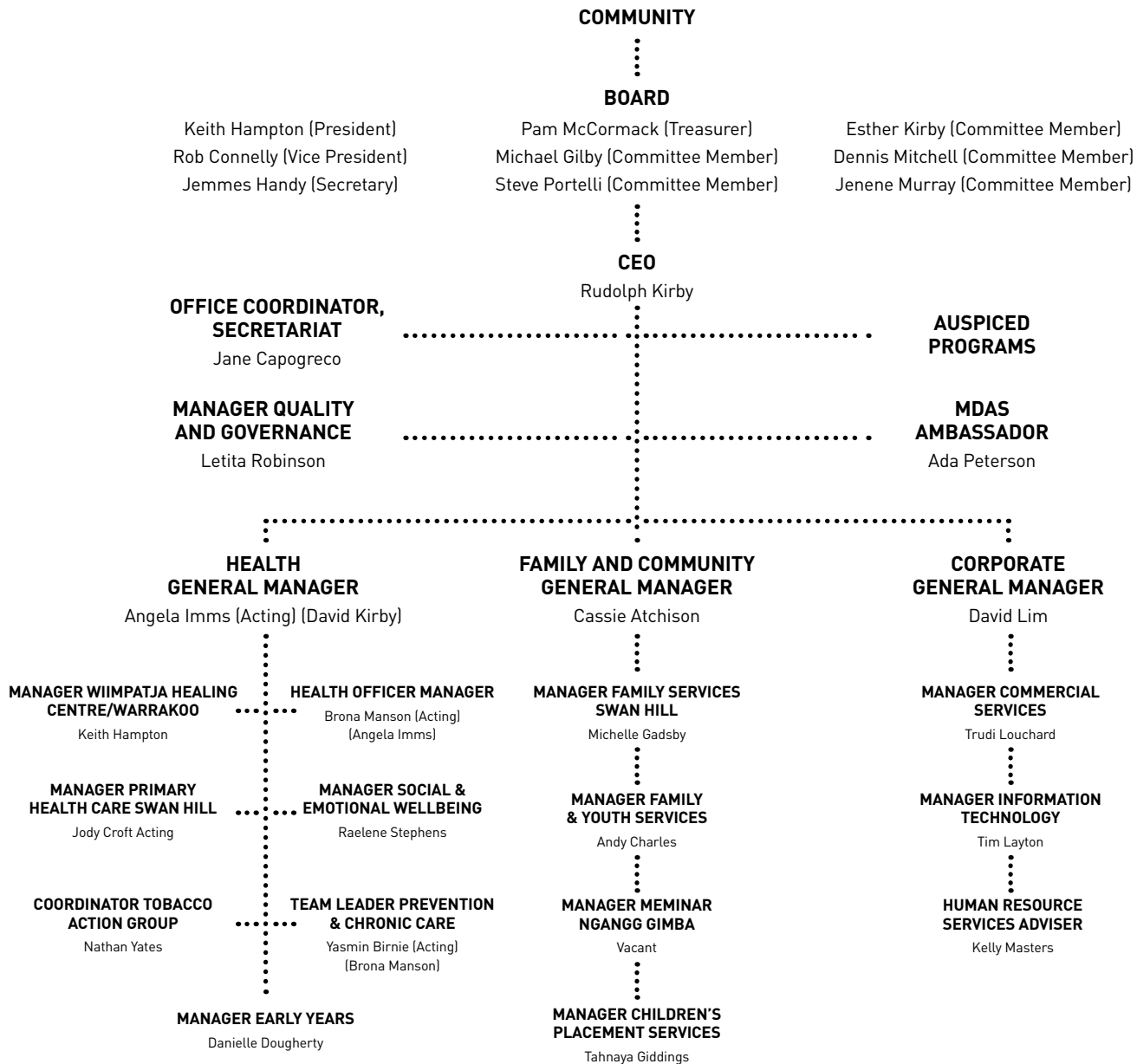
MDAS is a proud Aboriginal Community Controlled Organisation (ACCO) that has a 30-year history of delivering sustainable, democratic, grassroots services and providing the local community with a vehicle for self-determination. We believe the imposition of structures without community control as a central tenet will fail.

As Aboriginal Australians, we are best-placed to decide and implement the programs and services that work for our communities.

With MDAS and the community working together, we know we can positively enrich the lives of all Aboriginal people living and working along the many river systems across the Mallee District.

OUR ORGANISATION

Mallee District Aboriginal Services (MDAS) delivers health, family and community services to a potential client base of nearly 5000 Koori people. MDAS services are provided from offices in Mildura, Swan Hill, Kerang and Robinvale under the following organisational structure:



OUR COMMITTEE OF MANAGEMENT



KEITH HAMPTON
Chairman



ROB CONNELLY
Vice Chairman
Committee Member Swan Hill



JEMMES HANDY
Secretary



PAM MCCORMACK
Treasurer



MICHAEL GILBY
Committee Member



ESTHER KIRBY
Committee Member Kerang



DENNIS MITCHELL
Committee Member



STEVE PORTELLI
Committee Member



JENENE MURRAY
Committee Member

KEY ACHIEVEMENTS IN 2014

JULY

Work was completed on a major refurbishment of MDAS Swan Hill. The project was to repair termite and water damage on the auditorium, which was unable to be used for more than two years. The extra useable space also allowed the Family Services area to be expanded, with space for 11 staff and an extra two offices. It effectively doubled the size of the family services area. The toilets and amenities in the community hall were also upgraded, and several offices were converted into training rooms. The work was carried out by SJ Weir Constructions Pty Ltd, using Swan Hill-based sub-contractors and followed a similar expansion of the MDAS Health Services area the previous year.

The first trainee to graduate from the MDAS traineeship program. Melissa Badenoch completed her Certificate Three in Business and moved into a Project Officer position within MDAS's People and Culture Division in Mildura. MDAS initiated a system of scholarships, traineeships, cadetships and identified (Indigenous-only) positions under the Aboriginal and Torres Strait Islander Employment Strategy for the first time last year.

AUGUST

The anniversary of the new **\$4 million Mildura Health Clinic showed the value of investing in improved infrastructure.** The service recorded a 50% growth in its client numbers in its first six months of operation – in the six months to the end of 2013 the clinic had 1286 clients on its books – compared to 820 for the same period in 2012.

Swan Hill's **Jody Croft became the first Aboriginal Health Practitioner in the Mallee**, after being registered by the Australian Health Practitioner Regulation Agency. Jody was previously an Aboriginal Health Worker for MDAS at Swan Hill and spent 18 months upgrading her skills and qualifications to the level of Aboriginal Health Practitioner. She became one of just eight registered health practitioners in Victoria, and among only 324 registered Australia-wide.

The successful MDAS initiative for vulnerable Aboriginal babies and families "Bumps to Babes and Beyond" was adopted across the Loddon Mallee region. The Loddon Mallee Aboriginal Reference Group conference launched the intensive case-management program across the Loddon Mallee region in an effort to make significant inroads into closing the gap for Aboriginal babies and pre-school children.



SEPTEMBER

Three new appointments were made to the MDAS committee of management, to continue building the diversity and expertise of the board. Kerang Elder Esther Kirby and Swan Hill community member Rob Connelly joined the board, as the first Swan Hill-Kerang designated community representatives. Mildura school principal Dennis Mitchell was also appointed to the MDAS committee.

A new 'women's business' clinic was introduced at Mildura in an effort to lift screening rates for cervical cancer among Koori women. Aboriginal and Torres Strait Islander women are four times more likely to die of cervical cancer than non-Indigenous women, but the rate of pap smear screening among Indigenous women is about half that of the mainstream community.

OCTOBER

MDAS received the Victorian Neighborhood Watch State Award of Appreciation at the Neighborhood Watch Victorian Annual General Meeting in Melbourne. The successful Men's Business program Sunraysia Aboriginal Men's Support Alliance was also a finalist in the 2014 Regional Achievement and Community Awards.

NOVEMBER

MDAS took a lead role in a research project aimed at developing a Statewide methamphetamine (ice) prevention program for the Koori community. The University of Melbourne's Onemda VicHealth Koori Health Research Unit partnered with Mallee District Aboriginal Services in the Strengthening the Victorian Aboriginal community's response to methamphetamine (ice) use project. The research included a series of interviews in the Mallee to gather data, stories and feedback.



DECEMBER

A cross-border agreement was put in place to **improve continuity of health services for Aboriginal people** in the Mallee and southern New South Wales. A Memorandum of Understanding was signed between MDAS and Broken Hill-based Maari Ma Health Aboriginal Corporation to overcome long-standing cross-border issues in the Murray region. The new arrangement reduces the risk of clients becoming disengaged from services when they move from one state to another.

The management of a **'safe place' for Aboriginal and Torres Strait Islander women and children** dealing with family violence in the Mallee was handed over to the Koori community. Meminar Ngangg Gimba provides support services including 24-hour crisis support and accommodation for women and children addressing family violence. It was established and auspiced by district housing services provider Haven; Home, Safe in 2011 but its operation and management was handed to MDAS on December 31. It continues to be operated in a partnership arrangement with Haven.

KEY ACHIEVEMENTS IN 2015

JANUARY

A Work Experience Program became available at MDAS for the first time for tertiary and secondary school students in Year 10 and above.

MDAS began recruiting external partners for a new **mentoring program to build the workplace skills** of staff within the organisation. The MDAS Mentoring Program aims to support the career development of MDAS staff by partnering them with more experienced staff inside and outside the organisation.

FEBRUARY

Work began on a major upgrade of the original MDAS building in Mildura. The former MDAS Community Hall, reception and the original MDAS health centre in Madden Avenue are being redeveloped to provide expanded space for Family Services and Administrative staff. The work will provide a new community hall, offices, staff and consultation rooms and a brand new reception and waiting area that will front 10th Street. The one million dollar project comes after the opening of a new Aboriginal health clinic in Orange Avenue in 2013.

MARCH

A study centre was opened to support the professional development of staff at MDAS Mildura. The centre provides a quiet space for study for MDAS staff who are undertaking courses or professional development programs. About a third of the staff are enrolled in accredited training such as degree, diploma and certificate courses to further develop their skill base.

Funding was confirmed under the Abbott Government's Indigenous Advancement Strategy for key programs aimed at improving life expectancy and health outcomes for the Mallee's Koori community. The IAS will provide \$5.3million over the next three years for MDAS services focussing on employment, early years, suicide prevention, social and emotional wellbeing, offender rehabilitation and the strengthening of cultural ties.

APRIL

A new Koori Leadership Academy in Mildura will support Aboriginal secondary school students in their study, employment and life aspirations. The academy was formed by MDAS and the YMCA, and is open to any Indigenous youth currently engaged in secondary education. Thirty young people were chosen for the program.



MAY

A new Maternal and Child Health Service was launched for Aboriginal and Torres Strait Islander women in Swan Hill and district. Maternal Child Health nurses Kylie Lewis from Swan Hill and Meredith Rowney from Ouyen began the service providing in-clinic programs as well as home visits, community visits and playgroup-based sessions.

Funding was renewed by the Commonwealth for several key primary health care and preventative programs. Funding was continued for the Mildura HOPE Project, MDAS Primary Health Services and the Healthy for Life Consortium.

JUNE

An innovative project for young women using creative art to improve awareness about sexual and reproductive health was planned for Kerang. The Sacred Sistas Project is an arts-based sexual and reproductive health program for young Koori women and girls.

MDAS board member and Aboriginal Community Liaison officer with Victoria Police **Jemmes Handy was honored** in the Queen's Birthday Awards. Jemmes received the Public Service Medal for her work with MDAS, Victoria Police and previously as the Mildura Base Hospital Aboriginal Liaison Officer for many years.

A new Gambler's Help Service was launched to provide targeted support for Koori people who are struggling with gambling-related issues. The Gambler's Help and Financial Counselling Service is among three Koori-specific initiatives in regional Victoria funded by the Victorian Responsible Gambling Foundation.

A key long-term workforce goal was achieved by MDAS with more than 100 Koori staff employed across its four offices. The milestone came two years after the first MDAS Employment Strategy was put in place. It identified a goal of 60 percent Koori staff by 2016.

NAIDOC AWARD RECIPIENTS FOR 2014-15

MILDURA

LIFETIME ACHIEVEMENT AWARD

(Mildura Lajac)
Peter Peterson

YOUTH AWARD

(RDV/LIN)
Indi Clarke

TRAINEE / APPRENTICE AWARD

(Sunraysia Community Health Services)
Briana Hayden

VOLUNTEER AWARD

(One Idea)
IFVRAG and Corey Payne

SPORTS AWARD

(Mallee Sports Assembly)
Brendan Johnson

PARTNERSHIP / ORGANISATION RECOGNITION AWARD

(IFVRAG)
Alan Fisher

HONOR ROLL

(Mildura Rural City Council)
Jemmes Handy

AUNTY BEV PETER AWARD (For Community Excellence)

Peter Peterson & Ivan Johnson

*Swan Hill/Kerang NAIDOC Awards are made every two years

PRESIDENT'S REPORT

Keith Hampton President



LOOKING BACK ON THE YEAR 2014-15 TO WRITE THIS REPORT, WE HAVE AGAIN ACHIEVED SOME GREAT PROGRESS.

I AM PROUD OF WHAT WE HAVE DONE THIS YEAR IN AGAIN PROVIDING NEW FACILITIES AND PROGRAMS THAT GIVE US THE TOOLS TO ACHIEVE OUR VISION FOR THE MALLEE REGION – THAT IS “GENERATIONS OF VIBRANT, HEALTHY AND STRONG ABORIGINAL COMMUNITIES”.

Our stable and committed board and its growing skills-base is a large part of driving the progress. Our board is structured so that there is open representation, as well as representation of each community in the Mallee. Two seats at the board table are occupied by representatives of the Swan Hill and Kerang communities.

We focus our planning to ensure issues are addressed and problems are identified. In addition to our annual two-day planning meeting, we set out a calendar of board events and issues which focus on a different aspect of the organisation. Each month the committee schedules discussion on a specific item such as strategy, the CEO performance, reviewing key trends, progress on accreditations, the committee itself, reviewing of key policies and trends and community engagement. The focus provided by this process is allowing the committee to set strategic plans for the future that impact on Aboriginal health, housing, employment etc.

Community members are welcome to approach any member of the board if they have ideas, concerns or questions. As well, we hold regular community meetings to allow people to ask questions, put up ideas or find out about services and activities. We know from feedback on these sessions that they are helpful both to community members and to the board and staff.

We have all the structures now in place to allow us to make good progress – the major threat now to us actually achieving “generations of vibrant, healthy and strong Aboriginal communities”, sadly, comes from within our own communities.

It is disappointing that often the great work that is being done by those committed to achieving positive results – board, executive, all our staff – is, at times, being undermined from within our own communities.

Lateral violence happens everywhere, not just in Koori communities. But it is an ongoing issue here, through gossiping, backstabbing, rumor-mongering and bullying. It is a toxic and destructive force, particularly when we are working so hard to build partnerships, create working relationships and change the external perceptions of our community and culture.

It is a problem that destroys our culture and which no-one can fix, but ourselves. The solution has to come from within and by addressing the issue ourselves. That means each of us taking responsibility for what we do and say and in dealing with issues and differences of opinion in an appropriate way.

I am proud about how far we have come as a community and an organisation in this past year. The pathway ahead is challenging but exciting in terms of improving outcomes and opportunities for our mob.

I welcome everyone to get on board and be part of building our proud, healthy and strong community for the future.



“I am proud about how far we have come as a community and an organisation in this past year. The pathway ahead is challenging but exciting in terms of improving outcomes and opportunities for our mob.”

Keith Hampton

CEO'S REPORT

Rudolph Kirby Chief Executive Officer



I AM PROUD TO PRESENT THIS ANNUAL REPORT AND OUTLINE SOME OF OUR MANY ACHIEVEMENTS, BOTH AS AN ORGANISATION AND AS A COMMUNITY IN THE PAST YEAR.

THERE ARE MANY POSITIVES TO REPORT WITH SUCCESSFUL SERVICE DELIVERY, THE COMPLETION OF BUILDING CONSTRUCTION WORK IN SWAN HILL AND MILDURA AND THE DEVELOPMENT OF INNOVATIVE IDEAS AND PROGRAMS.

But by far the achievement that gives me greatest pride and excitement for the future is in relation to our most important asset – that of our people.

In the three years since I have been with MDAS, the highest priority for our management team has been in building the capacity of our people.

This year, we have compiled and published a report card on MDAS's Workforce Data for the past three years. It documents the evolution in our organisation that recognises that meaningful, constructive and rewarding employment is a fundamental key to success as individuals, as an organisation and as a community.

Copies of that report are available at our website, or in hard copies from MDAS offices. Some of the highlights include:

- 52.8% of MDAS employees have identified as Indigenous (a 75% increase since 2012)
- The Indigenous workforce of MDAS represents 5.5 % of the total number of people of working age in the Mallee who identify as Indigenous

- We are building leaders. 40% of Managers, Lead Practitioners, Team Leaders, Coordinators and Advanced Practitioners at MDAS are Indigenous
- The percentage of Indigenous new hires has increased by 23% in the past three years

Our focus has been on developing a proficient organisation providing quality services to community, while creating opportunities for advancement and professional development for staff. Among our initiatives this past year have been:

- The first MDAS mentoring program partnering less experienced staff with staff and community members willing to share their expertise
- Implementing the first MDAS work experience program
- Creating a study facility to support staff undertaking professional development and study
- Developing a Cultural Awareness Training Program available across the Mallee

The achievements and investments we make in our people here at MDAS give immediate and lasting benefit to the organisation. But equally importantly, the benefits flow out into the Koori community and the mainstream community in so many ways.

In addition to investing in our people, we have continued this year to work hard on building the profile of MDAS. Engaging in media dialogue and presenting a positive, proactive, community-focussed organisation helps bring more clients through the door to engage and benefit from MDAS support

and services. In health alone, staff have undertaken more than 27,000 client consultations this financial year. However, clients will only continue to engage if the services MDAS provides meets their needs efficiently, effectively and in a culturally-appropriate way. To ensure this is the case, we have established leading best practice models in health, family, community, housing and Early Years services. We are moving to a new integrated, holistic model of care which will deliver much more effective service delivery for our community and clients, with fewer opportunities for people to 'slip through the net' or miss out on accessing services they require. Clients are responding to our continued improvements by engaging fully with our services in returning to continue their involvement with us, or engaging with other aspects of our service delivery. We are seeing the evidence of this with our numbers increasing year-to-year in every area of our organisation.

We have also continued our program of building upgrades in the past year, with major infrastructure programs completed in both Mildura and Swan Hill. As I write this report, we are finalising work that has provided Koori communities in the Mallee with some of the best health, family and community facilities in the State.

This year we have seen a transition from from the State to the Commonwealth jurisdiction. This reflects the continual changing environment that occurs at State and Commonwealth level and the need for MDAS to be ever-changing and adapting to new circumstances to ensure we are part of the process.

“The achievements and investments we make in our people here at MDAS give immediate and lasting benefit to the organisation. But equally importantly, the benefits flow out into the Koori community and the mainstream community in so many ways.”

Rudolph Kirby

As a key Aboriginal Community Controlled Organisation recognised for high levels of service delivery and Governance, the move to the Commonwealth has provided an additional \$5.3 million in funding under the Indigenous Advancement Strategy. This is welcome assurance and recognition of our achievements and record but is also a challenge for the future in continuing to find the balance between Community Control and tighter Government regulation and expectations. To this end, we are continuing to work in strengthening our good governance and quality assurance systems.

Our intent is to deliver services required by the community, in a meaningful and responsive way. Strong governance arrangements and a robust and accountable structure allows us to work in collaboration with Government, the corporate sector and other not-for-profit organisations in delivering those services. I am proud MDAS is now regarded as an organisation that is a leader not only in the region, but in the wider health, family and community services sector.

Thank you to everyone who has been part of the journey over this year. I am proud of what we have achieved together and look forward to continuing our development into the future with the formal transition to our new business model Mallee District Aboriginal Services Limited.



HEALTH SERVICES REPORT

Angela Imms Acting General Manager Health Services



I AM PLEASED TO REPORT THAT 2014-15 HAS CONTINUED STRONG PROGRESS AND GROWTH IN THE QUALITY AND RANGE OF SERVICES WE ARE PROVIDING TO THE MALLEE'S KOORI COMMUNITIES.

MDAS HAS CONTINUED TO INTRODUCE NEW SPECIALIST, HEALTHY LIFESTYLE AND ALLIED HEALTH PROGRAMS THAT ARE PROVIDING CULTURALLY-APPROPRIATE AND PROACTIVE SERVICES TO OUR COMMUNITIES IN MILDURA, SWAN HILL AND KERANG.

The innovation and growth of our services is satisfying and important. However in this report I am more excited to document the growing investment community members are making in their own health and future, through more engagement with MDAS health services over the past year.

Last year, across our three communities, MDAS Health provided more than 28,000 health consultations and services to Mallee communities. It's an astounding number, representing more than 500 consultations and services a week across the organisation.

Our efforts to engage Aboriginal and Torres Strait community members through the design and implementation of culturally-appropriate health and lifestyle programs is clearly hitting its mark.

The number of consultations and services delivered by MDAS to ATSI clients increased by more than nine percent for the year. The number of Aboriginal health checks our staff performed on men, women and children increased 40 percent for the year.

This is the third year in succession we have made sustained improvement on these measures.

Partly, this is due to MDAS continuing to increase the range of relevant services we are providing in response to community feedback. However it is also a testament to the hard-working staff across health services at every level. From reception staff, who make clients feel welcome and comfortable from their first visit; to our clinical staff and program workers who provide culturally-appropriate care and appropriate referrals; to our support and administration staff, who carefully document and follow-up client interactions. Thank you to all staff across the organisation whose tireless work is bringing about these positive outcomes.

To that end, we continue to invest in building the capacity of our workforce. Charles Charles was originally employed by MDAS as a casual transport driver but is now working full time as a trainee financial counsellor with the Social and Emotional Wellbeing Team. Tamara Handy was also a casual transport driver and is now a full time customer service officer. We know our people are our best asset and we will continue to support their efforts for career and personal development.

Our vision is to provide high quality, culturally appropriate health services to and with the local community. This involves developing life-long, respectful partnerships with community members. Working in line with Koolin Balit strategic directions for Aboriginal Health 2012-2022, and MDAS Strategic Plan 2013-2017 we are working to the main objectives of:

- Close the gap in life expectancy for Aboriginal people
- Reducing differences in health outcomes between the general population and Aboriginal people
- Addressing risk factors and managing illness better with effective health services
- Fostering a whole-of-life engagement beginning with a healthy start and healthy childhood, transitioning to a healthy adulthood and providing care for older people

2014-15 has been a year of significant achievement and we will continue to build on these objectives throughout the year ahead.



HIGHLIGHTS OF 2014-15

This past year, we have introduced:

- A Care Coordination Service
- New specialist services in physiotherapy, psychiatry and paediatrics
- A new Gambler's Help Service
- An Ear, Nose and Throat doctor now available at Swan Hill
- The Mildura Gym is now open after hours and on Saturday morning in response to community requests
- We are now completing Outreach services that allow staff to complete health checks at schools

HEALTH SERVICES REPORT

NUMBER OF CLIENT CONSULTATIONS 2013-2014

MILDURA

Males

ATSI 7062	Non ATSI 422	Not recorded 141
-----------	--------------	------------------

Sub Total 7625

Females

ATSI 9206	Non ATSI 1005	Not recorded 456
-----------	---------------	------------------

Sub Total 10,667

TOTAL 18,292

TOTAL ATSI 16,268

SWAN HILL

Males

ATSI 2060	Non ATSI 1118	Not recorded 34
-----------	---------------	-----------------

Sub Total 3212

Females

ATSI 4161	Non ATSI 1734	Not recorded 31
-----------	---------------	-----------------

Sub Total 5926

TOTAL 9138

TOTAL ATSI 6221

ACROSS ORGANISATION **27,430**
TOTAL ATSI ACROSS ORGANISATION 22,489



NUMBER OF CLIENT CONSULTATIONS 2014-2015

MILDURA

Males

ATSI 7429	Non ATSI 554	Not recorded 166
-----------	--------------	------------------

Sub Total 8149

Females

ATSI 11,095	Non ATSI 1049	Not recorded 299
-------------	---------------	------------------

Sub Total 12,443

TOTAL 20,592

TOTAL ATSI 18,524

SWAN HILL

Males

ATSI 2187	Non ATSI 598	Not recorded 33
-----------	--------------	-----------------

Sub Total 2818

Females

ATSI 3867	Non ATSI 1337	Not recorded 16
-----------	---------------	-----------------

Sub Total 5220

TOTAL 8038

TOTAL ATSI 6054

ACROSS ORGANISATION

28,630

TOTAL ATSI ACROSS ORGANISATION

24,578

NUMBERS OF ATSI HEALTH CHECKS CARRIED OUT FOR THE FULL YEAR

2014

Mildura	Swan Hill	Kerang
---------	-----------	--------

247	168	8
-----	-----	---

TOTAL 423

2015

Mildura	Swan Hill	Kerang
---------	-----------	--------

411	241	19
-----	-----	----

TOTAL 671

IMMUNISATIONS

2013/14	2014/15	2013/14	2014/15
---------	---------	---------	---------

Female 186	Female 216	Female 83	Female 90
------------	------------	-----------	-----------

Male 186	Male 198	Male 89	Male 95
----------	----------	---------	---------

TOTAL 394 TOTAL 414 TOTAL 172 TOTAL 185

FAMILY AND COMMUNITY SERVICES REPORT

Andy Charles Manager Family and Youth Services



IT WAS BEEN AN INCREDIBLY BUSY AND CHALLENGING 12 MONTHS FOR THE FAMILY AND COMMUNITY SERVICES TEAM, BUT ONE IN WHICH WE HAVE CONTINUED TO REFINE OUR DELIVERY MODEL AND FIND NEW WAYS TO WORK WITH OUR FAMILIES AND THE COMMUNITIES WE SERVE.

A major initiative this year has been MDAS stepping in to deliver key family services programs to the Robinvale community. MDAS recruited staff to operate the family services from Murray Valley Aboriginal Cooperative's Time Out Service building in McLennan Drive in a partnership with the Robinvale community, and will provide the services for a year. It has continued the services provided to the Robinvale community under contract from the Department of Human Services, including a Time Out Service, Integrated Family Services, Advocacy and Referral, Youth Justice, Kinship Care and Aboriginal Family Led Decision-making. Our priority is to ensure those critical services continue to be delivered at Robinvale until March 2016 while work continues around finding a long-term solution for the community.

Another major milestone this year was the transition of Meminar Ngangg Gimba to Koori community management. Meminar provides a range of support services, including 24-hour crisis support and accommodation for women from across the Mallee who are addressing family violence. Meminar was established and auspiced by district housing services provider Haven; Home, Safe three years ago, but its operation and management was handed to MDAS on December 31. We continue to work with Haven; Home,

Safe in a partnership arrangement. Meminar assists about 150 women and children each year with emergency help, but also provides a longer-term role by linking clients with other services and supports and connecting them with their culture to help them make positive changes in their lives. Meminar provides 24/7 crisis support and supported accommodation in six self-contained units. Services include safety planning and case management, family and children's workers, in-house playgroups, court support, housing support, yarning from a cultural perspective, advocacy and referral to other organisations. Another significant step this year was the inclusion of MDAS, for the first time, on the allocation panel for homelessness services in the Loddon Mallee region.

The release of Mildura Rural City Council's State of the Children Report in December underlined again the importance of the work we are doing in the Family and Community Services space. While the report contained some concerning data in relation to education, safety and education for children in the Mildura community, it also clearly demonstrated that the resourcing and attention MDAS has been paying to the conception to five years age-group is having an effect. The report showed notable improvements in measures for Koori children in that age group and is the clearest illustration yet of the effectiveness of taking this intensive approach through programs like HIPPY (Home Interaction Program for Parents and Youngsters) and Early Years. While we can expect some of the benefits flowing from these programs to run through as children move on to school and teenage years, we obviously

need to continue and extend that effort. We need to maintain the focus on supporting and developing Koori children throughout their childhood and schooling in programs which focus the attention on supporting the development of older children and their families.

We are proud to have appointed a Koori Family Services Manager for the first time at Swan Hill. Michelle Gadsby joined the team in 2015 and continues our focus on building the numbers and skills of Koori people within the MDAS Family and Community Services workforce.

We were proud that our successful Men's Business program, the Sunraysia Aboriginal Men's Support Alliance, was nominated as a finalist in the 2014 Regional Achievement and Community Awards. The program is one successful example of the many ways MDAS Family and Community Services is innovating and striving to deliver more effective programs to our communities. A large part of this process is in getting our programs working in a more culturally-aware and appropriate way, and co-operating more closely within the organisation and with outside agencies.

While we continue to see new faces and engage with new clients on a weekly basis, for many of the services we provide our focus now is to transition clients to more independence. Our purpose in many cases is to proactively support and partner with clients to help them develop the skills and confidence for happier and more confident lives without day-to-day involvement from MDAS. More and more of our clients are observing that as they transition from MDAS services, they are feeling so much better from what they are achieving. Our staff are still there when assistance is needed, or there are new challenges. But it is rewarding to us and to our clients that, more and more, what they are achieving, they are accomplishing it for themselves – MDAS staff are not achieving it for them.



CORPORATE SERVICES REPORT

David Lim General Manager Corporate Services



THE YEAR 2014-2015 HAS BEEN A VERY BUSY YEAR FOR THE CORPORATE SERVICES TEAM.

A NEW ACCOUNTING SYSTEM HAS BEEN SUCCESSFULLY INTRODUCED, PROVIDING BETTER REPORTING AND EASIER ACCESS FOR MANAGERS, IMPROVING THE OVERALL EFFICIENCY, USEFULNESS AND TRANSPARENCY OF THE SYSTEM.

The department has undergone an internal audit also with a view to improving efficiency and transparency. The review recommended establishing procedures in which everything done by the department is scrutinised by an outside person. The report has been received and the recommendations will be rolled out over the next two months. This will not only strengthen the internal processes of the department to ensure the best and most efficient processes are in use, but also ensure the transparency of all its operations.

The new Buronga One Health clinic was opened in August. This is the first social enterprise venture that has been fully-funded by MDAS. Currently we have three doctors on staff with another doctor due to join before the end of the 2015 year. This has been a highly exciting venture that will pay enormous financial dividends to MDAS in the future as the practice beds down and begins to operate at peak efficiency.

The People and Culture team has undergone enormous upheaval in response to Managers requesting back some of the decision making authority that had been lost in recent years. As a result MDAS has moved to a new “People Operating Model”, where managers are given the opportunity and resources to manage their staff. We look forward to a new way of doing business within the people and culture area.

Our IT department continues to look at more efficient and cost-effective ways of managing our data and infrastructure. As reported last year, MDAS transitioned to a Cloud-based operating system with functions outsourced to a Melbourne-based company with proven ability to secure data and ensure integrity 24/7. The process has been successful. The IT department is also continuing to look at the security on-site with the ever-increasing risk of viruses and/or hackers trying to penetrate at a local level.

It has been a year of great activity, achievements and outcomes.

This could not have been accomplished without the sustained effort of everyone in the Corporate Services team. With that I would like to personally thank everyone for the fantastic effort that they have put in over the past year.

INVESTING IN OUR PEOPLE

People and community are at the centre of everything we do at MDAS. But finding resourceful solutions to the challenges we face as individuals and communities requires inspiration, effort and co-operation.

MDAS IS BUILDING A REPUTATION FOR DEVELOPING AND EVOLVING INNOVATIVE PROGRAMS AND APPROACHES THAT PUSH THE BOUNDARIES IN STRIVING TO BRING BETTER RESULTS FOR OUR COMMUNITIES AND PEOPLE.

Our programs are designed and delivered with the aim of conveying meaningful change and real progress in Closing the Gap -- inventive, people-focused programs that tackle our problems at the source.

We are proud that our emerging leaders within MDAS and in our wider communities are showing the way.

The following pages outline some of the individuals, ideas and the enormous commitment within our organisation to support the health, wellbeing and future of our greatest asset – our people.



STRENGTHENING OUR WORKFORCE

“It’s made me feel more confident and has given me some great feedback about developing my skills”

Briana Hayden, Trainee

• **SINCE ITS INCEPTION, MALLEE DISTRICT ABORIGINAL SERVICES HAS COMMITTED ITSELF TO GROWING AND DEVELOPING ITS ABORIGINAL AND TORRES STRAIT ISLANDER WORKFORCE.**

During the past three years, at a time of substantial organisational change, we faced many challenges. But to our board and our executive team, none has been more important than building a professional, responsive and competent workforce that is more reflective of the community we serve.

The headlines of our achievements in this space, and detailed in this report, speak for themselves:

- 52.8% (105 employees) of MDAS employees have identified as Indigenous. This is a 75% increase in Indigenous employee numbers since 2012.
- The Indigenous workforce at MDAS represents 5.5% of the total number of people of working age (15–64 yrs) living in the Mallee District that have identified as Indigenous*.
- 40.6% (6) Managers/Lead Practitioners have identified as Indigenous and 40% (8) Team Leaders/Co-ordinators/Advanced Practitioners are Indigenous.
- The percentage of Indigenous new hires has increased by 23% over the past 3 years. The percentage of Indigenous new hires has increased year on year since 2012–15 across all divisions.
- The 2014–15 employee turnover rate is 20.6%* (down from 28% in 2012–13).

*2011 Census Data

JODY CROFT

Jody is a Barngala woman from South Australia but has lived at Swan Hill for 13 years. She became the first Aboriginal Health Practitioner in the Mallee, after being registered by the Australian Health Practitioner Regulation Agency.

“I had been an Aboriginal Health Worker, but it took 18 months of upgrading my skills and qualifications, to become an Aboriginal Health Practitioner. There are only about eight practitioners registered in Victoria. It means I can do a lot more follow up care and be more involved in the GP management plans and team care models that we use here at MDAS, particularly in the care of our Elders. When you are a health worker the community places a lot of faith in you regarding the skills you have. All the training you do to upgrade your knowledge comes back to your role in the health service. I am currently studying a Diploma in Management through VACCHO so that I can support our Health Manager and staff by stepping up to perform higher roles when required.”



BRIANA HAYDEN

Briana is completing a traineeship in Human Resources and has benefitted from the experience of the MDAS mentoring program.

“My mentor Tim and I work together in the same office, but once a month we meet specifically to talk about my development and career. It’s great to have Tim there for advice when I come up against something that’s a bit challenging or for some encouragement and feedback when I need it. It’s made me feel more confident and has given me some great feedback about developing my skills, and the job opportunities that might exist both within MDAS, but outside as well.”

JUSTINE WILLIAMS

Justine is now an Aboriginal Health Worker, but began with MDAS as a receptionist.

“I enjoy supporting the community members coming in and using the services and programs and also seeing positive health outcomes on a daily basis. I feel that I’m contributing knowledge in relation to the needs of our community. MDAS is supporting me in currently completing my Certificate Four in Aboriginal and Torres Strait Islander Primary Health Care, and I am also planning to apply to become an Aboriginal Health Practitioner by the end of the year. But my plans don’t stop there – down the track I would like to become a community midwife.”

ANDY CHARLES

Andy began as a Youth Justice Worker and is now employed in a senior management role at MDAS.

“What I enjoy most is helping support families and individuals within the community in their times of need. I first started as a Koori Youth Justice worker and have reached the role of Manager of Family and Youth Services. MDAS is supporting me in completing my Diploma in Community Services and I am just about to start an Advanced Diploma in Business Management.”





WIIMPATJA HEALING CENTRE... CHANGING LIVES FOR THE BETTER

.....

“They need an ear to listen and something to do – we give them both”

Keith Hampton, Manager

WIIMPATJA MEANS “BLACK FELLAS” IN BARKINDJI LANGUAGE

**WIIMPATJA IS ON “WARRAKOO STATION” AN ISOLATED,
FULLY-WORKING PROPERTY IN SOUTH WEST NEW SOUTH
WALES, 120 KM WEST OF MILDURA.**

Wiimpatja Healing Centre is a diversion program that provides an alternative to traditional incarceration for Koori detainees.

Wiimpatja is an option for men who are on remand, sentenced or on warrants. The main strength of the program is that it is sensitive to cultural needs and focuses on reconnecting Koori detainees with their culture. The program uses existing community resources and programs as part of MDAS.

The aims of the 12-week Wiimpatja Healing Centre Program are:

- To learn to be able to live a healthier life, free of Alcohol and Other Drugs.
- To take time to work on health and wellbeing and re-enter the community in a healthy and proactive way.
- To offer a safe way to work on presenting problems and difficulties away from distractions of the community. To assist and support transition back into the community.
- The Cultural Enrichment Program focuses on bringing clients back to their culture through all the aspects of the program.

“They need an ear to listen and something to do – we give them both”: Manager, Keith Hampton

In their own words....

LINDSAY

“All my life I just drank, even to go to the shop. I had to be drunk to go out anywhere. It was just like I was trapped in a shell. Half my life I’ve been hiding behind alcohol. You can’t be stressed out here, it’s just impossible.”

JAMIE

“I was on a downward spiral with my drinking. I’d heard of Wiimpatja before, but I didn’t think it was for me. I’ve been in another rehab before I came here and it was nothing like this. Heaps of things have changed, but especially my attitude.”

PETE

“I was in a continuous cycle of non-stop drinking. I don’t want my kids to worry about seeing a rehab centre, so if I break the cycle now, it might be a step towards stopping the next generation from doing it. I needed to clear my head and work everything out myself and Wiimpatja gave me that opportunity.”



CREATING A SAFE BASE CULTURE

“If they cannot experience safety and consistency themselves, staff cannot role model this or teach the dynamics to parents they support”

Danielle Dougherty, MDAS Early Years Manager

THE MDAS EARLY YEARS SERVICE HAS 23 WORKERS AT MILDURA AND SWAN HILL COVERING 56,000 SQUARE KILOMETRES OF THE LODDON MALLEE REGION OF VICTORIA.

Staff provide family support, case management and early learning engagement services for Aboriginal families and their children aged under six, many of whom are emotionally-complex, at-risk or vulnerable. Specialist programs include In-Home Family Case Management, Early Intervention and Learning, Cradle to Kinder, Maternity Services, Koori Maternal and Child Health Service, Playgroup Co-ordination and Lead Practitioner Consultation, with more than 150 Aboriginal children and families supported per year.

It is intensive, demanding and challenging work. MDAS has focussed much effort in the past year, in better caring for and supporting staff who do amazing work through an innovative project called “Creating a safe base culture”.

The initiative aimed to deliver parallel outcomes -- addressing workplace and team challenges while improving service delivery to clients.



MDAS Early Years Manager Danielle Dougherty

“Frontline Early Years workers supporting at risk and vulnerable families often experience compassion-fatigue, burnout and vicarious

stresses and traumas. This intensifies where cultural grief and dislocation is common to both the client families and the workers. To build stronger families and opportunities for infants and pre-school aged children, the workers need to better reflect the theories around their service provision – by being safe, well-trained and supported role models. If they cannot experience safety and consistency themselves, they cannot role model this or teach these dynamics to the parents they support.”

“A key outcome has been that the health and safety of staff is improved due to them feeling happier and more involved in an inclusive and shared way forward. Increased communication has reduced some forms of negativity that had previously impacted on the team environment. The inclusion of Lead Practitioners provides staff with safe and confidential spaces to verbalise ideas, concerns, fears and threats and enable the development of solutions and reflection on sound trauma-informed processes. This reduces the risk of burnout and stress and feeling overlooked.”

ELDERS IN SCHOOLS ROLE MODELS FOR THE FUTURE

.....

“The Elders are speaking to staff and classes about their role... school has changed a lot since their day”

Dorothy Telford, Team Leader, Aged and Disability Services

KOORI ELDERS ARE BECOMING A FAMILIAR PRESENCE IN SEVERAL MALLEE PRIMARY SCHOOLS IN AN EFFORT TO GROW THE UNDERSTANDING OF ABORIGINAL CULTURE AND COMMUNITY STRUCTURES.

The Elders are from the Mallee District Aboriginal Service’s Planned Activities Group and in addition to their usual community, social and activity programs, they are now also having regular morning tea sessions with teachers and students at local schools.

Although all of our district schools have Koori students and the services of a Koori Education Support Officer, there’s often only a limited understanding about Aboriginal culture and how Koori communities work.

The Elders are speaking to staff and classes about Aboriginal Culture and their role – what an Elder is, and their role as a mentor within the Koori community. In addition, though, many of the Elders have care of their grandchildren, and school has changed a lot since their days! So as well as passing on cultural information to staff and students, the Elders are also getting more comfortable with being in and around the school environment.

Other schools or Elders wanting to become involved in the program can contact MDAS Aged and Disability Services Team Leader Dorothy Telford at 5018 4100.



RECOGNISING OUR LEADERS JEMMES HANDY

.....

“My Elders taught me everything about how to do things right and I wish they were here to see this.”

Aunty Jemmes Handy, MDAS board member

MDAS BOARD MEMBER AND WIRADJURI WOMAN JEMMES HANDY HAS BEEN AN ABORIGINAL COMMUNITY LIAISON OFFICER WITH VICTORIA POLICE FOR EIGHT YEARS. SHE PREVIOUSLY WORKED IN SIMILAR ROLES AT MILDURA BASE HOSPITAL FOR 21 YEARS. AUNTY JEMMES WAS RECOGNISED WITH A PUBLIC SERVICE MEDAL IN THE 2015 QUEEN'S BIRTHDAY HONORS.

Aunty Jemmes

“It is a huge surprise and I’m not quite used to all the attention. It is just fantastic – my crew is over the moon. But really, my job is great. At the hospital and with the police I was the go-between just making sure everyone understands each other. I have got to know the police members and am working out in the community so I’m pretty lucky. I reckon I have broken down quite a few barriers between the two lots and mostly just making Aboriginal people more comfortable about coming in to the Police Station. There have been challenging times, because our people in the past have been mucking up in the community. But I just wanted to make a difference on both sides and I reckon the barriers have changed a hell of a lot.



I have a little foster girl and also give my own girls a break by looking after my own grandchildren so with the MDAS work as well, I’m pretty busy. I do a lot of voluntary work with youth. They might be on the right track or the wrong track and often all it takes is someone taking the time to have a talk and guide them in the right direction.

But this award is a big thing for me. I wasn’t expecting anything like this at all. And it’s great that other people out in the community have watched you over the years and seen what you have done. I’m most proud of how I have made a fair bit of difference in the Aboriginal and non-Aboriginal community. I have seen the changes. When you work within Government departments you have to make everything positive and be a fighter for your own race.

My Elders taught me everything about how to do things right and I wish they were here to see this.”

SUPPORTING THE WHOLE PERSON RITA CHANDRA (KING)

.....

“MDAS, especially the Elders’ Group is my happy place... I have been made so welcome, found so much support...everyone should just give it a go”

Rita Chandra (King)

RITA WAS TAKEN FROM COOMEALLA BY HER INDIAN FATHER WHEN SHE WAS A BABY AND RAISED IN SYDNEY – WITH NO CONNECTION TO HER FAMILY OR ABORIGINAL CULTURE. RITA HAS MOVED BACK TO MILDURA, AND WITH THE SUPPORT AND ENCOURAGEMENT OF HER OWN CHILDREN, HAS CONNECTED WITH HER FAMILY AND HER ABORIGINAL CULTURE AND HAS LOST 36 KILOGRAMS.

“Four years ago I started looking for my family. I walked into an Aboriginal medical centre in Sydney and was lucky to meet Aunty Elaine Andrews. I gave her some information about myself and she said, ‘I knew your Mum!’ It was an amazing coincidence. I’m sad that my mum has already passed on, but two years ago I moved down here to Mildura and slowly began meeting my family. But more than that, one chapter closed and another chapter opened. I connected with MDAS and it has been the best thing I have ever done. There are various programs that have supported me to work on myself, my health and wellbeing. I’ve made some huge changes with diet, exercise, lifestyle and happiness. I have more energy, I think clearer, my lifestyle is much healthier, and I’ve lost 36 kilograms. MDAS, especially the Elders group, is my happy place. I have been made so welcome, found so much support, and made so many new friends. The programs are great, but so are the people around me. It’s brought out the positive in me. I think it’s up to you to change and make the commitment to yourself. Everyone should just give it a go!”



DIRECTORS' REPORT

.....

Mildura Aboriginal Corporation Inc. Financial Report for the Year Ended 30 June 2015

DIRECTORS' REPORT

Your directors present their report, together with the financial statements of Mildura Aboriginal Corporation Inc. for the financial year ended 30 June 2015.

Directors

The names of the directors throughout the year and at the date of this report are:

Keith Hampton
Jemmes Handy
Steve Portelli
Esther Kirby
Pam McCormack
Rob Connelly
Michael Gilby
Dennis Mitchell
Carl Kirby (resigned 20 April 2015)

Principal Activities

The principal activities of the association during the financial year were the provision of community assistance, health services and affordable housing accommodation to members within regional Victoria and New South Wales, including Mildura, Swan Hill, Kerang and Balranald areas.

Significant Changes

There were no other significant changes in the nature of the principal activities during the year.

Operating Results

The net current year deficit for the 2015 financial year amounted to \$1,137,062.

Review of Operations

A review of the operations of the association during the financial year and the results of those operations show a decrease in net assets of \$1,137,062 to \$22,265,604 down from \$23,403,666 in 2014. Overall net cash has decreased by \$3,867,976 to \$1,381,906. The decrease in net assets has largely resulted from increased program costs incurred during the year and an increase in capital investment.

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


.....
Keith Hampton


.....
Steve Portelli

Dated this 15th day of October, 2015

STATEMENT OF PROFIT OR LOSS

Mildura Aboriginal Corporation Inc.

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
Revenue	2	17,559,655	17,267,478
Other income	2	6,410,629	4,284,926
Employee benefits expense		(11,766,273)	(9,852,027)
Program administration expenses		(4,405,050)	(3,459,577)
Depreciation expense		(1,161,903)	(1,011,089)
Client costs & program delivery		(3,975,508)	(4,238,621)
Motor vehicle expenses		(380,144)	(490,252)
Travel expenses		(579,203)	(579,242)
Grant returns		-	(50,428)
Occupancy costs & utilities		(969,756)	(767,245)
Repairs & equipment replacement		(304,195)	(486,284)
Interest expense		(23,817)	(12,841)
Other expenses		(1,541,497)	(1,246,362)
Net current year surplus / (deficit)	3	(1,137,062)	(641,564)
Other comprehensive income:			
Other comprehensive income		-	-
Total other comprehensive income		-	-
Total comprehensive income for the year		(1,137,062)	(641,564)
Total comprehensive income attributable to the entity		(1,137,062)	(641,564)

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

Mildura Aboriginal Corporation Inc.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

	Note	2015 \$	2014 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,381,906	5,249,882
Trade and other receivables	5	608,974	337,193
Other assets	6	354,143	188,973
Financial assets	7	477,093	-
TOTAL CURRENT ASSETS		<u>2,822,116</u>	<u>5,776,048</u>
NON-CURRENT ASSETS			
Trade and other receivables	5	250,898	250,898
Property, plant and equipment	8	22,023,721	20,092,284
TOTAL NON-CURRENT ASSETS		<u>22,274,619</u>	<u>20,343,182</u>
TOTAL ASSETS		<u>25,096,735</u>	<u>26,119,230</u>
CURRENT LIABILITIES			
Trade and other payables	9	1,452,591	1,423,124
Short-term provisions	10	677,614	526,268
TOTAL CURRENT LIABILITIES		<u>2,130,205</u>	<u>1,949,392</u>
NON-CURRENT LIABILITIES			
Long-term provisions	10	147,426	133,672
Borrowings	11	552,500	632,500
TOTAL NON-CURRENT LIABILITIES		<u>699,926</u>	<u>766,172</u>
TOTAL LIABILITIES		<u>2,830,131</u>	<u>2,715,564</u>
NET ASSETS		<u>22,266,604</u>	<u>23,403,666</u>
EQUITY			
Retained surplus		<u>22,266,604</u>	<u>23,403,666</u>
TOTAL EQUITY		<u>22,266,604</u>	<u>23,403,666</u>

The accompanying notes form part of these financial statements.

STATEMENT OF CERTIFICATION

.....

Mildura Aboriginal Corporation Inc.

ANNUAL STATEMENTS GIVE TRUE AND FAIR VIEW OF FINANCIAL POSITION AND PERFORMANCE OF INCORPORATED ASSOCIATION

We, Keith Hampton and Steve Portelli, being members of the committee of Mildura Aboriginal Corporation Inc., certify that –

The statements attached to this certificate give a true and fair view of the financial position and performance of Mildura Aboriginal Corporation Inc. during and at the end of the financial year of the association ending on 30 June 2015.

Signed: 
Keith Hampton

Signed: 
Steve Portelli

Dated this 15th day of October, 2015

INDEPENDENT AUDIT REPORT



INDEPENDENT AUDIT REPORT TO THE MEMBERS OF MILDURA ABORIGINAL CORPORATION INC.

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Mildura Aboriginal Corporation Inc. (the association), which comprises the statement of financial position as at 30 June 2015, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

The Responsibility of Committee for the Financial Report

The committee of the association are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are appropriate to meet the financial reporting requirements of the Associations Incorporation Reform Act 2012 and are appropriate to meet the needs of the members. The committee's responsibilities also include establishing and maintaining internal control as the committee and management determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Reform Act 2012. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Grow and Protect Your Wealth

Chan & Naylor Southern Audit Pty Ltd

PO BOX 5084 MILDURA VIC 3502

T: 03 5021 1968

F: 03 5022 0429

ABN: 62 104 381 919

National Property, Business, Tax Accounting & Wealth Advisory Group

www.chan-naylor.com.au

Liability Limited by a scheme approved under Professional Standards Legislation

AUDITOR'S OPINION

.....

Auditor's Opinion

In our opinion, the financial report gives a true and fair view of the financial position of Mildura Aboriginal Corporation as of 30 June 2015 and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations).

Chan & Naylor Southern Audit
Registered Company Auditors



Philip Shugg
Principal
MILDURA

Dated this 15th day of October, 2015

OUR PARTNERS AND SUPPORTERS

MDAS is grateful for the ongoing support of our important financial partners and supporters.

CURRENT MAJOR FUNDING BODIES ARE:

Victorian Department of Health and Human Services
Commonwealth Department of Health
Victorian Department of Justice and Regulation
Commonwealth Department of Social Services
Commonwealth Department of Prime Minister and Cabinet

OTHER FINANCIAL SUPPORTERS INCLUDE:

Bendigo Health Care Group
Brotherhood of Saint Laurence
Loddon Mallee Murray Medicare Local
Mallee Family Care
Mildura Rural City Council
Vic Health
Victorian Aboriginal Legal Service

OUR PARTNERS

MDAS has formal Memorandums of Understanding with:

Sunraysia Community Health Services
Mildura Base Hospital
Mallee Family Care
Mallee Domestic Violence Service
Mallee Sexual Assault Unit
Lower Murray Medicare Local
Maari Ma Health Aboriginal Corporation
Loddon Mallee Aboriginal Reference Group
Monash University
Rural Workforce Agency Victoria
Tip Toe Podiatry
Take Two Berry Street
Koori Justice Unit
Sunraysia Community Health Services

MDAS is a member of the Victorian Aboriginal Community Controlled Health Organisation (VACCHO)



THANK YOU TEAM!

CONGRATULATIONS

TO OUR LONGEST-SERVING

STAFF MEMBERS...

John Rogers (28 years)

Rhonda McInnes (17 years)

Donna Hunt (12 years)

James Peterson (12 years)

**And well done to our
entire team (as at 30/6/15)
for another year of hard
work and progress...**

Akins, Karla
Anderson, Narelle
Atchison, Cassie
Azzarelli, Joseph
Bailey, Leon
Bailey, Ryan
Baker, Mary
Baxter, Helena
Berg, Deborah
Berry, Jennifer
Biles, Ceno
Birnie, Yasmin
Blackman, Jennifer
Brennan, Samantha
Brennan, Terry
Britten, Bradley
Broughton, Ruth
Brown, Shane
Buchanan, Allison
Burton, Kerrie
Campbell-Phillips, Bradley
Capogreco, Jane
Carter, Lisa
Chapman, Michelle
Charles, Alisha
Charles, Andy
Charles, Charles
Charles, Sue
Chase, Tim
Chilly, Ethan
Chilly, Mathew
Clarke, Rupert
Clarke, Indi
Connelly, Alva

Connelly, Rob
Cook, Carol
Croft, Jody
Cross, Kim
Crouch, Katherine
Davis, Brad
Davis, Charlene
Davis, Nicole
Davitt, Simon
DeGroot, Tina
Doe, Alana
Doolan, Lucy
Dougherty, Danielle
Dunn, Pearl
Etrich, Mark
Farrow, Sherryl
Faulkhead, Rosie
Feveleaki, Angelika
Fifita, Valentina
Gadsby, Michelle
Germane, Carla
Gidding, Noel
Giddings, Tahnaya
Gilbert, Marissa
Gordon, Graham
Gordon, Kristy
Gray, Michelle
Griffiths, Jade
Hall, Brady
Hallett, Laura
Hampton, Keith
Hampton, Kirsty
Handy, Tamara
Hayden, Briana
Hayden, Edward
Hensgen, Ross
Herrmann, Jan
Hewetson, Wayne
Hilton, Karyn
Hunt, Donna
Hunt, Jacob
Hunt, Orion
Imms, Angela
Jackson, Tamara
Jecklin, Charlotte
Johnson, Brendan
Johnson, Marlaina
Jones, Derek
Jones, Dianne
Jones, Douglas
Kelly, Nathan
Kelly, Pettina
Kennedy, Casey

King, Leah
Kirby, Angelica
Kirby, Dallas
Kirby, David
Kirby, Delureen
Kirby, Rudolph
Klaebe, Jade
Knights, Emily
Knights, Michelle
Kuchel, Shanice
Kuchel, Terrence
Lambert, Jessica
Lane, Melanie
Laurie, Victoria
Lawlor, Priscilla
Layton, Tim
Lewis, Kylie
Lim, David
Louchard, Trudi
MacDonald-O'Dwyer, Jessica
Mangal, Elisha
Manson, Bernadette
Masters, Kelly
Mazza, Aimee
McCole, Amanda
McCormack, Lauris
McCormack, Pam
McDermott, Leanne
McInnes, Rhonda
Mewburn, Elissa
Milne, Luke
Molloy, Jacinta
Morgan, Mark
Morvell, Travis
Murray, Damien
Mutubiki, Gerald
Nagas, Tanya
Natoli, Lisa
Neyland, Jane
Pappin, Jason
Paterson, Amanda
Paul, Manu
Payne, Corey
Pepper, Greg
Peterson, Ada
Peterson, James
Peterson, Martin
Pham, Hieu
Pharmacis, Georgi
Pharmacis, James
Philp, Belinda
Philp, Taya
Pickup, Cathy

Piyumal, Badrika
Priess, Sage
Robert, Paul
Robinson, Letitia
Rogers, John
Rowney, Meredith
Sharman, Margaret
Simpson, Victoria
Singh, Daryl
Skerry, Tenealle
Smith, Anne
Smith, Jane
Smith, Kane
Smith, Travis
Smythe, Robyn
Spencer, Simone
Stephens, Raelene
Stewart, Andrea
Stockman, Simon
Summerfield, Malinda
Taha, Kim
Taliloa, Kelly
Taurima, Hine
Tay, Lan
Taylor, Anthony
Taylor, Russell
Telford, Dorothy
Thebe, Zanele
Thomas, Terry
Valinoti, Ashely
Vaughan, Richard
Wade, Melanie
Walker Della
Walker, Lynette
Watson, Patricia
Watson, Tracy
Wattata-Drummond, Raeleen
Webb, Gary
Webster, Harold
Whitelaw, Ashliegh
Wilksch, Zachary
Williams, Amanda
Williams, Justine
Wilson, Janine
Wilson, Rebecca
Winter, Kirsty
Wise, Bobby
Wissell, Shae
Yates, Nathan
Zrna, Josie

OUR SERVICES

HEALTH PROGRAMS AND SERVICES

GP
Nurse
Aboriginal Health Workers
Outreach workers
Chronic disease management
Maternal child health nurse
Health checks
Transport

SPECIALIST SERVICES

Psychiatrist
Nephrologist
Drug and Alcohol worker
Psychologist
Maternal and child health nurse
Dietician
Podiatrist
Cardiologist
Urologist
Paediatrician
Optometrist
Cardiologist
Respiratory specialist
Audiologist
Physiotherapist
Personal trainers

CLINICS

Well women's clinic
Immunisation clinic

TACKLING SMOKING AND HEALTHY LIFESTYLES SERVICES

Quit Smoking Support
Boot camps
Community gym

SOCIAL EMOTIONAL WELLBEING TEAM

The "Go" Program
Bringing them home program
Drug & Alcohol counselling
Gamblers Help

WIIMPATJA HEALING CENTRE

FAMILY AND COMMUNITY SERVICES

AGED AND DISABILITY

Home and Community Care
Disability Community Based Respite
National Jobs Creation Package

CHILDREN'S PLACEMENT SERVICES

Aboriginal Children Specialist Advice Support Service (ACSASS)
Home Based Care
Kinship Care
Aboriginal Family Led Decision Making
Cultural Support Planning
Therapeutic Foster Care
Therapeutic Residential Care
Therapeutic Residential Case Management

FAMILY SERVICES

Integrated Family Services
Aboriginal Stronger Families
Family Preservation and Restoration
Parents Under Pressure
Koori Women's Diversion

YOUTH SERVICES

Koori Night Patrol
Soccer Club Community Development Project
Youth Justice
Early School Leavers
Emerging Leaders Program

FAMILY VIOLENCE

Meminar (Family Violence Refugee)
Men's Case Management
Time out Services
Men's Behaviour Group Change

HOMELESSNESS AND HOUSING SERVICES

Crisis Support
Transition Support
Aboriginal Tenants at Risk of Eviction
Koori Private Tenancy Worker
Community Housing

*Generations of vibrant,
healthy and strong
Aboriginal communities*

Mallee District Aboriginal Services Ltd (trading as MAC Inc)

120 Madden Avenue PO Box 5134 Mildura 3502

www.mdas.org.au