



Ballarat Regional Multicultural Council



Annual Report 2012

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Statement of Purpose

BRMC's Constitution provides the following Aims and Objectives for the organisation:

Purpose:

To actively promote and develop goodwill, understanding and harmony within our culturally diverse community.

Aims and Objectives

- To provide opportunities for people of all cultural backgrounds to come together
- To provide advisory services, support and advocacy for the particular needs of people of various cultural backgrounds
- To advocate on relevant government policy and practice at the local, state and federal level to ensure appropriate service provision
- To provide government and other bodies or agencies in the Ballarat region with an open channel of communication with cultural groups and organisations
- To promote a greater awareness of multicultural values, the contributions and the specific needs of community groups within the region
- To advise relevant agencies in the region on the social, legal, cultural, educational, health and welfare needs of residents of culturally diverse backgrounds with an emphasis on equitable access to services
- To develop programs which will encourage ethnic people of all ages within the region to retain their heritage and thus optimise the benefits of cultural diversity for all Australians

Strategic Plan

During the past year BRMC has adopted a Strategic Plan (see later). From that Plan the following Vision, Mission and Values have been adopted.

Vision

Our vision is to promote goodwill, understanding and harmony within our culturally diverse community.

Mission

BRMC will promote a culturally-diverse and harmonious, inclusive community through policy development, advocacy, representation, provision of services and capacity-building provided by employees, members and volunteers adhering to the aims and objectives of the organisation.

Corporate Values

- Integrity
- Respect
- Equality
- Harmony
- Empowerment
- Passion
- Empathy
- Dignity
- Inclusiveness
- Trust
- Innovation

Constitutional change

The BRMC Constitution is currently being reviewed in light of the introduction of the new Associations Incorporation Reform Act 2012. This reviewed Constitution will be put to members in the near future for endorsement.

Executive Committee

2011/12 Executive Committee Members

Position	Member	Meetings attended	2010/11
Chairperson	Frank Williams	12/12	Frank Williams
Deputy Chairperson	David Vendy	8/12	Sulaika Dhanapala
Secretary	Khushi Maharaj	5/12	Pam Anderson
Asst. Secretary	Carmel Kavanagh	12/12	Carmel Kavanagh
Treasurer	Lisa Howlett	7/12	Lisa Howlett
Asst. Treasurer	Lynda Andeobu	3/12	Vacant
Interfaith Officer	Fr. Peter Kunen	4/12	Fr. Gerald Loos
Publicity Officer	Brigitte Kerrutt	9/12	Gwendoline Blake
Women's Officer	Georgina Vagg	9/12	Georgina Vagg
Youth Officer	Pam Anderson/Sundram Sivamalia	2/3 and 8/8	Lucien Assogba
Community Rep	Sherley Hart	12/12	Ugo Lo Iacono
Community Rep	Mona Hatwal	3/12	Khushi Maharaj
Community Rep	Mary Nyaw	7/12	David Vendy
Co-opted member	Ugo Lo Iacono	6/12	Tracey Steiner
Co-opted member			John Werts

See the Section at the end of this Report with a full list of Executive Committee positions over the history of BRMC.

Subcommittees of BRMC

Five subcommittees were appointed by the Executive Committee in the past year:

- Executive Officer Liaison,
- Constitutional Review,
- Celebrations, Festivals and Activities,
- Publicity and Promotion, and
- Fundraising and Finance.

Chairperson's Report

Brief Introduction

Ballarat Regional Multicultural Council (BRMC) is the peak multicultural organisation in the Central Highlands Region (CHR) and provides services to support all migrants in the City of Ballarat, along with the Hepburn, Moorabool and Golden Plains Shires. BRMC's constant challenges are to form strategic partnerships and alliances with all levels of government, plus community groups and service providers, as well as to deliver culturally-sensitive, inclusive and equitable services to all our many and varied diverse migrant communities.



Consolidating BRMC's Operations at GPlace

In 2011 I highlighted that the major issues confronting BRMC were to, "consolidate the organisation and then to move forward". I am pleased to report that during 2012 with the invaluable support of the EO, Dr. Jeff Langdon the Executive Committee stabilised our staffing, consolidated the operation of BRMC and co-operatively enhanced the quality and professionalism of our core programs, plus the array of client services at GPlace.

Nevertheless, and despite considerable progress, BRMC still needs another major project to add to the viability of the organisation. Then too, we desperately need some core, ongoing recurrent funding for administrative support to ensure that our high quality service provision is not impaired.

Another key issue for management at BRMC is the relatively high costs involved with the Consortium at GPLACE as we progressively promote this great venue as a thriving Community Centre or Multicultural Hub.

Funding and Fundraising

BRMC acknowledges the invaluable financial support of all our major funding agencies that enables us to provide exemplary programs and a wide array of services to our diverse migrant communities. The Department of Health (DOH) is invaluable in its direct support of our Home and Community Care (HACC) programs throughout the region. This funding underpins our terrific Multicultural Tucker Program (MCT), Friendly Visiting Services, Telelink and Social Support Network in the Hepburn and Moorabool Shires. Then too, the great initiatives of the Migrants' Seniors Healthy Ageing Recreational and Sports Program and some related bus trips have been terrific new developments. Along with this has been the vital funding for our Executive Officer's position by the DOH to ensure appropriate staff support and co-ordination, leadership and professional development.

The Department of Health and Ageing (DoHA) has continued funding our most successful Community Partners Program (CPP), which has trained ten Intercultural Facilitators from five cultural communities to share information about specific Aged Care services. This is another great project that has been nominated for a Victorian Multicultural Services Excellence Award in 2012.

BRMC is also very fortunate to have the continued support of both the Victorian Multicultural Commission and the State Government to enable us to facilitate various intercultural activities, festivals and celebrations via their grants programs.

Ms Georgina Vagg, BRMC's Women's Officer and Fundraising Coordinator, is to be commended on her commitment, dedication and hard work in organising such activities as the International Women's Day annual celebration, the forthcoming Celebration of Cultures Multicultural Concert, the Special Effort, the Lost Boys of Sudan and Sapphires Film Screenings at the Regent Multiplex, the Gala Goldfields Ball-Dinner Dance and the terrific Multicultural Concert at the Wendouree Performing Arts Centre.



Despite all this success, the DOH has requested regular meetings with the Committee of Management over the past six months to review BRMC's Action Plans both on short and long term financial viability

In an attempt to overcome this dilemma the Committee of Management has arranged submissions and deputations to the VMC, DIAC, ECCV, State Government, City of Ballarat and so on. BRMC has also applied for Deductible Gift Recipient (DGR) status to enable applications for funding to Trusts, Foundations, Bequests, Benevolent Societies and the like.

Every attempt has been made to increase our income and reduce expenditure, whilst, at the same time, applying for over 90 grants (32 of which have been successful), and being innovative and entrepreneurial with community activities like Thai Cooking classes, Zumba, Yoga, Chi-gong etc. at GPlace.

Community Events and Celebrations

The terrific HarmonyFest co-ordinated by the City of Ballarat in partnership with BRMC with a grant from the State Government was a great success. This was held in Camp Street and included two stages with live cultural performances, bands and various musical items, street theatre, food stalls, multicultural displays, an Aboriginal night market and so on.

The annual Begonia Festival Parade had a Fairy Tale theme this year and was a great success. BRMC's Mediaeval Castle entry was again sponsored by Bartlett's Blinds as was the giant Earth Ball that enabled crowd interaction and participation as well. BRMC also combined with FAABI, following the Parade, for a sumptuous BBQ and refreshments at the Lake Wendouree Rotunda, which was a great success.

The Premier's Gala Multicultural Ball was held at the Crown Palladium in March to launch Cultural Diversity Week throughout Victoria and this was again a spectacular evening for all concerned.

Ms Regina Bautista co-ordinated our terrific Multicultural Food, Arts and Crafts Expo at GPLACE as part of Cultural Diversity Week celebrations and this was a resounding success.

Refugee Week was celebrated in June this year with presentations in all of Ballarat's Secondary Colleges, as well as an Ecumenical Church Service and a Refugee Forum, which was facilitated at GPlace. Congratulations to Fr. Peter Kunen and his support team in facilitating very successful presentations in schools as well as the Refugee Church Service that was followed by a delicious African meal in the Anglican Cathedral in Lydiard Street, Ballarat.

I would also like to commend and congratulate the various Cultural Associations/Groups on their ethno-specific celebrations as well. Congratulations to the Australian Chinese Friendship Association on their annual New Year's celebration for the Year of the Dragon. Their Moon Cake Festival was also a great occasion and wonderful success late last year. Then too, the Iranian Association on their New Year Nowruz Festival and their Persian Cultural evening and the FAABI Cultural Night, Independence Day Celebration and 25th Anniversary Ball, were all great social occasions. The Thai Association and CHAAVI's cultural evenings were also very interesting events and most enriching cultural experiences. The launch of HOLA Ballarat, our newest Cultural Association was an exciting event with some great dancing and culinary delights as well. The Ballarat Indian Association Festival of Colours and Festival of Lights were both very successful cultural celebrations and enjoyable social occasions. Congratulations also to BADAC for their very successful launch of NAIDOC Week at Porticos plus their rich program related to Indigenous culture was most successful.

As well as these festivals, many Cultural Associations also recognised their National Day with Flag Raising ceremonies in Queen Victoria Square and often with receptions in the Town Hall.

To all Cultural Associations/Groups congratulations on organising such events and sharing your culture thereby enriching Ballarat's Community and for celebrating our cultural diversity throughout the City and the Central Highlands Region.

Membership and General Meetings

The number of Cultural Associations affiliated with BRMC continues to expand. BRMC looks forward to working closely with the 26 Cultural Groups now operating in Ballarat. We commend and congratulate such groups for sharing their distinctive cultures with the wider Ballarat Community and thereby enriching our lifestyles.

BRMC also has over 70 Individual Members plus an array of Associate Members as well. Given that BRMC is essentially a member-based organisation, it is important that all members are active participants in our organisation. This is especially important at BRMC's bi-monthly General Meetings to share information about forthcoming celebrations and events as well as to support BRMC's activities, to the mutual benefit for all concerned.

Strategic Partnerships and Alliances

BRMC is very cognisant of the fact that we need to work closely with as wide a range of Community Groups/Agencies as possible to optimise service delivery and support to all migrant communities. As a result, BRMC has very close links with the City of Ballarat, the Central Highlands Regional Settlement Planning

Committee (CHRSPC) and various government departments and agencies (including DPCD and DPC), plus the Federated Ethnic Communities Council of Australia (FECCA) and the Centre for Multicultural Youth (CMY), etc.

BRMC participates in monthly regional teleconferences with the seven other ECC/Multicultural Councils in Victoria. The BRMC Chairperson is also the Regional Representative on the ECCV monthly Executive Meetings which advocates on migrant issues both at State and Federal levels.

BRMC also has representatives on the newly appointed Regional Advisory Council (RAC) that has been established by the State Government this year – one of eight such Councils established across Victoria. As a result, rural settlement issues, as well as skilled migration and/or any community forums, are then reported back to the Office of Multicultural Affairs and Citizenship (OMAC) as well as to the State Government.

Staffing

BRMC's overall success is largely due to our excellent, committed and diligent staff that plan and deliver a range of great programs and services. Led by our capable EO, our staff have developed a very positive workplace culture and environment in which all our staff co-operate and collaborate as a dynamic team to support their clients' needs via an Active Service Model. We therefore commend and congratulate all staff on their achievements in ongoing service delivery to both older migrant communities and new arrivals.

It is often stated that an organisation's staff members are its most important resource and greatest assets and this is certainly exemplified at BRMC.

Volunteers

BRMC is very much a volunteer-based community organisation. Given that all of our staff are part-time, the invaluable support of dedicated and often highly-skilled volunteers is absolutely imperative to the success of BRMC. Thus, regardless of whether volunteers assist in Admin and reception duties, Migrant English classes or as Voluntary/Home Tutors, the MCT program, Friendly Visiting, Telelink, Social Support Networks or as Intercultural Facilitators, BRMC could not function effectively without their terrific support. Consequently, BRMC was delighted to recognise its wonderful volunteers with a special luncheon as an integral part of Volunteer's Week this year.

Development and Challenges

This year both the Federal and Victorian State Governments have enacted new Multicultural Acts that endorse the utmost importance of recognising and celebrating Australian's multicultural society. The Equal Opportunity Commission has led a thorough investigation and study into racism and how to combat this phenomenon, in our society. BRMC welcomes the re-affirmation of the positive principles that highlight and celebrate cultural diversity, plus a free and just society throughout Australia



Within the City of Ballarat (COB) their Cultural Diversity Strategy and Intercultural Framework is well established along with their great Multicultural Ambassador program.

However, with the new State Government Regional Advisory Councils (RACs) there is a dilemma for each of the eight peak Regional ECC/Multicultural Councils competing for funds and service provision. As a result, BRMC was pleased that following a series of requests, the COB convened a Summit of all major service providers to review the overall situation to the mutual benefit of all concerned.

The other major issue confronting service provision for all migrants is the formation of a one stop shop for information and referrals like a Multicultural Hub and possibly in the CBD (perhaps co-located in a revamped Civic Hall?).

Another challenge is to re-invigorate the CHRSPC to provide leadership as well as to further develop strategic alliances between organisations such as the COB, BRMC, Ballarat Community Health and Child and Family Services (CAFS) to better-serve the many and varied needs of our diverse and growing migrant communities.

Conclusion

Finally, I would like to recognise the invaluable work of the Executive Committee members again this year. This team of very committed and supportive people have assisted BRMC and its members by giving generously of their skills and expertise.

As always the challenge is to develop a collaborative team to drive BRMC with its array of Cultural Associations as well as its Associate and Individual Members and achieve the best outcomes for all concerned. This can only be achieved with everyone's active support, co-operation, understanding and goodwill, to further progressively enhance the work of BRMC as the peak multicultural organisation in the CHR and thus to the advantage of the wider Ballarat community.

Therefore, the goal is to embrace the challenges and endeavour to make BRMC an even more dynamic, robust, viable and resilient, not-for-profit community organisation that best serves its migrant communities throughout the region.

Frank Williams, Chairperson of BRMC



Treasurer's Report

The past year has been challenging financially. As reported extensively in the Chair's and EO's reports, BRMC needs some recurrent funding to cover its operational costs in order for it to be able to continue to operate a professional administrative service in the current premises. Nevertheless, the financial result obtained this year is pleasing in that we now have retained earnings of nearly \$45,000, a considerable improvement from last year's result. This has come at a cost as we have had to reduce expenditure considerably in the non-program area of operations. As can be seen in the table below, the budgeted administration costs are now cut to the bone with fixed costs at a minimum. Admin salaries are now reduced to that of the part time Executive

Officer and Finance Coordinator positions. Hopefully, funds will be found in the coming months to allow us to re-establish a full time reception/admin support role.

The full audited financial statements are included later in this Report.



Lisa Howlett, Treasurer

Administration Budget	2011/12 Budget	2011/12 Actual	2012/13 Budget
Income			
Program allocations	\$38,000	\$43,519	\$35,684
DOH EO salary support	\$44,392	\$45,783	\$53,799
DOH EO related costs	\$10,637	\$10,972	
Other transfers	\$16,655	\$37,682	\$195
Trainee subsidy	\$4,000	\$1,500	\$2,500
VMC Organisational Support Grant	\$5,000	\$5,000	\$5,000
Other Grants	\$7,500	\$11,000	\$5,000
Fundraising	\$5,000	\$2,899	\$15,000
Other	\$1,000		
Bank Interest	\$2,000	\$1,779	\$2,500
Total Income	\$134,184	\$160,135	\$119,678
Expenses			
Salaries	\$68,000	\$65,121	\$55,000
Superannuation	\$5,500	\$6,706	\$5,000
Workcover (Admin only)	\$5,000	\$2,107	\$2,200
Rent	\$12,500	\$9,000	\$9,000
Utilities	\$3,500	\$3,000	\$6,000
ICT	\$7,000	\$3,744	\$4,000
Printing/Communications	\$5,000	\$4,679	\$6,000
Board costs	\$500	\$401	\$500
Volunteer costs	\$500	\$1,115	\$500
Staff PD	\$1,000	\$665	\$500
Travel	\$500	\$31	
Insurance	\$1,200	\$604	\$700
Legal/Consulting	\$0		
Accounting	\$3,000	\$3,682	\$500
Audit (Admin only)	\$5,000	\$2,500	\$2,500
Depreciation	\$15,500	\$23,733	\$23,000
Other	\$1,000	\$1,612	\$1,000
Total expenses	\$134,700	\$128,700	\$116,400
Surplus	(\$516)	\$31,435	\$3,278

Women's Officer/Fundraising Coordinator's Report

It gives me great pleasure to report on the events that we have held within the last twelve months.

Multicultural Concert

Our first concert was held at the Wendouree Performing Arts Centre in November 2011. With Mr Doug Sarah as MC, artists from Ballarat proved to be of a high standard, along with exciting acts from Melbourne. This was a great learning experience for us. I must thank David Vendy, Frank Williams, Doug Sarah and also Annie Hamerton and those who helped in front of house for their wonderful help. Also the staff of Ballarat Grammar and our director Wendy. See you all again for our 16th November 2012 Multicultural Concert.



International Women's Day Dinner

2012 proved once again a great evening for all of us who attended on March 26th to celebrate women all together and to work in with Cultural Diversity Week. A candle was lit to show respect for all other women around the world.

Our guest speaker was Anne-Maree Kierce from Sovereign Hill, who showed examples and spoke about the old clothes irons used from the 1860's onwards. As the years went by, the irons also changed. The women in the old days and on the Goldfields certainly did it hard.

Once again our banquet at the Inn of Khong proved a very good meal and plenty of it. A big thanks to all the donors for our Lucky Draws. Our guest artist from Ballarat Grammar, who sang and played the piano, was very exciting. Again then, a special, thanks to all who helped me in any way, especially Faye Caldwell and Cr. Cheryl Bromfield from the City of Ballarat for being our guest. A big thank you to Mr Chin Tan Chairperson of the VMC for his generous donation.

Special Effort

This year we held a Special Effort with great prizes to be won. I must thank those who were generous in donating prizes. A big thank you to all those great people who sold tickets and also the Cultural Groups who bought tickets. A great profit was made. Thanks too, to Mr Frank Williams for organising a table at Stocklands Wendouree Village and to those who helped to staff it, my grateful thanks also. We were able to sell a few more recipe books during our Expo as well.

May I take this opportunity to thank everyone who helped and supported me in any way during fundraising events. BRMC is great to me as I will always be there for it. I have always been dedicated to all Refugees and Cultural Groups. I love helping out when I am available.

My grateful thanks to Mr Frank Williams, Mr David Vendy and to Annie Hamerton for their wonderful help, when it was needed. May I wish the New Office Bearers all the best for 2012/2013, and that we may go forward, in the future. Thank you once again. I wish you all good health and happiness for 2012/2013.

Ms Georgina Vagg (Madam Butterfly36), Women's Officer/ Fundraising Co-Ordinator

Pictured are some of the guests at the Dinner Dance held at Sovereign Hill in October 2012.



Strategic Plan Outline

In recent years the Executive Committee consulted with internal and external stakeholders to draw up a Strategic Plan. This was endorsed by the Committee in June 2011. The full Plan is available on the BRMC website or from the office. The following outline provides a high level view of the key strategies from the Plan.

Key Strategies

Key priorities that have been identified are categorised into four areas of focus

- Advocacy and Representation
- Marketing and Communication
- Services and Capacity Building
- Evaluation

Advocacy and Representation	
	Develop and promote strategic partnerships with relevant bodies
	Promote the benefits of multiculturalism in the wider community
	Provide representation regarding policy, services and programs on behalf of cultural groups to Governments and other bodies
	Seek funding on behalf of members and BRMC for relevant programs and services
Marketing and Communication	
	Facilitate intercultural communication and interaction
	Promote the use of BRMC's facilities as a hub for the multicultural communities
	Provide information to the CALD community of Ballarat to assist them in achieving their goals
Services and Capacity Building	
	Assist with settlement planning for newly arrived migrants
	Contribute to interagency planning and delivery of programs for the CALD community.
	Contribute to planning and delivery of multicultural events
	Promote programs for CALD youth
	Provide assistance with training and development programs which assist in creating employment for newly arrived migrants
	Promote and provide programs for aged multicultural communities
	Provide cultural awareness programs to the wider Ballarat community
Evaluation	
	Develop and maintain a strategic plan for the organisation continually monitoring it for relevance and effectiveness
	Research the needs of the CALD community in Ballarat

Staff and Program Reports

Executive Officer

I won't repeat information presented in the Chair's detailed report earlier but will mention a few issues and developments that related to the operational aspects of BRMC in the following overview.



Staffing

Administration

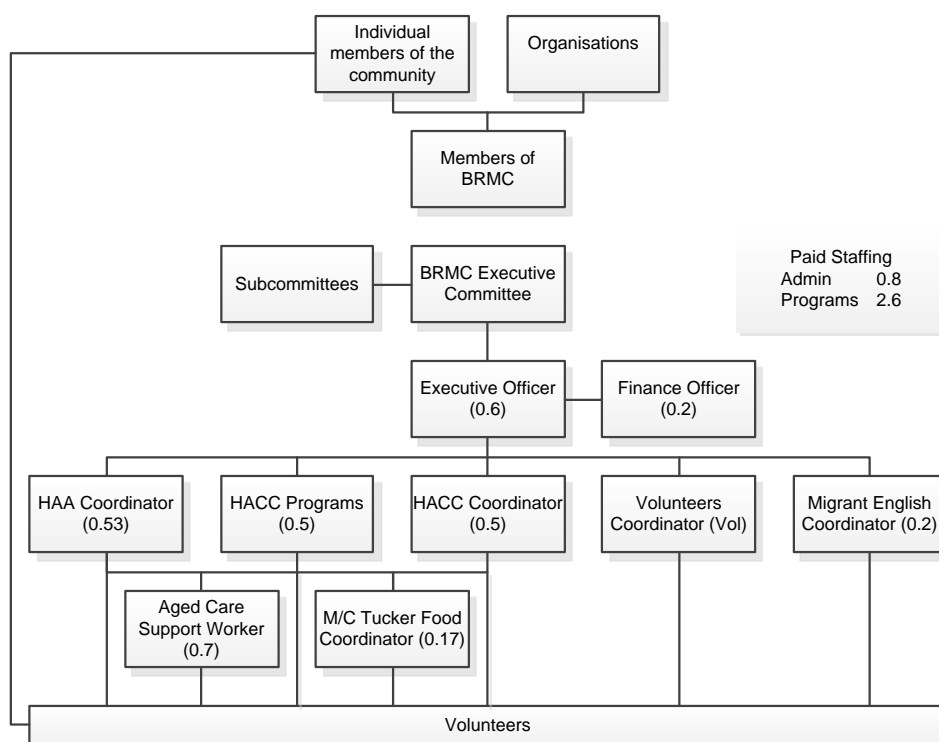
The administrative staffing of BRMC was restructured during the past year as a result of reduced operational funding with Regina Bautista being appointed Finance Officer and Nenita Drough as part time Volunteers' Coordinator. These two were assisted by the appointment of Annie Hamerton as a trainee Administrative Assistant. Regina's position was reduced to 0.2 EFT, Nenita unfortunately had to return to a volunteer role and Annie Hamerton completed her Certificate 3 in Business Administration but her position was made redundant in July 2012 due to lack of funds.

The administration area is now almost wholly staffed with volunteers.

Program staff

We are very fortunate to have a stable and hardworking program staff. Their individual reports elsewhere in this Report attest to the great work they have done.

The current (as at October 2012) staffing and organisational structure can be seen in the accompanying diagram.



Membership Services

As well as the programs and services detailed in subsequent pages, BRMC assisted a number of cultural organisations in seeking funds through the Victorian Multicultural Commission and Ballarat City Council. Many of these led to successful outcomes.

We also sought funds from various agencies for specific BRMC programs and services. There were, of course, a number of unsuccessful applications but we were successful in some areas (see next page).

We were particularly pleased to receive three years funding from the Federal Department of Health and Ageing for a Healthy and Active Ageing program which will build on the success of the Community Partners Program over the previous three years.

Successful grant applications included:

VMC	Harmony Fest (in conjunction with Ballarat City)	\$40,000
	International Women's Day Dinner	\$200
	Winter Warm up Dinner	\$1,000
	Organisational Support	\$5,000
	Migrant English Classes	\$10,000
	Begonia festival (in conjunction with FAABI)	\$2,000
	Multicultural Expo	\$4,000
	Film Nights	\$1,200
	Winter Warm-up Dinner	\$1,200
	Multicultural Concert	\$15,000
DOHA	Healthy and Active Ageing (three years)	\$231,110
BCC	Transport Connections	\$1,800
	Volunteer Support	\$2,000
DOJ	Community Safety Project	\$10,000
Deafness Foundation	Hearing Loop Amplifier	\$1,850
Highlands LLEN	Reverse mentoring Project	\$4,200

Special thanks go to Executive Committee member Georgina Vagg and her Subcommittee which was very effective in raising funds from several functions.

Promotion and Publicity

We published five high quality newsletters during the year with a much wider distribution than in the past.

The use of electronic forms of communication has become more prevalent in our communications strategy.

Events

BRMC remains involved with the GPlace Consortium responsible for managing the leasing and public use of the GPlace facility. During 2012 BRMC instigated an innovative project where students in the VCAL program run at GPlace by Mt Clear College became reverse mentors of some of U3A's and BRMC's clients in teaching their "students" skills in a range of new technologies.

Many of the other events we conducted in the past year are associated with Program areas or fundraising activities and are mentioned in more detail elsewhere.

In summary through, these events and activities included

- Our involvement in HarmonyFest (in conjunction with the City of Ballarat) in February
- The Winter Warm up Dinner in September
- Welcoming a delegation of Japanese dignitaries to the City
- A visit by Trainee diplomats from around the world
- SpringFest in November
- The film Lost Boys of Sudan in November
- Our Multicultural Concert in November
- Involvement with the Begonia Festival Parade in March
- A major Multicultural Expo at BRMC in March as part of Cultural Awareness Week
- Two forums and an Ecumenical Service during Refugee Week in June
- Involvement with the City Council's Multicultural Summit in May



Advocacy

BRMC continues to be the peak body advocating on behalf of the multicultural community of Ballarat and Central Highlands Region. We are represented on the Central Highlands Regional Settlement Planning Committee, SHARE and the City's Intercultural Advisory and Community Safety Committees. Staff and Committee members continue to also represent the multicultural community in a number of other forums.

In the past year the concept of a Multicultural Hub for migrant services in Ballarat has received some attention. BRMC has been active in advocating for this development. The Council convened, at BRMC's request, a Multicultural Summit in May at which most of the agencies and individuals involved in the sector came together to discuss better coordination of migrant services in Ballarat. This was a good first step.

Conclusion

The past year has been a difficult one for BRMC as it struggles to find a core funding source to cover the necessary operational costs of the organisation at its home at GPlace. The Committee and Executive Officer have tried every avenue to seek funding from Local, State or Federal Government levels. At the local level the City of Ballarat continues to ignore BRMC's overtures for financial support. It rejected an application for emergency support we submitted to assist with operational costs and has knocked back the last two applications made for grants through their Community Grants process. Deputations to the Mayor, the CEO, senior staff and the full Council have led to nothing tangible so far. The Council has also decided to partner with other agencies in forthcoming HarmonyFests rather than continue the very successful partnership established this year with BRMC. BRMC brought a grant of \$40,000 to this relationship and it is very disappointing to have the Council decide to dissolve this partnership.

Equally, the State Government, although generous through its Office of Multiculturalism and Citizenship for project-specific funding, is not able to assist with operational support for regional Ethnic or Multicultural Councils (despite giving the Statewide Ethnic Communities Council of Victoria significant operational funding). Again numerous deputations have led to very limited outcomes. It should be acknowledged, however, that the Victorian Department of Health, in addition to funding BRMC's HACC programs, provides considerable financial support for the cost of employing the Executive Officer which is greatly appreciated.



And at the Federal level, too, we were disappointed to not receive support from the Dept. of Immigration and Citizenship (DIAC) for a number of project funding applications we presented. We made representations to the State Director and other Officers on this issue.

Simply put, BRMC's future as an effective force in Ballarat for multiculturalism is in the balance. Without some level of underwriting for its operations it will fail to meet the needs of its clients.

Thanks to the Chair and Executive Committee for their support of my position over the past two years. My thanks also to the tremendous staff at BRMC for their untiring commitment to the achievement of BRMC's aims and objectives. They were a great team to work with.

Jeff Langdon, Executive Officer



HACC Services

Coordinator's Report

This year has been both a busy and a fruitful one for the BRMC Home and Community Care team. It has been a year of great achievements, of ongoing improvement of the services we provide and with clear directions for goals ahead.

Perhaps our most conspicuous achievement was being presented with a Multicultural Award for Excellence – Service Delivery to Multicultural Victoria – Community Services from the Victorian Multicultural Commission for the Multicultural Tucker Program. The award is a wonderful recognition of the great work done by BRMC employees and the volunteers who make this program possible.



Also of note and most definitely of greater utility is our success in winning a grant from the Deafness Foundation of \$1832 to buy and install an amplifier to power the hearing loop that is under the floor of the Function Hall at GPlace. With the installation of this amplifier we are now able to use the hearing loop (it previously lay there dormant: unnoticed and unused) so that when we (or other groups) have people presenting important information,



people with hearing difficulties have a much better chance of hearing that information. The hearing loop is a real boon for all users of GPlace, especially our own clients, many of whom face a double challenge: having to understand information presented in their second language and then dealing with a hearing difficulty. In August of 2012 BRMC held a grand opening for the hearing loop. Jan Ginus from ADEC spoke and representatives from Better Hearing and City of Ballarat were also present. It was a great do and it was wonderful to have coverage from the Courier, about the loop.

Apart from these kinds of accolades, the Multicultural Tucker Program continues to be an exemplary service. Our team of volunteers and employees work hard to make sure that our guests get a great meal and enjoy their time at the

Tucker. The service we provide, however, goes far beyond the provision of the meals. Social connection is coming more and more to be seen as crucially important to an individual's health and wellbeing. Social connection and engagement is something we work hard at to make happen at the Tucker. In order to make the Tucker a more socially meaningful event, we organise traditional dress parades, table decorating competitions, guests bringing photos to show friends and workers, flower displays made up from guests home gardens, to mention a few. Our aim, in creating these activities for the Tucker, is to give guests the opportunity to have input into and to have a sense of ownership of the Tucker. It's about giving them the chance to involve themselves more deeply in the day's activities in the hope of making them more appealing and promoting more meaningful connections with everyone who attends. Not every idea works but we feel that these initiatives have really enriched the Tucker.

A huge part of what makes the Tucker what it is, are the volunteers. Their contribution cannot be overstated. Volunteers cook the food, they set up the hall, they drive guests to the event, they clean, they wash, they welcome. Without them there would be no Tucker. With this in mind

we feel that it is important to recognise, encourage and make their contribution something that is easy to make. Part of this is providing team building days for the Tucker team. Last December we invited our volunteers to the Tangled Maze in Creswick. Everyone had a really good time eating good food, finding their way through the maze and having time to chat with each other in an environment far removed from the rush and commotion of the Tucker. Such times feel valuable and are just something small that we can do to say 'Thanks' and to help build a happier more cohesive team.



Another great highlight from the last year was the Long Live Diversity Expo. It was great getting in lots of different groups and service providers along to talk with and involve our clients. From clogging to the Naz Avaz Choir: from the community garden at GPlace to a story-telling class, there were a lot of great activities for clients and a lot of enjoyment for all who attended.

Behind the services that we provide at BRMC is work that is done to ensure that staff are working well together and that we are making connections with other Ballarat organisations to assist in our mission to help provide greater opportunities for Ballarat's older Culturally Diverse community to access services and lead an independent and enjoyable life here in Ballarat. The kind of work that I am talking about includes setting up the Ballarat Agency Diversity committee, a group of agencies that are working together to help ensure that no matter what their situation, all people have fair access to services. In addition to this, we are working with the wonderful Kim Romeo, who incidentally is always helping out with the delivery of our programs, to create an advisory group where agencies can come together to discuss how to ensure people born overseas have the same access and quality of aged care services.

Apart from these kinds of interagency initiatives we are also working hard alongside the Department of Health to improve our own procedures. It is our goal to be able to provide a more complete service to our clients. Presently we provide outstanding social support services, we want to improve our capacity to go beyond this to assist clients to lead more enjoyable, active lives and help them access services to do so. If you personally feel that there is an area of your life that you would like to improve on, an activity to do or a skill to learn; please don't hesitate to come to talk to us about it and see what we can do for you.

On the subject of helping out with activities that you might like to do, presently we are working on providing Reverse Mentoring through Mt Clear's VCAL program, computer tutorials, belly dance classes and a Men's Shed. If you're interested in being involved please give us a call.

To conclude, there are a few people that I would like to thank. Firstly, the amazing Virgie Hocking. Virgie does an amazing job organising the Hepburn Moorabool Multicultural Lunch as well as providing real assistance to older house-bound people in Ballarat with her friendly visiting program. She also does a great job with the Telelink program and we couldn't do without her input and hard work in the Multicultural Tucker program. Jill Spicer from Centacare also does a tremendous job organising bus trips for our clients, running the amazing Multicultural Sports Days as well as helping out with our other programs. Juliet Montague is doing a wonderful job of cooking and coordinating all the food preparation at the Tucker. Her insights and skills are helping make this program even better. Kim Romeo has been of great assistance both in delivering BRMC HACC programs and with her valuable input in planning meetings. Nenita Drough has done an awesome job welcoming guests to the Tucker as well as vital work in recruiting and orientating volunteers for our programs and indeed for all of BRMC operations. Annie Hamerton has also been of tremendous help, always there to lend a hand. I would also like to thank Jeff Langdon who has done a wonderful job as our Executive Officer making BRMC an enjoyable place to work, putting measures and systems in place to help us do the best work that we can. You will be missed.

Lastly I would like again to acknowledge the volunteers that we have working with us. Whether you are supporting us from your work in administration or you are cooking, washing or serving. You do a grand job and we couldn't do it without you. This year I would like to thank in particular: Mary Plocteki, Halina Wood, Roman and Teresa Skrypko, Pam Hall, Ron Males, Leo Hanrahan and Frank Williams. Thanks for your long standing support and continued dedication to the work we do.

Jason Shorter, HACC Coordinator

Social Support and Telelink

2012 is another busy year concentrating on the work of the three programs; Telelink, the Friendly Visiting Scheme and the Hepburn/Moorabool Multicultural program.

The Hepburn/Moorabool Multicultural Program continues to do well. We are now in our fourth year servicing the people who are carers, elderly or have disabilities who are living in the Hepburn and Moorabool Shires. We also have a small number of participants living in the Central Highlands Region.

The clients are very eager to attend the activities every two months where we continue to set up different venues and places between the two Shires and the Central Highlands region. The program has developed a closer relationship between the two groups and they are interacting very well.



The number of clients attending continues to increase, but unfortunately we have to restrict and prioritise clients who we think could benefit more in the program due to the circumstance that the majority of the venues are not able to accommodate a larger number. We also have limited funds to cater for a bigger group.

In the 2011-2012 year, we took our clients to the Farmers Arms Hotel in Creswick last August and to Ballarat Art Gallery last October. We celebrated Christmas last year at the Gold Rush in Warrenheip where we invited the Creswick Senior's Choir to perform. The group was also entertained by a magician and visited by Father Christmas. We started the first event this year at the Old Hepburn Hotel in Hepburn Spring last March, followed by a winter luncheon at the Wallace Hotel in Wallace on June 6 and at the Heritage Diner in Warrenheip on August 1. On October 3 the group went to Bacchus Marsh Golf Club in Bacchus Marsh and they were entertained by a local performer. The group will be celebrating the Christmas break- up at Donnegan's Farm in Gordon with the appearance of Father Christmas and we are hoping that the Gordon Primary School choir will be able to perform for the group.

As always Peter Fulton (Moorabool Staff) is happy to share his interesting stories and his jokes at most of the events. We continued to run the footy tipping games during the footy season to warm up the day before everyone has their meal.

With the collaboration of Centacare, Hepburn and Moorabool Shires, the staff meet bi-monthly to plan the dates, the venues and the activities for the program. The meetings are facilitated by the HACC Social Support/Telelink Coordinator (Virgie Hocking). During these events we ran a number of activities for the group such as Mystery Auction, "Guess the Person in the Photos", trivia quizzes, sing-a-long, the crown making competition and for the queen of Hepburn/Moorabool Multicultural program. The aim of the activities is to make the clients feel part of the program and assist them exercising their cognitive mind. The group relates to each other very well.



In the last four years the Telelink program had formed five groups which are the Filipino, the Dutch, the Hepburn/Moorabool Multicultural and the Intercultural group and the new group the Maltese. Unfortunately we had to cease the Dutch, the Hepburn/Moorabool and Intercultural group for a while due to the lack of numbers. The Filipino group is getting stronger and continues the telephone conferencing every fortnight and has been having a great time. The group talked a lot about their country - the Philippines. They continue to share different topics such as health issues and have built trust in confiding with their own personal matters. The group catches up with each other every two months for a get together lunch in one

of the participant's home. A couple of times the group has invited one of the Friendly Visiting volunteers and the clients to join their get together. They have really appreciated the hospitality. The Filipino group is grateful that the Telelink program exists. It helps them develop and gain knowledge through the telephone conferencing and they have learned more about what other services are available in the region and where they can access them.

BRMC Telelink continues to work very closely with the Bendigo Telelink where both coordinators catch up with each other at least three times a year. The coordinator continues to attend the Telelink Coordinator's Network Meeting every two months via conference link and meet the other coordinators face to face once a year.

In the Friendly Visiting Scheme our volunteers are doing a wonderful job. They have made sure that they are very consistent in visiting their clients at least once a week for about an hour and at times they will ring the clients to make them feel they have an ongoing support. We have clients who are Dutch, Chinese, Filipino, Croatian, Hungarian, Finnish, Italian, German/

Austrian, New Zealander and American. Our volunteers come from the Philippines, Germany, Holland, Finland, Croatia, Italy and Australia. The volunteers are matched to visit clients who can speak the same language but in most cases we match them through the same interest and skills. One client claims that "she prefers to have a volunteer visitor from a different nationality so that she can continue using her English and not lose it, as she feels that as she is getting older she is beginning to go back to her own native tongue". Unfortunately we have lost three clients this year that had passed away early this year.



The volunteers continue to use the active service model by working on client's goals. An example of that is one client who enjoys reading claiming that "he would like to read more books from the library". To meet the client's goal the volunteer took the client for a drive to the library regularly to borrow more books. Our volunteers often encourage their clients to go for a walk, look around the shops or in the park or go out for coffee. The remarkable work of the volunteers has developed clients' well-being and healthy ageing.



The coordinator has encouraged the volunteers to attend training to upgrade their skills in volunteering. This year the volunteers have attended three training sessions organised by HACC. The coordinator continues to provide ongoing support by phoning the volunteers regularly. Every three months the coordinator reviews the volunteer's visits using the update review form.

The Social Support/Telelink coordinator continues to assist the Multicultural Tucker program and the Multicultural Senior's Sports Day and is also involved in the planning and decision making. She also continues to assist with the Bus Trips that Centacare organize and the activities that BRMC hold.

She continues to attend the Volunteer' Coordinator's Network Meetings and the HACC Service Providers Network Meetings. She also works closely with BRMC's other aged care program Health and Active Ageing (formerly CPP).

The coordinator has attended a number of training sessions that HACC provided.

It has been great working with the rest of BRMC staff and the administration volunteers.

Virgie Hocking, Social Support/Tellink Coordinator

Community Safety Project

During the first part of 2012 BRMC played host to a Community Safety Project funded through the State Department of Justice. This was a twelve week program run through the Delacombe Community House in conjunction with the Delacombe Community Renewal project designed to raise community awareness about safety issues in the Delacombe precinct particularly within the African community that is resident there. Tracey Steiner was employed as the Project Officer for this project.



Over the three months Tracey and her team brought together a number of individuals and groups within the precinct to look at issues of community safety such as a walking path through the community, understanding of policing and emergency services, etc.

The project concluded with a successful Community Safety Day at the end of June. Unfortunately this coincided with the defunding of the Community House which left a bitter taste in the mouths of some of the participants.



Community Partners Program

The Community Partner Program (CPP) has been active in Ballarat for the past three years. During this time it has enabled greater access to Aged Care Services from CALD communities and has helped Aged Care Services providers to become more culturally aware of how to deliver Aged Care Services to our CALD community.



Regular meetings like “Coming Together” and visits to aged care organisations created opportunities for the CALD communities and Aged Care service providers to meet face to face to learn from one another and it was here, we experienced the development of sustainable relationships to an extent where they now contact each other directly when faced with issues surrounding their specific communities. In addition, being a rural city, Ballarat Aged Care service providers do not have access to as many resources as urban cities so CPP gave us a great opportunity to deliver free cultural briefings and translator/interpreter workshops to assist aged care service providers to become more culturally appropriate and responsive.

CPP has been a vital link between the Aged Care service providers and the Cultural Communities to break down barriers, strengthen relationships and to encourage discussion for sharing and learning from one another.

Resources which have been developed through CPP include the Aged Care Service guide, Memory Books containing translated information on how to access Aged Care Service in Ballarat and an “End of project booklet” which highlights the CPP Intercultural Facilitators and the activities they co-facilitated. In collaboration with Peta Strachan, we compiled a report titled ‘Report on the barriers and issues of concern for the multicultural diverse communities within the Ballarat region in accessing aged care services’. If you would like a copy of any of these resources please contact BRMC Reception on 5332 5941.

Sadly, all good things must come to an end and on the 30th June 2012, all objectives of CPP had been met and CPP was closed. A closure meeting was held on the 28th June 2012 at the ‘Ansonia on Lydiard’ not only to officially close the project, but to also acknowledge the long term commitment of the CPP Intercultural Peer Facilitators and the Advisory Committee. BRMC sincerely appreciates all support given to the project and we look forward to all opportunities to work with you again in the near future.

In succession of CPP, BRMC will be implementing a new project, ‘Healthy and Active Ageing’ (HAA) which has been funded by the Department of Health & Ageing (DoHA). We will be engaging new CALD groups/associations who are ageing in the Ballarat community and who will benefit from the activities and information delivered through the project.

Kim Romeo, BIAC CPP Project Officer



Postscript: Just as we were going to print Kim has announced she is leaving BRMC to commence a new career as an accountant. We congratulate Kim on her achievements at BRMC over the past four years initially in the Administration area and then coordinating the CPP program. Good luck Kim for the future.



Migrant English Program

BRMC remains a central focus point for our migrants requiring assistance with English.

We provide individual tutors, usually in the client's home, and/or informal classes. After interview and assessment of their language needs, clients are either placed in the BRMC programs, or referred to SMB (TAFE English classes) or other providers as appropriate.

Our English Tutor Program increasingly continues to serve many of our migrants with their English needs. It is so important for our migrants to develop their English language skills to enable them to function effectively in our community, and individual tuition provides a necessary addition to their class work, or as their main source of help.



Our volunteer tutors give their time and expertise to assist those with specific and/or general English needs.

During the year 2011-2012, thirty new tutors were recruited, trained, and supported, bringing the total for the year to sixty-one.

Individual tuition gives the student an unique opportunity to focus on their specific needs and goals, such as language for everyday settlement needs, English for trade and other certificate courses, workplace communication, assistance with study in other courses, preparation for language tests, university study, employment, permanent residency and citizenship.

We also provide two informal classes: Conversation and general English class here at BRMC, with individual help for those with lower levels of English proficiency, and General and social English at a higher level for overseas Students at the University of Ballarat.

Mr. Frank Williams has generously given much of his time to conduct both classes (apart from his busy schedule as Chairperson of BRMC) with occasional relief by other tutors or myself.

Statistics during the year		
Number of Clients assisted during the year:		120
Number of tutors supporting our migrants during the year		61
Gender Distribution of Clients:	Females	76%
	Males	24%
Countries of Origin of Clients:		
• Africa (Sudan & Togo)		60%
• China		20%
• Japan		5%
• Indian Sub-continent		5%
• South East Asia		5%
• Middle East (Iran, Jordan, Turkey)		3%
• Europe & Russian States		2%

During the year the increasing number of clients and tutors has provided much challenge in administration of the program, and much of the work has been done voluntarily by the Coordinator with excellent assistance from administration staff and volunteers.

With increasing requests for assistance by our clients, a new group of tutors is being recruited for training and placement.

The program also provides a unique and interesting volunteering experience for our tutors, through the initial training provided, ongoing English teaching workshops, access to our TESOL (Teaching English to Speakers of Other Languages) Library, meetings with the Coordinator and each other, and of course the firsthand experience with our clients from other cultures. Tutors are trained in a program conducted in partnership with Adult Multicultural Educational Services (AMES) and covers e.g. cultural and refugee issues, adult learning and strategies. Many of our tutors are very experienced teachers and/or TESOL qualified professionals. However all our tutors bring considerable experience and expertise to provide invaluable assistance for our migrants.

Acknowledgements

Thanks are extended to all who have helped with the program: the tutors who have worked so diligently during the year with one or more of our migrants, the class tutors, and those who have given assistance in administration work.

The work of all our tutors is very much appreciated. Some have been with us for many years, others, recently recruited, are also proving to be very invaluable. It is most satisfying to have such dedicated people who enable BRMC to provide such an important service,

Judy Brumby, Coordinator, English Tutor Program

Volunteers/Referrals and Advice

BRMC capped off the calendar year 2011 with the Volunteer Morning tea in celebration and appreciation of our volunteers during the Christmas season. It was a morning of good food, fun and games and social interaction for everyone present. Each program's volunteers were acknowledged and presented with a small gift as a token of our sincere gratitude for their valued contribution.



The volunteers' committed and dedicated participation at BRMC continue to impact and enable us to deliver and provide programs and activities that support, strengthen and encourage our inter-cultural communities in Ballarat and surrounding areas in the Central Highlands. It is very heart-warming to see our program participants, clientele and the wider community benefit greatly by receiving information relevant to their situation, getting education, enjoying friendships, acquiring and using their skills and achieving better understanding of other people of different backgrounds. To see our objectives being achieved in the lives of people who need these services most with the help of our volunteers and partners is very encouraging.

The table below shows the involvement of volunteers in the various programs from July 2011 to June 2012.

Program	New	Total	Cultural background
HACC			
• Multicultural Tucker	11	13	Australian, Chinese, Filipino, Ukrainian, Polish, Serbian, Maltese and Iranian
• Friendly Visiting/Telelink	2	9	Dutch, Filipino, Croatian, Italian, German, Australian, Finnish, Chinese
Migrant English	25	61	Australian, English, Dutch, Malaysian
CPP		11	Italian, Croatian, German, Dutch, Greek, Chinese/Australian
Administration/Reception	3	7	Pakistani, Vietnamese, Indonesian, Filipino, Australian,
Computer tutoring		2	Australian, Indonesian
TOTAL	48	103	

Due to work commitments, studies, health and family issues and some just needing a break or a good holiday, a good number of our volunteers (about 20) were not able to continue their work during the year. We acknowledge their great contribution and wish them all the best in all their endeavours.

Our volunteers also extended their helping hand assisting with the activities and festivities BRMC promoted and sponsored in partnership with other community and cultural organisations in Ballarat.

The following events held promoting harmony and understanding which received great support from our hardworking volunteers are:

- HarmonyFest on the 10th of February in partnership with the City of Ballarat. Volunteers helped with setting up and packing up and help with food stalls and displays;

- Cultural Diversity Expo held at BRMC on the 24th of March. Assistance provided included: car parking supervision, cooking demonstrations, supervision of children's activities, registration, food stalls and display, setting and packing up and performances from cultural groups.
- Art and Craft classes held on. May 11 to July 1 and coordinated by Maria Sozanski and Tanya Willkie. Participants were taught embroidery, knitting, sewing and some painting.
- Begonia Festival in March. Volunteers participated in the BRMC float wearing their national costumes. BRMC with the Filipino Cultural community provided a barbecue lunch to the cultural groups in attendance at the Festival.
- The Volunteers' Appreciation Luncheon held at Table 48 on July 26 was a very fitting gesture to celebrate our volunteers and to commemorate Volunteers' Week. Everyone enjoyed the sumptuous lunch, the PowerPoint presentation showing our volunteers in action and the opportunity to catch-up with one another. The Ballarat Courier took photos of the day and these were published the following day.

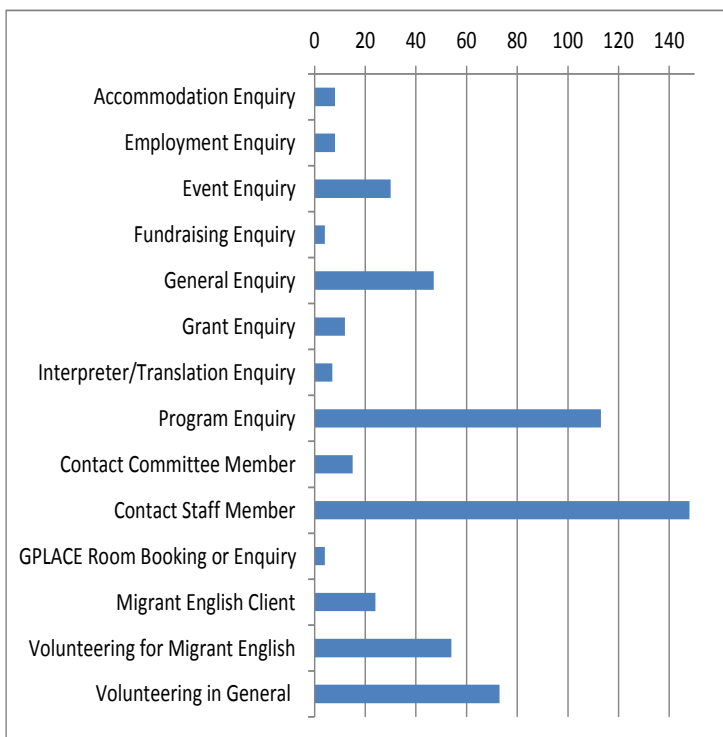
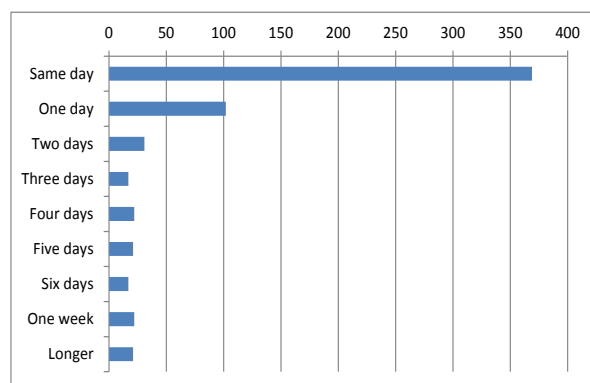
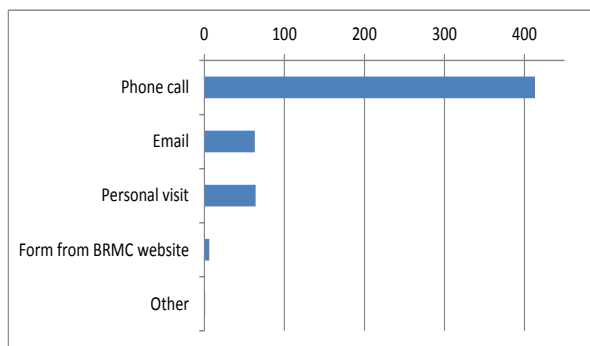
With the closure of the Community Partners Program, a newly funded program called Healthy and Active Ageing is now seeking volunteers from the Hungarian, Maltese, Filipino and intercultural or mixed cultural groups. Please ring our office if you can help in promoting and supporting the elderly members of our CALD communities by equipping them with information and providing opportunities and activities helpful to them.

I want to acknowledge the support of United Way in advertising for volunteers for BRMC and their continuous referrals of volunteers' enquiries to us. Through their support we have a constant flow of enquiries from people who are willing to help and support the work we do at BRMC. So many of them are very qualified and skilled people with lots of experiences behind them to offer great support to our clients.

We look forward to another year of working with you all in bringing much needed support to our CALD communities. Again, our heartfelt thanks to you all who have extended help and support through our programs at BRMC.

Nenita Drough, Volunteer Coordinator

During 2011/12 a referral database was established for reception staff and volunteers to record relevant information about incoming requests. These referrals only include those requests that couldn't be attended to by staff immediately but given that all staff are part time the data does provide some interesting information.



Past Executive Committee Positions at BRMC

	1999 -2001	2002	2003	2004
Chairperson	Sundram Sivalamai	Sundram Sivamalai	Sulaika Dhanapala	Sulaika Dhanapala
Deputy Chairperson	Sulaika Dhanapala	Sulaika Dhanapala	Frank Williams	Frank Williams
Secretary	Ronald Males	Claudia Tresoldi McLean	Claudia Tresoldi McLean	Mark Karlovic
Assistant Secretary	Frank Williams	Virgie Hocking		Bernard Bradbury
Treasurer	Evie Dichiera	Frank Williams	Evie Dichiera	Evie Dichiera
Assistant Treasurer				
Publicity Officer	Claudia Tresoldi-Mclean	Gwendoline Blake	Gwendoline Blake	Gwendoline Blake
Community Rep	Virgie Hocking	Ron Males	Ron Males	George Fong
Community Rep	Georgina Vagg	Georgina Vagg	Georgina Vagg	Ron Males
Community Rep				Theresa Pomorski
Fundraising Officer				Georgina Vagg
Women's Officer				Brenda Maguire
Youth Officer				Mark Karlovic
Volunteer Coordinator		Talia Barrett		
Past President			Sundram Sivamalai	Sundram Sivamalai
	2005	2006	2007	2008
Chairperson	Sulaika Dhanapala	George Fong	George Fong	Frank Williams
Deputy Chairperson	Frank Williams	Frank Williams	Frank Williams	Sulaika Dhanapala
Secretary	Mark Karlovic	Arthur Mazur	Narelle Hibberd	Jennifer Johnson
Assistant Secretary	Bernard Bradbury	Rick Youssef/Mark Karlovic	Mark Karlovic	Talia Barrett
Treasurer	Ellen Kessler	Evie Dichiera	Shane Bicknell	Sally Ann Skewes
Assistant Treasurer	Evie Dichiera	Shane Bicknell	Henry Wang	Farhang Afshar
Publicity Officer		Gwendoline Blake	Gwendoline Blake	Wendy Green
Community Rep	George Fong	Mark Karlovic	Jennie Howard	Yin Toe
Community Rep	Mary Ann Morisi	Patrice Braun	Liz Orlowski / Ron Males	Georgina Vagg
Community Rep	Xiaoli Jiang	R. Males/ K Maharaj	K. Maharaj/ Z Svanosio	
Fundraising Officer				
Women's Officer	Virgie Hocking	Sulaika Dhanapala	Patrice Braun	
Youth Officer	Fr Gerald Loos			Kushi Maharaj
Interfaith Officer		Fr. Gerald Loos	Rupert Bowd	Rupert Bowd
Past President	Sundram Sivamalai	Sulaika Dhanapala	Sulaika Dhanapala	George Fong
	2009	2010	2011	2012
Chairperson	Frank Williams	Talia Barrett	Frank Williams	Frank Williams
Deputy Chairperson	Farhang Afshar	Farhang Afshar	Sulaika Dhanapala	David Vendy
Secretary	Gerald Jenzen	Pam Anderson/Liz Denny	Pam Anderson	Kushi Maharaj
Assistant Secretary	Talia Barrett	Liz Denny/Yin Toe	Carmel Kavanagh	Carmel Kavanagh
Treasurer	Hassan Elhawary	Chris Wright	Lisa Howlett	Lisa Howlett
Assistant Treasurer	Giancarlo Faustini	Xiaoli Jiang		Lynda Andeobu
Publicity Officer	Ingrid Harris	Masako Kennedy	Gwendoline Blake	Brigitte Kerrutt
Community Rep	Kushi Maharaj	Kushi Maharaj	Kushi Maharaj	Sherley Hart
Community Rep	Henry Wang	Russ Cartledge	David Vendy	Mona Hatwal
Community Rep	Emmanuel Aziawor	Carmel Kavanagh	Ugo Vito Lolacono	Mary Nyaw
Co-opted Member			Tracy Steiner	Ugo Vito Lolacono
Co-opted Member			John Wertz	
Women's Officer	Georgina Vagg	Georgina Vagg	Georgina Vagg	Georgina Vagg
Youth Officer	Anushka Dhanapala	Mel Razmjoo	Lucien Assogba	Pam Anderson/ Sundram Sivamalai
Interfaith Officer	Fr. Gerald Loos	Wilbert Mapombere	Fr. Gerald Loos	Fr Peter Kunen
Past President	George Fong	Frank Williams	Talia Barrett	Talia Barrett

Financial Statements

BALLARAT REGIONAL MULTICULTURAL COUNCIL INC

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$	2011 \$	2010 \$
Revenues				504,708
Employee Benefits Expense	2	496,822	456,877	(372,357)
Depreciation and Amortisation Expenses		(241,776)	(344,955)	(10,486)
Program operating costs		(23,094)	(15,541)	(50,605)
Occupancy costs		(127,524)	(109,107)	(23,353)
Other Expenses		(12,273)	(20,000)	(72,626)
		(53,561)	(122,575)	
Profit (loss) before Income tax		38,594	(155,301)	(24,729)
Income tax expense		-	-	-
Profit (loss) for the year		38,594	(155,301)	(24,729)
Other Comprehensive Income		-	-	-
Total Comprehensive Income for the Year		38,594	(155,301)	(24,729)

BALLARAT REGIONAL MULTICULTURAL COUNCIL INC

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2012

ASSETS	Note	2012 \$	2011 \$	2010 \$
CURRENT ASSETS				
Cash & Cash Equivalents	3	37,430	29,175	58,386
Trade and other receivables	4	3,739	30	12,303
Investments	5	22,013	59,256	200,000
Other Assets	6	-	1,286	5,537
TOTAL CURRENT ASSETS		63,182	89,757	276,226
NON-CURRENT ASSETS				
Property, Plant and Equipment	7	54,676	67,824	61,035
TOTAL NON-CURRENT ASSETS		54,676	67,824	61,035
TOTAL ASSETS		117,858	157,581	337,261
LIABILITIES				
CURRENT LIABILITIES				
Trade and other payables	8	17,290	58,666	27,917
Short-term provisions	9	9,130	7,408	24,319
Income in Advance	10	46,991	85,660	118,376
TOTAL CURRENT LIABILITIES		73,417	151,734	170,612
NON-CURRENT LIABILITIES				
Long-term provisions	9	-	-	5,501
TOTAL NON-CURRENT LIABILITIES		-	-	5,501
TOTAL LIABILITIES		73,417	151,734	176,113
NET ASSETS		44,441	5,847	161,148
EQUITY				
Retained Earnings		44,441	5,847	161,148
TOTAL EQUITY		44,441	5,847	161,148

The accompanying notes form part of these financial statements

The accompanying notes form part of these financial statements

BALLARAT REGIONAL MULTICULTURAL COUNCIL INC

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2012

2010	Retained Earnings \$	Total \$
Balance at 1 July 2009	185,877	185,877
Profit/(loss) attributable to members	(24,729)	(24,729)
BALANCE AT 30 JUNE 2010	161,148	161,148
2011	Retained Earnings \$	Total \$
Balance at 1 July 2010	161,148	161,148
Profit attributable to members	(155,301)	(155,301)
BALANCE AT 30 JUNE 2011	5,847	5,847
2012	Retained Earnings \$	Total \$
Balance at 1 July 2011	5,847	5,847
Profit/(Loss) attributable to members	38,594	38,594
BALANCE AT 30 JUNE 2012	44,441	44,441

The accompanying notes form part of these financial statements

BALLARAT REGIONAL MULTICULTURAL COUNCIL INC

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$	2011 \$	2010 \$
CASH FLOWS FROM OPERATING ACTIVITIES:				
Receipts from government and customers		452,665	426,951	480,601
Payments to Suppliers and Employees		(474,782)	(587,363)	(515,643)
Interest Received		3,075	10,522	6,529
Net cash provided by (used) by operating activities	11	(19,042)	(149,890)	(28,513)
CASH FLOWS FROM INVESTING ACTIVITIES:				
Proceeds on sale of property, plant and equipment		-	8,637	-
Purchase of property, plant and equipment		(9,946)	(28,702)	(27,237)
Payment for Term Deposit		-	-	(200,000)
Proceeds from Term Deposit		37,243	140,744	-
Net cash provided by (used) by investing activities		27,297	120,679	(227,237)
Net Increase/(Decrease) in Cash Held		8,255	(29,211)	(255,750)
Cash at the beginning of the financial year		29,175	58,386	314,136
Cash at the end of the financial year	3	37,430	29,175	58,386

The accompanying notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2012

The financial statements cover Ballarat Regional Multicultural Council Inc as an individual entity. Ballarat Regional Multicultural Inc is an association incorporated in Victoria under the Associations Incorporation Act 1981.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

a. Basis of Preparation

The financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act (Vic). The committee has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values, or except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated have been adopted in the preparation of the financial report.

b. Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

c. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by committee members to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

The cost of fixed assets constructed within the association includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, is depreciated on a diminishing value basis over the asset's useful life commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Plant and equipment	11.25% to 100%
Motor vehicles	18.75%

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2012

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

c. Property, Plant and Equipment (continued)

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

d. Income Tax

No provision for income tax has been raised as the association is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

e. Cash or Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities in the statement of financial position.

f. Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Those cash flows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

g. Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

h. Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2012

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

I. Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

Unexpended Grants

The association receives grant monies to fund projects either for contracted periods of time or for specific projects irrespective of the period of time required to complete those projects. It is the policy of the association to treat grant monies as unexpended grants in the balance sheet where the association is contractually obliged to provide the services in a subsequent financial period when the grant is received or, in the case of specific project grants, where the project has not been completed.

Contributions

The association receives non-reciprocal contributions from the government and other parties for no or nominal value. These contributions are recognised at the fair value on the date of the acquisition upon which time an asset is taken up in the balance sheet and revenue in the income statement.

All revenue is stated net of the amount of goods and services tax (GST).

J. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the item of expense.

The receivables and payables in the Statement of Financial Position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a net basis.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2012

NOTE 2: REVENUE	2012 \$	2011 \$	2010 \$
Sales Revenue			
Interest Income	1,779	7,218	11,129
Community Grants	87,740	25,974	-
Donations	1,669	4,309	-
Department of Health grants	280,839	267,237	263,041
Other Government grants	81,051	63,249	206,374
Other Revenue	19,257	15,265	11,932
Recoveries	24,487	71,360	12,232
Profit on sale of assets	-	2,265	-
Total Revenue	496,822	456,877	504,708
NOTE 3: CASH AND CASH EQUIVALENTS			
Cash on hand	1,769	700	1,114
Cash at bank	15,661	28,475	57,272
Cash at bank - Department of Health cash buffer	20,000	-	-
	37,430	29,175	58,386
The Department of Health has provided a cash buffer while the Association is experiencing low levels of cash. This money is only to be used with the consent of the Department of Health if there is an inability to make payments from other sources of cash.			
Reconciliation of Cash			
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the Statement of Financial Position as follows:			
Cash and cash equivalents	37,430	29,175	58,386
	37,430	29,175	58,386
NOTE 4: TRADE RECEIVABLES			
Trade receivables	3,739	30	12,303
	3,739	30	12,303
NOTE 5: INVESTMENTS			
Term Deposit	22,013	59,256	200,000
	22,013	59,256	200,000
NOTE 6: OTHER ASSETS			
Prepayments	-	-	937
Accrued interest	-	1,296	4,600
	-	1,296	5,537

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2012

NOTE 7: PROPERTY, PLANT AND EQUIPMENT

	2012 \$	2011 \$	2010 \$
Plant and Equipment			
Plant and equipment at cost	120,648	123,419	113,942
Accumulated depreciation	(79,611)	(72,381)	(59,680)
Total plant and equipment	41,037	51,038	54,262
Motor Vehicles			
Motor vehicles at cost	19,225	19,225	17,763
Accumulated depreciation	(5,586)	(2,439)	(10,960)
Total motor vehicles	13,639	16,786	6,783
Total property, plant and equipment	54,676	67,824	61,035

(a) Movements in Carrying Amounts

Movement in the carrying amount for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Plant and Equipment \$	Motor Vehicles \$	Total \$
Balance at 1 July 2009	35,946	8,348	44,294
Additions	27,237	-	27,237
Depreciation Expense	(8,931)	(1,565)	(10,496)
Carrying amount at 30 June 2010	54,252	6,783	61,035
Additions	9,477	19,225	28,702
Disposals	-	(6,372)	(6,372)
Depreciation Expense	(12,891)	(2,850)	(15,541)
Carrying amount at 30 June 2011	51,038	16,786	67,824
Additions	9,946	-	9,946
Depreciation Expense	(19,947)	(3,147)	(23,094)
Carrying amount at 30 June 2012	41,037	13,639	54,676

NOTE 8: TRADE AND OTHER PAYABLES

Trade payables	8,393	36,321	9,422
Pay as you go withholding	2,450	3,994	4,671
Goods and services tax	6,453	6,086	2,759
Accrued Wages	-	8,050	4,852
Superannuation	-	4,213	6,213
	17,296	58,666	27,917

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2012

NOTE 9: PROVISIONS

	2012 \$	2011 \$	2010 \$
Current			
Provision for Annual Leave	9,130	7,408	24,319
	9,130	7,408	24,319
Non Current			
Provision for Long Service Leave	-	-	5,501
	-	-	5,501

NOTE 10: INCOME IN ADVANCE

Unexpended Grants - Funding Programs	26,991	85,660	118,376
Income in Advance - Department of Health Cash Buffer	20,000	-	-
	46,991	85,660	118,376

The money provided by the Department of Health as a cash buffer is being treated as an advance of future funding and is therefore recorded as income in advance.

NOTE 11: CASH FLOW INFORMATION

Reconciliation of Cash Flow from operations with Profit after Income Tax

Profit (loss) for the year	38,594	(155,301)	(24,729)
Non-cash flows in profit			
Depreciation	23,094	15,541	10,496
Profit on sale of assets	-	(2,265)	-
Changes in assets and liabilities			
(Increase)/decrease in trade receivables and other assets	(2,413)	16,514	(15,434)
Increase/(decrease) in income in advance	(38,689)	(32,716)	(2,515)
Increase/(decrease) in trade payables and accruals	(41,370)	30,749	(1,139)
Increase/(decrease) in provisions	1,722	(22,412)	4,808
Net cash provided by (used in) operating activities	(19,042)	(149,890)	(28,513)

NOTE 12: ECONOMIC DEPENDENCE

The Association currently depends on funding from the Department of Health for over half of its revenue.

NOTE 13: GOING CONCERN ASSUMPTION

Despite the Association recording a profit of \$38,594 for the year ended 30 June 2012 and having a net asset position of \$44,441, there are still concerns over whether the Association is able to continue operating as a going concern. Steps continue to be taken to reduce costs wherever possible and the Department of Health is currently willing to continue supporting the Association to enable it to keep providing services to the community by providing \$20,000 that can be used for the making of payments at the consent of the Department of Health. Therefore, it is considered that the going concern assumption is the appropriate basis for the preparation of this report.

BALLARAT REGIONAL MULTICULTURAL COUNCIL INC

STATEMENT BY MEMBERS OF THE COMMITTEE

In the opinion of the committee the financial report

1. Presents a true and fair view of the financial position of the Ballarat Regional Multicultural Council Inc. as at 30 June 2012 and its performance for the year ended on that date.

2. At the date of this statement, there are reasonable grounds to believe that the Ballarat Regional Multicultural Council Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

Chairperson:

Julianne Williams

Treasurer:

David

Dated this 17th day of September 2012



INDEPENDENT AUDIT REPORT TO THE MEMBERS OF BALLARAT REGIONAL MULTICULTURAL COUNCIL INC.

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report of Ballarat Regional Multicultural Council Inc. (the association) which comprises the statement of financial position as at 30 June 2012 and the statement of 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.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act (Vic) and is appropriate to meet the needs of the members. The board's responsibility also includes such internal control as the board determines is necessary to enable the presentation 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. We conducted our audit in accordance with Australian Auditing Standards. These 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 judgement, 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 association's preparation of the financial report that gives a true and fair view 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 association'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.

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

Independence

In conducting our audit, we followed applicable independence requirements of Australian professional ethical provisions.

Auditor's Qualification

As is common for organisations of this type, it is not practicable for Ballarat Regional Multicultural Council Inc. to maintain an effective system of internal control over donations and other fund raising activities, until their initial entry in the accounting records. Accordingly, our audit in relation to revenue was limited to amounts received.

Qualified Auditor's Opinion

In our opinion, subject to the effects of such adjustments, if any, as might have been determined to be necessary had the limitations discussed in the qualification paragraph not existed, the financial report of Ballarat Regional Multicultural Council Inc. gives a true and fair view, in all material respects the financial position of Ballarat Regional Multicultural Council Inc. as at 30 June 2012 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Relevant Uncertainty Regarding Going Concern

Without qualification to the opinion expressed above, attention is drawn to the following matter: As indicated in Note 13 'Grant Concern Assumption', despite the association making a profit of \$38,594 for the year ended 30 June 2012 and having a net asset position of \$44,481 as at that date, there are still concerns over the association being able to continue operating as a going concern. After considering the matters discussed at Note 13 'Grant Concern Assumption' the members of the committee believe that it is appropriate to prepare the financial report on the going concern basis. If the continued efforts to reduce costs are unsuccessful or if the association either does not get the consent of the Department of Health to spend the \$20,000 that has been provided or is refused permission of receiving further funds after spending the \$20,000 provided, the association may not be able to continue operating as a going concern which may force it to realise its assets and liabilities other than in the normal course of business, and at amounts different to those stated in the attached financial report.

Basis of Accounting and Restrictions on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis for accounting. The financial report has been prepared in accordance with the accounting policies of Ballarat Regional Multicultural Council Inc. as set out in the Associations Incorporation Act (Vic). As a result, the financial report may not be suitable for another purpose.

With Western Victoria Audit Partnership

WHK, Western Victoria Audit Partnership

Julianne Williams

Partner

WHK, Western Victoria Audit Partnership

Signed at Ballarat, 17 September 2012

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