

BRMC

ANNUAL REPORT 2021



Ballarat Regional
Multicultural Council Inc.



Ballarat Regional Multicultural Council (BRMC)

BRMC actively promotes multiculturalism, intercultural and interfaith harmony, social cohesion and well-being of migrant communities. Our services alleviate hardship and address barriers to full participation. We help build and enable inclusive and diverse communities and economies.

Cover image: Developing Our Children Together program launch at Barkly Square

Acknowledgement of Country

BRMC respectfully acknowledges the Wadawurrung and Dja Dja Wurrung people, their elders and community leaders, past, present and emerging - traditional custodians of the land on which we live and work.





ANNUAL REPORT 2020-2021

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Chairperson's Report

As the new BRMC Chair since February 2021, I have spent my first nine months with my ear to the ground, making sure we listen to communities. I seek to understand the vision of other community leaders and the concerns of the most vulnerable. There are strengths and potential in all.

We had started this term focusing on the development of the Ballarat Welcome Centre, Membership and Financial systems. However, with COVID-19 we had to gear up for what our community was facing - new health challenges, isolation, financial hardship, job loss and in some cases grief, illness and loss of life.

In the uncharted waters of the pandemic our Executive Committee have been able to work together in a whole new environment of risk and stress and community need. We have needed to implement flexible policies to support our staff and invest in them as they rose to the challenge of providing the best possible care and information for our communities during the COVID-19 pandemic. I am very proud and thankful for the work undertaken by BRMC members as well as staff.

We are all learning new methods of communication and connection. BRMC collaborates wherever possible with members and with many others to provide accurate and useful information, emergency aid, food relief and vaccination support. Whenever possible we have also taken the chance to encourage and assist members to meet and celebrate and to keep connected, whether through virtual messaging, safe home visits or events.

From the Executive Committee's perspective, governance excellence and strong succession strategies have also been identified as important areas for work now. We want to build our skills and ensure we maintain excellent service as a growing not for profit and charitable organisation.

As Chair I bring my vision of inclusion and fairness. I am strongly committed to the development of the Women's Business Incubator and opportunities for women to support each other as we participate in our community. I am also aware of the importance of assisting new families so children can be proud and strong in their cultural identities.

Thank you to each of our wonderful volunteer Board members for their steady and mutual support in the face of the challenges of isolation, family pressures and pandemic shocks. Thank you also to our wonderfully committed staff. And to each Member and partner of BRMC, thank you for placing trust in the BRMC Executive Committee. Please keep in touch with us to assert your concerns and priorities. We work for and with you.



Joy Sawiche Juma



Executive Committee 2020-2021



Joy Sawiche Juma
Chairperson



Bobby Mehta
Deputy Chair



Andrew Tennant
Treasurer



Phillip Moore
Assistant Treasurer



Magdalena Kazmierczak
Secretary



Syed M Sami
Interfaith Officer



Serena Ogbuokiri
Women's Officer



Navin Thomas
Community Representative



Sylvana Mitchell
Community Representative



Kiky Amelia
Community Representative



Cesare (Chez) Dichiera
Immediate Past Chair

Executive Officer's Report

BRMC has adapted and grown in this intense second year of the COVID-19 pandemic. We have worked very closely with our regional Ethnic Community Council (ECC) partners, all levels of government and the health sector to ensure Ballarat's culturally diverse communities are included, well-informed, well protected and supported.

Through Victorian Government support we have been able to offer extra employment, volunteering opportunities and service partnerships. Our new bicultural and multilingual staff teams have provided culturally effective service and networking when it has been most needed. Every BRMC member and client has been encouraged to be part of the solution and to reach out for the help they need. BRMC and multicultural and faith communities are now an integral part of the regional information, vaccination and care work. This has led to a new strategic priority for BRMC. We will broaden our work to ensure multicultural communities are also actively involved in other critical emergency preparation and response.

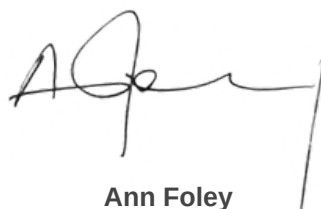
The Ballarat Welcome Centre has been a critical community hub, alleviating hardship through donations, contactless services, food relief and care packages. When opening up we have been able to launch our Women's Business Incubator, host businesses and artists in residence, community meetings and events. The building now has better meeting rooms and office facilities. We have also developed a multicultural kitchen and our thriving garden project in the Barkly Square precinct.

Although limited to contactless service for much of the year, we are also reaching out across the community and economy to build multicultural capacity and offer new services at different sites across the Grampians. They include cultural competency training, employment networking, academic and creative homework sessions and volunteer tutoring, senior's social hub, social media and online services. Mentoring programs also assist any cultural group to develop their own capacity to plan incorporate and manage effectively.

In this annual report we highlight some of the growth that can be seen across all of our operations. We work to ensure that growth is aligned with care for our people and disciplined management of our new capacity. BRMC surveyed our members and our settlement and strategic partners in 20/21 so we can be guided and accountable in our next steps. Enhanced regional settlement, humanitarian support, employment and enterprise, social harmony, support for families, children and seniors have all been identified as priorities.

The level of growth and change we experienced this year put new and extra demands on the organisation. The Executive Committee supported investment in management staffing and a financial management restructure. Upgrade of technologies also allowed us to enhance and monitor the new normal of working from home, online meetings and services. The Welcome Centre facilities and many of our technology improvements have been set up so they are available to share. Digital training, device support, meeting and media support are offered regularly to our members.

Thank you, each team leader and staff member, for your dedication and outstanding community service. Thank you to the skilled and generous volunteers on the Executive Committee who support and govern us and thank you to the many community contributors and collaborators who make this such a lively and dynamic multicultural council.



Ann Foley



Our Staff 2020-2021

Name	Role
Ann Foley	Executive Officer
Annie Dunn	Strategic Engagement Coordinator
Suzanne Ryan-Evers	Ballarat Welcome Centre Facilities Coordinator
Quynh Tran	Human Resource Officer
Mary Leena Edward	Administrator
Annakaren Young	Finance Coordinator
Deepti Seth	Finance Assistant
Janelle Swainston	Communications Coordinator
Teresa Azzopardi	Social Support Coordinator
Helen Bennetts	Social Support Assistant
Natalie Athayde	Social Support Assistant
Dawn Bowes	Social Support Administration Assistant
Deruka Dekuek	Migration and Settlement Services
Mina Abdolmaleki	Migration and Settlement Services
Sarabjit Kaur	Migrant English Program Coordinator Diversity Homework Club Coordinator Good Governance Coordinator
Deborah Klein	Stepping Stones Coordinator Creative Workshops Coordinator
Hee Young Lim	Community Engagement Team Leader
Nyepuot Riek	Community Engagement Worker
Abdul Rasuli	Community Engagement Worker
Lunorphare Folly	Community Engagement Worker
Rebecca Marsh	Thrive Garden Project Coordinator
Abrar Dham	Developing Our Children Together Project Assistant
Lamourette Folly	Community Matters Project Assistant



Ballarat Welcome Centre

The Ballarat Welcome Centre has continued to grow as Ballarat's multicultural and intercultural hub; a safe and welcoming place of cultural exchange, especially for new and emerging migrant communities.

This was particularly evident during Ballarat's months of lockdown when the community hall became the central point for our Fresh Food Drop-off program. In partnership with Ballarat Refugee and Asylum Seeker Support Network (BRASSN), we invited fresh food donations to assist local families in need, especially those heavily impacted by COVID-19.

Some activities were able to continue under strict COVID-19 restrictions including CocoSounds Choir and Hanz On Drumming, Ballarat Indian Association Dance Group and Virasat E Punjab Dance Group practice, a Hazara Group Get-together, and even the Twilight, Harmony Fest and Winter Markets. Despite a smaller number of events, it was wonderful they could take place during restrictions.

The Ballarat Welcome Centre remains a strategic priority for BRMC, and in our efforts to transition all community activities and programs into the building, major works were initiated in 2020. This involved clearing the Community Hall for events and other uses, installing a large stage for events, and adding community garden boxes to our courtyard. It also encompassed the development of formal office space for our staff to return to work, and the Members Welcome Room to be a safe and welcoming place for diverse community members to connect, learn and access opportunities.

Paying much attention to the Heritage importance of the building, painting of the Main Office, Foyer and the Members Room began in November, and this was followed by the renovation of the 'Meeting Place' on Level One in March this year.

By the end of April, and in compliance with density limits, staff were able to return to the office, more programs came to life, and face-to-face community meetings and functions slowly return to our calendars of bookings.

Whilst we are yet to have the official opening of the Welcome Centre, now scheduled for March 2022, we were pleased to have Juliana Addison MP and Michaela Settle MP attend this year's Winter Market, to see great things happening at the Welcome Centre and to formally announce a new amount of funding enabling us to upgrade other sections of the building.

It is wonderful to see the potential the Welcome Centre has in our multicultural community space, and we acknowledge the support to date from government and strategic partners. We look forward to the next stages of renovations, and its resulting access to new programs and community use.



Community Engagement

In September 2020, the BRMC Community Engagement Team was established to help multicultural communities who were facing economic, social and cultural hardship. The Community Engagement Team directly engaged with people from Culturally and Linguistically Diverse (CALD) backgrounds who faced a range of challenges because of COVID-19.

BRMC Community Engagement Team provided services for the community aimed at education, health, and wellbeing of multicultural families. Furthermore, we identified the living conditions of various multicultural families suffering from economic difficulties and established the 'Living Together Box' program (food relief) to directly support them. Programs provided by Community Engagement were carried out in cooperation with the government, community service organisations, and multicultural community associations.

Programs included:

- Early Childhood Engagement Project
 - Developing Our Children Together Workshops
 - BRMC Multicultural Playgroup
- Minirooms Children Soccer Program
- Living Together Box Program
- Digital Mentors Program

Partnerships:

- City of Ballarat
- Ballarat Community Health
- Centrelink
- Early Childhood Early Intervention Service
- Playgroup Victoria
- Football Victoria
- Joyful Massage
- Food is Free Inc.
- Ballarat Italian Association



“

"The City of Ballarat Early Years Partnerships team have gained a lot by working in partnership with BRMC on the Developing Our Children Together (DOCT) project. We have been able to help families that we may not have previously had contact with to learn about early years services. Our staff have also gained knowledge identifying some of the gaps in finding information and are better able to understand the potential barriers for multicultural families accessing services. We look forward to continuing to strengthen this partnership work to support families in Ballarat."

- Amy Treyvaud (City of Ballarat, Coordinator Early Years Partnerships)

Developing Our Children Together feedback:

"The session was very informative. Well planned and executed session. Keep it up."

"Happy to hear from you about maternal and child health. I would like to share this information."

Living Together Box Program feedback:

"Thank you and your team for the food box today. It was absolutely amazing."

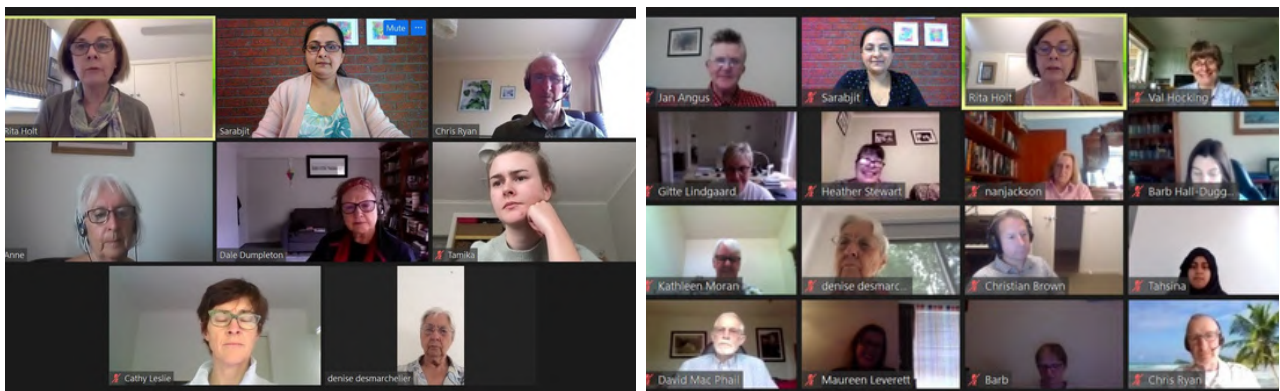
"Amazing produce, thank you so much to the BRMC Team."

”

Migrant English Program

The Migrant English Program (MEP) supports adult learners from diverse backgrounds achieve their language learning goals through one-on-one English tutoring. Trained English tutors customise learning programs to suit the individual needs of the learners.

In March 2020 the program transitioned to being delivered online, thus continuing to offer the language training support crucial to the diverse migrant-refugee community of Ballarat. This included tutor-client recruitment, tutor training, Community of Practice meetings and ongoing updating of online delivery policies and protocols. New training modules were developed and delivered to help the MEP community transition seamlessly to the online format.



Between July 2020 - June 2021, 54 students accessed free English tutoring. Training sessions were organised to help the team of 46 tutors upskill and adapt to the ever-evolving teaching-learning scenario. Clients in Beaufort, Ararat and Horsham, in addition to its existing base of learners in Ballarat were offered English learning support.

“

"I met a young woman with English as her fourth language towards the end of last year via a Zoom introduction, hosted by Sara. She wanted to prepare in order to gain entry to a university course. Due to the pandemic, we generally meet weekly online, and there is usually some homework for her in between times. The sessions with her are currently centred on using the practice tests we access through Ballarat Library. Homework flows from gaps identified in the practice tests, her interests and our conversations. It may involve finding the meaning of something; a written assignment; or more recently, reporting on a self-selected episode of the 7.30 Report, shown on ABC TV. This latter task is to develop her general knowledge of current affairs. I am inspired by her motivation to study on top of her day job and health issues she is dealing with. I think I can say that we both enjoy our sessions, laughing and sharing a bit of ourselves."

”



Diversity Homework Club

Diversity Homework Club (DHC) is a welcoming community of students and volunteer tutors from diverse backgrounds. It is a fun-learning space where the member students learn and grow by engaging in activities designed to support their academic learning at school. This reporting period evinced a dramatic growth in the number of students attending the club meetings. With COVID-safe program delivery protocols in place, DHC transitioned to online delivery in March 2020.

DHC was awarded Out of School Hours Learning Support Program of the Year 2020 to recognise the impact of the program on member students and families. In December 2020, the team commemorated the community spirit of the program through the virtual choir 'A Better Place'. youtu.be/4olxo93knX0

The Australian Communities Foundation and the Department of Education's Victorian African Communities Action Plan supported the Club's activities. Nutrition and learning kits were delivered to the students' homes, tech-access was facilitated, extensive individual and group training sessions were conducted to promote effective engagement.

Diversity Homework Club reached out to 31 families and 69 students across Ballarat ranging from 2-16 years of age. 52 students attended weekly meetings.



“

"I have really enjoyed the time I have spent with the children, particularly seeing their skills improve and their taste in books expand. I look forward to the next term and to awarding the certificates for this term. I am still getting the names of certificate winners together, but am very pleased that we have several gold awards to give out."

- Vanessa Seymour, DHC Tutor

"I like Diversity Homework Club because it helps me more with my learning and I love how we get to make songs and sing together. It inspires me as we get to learn facts and new words. We read stories and books."

- Eliyeza, DHC Student

”

Activities delivered:

- Training for tutors and peer tutors
- Weekly Community of Practice / planning sessions for tutors
- Weekly reflective practice sessions for tutors
- Reading, writing, public speaking, science-based fun-learning activities for students

Partnerships:

- Ballarat Libraries
- Ballarat Interfaith Network
- Centre for Multicultural Youth
- Life Saving Victoria
- Respectful Relationships, Dept. of Education
- Country Fire Authority

Creative Cultural Workshops

The Diversity Homework Club received grant funding from the Victorian Department of Education and Training through its Victorian African Communities Action Plan (VACAP), targeting students of diverse African backgrounds participating in the ongoing Diversity Homework Club Academic Stream and the new Creative Cultural Workshops.

Delivered online, the DHC Creative Cultural Workshops complemented conventional academic learning by embedding the disciplines of literacy, numeracy, geography, history, and social studies into hands-on creative activities inspired by traditional cultural activities.

Activities delivered through the 2020-2021 Workshops included:

- Banner-Making inspired by colours and patterns of Ankara Wax Cloth
- Traditional Beading inspired by South Sudanese designs
- Decorative Masks inspired by traditional West African masks
- Portraiture inspired by the 2020 Archibald Portrait Prize
- Ceramics inspired by traditional hand-building techniques
- Singing inspired by a suite of African folk songs
- Woodworking inspired by traditional hand-building techniques
- Weaving inspired by traditional flat-weaving techniques
- Animated Drawing and Stop-Motion Animation
- Crystal Light-Catchers inspired by traditional window decorations
- Decorated Plant Pots inspired by traditional decorative house painting
- Traditional South Sudanese Dance
- Traditional Coiled Baskets

2021 Term 2 Workshops also saw the students enjoy field trips to creative makers' spaces around the Ballarat area, where the students were introduced to new places and cultural activities.

These visits included:

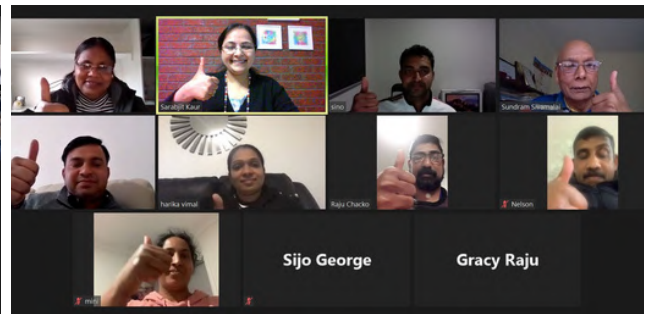
- arTHALL Learmonth
- Lake Learmonth Public Art Walk
- Art Gallery of Ballarat
- Murrup Laarr Indigenous installation at North Gardens, Wendouree
- DJ Projects Sculpture Park
- Public Murals in Buninyong
- Saltbush Kitchen Indigenous Foods



Good Governance

Delivered in partnership with the Centre for Participation, BRMC's Good Governance program offers free governance mentoring support to community organisations, cultural groups and associations looking for governance and compliance advice. Trained volunteer mentors deliver the program through meetings with committee members. Webinars on governance topics are organised to support community groups navigate their governance, funding and reporting journeys.

After induction training in February 2020, the volunteer mentors were assigned community organisations. Over 2020-21, the program was delivered both online and face-to-face, based on COVID-19 rules, witnessing creative thinking and commitment from community organisations and mentors alike.



“

"Since just before Christmas, I have been working as a mentor to the South Sudanese Women and Children's Group, as well as their dance group Māl Kël loc Kël. It has been exciting watching this group begin their journey of forming and deciding how they will operate. The Good Governance program is working in partnership with BRMC to help develop the governance skills of some of the member groups here in Ballarat. Some people from the community (including me), have undergone training to help us learn to be good mentors for our organisations. Under the watchful eye of Sarabjit, the mentors were matched with a group to begin work at the end of 2020. We faced the challenge at first of only being able to meet on Zoom, but now we can finally meet face to face and work to develop and grow this new community group. Can't wait to see what happens!"

- Malcolm Sanders, Mentor

”



Welcome Centre Enterprise and Stepping Stones to Small Business

The 2020-21 Stepping Stones program focussed on 1:1 mentoring and support for the small businesses arising from the 2019 Stepping Stones to Small Business training program. When access to customers closed off due to COVID-19 restrictions, we focused on strengthening the graduate women's business skills and enterprise foundations in anticipation of future opportunities.



The BRMC Twilight Market was re-launched as an [online website](#), creating a new selling platform for both existing Twilight Market vendors and the new Stepping Stones entrepreneurs.

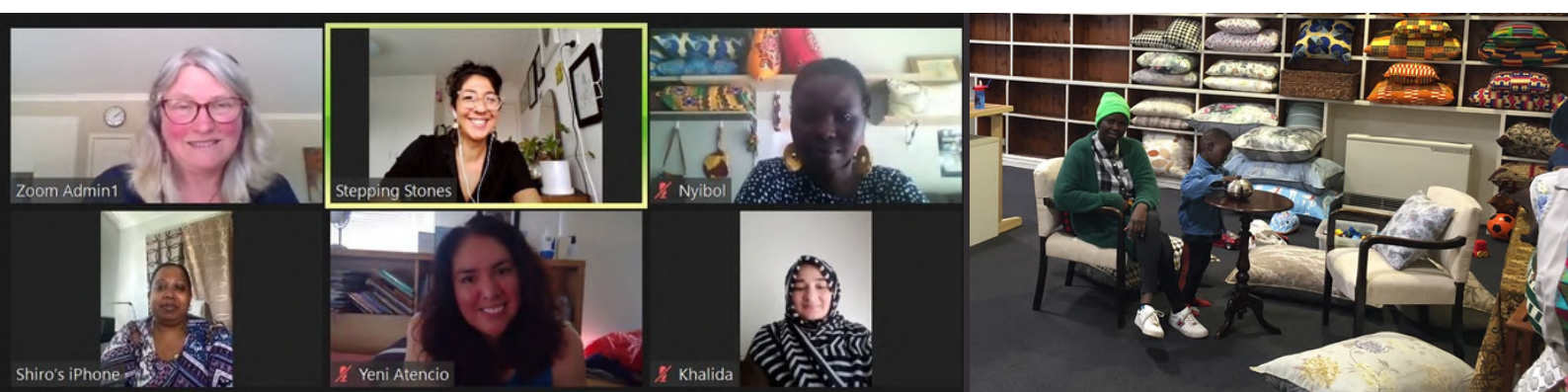
When circumstances permitted, BRMC also hosted a series of seasonal Pop-Up Markets supporting in-person access to customers.



Stepping Stones Volunteer Mentors were recruited from across the Ballarat region to provide regular ongoing support, guidance and encouragement for local Stepping Stones graduates pursuing their business goals.

Refurbishment of the Ballarat Welcome Centre created spaces dedicated to the BRMC Business-in-Residence initiative and Women's Business Incubation Space; two Stepping Stones businesses - A Tuk and Mat Tetni - were contracted as the inaugural BRMC Business Residents.

Throughout the year, Stepping Stones staff also worked intensively on reviewing and revising Stepping Stones to Small Business training materials and delivery. In June, Ballarat staff delivered the pilot Empowerment Pathways Program, designed as job-ready training specifically for clients of the Jobs Victoria JVES Program.



Social Support

BRMC Social Support Team, resourced by the Commonwealth Home Support Programme (CHSP) and the Victorian Government Home and Community Care Programs for Younger People (HACC PYP) and client contributions, provide eligible individuals with a health service to relieve social isolation.

BRMC Social Support provide services that assist people to continue to live safely and independently in their own homes by providing vibrant programs with a strong focus on healthy and active ageing. Our programs provide an opportunity for people to make friendships, improve and develop cognitive and physical skills while empowering individuals to expand their capabilities.

We currently have 156 clients from 33 different cultural backgrounds. Clients embrace each other and come to together in harmony, to celebrate their culture through food and traditional dress allowing our clients to experience a 'taste of home'. Our largest and most vibrant program is Multicultural Tucker where clients enjoy a three-course sit down cultural meal, live entertainment and much more.



During COVID-19 restrictions Social Support transitioned from face-to-face activities to home delivered cultural and seasonal meals along with activity packs. We provide regular Welfare Checks to ensure clients are managing tasks of everyday living and are receiving the support they need during lockdown. Our services assist clients to stay connected to their community, our monthly newsletter provides clients with information about aged care services, what's happening in our local community and information related to COVID-19.

“

"BRMC gave me the opportunity to volunteer, and I really enjoy volunteering for my physical and mental well-being. I like to stay busy and needed."

"In the last few months, BRMC have delivered meals to me, and that has been something to look forward to, even if it's a quick phone call and a quick hello at the door."

"BRMC gives me a place where I can celebrate my heritage with my friends, and know that I am culturally respected and accepted. It gives me a warm feeling to know that people care for me and all the friendly faces make me smile."

”

Strategic Partnerships (SPP) and Strategic Engagement (SEC)

Through the SPP, Victorian Government supports regional peak multicultural organisations and partners to deliver strategic projects to enhance multicultural community access to information and services, family relationships, education and employment, community governance and leadership, health, social cohesion and community engagement. In our region SPP has resourced our EVOLVE partnership project with Ballarat Community Health, Centre for Multicultural Youth and City of Ballarat. This year SPP resourced: Ballarat Welcome Centre development; online social media, newsletters and communications equipment for members; sponsored SHARE training forums; commencement of a collaborative research project with Melbourne University; supported Ballarat and Wimmera Settlement networks; trained and supported community volunteers and mentors for English and Homework clubs; coordinated refugee and asylum seeker community support and critical material aid support. Specific SPP partnership project funding has also been provided this year to Ballarat African Association, Intercultural Employment Program (IEP) and Wimmera Regional Settlement Strategy.

The Strategic Engagement Coordinator continued working across the Central Highlands and Wimmera regions on strategic projects, COVID-19 information and relief, representing BRMC on committees and steering groups as well as directly funding targeted initiatives.

Highlights

Continued COVID-19 relief and response, including:

- Food support including supporting the development of the THRIVE garden project.
- Digital support including the recruitment and training of Digital Mentors.
- Financial support totalling over \$20,000 to support local families impacted by COVID-19 with housing costs, bills and groceries.
- Partnering with local health and community organisations to host community meetings and information sessions regarding COVID-19.

Piloting Cultural Competency Organisational Reviews, which entails an audit of an organisation's policies and procedures, conducting staff and consumer surveys and / or focus groups and delivering recommendations for changes to improve inclusivity.

Piloting the Cultural Competency Training program, including:

- Recruiting and training two lead facilitators and seven co-facilitators to deliver the program.
- Delivering sessions across the region including to employment service providers, health and emergency service organisations, local councils and BRMC's own staff, board and volunteers.
- Providing mentoring sessions and support to facilitators and co-facilitators.



Media & Communications

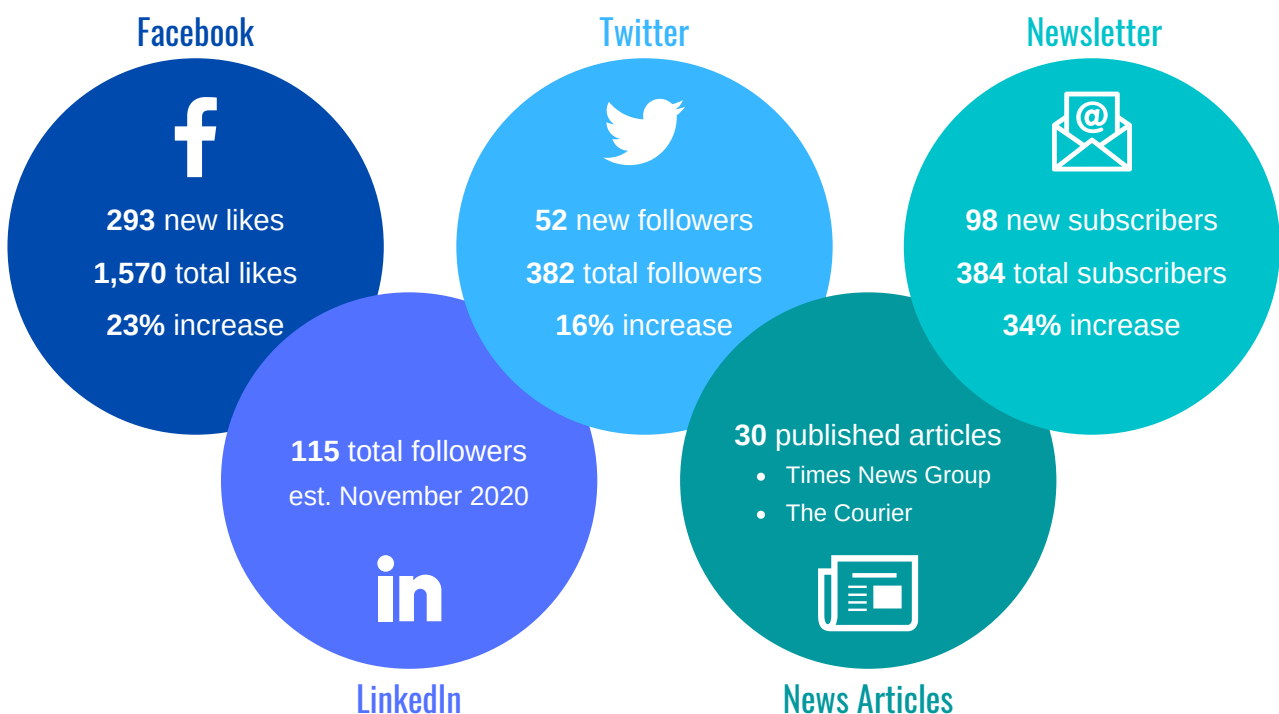
It has been more important than ever to stay connected during this past year.

BRMC Communications have supported the multicultural community through a variety of media channels: social media, website, weekly radio segment, podcast and monthly newsletter. Through these channels we can reach a wider audience to promote and provide our programs and services, many of which have transitioned to online or home delivery during restrictions on face-to-face activities.

BRMC continues to share relevant and reliable COVID-19 related information, updates, resources and translated material. Encouraging diverse communities to stay safe, informed and to minimise the impact of COVID-19.

Whilst this has been a challenging year, we have seen an abundance of kindness and generosity. Our members have gone above and beyond to help the Ballarat and surrounding communities in times of need. With online media we have the benefit of regularly sharing many wonderful photos and stories.

We aim to provide prompt and regular information to members and partners, strengthen community relationships, celebrate interculturalism and diversity, as well as advise and support people from Culturally and Linguistically Diverse (CALD) backgrounds.





Key Program Outcomes

Our year in review 2020-2021

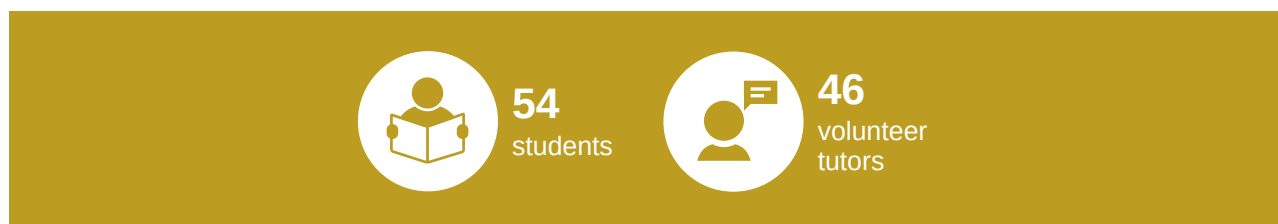
Community Engagement



Diversity Homework Club



Migrant English Program



Social Support

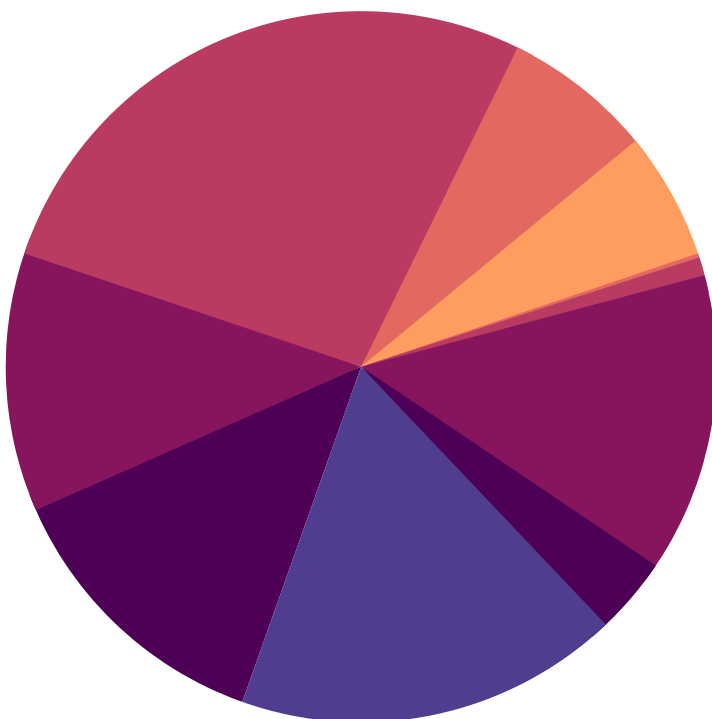
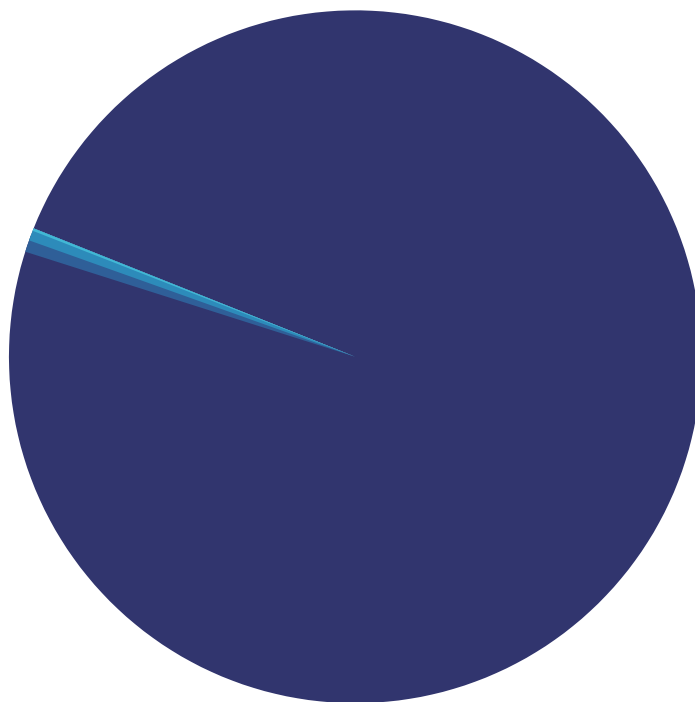


Financial Overview

BRMC Audited Financial Statements for the year ending 30 June 2021 are available at www.brmc.org.au/wp-content/uploads/2021/11/BRMC-Audited-Financial-Statements-2021.pdf

Revenue Sources

Grants \$2,034,470 (98.86%)
Fundraising & Events \$11,326 (0.55%)
Other Revenue \$9,703 (0.47%)
Rental Income/Interest \$299 (0.01%)
Sponsorship -
Donations \$2,229 (0.11%)



Expenditure

Strategic Partnerships (12.97%)
Strategic Engagement (11.77%)
Client and Community Services - Social and Settlement Support (27.1%)
Diversity Homework Club (6.78%)
Stepping Stones (5.8%)
Auspiced Member Activities (0.19%)
Good Governance (0.83%)
Ballarat Welcome Centre (13.59%)
Let's Stay Connected (3.47%)
COVID-19, Work for VIC and Bicultural Staff (17.52%)

Partnerships & Acknowledgements

BRMC acknowledges organisations and partnerships that directly support our work.

- Australian Multicultural Foundation
- Ballarat Community Garden
- Ballarat Community Health
- Ballarat Foundation
- BGT Jobs & Training
- Ballarat Neighbourhood Centre
- Ballarat Regional Settlement Advocacy Committee (BRSAC)
- Central Highlands Primary Care Partnerships
- Centre for Multicultural Youth
- Centre for Participation
- City of Ballarat
- Communities of Respect and Equality (CoRE)
- Department of Social Services
- Department of Home Affairs
- Diversitat
- Djerriwarrh
- Ethnic Communities' Council of Victoria
- Federation of Ethnic Communities' Councils of Australia
- Food is Free Laneway
- Grampians Public Health Unit
- Here Studio Architects
- Loddon Campaspe Multicultural Services
- Nhill Learning Centre
- Sunraysia Mallee Ethnic Communities Council
- Victorian Government
- Victorian Multicultural Commission
- Wimmera Development Association
- Women's Health Grampians

BRMC actively participates in:

- Advocacy and Action Group of Ballarat Regional Settlement Advocacy Committee (BRSAC)
- Anti-Racism and Anti-Discrimination Action Plan Network
- Ballarat Refugee and Asylum Seeker Support Network (BRASSN)
- Central Highlands Primary Care Partnerships
- City of Ballarat Intercultural Advisory Committee
- City of Ballarat Harmony Fest Working Group
- City of Ballarat Intercultural Employment Program (IEP)
- Community of Practice for Anti-Racism Action Plan Victoria
- CoRE - Equality for All Reference Group convened by Women's Health Grampians
- Ethnic Communities Council of Victoria (ECCV) Regional Network
- Family Violence Prevention: Safer Pathways Reference Group convened jointly by Ballarat Community Health, WRISC and Women's Health Grampians
- Federation of Ethnic Communities' Councils of Australia (FECCA) Regional Advisory Group
- Grampians Regional Alliance
- Harmony Alliance
- Interkultura - Friendship through Football Working Group
- Regional Multicultural Services Consortium
- Regional Partnerships - Victorian Government
- Settlement Council of Australia (SCOA)
- Stepping Stones Regional Reference Group
- Stepping Stones to Business Reference Group
- Vaccine Implementation Advisory Group
- Victorian Multicultural Commission (VMC) Regional Advisory Council
- Welcoming Cities Network
- Wimmera Settlement Committee

Ballarat Regional Multicultural Council Inc.

Ballarat Welcome Centre, 25-39 Barkly Street, Ballarat VIC 3350

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ABN: 247 767 445

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AUDITED FINANCIAL STATEMENTS 2021



Ballarat Regional
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Cover image: Street view of the Ballarat Welcome Centre at Barkly Square

Acknowledgement of Country

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Ballarat Regional Multicultural Council Inc

ABN 24 776 744 519

Financial Statements

For the Year Ended 30 June 2021

Ballarat Regional Multicultural Council Inc

ABN 24 776 744 519

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Statement of Comprehensive Income

For the Year Ended 30 June 2021

		2021	2020
	Note	\$	\$
Revenue	2	2,058,027	1,329,856
Employee benefits expense		(1,089,954)	(690,775)
Depreciation expense		(14,764)	(7,405)
Program costs		(311,541)	(265,773)
Other expenses	3	(225,617)	(188,088)
Surplus before income tax		416,151	177,815
Income tax expense	1(f)	-	-
Surplus for the year		416,151	177,815
Other comprehensive income		-	-
Total comprehensive income for the year		416,151	177,815

The accompanying notes form part of these financial statements.

Statement of Financial Position

30 June 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,719,473	435,483
Trade and other receivables	5	29,120	67,190
Prepayments		2,183	1,595
TOTAL CURRENT ASSETS		1,750,776	504,268
NON-CURRENT ASSETS			
Plant and equipment	6	75,340	50,411
TOTAL NON-CURRENT ASSETS		75,340	50,411
TOTAL ASSETS		1,826,116	554,679
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	230,638	69,289
Provisions	8	103,235	45,587
Contracted liabilities	9	749,149	101,280
TOTAL CURRENT LIABILITIES		1,083,022	216,156
NON-CURRENT LIABILITIES			
Provisions	8	8,552	20,132
TOTAL NON-CURRENT LIABILITIES		8,552	20,132
TOTAL LIABILITIES		1,091,574	236,288
NET ASSETS		734,542	318,391
EQUITY			
Reserves		518,364	117,399
Retained surplus		216,178	200,992
TOTAL EQUITY		734,542	318,391

The accompanying notes form part of these financial statements.

Ballarat Regional Multicultural Council Inc

ABN 24 776 744 519

Statement of Changes in Equity**For the Year Ended 30 June 2021****2021**

	BRASSN Reserve	Piano Funds Reserve	DFFH Cash Reserve	Specific Purpose Funding Reserve	Retained Surplus	Total
	\$	\$	\$	\$	\$	\$
Balance at 1 July 2020	-	5,939	20,000	91,460	200,992	318,391
Surplus for the year	-	-	-	-	416,151	416,151
Transfer from Retained Earnings	2,079	-	-	398,886	(400,965)	-
Balance at 30 June 2021	2,079	5,939	20,000	490,346	216,178	734,542

2020

	BRASSN Reserve	Piano Funds Reserve	DFFH Cash Reserve	Specific Purpose Funding Reserve	Retained Surplus	Total
	\$	\$	\$	\$	\$	\$
Balance at 1 July 2019	2,308	5,689	-	-	132,579	140,576
Surplus for the year	-	-	-	-	177,815	177,815
Transfer from Retained Earnings	(2,308)	250	20,000	91,460	(109,402)	-
Balance at 30 June 2020	-	5,939	20,000	91,460	200,992	318,391

The accompanying notes form part of these financial statements.

Statement of Cash Flows

For the Year Ended 30 June 2021

	2021	2020
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from government and communities	2,740,689	839,034
Payments to suppliers, employees and communities	(1,420,283)	(1,073,456)
Interest received	299	6,387
Net cash provided by/(used in) operating activities	10 1,320,705	(228,035)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(43,792)	(17,625)
Proceeds from disposal of property, plant and equipment	7,077	-
Net cash used in investing activities	(36,715)	(17,625)
Net increase/(decrease) in cash held	1,283,990	(245,660)
Cash at beginning of year	435,483	681,143
Cash at end of financial year	4 1,719,473	435,483

Notes to the Financial Statements

For the Year Ended 30 June 2021

1 Summary of Significant Accounting Policies

Basis of Preparation

This financial report is a special purpose financial statements prepared in order to satisfy the financial reporting requirements of section 60.40 of the *Australian Charities and Not-for-profits Regulation 2013*. The committee has determined that the not-for-profit Association is not a reporting entity as there are unlikely to be any users who would rely on the general purpose financial statements.

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.

These special purpose financial statements comply with all recognition and measurement requirements in Australian Accounting Standards and Interpretations.

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

(a) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments.

(b) Property, Plant and Equipment

Property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all property, plant and equipment is depreciated over the useful lives of the assets to the Association commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	11.25% - 50%
Motor Vehicles	18.75%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(c) 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.

Employees benefits are presented as current liabilities in the statement of financial position if the Association does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the 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. Cashflows are discounted using market yields on corporate bonds with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Notes to the Financial Statements

For the Year Ended 30 June 2021

1 Summary of Significant Accounting Policies

(d) Revenue and other income

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Grant income

Where grant income arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligations is satisfied.

Grant income for contracts which are either not enforceable or do not have sufficiently specific performance obligations is recognised when received in accordance with AASB 1058.

Donations

Donations and bequests are recognised as revenue when received.

Interest revenue

Interest is recognised using the effective interest method.

(e) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

(f) Income Tax

The Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

Notes to the Financial Statements

For the Year Ended 30 June 2021

2 Revenue

	2021	2020
	\$	\$
Government and community grants	2,034,470	1,242,995
Fundraising and events	11,326	22,690
Other revenue	9,703	19,635
Rental income	-	1,853
Interest income	299	6,387
Sponsorship	-	30,364
Donations	2,229	5,932
	2,058,027	1,329,856

3 Other Expenses

Accounting & audit fees	20,927	8,115
Advertising	1,144	1,045
Consulting fees	33,968	28,725
Lease expenses	3,144	3,144
Legal expenses	-	6,710
Memberships & subscriptions	1,102	2,068
Motor vehicles expense	4,342	4,841
Occupancy expenses	15,395	33,291
Repairs & maintenance	131,186	78,166
Printing & stationary	8,971	10,004
Sundry expenses	5,438	11,979
	225,617	188,088

4 Cash and cash equivalents

Cash at bank and in hand	1,608,425	325,163
Short-term bank deposits	111,048	110,320
	1,719,473	435,483

Notes to the Financial Statements

For the Year Ended 30 June 2021

5 Trade and other receivables

	2021	2020
	\$	\$
Trade and other receivables	29,120	67,190
	<u>29,120</u>	<u>67,190</u>

6 Property, plant and equipment

Plant and equipment

At cost	113,463	88,738
Accumulated depreciation	(48,550)	(53,737)
	<u>64,913</u>	<u>35,001</u>

Motor vehicles

At cost	52,848	52,848
Accumulated depreciation	(42,421)	(37,438)
	<u>10,427</u>	<u>15,410</u>
Total property, plant and equipment	<u>75,340</u>	<u>50,411</u>

(a) Movements in Carrying Amounts

Movement in the carrying amounts 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
	\$	\$	\$
Year ended 30 June 2021			
Balance at the beginning of year	35,001	15,410	50,411
Additions	43,792	-	43,792
Depreciation expense	(9,781)	(4,983)	(14,764)
Disposals	(4,099)	-	(4,099)
Balance at the end of the year	<u>64,913</u>	<u>10,427</u>	<u>75,340</u>

7 Trade and other payables

	2021	2020
	\$	\$
Trade payables	93,841	21,560
Auspiced activities	3,089	1,089
GST payable	100,978	8,528
Superannuation payable	20,090	14,670
PAYG withholding payable	12,640	23,442
	<u>230,638</u>	<u>69,289</u>

Notes to the Financial Statements

For the Year Ended 30 June 2021

8 Provisions

	2021 \$	2020 \$
CURRENT		
Provision for annual leave	88,205	30,117
Provision for long service leave	15,030	15,470
	103,235	45,587
NON-CURRENT		
Provision for long service leave	8,552	20,132
	8,552	20,132

9 Contracted Liabilities

Government grants	749,149	101,280
	749,149	101,280

10 Cash Flow Information

Reconciliation of surplus to cash provided by operating activities:

Surplus for the year	416,151	177,815
<u>Non-cash flows in surplus:</u>		
- depreciation	14,764	7,405
- (profit)/loss on disposal of plant and equipment	(2,978)	1,538
<u>Changes in assets and liabilities:</u>		
- (increase) decrease in trade and other receivables	38,070	(53,975)
- (increase) decrease in prepayments	(588)	1,880
- increase (decrease) in contracted liabilities	647,869	(431,998)
- increase (decrease) in trade and other payables	161,349	54,154
- increase in provisions	46,068	15,146
Cash provided by operating activities	1,320,705	(228,035)

Notes to the Financial Statements

For the Year Ended 30 June 2021

11 Reserves

BRASSN Resrve

The BRASSN Reserve has been created to quarantine the cumulative donations and funds raised to service the Ballarat Refugee and Asylum Seeker Support Network.

Piano Funds Reserve

The Piano Funds Reserve has been created to quarantine the cumulative donations and fundraising held to purchase a grand piano by Ballarat Regional Multicultural Council for future performances.

DFFH Cash Reserve

The Department of Families, Fairness and Housing provided a cash buffer of \$20,000 to the Association some years ago, when the Association was experiencing low levels of cash. This money is only to be used with the consent of the Department of Families, Fairness and Housing if there is an inability to make payments from other sources of cash, and is to be offset against future funding if not used.

Specific Purpose Funding Reserve

The specific purpose funding reserve is used to record the balances of unspent grant funding, where the grant funding has been recognised as revenue under Australian Accounting Standards.

12 Association Details

The registered office and principal place of operation of the association is:

Ballarat Regional Multicultural Council Inc

25 Barkly Street

Ballarat East VIC 3350

Statement by Members of the Committee

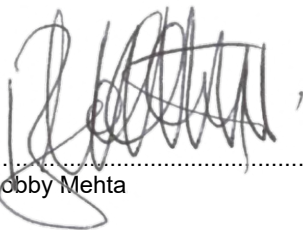
The committee has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee:

1. the financial statements present a true and fair view of the financial position of Ballarat Regional Multicultural Council Inc as at 30 June 2021 and its performance for the year then ended in accordance with the financial reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, and
2. at the date of this statement, there are reasonable grounds to believe that Ballarat Regional Multicultural Council Inc will be able to pay its debts as and when they fall due.

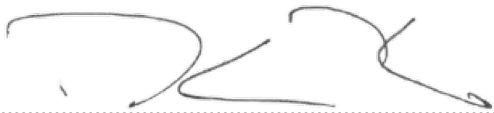
This statement is made in accordance with subsection 60.15(2) of *the Australian Charities and Not-for-profits Commission Regulation 2013* and a resolution of the committee by:

Deputy Chair



.....
Bobby Mehta

Treasurer



.....
Andrew Tennant

23 November 2021

Ballarat Regional Multicultural Council Inc

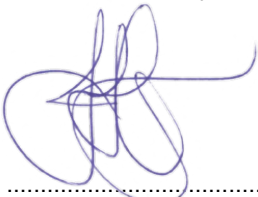
ABN 24 776 744 519

Auditors Independence Declaration To the Members of Ballarat Regional Multicultural Council Inc

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2021, there have been no contraventions of:

- (i) the auditor independence requirements as set out in *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

CountPro Audit Pty Ltd
CountPro Audit Pty Ltd

A handwritten signature in blue ink, appearing to read "J. Hargreaves", is written over a dotted line.

Jason D. Hargreaves
Director

22 November 2021

20 Lydiard Street South, Ballarat Vic 3350

Ballarat Regional Multicultural Council Inc

Independent Audit Report to the members of Ballarat Regional Multicultural Council Inc

Opinion

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 2021, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and statement by members of the committee.

In our opinion, the accompanying financial report of the Association for the year ended 30 June 2021 presents fairly, in all material respects, including:

- i) giving a true and fair view of the Association's financial position as at 30 June 2021 and of its financial performance for the year ended;
- ii) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of *the Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

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

We confirm that the independence declaration required by Division 60 of *the Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the members of the Association, would be in the same terms if given to the members as at the time of this auditor's report.

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report is prepared for the purpose of fulfilling the committee's financial reporting responsibilities under Division 60 of *the Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and the Committee

Management is responsible for the preparation and fair presentation of the financial report in accordance with *Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The committee is responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report


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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

CountPro Audit Pty Ltd
CountPro Audit Pty Ltd



.....
Jason D. Hargreaves
Director

20 Lydiard Street South, Ballarat

23 November 2021

Ballarat Regional Multicultural Council Inc.

Ballarat Welcome Centre, 25-39 Barkly Street, Ballarat VIC 3350

Phone: 03 5383 0613

Email: info@brmc.org.au

Web: www.brmc.org.au

ABN: 247 767 445

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Cover design: Janelle Swainston

