



Ballarat Regional Multicultural Council

2022 ANNUAL REPORT



Ballarat Regional Multicultural Council (BRMC)

BRMC Vision

Multiculturalism, social and economic inclusion and community wellbeing.

BRMC Mission

To actively promote and develop multiculturalism and intercultural harmony in our region by working in partnership with our members, key government and community stakeholders, and the wider Ballarat and regional community

BRMC Goals

Four Goals have guided our strategic purpose and our roadmap to 2023. They underpin all of our partnerships, activities, and services:

- 1. Intercultural participation, equity and diversity in our region**
Culturally diverse people and communities can overcome barriers and disadvantage to participate and prosper in our region
- 2. Regional and state-wide collective impact**
Discrimination is eradicated and diversity is valued and celebrated in regional Victoria
- 3. Enterprise and Services**
Investment in migrant and multicultural innovation and capital are promoted to overcome market bias and imperfections
- 4. Wellbeing and Governance Excellence**
Our team is accountable, supportive and building strong service and member capability through partnership and best practice.

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.





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Joy Sawiche
Chairperson

Chair Report



I am grateful and energised by my second year as Chair. I thank our Executive Committee members, CEO and staff team for continuing to support each other. Pandemic impacts have brought a new dimension to our work, home lives, and health, and we acknowledge that it continues even as restrictions ease.

We started this year with multicultural dialogues that are focussed on our members' priorities. We started with migration, employment, and enterprise. Our multicultural dialogue series is vibrant and popular. We will work systematically through other identified priorities as we move to the next strategic plan, 2024-30. BRMC has advocated for a stronger local commitment to welcoming newcomers to our city and region, measuring our performance as a welcoming city, refugee welcome zone and intercultural city and spreading the reach of intercultural celebration to more people across the region. Our reports and submissions are available on our website.

I am working on the Victorian Government's Ministerial Anti-Racism Taskforce to identify strategies to combat subtle and overt racism better. At the same time, BRMC is on the front foot with local initiatives, including our anti-racism bystander training and our school program of storytelling through music. Both aim to bring intercultural understanding and insight to neighbourhoods, workplaces and schools. This work is led by trained members who can convey their own lived experience of racism very powerfully.

I acknowledge the creative and generous efforts of multicultural community leaders and members who step up to lead and promote cultural and faith events. Alongside them, BRMC is also holding regular community gatherings to welcome and connect new migrants with the broader community. BRMC monthly morning teas, women's circles, webinars and business events are a credit to our staff team and businesses in residence. Return to face-to-face for our seniors will also refresh after the forced isolation.

BRMC is seizing the day to address new governance challenges as we develop skillsets on the Board for our growth and service complexity. I thank all serving and outgoing committee members. I single out a special acknowledgement to our outgoing Treasurer, who will be missed for his acumen and his deep thinking and our Assistant Treasurer, who has also consistently contributed to governance rigour.

We have also farewelled outstanding contributors, from the staff this year and our Board and CEO thank them and wish them well and welcome the new people joining our work.

Treasurer Report



The annual accounts this year have been prepared under the General Purpose rather than Special Purpose standards. This brings us in line with where the industry is heading in limiting Special Purpose accounts. This change does bring some new disclosures to the accounts. Some significant policies now being disclosed in the accounts for the first time for Financial Instruments, Leases and a statement on adoption of new and revised accounting standards. There is also a disclosure on critical accounting estimates and judgements. These are not new accounting treatments, rather new disclosures as best practices for General Purpose accounts.

The change also brings a new disclosure on Related Parties and aggregate remuneration for Key Management Personnel. This disclosure, whilst firmly aimed at large corporations, will show the investment in the strategic direction and delivery for BRMC.

Overall for the 2021 to the 2022 year, BRMC has a reported comprehensive income (P&L) of \$154,054. It is important to note that this is really a timing issue caused by accounting standards and not profit. BRMC fully acquits its grants and so there is limited profit retained in any period. In the current year, subject to any new government grants, BRMC will likely see a loss reported as we spend on income already booked to our Special Purpose Funding Reserve for that purpose.

BRMC is still in a strong cash position as can be seen in our reported cash and cash equivalents section of the accounts. The current Ratio (current assets to current liabilities) is positive 2.15 so BRMC is well able to meet its operating requirements.

Of particular note in the accounts is the increase in employee benefits over the last 2 years that has seen these almost double. Increasing by \$627k between 2020 to 2022. Program costs have also increased in that period by \$179k from \$265k to \$444k. This reflects both the growth in core program delivery as well as the recent role BRMC played during the pandemic and the government funding that was provided for that purpose.

Another notable change is the reduction in repairs and maintenance, with reduced infrastructure grants for capital improvements in the Welcome Centre. This will see rental costs featuring more prominently in the



Andrew Tennant
Treasurer

coming year as our agreed offset of capital for rent with BGT gets more fully utilised.

All of this highlights the increased complexity and responsibility in the management of the organisations programs. Consequently, as we transition out of COVID. It will be important for BRMC to commit sufficient and appropriate resources to ensure ongoing quality management that delivers effectively in operational, strategic and governance areas. Over the course of the last few years whilst the organisation has navigated COVID and new accounting treatments, it has been a focus of the Audit and Risk Committee to ensuring that management has the capacity to deliver appropriate and excellent services and limit any reactive or stressful management environments where possible. This has involved the review of the strategic risk register to ensure that the organisation has treatments in place for new emerging risks presented by the pandemic.

The auditors commented on the thorough preparation of the accounts. A big thanks to Paul Tant from Ends of the Earth Consulting for all his efforts on this.

Looking forward to the coming year the new executive will have an opportunity to consider deductible gift recipient status for BRMC and the constitutional changes that may require.

CEO Report



Adversity has inspired extraordinary collaboration, compassion and innovation this year. I thank each of our staff program managers and every staff member and volunteer for the remarkable work undertaken and the care and effort extended to support each other, clients and members. I also thank the BRMC Board, all busy people, for their persistent care and focus on management support and strategy.

We have engaged actively with the complex health and community safety messages from our health professionals and other partners over the past few years. This year has challenged us to grow our services with an impact on health, employment and social support as many of our clients and our communities have suffered hardship both through disruption here and in the separation from families overseas.

We have overseen the introduction of a new accounting framework that presents sector program accounting management to give more financial insight; extending performance visibility to operational program managers and enhance their ability to manage those programs in consultation with the CEO.

I have worked with the Board Leadership Group and members associations to lay the ground for our strategic planning in 2023 and with our Accountant and audit and risk governance group to implement operational budgeting improvements that upskill our program managers to actively participate in organisational direction. We have also elevated the quality of support for Executive volunteers with more formalised induction, orientation and annual operational briefings from program leaders as well as skills development where appropriate. All these measures will support volunteer Board members to be informed and manage effectively.

BRMC programs have continued and thrived despite uncertainty, due to skilled and determined planning and realignment to changing circumstances. I highlight the COVID priority service responses, the award-winning homework club program and women's businesses in residence as champion examples. I thank outgoing program managers – Annie Dunn, Strategic engagement coordinator; Deb Klein our Stepping Stones manager and Janelle Swainston our media and communications manager who leave great legacies for those following.

Whilst many of our services are supportive and service-oriented BRMC encourages all, especially new and emerging communities, to actively participate and take pride in skills, potential and culture. Our local specialised multicultural services are delivered by people with lived experience, especially our new cultural competency training, and anti-racism training based on empowering people. Also, the commercial kitchen, workshop spaces, and creative audio lab create immense opportunities. I thank our funding and delivery partners for working to embed this community strength and self-agency at the Welcome Centre.

BRMC strategic direction emphasised member connection this year, thus our public multicultural dialogues will help us develop and sustain useful work through BRMC and our Ballarat Welcome Centre. We do our best work when we are listening and collaborating.



Ann Foley
Chief Executive
Officer

BRMC Executive Committee



Joy Sawiche
Chairperson



Sami Syed
Deputy Chair



Andrew Tennant
Treasurer



Anam Shahab



Phillip Moore



Betty Mathew



Chez Dichiera



Dr Sundram Sivamalai



Nsonma Adeleye



Bobby Mehta



Navin Thomas



Magdalena Kazmierczak



Jerrica John



Kiky Amelia



FINANCIAL YEAR 2021- 22																
			24-July- 21	26-Aug 2021	2- Oct- 21	28 -Oct -21	23 -Nov-21	25 Nov- 2021	2-Dec -21	14-Dec -22 (Orientation)	18-Jan-22	22 -Feb-22	22-Mar-22	23-April-22	May-22	
	Committee Members:	Position	Attendance													
1	Joy Sawiche	Chair	✓	✓	✓	✓		Annual General Meeting	✓		✓	✓	✓	✓	Annual Planning Meeting	
2	Bobby Mehta	Deputy Chair					✓		Leave of absence							
3	Magdalena Kazmierczak	Secretary		✓	✓					✓	✓	✓				
4	Nsonma Adeleye	Assistant Secretary							✓	✓	✓	✓				
5	Andrew Tennant	Treasurer	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓		
6	Phillip Moore	Assistant Treasurer	✓	✓	✓	✓	✓		✓		✓		✓	✓		
7	Anam Shahab	Public Relation Officer										✓	✓			
8	Jerrica Elsa John	Youth Advisor (Co-opted only)							✓		✓					
9	Serena Ogbuokiri	Women's Affairs	✓	✓			✓									
10	Betty Mathews	Women's Officer										✓	✓	✓		
11	Syed M Sami	Interfaith & Acting Deputy Chair	✓		✓	✓	✓				✓	✓	✓			
12	Navin Thomas	Community Member	✓	✓												
13	Sylvana Mitchell	Community Member	✓	✓												
14	Kiky Amelia	Community Member				✓				✓	✓					
15	Sundram Sivamalai	Community Member							✓	✓		✓	✓	✓		
16	Chez Dichiera	Immediate Past Chair	✓	✓					✓				✓	✓		
	Quorum	Yes= Y No= N	Y	Y	Y	Y	Y		Y		Y	Y	Y	Y		
	Other Attendees															
17	Ann Foley	Chief Executive Officer	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü	ü		



Ballarat Welcome Centre



INTERCULTURAL CONNECTION

Ballarat Welcome Centre is our culturally appropriate, well-equipped, accessible and secure venue for services, events and activities, bringing people together to share in our community and economy. It has been resourced with support from the Victorian Government and revenue generated by BRMC.

In our second year in the beautiful former East Ballarat Public Library, we have established a strong, visible and vital community place and remained an active member of the Barkly Square community centre precinct. Through funding support from the Victorian Government, we have developed facilities, especially for new and emerging migrant communities. This includes upgraded communication technology, spaces for community celebrations, meetings and business incubation, plus a commercial standard community kitchen at Barkly Square.



As COVID restrictions eased, working on-site and socialising increased, and communities began returning to the Centre for activities, meetings and festivities. Highlights included Virasat E Punjab Women's Day Celebration, Ballarat Indian Association's

(BIA) Karaoke Talent Quest, the Nepalese Teej Festival Celebration, and the Ballarat Afghan Action Group Book Launch and Meet the Author Abbas Nazari.

The Centre is used by over 500 people each week as our programs, multicultural association members and community groups book the Community Hall and Welcome room for meetings and classes - Ballarat Hindu Temple and Culture Centre, Ballarat Keralites Foundation of Australia, Hazara and South Sudanese communities and Coco Sounds choirs and drummers are regulars.



FACILITIES and OPERATIONS

We continue to repair and improve this heritage building to be an excellent facility for community use. With Victorian Government Multicultural Infrastructure funding and Stronger Regional Communities Program, we prioritised 8 necessary improvements to the Welcome Centre:

- Women's Business Incubator facilities and support
- Security and accessible exterior lighting
- Access and security locks and monitoring system
- Acoustic Baffles in the Community Hall
- Audio and Visual equipment in the Community Hall
- Air Purifiers throughout the Centre
- Community noticeboards
- Repairs to roof and internal stairwell arch
- Community and Commercial Global Kitchen upgrade



BRMC CREATIVE AUDIO LAB

Through community feedback, we have learned that the most powerful communication tools are audio messaging through social media channels, and community leaders. This led to the set-up of a professionally equipped audio studio within the Ballarat Welcome Centre. The studio enables the training of multicultural members in the skills of communication and quality audio production.

We started with a series of community audio service announcements. The first announcements were COVID-safe related short, targeted messages. Five participants completed the first pilot workshop series; where they produced five key COVID messages in Hindi, Nuer, Togolese and Hazaraghi and English then delivered in-language, via their own social media platforms and community radio. Targeting COVID-19 initially in 5 priority languages the studio has been used to produce a podcast with Afghan refugee Abbas Nazari and will soon also be available for wide creative community access.

WOMEN'S BUSINESSES IN RESIDENCE

BMRC entered into agreements with A Tuk and Mat Tetni African Women's emerging businesses for a two year auspice of their production workshops. The business-in-residence agreements provide a platform for emerging business to establish so

they can develop business relationships, sponsors and consider other premises and shopfronts when ready. They undertake mentorships, stock storage and management, organise weekly markets, pop-ups and invite other aspiring entrepreneurs, customers and supporters into their business premises.

The initiative is part of our Women's Business Incubator supported by Regional Development Victoria. The WBI also supported other creative initiatives, including the Welcome Centre Twilight Markets, South Sudanese Womens Dance and cultural group, Kulture exhibition of Nyagak Yang and the Artist to

Artist Dialogue with South Sudanese Sounds group who led a tribute to Nyagak's life and work and a powerful community dialogue (also supported by Regional Arts Victoria and Ballarat Art Gallery). Women in business continue to inspire others and be an integral part of community participation at the Centre.





**It's great that my whole family
can get vaccinated all at once.
If I hadn't been vaccinated
today, I wouldn't be able to go
to work next Monday.**

CLINICS and DEPOT

As a critical contributor to COVID prevention, we provided 11 pop-up multicultural community COVID vaccination clinics, delivering 1000 multicultural community members with vaccinations. These were delivered in partnership with Grampians Health and Ballarat Community Health, and with support from Women's Health Grampians.



1000+

vaccinations given
out to multicultural
community
members



11

Pop-up vaccination
hubs held at the
Ballarat Welcome
Centre



24,325

RATs distributed
to multicultural
communities
throughout Ballarat
and Grampians
Regions



5,000+

Masks distributed
to multicultural
communities
throughout Ballarat
and Grampians
Regions



50+

Pop-up vaccination
hubs held at the
Ballarat Welcome
Centre

Pandemic Response and Emergency Preparation

COMMUNITIES ON THE GROUND.

A key lesson during the COVID pandemic has been to improve access to emergency information for our region's multicultural and diverse faith communities and to facilitate and amplify their voices and views to Government. BRMC provided a contact point and conduit for our regional multicultural communities, especially to extend and clarify important health and safety information and alleviate hardship. We provided:

- COVIDSafe in-language information to communities via the use of print and social media,
- 11 pop-up Vaccination Hubs for multicultural communities,
- Welcome Centre COVID prevention depot for community stakeholders, groups and individuals to order and collect free Rapid Antigen Tests (RATs) and Masks,
- COVID-19 information sessions, webinars and meetings for individual multicultural communities, especially new and emerging,
- Multicultural Leader Dialogues in the format of Global Café Roundtables to better understand the social, cultural, economic, health, and well-being difficulties of multicultural peoples in Ballarat and needs,
- Food vouchers and culturally appropriate food packages to people, families and multicultural communities severely impacted as a result of being in lockdown or being socially isolated,
- Training and employment for bilingual and other bicultural workers to engage with the communities, and
- Free facemasks, Rapid Antigen Tests and other protective items through our service programs.

Ballarat Welcome Centre was the Department of Health designated primary depot for the distribution of free Rapid Antigen Tests (RATs) to multicultural communities across Ballarat and the Grampians region, enabling the distribution of more than 24,000 RATs and 5,000 masks to multicultural families and community groups across Ballarat and the Grampians.

COVID PRIORITY RESPONSE TO MULTICULTURAL SENIORS

A targeted Priority Response to Multicultural Communities Phase 2 (Seniors) Project funded by the Department of Families, Fairness and Housing (CALD Communities Taskforce) was delivered during July - December 2021. Our team provided crucial immediate support to CALD Seniors to relieve isolation from their community and alleviate financial hardship exacerbated during the coronavirus (COVID-19) pandemic, supporting over 170 vulnerable multicultural seniors in Ballarat and surrounding region. Seniors included individuals from 33 different cultural backgrounds.

Working across teams within BRMC, the PRMC Seniors team conducted weekly welfare checks, provided regular delivery of meals and supplementary food parcels, coordinated winter and spring aid packages, arranged transport to attend health appointments, supported Seniors to get vaccinated and download their vaccination certificates, created and distributed newsletters to keep seniors informed and connected with each other and the wider community.

The project was particularly successful in promoting COVID vaccination and prevention to seniors through our specially trained bi-cultural staff and BRMC's service links with multicultural and community health partners. We achieved a 99% full vaccination rate amongst our 160+ senior clients (with the remaining 1% stating a medical exemption).



STRATEGY AND PREPARATION

Grampians Multicultural Communities Pandemic Response and Emergency Preparation Network (PREP) was established this year with support from the Ethnic Communities Council of Victoria (ECCV) and the Victorian Multicultural Commission. The key objective is to inform and improve the COVID-19 preparation and response and reduce the disproportionate health, economic and social impacts of the pandemic on multicultural communities, focusing on the Grampians region.

The network is made up of 15 multicultural community leaders, local service providers, Local Government, and our regional Victorian Multicultural Commissioner. Now established they will continue to link in with key Emergency Victoria services and infrastructure to ensure multicultural communities in our region are at the centre of emergency preparation and planning, including: on-the-ground responses during current and future pandemic outbreaks; other pandemic or emergency-related planning; relief and response; and identifying priority issues for multicultural communities.



If it weren't for the BRMC vaccination hub, I might not have been vaccinated. Thank you to BRMC for this opportunity.

Thank you, BRMC, for helping me get vaccinated and getting the certificate so I can now go out safely.

It was wonderful to receive the generous meals and food packages and see the smiling staff during Covid: I looked forward to your visits so much, I really felt cared for by BRMC.

Community Members

BRMC Social Support

SENIORS AND VULNERABLE COMMUNITIES

BRMC Social Support Team, resourced by the Department of Social Services under the Commonwealth Home Support Programme (CHSP) and the Department of Families, Fairness and Housing under the Home and Community Care Programs for Younger People (HACC PYP) and client contributions, provides eligible individuals with a health service to relieve social isolation.

BRMC Social Support team regularly assists and supports 160 clients from over 35 different cultural backgrounds. We help people to live at home safely for as long as possible by providing culturally safe vibrant programs with a strong focus on healthy and active ageing. Our programs provide an opportunity for people to make friendships and improve and develop cognitive and physical skills while empowering individuals to expand their capabilities.

As part of our services, we assist seniors to navigate government systems such as My Aged Care and access services. We support the sector with aged care reforms and we provide cultural competency and awareness training to service providers and their staff.



During 2021-22 FY our services smoothly transitioned from face-to-face activities to home deliveries and welfare checks and back to face-to-face activities in line with the Australian Government Health regulatory framework. Social support activities include multicultural tucker, social hub, health and wellbeing yoga and wellness classes, senior's information, bus trips, cultural programs, home visiting and carers' respite.

Through the HACC-PYP resources Social Support team also supported the Ballarat's Hazara and Afghan community of young men to break down isolation and form a regular social support group. Regular community connection has led to the Ballarat Afghan Action Group and significant community support and awareness.

BRMC programs make me feel safe, like I can be myself and celebrate my culture, it makes me happy.

I look forward to coming to your programs, it feels me with hope and something to look forward to, life can be lonely.

Thank you for all you did during COVID, your visits to all our homes and meal deliveries really did help us to feel connected and cared for.

Social Support Senior clients





Migration and Settlement Services

SETTLEMENT SERVICES

We welcome and support people of migrant, refugee and asylum seeker backgrounds to Ballarat to settle and adjust to their new life in regional Victoria. Our suite of programs is mainly delivered through our SETS partnership with the Victorian Regional Multicultural Services consortium in partnership with Cultura, Sunraysia Mallee Ethnic Communities Council and Loddon Campaspe Multicultural Services. SETS is funded through the Department of Social Services. Our bicultural and multilingual team utilise a high level of cultural competence and insight to deliver client casework to improve cultural, social, economic, and mental well-being.

Led by a skilled social worker our BRMC staff of understanding the culture of Asia, the Middle East, and Africa and bring open attitudes, awareness, a preparedness to engage with CALD community people, and a deep understanding of migrants' issues to our client advocacy and support. Settlement services this year included:

- Case management: Settlement Engagement and Transition Support (SETS) support to eligible visa holders from refugee and migrant backgrounds who have been in Australia for less than 5 years
- Community engagement and support programs
 - Weekly Multicultural Playgroup throughout school terms
 - Three times monthly Multicultural Women's Friendship Circle
 - Monthly Welcome Morning Tea: Every last Wednesday, from 10:30 am - 12 pm
 - Monthly Living Together Box Food relief service, supported by the Ballarat Italian Association
- Family violence prevention and referral including individual case management, workshop and information sessions



CLIENT FEEDBACK FROM VARIOUS PROGRAMS

I like to go to playgroup when I can because it allows me and my kids to socialise and mingle with other children and their mothers. Also, kids learn different songs, listen to the stories.

It is good to talk to people, we always get to discuss some common issues and problems we are facing in daily life. We get good advice on how to act and play with kids.

Playgroup parents

It was very helpful with the immigration agent and connecting me to the welcome morning tea program, that was very good. overall good service, good communication, and well informed about programs and events running in BRMC.

It has been very helpful with my situation, following up with people to help. I'm thinking to get back to her for help.

SETS program clients

MENTAL HEALTH, WELLBEING AND DOMESTIC FAMILY VIOLENCE - INFORMATION SESSION

This session helped us to know more about mental health issues - including Family Violence issues and also had achieved to encourage to share our concerns.

Always good to attend the session.

Mental Wellbeing

NO TO RACISM IN WESTERN REGIONAL VICTORIA

The 'No to Racism in Western Regional Victoria' project is a local initiative launched in 2021 with the support of the Victorian Government. We offer Anti-Racism Active Bystander training programs and positive arts and music engagement with school-aged youth and interfaith activities.

BYSTANDER TRAINING

Bystander training focuses on supporting people who witness interpersonal racism to take responsibility and action, as part of shifting attitudes to a "whole of community responsibility" mindset. Our five trained trainers, all multilingual and with lived experience of migration, have provided 13 interactive workshops to Children and Family Services (CAFS), Stockland Wendouree, Ballarat Hospice Care, Salvation Army, BRMC Executive Committee and staff, Multicultural Leaders Group, Centre for Multicultural Youth (CMY), City of Ballarat Youth Ambassadors, Grampians Health Ballarat and Horsham, Ballarat Neighbourhood House, and one open workshop for members of the public in Ballarat. A majority of participants agreed that they would be more likely to intervene if they saw or heard something racist after undertaking the training.



ANTI-RACISM MUSIC BASED PROGRAM: COMMUNITY BEYOND RACE

Anti-Racism music-based Intercultural Engagement for primary-aged school children in Ballarat was delivered by local musician Stella Savy of Coco Sounds: Four structured sessions in four weeks enabled students to share multicultural music and culture, artistic skills, and consider cultural values. Valanga Khoza and Stella Savy also conducted four workshops for young adults and community members exploring songs and drumming. They shared Valanga's journey, fleeing apartheid in South Africa all the way via refugee camps around the world to Australia, and discussed how he and others dealt with and still deal with subtle and overt racism in Australia.



I will let people know I'm uncomfortable when they make racial comments, perhaps try and educate why their comments are hurtful/not appropriate, and report when I see /hear racist comments/behaviour.

I learned about how to deal with racism.

I enjoyed the program because I learned more about multicultural stuff and the music.

Everything was good, learning multicultural songs, more about cultures, and everything else.

Community Employment Connectors



Our employment advocacy for multicultural jobseekers has been extended this year through the Community Employment Connectors (CEC) program funded by Victorian Government. Employment Connectors provide culturally responsive and individualised support to disadvantaged jobseekers to navigate and connect with employment and training services. Partnerships have been key, in particular, our project steering group comprising CMY, City of Ballarat, Ballarat Neighborhood Centre/Jobs Victoria Work and Learning Centre and Highlands LLEN.

Industry networking nights, Multicultural Job club, 'Toolbox Talk' Morning Tea from successful business people in Ballarat and community leader meetings at Horsham have engaged jobseekers and brought them together with potential industry employers.

More than 100 job seeker clients have also been supported to find employment and training services in the Central Highlands Region (including Ballarat and Ararat LGAs) and

Wimmera Southern Mallee Regions (including Northern Grampians, Horsham, Yarriambiack, Hindmarsh and West Wimmera LGAs) with one employment placement staff member in each region.

Our successful jobseekers throughout the regions represent 18 different cultural backgrounds, which underscores the fact that barriers to employment for CALD jobseekers in regional areas can be negotiated successfully with the right resources available. Whilst the vast majority of job placements have been adults, for many of the CALD youth not in employment, the Community Employment Connector has been able to refer them to programs to improve their skills base in ESL and vocational training.

Key Program outcomes



128

Jobseekers



18

Cultural Background



17-64

Age



Regions

from Central Highlands Region to Wimmera Southern Mallee Region



I have been part of Community Employment Connector program. It has been helpful as it had made my job search journey less stressful. Knowing that I can reach out if I have any questions has given me confidence moving forward. I have felt heard and supported.

CEC client



Strategic Partnership Projects



Strategic partnership and strategic engagement work are supported by the Victorian Government and enables BRMC and our EVOLVE partners to work on social cohesion, and community strengthening build multicultural capacity and support emerging communities, especially from refugee and asylum seeker backgrounds. Our EVOLVE partners are City of Ballarat, Ballarat Community Health, Centre for Multicultural Youth and Wimmera Development Agency, providing a reach across sectors and the region.

Strategic Engagement Coordination (SEC)

Flexible engagement has enabled us to work with partners on the following projects that build capacity and participation for long-term impact:

- Developing our Children Together project engaging 35 participants over 8 sessions on family and child development and parenting
- Cultural Competency training development creating workplaces, community and public awareness
- Digital Mentoring to support people to engage online, obtain COVID certificates and navigate online service systems
- RESS – Regional Employment Support System linked to migrant jobseekers and local employment Initiatives
- Anti-racism Active Bystander Training building all-of-community involvement
- A Pot of Courage training and evaluation project to enhance skills and optimise this social business
- Destination Ballarat Research and policy paper and settlement strategy work across the region
- Wimmera Settlement Committee strategy and Horsham Jellybeans playgroup



As a tutor I can offer much more than helping (my students) learn the skills required to pass an English test, although that's the ultimate aim. I've lived and worked overseas for many years and can empathise with my students in their struggles to live well in their new community. Our relationship is one of mutual respect. I look for social cues and adjust my teaching methods where necessary.

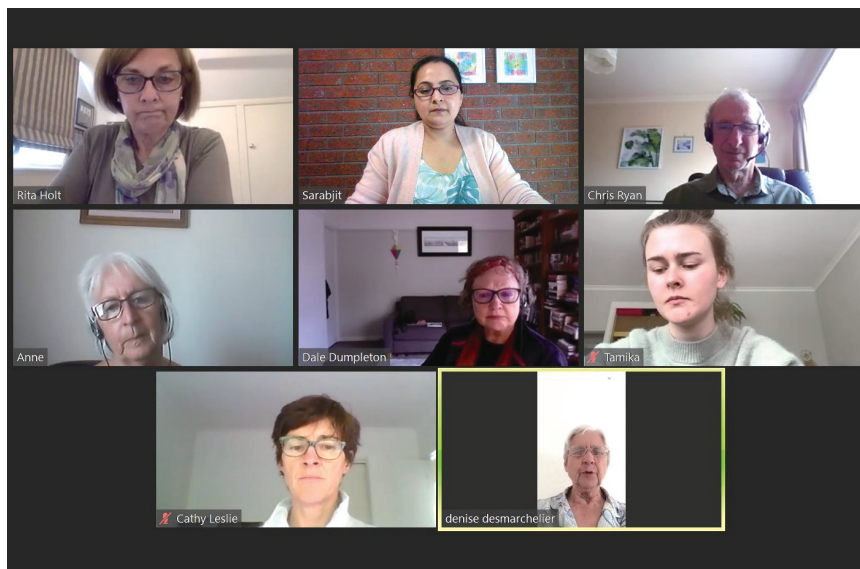
I enjoy teaching migrant English even though I am not a professional English teacher. I offer the students so much more than passing the test. I strongly believe the whole tutoring experience is mutually beneficial.

Tutors, Migrant English Program

Migrant English Program (MEP)

MEP matches established English-speaking community members with new migrants to support them to achieve English language learning goals and in many cases alleviate isolation and disadvantage. Community feedback consistently highlights a range of needs and deficits across social-conversational English, English for work and official communication as well as preparation for IELTS, OET, PTE, TOEFL examinations. Our referral partners supporting this community project include City of Ballarat Libraries, Intercultural Service of Ballarat, Wimmera Development Association, Ballarat Community Health and Ararat Neighbourhood House.

Our trained volunteer tutors form the backbone of the program, giving generously of their time and skills to make a difference, usually in a one-on-one setting with customised learning programs to suit the individual needs of the learners. Between July 2021 – June 2022, 46 students accessed free tutoring. Training sessions were organised to help the team of 58 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.



We provide quarterly Community of Practice sessions for tutors, annual orientation and refresher tutor training as well as evaluation and induction sessions for clients. The program has transitioned seamlessly to online delivery and can be delivered in a hybrid format, giving the students and tutors the flexibility to meet face-to-face or online, or both.



It's a great program for our community organisation. Meeting our mentor was wonderful. We are planning to set-up the new committee and meet the mentor on a regular basis.

President of Community Organisation

Good Governance

Our lead partner, Centre for Participation, engages hosts across Wimmera, Albury Wodonga, Horsham and Ballarat to coordinate the Good Governance program to offer free governance mentoring support to community organisations, cultural groups and associations looking for governance and compliance advice. BRMC offers the program to community associations in our region and takes a lead role in coordinating resources and the network of participating regional host organisations.

In 2021-22, the program was delivered both online and face-to-face, based on COVID rules, witnessing creative thinking and commitment from community organisations and mentors alike. In our region, we resourced 6 mentors and 6 community organisations. Bi-monthly webinars provide additional support for community groups to navigate topics such as governance, funding and reporting. Mentors' Community of Practice sessions also provide a quarterly targeted support and feedback mechanism for them.



My daughter is enjoying the program, especially learning about people from all around the world. She likes the discussion about different cultures and countries. She got to learn about different perspectives and others point of view from these conversations therefore now she has started to understand people much better than before. This program is helping her to be more understanding of others' feelings and actions. She would love to learn more about different cultures and perspectives. She would eagerly join anything new that comes next in these sessions.

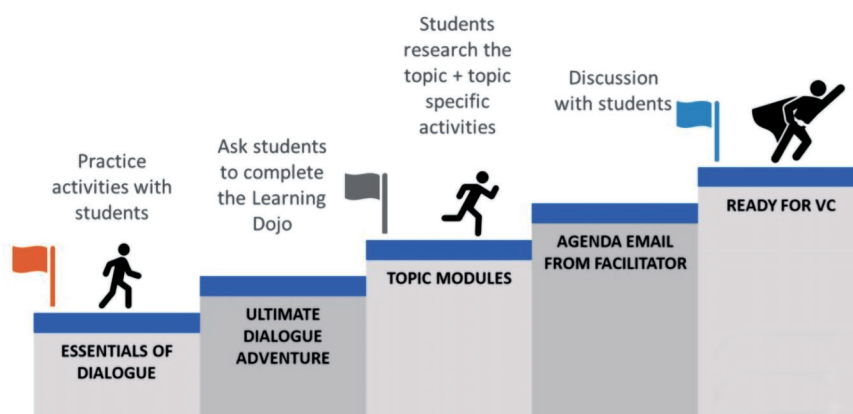
Parent

Diversity Youth Group (DYG)

Diversity Youth Group (DYG) was introduced in January 2022 to cater to the academic wellbeing, mental health and social-emotional needs of the students in the 13-17-year-old age group. Currently the Youth Group caters to 30 students, supporting them with self-improvement learning kits and resources especially designed for this age-group to teach intercultural dialogue skills and sensitivity. With United Nation's Sustainable Development Goals as one of the pillars of this program, the students are invited to research and engage in dialogue through blogging, thus improving their language and global citizenship skills.

Students build confidence in their intercultural dialogue abilities and individual cultural identities through self-paced programs and life skills learning through our partnerships with the Tony Blair Institute for Global Change - UK and Persona Life Skills Education – UK. They have participated in a global video conference with their peers in Ukraine and India on the topic 'Culture, Belief and Values', and have received excellent feedback from the facilitators.

You can find all the resources in the Teaching Resources page available from your Teacher Dashboard.



DYG tutors participate in regular training sessions and advisory groups with educators across thirty countries for mutual learning, creative thinking and resource sharing. Collaboration with the Persona Education team has facilitated access to new post-COVID research and resources especially focussed on improving the social-emotional wellbeing of young people. Offering a mix of one-on-one mentoring and group work, DYG helps our students know themselves and discover the essentials of dialogue, incentivised by badges and reward points.

Dialogue

Dialogue is an encounter where participants **learn from one another** to better **understand each other's values, perspectives, experiences, and beliefs.**

It is aimed at creating a **safe, brave, and inclusive space.**

It is **reciprocal and acknowledges** similarities and differences.

<https://generation.global/>

I am tutoring in the Diversity Youth Group which caters for young adults from thirteen to eighteen. I have found this group to be particularly interesting, as the topics discussed are current and important. Our students take part in discussions with other young people from around the world via Zoom meetings and I think both students and tutors benefit greatly from these interactions.

Educator



Diversity homework club hasn't just improved my attitude towards learning but it has been a great after school curricular activity. It is a small group of people from diverse backgrounds. We start with silly stackers and then move into our breakout rooms. The best bits come at the end, with Timothy's Times tables bingo. But we all know nothing compares to the Kahoots we have at the end!!

Ujjwal

Diversity Homework Club

Diversity Homework Club (DHC) engages 40 Ballarat families and 65 students, mostly African, ranging from 5 -12 years of age. They meet weekly with a team of 10 tutors focussing on literacy, numeracy and STEM activities with a peripheral focus on student wellbeing, life skills and communication skills. Funding from Australian Communities Foundation and the Department of Education's Victorian African Communities Action Plan supports the Club's activities.

DHC provides training for tutors and peer tutors, weekly Community of Practice and planning sessions for tutors, weekly reflective practice sessions for tutors. Weekly sessions, including reading, writing, public speaking, STEM activities Reading Awards, Peace Pals International Art Contest and a 2021 End-of-year celebration and awards night are held for students.

COVID-19 created a need for more support at home for many families experiencing hardship and students have received a monthly delivery of learning kits and worksheets and a monthly nutrition kit delivery.

DHC was awarded CMY's Outstanding Out of School Hours Learning Support Program of the Year 2021. As well as this award-winning standard program our Innovations at DHC include:

- Learning Kits to reinforce their lessons through carefully designed worksheets and STEM activity resources through our STEM tutoring pilot
- Several High School students signed up as Peer Tutors. Extra monthly training, professional development and upskilling workshop opportunities were created to keep them updated with creative teaching methodology and Victorian Child Safe Standards.

Stepping Stones to Small Business and Employment



Stepping Stones is our regional partnership with Brotherhood of St Laurence, providing business and employment opportunities through holistic empowerment, business training and mentoring for women from refugee and migrant backgrounds and women over 50. Most of our participants wanted to start a business for additional and supplementary income to be able to look after themselves and their families. They face many barriers: 84% of our participants experienced one or more barriers to engaging economically; 30% of participants are single mothers and 16% are over the age of 50 years of age. Despite challenges, many of the women were working hard to ensure they could secure work, education or start a business that helped them and their families.

Across the program 51 participants are being supported of whom 44 live in regional areas, Women supported by BRMC Stepping Stones have 19 Countries of Origin and live in Victoria across 26 postcodes. The majority of participants (80%) were between the ages of 25-50 and of these 8% of the women were carers.

Adapting to the COVID conditions and subsequent limitations, we shifted to online delivery of the Empowerment Pathway Program which has enabled women across Victoria to participate. Many women in rural and remote areas, or in the regions have gained support through online delivery which would not have otherwise not have been possible. We also focused our recruitment on elements of the program that helped women build their confidence back and connect to others. This strategy worked well with women building social support systems and confidence and finding new energy within a positive learning environment. This has led to the majority of women developing and committing to their personal goals to improve their financial well-being.



For women engaging in the program, tutoring was made available which enabled each participant to have one on one or small group guidance to help translate knowledge into practice. BRMC was able to maintain much face-to-face one-on-one or small group support where mentoring is provided to grow a sustainable business.

A total of 4 Empowerment Pathway Programs were delivered by BRMC staff, 2 Small Business Tasters and 2 Small Business Courses along with numerous workshops and one on one support provided to each participant.

Outcomes for new participants

- 8 had started and were open for business and a further 7 were currently on a pathway to opening a business
- 9 women were supported into employment
- 1 participant was supported into study

Our Partners



General Organisational Members

- Alliance Francaise de Ballarat
- Australian Pakistani Community of Ballarat
- Ballarat African Association
- Ballarat and District Irish Association
- Ballarat Croatian Association
- Ballarat Indian Association Inc.
- Ballarat Italian Association
- Ballarat Keralites' Foundation of Australia Inc.
- Ballarat Malayalee Association Inc.
- Ballarat Nepalese Samaj Inc.
- Ballarat Region Indonesian Community
- Bangladeshi Community Ballarat
- Centre for Multicultural Youth
- Chinese Australian Cultural Society Ballarat Inc.
- Circolo Pensionati Italiani
- Filipino Australian Sports Club of Ballarat Inc (FASCOBI)
- Filipino-Australian Assoc of Ballarat (FAABI)
- German-Austrian Association
- Solomon Island Victoria Association
- Sri Lankan Australian Association of Ballarat Inc. (SLAAB)
- Thai Australian Association of Ballarat and Central Highlands Inc.
- Thai Cultural Group of Ballarat
- Victoria Togolese Association
- Virasat E Punjab Ballarat Inc.

Individual Members

- Stanley Allis
- Andrew Battistella
- Judith Brumby
- Faye Lynette Caldwell
- Dianne Hadden
- Melanie Hill
- Geoff Howard
- Ahmad Shah Hussaini
- Elham Jamali
- Carmel Kavanagh
- Peter Kervarec
- Peter McIntosh
- Tennille McLauchlan
- Kathleen McMahon
- Makiko Paxton
- Mary Plotecki
- Veronica Punshon
- Lokan Ravi
- Anthony Sim
- Teresa Skrypko
- Maria Sozanski
- Paul Tant

Associate Organisational Members

- A Tuk
- Ballarat & Grampians Community Legal Service
- Ballarat City Council
- Ballarat Community Health Centre
- Ballarat Hindu Temple & Cultural Centre
- Ballarat Interfaith Network
- Ballarat Permaculture Guild
- Ballarat West Police Complex
- Child & Family Service Ballarat (CAFS)
- Dhan Shri Guru Nanak Inc
- Emotional Well-being Institute, Geneva
- Islamic Society of Ballarat
- Mat Tetni
- Pot of Courage
- Voice FM 99.9 - Community Radio Station
- WAT THAI BHAVANA - Ballarat Buddhist Centre





ABN 24 776 744 519

Financial Statements

For the Year Ended 30 June 2022



Ballarat Regional Multicultural Council Inc

ABN 24 776 744 519

Contents

For the Year Ended 30 June 2022

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Ballarat Regional Multicultural Council Inc

ABN 24 776 744 519

Statement of Comprehensive Income
For the Year Ended 30 June 2022

		2022	2021
	Note	\$	\$
Revenue and other income	3	2,120,202	2,058,027
Employee benefits expense		(1,318,182)	(1,089,954)
Depreciation expense		(18,716)	(14,764)
Program costs		(444,462)	(311,541)
Other expenses	4	(184,788)	(225,617)
Surplus before income tax		154,054	416,151
Income tax expense	1(b)	-	-
Surplus for the year		154,054	416,151
Other comprehensive income		-	-
Total comprehensive income for the year		154,054	416,151

The accompanying notes form part of these financial statements.

Statement of Financial Position

30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	1,487,723	1,719,473
Trade and other receivables	6	57,437	29,120
Prepayments		1,977	2,183
TOTAL CURRENT ASSETS		1,547,137	1,750,776
NON-CURRENT ASSETS			
Plant and equipment	7	62,863	75,340
Right-of-use assets	8	6,316	-
TOTAL NON-CURRENT ASSETS		69,179	75,340
TOTAL ASSETS		1,616,316	1,826,116
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	223,294	230,638
Provisions	10	80,497	103,235
Contracted liabilities	11	411,750	749,149
Lease liabilities	8	2,747	-
TOTAL CURRENT LIABILITIES		718,288	1,083,022
NON-CURRENT LIABILITIES			
Lease liabilities	8	3,492	-
Provisions	10	5,940	8,552
TOTAL NON-CURRENT LIABILITIES		9,432	8,552
TOTAL LIABILITIES		727,720	1,091,574
NET ASSETS		888,596	734,542
EQUITY			
Reserves	12	688,612	518,364
Retained surplus		199,984	216,178
TOTAL EQUITY		888,596	734,542

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 2022****2022**

	BRASSN Reserve	Piano Funds Reserve	DFFH Cash Reserve	Specific Purpose Funding Reserve	Retained Surplus	Total
	\$	\$	\$	\$	\$	\$
Balance at 1 July 2021	2,079	5,939	20,000	490,346	216,178	734,542
Surplus for the year	-	-	-	-	154,054	154,054
Transfer from Retained Earnings	(550)	-	-	170,798	(170,248)	-
Balance at 30 June 2022	1,529	5,939	20,000	661,144	199,984	888,596

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

The accompanying notes form part of these financial statements.

Statement of Cash Flows

For the Year Ended 30 June 2022

	2022	2021
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from government and communities	1,754,401	2,740,689
Payments to suppliers, employees and communities	(1,979,483)	(1,420,283)
Interest received	85	299
Interest paid	(437)	-
Net cash provided by/(used in) operating activities	13 (225,434)	1,320,705
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(4,133)	(43,792)
Proceeds from disposal of property, plant and equipment	-	7,077
Net cash used in investing activities	(4,133)	(36,715)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of lease liabilities	(2,183)	-
Net cash used in financing activities	(2,183)	-
Net increase/(decrease) in cash held	(231,750)	1,283,990
Cash at beginning of year	1,719,473	435,483
Cash at end of financial year	5 1,487,723	1,719,473

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

The financial report covers Ballarat Regional Multicultural Council Inc. as an individual entity. Ballarat Regional Multicultural Council Inc. is a not-for-profit Association, registered and domiciled in Australia.

The principal activity of the Association was the provision of social support, training, service linkages and material aid to alleviate hardship for vulnerable new migrants and their families from culturally diverse communities and frail and aged people from CALD backgrounds.

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and *the Australian Charities and Not-for-profits Act 2012*.

The financial statements have been prepared on an accrual basis and are based on historical 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 this financial report.

(a) 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.

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

Interest revenue

Interest is recognised using the effective interest method.

(b) Income Tax

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

(c) 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.

(d) Cash and cash equivalents

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

(e) Financial instruments

Financial instruments are recognised initially on the date that the Association becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Association classifies its financial assets into the following categories, those measured at:

- amortised cost

Financial assets are not reclassified subsequent to their initial recognition unless the Association changes its business model for managing financial assets.

Amortised cost

The Association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

Financial assets

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for financial assets measured at amortised cost.

When determining whether the credit risk of a financial assets has increased significantly since initial recognition and when estimating ECL, the Association considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information analysis based on the Association's historical experience, and informed credit assessment including forward looking information.

The Association uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Association uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Association in full, without recourse to the Association to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Association in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Association has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

Financial assets

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

(f) 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.

(g) Leases

At inception of a contract, the Association assesses whether a lease exists.

Lessee accounting

At the lease commencement, the Association recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Association believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Association's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Association's assessment of lease term.

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

(g) Leases

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Association has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Association recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(h) 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.

(i) Adoption of new and revised accounting standards

The Association has adopted all standards which became effective for the first time at 30 June 2022, including the adoption of AASB 1060 to comply with the Australian Accounting Standards - Simplified Disclosures, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Association.

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Critical Accounting Estimates and Judgments

The Association makes estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - impairment of property, plant and equipment

The Association assesses impairment at the end of each reporting period by evaluating conditions specific to the Association that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

Key estimates - revenue recognition

The determination of whether a contract with the funding body includes sufficiently specific performance obligations is a significant judgement involving discussions with the funding body, review of the proposal documents prepared during the grant application phase and consideration of the terms and conditions. If this determination was changed then the revenue recognition pattern would be different from that recognised in these financial statements.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Notes to the Financial Statements

For the Year Ended 30 June 2022

3 Revenue and Other Income

Revenue recognised from contracts with customers under AASB 15

	2022	2021
	\$	\$
Government and community grants	629,869	18,519
Fees for services	24,282	11,326
	<u>654,151</u>	<u>29,845</u>

Other income recognised on receipt in accordance with AASB 1058

Government and community grants	1,444,432	2,015,951
Rental income	4,923	-
Interest income	85	299
Donations	15,055	2,229
Other income	1,556	9,703
	<u>1,466,051</u>	<u>2,028,182</u>

Total Revenue and Other Income

<u>2,120,202</u>	<u>2,058,027</u>
------------------	------------------

4 Other Expenses

Accounting & audit fees	53,887	20,927
Advertising	1,159	1,144
Consulting fees	10,805	33,968
Interest expense on lease liabilities	437	-
Lease expenses	660	3,144
Memberships & subscriptions	1,877	1,102
Motor vehicles expense	6,849	4,342
Occupancy expenses	23,230	15,395
Repairs & maintenance	70,530	131,186
Printing & stationary	5,952	8,971
Sundry expenses	9,402	5,438
	<u>184,788</u>	<u>225,617</u>

5 Cash and cash equivalents

Cash at bank and in hand	1,376,564	1,608,425
Short-term bank deposits	111,159	111,048
	<u>1,487,723</u>	<u>1,719,473</u>

Notes to the Financial Statements

For the Year Ended 30 June 2022

6 Trade and other receivables

	2022	2021
	\$	\$
Trade and other receivables	57,437	29,120
	<u>57,437</u>	<u>29,120</u>

7 Property, plant and equipment

Plant and equipment

At cost	117,597	113,463
Accumulated depreciation	(63,205)	(48,550)
	<u>54,392</u>	<u>64,913</u>

Motor vehicles

At cost	52,848	52,848
Accumulated depreciation	(44,377)	(42,421)
	<u>8,471</u>	<u>10,427</u>

Total property, plant and equipment

	<u>62,863</u>	<u>75,340</u>
--	---------------	---------------

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
	\$	\$	\$
Balance at the beginning of year	64,913	10,427	75,340
Additions	4,133	-	4,133
Depreciation expense	(14,654)	(1,956)	(16,610)
Balance at the end of the year	<u>54,392</u>	<u>8,471</u>	<u>62,863</u>

Notes to the Financial Statements

For the Year Ended 30 June 2022

8 Leases

The Association has a lease of photocopier with a term of 3 years.

Right-of-use assets

	Plant and Equipment \$	Total \$
Year ended 30 June 2022		
Additions to right-of-use assets	8,422	8,422
Depreciation charge	(2,106)	(2,106)
Balance at end of year	<u>6,316</u>	<u>6,316</u>

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year \$	1 - 5 years \$	> 5 years \$	Total undiscounted lease liabilities \$
Lease liabilities	3,144	3,668	-	6,812

Lease liabilities are measured based on discounted cash flows and are recognised in the statement of financial position as shown in the table below:

	2022 \$	2021 \$
Current lease liabilities	2,747	-
Non-current lease liabilities	3,492	-
	<u>6,239</u>	<u>-</u>

Statement of Comprehensive Income

The amounts recognised in the statement of comprehensive income relating to interest expense on lease liabilities and short-term leases or leases of low value assets are shown below:

Interest expense on lease liabilities	437	-
Expenses relating to short-term leases or low-value assets	660	3,144
	<u>1,097</u>	<u>3,144</u>

Notes to the Financial Statements

For the Year Ended 30 June 2022

9 Trade and other payables

	2022	2021
	\$	\$
Trade payables	93,353	93,841
Auspiced activities	1,088	3,089
GST payable	69,053	100,978
Superannuation payable	30,750	20,090
PAYG withholding payable	29,050	12,640
	223,294	230,638

10 Provisions

CURRENT

Provision for annual leave	66,344	88,205
Provision for long service leave	14,153	15,030
	80,497	103,235

NON-CURRENT

Provision for long service leave	5,940	8,552
	5,940	8,552

11 Contracted Liabilities

Government grants	411,750	749,149
	411,750	749,149

Notes to the Financial Statements**For the Year Ended 30 June 2022****12 Reserves****BRASSN Reserve**

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 the Association 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.

13 Cash Flow Information

Reconciliation of surplus to cash provided by operating activities:

	2022	2021
	\$	\$
Surplus for the year	154,054	416,151
<u>Non-cash flows in surplus:</u>		
- depreciation	18,716	14,764
- profit on disposal of plant and equipment	-	(2,978)
<u>Changes in assets and liabilities:</u>		
- (increase) decrease in trade and other receivables	(28,317)	38,070
- (increase) decrease in prepayments	206	(588)
- increase (decrease) in contracted liabilities	(337,399)	647,869
- increase (decrease) in trade and other payables	(7,344)	161,349
- increase (decrease) in provisions	(25,350)	46,068
Cash provided by operating activities	(225,434)	1,320,705

Notes to the Financial Statements

For the Year Ended 30 June 2022

14 Financial Risk Management

	2022	2021
	\$	\$
Financial assets		
Cash and cash equivalents	1,487,723	1,719,473
Trade and other receivables	57,437	29,120
	<u>1,545,160</u>	<u>1,748,593</u>
Financial liabilities		
Trade and other payables	223,294	230,638
	<u>223,294</u>	<u>230,638</u>

15 Auditors' Remuneration

Remuneration of the auditor CountPro Audit Pty Ltd, for:

- auditing or reviewing the financial statements	6,700	6,500
- other services	3,420	-
	<u>10,120</u>	<u>6,500</u>

16 Related Parties

The Association's main related parties are as follows:

Key management personnel - refer to Note 17.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

17 Key Management Personnel Disclosures

The remuneration paid to the 7 key management personnel of the Association is \$678,209 (2021: 9 key management personnel totalling \$643,591).

18 Contingencies

In the opinion of the Committee, the Association did not have any contingencies at 30 June 2022 (30 June 2021: None).

19 Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

Ballarat Regional Multicultural Council Inc

ABN 24 776 744 519

Notes to the Financial Statements

For the Year Ended 30 June 2022

20 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

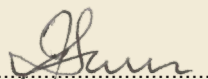
Statement by Members of the Committee

In the opinion of the committee:

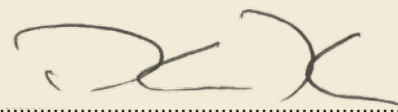
1. the financial statements present a true and fair view of the financial position of Ballarat Regional Multicultural Council Inc as at 30 June 2022 and its performance for the year then ended in accordance with the financial reporting requirements of the *Australian Charities and Not-for-profits Commission 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:

Chair


.....
Joy Sawiche

Treasurer


.....
Andrew Tennant

23 November 2022

Ballarat Regional Multicultural Council Inc

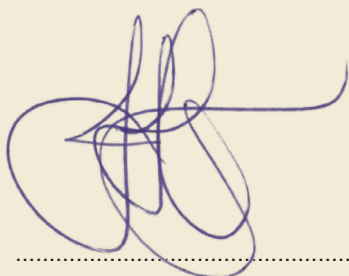
ABN 24 776 744 519

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 2022, 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



Jason D. Hargreaves
Director

22 November 2022

180 Eleanor Drive, Lucas

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

A handwritten signature in blue ink, appearing to read 'Jason D. Hargreaves', is written over a dotted line.

Jason D. Hargreaves
Director

180 Eleanor Drive, Lucas

24 November 2022

Ballarat Regional Multicultural Council Inc.

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

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