



# ANNUAL REPORT

2019

LODDON CAMPASPE



**MULTICULTURAL  
SERVICES**

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# ABOUT US

Loddon Campaspe Multicultural Services (Multicultural Services) is a leading independent organisation that helps people from migrant and refugee backgrounds build positive lives in regional Victoria. We are the ethnic communities council and peak body for refugee and migrant groups in Central Victoria.

By focusing on people's strengths we are able to develop stronger communities, support other service providers and influence decision makers at local, state and national levels.

Multicultural Services' work sits within two program areas:  
Community Programs and Arts and Events.

## COMMUNITY PROGRAMS

- Employment program
- English program
- Settlement, Engagement and Transition Support Program (Settlement Program)
- Capacity building for multicultural communities

## ARTS AND EVENTS

- Zinda Festival
- Art-based projects
- Community cultural events
- Events and activities to support social cohesion

## OUR MISSION

SUPPORTING MULTICULTURAL  
COMMUNITIES, CELEBRATING DIVERSITY

## OUR VISION

A VIBRANT, THRIVING AND  
MULTICULTURAL CENTRAL VICTORIA



# EXECUTIVE OFFICER'S INTERVIEW



## INTERVIEW WITH KATE MCINNES, EXECUTIVE OFFICER

### Q1. TELL US ABOUT YOUR ACHIEVEMENTS OVER THE 18-19 YEAR

One of the delightful things about writing the annual report is reflecting back on the year and realising just how much we've done- and not just me but our whole team. This year we have:

- Implemented the second year of Zinda Festival- again with a record crowd- over 6,000- making it the biggest ever multicultural event in Bendigo and beating the 2018 record of 4,000 attendees.
- Secured the Federally funded Settlement, Engagement and Transition Support Program (Settlement Program) as part of the Regional Multicultural Consortium, increasing access to quality settlement support in regional Victoria.
- Won the Victorian Government's Multicultural Award for Excellence. Also our Education Coordinator, Robyn Spandonide, won the 2018 Victorian Adult Community and Further Education Award for Outstanding Practitioner.
- Launched our first ever social enterprise, Friday Food Safari, supporting people from migrant and refugee backgrounds, predominantly women, to increase their English language and employability skills while building confidence and contributing their own knowledge and cooking expertise.
- Launched our Strategic Plan 2018-2021, including the goal to establish a multicultural hub.
- Re-wrote our constitution to reflect current best-practice in governance.
- Amplified the voices of multicultural communities and shared our innovative practices:  
presented a paper on our anti-racism and social cohesion work at the International Metropolis Conference, undertook a Train-the-Trainer Program for Ballarat Community Health on gender equity and family violence with CALD communities, hosted a DFAT delegation, presented as the key-note speaker at two AGMs, presented at the Family Violence Regional Integration Committee on barriers for CALD clients accessing family violence services, presented at two nation-wide Community of Practice forums, wrote three policy submissions to State and Local Government.... and more!
- Developed a new partnership with Multicultural Arts Victoria to increase access to community life and the arts for migrant and refugee communities.
- Developed a new partnership with CCS Family Services to increase culturally inclusive family support.
- Put in place a best-practice Staff Leave policy which promotes connection to family and culture by offering above-award level paid leave, including parental leave regardless of gender, grandparents' leave, ceremonial and cultural leave and "home leave"- which staff can use to return to their country of origin to attend to family or community responsibilities.
- Influenced 37 "good news stories" in our regional media, increasing positive representation of migrant and refugee communities.

### Q2. WHATS IT LIKE WORKING AT MULTICULTURAL SERVICES?

It's like travelling to a different country, or multiple different countries, each day. This year three of our staff went on trips home and brought back spices for us all- including saffron that we weren't allowed to take until we'd done a workshop on the "right" way to prepare it (not found in any cookbook I've ever seen and which has revolutionised my cooking!) and turmeric freshly picked and ground from the family's own turmeric tree. For my birthday staff greeted me with "Happy birthday" in over 10 languages. And this isn't to mention the conversations, food, news from around the world and stories we share- staff, volunteers and community members.

# EXECUTIVE OFFICER'S INTERVIEW CONTINUED...

## Q3. WHAT KEEPS YOU UP AT NIGHT?

Every week I hear another story about discrimination, a negative comment or explicit racism that was experienced by a community member in our region. As a white person, I am constantly aware of the privilege I am granted simply because of my skin colour, facial features and accent- all factors outside my control that are an accident of birth. While my family migrated to Australia like many of the families we work with and faced many of the same struggles, my daily experiences are largely un-touched by this, in stark contrast to many of our clients, staff and board members. As a community, I want us to stop talking about integration and start talking about equity and inclusion. It is not about fitting-in but rather being safe and included even whilst standing out. I want us to make lasting change at both interpersonal and structural levels.

## Q4. WHAT DO YOU DISLIKE ABOUT YOUR JOB?

I will preface this by saying I am very grateful for our strong relationships with local media and their commitment to telling the stories of our multicultural communities. However, as a self-confessed introvert, it can be overwhelming to find myself on the front page of the paper or to have someone come up to me in the supermarket and tell me they've changed their mind about "refugees" because of what I said on the news on Wednesday night. Some may have noticed I tend to make Abhishek act as our spokesperson when I can!

## Q5. WHERE DID YOU GO ON ANNUAL LEAVE THIS YEAR?

With the long list above, I'm sure no-one will be surprised that I have a bit of annual leave owing! However, this time last year I did go away to complete another private consultancy project on the Thai-Burma border, evaluating a program delivered by an international humanitarian NGO in three of the refugee camps there. I also spent a week skiing with my family (mostly super fun, although my 8-year-old did manage to get "lost" every day, having inherited an annoying mix of agility, thrill-seeking, intelligence and vagueness- from his father not me!)



# CHAIR'S INTERVIEW

## INTERVIEW WITH ABHISHEK AWASTHI, CHAIR



### Q1. LOOKING BACK ON THE 2018-19 YEAR, WHAT ARE YOU MOST PROUD OF?

The amazing people that make up our Board. Generously bringing time, energy and expertise to develop our organisation. The hard work and expertise of our staff in delivering the right type of support at the right time to our community. I am particularly proud of the work that Kate McInnes our visionary EO does in leading this organisation.

In the last 12 months, Multicultural Services has connected deeper with the community and expanded its services for many others. In consultation and collaboration with multicultural communities, we developed and launched our strategic plan (2018-2021). In September 2019, we celebrated our 20 years of service to the Bendigo community and acknowledged the contributions of past and present board members, staff and volunteers. Also, over the year, a number of new projects and programs have been launched, however, I am most proud of the launch of our new campaign 'Our Home, Our Future'. This campaign is a direct result of the number one need expressed by multicultural communities- the need to have a space to engage, share and learn from others. The campaign is an opportunity to engage the whole community in ideas of home, belonging and the kinds of spaces that help us connect- and is a first step in establishing a Multicultural Hub for Bendigo.

### Q2. WHAT KEEPS YOU UP AT NIGHT?

My new baby! This year, my wife Anima and I welcomed our first child, a beautiful baby girl named Agni. As many of you know our baby came earlier than we expected but I am pleased to say she is doing splendidly.

### Q3. GIVE US AN UPDATE ABOUT MULTICULTURAL COMMUNITIES IN BENDIGO

In July 2017 we started to see the results of the 2016 census in relation to migration and multiculturalism. This showed that Bendigo is changing rapidly: now, 25% of Bendigo residents are either born overseas or have one or more parents born overseas, up from 20% at the 2011 census. So we are changing rapidly, yet still have relatively low levels of cultural diversity compared to state or Australian averages. Within the financial year we have seen ongoing, steady migration to Bendigo, including increasing numbers of new arrivals from Karen, Afghan and South Sudanese backgrounds.

### Q4. IN YOUR OPINION HOW IS BENDIGO RATING AS A CULTURALLY INCLUSIVE COMMUNITY?

We still have a long way to go but this last year we have seen some great work being done. Nearly double the number of people attended Zinda Festival this year. The Council have made great progress around their Cultural Diversity and Inclusion Plan and have signed-on to the Welcoming Cities Initiative, and construction of the Bendigo Islamic Community Centre has begun. I am encouraged by how many additional organisations we have seen this year responding to the needs of their culturally diverse clients, using our services to provide cross cultural training for their staff and bi-lingual support for their clients. I am also pleased to say that more and more, I'm hearing the specific settlement needs of regional multicultural communities being talked about when I attend events and meetings in Melbourne.

### Q5. WHATS ON THE HORIZON FOR MULTICULTURAL SERVICES IN 2020?

Two big ticket items:

1. The 'Our Home, Our Future' campaign, including the aim of establishing a multicultural hub and
2. Zinda Festival 2020.

# HIGHLIGHTS

6,000

PEOPLE ATTENDED ZINDA NIGHT IN THE PARK- MAKING IT THE BIGGEST MULTICULTURAL EVENT EVER HELD IN BENDIGO (APPROX. 2,000 MORE THAN IN 2018, WHICH WAS ITSELF A RECORD!)

5,750

STUDENT CONTACT HOURS DELIVERED IN OUR ENGLISH CLASSES

3.5  
YEAR

CONTRACT SECURED UNDER THE SETTLEMENT, ENGAGEMENT TRANSITION AND SUPPORT (SETS) PROGRAM AS PART OF THE NEWLY FORMED REGIONAL MULTICULTURAL CONSORTIUM

42

JOBSEEKERS FROM MIGRANT, REFUGEE AND ASYLUM SEEKER BACKGROUNDS SUPPORTED INTO SUSTAINABLE EMPLOYMENT

OVER  
21,500

ONLINE VIEWS OF OUR MULTICULTURAL YOUTH FILMS VIA SOCIAL MEDIA

1,064

MEALS DELIVERED IN THE FIRST 8 MONTHS OF OUR FIRST SOCIAL ENTERPRISE- FRIDAY FOOD SAFARI

15

COMMUNITY AND CULTURAL ORGANISATIONS SUPPORTED

34

VOLUNTEERS SUPPORTED OUR WORK

# MANGOK'S STORY



Mangok's story is part of the "Our Home, Our Future" exhibition.

While "Our Home, Our Future" was launched after the period covered by this annual report, it has been included here to highlight the voice of one community member we worked with in the 2018-19 year.

## Mangok Deng, 28

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I'm the president of a non-profit organisation for the South Sudanese community called Whetayoukyouk. We provide families with resources that they don't have: food, language, help with Centrelink, interpreting, finding a job, filling in forms, a youth group. We have about 20 families, but the organisation is run by about five of us. I also work at KR Castlemaine.

I've been in Australia 15 years, in Castlemaine for seven. When I came to Australia I didn't speak English. People from South Sudan came from many different countries before Australia, each time we had to adapt; learn a new language, learn a new culture, learn the law. It's very difficult starting over again.

This is a nice place – quiet, not too busy. I had been in Sydney for eight years then I applied for work here and stayed. Then my family – my mum, my two sisters and my brother – came. My mum comes to White Nile group at Multicultural Services.

We are Dinka. One of the most important things in our culture is family. Coming together. We have big families. Music is important and dance and food too. We are friendly people.

Photo: Nick Styles, Bat City Film

I didn't know anybody in Castlemaine; it was hard. Socialising was difficult. I didn't know where to go or how to reach out. I had to adapt again. I went to the library and community house and talked with people and tried to learn. There were people on the street that would stare at me, like, 'Where are you from?!' It was like they'd never seen a black person before. Days went by and people kept asking me – I felt like I needed to explain myself all the time.

That's why we started Whetayoukyouk. We thought, 'Wait a minute, we need all the community to come together, sit and communicate and get to know each other, interact with each other.' A way to help our community – with language, where to go for help or fun and to know other communities too; we don't want to just know our community, we want to know other communities as well. We need to get involved and we need to learn and adapt.

Multicultural Services helps our community in general; what they do and what we do, and they had the same idea that we were talking about. They helped us apply for funds for our Independence Day celebration, helped plan and organise the day. We went to Chinese New Year. We DJed at Zinda Festival and were booked for next year's festival too. We help each other. As the years have gone by Multicultural Services is like family to us too. This is what it's all about, all cultures coming together at once, getting to know each other, embracing each other's cultures and qualities.

I feel both Australian and South Sudanese. There's always gonna be a feeling for me of where I came from. I'm Sudanese first, but I grew up here, so I'm Australian. The feelings there. But the issue is, you can feel it yourself, but you have to be accepted by others. If you don't feel like you belong, then you start to question yourself. I feel like I belong, but it's taken a long time.

Feeling like you belong depends on freedom and understanding. Multicultural Services is the only place people can come and see other cultures but we need a place that we can come and socialise together, tell stories, play music, learn other culture's language, that's very important to have a space to do that. It brings out the humanity in us.

Home is the foundation of what comes next. Everything we do as humans is to leave a legacy behind for the next generation. We gotta make sure our culture, our region, our city is in a better place than it was yesterday. We gotta come together as people and work together and move forward in the best way possible. It's important that it starts at home for our children's future.

# STRATEGIC PRIORITIES

In August 2018 we launched our new Strategic Plan 2018-2021. The Strategic Plan outlines the three strategic focus areas for Multicultural Services work over the next three years.



## STRATEGIC GOAL 1

### MULTICULTURAL COMMUNITIES PARTICIPATE, BELONG AND CONTRIBUTE

We will support multicultural communities to settle in our regional communities. We will work to increase their capacity to participate and contribute to all aspects of community life, including employment, education and social participation.



## STRATEGIC GOAL 2

### MULTICULTURAL COMMUNITIES ARE UNDERSTOOD, VALUED AND INCLUDED

We will work to encourage everyone to value and celebrate cultural diversity. We will support the whole community to understand that diversity benefits everyone. We will work with community to establish a Multicultural Hub with infrastructure for community cultural expression.



## STRATEGIC GOAL 3

### LODDON CAMPASPE MULTICULTURAL SERVICES IS A TRUSTED AND CAPABLE LEADER AND COLLABORATOR

We will ensure financial sustainability, strong organisational capability and partnerships to achieve the best outcomes for our communities.



# COMMUNITY FEEDBACK

"The value of the service provided by Multicultural Services cannot be understated particularly its ability to act as a conduit between employers and potential employees. All three young men were from a refugee background so English language and lack of experience proved to be barriers which Multicultural Services helped overcome. It is solely thanks to Multicultural Services that the young men have now secured full time employment and apprenticeships. Sylvia proved to have a wealth of knowledge and contacts within a number of industries and this made the difference. Without the assistance of Multicultural Services, I feel sure the boys would not have had the success they have."

Secondary School Teacher and Mentor

"I've lived in Bendigo three years, and my kids rarely ever hung out with kids from other Muslim families – maybe once a year. But it's been amazing to spend time with other families, for our kids to feel like they're connected here in Bendigo, and learn about both their heritage and understand more about the culture they're growing up in"

Community member who attended family camp

"I want to thank Multicultural Services for helping me with finding a job. Because I don't really have good English and I don't have any experiences in apply for a job. I was struggling with finance and didn't know who to turn to. But I'm very lucky to find out that Multicultural Services help people to find jobs and I want to do any job. Multicultural Services helped me in DON KR and got me fulltime permanent straight away, also helped me understand all the training and induction. I am working in DON KR nearly one year now and I am very happy. My income is good and my kids are happy. Thank-you so much Multicultural Services".

Community Member who worked with our Employment Program

"Firstly, thank-you. The food was delicious, flavourful and not something I would ever have chosen myself. I will admit that I was sceptical and have been pleasantly surprised. Can't wait for next week's delivery!"

Customer of Friday Food Safari

"Our warm partnership with the Loddon Campaspe Multicultural Services has enabled us to work with clients from a diverse background in more culturally appropriate and effective ways. We have utilized their training to develop our staff and enjoy collaborating with them as they continue to provide cultural expertise, bi lingual support and positive connection with these communities.

Partner organisation feedback

"The day after the Christchurch attack, it was with a mixture of sorrow, joy and relief that we attended Zinda Festival. To see so many people supporting and celebrating multiculturalism filled me with hope. It was exactly what my children needed."

Community member who attended Zinda Festival

# COMMUNITY FEEDBACK

"In our TAFE breaks we always come to Multicultural Services. It is our home, it's our place."

Community member who attends a range of activities

"Although I have been living in Bendigo for the last three years, when I separated from my husband I had to start from the scratch. Apart from managing the emotional issues I also had to find a house, organise child support payment and many other practical things. Bu Gay and Linto showed me how to search rental houses and prepare applications. They explained about Centrelink payments and helped me to apply online for the child support payments. I am feeling so much better now, not just because I'm in a new house, but because I understand so much more."

Community member who worked with our Settlement (SETS) Program.

"Last week after swimming mum said she had the best night's sleep she has had since moving to Australia"

Daughter of community member involved in Women's Swimming Space.  
The family have been in Australia for 12 years.

## COUNTRIES OF ORIGIN

WE ASSISTED COMMUNITIES AND INDIVIDUALS FROM THE FOLLOWING COUNTRIES:





# OUR PROGRAMS



## SETTLEMENT PROGRAM

This year we successfully secured the Settlement, Engagement and Transition Support Program (Settlement Program). We are delivering the Settlement Program as part of the Regional Multicultural Consortium, made up of Multicultural Services, Ballarat Regional Ethnic Communities Council, Sunraysia Mallee Ethnic Communities Council and Diversitat. All partners are Ethnic Communities Councils with a high level of expertise in regional settlement. Complementing the Settlement Program, we have continued to provide casework support to asylum seekers and temporary protection visa holders (generally SHEV holders), who are not eligible for this federal support.

Starting in January 2019, the first six months have focused on program development, including:

- Staff recruitment: two existing staff members were the successful applicants for our two Settlement Program roles
- Developing consortium-wide tools and resources
- Developing an evaluation framework
- Implementing a Community of Practice for consortium staff
- Undertaking two community consultations to hear directly from communities about their settlement needs
- Opening our doors to Settlement clients in March 2019, we worked with 23 individuals or families in the first three months of operation

## EMPLOYMENT PROGRAM

Our Employment Program supports people from migrant and refugee backgrounds, including asylum seekers, to find employment. Working predominantly with people who are long-term unemployed and have not previously worked in Australia, we offer casework support, group activities and capacity building such as work placements and volunteering. We work closely with businesses to support them to develop or change policies and procedures to better support employees from diverse backgrounds.

This year, we have:

- Placed 42 jobseekers into employment. 38 of these jobseekers were from refugee and asylum seeker backgrounds.
- Worked with 18 businesses to employ people from migrant and refugee backgrounds
- Supported 4 businesses who had never employed anyone from a non-English speaking background before
- Worked with City of Greater Bendigo to develop a video-based resource kit to support employers and employees- available in both Karen and Dari.

This program is delivered in partnership with Access Australia Group.

## EDUCATION PROGRAM

Multicultural Services' English Program provides flexible, community-based education for individuals who are learning English. We partner with community organisations, Job Active providers and workplaces to deliver English classes that are relevant to students' needs. Classes are pre-accredited and help students achieve their goals- whether it's getting into employment, going on to accredited training or gaining more independence in their daily activities.

This year we:

- Delivered 5750 student contact hours
- Facilitated 10 different classes
- Had 140 student enrolments

## FRIDAY FOOD SAFARI

This year we launched our first Social Enterprise- Friday Food Safari. Friday Food Safari works with people from migrant and refugee backgrounds to build confidence and skills for employment, while delivering a Friday lunch to offices in Bendigo. Meals are delivered in tiffins (re-usable steel containers originating in India) and cuisines change on a monthly basis. Supported by a qualified chef, community members bring their own recipes and extensive cooking knowledge and learn how to apply these to a commercial setting.

Since its launch in November 2018 to the end of the financial year, Friday Food Safari has:

- Delivered 1,064 meals over 25 Fridays
- Supported 20 participants to graduate from our pre-accredited training course, including undertaking hands-on work experience
- Showcased cuisines from 10 different communities who live in Bendigo

## CAPACITY BUILDING AND PARTICIPATION PROGRAM

Our capacity building and participation program works with multicultural community groups and organisations. It is designed to build the knowledge and skills of multicultural communities to fully participate and contribute to everyday life in Victoria.

This year we:

- Delivered seven workshops on topics including food handling, community gardening, governance and grant writing.
- Provided support to eight community groups, through means of grant applications, assistance to organise community events and much more
- Carried out four community consultations
- Supported approximately 30 women to complete accredited training in food safety and food handling (supervisor); this cohort were then supported to cater and operate four food stalls at Zinda Festival, raising significant funds to return to their communities.
- Worked across four LGAs: Campaspe Shire, Loddon Shire, Mount Alexander Shire and the City of Greater Bendigo

The Capacity Building and Participation Program is run in partnership with City of Greater Bendigo and Bendigo Community Health Services.

## FAMILIES AND YOUTH

This year, Multicultural Services continued work with families and youth across a number of projects and programs. This included work around parenting, youth resilience and family violence intervention and prevention.

Highlights this year were:

- Hosting 19 families over two camps (one for Karen families and one for Muslim families). These camps included a series of workshops on parenting and connecting to culture, as well as a Welcome to Country and cultural knowledge session delivered by Dja Dja Wurrung Corporation.
- Using our new facilitator's guide, 'Parenting in a New Community: Healthy Parents, Healthy Kids,' and working with our partners, the Centre for Non-Violence and CCS Family Services, we delivered 9 interactive workshops to 19 Karen and 34 Hazara mothers and fathers.
- Providing resources and train-the-trainer workshops for Ballarat Community Health to implement programs for the Karen community in Nhil.
- Working with 10 young people to make films about their settlement experiences in regional Victoria. To date they've been viewed over 21,500 views of the films on social media.



## SOCIAL INCLUSION

This year Multicultural Services has implemented a range of activities to support new arrivals to increase social inclusion and participation in community social life, with a focus on those at risk of isolation.

This year, we facilitated:

- 39 Multicultural Supported Playgroup sessions with an average of 13 families each week
- 11 Feast of Stories Community Dinners with an average of 84 participants each dinner
- 15 Pop-Up Social Soccer sessions attended by an average of 20 participants
- 8 sessions of Junior Soccer Clinics attended by an average of 15 young people
- 4 Women's Swimming Space sessions (pilot program) attended by an average of 30 women each week
- A Refugee week women's luncheon attended by 60 women
- 41 food share sessions providing fresh food and nutrition information to an average of 18 community members each week
- Supported newly-formed local organisation "SwimSafe" to provided 322 free swimming lessons to adults from migrant and refugee backgrounds.



## ARTS AND EVENTS

This year Multicultural Services delivered a range of arts initiatives and events focused on increasing cross-cultural connection, increasing understanding of cultural diversity and increasing positive attitudes about multicultural communities. Zinda Festival was our major project in this domain. With over 6,000 people in attendance, it was the biggest multicultural event ever held in Bendigo (and beat the record of Zinda Festival 2018, which in itself had record crowds).

In partnership with the Australian Multicultural Foundation and as part of the Victorian State Government's Anti-Racism Action Plan Multicultural Services delivered:

- 10 anti-racism by-stander training workshops to 350 secondary students
- 5 Understanding Islam sessions to 135 members of the wider community. These sessions with local Muslim community members involved sharing stories about what their faith means to them, eating traditional food together and answering questions from the participants.

Additionally, we undertook a range of fee-for-service cross-cultural competency training workshops and training sessions with local service providers and employers.



# GOVERNANCE

Multicultural Services is an incorporated association governed by a voluntary Board of Directors, which is made up of ordinary members and office bearers. Our Directors are drawn from the community, government and business sectors, bringing skills from a wide variety of fields – management, HR, auditing, finance, community development, education and more. Together they are deeply committed to improving the lives of migrants and refugees settling in Central Victoria.

## BOARD MEETINGS AND SUB-COMMITTEES

### Board meetings and sub-committees

<i>Name</i>	<i># eligible to attend</i>	<i># attended</i>	<i>Sub-committee participation and/or office bearer positions</i>
Kate McInnes	10	10	(Executive Officer, attends board meetings, not a board member)
Abhishek Awasthi	10	8	Chair
Timothy Hoogwerf	10	6	Vice-Chair, Strategy Subcommittee
Shannon Burdeu	10	8	Treasurer, Finance & Risk Subcommittee
Jana van der Schoot	6	5	Secretary, People & Culture Subcommittee
Moustafa Al-Rawi	10	8	Strategy Subcommittee
Esther Ryan	10	9	Finance & Risk Subcommittee, People & Culture Subcommittee
David Hughes	7	5	Finance & Risk Subcommittee
Ben Shue	8	6	Strategy Subcommittee
Khayshie Tilak-Ramesh	10	6	Finance & Risk Subcommittee, People & Culture Subcommittee



# FINANCIAL SUMMARY

Multicultural Services has continued to grow again in 2018-19 which has enabled us to expand the depth and breadth of services we can offer our members and the community. Our income for the 2018-19 financial year was \$667,987, up from \$485,949 in 2017-18. This is a significant increase from the previous financial year (up \$182,038 or approximately 37% from 2017-18) and continues the growth trend of the prior 4 years. The association experienced a small deficit of \$9,861 which is due to an increase in staff numbers for service delivery and program expenses. A decrease in the deficit from 2017-18 shows our income was appropriately directed towards our expanding activities and services including increased funding for Zinda and delivering our new Settlement Program.

Retained earnings remained strong, at \$174,109 as of June 2019.

## EXTRACT FROM FINANCIAL REPORTS FOR THE YEAR ENDED 30 JUNE 2019

### Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2019

	2019 \$	2018 \$
Revenue	667,987	485,949
Other income	4,042	5,152
Employee benefits expense	(511,408)	(354,781)
Program expenses	(106,823)	(100,596)
Occupancy expenses	(23,240)	(15,484)
Depreciation and amortisation expenses	(989)	(5,061)
Finance expenses	(12,097)	(11,488)
Repairs and maintenance expenses	(10,963)	(6,463)
Administration expenses	(5,084)	(8,472)
Other expenses	(11,286)	(3,676)
<b>Deficit before income tax credit</b>	<b>(9,861)</b>	<b>(14,920)</b>
Income tax credit	-	-
<b>Deficit after income tax credit</b>	<b>(9,861)</b>	<b>(14,920)</b>
Other comprehensive income	-	-
<b>Total comprehensive income attributable to members of the entity</b>	<b>(9,861)</b>	<b>(14,920)</b>

### Statement of Financial Position

As at 30 June 2019

	2019 \$	2018 \$
<b>Current assets</b>		
Cash and cash equivalents	306,570	293,378
Trade and other receivables	61,245	33,763
<b>Total current assets</b>	<b>367,815</b>	<b>327,141</b>
<b>Non-current assets</b>		
Property, plant and equipment	10,343	11,915
<b>Total non-current assets</b>	<b>10,343</b>	<b>11,915</b>
<b>Total assets</b>	<b>378,158</b>	<b>339,056</b>
<b>Current liabilities</b>		
Trade and other payables	37,670	37,459
Grants in advance	112,003	97,550
Employee benefits	54,376	20,077
<b>Total current liabilities</b>	<b>204,049</b>	<b>155,086</b>
<b>Non-current liabilities</b>		
Employee benefits	-	-
<b>Total non-current liabilities</b>	<b>-</b>	<b>-</b>
<b>Total liabilities</b>	<b>204,049</b>	<b>155,086</b>
<b>Net assets</b>	<b>174,109</b>	<b>183,970</b>
<b>Equity</b>		
Retained surplus	174,109	183,970
<b>Total equity</b>	<b>174,109</b>	<b>183,970</b>

**FULL AUDITED FINANCIAL STATEMENT AVAILABLE BY CONTACTING LCMS AT 03 5441 6644 OR INFO@LCMS.ORG.AU**



# ACKNOWLEDGEMENTS

## FEDERAL GOVERNMENT

Department of Social Affairs  
Department of Home Affairs

## VICTORIAN GOVERNMENT

Department of Education and Training  
Department of Health and Human Services  
Department of Jobs, Precincts and Regions  
Department of Premier and Cabinet  
Department of Environment, Land, Water and Planning

## LOCAL GOVERNMENT

City of Greater Bendigo  
Mount Alexander Shire Council  
Macedon Ranges Shire Council

## PHILANTHROPIC INSTITUTIONS

Gandel Philanthropy  
Sidney Myer Foundation

## BUSINESS SPONSORS

Bart 'n' Print  
Bendigo Advertiser  
Bendigo Asian Grocery  
Bendigo Marketplace  
Bendigo Weekly  
Coliban Water  
First Grammar Early Education  
Hazeldene's  
Lead Advisory (Formally RSD Chartered Accountants)  
Raven Air  
Share Media  
Tech Bender  
The Bendigo Cleaning Company  
Win TV

## COMMUNITY PARTNERS

Access Australia Group  
Amnesty International  
Annie North  
Axis Employment  
Ballarat Regional Ethnic Communities Council  
Believe in Bendigo  
Bendigo Art Gallery  
Bendigo Chinese Association  
Bendigo City Football Club  
Bendigo Community Health Services  
Bendigo Filipino Foundation

## COMMUNITY PARTNERS CONT.

Bendigo Friends and Mentors  
Bendigo Interfaith Council  
Bendigo Islamic Association  
Bendigo Islamic Community Centre  
Bendigo Malayalee Association  
Bendigo Senior Secondary College  
Bendigo South East College  
Bendigo Tafe  
CatholicCare Sandhurst  
Central Goldfields Library  
Centre Against Sexual Assault  
Crusoe College  
Diversitat  
Dja Dja Wurrung Clans  
Corporation Dutch – Australian Friends  
Eaglehawk Secondary College  
Ethnic Communities Council of Victoria  
Gamelan Orchestra Bendigo  
Golden Square Primary School  
Grandmothers ADRC  
Hare Krishna Bendigo  
Kangaroo Flat Primary School  
Karen Organisation of Bendigo  
Kennington Primary School  
La Trobe University  
MatchWorks  
Multicultural Arts Victoria  
Nick Styles  
Old Church on the Hill  
Punctum Inc  
Pyramid Hill Primary School  
Refugee Council of Australia  
Regional Multicultural Consortium  
Rural Australians for Refugees  
Salvation Army Church, Bendigo  
Seventh Day Adventist Church, Bendigo  
Sri Guru Singh Sabha Bendigo  
St Andrew's Uniting Church  
Sunraysia Mallee Ethnic Communities Council  
The Great Stupa of Universal Compassion  
Victoria Police- Bendigo Station  
Violet St Primary School  
Welcoming Australia  
Whetayoukyouk

120 McCrae Street  
Bendigo VIC 3550

**(03) 5441 6644**

info@lcms.org.au

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