



# ANNUAL REPORT 2018

LODDON CAMPASPE



**MULTICULTURAL  
SERVICES**

# CONTENTS



ABOUT US.....	1
CHAIRS INTERVIEW.....	2-3
EO'S INTERVIEW.....	4-5
CASE STUDY.....	6
HIGHLIGHTS.....	7
COUNTRIES OF ORIGIN.....	8
COMMUNITY FEEDBACK.....	9
OUR PROGRAMS.....	10-15
OUR STAFF & VOLUNTEERS	16
OUR BOARD.....	17
FINANCIAL SUMMARY.....	19
FUNDERS, PARTNERS & SUPPORTERS.....	20-21



# ABOUT US

LODDON CAMPASPE MULTICULTURAL SERVICES (MULTICULTURAL SERVICES) IS A NOT-FOR-PROFIT COMMUNITY ORGANISATION THAT PROMOTES MULTICULTURALISM AND EMPOWERS PEOPLE FROM CULTURALLY AND LINGUISTICALLY DIVERSE BACKGROUNDS TO PARTICIPATE FULLY IN AUSTRALIAN SOCIETY. IT WAS ESTABLISHED IN 1999.

MULTICULTURAL SERVICES IS AN ETHNIC COMMUNITIES COUNCIL AND THE PEAK BODY FOR REFUGEE AND MIGRANT GROUPS IN CENTRAL VICTORIA.

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

## COMMUNITY PROGRAMS

- Employment program
- Asylum seeker and TPV-holder program
- English program
- Capacity building for multicultural organisations and communities
- Multicultural Families Project
- International Student Project

## 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



# CHAIR'S INTERVIEW

## INTERVIEW WITH ABHISHEK AWASTHI, CHAIR



### Q1. LOOKING BACK ON THE 2016-17 YEAR, WHAT ARE YOU MOST PROUD OF?

I am proud to say we have been lucky to have such committed and experienced board members and a very capable Executive Officer in Kate McInnes.

It has been most rewarding working with the Board to develop a new Strategic Plan carefully shaped by direct consultations with multicultural communities. The Strategic Plan will guide our efforts in this region for the next three years.

The goals are positive and outcomes focussed, and are:

- 1) Multicultural Communities participate, belong and contribute;
- 2) Multicultural communities are understood, valued and included; and
- 3) Loddon Campaspe Multicultural Services is a trusted, capable leader and collaborator

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

As the multicultural communities grow in Bendigo, our challenges also grow. I have been kept up thinking about the fact that we need to keep connecting with new arrivals and support them as and when required. We need to continue partnering with local communities and key stakeholders to make our Loddon Campaspe region the most welcoming region in the nation, renowned for its diversity, inclusion and harmony.

### 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.

# CHAIR'S INTERVIEW CONTINUED...

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

Over the last year we have seen fantastic progress in this area. While we have seen some ongoing activity around anti-mosque sentiments in reaction to proposals to build Bendigo's first mosque, we have also seen some fantastic initiatives to support the community to become more inclusive. Both myself and Kate sit on the City of Greater Bendigo's steering committee for the Cultural Diversity and Inclusion Plan, which is a whole-of-community plan. This has allowed us to align our own work in this space with the city and other key organisations, which has provided for a more coordinated approach to tackling some of these difficult issues.

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

This year we have partnered with three other Ethnic Communities Councils: Diversitat (in Geelong), Ballarat Regional Multicultural Council (Ballarat) and Sunraysia Mallee Ethnic Communities Council (Mildura) to apply together to provide the Settlement, Engagement and Transition Support Program (SETS), previously called Settlement Services or Settlement Grant Program. This application was successful, and I am pleased to say we will be delivering the SETS program from 2019-2022. This is an exciting opportunity for Multicultural Services, but more importantly for Bendigo, as we work in closer partnership across regional Victoria than ever before.

## Q6. WHERE DID YOU GO ON HOLIDAYS THIS YEAR?

I went back to India to join my family and friends for the festive season of Dusherra and Diwali which comes with the added benefit of lots of food, drinks and presents. This time I also had the opportunity to catch up with so many of my colleagues from school and work as most of them were also visiting their families locally. Not surprisingly, the time overseas passed very quickly and I am back here in Bendigo for the Christmas festivities.



# EXECUTIVE OFFICER'S INTERVIEW

## INTERVIEW WITH KATE MCINNES, EXECUTIVE OFFICER



### Q1. HOW DO YOU FEEL HAVING COMPLETED YOUR FIRST YEAR AS EO?

Excited! It has been a year of hard work, focusing both internally on supporting our staff team and updating and rejuvenating our policies and practices, but also focusing externally on better serving multicultural communities and strengthening partnerships. It's incredibly satisfying to look back on this busy year and see what we've achieved, and that foundation of change which is now propelling us forward.

### Q2. WHAT ARE YOU MOST PROUD OF?

Zinda Festival. This year we reviewed, redeveloped and launched our annual multicultural festival as Zinda Festival, and it was a resounding success. We had over 4,000 people attend the main event (Zinda Night in the Park), which made it the biggest multicultural event held in Bendigo ever. But the feedback from community is what was most rewarding- community members from migrant and refugee backgrounds, telling us how it was the first time they'd seen their children proud of their culture, telling us that it was the first time they'd seen people outside of their culture dance to their music, telling us how it was the first time they felt they belonged in Bendigo.

### Q3. WHAT KEEPS YOU UP AT NIGHT?

Seeing opportunities for new and emerging communities and wishing we could do more. We're a small multicultural not-for-profit working in a region with growing cultural diversity, and I see so many opportunities for us to contribute and create positive, whole-of-community change, but there's only so much you can do. We have resource challenges- but it also can lead to creative thinking. As a small organisation we can only be as effective as our partnerships, so this has been a big focus over the last 12 months and will continue to be.



# EXECUTIVE OFFICER'S INTERVIEW CONTINUED...

## Q4. HOW WOULD YOU TELL THE STORY OF MULTICULTURAL SERVICES IN 2016-17?

An awesome team (in the board and staff) came together with expertise, networks, experience and passion to revitalise all of our community programs, develop further our engagement with multicultural communities, listen closely to what the community was saying, maintain an evidence based practice, overhaul our policies and practices and establish essential partnering relationships with like-minded people working towards the same goals....and they all lived happily ever after.

## Q5. WHO IS YOUR FAVOURITE TEAM MEMBER AND WHY?

I love them all! Literally every day I come in to work, I think how lucky I am to work with such a talented, passionate, experienced and interesting group of people. As of the end of the financial year, we employed 9 staff from 7 different cultural backgrounds and speaking 10 different languages. The lunch time conversations about life all over the world, international politics and travel are fascinating. And I have no doubt our "bring a plate" team lunches are the best in Bendigo!

## Q6. WHERE DID YOU GO ON HOLIDAYS THIS YEAR?

I spent two weeks travelling in Japan with my family (two boys aged 5 and 7 and my partner). It was my first trip to Japan and we managed to time it for the blossom season, which was gorgeous. I also took time off to complete a private consultancy project, working with an international aid organisation in refugee camps on the Thai-Burma border.



# CASE STUDY



Dawood is a Persian man from Iran who moved with his wife and child to Bendigo from Melbourne in 2017, after his wife secured an administration traineeship. He and his family are asylum seekers on a bridging visa. In Iran he was a successful businessman and an electrician by trade. Although Dawood had occasional work in Melbourne, he found it extremely difficult to get work in Bendigo. Dawood was exploited by a local employer who promised him an apprenticeship but treated him more like a dishwasher. After working with our Employment Program, Dawood was successfully placed in a job as a Car Detailer. Multicultural Services supported him to apply for the job, provided bilingual support for the interview and ongoing bilingual and bicultural support throughout the onboarding, induction and training process. Within a short time he was offered a position as a Fitter. Through Multicultural Services, Dawood and his family have become involved in the local community and have participated in the Pop-up Social Soccer and the Multicultural Feast of Stories. At the time of writing, Dawood had just been offered an apprenticeship in Light Vehicle Mechanical Technology, had received a Safe Haven Enterprise Visa (a type of Temporary Protection Visa) and had been able to afford to purchase a car for his family.

“After working as a detailer and fitter, I am now looking forward to the next stage of my journey as an apprentice. I want to learn as much as possible, even one thing a day so I can graduate faster. I am very grateful to my company for the opportunity and to LCMS for helping me to get to where I am today by providing bilingual support, encouragement, ideas and when I am not sure of anything, I always call LCMS for help. My family and I are very settled, we think our future is very bright and I feel I can provide the best opportunity for my 2 children and my wife. Thank You and I couldn't have done all this without your program”



# HIGHLIGHTS

5,755

STUDENT CONTACT HOURS DELIVERED IN OUR ENGLISH CLASSES

43

JOBSEEKERS FROM MIGRANT, REFUGEE AND ASYLUM SEEKER BACKGROUNDS GAINED EMPLOYMENT

4,000

PEOPLE ATTENDED ZINDA NIGHT IN THE PARK- MAKING IT THE BIGGEST MULTICULTURAL EVENT EVER HELD IN BENDIGO

23

FAMILIES AND INDIVIDUALS WERE SUPPORTED VIA OUR ASYLUM SEEKER AND TPV-HOLDER PROGRAM

OVER  
22,000

ONLINE VIEWS OF OUR MULTICULTURAL YOUTH FILMS VIA SOCIAL MEDIA

15

COMMUNITY AND CULTURAL ORGANISATIONS SUPPORTED

31

VOLUNTEERS SUPPORTED OUR WORK

# COUNTRIES OF ORIGIN

WE ASSISTED COMMUNITIES AND INDIVIDUALS FROM THE FOLLOWING COUNTRIES:

**AFGHANISTAN**

**BANGLADESH**

**BRAZIL**

**CANADA**

**CHILI**

**CHINA**

**COLUMBIA**

**CONGO**

**DENMARK**

**EGYPT**

**ETHIOPIA**

**FIJI**

**FRANCE**

**GERMANY**

**GHANA**

**INDIA**

**INDONESIA**

**IRAN**

**IRAQ**

**IRELAND**

**ISRAEL TURKEY**

**ITALY**

**JAPAN**

**KENYA**

**LAOS**

**LEBANON**

**MALAYSIA**

**MAURITIUS**

**MEXICO**

**MOZAMBIQUE**

**MYANMAR**

**NEPAL**

**NETHERLAND**

**NEW ZEALAND**

**PAKISTAN**

**PAPUA NEW GUINEA**

**PHILIPPINES**

**RUSSIA**

**SOLOMON ISLANDS**

**SOMALIA**

**SOUTH AFRICA**

**SOUTH KOREA**

**SOUTH SUDAN**

**SPAIN**

**SRI LANKA**

**SUDAN**

**SYRIA**

**THAILAND**

**UGANDA**

**UKRAINE**

**UNITED KINGDOM**

**UNITED STATES**

**VIETNAM**



# COMMUNITY FEEDBACK

"The reason why we call it the White Nile group is because the White Nile is a river that connects us all; South Sudanese, Nuer, Bari and Dinka. For us to be together in different tribes is hard in South Sudan but it can happen here. We are proud. White Nile group unites us together".

Member of the South Sudanese Community

"The pop-up soccer program has been particularly very important for my family's integration into the Bendigo community, meeting new friends from Australia, Afghanistan, Ireland, Japan, Malaysia, India, and USA among others. The soccer program has been the most important community activity we look forward to every week in Bendigo, because of the fun, the mingle and the free physical fitness exercise we could only ever have dreamt of. We are so grateful for the opportunity we have received to be a part of the Bendigo Community".

International Student Family

"Every time you move towns it feels like you are moving to a different country- it feels the same as starting again from Africa. Thank you for supporting my family in finding a house in Bendigo".

Client from refugee background

"Growing up as a black person in a primarily white community, I never felt like I had a place. I have the utmost respect for my foster parents and they did everything they could to make me feel accepted but as much as I hate to admit it, it wasn't enough for me to believe it. Today is honestly the first time that I have ever felt included in my community and I've been here since I was 3, so roughly 20 years. I finally feel like my culture and differences are something to be celebrated and I can't wait to learn more about my own heritage. Please thank the organisers of the festival for me. I will never be able to express how much this has changed my perspective of Bendigo".

Zinda Festival feedback

"Thank you for the class. It was helpful for my English and gave me so many opportunities".

Student from Starting Work in Australia Class.

"I am writing this letter to say thank you for your support to find work for my husband [name deleted]. We both really appreciate your work and your efforts you put to find a right workplace for [him]. He is very happy with his job all the staff is great. We didn't have any words to describe how happy we are now. LCMS is great platform for the migrants from different cultures backgrounds. It helps them to learn the right skills and to find work. Sylvia you are wonderful. Thanks again".

Wife of jobseeker

"I feel so much better, just coming in here and talking to you guys. Here we are just sitting on couches talking. I came with so many problems, I didn't think I could share them. This is the first time I could open up about what's really going on."

Community member from a refugee background



# OUR PROGRAMS

## EMPLOYMENT PROGRAM

Our Employment Program supports people from refugee backgrounds, including asylum seekers, to find employment. Working predominantly with people who are long-term unemployed and have not previously worked in Australia before, we offer casework support, group activities and capacity building activities such as work placements and volunteering. We also work closely with businesses to support them to develop or change policies and procedures to accommodate workers with low English who are new to the Australian workforce.



### THIS YEAR, WE HAVE:

- Placed 43 jobseekers into employment. 40 of these jobseekers were from refugee and asylum seeker backgrounds
- Worked with 20 businesses to employ people from migrant and refugee backgrounds
- Supported 5 businesses who had never employed anyone from a non-English speaking background before

This program is delivered in partnership with Access Australia Group and is funded by The Victorian Government, Department of Economic Development, Jobs, Transport and Resources.

This year two of our participants were featured in the “Working Stories” mini films on the jobs Victoria website.



# OUR PROGRAMS

## 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 RAN 16 CLASSES TO 120 STUDENTS IN 7 LOCATIONS INCLUDING:

- Mums and Bubs Learn English
- Starting Work in Australia with bicultural support in Dari and Karen English and Driving
- Starting Work in Production and Processing
- Conversational English classes for beginner and intermediate speakers
- Starting Work in Parks and Gardens

We delivered 5755 student contact hours throughout our English classes.

Our English Program is funded by the Victorian State Government, Department of Education and Training.



# OUR PROGRAMS

## CAPACITY BUILDING AND PARTICIPATION PROGRAM

Our capacity building and participation program works with multicultural community groups and organisation. 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:

Undertook eight workshops with multicultural community groups to build their capacity. These workshops were on topics such as the governance, strategic planning, leadership and food safety  
Provided support to 13 community groups as needed. This included supporting groups to apply for funding, supporting groups to organise community events and supporting groups to maintain traditional arts and cultural practices  
Undertook three community consultations to better understand the needs of new and emerging communities  
Worked across four LGAs: Campaspe Shire, Loddon Shire, Mount Alexander Shire and City of Greater Bendigo

## ASYLUM SEEKER AND TPV-HOLDER PROGRAM

This Program provides case-coordination and settlement support for people who are seeking asylum or on a temporary protection visa, generally the Safe Haven Enterprise Visa (SHEV). People on SHEVs have been encouraged to move to regional areas, and we are seeing a steady growth in individuals on these visas or who have applied for these visas. Asylum Seekers and TPV/SHEV holders have limited access to mainstream services and this program supports them to settle into the community and access the services for which they are eligible.

### THIS YEAR, WE:

Provided 23 families or individuals with case coordination support  
Worked across two LGAs: Mount Alexander Shire and City of Greater Bendigo  
Supported Mount Alexander Shire Council to develop its first 'Welcoming Refugees Action Plan'

This Program is run in partnership with City of Greater Bendigo and Bendigo Community Health Services and is funded by the Victorian State Government, Department of Premier and Cabinet.



# OUR PROGRAMS

## MULTICULTURAL FAMILIES PROJECT

This year, Multicultural Services began to support newly arrived communities to lead in the prevention of family and domestic violence. We have begun our community consultations to design a parenting course to explore the underlying drivers of violence. From this, we have begun to design a unique facilitator's guide, 'Parenting in a New Community: Healthy Parents, Healthy Kids', that includes activities around decision-making, constructions of masculinity and respect in relationships. Working in partnership with the Centre for Non Violence and Catholic Care, Multicultural Services has engaged two bilingual workers to facilitate 20 parenting sessions for Bendigo's Karen and Hazara communities. We have also begun engaging family violence services, in collaboration with the Multicultural Centre for Women's Health, to help improve safe access for multicultural women needing support.

This project is funded by the Department of Social Services, Federal Government



## SOCIAL INCLUSION

This year Multicultural Services has run four activities to support new arrivals to increase social inclusion and participation in community social life for cohorts at risk of isolation. These include a Multicultural Supported Playgroup, the White Nile Women's Group, Feast of Stories community dinners and Pop-Up Social Soccer.

### THIS YEAR, WE RAN:

9 Feast of Stories Community Dinners attended by an average of 95 participants  
25 Pop-Up Social Soccer sessions attended by an average of 28 participants  
13 White Nile Women's Group sessions attended by an average of 8 participants  
Ran 38 Multicultural Supported Playgroup sessions with an average of 7 families attending each session



# OUR PROGRAMS

## INTERNATIONAL STUDENT SUPPORT PROGRAM

The International Student Support Program offers community development activities for international students with a focus on reducing social isolation and increasing settlement outcomes for the time students call Bendigo home. The program involved several components, including a cultural exchange program matching students to local families, Pop-Up Social Soccer, social events and supporting students into internships and volunteering.

AS PART OF THE PROGRAM EVALUATION,  
WE FOUND THAT:

95% of students reported that the program helped them to meet new people;  
90% of students reported that they program helped them to develop new skills or knowledge

This program is run in partnership with La Trobe University and Bendigo Kangan Institute and funded by the Victorian Government, Department of Economic Development, Jobs, Transport and Resources.

## MULTICULTURAL YOUTH FILM PROJECT

This project was one of 11 pilot projects funded by the Department of Premier and Cabinet under the community resilience stream, and the only regional project to receive funding. This year we secured a second round of funding, allowing us to work with a new cohort of young people.

The project supports young people to build and share positive narratives about multiculturalism and diversity, create a sense of belonging to a multicultural Bendigo and build resiliency.

IN THE SECOND YEAR OF THE PROJECT, WE:

Engaged 12 culturally diverse young people in a series of workshops to build skills, capacity and confidence and increase sense of belonging  
Supported young people to develop their own mini-documentary focused on cultural expression and life in Bendigo  
Supported these young people to deliver peer-to-peer seminars with grade six and seven students in local schools. Seminars explored issues of cultural diversity, multiculturalism, belonging and respect, using the mini-documentaries as a starting point

This project is funded by the Victorian State Government, Department of Premier and Cabinet

# OUR PROGRAMS

## ZINDA FESTIVAL

After delivering the successful Bendigo Festival of Cultures for over five years, this year Multicultural Services undertook a thorough review and re-design of the festival. From this, a number of changes were made, including a name change to “Zinda Festival”.

Zinda Festival was held over Cultural Diversity week in March 2018, with over 10 community events. Zinda Night in the Park was the main event with around 4,000 in attendance, making it the biggest multicultural event ever held in Bendigo. Other events included an interfaith dinner, human rights forum, multicultural story times at local libraries, street theatre performances and more.

Zinda Festival celebrated Bendigo’s growing cultural diversity- the music, dance, food and cultures that increasingly contribute to the vibrancy of our community. The word Zinda means alive and lively in a number of languages spoken by new and emerging communities in Bendigo- Dari, Bengali, Farsi, Hindi, Hazaraghi and Urdu.

Zinda Festival was developed and coordinated in partnership with culturally and linguistically diverse communities and local partner organisations, including City of Greater Bendigo, Multicultural Arts Victoria and Bendigo Interfaith Council. Over 15 cultural groups or organisations participated in the festival, increasing their capacity to undertake events and share their cultures. This included the Afghan, Karen, South Sudanese, Malayalee, Sri Lankan and Chinese communities.





# OUR STAFF & VOLUNTEERS

## OUR STAFF

In 2017-18 Multicultural Services employed a small, highly diverse team of nine staff from seven different cultural backgrounds and speaking 10 community languages. Languages spoken by staff include Karen, Dari, Hazaraghi, Hindi, Malayalam, Spanish, Mandarin, Bahasa Malaysia, Hakka, Hokkien and Bahasa Indonesia. We commend and value the skills, experience and diversity of our employees. Our talented and hardworking staff are the key to our ability to create change across our region. In line with our commitment to multiculturalism and diversity, Multicultural Services family and culturally friendly work arrangements include flexible work hours, accommodation of children in the office, days off to celebrate cultural or religious events and a commitment to provide extended leave wherever possible for staff to attend to family responsibilities overseas. Multicultural Services also offers salary packaging to all permanent staff.



## OUR VOLUNTEERS

Our volunteers engage in a variety of activities, contributing and collaborating with staff, clients and other volunteers, ensuring Multicultural Services delivers quality services and connections with the wider community. This year 31 volunteers worked with us. Volunteers work in a variety of roles, including as home tutors, teachers' aides, administration and reception, driving mentors, events officers and food share support. Many of our programs could not run without volunteer support. We thank all volunteers – new and old – who have contributed their time to the organisation this year. Your time, commitment and dedication is greatly appreciated, and we look forward to working with the volunteers in 2017-18.

# OUR BOARD

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>Director name</i>	<i># eligible to attend</i>	<i># attended</i>	<i>Sub-committee participation and/or office bearer positions</i>
Abhishek Awasthi	12	11	Chair
Lilian Nieves- Caligdong	5	5	Vice-Chair Jul- Nov, Remuneration and Nomination Committee
Timothy Hoogwerf	12	11	Vice-Chair Mar- Jun, Environment Committee
Beverly Bof	5	5	Treasurer Jul- Nov, Audit and Risk Committee
Ivan Rwakijuma	6	6	Treasurer Jan- Jun, Audit and Risk Committee
Tayla Hansen	11	10	Secretary Jul- May, Remuneration and Nomination Committee
Glynn Jarrett	3	2	Remuneration and Nomination Committee
David Hughes	10	8	Audit and Risk Committee
Esther Ryan	10	9	Audit and Risk Committee, Remuneration and Nomination Committee
Ben Shue	10	9	Environment Committee
Moustafa Al-Rawi	6	3	Environment Committee
Khayshie Tilak-Ramesh	6	3	Remuneration and Nomination Committee, Audit and Risk Committee









# FINANCIAL SUMMARY

Multicultural Services' program delivery, and therefore income, has grown steadily over the last four years. Our income for the 2017-18 financial year was \$491,101. This represents a small increase from the previous financial year (up \$11,234, or 2% from 2016-17) but a significant increase from subsequent years (for example, an increase of \$154,635, or 46% on the 2015-16 year). The association experienced a total loss of \$14,920 including \$5,061 in depreciation. The net result before depreciation reflected increased human resourcing over the year to support the implementation of a number of new programs and build organisational capacity. Retained earnings remained strong, at \$183,970 as of June 2018.

## EXTRACT FROM FINANCIAL REPORTS FOR THE YEAR ENDED 30 JUNE 2018

### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
Revenue	(2)	491,101	479,867
Operational Expenses	(3)	(146,970)	(143,320)
Administration Expenses	(4)	(17,355)	(20,687)
Employee Expenses	(5)	(334,385)	(324,812)
Audit Fees		(2,250)	(1,750)
<b>Net Result Before Capital &amp; Specific Items</b>		<b>(9,859)</b>	<b>(10,702)</b>
Depreciation	(6)	(5,061)	(7,118)
<b>Net Result for the Period</b>		<b>(14,920)</b>	<b>(17,820)</b>

### STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

	Note	2018 \$	2017 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	(7)	293,378	179,243
Trade & Other Receivables	(8)	33,763	38,264
<b>TOTAL CURRENT ASSETS</b>		<b>327,141</b>	<b>217,507</b>
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	(9)	11,915	31,455
<b>TOTAL ASSETS</b>		<b>339,056</b>	<b>248,962</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	(10)	135,009	40,303
Provisions	(11)	20,077	9,709
<b>TOTAL CURRENT LIABILITIES</b>		<b>155,086</b>	<b>50,072</b>
<b>TOTAL LIABILITIES</b>		<b>155,086</b>	<b>50,072</b>
<b>NET ASSETS</b>		<b>183,970</b>	<b>198,890</b>
<b>EQUITY</b>			
Retained Earnings	(12)	183,970	198,890
<b>TOTAL EQUITY</b>		<b>183,970</b>	<b>198,890</b>
Contingent Assets & Contingent Liabilities	(13)		
Commitments to Expenditure	(14)		

# FUNDERS, PARTNERS AND SUPPORTERS

## **FUNDERS, PARTNERS AND SUPPORTERS**

FEDERAL GOVERNMENT FUNDING  
DEPARTMENT OF SOCIAL SERVICES

## **STATE GOVERNMENT FUNDING**

DEPARTMENT OF EDUCATION AND TRAINING  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
DEPARTMENT OF ECONOMIC DEVELOPMENT, JOBS, TRANSPORT AND  
RESOURCES  
DEPARTMENT OF PREMIER AND CABINET

## **LOCAL GOVERNMENT FUNDING**

CITY OF GREATER BENDIGO  
MOUNT ALEXANDER SHIRE COUNCIL

## **PHILANTHROPIC FUNDING**

GANDEL PHILANTHROPY  
R.E. ROSS TRUST

## **BUSINESS SPONSORS**

A PLUS TRAVEL  
ANCIENT ART  
ARTERIA  
ASIAN GROCERIES  
BART 'N' PRINT  
BENDIGO ASIAN GROCERY  
BENDIGO WEEKLY  
BICKLEY'S TRANSPORT  
CALTEX 224 MCCRAE ST BENDIGO  
CHATLEY HEIGHTS PTY LTD T/A CALTEX  
COLIBAN WATER  
FOOD O' CLOCK CAFÉ AND INDIAN RESTAURANT  
GOLDEN SQUARE  
HAZELDENE'S  
LOW COST CARS  
MALAYAN ORCHID  
PROFESSIONALS BENDIGO  
POLARON  
STAY SOCIAL  
THE METROPOLITAN  
UFS PHARMACIES  
QUEST BENDIGO



# FUNDERS, PARTNERS AND SUPPORTERS

## COMMUNITY PARTNERS

AFL CENTRAL VICTORIA  
ACCESS AUSTRALIA GROUP  
BENDIGO ART GALLERY  
BENDIGO CITY FOOTBALL CLUB  
BENDIGO COMMUNITY HEALTH SERVICES  
BENDIGO HERITAGE ATTRACTIONS  
BENDIGO INTERFAITH COUNCIL  
BENDIGO KANGAN INSTITUTE  
BENDIGO SENIOR SECONDARY COLLEGE  
BENDIGO SOUTH EAST COLLEGE  
CENTRAL GOLDFIELDS LIBRARY  
COMMUNITY AV  
CRUSOE COLLEGE  
DHALIA AND ARTS FESTIVAL  
DJA DJA WURRUNG CLANS  
EAGLEHAWK SECONDARY COLLEGE  
ETHNIC COMMUNITIES COUNCIL OF VICTORIA  
GAMELAN ORCHESTRA BENDIGO  
GOLDEN SQUARE PRIMARY SCHOOL  
HAVEN, HOME SAFE  
HOWARD NATHAN  
KANGAROO FLAT PRIMARY SCHOOL  
KENNINGTON PRIMARY SCHOOL  
LA TROBE UNIVERSITY  
MATCHWORKS  
MAKE A CHANGE  
MONASH UNIVERSITY  
NORTH BENDIGO FOOTBALL AND NETBALL CLUB  
PHOENIX FM  
PYRAMID HILL PRIMARY SCHOOL  
REFUGEE COUNCIL OF AUSTRALIA  
ROTARY CLUB OF BENDIGO SOUTH  
SALVATION ARMY CHURCH  
VICTORIAN STATE EMERGENCY SERVICE  
SEVENTH DAY ADVENTIST CHURCH, BENDIGO  
SKANDA MATHA SCHOOL OF DANCE  
SRI LANKAN DANCE ACADEMY OF VICTORIA  
ST ANDREW'S CHURCH  
THE GREAT STUPA OF UNIVERSAL COMPASSION  
VICTORIA POLICE- BENDIGO STATION  
VIOLET ST PRIMARY SCHOOL





120 McCrae Street  
Bendigo vic 3550  
PO Box 2323 Bendigo VIC 3550

**(03) 5441 4288**  
[info@lcms.org.au](mailto:info@lcms.org.au)

#### FIND US ONLINE

[www.lcms.org.au](http://www.lcms.org.au)  
[www.facebook.com/lcmsbendigo](https://www.facebook.com/lcmsbendigo)

LODDON CAMPASPE



**MULTICULTURAL  
SERVICES**