

# Annual Report 2015

My ageing days are myChoice





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# Our Association

The Macedonian Community Welfare Association (MCWA) is a state wide, not-for-profit and community based organisation. MCWA responds to the growing welfare needs of the CALD communities of Victoria by providing services and by assisting mainstream agencies to identify and address the gaps in their service provision. We continue to strive to meet each client's individual needs with professionalism and efficiency, and to foster the ongoing development of the community in Victoria.



## Macedonian Community Welfare Association

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[www.mcwa.org.au](http://www.mcwa.org.au)



## Our Vision

To become a leader in the provision of the Macedonian speaking and CALD communities in community care in Australia

## Our Mission

To advocate and be the voice for the Macedonian and CALD community within Australian society by providing developmental support and building recognition and respect.

## Our Values

- Dedication and creativity
- Patience, loyalty and passion
- Continuous learning and innovation
- Respect, determination and teamwork

## Our Commitment

- Ongoing best practice and compliance
- delivering high client satisfaction services with multicultural quality
- ongoing building culture and respect and diversity
- open to partnerships with other service providers and CALD communities

# Acknowledgements

We would like to express our appreciation for the generosity and support provided by our funding bodies who allow MCWA to continue to deliver valued services to our clients

Federal, State and Local Government, Philanthropic funds, Committee of Management, Staff, Volunteers, Students, Members and Supporters.

## Zdraveski Fund

MCWA would like to thank Mr Simon Zdraveski. With the Charitable Zdraveski Fund, the financial support of \$1,727.00 helps us to fulfil our mission and allows us to assist those in our community. MCWA is grateful for this generous support that makes it possible for our organization to enhance the quality of life in the lives of the communities we serve.

## Donation from Macedonian Senior Group "PELAGONIJA"

A BIG thank-you for Macedonian Senior Group "PELAGONIJA" for financial gift of \$4,063.43. We are truly grateful for your support and your contribution will make a difference to our efforts to support elderly people from culturally and linguistically diverse backgrounds. This financial gift will be of benefit to socially isolated and frail elderly who are in need of more support; this will be carried out via existing services.



We raised over  
**\$5,000**  
dollars in donations  
during 2015

### For Donations

To make a donation at MCWA contact us at (03) 8358 5999 or visit our website at [www.mcwa.org.au](http://www.mcwa.org.au)

**Your donation is tax deductible**



Medibank - Happy to announce that the Medibank project has started

**medibank**  
For Better Health

# Presidents Report



**Jim Markovski**  
**President**

Jim has an extensive knowledge in the fields of youth, community, recreation and sport. He has obtained – Bachelor of Arts majoring in youth affairs; Diploma in Community Services (Alcohol and Other Drugs and Mental Health); Associate Diploma in Recreation Leadership and Certificate IV in Assessment and Work Training. Jim has over 29 years experience working in the western suburbs of Melbourne. He is also a casual Collector with the Australian Sport Anti – Doping Authority and Medvet Sciences Pty Ltd.

**“Thank you for your hard work this year, it has been great collaborating on a complex health issue with you and your communities.”**

**HEALTH WEST**

On behalf of the Committee of Management, it is my privilege to present to you the 2015 annual report for the Macedonian Community Welfare Association (MCWA). I am honoured to share with you MCWA’s achievements over the past twelve months that contributed towards the strategic goals of the organisation.

MCWA continues to play an integral part in supporting Macedonian and multicultural communities through its delivery of various programs, services and advocacy responsibilities and successfully achieving Strategic Key Results from the 2012-2015 Strategic Plan.

In Governance, this year we initiated the development of two key documents: Governance framework and Workforce plan both funded through enterprise Tailored Grant from the Workforce Innovation Network – Aged Care as an outcome of the Reform Ready Review

Major changes are taking place at State and Federal level. We are currently exploring the possibility of merging or forming partnerships with Macedonian Welfare Association of NSW and Macedonian Australian Welfare Association from Sydney. Such merger/partnership will help us to increasing our foot print, capacity, scope and span and at the same time be more financially viable. As always, our service users are at the centre of any planning and decisions we make.

A major highlight this year was also the outstanding partnerships that were developed with a number of

organisations throughout a number of programs. Fundamental to the success of any organisation is the opportunity to work collaboratively with both government and other agencies, and it has been a pleasure to have worked together with organisations such as our partners in the 2014-2015 financial year, The Ethnic Communities’ Council of Victoria, Health West, Seniors Rights Victoria, Palliative Care, Macedonian Senior Citizens Groups and many others. As a result of the many partnerships throughout the year we have had a very rich Special Projects Department to report on.

I would like to take this opportunity to formally thank everyone who has been involved in the successes of the MCWA, including our funding bodies from Federal, State, and Local Government and

Philanthropic funds, This financial year we also received generous financial contributions from the Zdraveski Charitable Fund and the Senior Citizens Pensioner Group ‘Pelagonija’. We are truly grateful for this generous support that makes it possible for our organization to enhance the quality of life for the communities we serve.

I would like to also express my appreciation to the dedicated staff and volunteers who with passion and commitment to the delivery of quality services and programs within the community have achieved the positive outcomes of this organisation. I would like to acknowledge the time provided by the volunteers of this organisation who make such an

important contribution to lives of many individuals with an outstanding 3, 826 hours of volunteer time that equals to over \$114,780 .

MCWA’s staff member’s persistence, determination and compassion for the community has lead to the extensive level of quality services delivered within the community. . I take this opportunity to also congratulate Diana Sterjovska for her 17 years of leadership and commitment to the organisation.

Finally, I will take this opportunity to thank each and every member and client of the Macedonian Community Welfare Association (MCWA), for their loyalty and commitment to our programs and services. I would also like to thank all MCWA Board members for their support in guiding the organisation and working alongside me to lead this organisation over these past twelve months.

**Jim Markovski**  
President

# Treasurers Report



**Alan Serifoski**  
Treasurer

Alan is a Regional Business Manager for Commonwealth Bank. He has also served in the past as the executive member of the Macedonian Community Council of Victoria.

The Macedonian Community Welfare Assoc. Inc. has maintained a solid financial position in 2015, by recording an operating surplus of \$79,882, a decrease of \$7,279 on 2014. Overall funding receipts were up by \$210,864, a total of \$938,078 for 2015, a significant increase of 29%. However, overall operating costs were \$866,347 and grew by \$215,555 an increase of 33.1%. The financial results characterised the on-going growth and development of the organisation, maintaining a balanced financial position supported by strong fiscal management.

The results are more impressive in 2015 as they were attained without a one off reversal of provisions for minor capital works which had occurred

in the 2014 year. As the organisation grows and develops it will require both internal and external resources to guide it through its evolution. In 2015 the organisation sought the resources of external consultants to develop the strategic direction of the organisation which added \$38,245 to the overall overhead costs, not previously experienced. The organisation will derive long lasting benefits from the recommendations contained within the report. PAG activity was broadened in the community in 2015, and with it increased its cost base to \$74,877, up 80.7% on last year.

The demand for community based services remain strong and as the Macedonian Community Welfare Assoc. rises to the challenges of community demands operating costs will inevitable increase. Most noted was staff funding cost rising to \$575,953, a rise of 16.8% on last year. The increases in costs were adequately addressed as grant funding revenues rose to match the organisation's funding requirements.

The organisation's cash reserves grew to \$677,478 up \$126,007 aided by a significant increase in prepaid project funding receipts recorded towards the end of the fiscal year of \$82,564. The entity's net asset position has improved to \$519,901 up \$79,882 and is well positioned for 2016.

The organisation's financial position is solid and capable of meeting all known and contingent liabilities. The Macedonian Community Welfare Assoc. has expanded and grown its services to the Macedonian Community without compromise in a challenging environment of growing community needs. It has been able to deliver such services economically without sacrificing its enviable fiscal position.

We thank the respective agencies for their ongoing funding support, the committee of management for their strategic vision, direction and management, and the staff that make the delivery of our services possible. I commend our auditors report for the period ending 30 June 2015,

knowing the results have cemented the organisations position to confront the challenges ahead for our community.

**Alan Serifoski**  
Treasurer

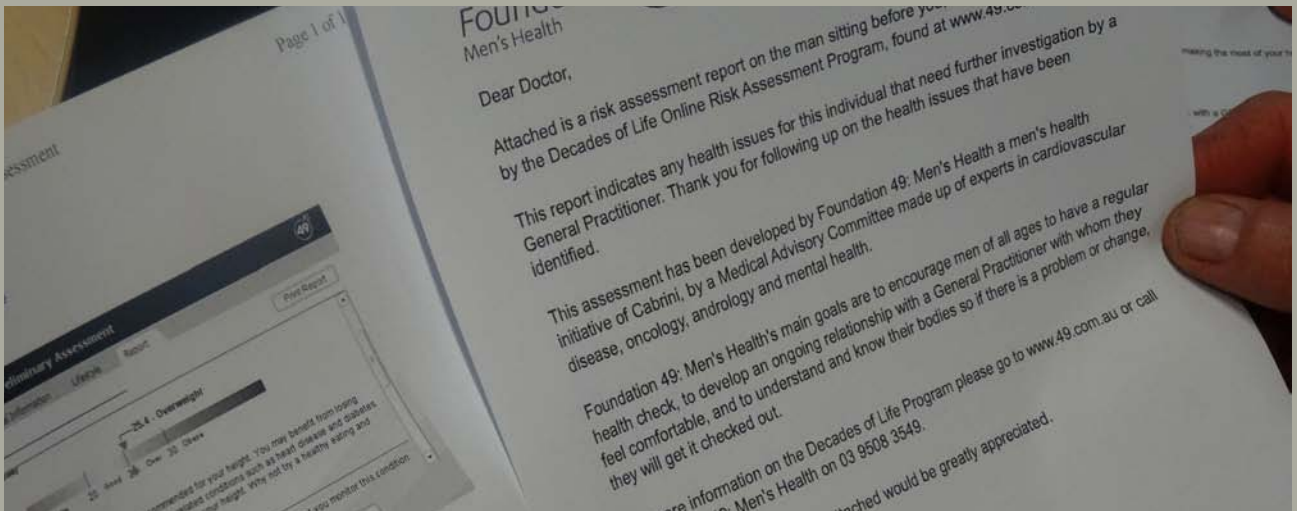
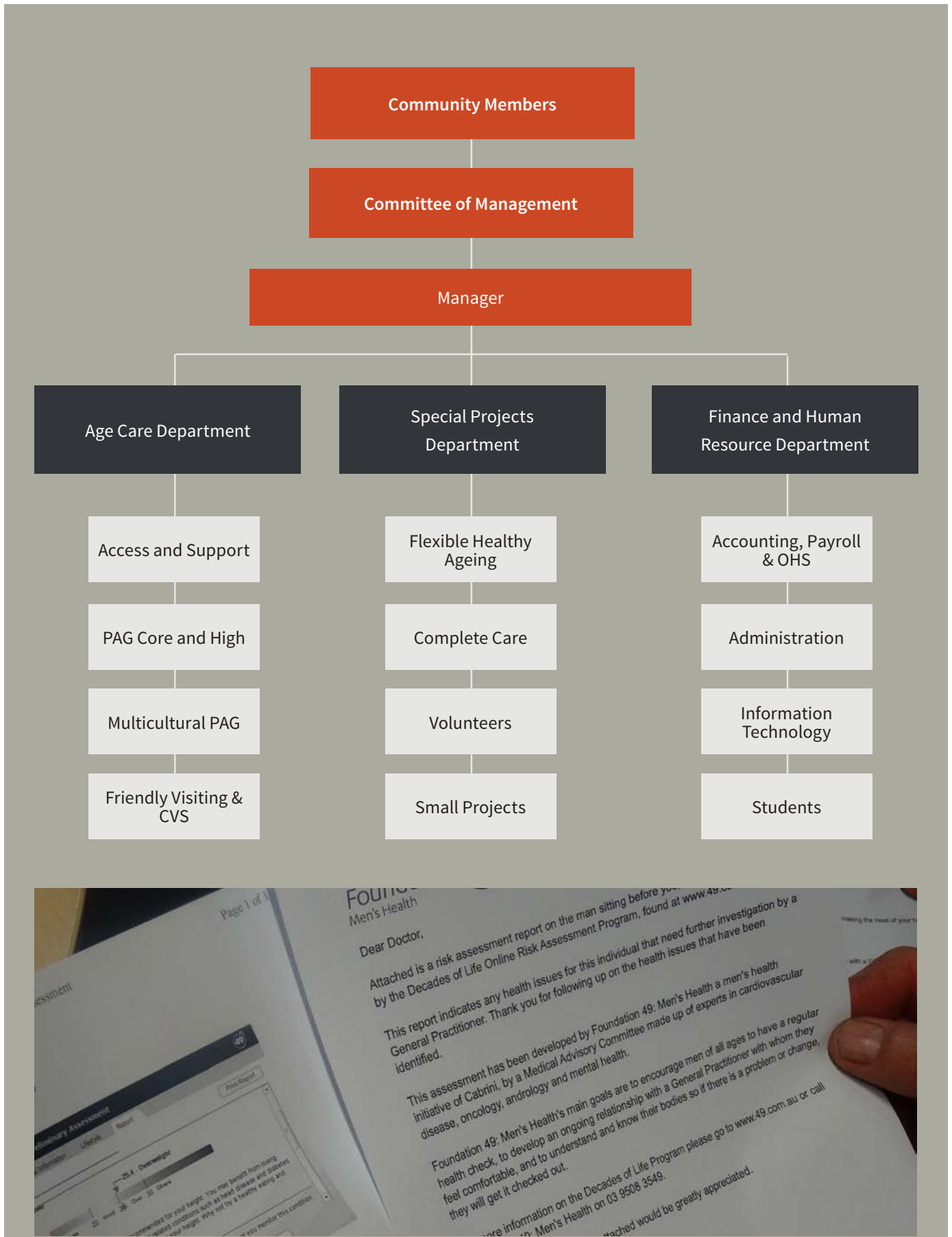
## \$79,882

### Operating surplus in 2015

“The Macedonian Community Welfare Assoc. has expanded and grown its services to the Macedonian Community without compromise in a challenging environment of growing community needs.”



# Organisational Structure



# [FACTS]\*

## about MCWA



Working with more than 40 Macedonian Senior Groups in Victoria with over 3000 members



Creative in developing programs to meet diverse community needs

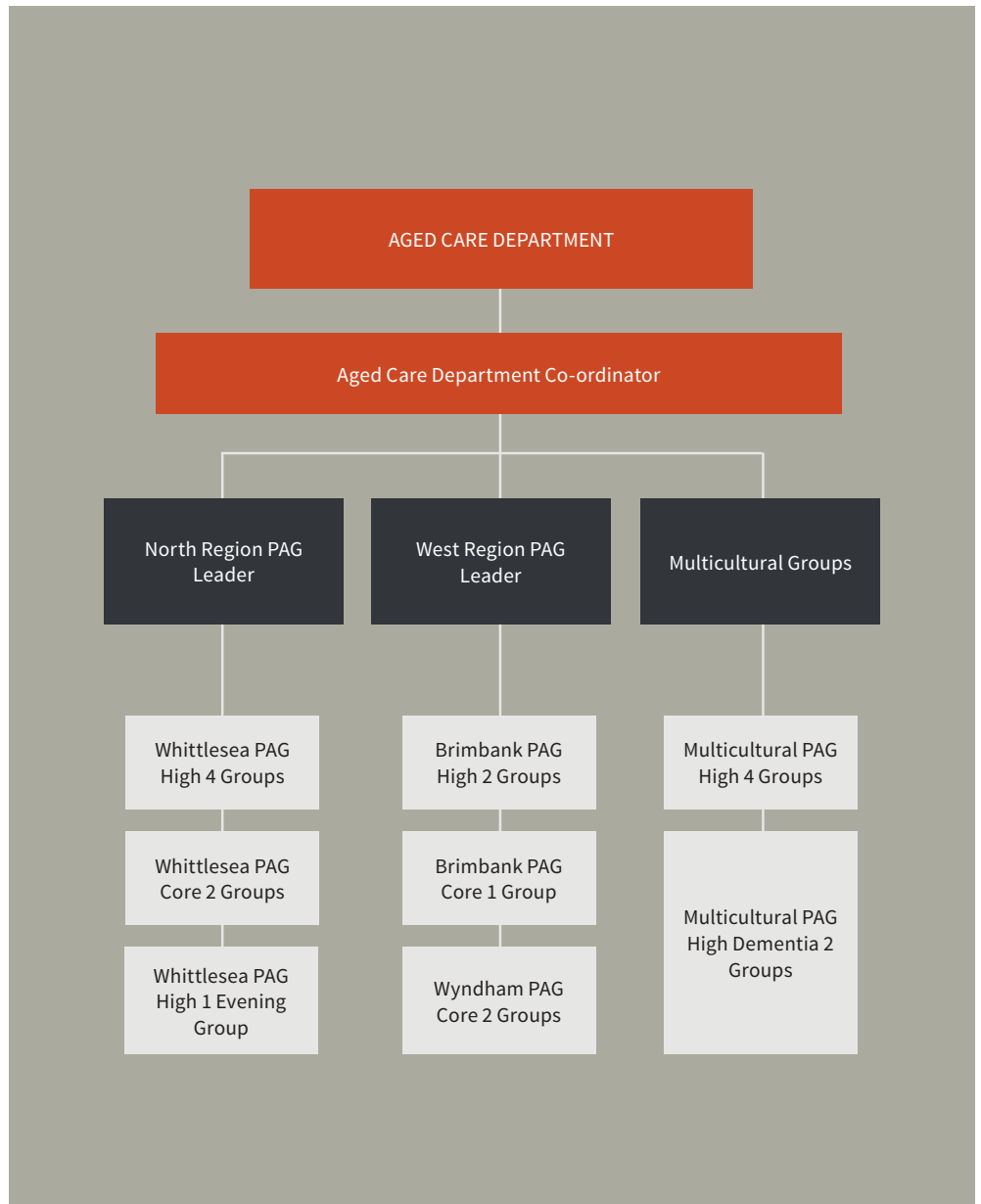


Providing Client Centred Care to over 300 clients per week

# Aged Care Department



**Lila Marusevska**  
Aged Care Department  
Coordinator



## Service Provider

*“I have had the opportunity to work with Lila-Access and Support Worker in a number of situations of elder abuse over the last 12 months. Lila’s approach to working with Seniors Rights Victoria has been overwhelmingly collaborative and this has achieved good outcomes for our joint clients. I hope it has been as beneficial for MCWA to work with SRV as it has been for us to learn from Lila’s knowledge and networks within the Macedonian community”*

**Mandy – Advocate Seniors Rights Victoria.**

## Access and Support

Access and Support Program assists Macedonian and CALD elderly with complex needs to access services that will improve their capacity to live in the community as independently as possible. This program provides short term care pathway including consultation and information of the available HACC services, strategies to empower and build confidence and work collaboratively with other service providers.



# Reassurance and Comfort

## Case Study

### Access & Support Case Study

J.S is a 74 year old lady who lives with her 71 year old husband. Her husband suffers from low mood/depression, which leads to social isolation. She contacted the office after her hospital discharge asking for assistance to access Home Help service. A referral was sent to the Local Council for Home Help assistance where she was waitlisted for the assessment and service provision due to a long waiting list. She expressed disappointment as she knows her friend / neighbour receives a wide range of services, yet she was waitlisted for an extended period of time.

J.S was advised about the difference between HACC and Package services and different procedures and processes that apply, such as ACAS assessment approval and package waiting lists. With her consent A&S worker followed up with ACAS who confirmed that she was already declined for the package assessment.

J.S. consent A&S worker was to revisit the case with request for ACAS assessment and service for her husband at the same time. A joint assessment with ACAS was conducted

and a Level I&II Package was approved. To avoid declining a package offer due to an inability to understand how the system works it was requested to put down A&S's worker name as the main point of contact. In the meantime, her husband was linked with the MCWA PAG Program, Memory Lane Café Support Group and herself in the MCWA Carers Support Group. Shortly after the assessment, the couple was picked up by the ISIS Linkages Program. A&S worker has supported the clients throughout the process of assigning with the Packages. The couple is currently in the care of ISIS Primary Care Case Management program.



# Planned Activity Group's (PAG)

MCWA's Macedonian and Multicultural Planned Activity Groups (P.A.G.) are targeted at bringing together frail or disabled and isolated people on a regular basis and creating meaningful social connections with other members of their community. The P.A.G. Groups are conducted in a supervised environment with activities and outings organised for the group members on a regular basis. The P.A.G. also provides important support for carers in the form of respite.

Last year two PAG group members were enjoying studying English and Computer classes. The classes were organised on their request and this is a proof that it's never too late to learn new things and to stay active in old age. The other PAG's had a particular focus on arts and crafts

this year, with clients working on a variety of projects using a variety of materials and formats. They have enjoyed using modern arts materials to create and replicate traditional Macedonian artefacts and household items.

Multicultural PAG's in Brimbank is currently implemented in a partnership with a number of community organisations including MRC North West, Maltese Community Council of Victoria and the Association of Ukrainians in Victoria as well as support and partnership with the Brimbank City Council.



In 2014/15 PAG program delivered

**18,804** hours of services

In 2014/15 multicultural PAG program delivered

**5,100** hours of services

## Future

MCWA is working on implementation of the second multicultural PAG partnership in Whittlesea, together with City of Whittlesea, Australian Croatian Community Services, Filipino Community Council of Victoria, and Maltese Community Council of Victoria.



Location of MCWA PAG service areas

# PAG Case Studies



## Multicultural PAG - Macedonian Case Study

V.V is a 94 y.old Macedonian gentlemen who attend the Multicultural PAG High on a regular basis since 2008, not missing any days.

*"I look forward to attending the group and enjoy everything about the PAG including activities, food, the short walks and excursions when weather permits. Coming here gives me the opportunity to socialize and be active using my hands and brain when we do the activities. In the group we have discussions about the past, present news and other interesting topics that come up. My family is also happy and encourage me to attend as they know this makes me happy"*

## Multicultural PAG - German Case Study

U.T is a 92 year old German widowed lady living alone in her home. She joined the MCWA Multicultural PAG High program in 2014. U.T has two daughters who support her in her care. The Local Council is also involved in the care providing HACC services.

*"I like the group, very much is fun. Ladies who do activities with us are exceptional, the activities we do are really good and interesting, they are really important to us. Staff spoil us a lot with wonderful lunches, coffee and tea and the cook is very nice too. I like that there are a few different nationalities and we talk to each other and get along really nice"*

## Multicultural PAG - Maltese Case Study

P.M. has joined the Multicultural PAG Program recently. He lives with his wife and he enjoys coming along to the group because it gets him out of the house. He thoroughly enjoys the meals and likes the friendly atmosphere of the staff and the Macedonian Group, and also the support by maltese speaking staff member. Coming to the group is a form of outing for him he always looks forward to coming along to the group and it lets his wife have respite for the day. His wife is very happy for her husband to go to the program because that gives her time to go out and enjoy her day without any worries about him. She enjoys spending quality time with their grandchildren.

# Friendly Visiting & Community Visitors Scheme



MCWA Friendly Visiting Program is a HACC program that provides social support and companionship to older people and people with disabilities who live in their own homes and who may have few or no social connections.

**Case Study:** V.D is a 62y.old lady who was referred internally by the MCWA PAG Coordinator after identifying that her mental state is deteriorating (crying, stating that she feels lonely). V.D lives alone, is transport disadvantaged, has recently had her living environment change, has no family members in Australia and limited social networks apart from MCWA PAG Program and Senior Club that she attends on a weekly basis. V.D was linked with the Friendly Visiting Program volunteer who made the commitment to visit her twice a week at her place for a chat and coffee or to a outing outside of her home based on their mutual agreement. She was also linked with the Local Council HACC services for the community transport and respite/transport mentoring Program.

## Client Quotes:

“MCWA’s FVP volunteer has helped me in a way that she has been my support and I can’t say enough about her kindness towards me. Thanks to the the LC mentoring program.... I also learnt to use public transport. Now I’m able to go and visit the grave of my husband by public transport”





MCWA Community Visitors Scheme is a Commonwealth Funded Program that supports Packaged Clients. The Community Visitors Scheme volunteer provides companionship to older persons living in their own home, who may be lonely and isolated.



**Carers Quotes:** *"I could not ask for anything better for my mum and myself. It gives me a peace of mind knowing that on certain days and times my mum has company that she enjoys a lot, does lot of fun things which keeps her mind and feet active. I'm very .... very happy"*

**Case Study:** F.S. is a 83 y.old lady living alone in her private residence and is very socially isolated. She has three children, one of them lives in Macedonia and one of the children is estranged from her, the only support is her daughter who is her appointed guardian (a full time carer). The carer has difficulties to find balance between work and her caring role. The fact that F.S. is diagnosed with Dementia has put a lot more pressure on her. F.S. was referred by the daughter to MCWA back in 2013 asking for support in achieving their goal of F.S. to remain living independently in her home with the support of her daughter. Through the A&S Project a range of services were organised, she was linked with appropriate services in order to assist them in achieving their goal. In 2013 F.S. become a Friendly Visiting program client she was linked with the culturally appropriate carer who has knowledge of dementia to support her at her home. They became very good friends enjoying each other's company, sharing stories, enjoying gardening and short walks. Through the Friendly

Visiting program F.S. is able to attend the Memory Lane Cafe Sessions as well as the Multicultural PAG Dementia Programs on a fortnightly basis. F.S. in February 2015 has transitioned from the Friendly Visiting program to the Community Visitors Scheme with the transition from HACC to Package services.

**2,229** Hours  
2014/2015  
were provided to consumers through the Friendly Visiting and Community Visitors Scheme

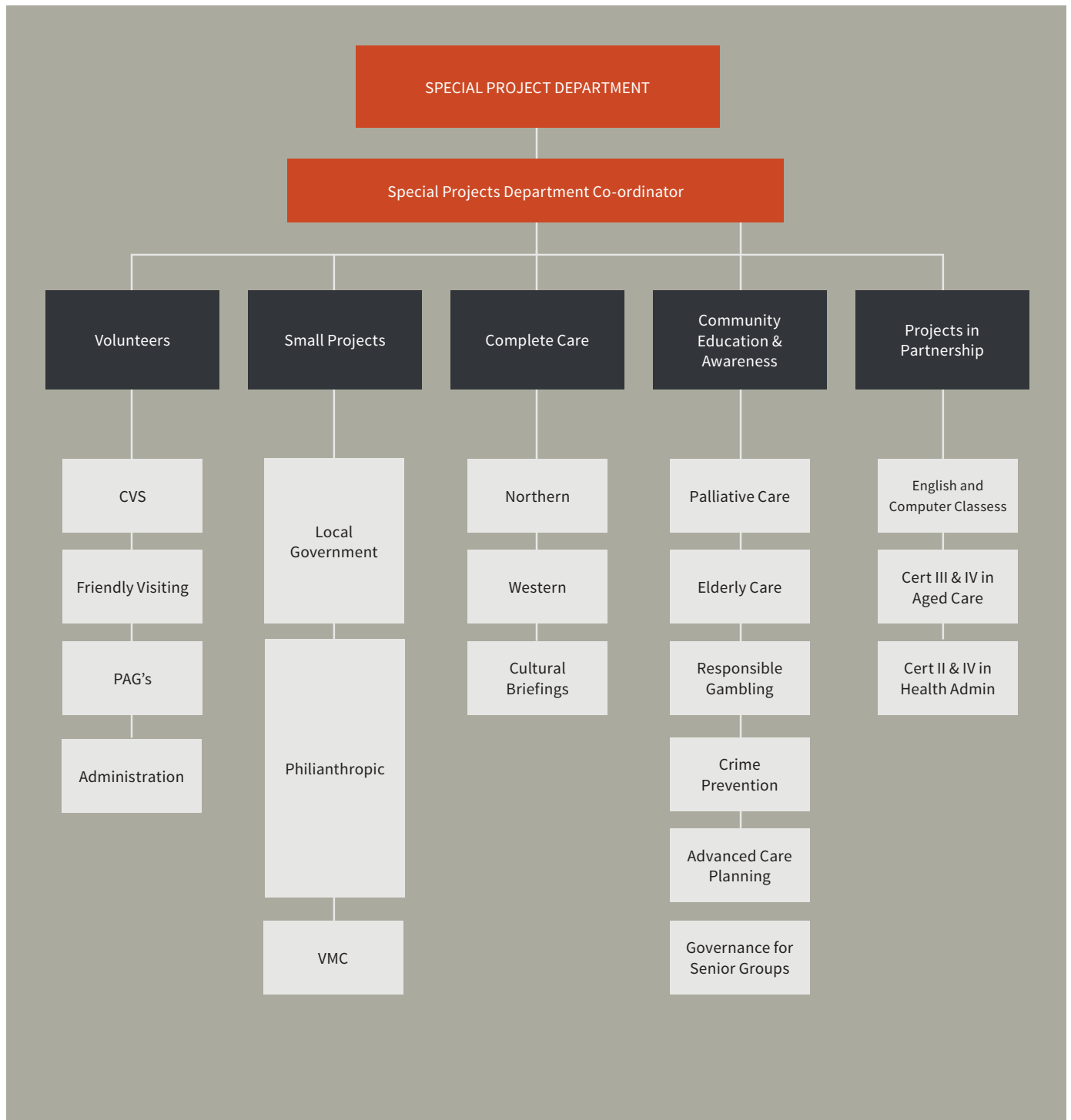
# Special Projects Department



**Nade Ristevska**

**Special Projects Department Coordinator**

The special projects department delivers a variety of activities aimed at promoting positive ageing, wellness and reablement.



## Suitable and Supported Healthy Ageing in Australia

The Sustainable Healthy Ageing program funded by the Department of Social Services was a project that increased community engagement. This financial year was the final year of this project and the biggest success was the Village Games event with 450 people having attended.



### Interesting Fact:

MCWA developed a resource with information on the Aged Care Facilities that included high numbers of clients and staff with Macedonian backgrounds. This list has been used to assist clients and family members looking to find an aged care facility suited to their loved one's needs.

## Complete Care

The Complete Care Program aims to deliver home care services to consumers from culturally and linguistically diverse backgrounds. The program provides the following services: home care, personal care, respite care and spring cleaning. Our carers speak more than one language including Serbian, Croatian, Turkish, Arabic, Nury, Kiswahiti, Dinka, Filipino, Macedonian, Greek, Bulgarian and many more.

Over the last few years we have established excellent rapport with many packaged providers working on delivering services to many home care recipients with the aim to meet their needs.



### Quote: Case Manager from Annecto

*"I just want to thank everyone for their hard work and commitment, Special thanks to Nada Ristevska for going above and beyond in helping our consumer and not to forget the Support workers too."*

### Quote: Carer

*"I just wanted to pass on my gratitude and sincere thanks for all the help and support you gave not only to the consumer but also to me."*

### Quote: Case Manager from RDNS

*"My requests, often late, were always met with professionalism and efficiency and no request was ever declined."*

*"Undoubtedly the case management of this consumer was made much easier because of our good working relationship and the sheer sincerity and dedication of your carers and staff."*

*"I hope we will work again in the future."*

# Small projects



## BABA & I

The Whittlesea City Council funded the project 'Baba and I' with the aim to establish a playgroup for grandmothers and grandchildren from culturally and linguistically diverse backgrounds (CALD). This project was created to address a need within the community recognising the limited opportunities available for CALD grandparents to access this type of support network. A Facebook page was also opened titled 'Makedonski pesnichki za deca' (Macedonian Songs for Children) to provide a space for members of the community to post rhymes from their childhood. The creation of a Macedonian Rhymes booklet was developed using the collection of rhymes from the community. This booklet is available electronically and in printed version through the MCWA website. The success of this project led to the development of similar projects in both Geelong and Darebin commencing in 2016.

Comment from a grandmother:

*"This is a great idea and good way to preserve the Macedonian language and pass our culture to our youngest generation."*



## 30 DAY CHALLENGE

The 30 Day Community Challenge was funded by and implemented into both Darebin City Council and Hobson's Bay City Council. The aim of the project was to support learning initiatives and opportunities for elderly residents through positive ageing strategies; including healthy ageing, lifelong learning and community inclusion. The project involved over 235 seniors from eight senior pensioner groups across the North/ West region. The seniors challenged themselves in one of the following four challenges: Get Tech Smart, Physical/Mind Active, Quit Smoking, and Reduce Gambling.



## TECH SMART SENIORS

The Macedonian Community Welfare Association (MCWA) was funded by the Australian POST through 'Our Neighbourhood Community Grants' program to implement the "Tech Smart Seniors" project among Macedonian elderly people. The project aimed to introduce technology and the internet to seniors to increase their understanding of the impact that technology has on one's day-to-day living and as a source of age and language appropriate information and support.



## LEADING MAN

Foundation 49: Men's Health funded MCWA to organize educative sessions to encourage men to lead in the promotion in health awareness. The Macedonian men's only group from Whittlesea City Council participated in this project. Education session from Stroke Foundation highlighted the importance of checkups, and preventative measures prior to crisis point.

One of the men during the evaluation of the education session stated:

"Men in particular men from European backgrounds do not like going to the doctors. They see it as a weakness. Men going to the doctors may be called weak and not manly enough to handle it themselves."

*"Each year in Australia more than 4 men die every hour from conditions that are potentially preventable - that's 35,000 men a year!" - Foundation 49*



### DISCOVER THE PATHWAY OF A LEADER

MCWA staff in collaboration with Consumer Affairs Victoria organise workshop where an Educational worker presented key areas of managing a senior group from a CALD perspective. The workshop was held in Tarneit on the 18th of July. Forty seven representatives from twelve senior groups attended the workshop. The workshop topics were: Incorporation- the means to organise, delegate and maintain records, Membership- the means to ensure membership satisfaction and growth, and the Roles and Responsibilities of community management representatives.

The representative's feedback was:

***"We are too old to be able to fully comprehend all these new laws and requirements. We need a Community Worker who will work with us assist us to complete our paperwork properly and follow the regulations appropriately"***



### KNOW YOUR RIGHTS, RESPECT YOUR CHOICES

This project is aimed at providing marginalized, socially isolated members of the community with the opportunity to return to or begin accessing senior pensioner groups and other community social groups that support their aged care needs. The project focused on members of the community who due to age or loss of support, were no longer engaged or faced greater levels of social isolation and therefore were unable to access these groups. By providing seniors who do not have the support, ability or networks to attend community senior groups, this project empowered culturally and linguistically diverse seniors and reduced gaps in service provision. This project targeted the North region in particular the Whittlesea and Darebin areas and utilised existing community ties to develop relationships with participants into this project. This project has lead to establishment of a partnership with a number of senior groups, and has received concurrent funding to continue in 2015-2016 from the Department of Health and Human Services and managed by Ethnic Community Council of Victoria.



### CAST A LINE

This project was funded by the Department for Environment and Primary Industries, organized in partnership with Fishcare Victoria and the Marine and Freshwater Discovery Centre – Queenscliff. The Cast-a-line project aimed to promote responsible recreational fishing practises by addressing the barriers that exist for culturally and linguistically diverse people in accessing this information. This hands on approach to delivering community education provided participants the opportunity to practice what they enjoy in a safe environment that catered for a new learning experience. The participants valued the interactive sessions that provided educative information about sustainable fishing practises in Victoria.

The Cast-a-Line project provided the link between fishing enthusiasts and mainstream service providers who fail to provide services to these groups due to a number of barriers. The 'Cast-a-line' project was exceedingly enjoyed by participants, as well as requests from other members of the community for similar information to be delivered to their groups.

# Partnership projects

## Palliative Care with ECCV & Palliative Care Victoria

The Culturally Responsive Palliative Care Community Education Project was launched in the Macedonian community on March 24, 2015. The launch was attended by Macedonian community members, community leaders, and representatives from the ECCV, Palliative Care Victoria (PCV), and the Macedonian Community Welfare Association (MCWA). VIP guests were Sir James Gobbo AC CVO KStJ QC, former Governor of Victoria and Patron of PVC, and Ms Beti Korunovska, Consul General of the Republic of Macedonia.

MCWA staff received professional development training to increase their understanding and knowledge of Palliative Care and Advanced Care Planning. The training included

information on how to provide support to clients by linking them to services that allow them to express their preferences for future treatment and care.

*“Advanced Care planning is a process for planning for future health and personal care whereby the person’s values, beliefs and preferences are made known so they can guide future decision making”.*

*“Palliative care aims to improve a person’s quality of life and relieve suffering by offering physical, social, cultural, spiritual, emotional and practical support”*



## Elderly Abuse with ECCV (info sessions)

Fifteen elderly abuse sessions were delivered to the Macedonian Senior Groups in the North and West. These sessions raised awareness about elder abuse and gave courage to the community members to advise elderly people who are facing any kind of abuse to seek help. These sessions were delivered to more than 600 senior group members.

## myCAV in partnership with ECCV and Consumer Affairs

Consumer Affairs Victoria have changed the way all incorporated associations lodge annual statements, make notifications of change and all other transactions. myCAV is an online system for incorporated associations to lodge all their paperwork and make payments. MCWA has conducted 6 info sessions about myCAV in the Macedonian language with participation of over 35 senior groups.

*“I would like to thank you and MCWA for delivering the MyCAV information sessions. Consumer Affairs Victoria were extremely impressed with your information sessions and actually learnt quite a bit on how to better deliver their sessions. I would also like thank you for all your work, We’ve been receiving a lot of positive feedback from people who attended your sessions”. - CVA*

## English & computer classes

The MCWA in collaboration with Barkly Institute and NTCA offered programs for community education. Since the beginning of this project we had three senior groups successfully complete the certificate I in IT and ESL, with the total number of 36 seniors gaining the certificate. Other senior groups have shown interest to get involved in these programs and currently over 100 senior members from 6 senior groups are ready to start the courses.



## Carer Support group

The MCWA Carer Support Program is funded by Carers VIC. The Carers Support Group assists carers who live in the Western Region of Victoria and are caring for person’s 65+, providing them with an opportunity for a respite. Carers had opportunities to enjoy beauty and massage treatment therapy, theatre performances, an exclusive sunset dinner cruise and a “Titanic restaurant” dinner experience. In total 12 carers attended the group on a regular basis.

*“Great experience each time, getting Pampered and the Sunset Dinner Cruise was sensational this program should continue and expand”.*



## Memory Lane Cafe (with Alzheimer's Australia Vic)

The Memory Lane Cafe provides an opportunity for people experiencing memory loss and their family members to enjoy time together with some refreshments and entertainment, in the company of people in a similar situation to themselves. The Memory Lane Cafe Support Partnership Program is implemented in partnership with Alzheimers VIC, Macedonian Community Welfare Association, Indo Chinese Elderly Refugee Association, Australian Multicultural Community Services and the Maltese Council of Victoria to support people with dementia and their carers. The environment is socially supportive where the family can have the opportunity to speak to the experts in the field from Alzheimers VIC as well as to build friendships with other cultures. In 2014/15, MCWA hosted the Multicultural Memory Lane Cafe twice, where the culture was beautifully presented through the Macedonian traditional food, music (live performance), traditional dance, and theatre play on the theme "Pecalbarstvo or Migration" written by the up and coming writer Gordana Dimovska.

### Carers Quote:

*"I enjoy the cafes very much and I am looking forward to the days when we have the next one". JT "Alzheimers Australia have been very understanding, helpful, have visited me at home and will provide me with more information about our specific situation. Thank you for the support".*

*"I have been referred by MCWA A&S to Alzheimer's Australia and they have been very understanding, helpful, have visited me at home and will provide me with more information about our specific situation."*

## Responsible Gambling in partnership with ECCV and Health West

The MCWA in partnership with Heath West and five other ethno-specific organisations were involved in this project, which aims to educate all senior groups and leaders about harmful effects of organising social outings in venues where electronic gambling machines are present. For this project the MCWA worked closely with all Macedonian Senior Groups throughout Northern and Western suburbs of Melbourne, and succeeded in raising awareness to more than 1500 senior group members.

### Key Messages

- Gambling regularly can be harmful to your friends and family
- Visiting a gaming venue for social activities is not always as cheap as it seems
- Groups can take control of the activities they undertake and don't have to rely on gambling as the only form of entertainment
- Gambling might be okay for some but not safe for others, your group needs to be safe for all



# Our Volunteers



3,826

Volunteer Hours



Worth

114,780

Supporting over

85

clients



## Thankyou to all MCWA volunteers:

- Marija Andonovski
- Nadezda Angelovska
- Nada Gesovska
- Fotini Giantsis
- Sophia Christou
- Katerina Ivanova-Atanasova
- Velika Jovanovska
- Vesna Miocevic
- Cveta Ristevska
- Panda Rabadievska
- Petra Trajkovska
- Helen Thomasson
- Sanda Vitkovski
- Hristina Stojkoska
- Jovan Kadinski
- Trendafil Blazevski
- Peco Cagorski
- Luba Temelkovski
- Slavica Boskovska
- Linda Alabakis
- Vita Pecova
- Stevan Aceski

The MCWA would like to acknowledge all volunteers for their dedication in delivering services to our consumers, and for making positive changes to their lives. We are proud to say that in the last financial year our excellent team delivered more than 1888 hours, working within different volunteer's programs such as: Planned Activity Groups, Friendly Visiting Program, Community Visitor Scheme and Office Admin.

Special Thanks for the outstanding achievements of Mrs. Sophia Christou and Mrs. Cveta Ristevska for their commitment in our volunteers programs.

**Mrs. Sophia Christou** has been with the MCWA volunteers programs since 2011. She is very passionate in helping our consumers to overcome their

social isolation, involving them in different social activities. Mrs.Christou volunteers in two different programs, the Planned Activity Group Wyndham and Friendly Visiting Program. In the last year she delivered 407 hours in both programs which makes her the volunteer who has dedicated the most hours.

**Mrs.Cveta Ristevska** has been with the MCWA volunteers program since 2013 and she has achieved great results being involved in Planned Activity Group – Brimbank and Community Visitor Scheme programs. Mrs. Ristevska is a very committed volunteer who never says” no” when comes to helping and assisting our consumers to realise their goals. In the last year she delivered 354 hours volunteer job in both programs.



Mrs. Sophia Christou



Mrs.Cveta Ristevska



Celebration of the International Volunteers Day- last year the international volunteer's day was celebrated in Brimbank Park. It was a great opportunity for all volunteers to get together and celebrate their contribution to the community

# MCWA in the Media

## MCWA MACEDONIAN RADIO PROGRAM

MCWA Macedonian Radio Program  
Every Wednesday 8.30pm – 9.30pm  
Plenty Valley Community Radio 88.6FM  
Listen Live: [www.pvfm.org.au](http://www.pvfm.org.au)



## MCWA'S NEW WEBSITE

MCWA's website has received a facelift! We have launched a new design with more focused structure for easier navigation and enhanced information. Many sections of the website have been reconstructed, some added and all of the branch pages have been updated. We hope you will take a moment to visit our new site and tell your friends and family. Our ultimate goal is to be of service to you and to our community.

Website: [www.mcwa.org.au](http://www.mcwa.org.au)



# Human Resource Department

“Working at the Macedonian Community Welfare Association means you get to make a difference to the quality of life for people from culturally and linguistically diverse backgrounds.”



Liljana Sajkarovska  
HR and Finance Co-ordinator

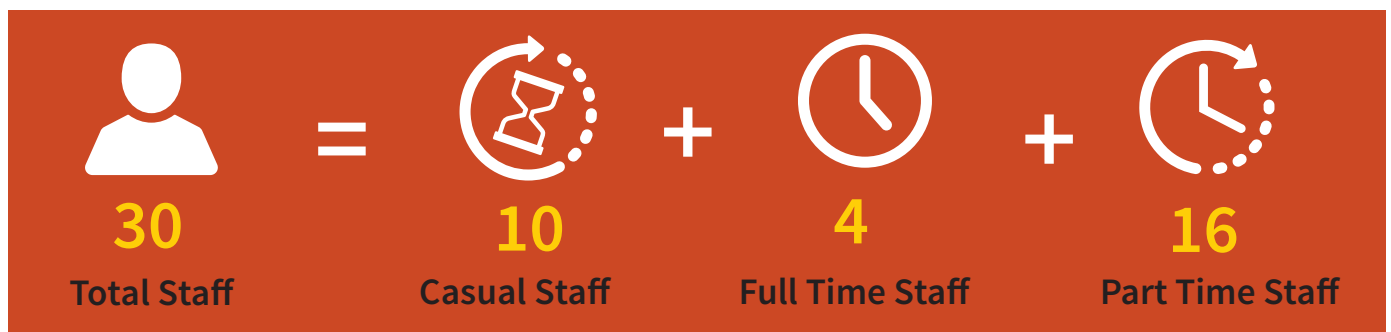
## Our people

The Macedonian Community Welfare Association is committed to providing our staff with high standards under the Occupational Health and Safety Act. MCWA also provides training and professional development opportunities for our staff.

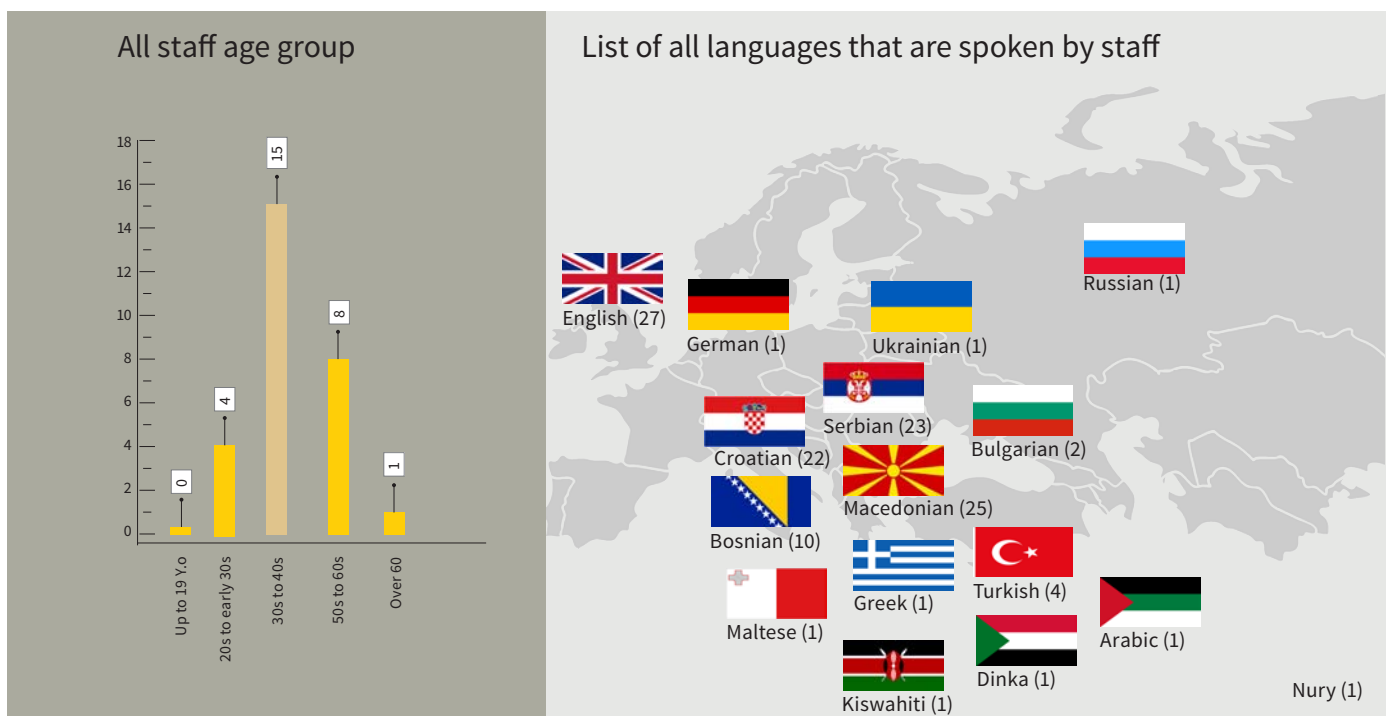
The HR department undertook an important part in the development of the Workforce Plan for 2014 to 2016, which was funded through an Enterprise Tailored Grant from the Workforce Innovation Network – Aged Care as an outcome of the Reform Ready Review.

MCWA provides a number of benefits to staff including:

1. Salary Packaging
2. Recognises and rewards staff
3. Four weeks paid leave per annum
4. Invest in the learning and development
5. Study leave Policy and language allowance
6. Operates ethically and fairly at all times
7. Family / life friendly workplace practice
8. Health and Wellbeing



“MCWA has a diverse workforce with staff representing a wide range of backgrounds, languages, ages and skills”





MCWA Staff having a cuppa and some delicious food while supporting Australia's Biggest Morning Tea helping those affected by cancer.

## Services Awards

We are thankful for the great staff that allow us to provide the wonderful community services for our clients

Staff Member	Years of Services
Snezana Rizeska	5
Ljupka Arsovski	5
Daniela Zatarakoska	5



# Staff

## Permanent Staff:

- Diana Sterjovska - Manager
- Liljana Sajkarovska - Financial/HR Department Coordinator
- Lila Marusevska - Aged Care Department Coordinator
- Nade Ristevska - Special Projects Department Coordinator & PAG Leader
- Ljupka Arsovski - Reception and Administration
- Mirjana Stojanovska - PAG Coordinator
- Blaga Petreska - PAG Leader
- Katerina Mitrevska - PAG Coordinator
- Valentina Coceski - PAG Dementia Coordinator (Maternity Leave)
- Daniela Zatarakoska - Special Projects Officer
- Snezana Rizeska - PAG Coordinator & Carer
- Sonja Rolevska - PAG Coordinator
- Sonja Kotevska - PAG Coordinator (Up to 2015)
- Sonya Spasoski - PAG Coordinator, PAG Cook & Carer
- Tatjana Ristevska - PAG Coordinator & Carer
- Gordana Dujak - PAG Coordinator & PAG Cook
- Aneta Tasevski - PAG Coordinator & Carer
- Dragan Koteski - PAG Cook
- Veska Paskoski - PAG Cook
- Josif Janevski - PAG Cook Assistant

## Casual Staff:

- Irina Zdraveska - Special Projects Officer
- Nada Gesovska - Carer
- Suzan Stankovic - Carer
- Suzana Angelevska - Carer
- Zaklina Mateski - Carer
- Christina Lozanovska - Carer
- Suzana Cagorski - Carer
- Isik Cirav - Carer
- Mary A Bior - Carer
- Milojka Atanasova - Carer



# Committee of Management

## JIM MARKOVSKI

Jim has extensive knowledge in the fields of youth, community, recreation and sport.

He has obtained – Bachelor of Arts majoring in youth affairs; Diploma in Community Services (Alcohol and Other Drugs and Mental Health); Associate Diploma in Recreation Leadership and Certificate IV in Assessment and Work Training.

Jim also is a casual Collector with the Australian Sport Anti – Doping Authority and Medvet Sciences Pty Ltd

## TANAS SEKULOVSKI

Tanas has worked as a labourer at Holden for 23 years. He is very passionate about improving the systems that help the Macedonian Community in Victoria. He is also the current President of the Senior Group in Ardeer.

## DR IRENA VELJANOVA

Irena is a qualified doctor in Social Science with her doctoral thesis entitled 'Ethnicity, Health & Health Capital: The case of Macedonians in Australia currently under examination. She is also a casual academic at University of Western Sydney with four years demonstrated teaching experience across various sociology and community welfare subjects with the School of Social Sciences (2006 -2011).

## ANNE COALL

She has strong Community Development skills and over 20 years experience of work in Local Government in the Aged and Disability Department. She holds a Diploma in Community Development.

## KRISTINA RISTESKI

Kristina is full time carer and has over 12 years experience in community work and holds a Community Development Certificate. Kristina is currently a carer facilitator, helping those who care for clients with mental health with the North West Mental Health and Carers Victoria. Kristina facilitates a carers respite group and is on CAG & C/CAG communities at North West Mental Health.

## MENKA KITANOVSKA

Menka is currently Multicultural Services Manager for Centrelink and has extensive experience working within the federal government sector with prior roles within Centrelink and the Department of Social Security as a Multicultural Service Officer, Team Leader and Policy Advisor. Menka has a Bachelor of Arts, Diploma in Community Justice and holds NAATI Level 2 accreditation as a Macedonian interpreter. Menka also has over 15 years experience working with the Macedonian community in Geelong and in the Western Region of Melbourne.

## GORAN TORBAKOV

Qualification: Bch of Business Administration in Finance and International Finances.

Head of the Coordination and Cooperation Department and Chief of Staff of the CEO of the Employment Agency of Republic of Macedonia under the Ministry of Labour and Social Policy.

Advisor to the Prime Minister for Foreign Investments and Diaspora.

Chairman of the Shareholders Assembly of Macedonian Telecom.

## ALAN SERIFOSKI

Alan has extensive knowledge within the Banking and Finance sector. For the past three years he holds the position, Regional Business Banking Manager Vic Melbourne at the Commonwealth Bank. He has held various positions within the Commonwealth Bank over the past 20 years. He has also served in the past as the executive member of the Macedonian Community Council of Victoria. He is a big supporter of Unity and is a current listed mentor at the Commonwealth Bank directly relating to the Cultural Diversity Pillar. He is also known to support various community activities as he loves to get involved.

## ABBOT FR. GAVRIL GALEV

FR. Gavril has a Bachelor of Theology and extensive community involvement through the Monastery "Sv Prohor Pcinski" in Donnybrook. He also established the Macedonian Orthodox Youth Association in Victoria.

## ALEKSANDAR MOJSOVSKI

Aleksandar is a graduated student of International Studies/International Trade (majoring in Politics) and has a profound interest in community based programs, involvement with the Macedonian community has always been one of Aleksandar's highest priorities which has been reflected in his recent involvement in organising various events.

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**  
**Committee's Report For the year ended 30 June 2015**

Your committee members submit the financial accounts of the MACEDONIAN COMMUNITY WELFARE ASSOC. INC for the financial year ended 30 June 2015.

**Committee Members**

The names of committee members at the date of this report are:

Jim MARKOVSKI - President

Kristina RISTESKI - Vice President

Menka KITANOVSKA - Secretary

Alan SIRAKOVSKI - Treasurer

Otec GAVRIL - Assistant Secretary

Anne COALL - Assistant Treasurer

Alexandar MOJOSKI

Tanas SOKULOVSKI

Goran TORDAKOV

Dr. Iren VELJANOVSKA

**Principal Activities**

The principal activities of the association during the financial year were: Community Welfare for the Macedonian Community.

**Significant Changes**

No significant change in the nature of these activities occurred during the year.

**Operating Result**

Year ended 30 June 2015	Year ended Prev Year End
\$ 79,882	\$ 87,161

Signed in accordance with a resolution of the Members of the Committee on :



Jim MARKOVSKI - President



Alan SERIFOSKI - Treasurer

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**  
**Statements of Income & Expenditure For the year ended 30 June 2015**

	Notes	2015 (\$)	2014 (\$)
Revenues from ordinary activities		946,229	737,953
Depreciation and amortisation expenses		(15,221)	(4,472)
Other expenses from ordinary activities		(851,126)	(646,320)
<b>Surplus from ordinary activities</b>		<b>79,882</b>	<b>87,161</b>
<b>Net surplus attributable to members of the association</b>		<b>79,882</b>	<b>87,161</b>
<b>Total changes in equity of the association</b>		<b>79,882</b>	<b>87,161</b>
Opening retained surplus		440,019	352,857
Net surplus attributable to members of the association		79,882	87,161
Closing retained surplus		<b>519,901</b>	<b>440,019</b>

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**  
**Statements of Financial Position as at 30 June 2015**

Notes	2015 (\$)	2014 (\$)
<b>Current Assets</b>		
Cash assets	677,478	551,470
Other	27,983	12,114
<b>Total Current Assets</b>	<b>705,461</b>	<b>563,585</b>
<b>Non-Current Assets</b>		
Property, plant and equipment	54,279	69,500
Other	2,909	2,909
<b>Total Non-Current Assets</b>	<b>57,188</b>	<b>72,409</b>
<b>Total Assets</b>	<b>762,649</b>	<b>635,994</b>
<b>Current Liabilities</b>		
Payables	15,709	32,315
Financial liabilities	36,061	36,061
Current tax liabilities	33,064	15,974
Provisions	51,954	27,204
Other	82,564	64,979
<b>Total Current Liabilities</b>	<b>219,353</b>	<b>176,534</b>
<b>Non-Current Liabilities</b>		
Provisions	23,395	19,441
<b>Total Non-Current Liabilities</b>	<b>23,395</b>	<b>19,441</b>
<b>Total Liabilities</b>	<b>242,947</b>	<b>195,975</b>
<b>Net Assets</b>	<b>519,901</b>	<b>440,019</b>
<b>Equity</b>		
Retained surplus	519,901	440,019
<b>Total Members' Funds</b>	<b>519,901</b>	<b>440,019</b>

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**  
**Statement of Cash Flows For the year ended 30 June 2015**

Notes	2015 (\$)	2014 (\$)
<b>Cash Flow From Operating Activities</b>		
Receipts from customers	938,078	727,214
Payments to Suppliers and employees	(820,222)	(664,649)
Interest received	8,151	10,739
Net cash provided by (used in) operating activities (note 2)	126,007	73,304
Net increase (decrease) in cash held	126,007	73,304
Cash at the beginning of the year	551,471	478,167
Cash at the end of the year (note 1)	<b>677,478</b>	<b>551,471</b>

**Note 1. Reconciliation Of Cash**

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts.

Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash At Bank	176,912	278,929
Online Business Acc *1287	220,490	-
CBA Term Deposit *848	64,804	63,218
CBA Term Deposit *821	130,352	126,704
CBA Term Deposit *741	81,719	79,419
Petty Cash - Bank	3,200	3,200
	<b>677,478</b>	<b>551,471</b>

**Note 2. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Net Profit**

Operating profit (loss) after tax	79,882	87,161
Depreciation	15,221	4,472
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
Increase (decrease) in other assets	(15,869)	(61,659)
Increase (decrease) in other creditors	979	89,774
Increase (decrease) in employee entitlements	28,704	5,263
Increase (decrease) in sundry provisions	17,090	(51,707)
<b>Net cash provided by operating activities</b>	<b>126,007</b>	<b>73,304</b>

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**

**Notes to the Financial Statements For the year ended 30 June 2015**

**Note 1: Statement of Significant Accounting Policies**

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Associations Incorporations Act (Victoria).

The financial report covers MACEDONIAN COMMUNITY WELFARE ASSOC. INC as an individual entity. MACEDONIAN COMMUNITY WELFARE ASSOC. INC is an association incorporated in Victoria under the Association Incorporations Act 1984.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the material accounting policies adopted by the economic entity in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

**Property, Plant and Equipment**

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

(a) Property

Freehold land and buildings are measured on the fair value basis, being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction. It is a policy of MACEDONIAN COMMUNITY WELFARE ASSOC. INC to have an independent valuation every three years, with annual appraisals being made by the committee.

(b) Plant and equipment

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

(c) Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a diminishing value basis based on pooled rates as determined by the Australian Taxation Office pooling rates. Properties held for investment purposes are not subject to a depreciation charge. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

**Leases**

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not legal ownership, are transferred to MACEDONIAN COMMUNITY WELFARE ASSOC. INC are classified as finance leases. Finance leases are capitalised recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual value.

Leased assets are depreciated on a straight line basis over their estimated useful lives where it is likely that ownership of the asset will be obtained or over the term of the lease. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments under operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability. Lease payments received reduce the liability.

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**

**Notes to the Financial Statements For the year ended 30 June 2015**

**Employee entitlements**

Provision is made for the liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash out flows to be made for those entitlements.

Contributions are made by MACEDONIAN COMMUNITY WELFARE ASSOC. INC to an employee superannuation fund and are charged as expenses when incurred.

**Cash**

For the purpose of the statement of cash flows, cash includes cash on hand and in all call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months, net of bank overdrafts.

**Revenue**

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

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

**Change in Accounting Policy**

There have been no changes in the accounting policies of the Association for the year.

	Notes	2015 (\$)	2014 (\$)
<b>Note 2: Cash assets</b>			
Bank accounts:			
Cash At Bank		176,912	278,929
Online Business Acc *1287		220,490	-
CBA Term Deposit *848		64,804	63,218
CBA Term Deposit *821		130,352	126,704
CBA Term Deposit *741		81,719	79,419
Petty Cash - Bank		3,200	3,200
		<b>677,478</b>	<b>551,471</b>

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**

**Statement by Member of the Committee For the year ended 30 June 2015**

In the opinion of the Committee the Statement of Financial Position, Statement of Financial Performance, Statement of Cash Flows and Notes to the Financial Statements:

1. Presents fairly the financial position of MACEDONIAN COMMUNITY WELFARE ASSOC. INC as at 30 June 2015 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

The Committee is responsible for the reliability, accuracy and completeness of the accounting records and the disclosure of all material and relevant information.

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



Jim MARKOVSKI  
President



Alan SERIFOSKI  
Treasurer

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**  
**Independent Auditor Report**

**Report on the Financial Report**

We have audited the accompanying financial report of MACEDONIAN COMMUNITY WELFARE ASSOC. INC (the association), which comprises the Statement by Members of the Committee, the Statement of Comprehensive Income, the Statement of Financial Position, Statement of Cash Flows, Statement of Changes In Equity, a summary of significant accounting policies and other explanatory notes for the financial year ended 30 June 2015.

**Committee's Responsibility for the Financial Report**

The Committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the Associations Incorporation Act 1991, and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error. In Note 1, management also states in accordance with Accounting Standard AASB 101: Presentation of Financial Statements, that the financial report complies with International Financial Reporting Standards.

**Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

**Independence**

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

**Auditor's Opinion**

In our opinion;

1. The financial report gives a true and fair view of the financial position of MACEDONIAN COMMUNITY WELFARE ASSOC. INC as 30 June 2015, and of its performance and its cash flows for the year ended in accordance with the Australian Accounting Standards; and
2. the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

Signed on :



Sandro L Bagnati, CPA FNTAA  
Chan & Naylor Moonee Ponds Operating Pty Ltd  
Level 1, Suite 2, 38 Margaret Street MOONEE PONDS VIC 3039

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**  
**Compilation Report to MACEDONIAN COMMUNITY WELFARE ASSOC. INC**

We have compiled the accompanying general purpose financial statements of MACEDONIAN COMMUNITY WELFARE ASSOC. INC, which comprise the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows and Statement of Financial Position as at 30 June 2015, a summary of significant accounting policies and other explanatory notes. These have been prepared in accordance with the financial reporting framework described in Note 1 to the financial statements.

*The Responsibility of the Committee of Management*

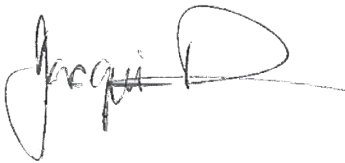
The committee of management is solely responsible for the information contained in the general purpose financial statements and has determined that the financial reporting framework used is appropriate to meet the committee's needs and for the purpose that the financial statements were prepared.

*Our Responsibility*

On the basis of the information provided by the committee of management, we have compiled the accompanying general purpose financial statements in accordance with the financial reporting framework and APES 315: Compilation of Financial Information.

Our procedures use accounting expertise to collect, classify and summarise the financial information which the committee of management provided, in compiling the financial statements. Our procedures do not include verification or validation procedures. An audit or review has been performed and accordingly our assurance is subject to any auditor qualification.

The general purpose financial statements were compiled exclusively for the benefit of the committee of management. We do not accept responsibility to any other person for the contents of the general purpose financial statements.



Chan & Naylor Moonee Ponds Operating Pty Ltd  
Level 1, Suite 2, 38 Margaret Street  
MOONEE PONDS, VIC.

7 August, 2015

**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**

**Detailed Income & Expenditure Statement For the year ended 30 June 2015**

Notes	2015 (\$)	2014 (\$)
<b>Income</b>		
Grants DHS	683,985	669,615
Other Grants	52,042	9,834
Other Income	202,051	47,765
Interest received	8,151	10,739
Total income	946,229	737,953
<b>Expenses</b>		
Accountancy	6,700	8,050
Advertising and promotion	4,500	564
AGM & Committee Expenses	3,964	8,662
Bank Fees And Charges	473	367
Cleaning/rubbish removal	2,730	2,400
Computer Software & Consumables	3,312	4,954
Conference/seminar costs	3,087	563
Consultants fees	38,245	-
Depreciation - other	15,221	4,472
Immediate write-off	8,121	(27,890)
General expenses	-	3,628
Hire/rent of Plant & Equipment	2,795	2,795
Insurance	904	3,165
Legal fees	-	300
Light & power	1,371	2,150
M/V car - Other	7,003	903
PAG Group & Community Activities	74,877	41,440
Postage	709	915
Printing & stationery	8,885	9,524
Rent, Rates & Taxes	53,833	37,178
Repairs & maintenance	3,395	5,254
Security	602	728
Staff amenities	2,850	805
Staff Leave Entitlement	28,704	5,263
Staff training	1,155	2,087


**Macedonian Community Welfare Association Inc**  
**ABN 32 429 763 569**


**Detailed Income & Expenditure Statement For the year ended 30 June 2015**

	Notes	2015 (\$)	2014 (\$)
Subscriptions		2,394	3,686
Superannuation		49,681	39,144
Telephone and Internet Exps.		6,579	8,473
Travel Reimbursement		2,079	7,648
Wages		526,272	453,927
Workcover		5,907	19,636
Total expenses		866,347	650,792
<b>Surplus from ordinary activities</b>		<b>79,882</b>	<b>87,161</b>
	2	-	-
<b>Net surplus attributable to the association</b>		<b>79,882</b>	<b>87,161</b>
<b>Total changes in equity of the association</b>		<b>79,882</b>	<b>87,161</b>
Opening retained surplus		440,019	352,857
Net surplus attributable to the association		79,882	87,161
<b>Closing retained surplus</b>		<b>519,901</b>	<b>440,019</b>





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 [www.mcwa.org.au](http://www.mcwa.org.au)