



Annual Report 2016



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Our Association

The Macedonian Community Welfare Association (MCWA) is a state-wide not-for-profit community based organisation, pioneered in 1983 by Mr George Kostrevski who remained actively involved with the organisation until his sudden passing in 2002. He identified the need to provide welfare services to the Macedonian speaking community in Victoria.

The MCWA was built on one main premise: 'to provide the highest quality welfare services to people of a Macedonian speaking background. We continue to strive to meet each consumer's individual needs with professionalism and efficiency, and to foster the ongoing development of the Macedonian speaking community in Victoria'.

The MCWA responds to the growing welfare needs of Macedonians by providing services to Macedonians by Macedonians as well as supports others in their delivery of services to Macedonians.

Our Mission

To become a leading provider of service that promotes health and well being in Macedonian and wider community

Our Vision

Everyone has the opportunity to have a meaningful and fulfilling life

»» Our Commitment

- Ongoing best practice and compliance
- Delivering high consumer satisfaction services through multicultural quality based on wellness and reablement
- Ongoing building culture of respect and diversity
- Open to partnership to other service providers and CALD communities

Board of Management Report

The MCWA Board would like to present the 2016 annual report of the Macedonian Community Welfare Association. This report highlights the work of our organisation over the past year as we stand firm in our aim of supporting the community.

MCWA continues to play an integral part in supporting Macedonian and multicultural communities through its delivery of various programs, services, advocacy and responsibilities. For over 30 years, we have proudly worked towards this goal, and hold ourselves to standards that push beyond the borders of satisfactory to exemplary. Our work has continued to grow and shape the landscape of service provision to the Macedonian speaking community. As times have changed, so has our service delivery and MCWA has reached out to the wider community to deliver services and support where they are needed the most.

Fundamental to the success of any organisation is the opportunity to work collaboratively with government and other agencies, individuals and not-for profit organisations. It has been a pleasure to have worked with organisations such as our partners in the 2015-2016 financial year: The Ethnic Communities' Council of Victoria, Health West, Seniors Rights Victoria, Palliative Care, Alzheimers Australia, Macedonian Senior Citizens Groups, The Australian Croatian Community Services, Filipino Community Council of Victoria and Whittlesea and Brimbank

Municipal Councils, just to name a few. We also take this opportunity to acknowledge our collaborative work with: Medibank, Australia Post and the Aged Pensions' Welfare Foundation. Our many partnerships throughout the year provide a very rich report from our Special Projects Department.

Major highlights of this year include our work with the Mirabel Foundation, Baba and I-the Macedonian playgroups, The Village Games, the celebration of the 30 Days Community Challenge and the Multicultural Planned Activity Groups.

MCWA has successfully run the Multicultural program in Brimbank that hosts groups of consumers from the: German, Turkish, Macedonian, Maltese and Ukrainian communities. This program has been replicated in the Whittlesea area where 4 more new Multicultural groups have been established. They include the participation of: Filipino, Macedonian, Maltese and Croatian consumers and will soon have the Vietnamese community join as well.

We would like to also express our appreciation to the dedicated staff and volunteers who with passion and commitment deliver a high standard of quality services and programs within the community and have achieved most positive and exemplary outcomes for this organisation and our community.

We would like to acknowledge the time provided by the volunteers to this organisation who make

such an important contribution to the lives of many individuals with an outstanding 2559.5 hours of volunteer time that is equivalent to over \$76,785. We would also like to take this opportunity to thank Diana Sterjovska who has steadily led this organisation by example and with great honour, dedication and love towards the staff, volunteers and the community. Finally, we wish to thank each and every member and consumers of the Macedonian Community Welfare Association, for their loyalty and commitment to our programs and services.

MCWA's new constitution was adopted by the community members at our last year's Annual General Meeting. We have invested in the update of the MCWA Portal for best practice and better access for both staff and consumers in future. We have also improved the workplace with the introduction of new hardware, software and an ergonomic workstation.

We have a new Strategic Plan that is in line with the transition and the changes in the Aged Care governed by the Commonwealth and the new agreements. The plan has three main strategic priorities, 12 main strategies and 42 main tasks.

We have achieved 50% completion of the 5 strategies and 14 tasks in our first priority of Increasing community knowledge and the MCWA's profile; we have achieved 60% completion of the 5 strategies and 20 tasks in our second priority of Expanding our service delivery and exploring other options for growth and development and lastly, we have achieved 60% completion of the 2 strategies and 8 tasks in our third priority of Building MCWA's community resources.

We have attended and presented the Quality Improvement workshop aimed at supporting the continuous improvement activities of HACC organisations during the transition to the Commonwealth. The workshop

assisted attendees to gain a greater understanding of the quality assurance expectations and arrangements for this transition period.

The demand for community based services remains strong and as the Macedonian Community Welfare Association rose to the challenges of meeting the demands of the community, operating costs increased. The increase in costs was adequately addressed with a rise in grant funding requirements.

The organisation's financial position is solid and capable of meeting all known and contingent liabilities. The Macedonian Community Welfare Association has expanded and grown its services to the

community without compromise in a challenging environment of growing community needs, delivering such services economically without sacrificing its fiscal position.

We would like to thank all who have made this possible – our business partners and agencies for their ongoing funding support, the persistence and dedication of the MCWA'S staff members and volunteers. This determination and compassion for the community has resulted in the provision of quality services that are recognised by both our consumers and our business partners.

MCWA Board members

Community Welfare Assoc. Inc to continue to support the community.

I thank Alan Serifoski for his hard work and contribution as a treasurer and I commend the auditors' report for the year ended 30 June 2016 and look forward to a year of consolidation and continued growth.

Goran Torbakov
MCWA Treasurer

Financial Report

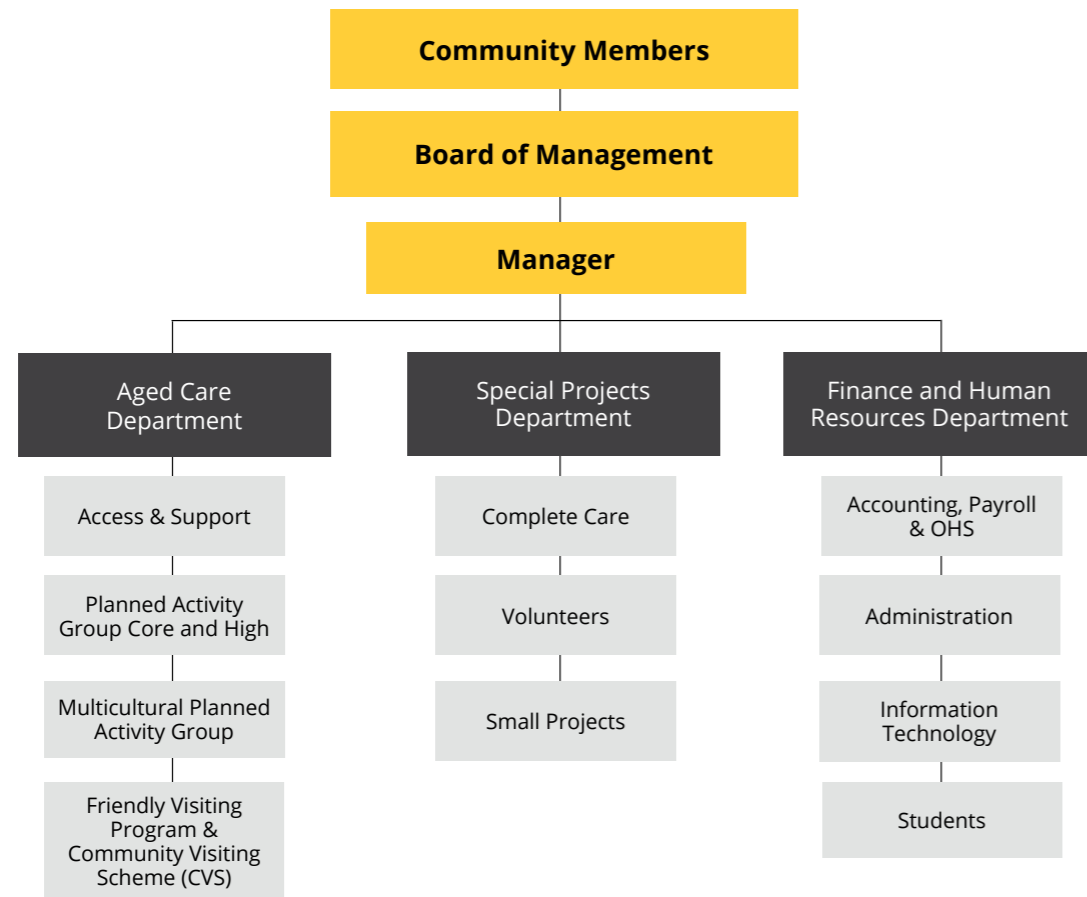
2016 has been a positive but challenging year for the Macedonian Community Welfare Assoc. Inc as we have experienced not only an increase in federal government funding of 26.2% from 2015 but also we have been able to provide additional community programs. Our overall income increased from \$946,229 to \$1,072,065 which is an increase of \$125,836 or 13.3% compared to the same last year.

Last year the Macedonian Community Welfare Assoc. Inc

completed a strategic review. As a direct result to 2016 has seen not only an increase in our reach into the community, but through their strategic vision the focus is now toward business development and marketing. This will now allow us to further expand and grow our services.

To the funding support from the various agencies, the staff that deliver our service and the Board of management for their direction, leadership and encouragement, thank you all for allowing the Macedonian

Organisational Structure



Facts about MCWA

Elderly Support • 1,300
 MCWA supports more than 1,300 elderly men and women in our community

Languages Spoken • 16
 All MCWA staff is bilingual or multilingual

Planned Activity Groups • 23
 MCWA has a total of 23 planned activity groups out of which 12 are multicultural

Volunteers • 35
 MCWA has 35 hard working dedicated volunteers

Employees • 34
 MCWA has 34 committed employees working across 5 locations



Aged Care Department



Lila Marusevska
Aged Care Department
Coordinator

The year of 2015/2016 has proven to be quite a momentous one for MCWA with some significant landmark achievements in the Aged Care Department.

We have had growth funding approved for additional five Planned Activity Groups (PAG) in the Whittlesea and Brimbank areas specifically for the Multicultural Planned Activity Group programs. The Brimbank Multicultural Partnership program was taken across and replicated in the Whittlesea area, targeting four CALD groups:

Macedonian, Croatian, Maltese and Filipino.

MCWA worked closely with the partnering agencies: the Filipino Community Council of Victoria, the Australian Croatian Community Services, the Maltese Community Council of Victoria and the City of Whittlesea to lay the foundation for the new groups and commence the program. MCWA has appointed a Multicultural Planned Activity Group Leader to ensure that high quality care standards are achieved.

Planned Activity Groups

The Planned Activity Group programs are designed to assist older people and people with disabilities in being independent and living at home, in staying active and socialising.

The aim of the Planned Activity Groups is to bring together frail and socially isolated people in a safe and friendly environment. Regular sessions are held in accessible, comfortable and safe venues with bi-lingual and multi-lingual coordinators, staff and volunteers. Activities are aiming to improve client wellness and their reablement and are designed to create opportunities for socialisation and strengthen

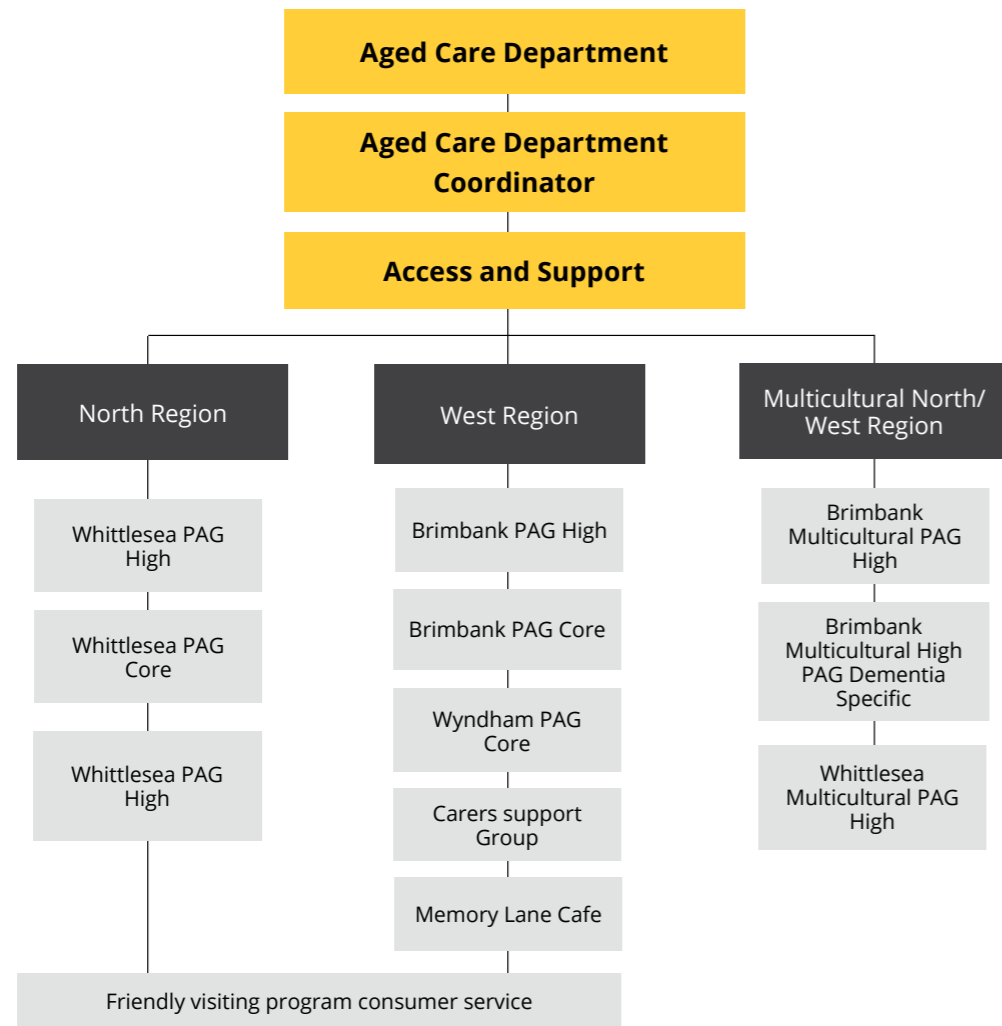
the skills needed for daily living.

The Planned Activity Groups are run by professional staff and are conducted in a supervised environment with various activities such as: table games, quizzes, craft, information sessions, guest speakers, excursions and incursions, cafe lunches, birthdays and celebrations of various festivals and religious days, cooking, arts and crafts, music and gentle exercises. Transport and freshly prepared, culturally responsive food is also provided.

German, Turkish, Maltese and Ukrainian communities and it has replicated the program in Whittlesea, establishing 4 more new Multicultural groups made of: Filipino, Macedonian, Maltese and Croatian clients and will soon have the Vietnamese community join as well.

It has been a great and really rewarding year and we will strive to expand and enrich the Planned Activity Groups programs provided to the community.

MCWA has successfully run the existing Multicultural program in Brimbank that hosts groups of clients from the:



I have been seriously ill but now I am much better. I have been attending the Brimbank PAG group for a few months now. I am really happy with this service because I have been accepted well and the group is well suited for my age and my needs. It is well organised with transport and good meals. I enjoy participating in the offered programs as they help me to have better mood and generally find more enjoyment in life. I would support the work of this group as it is aimed helping aged people. Thank you."

- Consumer

Our Consumers



“ I love the food and the coordinators. I love coming because I don't have to worry about transport-I get picked up and dropped off and everything is organised.”
- Consumer

“ I love coming to the group because I get involved in activities that help me stay active and healthy and we do regular exercises, dancing, singing and share information about health and well being.”
- Consumer

“ I enjoy coming to the group because I love mixing with other nationalities. I also love the food because it is like homemade and I've missed that a lot since my wife died.”
- Consumer



MCWA Planned Activity Groups
Location of MCWA PAG service areas

Lily Silic
Australian Croatian
Community Services on
MCWA

In 2015 Australian Croatian Community Services, one of the ethnic organisations providing assistance to its community in the North Metro Region of Melbourne, was approached by the Macedonian Community Welfare Association asking if we would be interested in taking

part in a Multicultural Planned Activity Group, covering the City of Whittlesea.

We have agreed to take part in this project and now we have consumers that are part of a mixed Planned Activity Group consisting of Croatian and Macedonian consumers. They are looking forward to coming to the group, enjoy the activities, they enjoy leading long conversations with other consumers and staff

and especially they love the homemade meals prepared by the cook. Lunch is their favourite part of the day. Despite the challenges this program initially faced, it is now up and running. I have to thank the very supportive staff who pay a great deal of attention to consumers and their needs. Consumers are looking forward to coming back to this group every second Tuesday.

Access and Support

MCWA's Access and Support Program is a state HACC funded program that assists CALD people, who because of various reasons cannot access services that will improve their capacity to live at home and in the community as independently as possible. It is a short term, episodic support to HACC consumers for up to

10 weeks through the different pathway stages of initial contact, initial needs identification, assessment, care planning and reviews.

The Access and Support worker provides consultation and information of the HACC available services and uses strategies to

empower and build the confidence of HACC consumers and carers working collaboratively with other service providers.

Case study

D. & S. J. are an elderly couple who are living with their daughter's family. They immigrated to Australia five years ago under a parent sponsored visa. The daughter is the main carer for both of them; she works full time and so do the other family members involved in their care. The family is very supportive but because of their increased needs (e.g. medical appointments) the family started feeling overwhelmed and under stress. The case comes up on the radar of the Access & Support worker when through the intake process they were referred to the Access & Support program. The family was seen in a home setting.

The Access & Support worker has undertaken a sensitive and culturally appropriate approach in order to relax the atmosphere and discuss their needs in a very comfortable way. They were provided with information of the available services based on their needs. The carer was encouraged to do a referral and was instructed how to do it, however due to various barriers (working commitment, language barrier, lack of knowledge and understanding of the service system) it was requested for the Access & Support worker to provide assistance through the whole process. The Access and Support worker supported the consumers throughout the

referral pathway and service engagements which consisted of joint assessments with City of Whittlesea and BECC ACAS. Currently D. & S. J. are engaged in the MCWA Planned Activity Group Program on Thursdays on a regular basis & in the Multicultural Planned Activity Program on a fortnightly basis. There is an ACAS approval for Residential Respite Services and Carers Support through Carer Links North (assistance with medical appointments). Once the services took place the Access & Support role was concluded and the case was closed.



I started coming to the group as a volunteer and now I am a regular consumer. I have good fun when I come to the group. We do physical and many other activities. When I'm here I engage my brain and have a change of my mind set. I will continue to come here."

- Consumer

Friendly visiting program and Community visiting scheme

MCWA's Friendly Visiting Program 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. We are providing exemplary service to socially isolated people that are craving human interaction and the ability to have a chat and be socially inclusive. Our volunteers are highly trained and willing to donate their time to make a difference to elderly people's lives.

A friendly visiting volunteer is matched with a person based on their shared interests. They meet at a regular time each week or fortnight or as per other arrangements for a chat, a cup of tea, a short walk or another mutually agreed activity.

MCWA's Community Visitor Scheme is a Commonwealth funded program that supports consumers who are receiving packaged care. The Community Visitor Scheme volunteer provides companionship to older persons living in their own home, who may be lonely and isolated.

Community Visitor Scheme Case study

Mrs CR is a volunteer from the Macedonian Community Welfare Association's Community Visitor Scheme. She is very passionate and dedicated and continues to make a difference to the lives of elderly people in our community. When it comes to helping people she never says "no". More than a year ago we had a consumer, who was socially isolated and through her case manager, MCWA offered her the Community Visitor Scheme program.

Our volunteer began visiting the consumer twice a week in her home for companionship and support. The consumer now has a new lease on life, and has changed from not going anywhere to now attending MCWA planned activity groups and other social outings. This has made a positive impact on the consumer's life.

An interesting fact about our talented volunteer is that she is a hairdresser by trade and now she styles the consumer's hair. Over

the last year they have established a very good relationship and have provided an example of the success of this program when recipients and the volunteers are effectively matched.



I am very pleased to have such a wonderful and caring volunteer. I'm enjoying her company and the food she prepares for me. Since I started with this program I had an opportunity to visit few restaurants and to go for a walk to the nearest lake."

- Consumer



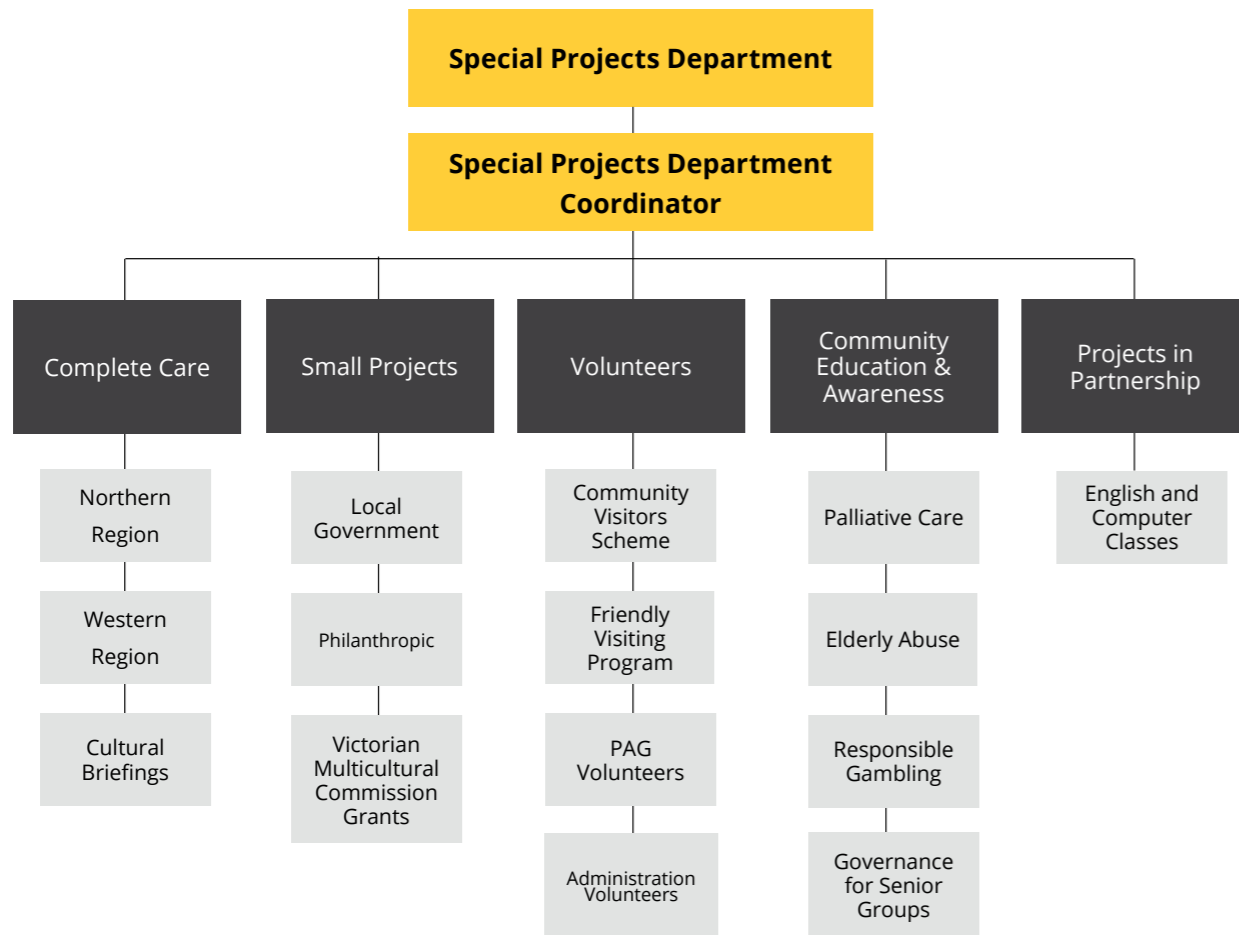
Special Projects Department



Nade Ristevska
Special Projects Department
Coordinator

The Special Projects Department delivers a variety of activities and services aimed at promoting positive ageing, wellness and reablement. The Complete Care program falls under the Special Projects department. This program is striving to deliver high quality home care services to elderly people.

The Special Projects Department organises and delivers projects, and educational sessions involving more than 40 Macedonian senior groups in the Northern and Western parts of Melbourne. The volunteer program is recruiting and placing volunteers to assist our elderly consumers.



Complete Care

“
I love going out with my carer. She takes me shopping and to the doctors' appointments.
- Consumer



Our Complete Care Program aims to deliver home assistance services to consumers from culturally and linguistically diverse backgrounds. The program provides home care for frail and elderly consumers and people with disabilities.

The number of services provided through the Complete Care Program has tripled in the last year. Our dedicated Complete Care Workers are providing support in a highly professional manner. They are trained professionals possessing qualifications and experience to perform their duties in accordance with the Consumer Directed Care Guidelines. All of our carers are bi-lingual or multi-lingual and are able to provide culturally appropriate assistance.

Their approach is friendly and culturally responsive providing support according to consumers' individual needs.

LANGUAGES SPOKEN BY OUR CARERS

- Arabic
- Bulgarian
- Croatian
- Dinka
- Kiswahiti
- Macedonian
- Maltese
- Nury
- Serbian
- Turkish

TYPES OF SERVICES PROVIDED

- Home Care
- Personal Care
- Respite
- Overnight Care
- 24 Hour Care
- Spring Cleaning
- Care Advisor
- Home Maintenance



30 Days Community Challenge

The 30 days community challenge was a project promoting healthy and positive ageing within the Macedonian Seniors' Groups in the City of Whittlesea. Senior groups members took part in five different challenges:

1. Walking challenge - 42 seniors participated
2. Knitting challenge - 13 ladies participated with 62 items being knitted and donated to the Mirabel foundation (Mirabel assists children who have been orphaned or abandoned due to parental illicit drug use and are now in the care of extended family)
3. Quit smoking challenge
4. Quit gambling challenge
5. Get Tech Smart challenge - 17 participants learnt how to use IPADs, surf the net and read articles online

The success of the participants in the community challenges was crowned with a celebration. There were 200 attendees at this event. All participants in the 30 Day Community Challenges received certificates and the winners received awards.

'Baba & I'

'Baba & I' is a playgroup program run by MCWA in cooperation with various local councils. The project was created to address the need of the Macedonian speaking community recognising the limited opportunities available for Macedonian speaking carers to access this type of support network. The playgroups are fostering an environment where our young generation is encouraged to speak Macedonian alongside English. It is a safe meeting ground for Macedonian speaking children, grandmothers, mothers and carers.

There are 2 active groups running in Geelong and Hobsons Bay with one more to commence in the Whittlesea area. We are aiming to increase the number of playgroups throughout the Melbourne Metro area and continue to work collaboratively with the existing groups, their members and volunteers.

Reliving the Past

"Reliving the Past" was a project involving dementia consumers from culturally and linguistically diverse backgrounds to stimulate their senses. The project was funded by the Aged Persons Welfare Foundation.

The project allowed opportunity for outside activities that encouraged people with dementia to get out of the house and participate in short walks and gardening activities that helped improve the life of those living within the community.

Two Garden Plots were hired from the Westvale Community Centre. The herb garden linked aged persons with signs of dementia and those diagnosed with dementia. It allowed them to relive the past through the reminder of herb gardens that were worked on and used in their home country as a source of food.

Three volunteers were engaged to assist with the gardening activities. Transport was organised for 10 participants on a weekly basis. The first seasonal vegetables were planted in October and harvested in December and were used for an in-house cooking demonstration.



'Makedonski Pesnichki za deca'

'Makedonski Pesnichki za deca' Part of the "Baba & I" project consisted of collecting new and old Macedonian children's rhymes. A Macedonian Rhymes Booklet called "Makedonski pesnichki za deca" was developed and published both electronically and in a hard copy. The project took off and was very well received by the community. There is an ongoing demand of the booklet with mainly grandparents wanting a copy for the grandchildren they look after.

Village Games

The 'Macedonian Village Games' were held at the Macedonian Monastery of St. Prohor Pchinski in Donnybrook. The games were organized and hosted by the Macedonian Community Welfare Association.

Numerous representatives from the Macedonian Community Seniors' groups and clubs from across the Northern and Western areas of Melbourne made invaluable contributions to organize the event.

Over 600 pensioners from across the Melbourne Metropolitan region, (with the main visitors coming from the Northern and Western corridors of the Macedonian populated areas), attended the event.

There were five games that people competed in: Chess; Dama Game; Belote; Quoits and Fanta Game.

Bean soup, a traditional Macedonian meal, was served for lunch which was prepared in a traditional way: in huge cast metal pots, slow cooked over an open fire, filling the air with its aroma, evoking memories of their childhoods.



“ This is a second year since we joined the Memory Lane Cafe; we haven't missed one. My husband can't wait to attend the cafe sessions; he really enjoys them especially the Macedonian hosting days.”
- Carer

Memory Lane Cafe

The Memory Lane Café Program is run by Alzheimer's VIC and is a partnership program with a Multicultural focus for persons with dementia and their carers/family members from the Vietnamese, Macedonian, Maltese and Polish communities.

The Memory Lane Cafe Support Partnership Program continues delivering high quality support to people with dementia and their families, carers or friends to spend time together in a socially supportive environment. The focus of the program is on social connectedness.

This program gives a great opportunity to learn and embrace other cultures' national dresses and costumes, religion, food and so on. It is a great place to socialise, approach Alzheimer's VIC friendly staff and discuss any concerns regarding Dementia.

Partners of the Partnership Program: Alzheimer VIC, Macedonian Community Welfare Association (MCWA), Indo Chinese Elderly Refugee Association (ICERA), Australian Multicultural Community Services (AMCS) and the Maltese Council of Victoria (MCV). Every partner organization has the opportunity to twice a year be the host of a daily event where they can get a chance to present their culture, food and music.



MyCav

Consumer Affairs Victoria has developed a new online system for incorporated associations: MyCav. This project is part of the Victorian Government's Digital Strategy and is introduced to ensure that Government services and information are accessible online to all Victorians.

MyCav training workshops were held on four occasions in the Northern and Western regions of Melbourne. The training was prepared and delivered by staff from the Macedonian Community Welfare Association targeting the Presidents and Secretaries of the Macedonian Community Seniors' Groups in the Northern and Western regions of Melbourne. It provided 27 Macedonian Senior groups with: an introduction to the MyCav System, how to open an email and a MyCav account;

how to connect their organisation; how to navigate the My CAV web site; how to communicate with Consumer's Affairs and guidelines for how to acquire more information regarding the MyCav system.

The workshops were a success with participants asking for further classes and workshops on the "Basics of how to work with computers" and wanting to know if we could repeat the same MyCav information sessions in future but in smaller groups, providing more one-on-one sessions to maximise the learning potential.



“

- This is such a complex area and it is difficult to learn it adequately in the time frame'
- I would like to have spent one on one time with a trainer who will teach me this new skill not as a group"

- Consumers



English/computer classes

The MCWA, in collaboration with the 'Barkly Institute' and the 'Knowledge Pathway', offered programs for community education. These involved basic English/Computer classes. Our Planned Activity Group in Wyndham had 9 participants and the Grantham Green Hall had 12 participants that attended the classes. They all received a Certificate I in English Language and IT.

The participants were thrilled to have taken part in an educational program in their senior years. It made them feel youthful and gave them a confidence boost.

“

I enjoyed the English classes. I have improved my English and now I'm more comfortable to communicate. Knowing how to use a computer has helped me stay connected with my relatives and friends from overseas. "

- Consumer

Carers Support Group

The Partnership Project with Carers VIC and the 'MCWA's Carers Support Group" provides continuous support to the carers from the Western suburbs that are caring for their loved ones over the age of 65.

This group provides an opportunity for the carers to escape from their everyday caring role and spend some quality time enjoying various activities such as: circus performance, movie night, early tram cruise dinner and an indulgent massage at the Werribee Mansion spa and retreat centre.

“

Thank you for inviting me for the carers outings, all of them were wonderful experiences. I don't have words to thank you for everything." - Carer

Volunteer Transport Project

Macedonian Community Welfare Organisation is working on a transport project for socially isolated people so they can return to, or be able to, attend senior's and pensioner's groups.

The project is funded by the Ethnic Community Council of Victoria. This project includes persons who are unable to attend their pensioner's or senior's groups for various reasons but mainly because of their inability to transport themselves (spouse loss, deteriorating health and similar).

In order to avoid leaving these people stranded in their homes without any social contact, MCWA is organizing volunteers who will donate their time and assist these people to return again in their Macedonian pensioner's and senior's groups and be able to be socially active again.



Reducing Gambling Frequency with CALD communities

The Reducing Gambling Frequency Project was a prevention and intervention project run by MCWA in partnership with Health West and five other ethno-specific organisations.

The project aimed to raise awareness with all senior groups about the harmful effects of organising social and recreational outings at electronic gaming machine venues.

Due to the sensitivity of the topic, MCWA staff had to invest a lot of time, energy and patience in building relationships with leaders of the Seniors' groups and had to formulate tactical strategies to build on existing links and relationships in order to involve the groups in adopting and promoting positive and healthy ageing and finding alternative solutions for entertainment and social outings and gatherings.

World Elderly Abuse Awareness Day

Elder abuse is the mistreatment of an older person that is committed by someone with whom the older person has a relationship of trust such as a partner, family member, friend or carer. Elder abuse may be physical, social, financial, psychological or sexual and can include mistreatment and neglect. Sometimes family, friends and carers may not know that their actions amount to elder abuse.

Elder abuse violates an older person's basic right to feel safe. It is a controlling behaviour or action which frightens or intimidates and can be illegal. It can occur at any time and be subtle to extreme. No older person should be subjected to any form of abuse, mistreatment or neglect.

We are committed to safeguarding the rights, dignity and independence of older Victorians. To take active part and to promote elder abuse awareness, we participated in the World Elder Abuse Awareness Day alongside other communities and municipalities.

We visited the Northcote Macedonian Senior Citizens Club where a representative from Darebin City Council was present and we spoke about classifying and recognizing abuse, who to talk to, how to report it, who is responsible for reporting abuse and breaking cultural barriers when reporting elder abuse.



Human Resources Department

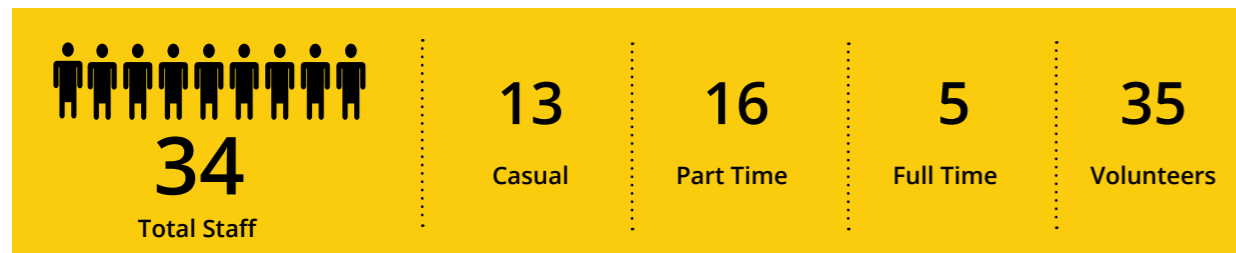


Liljana Sajkarovska
Finance / HR Department
Coordinator

MCWA is committed to providing a healthy and safe working environment to all employees, students, visitors, volunteers and contractors. MCWA provides training and professional development opportunities for all our staff and volunteers.

We also ensure that all staff has equal access to all benefits and fringes:

- Salary packaging
- Staff recognitions and rewards
- Four weeks per annum paid leave
- Study leave
- Language allowance
- Family/life friendly workplace practice
- Promoting health and well-being



I have been part of MCWA for 15 years now. I have enjoyed every day of working here. It is a great pleasure to see all the happy and smiling faces of our consumers. It is great to be able to provide the services that we have to our elderly and socially isolated people, especially the ones of non English speaking backgrounds; helping them and their families so they can continue with their day to day life."

- Employee



MCWA Staff

Permanent Staff

First Name	Surname	Role(s)
Diana	Sterjovska	Manager
Liljana	Sajkarovska	Finance / HR Department Coordinator
Lila	Marusevska	Aged Care Department Coordinator
Nade	Ristevska	Special Projects Coordinator, PAG Leader
Blagica	Petreska	PAG Leader
Hristijana	Markovska	PAG Leader
Ljupka	Arsovski	Administration Support
Daniela	Zatarakoska	Special Projects Officer
Katerina	Mitrevska	PAG Coordinator, Special Projects Officer, Carer
Mirjana	Stojanovska	PAG Coordinator
Gordana	Dujak	PAG Cook & Coordinator
Aneta	Tasevski	PAG Coordinator, Carer
Snezana	Rizeska	PAG Coordinator, Carer
Sonja	Rolevska	PAG Coordinator
Sonya	Spasoski	PAG Coordinator, PAG Cook, Carer
Tatjana	Ristevska	PAG Coordinator, Carer
Aleksandra	Dojcinovska	PAG Coordinator, Carer
Dragan	Koteski	PAG Cook
Josif	Janeski	PAG Cook Assistant
Veska	Paskoski	PAG Cook
Suzana	Cagorski	PAG Cook, Carer

Casual Staff

First Name	Surname	Role(s)
Christina	Lozanovska	Carer
Dragica	Mecanovic	Carer, Volunteer
Isik	Cirav	Carer
Irina	Zdraveska	Special Projects Officer
Mary	Boland	PAG Coordinator, Carer
Mary A.	Bior	Carer
Milojka	Atanasova	Carer
Nada	Gesovska	Carer, Volunteer
Nade	Najdovska	Finance, Administration, Volunteer
Suzana	Angelevska	Carer
Violeta	Betinska	Carer
Wendy	Bennet	Procurement & Contracting
Zaklina	Mateski	Carer

Services Awards

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

Staff member	Years of services
Liljana Sajkarovska	10
Josif Janeski	5

Volunteers

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 2559 hours working within different volunteers' programs such as Planned Activity Groups, Friendly Visiting Program, Community

Visiting Scheme, Office administration, Advisory groups and Transport program.

Volunteers

First Name	Surname
Cena	Trajceska
Cveta	Ristevska
Dimitrija	Peterski
Dragica	Mecanovic
Fotini	Gianitis
George	Ghazi
Hristina	Stojkoska
Josif	Janeski
Marija	Andonovski
Nabiha	Ghazi
Nada	Gesovska
Nade	Najdovska
Nadezda	Angelovska
Panda	Rabadievski
Para	Karadakovska
Petra	Trajkovska
Sanda	Vitkovski
Sophia	Christou
Stojan	Janakievski
Stebre	Candzukovski
Terry	Nikolovski
Velika	Jovanovska
Vesna	Miocevic

Village Games Volunteers

First Name	Surname
Vita	Pecova
Luba	Temelkoski
Slavica	Boskovska
Ljuba	Bosevska
Linda	Alabakis
Stevan	Aceski
Zora	Aceska
Slavka	Kotevski
Ljubica	Tolomanovska
Jovan	Kadinski
Trendafil	Blazevski
Sonja	Kotevska

Volunteer Fact

An interesting fact about one of our talented volunteers, Mrs Cveta Ristevska is that she is a retired hairdresser and now she styles the hair of one of the people she visits. Over the last year she has established a very good relationship with the organisation, other volunteers and consumers and has provided an example of the success of this program when effectively matching the recipient and the volunteer.



MCWA in the Media

Website

MCWA's website is continuing to provide the most up to date information on the organisation's services, projects and programs. The web page also houses a Community Directory, a list of Macedonian speaking medical professionals, a Queue chart for professionals working with elderly Macedonian clients and lots more on our services and our organisation.



Newsletter

The MCWA's Newsletter called "My ageing days are MyChoice" is published twice a year and it is sent to all subscribed readers and business associates. It contains information and highlights of the most recent events.

Macedonian Radio Show

The Radio show covers information about the current and new MCWA projects, events, community announcements and the most recent news from

Macedonia and the world to the Macedonian community, keeping it well informed and educated.

Twitter

MCWA has a twitter account called: 'Macedonian Welfare@MCWA_Macedonian'. We use Twitter to share news, events and link with our community.

YouTube

MCWA has a YouTube channel called 'Macedonian Community Welfare Association'. The channel

is used to publish our community events.

Linkedin

MCWA has a LinkedIn profile called 'Macedonian Community Welfare Association'. LinkedIn provides an opportunity to market our business and link similar minded business people.

Facebook

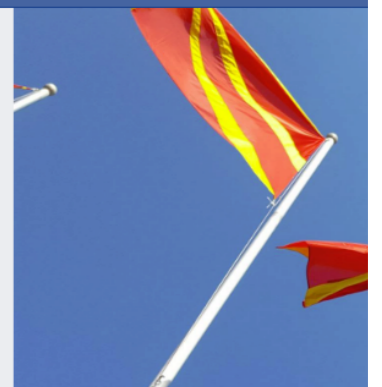
MCWA has a Facebook page called 'Macedonian Community Welfare Association' that contains the most recent updates and events and interactive photos.

We also have a Facebook group called 'Makedonski pesnichki za deca' that links our playgroup members and gives a space for exchanging experiences and nurseries.

facebook



Macedonian Community Welfare Association



Acknowledgments

Emigration Agency of Republic of Macedonia

The Macedonian Community Welfare Association recognises the lack of availability of literature and/or books written or translated in the Macedonian language available in Public Libraries and Bookstores. For this reason we are working on opening a library that will contain literature in the Macedonian language available for lease to the public. We have started with nurseries and children's books and hope to one day have genres of all sorts

to suit anyone's need and taste. The Emigration Agency of Republic of Macedonia has kindly assisted us with the cost of importing the first shipment of books from Macedonia. We would like to express our gratitude to The Emigration Agency of Republic of Macedonia. These books are only the foundation of a library that we hope to leave behind as a legacy to our children and grandchildren in the hope to preserve and pass on our language, customs and culture through the art of the written word.

Zdraveski fund

Lord Mayors Charity Fund Zdraveski donated \$1,000 to use for the Volunteers working with the Elderly.

Lydia John

Macedonian Community Welfare Association would like to express gratitude to Lydia John who graciously donated \$1,000 at last year's AGM.



We raised \$2,000 in donations during 2015/16

How can you help

BECOME A VOLUNTEER

Our volunteers make a huge difference to the lives of older people. To learn more, please visit www.mcwa.org.au/employment-volunteering/ or call us on (03) 8358 5999.

MAKE A FINANCIAL DONATION

Your financial donation is appreciated, no matter how big or small, and can be made to MCWA online by visiting our website www.mcwa.org.au/donations or by calling (03) 8358 5999. Donations over \$2 are tax deductible.

CONTACT US IN PERSON OR ONLINE

MCWA Head Office
Level 2 / 13-15 Lake St,
Caroline Springs VIC
Email: info@mcwa.org.au
Website: www.mcwa.org.au
Free Toll: 1800 988 767
Phone: (03) 8358 5999

Board of Management

Jim Markovski President

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 has worked for over 29 years in the Western suburbs of Melbourne. He is currently the Operations Manager of Youth Services for the 20th Man Fund. Jim has a strong emphasis on sport ensuring all young people accept that there are rules governing conduct and behaviour which helps form a basis that can be applied to life outside the sporting environment. For the past 29 years Jim has coordinated the 20th Man Christmas fun day for over 2 000 children and established the Redskins Basketball Club where there are over 450 participants. Jim also is a casual Collector with the Australian Sport Anti - Doping Authority and Medvet Sciences Pty Ltd.

Menka Kitanovska Vice President

Menka currently works as a Multicultural Services Officer at Centrelink. She has extensive experience working within the federal government sector with prior roles at 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 a NAATI Level 2 accreditation as a Macedonian interpreter. Menka also has over 15 years of experience working with the Macedonian community in Geelong and in the Western Region of Melbourne.

Anne Coall Secretary

Anne has strong Community Development skills and over 30 years experience of work in Local Government in the Aged and Disability Department. She holds a Diploma in Community Development. She has for many years worked with Macedonian Seniors groups.

Alan Serifoski Treasurer (till Mar16)

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.

Goran Torbakov Treasurer

Goran has a Master degree in International Management and Finance and extensive experience in the private and government sectors. His financial management, strategic planning, project management, social inclusion and community development knowledge, experience and professionalism have been a major contribution to the Macedonian Community Welfare Association since 2007 and have been highly valued by his fellow Board of Managers, MCWA staff and the wider Community. His current work engagements are being part of the senior team of the Macedonian Government that includes: Advisor to the Prime Minister, Head of various Departments within Macedonian Government Ministries and Agencies, Chairman of the Advisory Board of the Macedonian Airport, Chairman of the Shareholding Assembly of Macedonian Telekom and President of both charitable foundations of Macedonian Telekom.

Kristina Risteski Assistance Treasurer

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

Tanas Sekulovski Board Member

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.

Aleksandar Mojsovski Board Member

Aleksandar is a graduate 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 have been reflected in his recent involvement in organising various events.

Dr Irena Veljanova Board Member

Irena is a qualified doctor in Social Science with her doctoral thesis titled '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).

Malina Stankovska Board Member

Malina Stankovska has been involved in the Macedonian community for 30 years. In 1994 Malina was the co-founding member and first president of the Macedonian Welfare Workers' Network of Victoria (MWWNV), an organisation made up of Macedonian speaking health and welfare workers. In 2001 Malina joined the board of management of the Macedonian Community Welfare Association of the Western Region and during her term as President initiated the changes to the organisation moving from a regional to a state wide organisation, now called the Macedonian Community Welfare Association. In 2005 she was awarded the prestigious "Victoria's Awards for Excellence in Multicultural Affairs 2005" by the Victorian Multicultural Commission.

Financial Statement

Report For the year ended 30 June 2016

Your Board members submit the financial accounts of the MACEDONIAN COMMUNITY WELFARE ASSOC. INC for the financial year ended 30 June 2016.

Board Members

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

Jim MARKOVSKI - President (Resigned 16 August 2016)

Menka KITANOVSKI - Vice President

Anne COALL - Secretary

Goran TORBAKOV - Treasurer

Kristina RISTESKI- Assistant Treasurer

Dr Irena VELJANOVA

Malina STANKOVSKI

Tanas SEKULOVSKI

Alan SERIFOSKI

Aleksandar MOJSOVSKI

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

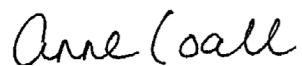
The surplus from ordinary activities amounted to

	Year ended 30 June 2016	Year ended 30 June 2015
	\$	\$
	744	79,882

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



Menka KITANOVSKI - Vice President



Anne COALL - Secretary

MACEDONIAN COMMUNITY WELFARE ASSOC. INC

ABN 32 429 763 569

Statement of Income & Expenditure

For the year ended 30 June 2016

	Notes	2016 (\$)	2015 (\$)
Revenues from ordinary activities		1,072,065	946,229
Depreciation and amortisation expenses		(28,142)	(15,221)
Other expenses from ordinary activities		(1,043,179)	(851,126)
Surplus from ordinary activities		744	79,882
Net surplus attributable to members of the association		744	79,882
Total changes in equity of the association		744	79,882
Opening retained surplus		519,901	440,019
Net surplus attributable to members of the association		744	79,882
Closing retained surplus		520,644	519,901

MACEDONIAN COMMUNITY WELFARE ASSOC. INC
ABN 32 429 763 569
Statement of Financial Position as at 30 June 2016

	Notes	2016 (\$)	2015 (\$)
Current Assets			
Cash assets		777,766	677,478
Other		10,554	27,983
Total Current Assets		788,320	705,461
Non-Current Assets			
Property, plant and equipment		36,522	54,279
Other		2,909	2,909
Total Non-Current Assets		39,431	57,188
Total Assets		827,751	762,649
Current Liabilities			
Payables		16,696	15,709
Financial liabilities		36,061	36,061
Current tax liabilities		25,064	33,064
Provisions		132,846	51,954
Other		64,594	82,564
Total Current Liabilities		275,261	219,353
Non-Current Liabilities			
Provisions		31,846	23,395
Total Non-Current Liabilities		31,846	23,395
Total Liabilities		307,107	242,947
Net Assets		520,644	519,901
Equity			
Retained surplus		520,644	519,901
Total Members' Funds		520,644	519,901

MACEDONIAN COMMUNITY WELFARE ASSOC. INC
ABN 32 429 763 569
Statement of Cash Flows
For the year ended 30 June 2016

	Notes	2016 (\$)	2015 (\$)
Cash Flow From Operating Activities			
Receipts from customers		1,063,802	938,078
Payments to Suppliers and employees		(971,777)	(820,222)
Interest received		8,263	8,151
Net cash provided by (used in) operating activities (note 2)		100,288	126,007
Net increase (decrease) in cash held		100,288	126,007
Cash at the beginning of the year		677,478	551,471
Cash at the end of the year (note 1)		777,766	677,478
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		270,339	176,912
Online Business Acc *1287		223,473	220,490
CBA Term Deposit *848		66,143	64,804
CBA Term Deposit *821		133,492	130,352
CBA Term Deposit *741		83,740	81,719
Petty Cash - Bank		579	3,200
		777,766	677,478
Note 2. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Net Profit			
Operating profit (loss) after tax		744	79,882
Depreciation		28,142	15,221
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:			
Increase (decrease) in other assets		7,044	(15,869)
Increase (decrease) in other creditors		(16,983)	979
Increase (decrease) in employee entitlements		14,342	28,704
Increase (decrease) in sundry provisions		66,999	17,090
Net cash provided by operating activities		100,288	126,007

MACEDONIAN COMMUNITY WELFARE ASSOC. INC
ABN 32 429 763 569
Notes to the Financial Statements
For the year ended 30 June 2016

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 ASSOC. INC
ABN 32 429 763 569
Notes to the Financial Statements
For the year ended 30 June 2016

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	2016 (\$)	2015 (\$)
Note 2: Cash assets		
Bank accounts:		
Cash At Bank	270,339	176,912
Online Business Acc *1287	223,473	220,490
CBA Term Deposit *848	66,143	64,804
CBA Term Deposit *821	133,492	130,352
CBA Term Deposit *741	83,740	81,719
Petty Cash - Bank	579	3,200
	777,766	677,478

MACEDONIAN COMMUNITY WELFARE ASSOC. INC
ABN 32 429 763 569
Statement by Member of the Committee For the year ended 30 June 2016

In the opinion of the Board 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 Board 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 Board and is signed for and on behalf of the Board by:



Menka KITANOVSKI

Vice President



Anne COALL

Secretary

MACEDONIAN COMMUNITY WELFARE ASSOC. 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 Board, 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.

Board's Responsibility for the Financial Report

The Board 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 board 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 board, 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 ASSOC. 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 Board of Management

The board 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 board's needs and for the purpose that the financial statements were prepared.

Our Responsibility

On the basis of the information provided by the board 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 board 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 board 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.

29 August, 2016

MACEDONIAN COMMUNITY WELFARE ASSOC. INC
ABN 32 429 763 569
Detailed Income & Expenditure Statement
For the year ended 30 June 2016

Notes	2016 (\$)	2015 (\$)
Income		
Grants DHS	862,984	683,985
Other Grants	62,258	52,042
Other Income	138,560	202,051
Interest received	8,263	8,151
Total income	1,072,065	946,229
Expenses		
Accountancy	12,466	6,700
Advertising and promotion	4,700	4,500
BDM & Marketing	75,000	-
AGM & Committee Expenses	5,219	3,964
Bank Fees And Charges	1,141	473
Cleaning/rubbish removal	2,737	2,730
Computer Software & Consumables	5,721	3,312
Conference/seminar costs	1,327	3,087
Consultants fees	3,566	38,245
Depreciation - other	28,142	15,221
Immediate write-off	1,691	8,121
Hire/rent of Plant & Equipment	2,854	2,795
Insurance	863	904
Light & power	1,725	1,371
M/V car - Other	7,078	7,003
PAG Group & Community Activities	99,856	74,877
Postage	777	709
Printing & stationery	6,621	8,885
Rent, Rates & Taxes	55,589	53,833
Repairs & maintenance	12,470	3,395
Security	438	602
Staff amenities	2,805	2,850
Staff Leave Entitlement	14,342	28,704
Staff training	1,875	1,155

MACEDONIAN COMMUNITY WELFARE ASSOC. INC
ABN 32 429 763 569
Detailed Income & Expenditure Statement
For the year ended 30 June 2016

	Notes	2016 (\$)	2015 (\$)
Subscriptions		4,615	2,394
Superannuation		58,295	49,681
Telephone and Internet Exps.		7,420	6,579
Travel Reimbursement		770	2,079
Wages		633,167	526,272
Workcover		18,052	5,907
Total expenses		1,071,321	866,347
Surplus from ordinary activities		744	79,882
	2	-	-
Net surplus attributable to the association		744	79,882
Total changes in equity of the association		744	79,882
Opening retained surplus		519,901	440,019
Net surplus attributable to the association		744	79,882
Closing retained surplus		520,644	519,901

“

I am 80 years of age. I like coming here because I have friends here and I like socializing. They take us to picnics and we go for walks. They also take us to restaurants and it is fun to go out with my friends while being looked after by the friendly staff who ensure we get here on time with the taxis and be home on time. They look after us well and I feel safe when coming here.

- Consumer



