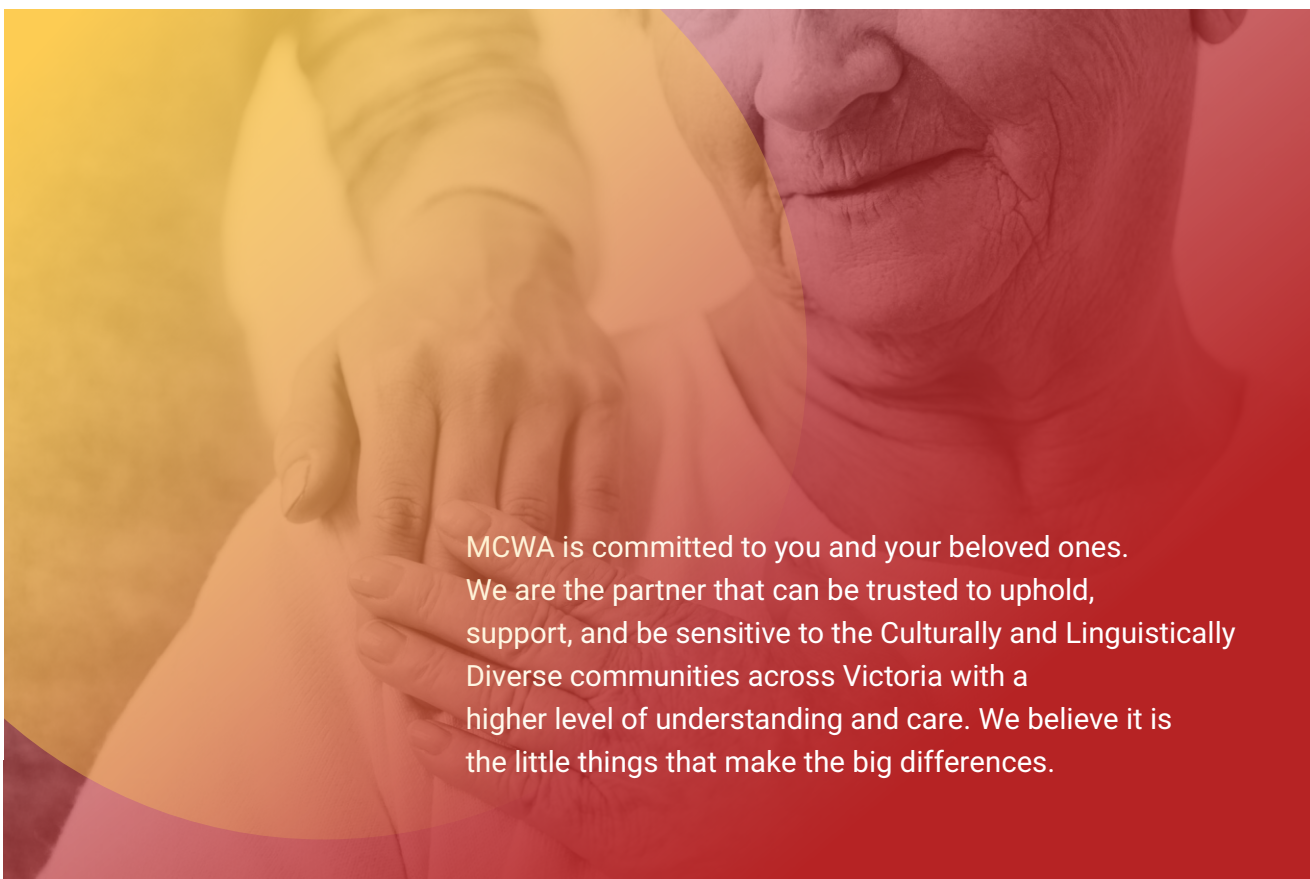


Annual Report 2018



Celebrating 35 years of
dedication to enhancing the health
and wellbeing of multicultural
communities in Victoria

www.mcwa.org.au



MCWA is committed to you and your beloved ones. We are the partner that can be trusted to uphold, support, and be sensitive to the Culturally and Linguistically Diverse communities across Victoria with a higher level of understanding and care. We believe it is the little things that make the big differences.



**Macedonia Community Welfare Association
Annual Report 2018**

www.mcwa.org.au

info@mcwa.org.au

1800-988-767

Table of Contents

Vision, Mission, Values & Commitment	1
Strategic Priorities 2016-2019	2
Tribute to Mr George Kostrevski	3-4
President Report	5-6
CEO Report	7-8
MCWA Employees	9
Our Volunteers	10
Volunteer Testimonial	11
Consumer Testimonial	12
Community Engagement	13-14
Board of Management	15-16
CHSP & HSP Case Studies	17-18
Fact & Stats	19-22
Core Services	23-26
Treasures Report	27-28
Financials	29-32
Auditors Statement	33
Organisational Charts 2018	34-40



Vision, Mission Value & Commitment

Vision

Everyone has the opportunity to have a meaningful and fulfilling life.

Mission

To become a leading provider of service that promotes health and wellbeing in the Macedonian and wider community

Values

- Dedication and Creativity
- Patience, Loyalty and Passion
- Continuous learning and Innovation
- Respect, Determination and Teamwork

Commitment

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

Strategic Priorities

2016 - 2019

#1

Strategic Priority 1:

Increase community knowledge and the profile of MCWA.

Objectives:

Community Education, Marketing and Promotion of MCWA

#2

Strategic Priority 2:

Expand service delivery and explore other options for organisational growth and development.

Objectives:

Program expansion, Service development, research and partnerships, transport

#3

Strategic Priority 3:

Build MCWA community resources.

Objectives:

Community resources and working with volunteers





Tribute to

Mr. George Kostrevski

MCWA was pioneered by Mr George Kostrevski who identified the need to provide welfare services to the Macedonian speaking community in Victoria. He remained actively involved with the organisation until his passing in 2002.

George was a strong advocate for the Macedonian community, and was selected President of the Macedonian Community Group when it was first formed in 1983. George was appointed as an Honorary Justice of the Peace in Australia and upon his passing, he was granted a posthumous Victorian State Award for Excellence in Multicultural Affairs.

George is remembered for his relentless efforts to raise the Macedonian Community profile in Australia.



President Report

Aleksandar Mojsovski

Holding a Bachelor of International Studies/International Trade, Involvement with the Macedonian community has been one of Aleksandar Mojsovski's highest priorities and although heavily involved in other community organisations, in recent years Aleksandar has focused most of his effort on MCWA.

On behalf of the Board of the Macedonian Community Welfare Association (MCWA), I take admirable pleasure in presenting you with our Annual Report for 2018. A year of great symbolism to our community leading organisation. A year when we celebrate 35 years of actively supporting our community

Considering the impact that MCWA has had on our community over our 35 years existence, we must acknowledge all past and present members and contributors. Our organisation was born out of a need for services to our community and for this reason we exist today. In 1983 our organisation started to work in the West and remained in the West for the initial part of our existence. Then, 18 years ago, under the growing demand and with MCWA being the most competent organisation of its type in Victoria, the membership decided to expand the organisation and support our community all over Victoria. Accordingly, MCWA started delivering services from the Migrant Centre, then moved to St. Albans, for a while operated from Caroline Springs until finally moving to an office of our own in Maribyrnong. The fact the MCWA now has an office that we call our own is testament to the hard work put into the organisation and the constant demand for our services. However, we must look back and understand the importance of our mission and values we uphold. The importance of our work and the impact that we have on the lives of those we support.

It is these lives, our clients, the individuals for whom we exist as an organisation. All of these individuals have contributed to the growth of Australia, have participated in the development of our (and other) communities and are now reliant on our support as a country, community and organisation. It is their quality of life that rests at the core of our mission and the reason behind our year on year demand to grow.

Confirming our path of continuous growth, this past year has been one full of challenges, opportunities and advancements. As a Board we have identified three crucial aspects to focus on during the past year. Continuing our adaptation to the new landscape within the industry, catering for the increasingly aging community and furthering the capacity of our organisation. Three crucial pillars that were bolstered by a sound financial policy and drive for further recognition of MCWA.

Steady uptake of our services and packages confirms that MCWA continues to be the leader in the delivery of our community specific services. As the Board has worked tirelessly to gear the organisation towards new challenges within the industry, results show that this process has placed MCWA on the right track. There have been great improvements in the delivery of the service, efficiency in the delivery and overall organisation of the process. Streamlining our back-end process would mean that we spend more time out there doing what we do best.

As an organisation, we understand the benefits of integrating disruptive technologies in the way the organisation operates. We understand that in order to reach compliance and efficiency we need to digitalise. For this reason, the organisation has taken a major step forward and invested in omnipotent cloud-based software that will streamline our workflow and empower our staff. Just another step towards supporting our operation and our staff.

It is our CEO, Managers, Staff and Volunteers that deserve praise and credit for their day to day activities. They are the face and pride of our organisation. Constant praise of their kindness, dedication and caring are the cornerstone upon which our reputation as an organisation rest. Consequently, the Board has ensured that their efforts have not gone unnoticed and through the CEO we have ensured that they have all of the support they require to continue their wonderful work.

Considering that MCWA cannot function in isolation, I would like to make an honourable mention and show our endless appreciation to all our members, partners, funding bodies, contributors, organisation, groups, community leaders, individuals and others. Your contribution is essential for the delivery of our service. Additionally, I would like to thank Malina Stankovski and Tanas Sekulovski, long term contributors and members of the Board, who, along with myself, will be stepping down from the Board and making way for others to continue the vision of MCWA.

We hope that the future of our organisation harbours further growth. Growth in the number of those who we help and those that help them. Growth in the diversity of our portfolio and assets to support that growth. It is our dream that MCWA sustains the current growth and meets all future requirements of the community and beyond. We will always face challenges, the best we can do is be prepared for them.

Thank You and onto another year of successes.



Aleksandar Mojsovski

President



CEO Report

Diana Sterjovska

As CEO and the longest serving employee of MCWA, Diana Sterjovska holds a Bachelor of Midwifery and Operational Management, Degree in Nursing, and a Diploma of Management. In 2013, Diana was recognised with an order of Merit of Macedonia for her services to the Macedonian Community of Australia

The 2018 financial year marked a monumental 35-year anniversary of service delivery for Macedonian Community Welfare Association (MCWA). A journey has started in 1983 by identifying a strong need of welfare services for the community that is client focus. None of this could be achieved without the commitment and collective efforts of all past members whom we thank and congratulate on the important roles they have all played in contributing to the identity, development and organization that is MCWA. Clients and stakeholders and for delivering another great result which represents the realisation of much hard work over a number of years. We look forward to continued success in the year ahead.

It is pleasing to report to the stakeholders of MCWA that the organisation has had another positive year in various ways. We entered the 2018 financial year with a good degree of confidence; we planned for further improvements on the encouraging trend and worked hard to maintain the organization's performance and growth momentum.

Emphasis on developing our specialist service offerings has ensured that MCWA has remained true to its mission as a not-for-profit organization. We continue to build client confidence in our suite of service offerings which in turn has enabled us to solidify and strengthen our relationships with the community and external providers. Internal improvements and the quest to provide our clients with greater value service and satisfaction, remains an ongoing effort. These values and beliefs have empowered good momentum on a number of fronts;

MCWA experienced vast growth within the Commonwealth Home Support Program (CHSP) during the financial year, meeting program targets. Increased government funding for north-west metropolitan region has resulted in a growth within the domestic assistance and social support groups domains. MCWA has continued to strengthen and develop its relationships with other service providers, enabling the organisation to brokerage other domains within the CHSP increasing community wellness and reablement.

The Home Care Package Program (HCPP) is a new addition to the breath of programs that MCWA offers. As a newly approved package provider, MCWA begun to develop a major service offering to cliental ranging from both metropolitan and rural regions across Level 1 – Level 4 case-managed and self-managed HCPs. During the year, the organisation underwent a quality review process whereby MCWA achieved a 100% compliance outcome against HCP National Standards. Case management and service coordination during the year have provided a platform for future growth and ongoing expansion.

MCWA continues to expand its service offerings with the National Disability Insurance Scheme (NDIS). The organisation received approval for translating and household tasks domains within the NDIS and also engages in brokerage to ensure the community continues to receive premium support and service, maintaining and enhancing wellness and reablement. In addition, continued development and growth during the year was experience within the Home and Community Care for Younger People (HACC PYP) avenue.

MCWA endeavours to provide premium services encompassed in its mission as a not-for-profit and expand its offerings beyond the Macedonian community to all culturally and linguistically diverse communities.

Our status as a leading service provider elevated further during the financial year and the organisation focussed on internal developments to help enhance the client experience and overall performance. Processes and procedures resulting in upgraded financial, information technology and client data management tools and software's were some of the many enhancements MCWA partook in. The organisation is well prepared to address community needs and expectations as this year's achievements and developments provide a strength for further growth and progress.

We have a motivated and passionate team of staff right across the organisation. Employee welfare is another cornerstone of the MCWA's values. We strive for the application and education of contemporary workplace policies to ensure a continuing safe work environment.

Thanks to the continued efforts of our board of management and employee safety leadership, MCWA endeavours to provide the ideal support and working conditions to staff who in turn will deliver paramount service to clients.

The organisation finds itself in a position of stability, growth and expansion. MCWA continues to deliver premium services to enhance the communities' wellness and reablement. Working with a very supportive board of directors has lead MCWA's transition into a leading service provider and we look forward to the next chapter as we take the organisation forward. I wish personally to thank the entire MCWA team of management and staff who have, through their dedication and passion, contributed greatly to our successful year and provide the platform for continued development and growth.



Diana Sterjovska

CEO



MCWA Employees 2017 AGM

Employees:

Aleksandra Dojchinovska
 Aleksandra Toseska
 Ana Sterjovska
 Aneta Tasevski
 Anita Petrovska
 Blagica Petreska
 Chandrika Irukshi Ratnayake
 Chelsea Reynolds
 Chris Boskov
 Claire Connell
 Diana Sterjovska
 Dragan Koteski

Dragica Mecanovic
 Elena Petreska
 Gordana Dujak
 Irena Mladenovska
 Irena Petrovska
 Isik Cirav
 Josif Janeski
 Kylie Doust
 Lila Marusevska
 Liljana Pufek
 Ljupka Arsovski

Mary Boland
 Mavis Boateng Benson
 Michelle Edwards
 Milika Themelko
 Milojka Atanasova
 Mirjana Stojanovska
 Nade Najdovska
 Nade Ristevska
 Paul Skrbic
 Roza Torbakova
 Snezana Rizeska

Shashi Gamachchige
 Sonja Rolevska
 Sonya Spasoski
 Suzana Cagorski
 Tatjana Ristevska
 Usman Qureshi
 Veska Paskoski
 Vesna Petrovska
 Violeta Betinska
 Wendy Bennett
 Zaklina Mateski

Employees

In **35** years we had

85
Employees

Last financial year we had

44 Employees

 5 Males  39 Females



Language spoken by all staff

Macedonian, Croatian, Serbian, English, Greek, Maltese, Slovenian, Sinhalese, Turkish, Bosnian, German, Ukrainian, Italian, Albanian



Staff anniversary awards

Nade Ristevska
5 Years

Tatjana Ristevska
5 Years

Sonja Rolevska
5 Years

Veska Paskoski
5 Years

Our most senior employee is:

Josif Janevski

at 73 years of age and he is with MCWA for 7 years

The youngest staff member last financial year is

Chelsea Reynolds

Last staff member who joined MCWA last financial year is

Shashi Gamachchege

 Peer support between staff is **96%**

Complete care workers travelled over

19715 km **51%**

more than last year

Complete care hours delivered

4328 **74%**

increase than last year

Our Volunteers



MCWA would like to thank all volunteers who offered their time, skills and enthusiasm over the last financial year. We are proud to say that 1563.5 hours of volunteer activities were undertaken across all activities in the MCWA Volunteer Program during 2017/2018.

Social Support Program volunteers have performed an outstanding job delivering 1100 hours of support to our consumers across all Social Support Programs. Community Visitor Scheme (CVS) and Individual Social Support (ISS) program volunteers through their unselfish help have also made a huge difference in the lives of our clients.



MCWA CVS and ISS provide 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 deliver an exemplary service to socially isolated people who are craving human interaction and an opportunity to have a chat and be socially included.

Our volunteers are highly trained and donate their time to make a difference to seniors. CVS and ISS volunteers are matched with a person based on their shared interests. They meet at regular times on a weekly or fortnightly basis for a chat, a cup of tea or a walk, offering companionship to frail and vulnerable seniors who are isolated from the broader community.

Volunteers



Number of volunteers
over 35 years

73

2017 / 2018

Total number of
volunteers

19



Assisted
Total Hours
Last Financial year

1563.5

in value

\$ 40651



2 Male



17 Female

Northern and
Western Suburbs
Volunteers



SSG
Total Hours

1100.8

Individual
Support

469.70

CVS

310.5

Office
Admin

255.62

Volunteer Testimonials



Para Karadakovski

SSP Volunteer at SSP Multicultural

I have assisted the MCWA as a volunteer for the past two years. To be part of the Multicultural SS group myself has been so beneficial and self-satisfying. To be able to assist and participate with the elderly has given me a sense of pride. Doing good things for others that make a difference and being part of a community has given me a sense of accomplishment.

We have fun, learn new skills, enjoy having lunch together and do planned activities. I love to cook, so I help with the preparation of lunch sometimes. Vesna Miosevic is another volunteer and we get on very well. Being part of this group has given me an opportunity to meet new people and make new friends.

I also get a chance to take my mother who is 82. This is an outing for her and she loves attending and looks forward to seeing friends that she has known for many years as well as new friends she has made.

Petra Trajkovska

SSP Volunteer Epping

I have been volunteering within the SSP groups every Tuesday and Thursday at Mill Park Community Centre and I recently commenced volunteering on Fridays at the Galada Community Centre.

I am extremely satisfied going to the groups and would like to continue volunteering for many years to come. I'm really glad to be a part of this organisation and to be able to help consumers enjoy their time out. I help with all my heart, offering whatever is needed during the day at the group.

Panda Rabadievski

I'm a volunteer at the SSP Mill Park on Tuesdays and Thursdays. I have been volunteering with the groups since their establishment. It's my huge satisfaction to come to the groups knowing that I can help someone to have a more enjoyable time while at the centre.

Consumer Testimonial



Vladanka Dulic

CVS client

My name is Vladanka Dulic. I live alone and have a lot of health issues. Sophia is the volunteer who visits me twice a week. She is a very good person and is always ready to help me when needed. I would like to express my gratitude to Sophia and all the other MCWA staff for their support.

Volunteers ——— 2017-2018

Cveta Ristevska

Dragica Mecanovic

Fotini Gianitis

George Ghazi

Nabiha Ghazi

Nada Gesovska

Panda Rabadievski - 260 hours

Para Karadakovska

Petra Trajkovska - 250 hours

Sophia Christou - 289.50 hours

Stebre Candzukovski

Velika Jovanovska

Vesna Miocevic

Helen Thomasson

Irena Mladenovska

Roza Torbakova

Hristina Stojkoska

Gordana Oraceska

Verka Taleska



Community Engagement

School Engagement

'On Monday, 31st July, the VCE Macedonian classes attended an excursion at a not-for-profit organization relating to the Macedonian community. The students were divided into four groups and rotated around each station where a different person with a different functional position would answer our questions regarding their mission and history as an organization. The Macedonian organization was founded in 1983 by George Kostrevski, who identified the need to provide welfare services to the Macedonian speaking community in Victoria.

The main values demonstrated by the organization were dedication and creativity, patience, respect, team work and commitment. Our school demonstrates similar values to the organization and the students who learn Macedonian language at school continuously demonstrate a positive attitude towards their work and respect towards others. The managers shared their long-term goal with us, which is to become leading providers of service that promote health and wellbeing in the Macedonian and wider community. I was inspired by their work and dedication to this mission.



The Macedonian community including the elderly individuals, do not have their own nursing homes, feel lonely, disconnected and insecure as they cannot connect well with individuals from other places due to language or education barriers and cultural differences. The employers at the association shared valuable information about the importance of living together as a community and they appreciated help of younger individuals who volunteer to spend time with the elderly.

Activities include having a conversation and taking them to the park or out to lunch, to potentially gain a friendship with them and help alleviate loneliness. The organization follows the footsteps of humanitarian work that I believe every individual should engage in at some point in their life. The staff were friendly, polite and very supportive of the fact that the students are studying another language other than English. I have studied Macedonian language for a number of years now. It has assisted in my English comprehension skills and communication with individuals in this language such as my family and friends. Students who speak another language have the advantage of additional job opportunities and wider communication with different people. Studying languages engages different areas of the brain, particularly the left hemisphere, meaning that it enhances intelligence and problem-solving skills.

The opportunity to study Macedonian at school and from what I already knew at home, is what enabled me to effectively communicate with the staff of the Macedonian Community Welfare Association.'

Year 11 students, Epping Secondary College, 2017
Permission to reprint granted by Helene Alamidis of Epping Secondary College

Our Board of Directors



Aleksandar Mojsovski

President

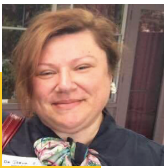
Aleksandar Mojsovski is a graduate student of International Studies/International Trade (majoring in Politics) and is committed to the provision of community has always been one of Aleksandar's highest priorities. Although involved in many community organisations and events, in the last couple of years Aleksandar has focused most of his energy on MCWA.



Malina Stankovska

Vice President

Malina Stankovska has worked in human services for more than 30 years; community services and mental health. Her involvement in the Macedonian community includes serving on committees of the Australian Macedonian Drama Group and as co-founder and president of the Macedonian Welfare Workers' Network of Victoria (MWWNV). Malina presided over the MCWA in 2001, moving the organisation from its regional base to that of a state-wide organisation. In 2005 she was awarded the prestigious 'Victoria's Award for Excellence in Multicultural Affairs 2005' by the Victorian Multicultural Commission.



Dr Irena Veljanova

Secretary

Irena Veljanova has a Social Science Doctorate - her doctoral thesis was 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 within the School of Social Sciences (2006-2011).



Goran Torbakov

Treasurer

Goran Torbakov has a Masters degree in Financial management and extensive experience in 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 MCWA since 2007. Goran is highly valued by fellow Board members, MCWA staff and the wider community. His previous work engagements have included international corporations in Australia and senior roles with the Macedonian Government: 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.



Tanas Sekulovski

Board Member

Tanas Sekulovski 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".



Katerina Ivanova Anastasova

Board Member

Katerina Ivanova Anastasova holds a Masters degree in Economics with specialties in Insurance and Social Protection. She has experience in Insurance, Business Development, Marketing and Consulting. Katerina arrived in Melbourne in 2013, completing a Diploma of Community Services. Katerina is involved in many community projects for disadvantaged people and is Treasurer of the Williamstown Lions club and V2 District Chairperson Leo/Leos. Her passion for working with people and making positive changes led her to MCWA in 2015 where she commenced volunteering in the HACC program - assisting people in need. Collaboration with the MCWA continues and in 2017 she joined the MCWA Board of Management. Katerina is currently working as an Employment Consultant for disadvantage people in the Disability Employment Service program.



Daniela Zatarakoska

Co-opted Board Member

Daniela Zatarakoska has a Bachelor of International Development. Her previous experience with the MCWA and within the aged care sector has led her to join the MCWA Board. She has a strong passion for the multicultural sector and supporting those from diverse backgrounds and has previously worked with the Ethnic Community Council of Victoria. Daniela currently works for the Department of Human Services.



Goran Popovski

Co-opted Board Member

Goran Popovski is a Digital Strategist with the breadth and depth of experience across diverse industries and business domains. He has a consulting and technical background and has the ability to work across the business to formulate and effect digital and human-centric strategies. Goran is a keen contributor to ongoing business improvements at MCWA and is currently Digital Architect at Jetstar Airways.

Board

In

35 years



9 Presidents



6 Males



3 Females

Over

35 years

MCWA had



35 Males



31 Females

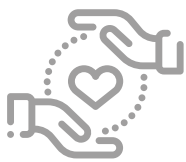
on the Board



MCWA Board of Management

2018

CHSP & HSP Case Studies



Home Care Package Testimonial:



"My sister is still at home because of MCWA and its great support, otherwise she would be in the Aged Care Facility long time ago. You've given her a second chance"



S.C



"We have found that the care provided by MCWA has helped not only the client, but the whole family with a quality and reliable service by a professional, friendly staff"



Barry Road Community Centre



”



Access and Support Testimonial

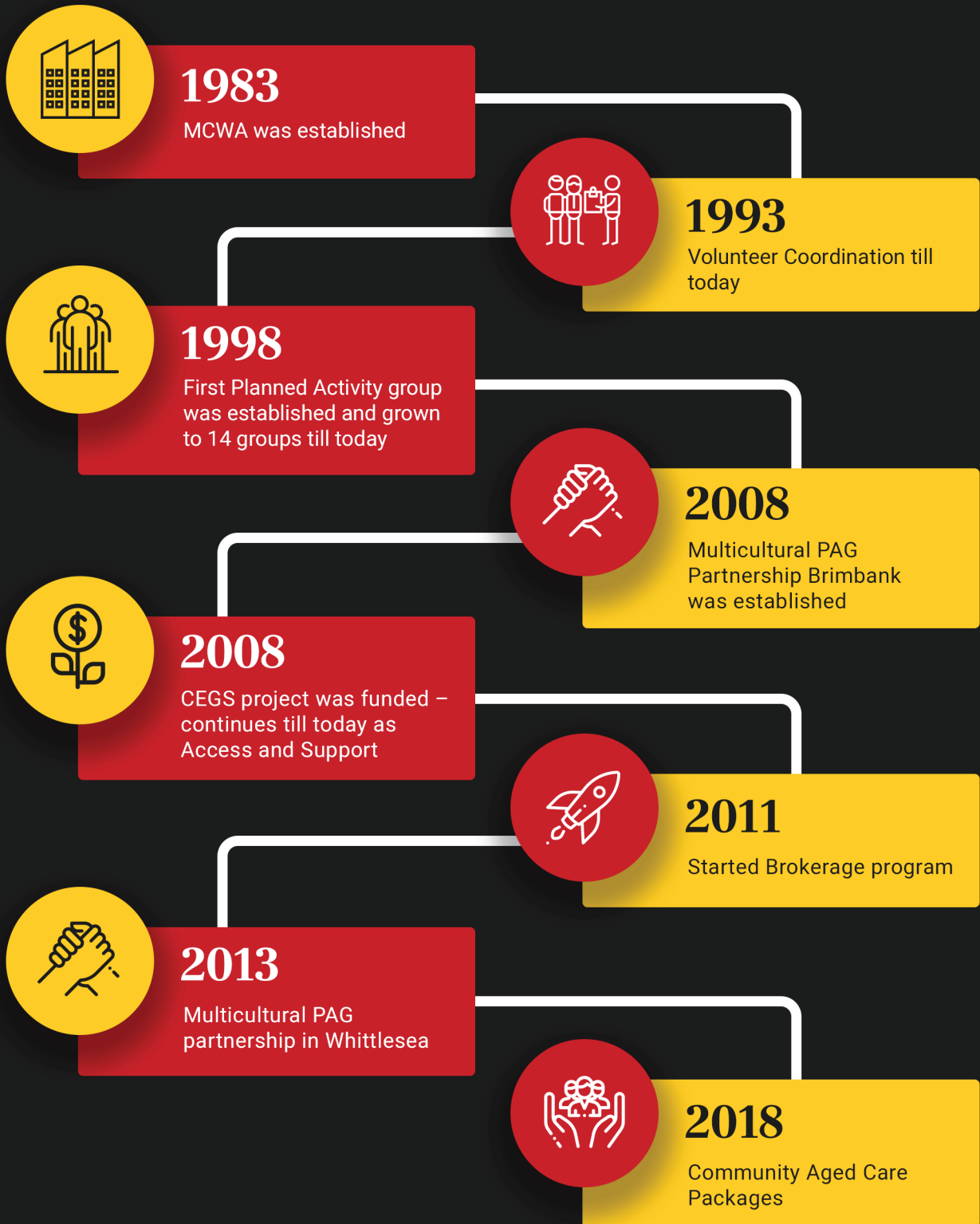
“

"You can't buy the access and support worker, she is like a mother and daughter to everyone and also, your support workers, they are like angels, very good and they put above and beyond when they come to my home"

”

L.B

Products & Services



Milestone

In 2003

from the wishes of the members of the community, the association started to operate in Victoria in which is raised the number of funds for the realisation of programs and projects.

In 2006

partnered with the Royal District Nursing Service for the dual language educational service for nurses with the theme, sugar disease or diabetes. The created resource is in audio, visual and written formats and received an award for the most appropriate approach to people with different levels of education.

A DVD created for parents and grandparents in helping to identifying the signs of drug use by adolescents and kids called, "Don't let this generation to disappear".

In 2010

a resource was created for the elderly who live in retirement homes called "Life through their eyes". The aim of the resource was to remove the stigma from living in a retirement home.

In 2004

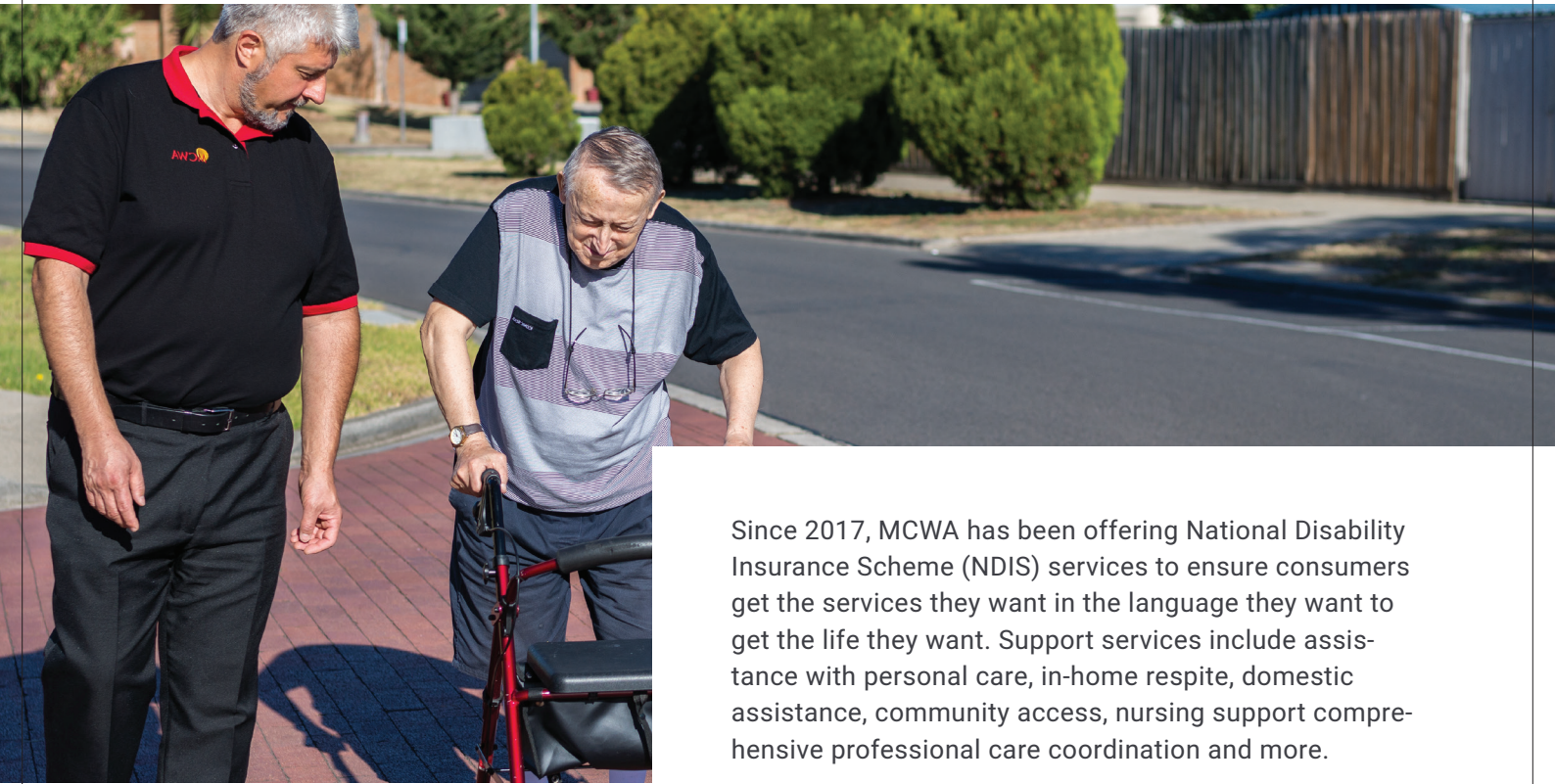
MCWA received recognition from the Victorian Government for its work in creating partnerships with general organisations.

in 2007

the association finished a successful project, conducting 9 interviews with Macedonians in different parts of Australian society, creating the interactive DVD, "Macedonian Immigrant Stories". The DVD was nominated for a "History Award" in the category as the best audio-visual resource in Victoria. The created resource has been of great use in the practical Saturday schools across Australia and also used as a promotional and educational material for general organisations that work with Macedonians.

MCWA's Core Services

MCWA delivers a culturally sensitive and consumer-centred approach across its full range of core services.



Since 2017, MCWA has been offering National Disability Insurance Scheme (NDIS) services to ensure consumers get the services they want in the language they want to get the life they want. Support services include assistance with personal care, in-home respite, domestic assistance, community access, nursing support comprehensive professional care coordination and more.

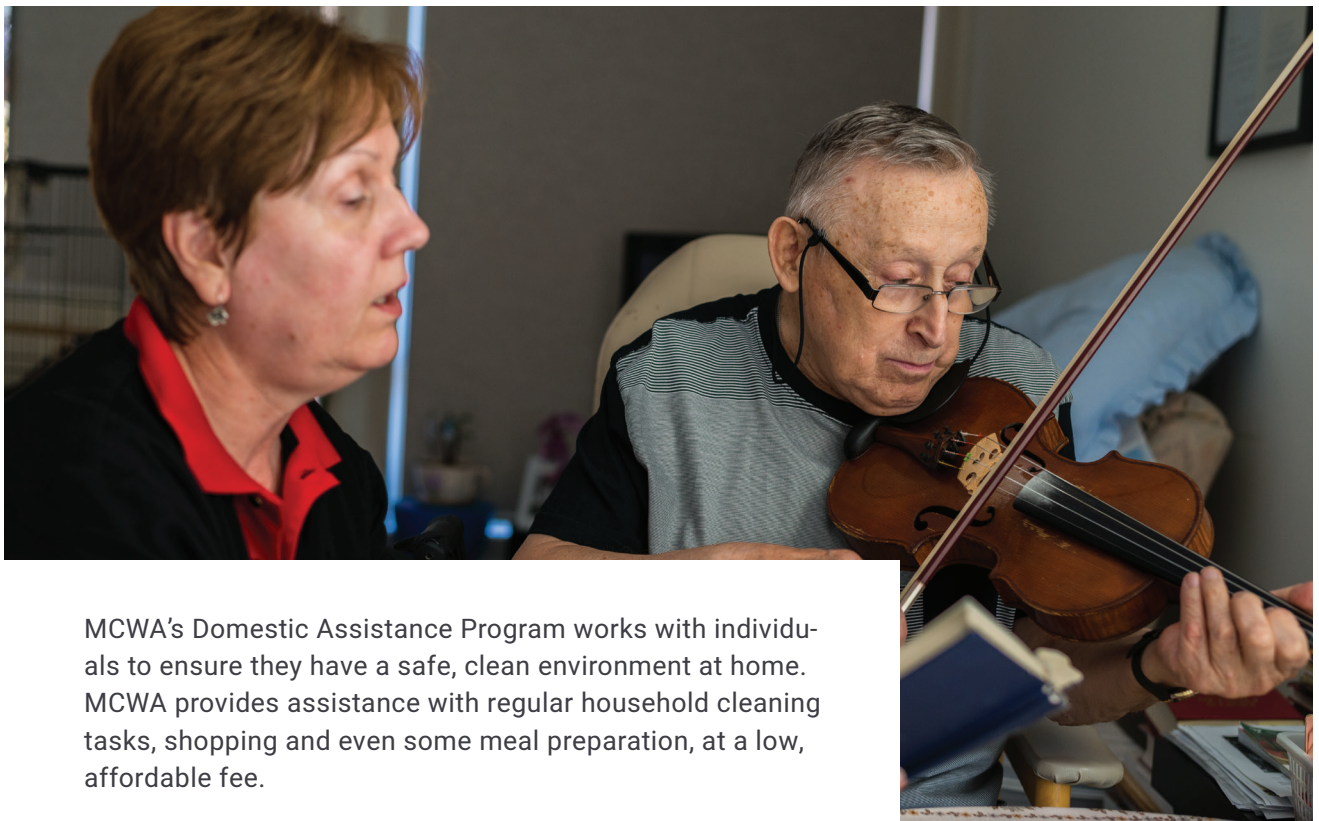
It is crucial for carers to ensure they have the opportunity to practice self-care. MCWVA holds a bi-monthly Carers Support Group, providing fun and educational outings around Victoria, information session and capacity building opportunities for carers. The group is also an opportunity to access peer support and meet other carers. This program is funded by Carers Victoria.





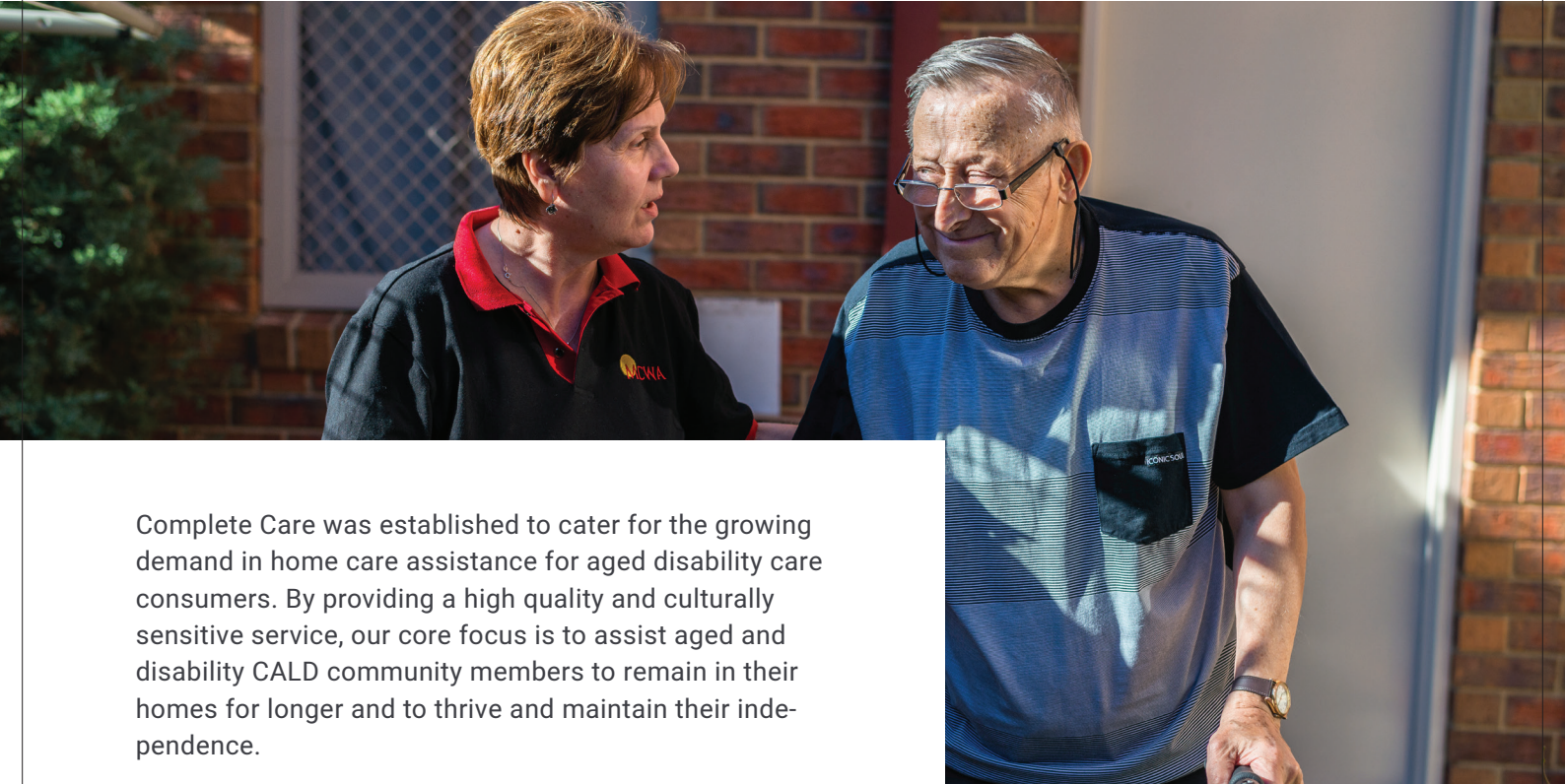
MCWA offers multicultural social support groups across Melbourne's north and west regions, providing a regular social outlet for CALD communities. With a range of activities, traditional, freshly cooked meals and transport the social support groups are a great opportunity to connect with the community.

The Memory Lane Cafe program is a multicultural program specifically targeting community members with a diagnosis of dementia and their carers. The program is held on a monthly basis and includes multicultural food and entertainment. The program is funded by Alzheimer's Australia Victoria.



MCWA's Domestic Assistance Program works with individuals to ensure they have a safe, clean environment at home. MCWA provides assistance with regular household cleaning tasks, shopping and even some meal preparation, at a low, affordable fee.

MCWA's Core Services



Complete Care was established to cater for the growing demand in home care assistance for aged disability care consumers. By providing a high quality and culturally sensitive service, our core focus is to assist aged and disability CALD community members to remain in their homes for longer and to thrive and maintain their independence.

The Individual Social Support Program is provided free to elderly or disabled persons who are living at home and may feel isolated. This service can include one on one visits at your home, support to go out into the community, or one on one support within a group setting.





The Community Visitors Scheme (CVS) is available to recipients of the Australian Government subsidised residential aged care services (CHSP) or Home Care Packages (HCP) who have been identified by their aged care provider as experiencing or at risk of experiencing isolation, whether for social or cultural reasons or because of disability.

The Access and Support Program aims to support people from diverse backgrounds, who, due to their diversity, may encounter barriers when engaging with the service system. If someone needs support identifying and accessing services to support them to remain at home, the MCWA Access and Support worker can work with the individual during this process. We can assist to build confidence when engaging with service providers, and can work with service providers to ensure the individual's preferences are heard and needs addressed



Treasures Report

Goran Torbakov

It is my great pleasure to present the 2017/2018 Macedonian Community Welfare Association Annual Treasurers report.

This year we are celebrating 35 years since the organisation started operating. Having that in mind the Macedonian Community Welfare Association Inc. has maintained a solid and stable financial position, by recording an operating surplus of \$1,800 a decrease compared to the previous financial year. This is due to major capital IT investment of \$40,000, needed to upgrade the existing infrastructure and make sure that we are ready for the new growth challenges coming in the near future.

Overall funding receipts were up by \$326,623 a total of \$1,532,473 for 2017/2018, a significant increase of 21.0%.

The financial results characterised the continuous growth and development of the organisation, maintaining a balanced financial position supported by robust and resilient fiscal management.

As the organisation continues to grow and develops by following the ever-changing landscape of the Australian Aged care and disability sector, it will require both internal and external resources to support us through this growth and evolution.

The demand for community-based services remain strong and as the Macedonian Community Welfare Assoc. ascends to the challenges of the community demands verses governance and operation, the community operating costs will inevitably increase. Most noted was staff wages with an increase of \$298,145 or 25.2% compared to the previous financial year. The increase in cost was adequately addressed as grant funding revenues rose supported by proper and diligent product pricing to match the organisation funding and operational cost requirements.

The organisation cash reserves grew by \$47,481 to \$569,333 with net asset position recording a growth to \$1,200,559 for the 2017/2018 and is well positioned for the 2018/2019 financial year.

The organisation's financial position is solid and capable of meeting all known and contingent liabilities.

The Macedonian Community Welfare Assoc. following the Strategic Plan last has expanded and grown its services not only to the Macedonian Community but to the wider multicultural community in Melbourne and Victoria. It has been able to deliver such services economically without sacrificing its enviable fiscal position. The organisation will continue to derive its income from a stream of products and services such as SSG, Brokerage, Domestic assistance, Access and support and various projects and for the first time in 2017 it started offering the HCP program to our multicultural client base.

We thank the prospective agencies for their ongoing funding support, the Board of Management for their strategic vision, direction and management, and the CEO, staff and volunteers that make the delivery of our services possible.

I commend the auditors Financial report for the period ending 30 June 2018, knowing the results strengthened the organisation position to confront the challenges ahead for the communities we serve.



Goran Torbakov

Treasurer

Financials

Macedonian Community Welfare Assoc. Inc
Statement of financial position
As at 30 June 2018

Assets	Note	2018 \$	2017 \$
Current Assets			
Crash and cash equivalents	5	569,333	521,852
Trade and other receivables	6	61,625	26,703
Prepayments		16,500	-
Other assets	7	-	20,181
Total current assets		<u>647,458</u>	<u>568,735</u>
Non-current Assets			
Property, plant and equipment	8	553,101	621,671
Rental bond		-	2,090
Total non-current assets		<u>553,101</u>	<u>624,580</u>
Total assets		1,200,559	1,193,315
Liabilities			
Current liabilities			
Employee benefits	9	121,595	109,890
Income in advance	10	37,155	91,100
Tax liabilities	11	23,472	10,408
Trade and other payables	12	63,427	16,972
Borrowings	13	34,188	34,188
Total current liabilities		<u>283,837</u>	<u>262,558</u>
Non-current liabilities			
Borrowings	13	293,113	308,978
Total non-current liabilities		<u>293,113</u>	<u>308,978</u>
Total liabilities		<u>576,950</u>	<u>571,536</u>
Net assets		<u>623,609</u>	<u>621,779</u>
Equity			
Retained surpluses		<u>623,609</u>	<u>621,779</u>
Total equity		<u>623,609</u>	<u>621,779</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Financials

Macedonian Community Welfare Assoc. Inc
Statement of cash flows
For the year ended 30 June 2018

	Note	2018 \$	2017 \$
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		1,610,365	1,198,773
Payments to suppliers & employee (inclusive of GST)		(1,535,285)	(1,165,339)
Interest received		6,185	7,017
Interest and other costs of finance		(17,919)	(4,526)
Net cash from operating activities	18	<u>63,436</u>	<u>35,925</u>
Cash flows from investing activities			
Payments for property, plant and equipment		-	(635,005)
Net cash used in investing activities		<u>-</u>	<u>(635,005)</u>
Cash flows from financing activities			
		1,200,559	1,193,315
Proceeds of borrowings		-	343,166
Repayments of borrowings		(15,865)	-
Net cash provided/(used) by financing activities		<u>(15,865)</u>	<u>343,166</u>
Net increase in cash and cash equivalents		47,481	(255,915)
Cash and cash equivalents at the beginning of the financial year		<u>521,852</u>	<u>777,766</u>
Cash and cash equivalents at the end of the financial year	5	<u><u>569,333</u></u>	<u><u>521,852</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Financials

Macedonian Community Welfare Assoc. Inc
Statement of change equity
For the year ended 30 June 2018

	Note	Retained surpluses \$	Total equity \$
Balance at 1 July 2016		520,644	520,644
Prior period adjustment	19	36,061	36,061
Restarted balance at 1 July 2016		556,705	556,705
Surplus after income tax expense for the year		65,074	65,074
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		65,074	65,074
Balance at 30 June 2017		621,779	621,779
		Retained surpluses \$	Total equity \$
Balance at 1 July 2017		621,779	621,779
Surplus after income tax expense for the year		1,830	1,830
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		1,830	1,830
Balance at 30 June 2017		623,609	623,609

The above statement of changes in equity should be read in conjunction with the accompanying notes

Financials

Macedonian Community Welfare Assoc. Inc
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2018

	Note	2018 \$	2017 \$
Revenue	3	1,532,473	1,205,790
Expenses			
Borrowing costs expense		(17,919)	(4,526)
Depreciation expense		(38,443)	(33,708)
Activities		(117,474)	(84,817)
Wages		(1,179,581)	(881,436)
Other expenses		(177,226)	(136,229)
		<hr/>	<hr/>
Surplus/(loss) before income tax expense		1,830	65,047
Income tax expense		-	-
		<hr/>	<hr/>
Surplus(loss) after income tax expense for the year attributable to the members of Macedonian Community Welfare Assoc.Inc		1,830	65,047
Other comprehensive income for the year, net of tax		-	-
		<hr/>	<hr/>
Total comprehensive income for the year attributable to the members of Macedonian Community Welfare Assoc.Inc		<hr/> <hr/>	<hr/> <hr/>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Auditors Statement

LDAssurance

CHARTERED ACCOUNTANTS

LDAssurance Pty Ltd
Level 6, 250 Collins Street
Melbourne Victoria 3000
PO Box 18184 Collins Street East 8003
TELEPHONE +61 3 9655 3922
FACSIMILE +61 3 9655 3910
www.ldassurance.com.au
ACN 146 147 202

AUDITOR'S STATEMENT

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF MACEDONIAN COMMUNITY WELFARE ASSOC INC

The accompanying summary financial statements, which comprises of the summary statement of financial position as at 30 June 2018, the summary statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows are derived from the audited financial report of Macedonian Community Welfare Assoc Inc for the year ended 30 June 2018. We expressed an unmodified auditor's opinion on that financial report in our report dated 16 November 2018.

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards for the financial report. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of Macedonian Community Welfare Assoc Inc.

Board members' responsibility for the financial report

The members of the board are responsible for the preparation of a summary of the audited financial report in accordance with the Australian Accounting Standards (including the Australian Accounting Interpretations).

Auditor's responsibility

Our responsibility is to express an opinion on the summary financial statements derived from the audited financial report of Macedonian Community Welfare Assoc Inc based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Auditor's opinion

In our opinion, the summary financial statements derived from the audited financial report of Macedonian Community Welfare Assoc Inc for the year ended 30 June 2018 are consistent, in all material aspects, with the financial report from which it was derived. For a better understanding of the scope of the audit, this auditor's report should be read in conjunction with our audit report on the financial report.

LDAssurance
Chartered Accountant



Stephen O'Kane Partner
Dated: 19 November 2018

Organisational Chart 2018

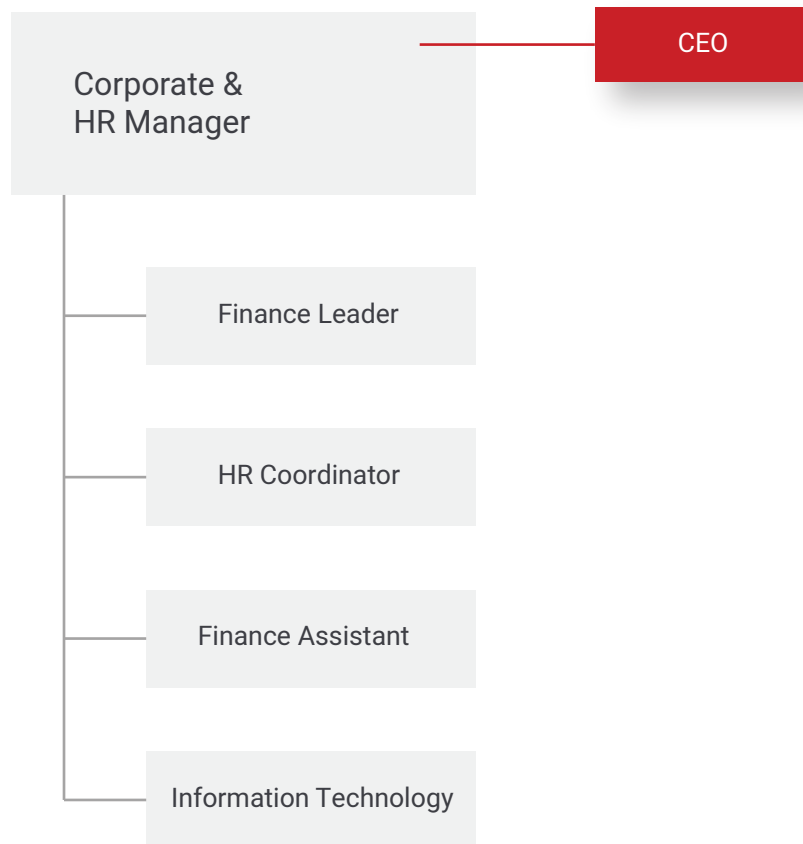




Business & Community
Innovation Department



Corporate Department





MCWA thanks our supporters and welcomes your tax-deductible donations and requests

If you wish to become a member of MCWA, please go to www.mcwa.org.au



Macedonian Community Welfare Association Annual Report 2018

www.mcwa.org.au

info@mcwa.org.au

1800 988 767

Funded by the Department of Health (Australia) and the Department of Health and Human Services (Victoria). Although funding for these programs has been provided by the Australian and Victorian Governments, the material contained herein does not necessarily represent the views or policies of the Australian or Victorian Governments.