



2018-19
ANNUAL REPORT

Image:
New Lucas Estate Home



McCallum

CONTENTS

Our Purpose, Vision and Values	02
Message from the Chair and Chief Executive Officer	04

THE YEAR THAT WAS

McCallum Linen: Study Announced	09
Transition Education Graduation Day!	09
A Medal heist at the Special Olympics	09
Shade Sails installed in Courtyard	09
Road trip to Port Fairy	09
International Day of Disability	10
MaxiTrans Partnership Given the Green Light	10
The Connect Cafe Construction Begins	12
McCallum's Corporate Golf Day	12
Lucas Estate Construction Complete	13
Land Secured for Future Development	13
McCallum Industries Solar Installation	14
Positive Behaviour Support Training	14
School Leavers Employment Supports Program	16
Becoming OneMcCallum	18
Creating Opportunities	19
Connor's Development Milestones	20
Nyssa's New Home	21

CORPORATE GOVERNANCE

Board of Directors	22
Executive Management Team	22

FINANCIALS

2018-19 Commentary	23
Statement of Comprehensive Income	24
Statement of Financial Position	25
Auditor's Report	26
Membership List	29

OUR PURPOSE

We work with people to create a life that works for them.

OUR VISION

To be recognised by customers as the eminent integrated service provider that continually enriches their lives.



OUR GUIDING VALUES

i  INTEGRITY we do what is right	c  COLLABORATION we succeed by working together	a  ACCOUNTABILITY we are responsible for our decisions and actions	r  RESPECT we value everyone's unique contribution	e  EQUITY we enable and empower each other
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MESSAGE FROM THE CHAIR AND CHIEF EXECUTIVE OFFICER

In June 2019 we were proud to have completed our transition to the NDIS by the admission of our final family, bringing the total customers transitioned to 456. This process, having taken over 24 months, is the culmination of the biggest systemic change in disability funding ever.

We're delighted to have assisted so many families' understanding of the NDIS process and are committed to continue to extract as much value from the NDIS for families that is possible.

Once the NDIS transition process was complete our attention immediately turned to the implementation of the National Quality and Safeguards Commission. The Commission is an independent agency established to improve the quality and safety of customer supports and service. Our transition to this quality regulator will begin on 1st July 2019. More recently our attention has also been on the announcement in April 2019 of the Royal Commission into Violence, Abuse, Neglect, and Exploitation of People with Disability. McCallum is taking an open, compliant and collaborative approach to the Royal Commission and will support out community members to engage with, and report matters as necessary.

YEAR IN REVIEW

We expanded on our investments into social housing for people with disability which builds on our prior year and Strategic Plan commitments. The purpose built home in the Lucas Estate was completed at the end of 2018, provides three bedrooms, extensive assistive technology, 24 hour support model home built to the highest standards of the NDIS' Housing Guidelines. Two residents made it their home in early 2019 with a third individual expected to join them soon. The intense planning timeframes, capital intensity and complex administration issues that arise with these residential builds are challenging however our organisation has delivered an award worthy home befitting the people we support and has whetted our appetite to build more. To that end we have purchased three more blocks of land on which to develop housing solutions.

During the year we created our first School Leavers Program under the NDIS prescribed employment framework and this has been an enormous success. Ten individuals are partaking in this 2-year program to prepare them to confidently seek work as they transition from school based supports to adulthood. The Annual Report highlights some of the wonderful work related activities that have taken place and we look forward to expanding this program with even more diverse, work orientated experiences in the future.

McCallum's financial stability remained strong during the year with growth experienced right across the organisation. In particular our Support Coordination and Financial Intermediary functions continued to gain new customers as our reputation for excellent customer service and engagement contributed to a high number of referrals being received during the year.

Quality Standards and Systems remain a primary focus for the organisation as we welcome several independent external audits each year which are conducted under the auspices of both the National Standards Disability Services and DHHS Quality Service Standards.

McCallum maintained its Certification in all audit areas and acknowledges both the complimentary remarks and suggestions for improvements that come with these extensive reviews.

References to the high quality of our infrastructure and services and how it is applied to support individuals was again highlighted this year.

YEAR 2 STRATEGIC PLAN 2019-2021

In early 2018 the Executive and Board spent considerable time and energy to commit to a process of developing an entirely new and exciting Strategic Plan in the wake of the NDIS roll out.

Clear themes emerged regarding our ongoing commitment to the families and individuals we support and the role that McCallum can play in enriching their lives.

Now in year two of that 3-year Strategic Plan McCallum began to significantly boost our investment in staff training and development which was multifaceted. We invested in creating a People & Culture capacity and recruited highly experienced individuals to lead our People initiatives.

Our initial focus was a Learning and Development platform to upgrade staff skills and develop a strong set of values that the organisation would collectively stand behind. Next came the implementation of an electronic Learning Management System which provided the opportunity increase our investment and monitoring of training across our business.

The most significant of the training initiatives was engaging local Psychologist Darren Gannon of Inmind Solutions to structure a program for staff dealing with the application and practice of Positive Behaviour Support.

This full day of instruction has been rolled out across the entire McCallum business and been mandatory training for all staff.

The Positive Behaviour Support training allows McCallum to build a high quality team of staff who can apply a consistent set of strategies and tools to enrich the lives of the people we support. This provides greater communication effectiveness, happier customers and more engaged and enthusiastic staff.

Another key aim of our Strategic Plan this last year has been improving the quality of our service response. Our focus in this regard has been on creating a Customer Experience team who will work alongside front line staff to monitor and measure the positive impact we are having on people's lives.

This team is also crucial in ensuring we are meeting an individual's goals as laid out in their NDIS plan. Our ultimate goal is to develop a robust customer outcomes framework that will allow us to measure over time (year on year) the impact that McCallum makes in enriching the lives of the people we support.

THANKS

To our professional and invaluable Board members we extend our great thanks for your diligence and contribution throughout a difficult period in the organisations history as we fully transitioned to the NDIS.

Volunteering your time and energy to providing McCallum with good governance processes and advice is a key reason for our continued stability and success.

To our people, whose diligence, energy and commitment are the driving force behind this organisation, we appreciate your efforts to ensure we continue to play such an important role in so many people's lives. Through you we will achieve our mission of enriching people's lives.

Finally, thanks to our customers and extended McCallum community, particularly our members with whom we navigated the NDIS transition.

We value your continued support and engagement in all that we do, your connection to our organisation is as important to us and is the reason we exist.



Joe Ballinger
Chairman



Tyrone McCuskey
CEO



2018/19: DEVELOPING SKILLS, FRIENDSHIPS AND BUILDINGS!

The 2018/19 financial year was another filled with remarkable achievements by the people we support and our staff. Below are some of the achievements from the year that stood out amongst a long list of wonderful undertakings at McCallum.





MCCALLUM LINEN: FEASIBILITY STUDY ANNOUNCED

The Victorian State Government announced funding for a Sustainability Victoria Feasibility Study to be undertaken to investigate the requirements needed to convert McCallum Linen from a fossil fuel powered site to one powered by a biomass boiler.



The Hon. Lily D'Ambrosio (Minister for Environment & Climate Change), along with Juliana Addison (Member for Wendouree) visited the team at McCallum Linen to announce this great initiative.

TRANSITION EDUCATION GRADUATION DAY!

Twelve McCallum Supported Employees completed their Certificate I in Transition Education in November. The program had a broad focus on learning to enable the development of independent living skills, community involvement, understanding rights and responsibilities and accessing support available in exploring post course options.

Further to this, another group of Supported Employees completed their Certificate I in Numeracy & Literacy. This course enabled graduates to further their skills which have provided them with more employment opportunities at McCallum.



**Special
Olympics**



A MEDAL HEIST AT THE SPECIAL OLYMPICS!

Lindsay Lee and Andrew Van Gaans competed in the Special Olympics in Melbourne and collected a bevy of medals along the way. Andrew won a medal for basketball, whilst Lindsay won three medals in his swimming events.

SHADE SAILS INSTALLED IN COURTYARD

The recently developed inclusive playspace at McCallum Community Connections had some extra-large shade sails installed to help protect Participants from harmful UV rays when playing and socialising with friends.

The shade sails were installed over synthetic lawns and seated areas.

ROAD TRIP TO PORT FAIRY

Each year residents from McCallum's Georgia Crescent home take a road trip down to Port Fairy for a break by the seaside. This year they stayed in a beautiful house overlooking East Beach, ate fish and chips and took in all the sites.

To celebrate International Day of Disability, McCallum Industries invited our friends from ANZ Ballarat to get on the tools and do some of the heavy lifting together.



**International Day of
People with Disability**

As part of ANZ's Corporate Social Responsibility, approximately 15 employees used their annual volunteering day to help us complete some of our daily tasks.

The day was celebrated with a large BBQ lunch prepared by the ANZ team, as well as a visit from Alexandra Keefe from 9News Western Victoria.



MAXITRANS PARTNERSHIP GIVEN THE GREEN LIGHT

A partnership between McCallum Industries and local manufacturer MaxiTrans was launched which enabled up to four Supported Employees working on-site at MaxiTrans three times per week. The Supported Employees became an integral part of the assembly chain of components such as brake lights, water tanks, refrigerative rubber seals and much more.



THE CONNECT CAFÉ CONSTRUCTION BEGINS!

Conversion of a disused storage facility into a bright and modern café environment began in August. The conversion included the construction of an area that includes non-slip flooring, hot plate, oven, sink, coffee machine and a sound system.

The Connect Café enables Participants to learn cooking techniques, including the art of coffee making in a supported environment. The team show-off their barista skills on Tuesdays and cook amazing lunches on Fridays!

MCCALLUM GOLF DAY RAISES MONEY "FORE" NEW BUS

The 2019 McCallum Golf Day was held at the RACV Goldfields Resort on Friday 8 February. The event was a great success with a capacity field (112 players) vying for great prizes and bragging rights. The day included pre-entertainment by Anthony "Lehmo" Lehmann, two chances to win Renault vehicles and two chances to win \$10,000 as hole in one prizes.

The winners of the event were the team from Sovereign Financial lead by team captain Leigh Marriot. The event raised over \$10,000 with all proceeds going to the purchase of McCallum's new Renault Master Bus valued at over \$75,000.





LUCAS ESTATE CONSTRUCTION COMPLETE

We found it very difficult to contain our excitement for the opening of our newest three bedroom home in Lucas. Construction was completed in December for this three bedroom, purpose built home built to the highest National Disability Insurance Scheme category under the Specialised Disability Accommodation model: High Physical Support.

The house, which achieves a 10-star energy rating, is filled with assistive technologies including voice activated lights and blinds, automated height adjustable bench tops, as well as a fully automated reclining hydrotherapy bath.

LAND SECURED FOR FUTURE DEVELOPMENT

McCallum reinforced its commitment to reducing the amount of people with disability requiring suitable and supported housing in the Ballarat region with three blocks of land purchased in Lucas, Ballarat. All three blocks are planned to be developed over the coming years under the NDIS' Specialised Disability Accommodation model of housing.

MCCALLUM INDUSTRIES SOLAR INSTALLATION

McCallum Industries were very excited to receive a \$49,500 grant from the Victoria State Government for the installation of a 40kW solar system to be installed on-site. The system is helping McCallum reduce its fossil fuel energy consumption by almost 70%. The Hon. Lily D'Ambrosio, Minister for Energy, Environment & Climate Change, along with Juliana Addison, Member for Wendouree were on-site to launch the project which was awarded to local Ballarat organisation Widgery & Wilson.



POSITIVE BEHAVIOUR SUPPORT TRAINING

In early 2019 McCallum began its single largest employee training and development program in our history. As part of our Strategic Plan and to achieve our vision of being the eminent integrated service provider that continually enriches lives, we recognised that our workforce needs the skills to not only be “best practice” but the benchmark in customer-centred disability support.

The Positive Behaviour Support Training program focused on enabling our staff to better understand the behaviours of the Participants we support to provide better outcomes for them in the future. Working with Darren Gannon, an industry leading disability psychologist, our employees were able to undertake a specially designed program that gave them a fundamental understanding of what human behaviour is and how this understanding can help them provide higher quality care to our Participants.

POSITIVE BEHAVIOUR SUPPORT TRAINING STATISTICS:



158 Staff*
(90%) completed
Level 1 Training

*as at September 2019

The desired outcomes of the program were to see:

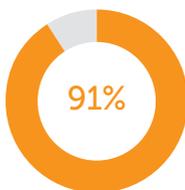
- An increase in our workforces' understanding of basic principles of human behaviour
- Evidence of appropriate application of our new Positive Behaviour Support protocol and supporting tools
- An increase in Participant (and family) satisfaction in our support of behaviours of concern
- A longer term goal of seeing a reduction in occupational violence
- Increased employee job satisfaction
- Achieve 90% of all McCallum staff trained in Positive Behaviour Support in the first 12 months

Once this year's training schedule is complete, a full evaluation of the program will be conducted, focusing on the measurement of our success in achieving our desired outcomes. Staff are reporting experiences that since utilising the tools and strategies of PBS, they have seen a decrease in incidents in our homes which has in turn flowed on to the participant also experiencing a happier and more positive experience whilst they work for us at McCallum Industries. This is what the training is all about, enabling participants to create their life that works for them.

Feedback from the Learning Needs Survey conducted in July this year indicates that many employees are keen to learn more about best practice positive behaviour support. This, together with the new NDIS Quality Guideline, means we will continue training our employees in PBS in 2020.



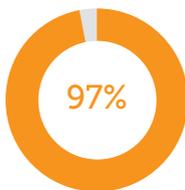
26 Leaders completed Level 2 Training



91% of what they've learned will be used in the workplace



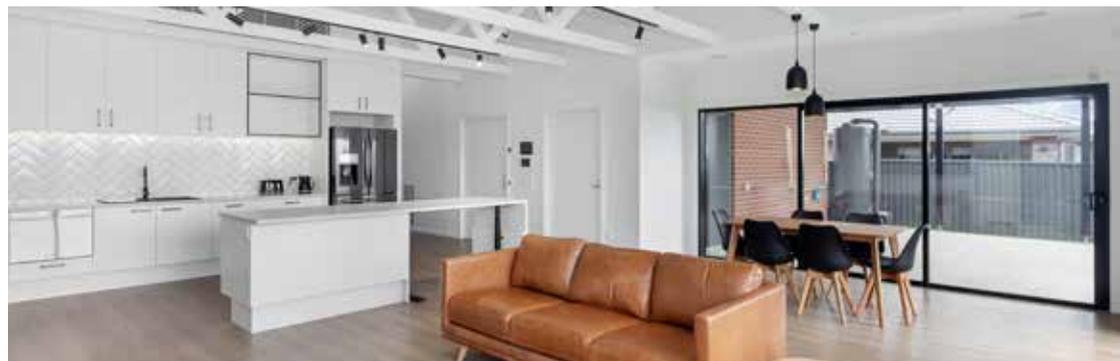
An average of **24% increase** in knowledge from their existing Positive Behaviour Support



97% of employees found the training to be extremely valuable



LUCAS ESTATE CONSTRUCTION



Purpose built home, built to the highest National Disability Insurance Scheme category under the Specialised Disability Accommodation model: High Physical Support.

THE BEGINNING OF THE SCHOOL LEAVERS EMPLOYMENT SUPPORTS PROGRAM

In mid-2018 McCallum Industries developed a new program under the NDIS called the School Leaver Employment Supports (SLES) program. Our first SLES program Participants began in January 2019 and aimed to prepare school leavers for employment.

The SLES program consists of 10 participants undertaking a multitude of activities to help them develop. This includes:

- Completing a Certificate I in Transition Education
- 1:1 case management with our newly employed and very experienced SLES coordinator Mary Bennetts. The 1:1 case management sessions are used to explore what it is that each Participant really wants to do and to develop clear individualised plans to help participants achieve their employment goals. These sessions are proving to be very valuable and work placements have occurred for all participants. Placements have included GUF, Petstock, Miles Building, Harvey Norman, Nazareth House, Handyman, Mini Beast Enterprises and Ballarat Health Services.
- Training in money handling, budgeting and travel

We are also very proud of Participants who have increased their independence by learning how to use public transport. A highlight has been Jesse and Caitlyn who have successfully learnt to catch the public transport to and from their programs.

The SLES participants have also been working hard on planning the launch of their very own clothing store called 'NANCYMAC'.



NancyMac Launch: Letitia, Juliana, Addison, Jesse, Mason and Robert celebrate as the doors open.

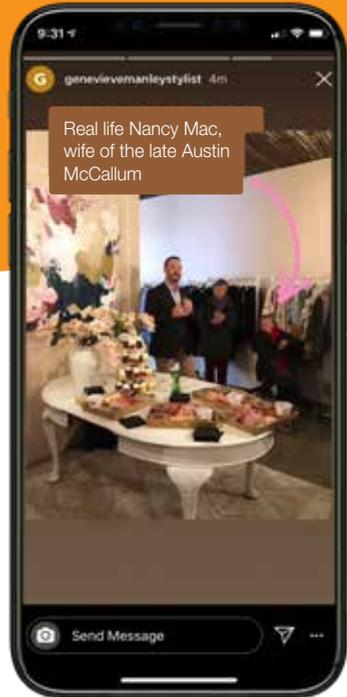
NANCYMAC

POP UP BOUTIQUE

WHAT HAS NANCYMAC PROVIDED FOR THE SLES GUYS TO EXPERIENCE SO FAR?

The major focus for NancyMac is to create work experience in as many different areas of retail as possible and although the shop officially doesn't open until Monday 2 September the guys have already had experience in the following areas:

- Marketing - Participants have been involved in the creation of social media posts and branding.
- Merchandising - Participants have been involved in the processing of items, labelling clothes and pricing.
- Customer service and retail training - Participants have completed an in depth training program with McCallum's Training & Development Officer.
- Money handling and point of sale - Participants have received training in a state of the art point of sale system.
- Design - Participants have been heavily involved in the design of the shop including sorting items into color, size and style.



WHAT'S NEXT?

The Participants will put the skills they've learnt into practice working in the shop for four weeks in September. Serving real customer and handling real life retail situations.

BECOMING ONEMCCALLUM

In May 2019 we kicked off our Becoming OneMcCallum Project, which involved our entire workforce co-designing our organisational values.

Co-design is a methodology that defines the principles behind good design, in which everyone has a role to play in the design of product, services, activities and places. We wanted to understand “how we might define our values to reflect our future vision and culture?” We knew that the people who were best placed to answer this question were our staff that worked within it.

Our co-designed values will be embedded into all that we do. They will guide our decision making, they will inform who we recruit, how we recognise and reward and how we grow our people.

We held 10 workshops with our entire workforce that captured the feedback and ideas of 206 of our employees, including 60 supported employees from McCallum Industries and a number of our Board Members. This represented 67% of our total workforce. We were incredibly pleased with this turn out and the enthusiasm brought to the sessions by the staff.

From these workshops, we came up with a number of definitions for our preferred values, how we would like to identify these values through creating an icon and colour. Our entire workforce had the opportunity to vote on the final agreed definitions in July.

We are incredibly proud of the final product:

i  INTEGRITY <i>we do what is right</i>	c  COLLABORATION <i>we succeed by working together</i>	a  ACCOUNTABILITY <i>we are responsible for our decisions and actions</i>	r  RESPECT <i>we value everyone's unique contribution</i>	e  EQUITY <i>we enable and empower each other</i>
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To launch our values, we held “All Staff Meetings” which reflected on our history and where we have come from, roll out our new Customer Strategy, unveil the product of our staff’s hard work and eat pizza! Our staff have really enjoyed the opportunity to spend time with their colleagues from other parts of the business and build our shared understanding and appreciation of each other’s hard work.

We are embedding our Values statement into our position descriptions, meeting agendas and work tools as well as finding practical ways to display them to remind our workforce of how we work here at McCallum. We are excited to commence the next phase of our People Strategy of using the feedback from the workshops and identifying what these values look like in action to build our performance tools. The co-design experience has been fantastic and we look forward to embedding these practices into our projects of the future.

MCCALLUM INDUSTRIES CREATING OPPORTUNITIES

McCallum Industries’ focus has been to create pathways to Open Employment for our supported employees. Over the past 12 months we have been able to create exciting working relationships with new local business such as:

- Ballarat Renault/Car Works
- MaxiTrans
- Regional Roads Victoria
- Sebastopol Bowling Club

These partnerships have enabled us to create new business arms such as the McCallum Car Wash and McCallum Small Parts at Maxi Trans. These new business arms, alongside our newly created School Leaver Employment Supports (SLES) program, have assisted us to create a variety of work options and valuable experiences and opportunities to our supported employees to work in the community.

In fact, many of our Supported Employees are now supported to work off site for up to 4 days per week. An example of this is supported employee John. John’s weekly roster is as follows:

Monday: McCallum Linen

Tuesday: McCallum Gardening Crew

Wednesday: McCallum Car Wash
(Ballarat Renault)

Thursday: McCallum Gardening Crew

Friday: McCallum Recycling Crew

McCallum Industries now employees 90 supported employees in Ballarat and 27 in St Arnaud. We’re excited about the new business relationships we have and extend a warm thank you to those businesses who support McCallum Industries.

CONNOR'S DEVELOPMENT MILESTONES



For those who have met Connor you'll know he's charismatic, cheeky and a very kind young man who attends Community Connections' Social & Leisure Program.

At the beginning of April, Connor became a Participant of this program four days per week and has quite the busy schedule.

The move to the Social & Leisure Program has enabled Connor to participate in a much more meaningful way which has resulted in his confidence and living skills increasing dramatically.

We're incredibly proud of Connor's development this year and hope to see him continue on this very positive trend in years to come!



A snapshot of the activities Connor completes each week are below:

- Meals on Wheels Volunteer – delivering meals to members of the community with his delightful contagious smile bringing happiness to those who are lucky enough to cross his path.
- Connor has perfected cooking his lunch, including the most amazing bread rolls that he prepares and kneads himself. Connor has also extended his baking skills to making ‘Golf Balls’ which are available in the Connect Café.
- Connor is an avid cyclist – he loves riding the bikes around the courtyard and delivering items for others in his basket to each program area (much like Australia Post!).
- Connor also enjoys spending time with his friends in the Social & Leisure Program.

NYSSA'S NEW HOME

Nyssa Haynes’ life story has recently taken a dramatic leap in a new direction. Nyssa, a young woman of only 26 years, had been living for over 2 years in Pineview Residential Care in Ballarat North. Pineview is a warm and inviting, 66 bed facility, primarily known for supporting ageing residents.

After months and months of patiently waiting, Nyssa finally received the news that her Specialised Disability Accommodation had been approved by the NDIS and that she could move into McCallum’s purpose built house in Spencer Street, Sebastopol.

Nyssa is extremely happy in her new environment and is now having her support and social needs met.

BOARD OF DIRECTORS



Joe Ballinger
Chairman



Tim Bunning
Deputy Chairman



Claire
Huntington



Brigid
Moloney



John King
OAM



Mary
Shone



Lynden
Hayes



Peter
Brugman



Brett
Bryant

EXECUTIVE MANAGEMENT TEAM



Tyrone McCuskey
Chief Executive Officer



Noelene Collins
*Manager Accommodation
& Lifestyle Options*



Eliza Munro
Financial Controller



Randal Newton-John
*Manager Quality and
Central Intake*



Adam Bogers
*Manager
McCallum Industries*



Matt Vallance
*Manager Business
Development & Marketing*



Trevor Miller
Manager Linen



Kelly Ransley
*Manager
Community Connections*



Lauren Baker
*Manager
People and Culture*

2018/19 COMMENTARY

McCallum has delivered a positive financial result for the year ended 30 June 2019.

An overall increase in recurrent grants is a direct result from the successful transition of participants to the NDIS, accompanied by growth in our program areas, typically Specialist Disability Accommodation.

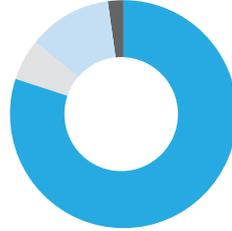
Specialist Disability Accommodation will continue to grow with the finalisation of Lucas Estate completed in early 2019. Plan's are currently in progress for the delivery of another accommodation facility in mid 2020.

A key strength for McCallum this year was the introduction and growth of the Support Coordination and Financial Intermediary Services. These services allow McCallum to provide a more diverse range of supports and as such assists McCallum in providing a more customer centric approach to our participants.

Net Assets have continued to grow year on year, with overall growth for 18/19 at \$1.17m.

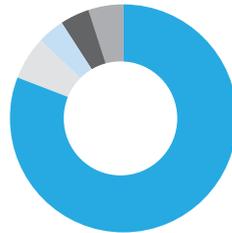
This growth is reflective of our capital improvements program and financial investment strategy.

2018/19 OPERATING REVENUE SOURCE



● Grants & subsidies	\$15,225,018
● Service contribution	\$1,054,234
● Production revenue	\$2,348,056
● Investment & other income	\$5,411,778
Total	\$19,039,086

2018/19 OPERATING EXPENSE BREAKDOWN



● Staff	\$14,408,317
● Administration	\$1,050,905
● Depreciation expense	\$749,822
● Program & production	\$742,283
● Property & fleet	\$950,290
Total	\$17,901,617

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2019

	2019 \$	2018 \$
INCOME		
Recurrent government grants & subsidies	15,225,018	13,237,529
Service contributions	1,054,234	1,033,681
Production revenue	2,348,056	2,330,456
Income from investments	285,817	211,618
Gain on sale of investments	-	151,858
Other income	125,961	184,778
	19,039,086	17,149,920
EXPENDITURE		
Staff costs	14,408,317	12,764,178
Administration & program operating costs	1,015,254	894,374
Depreciation and amortisation	749,822	743,409
Program operating costs	568,261	538,371
Production costs	174,022	158,484
Property costs	914,260	816,548
Transport	36,030	144,149
Loss on sale of fixed assets	35,651	66,567
	17,901,617	16,126,080
	1,137,469	1,023,840
SURPLUS FROM OPERATING ACTIVITIES		
Grants and donations for capital purposes	162,587	260,865
Prior period wage adjustments	(73,967)	(151,707)
Impairment of intangible assets	-	(80,000)
	1,226,089	1,052,998
OTHER COMPREHENSIVE INCOME		
Net unrealised loss on revaluation of land and buildings	(153,478)	-
Net unrealised gain on revaluation of financial assets	100,269	140,667
	1,172,880	1,193,665
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD		

STATEMENT OF FINANCIAL POSITION

For the year ended 30 June 2019

	2019 \$	2018 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	3,246,192	3,056,417
Trade, other receivables and inventories	2,780,151	2,418,751
Inventories	13,260	49,442
TOTAL CURRENT ASSETS	6,039,603	5,524,610
NON CURRENT ASSETS		
Property, plant and equipment	11,717,138	10,823,549
Financial assets	3,111,533	3,069,572
TOTAL NON CURRENT ASSETS	14,828,671	13,893,121
TOTAL ASSETS	20,868,274	19,417,731
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	2,155,974	2,162,358
Provisions	1,803,741	1,682,735
TOTAL CURRENT LIABILITIES	3,959,715	3,845,093
NON CURRENT LIABILITIES		
Provisions	414,639	251,598
TOTAL NON CURRENT LIABILITIES	414,639	251,598
TOTAL LIABILITIES	4,374,354	4,096,691
NET ASSETS	16,493,920	15,321,040
MEMBERS FUNDS		
Retained Surplus	15,479,888	14,290,398
Asset revaluation reserve	715,461	868,939
Financial assets reserve	298,571	161,703
TOTAL MEMBERS EQUITY	16,493,920	5,321,040



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McCallum Disability Services Inc.

ABN: 65 583 429 720

Auditors Independence Declaration under Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 to the Directors of McCallum Disability Services Inc.

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2019, there have been no contraventions of:

- (i) the auditor independence requirements as set out in *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

PPT Audit Pty Ltd
PPT Audit Pty Ltd

A handwritten signature in blue ink, appearing to be 'J. Hargreaves', written over a horizontal dotted line.

Jason D. Hargreaves
Director

20 Lydiard Street South, Ballarat

16 September 2019

McCallum Disability Services Inc.

Independent Audit Report to the members of McCallum Disability Services Inc.

Opinion

We have audited the accompanying financial report, being a special purpose financial report of McCallum Disability Services Inc. (the Association), which comprises the statement of financial position as at 30 June 2019, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by the Board of Governors

In our opinion, the accompanying financial report presents fairly, in all material respects, including:

- giving a true and fair view of the financial position of McCallum Disability Services Inc. as at 30 June 2019 and of its financial performance for the year ended in accordance with the accounting policies described in Note 1 to the financial statements; and
- complying with *Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the Association in meeting the requirements of *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and the Board of Governors

Management is responsible for the preparation and fair presentation of the financial report in accordance with *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Governors either intend to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The Board of Governors is responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Governors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Governors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

PPT Audit Pty Ltd
PPT Audit Pty Ltd



Jason D. Hargreaves
Director

20 Lydiard Street South, Ballarat

1 October 2019

MEMBERSHIP LIST 2018/19

Ballarat

1. Mrs Helen Ballinger
2. Mr Ron Barby
3. Mr & Mrs Maureen & Kevin Brady
4. Mr Peter Brugman
5. Mr & Mrs Brett & Rachel Bryant
6. Mr Tim Bunning
7. Mr & Mrs Brian & Heather Carr
8. Mr & Mrs David & Faye Clements
9. Ms Carmen Fletcher
10. Mr & Mrs Geoff & Marie Harrison
11. Ms Lynden Hayes
12. Mr & Mrs Phillip & Rosalie Hayley
13. Mrs Claire Huntington
14. Mr & Mrs Mario and Elena Lafrate
15. Mr & Mrs Bill & Janette Kuiler
16. Mr & Mrs Andrew & Jennette Liesfield
17. Mr Leah Mason (Angus Eels Plumbing)
18. Mrs Nancy McCallum
19. Mr & Mrs Mal & Elwyn McDonald
20. Ms Lynne McLennan
(UFS Dispensaries Ltd)
21. Mrs Brigid Moloney
22. Dr John Morris
23. Mr & Mrs J & E Nolan
24. Mr & Mrs Greg & Marjorie O'Donnell
25. Dr & Mrs Mark & Catherine Pilbeam
26. Mrs Judy Roberts
27. Ms Mary Shone
28. Mr Ron Smart (Ron Smart Electrical)
29. Mr Trevor Smith
30. Mrs Ella Smith
31. Mr & Mrs Graeme & Ros Sutton
32. Mrs Louise Weire
33. Ms Kath Woods

St Arnaud

1. Mrs Lyn Box
2. Mr & Mrs Geoff & Wendy Collins
3. Ms Deborah Finlay
4. Mr Benjamin Hewitt
5. Mr & Mrs Kevin & Maree Hewitt
6. Mr & Mrs Hadyn & Jan Jones
7. Mr & Mrs Ian & Christine Lewis
8. Mr Geoffrey Patching
9. Ms Judith Patching
10. Mr & Mrs John & Francis Powell
11. Mrs Noreen Ryan
12. Mr & Mrs Ted & Shirley Scott
13. Mrs June Wood

Ballarat Life Members

1. Mr Joseph Ballinger
2. Mrs Bev Barby
3. Ms Erma Fidler
4. Mrs Isabel Gribble
5. Mrs Elizabeth Hastie
6. Mrs Faye Hunt
7. Mrs Carolyn Hutterer
8. Mr John King (OAM)
9. Mrs Valma McRoberts
10. Mr W.A Wilkie (deceased)
11. Mr Norm Pinney (deceased)

St Arnaud Life Members

1. Mr William Amos
2. Mr Brian Dixon
3. Mr Alan Wood



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DISABILITY
ENTERPRISE**

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Australian Government
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McCallum Disability Services wishes to thank the Department of Health & Human Services and the Department of Social Services for their support and assistance this year.