



**2021/22**  
**ANNUAL REPORT**



# CONTENTS

Our Values, Purpose and Vision	03
Message from the Chair and Chief Executive Officer	04

## 2021/22: A YEAR OF REMARKABLE ACCOMPLISHMENTS

Community Connections Camps!	09
McCallum Linen Stalwart Retires	09
Jesse Stars on the SLES Bus Marketing Campaign!	10
St Arnaud Hut Redevelopment	10
McCallum's Paralympics Celebrations	11
McCallum and BRI Announce Merger!	11
Two New Houses Begin Construction in Lucas	12
New Land Purchased at Lucas Grange	12
McCallum Employees "Shot" at Winning!	12
Wendy McNabb Joins the Board	13
A Golden Opportunity Found!	13
Vale Nancy McCallum	13
Digital Transformation Project Begins	16
New Houses Completed!	18
St Arnaud Primary School Relationship Prospers	18
Ballarat Regional Industries CEO Retires	19

## CORPORATE GOVERNANCE

Board of Directors	20
Executive Management	20

## FINANCIALS

2021/22 Commentary	21
Statement of Comprehensive Income	22
Statement of Financial Position	23
Auditor's Report	24
Membership List	27



## OUR GUIDING VALUES

<b>i</b>  <b>INTEGRITY</b> <i>we do what is right</i>	<b>c</b>  <b>COLLABORATION</b> <i>we succeed by working together</i>	<b>a</b>  <b>ACCOUNTABILITY</b> <i>we are responsible for our decisions and actions</i>	<b>r</b>  <b>RESPECT</b> <i>we value everyone's unique contribution</i>	<b>e</b>  <b>EQUITY</b> <i>we enable and empower each other</i>
---	--	---	---	---

## OUR PURPOSE

We partner with our customers to create their best life.

## OUR VISION

To fulfil the unmet support needs of our community and enrich lives every day.





## MESSAGE FROM THE CHAIR AND CHIEF EXECUTIVE OFFICER

---

We are delighted to provide our members and broader McCallum community with a summation of events and highlights that defined our 2021/22 year. As with the prior year our operations were impacted by the constant threat of COVID outbreaks and enduring periods of imposed lockdowns. Despite these challenges there is much to celebrate and be proud of, especially our amazing, resilient and hard working staff.

---

### **BALLARAT REGIONAL INDUSTRIES MERGER**

During the year the independent Board's of both McCallum Disability Services Inc (MDS) and Ballarat Regional Industries Inc (BRI) agreed to merge their Social Enterprises. The finalisation of those merger negotiations creates the largest employment social enterprise in Western Victoria, delivering significant social impact benefits to its communities. Our two organisations support more than 600 people living with disability across Central Highlands and Northern Grampian shires through a range of services.

The merger expands on inclusive employment opportunities for people living with disabilities and provides greater opportunities for it to partner with commercial businesses and expand its extensive and diverse services. The merger will improve service capacity and secure the employment of over 500 staff by providing more effective services to a wider range of stakeholders.

The organisations had worked in parallel over many years, always with the vision of empowering people with disability through provision of employment opportunities, to live the fullest, most independent lives possible.

The merger will provide more effective and diversified services to all involved.

*Both organisations shared a common vision and the best way to achieve that vision and ensure the long-term success of our organisations is to merge our services and create greater opportunity for our communities through improved resourcing, investment and funding.*



*In bringing these two highly regarded and longstanding Ballarat organisations together, we are strengthening services for the people of Ballarat. We are proud of the opportunities we provide for people with disabilities. We give them real jobs that make a difference to their lives and to the commercial partners for whom we are fulfilling contracts.*

The organisations will continue to operate under their current brand names for the foreseeable future with the two employment divisions being operated under one management structure.

We take this opportunity to thank the Board Directors of both organisations for the vision and courage to enter to this arrangement which at its heart is intended to enrich the lives of all of our employees, their families and the community we serve.

The merger was completed in June 2022.

## NEW STRATEGIC PLAN 2021-2025

During the year the Board were kept additionally busy crafting and debating the organisation’s next Strategic Plan. The plan evolved from numerous workshops of staff and external review before receiving final approval in December 2021.

The Plan consists of four key pillars which are centred around our purpose, which is to ‘Partner with our customers to create their best life’. With our customers at the centre of everything we do the four pillars serve to action our purpose, represented below:





## MESSAGE FROM THE CHAIR AND CHIEF EXECUTIVE OFFICER

---

There's a number of key strategic objectives that define our Strategic Plan with the following list of Outcomes being of particular importance to our Community:

- Continuously measure how McCallum is enriching the lives of our customers through using customer outcome audits, interviews and surveys to enhance our value to our community.
- Launch new co-designed support services that respond to unmet needs in the community.
- Research the unmet accommodation needs of our community and use this to inform our investment strategy for residential services.
- Safeguard a considered, staged and seamless integration of BRI operations, workforce and customers into McCallum Disability Services.

- Cultivate an engaged, responsive and integrated workforce so that we become known as an employer of choice in our community.
- Proactively manage our stakeholder relationships to enable us to provide better services for our customers.
- Complete and implement recommendations from the Digital Transformation Systems review.

While this is not an exhaustive list of the actions McCallum intends to take over the Strategic Planning period, it represents those matters that are key to our success in the short term. Our experience of the COVID pandemic, NDIS regulatory and policy changes and variations to the political and financial landscape mean we need to remain adaptable and flexible to changing objectives as required.

---

### BOARD GOVERNANCE REVIEW

During the beginning of the financial year the Board of Governors also concluded a detailed Governance Review which had been externally facilitated. That review consisted of skill and capability assessments, Board performance and measurement appraisal, and renewing the policy and governance framework of the organisation.

The review, undertaken over several months, provided the Board with independent feedback confirming the current state of governance

systems and objectives, identifying areas for improvement in structures and practice and exploring possible alternatives benchmarked against the objectives of the organisation.

The outcomes provided more robust governance frameworks consisting of a revised and updated Board Charter, clarification of Board roles and responsibilities, improvements to the organisations Constitution and enhanced practice guidelines.



## ADDITIONAL HOUSING OPTIONS

We are proud yet again to be able to showcase our investment in much needed disability housing within our region which is providing life changing benefits to the lives of people we support.

Even prior to the implementation of the NDIS, McCallum has proactively and consistently invested a significant portion of available funds to creating the platform for an individual living with disability in the creation of a well supported home.

The rollout of the NDIS has accelerated our building aspirations and we continue to develop and purchase land opportunities for our community.

McCallum has also proactively worked with the Department of Treasury and Finance (DTF) and Department of Environment, Land, Water and Planning (DELWP) to negotiate Crown Land access and purchase options.

These relationships have been crucial to ensuring McCallum remains an enduring organisation through the strategic purchase of Government assets which can be converted to community benefit.

## ACKNOWLEDGEMENTS

The year threw out many challenges, and continued the most disruptive period the organisation has ever experienced in terms of dealing with the fallout of the pandemic. However, through staff commitment, energy and resilience we excelled in continuing to drive the organisation to achieve higher levels of community value. That value was evident in not just the resources we place into our community but surveying our families and customers to provide evidence that the service we provide is valued and relevant for our community.

We take this opportunity to thank all of our staff for their commitment and sheer hard work during the year, and to our partners and commercial customers whose business and relationship we value and appreciate.

We thank the Board of Governors for their time and counsel, their ability to set the strategic direction of the organisation whilst motivating the organisation to pursue high quality standards and improved systems of work.

And finally, we acknowledge the difficult but necessary work of the Royal Commission in Violence, Abuse, Neglect and Exploitation of People with Disability. We look forward to recommendations resulting from the Commission's work which can be used to improve services now, and into the future.



Joe Ballinger  
*Chairman*



Tyrone McCuskey  
*CEO*



## 2021/22: A YEAR OF REMARKABLE ACCOMPLISHMENTS!

This financial year saw some remarkable accomplishments: our people and customers traversed another period heavily marred by COVID19 and the challenges associated with it. We gained new staff, said goodbye to others and saw McCallum embark on its largest projects to date.





## COMMUNITY CONNECTIONS CAMPS!

### JULY 2021

As we slowly inched our way out of COVID restrictions we happily begun offering our popular camps program to our Participants again. On offer this year was Apollo Bay, Halls Gap, Echuca, Warrnambool and The Otways, Torquay, Daylesford, Ballan and Bendigo.

Each of the camps is specifically tailored to the individual's needs and abilities to ensure they have an amazing experience.

There were many highlights this year but one that was truly inspiring was seeing Sandy fulfilling her lifelong wish of riding a horse. Sandy, who utilises a motorised buggy for getting around town, was thrilled to be able to ride the horse and care for it over the weekend.



---

## MCCALLUM LINEN STALWART RETIRES

### JULY 2021

McCallum said thank you and goodbye to long term McCallum Linen employee, George Inglis. George was a much loved team member and customer service extraordinaire – having the ability to make anyone smile. George worked at McCallum Linen (previously Coronet Laundry) for over 15 years and was a pivotal player in the growth of the business.

George's last assignment was helping rollout a new online ordering portal called Bundle Connect. This system replaced the phone ordering system and is now used by McCallum Linen's 400 customers.





## 2021/22: A YEAR OF REMARKABLE ACCOMPLISHMENTS!



### JESSE STARS ON THE SLES BUS MARKETING CAMPAIGN!

#### JULY 2021

McCallum Industries' School Leaver Employment Supports program began a recruitment campaign starring our very own, Jesse Cullinan. Jesse featured in online advertisements on social media, as well as on a Public Transport Victoria bus route for 12 months in Ballarat.

### ST ARNAUD HUT REDEVELOPMENT

#### AUGUST 2021

The 'Hut' at the rear of St Arnaud's Long Street site was demolished in order to make way for a new, purpose built shed in August.

The old structure was in a state of disrepair and was no longer safe for use due to asbestos sheeting being present.

Thankfully a grant was received from the Bendigo Bank which contributed to its removal and a new shed was constructed in late 2021 which now houses an arts and craft space for our customers.





## MCCALLUM'S PARALYMPICS CELEBRATIONS

### AUGUST 2021

Coinciding with the Tokyo Paralympics, McCallum organised a special Paralympics event inviting our Customers to participate in a number of pre-organised daily competitions. Each morning a medal ceremony took place via Zoom for the preceding day's events.

The events were created to increase engagement of customers who were isolated at home owing to COVID lockdowns.

The Paralympics was used as a platform to get our community engaging with one another to build hope and joy in an otherwise difficult socially isolating period of time.

This online program was in addition to other suites of virtual programs run by McCallum over the prior 18 months to keep our community socially engaged and entertained.

The event was a hit and saw Customers compete in competitions such as "Best Cake Creation", "Synchronised Seated Swimming" and "Paper Plane Throw".



## MCCALLUM AND BRI ANNOUNCE MERGER!

### SEPTEMBER 2021

After years of discussions and months of negotiations McCallum and BRI announced a merger which will create the largest employment social enterprise in Western Victoria. The merger became official on 1 July 2022 and will improve service capacity and secured the employment of over 500 employees.

BRI CEO, Geoff Russell will continue in his role until early in 2022 where he will transition his role to facilitate and support the merger, before retiring on June 30 2022.



## 2021/22: A YEAR OF REMARKABLE ACCOMPLISHMENTS!

### TWO NEW HOUSES BEGIN CONSTRUCTION IN LUCAS

#### SEPTEMBER 2021

McCallum’s commitment to building modern, purpose built disability housing continued with the commencement of groundworks for two new properties in Lucas, Ballarat. Both houses were designed under the NDIS’ Specialist Disability Accommodation model of housing. The houses, which are walking distance to amenities such as supermarkets, parks and public transport, will provide suitable accommodation for 6 residents with a 24/7 on-site support model.



### NEW LAND PURCHASED AT LUCAS GRANGE

#### SEPTEMBER 2021

McCallum purchased two more lots of land purchased in Lucas Grange to develop further disability housing. The yet-to-be developed land will be titled in November 2022.

Draft plans for two, three bedroom dwellings with 24/7 on-site overnight staffing are underway with construction set to begin in mid-2023.

### MCCALLUM EMPLOYEES “SHOT” AT WINNING!

#### OCTOBER 2021

As a thank-you to all McCallum staff who were vaccinated against COVID19, McCallum ran a raffle to give all vaccinated staff a chance at winning one of six \$300 Coles Myer vouchers. McCallum staff were stoic throughout the epidemic and the eagerness to take-up of the vaccination was proven with 100% of staff becoming fully vaccinated to help reduce the threat to themselves, their families, and also the people we provide care to.



## WENDY MCNABB JOINS THE BOARD

NOVEMBER 2021

Ms Wendy McNabb was unanimously elected to the Board of McCallum at the 2021 Annual General Meeting. Wendy, a qualified accountant, is the current Chairperson of Ballarat Regional Industries and holds a great amount of lived knowledge in the disability sector.



## A GOLDEN OPPORTUNITY FOUND!

NOVEMBER 2021

As part of McCallum's School Leaver's Employment Supports (SLES) program, McCallum partnered with local family-owned business, The Golden Nugget, to start The Golden Opportunity work experience food trailer. With the assistance of a Federal Government grant, multiple donations from private benevolent organisations, and McCallum capital funding a food trailer was purchased and fitted out with everything required to begin trading to the wider community.

Training of the SLES Participants is currently being undertaken with sales to the community set to begin in early 2023.



## VALE NANCY MCCALLUM

JANUARY 2022

McCallum life-member and local community services pioneer, Nancy McCallum passed away at the age of 101.

Nancy and her husband, Austin, accomplished a herculean amount in the Ballarat community and helped establish some of Ballarat's most recognisable and successful organisations today, such as McCallum Disability Services Inc, Lisa Lodge Girls Hostel (now Berry Street), The Ballarat Historical Park (now Sovereign Hill), The Central Highlands Regional Library and The Art Gallery of Ballarat.







## 2021/22: A YEAR OF REMARKABLE ACCOMPLISHMENTS!

### TRANSFORMATION PROJECT BEGINS

APRIL 2022

In preparation for the arrival of the NDIS in January 2017, McCallum undertook an information systems upgrade which was completed in 2014. That upgrade took into account systems managing finance, payroll, rostering and customer relationship management. And while those systems have served the organisation well they have become superseded by other platforms more reflective of the dynamic support environment now being delivered to our community.

Since the beginning of the NDIS McCallum has grown at a rapid rate, including Participant and staff numbers, and as a result increasing revenue.. The pre-NDIS information systems that have been utilised for the past 7 years no longer sufficiently meet the needs of our growing organisation. This, coupled with new and more efficient I.T systems coming to market, has resulted in McCallum sourcing an integrated system called Flowlogic. This will replace all of our current systems excluding our finance solution.

The business justification, tender process, selection, evaluation and implementation process for a new IT platform has been rigorous and is being managed by an internal McCallum ICT Transformation Team.





## What is Flowlogic?

Flowlogic will be used to record the entire Participant experience and interaction with McCallum and BRI including Intake, Support Planning, Goals and Outcomes, Rostering, Billing, Incidents and Feedback. It will also be used by our Support Coordination and Plan Management teams.

Similarly it will be used to manage our employee experience including Recruitment, Onboarding, Rostering, Timesheets and Payroll.

Flowlogic will replace the existing CIMSability, SRS and EmpLive systems. Importantly, Flowlogic will simplify and streamline work for our employees which in turn will create a better experience for our Participants.

---

## How will it benefit the McCallum community?

Some of the key benefits of Flowlogic include:

- It's accessible from any device – which means there's no need for our support workers to go to the office to update file notes or submit a form – it can be done from anywhere. Better still, this will make it easier for Participants to be included in the process of recording their progress and experiences at McCallum.
- It's easy to use – it has a simple, clean dashboard. Unlike our existing systems, in Flowlogic our workforce will only see the information they need based on their role and the Participants they support. This also means improved privacy and protection of participant's data.
- Voice to text – when used on a smart phone or tablet, support workers are able to add file notes using voice to text. This means Participant information can be kept up to date in real time.
- It has a powerful report builder – which will enable meaningful reporting on the progress and experiences of our Participants at McCallum, which in turn can inform the continuous improvement of our support services.

### What next?

In the first half of 2023 we will be launching 'Flowpoint'. This is a customer portal that will enable our Participants and their carers to view their personal information, progress towards their support plan goals and stay informed on what's happening at McCallum.



## 2021/22: A YEAR OF REMARKABLE ACCOMPLISHMENTS!

### NEW HOUSES COMPLETED!

#### JUNE 2022

McCallum's newest housing development was completed in Lucas, Ballarat. The two houses were built to the NDIS' Specialised Disability Accommodation "Improved Livability" category and will become home to three people with disability respectively. The houses will be staffed 24/7 with on-site care and features all of the mod-cons you can think of. The completion of these houses brings the number of new houses in Lucas to four, with the remaining McCallum owned lots of lands set to have houses built on them in the next 18 months.



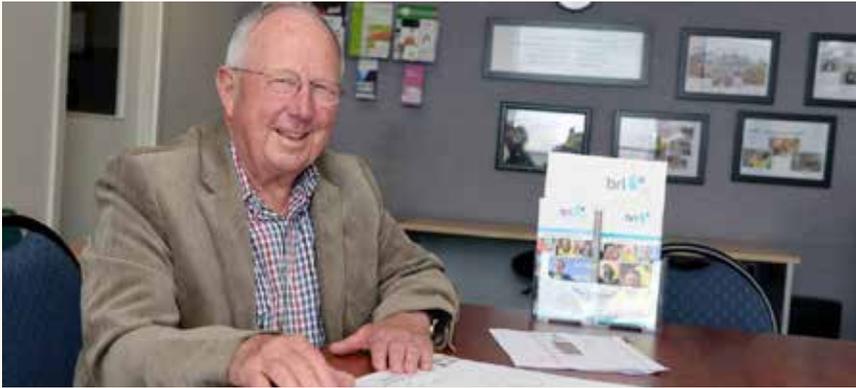
### ST ARNAUD PRIMARY SCHOOL RELATIONSHIP PROSPERS

#### JUNE 2022

McCallum Participants in St Arnaud have strengthened their bond with the students at the St Arnaud Primary School joining them in their annual Colour Run. Everyone completed three laps of the run whilst being showered in colourful dust.

It's fair to say there was a lot of seat dusting and wiping in the bus on the trip home, which didn't detract from a very fun and enjoyable time engaging with the local school community.





## BALLARAT REGIONAL INDUSTRIES CEO RETIRES

JUNE 2022

Longstanding community services advocate and BRI CEO, Geoff Russell officially began his foray into retirement on June 30 after committing a vast amount of his professional career to both McCallum Disability Services and Ballarat Regional Industries.

Geoff began his career in social services at the Ballarat Children's Home (now CAFS) in 1972 before being appointed as CEO of Central Highlands Regional Residential Association (CHRRRA).

Geoff was integral in the merger talks between CHRRRA and the Central Highlands Residential Association for Intellectually Disabled Persons (formerly McCallum House). After a successful merger the organisation was renamed McCallum Disability Services Inc. and Geoff was appointed as Deputy CEO.

During Geoff's tenure from 1997 to 2007 McCallum grew considerably as an accommodation provider. Geoff oversaw the construction of three houses that were built in quick succession providing suitable accommodation for 18 people living with disability.

In 2007, as part of his semi-retirement, Geoff began a disability services consultancy business offering his services to Federation University, the State Government and various disability organisations within the state.

In 2011 Geoff accepted a role at BRI in Case Management. In 2017 Geoff was appointed as CEO and was instrumental in turning BRI into a profitable business enterprise. Geoff remained at BRI until December 2021 once a merger deed had been agreed upon between the Boards of McCallum and BRI.

Over 50 years Geoff has played a pivotal role in hundreds of people's lives across a number of different organisations. It's ironic that Geoff worked in senior managerial positions for both McCallum and BRI during his career, and was then a key part of the merging of the two organisations. An emphatic full-stop at the end of a career that spanned five decades.

**And, to that, we thank you for all that you've done, Geoff.**



## BOARD OF DIRECTORS

## EXECUTIVE MANAGEMENT



Joe Ballinger  
*Chair*



Brett Bryant  
*Deputy Chair*



Tyrone McCuskey  
*Chief Executive Officer*



Noelene Collins  
*Manager Accommodation  
& Lifestyle Options*



Claire  
Huntington



Tim  
Bunning



Eliza Munro  
*Financial Controller*



Randal Newton-John  
*Manager Quality  
and Central Intake*



Lynden  
Hayes



Mary  
Shone



Adam Bogers  
*Manager  
Social Enterprise*



Matt Vallance  
*Manager Infrastructure &  
Business Development*



Wendy  
McNabb



Peter  
Brugman



Kelly Ransley  
*Manager  
Community Connections*



Lauren Baker  
*Manager  
People and Culture*



Brigid Moloney  
*Resigned March 2022*



Leigh Cooksley  
*Manager St Arnaud &  
Customer Coordination*

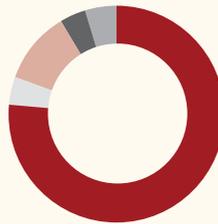


McCallum Disability Services Inc. returned an operating surplus for the year of \$617k. This reduction, when compared to the prior year is largely due to the cessation of Job Keeper funding received in 2020/21.

McCallum continued to operate in a challenging environment for the duration of the 2021-22 financial year, this was largely due to the ongoing impacts of COVID-19 on the disability sector and the hospitality industry, which impacted the McCallum Linen program.

Further support from the government was received late in the financial year to support the ongoing pressure on the business, which includes increased costs relating to Personal Protective Equipment and increased wages relating to staff shortages due to COVID-19. This support was welcomed by McCallum and will continue to be utilised to ensure we are providing the highest level of support to our customers.

The Net Assets of McCallum continue to remain strong with a total of \$21m. A reduction in cash was seen throughout the financial year with a strong emphasis placed on capital improvements and growth related activities. The successful completion of another two houses in June 2022 continues to ensure we are focused on improving the accessibility of housing to our customers.



**2021/22  
OPERATING  
REVENUE  
SOURCE**

● Grants & Subsidies	\$17,021,527
● Service Contributions	\$949,882
● Production Revenue	\$2,396,402
● Other Income	\$905,960
● Other non-recurrent grants and subsidies	\$995,639
<b>Total</b>	<b>\$22,270,040</b>



**2021/22  
OPERATING  
EXPENSE  
BREAKDOWN**

● Staff costs	\$16,749,392
● Administration & program operating costs	\$2,644,817
● Production, property & fleet costs	\$2,438,777
<b>Total</b>	<b>\$21,832,986</b>



# STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2022

	2022 \$	2021 \$
<b>INCOME</b>		
Recurrent government grants & subsidies	17,021,527	15,323,804
Service contributions	949,882	914,433
Production revenue	2,396,402	2,115,159
Income from investments	286,689	144,321
Gain on sale of fixed assets	422,456	17,220
COVID-19 government subsidies	-	4,762,717
Other income	194,445	99,191
	<b>21,274,401</b>	<b>23,376,845</b>
<b>EXPENDITURE</b>		
Employee benefits	(16,749,392)	(16,641,791)
Administration operating costs	(876,369)	(931,076)
Depreciation	(950,698)	(1,607,069)
Program operating costs	(817,750)	713,543)
Production costs	(1,347,379)	(942,560)
Property costs	(736,193)	(746,627)
Transport	(243,630)	(157,890)
Loss on sale of fixed assets	-	(4,692)
Finance expenses	(111,575)	(115,638)
	<b>(21,832,986)</b>	<b>(21,860,886)</b>
<b>SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES</b>	<b>(558,585)</b>	<b>1,515,959</b>
Grants and donations for capital purposes	1,064,629	303,208
Debt forgiveness	123,114	-
Write-off of DHAC share of buildings	-	513,750
Prior period adjustment to ISP funding	142,746	-
Merger expenses	(154,811)	-
	<b>617,093</b>	<b>2,332,917</b>
<b>OTHER COMPREHENSIVE INCOME</b>		
Unrealised loss on revaluation of land and buildings	-	(203,720)
Gain (loss) on revaluation of financial assets	(324,160)	503,472
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>292,933</b>	<b>2,632,669</b>

# STATEMENT OF FINANCIAL POSITION



For the year ended 30 June 2022

	2022 \$	2021 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	2,893,378	1,874,557
Trade and other receivables	3,627,807	2,394,275
Inventories	17,111	20,446
Other financial assets	-	3,517,860
<b>TOTAL CURRENT ASSETS</b>	<b>6,538,296</b>	<b>7,807,138</b>
<b>NON CURRENT ASSETS</b>		
Property, plant and equipment	14,599,451	13,292,671
Other financial assets	3,784,420	4,200,686
Right-of-use assets	2,170,891	2,331,716
<b>TOTAL NON CURRENT ASSETS</b>	<b>20,554,762</b>	<b>19,825,073</b>
<b>TOTAL ASSETS</b>	<b>27,093,058</b>	<b>27,632,211</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	1,119,895	1,331,938
Contract liabilities	114,777	551,032
Short-term provisions	295,049	150,973
Current lease liabilities	169,664	162,572
Employee benefits	1,359,296	1,495,929
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,058,681</b>	<b>3,692,444</b>
<b>NON CURRENT LIABILITIES</b>		
Non-current lease liabilities	2,137,133	2,265,669
Employee benefits	382,560	452,347
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>2,519,693</b>	<b>2,718,016</b>
<b>TOTAL LIABILITIES</b>	<b>5,578,374</b>	<b>6,410,460</b>
<b>NET ASSETS</b>	<b>21,514,684</b>	<b>21,221,751</b>
<b>EQUITY</b>		
Reserves	1,370,727	1,741,882
Retained earnings	20,143,957	19,479,869
<b>TOTAL EQUITY</b>	<b>21,514,684</b>	<b>21,221,751</b>



# AUDITOR'S REPORT



## McCallum Disability Services Inc.

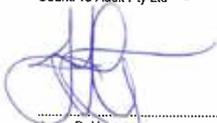
ABN 65 583 428 720

### Auditor's Independence Declaration to the members of McCallum Disability Services Inc.

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2022, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

*CountPro Audit Pty Ltd*  
.....  
CountPro Audit Pty Ltd

  
.....  
Jason D. Hargreaves  
Director

180 Eleanor Drive, Lucas

21 October 2022



## McCallum Disability Services Inc.

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

#### Opinion

We have audited the financial report of McCallum Disability Services Inc., which comprises the statement of financial position as at 30 June 2022, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes to the financial statements and the statement by the board of governors.

In our opinion the financial report of McCallum Disability Services Inc. has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2022 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - Simplified Disclosure and 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 the *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act)* and the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (Including Independence Standards)* (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.

#### Responsibilities of Management and the Board of Governors for the Financial Report

Management of the Association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosure and the ACNC Act, and for such internal control as the responsible entities determine is necessary to enable the preparation of the financial report that 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 intends 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 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 the financial report.



# AUDITOR'S REPORT



## McCallum Disability Services Inc.

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement 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.

*CountPro Audit Pty Ltd*  
CountPro Audit Pty Ltd

Jason D. Hargreaves  
Director

180 Eleanor Drive, Lucas  
25 October 2022

# MEMBERSHIP LIST 2021/22



## BALLARAT MEMBERS

1. Mrs Helen Ballinger
2. Mr Peter Brugman
3. Mr & Mrs Brett & Rachel Bryant
4. Mr Tim Bunning
5. Mr & Mrs Geoff & Marie Harrison
6. Mrs Lynden Hayes
7. Mrs Claire Huntington
8. Ms Leah Mason  
(Angus Eels Plumbing)
9. Mrs Brigid Moloney
10. Mrs Judy Roberts
11. Ms Mary Shone
12. Mr Ron Smart  
(Ron Smart Electrical)
13. Ms Kath Woods
14. Wendy McNabb
15. Greg Harbridge
16. Damien Varnis
17. Jo Barber

## ST ARNAUD MEMBERS

1. Mrs Lyn Box
2. Mr Geoffrey Patching
3. Mr & Mr John & Francis Powell
4. Mrs Noreen Ryan

## BALLARAT LIFE MEMBERS

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

## ST ARNAUD LIFE MEMBERS

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

## BRI LIFE MEMBERS

1. John Burt
2. Michael Morrow
3. Bill Goldfinch



### **Brigid Moloney** (resigned March 2022)

We take this opportunity to thank Brigid Moloney for her time and dedication to McCallum during her tenure as a Board Member.

Brigid was instrumental in the BRI Merger discussions and always provided insightful and valuable contributions at Board level.

---

To find out about our latest news, events  
and achievements, visit [mccallum.org.au](http://mccallum.org.au)

---

FOLLOW US ON



**BALLARAT  
OFFICE**

29 Learmonth Street  
Ballarat VIC 3350

**P:** 5334 1921

**ST ARNAUD  
OFFICE**

1 Long Street  
St Arnaud VIC 3478

**P:** 5495 1566

**AUSTRALIAN DISABILITY  
ENTERPRISE**

1820 Sturt Street  
Ballarat VIC 3350

**P:** 5337 6901