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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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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 honoured to highlight to our members, and broader McCallum community, a summary of significant events that have defined our services over the 2022/23 year. Following two years of grappling with Covid related issues we entered the last 12 month period full of vitality and renewed optimism about how we could positively impact the lives of people we support.

Following is a collection of some of our most heart-warming moments and those which caused us to pause and reflect.

BALLARAT REGIONAL INDUSTRIES MERGER

The beginning of the year was marked by a significant milestone in our organisations history as it established the official beginning of our merger with Ballarat Regional Industries Incorporated (BRI).

BRI, as it is affectionately known throughout the business community, has been in operation since 1984 and drawn great praise for its diversified employment offering for people living with disability. We are proud to have become a unified organisation and continue the development of employment services that are valued and needed by the people we support.

The merger, which took effect from 1 July 2022, expands on our inclusive employment opportunities for people living with disability and provides greater opportunities to partner with commercial businesses and expand our extensive and diverse services.

The shared identity of our employment businesses is now known as our Social Enterprise, with company branding remaining unchanged at this time.





BALLARAT WEST EMPLOYMENT ZONE

During the year our Board undertook a strategic evaluation of its Supported Employment offering resulting from the merger with BRI. That evaluation considered the geographic spread and diversity of the employment resources which now cover five separate employment sites across the region. These sites have been in operation for quite some time and the opportunity to grow those businesses and expand employment services is limited.

In responding to the future needs of the employment business McCallum secured a large parcel of land within the growth corridor west of the city named the Ballarat West Employment Zone (BWEZ).

McCallum's land is part of a much larger development, being a 20 year vision of the State Government providing the potential to generate up to 9,000 direct jobs and \$5.078 billion in economic output per annum for the local economy.

The BWEZ is located 7km west of Ballarat CBD with access to the Ballarat-Ararat railway and provides excellent access to the major arterial and freeway network.

McCallum's land parcel is 7.5 acres and will enable the relocation of the entire supported employment workforce, our Social Enterprise, to relocate to a purpose built industrial facility that at its core provides wonderful employment opportunities for our community.

The transition will require significant capital investment which will be facilitated through a combination of existing asset realisation and retained funds.

It is expected at this time, development may take up to five years to complete.



MESSAGE FROM THE CHAIR AND CHIEF EXECUTIVE OFFICER

EXPANDING OUR RESIDENTIAL OFFERING

During the year McCallum were able to continue its development of new residential accommodation with the creation of two new homes within the suburb of Lucas. These state of the art homes will each accommodate a maximum of three residents with sleepover support, housing a combination of new and relocating residents.

The investment in new homes is complex in the NDIA world with long capital planning considerations, NDIS Plans requiring change of circumstance reviews, large financial commitment and drawn-out building times. So, achieving two home builds within a twelve month period is a really impressive outcome.

McCallum continues to leverage its strong balance sheet position to drive housing investment with plans in place to accelerate its investment into the future. This will be a combination of providing new homes to new residents whilst turning over its existing stock of accommodation.



INVESTING IN INFORMATION TECHNOLOGY

In the last twelve months McCallum also embarked on an Information Technology improvement project to replace outdated systems and platforms whilst improving service efficiency and effectiveness. The program of work was brought forward owing to the merger with BRI which operated on entirely different platforms to McCallum's core business.

The installation of new rostering, customer relationship management and data management system provides more flexibility and mobility to staff which improved the ability to record service notes and monitor service delivery to improve customer outcomes.



ADDITIONAL ACCOMMODATION IN ST. ARNAUD

McCallum also took an opportunity to further develop our rural service delivery by purchasing a home for Short Term Accommodation in St. Arnaud. This home, being adjacent to our main administration building, was completely refurbished and refreshed within three months of purchase.

The home will provide much needed accommodation for our local community and fill a service need identified 12 months earlier. The home will accommodate three residents with sleepover support provided by our wonderful team in St. Arnaud.



ACKNOWLEDGEMENTS

At the end of our last Annual General Meeting we paid tribute to long serving Board member and parent Lynden Hayes. Lynden had provided great guidance and governance over a long period being a Board Director and her experience and insights will be missed. We also welcomed incoming Directors Peta Clark and Brett Jones to the Board and look forward to their contributions to our community.

To our dedicated and wonderful staff, great leadership team and Board Directors we extend our heartfelt thanks and appreciation for without you our community would not function nearly as well as it does.

In closing we acknowledge the important work of the Royal Commission into Violence, Abuse, Neglect and Exploitation of people with disability. We look forward to the reforms and recommendations that will emanate from the Commissioners work which is scheduled to be handed down in October 2023.



Joe Ballinger
Chairman



Tyrone McCuskey
CEO



VALE

VALE GRAEME DIMSEY

Graeme Dimsey sadly passed away on 10 December 2022 after ongoing health complications.

Graeme was a much loved Participant at McCallum for over 35 years having worked at McCallum Industries and attending McCallum Community Connections.

Graeme made a lot of friends at McCallum during his life especially after moving into a McCallum group home in 1991 and then McCallum's Hamish Court property in 1999.

Graeme had a love for jewellery and watches and one of his favourite things to do was go shopping for a new wrist band and have a coffee.

You will be dearly missed.

Rest in peace, Graeme.



VALE VICKIE MCLEAN

Vickie had been a part of our Lifestyle Options Community for 2 years and had been our ray of sunshine and all round motivator to her Participants. Vickie would always come in with a smile and was always up for a challenge.

She had changed the lives of many of our Participants from helping with budgeting tricks, to swimming laps in the pool and to riding horses. We will cherish these memories forever.

Rest in peace, Vickie.



OUTSTANDING ACHIEVEMENTS



KERRY KEIRL'S AMAZING DEVELOPMENT

One of the best stories that very few people know about is that of Kerry Keirl and her amazing personal development.

Kerry has cerebral palsy and, following her mother's and main carer's passing, wanted some one-to-one supports through McCallum's Lifestyle Options program so she could remain in the comfort of her own home.

Kerry was reluctant to have additional help other than meeting her basic needs and support within the home, but over the years Kerry has built an amazing connection with the Lifestyle Options team.

So much so, that in the beginning she would decline to leave her home, now in 2023 she is literally galloping in leaps and bounds accessing equine therapy, hydrotherapy and socialising with her support workers at local cafes.

This is an amazing achievement for Kerry and shows the impact that McCallum's Lifestyle Options team can have on our Participants.



JADE'S A MODEL EMPLOYEE

Jade Retallick is a much respected Team Leader at BRI's food packaging facility in Walker Street, Sebastopol.

Earning this role had nothing to do with luck. It was borne out of hard work, the respectful manner she treats her co-workers and her ability to stay calm in challenging situations.

Her areas of work responsibility are growing as well, she is now involved in the GoWorkSkills training every Wednesday, is an integral member in our hot chocolate mixing team and is always up for a new challenge.



Well done, Jade!



2022/23: A MONUMENTAL YEAR!

Another financial year has passed in the blink of an eye and yet again we've been astonished by the development and growth of the people we support in both Ballarat and St Arnaud. McCallum and BRI's merger took further steps in becoming a united Social Enterprise, while the organisation as a whole went through one of its largest transformative projects implementing new information technology systems for all staff.

It truly was a monumental year.





BALLARAT REGIONAL INDUSTRIES OFFICIAL MERGER

JULY 2022

The 1st of July marked a huge milestone in the history of McCallum and BRI as both organisations came together as one ‘for purpose’ organisation. The merger was the culmination of many years of discussions between the two organisations who have together provided over 100 years of community services.

The united teams at McCallum Industries, McCallum Linen, BRI Neerim Crescent and BRI Walker Street now form our Social Enterprise which employs over 200 people with disability and brings the total number of staff at McCallum to over 500.

BRI's existing CEO, Geoff Russell stood down from the role and entered into retirement after righting the course of BRI and providing invaluable service to both BRI and McCallum over a 30 year period.

Whilst the process was difficult, the benefits of the merger far outweighed any downsides, many of which will be featured in the achievements over the last 12 months.

- We established a shared identity as the McCallum Social Enterprise, creating meaningful work opportunities for people with disabilities and partnering with local businesses to deliver effective outsourced work solutions.
- We are consolidating the management team and are building a performance culture with regular one to one's with staff, introducing online training mapped to the NDIS performance standards for supervisory staff and bringing our organisational values and acceptable behaviours to Toolbox Talks.
- We have successfully maintained accreditation for our ISO45001 OHS standards across our BRI sites.
- Our Employment Support Team have merged with newly defined processes and having undertaken additional positive behaviour support training. The team work with each one of our supported employees to identify and achieve the highest levels of ability they can in a work setting.
- Our Supervisor team now all operate under one standardised remuneration classification structure creating equity across all of our Social Enterprise sites and transparency with respect to career progression.
- Our Supported Employees are now also successfully transitioned to one classification structure and wage assessment tool as a result of the changes to the Supported Employment Services Award 2020 (SES Award). This enables so many more possibilities with respect to creating career pathways for our employees throughout different job roles in our Social Enterprise.



2022/23: A MONUMENTAL YEAR!

MCCALLUM'S GOLDEN OPPORTUNITY ARRIVES IN TOWN!

JULY 2022

After continual delays due to the devastating floods in Queensland where the trailer was being constructed, as well as COVID19 lockdowns, the McCallum Golden Opportunity food trailer finally landed in Ballarat to begin its life in the School Leaver's Employment Supports (SLES) work experience partnership with the Golden Nugget Bakery.



BRI MAINTENANCE TEAM COMPLIMENTS

JULY 2022

It wouldn't be a normal month without the BRI Home Maintenance team receiving a bevy of compliments from their customers in the community. The team undertakes a range of different tasks including constructing accessibility ramps into houses, installation of hand rails and much more.

On this occasion Kaye Nicol praised Jason and Andrew on their amazing customer service and the quality of the job they completed.

LINDSAY'S NO BEAUTY SCHOOL DROP OUT

JULY 2022

Long-time serving Supported Employee and Lifestyle Options (LSO) Participant, Lindsay Lee made the trek to Melbourne to watch Grease: The Musical. Lindsay, looking a million dollars in his suit, had a fantastic night out and was chaperoned by LSO employee, Mandy Bray.

It's fantastic seeing the activities our Participants can take part in with a little bit of support from McCallum staff!





COVID19 CONTINUED...

JULY 2022

A new day, a new variant of COVID19. It seemed like two steps forward, two steps backwards as we ever so slowly moved closer and closer to the end of the COVID19 pandemic. However, impacts of Participant and staff illnesses reached new levels in July with increased amounts of people being forced to stay home due to infection.

But with the declaration of the end of the pandemic and the removal of the Victorian State Government's Pandemic Orders, we also saw the removal of all of the safety frameworks and regulation that we had diligently followed for the previous three years.

Worksafe Victoria and the Department of Health all were encouraging Disability Providers to adopt individual risk assessed models of addressing the ongoing risk of COVID-19 in our communities.

At McCallum, we have chosen to incorporate COVID-19 as part of our Employee Health Procedure. We are now being told that we have to 'live with' COVID in our daily lives, so at McCallum we have chosen to establish our management framework in alignment with how we handle other infectious diseases.

As part of our Procedure, McCallum continues to require all of our workers:

- to be fully vaccinated or hold a valid medical exemption
- to undertake rapid antigen tests (RAT) if they develop any symptoms and/ or they have come into contact with someone who has COVID-19; and
- to adhere to McCallum's COVIDSafe Plan.

Our COVIDSafe Plan adopts a risk management approach utilising 9 COVIDSafe control strategies that work together to keep our people safe. The plan prescribes how we'll operate during a COVID-19 outbreak as well as during times that are considered 'COVID Normal' to ensure that we operated in a COVID safe environment and protect the health and safety of our McCallum Community. This is our highest priority.

Our COVIDSafe Plan utilises a traffic light system to signal the level of operation that our business may experience and operate in.

Covid continues to affect our customers regularly, and our staff have demonstrated that they understand our new traffic light system and are able to escalate their infection control protocols and other risk mitigation strategies effectively. We thank our staff for their diligence in completing regular training and for responding and continuing to provide supports in COVID positive environments. They do an amazing job and we are truly appreciative.



2022/23: A MONUMENTAL YEAR!



SLES PARTICIPANTS PASS WITH FLYING COLOURS

JULY 2022

Under trying COVID19 conditions, School Leavers Employment Support Participants undergoing their second year of the program graduated the Certificate 1 in Work Education. Congratulations team!

WORK EXPERIENCE FOR AMMIE

JULY 2022

As part of our ongoing relationship with Mercure Hotel and Convention Centre, McCallum Industries Supported Employee, Ammie completed front of house work experience in July. Ammie learnt how to keep the breakfast buffet stocked with crockery during busy morning shifts. Well done, Ammie!





THE LADS HEAD TO MELBOURNE!

AUGUST 2022

The McCallum Community Connections Camps remain a very popular program as evidenced by Andrew van Gans, Matthew Peterson and Peter Bunning heading for a weekend away in Melbourne.

They visited DFO, Queen Victoria Market and watched the Demons win at the MCG. But that was just Friday!

On Saturday they visited the Melbourne Museum and travelled the city on the trams before eating at several restaurants.

On Sunday they went to Luna Park before making their way home.

Peter Bunning summed it up perfectly in the bus as they left Melbourne “Best weekend ever!”



2022/23: A MONUMENTAL YEAR!

MCCALLUM'S NEWEST HOUSES

SEPTEMBER 2022

McCallum's newest Specialist Disability Accommodation (SDA) homes were completed in late August. The two houses will provide suitable disability accommodation for 3 residents each, as well as offering 24/7 accommodation for support staff.



Both houses were built to the NDIS' Improved Livability design category and feature large open plan living areas close to important infrastructure such as supermarkets, chemists and parks.

MCCALLUM'S ICT TRANSFORMATION TEAM VISITS ST ARNAUD

SEPTEMBER 2022

With the NDIS now being in place for over 5 years McCallum were in need to upgrade to more suitable, integrated computer systems to help staff work more efficiently across the multitude of programs and locations we provide supports from.

The benefit of having a smaller satellite region of programs in St Arnaud meant we could utilise their smaller footprint and test the system with staff and Participants before rolling the project out across the entire organisation.

Spearheaded by Megan Power and Nauman Bangash, the weeklong "Flowlogic" roadshow to St Arnaud saw many staff act as "test subjects" to ensure the system's functionality worked correctly.

Ironically, McCallum's Laundromat was where many of the issues were ironed out.





ANOTHER CONNECT CAFÉ DELIGHT

OCTOBER 2022

The Connect Café is renowned for creating culinary delights each day and on Friday 7 October the team hosted McCallum Director (and mother of Shane Sheridan) to a gourmet lunch of lasagne with green salad followed by a dessert of chocolate brownie, chocolate ganache and raspberries.

The group, made up of Shane, Nicole and Eva, hones their skills each Friday under the careful eye of Glynnis Tonks who is a qualified pastry chef.





2022/23: A MONUMENTAL YEAR!

SOCIAL ENTERPRISE - A NEW WAY OF PAY!

OCTOBER 2022

The Supported Employment Services Award 2020 (the SES Award) sets wages and working conditions for people with disability working in supported employment. Over a 10 year period, the Fair Work Commission has undertaken a review of the SES Award, hearing submissions from employers, disability providers and advocates with respect to establishing a better way of remunerating people with disabilities for the work that they do in the unique setting, that is a Social Enterprise.

The final determination was handed down in October 2022, with the key requirement of the change:

- An overhaul of the position classification structure within the Award that determines the pay levels for each type of work, including adding two new wage classifications (Grade A and B) sitting below the existing Grades 1-7; as well as
- Creating a single, standalone supported wage assessment tool (called the Supported Wage System or SWS). McCallum no longer uses Greenacres or Skillsmaster Assessment tools.

The Award changed from 30 June 2023 and required all of our 220 supported employees and supervisory staff to be reclassified under the new system.

No supported employee's wages were reduced as a result of these changes and a number of our employees received a pay rise.

The SWS Assessments are facilitated by an external independent assessor approved by the Department of Social Security to conduct the assessments who come on site and assess the work activities of an individual against established work benchmarks. So far we have 25 employees on the SWS and we have up to 3 years to get everyone transitioned across, however it is McCallum's goal to have everyone registered for their first assessment by the end of 2023.

Our supported employees all attended a number of consultation meetings regarding the change and asked great questions. We also facilitated information sessions for families and carers to ensure the changes were well understood.

These Award changes have an overwhelming benefit for our supported employees, enabling greater rates of pay, opportunities to create job pathways and work across McCallum sites and a more equitable and transparent remuneration system.

Congratulations to the Employment Support Team in our Social Enterprise and our P&C Advisor - Social Enterprise for undertaking this large piece of work and bringing our people along with us through this journey.



GAME, SET, MATCH

NOVEMBER 2022

In preparation for the Australian Open in January, the Community Connections team made the most of the lovely Spring weather and took to the hardcourts to see who would be crowned the McCallum Tennis Champion.

Pundits are calling it the game of the century with Jayden taking on Carmel in what can only be described as a five set epic. The final set came down to a tie break before the game was abandoned due to extreme heat. I guess we'll never know who McCallum's Tennis Champion actually is.

MCCALLUM'S TRI-STATE GAMES VICTORS

NOVEMBER 2022

The St Arnaud All-Stars continued their dominance at the 2022 Tri-State Games in Cobram/Barooga. The team heads to the Tri-State Games each year and always puts in a stellar performance bringing home a trunk load of medals.





2022/23: A MONUMENTAL YEAR!

GO WITH THE FLOW(Logic)

NOVEMBER 2022

The 14th November was the culmination of years of work undertaken by McCallum staff to prepare the organisation for the implementation of Flowlogic, McCallum's new integrated IT system.



Phase 1 was launched to all staff in St Arnaud after months of testing, workshops and trials with everything going relatively well despite some nervous staff using a completely new system.

CARL'S BRAND NEW HOUSE

DECEMBER 2022

With the assistance of McCallum, Carl moved from his family home into his very own, brand new unit in Lucas. Carl had always lived with his family until this time. Carl moved in just before Christmas with daily support from the Lifestyle Options team.

Carl has thrived in independent living and has subsequently reduced his supports to two days per week. This includes attending a gym program independently twice a week and attends a games night each Friday night with people from his neighbourhood.

Carl's independence and enthusiasm has increased so much that he has attended his first camp with McCallum Camps. Carl had never been away from his family before. He enjoyed it so much that he has booked to go on another two camps.



It has been inspirational to watch how Carl has transitioned from living full time with his family to being completely independent.



MCCALLUM & BRI MERGER WORKSHOP

DECEMBER 2022

McCallum’s executive team, along with Ballarat Regional Industries’ management team, met to unpack the first 6 months of the official merger between the two organisations. A lot of learnings had been made along our journey and this session allowed us to discuss and document a path forward to ensure the merger remained a success.

It’s amazing how a further 6 months down the track (12 months in total) how well the merger is working out and how many benefits there have been for staff and Participants.

LYNDEN HAYES RETIRES FROM THE BOARD

DECEMBER 2022

Long term serving Board member, and mother of McCallum Participant, Lynden Hayes officially retired from her position on the McCallum Disability Services Board in December. Lynden provided a huge contribution to McCallum over 19 years, which was recognised by being awarded Honorary Life Membership status.



MCCALLUM’S NEW BOARD MEMBERS

DECEMBER 2022

Following the retirement of Lynden Hayes in early December and the retirement of Brigid Moloney earlier in 2022, two new Board members were officially welcomed to McCallum following the Annual General Meeting in November.

Ms. Peta Clark and Mr. Brett Jones join our Board after an extensive recruitment process conducted by Board Members earlier this year. The field of applicants for these two vacant Board positions was very high, which indicates the esteem with which both Peta and Brett are held by our selection committee.



Ms. Peta Clark is a very experienced Board Director and senior executive having held the position of Director and Chair at UFS Dispensaries for a number of years, and is currently the Chief Financial Officer of locally owned Ballarat family business Haymes Paint.

Mr. Brett Jones is a qualified senior executive with proven experience leading business transformation and growth initiatives in both ASX listed public and privately-owned organisations. Brett is currently Chief Executive Officer for Greyhound Clubs Victoria.



2022/23: A MONUMENTAL YEAR!

MCCALLUM & BRI'S CORPORATE GOLF DAY

FEBRUARY 2023

Ballarat's most successful (self-proclaimed) corporate golf day was run and won on a very hot and windy Friday at the Midlands Golf Club, but all 28 teams had a great time. It was great to have so many of our corporate partners back after a two year hiatus during the pandemic.

It was also great to see the School Leavers Employment Supports team working in the Golden Opportunity Food Trailer at the beginning of the day providing the teams with brunch and coffees. Nazeem Hussein had the crowd in stitches with a short comedy performance before the golf started.

The team from Haymes Paint were the eventual winners. Playing off a handicap of 15, they had an aggregate score of 49, three strokes ahead of the teams from Wilkie Construction and Ron Smart Electrical.

A big thank you to the BRI team for helping setup the promotional items including tents, signage and prizes.





THE NOT-FOR-PROFIT PEOPLE CONFERENCE

FEBRUARY 2023

An aspiring group of McCallum staff attended the NFP People Conference at the Melbourne Convention Centre in late February.

Staff attended guest speaker seminars from NFP organisations throughout Australia to share the changes for NFP organisations, discussing ways to build a better Culture and Leadership within an organisation.

Guest speakers included CEO'S, General Managers, Directors, Human Resources, and Councilors to discuss leadership, trust and culture including ways to improve systems within a NFP organisation.



Attending the conference has given staff the opportunity to interact and communicate with other NFP organisations for talks around the types of work and supports that is provided throughout McCallum and BRI, including the most recent merge of our two organisations.

FORKLIFT TRAINING: AN UPLIFTING EXPERIENCE

MARCH 2023

Some of our Supported Employees and staff completed WorkSafe approved training to achieve competency for their forklift license in March.

Supported Employees were guided through hours of classroom training, completing a 61 question written assessment and the final handling assessment on forklift required by WorkSafe.

Many of our talented staff have not operated a forklift until they started the training, however it was clear that all the staff were openly supporting each other to achieve their success.





2022/23: A MONUMENTAL YEAR!

BRI'S BLOOMING SUCCESS

MARCH 2023

A big congratulations to the BRI Events team who worked at the Begonia Festival over the long weekend. A lot of early morning and late afternoon work was put in by the team bumping in and out for the City of Ballarat, as well as undertaking the waste management.

Our Work in Numbers:

- Over the 3 days the team collected 60 cubic metres of general waste
- Each day the team emptied 36x 240lt recycling bins

HIGH TECH BIOMETRICS INSTALLED

MARCH 2023

As part of the Flowlogic ICT project, biometric facial recognition units were installed at all Social Enterprise locations in Ballarat and St Arnaud. These units allow our Supported Employees to clock on and off their shifts by simply standing in front of the device, having their picture taken and the computer completes the rest.



ST ARNAUD'S LATEST ACQUISITION

MARCH 2023

In 2022 St Arnaud's existing short-term accommodation house in Queens Avenue was converted to Specialist Disability Accommodation (SDA) due to the increased demand for higher support disability accommodation in the region. This meant that short-term accommodation for people with disability was no longer available in town.

Fortunately, an opportunity to purchase an existing property adjacent to McCallum's Long Street facility came forward and McCallum's Board approved the purchase and renovation of the late 1970s brick veneer property.

Renovation works began almost immediately and will comprise of new flooring, roof tile repointing, new heating and cooling, new bathroom, kitchen and laundry, as well as painting throughout. It is expected that the renovation will be complete in early October.



MCCALLUM SECURES BWEZ LAND FOR DEVELOPMENT

MARCH 2023

After 2 years of negotiations and dealings with the State Government, McCallum was able to secure a 3 hectare plot of land in the Ballarat West Employment Zone that will see all Social Enterprise businesses (McCallum Industries, McCallum Linen and BRI) relocate onto the one site. The yet to be developed land should settle by mid-2025 with construction of new industrial and administration facilities to be fully completed by 2030 in a staged completion.

This project will be McCallum and BRI's largest investment in their combined 100+ year history.



KING STREET RESIDENTS RELOCATE!

APRIL 2023

It may not have been quick and it may not have been easy but residents moved into McCallum's newest house in Lucas, Ballarat. The 3 male residents had been living in a forty year old, 6 bed group home owned by the Department of Families, Fairness and Housing which was no longer suitable for the level of support they required.

The residents were absolutely thrilled to move into their new home.





2022/23: A MONUMENTAL YEAR!

FLOWLOGIC GOES LIVE ACROSS THE ORGANISATION

MAY 2023

After years of careful planning, long hours, sweat and some tears, McCallum's new IT system, Flowlogic, was rolled out to the final business unit. The project was monumental and has replaced many different systems with a standalone system. It wasn't easy but the new system will set McCallum and BRI up for the future by making current tasks a lot more efficient, specifically compliance based Participant note taking. It will also enable staff to access important data to undertake their roles via their devices, as well as complete real-time case notes and timesheets.

THE GOLDEN OPPORTUNITY GOES LIVE!

JUNE 2023

After months of training, as well as 3 months of sales to internal customers only, we finally started selling Golden Nugget slices, coffee and donuts to the general public from the McCallum Industries carpark in Alfredton.

Running a small business is no easy feat, and doing so in a work experience environment brings up a number of challenges, but the team remained steadfast and have been doing a wonderful job.

In the coming months it is planned for the Golden Opportunity food trailer to extend their operating hours into more days of the week.







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



Matt Vallance
*Manager Infrastructure &
Business Development*



Peta
Clarke



Mary
Shone



Adam Bogers
*Manager
Social Enterprise*



Lauren Baker
*Manager
People and Culture*



Wendy
McNabb



Peter
Brugman



Kelly Ransley
*Manager
Community Connections*



Leigh Cooksley
*Manager St Arnaud &
Customer Coordination*



Brett
Jones



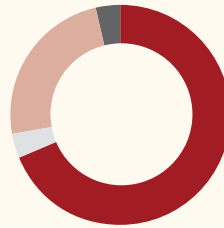
McCallum Disability Services Inc. returned an operating surplus for the year of \$469k, achieving performance outcomes in line with the prior financial year.

The overall result for McCallum Disability Services was enhanced with the additional grants received for the year amounting to \$126k, as well as gains attributed to the revaluation of properties and financial assets amounting to \$2.8m. Thus, achieving a Comprehensive Income of \$3.5m for the financial year.

During the financial year, McCallum continued its strategic growth initiatives in housing in the Ballarat and St Arnaud regions, with the building of two new Specialist Disability Accommodation houses in Ballarat and the purchase of an additional Short Term Accommodation facility in St Arnaud.

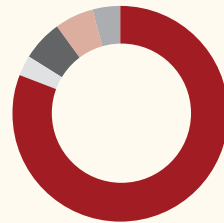
On 1 July 2022, McCallum Disability Services merged with Ballarat Regional Industries, this contributing to the growth in Net Assets for the organisation of \$8m, which largely related to Land and Buildings.

In early 2023, McCallum entered into an agreement to purchase land at Ballarat West Employment Zone (BWEZ), with the goal to establish a purpose built facility for our newly created Social Enterprise, consisting of McCallum Industries, McCallum Linen and Ballarat Regional Industries.



**2022/23
OPERATING
REVENUE
SOURCE**

● Grants & Subsidies	\$20,384,388
● Service Contributions	\$1,023,120
● Production Revenue	\$7,153,419
● Other Income	\$1,045,005
Total	\$29,605,932



**2023/23
OPERATING
EXPENSE
BREAKDOWN**

● Staff costs	\$21,864,492
● Administration costs	\$931,075
● Depreciation expense	\$1,607,069
● Program & Production costs	\$1,656,103
● Property & Fleet costs	\$1,000,061
Total	\$27,058,800



STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2023

	2023 \$	2022 \$
INCOME		
Recurrent government grants & subsidies	20,384,388	17,021,527
Service contributions	1,023,120	949,882
Production revenue	7,153,419	2,396,402
Income from investments	280,232	286,689
Net gain on sale of fixed assets	468,083	422,456
Other income	296,690	194,445
Other non-recurrent grants & subsidies	-	995,639
	29,605,932	22,270,040
EXPENDITURE		
Employee benefits	(21,864,492)	(16,749,392)
Administration operating costs	(1,198,248)	(876,369)
Depreciation	(1,211,586)	(950,698)
Program operating costs	(1,123,448)	(817,750)
Production costs	(2,224,907)	(1,347,379)
Property costs	(976,865)	(736,193)
Transport	(431,787)	(243,630)
Finance expenses	(105,364)	(111,575)
	(29,136,697)	(21,832,986)
SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES	469,235	437,054
Grants and donations for capital purposes	126,193	68,990
Debt forgiveness	-	123,114
Unrealised gain on revaluation of financial assets (FVTPL)	126,875	-
Prior period adjustment to ISP funding	-	142,746
Merger expenses	-	(154,811)
SURPLUS FOR THE YEAR	722,303	617,093
OTHER COMPREHENSIVE INCOME		
Gain on revaluation of properties	2,742,103	-
Gain (loss) on revaluation of financial assets (FVOCI)	68,247	(324,160)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	3,532,653	292,933

STATEMENT OF FINANCIAL POSITION



For the year ended 30 June 2023

	2023 \$	2022 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	1,900,983	2,893,378
Trade and other receivables	3,914,524	3,627,807
Inventories	145,592	17,111
Other financial assets	1,008,975	-
TOTAL CURRENT ASSETS	6,970,092	6,538,296
NON CURRENT ASSETS		
Property, plant and equipment	27,011,614	14,599,451
Other financial assets	3,467,955	3,784,420
Right-of-use assets	2,102,796	2,170,891
TOTAL NON CURRENT ASSETS	32,582,365	20,554,762
TOTAL ASSETS	39,552,457	27,093,058
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	1,143,439	1,119,895
Contract liabilities	175,315	114,777
Short-term provisions	-	295,049
Current lease liabilities	198,477	69,664
Employee benefits	2,069,511	1,359,296
TOTAL CURRENT LIABILITIES	3,856,742	3,058,681
NON CURRENT LIABILITIES		
Non-current lease liabilities	2,068,205	2,137,133
Employee benefits	252,244	382,560
TOTAL NON CURRENT LIABILITIES	2,320,449	2,519,693
TOTAL LIABILITIES	6,177,191	5,578,374
NET ASSETS	33,375,266	21,514,684
EQUITY		
Reserves	19,137,055	,370,727
Retained earnings	24,238,211	20,143,957
TOTAL EQUITY	33,375,266	21,514,684



AUDITOR'S REPORT



McCallum Disability Services Inc.

ABN 65 583 429 720

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 2023, 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

17 October 2023



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 2023, 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 2023 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
19 October 2023



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. Mr Brett Jones
7. Mrs Peta Clarke
8. Ms Leslie McLean
(McLean's Cleaners)
9. Mrs Claire Huntington
10. Ms Leah Mason
(Angus Eels Plumbing)
11. Mrs Judy Roberts
12. Ms Mary Shone
13. Mr Ron Smart
(Ron Smart Electrical)
14. Ms Kath Woods
15. Wendy McNabb

ST ARNAUD MEMBERS

1. Mr Geoffrey Patching
2. Mrs Noreen Ryan
3. Mrs Judy Patching

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 Lynden Hayes
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

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St Arnaud VIC 3478

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P: 5337 6901

6 Neerim Crescent
Mitchell Park VIC 3355

P: 5342 6500