

The Ethnic Communities Council of Queensland



ANNUAL REPORT 2014-2015





THE ETHNIC COMMUNITIES COUNCIL OF QUEENSLAND LTD

ECCQ, Diversicare and Berlasco Court Caring Centre together form the ECCQ Ltd Group ACN 010 151 256.

Administration contact details for ECCQ Ltd:

PO Box 5916
West End Q 4101

P - 07 3844 9166
F - 07 3846 4453
E - administration@eccq.com.au
www.eccq.com.au

This is the Annual Report for the ECCQ Ltd Group which comprises the assets and activities of ECCQ, Diversicare and Berlasco Court. This report has been prepared by ECCQ as the administration branch of the ECCQ Ltd Group.

CONTENTS

04 ▶ Chairperson's Report

06 ▶ Finance, Audit & Risk Committee Report

09 ▶ Diversicare General Manager's Report

10 ▶ Berlasco Court General Manager's Report

13 ▶ Community engagement

20 ▶ Health promotion

29 ▶ Community care Diversicare

34 ▶ Residential care Berlasco Court

38 ▶ Financial statements

ECCQ Ltd has been established for 39 years as the peak body in Queensland for ethnic communities and multiculturalism. Through its three wholly-owned divisions, ECCQ encourages and supports cultural diversity through community engagement, education and training, health promotion and culturally appropriate aged care service provision.



Ethnic Communities
Council of Queensland



BERLASCO
COURT
CARING CENTRE

Chairperson's Report



It is my pleasure to present to the members and communities of the Ethnic Communities Council of Queensland Ltd (ECCQ) this Annual Report for the year ended June 2015.

It was a sad year for ECCQ Ltd during which it lost its co-founder, Honorary President and Volunteer CEO, Mr Nicholas (Nick) Xynias AO BEM. Nick passed away on 25 January 2015 after a short illness. For almost 40 years, Nick was at the helm of ECCQ, guiding it in its mission to achieve the best possible outcomes for multiculturalism in Queensland. To commemorate Nick's enormous contribution to ECCQ and to Queensland communities, ECCQ re-named its head office building Nick Xynias House, as a permanent reminder of Nick's legacy.

This year's report lists ECCQ programs and services which reflect our strategic goals. Diversicare and Berlasco Court Caring Centre continue to achieve ECCQ's vision by providing culturally appropriate and innovative models of aged care to multicultural communities. Through these divisions of ECCQ, we are able to contribute to state and national policies and collaborate with government and non-government stakeholders to ensure that people from culturally and linguistically diverse (CALD) backgrounds have their special needs identified and addressed in the planning of care services and in service delivery.

In addition to providing high quality community care, Diversicare is also an approved registered training organisation (RTO) that continues to provide education and training to service providers on cultural competence and cultural awareness.

Berlasco Court continues to be the only recognised service in the state to focus on cultural inclusiveness alongside excellence in care.

ECCQ has always recognised the synergies of partnerships. An example of such collaboration is a research project with the Royal District Nursing Service which produced *An Evaluation of Diversity Education delivered to CALD Community Aged Care Workers*.

Our Partners in Cultural Competence (PICAC) Program, managed through Diversicare, is another example of a productive partnership which has been successful for over 12 years. The program forges connections between aged care service providers and CALD communities. Currently funded by the Department of Social Services (DSS), the PICAC Program helps to profile communities' needs as well as gather information and ideas.

The social and economic participation of all Queenslanders is essential to cohesiveness. In partnership with Central Queensland University (CQUniversity) and with funding from the Department of Education and Training (DET), ECCQ delivers vocational training in Rockhampton to CALD students, including those from emerging communities. Together with individual mentoring, the successful students are supported through to the employment stage. We are very proud of the students who successfully completed their training this year.

ECCQ continues to conduct programs that promote healthy lifestyles among CALD communities and programs that enable those with chronic diseases to self-manage their conditions.

In addition, ECCQ continued to provide and promote programs which focused on HIV/AIDS, hepatitis and sexual health. Our health programs are detailed in this report.

It is important to emphasise the value that Queensland Health, one of ECCQ's major funders, places on disease prevention in CALD communities. It is also necessary to acknowledge the value of collaboration with our stakeholders, for example Brisbane North Primary Health Network, Brisbane City Council, Arthritis Foundation Queensland, Heart Foundation, Diabetes Queensland, National Stroke Foundation Queensland, Central Queensland Multicultural Association, YAMADI Mackay, Townsville Multicultural Support Group, Queensland Network of Alcohol and Other Drug Agencies.

It was very significant that the Palaszczuk Government delivered on its election commitment to remove the contentious 'no advocacy' clause from the Queensland Government service agreements. It was also very pleasing to hear from Hon Shannon Fentiman, Minister for Communities, Women and Youth, Minister for Child Safety and Minister for Multicultural Affairs at an ECCQ hosted breakfast function earlier in the year that the Palaszczuk Government is welcoming advocacy from the community and is actively assisting productive engagement of non-government stakeholders in the community sector with the government departments.

As part of our community engagement work, ECCQ's Community Leadership Program continues to empower emerging community leaders. This program was extended statewide in June 2015 and is funded by DSS under the Settlement Grants Program. The program's objective is to increase the knowledge of leadership, advocacy and governance as well as link new and emerging leaders with more established communities. It is important to note DSS's continued support for this one of a kind program.

As a peak body, ECCQ welcomes the state government's new as well as invigorated initiatives in the areas of health, training, disability and community services. ECCQ will continue to strengthen its engagement with the community sector, its stakeholders and government.

The successful collaboration in pursuit of common goals should lead to greater community dividends for multicultural Queensland.

On another positive note, ECCQ welcomes the Palaszczuk Government's proposal to introduce the Multicultural Recognition Bill and the creation of an Interim Multicultural Community Reference Group to advise Minister Fentiman on issues affecting CALD Queenslanders. This group will operate until the Multicultural Queensland Advisory Council is formed under the new multicultural legislation next year. It is a privilege to be serving Queensland communities as a member of this group. It is important to acknowledge that Multicultural Affairs Queensland (MAQ) within the Department of Communities is at the forefront of multicultural policy. In conclusion, I gratefully acknowledge and thank all of our funding bodies which include all levels of governments. I particularly want to thank the public servants who guide us through the implementation processes of government policies.

I thank all our program managers and division managers for their leadership, loyalty and commitment. I express my gratitude to all our valued staff and to all our volunteers who play an important role in the many facets of our organisation. We invite you to read about the great work they all do in our quarterly magazine EVOCA, and in our monthly e-newsletter.

Finally, I want to express my special thanks to my colleagues on the Board for their guidance and support. It has been my privilege to serve on the team.

As ECCQ enters its 40th year of serving the multicultural community in Queensland, I acknowledge the enormous contribution made by my predecessors over those decades which began in 1976. Their dedication and visionary leadership served as an inspiration for countless others. I feel confident that this legacy will be carried on by an energised and strategically focused ECCQ team. On behalf of ECCQ, I submit this Annual Report to you.

[Serge Voloschenko OAM](#)
Chairperson

Finance, Audit & Risk Committee Report



It is my privilege to again present the Ethnic Communities Council of Queensland Ltd's financial report for the year ended 30 June 2015.

This Annual Report consists of consolidated accounts and also, a segmented breakdown to show the performance of ECCQ, Diversicare and Berlasco Court Caring Centre, the three activity areas which make up ECCQ Ltd. This report is for the benefit of our members, stakeholders and also in the interests of transparency to the wider community.

Since its establishment in 1976, ECCQ has played a strong and innovative role as a peak body in the ethnic sphere in Queensland, specifically through advocacy, policy development and in the area of health services. It has played a leading role in multicultural Queensland.

This year's financial report remains positive considering the difficult economic climate. The auditor's report highlights the prudent and conservative financial policies followed by ECCQ.

We remain an independent organisation which will continue to serve its members and wider constituencies for many years to come, endeavouring where possible to be sustainable and responsive to our members' changing needs. As part of the growth of ECCQ, we will continue to avail ourselves of opportunities that assist our members.

Once again, the auditors have stated that ECCQ does not have any material credit risk. Risk is also minimised through investing surplus. The Board is always looking forward to maximising services to its members and welcomes member participation. Your input is important. The Board strives to continually develop its governance and operational capacity.

We would like to acknowledge and thank the departments and agencies from federal, state and local levels for their continued support and cooperation.

I would also like to thank my fellow Directors on the Board and ECCQ staff for their ongoing support and commitment.

Alex Daniloff
Chair of the Finance,
Audit & Risk Committee

ECCQ BOARD OF DIRECTORS 2014/2015

CHAIRPERSON

Serge Voloschenko OAM

DEPUTY CHAIR

Michael Yau

CHAIR OF THE FINANCE, AUDIT & RISK COMMITTEE

Alex Daniloff

COMPANY SECRETARY

Kerry Xynias

DIRECTORS

Surendra Prasad OAM

Anthony Lin

Alton Budd

Yasmin Khan

Samuel Miskowski

Amar Khan

John Shepley

"I like helping people. I started working as a Home Care Worker and am now in a coordinator role. You get to interact with different clients from different cultures and you try and do your best to arrange things for them to make sure they have a better quality of life.

My oldest client is 105.

We are able to provide the clients with what they would like and we have workers who can help with that. For example, we respect different cultural dietary requirements. It may seem like a small thing but it is very important. The clients are so grateful for the help you give them...that's what I find most rewarding."

- Ria Van Zandwijk, Home Care Package Coordinator, Diversicare



Diversicare General Manager's Report



The strong influence and power of the consumer was the main focus in the community services sector in 2014 – 2015. This new environment brought with it challenges for many organisations and for Diversicare it meant a total paradigm shift in our approach to service provision. The consumer is now the most influential factor in the decision-making and planning process for our service provision.

For Diversicare, the past year has been a time for reviewing strategies around our planning operations, systems and service delivery model to a consumer-focused and friendly service.

It has been a year of recognising the importance of partnerships and opportunities to work with other likeminded and diverse service providers to improve efficiencies in the community. Diversicare is committed to achieving our vision by advancing quality services to multicultural people in the community and responding to their changing needs.

We collaborate with government and non-government sectors to ensure all Queenslanders have access to culturally appropriate community care. Our wider strategy is to provide professional development, training and service innovation to the community services sector across the state.

I wish to extend my appreciation to all the staff at Diversicare for their outstanding professional work ethic and excellent service delivery to all our valued consumers throughout the year. I also wish to thank the CALD organisations and individuals who work collaboratively with Diversicare to ensure our goals and objectives are met.

I would also like to take this opportunity to thank the Management Committee of Diversicare who led the strategic operations of the organisation: Chairperson Serge Voloschenko, Chair of the Finance, Audit & Risk Committee Alex Daniloff and Directors Surendra Prasad and Alton Budd for their support to the Executive Leadership Team at Diversicare.

Vivienne McDonald
General Manager

Berlasco Court General Manager's Report



This year more than ever highlights the amount of changes that can happen in a relatively short space of time. The most significant was the passing of Nick Xynias. This has been well documented however it is worth noting that staff, residents and their families past and present have mourned his loss. We will continue to maintain Berlasco Court and the standard he aspired to in his memory.

The reform process that was implemented on 1 July 2014 as part of changes to the aged care system is now twelve months old. There has been sufficient data gathered in order to have an appropriate overview of how this is working and how it may impact on future planning decisions. There has not been any significant impact on the operations of Berlasco Court. The facility remains fully occupied with a waiting list and reports remain positive.

There was a wonderful article in the *Sunday Mail* in April, highlighting the lives of some of the residents here and this was very well received by residents, their families and friends and the general public who provided great feedback.

A number of staff were recognised at the end of year celebration. This included four staff who received their badge for 20+ years of service, three for 15+ years of service, seven for 10+ and 26 for 5+.

In addition, five staff received awards that were nominated by their peers in five different categories. We are very proud of the work carried out by the staff here and wish to take this opportunity to commend them all on their efforts.

We would also like to thank our volunteers for their outstanding work throughout the year. We receive wonderful support from the members of AHEPA as well as the Polish community and we are very grateful for all that they do.

Work continues with general renovations and room extensions. This has contributed greatly to the general environment as well as the overall wellbeing and satisfaction of residents.

There have been extensive discussions and consultations in relation to the future direction of the facility and plans for extensions, renovations and rebuilding.

An application will be made in the next funding round for additional beds as there continues to be a demand for this. Results of these applications are not expected to be released until early next year so updates will be released as they come to hand.

Athena Ermides
General Manager

"I love Berlasco Court. My favourite thing is the nurses. They are all very kind and helpful and they all feel like friends. There is nothing too hard for them to do, even if you ring the buzzer at midnight, they come in with a smile. You don't feel bad about asking for what you need.

The other thing I love is the garden. We have petunias, azaleas, zinnias and roses. They are all beautiful colours. The little petunias are in contrast to the roses, which are big and bushy.

I have 22 grandchildren and great grandchildren. They all call me Peppie."

Advice? "I have learned to settle-in and don't pine over things you haven't got."

- Peggy Brownless, Berlasco Court resident





"I grew up in Sudan and worked there as a teacher for some time. I then worked in Uganda as a translator before getting the opportunity to come to Australia in 2007.

I think that to be a leader you have to be kind, humble, approachable and a good communicator. You also have to be respectful of everyone in your community and this can be a challenge when there is great diversity in ideas and perspectives. However, it is this diversity that enriches our communities through our different cultures and people.

I participated in ECCQ's Community Leadership Program and enjoyed meeting other leaders who also became my friends."

- Eldin Musa, Tracing Liaison Officer (Red Cross Migration Support Program) & ECCQ Member.

Community Engagement

ECCQ supports the social and economic participation of all Queenslanders through strengthening community associations, delivering leadership training, creating employment pathways and raising awareness of the benefits of cultural diversity.

ECCQ membership is comprised of new and emerging and established CALD community associations, CALD individuals and community sector organisations.

Community Leadership Program

ECCQ's Community Leadership Program, funded by the Department of Social Services (DSS) under the Settlement Grants Program, aims to increase community self-reliance by supporting leaders and others from new and emerging communities to link with established communities in order to increase their knowledge of advocacy and association governance.

The program continued on from the previous year, which saw ECCQ train the first Community Leadership group. Initially, funding was provided from July to December 2014 and during this period, ECCQ delivered the Community Leadership Program to two groups.

The first group was made up of 17 people from diverse cultural backgrounds and there was a separate women's group with 10 participants. Funding was then extended for two months and a very conscientious group of 18 participants attended training during January and February.

When funding was extended again from March until June, ECCQ delivered the program to a group of nine participants.

The last financial year, 54 people from new and emerging communities participated in the program. Participants were from many different countries including Afghanistan, Iran, Iraq, Pakistan, Sudan, South Sudan, Somalia, Central African Republic, Democratic Republic of the Congo, Bangladesh, Nepal, Myanmar, Sri Lanka and other emerging communities.

"By doing the leadership program I have gained necessary information and resources for my community. I have met with leaders from different organisations and learned of their experiences. Besides all of this, I have 15 new friends." - participant from the Bangladeshi community



“It is a privilege for me to work in such a friendly and culturally diverse environment. My job provides me with the opportunity to make a real difference and contribute to the lives of many families who are constantly dealing with challenges involved with settlement in a new country.

Another rewarding aspect of my job is the fact that I am able to put into practice the knowledge that I have gained through my bachelor degree in nutrition and assist individuals and families to live well, eat well and stay healthy.”

- Tiba Nabizadeh, Multicultural Health Worker for the Afghan community, Chronic Disease Program

During the year the program built on the work developed during 2013 – 14 with well-designed programs including sessions on leadership, meeting skills, networking, advocacy and community engagement, effective communication, events management, social networking, working with the media, cross-cultural communication and governance.

Linking Leaders Lunches were a significant part of the program with presenters from the Bosnian, Vietnamese, Iraqi, Ismaili Muslim and Turkmen communities. The participants greatly appreciated the opportunity to hear about each presenter's history of migration, stories of settlement, along with difficulties and successes.

All participants said that the Linking Leaders Lunches were great and recommended inviting different people from different cultures.

As the program has progressed, past participants have continued to be involved. In the April – June program, there were two special events that some previous participants attended. Two past participants also came back and presented sessions to the new group. The first event focused on education, training and employment. The second special event was on domestic violence.

Presenters from many different organisations provided an opportunity to network and learn. Presenters included McCullough Robertson Lawyers, Annerley Community Bookshop, Lions Club of Kuraby, Tenants Queensland, Griffith University, University of Southern Queensland, Queensland Police, Multi-cultural Liason Officers, Chapel Hill State School, Amparo Advocacy, East Coast Apprenticeships, Surf Life Savers, Communify, Immigrant Women's Support Service and Federal Members of Parliament.

The graduation events are always special with participants inviting family and friends, and with ECCQ Directors awarding them with certificates. These celebrations provide a sense of achievement and recognition and help to bond the groups so that they can support each other as leaders in their respective communities.

Leaders strengthen communities

A group of aspiring leaders from Zimbabwe, Sudan, South Sudan, Somalia, Central African Republic and Nepal were the fifth group to graduate from ECCQ's Community Leadership Program. Terri Butler MP, Member for Griffith attended the graduation and spoke to the group about the importance of leadership. The ceremony was held on 27 June and participants were awarded certificates to mark their achievement.

One of the participants, Patience Joe-Chikonyora made a speech on behalf of the group.

"All of us have a story and that's why we enrolled in Community Leadership Group 5. I remember when I put my name down, I had no idea of the vast amount of experiences that was out there for me to gain... more wisdom and knowledge," said Patience.

"It's a big move being uprooted from everyone and everything you know and to virtually start life again in a new country. The culture shock was beyond anything I could imagine, which is what motivated me to enrol in leadership Group 5, knowing that I could also be one of those people that saved me from myself.

"This is why being a part of this group has been so inspiring and empowering to me. Even though this is the end, it's a beginning for all of us. We are now going forward and will be able to touch people's lives in a meaningful way," she said.

On 29 November 2014, the two leadership groups had a combined graduation ceremony. Sharon Orapaleng was invited as guest speaker and gave an inspiring speech touching on the need for inclusive leadership.

The Community Leadership Group 4 graduation was held on 28 February and included Elijah Buol as guest speaker. Elijah talked from the heart about the qualities that contribute to effective leadership.

For the Community Leadership Group 5 graduation on 27 June, the group nominated one of its own members, Joe-Chikonyora to make a speech (see excerpt above).

Feedback from participants has been overwhelmingly positive. Participants enjoyed the experience of getting together, learning and developing relationships.

In March 2015, ECCQ was invited to put in a proposal for continued funding and in June heard that the proposal was successful. ECCQ received funding from DSS for an additional two years, to deliver the program in and around Brisbane as well as in Cairns and Townsville. We look forward to delivering this program in regional Queensland and continuing to grow our network of community leaders.

"In a multicultural society, community leadership is complicated because leaders are faced with a challenging environment. This course helped to equip me with the necessary tools to be a better leader for my community." - participant from the Sudanese community



"I think as a leader I try to be a link between my community and other actors within the wider community. I might help to connect people with government, organisations or with other people. I think that it is important to connect with each other.

We must also see ethnic diversity as strength. Multiculturalism has brought an array of cultures, beliefs and cuisine into Australia that makes Australia a rich country.

It is great to see that many organisations in Australia have adopted cultural competence and proficiency to avoid stereotyping in the workplace and also help them to deal with clients or stakeholders."

-Vera Pottinger, Vice President of the Indonesian Christian Association QLD (WKI Warga Kristen Indonesia) & ECCQ Member



"I do not see my work with ECCQ as a job opportunity. It's more than that because we are part of the community. I like talking to different kinds of people every day and helping to create links between the communities because that is what cultural diversity means to me: we are all connected."

- Jeya Selvaratnam, Multicultural Health worker for the Sri Lankan community, Chronic Disease Program

CALD Community Learning Program

ECCQ, with funding from the Department of Education and Training, mentors CALD Queenslanders to undertake and successfully complete vocational training in Rockhampton.

In partnership with Central Queensland University, the program offers Certificate II and III level qualifications for employment in the areas of aged care, disability, community services work, and hospitality and kitchen operation services. The program offers individual support and mentoring as well as employment assistance after successful completion of the course.

Students who enrolled in these courses are from very diverse backgrounds including Malaysia, China, Zimbabwe, Zambia, Botswana, Pakistan, Vietnam, Afghanistan, Thailand, Korea, Nepal, India, South Sudan and the Philippines.

Key activities and successes:

First cohort: July – December 2014
Courses; Certificate II in Hospitality, Certificate III in Community Services Work, Certificate III in Disability, Certificate III in Aged Care and Certificate II in Kitchen Operations.

- 58 students enrolled

Of the 58 students enrolled in these courses, 39 successfully completed their courses and three advanced with their studies. For the 39 students who successfully completed their courses, 29 students had secured jobs by April 2015.

Second cohort: July – December 2015.
Course: Certificate III in Aged Care.

- 19 students enrolled.

Learning support provided:

- Support for students includes assistance with issues that may be negatively affecting their achievements academically, socially and also their long term goals. These issues include personal health, family issues, language barriers, academic concerns, child care and transport issues.

- Referring students to appropriate agencies for services needed.

- Providing follow-up and monitoring individual progress. This is done through working in collaboration with the students and teachers.

- Assessing challenges and strengths and then working together with the student from a strength-based approach.

- Planning for educational goals and career, including job search assistance and employment placement assistance.

- Having regular appointments with students who have high needs and referring them to CQ University learning support staff for further assistance with assignments.

- Discussing with teachers to identify students with high needs and developing plans to address their needs.

Health Promotion

A person's health is crucial to their complete physical, mental and social well-being. At ECCQ we believe that all people should have access to health information and services that are culturally appropriate and relevant to their needs.

HIV/AIDS, Hepatitis & Sexual Health Program

For almost 20 years, ECCQ has been funded by Queensland Health to engage with migrant and refugee communities to improve their awareness of HIV, viral hepatitis and sexually transmissible infections (STIs), and reduce the risk factors associated with higher infection rates.

This financial year we had a team of six Bilingual Community Health Workers conduct workshops and provide support to CALD communities across Queensland. They ensure that accurate, relevant, up-to-date information about HIV, hepatitis and STIs is delivered in a culturally appropriate way in community languages.

Communities and languages

We worked with a range of communities, but focused on people from high prevalence countries such as sub-Saharan Africa and South East Asia.

The languages our program staff cover include Burmese, Dinka, English, French, Juba Arabic, Kinyarwanda, Kirundi, Madi, Mandarin, Swahili and Vietnamese.

Community health education

This year we delivered 68 free community workshops and information sessions on HIV, viral hepatitis, and STIs to 642 participants in Brisbane, Ipswich, Logan and Toowoomba.

The majority of these sessions are delivered in community languages by our bilingual health workers. For some communities, male and female bilingual health workers have been employed to ensure gender-specific workshops can be delivered.

Workshops are delivered at a time and place convenient to community members. The workshops include information on transmission, prevention, testing, treatment, available services, stigma and discrimination.

In the past year there has been a renewed focus on promoting testing and the benefits of early treatment.

"Before I came to Australia 5 years ago, I was working in Hong Kong as a registered nurse. My nursing background assists me greatly to relate to the Chinese community on health issues.

Hepatitis is common amongst the Chinese community and I can really help and promote community awareness in this area. As a member of this community, it is my pleasure to be given the opportunity to help people access health and medical facilities."

- Enid Chan, Bilingual Community Health Worker for the Chinese community, HIV/AIDS, Hepatitis and Sexual Health Program



Engaging community leaders in local HIV response

Three events were held this year, which were attended by 44 community leaders from African and Burmese communities. The first was a Community Leaders' HIV Forum *Be in Control. Know your status.* This was followed by two Community Dialogues, one in Brisbane and the other in Toowoomba.

The aim of the events was to engage community leaders to: provide updates on the latest developments in HIV prevention and treatment; increase the knowledge of leaders; identify strategies to address stigma in the community; inform program planning; allow leaders to network with their peers; and enlist the support of leaders in promoting ECCQ programs and encouraging their members to get tested.

Leaders committed to working with ECCQ to promote testing in their communities, engage young people and distribute condoms.

Support

Our bilingual health workers provided individual and family support to people living with or affected by HIV or viral hepatitis. The kinds of support provided included: information and education; language support at appointments; assistance in filling out forms; referrals to other support services such as housing and financial support; and limited social support.

This year we supported 10 people with complex needs to access information, testing, treatment and other support services.

Cultural and blood born viruses (BBV) & STI training for service providers

The program delivers training on providing support to clients from CALD backgrounds. This year we delivered sessions to:

- ACCESS case workers on HIV and the law, disclosure, privacy and confidentiality, stigma, discrimination and referral pathways.
- Queensland Program of Assistance to Survivors of Torture and Trauma (QPASTT) staff around the challenges faced by young people wanting to access sexual health services and appropriate referral pathways.

Resources

We have health information on a range of topics and in a variety of languages, available free of charge. Resources included printed resources, DVDs and condoms. This year we distributed approximately 8,966 printed resources in 30 different languages on HIV, viral hepatitis, STIs, testing and prevention and general sexual health information. We distributed approximately 7,305 condoms.

Information stalls

We held 10 information stalls at various multicultural events throughout the year to promote the program, health messages and to distribute resources.

African Testing Project

The program has partnered with Queensland Positive People, Toowoomba Sexual Health and HIV Service and Metro North Public Health Unit to investigate the acceptability of a peer-based HIV testing service for African community members.

The pilot research project aims to find out whether offering a community-based testing service within a nonclinical setting overcomes particular barriers to HIV testing within the African community.

Ethical clearance has been obtained for the project and it will commence next year.

Representing the needs of CALD communities in Queensland

The program worked with a range of organisations and was involved in a number of local, state and national committees and groups to promote the needs of CALD communities.

These included the Queensland Positive Speakers Bureau; Queensland World AIDS Day Alliance; Australian Federation of AIDS Council's (AFAO) African Reference Group; 2014 Australasian Viral Hepatitis Conference organisation committee; Brisbane Sexual Health & BBV Interagency group; Brisbane Multicultural Health Network; Logan Multicultural Network; Local Area Coordination Meeting; and International Student Sexual Health Network.

Staff participated in the AFAO National HIV Forum and Queensland HIV/STI Research Workshop, and presented at the African Diaspora Networking Zone at the International AIDS Conference.

The program organised two research workshops in collaboration with Respect, University of Queensland School of Public Health and the Metro North Public Health Unit.

Twenty-five participants attended the International Students Research Workshop and 24 participants attended the CALD Sex Workers Research Workshop. As a result of the workshops, working groups were formed to develop research proposals and apply for external funding.



"I have never worked in a place with so much cultural diversity. I think that people feel encouraged to talk about their culture and I learn so much every day about how to work as part of a diverse team. We believe in each other's ability and we help each other to grow every day.

In my role, the most rewarding thing is the support I get from my team members. The tasks and responsibilities that I am given, with their support, really helps me to think more creatively about better ways of doing things. We are always thinking about how we can positively impact on CALD communities.

Even if it's a small impact, it all counts."

- Helena Uhm, Project Officer for the Chronic Disease Program

Chronic Disease Program

Our Chronic Disease Program, funded by Queensland Health, promotes healthy lifestyle choices and chronic disease self-management in CALD communities.

The program employs bilingual Multicultural Healthy Workers (MHWs) to conduct training, workshops and information sessions for CALD communities including people from Arabic and Spanish speaking, Pacific and Australian South Sea Islander, Sri-Lankan, Congolese, Sudanese, Afghan, Somali, Vietnamese, Myanmar and Bhutanese communities.

Living Well Multicultural - Multicultural Healthy Lifestyle Program

The LWM-MHLP initiative uses MHWs to deliver group-based, culturally specific sessions for CALD communities, focusing on five key areas: healthy eating, physical activity, chronic disease prevention and self-management, alcohol consumption and smoking cessation.

Utilising a self-management framework and adult learning principles, this program facilitates behavioural-change, and promotes health and wellbeing by focusing on the delivery of an integrated healthy lifestyle program. Program resources have been developed in partnership with health professionals and chronic disease-specific organisations.

This financial year, the program delivered 120 education sessions reaching a total of 163 community participants from Arabic speaking, Pacific and Australian South Sea Islander, Sri-Lankan, Congolese, Sudanese, Afghan, Somali, Vietnamese, Myanmar and Bhutanese communities.

Sessions were delivered across the following areas: South East Queensland, Cairns, Townsville, Mackay and Rockhampton.

*"From today's session I learned how to buy food, read food label panels, compare foods and choose the healthy one."
- participant from the Pacific Islander community*

The main topics covered in the LWM-MHLP sessions were:

- how to navigate the Australian Health Care system;
- chronic disease: diabetes type 2, cardiovascular disease, chronic kidney disease and chronic obstructive pulmonary disease;
- ways to reduce alcohol consumption and quit smoking; and
- culturally appropriate information to maintain a healthy diet and keep physically active.

Program evaluation:

In 2015, the program was externally evaluated by the School of Nutrition and Exercise Sciences at the Queensland University of Technology (QUT). The last interim evaluation report submitted by QUT in July 2015 found the following:

- LWM-MHLP has been successful in identifying and engaging with the required groups of high-risk populations to participate in the program;
- increased participation of community members from different backgrounds;
- increased knowledge about risk factors associated with chronic disease;
- LWM-MHLP has been successful in identifying and engaging with the required groups of high-risk populations to participate in the program;
- increased participation of community members from different backgrounds;
- increased knowledge about risk factors associated with chronic disease;
- decreased weight as a risk factor for chronic disease; and
- participants reported that they liked learning about healthy food habits and exercises, the teaching team, the quality of the materials and the social interaction that the sessions enabled.

Healthy Bones, Healthy Steps

Our Chronic Disease Program delivered its Healthy Bones, Healthy Steps Project, which aimed to improve health literacy and self-management skills in musculoskeletal conditions for people from Arabic speaking and Vietnamese backgrounds.

In partnership with the Arthritis Foundation of Queensland (AFQ) and funded by Perpetual Foundation, ECCQ's MHWs provided a free educational program, which included two separate modules to CALD participants.

The first module focused on arthritis, arthritic pain and osteoarthritis, while the second module covered prevention and management of osteoporosis.

The sessions were culturally tailored, with herbal medicine and traditional healers respected and discussed.

Program evaluation:

The primary evaluation outcomes from the pilot education sessions were:

- 96.4% of participants showed an increase in knowledge of arthritis;
- 80% cited increased knowledge of osteoporosis;
- 82% of participants were more confident in self-management skills; and
- 84% were more confident in their ability to improve their bone health.

CALD Outreach Health Screening Project

The aim of this project is to provide basic health screening to people from CALD backgrounds and encourage them to connect with primary care and take responsibility for their own wellbeing. The project was funded by Metro North Brisbane Medicare Local (now Brisbane North Primary Health Network).

By the end of June 2015, in partnership with local CALD community organisations, ECCQ has provided support to 334 community members to access the Health Navigator screening tool. Our MHWs provided information to support eligible members to access culturally appropriate healthy lifestyle programs and where required, referred community members to their General Practitioners.

Reference Group

The Chronic Disease Program was supported by a Reference Group with representatives from Queensland Health, Heart Foundation Queensland, Careers Queensland, Brisbane North Primary Health Network, Brisbane South Primary Health Network, Metro South Health, The Good Start Program, Central Queensland Multicultural Association, Townsville Multicultural Support Group, YAMADI Mackay, Kidney Health Australia, Queensland University of Technology, Qld Network of Alcohol and Other Drug Agencies Ltd: Gold Coast Primary Health Network, Stroke Foundation, Diabetes Queensland, Consumer Representatives from target CALD communities.

"I have always worked with communities. What I like most about my current job is that I am making a difference in the Pacific Island community and I am helping them to improve their health.

For me, if I get two or three people in one session to make positive changes to their health, I am happy. However, what I really want is for all of them to make the necessary changes and modifications to their diet and lifestyle."

- Paul Tomane, Multicultural Health Worker for the Pacific Islander community, Chronic Disease Program



"Being someone who was not born in Australia, I feel really closely connected with other staff and clients at Diversicare.

Cultural diversity is about accepting each other as we are, no matter one's background or beliefs. I enjoy working with people who understand that."

- Peter Golis, ICT Support Officer, Diversicare



Community Care Diversicare

Diversicare provides quality community based and coordinated in-home care for the frail aged and carers as well as delivers education and training, resources and projects to support aged care service providers and CALD communities.

Services

The Commonwealth Home Support Program (CHSP), previously Home and Community Care (HACC)

CHSP is our largest service delivery program. The program is federally funded by the Department of Social Services (DSS) for our consumers aged 65 and over and state funded by the Department of Communities, Child Safety and Disability Services for our consumers aged less than 65 years. We currently deliver individualised care to over 1,200 eligible consumers in several regions across Queensland.

The Home Care Packages (HCP) Program

Diversicare was very successful in our submission for increased HCP in the 2014 Commonwealth Aged Care Approval Round (ACAR). We currently receive funding for 327 packages (of various levels) in the Brisbane, Caboolture, Sunshine Coast, West Moreton and Logan River Valley regions.

CHSP Transport Services

This service is funded by DSS and is delivered in the Darling Downs region and more specifically in Toowoomba where our coordinator and volunteers are based.

Community Visitors Scheme (CVS)

This scheme is funded by DSS and currently receives funding for 20 residential places in the Brisbane region and 5 extended community places in the Darling Downs. We have a very special team of 22 dedicated and committed volunteers visiting CALD residents in nursing homes who have very little or sometimes no family support.

This role of our volunteers is so special and valued by these residents as it assists in reducing their feeling of isolation and loneliness. To be able to communicate with someone who genuinely cares, takes time to sit with them and more importantly speaks their own language is very important.

Regional Assessment Services (RAS)

Diversicare is a subcontractor to the RAS and conducts assessments on mainly CALD consumers in South East Queensland. We currently employ 11 Home Support Assessors and one Lead Assessor.

Education and training

The HACC Multicultural Advisory Service (HACC MAS) Program

HACC MAS, federally and state funded by DSS and the Department of Communities, Child Safety and Disability Services, delivers information, education and training to service providers on cultural competence and cultural awareness in the workplace. The MAS Project Officers also provide information to CALD communities on the services and resources available.

This financial year, the HACC MAS team delivered over 50 training workshops statewide on topics including,

- cultural awareness & cultural competence;
- cross-cultural communication;
- cultural briefings;
- cultural exchange;
- culture & end of life;
- culture & dementia;
- diversity education training - culturally inclusive services (Diversity & Research Project);
- working with professional interpreters training;
- Culture & Continence Bring in RUDAS' training; and
- forum "Forever Young - Better Health & Wellbeing for our Culturally Diverse Older Australians".

Over 1000 participants attended these workshops from service providers including,

- ACAT;
- Anglicare (regional, rural and remote);
- Blue Care – (regional, rural and remote);
- Blue Care Respite Centres (regional, rural and remote);
- Burnie Brae;
- Cathay Community Association;
- Diversicare Coordinators;
- Excel Care;
- Life Without Barriers;
- Meals on Wheels;
- Oz Care state-wide & day respite Centre Care Enoggera; and
- Wesley Care.

The Partners in Culturally Appropriate Care (PICAC)

PICAC is funded by DSS to improve partnerships between aged care service providers and culturally and linguistically diverse communities to ensure the special needs of older people from diverse cultural and linguistic backgrounds are identified and addressed.

The PICAC Program funds one organisation in each state and territory and Diversicare has held this funding for the past 12 years. During the last financial year, the PICAC team delivered 36 sessions to 768 participants.

The PICAC Project Officer's role includes training, information sessions, workshops, and resource development mainly for residential facilities and partly for community service providers in Queensland.



"I am from Sri Lanka. I was born in Negombo which is a major city in Sri Lanka, located on the west coast of the island. It is known for its huge and old fishing industry, busy fish markets and sandy beaches.

I like working at Diversicare because it is not-for-profit organisation which delivers high quality, innovative community care services to its frail, aged and disability clients.

Ethnic diversity is about valuing the differences between people. People with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions. There is strength in diversity."

- Christine Perera, Accounting Officer, Diversicare



"I grew up in Dirranbandi. I loved living in the bush. I lived there from when I was two until I was 25 years old. My family eventually moved to Brisbane.

I have been living at Berlasco Court for 5 months now. I like it here because there is plenty to do. I like painting, the concerts, bingo and tai chi."

Advice? "I don't have any advice; you're on your own! [laughs]."

- Robert Young, Berlasco Court resident

Partnership Projects

Diversicare and the Royal District Nursing Service (RDNS) Victoria partnered to research, deliver and evaluate a project: *Diversity & Research Project*. Presentations of the project were conducted at various conferences and seminars in Queensland and Victoria titled: *An evaluation of Diversity Education delivered to CALD community aged care workers in Qld & Vic*.

Events

- Biannual PICAC Forum (Brisbane)
- Multicultural Seniors Expo (various geographical regions)
- Annual 'Wellness In The Golden Years' Forum (Brisbane)
- Forever Young – Better Health and Wellbeing for our Culturally Older Australians (Cairns)
- Feel Good – Age Well Multicultural Expo (Gold Coast)

Resources produced by Projects Team

- Little Book of Cultural Tips
- Feel Good – Age Well DVD (various languages)
- Cultural Briefings DVD (various cultures and languages)

Key staff appointments this year include

- Gail Nunn – Finance Officer
- Xiangrong Zheng – Receptionist/ Administration Officer
- Amanda Bowden – Partners in Culturally Appropriate Care Project (PICAC) Officer
- Bushra Aman – Multicultural Advisory Service (MAS) Project Officer
- Narelle Oliver Braddock – Community Visitor Scheme (CVS) and Volunteer Coordinator
- Brent Couling – Occupational Therapist
- Latesha Tuck – Regional Assessment Services (RAS) Lead Assessor
- Yanan Yang – Home Support Officer
- Cassandra Donaldson – Roster Officer

Residential Care

Berlasco Court

Berlasco Court Caring Centre is a fully accredited residential aged care facility committed to high standards of nursing care for residents from a wide range of cultural backgrounds. Berlasco Court was purchased by ECCQ in 1988 to fulfil its vision of providing culturally inclusive care for people from CALD backgrounds.

Services

This year Berlasco Court continued to offer a high standard of care to 60 residents from 22 different cultural backgrounds. Our staff members come from 30 different cultural backgrounds and speak over 56 languages. This allows some of our residents to communicate in the language of their country of birth when needed. Registered nurses are on duty 24 hours a day to ensure a high quality of care.

Allied Health Professionals such as a speech pathologist, occupational therapist, and a dietician are provided when necessary and physiotherapy and podiatry are offered on a seasonal basis at no cost. We provide information on other health services such as optometry, hearing and oral services to residents, relatives and carers.

Medications and other pharmaceutical products continue to be supplied to Berlasco Court by Epic Pharmacy Services.

Leisure and Lifestyle Program

Residents at Berlasco Court continue to enjoy the Leisure and Lifestyle Program. This program includes the services of a number of diversional therapists/assistantants. They provide quality leisure and recreational experiences that contribute greatly to the wellbeing of residents.

This year they organised a wide range of activities including exercises, arts & crafts, card games, music, concerts and outings to suit the interests and abilities of the residents.

The monthly program of events is planned according to the different cultural holidays celebrated by our residents and changes each month. Our biggest event is always the annual Christmas party for staff, residents and families and as usual, this was a great success.



"I grew up in Budapest and I came to Australia when I was 21.

I have been married to my wife, Yvonne, for 46 years and we live together at Berlasco Court. I have three boys and two grandchildren."

Advice? "It's hard to give advice because things are so different now. I always made sure Yvonne didn't have to work. Things are different now."

- Stephen Poloskey, Berlasco Court resident



"I grew up in Cunnamulla on a property. My father came back from the First World War in the early 1920s and went in for a land ballot. He was fortunate enough to win 20 000 acres and we built on it from there, expanding the property.

After I owned and worked on the property for many years, I retired to Brisbane in 1998 and my son took over the property.

I have only been in Berlasco Court one week. My wife came here three years ago though so I know it well and I love the friendliness of the people."

- Neil Moody, Berlasco Court resident

The Leisure and Lifestyle Program also links up volunteers with residents to create opportunities for social interaction that are culturally sensitive for residents. This year there were a number of volunteers who came a few times a week and others who came from time to time, when they could. There were also a number of school students who undertook community work at Berlasco Court and a few stayed event though work was completed.

Quality improvement

Work has continued with general renovations and room extensions. This has contributed greatly to the general environment as well as the overall wellbeing and satisfaction of residents.

There have been extensive discussions and consultations in relation to the future direction of the facility and plans for extensions, renovations and rebuilding.

Education and professional development

Communication and language support is offered to staff by a specialist English language teacher. She works with individual sessions on subjects such as general communication, difficult conversations, conflict resolution and complaints handling.

All staff members undertake education and training for one hour every fortnight on topics such as dementia and challenging behaviour as part of their rostered hours.

All staff completed mandatory annual training on topics such as fire and emergency evacuation updates, infection control, disaster management and safe food handling. All Clinical Managers completed an annual day-long workshop to ensure professional development and training is current.

Director's Report

Your directors present this report on the company for the financial year ended 30 June 2015.

Directors

The names of each person who has been a director during the year and to the date of this report are:

Mr Nick Xynias	Honorary President & Volunteer CEO (to 25 January 2015)
Mrs Agnes Whiten	Chairperson (resigned 4 th March 2015)
Mr Serge Voloschenko	Deputy Chairperson (to 4 th March 2015), Chairperson (from 4 th March 2015)
Mr Michael Yau	Deputy Chairperson
Mr Alex Daniloff	Director
Ms Gail Ker	Director (to 22 nd October 2014)
Dr Mustafa Ally	Director (to 22 nd October 2014)
Mr Surendra Prasad	Director
Mr Anthony Lin	Director
Mr Alton Budd	Director
Ms Yasmin Khan	Director
Mr Samuel Miszkowski	Director (from 22 nd October 2014)
Mr Amar Khan	Director (from 22 nd October 2014)
Mr John Shepley	Co-opted Director (from 4 th April 2015)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Company Secretary

The following person held the position of company secretary at the end of the financial year: Kerry Xynias. Ms Xynias replaced Mr Rod Stephen as secretary on 4th February 2015.

Principal Activities

The principal activities of the company during the financial year were the administration of Government grants given to assist the Ethnic Communities Council of Queensland as well as the conduct of a nursing home and a home-based service to provide quality, culturally-inclusive direct care for ethnic people who are sick, aged, infirm, afflicted, handicapped or disabled. No significant changes in the nature of the company's activity occurred during the financial year.

- *The company's short-term objectives are to:* fully acquit all funding service agreements and meet all service agreement objectives.
- *The company's long-term objectives are to:* remain a viable and strong organisation to meet the needs of its members and constituents.
- *To achieve these objectives, the company has adopted the following strategies:* development of a five-year Strategic Plan with annual business plans developed out of that.

- *Details on how the company measures its performance and/or Key Performance Indicators:* maintenance of best-practice standards regarding financial performance relevant to community services organisations, including sustainable cashflows in the context of delivery of services meeting best-practice community standards.

Operating Result

The surplus of the company amounted to \$229,615 (2014: \$1,438,698).

Dividends and Options

As the company is a not-for-profit organisation and a Company limited by Guarantee, no dividends or options were issued to Members during the financial year, nor throughout the life of the Company.

Review of Operations

The company recorded a surplus for the year of \$229,615. The company continues to experience growth in residents and care recipients; however changes in Government have resulted in a number of changes to the government-funded programs provided.

Significant Changes in State of Affairs

No significant changes in State of Affairs.

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

Future Developments

The company expects to maintain the present status and level of operations.

Meetings of Directors

Attendances at Board meetings by each director were as follows:

Directors	No of meetings for year	No of eligible meetings	No of meetings attended
Mr Nicholas Xynias	14	9	3
Mrs Agnes Whiten	14	11	7
Mr Serge Voloschenko	14	14	11
Mr Michael Yau	14	14	10
Mr Alex Daniloff	14	14	11
Ms Gail Ker	14	4	3
Dr Mustafa Ally	14	4	2
Mr Surendra Prasad	14	14	13
Mr Anthony Lin	14	14	6
Mr Alton Budd	14	14	6
Ms Yasmin Khan	14	14	12
Mr Sam Miszkowski	14	10	9
Mr Amar Khan	14	10	9
Mr John Shepley	14	3	3

Director's Report

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Indemnifying Officers

The company has provided for and paid premiums during the year for current Directors' and Officers' Liability Insurance. The following indemnity is contained within the Constitution of the company: "Every member of the Executive, and other officer for the time being of the Council shall be indemnified out of the assets of the Council against any liability arising out of the execution of the duties of office which is incurred in defending any proceedings, whether civil or criminal, in which judgement is given in the members' favour or in which relief is granted to the member by the Court in respect of negligence, default, breach of duty or breach of trust."

Proceedings on Behalf of the Company

No person has applied for leave of the Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not a party to any such proceedings during the year.

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2015 has been received and can be found on the following page.

Signed in accordance with a resolution of the Board of Directors.



Serge Voloschenko
Chairperson of Directors



Mr Alex Daniloff
Director and Honorary Treasurer

Dated this 14th day of October 2015.

Auditor's Independence Declaration



Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 60.40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012
AND SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF THE ETHNIC COMMUNITIES COUNCIL OF QUEENSLAND LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2015 there have been:

- i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-Profits Commission Act 2012* and the *Corporations Act 2001* in relation to the audit; and
- ii) no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in blue ink that reads "Bentleys".

Bentleys Brisbane (Audit) Pty Ltd

A handwritten signature in blue ink that reads "P M Power".

P M Power
Director

Brisbane

Dated: 14th October 2015



A member of Bentleys, an association of independent accounting firms in Australia. The member firms of the Bentleys association are affiliated only and not in partnership. Liability limited by a scheme approved under Professional Standards Legislation.



Statement of Comprehensive Income

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Statement of Comprehensive Income for the year ended 30 June 2015

	Note	2015 \$	2014 \$
Revenues from continuing operations	2	16,377,109	16,631,898
Expenses			
- Employee benefits expenses	3	(11,819,402)	(11,377,461)
- Client Support expenses		(867,845)	(801,809)
- Consultants expense		(319,908)	(210,695)
- Depreciation and amortisation expenses	3	(359,573)	(415,328)
- Repairs and maintenance expense		(228,625)	(190,630)
- Other expenses from continuing operations		(2,552,141)	(2,197,277)
Surplus/(Deficit) from continuing operations before income tax		229,615	1,438,698
Income tax expense	1(j)	-	-
Net Surplus /(deficit) from continuing operations after income tax expense attributable to the company		229,615	1,438,698
Total comprehensive income for the year		229,615	1,438,698

The accompanying notes form part of the financial statements.

Statement of Financial Position

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Statement of Financial Position as at 30 June 2015

	Note	2015 \$	2014 \$
Current Assets			
Cash and Cash Equivalents	4	11,670,354	5,976,007
Trade and Other Receivables	5	232,632	1,119,914
Other Current Assets	6	49,594	53,599
Total Current Assets		11,952,580	7,149,520
Non-Current Assets			
Property, Plant and Equipment	7	12,023,785	12,605,631
Total Non-Current Assets		12,023,785	12,605,631
Total Assets		23,976,365	\$19,755,151
Current Liabilities			
Trade and Other Payables	8	3,753,967	697,356
Short Term Provisions	10	856,265	863,514
Other Current Liabilities	9	1,090,437	221,307
Total Current Liabilities		5,700,669	1,782,177
Non-Current Liabilities			
Long Term Provisions	10	425,484	352,377
Total Non-Current Liabilities		425,484	352,377
Total Liabilities		6,126,153	\$2,134,554
Net Assets		17,850,212	\$17,620,597
Equity			
Retained Earnings		12,208,822	11,979,207
Reserves	11	5,641,390	5,641,390
Total Equity		17,850,212	\$17,620,597

The accompanying notes form part of the financial statements.

Statement of Changes in Equity

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Statement of Changes in Equity for the year ended 30 June 2015

	Notes	Retained Earnings \$	Revaluation Reserves \$	Other Reserves \$	Total \$
Balance at 30 June 2013		10,540,509	3,074,720	2,566,670	16,181,899
Net surplus attributable to the company		1,438,698	-	-	1,438,698
Balance at 30 June 2014		11,979,207	3,074,720	2,566,670	17,620,597
Net surplus attributable to the company not sold		229,615	-	-	229,615
Balance at 30 June 2015		12,208,822	3,074,720	2,566,670	17,850,212

The accompanying notes form part of the financial statements.

Statement of Cash Flows

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Statement of Cash Flows for the year ended 30 June 2015

Cash Flow from Operating Activities	2015	2014
	\$	\$
Receipts from customers, members and sponsors	2,491,440	2,590,834
Payments to suppliers and employees	(15,393,267)	(14,550,402)
Interest received	294,615	223,222
Receipts from government	14,862,710	12,040,917
Receipts from others	329,095	409,517
Interest paid	-	(32,308)
Net cash provided by (used in) operating activities (note 12)	<u>2,584,593</u>	<u>681,780</u>
Cash Flow from Investing Activities		
Payments for property, plant & equipment	(421,999)	(561,849)
Proceeds from sale of property, plant and equipment	<u>777,627</u>	<u>43,911</u>
Net cash provided by (used in) investing activities	<u>355,628</u>	<u>(517,938)</u>
Cash Flow from Financing Activities		
Proceeds from Refundable Accommodation Deposits	2,754,126	-
Repayment of Borrowings	-	(425,670)
Net cash provided by (used in) Financing Activities	<u>2,754,126</u>	<u>(425,670)</u>
Net increase (decrease) in cash held	5,694,347	(261,828)
Cash at the beginning of the financial year	<u>5,976,007</u>	<u>6,237,835</u>
Cash at the end of the financial year (note 4)	<u>11,670,354</u>	<u>5,976,007</u>

The accompanying notes form part of the financial statements.

Notes to the Financial Statements

The accompanying notes form part of these financial statements
Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Note 1: Statement of Significant Accounting Policies

The financial report is for the Ethnic Communities Council of Queensland Limited, incorporated and domiciled in Australia. Ethnic Communities Council of Queensland Limited is a company limited by guarantee. The company is a not-for-profit company for reporting purposes.

Basis of preparation

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the Corporations Act 2001 and the Australian Charities and Not-for-profits Commission Act (2012)

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of this financial report are presented below and have been consistently applied unless otherwise stated.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. Australian dollars is the functional and presentation currency of the company.

Accounting policies

a. Revenue

Revenue from the sale of goods is recognised upon the delivery of goods to customers.

Grant revenue is recognised in the statement of comprehensive income when it is controlled. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes, it is recognised in the statement of financial position as a liability until such conditions are met or services provided.

Donations and bequests are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as prepaid income in the statement of financial position.

Interest revenue from financial assets is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers. All revenue is stated net of the amount of goods and services tax (GST).

b. Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair values as indicated, less, where applicable, accumulated depreciation and impairment losses.

Property

Freehold land and buildings are shown at their fair value based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. The most recent independent valuation was conducted in June 2013.

Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same class of assets are charged against fair value reserves directly in equity; all other decreases are charged to the statement of comprehensive income.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. Plant and equipment that have been contributed at no cost, or for nominal cost, are valued at the fair value of the asset at the date it is acquired.

Plant and equipment purchased with Grant Funding cannot be used for any other purpose than that stated in the funding agreement and cannot be sold or otherwise disposed of without the permission of the funding body and a contingent liability may exist in relation to any sale proceeds.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, is depreciated on a straight-line basis over the asset's useful life to the company commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of fixed asset	Depreciation rate
Plant and Equipment	7.5% - 40%
Motor Vehicles	12.5% - 20%
Office Equipment	10% - 30%
Furniture, Fixtures and Fittings	7.5% - 20%
Computer Equipment	27% - 40%
Buildings	2.5%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance date.

Asset classes carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Note 1: Statement of Significant Accounting Policies (continued)

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

c. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the period in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

d. Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities, are recognised when the company becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted). Financial instruments are initially measured at fair value plus transaction costs except where the asset is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Finance instruments are subsequently measured at either fair value or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties.

Amortised cost is calculated as:

- i. the amount at which the financial asset or financial liability is measured at initial recognition;
- ii. less principal repayments;
- iii. plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the *effective interest method*; and
- iv. less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs or other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

(i) Financial assets at fair value through profit or loss

Financial assets are classified at 'fair value through profit or loss' when they are held for trading for the purpose of short-term profit taking, or where they are derivatives not held for hedging purposes. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

(ii) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

(iii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the company's intention to hold these investments to maturity. They are subsequently measured at amortised cost.

(iv) Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Note 1: Statement of Significant Accounting Policies (continued)

Fair value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models. Other than cash and cash equivalents, no financial assets are carried at fair value.

Impairment

At each reporting date, the company assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the company no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expired. The difference between the carrying value of the financial liability, which is extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

e. Impairment of assets

At each reporting date, the company reviews the carrying values of its tangible and intangible assets, to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the assets ability to generate net cash inflows and when the company would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an assets class, the company estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation reserve in respect of the same class

of asset to the extent that the impairment loss does not exceed the amount in the revaluation reserve for that same class of asset.

f. Employee benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages, salaries and annual leave which may be settled after one year, have been measured at the amounts expected to be paid when the liability is settled. Other employee benefits payable later than one year have been measured at the net present value. Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

g. Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

h. Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

i. Unexpended grants

The company receives grant monies to fund projects either for contracted periods of time or for specific projects irrespective of the period of time required to complete these projects. It is the policy of the company to treat grants monies as unexpended grants in the Statement of Financial Position where the company is contractually obliged to provide the services in a subsequent financial period to when the grant is received or, in the case of specific project grants, where the project has not been completed.

j. Income tax

No provision for income tax has been raised as the company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

k. Intangibles

Licences for the provision of residential services for assisted high care needs living, as granted by the Commonwealth Department of Health and Ageing, are not recognised as an asset in these statements as the company has determined that there is no active market for such assets.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Note 1: Statement of Significant Accounting Policies (continued)

l. Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at reporting date.

m. Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

n. Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the group.

Key estimates – Impairment

The company assesses impairment at each reporting date by evaluation of conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions. For the year ended 30 June 2015, the company does not believe that there were any indicators of impairment to any of its assets.

o. Economic Dependence

The Ethnic Communities Council of Queensland Limited is dependent on various Government departments for much of its revenue used to operate the business. At the date of this report the Board of Directors has no reason to believe that this support will not continue.

p. New Accounting Standards for Application in Future Periods

The AASB has issued new and amended accounting standards and interpretations that have mandatory application dates for future reporting periods. The company has decided against early adoption of these standards.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 2: Revenue

	2015	2014
	\$	\$
Operating Activities:		
- Recurrent Government Grants	13,091,523	13,371,662
- Resident/Client Contributions	<u>2,506,215</u>	<u>2,627,497</u>
	<u>15,597,738</u>	<u>15,999,159</u>
Non-Operating Activities:		
- Capital/Non-recurrent Grants	0	0
- Interest Earned	294,615	223,222
- Sale of Assets	155,660	0
- Other	<u>329,096</u>	<u>409,517</u>
	<u>779,371</u>	<u>632,739</u>
Total Revenue	<u>16,377,109</u>	<u>16,631,898</u>

Capital grants are recorded as non-operating income when fully expended in accordance with the funding conditions.

Note 3: Expenses

Surplus from ordinary activities is determined after changing the following significant expenses.

Expenses	2015	2014
	\$	\$
Total Depreciation and Amortisation	359,573	415,328
Doubtful Debts Expense	15,939	4,094
Total Employee Benefits Expense	11,819,402	11,377,461
Auditors Remuneration		
- audit services	40,000	40,000
- other services	<u>2,500</u>	-
Total Audit Remuneration	<u>42,500</u>	<u>40,000</u>
Loss on Disposal of Plant & Equipment	22,306	25,222
Rent Expenses	252,948	248,703

Note 4: Cash and Cash Equivalents

Current	2015	2014
	\$	\$
Cash at Bank	11,666,164	5,972,657
Cash on Hand	<u>4,190</u>	<u>3,350</u>
	<u>11,670,354</u>	<u>5,976,007</u>

Restricted Cash Balances total \$0 at 30 June 2015. (2014: \$nil)

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 5: Trade and Other Receivables

Current	2015	2014
	\$	\$
Trade Receivables	188,800	138,683
Provision for Impairment of Receivables	(18,099)	(3,000)
Government Funding Receivables	-	902,057
Other Receivables	<u>61,931</u>	<u>82,174</u>
	<u>232,632</u>	<u>1,119,914</u>

(i) **Provision for Impairment of Receivables**

Current trade receivables are generally on 30-day terms. These receivables are assessed for recoverability and a provision for impairment is recognised when there is objective evidence that an individual trade receivable is impaired. These amounts have been included in other expense items

(ii) **Credit risk – Trade and other Receivables**

The company does not have any material credit risk exposure to any single receivable or group of receivables, other than the government funding receivable. The credit risk associated with this counterparty is considered low.

Note 6: Other Assets

Current	2015	2014
	\$	\$
Prepayments	<u>49,594</u>	<u>53,599</u>
	<u>49,594</u>	<u>53,599</u>

Note 7: Property, Plant and Equipment

Freehold Land and Buildings:	2015	2014
	\$	\$
- At Fair Value - Land	6,660,000	7,140,000
- At Fair Value - Buildings	3,270,000	3,440,000
- Building Improvements (at cost)	1,613,365	1,424,078
- Less: Accumulated depreciation	<u>(654,380)</u>	<u>(663,998)</u>
	<u>10,888,985</u>	<u>11,340,080</u>
 Plant and Equipment:		
- At Cost	1,751,170	(1,707,166)
- Less: Accumulated depreciation	<u>(1,169,662)</u>	<u>(1,088,568)</u>
	<u>581,508</u>	<u>618,598</u>

Notes to the Financial Statements

Computers and Equipment:

- At Cost	577,325	508,975
- Less: Accumulated depreciation	<u>(412,722)</u>	<u>(353,870)</u>
	<u>164,603</u>	<u>155,105</u>

Motor Vehicles:

- At Cost	670,104	730,914
- Less: Accumulated depreciation	<u>(281,415)</u>	<u>(239,066)</u>
	<u>388,689</u>	<u>491,848</u>
	<u>12,023,785</u>	<u>12,605,631</u>

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

	Land and Buildings \$	Plant & Equipment \$	Computers & Equipment \$	Motor Vehicles \$	TOTAL \$
Opening Carrying Amount at 1 July 2014	11,340,080	618,598	155,105	491,848	12,605,631
Additions 2014-15	217,341	95,444	84,594	24,620	421,999
Less Disposals	(590,749)	(8,667)	(931)	(43,925)	(644,272)
Less Depreciation expense	(77,687)	(123,867)	(74,165)	(83,854)	(359,573)
Balance at end of year at carrying amount	10,888,985	581,508	164,603	388,689	12,023,785

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 7: Property, Plant and Equipment (continued)

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

2014	Land Buildings and \$	Plant & Equipment \$	Computers & Equipment \$	Motor Vehicles \$	TOTAL \$
Opening Carrying Amount	11,167,002	648,255	216,760	496,226	12,528,243
Revaluation Increment	-	-	-	-	-
Additions 2014-14	287,872	109,736	24,637	139,604	561,849
Less Disposals	-	-	-	(69,133)	(69,133)
Less Depreciation Expense	(114,794)	(139,393)	(86,292)	(74,849)	(415,328)
Balance at end of year at carrying amount	11,340,080	618,598	155,105	491,848	12,605,631

Note 8: Trade and other Payables

Current	2015 \$	2014 \$
- Trade Payables	477,024	233,848
- Other Current Payables	372,333	320,121
- Refundable Accommodation Deposits	2,754,126	-
- GST Payable	<u>150,484</u>	<u>143,387</u>
	<u>3,753,967</u>	<u>697,356</u>

Note 9: Other Liabilities

Current	2015 \$	2014 \$
- Unexpended Grants	<u>1,090,437</u>	<u>221,307</u>
	<u>1,090,437</u>	<u>221,307</u>

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 10: Provisions

Current	2015	2014
	\$	\$
Employee Entitlements		
Annual Leave	503,466	516,852
Sick Leave*	-	-
Long Service Leave	<u>352,799</u>	<u>346,662</u>
	<u>856,265</u>	<u>863,514</u>
Non-Current		
Employee Entitlements		
Long Service Leave	<u>425,484</u>	<u>352,377</u>
	<u>425,484</u>	<u>352,377</u>
	<u>1,281,748</u>	<u>1,215,891</u>

* All business units of the company no longer carry a provision for sick leave entitlement.

Note 11: Reserves

- (a) Asset Revaluation Reserve
- (b) Capital Profits Reserve
- (c) Other Reserves

	2015	2014
	\$	\$
(a) Asset Revaluation Reserve		
Movement during the financial year		
Opening Balance	3,074,720	3,074,720
Transfer to retained earnings	-	-
Closing Balance	<u>3,074,720</u>	<u>3,074,720</u>
<i>The asset revaluation reserve records revaluations of property, plant and equipment.</i>		
(b) Capital Profits Reserve		
Movement during the financial year		
Opening Balance	96,970	96,970
Transfer to retained earnings	-	-
Closing Balance	<u>96,970</u>	<u>96,970</u>
<i>The capital profits reserve records funds set aside in prior years.</i>		
(c) Other Reserves		
Movement during the financial year		
Opening Balance	2,469,700	2,469,700
Transfer to retained earnings	-	-
Closing Balance	<u>2,469,700</u>	<u>2,469,700</u>
<i>The other reserves record funds set aside in prior years</i>		

Notes to the Financial Statements

Note 12: Cash Flow Information

a. Reconciliation of Cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts. Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the Statement of Financial Position as follows:

b. Reconciliation of Cashflow from Operations with Surplus after Income Tax

	2015	2014
	\$	\$
Surplus after Income Tax	229,615	1,438,698
Non-cash flows in surplus from Ordinary Activities		
Depreciation and amortisation	359,573	415,328
(Profit)/Loss on sale of PPE	(133,354)	25,222
Changes in assets and liabilities:		
(Increase)/Decrease in receivables and other assets	891,287	(937,733)
Increase/(Decrease) in trade and other payables	1,171,615	(305,652)
Increase/(Decrease) in provisions	<u>65,857</u>	<u>45,917</u>
Cash flows provided by operating activities	<u>2,584,593</u>	<u>681,780</u>

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 13: Related Party Transactions

Directors

The names of each person holding the position of Director of Ethnic Communities Council of Queensland Limited during the year are Mrs Agnes Whiten, Mr Serge Voloschenko, Mr Alex Daniloff, Mr Nick Xynias, Ms Gail Ker, Dr Mustafa Ally, Mr Surendra Prasad, Mr Michael Yau, Mr Anthony Lin, Mr Alton Budd, Ms Yasmin Khan, Mr Samuel Miszkowski, Mr Amar Khan and Mr John Shepley.

Apart from the details disclosed in this note, no Director has entered into a material contract with the Company since the end of the previous financial year and there were no material contracts involving Directors' interests subsisting at year end. From time to time Directors of the Company may participate in association activities. These participations are on the same terms and conditions as those entered into by any other member of the Company.

Directors Remuneration

No income was received or due and payable by the Company to any of the elected Directors.

Retirement and Superannuation Benefits

No amounts have been paid directly on retirement or to an investment superannuation fund for the provision of Directors' retirement benefits.

Related Party Transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

	2015	2014
	\$	\$
Director Related Entities	NIL	NIL

Key Management Personnel

a. Key Management Personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the company, directly or indirectly, including any director (whether executive or otherwise) is considered key management personnel.

	2015	2014
	\$	\$
Key Management Personnel Compensation		
short term benefits	330,433	375,171
post-employment benefits	28,472	24,202
termination benefits	27,693	27,771

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 14: Financial Risk Management

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable, payables and borrowings

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2015 \$	2014 \$
Financial Assets			
Cash and Cash Equivalents	4	11,670,354	5,976,007
Loans and Receivables	5	<u>232,632</u>	<u>1,119,914</u>
		<u>11,902,986</u>	<u>7,095,921</u>
Financial Liabilities			
Financial liabilities at amortised cost			
Trade and other Payables	8	<u>3,753,967</u>	<u>697,356</u>
		<u>3,753,967</u>	<u>697,356</u>

Capital Risk Management Policies

The Executive Committee's overall risk management strategy seeks to assist the company in meeting its financial targets, whilst minimising potential adverse effects on financial performance. To that end, any surplus cash is invested in low risk bank accounts with reputable financial institutions. The company has minimal external debt. Asset purchases are funded from reserves or through application for government capital grants. There has been no change in the company's capital management policy during the financial year.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 14: Financial Risk Management (continued)

Specific Financial Risk Exposures and Management

The main risks the company is exposed to through its financial instruments are interest rate risk, liquidity risk, credit risk and price risk.

i. Interest Rate Risk: Exposure to interest rate risk is minimal, as the Company has no long-term interest bearing debt.

ii. Liquidity Risk: Liquidity risk arises from the possibility that the company might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The company manages this risk through the following mechanisms:

- Preparing forward looking cash flow analysis in relation to its operational, investing and financing activities;
- Maintaining a reputable credit profile;
- Managing credit risk related to financial assets;
- Investing surplus cash only with major financial institutions; and
- Comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

iii. Credit Risk: Exposure to credit risk relating to financial assets arises from the potential non-performance by counter parties of contract obligations that could lead to a financial loss to the company. Credit risk is managed through the maintenance of procedures (such procedures include the utilisation of systems for the approval, granting and removal of credit limits, regular monitoring of exposures against such limits and monitoring of the financial stability of significant customers and counter parties) ensuring to the extent possible, that customers and counter parties to transactions are of sound credit worthiness. Such monitoring is used in assessing receivables for impairment. Credit terms are generally 14 to 30 days from the invoice date. Risk is also minimised through investing surplus funds in financial institutions that maintain a high credit rating or in entities that the committee has otherwise cleared as being financially sound.

Credit Risk Exposures

The company does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the company.

iv. Price Risk

The Company is not exposed to any material commodity price risk.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 14: Financial Risk Management (continued)

Net Fair Values

Fair Value Estimation

The fair values of financial assets and financial liabilities are equivalent to the carrying values as presented in the statement of financial position. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Sensitivity Analysis

The following table illustrates sensitivities to the company's exposures to changes in interest rates. The table indicates the impact of how profit and equity values reported at balance date would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	2015	2014
	\$	\$
Change in Profit		
Increase in interest rate by 2%	233,407	119,520
Decrease in interest rate by 2%	(233,407)	(119,520)
Change in Equity		
Increase in interest rate by 2%	233,407	119,520
Decrease in interest rate by 2%	(233,407)	(119,520)

The above interest rate sensitivity analysis has been performed on the assumption that all other variables remain unchanged. Management believes a movement in market interest rates of more than 2% is extremely unlikely and as a result management has not hedged this interest rate exposure.

No sensitivity analysis has been performed for foreign exchange risk, as the company is not exposed to foreign currency fluctuations.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

Note 15: Capital and Leasing Commitments

	2015	2014
	\$	\$
Operating Lease Commitments		
Non-cancellable operating leases contracted for but not capitalised in the financial statements		
Payable – minimum lease payments		
– not later than 12 months	27,981	83,164
– later than 12 months but not later than 5 years	28,098	50,576
– greater than 5 years	-	-
Minimum lease payments	<u>56,079</u>	<u>128,051</u>

The premises are under periodical lease agreements that are paid on a month by month basis. There is currently one (1) office under lease with options to renew on completion. Operating leases also exist in relation to motor vehicles and office equipment.

Note 16: Contingent Liabilities

No contingent liabilities exist at the date of these financial statements.

Note 17: Events After the Balance Date

To the Directors' knowledge, no events have occurred subsequent to reporting date which is likely to have a material effect on the operations of the Company. The Directors have authorised this financial report for issue on the date of signing the Directors' Declaration. The directors have the power to amend and re-issue the financial report.

Note 18: Segment information

The Company operates predominantly in the promotion and maintenance of the physical and social well-being of migrants in Australia. The Company's operations are located in Queensland.

Business Units

The company comprises the following business units:

Segment	Activities
Care Services	- Provision of quality, culturally-inclusive home care and service packages predominantly to ethnic people who are sick, aged, infirm, handicapped or disabled.
Residential Aged Care Facility	- A residential aged care facility at Indooroopilly catering predominantly to ethnic people who are sick, aged, infirm, handicapped or disabled.
Management	- The administration of Government grants given to assist the ethnic communities of Queensland.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Notes to the Financial Statements for the year ended 30 June 2015

2014	Management \$	Residential Care \$	Care Services \$	Eliminations \$	Consolidated \$
Revenue outside the company	1,712,569	5,024,660	9,894,669		16,631,898
Inter-segment revenue	-	-	-		-
Less: Interest Income	(9,982)	(53,616)	(159,624)		223,222
Total segment revenue	1,702,587	4,971,044	9,735,045		16,408,676
Segment Result	(92,850)	5,244	1,526,304		1,438,698
Unallocated revenue less unallocated expenses	-	-	-		-
Surplus/ (Deficit) from ordinary activity	(92,850)	5,244	1,526,304		1,438,698
Income tax expenses	-	-	-		-
Net surplus/(deficit)	(92,850)	5,244	1,526,304		1,438,698
Segment assets	2,955,605	6,519,039	10,280,507		19,755,151
Unallocated assets	-	-	-		-
Total assets	2,955,605	6,519,039	10,280,507		19,755,151
Segment liabilities	153,184	692,499	1,288,871		2,134,554
Unallocated liabilities	-	-	-		-
Total liabilities	153,184	692,499	1,288,871		2,134,554
Acquisitions of property, plant & equipment and other non-current segment assets	584	310,189	251,076		561,849
Depreciation and amortisation expenses	103,916	121,524	189,888		415,328
Other non-cash expenses	-	-	-		-

2015	Management \$	Residential Care \$	Care Services \$	Eliminations \$	Consolidated \$
Revenue outside the company	1,344,404	5,254,671	9,778,034		16,377,109
Inter-segment revenue	-	-	-		-
Less: Interest Income	(18,191)	(75,129)	(201,295)		(294,615)
Total segment revenue	1,326,213	5,179,542	9,576,739		16,082,494
Segment Result	(394,695)	1,273	623,037		229,615
Unallocated revenue less unallocated expenses	-	-	-		-
(Deficit)/Surplus from ordinary activity	(394,695)	1,273	623,037		229,615
Income tax expenses	-	-	-		-
Net (Deficit)/ surplus	(394,695)	1,273	623,037		229,615
Segment assets	2,647,050	9,353,225	11,976,090		23,976,365
Unallocated assets	-	-	-		-
Total assets	2,647,050	9,353,225	11,976,090		23,976,365
Segment liabilities	644,987	3,527,976	1,953,190		6,126,153
Unallocated liabilities	-	-	-		-
Total liabilities	644,987	3,527,976	1,953,190		6,126,153
Acquisitions of property, plant & equipment and other non-current segment assets	-	260,701	161,298		421,999
Depreciation and amortisation expenses	42,042	107,768	209,763		359,573
Other non-cash expenses	-	-	-		-

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Notes to the Financial Statements for the year ended 30 June 2015

Company Details

The registered office of the company is:

253 Boundary Street
WEST END QLD 4101

The principal places of business of the company are:

253 Boundary Street	150 Central Avenue	49 Thomas Street
WEST END QLD 4101	INDOOROOPILLY QLD 4068	WEST END QLD 4101

Note 19: Members' Guarantee

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up the constitution states that each member is required to contribute a maximum of \$50 each towards meeting any outstandings and obligations of the company. At 30 June 2015 the number of financial members of the Ethnic Communities Council of Queensland Ltd was 333.

Note 20: Fair Values

ECCQ measures the following assets at fair value on a recurring basis:

- Land
- Buildings

Fair value hierarchy

In accordance with AASB 13, fair value measurements are categorised on the following basis:

Fair value based on quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1)

Fair value based on inputs that are directly or indirectly observable for the asset or liability (Level 2)

Fair value based on unobservable inputs for the asset and liability (Level 3)

All fair value measurements are recurrent and categorised as either Level 2 or Level 3. The company does not hold any assets valued using Level 1 inputs. Where all significant inputs used to value the asset are observable, the asset is valued at Level 2. However, if one or more of the significant inputs are unobservable, the asset is valued as Level 3. The rationale for making a determination between Level 2 and Level 3 on specific categories of assets is described below.

Valuation techniques

The company's valuation policy and procedures are set by the Management Committee and reviewed every year. Annual reviews of depreciation, impairment, asset lives and asset balances are conducted by the finance team. The company's current policy for the recurrent valuation of property, plant and equipment and investment property is documented in Note 1. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques which maximise, to the greatest extent possible, the use of observable market data

Where land and buildings relate to capital works in progress, they are recognised at cost until such time as the capital works are completed.

The valuation techniques selected by the company are consistent with one or more of the following valuation approaches:

- **Market approach:** valuation techniques that use prices and other relevant information generated by the market transactions for similar or identical assets or liabilities.
- **Income approach:** valuation techniques that convert estimated future cash flows or income and expenses into a single discounted present value.
- **Cost approach:** valuation techniques that reflect the current replacement cost of an asset at its current service capacity.

Recognised fair value measurements

The fair value of assets measured and recognised at fair value at 30 June 2015 is as per the table below. Comparison information has not been provided as allowed by the transitional provisions of AASB 13 Fair Value Measurement.

Notes to the Financial Statements

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256

Notes to the Financial Statements for the year ended 30 June 2015

Note 20: Fair Values (cont'd)

2015				
Description	Gross Value	Written down value	Level 2	Level 3
Land	\$6,660,000	\$6,660,000	\$6,660,000	-
Buildings	\$3,270,000	\$3,200,191	\$3,200,191	-

2014				
Description	Gross Value	Written down value	Level 2	Level 3
Land	\$7,140,000	\$7,140,000	\$7,140,000	-
Buildings	\$3,440,000	\$3,340,349	\$3,340,349	-

Additional disclosure in respect of land and buildings is included in Note 7 to the financial statements.

There were no transfers between Level 2 and Level 3 during the year. The company's policy is to recognise transfers in and out of the fair value hierarchy levels (if any) at the end of the reporting period.

Disclosed fair values

Apart from land and buildings, there are no other fair values disclosed in the financial report.

The carrying amounts of all other assets and liabilities are assumed to approximate their fair values due to their short term nature.

Valuation techniques and inputs used to derive fair values

The specific valuation techniques used to value the company's assets are documented below. Fair value represents the highest and best use of the assets having regard to the optimal financial, physical and legal use of the asset.

The sensitivity of the fair value to the Level 3 inputs is provided in a table following each class. There is a clear inter-relationship between the asset condition, the assumed level of consumed service potential and remaining life for all assets valued at depreciated replacement cost. In these cases, the lower the asset condition; the higher the level of consumed service potential; and the lower the remaining life. No other relationships between the Level 3 inputs are noted.

Land

The fair value of freehold land and buildings is determined at least every three years based on valuations by an independent valuer. At the end of each intervening period, the directors review the independent valuation and, when appropriate, update the fair value measurement to reflect current market conditions using observable market data.

All the company's freehold land, except for that relating to aged care facilities (see below), was comprehensively valued in June 2013 by qualified independent external valuers, Drakos Real Estate. The valuation was based on publicly available data on sales of similar land in nearby localities.

A direct comparison method was used as at June 2013 to value all freehold land. Direct comparison involves the analysis of sales evidence and comparison with the subject land, taking into account such matters as area, location and other general site characteristics. Where an active market exists and there are no unreasonable restrictions as to use and/or sale, the land was deemed to be valued as Level 2. All land currently owned by the company was deemed to fit this category.

Buildings

All buildings, except for that relating to aged care facilities (see below), were valued as at June 2013 by independently qualified external valuers, Drakos Real Estate. The valuation was based on publicly available data on sales of similar properties in nearby localities.

A direct comparison method was used as at June 2013 to value all buildings. Direct comparison involves the analysis of sales evidence and comparison with the subject buildings, taking into account such matters as area, location and other general site characteristics. Where an active market exists and there are no unreasonable restrictions as to use and/or sale, the buildings was deemed to be valued as Level 2. All buildings currently owned by the company was deemed to fit this category.

Aged Care facilities

All land and buildings that relate to aged care facilities were valued as at June 2013 by independent valuer Knight Frank. The valuation was based on a "Going Concern Walk-In/Walk-Out" basis, which is a derivation of the Income Approach described above based on recent sales evidence of residential aged care facilities on a going concern basis. The valuation identified that the 'going concern' value of the land and buildings consisted of a freehold component and a "Leasehold" Component, the latter being the present value of expected future income generated by the bed licenses and continued use of the premises as an aged care facility. The freehold component is determined by reference to observable market inputs being sales evidence of similar facilities, market capitalisation rates and market rentals, which are determined using a direct comparison approach.

Management determined to adopt a conservative accounting policy and has only recognised the freehold component of land and buildings in relation to the aged care facilities.

As all inputs to the valuation of the freehold component of the land and buildings are based on observable market data, the aged care facility land and buildings are considered to be Level 2 valuations.

Director's Declaration

Ethnic Communities Council of Queensland Limited
(A Company Limited by Guarantee)
ACN 010 151 256
Director's Declaration for the year ended 30 June 2015

The directors of the company declare that:

1. The financial statements and notes, are in accordance with the Corporations Act 2001 and the requirements of the Australian Charities and Not-for-profits Commission Act (2012); and
 - a) comply with Accounting Standards and the Corporations Regulations 2001; and
 - b) give a true and fair view of the financial position as at 30 June 2015 and of the performance of the year ended on that date of the company.
2. In the directors' opinion, there are reasonable grounds to believe that the company will be able to meet its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors:



Chairperson of Directors



Treasurer

Dated this 14th day of October 2015.

Auditor's Independence Declaration



Ethnic Communities Council of Queensland Limited Independent Auditor's Report

We have audited the accompanying financial statements of Ethnic Communities Council of Queensland Limited, which comprises the statement of financial position as at 30 June 2015 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Directors' Responsibility for the Financial Statements

The directors of the company are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the *Australian Charities and Not-for-Profits Commission Act 2012* (ACNC Act) and the *Corporations Act 2001*. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial statements based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial statements.

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

Independence

In conducting our audit, we have complied with the independence requirements of Section 60.40 of the ACNC Act and the *Corporations Act 2001*.

Auditor's Opinion

In our opinion, the financial statements of Ethnic Communities Council of Queensland Limited are in accordance with Division 60 of the ACNC Act and the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2015 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards (including the Australian Accounting Interpretations), Division 60 of the ACNC Act and the Corporations Regulations 2001

Bentleys Brisbane (Audit) Pty Ltd

P M Power
Director

Brisbane



A member of Bentleys, an association of independent accounting firms in Australia. The member firms of the Bentleys association are affiliated only and not in partnership. Liability limited by a scheme approved under Professional Standards Legislation.





"I have been living at Berlasco Court for over two years. I am originally from Canberra and I have to say the weather is definitely better here. I planted some daffodils last year and I can see them flowering right now.

My background is in nursing so I can appreciate the work that the staff do here."

- Annabel Hawkins, Berlasco Court resident

Notes



"I am originally from Russia but I spent most of my childhood in the Middle East. I have two children, Alexandra and Nicholas who both live in Brisbane. I am now 92 years old and have lived in Australia for 63 years."

- Maria Kokenko, Berlasco Court resident



www.eccq.com.au | diversicare.com.au | www.berlascocourt.com

Editor & Graphic Design | Eadie Hancock
Photographer | SAGE for Under the Bridge Media