

2022

ANNUAL REPORT

Barkuma

Live your all.



Our Mission.

Partner with people on the journey to their best life.

Statement of Strategic Intent

Barkuma will be a leader in the provision of disability services. We will grow our capacity to provide person-centred services that enable more people to reach their potential. We will be an innovative and unified organisation that is:

- A service of choice
- Values driven
- Able to meet service demand
- Positioned to inform and influence.

Core Values

- Respecting human worth and dignity
- Fostering community inclusion
- Promoting individual growth and development
- Improving quality of life
- Striving for excellence

Kaurna miyurna, Kaurna yarta, ngadlu tampinhi.

Barkuma acknowledges and pays respects to the Kaurna people, the traditional custodians whose ancestral lands we live and work on.



Tel: 08 8414 7100
Email: barkuma@barkuma.com.au

www.barkuma.com.au

Adelaide
Level 3, 151B South Terrace, Adelaide

Alberton (by appointment only)
208 Port Road, Alberton

Elizabeth
191-193 Philip Highway, Elizabeth South

Gawler (by appointment only)
27 Twelfth Street, Gawler South

Holden Hill
37 Jacobsen Crescent, Holden Hill

2022 in numbers



\$17 million
Annual revenue



153
Supported Employees



302
NDIS Customers



792
Service Agreements



\$300k+
Capital investment in
Barkuma sites



15
Peer Workers



90,000
Hours of support provided
in accommodation



2,500
Cups of coffee made
at the Elizabeth
Canteen



160
Tonnes of paper and card
diverted from landfill



22,350
Website Visitors



17,580
Social Media Reach

A strategic priority for Barkuma is to be financially and environmentally sustainable by continually striving to improve our efficiency, optimising our resources and adopting innovative practice driven by our purpose.

In 2021 - 2022 period, Barkuma delivered on its committed by:

- Working with local commercial partners to reduce logistics
- Carbon Neutral Printing through partner Finsbury Green
- Changing all light fittings and fixtures to economical LED lighting



Chairperson and CEO's Report

At Barkuma, we work alongside people with disability who want to learn new skills, find enjoyable work, make friends and lead a life of independence in their chosen community. As an organisation we strongly believe that all people have a valuable contribution to make to our communities.

2021-2022 was another year full of highlights and achievements despite the continued impact of COVID-19 on the community. Through the hard work and dedication of our 300 + staff, Barkuma has continued to provide uninterrupted supports to our clients, despite the pandemic. Pleasingly over the past 12 months Barkuma has continued to expand the supports and services offered to the community, supporting over 800 people with disability to "Live their all", while returning a financial surplus to the organisation which will be reinvested back into our purpose.

The Board would like to take this opportunity to acknowledge the strength and resilience of our clients, staff, members and partners for continuing to support Barkuma's mission of partnering with people on the journey to their best life.

As a Board our focus is on the long term future of Barkuma and this year we have turned our attention to future proofing and improving the organisations commitment to:

Inclusion and Diversity - Barkuma remains committed to increasing opportunities for diversity and inclusion across the business. In addition to gender diversity, Barkuma has begun work on an Inclusive Governance Framework to improve opportunities for people with disability. We have also started the journey to develop our first Reconciliation Action Plan.

Increasing opportunities for clients to inform and influence Barkuma - Barkuma continues to value and strengthen the voice of our customers across the business through an annual meeting with the Barkuma Board, regular structured quarterly meetings of 'Barkuma Voice' groups, self-advocacy training, supported by an external advocacy organisation Our Voice SA. Barkuma Voice groups continue to provide valuable feedback to Barkuma on how we can improve services as well as taking the opportunity to provide formal feedback from the perspective of people living with disability into reviews such as The Commonwealth Governments COVID-19 response.

Governing and Managing for Human Rights, Quality and Safeguarding - A Safety, Safeguarding, Quality and Risk subcommittee was established by the Board to focus on the safety of our clients and staff. Directors underwent training focused on Governing and Managing for Human Rights, Quality and Safeguarding. A quarterly site visit framework has been established providing Directors with opportunities to see firsthand the environments, supports and services offered by Barkuma to our clients. Barkuma is pleased to inform members that we have retained our accreditation against a range of standards including ISO 9001:2015, National Disability Insurance Scheme Quality and safeguards Indicators of Practices and the National Standards for Disability Services.

Sustainable Growth - Barkuma Board has supported the development of both a Positive Behaviour Support and Specialist Support Coordination business to address an unmet need in the South Australian community. In addition the Board has approved continued investment in accommodation solutions for people with a disability - with 3 new projects in development with the capacity to provide accommodation options for an additional 13 NDIS participants. Barkuma maintains an ongoing commitment to the environment through a focused approach to the use of EV and Hybrid vehicles in our fleet and the removal of over 162 tonnes of paper and cardboard from landfill through our confidential document destruction business.

Improved Governance Practices - through the establishment of our new Constitution, Board Charter and subcommittee structure we are focused on making the best decisions possible in a timely manner. All active directors have current NDIS Worker Clearances, our Board maintains a Skills Register and meeting attendance is recorded and shared with our members.

In closing on behalf of the Board, staff and clients I would like to acknowledge the ongoing support of the Associations membership and look forward to your continued interest and involvement with Barkuma.



Chas Allen
Barkuma Chairperson



Simon Rowberry
Barkuma Chief Executive Officer

Board of Directors

The Board of Barkuma Incorporated accepts overall responsibility for the corporate governance of the organisation. The Board directs and monitors the business and affairs of Barkuma and delegates the responsibility for the management of the organisation to the Chief Executive Officer (CEO).

Chairperson
Chas Allen OAM

Director
Roman Kowalczyk *

Director
Jodi Wright

Deputy Chairperson
Sandra Parr

Director
Nathan Justin *

Director
Ursula Hickey

Finance Director
Barrie Mansom

Director
Libby Vojin

Director
Martine Feckner

Secretary
Simon Rowberry

Director
Caroline Ellison

* Retired mid-term

Executive Team

Chief Executive Officer
Simon Rowberry

Executive Manager - Policy, Practice & Client Outcomes
Steve Sampson

Executive Manager - Corporate Services
Maureen Lawlor
Shaun Kennedy

Executive Manager - Accommodation Program and Outcomes
Raechel Barber

Executive Manager - Employment Programs and Outcomes
Cherie Jolly

Policy, Practice & Client Outcome (PPCO)

The PPCO team currently provide oversight on all client incidents and coordinate reports and feedback to NDIS Quality and Safeguarding.

Development of the Client Support & Reporting Officer role has been pivotal in supporting Barkuma's responses to safeguarding matters, due to the increased requirements for government compliance. The PPCO team's role in maintaining reporting responsibilities to the state & federal governments is also pivotal to Barkuma maintaining its compliance and ability to operate.

The Board approved the development of Positive Behaviour Support and Specialist Support Coordination services, planned for implementation at the end of 2022. Barkuma welcomed the new Business Improvement Team, and the transition of this team to Corporate Services. Whilst this occurred at the end of 2021, the impact of this team has already been felt in the planning for the successful 2022 triennial audits.

During the year we developed and enhanced processes and systems to manage incidents, client risk, critical information & release of information records. The organisation's approach to safeguarding was refined and formalized, with its inclusion in a Board subcommittee, and the development of a formal Safeguarding procedure.

Achieving quality feedback from Barkuma's clients

Barkuma has always valued and encouraged client feedback, and despite providing a number of ways for clients to provide it over the years, it was evident a dedicated strategy was required, and this was implemented this year.

In April 2021, Our Voice SA began working with two client representative groups from Accommodation and the Australian Disability Enterprise, which commenced with supporting clients through a 7 part self-advocacy training program, providing a fantastic platform to ensure members felt comfortable providing feedback in this setting. The groups, named Barkuma Voice, have continued to meet monthly and provide valuable feedback to the organisation, and are independently facilitated by Our Voice SA.

A Disability Employment Services feedback group was established with an internal facilitator, and provided valuable feedback to the service area and Board. Unfortunately COVID-19 heavily impacted the desire and ability for the group to meet, and subsequently the group ceased in mid 2021.

Board of Conversations

Expanding on the Barkuma Voice sessions the inaugural 'Board of Conversations' was held in October 2021. This facilitated discussion between the Board and client representatives from each service area provided a valuable opportunity to connect governance and clients, and for the Board to hear feedback from clients first-hand.

Support Coordination

Barkuma's Support Coordination service works alongside people and their supports to implement their NDIS plan and connect to services of their choice. Support Coordinators deliver service from a person-centred framework to empower people to meet their chosen goals.

During the 2021-2022 year, Barkuma has supported over 70 people across the Adelaide Region in the Support Coordination service. A focus for the year has included a review of the model of service with an emphasis on continuous improvement. It is expected that this review will streamline processes for the Support Coordination Team and enhance service provision over the coming year, enabling us to continue growth within the PPCO area.

The Support Coordination Team is proud to support people on their NDIS journey and celebrate their achievements as they "Live Their All".



In the 2021 - 2022 period



302

people received NDIS supports from Barkuma

7

different NDIS supports provided by Barkuma

31

Barkuma Voice Meetings

Accommodation

Barkuma's Accommodation philosophy which centres on self-determination, and providing clients with opportunities to live in their own space and create their own home environment, was formally adopted by the Board. This year the Accommodation team worked with Barkuma's Senior Practitioner to provide professional development pathways for team leaders, and continued to enhance and update policies to procedures to ensure ongoing alignment with NDIS Practice Standards. We also developed a service delivery model focused on person-centred service provision. Despite the ongoing impact of COVID-19, the team were able to reduce the risk to clients and staff through a steadfast commitment to adopting a range of COVID safe practices, including regular screening tests and minimizing staff movement between sites.

Highlights

Our annual Loxton trip resumed for Christmas 2021 to the delight of clients and staff alike. Staff supported 23 clients for an overnight break. Highlights included ferry rides in Waikerie, Christmas Wonderland lights, Loxton Historical Village, and adventure time at Monash playground.



Stephanie and Robert Elvey celebrated their 30th Wedding anniversary with a weekend away at the Stamford Grand.

Special birthdays throughout the year included Ricky's 50th, and Adele and Rob 60th birthdays.



Property

This year has been a busy one for the Property team, with further acquisitions, developments and improvements to our production facilities, homes, and corporate spaces.

Housing (ARS)

In line with our strategic plan in providing safe, secure housing solutions, we have been proactive in the search for additional properties or opportunities that meet our criteria of providing private, individual living spaces. We are moving through two significant developments of Yorktown Road and Ridley Road properties. Yorktown Road will incorporate 4 self-contained independent living unit pots, and Ridley Road 5 independent living units with a common area. Both projects are currently awaiting final council approval.

Major renovations have also commenced at Caruso Crescent and Anne Street

The 5-year Strategic Capital Works Plan will take Barkuma and clients into the next generation of accommodation standards and living solutions.

Commercial Services

The Elizabeth factory has seen major improvements including the new construction of two HACCP areas, Production Supervisors' stations, and hot desk office area. There have also been major upgrades to the Coglein Road entrance and heating and cooling in the production area.

At Holden Hill, a redesign of the layout of the production floor has allowed better workflow and supervision, with additional production floor upgrades to improve HACCP standards, plus an upgrade of production area heating as well.

South Tce

The lease on Barkuma's South Terrace office has been successfully renegotiated, and extended for another 5 years.

In the 2021 - 2022 period



28

accommodation clients

90k

direct support hours

61

support staff



Find out what a day in the life of a Disability Support Worker is like by scanning the QR code with the camera on your phone

Transition Programs

The Transition Program

Barkuma's Transition Program is a 12 month program designed to assist students living with disability or learning difficulties to make a smooth transition from school to their next pathway in a supportive and encouraging environment.

Through structured learning, accredited training and supported work experience opportunities, students are well prepared and eager to commence their employment journey.

Of the 2021 graduates, 9 registered with Barkuma's School Leaver Employment Supports while a further 12 registered with Barkuma's Disability Employment Service.

Special thanks to Adelaide Convention Centre who generously sponsored and hosted the Graduation Ceremony, and StreetFleet who sponsor the Program.



Jordan undertaking a Certificate III in Construction



Students enjoying their graduation event

School Leaver Employment Supports (SLES)

Barkuma have been a registered NDIS provider of School Leaver Employment Supports (SLES) since 2018. During this time Barkuma has had the privilege of working alongside more than 160 young people on their journey to employment.

Barkuma's SLES approach supports clients to explore and understand their work potential while learning the skills and qualities required for successful employment.

Barkuma is now delivering SLES in 6 Community locations including the Barossa.



Max learning Barista skills at the Elizabeth canteen



Marcus gaining experience in retail with the Salvo's

Day Options

Barkuma's Day Options Program provides an environment of support and encouragement to thrive within. Suitable for clients building skills along the way to employment, supporting interests and friendships, or staying connected in retirement.

Barkuma supports individual needs by working alongside participants to discover their interests, skills and goals.

Leather-work, woodwork, cooking, jewellery making & arts and crafts are just a few of the activities that were popular this year. Mother's Day & Father's Day crafts are always highlights, with special projects planned and worked upon months in advance. There is always so much excitement in the gift of giving.

For those people looking to transition to employment, Day Options provides the perfect environment to safely launch from.



In the 2021 - 2022 period



32

referrals to Barkuma DES or Commercial Services after completing the Transition Program or SLES

35

2021 Transition Program Graduates

50

new clients receiving School Leaver Employment Supports (SLES)

Commercial Services - Supported Employment

Barkuma's Commercial Services transitioned to a new funding model under the NDIS from 1st January 2022. A new model of service was implemented to ensure individuals receive the support they require to meet their skill development and employment goals. This has seen a 100% increase in support staff - Production Supervisors, two new Team Leader positions, specialist WHS Team leader, and a specialist Production Operations Manager. The establishment of a Client Services team supports clients in advocacy, referral, skill development, incident management and NDIS planning.

As Barkuma developed the new staffing model we recognised the unique opportunity to include a new career pathway for our clients in the production worker team. This led to the introduction of a Peer Supervisor team; recognised for their work skills, the Peer Supervisors are undertaking a development program to be leaders amongst their peers and develop pathways into Open Employment.

Cleaning Team Start Up

An in-house cleaning Team was established in 2021 servicing Elizabeth and Holden Hill sites, and has been instrumental in providing a COVID-safe environment for Barkuma employees.



Gardening Services

Our gardening team provides services to homes, offices, commercial properties and NDIS Clients. Barkuma services include mowing, weeding, raking, sweeping, pruning, spraying, waste removal and scheduled maintenance.



Elizabeth Canteen

The establishment of a canteen at Elizabeth has been an incredible success, and now delivers meals once a week to the Holden Hill site. The menu and range of items have expanded, and the team sells Barkuma co-branded coffee and gourmet gift baskets. The canteen offers work experience to Barkuma SLES and DES participants and provides the opportunity for Supported Employees to develop skills in hospitality.



Training and Development

The Peer Supervisors have been the first Supported Employees to undertake First Aid Training as well as Fire Warden training. Forklift Training has also been completed by some Peer Supervisors and Production Supervisors. Defensible Case Note Training was successfully completed by all Production Supervisors

There are approximately 20 staff completing Certificate IV in Disability, an on-the-job training model with external trainers coming to the workplace to deliver training twice a month.

Barkuma Commercial Services offer work experience and work trials to individuals keen on developing employability skills or looking for employment in our production teams.

Read more about the Peer Supervisors on page 18



In the 2021 - 2022 period



24
new starts

48
site tours

22
work experience placements

Disability Employment Services (DES)

Our mission is to assist as many people with developmental disability as possible to achieve independence and contribute to their community through meaningful employment. This year, Barkuma Employment supported 558 participants to find and keep a job, secured 150 new positions and worked alongside more than 300 employment partners.

The DES team has broken the all-time annual record for most job starts in Barkuma history with an outstanding effort of 150 new jobs this financial year. This exceptional achievement has been achieved whilst juggling Covid19 disruptions, restrictions and isolation periods, staff shortages, elevated caseload numbers and increasing pressures of the DES contract. The DES Support Team and Team Leaders deserve a standing ovation for achieving such an impressive accomplishment during an incredibly turbulent time.

This year, Barkuma teamed up with Purple Orange on an initiative to increase employment opportunities for people with Disability in the aged care sector. The project aimed to develop relationships with aged care providers who were motivated to increase employment diversity, and pair them with trainees with disability in a Primary Carer role. Barkuma placed and supported 6 participants in Certificate III in Individual Care Traineeships across 4 Aged Care Providers. Trainees continue to work towards the completion of their studies and are due to graduate in November 2022.

The biennial Governor Employer Awards were held on 30 November 2021, hosted by Her Excellency the Honourable Frances Adamson AC and Mr Rod Bunten at Government House. The event acknowledged 20 employers who have demonstrated dedication to workplace equality and diversity by employing people with disability and was attended by Barkuma staff, employment partners and participants. Barkuma acknowledges and thanks Her Excellency for her genuine support and generosity in hosting this special event.

Highlights

Many employment milestones have been celebrated this financial year, including Michael who celebrated 25 years at Coles in March. After working as a trolley collector for 18 years, Michael moved in-store to work in his current role of stock fill. Despite needing to catch a bus and train to get to and from work each day, Michael's remained steadfast in his dedication to his work and the Coles team.

Coles celebrated Michael's significant milestone with a special lunch, with former colleagues and managers travelling from other stores to celebrate with him.



Significant Participant Employment Milestones

35 years

Sam Russo San Remo Macaroni

25 years

Michael Mitchell Coles - Newton

20 years

Jaye Van Kasteren Drakes - Golden Grove

Anastasia Retallack KFC - Welland (G-Fource)

15 years

Amrita Singh Adelaide Convention Centre

Caroline Harvey Coles - Ingle Farm

Neil Whittle Coles - Parabanks

Catherine Thompson Happy Valley Community Children's Centre

Dara Kingsada Southern Cross Cleaning - Marlestone

10 years

Jana Hill Coast Dental

Jason Rowe Drakes - Woodcroft

Anthony Bavaro Allity - Walkerville

Kayla Blythman Allity - Charles Young

Lachlan Poyner Herron Todd White

Vanessa Boffa Hungry Jacks - Beverley

James Judd Allity - Marten

Todd Brine Adelaide Airport

Heather Sullivan Allity - Marten

Sharna Magee Creative Garden Early Learning Centre

5 years

Domenica Di Giorgi Goodstart Early Learning - Semaphore South

Benjamin Topham Dollar Wholesale

Dianne Hissey The Coffee Club - Harbour Town

Hayden Vanderaa Department of Planning, Transport and Infrastructure

Jade Thomas Department of Planning, Transport and Infrastructure

Andrew Chambers City of Burnside

Christian Williams Spotless - Royal Adelaide Hospital

Luke Chapman Southern Cross Cleaning - Marlestone

Daniel Tsatsaronis Winkle Group

Christopher Elmslie Stillwell Hyundai - Nailsworth

In the 2021 - 2022 period



150

new job starts

558

participants supported in open employment across SA

300+

employment partners

Find out what a day in the life of a DES Job Coordinator is like by scanning the QR code with the camera on your phone



Barkuma: a place to belong, connect and live your all

Daniel

“ I was nearing the end of my time at school and considering my next step. I always wanted to work in retail, but knew there were some skills that I needed to learn. After hearing good things about Barkuma through a teacher at school, I decided to set up an appointment to discuss School Leaver Employment Supports (SLES). Adam the Team Leader of SLES came out to my house and met with myself and mum, we discussed SLES and the support that would be provided. I made the decision that Barkuma was the right fit for me and commenced my SLES support in February 2021.

Adam introduced me to my Case Manager Matt, who I meet with on a weekly basis. I also attend a face to face group close to home every Friday. I chose the face-to-face group, over online because I have a better connection with people face to face and I can talk freely. Through group I have learned a lot, broadening my views and getting me to think about other things. I look forward to catching up with other group members and having a conversation every week. I take the time to listen and hear about others interests.

I have met a lot of great people, the Barkuma SLES Workers have been great. SLES has better prepared me for work and provided me with good experience in the workplace. ”

During Daniel's time in SLES he has been supported to:

- Get his Learner's Drivers License and pass his Hazard Perception Test (HPT).
- Acquire volunteer work with the Salvation Army including breaking down electronics into key components for recycling, and customer service.
- Complete a 4 week work experience placement at Foodland.
- Build a resume and cover letter.
- Research and apply for suitable jobs.
- Practice my interview skills.

Daniel hopes to extend his time in SLES, whilst he continues to build skills and looks for work in Retail.



Alex

Most Transition Program students come to Barkuma hoping the program can provide guidance for their future pathways and equip them with the skills required for life after school. For Alex and his family this was exactly what they were searching for as they felt Alex needed to be given the opportunity and support to reach his full potential. Alex joined the Transition Program in 2021 unsure of what to expect, but his school felt this would potentially give him the best start for his future.

The Transition Program provides a safe place where students can be themselves and meet like-minded people in an adult environment. Alex turned up each week with a big smile and a positive attitude, ready to give all activities a go. He enjoyed showing his learning through presentations and working in small groups. During semester 1, Alex was able to explore different roles across a variety of industries, improve his communication skills and have a better understanding of requirements in a workplace. With each week, Alex tackled any challenges that came his way, was open to feedback and slowly his confidence began to grow. He soon realised that he wanted to become more independent and eventually gain employment.

Alex moved on to complete a Certificate II in Retail Services at TAFE, enjoying the practical side of the course especially customer service, cash register, training and merchandising. As his confidence grew, he set new goals for his future including catching public transport and getting his L's.

Alex was asked to speak at the 2021 Graduation, and with a little encouragement he embraced the opportunity to show everyone just how much he had achieved. His school and parents were there to witness this memorable occasion.

Upon completing the Transition Program, Alex transferred to SLES to build on his skills and gain work experience at Foodland. Alex was very motivated to get a job and start his new stage of life after finishing school. During work experience the staff were so impressed with his work ethic and positive attitude that they offered him a job in the Fruit and Veg section! Alex has received amazing support from his co-workers, providing professional advice as well as emotional support while Alex finds his feet in the working world.

Through his pathway to employment, Alex has showcased his ability and willingness to adapt to fast paced work in ever-changing environments.

Alex is loving his new job and the staff say he is a great member of the team.



Barkuma: a place to belong, connect and live your all

Peer Supervisors

The transition to NDIS funding has provided Barkuma Commercial Services the opportunity to look at new ways of supporting people in employment. With funding able to be used more broadly to provide tailored employment plans, this fundamentally increases client choice in how and when they are supported to reach their employment goals.

Barkuma developed a new Commercial Services staffing model using ratios of support to ensure individuals receive the support they require to meet their skill development and employment goals. We recognised that we had a unique opportunity to include a new career pathway for our clients in the production worker team.

The role of Peer Supervisor was proposed and was quickly adopted into the NDIS staffing model as a way to;

- Upskill and develop individuals who demonstrate capacity in leadership
- Provide career opportunities
- Pathways towards open employment
- Support better financial and personal outcomes
- Demonstrate that Barkuma values the contribution of all staff

After developing a Position Description for the new roles, Barkuma announced the opportunity and application criteria to all Supported Employees. 31 candidates formally expressed their interest, with 30 completing an interview. Production Supervisors and Managers provided support to applicants, ensuring understanding of the role and tasks, and preparation for their interviews.

The overwhelming enthusiasm and interest in the opportunity prompted a new model of 1 Peer Supervisor for every 10 Supported Employees. With 155 Supported Employees at the point of recruitment this meant we could fill 16 positions, 6 more than previously thought!

Interviews went very well and it was obvious that the interview coaching had been successful for the majority of applicants. Production Managers and the Executive Manager faced the difficult task of selecting successful applicants based on the candidates day to day work, teamwork, leadership potential and their interview.

The 15 successful candidates showed empathy and consideration towards their peers who were not this time successful. The successful Peer Supervisors were instrumental in co-creating the program, suggesting involvement WHS committees, HACCP audits, staff meetings, training, banking and gaining fork lift licenses.

All unsuccessful candidates have been given the opportunity to complete all training and development, and be 'acting Peer Supervisors'. This will support skill development and boost confidence assisting people to prepare for future Peer Supervisor Roles.

On a day to day basis the Peer Supervisors work alongside Supported Employees under direction from the Production Managers and Supervisors who provide mentoring and coaching to help build confidence and skills in the role.

- All 15 Peer Supervisors achieved the First Aid Certificates (May 22)
- 5 Peer Supervisors successfully gained their forklift license (June 22)

“ What is the best thing about your new role?

- Have a lot more responsibility, love to help the teams when needed
- More money, get to train and support other clients
- That I now get to help other workers
- I get to learn new skills, roles, and new jobs to help other workers

What has changed for you?

- Increased responsibility and able to learn more about WH&S
- Since being Peer Supervisor I have worked on different assembly lines more often
- Spending time away from the machines to help the other workers to train on new jobs
- I have more confidence. There is more opportunity for training e.g. First Aid certificate
- More opportunities to help train the other workers
- It is great to observe the pride as the peer workers go about their duties each day
- I believe this is the best project we have implemented in my time at Barkuma, we really have supported people to LIVE THEIR ALL. ”



**Statement of Cash Flows for the
Year Ended 30 June 2022**

	Note	2022 \$	2021 \$
Cash flows from operating activities			
Receipts from customers and government		17,822,120	15,183,538
Payments to suppliers and employees		(16,090,635)	(14,364,601)
Donations and bequests received		6,784	7,408
Investment income received		66,016	68,350
Interest paid - leases		(16,473)	(15,493)
Net cash flows from operating activities		1,787,812	879,202
Cash flows from operating activities			
Proceeds from sale of property, plant and equipment		284,085	315,296
Proceeds from sale of financial assets		-	1,850,000
Purchase of property, plant and equipment		(862,735)	(1,319,474)
Purchase of financial assets		(1,030,002)	(28,041)
Net cash flows from investing activities		-1,608,652	817,781
Cash flows from financing activities			
Repayment of lease liabilities		(216,633)	(214,422)
Net cash flows from financing activities		(216,633)	(214,422)
Net increase in cash and cash equivalents		-37,473	1,482,561
Cash and cash equivalents at the beginning of the financial year		6,861,121	5,378,560
Cash and cash equivalents at the end of the financial year	6	6,823,648	6,681,121

**Statement of Financial Position
as at 30 June 2022**

	Note	2022 \$	2021 \$
Assets			
Current assets			
Cash and cash equivalents	6	6,823,648	6,861,121
Trade and other receivables	7	1,337,939	1,304,164
Financial assets	8	217,053	187,996
Total current assets		8,378,640	8,353,281
Non-current assets			
Financial assets	8	1,587,665	779,483
Property, plant and equipment	9	6,965,820	6,606,395
Right-of-use assets	10	967,515	213,605
Total non-current assets		9,521,000	7,599,483
Total Assets		17,899,640	15,952,764
Liabilities			
Current liabilities			
Trade and other payables	11	986,715	883,215
Provisions	12	1,603,277	1,646,637
Lease liabilities	13	223,601	175,763
Total current liabilities		2,813,593	2,705,615
Non-current liabilities			
Provisions	12	280,015	260,467
Lease liabilities	13	754,507	51,114
Total non-current liabilities		1,034,522	311,581
Total Liabilities		3,848,115	3,017,196
Net Assets		14,051,525	12,935,568
Funds			
Accumulated funds		13,497,779	12,381,822
Reserves		553,746	553,746
Total Funds		14,051,525	12,935,568

**Statement of Changes
In Funds for the Year
Ended 30 June 2022**

	Accumulated Funds Funds \$	Financial Asset Revaluation Reserve \$	Asset Revaluation Reserve \$	Capital Profits Reserve \$	Total \$
Balance at 1 July 2020	10,871,802	248,636	473,380	80,366	11,425,548
Comprehensive income					
Surplus for the year	1,510,020	-	-	-	1,510,020
Other comprehensive income	-	-	-	-	-
Total comprehensive income for the year	1,510,020	-	-	-	1,510,020
Transfers to / from reserves	248,636	(248,636)	-	-	-
Balance at 30 June 2021	12,381,822	-	473,380	80,366	12,935,568
Balance at 1 July 2021	12,381,822	-	473,380	80,366	12,935,568
Comprehensive income					
Surplus for the year	1,115,957	-	-	-	1,115,957
Other comprehensive income	-	-	-	-	-
Total comprehensive income for the year	1,115,957	-	-	-	1,115,957
Balance at 30 June 2022	13,497,779	-	473,380	80,366	14,051,525

**Statement of Profit or Loss and
other Comprehensive Income for
the year ended 30 June 2022**

	Note	2022 \$	2021 \$
Revenue			
Revenue	4	17,080,488	14,867,297
Other income			
Other income	4	187,873	302,416
		17,268,361	15,169,713
Expenses			
Client programs		(33,651)	(20,979)
Cost of sales		(133,270)	(104,200)
Corporate and other expenses		(704,052)	(770,542)
Depreciation	5	(555,036)	(531,462)
Equipment expenses		(134,796)	(142,185)
Fair value loss and financial assets	5	(192,763)	-
Motor Vehicle expenses		(157,853)	(128,135)
Property expenses		(335,525)	(441,934)
Salaries and wages		(13,607,085)	(11,302,204)
Other employment expenses		(298,373)	(218,052)
		(16,152,404)	(13,659,693)
Surplus before income tax		1,115,957	1,510,020
Income tax expense		-	-
Surplus for the year		1,115,957	1,510,020
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Gains on revaluation on land and buildings	9	-	-
Other comprehensive income for the year		-	-
Total comprehensive income for the year		1,115,957	1,510,020

BARKUMA INCORPORATED
ABN 63 477 154 168

FINANCIAL REPORT - 30 JUNE 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
BARKUMA INCORPORATED

Opinion

We have audited the financial report of Barkuma Incorporated which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, the statement of changes in funds and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Board Members' Declaration.

In our opinion, the accompanying financial report of Barkuma Incorporated is in accordance with the *Associations Incorporation Act 1985* and the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the Association's financial position as at 30 June 2022 and of its financial performance for the year then ended, and
- b) complying with *Australian Accounting Standards - Simplified Disclosures* and the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

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

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Board Members of the Association, would be in the same terms if given to the Board Members as at the time of this auditor's report.

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

Board Members' Responsibility for the Financial Report

Board Members of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with *Australian Accounting Standards - Simplified Disclosures* and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the Board determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

The Board are responsible for overseeing the Association's financial reporting process.

BARKUMA INCORPORATED
ABN 63 477 154 168

FINANCIAL REPORT - 30 JUNE 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
BARKUMA INCORPORATED

Auditor's Responsibilities for the Audit of the Financial Report

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

A further description of our responsibilities for the audit of the financial report is located at *The Auditing and Assurance Standards Board* and the website address is <http://www.auasb.gov.au/Home.aspx>

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



StewartBrown
Chartered Accountants



S.J. Hutcheon
Partner

27 September 2022

Outstanding Service

Barkuma acknowledges our employees who achieved service milestones in 2022:

45 years' service

Karen Forby *

40 years' service

Adele Clarke *
Ann Lodge *
Sandra Bonetti *
Valerie Raymond *

35 years' service

Julian McCormack
Brendan O'Bryan
Vernon Formosa
Debbie Eckert *
Michelle Lake *
Yvonne Deregts *
Jeffrey Steele (*
Lisa Godbee *
Anthony Pickering *

30 years' service

Vernon Formosa *
Darren Holdback*
Angelo Di Giacomi *
Donna Giglio*

25 years' service

Julie Monaghan *
Bill Truran *
Sian Harrison
Chien Tran

20 years' service

Duanne Tape *
Kane Mitchell *
Peter Kerin *
Clint Atkinson *
Bayan Raslan *
David Foley *
Daniel Henneker

15 years' service

Lindsay Tucker
Mazin Kadi
Dylan Stewart
Justin Fielding
Kevin Whittle
Nicole Kulas

10 years' service

Elle De Visser
Jacqueline Williams
Mark Edwards

5 years' service

Chelsea Porter
Elizabeth Brady-Clune
James Wells
James Rogers
Matthew Simpson
Micah Reckwell
Rebecca Watson
Riley Greenhalgh
Sarah Padget
Margaret Mitchell
Caroline Boonstoppel

Live your all.

*service exceeded milestone indicated, not previously recognised.