

2023

ANNUAL REPORT



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



Tel: 08 8414 7100

Email: barkuma@barkuma.com.au

www.barkuma.com.au

Adelaide

Level 3, 151B South Terrace, Adelaide

Elizabeth

191-193 Philip Highway, Elizabeth South

Hindmarsh

71 Bacon Street, Hindmarsh

Holden Hill

37 Jacobsen Crescent, Holden Hill

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.

2023 in numbers



\$20.7 million

Annual revenue



\$3 million

Capital investment in
Barkuma sites



717k

Hours of active support in
accommodation



540

Participants supported
in open employment



408

NDIS Customers



9,500

Wheelbarrows assembled



18,719

Website Visitors



18

Client Voice meetings held



300+

Employment partners



150,000+

Christmas
cakes packed



6.2

Tonnes of clothes
& clothing materials
converted to rags



237,873

Social Media Reach

Chairperson and CEO's Report

We are pleased to provide this high-level summary of Barkuma's Governance approach, achievements, and financial performance over the last financial year.

Governance

Barkuma's Board has remained stable over the last twelve months and currently consists of eight members (including the CEO). While over half of Directors have indirect lived experience of a disability (family or carer of a person with a disability), no Directors currently identify as having direct lived experience.

At the November 2023 AGM, Barkuma will seek nominations for two new Directors to replace Libby Vojin and Barrie Manson, two of Barkuma's long-serving Directors, and will focus on ways to attract and retain people with direct lived experience.

Barkuma's Board sub-committee structure is now well established, with Board and Finance Strategic Assets and Investments Subcommittee (FSA&I SC) meetings occurring monthly and Governance, Nominations and Renewal (GN&R SC) and Safety, Safeguarding, Quality and Risk Subcommittee (SSQ&R SC) meetings every eight weeks. Membership among the subcommittees is shared with all directors participating in at least one subcommittee.

A regular schedule of accommodation and factory visits has been established, providing Directors with the opportunity to see firsthand the services and supports offered by Barkuma. These visits also give Directors an opportunity to ask questions and seek feedback directly from Barkuma customers about the services and support they receive.

Barkuma appointed CEO Simon Rowberry for another five-year contract through to May 2028, providing a level of stability to the organisation.

Achievements

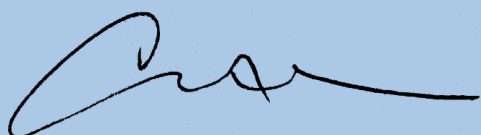
Significant decisions made by the Board over the last twelve months have included:

- Development of a tiered approach to Inclusive Governance to improve how the organisation accesses and values the voice of direct lived experience in its decisions.
- Supported the organisation's improved effectiveness and efficiency through systems development.
- Supported the implementation of a peer supervisor program and better wage outcomes for supported employees.
- Participated in developing Barkuma's next Strategic Plan, which will guide the organisation over the next three years.
- Continued investment in Barkuma's Housing philosophy, which focuses on the benefits of eligible Supported Independent Living clients being given the opportunity to live in small units on cluster sites with access to shared support.
- Support to establish new NDIS-funded service offerings, including Day Options, Mentoring, Positive Behaviour Support, Therapy Supports, and Specialist Support Coordination.

Financial Position

It is pleasing to note that Barkuma remains in a strong financial position returning a better-than-expected surplus in the 2022-2023 financial year. As a profit-for-purpose business, Barkuma remains committed to reinvesting these funds into its purpose of supporting people with a disability to live their all.

On behalf of the Barkuma Board, management, and staff, we would like to take this opportunity to acknowledge the continued support of our members and corporate partners who share the vision that people with disability make a valued contribution to the community.



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

Secretary
Simon Rowberry

Director
Martine Feckner

Deputy Chairperson
Sandra Parr

Director
Libby Vojin (retired)

Director
Jodi Wright

Finance Director
Barrie Mansom

Director
Caroline Ellison

Director
Ursula Hickey

Executive Team

Chief Executive Officer
Simon Rowberry

Executive Manager - Policy, Practice & Client Outcomes
Steve Sampson

Executive Manager - Accommodation Program and Outcomes
Raechel Barber

Executive Manager - Corporate Services
Shaun Kennedy

Executive Manager - Employment Programs and Outcomes
Cherie Jolly

Policy, Practice & Client Outcomes

In early 2022, Barkuma's Board discussed expanding their services by adding Positive Behaviour Support, Specialist Support Coordination, and Therapeutic Supports to their offerings. Following careful consideration, the Board agreed to proceed with planning the implementation of these supports. Later that year, Barkuma learned that Behaviour Support SA intended to discontinue their Positive Behaviour Support Services at their Hindmarsh location. The CEOs of both organizations engaged in discussions, leading to Barkuma offering supports to Behaviour Support SA's clients and the potential employment of their existing Practitioners. An agreement was reached, and Barkuma worked diligently to become registered for these new supports, facilitating a smooth transition for both clients and staff. The transition officially began on the last day of the financial year, during which Barkuma welcomed new staff and clients, including the acquisition of a lease on an office property at Bacon Street, Hindmarsh.

At the beginning of the 2022-2023 financial year, Barkuma commenced the Triennial NDIS audit and implemented a Safeguarding procedure throughout the organisation. The safeguarding team played a crucial role in reporting to the NDIS Quality & Safeguards Commission and collaborated with service delivery teams on reportable incidents. In May, a review of the safeguarding procedure was initiated, which has been extended to incorporate insights from the Disability Royal Commission and the NDIS Quality & Safeguards Commission. Additionally, Barkuma conducted consultations to improve safeguarding roles and processes across the organisation.

Support Coordination

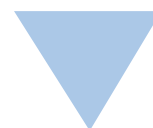
Barkuma Support Coordination collaborates with individuals and their supports, employing a person-centred approach to implement NDIS plans and empower people to meet their chosen goals. This year through collaboration with participants, their families and support networks, Barkuma Support Coordinators have assisted participants to connect with and maintain their community, mainstream and NDIS supports and services. Support Coordinators and participants have together celebrated the achievement of goals such as maintaining or transitioning to appropriate housing or employment, achievement of therapy and daily living goals, engagement in respite, holidays or social activities, successful grant applications and many more.

A highlight of the year was achieving registration for Specialist Support Coordination which will expand the provision of service for the Support Coordination Team over the 2023-2024 year period. Barkuma will commence providing Specialist Support Coordination across the Greater Adelaide Region for people who require additional support in managing complex needs or situations while implementing their NDIS Plan.

Client Voice

In February 2023, the role of Client Voice Facilitator was created to amplify and strengthen the voice of Barkuma clients to inform Barkuma's approaches, communications, policy, and procedures. During this period, 18 Barkuma Voice meetings were co-facilitated with Our Voice SA. Clients learned about self-advocacy and their rights and provided feedback on service delivery and policy. One Barkuma Voice member, Lizzy, was chosen to present at the Speak Out Conference held in Tasmania. The annual client survey received 185 responses from clients across all service areas. Impartial, on-site support was provided by the Client Voice Facilitator (CVF) and Our Voice SA, which ensured clients were able to participate in the process fully. Online and paper options were also offered. To inform the new Strategic Plan 2023-2026, Barkuma engaged with clients through an interactive consultation process, ensuring our plans for the future align with their needs and aspirations. Videos, site visits, workshops and easy-read definitions assisted clients in understanding the direction, goals and initiatives of the plan. Barkuma is also proud to release a new magazine for clients called The Buzz, which will contain content about clients and the community. The magazine is being co-designed by an editorial committee of Barkuma clients and staff. Finally, the Board of Conversations was held again in January 2023. This provides an annual opportunity for the Board to connect directly with clients representing the different service areas in Barkuma.

In the 2022 - 2023 period



408

People received NDIS supports from Barkuma

8

Different NDIS supports provided by Barkuma

18

Barkuma Voice meetings



Barkuma Voice participating in SACID conference

Check out the Buzz Magazine and subscribe to get it delivered to your door!



Accommodation

Maintaining Barkuma Accommodation's philosophy of providing clients with the opportunity to create their own space in their own home.

Throughout this year, Barkuma Accommodation has remained dedicated to empowering clients to build independent living skills in a safe and supportive environment. Central to our approach has been the provision of individual spaces for those who prefer this option, granting them autonomy over their living environments. This choice has encouraged clients to express their unique identities through personalised furnishings and decorations.

Beyond physical space, we have placed a strong emphasis on offering personalised support to help our clients achieve their individual goals. Our person-centred approach ensures that clients remain at the heart of decision-making processes concerning their lives. Our collaborative team works diligently, considering specific support requirements and aspirations to provide tailored assistance.

At Barkuma Accommodation, we take great pride in the quality of our services. Support is exclusively provided by our knowledgeable and empathetic Barkuma staff, who understand the unique support needs and goals of all our clients. Despite the challenges posed by the ongoing Covid-19 pandemic, we have maintained an unwavering commitment to delivering exceptional support throughout the year. The dedication and resilience of our team have ensured that our clients' well-being and progress were never compromised. As we reflect on the past year, we are inspired by the significant progress and positive outcomes achieved by our clients. Looking ahead, we remain committed to continuous improvement, guided by our client-centric philosophy and the pursuit of empowerment.

The 2022 Accommodation Christmas Party at Central Districts Football Club, was attended by 22 clients, sharing the celebrations with staff.



Highlights

Despite impending floods and road closures, the annual Loxton Christmas trip was a success. The leadership team and staff supported 17 clients over 3 separate trips to stay overnight at Loxton. Clients and staff all agreed that highlights included Loxton Historical Village (despite water lapping at our feet), Monash Playground, Loxton Christmas lights and BBQ breakfast with everyone sharing in the cooking and cleaning up.



In the 2022 - 2023 period



28

Total number of accommodation customers

717k

Total active support hours

170k

Total passive support hours

62

Total staff

Hear from Sophie and Monica on what living Independently means to them



Transition Programs

The Transition Program

Barkuma's Transition Programs exist to support young people on their journey from school to work. The Transition Program provides an adult learning environment for students to immerse themselves in for one day per week to engage in accredited training, receive career guidance, make new friends, and prepare for work. As part of Barkuma's commitment to investing in its purpose, we are still self-funding the Program since the loss of government funding in 2019. The Transition Program Graduation is always a highlight of the year generously sponsored by The Adelaide Convention Centre and StreetFleet. Students relish the opportunity to get dressed up in celebration of their achievements.

School Leaver Employment Supports (SLES)

SLES is an NDIS funded support to assist young people to develop the necessary skills for work. Barkuma's unique approach to SLES enables young people to explore and test their work potential while being supported by their case manager. Work experience opportunities provide the perfect environment for young people to "test & try" career pathways. Barkuma is now delivering SLES in 8 local community locations in Adelaide.

Natalia was offered a job at Hope Christian College library after completing her School Leaver Employment Support journey with Barkuma.

Brayden has always had a dream of working with animals. During his interview, Brayden impressed zoo staff so much that he was offered work experience at both Adelaide and Monarto Zoos.

Since joining SLES last year, Emily participated in work experience at Blackwood Dog Play Cafe which built her confidence and affirmed her passion for working with animals. Emily has now started a Cert II in Animal Care through TAFE SA to build her skills and knowledge.

Mentoring

Exciting News: Barkuma is now delivering Mentoring!

We use a person-centred approach to support clients in developing skills, independence & confidence.



Nurturing a Media Dream

Ethan's Journey from School to Screen

Since a young age, Ethan has had an interest in news reporting and the media. Ethan recalls visiting the Channel Nine studio at the age of 10 and having the excitement of sitting behind the desk of his favourite news readers. Ethan said "it was this experience and YouTube that started my passion in film production".

Ethan linked with Barkuma's Transition Programs whilst still in high school, before transitioning to School Leaver Employment Supports in 2022. This was following the completion of his SACE in 2021. Ethan commented that "having finished school I was keen to explore my employment options and interests on my journey towards employment". Ethan recognised the importance of training in his pathway towards employment completing a short course in Cyber Security and Certificate II in Pathways to Screen and Media. He is eager to continue this learning having been accepted into and set to commence a Certificate III in Screen and Media.

As part of Ethan's SLES support he has had the opportunity to undertake a number of work experience placements to gain relevant experience for employment.

This included work experience placements at two different IT businesses. One of these placements focused on hardware, computer disassembly and reassembly. The other was on software, coding using word press for websites and trouble shooting IT issues. Ethan is now exploring work experience with the support of his SLES

Case Manager at a television network and an Arts Centre. This will allow him the opportunity to put into practice the knowledge and skills obtained through his training.



Ethan is saying ACTION on his goals with Barkuma.

In the 2022 - 2023 period



46

New participants receiving School Leaver Employment Supports (SLES)

34

Referrals to Barkuma employment programs after completing the Transition program or SLES

47

Transition Program Graduates

Learn more about Barkuma mentoring



Commercial Services - Supported Employment

Barkuma Commercial Services (BCS) plays a crucial role in providing meaningful supported employment opportunities for individuals with disabilities. Our primary focus is to positively impact the lives of our supported employees, fostering a culture of growth and development within our organisation.

In addition to creating employment opportunities, BCS offers a diverse range of business services to our commercial customers. These services encompass packaging, assembly, production, recycling, garden maintenance, cleaning, and administrative assistance to the Department of Defense. By partnering with other businesses, we aim to make a positive social impact, supporting them in meeting their manufacturing, assembly, and packaging needs while aligning with their Corporate Social Responsibility (CSR), Environmental, Social, and Governance (ESG), and Diversity and Inclusion (DIP) policies.

We have begun the planning and groundwork for the new Supported Wage Structure and SES Award, ensuring fair compensation for our employees. Recently, we secured a new DAAP Contract for an additional 12 months, further solidifying our commitment to supporting individuals on their journey towards open employment.

By collaborating with Barkuma Employment to host on-site DES Information Sessions, over 40 supported employees were able to explore open employment opportunities, widening their horizons.

Investing in the growth and development of our team, approximately 18 Production Supervisors completed their Cert IV in Disability, enhancing their expertise in providing exceptional support. We also recruited five new Production Supervisors alongside two new Team Leader positions. These additions bolster our production capabilities and enhance the overall support we provide to our employees.

Ensuring the well-being of our team, we implemented a Safety Footwear Program to all BCS staff. Additionally, several Production Supervisors, Team Leaders, and managers underwent training as certified Mental Health First Aiders, enabling them to provide essential support to those facing mental health challenges. At BCS, we are dedicated to creating an inclusive and supportive environment, where everyone has the opportunity to thrive, grow, and contribute to a fulfilling and rewarding work experience. Our commitment to social impact, collaboration with businesses, and emphasis on employee well-being remains at the core of our values and operations.

Congratulations

Congratulations to the following staff members who retired after many years of dedicated service to Barkuma:

- **Anne Lodge - 42 years**
- **Carmine Bavaro - 35 years**
- **Grant Higgins - 46 years**

My Barkuma Story

I started in 2009 at Campbelltown then relocated to Holden Hill in 2012. In 2015 I left Barkuma and worked at Bedford APG, but then returned to work at Elizabeth in 2020.

These are the skills I've learned: Wheelbarrows, Olives, Olive Oil, Gardening Crew, Forklift, Grout, Pigs Ears, Tuckers and ACS.

I've also been doing forklift training, First Aid and Fire Warden courses. The best jobs I have enjoyed are Forklift and Gardening.

The gardening jobs I've been doing are, pulling out weeds, blowing, brush cutter, mulching, branch pick up and ride on mower. Landscaping jobs are planting trees and plants, laying turfs, being a spotter, irrigation and spreading gravel, loam sand, dirt and mulch.

I've done a PowerPoint presentation with a man named Ray Jamieson, that's about Gardening of planting Vegetables and herbs for Bakuma in 2015.

I work in open employment for a private gardening crew working at Hungry Jacks sites for a few days for work experience, and I really enjoy it.



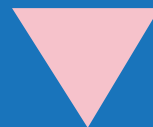
By Matt Taylor

Matt Taylor is a Peer Supervisor, pictured above with Production Supervisor John



Employee Christmas Party 2022

In the 2022 - 2023 period



152

Supported Employees

40+

Supported employees exploring open employment opportunities

81

Tones of paper diverted from landfill courtesy of confidential document destruction

Hear from Matt and Shannon on what it's like being a Peer Supervisor



Disability Employment Services (DES)

Barkuma Employment exists to support people with developmental disabilities achieve independence through meaningful employment. The current DES contract was due to end on 30 June, 2023. However, the contract was extended to allow the Government time to develop a new and improved service model. Barkuma eagerly awaits more information about the upcoming 24 months.

Celebrate!

After 9 months of hard work, Barkuma Employment's 6 Aged Care Road participants graduated with Cert III Individual Support. In partnership with Purple Orange, the project aimed to boost employment diversity in the sector. Barkuma sustains strong partnerships with 4 Aged Care providers, ensuring ongoing job opportunities for the graduates.

Darren received an award for his outstanding 12-year contribution to The Advertiser since joining Messenger Newspapers in 2010. Described by Manager Matt as an unsung hero, Darren's diligent and detailed work is highly valued. He was praised for producing the best What's On guide in Australia with impeccable accuracy.

Daniel and Theresa marked their 15-year employment milestone at Woolworths Tea Tree Plaza. The team honored their dedication with a celebratory lunch, inviting past and present staff to join. Woolworths Tea Tree Plaza is a valued inclusive employer, partnering with Barkuma Employment to offer opportunities for people with disabilities.

Congratulations to Jess on her 25-year anniversary at International Taste, Glynde. She has excelled in diverse roles, from dishwashing to crafting delectable lasagna, showcasing remarkable commitment and dedication.

After dedicating over 25 years of hard work, Di embarks on a new chapter in life. The Coffee Club Australia has been her workplace for 7 years, and she cherishes every moment. Now, she looks forward to indulging in social outings and more. Di plans to drop by The Coffee Club Harbour Town for coffee and cake amid her busy schedule. After nearly 30 years with Barkuma Employment, she will be dearly missed. Congratulations and best wishes for happiness, Di! Well done!

Ben's remarkable journey spans 33 years in administration and over 30 years of dedicated volunteer service to the council, including the Hub Library and Community Buses. The City of Onkaparinga acknowledged Ben for his infectious positivity, determination, and non-judgmental approach, enriching the work environment. Barkuma and City of Onkaparinga are immensely proud of Ben and his outstanding accomplishments!

Check out the photos on the following page

25 Years

Jessica Hose

International Taste Glynde

20 Years

Gemma Coley

Daniel Miller

KFC Prospect

Caststone

15 Years

Sally Anne Attwell

Daniel Garuccio

Teresa Tidswell

Grant Mitchell

Sarah Norton

Zoe Staker

Thomas Luddy

Anthony Harris

Brett Grant

John Wyatt

Benjamin Denton

Coles Edwardstown

Woolworths Tea Tree Plaza

Woolworths Tea Tree Plaza

IKEA

Administrative Appeals Tribunal

Disability SA

IKEA

Uniting Communities

Grundfos Pumps Pty Ltd

Downer Group Royal Adelaide Hospital

CMI Toyota - Adelaide City

10 Years

Adriane Bennett

Nathan Oates

Sandene Jones

Thomas Ory

Sebastian Rohacek

Courtney Elliott

Melissa Russell

Ashleigh Webster

KFC -Mawson Lakes

Australian Truck & Auto Parts

Collins Transport

Zone Bowling Cross Road

CMI Toyota - Adelaide City

Southern Cross Care - West Beach

Southern Cross Care Sand Piper Goolwa

Bupa Dental - Morphett Vale

5 Years

Josue Cravo

Aaron Stow

Narelle Long

Lachlan Barratt

Scott Taylor

Julian Cece

Carly Searles

Leeanne Minervini

Finn Ryan-Bond

James Smith

Shaun Causon

Tim Nicdao

Naomi Joseph

Ben Knight

Jack Gaul

Craig Grindal

Matthew O'Connor

Krystal Jeakes

Regis Marleston

Department for Defence

Country Blinds - Mount Barker

Windy Point Restaurant

Downer Group - Royal Adelaide Hospital

Regis Marleston

Eldercare Inc - Oxford (Hove)

Dimeo

Poplar Grove Wholesale Nursery

Tripodi Kitchen Designs

Peppertree Furniture

KFC Hillcrest (Marcamp)

Australian Leisure & Hospitality Group

Outback Sleepers

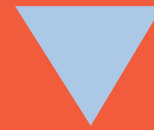
St Martins Church Campbelltown

Marcamp Pty Ltd (KFC Franchisee)

Regis Marleston

Eldercare

In the 2022 - 2023 period



540

Participants supported
in open employment
across SA

121

New job starts

300+

Employment Partners

Hear from DES participants
Jake, Cameron, Loredana
and Darren



Disability Employment Services (DES)



Ben celebrating his remarkable journey, with over 30 years dedicated service to the City of Onkaparinga.



Daniel and Theresa celebrating their 15 year employment milestone at Woolworths Tea Tree Plaza.



Jess celebrating her 25 year employment milestone at International Taste, Glynde.



Darren celebrating his 12 year employment milestone at The Advertiser.



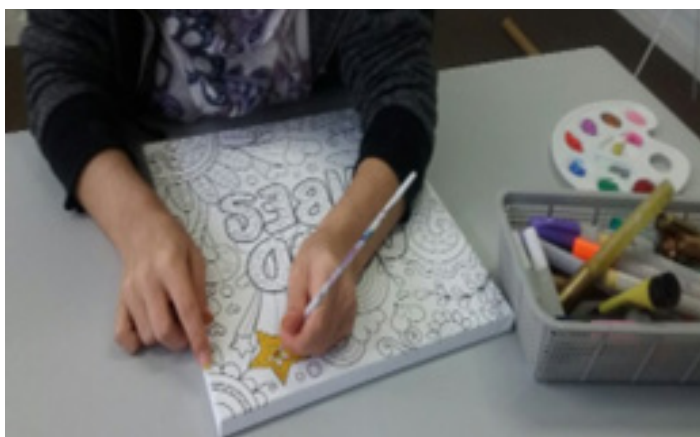
Di celebrating her retirement with key worker Margy.

Day Options

Barkuma's Day Options program offers a safe and supportive environment where participants can learn life skills and develop social connections. Over the past year, we've introduced a new 12-week rotating program focused on enjoyable activities that also promote health and wellness through fitness, nutrition, and self-expression. This approach has allowed us to tailor activities based on client interests and goals, with recent additions such as jewellery making, canvas painting, and knitting, alongside ever popular activities cooking and woodwork.

Our dedicated Day Options staff work individually and within the group to ensure everyone feels comfortable and happy during the sessions. The program is designed for individuals looking to stay active post-retirement, those transitioning from school to work, and anyone seeking to enrich their social experiences and community participation.

Each week, our participants embark on successful outings to local landmarks and places of interest, fostering a sense of adventure and exploration. With a focus on establishing and maintaining friendships, our Day Options program not only offers fun-filled activities but also helps individuals build meaningful connections and achieve positive outcomes in their lives. At Barkuma, we are committed to creating a program that nurtures personal growth and well-being while fostering a sense of belonging and community for all our participants.



Property

It has been a busy twelve months in the property area with further acquisitions, developments and improvements to Barkuma's production facilities, homes, and corporate spaces.

Accommodation

In line with our strategic plan to provide individual housing solutions, we have actively enhanced our portfolio with the acquisition and complete renovation of an additional four units in Salisbury. Renovations at Caruso and Ann Street have also been completed. An existing house at Ridley Road was demolished earlier in 2023, with construction well underway of five independent living units, with handover expected in late 2023. Our newly developed 5-year strategic capital works plan will take Barkuma into the next generation of accommodation standards and living solutions.

Barkuma Commercial Services

Over the past 12 months we have completed a comprehensive range of upgrades and renovations at both commercial services facilities. These include the transformation of the Elizabeth canteen facilities and main kitchen, along with the addition of new client outdoor amenities featuring pergolas and seating areas.

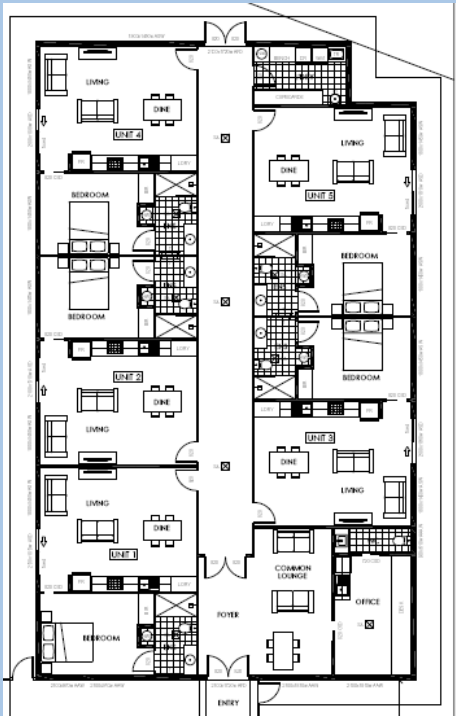
We have also redesigned the production floor layout at both sites for improved efficiency and HACCP standards and installed a state-of-the-art pallet racking system for better storage capabilities at Elizabeth. The production areas at both sites now boast upgraded heating and cooling systems, ensuring a more comfortable working environment for our staff. Significant upgrades were made to the Elizabeth carpark, and a new client drop-off area was added to the front carpark for enhanced accessibility.

The Elizabeth administrative area also received a fresh look with the refurbishment of the hot desk area. These enhancements are part of our commitment to providing a top-notch experience for both clients and staff, creating a more functional, comfortable, and enjoyable working environment overall.

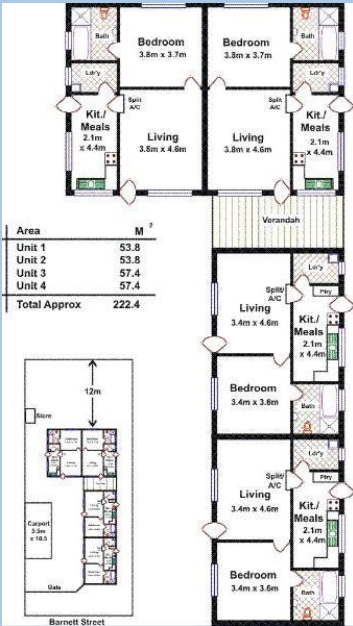
Corporate

A new office complex at Hindmarsh was acquired, with PPCO and DES working out of this space currently. Collaborating with IT, a new Facilities ticketing system has been added to BTS to enhance communication and workflow across our property portfolio.

Ridley Road



Barnett Street



Take a virtual tour
of Barnett St



STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	2023 \$	2022 \$
ASSETS			
Current assets			
Cash and cash equivalents	6	7,215,228	6,823,648
Trade and other receivables	7	957,184	1,337,939
Financial assets	8	172,084	217,053
<i>Total current assets</i>		<u>8,344,496</u>	<u>8,378,640</u>
Non-current assets			
Financial assets	8	3,408,522	1,587,665
Property, plant and equipment	9	10,952,176	6,965,820
Right-of-use assets	10	751,767	967,515
<i>Total non-current assets</i>		<u>15,112,465</u>	<u>9,521,000</u>
TOTAL ASSETS		<u>23,456,961</u>	<u>17,899,640</u>
LIABILITIES			
Current liabilities			
Trade and other payables	11	852,345	986,715
Provisions	13	1,839,304	1,603,277
Lease liabilities	14	237,713	223,601
<i>Total current liabilities</i>		<u>2,929,362</u>	<u>2,813,593</u>
Non-current liabilities			
Borrowings	12	440,000	-
Provisions	13	338,635	280,015
Lease liabilities	14	547,976	754,507
<i>Total non-current liabilities</i>		<u>1,326,611</u>	<u>1,034,522</u>
TOTAL LIABILITIES		<u>4,255,973</u>	<u>3,848,115</u>
NET ASSETS		<u>19,200,988</u>	<u>14,051,525</u>
FUNDS			
Accumulated funds		16,032,368	13,497,779
Reserves		3,168,620	553,746
TOTAL FUNDS		<u>19,200,988</u>	<u>14,051,525</u>

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Revenue	4	20,310,211	17,080,488
Other income	4	<u>433,911</u>	<u>187,873</u>
		<u>20,744,122</u>	<u>17,268,361</u>
Expenses			
Client programs		(40,446)	(33,651)
Cost of sales		(134,042)	(133,270)
Corporate and other expenses		(982,534)	(704,052)
Depreciation	5	(657,625)	(555,036)
Equipment expenses		(218,690)	(134,796)
Fair value loss on financial assets	5	-	(192,763)
Motor vehicle expenses		(164,251)	(157,853)
Property expenses		(399,929)	(335,525)
Salaries and wages		(15,351,131)	(13,607,085)
Other employment expenses		(260,885)	(298,373)
		<u>(18,209,533)</u>	<u>(16,152,404)</u>
Surplus before income tax		2,534,589	1,115,957
Income tax expense		<u>-</u>	<u>-</u>
Surplus for the year		2,534,589	1,115,957
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Gains on revaluation of land and buildings	10	2,614,874	-
Other comprehensive income for the year		<u>2,614,874</u>	<u>-</u>
Total comprehensive income for the year		<u>5,149,463</u>	<u>1,115,957</u>

STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 30 JUNE 2023

	Accumulated Funds	Asset Revaluation Reserve	Capital Profits Reserve	Total
	\$	\$	\$	\$
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
Balance at 1 July 2022	13,497,779	473,380	80,366	14,051,525
Comprehensive income				
Surplus for the year	2,534,589	-	-	2,534,589
Other comprehensive income	-	2,614,874	-	2,614,874
Total comprehensive income for the year	2,534,589	2,614,874	-	5,149,463
Balance at 30 June 2023	16,032,368	3,088,254	80,366	19,200,988

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from customers and government		21,397,297	17,822,120
Payments to suppliers and employees		(18,058,355)	(16,090,635)
Donations and bequests received		5,393	6,784
Investment income received		212,136	66,016
Interest paid - other		(4,900)	-
Interest paid - leases		(40,100)	(16,473)
<i>Net cash flows from operating activities</i>		<u>3,511,471</u>	<u>1,787,812</u>
Cash flows from investing activities			
Proceeds from sale of property, plant and equipment		23,091	284,085
Proceeds from sale of financial assets		274,294	-
Purchase of property, plant and equipment		(1,826,170)	(862,735)
Purchase of financial assets		(1,838,687)	(1,030,002)
<i>Net cash flows from investing activities</i>		<u>(3,367,472)</u>	<u>(1,608,652)</u>
Cash flows from financing activities			
Proceeds from borrowings		440,000	-
Repayment of lease liabilities		(192,419)	(216,633)
<i>Net cash flows from financing activities</i>		<u>247,581</u>	<u>(216,633)</u>
Net increase (decrease) in cash and cash equivalents		391,580	(37,473)
Cash and cash equivalents at the beginning of the financial year		6,823,648	6,861,121
Cash and cash equivalents at the end of the financial year	6	<u>7,215,228</u>	<u>6,823,648</u>

BARKUMA INCORPORATED
ABN 63 477 154 168

FINANCIAL REPORT - 30 JUNE 2023

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 2023, 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 2023 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 2022*.

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 2023

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.



Stewart Brown
Chartered Accountants



S.J. Hutcheon
Partner

26 September 2023

Outstanding Service

Barkuma acknowledges our employees who achieved service milestones in 2023:

50 years' service

Karen Forby

45 years' service

Valerie Raymond

40 years' service

Anthony Pickering

35 years' service

Darren Holdback

25 years' service

Kane Mitchell

Clint Atkinson

Peter Kerin

Duane Tape

Thomas Snaddon

Margy Reichstein

20 years' service

Paul Burton

Steward Pfitzner

Delta Mills

Kylie Hann

David Sideris

Jarrad Dolman

Dijana Spinelli

Vanessa Gordon

15 years' service

David Geesing

Antonio Polimeni

Carolyn Prime

Lachlan Hartmann

Jessica Smith

Angelo Perugini

Christopher Morias

Maria Vorrasi

Adele Pigliacelli

Linda Rogers

Ryan Smith

Shannon Tregilgas

Gavin Mackie

Naomi Cryer

Zdravka Vujasinovic

10 years' service

David Thomson

Stacey Hall

Lauren Pillen

Raffaello Esposito

Katria Walker

Huen Andrews

5 years' service

Jacinta Pasin

Matthew Bonnett

Alex Mitris

James Daniels

James Fielding

Kaye Doecke

Omar Jarmakani

Gregor Mackie

Teah Linke

Kristine Olya-On

Live your all.