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17

**WFCIG**  
**ANNUAL**  
**REPORT**

# THE CHAIR'S REPORT



**On behalf of the WCIG Board it is my great pleasure to present the 2017 Annual Report outlining the Association's activities.**

At the outset I want to acknowledge and pay tribute to my predecessor Natalie Lupton who served as Chair for the previous 5 years. Natalie is a highly skilled, diligent and motivated individual and she has served the Association with distinction. Through her leadership we have not just survived difficult times; we've thrived and are now in the process of positioning ourselves for ongoing success in an ever changing environment. Thank you, Natalie.

The past 12 months has seen us complete 30 years of dedicated service and as we look forward it is evident that our 'commitment to affirming the dignity of all people and the right of every individual to a meaningful role in society' remains not only relevant but a most necessary and worthy purpose for our organisation.

While we continue to experience much change in social and labour market conditions, our participants continue to aspire to workforce participation and the social, personal and economic benefits that it can provide.

As such it is essential that we at WCIG continue to harness and maximise the resources available to us and continue to strive for excellence in the ways in which we seek to assist those who depend on our services and expertise.

To that end we are continuing to focus on meeting challenges and opportunities such as those presented by the National Disability Insurance Scheme and the redesigned Disability Employment Service. These Commonwealth funded initiatives place consumer choice at the centre of service delivery and in theory this aligns strongly with our own approaches and values. We are continuing to invest so that we are well placed to continue providing excellent services to our participants.

In March we were pleased to welcome The Hon Wade Noonan, Member for Williamstown and Minister for Industry and Employment and Minister for Resources, at LoveLuvu to formally launch the newly funded west@ work program, a Victorian Government

initiative which we provide in partnership with Wyndham Community & Education Centre and Djerrivarrh Community & Education Services.

We have a strong desire to promote and strengthen our partnership approach to delivering services in local communities and we gratefully acknowledge the support of our service partners, including JobCo and E-Focus our Working Communities Network partners.

Everyone at WCIG is committed to the task of assisting our participants to improve their lives through workforce participation and I want to thank all of our staff, including Ron Miers, our CEO, for their dedication and hard work. Your efforts are our success.

Finally, I want to thank my fellow Board Members; David Cragg (Treasurer), Frank Jackson (Secretary), Michael Byrne (Vice-Chair), Natalie Lupton, Pam Mutton and Sue Olney for their ongoing efforts and commitment to good governance.

Frank Carlus – WCIG Chair

**If I were to use one word to describe this past year at WCIG it would be ‘anticipation’.**

**Anticipation is often filled with expectation, hope and excitement about the future.**

We at WCIG have spent a lot of time in anticipation of change, and our part in creating that change. The largest reform of disability services and how they are provided to individuals is still in progress through the NDIS and the reform framework for Australian Government Disability Employment Services.

The Victorian Government Jobs Victoria initiative was launched, which is an employment program aimed at filling gaps in existing services for unemployed, disadvantaged Victorians. We continued to partner in social procurement with construction and infrastructure companies, we expanded the offering of our Training Services to more diverse groups and created further partnerships, and we continued enhancing responses to young people disengaged from employment opportunities, education or training.

Anticipation of these changes has been positive here at WCIG as we continuously strive to find new ways of supplying better and much needed services to jobseekers,

young people, and people with mental illness and other disabilities. Consultations with our enthusiastic staff generated a wealth of ideas to try out, and as is always a must to acknowledge in these annual reports, we really cannot do anything without the commitment of our staff. These individuals and their teams are the key to forwarding our mission of creating futures through workforce participation for people experiencing disadvantage.

I would also like to thank the Board who provide the strategic framework and necessary governance of the organisation. Thanks are also due to our Chairperson Frank Carlus who, with the Board, continues to support me as the CEO, and the organisation as a whole to achieve our vision of workforce participation for all.

Ron Miers – CEO

# THE CEO'S REPORT



It was a positive year of engagement for WCIG. The numbers of people who participated in our services generally increased across the board. This is reflected in the wealth of positive outcomes for our participants

# 2017 HIGHLIGHTS

**WCN**

1011



Jobs were commenced

**DES**

467

Jobseekers placed into work

**SOCIAL  
ENTERPRISE**



Increase in sales and contracts on previous year

**37**

**YOUTH SERVICES**

Young people assisted



PRE-ACCREDITED TRAINING

37

Students assisted



**136**

Job placements achieved

**WEST@WORK**

This year has been one of shifts and changes in the world of Disability Employment Services, largely due to upcoming contract renewals and all associated pressures. As a result, WCNjobs has focused on ensuring a high level of performance as a service provider. Balancing this 'business side' of things with the continuous provision of high quality, person-centred services across all sites in the WCNjobs consortium is something WCIG is immensely pleased with.

WCNjobs ended the financial year with the knowledge that if our sites were performing well enough at the end of June 2017, that our services could operate for a considerable stint after this time. Pleasingly for WCNjobs, all sites in eight of our nine regions performed quite well. This meant that WCNjobs could offer continuity of service to participants and job security to staff, which is an excellent outcome.

In June 2017, WCNjobs was also performing to a considerably high level in three regions, namely Maroondah, Plenty and Geelong. The latter is the most exciting story for the year as Geelong moved progressively from an underperforming operation to one of the highest achieving sites under the capable guidance of Geelong's dedicated team.

The performance focus also showed its effect in terms of results for our participants. This year, we linked a massive 1031 jobs with our jobseekers, which was 97 more than the previous financial year. This is even more significant when considering that WCNjobs ended the year with fewer program participants than last year. WCNjobs also gained 1011 sustained employment outcomes, which was 130 more than the previous year. Furthermore, our teams continued to assist more people to keep their jobs, which is the cornerstone of delivering effective Disability Employment Services.

It is expected that the vast majority of these additional employment outcomes will carry over into 2017/2018 so it is hoped that WCNjobs can commence the new contract in 2018 with some great results already on the board. This should stand us in good stead for performance in the future!

**Overall, it has been a successful year.**



**OUR WCN SITES GAINED THREE STARS (OR MORE) IN EIGHT OF OUR NINE REGIONS.**

**1031 JOBS WERE LINKED WITH JOBSEEKERS, WHICH WAS 97 MORE THAN THE PREVIOUS FINANCIAL YEAR**



**WCIG's DES team has achieved many of the goals aimed for.**

**CASELOAD – 987**

**467 ANCHORED PLACEMENTS – NEARLY 100 HIGHER THAN LAST YEAR**



**ESTABLISHED "AT WORK SUPPORT" TEAM AND COMMUNITY LIAISON – JOB RETENTION HAS INCREASED AT ALL SITES**



**13 WEEK OUTCOMES – 392**

**26 WEEK OUTCOMES – 256**

**MAY HAD THE HIGHEST NUMBER OF OUTCOMES SINCE THE CONTRACT BEGAN WITH 83, THIS WAS THEN EXCEEDED IN JUNE WITH 93!**



# DES

Demonstrably fine-tuning the delivery of Disability Employment Services to a diverse group of participants is something that WCIG's DES team is very proud of this year.

WCIG continued to deliver DES across Melbourne's West and Geelong, with the primary focus being on coming to a deeper understanding of how we can promote consistent improvement on how we serve our participants, in sync with the rest of the WCNjobs consortium.

Through investment in our teams and regular training, upskilling and support, WCIG's DES team achieved many of the goals it aimed for. Staff retention has been high which allows consistency of support and services provided to around 1,000 participants.

Our teams also focused on creating a more systematic and specialised operative structure. A new position was created for a Community Liaison Officer to work more closely with each site to ensure the right linkages were consistently in place to provide the most appropriate support as needed. The emphasis on engaging participants and providing individualised support has shown that many individuals become work-ready in a shorter timeframe and this has resulted in 467 placements this year.

To provide more in-depth support for participants in the workplace, the DES team also grew to include the newly formed At Work Support team. With a dedicated Manager and consultants at each site, this team focuses on assisting individuals to stay in the workforce for six months and beyond by providing support and effective liaison between employee and employer. This regular and consistent contact ensures that any minor issues can be quickly overcome and that communication remains open and positive. The team was established in November and has already yielded some very pleasing results. The number of 13-week outcomes increased by 115 from last year to 392 and 26-week outcomes increased by around 50 to 256. The significant increase came in the latter months of the year with May seeing the highest number of outcomes WCIG has claimed since the contract began, with a total of 83. This was then exceeded in June with 93!

Well done to all the WCIG DES teams for their contributions to a great year providing employment services to our local communities.

# WCN

Life just gets better at LoveLuvu. The focus this year has been to enhance the sustainable, clean and green message and connect much more closely with the local community.

LoveLuvu has begun collaborating with many local schools for charity auctions, sharing the love with the local Yoga Studio with samples of LoveLuvu's mini-soaps and is soon to begin stocking handmade soaps from Yarraville Special School. This will realise a dream of retailing a product for the passionate Year 11 group. LoveLuvu has also become active with the newly formed Seddon Traders Association, which has opened many new doors.

The team has moved into a new world of Social Media and launched an Instagram page - learning lots along the way and finding a wellspring local support. The focus will soon shift to even more online activity, so watch this space!

The LoveLuvu brand has expanded its very own Refill Bar, which has been met with unwavering support from local residents keen to reduce their plastic consumption. Alongside the successful launch of LoveLuvu's own soaps, shampoos and other body care goodies earlier in the year, the team is currently developing a bath cube range and essential oil based salts.

LoveLuvu was thrilled to welcome a new supported employee to the team. She has brought with her an amazing attitude and a wealth of administration knowledge. Keen to expand her skills, she is also in training to master opening procedures for the shop, and manages banking and other key admin tasks.


One of our other supported employees has moved from storeroom duties to front-of-house duties with aplomb. It has been a delight to witness her gaining confidence. She is also planning to hold an art stall at an upcoming Yarraville Market to showcase her artistic talents.

**The whole LoveLuvu team has really shone this year. Their passion, enthusiasm and collaborative work ethic is something to be truly proud of.**

**SALES** **30%** 

**SALES ARE UP BY MORE THAN 30% FROM LAST YEAR**

**2015/16 - \$233,000**


**2016/17 - \$307,000** 

# LOVE LUVU

# CLEAN ABLE

**Cleanable's 2016/17 year would be succinctly summarised as 'the way forward'.**

**NEW CONTRACTS ACROSS A RANGE OF INDUSTRIES**

**26 SUPPORTED EMPLOYEES** 

The team at Cleanable and SEG as a whole focused more upon forging stronger foundations on all fronts of the business this year. Overall, Cleanable saw an increase in contracts compared with the previous financial year.

Key activities included the introduction of a robust staff structure, promoting stability and allowing for growth and customer support moving forward as Cleanable builds further upon its client base. This structural change has been embraced by the team and is expected to show even more momentum in the near future.

Cleanable has seen some very socially positive working relationships blossom this year with contracts awarded from Jewish Care, Cromwell STREAT café and Social Traders head office. Cleanable was also awarded the cleaning contract for Western Program Alliance Railway Crossing Removal, which is a fantastic opportunity for the teams to take on.

One of our dedicated supported employees transitioned to open employment and was promoted to Training Officer for supported employees at two WCIG sites this year. This means that she has reached her open employment goal and has managed some key sites for Cleanable over the last year and half.

This amazing individual works with our supported employees, making sure they have a hands-on understanding of all areas of cleaning. She supportively assesses and reviews each employee and measures their abilities to grasp and learn each key task. She will also participate in a 'Train the Trainer' course to further her skills in this area.

Cleanable's Senior Team Leader has also been promoted to a new role in Customer Relations. This change in scenery sees him in touch with all clients across Cleanable. His keen eye focuses upon reviewing quality and productivity of our sites and employees, which has resulted in a notable increase in customer satisfaction.

# WORKING PARTNERS IN COMMUNITY



This year at Outside Branch, some key changes have been made to staff and operational structures to establish a more solid team-based workflow. Outside Branch's new Supervisor brings a keen understanding of all of this, with passion for getting the job done. Supported by two fantastic Team Leaders – one of whom transitioned to open employment from supported employment in 2016 – and four supported employees in the ground crew, the newly-appointed Supervisor has noted a renewed vigor within the teams.

Outside Branch saw a steady increase in gardening contracts including Northcote Rental Housing Co-Op, Binks and Associates and Jewish Care Victoria. These contracts see a diverse range of services being delivered and new frontiers for the business as a whole.

The Jewish Care Victoria relationship is one of the largest that Outside Branch has seen so far. Since March 2016, the team has been providing services to a large Jewish Care residential building property on a weekly basis. This initially included weekly scheduled maintenance work, but quickly saw an increasing number of extra services requested on top. The team's success in providing a quality service resulted in a contractual expansion in June 2017.

Over the year, Outside Branch has serviced 25 different domestic properties – and this work is usually generated by word of mouth. This is a great outcome for the team and demonstrates their commitment and a can-do attitude to new tasks and challenges.

# SPRING BOARD

**A number of young people secured part-time work, engaged with further education and some even re-engaged with secondary schooling with the assistance of their Youth Workers.**

**41 YOUNG PEOPLE HAVE ADDRESSED ONE OR MORE OF THEIR BARRIERS WITH SPRINGBOARD'S SUPPORT.**



**19 YOUNG PEOPLE HAVE BEEN SUCCESSFUL IN MAINTAINING EMPLOYMENT OR EDUCATION FOR MORE THAN 13 WEEKS.**



It was a big year for Western Springboard! A total of 74 young people received services across the consortium, which comprises Inner Melbourne Vet Cluster and Djerriwarrh Community & Education Services along with WCIG. This number was much higher than the service target of 42 young people per annum, set by the Department of Health and Human Services. WCIG provided services to 37 of those young people, which is again much higher than the target of 21.

Services included the usual intensive case management, along with a range of additional workshops called 'Blueprint'. Designed in-house by WCIG, Blueprint workshops include Skilled Up, which covers resume writing and preparation for the workforce, Health and Happiness, which is all about personal presentation and self-care, Cooking on a Budget, and Independent Living. Feedback for these workshops was overwhelmingly positive and the team looks forward to continuing to provide these vital foundational skills to the young people we serve.

Throughout the year, Western Springboard held a number of other events, including a trip to Melbourne Aquarium and the Werribee Zoo – which everyone very much enjoyed! A particular highlight for the Western Springboard team this year was the success of one particular young person, who received a WCIG Board Scholarship in 2016. This scholarship, in recognition of outstanding personal effort to make positive life changes, provided him with essential homewares and furnishings to prepare for independent living, as he had successfully started an apprenticeship near his new home.

In early 2017, Western Springboard was excited to be involved in the Housing Readiness for Young People project pilot run by Wombat Housing. This important initiative saw a panel of experts in youth services and brokerage work with service providers and youth workers to better understand what options, services and connections are available for their organisations and their young people. These connections forge a stronger, more cohesive approach to assisting young people leaving out-of-home care.



**Sue first commenced with WCIG as a voluntary participant in June 2015 after facing a number of difficult personal challenges. At this time, Sue just had moved from NSW to Victoria and was seeking to improve her confidence, gain new skills and, with support, explore alternative career paths.**

Sue was unsure of what she could do as she had worked for over 20 years as a Nurse and had even managed large departments within hospitals. Sue wished to explore employment outside of the health sector and wanted to balance this with her newfound time to establish new hobbies and activities for her personal wellbeing.

Sue's Employment Consultant soon suggested doing some volunteer work as a way to spark some new interests and perhaps learn some new skills. Sue was then linked in to start volunteer work at The Conscious Closet -

Fitted for Work. Sue attended an interview there and has now been volunteering there for over 12 months. Sue enjoys empowering other women that she feels she can relate to.

Sue also took on a position at Master Dry Cleaners and has been working for the company for 12 months. Sue is well respected and regarded by her work colleagues as a mentor. Sue also set up a partnership between Master Dry Cleaners and Fitted for Work. Master Dry Cleaners now volunteer their services and offers dry cleaning for all the donated clothing, which is testament to both Master Dry Cleaners' dedication to their community and to Sue's excellent commitment to making positive changes to both her life and the lives of others.

Sue has said that the opportunity to volunteer and work at Master Dry Cleaners has assisted her to gain her life back.

Below:

Sue with employer – David, Master Dry Cleaners

**Charlie\* was referred to the Western Springboard program in 2015. At the time, Charlie was living in a Lead Tenant Facility. She was struggling to attend school on a regular basis.**

When Charlie connected with Springboard, she was dealing with numerous barriers including unstable living arrangements and mental health issues.

Springboard provided Charlie with one-on-one support and worked with her to create strategies to improve her self-esteem and motivation. However, Charlie decided that mainstream education was not for her and wanted to explore the Hospitality sector to begin looking toward stable employment. Springboard supported Charlie with her enrolment and completion of the STREAT Certificate II in Hospitality. Springboard also linked Charlie with headspace and Waratah Mental Health Services to support her through her health challenges.

Charlie commenced employment in hospitality, however and due to a shortage of available working hours, she decided that she wanted to explore working in retail. Springboard liaised closely with WCIG's Social Enterprise Group and secured a short-term role working as a Retail Assistant at the LoveLuvo store. This provided Charlie with valuable working experience in a supportive environment. After enjoying her work with LoveLuvo, Charlie expressed interest in studying Security Operations whilst looking for another job, to add to her career options. Springboard linked Charlie with WCIG Disability Employment Services and Charlie completed her Certificate II and Certificate III in Security Operations. Springboard and Wombat Housing also linked Charlie with permanent housing arrangements during this time.

Charlie recently obtained another position in retail and has been working there for over 3 months. Charlie is enjoying her employment and the stability it is providing, while also considering her next move at her own pace.

\*While her story is true, Charlie's name has been changed to protect her privacy





## WORKSHOPS AND EDUCATIONAL PROGRAMS

WCIG Training Services had a successful year, delivering training to a fantastic cohort of students looking to begin or continue their learning journey. WCIG serviced 371 students including delivering some of WCIG's signature employability skills programs to assist individuals into employment. The Training Services team also continued its work with a number of community groups, which included local Primary School Hubs to engage parents who would benefit from pre-accredited language skills training.

In 2016/2017 WCIG ACFE (Adult, Community & Further Education) programs have been expanded to enable WCIG to deliver quality pre-accredited training to participants of diverse multilingual groups within the western suburbs. Community groups such as The Samaritan Foundation in Sunshine, local Primary Schools as well as Job Active and external Disability Employment Service providers have taken part in these programs.

A new ACFE program 'Introduction to Community Services' was designed to give participants a taster of the community services sector in particular, including early childhood education and care.

WCIG Training Services also started to work in collaboration with WCIG's DES sites to deliver an in-house program of five workshops, delivered to jobseekers to assist them in fine-tuning their job search, interview and employability skills.

WCIG Training Services continues to work in collaboration with the Western Springboard Program to deliver another in-house set of workshops called 'Blueprint'. Blueprint is designed to assist people to develop practical life skills and self-care strategies.

## SEE: SKILLS FOR EDUCATION AND EMPLOYMENT

WCIG has had great success with its SEE Youth group. Although it has taken time to build numbers and engage youth that have disengaged from mainstream school, WCIG has linked with more than 20 students and half of those students have since transitioned into further education or employment.

During the year, WCIG collaborated with a local school to provide six students the opportunity to participate in the SEE program. The students have been able to re-engage with their education through the provision of support, encouragement and transport assistance via the Sunbury Baptist Church and Rotary Groups.

# ACCREDITED

## NATIONALLY ACCREDITED TRAINING

100% 

THIS YEAR ACCREDITED TRAINING HAS SEEN A 100% INCREASE IN STUDENT NUMBERS FROM 2015/16.

IN 2016 WE HAD OVER 220 STUDENTS WHO COMMENCED NATIONALLY RECOGNISED QUALIFICATIONS.



This year Accredited training has seen a 100% increase in student numbers from 2015/16. In 2016 we had over 220 students commence nationally recognised qualifications.

This year we have seen a high proportion of enrolments coming through from external sources, in particular for the Certificate III in Early Childhood Education and Care. In line with our consistent aim to provide training where sustainable employment outcomes are more likely, WCIG expanded its accredited training offering into new locations across the West, including Sunbury. This has proven to be a huge success, largely due to a dramatic increase in childcare needs in the area.

Our quality training programs has led to 4 in 5 students being offered paid positions in Child Care Centres whilst on work placement as part of the qualification.

WCIG Training Services continually seeks to improve the programs that it delivers by seeking feedback from industry and employers. This enhances course development and continuous input of vital expert knowledge, as well as providing our students the opportunity to undertake work placement.

Our Training Services team worked hard to further our existing community and industry partnerships and to forge new ones. We look forward to taking these to even greater levels in the year to come.

# TRAINING



# WEST@WORK

**Lausaweh is a refugee from Burma who came to west@work in November 2016. His main challenge in finding and staying in work was his limited English and a lack of support in previous workplaces. As a result, he struggled to find and retain work and felt disempowered and frustrated.**

However, Lausaweh was patient and trusted in his local community ties and his personal motivation. He heard about west@work through local settlement services. The team assisted Lausaweh to prepare for work and connect with local employers. His Employment Coach came out with him to the local Werribee Farms and introduced him personally to the employers. west@work also assisted Lausaweh with completing all the pre-employment paperwork and acquiring appropriate work clothing.

Lausaweh was quickly promoted to a team leader at Fresh Select and he now mentors new staff and provides language support for new employees. Lausaweh has gone on to progress not only as a team leader but has also gained the opportunity to obtain his forklift licence and is using these new skills on the farm. He now has current work history, a forklift licence and glowing recommendations from his employer and work colleagues. This job has increased Lausaweh's future job outlook, but he does not have plans to move on any time soon! Lausaweh was very grateful to be given this opportunity to prove himself with the right support.

Thanks to Lausaweh's and his colleagues' excellent role modelling, Fresh Select are keen to take on more west@work jobseekers. Lausaweh's presence also assists in enabling a smoother transition into the workplace for new starters from a similar background.

**In line with WCIG's overarching Mission, west@work operates under the same ethos that everyone deserves the dignity and financial freedom that comes from having a job.**

WCIG launched a new Jobs Victoria Employment Network (JVEN) service in November 2016 as west@work. A Victorian Government initiative, west@work delivers specialist employment services to both employers and disadvantaged jobseekers.

west@work comprises a consortium of three trusted local community service providers, which includes Wyndham Community & Education Centre and Djerrivarrh Community & Education Services, with WCIG as the lead. Collectively, all three organisations have over 100 years' experience in serving and strengthening local communities in the west.

It is especially pleasing that over the past seven months of delivering the program we have assisted more than 100 disadvantaged jobseekers to obtain and keep a job. A key achievement has been the 100% success rate of our first 18 job placements achieving 26 weeks of continuous employment. Thanks to great employer partnerships, west@work jobseekers are not only staying in their jobs, they are also advancing in their careers. From our initial placements, we have seen some of our jobseekers promoted to Leading Hand/Supervisor positions and others take up career pathways through accredited on-the-job training. Statistically, we have achieved every contracted milestone target but more importantly, we have changed the lives of so many through sustainable employment.

In March 2017, west@work was delighted to host Minister for Industry and Employment, The Hon Wade Noonan, on a visit to WCIG's Social Enterprise Group to meet with two west@work participants placed into jobs with Cleanable.

west@work is an indication of how other employment and related services may change in the future to cater for a market where there is increasing consumer choice and control. WCIG's early achievements with west@work demonstrates our ability to be both competitive and successful in new and emerging markets that are becoming more and more contestable.

**136 JOB PLACEMENTS**  
**194% ACHIEVEMENT AGAINST CONTRACT-TO-DATE TARGETS**



**365 JOBSEEKERS REGISTERED FOR ONGOING ASSISTANCE AND SUPPORT**

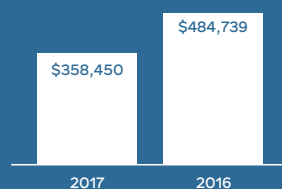


**100+ EMPLOYER PARTNERSHIPS ESTABLISHED**



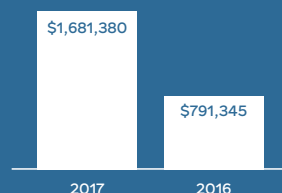
## Summarised Statement of Comprehensive Income

	2017 \$	2016 \$
Revenue from Ordinary activities	9,456,073	9,092,757
Depreciation and Amortisation Expense	(117,609)	(125,160)
Employee Expenses	(6,132,201)	(5,263,784)
Other Expenses from Ordinary activities	(2,847,813)	(3,219,074)
Surplus from Ordinary activities	358,450	484,739



## Summarised Statement of Cash Flows

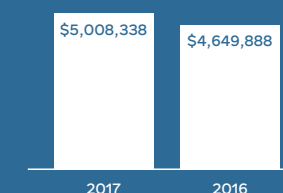
Net Cash Flows from:	2017 \$	2016 \$
Operating Activities	1,107,699	570,994
Financing Activities	0	0
Investing Activities	(217,664)	(718,610)
Net Increase (Decrease) in Cash held	890,035	(147,616)
Cash held at the Beginning of the Financial Year	791,345	938,961
Cash held at the End of the Financial Year	1,681,380	791,345



**7.7%** Increase in Total Equity in comparison to the 2016 Financial Year.

## Summarised Statement of Financial Position

	2017 \$	2016 \$
Current Assets	7,529,785	6,129,175
Non-Current Assets	383,347	314,607
Total Assets	7,913,132	6,443,782
Current Liabilities	2,835,970	1,752,524
Non-Current Liabilities	68,824	41,370
Total Liabilities	2,904,794	1,793,894
Net Assets	5,008,338	4,649,888
Retained Surplus and Reserves	5,008,338	4,649,888
Total Equity	5,008,338	4,649,888



# 2017 FINANCIALS

**IN PARTNERSHIP WITH:**

AFL Sportsready  
African-Australian Multicultural  
Employment and Youth Services  
Agar  
AJ & GM Allen Automotive Repairs  
AMES Australia  
Anglicare  
Asylum Seeker Resource Centre  
Back to Basics  
Belles Cleaning  
Bennett Court Sunbury Good Start  
Berry Street  
Bounce Australia  
Brimbank City Council  
BRITech  
Cameron  
Campbell Page  
Caprice Paper  
Carbones Café  
Carton Finishing  
Centre for Multicultural Youth  
Centrelink - Area North Central Victoria  
Centrelink Airport West  
Centrelink Broadmeadows  
Centrelink Footscray  
Centrelink Melton  
Centrelink Newmarket  
Centrelink Sunshine  
Centrelink Werribee  
Challenge Packing  
Child First  
Cleanable  
Cloverdale Community Centre

CoHealth  
Combus Rentals  
Community Kids Melton  
Community Kids Sunbury Early  
Education Centre  
CommUnityPlus  
Complete Kids Sunbury  
CPB Contractors  
CREATE Foundation  
CVGT Australia  
Deer Park North Primary School  
Department of Education and Early  
Childhood Development  
Department of Education and Training  
DET  
Diamond Total Protective Services  
Dindi Naturals  
Discovery Parks - Melbourne  
Diversity Field Officer Project Geelong  
Djerriwarrh Community & Education  
Services  
Drop Bear Inn  
eFocus  
Elynwood Services  
Filipino-Australian Frienship Association  
of Geelong Inc.  
First Check Auditing  
Footscray City Secondary School  
Forever Friends Sunbury  
Foundation House  
Geelong Region Local Learning and  
Employment Network  
GEO Group  
Giraffe Corporate Clothing

Golden Poultry  
Good Start Learning Centre - Gisborne  
Good Start Learning Centre - Melton  
Good Start Learning Centre - New  
Gisborne  
Good Start Learning Centre - Riddells  
Creek  
Good Start Learning Centre- Roxburgh  
Park  
Good Start Learning Maidstone  
headspace Sunshine  
Heine Jones  
Hi Voltage  
Hobson Bay Youth Services  
Hobsons Bay City Council  
Hudson Industrial Laundry  
Hume City Council  
Inner Melbourne VET Cluster  
JLL  
Job Prospects  
JobCo  
Jobs Australia  
John Holland Group  
Kastoria Buslines  
Kensington Community School  
Kensington Public Tenants Association  
Kyneton Good Start  
Lancefield Early Learning Centre  
Laverton Community Integrated  
Services  
Lentara UnitingCare  
Life Without Barriers  
Little VIP's day Care Centre Braybrook  
Local Learning & Employment Networks:

WynBay, Maribyrnong/Moonee Valley  
Macedon Early Learning Centre  
Mackillop Family Services  
Madam Curry  
Maribyrnong City College  
Maribyrnong City Council  
Max Employment  
MB Recycling  
Melbourne Health  
Mind Health Care Geelong  
Moonee Valley City Council  
Neighborhood House ChildCare  
Nelson Park Special School  
New Hope Foundation  
New Market Baptist Church  
North Melbourne Football Club - The  
Huddle  
Oates  
Orygen Youth Health  
Packco  
Passport to Employment Geelong  
Pauls Warehouse  
Pelican Early Learning Centre Deer Park  
Prowash - Tarneit  
Red Rooster - Deer Park & Sunshine  
Romsey Early Learning Centre  
Rotary Club of Wyndham  
Salus  
Sanctum  
Sarina Russo  
Somerville Retail Services  
Soya Co  
St Albans Heights Primary School

St Albans Primary School  
Stevensville Primary School  
Sunbury Baptist Church  
Sunbury Downs Secondary College  
TBT Security Doors  
The Foodbank (Flemington-Kensington  
Flats Program)  
The Learning Sanctuary - Gisborne  
Three Sixty Trampoline Park  
Ticket to Work Geelong Network  
TradeFlex  
University of Melbourne  
Victoria University  
Warringa Park School  
Werribee Community & Education  
Centre  
Wesley Employment Services(Wesley  
Mission Victoria)  
WestCare Foundation  
Western Regional Health Centre  
Whitelion  
Whittington Works Alliance  
Williamstown Community & Education  
Centre  
Willowbank Childcare Centre Gisborne  
Wombat Housing and Support Services  
Woodlands Early Learning Centre in  
Sunbury  
Workskil Australia  
Wyndham City Council  
Xbox Entertainment  
Yarraville Community Centre

# ACKNOWLEDGEMENTS



## Westgate Community Initiatives Group

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