2018-2019

ANNUAL Report

Carbal Aboriginal and Torres Strait Islander Health Services Limited

ACN: 611 551 369
Trading as - Carbal Medical Services
ABN: 50 275 271 535

Carbal Medical Services

70 BABIES BORN INTO THE NEW DIRECTIONS FAMILY

CONTINUE TO HOLD ISO 9001:2015 AND RACGP ACCREDITATION ACROSS ALL SITES

13,090 OCCASIONS OF SERVICE FOR ITC PROGRAM

1223 HEARING SCREENINGS CONDUCTED ACROSS THE REGION FOR PREP TO YEAR 3 SCHOOL STUDENTS

404 HIGH SCHOOL STUDENTS HAD 715 SCHOOL HEALTH CHECKS CONDUCTED IN TOOWOOMBA

OVER 1200 PATIENTS HAVE HAD 715 HEALTH ASSESSMENTS IN THE PAST 12 MONTHS

71% OF DIABETIC PATIENTS HAVE HAD A CARE PLAN

CLINIC PHARMACIST HAS WORKED WITH 180 PATIENTS IN THE CLINICS IMPROVING MEDICATION COMPLIANCE

100% OF BABY BIRTH WEIGHTS RECORDED FOR THE 3RD YEAR RUNNING

100% OF PATIENTS WITH SMOKING STATUS RECORDED

CARBAL MEDICAL SERVICES ANNUAL REPORT

1. Carbal Operational Summary
2. Chair's Report
3. CEO Report
4. Treasurer's Report
5. Audited Financial Statements Year ended 30 June 2019
6. Organisational Health Check
7. Process for Appointing Directors and Members

Carbal Aboriginal and Torres Strait Islander Health Services Limited

ABN: 50 275 271 535

PO Box 1879
Toowoomba QLD 4350
Ph: 07 4688 0500

Version 1 August 2019

CARBAL ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH SERVICES OPERATIONAL SUMMARY

BACKGROUND:

Carbal Medical Services was formally established in 2002. Carbal originated from the efforts of Aboriginal people residing within the Darling Downs region to establish a culturally safe and comprehensive health service to specifically address the health needs of Aboriginal and Torres Strait Islander people. Carbal is an Aboriginal and Torres Strait Islander Community Controlled Health Care Organisation, which operates as a company limited by guarantee. Carbal Medical Services ahs current ISO 9001:2015 and HSQF accreditation.

Carbal delivers services through two General Practice Clinics (RACGP accredited) situated in Toowoomba and Warwick, and from three additional sites where health and well-being outreach services including Integrated Team Care (ITC), NDIS services, Personal Helpers and Mentors support, Strong Fathers, Strong Mothers, Drug and Alcohol Addiction support, Early Intervention and Child Health Services, Tackling Indigenous Smoking, Suicide Prevention and Mental Health support programs are delivered. Carbal also provides extensive, self-funded community support for health and well-being related activities across the region.

Carbal employs 70 staff and 14 contractors. At present, approximately 70% of staff identify as either Aboriginal or Torres Strait Islander and 90% of these staff deliver front line services.

POPULATION AND SERVICE REACH

Carbal's region comprises of the three local government areas of Toowoomba Regional Council, Southern Downs Regional Council and Goondiwindi Regional Council. Carbal's region has a total area of 39,384.0km2. Based on 2016 figures, 10,032 Aboriginal and Torres Strait Islander people live in Carbal's region. This represents 4.2% of the total resident population.

(Data extracted per postcode from http://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/POA4350?opendocument)

CURRENT OPERATIONAL STATUS:

Since 2015, Carbal has experienced significant growth across all operational areas:

- **Client Growth:** As a result of service growth expansion, particularly with the delivery of health and well-being related programs, Carbal has experienced a 266% increase in client numbers (from 2,676 to 7,129). Underpinning this growth has been a 141.1% increase in episodes of care (from 16,056 to 38,724).
- **Staffing Growth & Retention:** To support the service growth and offer a professional and high quality service, Carbal has experienced an increase of 32% in full time equivalent employees (2015-19). Carbal's staff retention rate has climbed from under 20% to over 90% since 2015.
- **Income & Asset Growth:** Growth is also evident in the audited financials which show that Carbal has achieved a 45.2% growth in income, 7.8% average in administration fees, 41.8% growth in assets (including cash term deposits and property, plant and equipment (equity).

INNOVATION, REINVESTMENT & ACKNOWLEDGEMENT

Carbal responds to community needs and grows its diversity of services by continuing to reinvest self-generated funds and Medicare Australia income into areas identified as in need of services. Since 2015, Carbal have contributed over $1,000,000 directly to community programs, services and resources. The reinvestment of significant funds has enabled Carbal to provide qualitative and quantitative data around evidence of health needs for Aboriginal & Torres Strait Islander peoples.

Carbal is a member of the Qld Aboriginal and Islander Health Council (QAIHC) and was awarded Member of the Year and CEO of the Year in 2018 at the Annual Awards for Excellence where just 4 awards are allocated annually. In 2017, Carbal was the inaugural recipient of the Award for Innovation Excellence.

SERVICES & PROGRAMS:

Since establishment of primary health care services in Southern Downs in 2015, Carbal Medical Services has re-invested significant self-generated funding to ensure the Warwick rural community is granted the same access to community programs as Toowoomba. All funding contracts stipulate service area and the majority of services are financially supported only for Toowoomba as it is seen as a 'hub' and 'service portal' for the south west.

Mirroring health services has been a strategic priority for Carbal and further Commonwealth financial support for primary health care services would allow the Qld State Government funding to be maximised in supporting chronic disease prevention strategies and community programs and enable sustainability of primary health care services for the Aboriginal & Torres Strait Islander people living in rural Queensland.

Below is a list of services offered at each location:

DARLING DOWNS	SOUTHERN DOWNS
GP Clinic	GP Clinic
Aboriginal Health Worker Screenings	Aboriginal Health Worker Screenings
Transport	Transport
QUMAX	QUMAX
Sexual Health Clinic	-
School MOB Van Visits	-
School Hearing Checks	School Hearing Checks
Strong Fathers Strong Families	-
Murri Court	-
New Directions Mums & Bubs	New Directions Mums & Bubs
Koala Club	Koala Club
Early Intervention Service	-
Low Intensity Mental Health (Strong Minds Strong Spirit)	Low Intensity Mental Health (Strong Minds Strong Spirit)
AOD Rehabilitation	AOD Rehabilitation
AOD Withdrawal	AOD Withdrawal
Tackle Indigenous Smoking	Tackle Indigenous Smoking
Integrated Team Care – Care Coordinators	Integrated Team Care – Care Coordinators
Integrated Team Care – Supplementary Services	Integrated Team Care – Supplementary Services
Integrated Team Care – Outreach Worker	Integrated Team Care – Outreach Worker
Indigenous Child Health Worker	-
Personal Helpers and Mentors Service	-
National Disability Insurance Scheme	-

Allied Health » *Dietitian - fortnightly* » *Exercise Physiologist - weekly* » *Speech Pathologist - fortnightly* » *Pharmacist/COPD/Asthma/Smoking Cessation/ Home Medication Reviews - weekly* » *Physiotherapist - weekly* » *2 x Clinical Psychologist - weekly* » *Cardiologist – remote clinical reports when required* » *Physician - weekly* » *Podiatrist - weekly* » *Pediatric Dietitian - weekly*	**Allied Health** » *Dietitian - weekly* » *Physiotherapist - weekly* » *Podiatrist - monthly* » *Credentialed Diabetes Educator – fortnightly* » *Clinical Psychologist - weekly* » *Speech Pathologist - fortnightly* » *Exercise Physiologist - weekly* » *Occupational Therapist - fortnightly* » *Cardiologist - remote clinical reports when required*
Targeted Psychological Services	-
Suicide Prevention	-
IDEAS Van	-

MEASURABLE IMPROVEMENTS AND HEALTH OUTCOMES:

Since introduction of services at Warwick, Carbal has had a significant quality improvement focus continually measuring health outcomes and improvement opportunities. Not only have we obtained and maintained accreditation against three standards, Carbal received the inaugural QAICH Innovation award for their work in developing the National Key Performance Indicator Manual that was subsequently distributed to all ACCHOs to support data quality at a national level.

Major work has been conducted in ensuring data transparency, compliance and validation to Carbal's PIRS. To measure specific Southern Downs health needs and requirements, Carbal extrapolated Warwick patient information by individually coding over 6000 records.

More recently we have once again initiated the separation of community programs from the clinical PIRS to measure outcomes and outputs of primary health care services only within the general practice setting.

Data reports are tabled quarterly and reviewed extensively at an executive level to ensure a whole of organisation approach to the improvements and evidence of achieving successful outcomes is seen in the ongoing expansion and services and significant improvement on Carbal NKPIs measurements.

OUR YEAR IN PICTURES...

FROM THE CHAIR: DR MAREE TOOMBS

Wow, what a year it has been! Carbal Aboriginal Health Services continues to provide high quality health and /or social services to over 8000 clients.

As I reflect on the year that was, I am increasingly aware of how far we have come. As a very proud Board Member and Chair of Carbal for over 10 years, I can proudly say that the past 12 months have been our most rewarding to date.

This is largely due to the stewardship of our CEO, Brian Hewitt and the dedicated staff at Carbal who show up day after day and commit themselves to building world standard health care to the Aboriginal and Torres Strait Islander Community of Toowoomba, Warwick and surrounding areas.

It is with great delight that as the Chair of Carbal I, like my fellow board members, can now boast a brand-new, state of the art, purpose built Medical Service located in the health precinct of Toowoomba. The trajectory of Carbal; particularly over the past 4 years; has been extraordinary and seen our rapidly expanding organisation outgrow not only our clinic but also a number of other sites we had to lease to house our ever expanding organisation. The new building has capacity for all staff and room for expansion well into the future.

From our humble beginnings, when a number of dedicated Indigenous leaders in the Toowoomba community formed Carbal to present day 2019 has made for a great story. Some of the journey has been a little bumpy, sometimes even harrowing and may have added a grey hair or two, to my head, but the journey has been worth it. Carbal is now a fully operational, 11 Doctor (across Toowoomba and Warwick) 93 staff outfit. Seventy-Two percent of our staff are Aboriginal and or/Torres Strait Islander, making us one of the leading employers of Indigenous Australians in the Darling Downs, Southern Downs and Toowoomba region.

To add to our ever-growing family of health practitioners, allied health and education programs, is the newly funded audiology service. Carbal Medical Services and Hearing Australia have partnered in the delivery of the hearing assessment program, 'Early Ears'. The Program aims to improve the ear and hearing health of Aboriginal and Torres Strait Islander children by:

- providing diagnostic hearing assessments and recommendations for follow-up treatment for children in the years prior to primary school;
- contributing to strengthening ear health surveillance in primary health care services; and
- increasing community awareness about the importance of ear and hearing health.

If left untreated, hearing loss can have significant negative social and health impacts in children that go beyond the hearing impairment itself and include reduced quality of life and well-being. As such having 2 audiologists at Carbal twice a month meets an unmet need for urgent diagnosis of hearing health issues in our young people. Early intervention of hearing loss, if diagnosed early, can be corrected with medication and surgery leading to better educational outcomes and a major reduction in permanent hearing loss. This means our children have a better chance of navigating their way through life.

Growing capacity for our staff is core business and staff and we have provided 123 training opportunities for staff in the past 12 months.

In addition, our newly accredited Carbal Institute of Aboriginal and Torres Strait Islander Health Research is operational. As part of the strategic planning board meeting last year, it was decided that Carbal was well placed to develop a Research Institute designed to grow the next generation of Indigenous researchers on our own terms. The focus is on co-design, participatory action research for led by Indigenous Australians. The purpose of the Institute is as follows:

1. To develop world class-leading health research for Indigenous peoples by Indigenous peoples.
2. To grow workforce capacity and mentorship for Indigenous researchers.
3. To reshape the way we think about Indigenous health research, including how we engage with communities and build strength-based outcomes.

In addition, we are a Registered Training Organisation (RTO) therefore aim to develop programs that prepare and build knowledge for researchers and participants. These include online training modules face-to-face workshops such as research governance training, Cultural competency, and curriculum design.

To date we have collaborative partnerships with a large number of Universities and stakeholders and cover a broad range of research priorities including;

Vaccine trials, genomics protocols both nationally and internationally in Canada. Suicide intervention training, mental health research including an RCT to reduce the over represented number of Indigenous Australians suffering from major depressive disorders and the efficacy of spiritual health in that process, the elders project and a number of child maternal health projects to name a few.

I would like to take this opportunity to acknowledge the universities and other funding organisations that we work with including;

- The University of Queensland
- Queensland University of Technology
- Menzies School of Health Research
- Primary Health Network Darling Downs and West Morton
- The Australian Red Cross
- Living Works
- Queensland Institute of Medical Research.
- Australian National University
- James Cook University
- University of Newcastle

In total, this equates to well over $10m worth of funding. This positions the Institute to apply for its own funding through future research opportunities and gaining its own autonomy as an independent research institute with affiliates.

Associate Professor Maree Toombs
PhD, B.Ed., Grad Cert Teaching and Learning
CHAIR

It has been a phenomenal year, can't wait to see what we yield in 2019-2020.

FROM THE CEO: BRIAN HEWITT

The 2018-19 financial year represented a year of dramatic expansion for Carbal Medical Services with the realisation of a couple of major current Strategic Plan objectives. Carbal has been limited for growth of service delivery by space available in the existing facilities for a number of years. With the increasing demand for General Practice, Allied Health and Well-being programs by our service community, it has long been a desire of the Board to consolidate many of our services under one roof that would also allow for considerable further expansion.

In December 2018, we were able to successfully negotiate the purchase of a large, two-storey building at 125 Russell Street in Toowoomba. The building was formerly a site for Qld X-Ray and in later years housed a variety of medical suites. The owner had gutted the building ready for development and so Carbal was able to take possession of the building 'shell' in late January 2019 and commence a customised fit-out that would best suit our needs. The funding for this building was provided largely by the sale of the previous clinic in Mary Street and the remaining funds came from Carbal reserves. The Board of Management and staff of Carbal are very proud that this building was totally funded and is now fully owned by Carbal Medical Services. I also acknowledge a small Commonwealth grant that was subsequently received to upgrade some of the IT services within the building.

THE BOARD OF MANAGEMENT AND STAFF OF CARBAL ARE VERY PROUD THAT THIS BUILDING WAS TOTALLY FUNDED AND IS NOW FULLY OWNED BY CARBAL MEDICAL SERVICES.

Carbal has been operating from the Russell Street site since the end of May and now offers expanded clinical services and a diverse range of Allied Health services, all operating from the same facility. The treatment room has been expanded and is now able to cater for more clients at the same time. Our administration team and a number of the DDWMPHN funded well-being program staff are located upstairs where we also have an excellent Training Room that has already seen much use by a number of partner organisations.

In June 2019, Carbal also finalised the purchase of 14 Makepeace Street which has been used as a temporary home for a number of the well-being programs since August 2018. With the consolidation of these programs into Russell Street, we have been able to develop the Makepeace Street site into a centre for the specific delivery of Integrated Team Care (ITC) activities. The DDWMPHN funded program currently delivers services to approximately 1300 clients. The Food Bank that we have established is also located at this site. Again, Carbal is very proud of the fact that we were able to purchase this facility without any assistance from governments.

Our NDIS service, which is based at South Street through an arrangement with Mercy Services, continues to expand and has turned over more than $1M in the first full year of operations. We now have a team of twelve staff involved in the delivery of culturally appropriate NDIS services to more than 60 members of our community. These services include, but are not limited to, supports in clients' homes, support to access community and group activities and specialised support to assist clients with implementing and managing their NDIS plans. NDIS is about empowering individuals to achieve their goals and increase their capacity to live independently and Carbal remains committed to expanding this service to meet the needs of our mob and their families.

Despite constant difficulty with attracting doctors long-term, the Warwick Clinic continues to expand in the delivery and diversity of health services. There are more than 2000 clients currently being serviced by Warwick Clinic as it draws Aboriginal and Torres Strait Islander people from catchment areas including, Stanthorpe, Killarney, Inglewood, Allora, Clifton, Emu Vale, Maryvale, Goondiwindi and Northern NSW. Figures listed elsewhere in this report show the regional distribution of current Carbal clients. Carbal Warwick has also expanded community The Board of Management and staff of Carbal are very proud that this building was totally funded and is now fully owned by Carbal Medical Services. programs to now include a choir, drumming work shop and an art therapy Group. The Carbal Craft Group were specifically invited to participate in the creation of the new Warwick Horse Monument in the park and this attraction has now been completed and looks sensational.

Carbal continues to be heavily involved in the delivery of Aboriginal Health research projects and the collection and reporting of associated data that will enhance the decision-making processes when priority need funding determinations are to be made. Carbal currently partners with a range of experienced research bodies including, Australian National University, Qld University of Technology, University of Qld, University of Newcastle, James Cook University, Menzies School of Health Research, Australian Red Cross, QIMR Berghofer & Qld Genomics and Qld Health to deliver research-based projects through Carbal Medical Service facilities.

It is this commitment to obtaining data-driven identification of health priorities so that limited health funding may be more efficiently and effectively directed that has led Carbal to establishing the Carbal Institute of Health Research which is now operating from the previous administration facility situated at Hanna Court. The Institute is a fully registered and accredited Health Research facility and there are currently 12 research projects being conducted through this centre. We believe that the Institute will have an increasingly significant role to play in furthering the identification of health priorities for Aboriginal and Torres Strait Islander peoples and will be able to provide quality, quantitative data to our major funding partners.

Carbal continues to provide a large number of allied health services to communities within our region. We are currently printing the seventh book in our culturally safe, preventative health education series that we distribute to schools and other organisations throughout the region and also interstate.

Titles produced so far include 'Our Mob', 'Achievement', 'Jarjums', 'Totem', 'Good Smoking – Bad Smoking', 'Our Special Place' and 'A Healing Place'. The 'Good Smoking –Bad Smoking' book was launched at the Tackling Indigenous Smoking National Conference in Alice Springs this year and that book has now been widely distributed and acclaimed as a tackling indigenous smoking resource for use nationally. Carbal's TIS team have also developed a range of presentations to deliver to workplaces, schools and mother's groups. A TV campaign with a population health focus was designed to further the 'Smoke Free' message to our communities.

Throughout 2018-19, Carbal management and staff have been invited to present at a number of health conferences, including the GPTQ Annual conference. Staff have been speaking about supporting Indigenous Health in General Practice and have participated in workshops across the state providing education sessions including to James Cook University medical students on the value of data and how it should be collected in a practice. Tackling Indigenous Smoking Staff attended and presented at the TIS annual conference and were successful in receiving the award for best display.

Carbal self-funded a Cultural Awareness Training program (Carbal CAT) to deliver to non-health organisations as well as primary health (accredited with the RACGP and ACRRM) to ensure cultural competency across a range of services that our mob access.

We are working closely with GPTQ, and RVTS to provide cultural awareness support and workshops for their trainee registrars. Carbal injects a significant amount of self-generated funds annually to supporting community groups and events including NAIDOC, Murri Court, Reconciliation Week, Carbal Reconciliation Community Choir and more.

Following the move to Russell Street, the New Directions Midwife and Child Health Support program was expanded to include a purpose built, child friendly play area and assessment rooms which allow for a culturally safe and welcoming private space for our mums and bubs. Carbal also purchased a state of the art breast feeding chair to allow us to extend the provision of in-clinic breast feeding education.

We continue to host the IDEAS VAN bi-annually, an initiative that brings world class facilities, an optometrist and an ophthalmologist to the community with the aim of reducing blindness and visual impairment, particularly for those patients with diabetes.

APPROXIMATELY 1200 INDIGENOUS CHILDREN AND 200 NON-INDIGENOUS CHILDREN HAVE RECEIVED HEARING CHECKS IN THE LAST YEAR

Carbal Medical Services and Hearing Australia have partnered in the delivery of the hearing assessment program, 'Early Ears'which is specifically targeted to Aboriginal and Torres Strait Islander children between the age of 0-5 Years. Carbal hosts up to 2 Audiologist Clinics per month. The Program aims to improve the ear and hearing health of Aboriginal and Torres Strait Islander children.

In addition to this our In-Schools Hearing Health program has also expanded enormously. Carbal Medical Services offers hearing assessments to Indigenous and non-indigenous children who attend public primary schools from Prep- year 3 as a self-funded early prevention health initiative. Carbal currently visits 32 schools across the Toowoomba region and also travels as far as Texas and Goondiwindi within the region. Approximately 1200 indigenous children and 200 non-indigenous children have received hearing checks in the last year. Of these, 120 children have been detected with mild to severe hearing loss and an additional 430 have been assessed as having significant hearing issues (Eustachian Tube dysfunction, middle ear pathology, wax buid-up or a foreign object in the ear.) These children are then referred to Australian Hearing for follow-up. School hearing checks include Otoscopy, Tympanometry and audiometry.

At this stage, the program is operating at full resource capacity, however Carbal is hopeful of securing partner funding in the future which will enable the appointment of additional trained staff and allow the screening of higher grade children.

The Carbal Health and Wellbeing Support team has also expanded services throughout the 2018-2019 financial year. The program currently employs 2 Full-time Mental Health support workers and 2 Full-time Alcohol and Drug support workers in the Toowoomba region and 1 Fulltime Mental Health support worker and 1 Alcohol and Drug support worker in the Warwick region. Currently, the Alcohol and Drugs team supports 95 clients in the combined Toowoomba and Warwick regions and the mental health team are currently supporting 42 clients across the two regions.

As well as intense individual support being given by the respective teams, the Carbal Health and Wellbeing support teams run several group programs to offer a more holistic approach to the individual care of the clients. These programs include Strong Fathers and Strong Mothers, Mindfulness Based Relapse Prevention and an Introduction to Relapse Prevention short course. During the last year, the Alcohol and Drugs support team has collaborated with the local and state Rehabilitation centres to successfully support 5 long- term addiction clients to complete inpatient rehabilitation.

As you will be no doubt aware by now, Carbal is making a significant contribution to addressing the health care needs of Mob right across our region and beyond. I take this opportunity to congratulate the Board and staff of Carbal for their enthusiasm and commitment to providing such a diverse and essential holistic health service. I particularly would like to thank the Senior staff, they are a highly talented and committed group of individuals and their individual contributions to Carbal operations is impossible to quantify. I am fortunate to work with such a talented team.

The basis for much of what we continue to achieve is our commitment to increase the self-generated component of our income. The 2018-19 financials reflect a further growth in self-generated revenue to approximately 37% and this provides substantial flexibility for Carbal to identify and address health related priorities that would otherwise suffer from lack of funding.

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I would like to take this opportunity to commend Chair, Maree Toombs and each of the members of the Carbal Company Management Board, Cr Bill Cahill, Melanie Waters, Perry Miller, George Petroff, Colin Miller and Wayne Williams for their ongoing faith, vision and encouragement of all Carbal Staff as we continue to sieze opportunities for a holistic approach to addressing not only Aboriginal and Torres Strait Islander health care but also the social determinants that impact health and health equity for all First Nation people in our region.

Brian Hewitt
M.Ed., B.Ed., Dip Ed., JP Qual
CEO

THE TREASURER: MS MELANIE WATERS

The attached audited financial statements for 2018-2019 continue to reflect a very positive change in the operational management of Carbal Medical Centre and I would like to express my thanks, on behalf of the Board of Management and the Members, to the senior management and accounts team for their expertise and support in maintaining our financial position and accounts.

The audited financial statements for 2018-2019 are attached. We ended the trading year with a surplus of $968,123 which was a decrease of $608,307 on the previous period. Much of this decrease can be attributed to funds that were used for the purchase of the Carbal vehicle fleet ($522,733) to reduce ongoing and future fleet costs and also to an injection of capital for fit-out items following the purchase of the properties at 125 Russell Street and also 14 Makepeace Street. Following these Capital acquisitions, Company Equity has risen from $1,964,153 in 2018 to $5,315,855 in 2019.

Our revenue for the period increased by $621,465 which was excellent and there is further revenue growth projected in the current financial year budget. This growth is due partly to the continued program funding that we have been able to attract which reflects a sound level of confidence in Carbal by the funding bodies and also to a significant increase in self-generated funds to 37% of total funding, particularly through our NDIS operations. This provides great flexibility and security for the identification and addressing of identified gaps in the provision of health funding.

Much of our self-generated income is being used to cover administration costs and to 'value-add' to the various programs that we are funded to deliver by governments. Carbal averages less than 7 % in program administration costs and this would be at the lowest end of NFP costs in Australia.

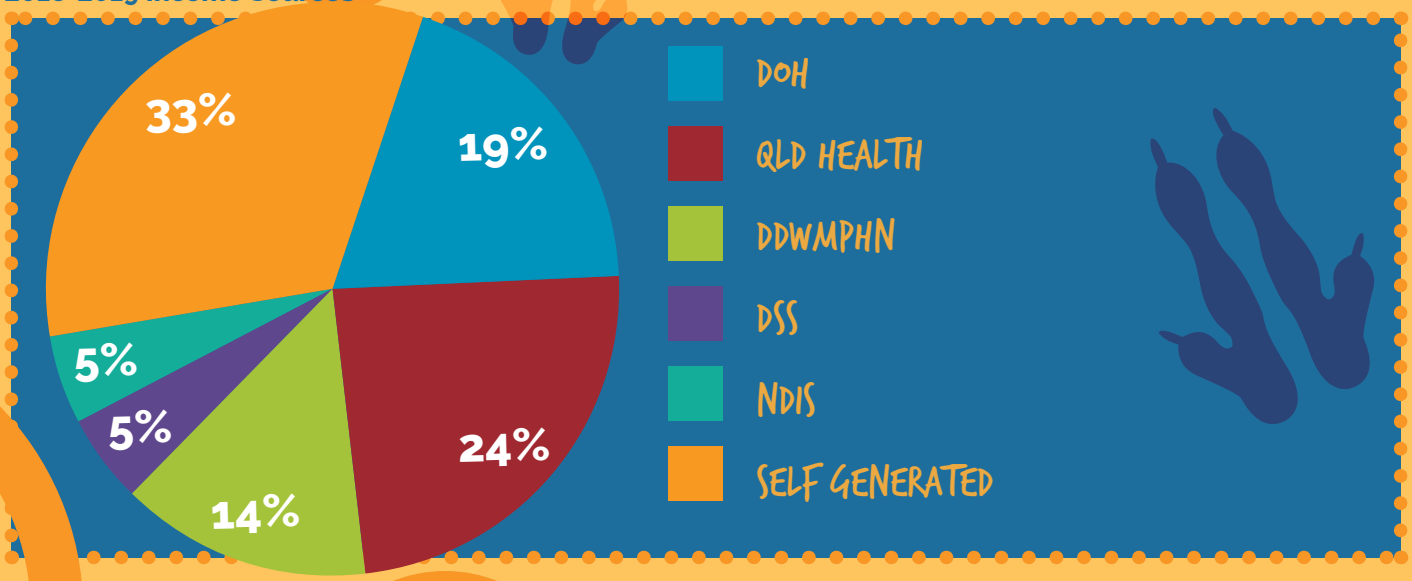
This represents an extremely creditable use of taxpayer funds. Carbal has also funded a number of programs and activities that do not receive any funding but that have been identified by Carbal as 'gaps' in the provision of health services to Aboriginal and Torres Strait Islanders within our service region. The Board of Management is extremely pleased that we are able to expand our services within our charter due to the growth in our income and the professional management of our resources.

Total assets, including cash term deposits and property, plant and equipment for the Company now stands at $7,7,456,322 which reflects an increase of approximately $914,498 on the previous period. This places us in a very sound position to continue identifying and addressing areas of need in health provision for our communities.

On behalf of Carbal, I would like to thank Jessica Galvin and the team from Crowe Auditors for their professional, comprehensive and timely attention to the completion of the 2018-19 audited financials and particularly express my appreciation that they have again been able to meet a very tight timeline in order for the AGM to proceed. I commend the full audited report to you and include an extract from the Auditors summary letter.

Melanie Waters
TREASURER
2018-2019

2018-2019 Income Sources



EXTRACT FROM AUDITORS SUMMARY LETTER

As part of our audit of the financial statements of Carbal Aboriginal and Torres Strait Islander Health Services Ltd ("Carbal" or the "Company") for the year ended 30 June 2019, we focused on aspects of financial reporting believed to have a significant impact on the relevance, reliability, comparability and understandability of the information provided in the financial report.

On the basis of materiality, we believe the accounting policies applied are appropriate for Carbal, that transactions are accurately recorded, and accounting estimates and judgements reflected in the accounting records are appropriate.

There are three main parts of a financial report used to analyse a company's financial results as follows:

1. **The Statement of Profit or Loss and other comprehensive income** *demonstrates Carbal's surplus for the period, being the income recognised less any expenses.*
   - *Carbal has experienced a strong surplus of $968K for the 2019 financial year.*
   - *Carbal's income increased by 6% into the 2019 year following increased funding due to increased programs managed, steady Medicare billings and a significant increase in NDIS Billings.*
   - *Costs also increased, with Carbal's main expenditure item of payroll increasing 7% into the 2019 financial year.*
2. *The Statement of* **Financial Position** *is a snapshot of the company's assets, liabilities, and retained surplus at the end of the year.*
   - *Carbal has a healthy year end position with net equity of $6.89M, evidencing the company's growth from the 2018 equity balance of $5.9M.*
   - *Carbal also has a current asset position of approximately $4M and a cash balance of $1.6M at 30 June 2019, confirming Carbal's ability to pay short term obligations as they fall due.*
   - *Carbal's Property, Plant and Equipment increased to $5.3M in the 2019 year with the purchase and development of properties 125 Russel Street and 14 Makepeace Street, Toowoomba.*
3. *The* **Cash Flow Statement** *provides a view of how much actual cash a company has generated and therefore shows how the company is able to pay for its operations and future growth.*
   - *Carbal has continued to have a strong inflow of cash from operating activities at $850K for the 2019 financial year.*
   - *Consistent with comments above, Carbal experienced a significant outflow of cash in the 2019 year with property purchases. An inflow of proceeds from the sale of 104 Mary Street was also recognised.*

Carbal's control environment is progressively improving in each year's audit with management continuing to develop key controls over time in combination with a focus on the higher risk areas identified during the audit.

Overall, we consider Carbal's records to be in good order and we would like to take this opportunity to thank management and all staff involved in the audit for the year ended 30 June 2019 for their consistent support and cooperation throughout the process.

Jessica Galvin - Partner
CROWE HORWATH SOUTH QLD

TO US, HEALTH IS ABOUT SO MUCH MORE THAN SIMPLY NOT BEING SICK. IT'S ABOUT GETTING A BALANCE BETWEEN PHYSICAL, MENTAL, EMOTIONAL, CULTURAL AND SPIRITUAL HEALTH. HEALTH AND HEALING ARE INTERWOVEN, WHICH MEANS THAT ONE CAN'T BE SEPARATED FROM THE OTHER.

Dr Tamara Mackean
Flinders University South Australia

Waljen Woman of the Goldfields of Western Australia.

FINANCIAL STATEMENTS: YEAR ENDED 30 JUNE 2019

CARBAL ABORIGINAL AND
TORRES STRAIT ISLANDER
HEALTH SERVICES LTD

ABN 50 275 271 535
ACN 611 551 369

TRADING AS CARBAL MEDICAL SERVICES

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DIRECTORS' REPORT... ..

THE DIRECTORS PRESENT THEIR REPORT, TOGETHER WITH THE FINANCIAL STATEMENTS, ON THE COMPANY FOR THE YEAR ENDED 30 JUNE 2019.

The following persons were directors of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Dr Maree Toombs
Cr Wayne Cahill
Perry Miller
George Petroff
Melanie Waters
Colin Jones
Wayne Williams - effective 20 September 2019

OBJECTIVES

To make a significant and growing contribution towards achieving equity in health outcomes for the Aboriginal and Torres Strait Islander communities of Toowoomba and our wider service region.

STRATEGY FOR ACHIEVING THE OBJECTIVES

- **Delivery of client responsive health services.**
- **Provision of holistic, culturally appropriate health services.**
- **Strong cultural connection with individual families and the broader community.**
- **Collaboration with stakeholders and complementary service providers.**
- **Cultural connection with families and the broader community.**
- **Commitment to continuous improvement in quality service delivery.**
- **Modelling of responsible and representative governance.**
- **Provision of a culturally safe and respectful work environment for both staff and clients.**

The aim of the Company is to pursue the following purposes:

a. **to develop, coordinate and conduct services that provide for the care and support in meeting the needs of Aboriginal and Torres Strait Islander individuals and groups in Toowoomba and the Darling Downs region;**
b. **to coordinate and conduct services aimed at improving the health and wellbeing that meets the needs of Aboriginal and Torres Strait Islander people in Toowoomba and the Darling Downs region;**
c. **to collaborate with and support research professionals or entities in the development and implementation of translational research that will improve the health and well-being outcomes within Aboriginal and Torres Strait Islander communities.**

PRINCIPAL ACTIVITIES

Carbal currently delivers seventeen funded programs on behalf of State and Commonwealth governments and the Darling Downs, West Moreton Primary Health Network. This includes the maintenance of two fully operational general practice clinics in Toowoomba and Warwick. In addition to the broad spectrum of programs that we are involved with, Carbal hosts a number of Allied Health professionals and research teams from the University of Queensland and the Queensland University of Technology to assist with the collection of data related to preventative health measures in the fields of physical and mental health.

The Carbal Board of Directors is steadfastly supportive of broadening the charter of operations to include support for activities and programs that may fall outside of specific funding guidelines, but which have been identified as areas of need in relation to the provision of health services for our indigenous communities. Our success in maintaining significant self generated funds has allowed Carbal to 'walk the talk' when it comes to providing programs and services that have real outcomes when measured against the need to provide culturally-sensitive health services to the Indigenous communities of the Darling Downs and South-West. Carbal will continue to identify gaps and attempt to address these gaps in a practical and sustainable way.

In the current financial year, Carbal has consolidated the previous Mary Street clinic, administration and a number of health and support services into a new, custom-built facility situated in the medical precinct of Russell Street, Toowoomba. This will allow for further expansion of all services and for Carbal to be better placed operationally to deliver new programs and services that are being identified by the major funding bodies.

The Carbal Institute of Health Research, a separate legal entity to Carbal Aboriginal and Torres Strait Islander Health Services Ltd, has also commenced and is situated in the previous Administration facility at Hanna Court. This facility is a fully registered and approved Aboriginal Health Institute and Carbal will now be able to expand the involvement and contributions that we are able to make towards better targeting the Aboriginal Health Research funding that is available through the various funding bodies. Carbal has already partnered with 4 organisations and six research projects are currently being conducted from this facility.

Carbal's operational region comprises of the three local government areas of Toowoomba Regional Council, Southern Downs Regional Council and Goondiwindi Regional Council. Carbal's operational region has a total area of 39,384km2 Based on 2016 figures, 13228 Aboriginal and Torres Strait Islander people live in Carbal's region. This represents 3.5% of the total resident population. (Data extracted from PENCAT, based on ABS and ASGS)

PERFORMANCE MEASURES

The company measures its performance against the following aims:

1. To become the major Primary Health Care service provider to Aboriginal and Torres Strait Islander peoples in Toowoomba and the South West Downs.
2. To maintain involvement in a range of innovative partnerships and service models with hospitals, private providers, other Indigenous health organisations, and non-Indigenous, non-government organisations, that promote improved access to comprehensive primary health care for the Aboriginal and Torres Strait Islander community in Toowoomba and the South West Downs.
3. To participate in a regional model for Primary Health Care delivery to the Aboriginal and Torres Strait Islander communities in Toowoomba and the South West Downs by working collaboratively with like-minded organisations.
4. To provide significant input into the local Aboriginal and Torres Strait Islander community understandings of their key health risk factors and expand our services in response to evidence-based community health needs.
5. To implement governance and management reforms for enhancing service models and maintaining sustainable financial independence.

The key performance measures are the NKPI data provided to the funding bodies, the maintenance of our ISO2015 operational practices and governance accreditation and the GPA clinic operations accreditation - all of which have been successfully maintained and delivered during the 2018-2019 financial year.

DIRECTORS.....

Name: DR MAREE TOOMBS

Title: Non-Executive Chair

Qualifications: PhD, B.Ed., Grad Cert Teaching and Learning

Experience and expertise: Dr Toombs is passionate about improving the social and emotional wellbeing of Aboriginal peoples in the community. Dr Toombs is a Senior Research Fellow with the University of Queensland, Adjunct Professor School of Medicine, Dalhousie University, Halifax, Nova Scotia, Adjunct Associate Professor, Queensland University of Technology and Associate Professor Menzies School of Health Research.

Name: CR WAYNE (BILL) CAHILL

Title: Non-Executive Deputy Chair

Special responsibilities: Company Secretary

Experience and expertise: Wayne has a successful technical and corporate management background and brings a breadth of experience to his elected position. He is in his second term as a councillor with the Toowoomba Regional Council following a 4 year term as a councillor with the former Crow's Nest Shire Council - representing Highfields.

Name: PERRY MILLER

Title: Non-Executive Director

Qualifications: Dip Welfare.

Experience and expertise: Perry is a proud Indigenous member of the North Queensland mob and has spent his working career assisting Aboriginal and Torres Strait Islander communities to access better health and well-being outcomes. He currently works at Mercy Community Services Toowoomba within the Family and Child Connect program.

Name: GEORGE PETROFF

Title: Non-Executive Director

Qualifications: M Psych. Clinical, B.A.

Experience and expertise: Mr George Petroff is an experienced Clinical Psychologist who has worked in both thepublic and private systems for over thirty years. During this time he has excelled in an extensive range of roles within alcohol and other drugs units, universities, psychiatric and acquired brain injury centres and acute mental health units. He currently provides services to a wide variety of clients including many Aboriginal and Torres Strait Islander community members at his practice, Toowoomba Psychology Services.

COMMITTEE.....

Name: MELANIE WATERS

Title Non-Executive Director

Special responsibilities: Treasurer

Qualifications: Associate Diploma of Social Science (Welfare)

Experience and expertise: Melanie Waters is a Kamilaroi woman from St. George who continues to hold strong cultural links to her country. Melanie has worked across all levels of Government and in private enterprise within the areas of law and justice, education, social housing, community development, social justice, food and fuel supply.

Mel is passionate about improving Aboriginal and Torres Strait Islander emotional, physical and spiritual health which she believes may empower communities and individuals to tackle the health and educational disadvantages which remains at unacceptable levels within our communities.

Mel currently works for the University of Southern Queensland administering educational and health initiatives targeted at Aboriginal and Torres Strait Islander children's in year 4-12.

Name: COLIN JONES

Title: Non-Executive Director

Qualifications: Master's Degree in Humanities

Experience and expertise: Uncle Colin Jones is a Kalkadoon and Nunukul man born in Ipswich in 1947. Colin joined Carbal's board in July 2017 and brings a wide array of experiences, knowledge and insight. As well as being a highly accomplished and internationally renowned artist, Colin Jones is a scholar and a lecturer in Aboriginal culture, art and history. Colin has shared his knowledge locally at Griffith University and around the world for a wide range of organisations and embassies.

In addition to these rich experiences Colin has worked at the Queensland Police Service Academy, Cairns Aboriginal Coordinating Council, Barallam Prison and with the Department of Juvenile Justice delivering counselling and assistance to remote community members dealing with drug and alcohol use, child neglect and juvenile crime. Colin has held positions on numerous boards including the Beemar Yumba Children's Shelter in Cherbourg Aboriginal community.

Colin currently works with community members who are part of the Strong Fathers Program by providing information about Aboriginal history and culture, guidance and support. Colin continues to lecture and give presentations to university students, staff and many others about Aboriginal history and culture and what it means to be culturally competent in today's society.

Name: WAYNE WILLIAMS

Title: Experience and expertise:

Qualifications: Bachelor of Education (Primary) USQ (Major in Special Education) Certificate of Education (USQ)

Experience and expertise: Wayne is a proud Wakka Wakka man, born in Brisbane in 1963. He is a Teacher whose passion is improving the educational outcomes for Aboriginal and Torres Strait Islander students. He is currently the Co-Ordinator, Indigenous Curriculum at the University of Queensland. In this role, Wayne is developing an Indigenous Health and History curriculum for the Faculty of Medicine.

Wayne is also a Board Member and Life Member of the Toowoomba PCYC and the former Chairperson of the PCYC Sport and Recreation Group (SRG)

MEETINGS OF DIRECTORS.....

The number of meetings of the company's Board of Directors ('the Board') held during the year ended 30 June 2019, and the number of meetings attended by each director were:

	Full Board	
	Attended	Eligible to attend
Dr Maree Toombs	6	8
Cr Wayne (Bill) Cahill	7	8
Perry Miller	6	8
George Petroff	6	8
Melanie Waters	8	8
Colin Jones	8	8
Wayne Williams	3	3

Contributions on winding up

In the event of the company being wound up, ordinary members are required to contribute a maximum of $10 each.

The total amount that members of the company are liable to contribute if the company is wound up is $230, based on 23 current ordinary members.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this directors' report.

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the directors

Director

Dr Maree Toombs

Dated: 7th July 2019

Director

Cr Wayne Cahill

Dated: 7th July 2019

OUR YEAR IN PICTURES...

STATEMENT OF COMPREHENSIVE INCOME.....

FOR THE YEAR ENDED 30 JUNE 2019...

	NOTE	2019	2018
Revenue	3	10,002,578	9,381,113
Other income	3	34,214	44,650
Interest revenue calculated using the effective interest method		37,437	41,390
Expenses			
Administration costs		(255,610)	(247,145)
Clinic costs		(314,127)	(171,745)
Employee benefits expense		(6,167,721)	(5,754,369)
Occupancy costs		(511,199)	(379,158)
Programming costs		(942,597)	(765,569)
Repairs and maintenance		(255,295)	(39,258)
Depreciation expense	4	(101,821)	(38,785)
Motor vehicle expenses	4	(357,305)	(345,223)
Other expenses		(200,431)	(149,471)
Surplus before income tax expense		968,123	1,576,430
Income tax expense			-
Surplus after income tax expense for the year attributable to the members of Carbal Aboriginal and Torres Strait Islander Health Services Ltd		968,123	1,576,430
Other comprehensive income for the year			
Total comprehensive income for the year attributable to the members of Carbal Aboriginal and Torres Strait Islander Health Services Ltd		968,123	1,576,430

THE ABOVE STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME SHOULD BE READ IN CONJUNCTION WITH THE ACCOMPANYING NOTES

STATEMENT OF FINANCIAL POSITION.....

FOR THE YEAR ENDED 30 JUNE 2019...

ASSETS	NOTE	2019	2018
Current Assets			
Cash and cash equivalents	5	1,982,710	4,551,248
Trade and other receivables	6	124,746	11,336
Other	7	33,011	15,087
Total Current Assets		2,140,467	4,577,671
NON-CURRENT ASSETS			
Property, plant and equipment	8	5,315,855	1,964,153
Total Non-Current Assets		5,315,855	1,964,153
TOTAL ASSETS		7,456,322	6,541,824
LIABILITIES			
Current Liabilities			
Trade and other payables	9	283,751	375,015
Employee benefits	10	214,041	194,626
Total Current Liabilities		497,792	569,641
NON-CURRENT LIABILITIES			
Employee benefits	10	60,413	42,187
Total Non-Current Liabilities		60,413	42,187
Total Liabilities		558,205	611,828
NET ASSETS		6,898,117	5,929,996
EQUITY			
Retained surpluses		6,898,117	5,401,996
Reserves	12		528,000
Total Equity		6,898,117	5,929,996

THE ABOVE STATEMENT OF CHANGES IN FINANCIAL POSITION SHOULD BE READ IN CONJUNCTION WITH THE ACCOMPANYING NOTES

STATEMENT OF CHANGE IN EQUITY.....

FOR THE YEAR ENDED 30 JUNE 2019...

	Retained Surpluses	Reserves	Total Equity
	$	$	$
Balance at 1 July 2017	3,825,566	528,000	4,353,566
Surplus after income tax expense for the year	1,576,430		1,576,430
Other comprehensive income for the year, net of tax			
Total comprehensive income for the year	1,576,430		1,576,430
Balance at 30 June 2018	5,401,996	528,000	5,929,996

	Retained Surpluses	Reserves	Total Equity
	$	$	$
Balance at 1 July 2018	5,401,996	528,000	5,929,996
Surplus after income tax expense for the year	968,123		968,123
Other comprehensive income for the year, net of tax			
Total comprehensive income for the year	968,123		968,123
Transfers to retained earnings	528,000	(528,000)	
Balance at 30 June 2019	6,898,117		6,898,117

THE ABOVE STATEMENT OF CHANGES IN EQUITY SHOULD BE READ IN CONJUNCTION WITH THE ACCOMPANYING NOTES

STATEMENT OF CASH FLOWS.....

FOR THE YEAR ENDED 30 JUNE 2019...

		2019	2018
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from customers		3,722,670	3,568,543
Payments to suppliers and employees		(9,075,833)	(7,776,643)
Interest received		37,437	41,390
Grants received		6,166,499	5,862,626
Net cash provided by operating activities	16	850,773	1,695,916
CASH FLOW FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(5,167,875)	(70,602)
Proceeds from sale of property, plant and equipment		1,748,564	
Net cash used in investing activities		(3,419,311)	(70,602)
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash provided by financing activities			
Net increase in cash and cash equivalents		(2,568,538)	1,625,314
Cash and cash equivalents at the beginning of the financial year		4,551,248	2,925,934
Cash and cash equivalents at the end of the financial year	5	1,982,710	4,551,248

THE ABOVE STATEMENT OF CHANGES IN CASH FLOWS SHOULD BE READ IN CONJUNCTION WITH THE ACCOMPANYING NOTES

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES

The financial statements cover Carbal Aboriginal and Torres Strait Islander Health Services Ltd as an individual entity. The financial statements are presented in Australian dollars, which is Carbal Aboriginal and Torres Strait Islander Health Services Ltd's functional and presentation currency.

Carbal Aboriginal and Torres Strait Islander Health Services Ltd is a not-for-profit unlisted public company limited by guarantee, incorporated and domiciled in Australia.

A description of the nature of the company's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on the date the director's report was signed. The directors have the power to amend and reissue the financial statements.

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('MSB') that are mandatory for the current reporting period. Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Impact of adoption

AASB 9 Financial Instruments was adopted using the modified retrospective approach and as such comparatives have not been restated. There was no material impact on the opening retained surplus as at 1 July 2018.

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the company for the annual reporting period ended 30 June 2019.

The company has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

Basis of preparation

In the directors' opinion, the company is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 to prepare and distribute financial statements to the members of Carbal Aboriginal and Torres Strait Islander Health Services Ltd. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the members of Carbal Aboriginal and Torres Strait Islander Health Services Ltd.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('MSB') and the disclosure requirements of MSB 101 'Presentation of Financial Statements', MSB 107 'Statement of Cash Flows', MSB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', MSB 1048 'Interpretation of Standards' and MSB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

Revenue recognition

Revenue is recognised when it is probable that the economic benefit will flow to the company and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable.

Sales revenue

Revenue from the rendering of services is recognised upon the delivery of the service to the customer.

Donations

Donations are recognised at the time the pledge is made.

Grants

Grants are recognised at their fair value where there is a reasonable assurance that the grant will be received, and all attached conditions will be complied with.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Income tax

As the company is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Trade and other receivables include amounts due from funding bodies as well as amounts receivable from customers for services delivered in the ordinary course of business. Other receivables are recognised at amortised cost, less any provision for impairment.

Property, plant and equipment

Land, buildings and leasehold improvements are stated at cost less depreciation and any impairment in value. In the 2018 financial year, the land and buildings held (disposed in the 2019 financial year) were recognised at fair value, based on periodic, at least every 3 years, valuations by directors, less subsequent depreciation and impairment for buildings.

Plant and equipment is stated at cost less depreciation and any impairment in value.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Buildings	40 years
Leasehold improvements	10 - 40 years
Health promotion equipment	3 - 30 years
Office and computer equipment	4 - 25 years
Medical equipment	2 - 13 years
Motor vehicles	8 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

The company applies a policy by which items of plant and equipment over a $5,000 threshold shall be carried at cost less any accumulated depreciation and any accumulated impairment losses.

Trade and other payables

These amounts represent liabilities for goods and services provided to the company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Fair value measurement

When an asset or liability, financial or non-financial is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The company determines the estimated useful lives and related depreciation charges for its property, plant and equipment. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account

FOR THE YEAR ENDED 30 JUNE 2019...

NOTE 3: REVENUE

	2019	2018
	$	$
Grant Income	6,166,499	5,862,626
Medicare Billings	2 ,239 ,348	2,482,181
Practice incentive payments	508,621	580,216
NDIS Billings	1 ,047 ,619	440,893
Other income	40,491	15,197
Revenue	10,002 ,578	9,381 ,113
Other revenue		
Insurance recoveries		38,893
Profit on disposal of property, plant and equipment	34,214	5,757
	34,214	44,650

NOTE 4 – EXPENSES

Surplus before income tax includes the following specific expenses:

Depreciation	101,821	38,785
Motor vehicle leasing costs	357,305	345,223
Rental expense	322,728	236,985

NOTE 5 – CURRENT ASSETS – CASH AND CASH EQUIVALENTS

Cash at Bank	1,982,710	4,551 ,248
	1,982,710	4,551 ,248

NOTE 6 – CURRENT ASSETS – TRADE AND OTHER RECEIVABLES

Trade receivables	121,967	9,290
Other receivable	2,779	2,046
	124,746	11,336

NOTE 7 – CURRENT ASSETS – OTHER

Short term deposits	8,525	(950)
Prepayments	24 ,486	16,037
	33 ,011	15,087

FOR THE YEAR ENDED 30 JUNE 2019...

NOTE 8. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT	2019	2018
Land , buildings and improvements - at cost	4,546 ,935	
Land and buildings - at directors' valuation		1,700,000
Leasehold improvements - at cost	109 ,733	110,912
Less: Accumulated depreciation	(13,122)	(9,928)
	96,611	100,984
Office & computer equipment - at deemed cost	133,378	50,066
Less: Accumulated depreciation	(33,518)	(16,862)
	99,860	33,204
Medical equipment - at deemed cost	71,787	93,144
Less: Accumulated depreciation	(42,428)	(21,357)
	49,716	71,787
Motor vehicles - at cost	581,101	63,322
Less: Accumulated depreciation	(58,368)	(5,144)
	522,733	58,178
	5,315,855	1,964,153

FOR THE YEAR ENDED 30 JUNE 2019...

NOTE 8. NON-CURRENT ASSETS – PROPERTY, PLANT AND EQUIPMENT (CONT)

RECONCILIATIONS

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

		Land and buildings	Leasehold improvements	Office & computer equipment	Medical equipment	Motor Vehicles	Total
Balance at 30 June 2017		1,700,000	104,247	34,946	93,144	-	1,932,337
Additions		-	-	7,280	-	63,322	70,602
Depreciation expense	4	-	(3,263)	(9,022)	(21,357)	(5,144)	(38,786)
Balance at 30 June 2018		1,700,000	100,984	33,204	71,787	58,178	1,964,153
Additions		4,547,998	-	85,712	-	534,165	5,167,875
Disposals		(1,700,000)	(1,110)	(1,929)	(751)	(10,563)	(1,714,352)
Depreciation expense	4	(1,063)	(3,263)	(17,127)	(21,320)	(59,047)	(101,821)
Balance at 30 June 2019		4,546,935	96,611	99,860	49,716	522,733	5,315,855

FOR THE YEAR ENDED 30 JUNE 2019...

	2019	2018
NOTE 9. CURRENT LIABILITIES – TRADE AND OTHER PAYABLES		
Trade payables	23,708	14,302
GST and other payables	51,845	152,933
Payroll liabilities	208,198	207,780
	283,751	375,015
NOTE 10. CURRENT LIABILITIES – EMPLOYEE BENEFITS		
Annual leave	207,025	190,248
Time owed in lieu	7,015	4,378
	214,041	194,626
NOTE 11. NON-CURRENT LIABILITIES – EMPLOYEE BENEFITS		
Long service leave provision	60,413	42,187
NOTE 12. EQUITY – RESERVES		
Revaluation surplus reserve		528,000

Revaluation surplus reserve
The reserve is used to recognise increments and decrements in the fair value of land and buildings.

Movements in reserves
Movements in each class of reserve during the current and previous financial year are set out below:

Balance at 1 July 2017	528,000	528,000
Revaluation – gross		
Balance at 30 June 2018	528,000	528,000
Transfer of revaluation surplus to retained surplus on disposal of property	(528,000)	
Balance at 30 June 2019		528,000

	2019	2018

NOTE 13. REMUNERATION OF AUDITORS

During the financial year the following fees were paid or payable for services provided by Crowe South QLD, the auditor of the company, its network firms and unrelated firms:

Audit services – Crowe Horwath South QLD		
Audit of the financial statements	**16,500**	**15,800**
Other services		
Preparation of financial statements - Crowe Horwath South QLD	**3,000**	**2,750**
Preparation of fixed asset register - Crowe Horwath	**1,500**	
	4,500	**2,750**

NOTE 14. COMMITMENTS

Lease commitments - operating		
Committed at the reporting date but not recognised as liabilities, payable:		
Within one year	**232,007**	**362,918**
One to five years	**31,686**	**217,476**
	263,693	**580,394**

Operating lease commitments includes leases for motor vehicles by which transfer of title does not pass to the company at the end of the lease and rental commitments for leased properties.

FOR THE YEAR ENDED 30 JUNE 2019...

NOTE 15. EVENTS AFTER THE REPORTING PERIOD

No matter or circumstance has arisen since 30 June 2019 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

NOTE 16. RECONCILIATION OF SURPLUS AFTER INCOME TAX TO NET CASH FROM OPERATING ACTIVITIES

	2019	2018
Surplus after income tax expense for the year	968,123	1,576,430
Adjustments for:		
Depreciation	101,821	38,785
Loss on impairment of property, plant and equipment	(34,214)	
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	(113,410)	5,407
Decrease/(increase) in prepayments	(17,924)	8,432
(Decrease)/increase in trade and other payables	(91,264)	42,843
(Decrease) /Increase in employee benefits	37,640	24,019
Net cash from operating activities	850,773	1,695,916

NOTE 17. CONTINGENT LIABILITIES

The company receives significant funding from Federal and State Agencies in the form of grant funding to further their objectives.

Under the terms of these Deeds of Grant Funding, the company may be liable to repay the funds if certain conditions and criteria are not met. At the time of signing this report the company is unable to estimate with sufficient reliability any funds which may be repayable, if at all, under existing funding agreements.

The company has no other contingent liabilities at the date of the financial report.

FOR THE YEAR ENDED 30 JUNE 2019...

In the directors' opinion:

- **the company is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and associated regulations to prepare and distribute financial statements to the members of Carbal Aboriginal and Torres Strait Islander Health Services Ltd;**
- **the attached financial statements and notes comply with the Australian Charities and Not-for-profits Commission Act 2012, the Accounting Standards as described in note 1 to the financial statements and other mandatory professional reporting requirements;**
- **the attached financial statements and notes give a true and fair view of the company's financial position as at 30 June 2019 and of its performance for the financial year ended on that date; and**
- **there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.**

Signed in accordance with a resolution of directors.

Director

Dr Maree Toombs

Dated: 7th July 2019

Director

Cr Wayne Cahill

Dated: 7th July 2019

INDEPENDENT AUDITOR'S REPORT.....

FOR THE YEAR ENDED 30 JUNE 2019...

TO THE MEMBERS OF CARBAL ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH SERVICES LTD

Opinion

We have audited the special purpose financial report (the financial report) of Carbal Aboriginal and Torres Strait Islander Health Services Ltd (the Company), which comprises the statement of financial position as at 30 June 2018, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by the directors.

In our opinion, the accompanying financial report of the Company is in accordance with the Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (the ACNC Act), including:

a. Giving a true and fair view of the Company's financial position as at 30 June 2018 and of its financial performance for the year then ended.

b. Complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with 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, which has been given to the directors of the Company, would be in the same terms if given to the directors 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.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other Information

The directors are responsible for the other information. The other information comprises the information contained in the Company's Annual Report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT.....

FOR THE YEAR ENDED 30 JUNE 2019...

Responsibilities of the Board of Directors for the Financial Report

The directors are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The director's responsibility also includes such internal control as management determines is necessary to enable the preparation of the 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, management is responsible for assessing the Company'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 management either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

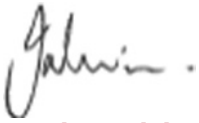
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that 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.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion.
- Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Directors 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 the audit.

Crowe Horwath South QLD



Jessica Galvin
Partner
Dated at Toowoomba 7th of July 2018

CURRENT PROJECTS.....

CARBAL ABORIGINAL & TORRES STRAIT ISLANDER INSTITUTE OF HEALTH RESEARCH

Partner: Australian National University
Mayi Kuayu Project

This research aims to understand how Aboriginal and Torres Strait Islander culture links to health and wellbeing. We have worked with many Aboriginal and Torres Strait Islander communities over the last three years to develop a survey about Aboriginal and Torres Strait Islander culture and wellbeing. This Study will provide information for community, services and policy makers about things that improve Aboriginal and Torres Strait Islander health and wellbeing. We will share our findings so that Aboriginal and Torres Strait Islander communities throughout Australia can use the results in a way that helps them. Any Aboriginal and or Torres Strait Islander person 16 years or older can complete the survey.

Partner: Australian National University
FaCTS Study

The Family and Community Safety for Aboriginal and Torres Strait Islander Peoples (FaCtS) Study will be partnering with your community organisation to better understand family and community violence and what can be done to reduce it. We want to partner and work with local organisations and community members to make sure the research is done appropriately with each community.

The objectives of the study are to find out:

- What services and supports are available to people and families affected by violence, and how these services and supports are experienced by people in the community.
- What communities think is needed to improve safety in Aboriginal and Torres Strait Islander communities.
- How violence affects relationships, health, wellbeing, education and employment.
- How much Aboriginal and Torres Strait Islander people and communities are affected by violence.

Partner: Qld University of Technology
Indigenous Genomic Project

Conducted over 6 months and involves the collection of blood samples from consenting clinic clients that will be used for targeted DNA studies including organ transplant and blood products.

Partner: Qld University of Technology
PneumoMatters Study

Active vaccination of pregnant mums for pneumococcal to reduce the rates of acute lower respiratory infection in children under 1 year of age.

Partner: University of Qld
Indigenous Model of Mental Health Care Study (IMMHC)

This Study compares traditional Aboriginal healing methods to more common mainstream practice/ clinical treatments for patients with mental health issues.

Partner: University of Newcastle
Dementia Study

Aims to work with health professionals to see how they currently accommodate the needs of clients and family impacted by dementia and what support/resources they need.

Partner: University of Newcastle
SustaQuit

Intensive training for health workers and the provision of resources to assist pregnant mothers to quit smoking.

Partner: James Cook University
WOMB Project

5 year study based in Warwick. Weekly women's group provided for pregnant mums to investigate if access to regular support, elders and community improves the outcomes of an Aboriginal or Torres Strait Islander women's pregnancy.

IPAC Project
Integrating Pharmacists within Aboriginal Community Controlled Health Services

2 year study to improve chronic disease management. Funds a 0.6 FTE on-site non-dispensing pharmacist for the Toowoomba and Warwick clinics. The study uses de-identified health data via GRANITE data extraction tool.

Partner: Menzies School Of Health Research
National Bowel cancer screening Project

The aim is to increase the participation rate of eligible Indigenous Australians in the National Bowel Cancer screening program. Four out of 5 Indigenous Australians aged 50 to 74 are not accessing bowel screening. Carbal medical Services is one of approximately 50 medical centres that were accepted to take part in the National Indigenous Bowel Cancer screening program. The Bowel Cancer screening kit is offered to eligible patients when they come into the clinic and clients are provided assistance on completing the test.

Partner: QIMR Berghofer & Qld Genomics
GenetiQs Project

The GenetiQs Project is a partnership between QIMR Berghofer and Queensland Genomics (QG) which aims to develop guidelines to assist researchers when undertaking genomic research in collaboration with Aboriginal and/or Torres Strait Islander Queenslanders.

Partner: QIMR Berghofer & Qld Genomics
Genomics Health Literacy Project (IG-HeLP)

The project aims to develop health literacy resources on genomics, genetic testing and precision medicine for Aboriginal and Torres Strait Islander consumers and health workers.

Partner: Queensland Health under Quality Improvement Payment
QIP Antenatal Project – BAIBS (Bridging Antenatal Care, Indigenous Babies & Smoking Cessation)

The importance of early and regular antenatal care has been well established as having a positive effect on, and providing the foundation for, good health outcomes for mothers and babies. This project is targeted towards Aboriginal and Torres Strait Islander pregnant women, non-indigenous women pregnant with an indigenous baby.

This project is intending to work with GPs, AMS and HHS facilities to improve Indigenous women accessing health care in their first trimester of pregnancy (earlier than 12 weeks) and accessing smoking cessation programs in their first trimester of pregnancy (preferable by 9 weeks but not limited to) through BAIBS-Smoking Cessation program.

PROCESS FOR APPOINTING NEW BOARD DIRECTORS AND MEMBERS

Under the new Carbal Aboriginal and Torres Strait Islander Health Services Limited constitution, there is no longer a limit on membership numbers.

The new Board will accept applications for membership and Director vacancies at any time and these will be presented for discussion and ratification at the next available Board of Directors meeting following lodgement of the application. There are a number of criteria that need to be met upon application and these are outlined below in extracts from the new Company Constitution which is available electronically by emailing bhewitt@carbal.com.au

Application forms for Board or Company membership will be forwarded upon request.

Constitution (extract pertaining to Director suitability)

17. Appointment and Retirement of Directors

17. 1. The Company must have at least five (5), but no more than seven (7) Directors at any one time.

17. 2. At least fifty per cent (50%) of the Directors must identify as an Aboriginal or Torres Strait Islander.

17. 3. A person is eligible for election as a Director of the Company if they:

a. are a Member of the Company;

b. are not a direct relative or extended family member of an existing Director;

c. are nominated by two Members entitled to vote (unless the person was previously elected as a Director at a General Meeting and has been a Director since that meeting);

d. give the Company their signed consent to act as a Director of the Company, and

e. are not ineligible to be a Director under the Corporations Act or the ACNC Act.

17. 4. The Directors may appoint a person as a Director to fill a casual vacancy if that person:

a. is a Member of the Company;

b. gives the Company their signed consent to act as a Director of the Company, and

c. is not ineligible to be a Director under the Corporations Act or the ACNC Act.

17. 5. If the number of Directors is reduced to fewer than five, the continuing Directors may act for the purpose of increasing the number of Directors to a minimum of five or calling a General Meeting, but for no other purpose.

17. 6. The Directors must elect a Director as the Company's Elected Chairperson, who must identify as an Aboriginal or Torres Strait Islander.

17. 7. An eligible person may apply to be a Director by:

a. completing an appropriate application for appointment as a Director, as published by the Company from time to time, in the Board's discretion (Application);

b. having their Application signed by two current Members, as nominator and seconder; and

c. submitting the Application to the Company Secretary at least 30 days prior to the Annual General Meeting.

17. 8. Upon receiving an Application, the Company Secretary will:

a. review the Application to ensure the requirements set out in clauses 17.3 and 17.7 above have been met; and

b. if (a) is satisfied, add the applicant's name to the list of Director Nominees;

c. if (a) if not satisfied, contact the person applying for the directorship and notify them that they must address those matters and re-submit their Application.

17. 9. Fourteen (14) days before the Annual General Meeting, the Company Secretary will disseminate a list of Director Nominees to all Members, as well as details of the number of vacancies available on the Board. A voting slip will also be provided to Members, to allow them to submit a postal vote for the election of Directors. Postal votes must be received by the Company Secretary prior to the AGM in order to be valid.

17. 10. At the Annual General Meeting, voting slips will be disseminated to Members for the purpose of voting for Director Nominees to fill the vacancies on the Board. Members must select their preferred candidates to fill the vacancies on the Board and the votes will be counted and the elected Directors will be declared at the Annual General Meeting.

17. 11. Vacancies on the Board will exist in the following circumstances:

a. if a Director has given notice that they are resigning from their position, effective at the Annual General Meeting;

b. if a Director has been appointed in accordance with clause 17.4 to fill a casual vacancy since the previous Annual General Meeting, that Director must retire;

c. if neither (a) or (b) apply, but the Company Secretary has received at least one Application as per clause 17.8(b) since the last Annual General Meeting, then the current Director (excluding the Company's Elected Chairperson) who has been a Director for the longest consecutive time (including as a Member of the Management Committee of the Company's former identity as Darling Downs Shared Care Inc.) must retire;

d. if neither (a), (b) or (c) apply, no vacancies will exist and an election for Directors will not be required to be held at the Annual General Meeting.

17. 12. A Director who retires under clause 17.11 may nominate for election or re-election, subject to clauses 17.14 and 17.15.

17. 13. Other than a Director appointed under clause 17.4, a Director's term of office starts at the end of the annual General Meeting at which they are elected and ends at the end of the annual General Meeting at which they retire.

17. 14. A person becomes ineligible for nomination as a Director if they have served as a Director of the Company for six (6) consecutive years, unless at least two (2) years has passed since they last served as a Director of the Company.

17. 15. A Director stops being a Director if they:

a. give written notice of resignation as a Director to the Company;

b. die or become mentally incapacitated;

c. are removed as a Director by a resolution of the Members;

d. stop being a Member of the Company;

e. are absent for three Directors' meetings in a calendar year without approval from the Directors, or

f. become ineligible to be a Director of the Company under the Corporations Act or the ACNC Act.

CARBAL MEDICAL SERVICES - JULY 2019

Client Demographics

Carbal currently has more than 8000 clients listed on its books.

These client numbers represent those who have accessed either clinical or program services or both at least twice in the last twelve months. Of these clients, 5759 identify as being Aboriginal and/or Torres Strait Islanders.

Carbal Medical Services operates from 6 sites:

- ✔ Toowoomba Clinic & Allied Health –Toowoomba
- ✔ NDIS Support Services – Toowoomba
- ✔ Toowoomba Well-Being Hub - Toowoomba
- ✔ Carbal Institute of Health Research – Toowoomba
- ✔ Warwick Clinic & Allied Health Services – Warwick

Carbal ATSI Clients by Area	Clients
Toowoomba	3857
Warwick	1902

	M	F	Total
Allora	52	62	114
Brisbane	25	19	44
Crows Nest	20	20	40
Goondiwindi	7	15	22
Highfields	94	116	210
Inglewood	10	12	22
Lockyer Valley	17	16	33
Northern NSW	14	23	37
Other	19	30	49
Stanthorpe	34	37	71
Toowoomba	1573	1858	3431
Warwick	800	810	1610
Western Qld	26	50	76
Total	2691	3068	5759

Carbal Medical Services

OVER 300 FLU VACCINATIONS GIVEN ON THE CARBAL FLU DAY

41% OF PATIENTS OVER THE AGE OF 50 HAVE HAD A FLU VAX THIS YEAR

80% OF PATIENTS HAVE ALCOHOL STATUS RECORDED

44% OF PATIENTS ARE CURRENT SMOKERS WHICH IS 13% LOWER THAN THE NATIONAL AVERAGE

473 PATIENTS SEEN BY ABORIGINAL HEALTH WORKERS FOR REFERRED SERVICES

5012 NURSE MBS VISIT ITEMS BILLED

108 PATIENTS REFERRED FOR SMOKING CESSATION WITH ABORIGINAL HEALTH WORKERS

OVER 7000 PATIENTS WERE PROVIDED WITH TRANSPORT TO CLINIC APPOINTMENT

JUST UNDER 40,000 OCCASIONS OF CARE FOR MEDICAL APPOINTMENTS IN TOOWOOMBA & WARWICK

CHILDREN'S 715 SUPER HERO DAY HELD IN TOOWOOMBA & WARWICK

www.carbal.com.au