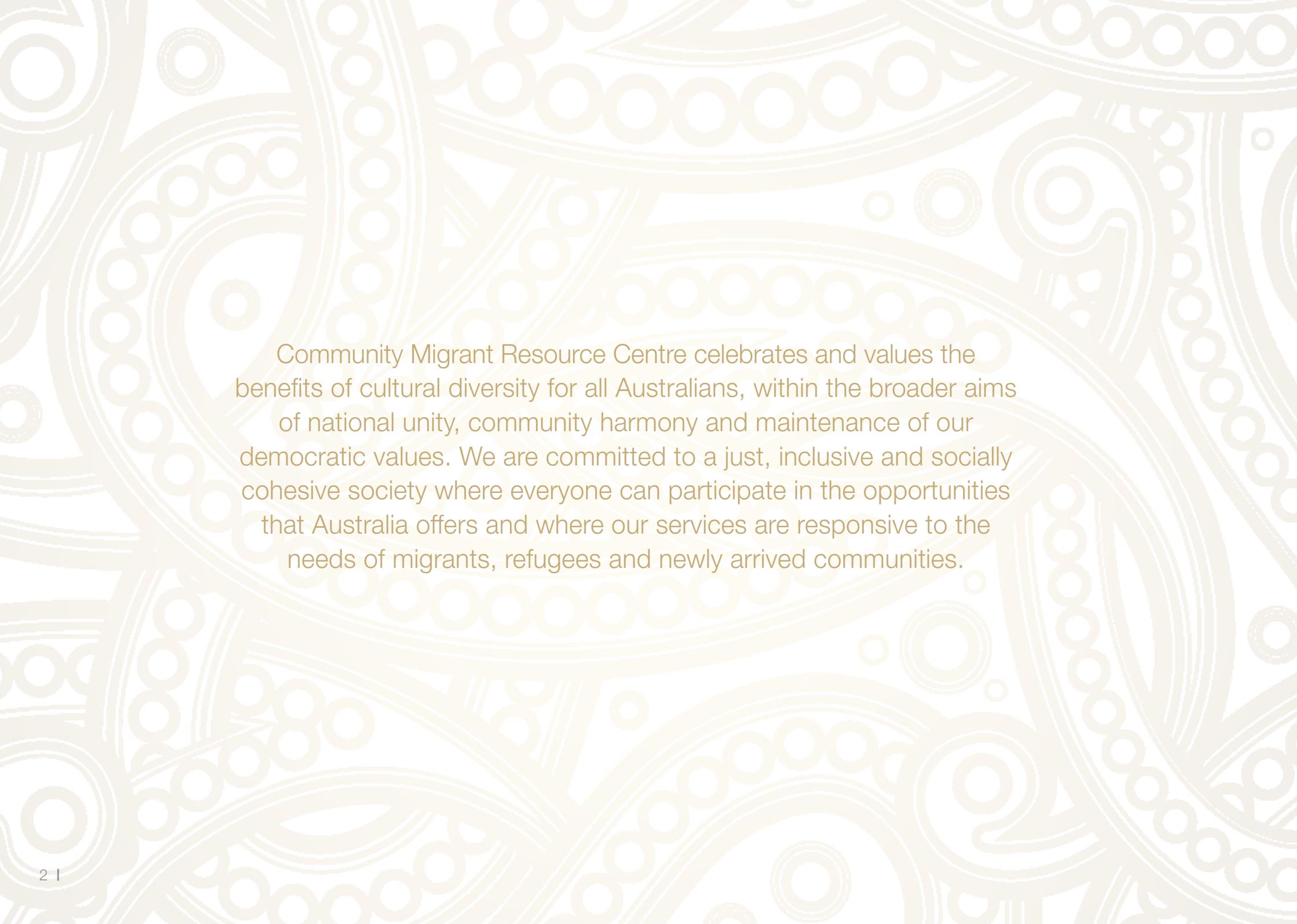


Community Migrant Resource Centre
2015 ANNUAL REPORT

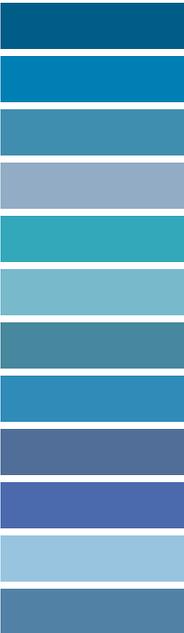
Facilitating Settlement
and Building Self-Reliance



Community Migrant Resource Centre celebrates and values the benefits of cultural diversity for all Australians, within the broader aims of national unity, community harmony and maintenance of our democratic values. We are committed to a just, inclusive and socially cohesive society where everyone can participate in the opportunities that Australia offers and where our services are responsive to the needs of migrants, refugees and newly arrived communities.

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Chairperson's Report

It is my privilege to present the Community Migrant Resource Centre's nineteenth Annual Report covering the 2014-2015 financial year, to our many members, friends and stakeholders.



Warren Schweitzer
Chairperson

In my report last year I reported that 2013-2014 was in many ways a difficult year for the CMRC as we charted a way through the uncertainty that followed a change of Federal Government. The transition took its time and presented the CMRC with different but important barriers to overcome especially in relation to funding. One of the most significant and important steps from a strategic viewpoint was the decision of all Migrant Resource Centres to band together under the umbrella leadership of Settlement Services International to apply for a major part of our core funding. This decision was successful and we were able to secure funding from the Federal Government for three years at a time when many other service providers were defunded.

The overall performance of the CMRC during the past year has been outstanding and the work done at all levels of the organisation has prepared a solid platform for ongoing growth and success of the organisation as it seeks to better serve the numerous communities it represents.

One of our strategic objectives was to progressively move to a new sustainable financial model where we are less reliant on Federal Government funding. The work undertaken to move us towards this objective has been outstanding and whilst we are less reliant on Federal Government funding than what we were say three years ago, the experience gained in the past twelve months is going to pay handsome rewards in the years ahead.

Of course Government funding will always remain an important component of our funding model but already we are seeing excellent results of grant and tender applications from other than our traditional sources.

The full details of our extensive range of programs are laid out in detail in the following pages of this Annual Report, which I encourage you all to read in depth.

There is no doubt that the CMRC is one of the lead settlement agencies in New South Wales

Governance, Performance Evaluation and Upskilling

I reported last year that we had conducted some very specific training for the Board members around the role of the board and how we could improve our overall governance. This laid a beneficial foundation for ongoing change and focus on governance.

The Calendar of Activities that we developed for the Board continues to be a pivotal focus for the discussions of the Board and its focus on governance.

Early in 2015 we held a Board Retreat over one full day to focus on a document from the Australian Institute of Company Directors entitled “*Good Governance Principles and Guidance for Not-for-Profit Organisations*.” This was the first time the Board had held a Retreat of this nature and the results that are and will flow from this opportunity will have significant benefits to the CMRC over the next few years.

Strategic Plan 2015- 2018

In my last Chairperson’s report I reported that the Board had updated the Strategic Plan for the period 2015-2018.

We maintain a strong and consistent focus on the progress towards the overall goal of the CMRC and the Strategic Objectives. We review progress against these objectives at least twice each year. I am very happy to report that the Executive Director and her capable team are making great progress against most of the strategic objectives. Because this is a plan covering a three year time period there are a couple of strategic objectives that are still to receive dedicated attention, but that will happen over the next twelve months.

Stakeholders

Our work would not be possible without the financial support of all levels of Government, whether it be Local, State or Federal. We thank them for underpinning the CMRC’s work with the many refugee and migrant communities in which we are active.

Also, thank you to the many other organisations in the community who we have partnered or collaborated with in the past twelve months.

Outlook

The CMRC remains alert to the needs of the many communities it serves. There is no doubt that the CMRC is one of the lead settlement agencies in New South Wales and our plans for the future is to continue to build on the work over recent years, building a stronger, more stable and powerful organisation that can be financially sustainable into the future.

On behalf of the Board, I thank our very able Executive Director, Melissa Monteiro and her senior team who do their utmost to achieve more for our clients while professionally executing our strategic and operational goals effectively and efficiently.

Thank you to all employees for their hard work, dedication and loyalty to CMRC. Their passion and commitment to exceeding the client’s needs are crucial to our success.

Finally I would like to thank all the members of the Board for their dedication, work and commitment to the CMRC.

Executive Director's Report

I am delighted to present the CMRC Centre Report for 2015. The Centre is a grass roots organization that is growing steadily. As Executive Director I have many unique responsibilities. In 2014-2015 I was charged with establishing and enforcing the new vision of the organisation which involved multiple projects and funding bodies.



Melissa Monteiro
Executive Director

The year was busy recruiting and supervising operational staff/managers; maintaining a productive relationship with the board of directors; creating a fundraising strategy to ensure our sustainability; and managing the CMRC's finances. In the last year we have seen a significant increase in the number of clients accessing our services. Our Multicultural Small Business Advisors supported 309 small business clients funded through the Office of the Small Business Commissioner. Twenty-two new community projects were established of which six are in the Northern region.

Local communities are the core of our mission and community leaders are a valuable resource for our business. They provide us with dynamic and enthusiastic feedback, trusting relationships and the capacity to make a difference to our clients on the ground. In the last year we prioritized community engagement and community development as strategies, linking these to our Strategic plan of 2014.

Engagement with, and investment in, the local community ranked very highly in my priorities in 2014-15; along with other community based issues such as under-employment, affordable housing, resettlement, human rights, and domestic and family violence.

We see all these 'community needs' as highly important and we believe that the people who are best equipped to shape community development are the local community themselves and our community workers. At the CMRC, our staff are the 'heart' of our "community investment".

In the last year we have engaged with 27 local leaders as well as mentored 72 women, 6 youth group representatives, and assisted over 1,478 women and children who accessed our play groups and social support groups. Over 500 participated in the youth engagement programs in the local schools, clubs and other sporting groups. A significant investment of our resources was directed into sport and youth engagement activities.

Our NSW Settlement Program, African Sessional Workers Program, Early Intervention Program and Humanitarian Settlement Services are all designed to reflect the organization's strategic response to CALD local community needs. Over 45% of our funds were spent on local projects that fall within these broad sustainable development categories: case work, community education, early intervention targeting young people and women and small businesses.

There has been significant allocation in the budget for the Northern region which increased its spending by over 70% in 2015, investing over \$70,000 in community education and community development projects. The last year has been an exhilarating experience, as we worked hard to effect real and lasting change. We have worked hard on aligning newly funded programs like the Small Biz connect and the Northern Region Services with the organisation's settlement services as seamlessly as possible.

Much work has gone into developing our policies and procedures and our human resources. We have rewritten job descriptions to incorporate the new funding for the Northern region.

We have strategically been fundraising and generating income. We thank our sponsors for the Inspiring Change Conference, Creativity Unleashed and the Community Services Expo which have now all become annual events.

As Executive Director, it is my responsibility to direct the organisation and provide a vision for where it will be in both the immediate and long term future. Thank you to the Board and senior staff for their collaboration and implementation of our strategic plan.

I would like to thank our Board namely Warren Schweitzer, the Chair, Executive Committee members Safar Sarmed, Nola Randall Mohk, Jason Guest our treasurer, and Dr Olayide Ogunsiji who have collectively spent 40 voluntary hours and the Board who have spent 50 hours in the last year.

An organisation is only as strong as its staff. I would therefore like to acknowledge every staff member and our volunteers. I also would like to acknowledge the Managers, Nexhmije Shala, Aurelia Rahman and Dijana Mackic. You have clearly demonstrated mutual respect and dedication to the organisation's mission and I thank you for your commitment and passion for work.

I acknowledge our Treasurer Jason Guest, Dijana Mackic and Linda Marsonet for their financial control and their years of experience with hands-on knowledge of cash flow management and bookkeeping.

I would like to end by acknowledging the Chair once again for his dedication, vision and strategic direction. Thank you for a great 2015.



Inspiring Change - Make it Happen Conference



Community Migrant Resource Centre
Invites you to the

INSPIRING CHANGE
Conference 2015

Make it Happen

The program included an astounding selection of successful women leaders

Over 400 women from all backgrounds attended the Inspiring Change event. The two keynote speakers were Tracey Spicer and Violet Roumeliotis. Tracey Spicer is best known for presenting Channel Ten's national weekend and morning news services for 14 years and Violet Roumeliotis is CEO of Settlement Services International (SSI).

Although the program included an astounding selection of successful women leaders, Violet Roumeliotis and Tracey Spicer's journeys made a lasting impression. They presented a narrative of growing up in the 1970s in Australia, both from uniquely different backgrounds, but very similar dreams.

Violet Roumeliotis has held positions for over 30 years in community based organizations. As the CEO of SSI, Violet's work practice incorporates her understanding as a new migrant and the opportunities that that have afforded her.

Violet builds upon community development as a process of empowering communities to improve on the principles of early intervention, prevention and strengths-based approaches.

Tracey Spicer, one of the most versatile national journalist and presenters in Australia, described her passion for journalism and her commitment to women in media. Her journey highlighted her dedication to the industry whilst having to overcome structural and gender barriers that permeated throughout Australia's media organisations. Her determination to be afforded equal opportunities within the industry resonated throughout the audience. Tracey has led parental leave campaigns, continues to represent women journalists within the sector and highlight women's rights globally through a suite of documentaries.

Inspiring Change - Make it Happen Conference



“Inspiring Change”
Make it Happen conference
was held in June 2015
at Novotel Parramatta.



Guest speakers, Annabelle Daniel (CEO Women's Community Shelters) and Aileen Mountifield from the Lisa Harnum Foundation, shared valuable insights on Domestic Violence and local initiatives, including the process of establishing shelters and services in Manly, Ku-ring-gai and more recently in the Hills District.

Well known panelists included Kathryn Greiner AO, Anne-Maree Elias, Pallavi Sinha, Jennifer Vella, Eva Gerencer and Katie Mihell.



I am grateful to our speakers and thank our major financial sponsors, the Commonwealth Bank Migrant Services and Settlement Services International. I would also like to acknowledge Telstra – Business Centre West Sydney, Catherine Charalambous from Nutrimerics, Chris Maguire Productions and Neverfail Springwater for their contributions.

Finally, I would like to acknowledge the contributions made by Irene Ross, Conference Coordinator and Dijana Mackic for their hard work and dedication to this event.

Melissa Monteiro, Executive Director



Treasurer's Report

Throughout the 2014-2015 financial year Community Migrant Resource Centre (CMRC) has continued to focus on sustainable growth into new opportunities whilst maintaining a commitment to best practice service delivery.



Jason Guest
Treasurer

Recent sector reform and transition have required a high level of professionalism, innovation and resourcefulness from our organisation. CMRC has risen to this challenge, ensuring that there is sufficient capacity to meet the needs of the communities we serve.

CMRC's financial statements have been audited by Behrens Rowley Chartered Accountants and are enclosed within the Annual Report. The organisation is in a strong financial position with many new streams of funding secured.

Highlights for 2014-2015 financial year include;

- Total income from grants and other CMRC activities was \$2,209,155.
- Total assets on the balance sheet amount to \$800,074.
- Operating deficit of \$106,728 due to expansion efforts across northern Sydney. Despite this deficit, CMRC still enters the new reporting period with retained funds of \$165,128.
- The organisation has appropriately provisioned for annual leave, long service leave, maternity leave and redundancy.
- The auditor conducted test work on transactions and account balances and have reviewed internal control procedures.

I would like to pay special tribute to our partners and funders that enable CMRC to deliver important settlement services across the region.

Thank you to the CMRC staff team and Board members for achieving significant results within a challenging operating environment.

Throughout the 2014-2015 financial year Community Migrant Resource Centre (CMRC) has continued to focus on sustainable growth into new opportunities whilst maintaining a commitment to best practice service delivery.



Financial Review

CMRC continues to be in good financial health and has managed to attract the financial support from funding bodies, generous donors and partners, for which we are very grateful.



Dijana Mackic
Admin & Finance Coordinator

Community Migrant Resource Centre (CMRC) relies on support from a diverse range of sources to maintain its services in Western and Northern Sydney Regions.

In 2014-15, our income came from a mixture of donors, foundations, government and non-government organisations and partners, as outlined below:

- Donations from LDL Pty Ltd, GHD Pty Ltd and M & T Cost Engineering Pty Ltd. M & T Cost Engineering donated money towards computer classes for the Tamil community. Their generosity is acknowledged.
- Grant donation from Crown Resort Foundation for Magic Carpet project.
- Sponsorships from the Commonwealth Bank and Settlement Services International towards highly successful Inspiring Change Conference 2015.
- Funding from Federal Government – Department of Social Services for Settlement Grants Program, Department of Family and Community Services for Early Intervention Project and African Sessional Support Project and Organ and Tissue Authority for Breathe A New Life Project.
- Funding from State and Local Governments (NSW Trade and Investment, Roads and Maritime Services, Ku-ring-gai Council, Parramatta City Council, City of Ryde Council and The Hills Shire Council).
- Clubs Grants - Bankstown Sports Club and Merrylands RSL (via Holroyd City Council).
- Partnerships - Contributions received from Settlement Services International, NSW Fire and Rescue, NSW Police, NSW Fair Trading, Parramasala Festival, Macquarie University, Southern Eastern LHD, Cancer Institute and Legal Aid towards various projects done in partnership with our organisation.

- Social Enterprise Project- CMRC Fair Go Driving school.
- Interest and other income.

We acknowledge important financial contribution from funding bodies that assists CMRC in delivery of services across Western and Northern Sydney Regions. Department of Social Services continues to be the primary funding source with almost \$1.29 million received in this financial year for Settlement Grants Program.

As CMRC is endorsed as a Public Benevolent Institution (**PBI**) and has “deductible gift recipients” (**DGR**) status, continued public financial support is vital to the organisation maintaining its role. Tax deductible donations to the CMRC are always gratefully received.

Community Migrant Resource Centre demonstrated sound fiscal management and accountability measures in 2014-15, as shown in the audit report prepared by Behrens Rowley Chartered Accountants. The Balance Sheet is strong which is reflected by total assets of \$800,074 and total equity of \$165,128. The CMRC has sufficient liquidity available to meet the financial obligations of the organisation.

The CMRC long-term goal has been to generate more income by continuing to diversify funding sources. CMRC focus for 2014-15 was to strengthen and enhance existing programs.

The Board of Management regularly monitor the level of reserves to ensure that there are sufficient resources available to satisfactorily carry out the planned activities of CMRC and to fulfil all contractual, statutory and legal obligations.

The CMRC through its Board of Management has a reporting duty to the funding bodies. The Board of Management continues to take all necessary steps to ensure that funds are spent in accordance with the funding submissions in efficient and effective way.

As part of CMRC’s Strategic Planning, the Board has decided to continue to fund services across the Northern Region for the 2014-15 financial year. The Board allocated reserves to run those services in Northern Region. However, over time the goal is to increase the CMRC reserves, in line with the CMRC strategic plan.

CMRC is an organisation that is financially secure and it is focused on achieving its mission. In my opinion, it will continue to grow as an organisation and will continue to enhance quality of life for all in need. There will be sufficient resources available to meet future planned expenditure and to allow for programs and projects to be run for CMRC clients. We will do this by continuing to work with non-profit and public sector organisations.

Special thank you to Linda Marsonet, the admin support staff- Jayshree Pather, Elizabeth Mateo, Wadiha Mouawad and Team Leaders with whom I have been working very closely.

Finally, I would like to thank Melissa Monteiro, Executive Director of CMRC and Board of Management.

Business Development Manager's Report

In the past year, as Business Development Manager (BDM) I continued to identify internal and external funding and tender opportunities, served as a regulatory and compliance lynchpin and reviewed and improved upon the operational machinations of the CMRC.



Nexhmije Shala
Business Development Manager

This has seen increased development in coordinating Business and Sector partnerships, developing and negotiating Brokerage and government contracts, project management and staffing support.

As part of the Senior Management team, I have also considered long-term organizational strategic goals, built key customer relationships, identified business opportunities and maintained an extensive knowledge of current funding and government conditions. The development and monitoring of many of these programs, supported by a sophisticated system of settlement support, all improve upon the wellbeing of our communities and the sustainability of our services.

In the last year, I have also worked towards improving the organisations financial position. This work has an aim to improve the CMRC's market position and achieve sustainable financial growth through acquiring several new funding programs. This year, the team submitted over 28 grant applications and CMRC have received 18.

Improving upon the wellbeing of our communities and the sustainability of our services

In collaboration with the CEO, we are developing a broad knowledge of competitors. This has allowed the CMRC to identify and develop our unique service delivery proposition, provide business intelligence and inform advice on implications for organisational outcomes and sustainability. This strategy sees me regularly attend industry functions, such as events and conferences, and provide feedback and information to the Board and Government on service trends with a view to develop new and improved services and strategies that better address the needs of communities.

My aim has also been to take ownership of client relationships whilst meeting customer expectations and satisfaction levels. These new collaborations have seen a consortium, in the form of The NSW Settlement Partnership (NSP) led by SSI. The NSP represents a unique and innovative settlement services delivery model and provides an opportunity for the CMRC to expand upon our service delivery to migrants, refugees and humanitarian entrants in the Northern Region of Sydney.

These business relationships have also allowed us to secure Philanthropic contracts such as the Magic Carpet and Going Home Staying Home. Staff have also delivered a suite of community education projects for Northern Region Medicare Local, Roads & Maritime Services and Donate Life.

These successes only reinforce our position within the sector and affords opportunities and potential for the next 12 months. I am extremely grateful to Management and staff for their flexibility, enthusiasm and sector knowledge and I look forward to a gratifying and rewarding 2016.

Board of Management





Executive

Warren Schweitzer
Chairperson

Safar Sarmed
Deputy Chairperson

Jason Guest
Treasurer

Olayide Ogunsiyi
Secretary

Nola Randall-Mohk
Staff Liaison Officer

Board

Ajmer Singh

Andrew Ang

Augustine Okereafor

Billy Cotsis

Hau Wong

Keith Hamilton

Muguntharajah Manickarajah

Susannah Tobin

Umaru Binneh Conteh

Vangu Kitoko

Staff



Staff

Melissa Monteiro	Executive Director
Dijana Mackic	Admin and Finance Coordinator
Nexhmije Shala	Business Development Manager
Linda Marsonet	Bookkeeper
Jayshree Pather	Admin and Project Support Officer
Elizabeth Mateo	Customer Service Officer
Wadiha Mouawad	Office Assistant

Department of Social Services - Settlement Grants Program - SGP team

Aurelia Rahman	Community Capacity Building Coordinator
Acuoth Acol	African Generalist SGP Worker
Alham Ashiq	Afghan SGP Worker
Arif Nabizadah	Family and Youth SGP Worker
Bahram Mia	Humanitarian Youth SGP Worker
Conscila Emilianus	Tamil SGP Worker
Dativah Nitsios	African Community Development Worker
Elizabeth Phillipysz	Burmese SGP Worker
Faiza Shakori	Generalist SGP Worker



Department of Social Services - Settlement Grants Program - SGP team

Florence Abera	Community Worker (resigned August 2014)
Hela Jaffar	Middle Eastern SGP Worker
Maame Afiriyie Agyei-Mensah	Events Coordinator
Mayor Makuei Cagai	Community Development & Support Worker SGP
Narayan Dhimal	Indian Sub-continent SGP Worker
Priscella Mabor	Community Settlement & Development Officer
Sharon Garrard	Events Coordinator
Aung Kyaw Htut Saw	Karen SGP Worker
Yuyang Su	Chinese SGP Worker



Staff



Northern Region Team

Chrysanthie Fernando	Community Access and Resource Worker
Faiza Shakori	Community Access and Resource Worker
Ji Hyun Kim	Community Access and Resource Worker
Zhenqian Feng	Community Access and Resource Worker
Yaqin Wang	Community Access and Resource Worker

MCA Youth Hub

Acuoth Acol	Youth Advisor
Amir Gholizadeh	Community Worker

Department of Family and Community Services – Early Intervention team

Norma Boules	Family CALD Worker
Biljana Kulic	Early Intervention Worker
Li Hua Chu	Early Intervention Worker (resigned October 2014)
Dativah Nitsios	Group Worker
Yasotha Pathamanathan	Group Worker (resigned August 2014)
Mastura Marial	Group Worker

CMRC Driving School

Sharokh Sobhani	Project Assistant
------------------------	-------------------



Department of Family and Community Services – African Sessional Support Project

Zoe Miller	African Sessional Project Coordinator
Imme Ilhure Nyangatom	African Sessional Project Coordinator (resigned April 2015)
Alice Utamuriza	African Sessional Worker
Annajuster Zahinda	African Sessional Worker
Elizabeth Gezahegne	African Sessional Worker
Firaol Tujuba	African Sessional Worker
Getahun Desta	African Sessional Worker
Gloria Marcella Johnson	African Sessional Worker
Hawanatu Bangura	African Sessional Worker
Ken Athian	African Sessional Worker
Naima Ahmed Abdullah	African Sessional Worker
Tabitha Ajak	African Sessional Worker

Department of Family and Community Services – Early Intervention team

Norma Boules	Family CALD Worker
Biljana Kulic	Early Intervention Worker
Li Hua Chu	Early Intervention Worker (resigned October 2014)
Dativah Nitsios	Group Worker
Yasotha Pathamanathan	Group Worker (resigned August 2014)
Mastura Marial	Group Worker

Multicultural Small Business Program

Anh Tuan Nguyen	Small Business Advisor – Vietnamese
Ghassan Elias Nehme	Small Business Advisor – Arabic
Joshua Kim	Small Business Advisor – Korean
Pham Xuan Khanh Nguyen	Small Business Advisor – Vietnamese (resigned June 2015)
Shiyong Li	Small Business Advisor – Chinese

Funding Bodies



Funding Bodies

Department of Social Services (DSS)

Family and Community Services - Community Services

Department of Trade and Investment

Crown Resort Foundation

Packer Family Foundation

Organ and Tissue Authority

Roads and Maritime Services (RMS)

Parramatta City Council

Holroyd City Council

City of Ryde Council

Ku-ring-gai Council

The Hills Shire Council

Bankstown Sports Club

Merrylands RSL Club

Supporting Agencies and Partnerships



Government (Federal)

Department of Human Services



Government (State)

Department of Attorney General and Justice –
Crime Prevention Division

NSW Police and Local Area Commands

NSW Department of Primary Industries

NSW Department of Education & Communities

NSW Emergency Services

Office of the NSW Small Business Commissioner

NSW Fair Trading



Health

NSW Refugee Health Services

Western Sydney Area Health Service

Transcultural Mental Health

Westmead Hospital and Centre for Newborn Care

Community Health Centres in Parramatta
and Holroyd

Health One

Relationships Australia

Cumberland Women's Health Services

New Horizons

STARTTS

Supporting Agencies and Partnerships



Educational Institutions

Marsden High School
Parramatta East Public School
Parramatta West Public School
Parramatta North Public School
Hilltop Public School
Granville South Creative Arts and Performing High School
Greystanes High School
Westmead Public School
Arthur Phillip High School
Holroyd High School
Parramatta High School
Granville TAFE Outreach
University of Sydney
University of Western Sydney
Macquarie University Department of Sociology and PACE
UTS

Employment

JobQuest
Break Thru Employment
Fitted for Work

Family Services – General

SIDS and Kids NSW
Kidsafe NSW
Carers and Parents Support Services
Holroyd Parramatta Family Support Service
St Anthony's Family Care
Ryde Family Support
Family Practice Institute
Rouse Hill Families Connect

Legal Services – General

Parramatta Community Justice Clinic
Macquarie Legal Centre
Legal Aid NSW

Networks

Multicultural Community Network (MCN)
Hills Multicultural Network (HMN)
Multicultural Advisory Committee for Family and Community Services
Holroyd CaLD Consultative Committee
Granville Services Network
Sydney Social Enterprise
African Workers Network

Corporate Partners

Commonwealth Bank of Australia
Maurice Blackburn Lawyers
Greater Western Sydney Business Enterprises Centre



Community Organisations / NGOs

Parramatta Mission
 Royal Life Saving Society- Australia
 Boronia Multicultural Services
 St Vincent De Paul
 Anglicare
 Together for Humanity Foundation
 Settlement Services International
 Harris Park Community Centre
 Wesley Mission
 Hills Community Aid and Information Service
 Auburn Diversity Services Inc
 SydWest Multicultural Services Inc
 Woodville Community Services
 Uniting Care Burnside
 Jesuit Refugee Services
 Western Sydney Community Forum
 Multicultural Enterprises Australia

Youth

Crunch Gym
 Western Housing for Youth
 Wentworthville Youth Centre
 Youth Off The Streets

Sport

Australian Soccer Referees Federation
 Football United
 Football Federation Australia

Ethno-specific Community Partnerships

Australian Korean Welfare Association
 Australian Asian Chinese Association
 Chinese Association of Social Service
 The Sikh Council of Australia
 Catholic Association of Sydney Tamils
 Association of Bhutanese in Australia
 Karen Youth Organisation
 Rwandan Association of NSW
 African Women's Group
 Afghan Australia Youth Network of NSW
 Tamil Women's Development Group
 Voice of Tamils

Volunteers



Migration Help

Amanda Kirkpatrick

CMRC Driving School

Sharokh Sobhani

Admin Support

Nitika Kohli

Settlement Grants Program

Ahilan Sithamparapillai
Amirjan Abdullah
Chandrika K Pasupati
Changzheng Song
Daqing Pan
Deepak Tiptur Krishnappa
Didar Zowghi
E'Ling Wong
Huimin Li
Hiroko Kawashima
Hongyuan Xu
Isabele Roe
Jean Marie Vianney Bishop
Jiaming Zhou
Jieying Li
Kasturi Shahane
Kedar Dighe
Keliang Wang

Settlement Grants Program

Kismat Ara Khanany
Lianfu Yu
May Jamil
Miaoling Shen
Mohammed Nasimul Haque
Mona Daryaei
Monica Sikas
Muguntharajah Manickarajah
Najeh Shadad Zadeh
Nasreen Mostafa
Nathalie Oram
Ominah Arsalah
Prathibha Shettigar
Quangen Zhang
San Bin Yen
Sarah Elsady
Selvaragee Ranganathan

Settlement Grants Program

Shahab Zowghi
Shian Liao
Shurong Yu
Shiting Yan
Shurong Song
Shuzhen Wang
Stephen Kalonda
Sujitharan Selvarajah
Wenjuan Huang
Wenying Feng
Xiulan Wang
Xiuzhen Xu
Ying Zhang
Youyu Yu
Yuqin Jin
Zhen Dong
Zhusheng Zheng



Early Intervention Project

Bharathi Malladi
 Carola Basten
 Chris Ligertwood
 Deepa Jayakuru
 Fereshteh Ashkiyouid
 Irene Dimaunahan
 Jeanice de los Santos
 Lakshmi Subbiah
 Melanie Thuraisingham

Early Intervention Project

Mitta Tamjidi Farahbakhsh
 Mounira Elghzali
 Nirmala Vannan
 Samira Ayan
 Samuel Ip
 Shahinoor Akhter
 Shalini Parameswaran
 Siok Choo Tan
 Soniya Kottanajli Bellan

Northern Region

Ann Coupland
 Charmaine Rajan
 Deepa Hebalkar
 Divya Jacob
 Janice Hoon
 Kathleen Doris Smith
 Lao Lai Lai Nuela
 Meenambigai Narasiman
 Yunjeoung Kwon



Settlement Grants Program



Aurelia Rahman
Community Capacity Building Coordinator

Settlement Services

The Settlement Grants Program (SGP) aims to increase clients' knowledge and ability to navigate and access mainstream services, promotes self-reliance and foster community connectedness for newly arrived migrants, refugees and humanitarian entrants. This is achieved through casework, referral and advocacy services, information sessions and workshops on life skills, education, training and employment, health, financial management, Australian law and legal system, housing and family relationships. Additionally, leadership development and tailored youth services are offered to emerging communities. Cultural awareness programs are also provided to mainstream service providers.

During the past year, CMRC's multilingual specialist support team continued to provide high quality services to the target groups, having a significant impact on the individuals and communities they are working with and enhancing social and economic participation.

Increased awareness of issues affecting refugee and migrant communities has been created in the wider community and relevant service providers became aware of various refugee groups, their settlement issues and learnt strategies to better engage with them.

During the 2014-2015 financial year, there were over 3,700 instances of service for clients with more than 8,500 referrals made to relevant and appropriate services. Over 4,200 newly and recently arrived migrants participated in support groups and other activities organised by project workers.

During the past year, a great number of issues were identified and addressed by the team through casework, group activities and community development initiatives. These issues included: English language proficiency, lack of affordable and appropriate housing, social isolation, gaps in education, pre-arrival torture and trauma, depression, housing & tenancy, civics & citizenship, driver safety, barriers to employment, recognition of overseas qualifications, Australian work culture and local experience, legal issues, safety and violence prevention, budgeting and financial assistance, understanding Australian culture and systems, understanding Australian history, the system of governance, the role of the three tiers of government, system of values and financial management concepts, family relationships, inter-generational conflict, accessing mainstream services and programs as well as support with community development and sourcing of funding for projects that assist with building the community capacity to address their own issues.

The SGP team works with the wide range of mainstream, community, government and private agencies to enhance their knowledge and understanding of the experiences of people from refugee and migrant backgrounds. This is done through educating and raising awareness about the diversity of the community and working with various service providers on strategies to increase access to services and programs for people from CALD backgrounds.

CMRC convenes the Multicultural Community Network and the Hills Multicultural Networks. The SGP workers participate in key regional multicultural networks, interagencies, forums and service planning committees to provide input and feedback from the communities they represent.

Below are highlights of the projects that the team has initiated, developed and implemented during the 2014-15 financial year.

Settlement Grants Program

Generating Leadership

Leadership and Volunteer Training Programs.

The objectives of the trainings were to equip participants with knowledge and understanding of what it means to be a volunteer, settlement services, needs and issues of communities, how to work with individuals and how to make effective referrals to relevant services.

Understanding Budgeting and Financial Accountability

training sessions in partnership with Anglicare for community leaders from new and emerging community organisations in order to increase their understanding of financial accountability, transparency and governance.

Presentation Skills Training is another partnership project with Anglicare which equips community members with knowledge and skills on how to present information about issues of concern to themselves and their communities.

Leadership Skills training was conducted during November 2014. This highly popular training program focused on understanding leadership within the community context, styles of leadership, communication skills, advocacy, and networking. The course has provided the participants with the tools to understand how best they can assist their communities and provided educational pathways into TAFE to study community welfare. This project was a joint partnership with Anglicare and Granville TAFE Outreach.



How to Get that Grant training sessions were run in partnership with Anglicare to assist leaders from small and emerging community organisations with project planning in direct response to identified needs, developing work plans and sourcing funding from funding bodies. A total of 27 community minded participants took part in this theoretical and practical training.

Governance training for CALD communities was held in partnership with Anglicare. 35 participants from various CALD communities attended the training including African, Chinese, Sri Lankan Tamil, Arabic Speaking communities, Afghani, Iranian, Bhutanese and Cook Islander communities.



Settlement Grants Program

Activation of Enterprising Communities (through Digital Media & Cultural Connections)



Dishing Up Diversity! Digital Storytelling. This photo essay series provided a joyful visual narrative of refugee women from Western Sydney exploring the diverse journey of food, from shopping at the local spice shop, to the kitchen, to cooking and the final serving of the meal to the family. These women have collectively found their own way to resettle into the western mainstream society where culture is the security blanket that provides comfort and continuity as they negotiate a foreign language and foreign unwritten rules about how Australians operate on a daily basis. Three diverse communities were chosen: South Sudanese, Bhutanese and Afghan Hazara - all well versed in traditional cooking from their respective home countries, all sourcing local and imported ingredients and all modernizing their recipes to suit the new generations' tastebuds and their cooking environments. The photos and recipes were then produced as Recipe Postcards and their sales generated income for the women. Photographer/facilitator-Lisa Hogben





Create Proof! Program
**Award Winner at
ZEST 2015 Awards**
Outstanding Use of Technology
by a Not for Profit Organization

Settlement Grants Program



Lost & Found: The Case for Courage:

Photo Essays. Refugee participants were interviewed and then photographed alongside items which represented what they have lost having fled their home country or have found following their arrival to Australia. Stories of bravery and courage surfaced from this essay series and reflections about their recovery following experiences of great loss. Participants came from Palestine, South Sudan, Afghanistan, Iran, Burundi and Zimbabwe. Photographer/facilitator- Lisa Hogben



Seeing Summer! Engagement project with Afghan and South Sudanese youth, to participate in a photographic digital storytelling project during summer holidays in January 2015. The participants went out on photographic excursions with their smart phones, documenting their daily lives and exploring areas of Sydney outside their regular radius such as the Inner West, beach and Blue Mountains - and then helped curate the photos for exhibitions held in January. The Afghan Exhibition was also followed by a Youth Forum exploring issues relating to identity, faith and culture. Photographer/facilitator-Conor Ashleigh.

Activation of Enterprising Communities (through Digital Media & Cultural Connections)

The End to Domestic Violence:

It Starts With Us. A student driven project initiated and facilitated for National Youth Week 2015. Using the medium of photography, film and social media, the portraits in this series represent the thoughts of young people around the issue of Domestic Violence and items they believe can serve as an escape or defence against it. Photos and film were all shot by the students who had creative control over the project. The photos and films were sent across multiple social media platforms to create greater awareness. A core group of 15 young people from diverse backgrounds were involved in this project.

The project as a whole aimed to ignite conversation and awareness around the issue of Domestic Violence amongst high school aged students with the view to use this as a platform to run advocacy training around the issue for captains, prefects and student representative bodies for schools in Sydney's West and essentially serving as an early intervention tool.



Settlement Grants Program



Youth

RAW (Ready, Arrive, Work)

is a transition and orientation program for students and engagement program for parents to look at education and employment pathways for at-risk refugee students. CMRC is represented on the RAW Steering Committee alongside State and regional partners from the Multicultural & Refugee Units of Department of Education and Training. Three RAW programs were run in the past year to provide orientation to students to services in the area with a focus on employment and further education pathways.

Schools First! Project (Highly Commended at ZEST 2015 Awards) - Linking emerging communities and their children with local schools and resourcing schools, Refugee Transition Unit Programs and support staff such as Community Liaison Officers. Highlights include: for Refugee Week this year students from Arthur Phillip High School and Granville South Creative Arts and Performing High

School participated in Walk & Talk Tours of refugee & asylum seeker journeys and through the Lost & Found: The Case for Courage Photo Essay Exhibition.

A youth mentoring program has been developed following the success of the weekly Breakfast Club at Granville South High School. Bicultural and intergenerational issues continue to be addressed through casework and arts/sports programs initiated at the schools such as: parental understanding of education and career options for their children, depression, peer pressure, social media awareness, dating, negotiating consent, bullying, supervision, discipline, homework supervision and religious and cultural tolerance.

Open Access (DJ) training workshops in partnership with ICE were run weekly to engage young people in activities that they like, make new friendships, exchange stories and ideas and make links to services.

Employment, Education and Training

Ready! Set! Work! Employment Mentoring Assistance Program

is a bilingual face-to-face & email mentoring program. The project is aimed at newly arrived clients – particularly from the Afghan, Iranian, Iraqi and Tamil backgrounds. Over 80 clients were assisted with developing their communication, computer, cultural skills in overcoming barriers to entering the Australian labour market. The program also provided cultural competency training for those moving into the community sector.

Afghan Cooking Safety Program was run for 3 months this year. In partnership with NSW Fire & Rescue. Twelve (12) young men learnt cooking and fire safety skills. The participants

were Afghan men who mainly live in share accommodation with no family member in Australia and culturally they have never previously been taught any skills in the kitchen. This program skilled them in basic healthy, low cost, easy to make recipes. It also gave them information on how to prevent kitchen fires.

Multicultural Citizenship Program was run for 3 months this year in partnership with Auburn Library. Over 10 communities registered for this very popular program which provided training in preparation to sit for the Citizenship test.



Settlement Grants Program



Employment, Education and Training

Bake & Make is a community development project which aims to benefit unemployed women from refugee and asylum seeker backgrounds by providing them practical training, skills and knowledge to gain employment or to set up small businesses. A number of baking sessions were held with women from CaLD backgrounds at Granville South High School. Participants learnt to bake a variety of sweets and cakes in these sessions. The next stage of the project is training the participants in food handling and WHS, as some women have expressed interest in opening their own social enterprise or small business ventures.

Kite is Life Project is a social enterprise project with newly arrived refugees registered with CMRC as kite artists. The project runs interactive workshops - demonstrating the art of kite making,

storytelling about the history of kite making from Afghanistan, the bond it creates between parents and children and the infamous Kite Fighting competitions. This past year the artists have worked at festivals including Parramasala and the Parramatta City Council's School Holiday program.

Planning Career Pathways sessions were held in partnership with TAFE and STARTTS during the past year. Clients were referred and introduced to farming work at Richmond gardens.

Four **Job Readiness workshops** were held with over 60 people participating. The workshops addressed pathways to employment especially issues pertaining to those who have barriers in accessing further education and employment.



Settlement Grants Program

Sports & Health

New Frontiers - Intercommunity engagement program targeting recently arrived single males with disengaged and isolated young males from exiting refugee cohorts. Engagement began with a series of activity based on Meet and Greet programs such as fitness, gym, circuit/rehab sessions at our partner gym, Crunch Fitness, then team sports (soccer, cricket, wrestling). Up to 20 youth attend these weekly classes and later participated in the wrestling program at Parramatta High School and in the South Asian Cup Football Tournament.

South Asia Football Cup Tournament!

was a 3 month round robin tournament with 8 key communities given the opportunity to participate: Karen, Afghan, Iranian, Tamil, Nepalese, Bhutanese, Turkistani and Pakistani. 140 clients registered to participate and 6 volunteer coaches. Every Saturday, families, leaders and community members gathered which has helped facilitate linkages with other services CMRC can offer their communities and associations. Single male arrivals and unaccompanied minors have been the key target cohorts for this project as an extension of the early intervention work done with the young men through New Frontiers! engagement program.



Fair Go Futsal - Indoor Soccer at Sydney Olympic Park.

As part of the New Frontiers! Program, participants from the gym registered for a 2 month Futsal tournament. Before each match, employment surveys were distributed and a talk given about employment and further education pathways.

Swim For Life Program was delivered in partnership with the Royal Lifesaving Society of NSW, Aquatic Safety and Training Academy. Over 200 clients participated in the 10 week program (swimming/safety classes and CPR training) which were held for the following communities: Afghan, Iranian, Chinese, Tamil, Indian Subcontinent at pools in Lidcombe, Granville, Seven Hills and Fairfield.

Following the film shoots and interviews with two of our key swim group graduates Tamil and Afghan, the Swim For Life Film has been completed and launched. The feedback from the film was overwhelming, as the age range who participated in the program from 17 years Afghan male youth new arrival, to a 74 year old Tamil lady and the confidence levels of the participants were evident in this short film.

Cancer in Focus. A project in partnership with the Cancer Institute which coordinated a series of focus groups with communities, looking at their understanding of cancer, risk behaviours, preventative measures, available treatments and assistance available in hospitals in regards to culturally sensitive therapeutic practice.



Fishing, Water Safety and National Park and Wildlife Rules.

This workshop for the Karen community was held in partnership with STARTTS, ADSI and FMRC. The workshop was held in Ku-ring-gai Chase National Park on 25 October 2014. Over 60 people participated. This informative workshop included safety information and tips when fishing and hunting on public land in NSW. Officials from NSW Department of Primary industries, NSW National Parks & Wildlife Service, NSW Surf Life Saving and Recreational Fishing Alliance of NSW conducted this workshop.

Pink Saree Mother's Day. More than 60 Tamil women participated in this breast screening awareness project. It was a real eye opener for Tamil women to break the barrier and talk about cancer. Twenty five women registered their names for free breast screening.

Health and Wellbeing Education Programs were organised for clients from the Indian Subcontinent. The program focussed on dental health, as well as having a balanced diet in order to improve the health and wellbeing of all age groups. The aim of organising the program was to instil good eating habits at home in order for children to learn these habits from parents.

Settlement Grants Program

Breathe A New Life Project

During 2014-15, CMRC has been successful in applying for and receiving funds for a project to promote the need for and importance of “Organ and Tissues Donation” in saving lives. This community engagement strategy aims to raise the awareness of “Organ and Tissues Donation” in CALD communities, especially Arabic, Chinese, Indian subcontinent (Hindi speaking), Nepalese, Bhutanese, Sri Lankan Tamil communities living within the Western Sydney area.

Through targeted community education campaigns and soft entry programs, the project promoted the project to members of the various communities. These strategies were underpinned by ongoing education and information sessions that addressed public myths and religious, cultural and social concerns.

During 2014-15, eighteen (18) information sessions were conducted for the target groups in the MRC catchment area which created great awareness about this topic and also helped dispel some of the myths associated with this issue.

Ten Community Champions were identified who undertook to spread the word about the importance of organ and tissue donation. The Champions are keen to continue the work started beyond the life of the project and keen to have the conversation within their own families, community groups and the wider community to spread the ethos of Donate Life.



Community Learning Circle

The Community Learning Circle is coordinated by CMRC in partnership with Families & Community Services and other community service providers in Western Sydney. The project continues to provide an opportunity for people from various communities, community services and other service providers to meet and discuss issues relating to child protection and the wellbeing of children, young people, their families and communities.

Over 150 people, from a variety of cultural backgrounds, participated in the Learning Circle during 2014-15, including service providers and community members from Afghanistan, Iran, Sri Lanka, Sudan, South Sudan, Liberia, Sierra Leone, Iraq, Bhutan, Nepal, India and China.

During this financial year the Community Learning Circle met two times to discuss the following topics: **“Creating and Fostering Harmonious Family Relationships”** hosted by Auburn Diversity Services and **“The Effect of Family Violence on Children”** hosted by CMRC and Anglicare. Somali, Sierra Leone, Egyptian, Ethiopian, Burundian and South Sudanese community members attended.

The sessions focused on child protection, how to better support families and children, overcoming barriers to accessing services, roles and responsibilities within the family, intergenerational conflict, and effective communication strategies.

Forums & Events

Community Services Expo – held at Parramatta Centenary Square in November 2014 brought together over 40 services that showcased information on services and programs they deliver. This was a partnership project stemming from the Multicultural Community Network and spearheaded by the MRC's capacity building project. The project partnered with White Ribbon to create awareness about domestic and family violence. Over 1000 participants attended the day and engaged with services and enjoyed vibrant cultural performances.

Creativity Unleashed Arts Expo - Refugee/ CaLD artisans were mentored and then registered to participate in this showcase event at Parramatta Town Hall. Offering opportunities to show their arts practice such as painting, designing textiles, weaving), sell their work and network with other micro-businesses in order to expand their ability to market their work.



Settlement Grants Program

Forums and Events



Multicultural Exchange Program

was held in partnership with the African Women's Group. This program attracts many women from CALD backgrounds. This year they boarded the bus to the Maitland Hunter region. Cultural exchange activities included: storytelling, music and dance, sharing experiences and food from different cultures. This is a capacity building program that breaks the barriers of social isolation for women from various cultural backgrounds.

Karen Settlement and Community Service Workers Forum

was organized to discuss and evaluate the progress and challenges of the settlement issues of Karen communities across Australia. The forum provided opportunities for participants to discuss and develop friendships and enrich their knowledge and experiences.

50 members of the Karen community participated in **Bathurst200 Heritage Week** activities organised by Bathurst Regional Council in May 2015.

International Women's Day celebrations were held in Parramatta, Holroyd and the Hills areas. These events brought together hundreds of women from the local areas to share their stories and experiences, listen to music, participating in dancing and in general enjoying a relaxing day full of fun and activities.

Standing Together Project - a community engagement forum where community and religious leaders from various faith communities came together as one in response to the incident at Martin Place during the Sydney Siege in December. Over 50 community leaders, members and school students came together to listen to messages of unity, multiculturalism and tolerance, aiming to strengthen community bonds.

Celebrating Cultural Experiences – This was a cross cultural awareness community event held at Castle Hill Community Centre in June 2015 to celebrate the diversity and richness of cultures and cultural celebrations in various communities. Cultures showcased were Chinese, Korean, Afghani, Iranian, Indian, Indonesian. The event was attended by close to 300 people.



Settlement Grants Program



Support groups for the
Tamil, Iraqi, Indian subcontinent,
Afghan, Iranian and African
communities



Support Groups / Community Gardens

CMRC continued to support and resource a great number of support groups for the Tamil, Iraqi, Indian subcontinent, Afghan, Iranian and African communities. These support groups focus on self knowledge, access to services, healthy relationships, women's and men's health issues, self development, IT training, sewing, gaining skills and building confidence and self esteem.

The Chinese Community Garden

has gone from strength to strength since its beginning in June 2012 at Wentworthville Community Garden. Participants' knowledge and skills have been enhanced by regular Horticulture Gardening Workshops.

Harris Park Community Garden

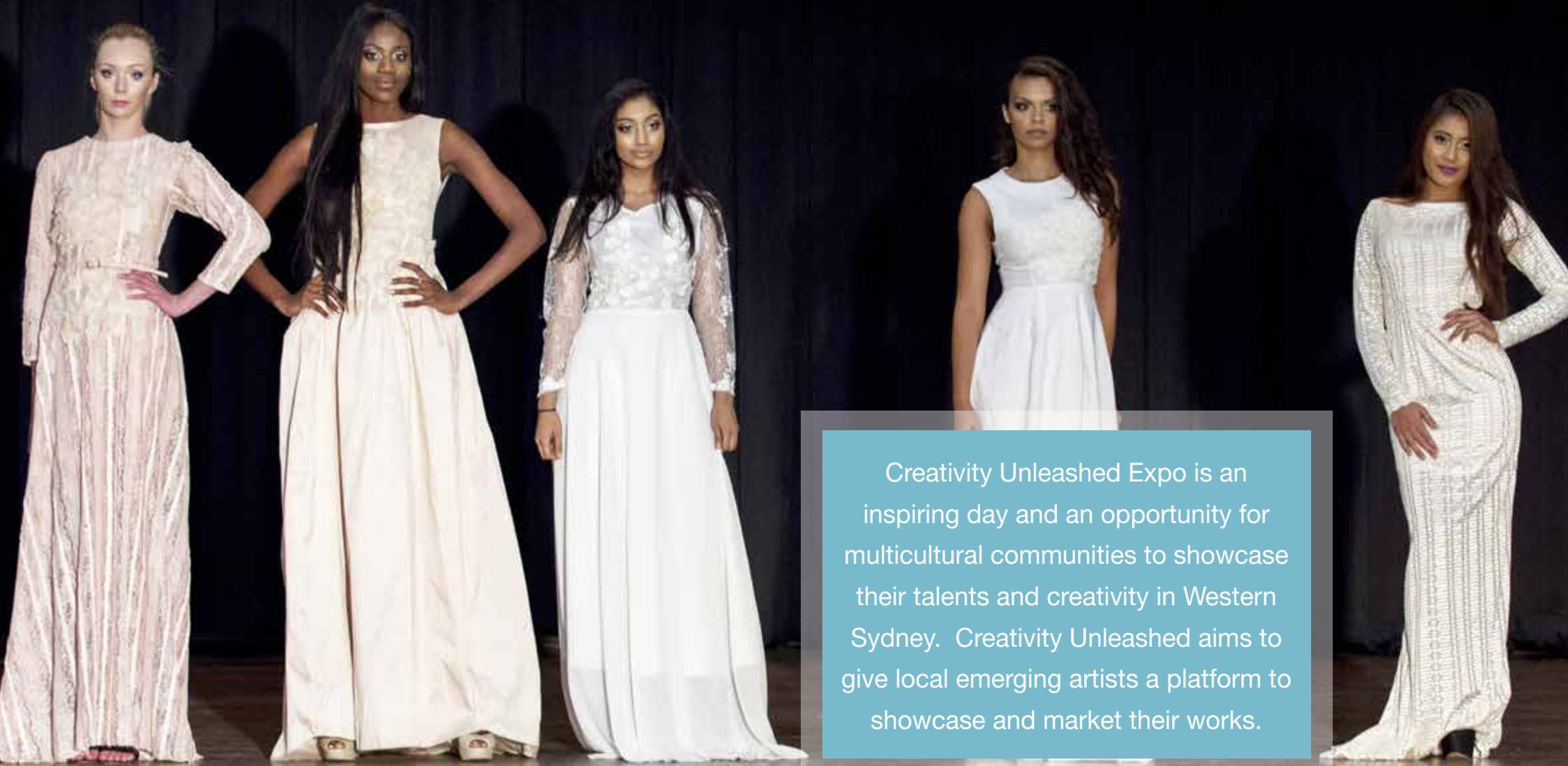
is supported and resourced by members of local communities and CMRC. This garden engages positively with local members of the community and is a way to provide social interaction and networking together with skills and techniques in gardening.

This would not have been possible without the ongoing support and direction from Melissa Monteiro, our Executive Director, who also inspires us with her passion and spirit of fair mindedness. Thank you also to the dedicated Board of Management.

The support of the Admin and Finance hub has been essential in ensuring the smooth running of various aspects of the projects and would like to sincerely thank Dijana Mackic, Jayshree Pather, Elizabeth Mateo and Wendy Mouawad for their unwavering support and assistance throughout the year.

On behalf of the team, I would like to extend our sincere thanks to a multitude of services and agencies without whom we would not have been able to deliver such great outcomes for our communities and clients. We value the partnerships that have grown and blossomed over the past year and look forward to strengthening these all important relationships.

Creativity Unleashed Expo



Creativity Unleashed Expo is an inspiring day and an opportunity for multicultural communities to showcase their talents and creativity in Western Sydney. Creativity Unleashed aims to give local emerging artists a platform to showcase and market their works.

Over 500 people attended the Expo this year

The event featured over 30 exhibitor stalls with refugee and migrant artists sharing the spotlight with seasoned professionals such as TIME Magazine cover Photojournalist Lisa Hogben and acclaimed photographer Louise Whelan whose recent exhibition **African/Australians** featured at Customs House.

During the year, women from various cultural backgrounds have learnt skills and created craft that was showcased and marketed at this expo. This was made possible with financial support from Parramatta City Council through their community grants program.

Afghan calligraphers & kite artists, Karen (Burma) textile designers, Iraqi cake designers, women's craft group, South Sudanese henna artists, plus baking, dumpling making and origami workshops featured at this Expo.

Creativity Unleashed is looking attracted visitors and tourists to Parramatta with the help of event supporters such as Parramatta Artists Studio and Parramatta City Council.

The Expo also featured a Hijab Fashion Runway – First ever Hijab fashion runway in Parramatta. This segment showcased innovative and provocative designs featuring fashion designers from Syria to Somalia. Over 500 people attended the Expo this year.

The Expo was opened by the Lord Mayor and attended by local Member of State and Federal Parliament.

This event also provides opportunities for emerging artists to network and receive valuable business advice from more experienced local artists. The expo featured a number of young people from a range of diverse backgrounds and experiences. Some have received professional training in their craft, others are self taught.



Northern Region Services Report



Aurelia Rahman
Community Capacity Building Coordinator



Promoting social and economic participation in the Ryde and Ku-ring-gai local government areas

The Northern Region Services Program has consolidated its partnerships and promoted social and economic participation in the Ryde and Ku-ring-gai local government areas. A small but dedicated team of specialist Access & Resource Workers assisted Afghan, Iranian, Korean, Chinese, Sri Lankan, Indian, Pakistani and other Indian Subcontinent newly arrived communities with a broad range of settlement information and referral programs, community development initiatives, parenting, youth support groups and cross cultural awareness training.



The Northern Region has traditionally played host to a wide number of migrant communities over the years, however over the past 18 months the area has received a large influx of young male refugees and unaccompanied minors. This has created an opportunity for the Centre to address a myriad of issues affecting those who have arrived from war torn countries with no parents or other family and social support networks. By working closely with key service providers in the area such as City of Ryde Council, Marsden High School, Marist Youth Care, Northern Sydney Area Health Service, NSW Police and Eastwood LAC, a new collaborative framework has been developed to address integration and resettlement in these sprawling, diverse and increasingly high need catchments.

Northern Region Services Report



Mental Health and Wellbeing

Mental health and wellbeing has been a focus of client and group work, with successful partnerships with Northern Sydney Medicare Local, City of Ryde and Ku-ring-gai Councils. Mental health workshops were held with Korean families and a White Ribbon Day event with community leaders in November 2014. Supporting intercommunity events and forums play a key role in fostering social cohesion and reducing racial discrimination. Key events were recognized such as Refugee Week and inclusive programs such as Go4Fun, the Granny Smith Festival, and the Make It Happen! International Woman's Day event with City of Ryde Council and Ryde Local Area Command.

Looking at the health and wellbeing of refugees and asylum seekers

Freedom From Fear Conference

CMRC was proud to partner with Macquarie University, RACS and Amnesty International in presenting the **Freedom From Fear Conference** on 12th October 2014. Freedom From Fear looked at the health and wellbeing of refugees and asylum seekers post-arrival, support services assisting resettlement and a showcase for some of our social enterprise projects that promote social and economic participation of all new arrivals. Treehouse Theatre also performed and a panel discussion was held with government representatives including Labour Senator Sam Dastyari and Greens Senator Lee Rhiannon. This was a youth led conference, following mentoring support given to a Pakistani female student as conference director, and included a working group of youth from Macquarie University.



Northern Region Services Report

Transition To School Program

TTS seminars are held twice a year for families of children starting primary school the following year. The seminars were aimed at families who are new to the country and are unfamiliar with the Australian education system. Each seminar addressed the issues faced by particular CaLD communities in the Ryde LGA, so that families from these ethnic groups can receive information in their own language and make informed choices about their children's schooling.

The TTS seminars are a collaborative effort between CMRC, City of Ryde Council, Good Beginnings Australia, Relationships Australia, STaR Foundation, Chinese Christian Community Services Centre & Ethnic Childcare, Family & Community Services Cooperative.

Bake & Make Project

Bake & Make Project helped build community capacity and created opportunities by empowering women from disadvantaged refugee and asylum seeker backgrounds to get into small business management, further education or employment. It was designed to instil a sense of entrepreneurship in these women by encouraging them to take initiative in setting up their own business or gain employment through attaining practical knowledge, skills and peer and community support. Upon graduation, two participants decide to start a small business together: a cupcake shop.

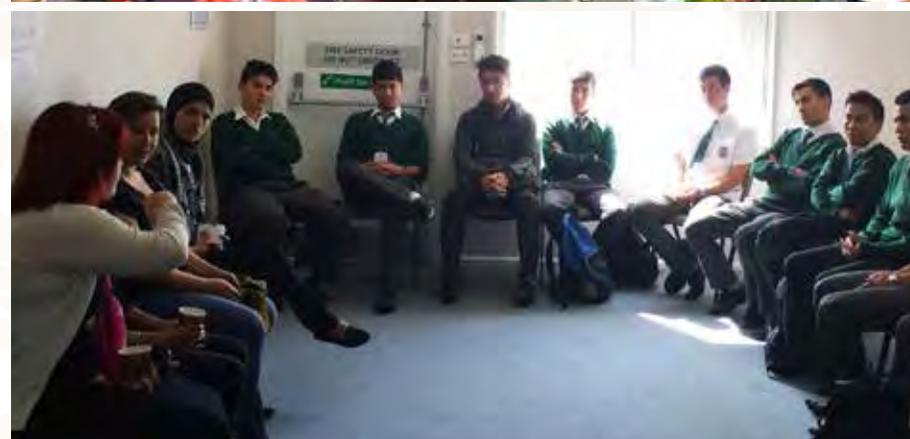


Looking at the health and wellbeing of refugees and asylum seekers

Beyond Settlement

Beyond Settlement: engages with Afghan and Iranian youth and unaccompanied minors. The initial stage of this project was to engage youth through Meet and Greet BBQs and soccer at Marsden High School every week. The second phase of the project aimed to encourage youth to participate in dynamic and beneficial activities within the community to improve their social skills, fitness, communication skills and rebuild their sense of security and trust. The third phase of the project involved a partnership with Street Works. Over two terms, the students at Marsden HS and IEC, participated in self defence classes. Through these interventions in Beyond Settlement, CMRC aims to deliver information on key settlement topics such as education pathways, mental health issues, resilience building, communication skills, social skills building, homework assistance and employment.

We also ran the Ready Arrive Work! (RAW) Program in partnership with the Dept of Education and Communities, and JobQuest. A transition to work and further education program, which saw the students start to think about a future beyond their school years.



Northern Region Services Report



Timeout (Subcontinent Women's Group)

Timeout (Subcontinent Women's Group) helped participants to socialise and network and thus overcome feelings of isolation & loneliness. They also share their culture through dance and craft with the wider Australian community by participating in large scale community events. While learning new crafts such as flower making, producing pencil holders using recyclable materials & card making are undertaken at the group meetings, the ladies are encouraged to share their talents by teaching these skills to other members of the group. The group also participated in a number of life skills information sessions on recycling, energy efficiency, personal safety, nutrition & parenting.

Other activities delivered during the past financial year included fitness and relaxation classes, parenting workshops, English and social inclusion classes, International Women's Day events in West Ryde and Lindfield, Harmony Day events and much more.



Helping participants to socialise and network and thus overcome feelings of isolation & loneliness.

Early Intervention and Perinatal Project



Nexhmije Shala
Business Development Manager



There have been an increasing number of EIP programs which have been expanded to local schools (Westmead PS, Parramatta East PS, North Parramatta PS, Parramatta West PS, Darcy Rd PS, Rydalmere PS) and libraries (Parramatta Library, Guildford Library and Dundas Library).

Children in school age settings, learn through engaging with their environment in multiple ways. Apart from playgroups number of early literacy programs, parenting programs, road safety programs and child development programs among others were facilitated in the past year.

Play is the natural way for children to explore and develop skills and schools are in an excellent position to support children's learning through engagement and interaction in a socio-cultural setting. Play is instinctive, voluntary and spontaneous. It gives satisfaction and a sense of achievement. Children's play is purposeful and meaningful and promotes physical, cognitive, emotional and social development. Negotiated use of school facilities are assisting in realising this important form of learning.

Other Capacity projects included Peri- Natal Support services (Antenatal classes, Parenting support classes), Annual CALD Parental Conference, Readiness to School Programs, Paint Parra Read early literacy program and Positive Parenting Program (Triple P).

All Early Intervention programs target 0 – 8 years of age children and their carers. These programs are aimed at strengthening community capacity, are outcome focused, use solid evidence based practice and performance frameworks. Using a strength-based, child-centred approach, staff aim to build upon already established programs and activities by engaging, promoting, intervening early with CALD families. These 'soft entry' Prevention and Early Intervention Programs are premised on the idea that acting early to stop a problem escalating, offers more cost effective social, economic and environmental outcomes.

In 2015-16, the CMRC Early Intervention and Perinatal Team provided programs in Holroyd and Parramatta LGAs affording;

**6 weekly supported
playgroups
= 1478 clients**

**Parenting
Programs
= 304 clients**

**Family
Worker
= 1047 clients**

**Community
Capacity
= 334 Families**

**Partners and
Networks
= 15**

**Volunteer
Home Visits
= 60 families annually**

Early Intervention and Perinatal Project

Over the past year, the team has seen an increasing demand for early Intervention programs. These demands have seen an increase in one on one case management and referrals. Through this work practice, evidence that removing systemic barriers and implementing a comprehensive set of promising and proven strategies, practices and programs can empower families, even those in the most difficult circumstances.

The CMRC Early Intervention Team, in consultation with other local agencies is currently developing other early intervention opportunities. This has required staff to seek out and actively manage key internal and external stakeholder relationships based on open and regular discussions and feedback, ensuring effective interface between program development, planning, service design, issue identification and client engagement.

One program that is part of a year-round mission at the CMRC to encourage children's literacy is 'Read with a Mate'. This is a partnership project among CMRC, Parramatta City Council, Holroyd City Council and Parramatta Eels. The program focuses on encouraging fathers and father-like figures to read and engage with their children, learning about early literacy and brain development and the important roles fathers play in their child's development. Projects like this lay the foundation for building a partnership between community stakeholders that is ongoing and sustainable.

'Read With a Mate' is 2015 Zest Award Winner in the category of Exceptional Partnership Across the Region.

Strong partnerships can:

Strengthen social capital in the community through the building of trusting, respectful and sustained relationships

Avoid unnecessary duplication

Provide opportunities for people to learn from each other and share resources and skills

Ensure efforts are grounded in community realities and relationships (Roehlkepartain, 2007)

The CMRC recognise that these partnerships are strategic as they aim to better share sector resources, develop social capital in clients, break the duplication of service delivery, provide crisis and transition responses, complement existing joint case management plans and respond more flexibly to client's often complex needs. The combining of wrap-around service delivery with 'hubbing' EIP services where families can access a team of Early Intervention support workers with distinctive areas of specialised expertise, provides an effective model for sustainable and effective suite of support services especially those within disadvantaged communities.

All programs continually target under resourced new and emerging Sri Lankan, Indian, Afghan, Iranian, Iraqi and African communities and CMRC recognises the hard work and resolve by all staff.

The Early Intervention team continue to also facilitate the successful Annual Perinatal Conference held at Westmead Hospital. This partnership aims to bring together national service providers with an aim to improve the wellbeing of CALD women seeking perinatal and associated care and to explore maternity and cross cultural perspectives in motherhood.



African Support Workers Project



Zoe Miller
African Support Workers Coordinator

During 2014-2015 the African Support Workers Project, funded by Family and Community Services, continued to consolidate its service delivery throughout NSW. The project which is based at Community Migrant Resource Centre aims to address issues related to communication, assist in assessments and investigations to ensure constructive and appropriate interventions and case plan implementations with African families.

The state-wide project employs 10 Cultural support Workers that support Family and Community Service caseworkers with cultural and language support when working with African clients from various target communities; Burundi, Congolese, Ethiopian, Eritrean, Liberian, Rwandan, Sierra Leonean, Somali, and South Sudanese.

Requests for service were delivered to all metro regions of Sydney including Central, Eastern, Western, Northern and South Western.

During the past financial year promotion of the project continued through presentations to various Community Service Centres, Brighter Future partners, and community partners. Promotional presentations were held across the Metro, Central, Eastern, Northern and Metro South Western regions of Sydney.

Some of the significant outcomes for the project include:

- Improved communication in trust building between caseworkers and clients.
- Improvement in the provision of cultural and language information support services to Community Services (including the Joint Investigations Response Unit) and Brighter Futures caseworkers.
- Improvement of family interventions, linking Community Services' caseworkers with community contacts and support services available to Multicultural families.
- A more positive engagement between Multicultural families and Community Services and Brighter Futures caseworkers.
- Increased knowledge about Child Protection legislation in Multicultural communities through community education programs delivered by the project.
- Increased consensus in case planning between Community Services caseworkers and Multicultural families.
- Decreased negative perception about Community Services role and work in Multicultural communities.

The main communities supported though this service were; South Sudanese, Burundi and Sierra Leonean.

Over 100 families and community leaders attended the Community Information Sessions. These sessions increased knowledge and understanding of the role of Community Services and the statutory Child Protection system in Australia amongst Multicultural communities.

Topics discussed were:

- Understanding Child Protection in Australia
- The Role of Community Services
- Role and responsibilities of Parents and Children
- The difference between Child Abuse and Child Discipline
- Building strong family relationships in Australia

The Community Learning Circle is coordinated by CMRC in partnership with Family and Community services and other community service providers in Western Sydney. The project provides an opportunity for people from Culturally and Linguistically Diverse communities, Community Services and other government and non-government service providers to meet and discuss issues relating to child protection and the wellbeing of parents, young people and children.

During this financial year there were two Community Learning Circles and an African Community Forum. The following topics were discussed: “Creating and Fostering Harmonious Family Relationships” hosted by Auburn Diversity Services and “The Effect of Family Violence on Children” hosted by Anglicare and CMRC. Somali, Sierra Leone, Egyptian, Ethiopian, Burundian and South Sudanese community members attended.

The African Community Forum had over 40 attendees and was held in partnership with Fairfield Family and Community Services, Fairfield Migrant Resource Centre, Legal Aid, Uniting Care. African community leaders and members attended to discuss “The Statutory Child Protection System in Australia” and “Child Protection as a Community Responsibility.”

I would like to thank the African Support Workers for their ongoing commitment to their communities: Amer Achiek, Amou Job, Annajuster Zahinda, Emmanuel Misfari, Firaol Tujuba, Hawanatu Bangura, Ken Athian, Raphael Manirakiza, Rebecca Ziga and Tabitha Ajak. Thanks to all CMRC staff for their assistance.

Thanks to the project Reference Group for regular meetings and advice: Ozen Cemali, Fatma Mohamed, Taf Mugadza, Tina Gilliard, Suresh Prasad and all our community partners who have assisted with all our African families and children.

Small Biz Connect Multicultural Advisory Service



Nexhmije Shala
Business Development Manager



The Small Biz Connect Multicultural Advisory Service is funded for 3 year through the Department of Trade and Investment, Regional Infrastructure and Services – Office of the Small Business Commissioner for the provision of business advisory services.



The **Small Biz Connect Multicultural Advisory Service** provides a quality, personalized and highly subsidized Business Advisory program for Arabic, Chinese, Korean and Vietnamese small businesses in Greater Western Sydney.

This program is a practical, government-funded program that links experienced CMRC Business Advisors with small business operators who want a culturally personalized client centered focus, local community knowledge and know-how and face to face mentoring support.

The CMRC MultiCultural Small Business Advisory Service is also a part of the National Business Advisory Network, created by Government especially for small businesses to reach their potential.

Small Biz Connect Multicultural Advisory Service



Through the Small Biz Connect Multicultural Advisory Service, the CMRC Staff provide expert advice on managing your small business, access face-to-face support and develop key business skills. We also assist existing small businesses that want to grow, expand, sell, succession plan or improve their overall business plans.

We provide self-help tools and resources and mentoring options to businesses



Business Advisory Services are one-on-one business consultation with a trained facilitator experienced in all matters related to starting and growing a small business. We offer mentoring options, access to business skill training on all aspects of operating and commencing a business. We also provide self-help tools and resources including local community linkages.

Small business operators speaking Arabic, Vietnamese, Mandarin, Cantonese and Korean located in the Auburn, Bankstown, Blacktown, Blue Mountains, Camden, Holroyd, Liverpool, Campbelltown, Fairfield, Hawkesbury, Parramatta Penrith, The Hills, Wollondilly LGAs are eligible to access our services.

Social Enterprise Projects



Jayshree Pather
Admin & Support Project Officer



Community Migrant Resource Centre is continuing to deliver several successful Social Enterprise Initiatives that provide valuable services to population segments in need located primarily in the Greater Western Sydney LGAs surrounding Parramatta. The Social Enterprise projects aim to create community partnerships that enhance social cohesion, build capability through skills development activities and also provide employment pathways whilst promoting self-reliance, independence, building self-esteem and confidence.

FairGo Driving

FairGo Driving, is one of the social enterprise projects of the Community Migrant Resource Centre that assists individuals who are unable to acquire their NSW driving licence in an affordable manner because of their circumstances. The focus of the project is on women and young people to enable equal access to jobs, services and employment opportunities.

Driving lessons are provided by a dedicated and experienced licensed driving instructor. The program on average provided 20 lessons per week. Interestingly, females constituted 80% of clients who received driving lessons. A large proportion of the total FairGo clients were migrants/refugees from the Afghanistan, Iran, Iraq, India, Pakistan, Ghana, Bangladesh, Sierra Leone and Sudan.

RMS Road Safety

The Community Migrant Resource Centre (CMRC) successfully organised, promoted and facilitated 52 Road Maritime Services (RMS) Road Safety Training workshops from November 2014 to end May 2015. A total of 12 multi-lingual facilitators delivered 52 workshops across the 3 RMS Project streams (Pedestrian Safety, Driving in NSW & Child Restraints) to the CALD Community groups. These workshops were promoted primarily via CMRC partner organisations, Westmead Hospital, local schools, churches, libraries, community centres, ethno-specific cultural & social forums.

CMRC's partnership with Councils (Parramatta, Holroyd, The Hills Shire & Ryde), Police & Community Youth Centre Blacktown, Parramatta Police, schools, churches and community centres assisted CMRC facilitators to deliver many information sessions to community members in their respective venues / premises.

More than 750 CALD community members primarily from Arabic, African, Afghan, Asian Subcontinent, Chinese, Korean, Persian, Sudanese and Sri Lankan Tamil backgrounds attended the RMS workshops. This equates to an average of approximately 15 attendees per workshop. Gender breakdown of the attendees for the 52 Road Safety Workshops showed a female bias comprising 71 percent of total workshop attendees.

Facilitators reported receiving extremely positive feedback from participants at the workshop training sessions. These CALD attendees confirmed that they found the RMS workshops beneficial and substantially increased their knowledge regarding road safety rules in Australia.

Social Enterprise Projects



Job Readiness Program

The Job Readiness Program creates & supports gainful employment for refugees and unemployed CALD migrants and is also an important step for social enterprise development and capacity building in Greater Western Sydney.

CMRC collaborated with JobQuest, a key training partner, to facilitate 2 tailored training programs in the past year.

JobQuest successfully implemented these tailored training & pathways to paid employment opportunities for our clients to work in property maintenance, gardening services and cleaning related jobs in diverse places of employment like hospitals, offices, schools, colleges and business complexes.

A total of 23 students successfully completed the 12-week program which entailed equipping students with foundation skills (understanding workplace safety, effective interaction with team members, securing the white card and building customer service skills) required for the practical on-the-job training. JobQuest coordinated the on-the-job training that entailed students working in teams where experienced staff assisted students to learn the tools of the trade and requisite skills to successfully complete the tasks.

A Statement of Attainment - Certificate II (2 units) in Cleaning Operations was awarded to the students who completed this program.

JobQuest offered paid employment to 10 participants for existing vacancies at the time & placed the remaining on a waitlist willing to offer employment as job positions became available.

The CMRC continues to strengthen its partnership with JobQuest who provides ongoing capacity building support to our employment readiness programs via their job skills development workshops and mentoring programs.

Job Readiness Program participants are now better equipped to enter the Australian labour market as a paid property maintenance workers, gardening services workers or general labourers.

Community Migrant Resource Centre
2015 FINANCIAL REPORT

Facilitating Settlement
and Building Self-Reliance



Behrens Rowley
Chartered Accountants

Partner: Charles Behrens B. Bus (Acc) FCA
Partner: Dom Pilonzani B. Com (Acc) CA

Suite 24B, Level 2
1 Maitland Place
Norwest Business Park
Baulkham Hills NSW 2153

PO Box 7146
Baulkham Hills BC
Baulkham Hills NSW 2153

P: (02) 9634 6107
F: (02) 9634 6084
E: email@behrenslowley.com
www.behrenslowley.com

COMMUNITY MIGRANT RESOURCE CENTRE INC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015



CHARTERED ACCOUNTANTS
AUSTRALIA NEW ZEALAND

ABN 96 974 912 374

BR Norwest Pty Limited trustee for BR Norwest Trust
Liability limited by a scheme approved under Professional Standards Legislation



Behrens Rowley
Chartered Accountants

Partner: Charles Beames, B. Bus (Acc), FCA
Partner: Dawn Pittoneac, B. Com (Acc), CA

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBER OF
COMMUNITY MIGRANT RESOURCE CENTRE INC**

Suite 24B, Level 2
1 Maitland Place
Norwest Business Park
Baulkham Hills NSW 2153

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Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of The Community Migrant Resource Centre Inc. (the association) which comprises the committee's report, statement of financial position as at 30 June 2015 and the income statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporations Act 2009 in New South Wales and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of the financial report that is free of material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

Independence

In conducting our audit, we have complied with applicable independence requirements of Australian professional ethical pronouncements.



CHARTERED ACCOUNTANTS
AUSTRALIA - NEW ZEALAND

ABN 96 974 912 374

BR Norwest Pty Limited trustee for BR Norwest Trust
Liability limited by a scheme approved under Professional Standards Legislation



Behrens Rowley
Chartered Accountants

Partner: Charles Behrens B. Bus (Acc) FCA
Partner: Dom Fitzroed B. Com (Acc) CA

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBER OF
COMMUNITY MIGRANT RESOURCE CENTRE INC**

Suite 24B, Level 2
1 Maitland Place
Norwest Business Park
Baulkham Hills NSW 2153

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Auditor's Opinion

In our opinion, the financial report of Community Migrant Resource Centre Inc is in accordance with the requirements of the Associations Incorporations Act 2009 in New South Wales including:

- i. giving a true and fair view of the association's financial position as at 30 June 2015 and of its performance for the year ended on that date; and
- ii. complying with Australian Accounting Standards.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist The Community Migrant Resource Centre Inc. meet the requirements of the Associations Incorporations Act NSW 2009. As a result, the financial report may not be suitable for another purpose.

Behrens Rowley
Chartered Accountants
Baulkham Hills, NSW, 2153

Auditor: Charles Behrens
ASIC Auditor Number: 1466

Baulkham Hills

Dated this 26th day of October 2015



HARTERED ACCOUNTANTS
AUSTRALIA



Behrens Rowley
Chartered Accountants

Partner: Charles Behrens B. Bus (Acc) FCA
Partner: Dom Pittonaci B. Com (Acc) CA

Suite 24B, Level 2
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AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

COMMUNITY MIGRANT RESOURCE CENTRE INC

- (i) No contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) No contraventions of any applicable code of professional conduct in relation to the audit.

Behrens Rowley
Chartered Accountants

Baulkham Hills, NSW, 2153

Auditor: Charles Behrens

Baulkham Hills

Dated this 26th day of October 2015



CHARTERED ACCOUNTANTS
AUSTRALIA - NEW ZEALAND

ABN 96 974 912 374

BR Norwest Pty Limited trustee for BR Norwest Trust
Liability limited by a scheme approved under Professional Standards Legislation

COMMUNITY MIGRANT RESOURCE CENTRE INC

CMRC Consolidated Statement of Financial Performance For the Year ended 30 June 2015

	2015	2014
INCOME		
Admin Contribution	-	11,730
Bankstown Sports Club	6,602	-
Cancer Institute	750	-
City of Ryde Council	4,500	3,018
Climate Change & Energy Efficiency	-	392,983
CMRC Driving school	12,614	17,309
Community Relations Commission	-	909
Crown Resorts Foundation	827	-
Department of Family & Community Services	347,962	411,765
Department of Social Services	1,288,785	1,358,550
Donations	27,299	5,000
Fee-for-Service	7,550	7,998
Fire and Rescue NSW	6,000	-
Hornsby Council	-	909
Interest received	25,394	1,705
Ku-ring-gai Council	6,100	2,174
Legal Aid	3,875	-
Macquarie University	950	-
Medicare Local	-	63,725
Membership fees	221	140
Merrylands RSL (Clubs Grant)	28,900	-
Migration Council Australia	-	55,000
NSW Fair Trading	-	-
NSW Police	800	-
NSW Trade and Investment	2,000	-
Organ and Tissue Authority	183,110	-
Parramasala Festival	22,602	-
Parramatta City Council	1,700	-
Project Management	13,000	35,000
Rent Contribution Received	-	10,873
Roads and Maritime Services	30,000	55,625
Settlement Services International	169,423	170,263
Southern Eastern LHD	2,273	-
Sponsorship - Commonwealth Bank	10,000	-
Sundry income	2,901	14,931
The Hills Shire Council	1,800	-
Workers compensation project contributions	-	6,472
Workers compensation recovered	1,218	3,843
Total income	2,209,155	2,629,922
EXPENDITURE		
Admin fees	-	3,000
Advertising costs	-	11,851
Annual General Meeting	1,063	5,186
Audit	10,958	11,840
Bank Charges	3,166	4,472

These Financial Statements have been audited and should be read in conjunction with the attached Independent Auditor's Report of Behrens Rowley - Chartered Accountants

Board of Management expense	6,309	4,053
Bookkeeping & Accounting Fees	4,376	9,821
Books	-	2,498
Business plan	2,273	-
Car service	-	214
Catering/Committee Meeting Costs	48,164	48,171
Cleaning/Recycling	19,565	20,320
Computer Costs & upgrades	29,008	18,113
Contractors/Consultancy Fee	63,491	-
Developing policies	-	20,000
Electricity	15,597	25,460
Equipment	1,534	6,868
Evaluation Fee	-	1,000
Facilitators	31,378	18,746
Filing Fees	679	-
Fines/Penalties	5,734	-
Insurance & Workers compensation	47,676	61,387
Job advertisements	716	3,854
Legal Costs	7,206	3,784
Materials/ resources	7,042	169
Motor vehicle expenses	4,394	19,526
Office Expenses	5,346	5,970
Outgoings	-	-
Police Check	668	22,768
Postage	353	568
Printing, photocopying & stationery	11,586	23,240
Program costs/centre activities	80,936	102,817
Project Management	-	10,873
Provisions for leave	16,508	36,427
Publicity/promotion	59,804	43,735
Rent	175,887	228,961
Repairs/Maintenance - Premises	-	14,321
Salaries & Wages	1,396,735	1,512,509
Security	615	615
Staff amenities	-	69
Staff training, Conferences & Seminars	27,992	174,504
Subscriptions & Memberships	5,418	5,550
Superannuation Guarantee	131,578	140,933
Telephone & internet costs	25,249	36,240
Translation & Interpreting	2,200	100
Travel	25,059	27,304
Uniform	969	-
Venue Hire	38,650	32,753
Total expenditure	<u>2,315,883</u>	<u>2,720,590</u>
NET SURPLUS (DEFICIT)	<u>(106,728)</u>	<u>(90,668)</u>
Surplus Funds Repaid	22	185
NET SURPLUS (DEFICIT) FOR THE YEAR	<u>(106,750)</u>	<u>(90,853)</u>
ADD BALANCES CARRIED FORWARD		
Funds Brought Forward From Prior Year	271,878	362,729
TOTAL BALANCES CARRIED FORWARD	<u>271,878</u>	<u>362,729</u>
COMMITTED AND ONGOING FUNDS	<u>165,128</u>	<u>271,876</u>

These Financial Statements have been audited and should be read in conjunction with the attached Independent Auditor's Report of Behrens Rowley - Chartered Accountants

COMMUNITY MIGRANT RESOURCE CENTRE INC

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

	Note	2015	2014
CURRENT ASSETS			
Cash & Cash Equivalents	2	416,860	684,858
Goods & Services Tax	3	1,395	-
Bonds		89,886	89,886
Investments		254,288	-
Prepayments/Debtors		37,645	7,652
TOTAL CURRENT ASSETS		<u>800,074</u>	<u>782,396</u>
TOTAL ASSETS		<u>800,074</u>	<u>782,396</u>
CURRENT LIABILITIES			
Creditors & borrowings		28,486	26,482
Goods & Services Tax	3	-	41,122
Payroll Liabilities		30,028	42,830
Employee Entitlements		365,994	349,486
Grants in Advance	4	210,438	50,600
TOTAL CURRENT LIABILITIES		<u>634,946</u>	<u>510,520</u>
TOTAL LIABILITIES		<u>634,946</u>	<u>510,520</u>
NET ASSETS (LIABILITIES)		<u>165,128</u>	<u>271,876</u>
EQUITY			
Net surplus (deficit) for the year		(106,750)	(90,853)
Surplus Funds carried forward		271,878	362,729
TOTAL EQUITY		<u>165,128</u>	<u>271,876</u>

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

The financial statements cover The Community Migrant Resource Centre Inc. as an individual entity. The Community Migrant Resource Centre Inc. is an association incorporated in New South Wales and operating pursuant to the Associations Incorporations Act 2009.

The financial statements were authorised for issue on by the members of the committee.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

These general purpose financial statements have been prepared in accordance with the Associations Incorporations Act 2009 and Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board. The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(a) Income Tax

The income tax expense (income) for the year comprises current income tax expense (income) and deferred tax expense (income).

Current income tax expense charged to the profit or loss is the tax payable on taxable income calculated using applicable income tax rates enacted, or substantially enacted, as at the end of the reporting period. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Deferred income tax expense reflects movements in deferred tax asset and deferred tax liability balance during the year as well as unused tax losses.

Current and deferred income tax expense (income) is charged or credited outside profit or loss when the tax relates to items that are recognised outside profit or loss.

Deferred tax assets and liabilities are ascertained based on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Deferred tax assets also result where amounts have been fully expensed but future tax deductions are available. No deferred income tax will be recognised from the initial recognition of an asset or liability where there is no effect on accounting or taxable profit or loss.

These notes should be read in conjunction with the attached compilation report.

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the asset is realised or the liability settled, based on tax rates enacted or substantively enacted as at the end of the reporting period. Their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related asset or liability.

Deferred tax assets relating to temporary differences and unused tax losses are recognised only to the extent that it is probable that future taxable profit will be available against which the benefits of the deferred tax asset can be utilised.

Current tax assets and liabilities are offset where a legally enforceable right of set-off exists and it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur. Deferred tax assets and liabilities are offset where a legally enforceable right of set-off exists, the deferred tax assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur in future periods in which significant amounts of deferred tax assets or liabilities are expected to be recovered or settled.

(b) Investments in Associates

An associate is an entity over which the association has significant influence. Significant influence is the power to participate in the financial and operating policy decisions of the entity but is not control or joint control of those policies. Investments in associates are accounted for in the consolidated financial statements by applying the equity method of accounting, whereby the investment is initially recognised at cost (including transaction costs) and adjusted thereafter for the post-acquisition change in the association's share of net assets of the associate. In addition, the association's share of the profit or loss of the associate is included in the association's profit or loss.

The carrying amount of the investment includes, when applicable, goodwill relating to the associate. Any discount on acquisition, whereby the association's share of the net fair value of the associate exceeds the cost of investment, is recognised in profit or loss in the period in which the investment is acquired.

When the reporting dates of the association and the associate are different, the associate prepares, for the use by the association, financial statements as of the same date as the financial statements of the association with adjustments being made for the effects of significant transactions or events that occur between that date and the date of the investor's financial statements.

When the association's share of losses in an associate equals or exceeds its interest in the associate, the association discontinues recognising its share of further losses unless it has incurred legal or constructive obligations or made payments on behalf of the associate. Upon the associate subsequently making profits, the association will resume recognising its share of those profits once its share of the profits equals the share of the losses not recognised.

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

(c) Cash on Hand

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

(d) Revenue and Other Income

Non-reciprocal grant revenue is recognised in the statement of comprehensive income when the association obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the association and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

The association receives non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in the statement of comprehensive income.

All revenue is stated net of the amount of goods and services tax (GST).

Donations and bequests are recognised as revenue when received.

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

All revenue is stated net of the amount of goods and services tax (GST).

(e) Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
2. Cash & Cash Equivalents		
ANZ	79,064	49,052
ANZ Cash Management Account	337,796	635,805
Petty Cash	-	1
	<u>416,860</u>	<u>684,858</u>
3. Goods & Services Tax		
GST Collected	18,969	61,506
GST Paid	(20,364)	20,384
	<u>(1,395)</u>	<u>41,122</u>
4. Grants in Advance		
Auburn City Council	1,000	-
Bankstown Sports Club	1,798	-
City of Ryde Council - RW	-	3,500
Comm. Services Expo Contribution	60	-
Crown Resorts Foundation	17,923	-
CS ASSP	12,430	-
Legal Aid	3,188	5,700
Merrylands RSL Clubs Grant - HCC - Lawn Mowing	-	28,900
NSW Trade and Investment	81,890	-
Organ and Tissue Donation Auto	27,398	-
Packer Family Foundation	18,750	-
PCC Arts Mart	-	10,000
PCC Driving School - Advertising	1,000	-
PCC Driving School 2	25,000	-
PCC Inspirational Doll Project	-	2,500
SSI - SSP Establishment Costs	20,000	-
	<u>210,438</u>	<u>50,600</u>

These notes should be read in conjunction with the attached compilation report.

COMMUNITY MIGRANT RESOURCE CENTRE INC
CERTIFICATE BY MEMBERS OF THE BOARD OF MANAGEMENT

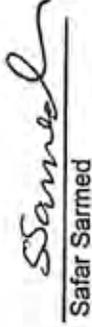
I Warren Schweitzer of 5 Cuthbert Ave, Kellyville NSW 2155 and I Safar Sarmed of 17 Fifth Ave, Eastwood NSW 2122, certify that:

- a. We are members of the board of The Community Migrant Resource Centre Inc.
- b. Presents a true and fair view of the financial position of The Community Migrant Resource Centre Inc. as at 30 June 2015 and its performance for the year ended on that date.
- c. We are authorised by the attached resolution of the board to sign this certificate.
- d. This annual statement was submitted to the members of the association at its annual general meeting.

Chairperson


Warren Schweitzer

Deputy Chairperson


Safar Sarmed

Dated: 26 October 2015

COMMUNITY MIGRANT RESOURCE CENTRE INC
STATEMENT BY MEMBERS OF THE BOARD OF MANAGEMENT

The board has determined that the association is not a reporting entity and this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the board the financial report:

- 1 Presents a true and fair view of the financial position of The Community Migrant Resource Centre Inc. as at 30 June 2015 and its performance for the year ended on that date in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) of the Australian Standards Board and the requirements of the Associations Incorporations Act 2009
- 2 At the date of this statement, there are reasonable grounds to believe that The Community Migrant Resource Centre Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the board and is signed for and on behalf of the board by:

Chairperson

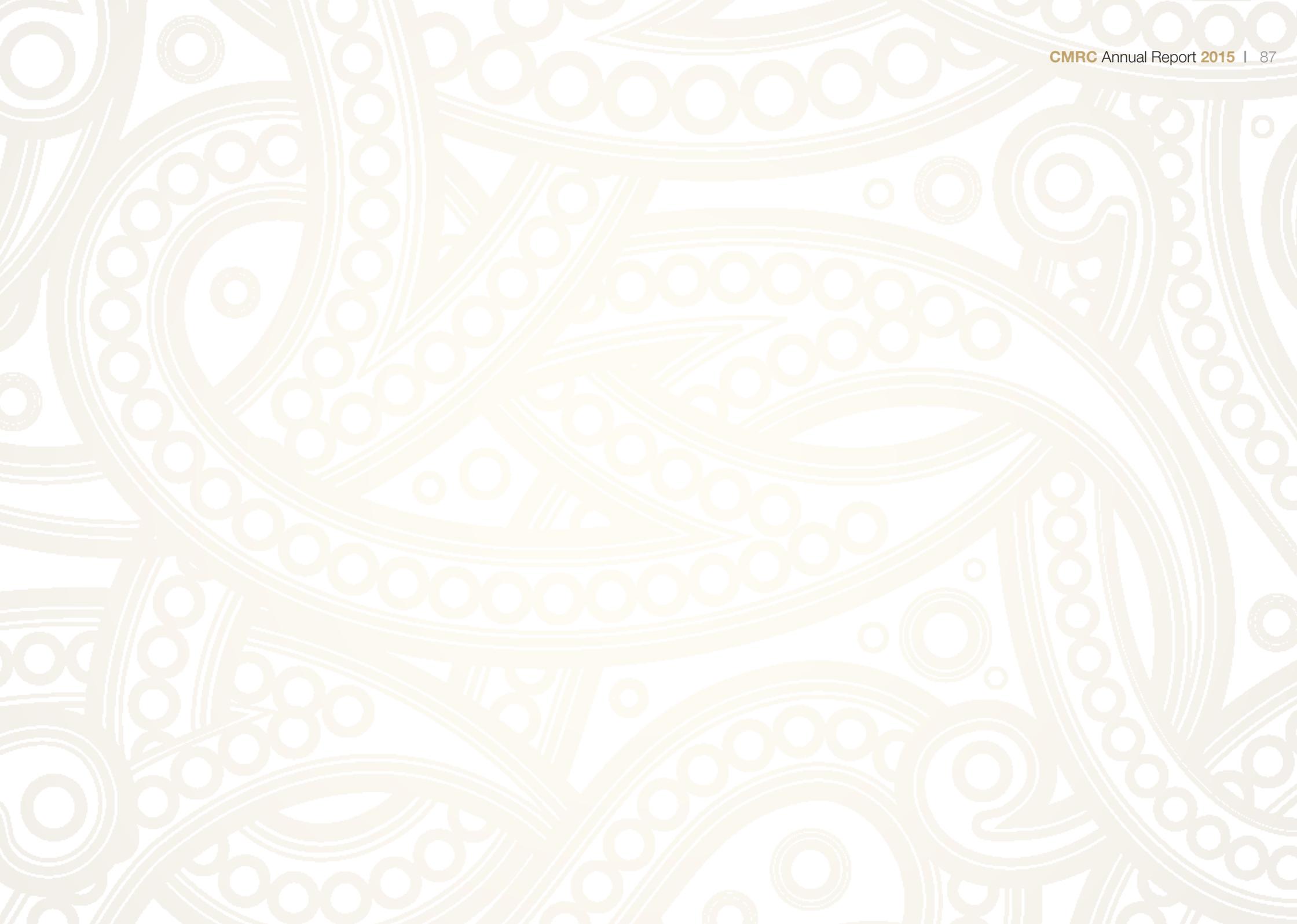

Warren Schweitzer

Treasurer


Jason Guest

Dated:

26 October 2015





Head Office:

Community Migrant Resource Centre
Level 4, 1 Horwood Place, Parramatta NSW 2150
PO Box 1081, Parramatta NSW 2124

Telephone: 02 9687 9901
Fax: 02 9687 9990
Website: www.cmrc.com.au

Northern Region Office:

Community Migrant Resource Centre
159 Shaftsbury Road
Eastwood NSW 2122

Telephone: 02 9858 1925
Website: www.cmrc.com.au