



Annual Report
2017

Community Migrant Resource Centre

Facilitating Settlement and Building Self-Reliance



Originally established in 1996, the organisation focuses on providing specialised support services to newly arrived migrants, refugees and humanitarian entrants.

CMRC operates within a community capacity building framework to encourage individuals and multicultural communities to identify and address their own issues. It works in collaborative partnership with other agencies to provide services which have both an immediate and long term benefit for the community.

CONTENTS

4	Chairperson's Report	28	Volunteers
6	CEO's Report	29	Settlement Services Program
8	CMRC's 20th Anniversary	46	Youth Transition Support Program
11	Inspiring Change Conference 2017	52	CALD Early Intervention and Perinatal Program
14	Treasurer's Report	60	Multicultural Support Workers Program
15	Administration & Finance Report	63	Beyond Diversity
18	Business Development Manager's Report	64	Social Enterprise Projects
19	Board of Management	66	Multicultural Small Business Advisory Services
20	Staff	68	Financial Report
24	Funding Bodies		
24	Supporting Agencies and Partnerships		

CHAIRPERSON'S REPORT



Warren Schweitzer
Chairperson

It is my privilege to present the Community Migrant Resource Centre's twenty first Annual Report covering the 2016-2017 financial year, to our many members, friends and stakeholders.

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.

This year we celebrated 20 years of service to the community and there is no doubt in my mind that this organisation has grown significantly during those 20 years and has assisted many thousands of migrants and refugees looking to make Australia home.

Thank you to everyone who supported the 20th Anniversary celebrations!

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.

Governance, Performance Evaluation and Upskilling

Last year I reported that we had been working towards having a Board more strongly focused on governance.

That review process has taken much longer than initially predicted but I can report now that finally the hard work has been completed.

In recent months a revised Constitution has been drafted and accepted at a Special General Meeting and the skill level of the Board has increased with the appointment of two new Board members into vacant Board positions. These positions will be confirmed at our upcoming AGM.

Strategic Plan 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 Chief Executive Officer and her capable team are making great progress against these strategic objectives.

During the course of 2018 we will review the Strategic Plan and establish a set of strategic objectives for the period 2019 – 2021.

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 continues to be 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 Chief Executive Officer, 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.

CEO's REPORT

2016 was yet another remarkable year for the CMRC! This year marked two decades of service for the organization. Our dedicated staff has done an incredible job at expanding our outreach while strengthening our programs and services.

It takes a great team to build a great organization. As I review the details of this report, it is clear the accomplishments recounted within it are the result of extraordinary collaboration by the Centre's most important asset—its staff. At every layer of our organization, each individual plays a valued part in the CMRC.

This report documents a year's accomplishments and progress toward our vision in what has been a highly successful year for CMRC. A year we remember for many reasons.

The CMRC is an organization of action; a community of engaged specialist professionals who create, pursue, perform, and achieve in support of the Centre's mission and vision. In this report, you will see a snapshot of that activity and the remarkable opportunities that CMRC embarked upon, which taken together, make for an incredibly powerful and inspiring story of commitment and success.

CMRC staff are making a difference and as we approach 2017, I look forward to tackling the deep needs that remain.

The focus in the provision of settlement services through the NSP partnership is on the 3 E's: English, Education and Employment. New arrivals are empowered with information, knowledge and skills on understanding the Australian way of life, how to access services and community support.

During the 2016-2017 financial year, there were 5,676 face to face occasions of service for clients with 12,739 referrals made to relevant and appropriate services both internally and externally. A total of 4,572 newly and recently arrived migrants participated in support groups and other activities organised by various project workers.



Melissa Monteiro
Executive Director



Some major partnership highlights include:

- Hosting Ability Links through Settlement Services International
- A strong Partnership with SSI and delivering the NSP Consortium
- Family and Community Services - MSWP partnership
- Early Intervention programs delivered in local schools in Parramatta and Cumberland
- Securing Domestic Violence funding for Cumberland region
- Partnering with Food Bank - delivering hundreds of food and emergency relief hampers
- Providing EAPA vouchers to low income families relieving many disadvantaged families through income support
- Launching Beyond Diversity, a new cultural competency training program

Program highlights include:

- New Frontiers
- Employment, Education and Training
- Employment Assistance & Workshops:
 - Ready Set Work Employment Mentoring Assistance Bake & Make
 - Launch Project
 - LEAPP Project Learning, Employment, Advancement, Productivity, Placement
- School Partnerships and Engagement Programs
- Homework Support
- Youth Summit in partnership with ADSI and SSI Youth Collective
- Basketball programs, play groups, social support groups and youth transitions



The Perinatal & Inspiring Change Women's Conferences continue to be two of our flagship events with over 800 people attending from across Australia.

Our ongoing goal is to keep our overheads low while increasing our service in the field, and you truly make this possible! CMRC is stronger than ever due to our partners & volunteers who donate time, resources and talent in support of our important mission. This year alone we worked with 112 partners across these regions. Our volunteers logged over 2,000 hours. Our Board of Directors helped us dramatically increase our donor base and our Community Consultative Advisory Board also assisted us. I thank our donors, funding bodies, FACS, SSI and Business Connect in particular.

Special thanks to Chairperson Warren Schweitzer, Acting Chair Safar Sarmed, Jason Guest, Olayide and Nola Randall-Mohk for your support all through the year. Thank you to the rest of the Board members for your commitment and dedication.

To our strong leadership team led by Aurelia Rahman, Nexhmije Shala, Dijana Mackic, Jayshree Pather, Mira Mitrovic, Margarita Videla, Uma Menon, Geneve O'Connor and Ian Johns. Thank you for wholeheartedly being a part of the CMRC and its services. We are looking forward to much more in 2018!



CMRC 20th ANNIVERSARY CELEBRATIONS



CMRC celebrates two decades

Created in 1996, CMRC has been a leader in the positive resettlement of newly arrived asylum seekers, refugee & migrant families and successful community building. It was the vision of Frank Galbally to make migrants more welcome that settlement services programmes were implemented. As a result, the Parramatta Migrant Resource Centre was the first centre to be established in Australia.

Over the years, CMRC has grown from an organisation of 2 to over 60 staff, punching above its weight, initiating innovation in working with migrants, asylum seekers, refugees and humanitarian entrants to lead lives that are transformative and sustainable.

CMRC hosted the 20th Anniversary celebration & social networking event on 1st February 2017 at the Parkroyal Parramatta. The MC for the evening was well known television personality and journalist Tracy Spicer.

The celebratory evening was marked with inspiring speeches, congratulatory video messages from individuals, funding bodies, partners, community leaders and politicians instrumental in CMRC's history.



In addition to 'a walk down memory lane' there were award ceremonies, scholarship announcements, showcasing of CMRC projects, fund raising gala auctions and fun filled performances and entertainment. The Anniversary celebration also presented opportunities for the 230 guests attending to reconnect with colleagues & establish new networks.

Dr Geoff Lee (State MP Parramatta and Parliamentary Secretary for Western Sydney & Multiculturalism) and The Hon Zed Seselja (Assistant Minister for Social Services & Multicultural Affairs) were the keynote speakers for the evening. It was wonderful to hear from two great supporters of multiculturalism and patrons of the CMRC.

The **Lifetime Achievement Award** was awarded to Nola Randall-Mohk for her sterling contribution to CMRC. Nola served on the CMRC Board of Management in various capacities since its inception.

Dijana Mackic & Aurelia Rahman received **awards in recognition** of their unwavering commitment, dedication and exceptional service to the Centre over the past 2 decades.

CMRC is greatly indebted to our corporate financial partners and individual donors as they are indispensable as we increase the range and complexity of what we do.



CMRC 20th ANNIVERSARY CELEBRATIONS



Special thanks to our major financial sponsors for supporting the 20th Anniversary celebratory evening

Platinum sponsors: EFEX and Linx Institute

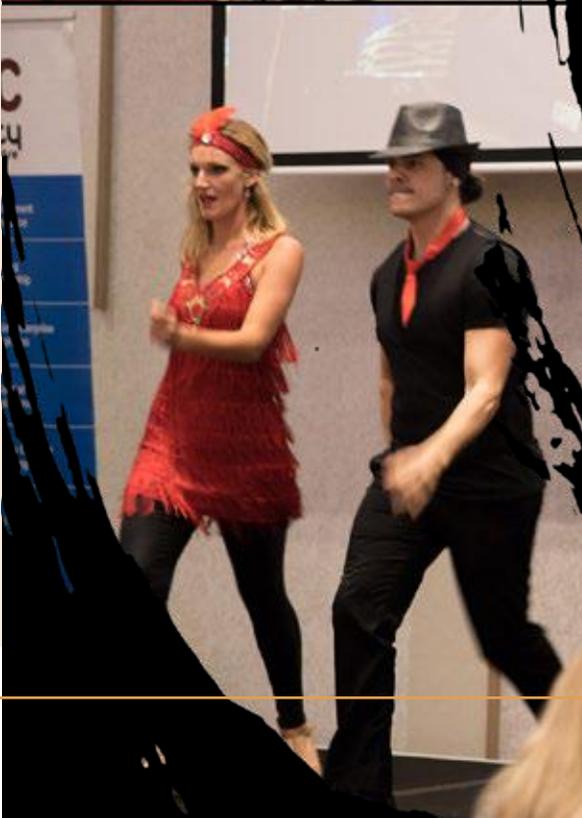
Gold sponsors: Startts & LDL Pty Ltd

Silver sponsors: Australian Hearing, MMGS Softnet Pty Ltd, Terry Shields Toyota, Westpac; **Bronze sponsors:** Advantage Salary Packaging, All in One Property Services, Creative Freedom, Digiprint, H&H Accredited Training Australasia Inc., Maurice Blackburn Lawyers, Mobility Engineering, Navitas, Settlement Services International, Smart Talent Group and Sydney Office Cleaning Services.

We look forward to celebrating the next 20 years as we continue to initiate many new programs at CMRC to increase our engagement with the resettlement and needs of new arrivals.



INSPIRING CHANGE CONFERENCE 2017



The 4th Inspiring Change Women's Conference was held on 8th June 2017 at the Parkroyal Parramatta. Over 250 women from diverse backgrounds participated in this annual Inspiring Change Women's Conference, an initiative of the CMRC. The theme of the conference was 'Be Bold Be Strong Be Fearless' with the objective to inspire and challenge women to maximize their potential as catalysts for positive change. The conference themes in the past 3 years were Inspiring Change 'Make it Happen' in 2014; Inspiring Change 'Power of a Woman' in 2015 & Creating Opportunities – Pioneering Change in 2016.



INSPIRING CHANGE CONFERENCE 2017



Special thanks to our keynote speaker Lisa Wilkinson (prominent Australian TV personality & journalist) and guest speakers Tracy Howe-CEO NSW Council of Social Service (NCOSS), Amanda Chadwick-Administrator, City of Parramatta and Katherine McKernan-CEO Homelessness NSW. These speakers described both their passion and dedication to the sector and shared how they successfully overcame structural and gender barriers.

We also thank our accomplished moderator for the day Prof Jane Ussher-Western Sydney University and dynamic panelists Kirsten Bickendorf-Chief Executive, Australian Refugee Association, Lisa Annese-CEO, Diversity Council of Australia, Lisa Griffiths-CEO OzChild, Nicky Mih-Founder & MD-Free to Shine, Reena Jethi-Treasurer NSW Liberal Women's Council and Tanya Jackson-Vaughan-Executive Director-Refugee Advice & Casework Service (RACS) coming from uniquely different homes though very similar dreams who demonstrated collaboration, influence and unconventional methods within empowerment to advance change in their respective fields.

We would like to also acknowledge our sponsors, Nutrimetics, MMSG Softnet and Neverfail Water, for their contributions.

The CMRC would like to thank Dijana Mackic and Jayshree Pather for their hard work, dedication and commitment in coordinating this successful event.



TREASURER'S REPORT

As a leader in the settlement services sector, CMRC understands its role to deliver initiatives that reflect innovative best practice. Underwriting such service delivery outcomes is a Board and management commitment to strategic planning, good governance and careful financial oversight.

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, enabling it to fulfil its mandate.

Highlights from 2016-2017 financial year include;

- Total income from grants and other CMRC activities was \$4,710,143.
- Total assets on balance sheet amount to \$2,481,074
- Retained earnings of \$440,131 and adoption of a balanced budget.
- 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.
- A representative from the auditor meets with the Board annually.

I would like to sincerely thank all our partners and funders that enable CMRC to deliver important settlement and related services across the region.

Thank you to the CMRC staff team and Board for achieving significant results in an ever changing operating environment.



Jason Guest
Treasurer

ADMINISTRATION & FINANCE REVIEW



Dijana Mackic
Admin and Finance Manager

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

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

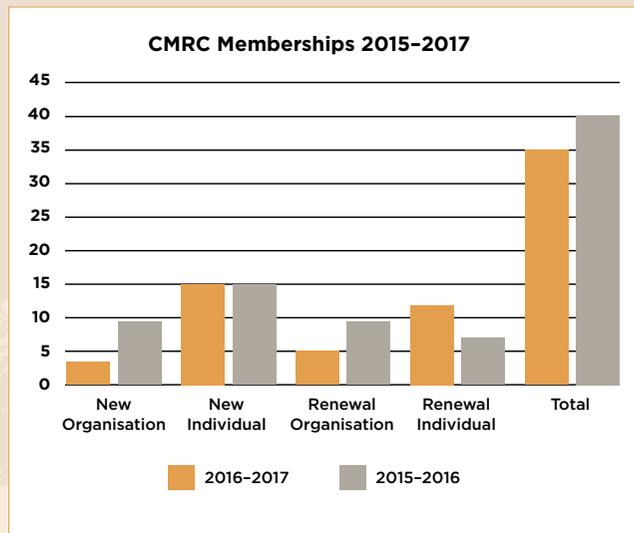
The organisation has attracted and received sponsorship, donation and advertising revenue related to planned future events. CMRC derives the majority of its revenues from grants received from Federal and State departments that assists CMRC in delivery of services across Western and Northern Region.

In 2016-17, our income came from a mixture of donors, foundations, government and non-government organisations and partners:

- Sponsorship in the amount of \$33,800 for CMRC's 20th Anniversary Celebration. Generous sponsorship was given from EFEX Group, Linx Institute who were our platinum sponsors, STARTTS and LDL Pty Ltd as gold sponsors. Our silver sponsors were: Australian Hearing, MMGS Softnet Pty Ltd, Terry Shields Toyota. Bronze: Advantage Salary Packaging, All in Once Property Services, Creative Freedom, Digiprint, H&H Training, Maurice Blackburn Lawyers, Mobility Engineering, Settlement Services International, Smart Talent Group and Sydney Office Cleaning.
- Sponsorships from Coca Cola Amatil and Nutrimetics for the highly successful Inspiring Change Conference 2017.
- Donations from Baida Pty Ltd, Imperial Treasure Seafood Restaurant, International Studies Abroad, HC Café Chatswood Pty Ltd, Lytin Group Pty Limited, M & T Cost Engineering and Taozi Pty Ltd.

ADMINISTRATION & FINANCE REVIEW

- Funding from Federal Government – Department of Social Services for pilot project- Youth Transition Support Program, Department of Family and Community Services for Early Intervention project and Multicultural Sessional Support project.
- CMRC has been sub-contracted by Settlement Services International to deliver SSP program funded by Department of Social Services.
- Funding from State and Local government (NSW Department of Industry, Roads and Maritime Services, City of Ryde, Parramatta City Council, The Hills Shire Council)
- Partnerships- contributions received from a number of service providers towards various projects done in partnership with our organisation.
- Social Enterprise Project- CMRC Fair Go Driving School
- Interest and other income

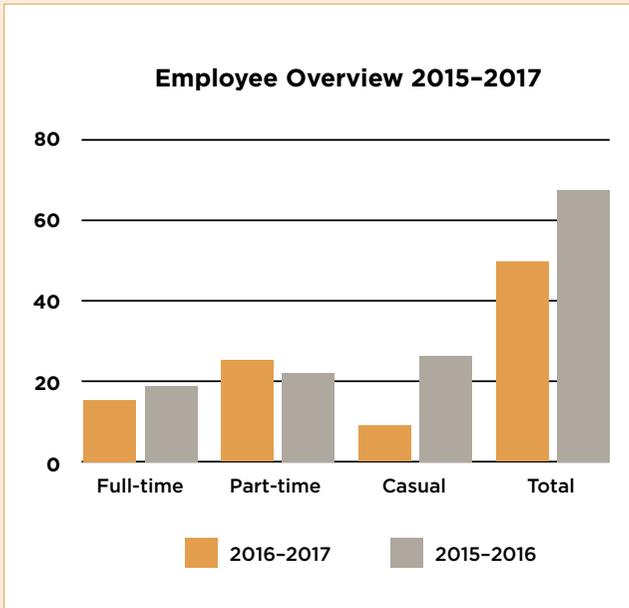


When compared with 2015-16, memberships in 2016-17 have slightly decreased. Sustaining and growing membership will be an ongoing focus for the CMRC.

We would like to acknowledge the financial contribution of all our donors. The generous support of companies and individuals makes it possible for our organisation to exist and to undertake projects that are beneficial to the community.

Community Migrant Resource Centre demonstrated sound fiscal management and accountability measures in 2016-17, as shown in the audit report prepared by Behrens Rowley Chartered Accountants. The Balance Sheet is strong which is reflected by total assets of \$2,481,074 and total equity of \$440,131. The CMRC has sufficient liquidity available to meet the financial obligations of the organisation.

Policies are in place and readily available to all employees at all times. Through various policies and guidelines the organisation has acknowledged the need for, and provides opportunities for employees to be informed about staff entitlements. CMRC offers salary packaging to all full time and part time employees.



CMRC has a strong pool of qualified, skilled and experienced staff. Staff provided services from our offices in Parramatta, Hornsby and Eastwood.

Salary packaging provides a range of benefits to both employees and employers, such as retention of valued employees as well as attraction of new employees.

The CMRC long-term goal has been to generate more income by continuing to diversify funding sources. CMRC focus for 2016-17 was to strengthen and enhance existing programs. CMRC continues on its path to strengthen the Balance Sheet through a focus on increasing the CMRC reserves, in line with the CMRC strategic plan.

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.

CMRC is committed to accountable and transparent financial management and follow strict procedures to ensure funds are used as intended, including annual internal and external audits. CMRC is registered with the Australian Charities and Not-for-Profits Commission (ACNC) and our audited Annual Financial Statements are lodged annually and which will be available via the ACNC's Charity Register (acnc.gov.au).

I would like to sincerely thank and acknowledge Linda Marsonet, Jayshree Pather, the admin support staff and team leaders for their ongoing assistance. Finally, I would like to make special mention of Melissa Monteiro, our inspiring CEO, for the amazing support provided to me in my role as Admin & Finance Manager.

BUSINESS DEVELOPMENT MANAGER'S REPORT



Nexhmije Shala
Business Development Manager

In the past year, the Business Development Manager has continued to identify external funding and tender opportunities, serve as a regulatory and compliance lynchpin for the CEO and the CMRC Board and review and improve upon the operational machinations of the CMRC.

As part of the Senior Leadership team, I continue to consider long-term organizational strategic goals, built key customer relationships, identified business opportunities and maintained an extensive knowledge of current funding and government conditions.

In collaboration with the CEO, we are continuing to identify and develop our unique service delivery proposition, providing business intelligence and inform advice on initial compliance and monitoring review requirements, implications for organisational outcomes and our sustainability.

As a Business Development Manger one of my roles is to grow linkages within our broad networks. These relationships has led the CMRC to contribute to the development of public consultation, resettlement sector representation, community advocacy events and campaigns, community research, and sector initiatives.

These strategies see me regularly attend industry functions, such as events and conferences, and provide feedback and information to the Board on service trends with a view to develop new and improved services and strategies that better address the needs of our diverse communities.

This year 27 grants and tenders were submitted. All funding proposals aim to inform new ways of working and ensure the development of human rights frameworks throughout all programs. The development and monitoring for innovative solutions of many of our funded programs, supported by a sophisticated system of evidence and evaluation support, all improve upon the wellbeing of our communities and the sustainability of our services.

This work has had an aim to improve the CMRC's market position and achieve sustainable financial growth through acquiring several new funding programs through our innovative practice. This success only reinforces our position within the sector and affords opportunities and potential for the next 12 months.

I am extremely grateful to all Senior Leadership staff for their flexibility, enthusiasm and sector knowledge and I look forward to a gratifying and rewarding 2018.

BOARD OF MANAGEMENT

EXECUTIVE

Warren Schweitzer
Safar Sarmed
Jason Guest
Olayide Ogunsiji
Nola Randall-Mohk

Chairperson
Deputy Chairperson
Treasurer
Secretary
Staff Liaison Officer

BOARD

Ajmer Singh
Augustine Okereafor
Billy Cotsis
Keith Hamilton
Umaru Binneh Conteh
Vangu Kitoko (resigned)



STAFF



Melissa Monteiro CEO

ADMIN AND FINANCE

Dijana Mackic Admin and Finance Manager
 Linda Marsonet Bookkeeper
 Jayshree Pather Admin and Special Projects Officer
 Elizabeth Mateo Customer Service Officer (resigned)
 Yuting Ji Customer Service Officer
 Wadiha Mouawad Office Assistant

Nexhmije Shala Business Development Manager

DEPARTMENT OF SOCIAL SERVICES - SETTLEMENT GRANTS PROGRAM - SSP TEAM

Aurelia Rahman Settlement Services Manager - Western and Northern Regions
 Uma Menon Partnerships & Community Engagement Coordinator
 Alham Ashiq Casework & Intake Officer - Western Region
 Arif Nabizadah Casework & Community Development Support Worker – Youth (resigned)
 Aung Kyaw Htut Saw Casework & Community Support Worker - Western & Northern Region
 Bahram Mia Community Engagement & Communications Officer
 Biljana Kulic Casework & Intake Worker
 Chrysanthie Fernando Casework & Community Support Worker - Northern Region
 Conscila Emilianus Casework & Community Development Support Worker – Women
 Dativah Nitsios Casework & Community Development Support Worker – Women
 Eun Me Joo Casework and Community Development Worker – Northern Region
 Faiza Shakori Casework & Community Development Support Worker - Employment



Hela Jaffar	Casework & Community Development Support Worker – Employment
Ian Johns	Project Development Officer
Insiya Oomatia	Casework and Community Development Worker - Youth (resigned)
Ji Hyun Kim	Casework & Community Development Support Worker - Northern Region
Mayor Makuei Cagai	Casework & Community Development Support Worker – Youth (resigned)
Michelle Aneli	Community Development Project Officer
Narayan Dhimal	Case & Community Support Worker
Priyanka Kumar	Project Assistant - Media Unit
Sathi Bhattacharyya	Project Assistant - Media Unit
Yaqin Wang	Casework & Community Support Worker- Northern Region
Yuyang Su	Casework & Community Development Support Worker - Employment & Women
Zhenqian Feng	Casework & Community Support Worker - Western & Northern Region



STAFF



DEPARTMENT OF FAMILY AND COMMUNITY SERVICES - EARLY INTERVENTION TEAM

- | | |
|-----------------------|---|
| Margarita Videla | CALD Early Intervention & Perinatal Program Coordinator |
| Norma Boules | CALD Family Worker |
| Melanie Thuraisingham | Group Worker |

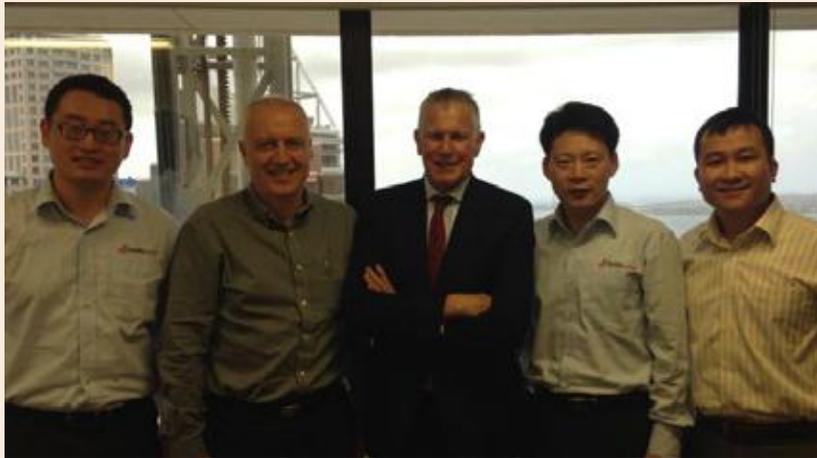
DEPARTMENT OF FAMILY AND COMMUNITY SERVICES - MULTICULTURAL SUPPORT WORKERS PROJECT

- | | |
|---------------|---|
| Mira Mitrovic | Multicultural Support Workers Project Coordinator |
|---------------|---|

BEYOND DIVERSITY

- | | |
|-----------------|----------------------------------|
| Geneve O'Connor | Beyond Diversity Program Manager |
|-----------------|----------------------------------|





MULTICULTURAL SMALL BUSINESS PROGRAM

Anh Nguyen	Small Business Advisor – Vietnamese
Ghassan Nehme	Small Business Advisor – Arabic (resigned)
Jae Won Kang	Small Business Advisor – Korean
Xi Peng	Small Business Advisor – Chinese

YOUTH TRANSITION SUPPORT PROGRAM (YTSP)

Priscella Mabor	Manager – Youth Transition Support Program
Anisha Thapa	Team Leader for Youth Transition Support Project
Geneve O'Connor	Team Leader for Youth Transition Support Project
Acuoth Acol	Youth Transition Support Worker
Anyier Yuol	Youth Transition Support Worker
George Voulgaropoulos	Youth Transition Support Worker
Hina Khan	Youth Transition Support Worker



FUNDING BODIES

SUPPORTING AGENCIES AND PARTNERSHIPS

Community Migrant Resource Centre would like to thank the following organisations and individuals for their support this financial year:

FUNDING BODIES

- Department of Social Services (DSS)
- Family and Community Services - Community Services
- NSW Department of Industry
- Settlement Services International
- Scanlon Foundation
- Local Land Services Greater Sydney
- Roads and Maritime Services
- City of Parramatta Council
- The Hills Shire Council
- City of Ryde
- Cancer Institute of NSW



GOVERNMENT (FEDERAL)

- Department of Social Services (DSS)
- The Department of Employment, Education and Workplace Relations
- Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)
- Department of Human Services

MEDIA

- ABC TV
- SBS
- Fairfax Media
- 2RRR Community Radio
- Triple H Community Radio

GOVERNMENT (STATE)

- Department of Attorney General and Justice – Crime Prevention Division
- NSW Police and Local Area Commands (Holroyd, Parramatta, Rosehill Merrylands, Rosehill, Granville, Eastwood, Blacktown)
- NSW Department of Primary Industries
- Family and Community Services (FACS)
- Roads & Traffic Authority (RTA)
- NSW Department of Education & Communities
- NSW Office of Communities
- NSW Department of Primary Industries
- Local Land Services Greater Sydney
- Office of Environment and Heritage, NSW Department of Premier and Cabinet
- NSW Ombudsman Office
- Energy and Water Ombudsman NSW
- NSW Emergency Services
- Office of the NSW Small Business Commissioner
- NSW Fair Trading
- State Training Services
- State Emergency Services



GOVERNMENT (LOCAL)

- Cumberland City Council
- City of Parramatta Council
- The Hills Shire Council
- Blacktown City Council
- City of Ryde Council
- Ku-ring-gai City Council
- Hornsby Council
- Willoughby City Council
- Parramatta City Library
- Top Ryde Library

HEALTH

- NSW Refugee Health Services
- Western Sydney Area Health Service
- Traumatic Stress Clinic
- Transcultural Mental Health
- Westmead Hospital and Centre for Newborn Care
- STARTTS
- Community Health Centres in Parramatta, Cumberland and The Hills
- Health One
- Relationships Australia
- Cumberland Women's Health Services
- Hepatitis B NSW
- NSW Multicultural Health

SUPPORTING AGENCIES AND PARTNERSHIPS

EMPLOYMENT

- Jobactives - Max Employment Auburn / AMES Employment / Job Prospects / Mission Providence / Mission Australia
- JobQuest
- Darcy Street Social Enterprise Training Café
- MTC Work Solutions – Youth Connections
- GAS Apprenticeships and Training NSW
- AMES Employment
- Fitted for Work
- ORS
- Job Find
- Third Space Resources
- We are Muskeeters
- Smart Talent Group

EDUCATIONAL INSTITUTIONS

- TAFE SWISi (TAFE Lidcombe / Granville / Nirimba / Blacktown colleges)
- TAFE (Meadowbank, Crows Nest and Hornsby)
- Hornsby Ku-ring-gai Community College
- Evans IEC/High School
- Holroyd IEC/High School
- Mitchell High School
- Arthur Phillip High School
- Strathfield South High School
- Penrith Valley Learning Centre
- Loyola High School
- Wyndham College
- Seven Hill High School
- Riverstone High School
- Western Sydney University
- Australian Medical Students for Refugee Health- Notre Dame
- Australian Catholic University
- Macquarie Community College
- Macquarie University
- Marsden Street High School
- Chester Hill High School
- Parramatta East Public School
- Parramatta West Public School
- Parramatta North Public School
- Hilltop Public School
- The Cottage Preschool
- Marsden & Holroyd High Intensive English Centres (IEC)
- Granville South Creative Arts and Performing High School
- Greystanes High School
- Westmead Public School
- Waitara Public School
- Eastwood Public School
- West Ryde Public School
- Ironbark Ridge Public School
- Parramatta High School
- Macarthur Girls High School
- Northmead High School
- Kellyville High School
- Granville TAFE Outreach
- Open Training and Education Network (OTEN)
- Macquarie University Department of Sociology and PACE
- River Road Kindergarten, Ermington
- Navitas English

COMMUNITY ORGANISATIONS / NGOS / SERVICE DELIVERY PARTNERS

- Settlement Services International
- Auburn Youth Centre
- Marist Youth Care
- Creating Chances
- Parramatta Mission
- Josephite Community Aid
- Anglicare
- Together for Humanity Foundation
- Auburn Diversity Services Inc
- SydWest Multicultural Services Inc
- The Smith Family
- Castle Grand Community Centre
- Auburn Diversity Services Inc
- SydWest Multicultural Services Inc
- Social Outfit
- Woodville Alliance
- Rasaa Driving School
- Conviction Group
- Mission Australia
- NAPCAN
- Fusion Australia
- Save The Children

NETWORKS

- Multicultural Services Network (MSN)
- Hills Multicultural Network (HMN)
- Hornsby-Ku-ring-gai Multicultural Network
- Multicultural Advisory Committee for Family and Community Services
- Cumberland Networking Forum
- Sydney Social Enterprises
- Bankstown Advisory Services
- African Workers Network

YOUTH

- Crunch Gym
- Western Housing for Youth
- Granville Youth & Recreation Centre
- Youth Off The Streets
- Evolve Housing for Youth
- Gallipoli Fitness
- Emerton Youth Recreation Centre
- Aquatic Safety Training Academy - Seven Hills

CORPORATE PARTNERS

- Marque Lawyers
- Coca Cola Amatil
- Nutrimetics

SPORT

- Australian Soccer Referees Federation
- Football Federation Australia
- NSW Rugby League

ETHNO-SPECIFIC COMMUNITY PARTNERSHIPS

- Australian Asian Chinese Association
- The Sikh Council of Australia
- Australian Syrian Relief
- Syrian Youth Group
- Catholic Association of Sydney Tamils
- Association of Bhutanese in Australia
- Human Care Welfare
- Karen Association of Australia
- Karen Youth Organisation
- Rwandan Community NSW
- African Women's Group
- Australian Tamil Broadcasting Corporation
- Tamil Women's Group
- Congolese Association of NSW
- Voice of Tamils
- SEVA Inc.
- MICS
- Harman Foundation
- India Club

VOLUNTEERS

ADMINISTRATION

Chanraksmeay Sok
Khushboo Sethi
Saalini Sivasuthan

SETTLEMENT SERVICES PROGRAM: WESTERN REGION

Arifa Mousawi
Dorsa Mirzabeigi
Efaa Alhajjar
Farahnaz Sadat
Farheen Shaheryar
Fatemeh Heidari
Faten Hamwy Khory

Gaoqi Li
Huizhang Chen
Jose Olave-Valencia
Maryam Hashemi
Rana Al-Yousuf
Ranganathan Parameswaran
Sahbaa Eesaa

Sara Azizi
Selvaragee Ranganathan
Sherly Andromeedan
Tania Abdul Muti
Thi Ngoc Yen Le

NORTHERN REGION

Ann Coupland
Bronwyn O'Rawe
Chizeye Nyendwa
Chot So Young
Elizabeth Brown
Flora Chan
Janice Hoon
Jieying Li
Jinju Wang
Judith Cioccarelli
Lachlan Burn

Lianfu Yu
Lynette White
Madhavi Ganji
Meenambigai Narasiman
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Theresa Wong
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Zhongming Li

MULTICULTURAL SUPPORT WORKERS PROGRAM

Roba Moursel

YOUTH TRANSITION PROGRAM

Ashour Namato Evan Yousif

EARLY INTERVENTION PROGRAM

Cerine Joy
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SETTLEMENT SERVICES PROGRAM



Aurelia Rahman

Community Capacity Building Manager -
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CMRC is part of the NSW Settlement Partnership (NSP) consortium funded by the Department of Social Services under the Settlement Services Program (SSP).

The geographic areas that these services are provided in are:

- Central Western Sydney SSD – Holroyd and Parramatta (Inner, North East, North West and South) SLAs
- Lower Northern Sydney SSD – Hunters Hill and Ryde SLAs
- Central Northern Sydney SSD – Hornsby (North and South), Ku-ring-gai and the Hills Shire (Central, North and South) SLAs

The focus in the provision of settlement services through the NSP partnership is on the 3 E's: English, Education and Employment. New arrivals are empowered with information, knowledge and skills on understanding the Australian way of life, how to access services and community support.

The Settlement Services team employs a strengths-based approach to build up clients' knowledge, capacity and skills through tailored programs, activities, information sessions and support groups. 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.

All programs and activities are geared towards creating a sense of place and belonging for individuals and communities by engaging them in participating in life in the Australian society in all its forms: economic, social, cultural, political.

SETTLEMENT SERVICES PROGRAM



At CMRC we employ a hub model approach. We have three specialised hubs: Employment, Women and Youth. Through these hubs, clients can access a team of skilled community development workers with distinctive areas of specialised expertise.

Employment is the greatest facilitator of settlement. A significant obstacle is the lack of suitable employment. This is due to a number of reasons and barriers such as limited English and communication skills, cultural differences, limited community and employer support and experiencing displacement trauma.

Our tailored employment mentoring programs and sessions are aimed at reducing barriers and to provide practical training, skills, knowledge and empowering clients to assist them to gain employment or to set up small businesses if appropriate.

Sewing is another favourite interest/pastime among women from various cultural backgrounds and an opportunity to contribute to the family budget by sewing garments for themselves, their family and even the wider community. It also provides an opportunity to come out of the house and socialise with other people, learning and sharing skills. Weekly classes are run at Toongabbie Community Centre which brings together between 15–20 women weekly.

Community capacity building and leadership generating projects are run to build the skills base and confidence for community minded individuals. Leadership training, governance training, cross cultural excursions are some of the activities run on a regular basis.

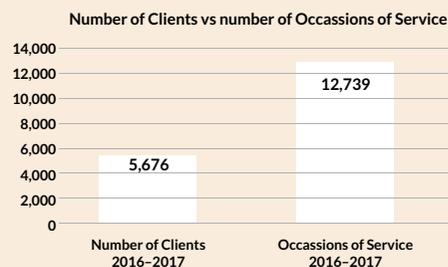
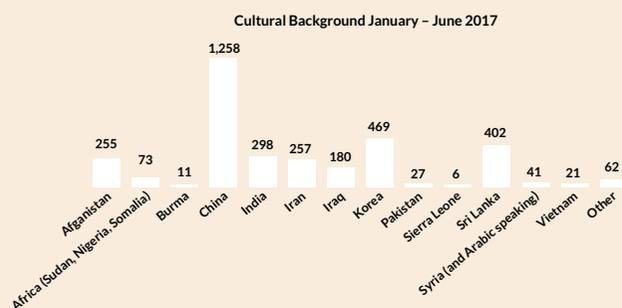
As a result, men and women are able to be part of boards for their own community organisations, set up their own community groups and organisations to address issues that they identify in the community and want to work towards addressing them.

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.

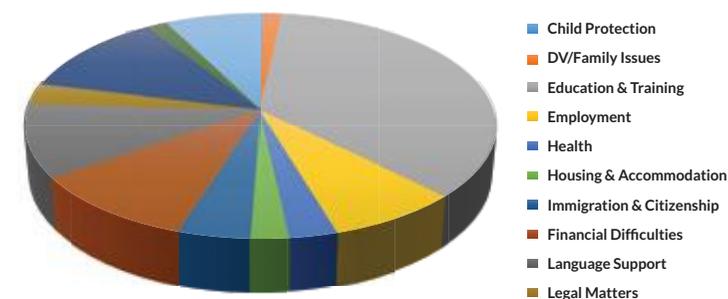
Increased awareness of issues affecting refugee and migrant communities has been created in the wider community and relevant service providers became aware of various refugee groups, their settlement issues and learnt strategies to better engage with them.

The Settlement Services team works with a 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 cultural awareness programs 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 Services Network, The Hills Multicultural Network and Hornsby Ku-ring-gai Multicultural Network. These networks meet on a regular basis and bring together local service providers to meet, share information, work on identified projects and invite guest speakers. The settlement workers participate in key regional multicultural networks, interagencies, forums and service planning committees to provide input and feedback from the communities they represent.



During the 2016-2017 financial year, there were 5,676 face to face occasions of service for clients with 12,739 referrals made to relevant and appropriate services both internally and externally. 4,572 newly and recently arrived migrants participated in support groups and other activities organised by various project workers.



Highlights of the projects that the team has initiated, developed and implemented during the 2016-17 financial year.

SETTLEMENT SERVICES PROGRAM

Here are highlights of the projects that the team has initiated, developed and implemented during the 2016-17 financial year.

Generating Leadership

Leadership and Volunteer Training Programs. The objectives of the training sessions were to equip participants with knowledge and understanding of what it means to be a volunteer, settlement services, identified needs and issues of local communities, how to work with individuals and how to make effective referrals to relevant services.

Partnering with Anglicare, we facilitated the following workshops:

“How to write winning funding applications” and project planning and management sessions were held in Feb 2017 for community leaders and community minded people. Twenty five participants attended the workshops. Six sources of funding were identified: council funding, club grants, Multicultural NSW among others. These training

workshops assist leaders from small and emerging community organisations with project planning in direct response to identified needs, developing work plans and sourcing funding.

Understanding Budgeting and Financial Accountability

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

Governance training workshops for CALD communities.

A total of thirty seven participants from various CALD communities attended the training workshops. Community leaders from African, Chinese, Sri Lankan Tamil, Arabic Speaking, Afghani, Iranian, Bhutanese and Cook Islander communities participated in these sessions.



The Hills and Northern Region Highlights

CMRC continues to offer settlement services in The Hills and Northern Region (Ryde, Hornsby and Ku-ring-gai LGAs). This year CMRC opened its Hornsby Office and operates from Our Space Youth Hub in Eastwood to further reach refugees, migrants, humanitarian entrants and vulnerable people. The 3 E's: English, Education and Employment, the very foundation needed for this target group to facilitate a smooth transition into the Australian life has been the key focus.

Based on the needs of the community, CMRC delivered information sessions on health, civil education, family and domestic violence and employment workshops for the community in all the four LGAs. In addition, a variety of community development activities keep the community engaged. Holding women's groups, senior groups and social singing and dancing are some of the activities the community get great pleasure participating in.



With the assistance of ten volunteers, CMRC holds English Classes in all LGAs providing beginners class, inter-mediate and advance classes.

Every year the CMRC team works closely with local Councils to celebrate four significant events (Harmony Day, International Women's Day, White Ribbon Day and Refugee Week). For Harmony Day, CMRC was the key partner to facilitate the Community Information Expo in Eastwood with Ryde City Council and other service partners. Sixty service providers engaged with over 500 people who attended to receive information and enjoy the entertainment.

CMRC partnered Ku-ring-gai Council and SSI to welcome the Syrian Refugees at the Ku-ring-gai Wild Flower Garden. Over 200 Syrian refugees met the local community and celebrated with music, dance and cultural food.



SETTLEMENT SERVICES PROGRAM

CMRC presented at the Ryde Refugee Week training for CALD communities, asylum seekers and refugees. CMRC is active in supporting Hornsby Council for their family, volunteer and multicultural expos.

CMRC partnered with India Club in The Hills to celebrate Diwali which was well attended by over 250 people.

CMRC chairs the Hornsby Ku-ring-gai Multicultural Network providing the platform for local service providers to come and share information as well as listen to guest speakers.

This year the key focus for The Hills and Northern Region was to provide support for women. This was delivered through specially designed workshops to bring about awareness on family and domestic violence. CMRC was part of a DV seminar Empowering Dynamic Wellness in partnership with India Club.

CMRC delivered cross cultural awareness training workshops for the Ryde LAC with emphasis on Korean and South Asian clients.

Tailored business courses/social enterprise courses were delivered to women's groups in partnership with TAFE. Noting the importance of being empowered and independent, CMRC organized a number of employment workshops to help women with their employment journeys. Great outcomes were achieved as many were able to find employment. CALD specific women's group includes Korean, Chinese, Afghanistan and the Indian Sub-continent.

To celebrate Halloween and Diwali, CMRC organized an event called Rangoween bringing all the CMRC Women's Hub participants together at a park in Ryde. For International Women's Day, CMRC organized an excursion for the Korean Women's Group to Gosford. Korean and Chinese women were given an opportunity to visit the court in Galesville to witness court procedures as part of CMRC's awareness on family harmony.



As part of awareness on domestic violence and family harmony, CMRC supported the DV Inter-agency for the White Ribbon Walk in Hornsby. CMRC supported Ryde Council and DV Interagency with organizing two groups of women (Chinese and Korean) to visit the Galesville Court.

Collaborating with key partners, CMRC was able to assist in producing a film on expressions of parental love for the South Asian community which was screened at Parramasala. The film is being used as a resource for service providers. Cultural awareness training and capacity building and leadership projects were delivered to Harman Foundation, Multicultural Integration Community Support (MICS) and India Club. As part of advocacy work the CMRC team supported Sydney Alliance on the Affordable Housing Assembly at Eastwood.

Working with schools, CMRC delivered Transition to School for the Korean community and information sessions were delivered with TAFE to target new migrants enrolled at TAFE. With the introduction of new citizenship changes, CMRC held seminars to help CALD communities prepare to gain citizenship status. Every term, CMRC delivered settlement information sessions to Hornsby, Meadowbank and Crows Nest TAFE. CMRC also worked with local schools to deliver settlement information sessions at Education Expos.



Youth

Life skills sessions are inbuilt with recreational and sporting activities to encourage young people to engage positively and participate in community activities. Thirty orientation and life skills information sessions were provided during this financial year. Topics included driver education and safety, financial management, how to develop and maintain healthy family relationships, negotiating consent, cultural transition, intergenerational conflict, homework support, education and employment pathways, health and nutrition, cyber safety. Attendance at each session was between 10 to 24 participants.

A Healthy, Happy and Resilient Young Australians of Tomorrow forum was held at Castle Hill High School in May 2017 to create awareness about positive body image, negotiating consent, and conflict resolution and cyber safety. A total of 150 young people attended along with staff from the various schools that were part of the forum. This was a partnership with 2Realise Young People's Potential and a number of schools and other organisations in the Hills area.



SETTLEMENT SERVICES PROGRAM

New Frontiers - Intercommunity engagement program targeting recently arrived single males with disengaged and isolated young males from existing 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 attended these classes weekly with 50 classes delivered in the past financial year.

CMRC was an active participant in the 20 Voices Youth Symposium, a Youth Collective Initiative. The 20 Voices Symposium is a space for personal and professional development where young participants share and learn life skills from professionals, academics, mentors and peers. It is a topic-driven workshop-styled discussion where multicultural youth are engaged in activities, sessions and topics to improve their knowledge of and access to services on that particular topic.





School Partnerships and Engagement Programs

School Partnerships have been initiated, developed and maintained at a number of schools and high schools in the catchment area such as Marsden Street HS, Holroyd HS, Arthur Phillip HS, Greystanes HS, Kellyville HS, Merrylands PS & HS and Granville South Creative Arts HS. Provision of casework, homework support, sport and recreational activities such as soccer and basketball. Parent information sessions on the Australian education system have been delivered during the funded period together with engagement strategies for parents. Harmony Day and Refugee Week activities have also been organised with local schools through cultural exchange programs.

Homework Support

A regular weekly homework support program is run at Marsden Street High School with a participation of 8 to 10 students. Weekly homework support group helps CALD primary school students in Hornsby in partnership with Fusion Australia.



Youth Summit in partnership with ADSI and SSI Youth Collective

Basketball programs at Arthur Phillip HS and Granville Youth Centre were run throughout the year with hundreds of youth attending.



SETTLEMENT SERVICES PROGRAM

Employment, Education and Training

Employment is the cornerstone of the SSP program. Programs and activities are focused on getting the clients job-ready and confident to be able to participate economically in life in Australia. This is done through tailor made employment ready programs.

Employment Assistance & Workshops

Information sessions have been delivered in the reporting period across Western, The Hills and Northern regions that CMRC services.

The sessions covered introduction to the Australian job market, resume writing, addressing selection criteria, interview skills and techniques, job seeking strategies, employment and education referral pathways and Australian workplace culture.

Ready Steady Work Program

- Sixty five clients from across the various CALD communities that we are working with were provided with mentoring support as part of the Ready Steady Work program.
- The Empowered Job Seeker program was conducted in The Hills and the Northern Region with successful outcomes.



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, educational and employment pathways, workplace rights and responsibilities and job search strategies. The program also provided cultural competency training for those moving into the community sector.

Bake & Make is a community capacity building project which aims to benefit unemployed women from migrant and refugee 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. These hands-on classes were facilitated by a professional facilitator. Participants got also training in food handling, hygiene, WHS and barista training with Darcy Street Project. The purpose is for some of the women to take up these activities as social enterprise or small business. Thirty five percent of the women who participated in the workshops became employed (one opened their own business, 4 women went into day care business, one in husband's painting business and 6 are now in full time education to pursue their employment goals). Research is suggesting that humanitarian clients have an incredible entrepreneurial spirit and we are capitalising on this by encouraging and assisting them to enter the small business landscape.

Launch Project

CMRC in collaboration with Marque Lawyers is delivering a mentorship program for the community members from migrant and refugee backgrounds. Six people have been put through internship programs. Two people gained full time employment with the support of their mentors from Marque Lawyers.

LEAPP Project (Learning, Employment, Advancement, Productivity, Placement) - CMRC's LEAPP Program is an innovative employment program that strives to minimize the impact of and lack of, limited local experience of newly arrived community members from refugees, migrants and asylum seekers background in gaining sustainable and meaningful employment with local employers.

CMRC Hub Internship

Provided opportunity for university students in their last year in Psychology, Business Administration, HR or Law with 3 months unpaid internship at CMRC. This project is designed to minimise the gap new graduates face after completing their studies in finding suitable employment in their relevant field. This project has proven to be successful in the past 3 years putting through 6 students into long term meaningful employment relevant to their field of study.

Magic Carpet - a social enterprise arts initiative supporting local refugee artisans (traditional Afghan Kite Artists, Afghan & South Sudanese henna and hair braiding artists) as they mentor refugee youth at local high schools, isolated parents and introduce their African and Middle Eastern artistry to mainstream audiences through festivals and events.

SETTLEMENT SERVICES PROGRAM

Health and Wellbeing Education Programs

Health and Wellbeing Education Programs were organised for clients from the Afghani, Iranian, Chinese, Korean and Indian Subcontinent. The program focussed on dental health, stress alleviation as well as having a balanced diet in order to improve the health and wellbeing of all age groups. Stress relief programs were also run to equip participants with tips on how to deal with stressful situations that may impact on own and family health.

Sports / Health

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. Over 70 people participated. This informative workshop included safety information and tips when fishing and hunting on public land in NSW.

Multicultural Aquatic Champions Project – information sessions about water safety and healthy waters for the Arabic speaking communities were held in March and April 2017 with over 40 people participating. They gained knowledge on water safety, responsible fishing, conservation of our fisheries and their habitat, fishing rules and regulations, fish identification, catch and releasing techniques, caring for waterways and their habitat. Project identifies passionate fishermen to communicate key messages to their own families



and communities. Other information sessions and practical training were held on water safety and safe fishing techniques for Chinese, Korean and Karen speaking communities. .

In partnership with the Department of Primary Industries, Safe Fishing workshops were organised for Korean and Chinese communities at Bobbin Head in Ku-ring-gai LGA. The workshops were attended by over eighty people at each session to help local communities become aware of the dangers associated with rock fishing and learn how to identify currents at the beach.

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.

Sessions focus 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.



Community Gardens

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.

Working out of Our Space Youth Hub in Eastwood, CMRC Chinese Seniors mentored youth in sustainable gardening techniques as part of a healthy lifestyle program.



SETTLEMENT SERVICES PROGRAM

Forums and Events

Community Services Expo – held at Parramatta Centenary Square in October 2016 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. Over 700 participants attended the day, engaged with services and enjoyed vibrant cultural performances.

Multicultural Exchange Program was held in partnership with the African Women's Group and STARTTS. This program attracts many women from CALD backgrounds. Cultural exchange activities included cross cultural stories, sharing traditions, 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.

Harmony Day celebrations held in March 2017 were in partnership with the Multicultural Services Network and celebrated the central message 'Diversity is our strength' by showcasing a variety of cultural performances. The event took place in Parramatta's Centenary Square and aimed to encourage and support all individuals and communities to practice and maintain their own linguistic, religious, racial and ethnic heritage without persecution or exclusion and to unite all members of the community regardless of their cultural or religious beliefs/ practices demonstrating a united Australia.

International Women's Day celebrations were held in Parramatta, Holroyd, the Hills, Ryde, Hornsby and Ku-ring-gai areas. These multiple 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 story sharing, fun and activities.



White Ribbon Day was celebrated in Ryde, Hornsby, Holroyd, Parramatta and The Hills Shire in November 2016.

Diwali (the Festival of Lights) celebrations in Ryde and Holroyd in October 2016 were well attended by both Indian Subcontinent participants as well as the wider community.

Harmony Day was celebrated at Eastwood Community Expo in March 2017 and Afghan New Year at Fagan Park in April 2017. The Community Services Expo attracted hundreds of people while the Afghan New Year was well attended with over 100 Afghans and Iranians.



CMRC was part of the **Orange Blossom Festival** in the Hills to showcase services and engage with potential clients.

Parramatta Pongal – a celebration of harvest that takes place every January at Parramatta Town Hall brings together hundreds of Tamils and other South Asians to celebrate this important festival and share their traditions with mainstream Australia.



Karen Settlement and Community Service Workers Forum is an annual event 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.



SETTLEMENT SERVICES PROGRAM

Support Groups

During the current financial year, CMRC continued to support and resource 10 support groups for the Tamil, Iraqi, Indian subcontinent, Afghan, Iranian and African communities. These support groups meet regularly and focus on self-knowledge, access to services, healthy relationships, women's and men's health issues, self-development, gaining skills and building confidence and self-esteem.

Creative Women's Hub is an initiative of CMRC and House of Welcome and started in September 2015. The Hub seeks to provide skills for CALD women such as beading, sewing, crocheting and other arts. The hub takes place every Thursday at Auburn Community Centre. The women meet weekly and once a month they attend Marrickville Twilight Markets to display and sell what they have worked on throughout the month. The outcomes for participating clients are learning various marketable skills such as sewing, crocheting, jewellery making, as well as improving English conversational skills and learning about how to start up a small business enterprise.

Toongabbie Women's Cottage activities such as English classes, computer classes, arts and craft, sewing and so much more take place every week at Toongabbie Community Centre. These activities are attended by 25 women or more every week.

See Saw Project works with Tamil women from a refugee and asylum seeker background to assist those acquiring new skills in sewing thus helping with the family budget and creating some small source of income for themselves and their families.



Hornsby Multicultural Women's Group met on a weekly basis, bringing together women who were keen to learn about social enterprise and how to improve their skills in business and administration.

Her Time Women's Group in Hornsby and **Timeout Women's Group** in Ryde brings together women from various cultural backgrounds to share learnings and experiences and find out about services and ways to engage in the wider community.

Ukulele and Craft classes are run for Korean women in the Northern region with an attendance of between 12 to 20 women every week.

English social and conversational classes are held across CMRC's large geographical footprint in Parramatta, Toongabbie, Hornsby, Ku-ring-gai, the Hills and Eastwood. These classes build the confidence and capacity of new and recent arrivals to acquire and practice English. It also gives them information on various services and strategies to address their issues and resolve their problems.

The work initiated, developed and delivered across the Northern and Western regions of Sydney during 2016-17 would not have been possible without the ongoing vision, guidance and support from our dedicated Chief Executive

Officer, Melissa Monteiro, who is a great source of inspiration and guidance to us all. The team is also grateful to the responsive and committed Board of Management.

I would also like to thank Uma Menon, Partnerships and Community Engagement Coordinator for her community development approach in the Hills and Northern Region and for her dedication and commitment.

As always, 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, Amy Ji and Wendy Mouawad for their assistance throughout the year.

On behalf of the team, I would like to extend our sincere thanks to a multitude of services and agencies that we have worked in partnership with for the benefit of clients and communities. We value the partnerships that have continued to develop and grow over the past year and look forward to strengthening these relationships in the year ahead.

Last but by no means least, I would like to thank every member of the SSP team for their hard work, commitment and dedication. We are all looking forward to new challenges and achievements in the year ahead.



YOUTH TRANSITION SUPPORT PROGRAM

The DSS funded Youth Transition Support Program Pilot (YTSP) is delivered nationally by six organizations throughout Australia. DSS Minister Christian Porter officially launched the program in December 2015 with a view to decrease the risk of social and economic isolation experienced by refugee youth. Community Migrant Resource Centre (CMRC) delivers the Pilot in Western Sydney.

YTSP aims to assist disengaged refugee and migrant youth with pathways to employment, education and civic participation through structured sporting and arts activities. With a view that societal challenges faced by at-risk youth will be reduced, and systemic barriers to access and participation can be identified, and programs designed to provide durable solutions to weighty hurdles stacked against refugee youth moving in the right direction on the resettlement chessboard.

CMRC has delivered, in close consortia with our partner MRCs (ADSi and Sydwest), a number of programs throughout the Western Sydney LGAs of Auburn, Holroyd and Blacktown. To support refugee youth: to enhance their ability to remain at high school, transition to further education, to improve their job readiness to enter the Australian workplace and culture, and most importantly to engage in dialogue with business and employers about the key benefits which will flow when supporting a diverse workforce.

YTSP has been independently evaluated by Synergistiq.



The pilot has provided service delivery to 1,038 clients with 1,031 employment related outcomes (including completion of a work readiness course, LWE achieved, received assistance from employment provider, achieved paid employment) to the end of June, with our partnership-led model of integrated support.

We have tried to maintain the integrity of our programs, through thoughtful consultation and collaboration with youth-informed decisions made at every level. Measurable impacts of the programs have started to be seen and provided critical insights to frame more sustained and penetrating lines of practice. Especially in regards to our implementation of the Appreciative Inquiry method of work.

Participants in YTSP programs have reported enhanced levels of skills, confidence, and resilience to adapt and respond to challenges, and thrive in changing circumstances. Data indicates enhanced resilience and wellbeing, as our youth-led strategy of workshopping solutions and ideas about how to improve refugee young peoples' wellbeing, entrepreneurship, critical thinking facilities, education experience and economic participation, has helped inform our future focused learnings and skilled up our youth for jobs of the 21st century.

This Pilot has been shaped and designed by 15 dedicated staff. A huge thank you goes to Team Leaders Gen O'Connor and Anisha Thapa. BIG BIG thanks to the Youth Team working at the coalface - Shababa Adneen, Pilar Cardenas, Rnita Dacho, Latifa Hekmat, Acuoth John, Hina Khan, Tanaka Magwature, Bernard Muchemwa, Tamana Muslih, Rohullah Rahimi, Ella Sutton, George Voulgaropoulos, Simon Winya, Anyier Yuol and the 25 members of our casual Youth Team staff.

An integrated service delivery model hinges on our key service delivery partners. A tremendous thank you to the YTSP Coordinators at ADSi (Justin Han) and Sydwest (Mustapha Bangura/ Ahmed Shmela). Thank you to Frank and Angela, for support and management of the programs delivered. We thank Auburn Youth Centre –the site of our outreach office and community hub. Also thank you to MYAN (Nadine, Peter) and congratulations to our 5 fellow PILOTS on this journey (Lebanese Muslim Association, Access Community Services, MDA, Foundation House, Brotherhood of St Laurence).



YOUTH TRANSITION SUPPORT PROGRAM

Work Ready (CMRC, SydWest, ADSI) 530 clients have completed work readiness programs with Nirimbah & Granville TaFEs, Marist Youth Care, Third Space Resources, Muskateers, Jobfind & Ames Employment. Outcome: Driving Scholarship Program introduced to provide support to clients progressing towards employment: 90 clients have been referred to Driving Programs (at CMRC & ADSi), to receive access to free driving lessons with our SDP Rasaa Driving School where a female driving instructor has boosted client work with girls. 20 clients have also attended a 15 week Learn To Drive Knowledge and Safety Workshop program. Supported coordination of Employment Expos across Auburn, Holroyd and Blacktown LGAs. Youth Employment Summit (ADSi) was a tremendous success this year with 100 engaged youth connecting with vocational training and employment providers.

Discovery Mentoring Program (CMRC) Tutoring/Mentoring program for students was delivered at high schools and at satellite sites including libraries. This afforded YT an opportunity to engage on a deeper level with schools by assisting students with their subject selection in relation to tertiary entry requirements, providing critical support for future focused learning & jobs of the future, and providing psycho-social support with mental health/ family support/goal setting strategies. Fourteen mentors (all university students) are employed as part of our YT team. They have supported over 80 clients with this high impact strategy offering consistency and flexibility in its practice.

On Track (CMRC) Outreach program delivered at Holroyd & Arthur Phillip High School. Thirty clients received assistance. On Track has strengthened relationships between school support staff and created opportunities for more collaborative work practices between the settlement and education sectors, as well as better outcomes for students with services working in concert with each other. YT staff have reported an increase in resilience levels and independent thinking indicators (such as ability to set and keep own appointments) with clients. Program has also allowed for more distillation of issues surrounding the hidden practices of forced/underage marriage. Outcome: Family Iftar – an iftar was organized with 4 of our local high school partners with 100 attending. SydWest staff worked closely with Evans IEC, Mitchell High School and Penrith Valley Learning Centre to help address family, social and emotional issues impacting on these students.





Corp Connect (CMRC) Corporate partnership with Grant Thornton International. This partnership provides an opportunity to broker Cultural Immersion Visits (mediated meet & greets with youth from refugee backgrounds and GT staff), and then follow up with Industry Visits (onsite at GT City office, orientation to workplace, employment/education pathways advice sessions from staff and provision of two LWE places).

Navigating Resettlement & Education (SydWest) Further education access and information program, and tutoring program to support university students. Tutoring groups have been established at Blacktown and Mt Druitt where 13 students are engaged. Partnership established with Macquarie Community College to source students exiting AMEP and organize groups of students into TAFE taster courses to provide more options for their career development.

YTSP Education Symposium 60 school students offered support in following areas: Career Pathways, Further Education Options and a Work Ready workshop. Lived Experience program delivered by Deng Thiak Adut (NSW Australian of the Year) and Daniel Saeed (Iraqi Youth Leader). The 5 partnership schools included were Auburn Girls HS, Chester Hill HS, Bankstown Seniors College, Lurnea HS and Greystanes HS.



Youth Advisory Committee (CMRC) Committee of youth leaders who help guide, inform and shape YTSP programs. They also help design and deliver their own programs. Nine youth employed on the YAC team. Co-designed Pop-Up Outreach Club at Granville Park and Multicultural Youth Picnic for Youth Week. Outcome: YAC team members have also been recruited to advise other agencies with youth strategic planning such as Cumberland Council, have provided Lived Experience Seminars to corporate and community partners. YAC team members have also presented at the WSU Forum (Let Me Take You On Journey) that was facilitated by Professor Peter Shergold (Syrian Taskforce) and represented CMRC at the Fusion MYAN Conference in Melbourne last year.

Blacktown Employment Strategy (SydWest) The Blacktown Employment Strategy is a working group that comprises Jobactive service providers such as Job Prospects, MTC Work Solutions, Mission Providence, Mission Australia, Sarina Russo, Blacktown Centrelink, Blacktown TAFE and Blacktown City Council. This working group has been able to broker employment pathway opportunities for our target group.



YOUTH TRANSITION SUPPORT PROGRAM



Kicking Goals (CMRC) Integrated sports / education / leadership / skills development / employment pathways program, delivered by Creating Chances. Facilitator training was provided for 10 refugee youth. Six programs operate weekly including Creating Champions and Creating Coaches. A total of 300 refugee youth participated in KG. Two Leadership / Youth Development FOCUS Camps were delivered.

Together for Sport (CMRC, SydWest, ADSi) Access program for refugee clients to participate in sports programs – training, participation in tournaments and assistance with registration to mainstream clubs. Twenty refugee youth participated in intercommunity Cricket tournament. 110 clients participated in the soccer competition in Auburn during Youth Week. In May 2017 Soccer Cup was held in Auburn where 8 refugee youth teams participated. A weekly social soccer program has started at the Kevin Betts Stadium in Mt Druitt. There are 32 clients (mostly Syrian / Iraqi) that have registered to attend. Outcome: 18 clients have registered into mainstream clubs such as Australian Soccer Academy, Rooty Hill Football Club and Lily Football Centre.

Soundlab (CMRC) Engagement program - arts as a tool to enhance communication / confidence skills / English literacy. Program aims to enhance participation in the wider community and increase ability for young person to transition to employment, through rapport building, skills development and the inclusivity that musical expression brings. 26 clients have participated in the program which is delivered at Granville Youth Centre.



Train Up (ADSi) CATCH Training delivered certificate-based training courses. Three certificate courses were conducted and 24 clients completed training in Customer Service, Barista and First Aid. Employment Outcomes: 5 clients secured jobs in Customer Service and Barista sector. White Card Training (General Construction WHS Induction) was done in partnership with Granville TAFE and Strathfield South HS. 13 clients completed the course. Cert 11 was held with TAFE SWSi Granville as well as a 10 week Hair and Makeup Stylist Certificate course.

My Story My Neighbourhood (CMRC) Ten week skills development training program developing self confidence and reducing isolation through photography. Delivered to 20 students at partner school Arthur Phillip HS. Photographic essay series was created and launched at two Refugee Week Events (City of Sydney/ Refugee Council at Paddington Town Hall and with PCC at Parramatta Library where the My Story). Exhibition ran for 2 months.



Tafe Taster Program Series (SydWest/CMRC) Six information sessions held. Project has formed partnership with Nirimba / Granville TAFE's outreach to deliver taster courses to local high school students as well as students exiting the AMEP at Macquarie Community College.

By Design (CMRC) Work readiness program for clients registered in design/ arts school / TAFE, delivered in partnership with Social Outfit. Twelve clients received training in digital printing & textile design (painting/drawing/collag / design principles). Participants collectively created a Commercial Design for a social enterprise project consisting of clothing/homewares/ stationery/merchandise lines which will be launching in late 2017.



CALD EARLY INTERVENTION AND PERINATAL PROGRAM

The CMRC CALD Early Intervention and Perinatal Program (EIPP) aims to provide children from Cultural and Linguistically Diverse communities with the best start in life. We achieve this by supporting families expecting a baby or with children aged up to 8 years old. The CALD EIPP provides a range of tailored and inclusive activities to strengthen parenting skills, facilitating informal support groups and access to appropriate services.

The Program aims to use a strength based model where programs are built upon community strength and capacity - to address problems or challenges from within the families own resources. Additionally and as important CALD EIPP uses child-centred approached which provides better outcomes through evidence base approach.

Furthermore, the CMRC EIPP team continued to work collaboratively with service providers to improve prevention and early intervention approaches and ensure optimal access, engagement and results for clients from Parramatta and Holroyd Local Government Areas.



Margarita Videla
CALD Early Intervention &
Perinatal Program Coordinator



Multicultural Antenatal Classes

The aim of the Antenatal Classes is to provide a range of information to Culturally and Linguistically Diverse women to increase the access and understanding of the Australian healthcare system when having a baby. This service is provided in partnership with Women's Health Clinic at Westmead Hospital. The sessions are provided to CALD women who are birthing at Westmead hospital. Sessions are held by the Community Maternity Liaison Officer from Westmead Hospital and interpreters are provided when the level of English language proficiency is low. This assist to facilitate the cultural appropriateness and referrals pathways to other services. The commitment of the Westmead Maternity Liaison Officer and EIPP Family Worker have been the key for the support provided to these mothers.

Supported Playgroup

CMRC EIPP Supported Playgroups aim to support Culturally and Linguistically Diverse families with young children in order to enrich children's early learning, developmental opportunities and the impact on the child and family outcome. Supported Playgroups break social isolation and offer the children and parents/carers the opportunity to experience a gradual transition into a new culture. CMRC EIPP Supported Playgroups are delivered on public schools' grounds and a community centre. These venues provide a safe environment to the children and their families.

The information sessions were tailored according to the needs and gaps identified by the Family Workers in consultation with Service providers and the parents and carers attending the groups. Some of the information provided included breast cancer, emotional self-control and awareness, mental health, domestic and family violence, child protection, access to disability services as well as CMRC Services. This year we also included internet safety in partnerships with the CMRC Multicultural Support Workers Project.

Through the Supported Playgroup we were able to build the capacity of the parents/carers by providing more formalised education opportunities to parent through community organisations such as TAFE and Westmead Hospital.



CALD EARLY INTERVENTION AND PERINATAL PROGRAM

Home Visit

Home visits provides support to parents who have children from 0–2 years of age who have been referred to the EIPP mainly from the Westmead Hospital, Family Referral Services as well as other services. This year CMRC's EIPP provided 57 home visits to Cultural and Linguistically Diverse mothers and their new born babies.

Through these visits the mothers are referred to programs like the Women's group, Mums and Bubs group & supported playgroups as well as to the appropriate service that can assist the family and their new born baby.

Home visiting have many goals, including the promotion of good parenting skills, the prevention of child abuse and neglect and the promotion of healthy child development and sometimes the improvement of the mothers' lives. Information and Referral pathways were provided accordingly to the issues and needs of these women.

75% of Home visits to parents and their children are linked to the Supported playgroup and other programs run by Early Intervention, CMRC services and other service providers.

Triple P and Parenting Program

Triple P Program aims to promote children's development and manage children's behaviour in a constructive and non-hurtful way (Sanders 1992). These programs enhance the development of healthy, positive parent–child interactions which are especially beneficial when parents are facing challenges that may compromise their parenting capacity.

This year there was an increased demand for positive parenting programs from Schools, Preschool and parents themselves. In order to address earlier parenting issues, a Triple P session was included as part of the Antenatal Classes and the Mothers of Many Societies Group.

CALD EIPP continues to review and identify a model of best practice for the delivery of early parenting information and education.

Mothers of Many Societies Support Group

This program is provided for mothers from CALD background who have had a baby in Westmead Hospital or were referred to the EIPP by Early Childhood Nurses in the Cumberland and Parramatta Areas. It is provided to young mothers, in partnership with Westmead hospital. New mothers from CALD background are encouraged to attend this group soon after they have been discharged from hospital.

It gives CALD mothers the opportunity to meet other new mothers, and to speak honestly about the challenges and joys when having a baby in Australia. This program was run 5 times this year and each program included eight sessions on issues relevant to the CALD new mothers.

Added to these sessions, the parents are informed on existing mainstream services available for the children and their family within Parramatta and Holroyd Councils. These include childcare providers, Human Services including Medicare & Centrelink, CMRC and other.

Transition to School and Readiness to School Programs for CALD Families

During the Transition to School sessions parents become aware of the education system in Australia including rights and responsibilities from the school where their child will be attending. These transition to school sessions have a holistic and inclusive approach where families are informed on how they could receive support during this transition and build a stronger relationship with their future school.

Readiness to School help the children to become familiar with school environment and school routine as well as to ensure that the child is ready and able to cope with the transition into primary school. This is achieved thanks to the collaboration of parents and primary schools that we work with.



CALD EARLY INTERVENTION AND PERINATAL PROGRAM

Perinatal Conference

CMRC in Partnership with Westmead Hospital / Women's Health Clinic conducted the Perinatal CALD Conference 2016: Global Problem Local Solutions on 25th November 2016.

The objective of the 2016 CALD Perinatal conference was to enhance healthcare providers understanding of cross cultural perspectives in motherhood, to improve the health and wellbeing of CALD women and their families when engaging perinatal services.

Expert speakers explored global health issues with a focus on local solutions and the impact on women and their family unit. This year's conference attracted more than 300 Healthcare Workers and Service Providers.

PERINATAL CALD CONFERENCE
GLOBAL PROBLEM LOCAL SOLUTIONS
2016

DATE: **FRIDAY 25TH NOVEMBER 2016**

TIME: **8.45 AM - 4.30PM**
REGISTRATION OPEN AT 0800

FEES: **FREE**

VENUE: **JOHN LORENTHAL AUDITORIUM LEVEL 2, WESTMEAD HOSPITAL**
CLOSED FOR REGISTRATION: **FR 17th NOV 2016**

AIM:
To develop healthcare providers understanding of cross cultural perspectives in motherhood, to improve the health and wellbeing of CALD women and their families when engaging perinatal services.

REGISTER ONLINE:
<https://cald.west.org.au/cald>
(Pre-registration for catering essential)

Norma Boules: 0487 5911
cald_familyworker@westmead.nsw.gov.au

Nelma Galas: 0482 6133
nelma.galas@health.nsw.gov.au

Sarah Melior: 0450 4833
sarah.melior@health.nsw.gov.au

Westmead Medical Research Foundation

Many thanks to our major sponsors:

Connecting Families With The Community And Disabilities Services Day at The Holroyd School

The program aimed to deliver face to face information to families and carers about a number of services accessible in their local area that can support their needs at the Holroyd School Hall. It was determined that the focus of the program aimed to engage agencies that can provide personalised consultations on programs and services to the families and carers of the children attending Holroyd School. CMRC and Holroyd School invited both Government and non-Government funded agencies to support the program and provide parents and carers with the required supports for any enquiries they had in regards to services that they currently access or could potentially access.

Thirteen services participated in the Connecting Families to the Community and Disabilities Services Day.

HOLROYD SCHOOL AND COMMUNITY MIGRANT RESOURCE CENTRE
COROONALLY INVITES PARENTS AND CARERS TO

CONNECTING FAMILIES
WITH THE COMMUNITY AND DISABILITIES SERVICES DAY

TALK TO EXPERTS - ASK QUESTIONS - LEARN ABOUT LOCAL SERVICES
THAT CAN SUPPORT YOU AND YOUR CHILD INCLUDING:

- Early Linkers
- Ability Linkers
- Centrelink and Medicare
- Carers NSW
- Housing
- My Choice Matters
- Department of Fair Trading
- Community Migrant Resource Centre
- Uniting
- Multicultural Disability Advocacy Association
- STARTTS

Bilingual Workers & Interpreters in Arabic, Vietnamese, Dari, Farsi, Mandarin & Turkish

DATE: 27 June 2017
TIME: 10:00 AM - 1:00 PM
VENUE: HOLROYD SCHOOL HALL, WILLARA AVENUE, WEST HOLLAND

For further information please contact:
Margaret Thibbs **Neil Dimes**
 T: 02 9639 6100 ext 200 T: 02 9639 6100 ext 200
 F: 02 9639 6101 F: 02 9639 1218

Paint Parra Read - Reading day

On 26th October 2016 CMRC EIPP participated on 'The Reading Day' in partnership with Parramatta Council. This program is a community literacy strategy which aims to promote the importance of Reading, Talking, Singing and Playing with Children from birth.



National Reconciliation Week 2017

National Reconciliation Week 2017 celebrations were run in partnership with Parramatta Primary School, Parramatta Library and CMRC.

We provided a range of activities to the children attending the Parramatta Primary School. These activities included Aboriginal Storytelling to the children from Kindergarten, year 2 and year 3. Aboriginal Craft activities were provided to the children from year 5 and 6. All sessions were delivered by workers from Aboriginal Communities.

We had an average of 25 children attending each session.



CALD EARLY INTERVENTION AND PERINATAL PROGRAM

Harmony Day Celebrations

Parents and workers from different Cultural and Linguistically Diverse backgrounds, including an Aboriginal language, read, sang and danced with the children attending the nursery rhymes time at the Library. The books were read in English, Farsi, Arabic, Chinese and Aboriginal languages.

The activities focused on providing community connectedness and it was in partnership with Parramatta Library, Multicultural Services Network and CALD Early Intervention and Perinatal Program.

We targeted children in the 3-4 year age group. An average of 11 children attended these sessions.



Working Together to Promote Migrant and Refugee Perinatal Health

An interactive forum to discuss research priorities was held on July 19th 2016 in partnership with Western Sydney University.

The aim of the workshop was to identify the key research priorities for migrant and refugee perinatal health in Western Sydney.

The workshop was interactive where health and community workers had the opportunity to learn about and discuss key international and national research findings. The workers shared knowledge and issues of concern to expectant new parents from migrant and refugee backgrounds in Western Sydney. Research questions were identified and priorities for perinatal health of migrants and refugees in Western Sydney.

Thirty five people attended the forum, including maternity service managers, clinical consultants in midwifery and nursing, perinatal liaison officers, early parenting and early intervention coordinators, maternity liaison officers, multicultural health officers, bilingual workers, midwives, child and family health nurses, women's health project officers, senior health officers and clinical psychologists.



Family Connections Forum: Keeping Children & Families Safe

In partnership with Family Workers and Development Training Program and CMRC Early Intervention and Perinatal Project formed part of CHAPS Network this year. Around 40 people attended the training on the 17 May 2017

Partners

Building strategic partnerships with key service providers were the key to the great outcomes for families attending the CMRC Early Intervention and Perinatal Project this year. A big thank you to our partners this year. We're looking forward to next year to continue working towards the wellbeing of children from CALD families in the Parramatta and Cumberland areas.

Volunteers

CMRC Early Intervention and Perinatal Project staff would like to give a big thanks to the dedicated volunteers who provide the support and cultural understanding of the communities we served. Our volunteers have the necessary skills to engage in interpreting and translating activities to service providers and the Family Worker when running activities during the Supported Playgroup.

MULTICULTURAL SUPPORT WORKERS PROGRAM



Mira Mitrovic
Coordinator MSWP

The main aim of the Community Migrant Resource Centre work is the establishment and maintenance of strong support networks that will warrant newly arrived families' faster and more successful settlement and exploration of new opportunities

The Multicultural Support Workers Project role at CMRC

In line with above, Multicultural Support Workers Project's focus is around observing, recognising, utilising and building upon existing positive parenting aptitudes and in that way, strengthening and keeping together newly arrived families. Our main goal is the establishment and monitoring of safe, secure and stable environments for children amongst culturally and linguistically diverse communities.

The MSWP supports newly arrived families' to increase their capacity and confidence around safely raising their children and consequently effectively settling in Australia. This is done by building and monitoring positive relationships between Family and Community Services, NGO services and CALD communities in relation to child safety, neglect and other child protection matters.

Impact on people's lives

Settlement is about 'them' learning about the system, and 'us' learning about 'them', their values, experiences, strengths and capacities.

The MSWP Team provides services to:

- FACS case workers learn about the culture and cultural practices of raising kids
- Other government and non-government departments and agencies (culture and language support)
- CALD families learn about ways of keeping children safe in today's environment

MSWP early intervention and placement prevention activities

Cultural Awareness and Practices

The MSWP Team facilitates workshops on cultural insights on values, practices and strategies in raising children and keeping families together.

The MSWP provides language and culture support, as to ensure effective communication around significant child protection matters and concerns.

Group work

Delivery of comprehensive information and education programs, underpinned by a community engagement strategy.

Facilitation of culture and language tailored information sessions about NSW Child protection, Family and Community Services and Child Protection Legislation using an in-depth community development approach.

One to one work

In addition to this, our workers met on 331 occasions to individually provide 130 CALD families/parents with the required support when working on observed child protection matters.

Collaborative Work

We have a number of collaborative partnerships with various local FACS offices, other government bodies (Police, Education, Kids wellbeing units, FACS-housing) and number of NGOs (STARTTS, Red Cross, Wesley Mission, Mission Australia, SSI, Anglicare, Women Refuges, Youth refuges, etc).

Government policy and advocacy

The MSWP workers actively participated in a number of government initiatives, policy developments and work around development of innovative strategies in new ways of working. We have actively participated and contributed to FACS Quality Assurance Framework Reform, FACS TEIP Reform, MAC meetings, FACS ROHS meetings, Child protection Interagencies, Migrant Interagencies and Western Sydney, Cumberland, Sydney Northern other relevant networks.

Our team presented a topic of “CALD Disability and its impact on parenting capacity” at the 2017 National Women’s Conference.

Awards

The MSWP was nominated for the Western Sydney ZEST Award in 2016.

2016-17 Outcomes

FACS, Brighter Futures and other NGOs that have partnered with MSWP have reported numerous ways in which they have observed CALD Families benefiting from this partnership approach:

In 2016-17, we have delivered 9 child safety workshops and seminars in various locations. A diverse range of families and individuals attended.

Referrals in 2016-2017 came from the variety of government departments and services FACS (various districts), Brighter Futures, SSI, Barnados, Fathers Program, Women’s Refuges, Child Wellbeing Unit (Police), Child Wellbeing Unit (Education), Woodville Alliance and within CMRC.

The languages we serviced in 2016-17 are Dinka, Juba Arabic, Kirundi, Swahili, Somali, Arabic, Chinese, Italian, Bengali, Persian, Crio, Thai, Tamil, Rohingya, Vietnamese, Asante Twi, Spanish, Kinyarwanda, Hindi, Turkish, Indonesian, Fijian and Maori.

What our partners are saying about us

The MSWP Team assisted us to:

- learn and understand the culture and cultural norms that impact on family dynamics,
- establish positive engagements and monitor effective ongoing engagement,
- achieve better outcomes for children, parents and/or carers.

MULTICULTURAL SUPPORT WORKERS PROGRAM

What CALD families are saying about our service

"It is great to see 'someone' understands where you are in your thinking and in your heart coming from."

"It is great to see 'someone' shares your thoughts, your feelings and your concerns."

"It is great to have someone you can trust will guide you to keep the family together."



Looking ahead

The MSWP workers are accredited:

- Triple P parenting programs providers and are available to deliver language and culture specific parenting programs. (fee for service applies)
- Parenting Between Cultures program providers
- Family Group Conferencing support providers
- Families in Cultural Transition program providers

Additionally in 2017-18 we will be expanding the assortment of services that will be offered on a 'Fee for Service' model.

We are currently working on number of collaborative partnerships in various NSW locations.

Funding and value for money

The Multicultural Support Workers Project (MSWP) is funded by the Department of Family and Community services. The project has been successfully operating since 2007. This project is the only venture of CMRC that expands beyond local boundaries, targeting and responding to requests from across NSW. We look forward shaping up the project in line with the new FACS direction and the framework of Targeted Earlier Intervention Program.

I wish to pay my respect and appreciation for the hard work of families we have serviced and thank their extended families, community leaders and wider community for supporting families and our team work in keeping children safe.

A big gratitude to Family and Community Services for the ongoing funding and partnership in delivery of this valuable program. I also wish to acknowledge and express my appreciation to all members of the MSWP Reference Group, especially Ozen Cemali, Fatma Mohamed and CMRC Executive team, particularly Aurelia Rahman and Melissa Monteiro for their ongoing input and support.

All the members of the MSWP Team, volunteers and students on placement - Thank you. I look forward a new exciting year ahead of us.

BEYOND DIVERSITY REPORT

In 2017 the CMRC introduced Beyond Diversity, a suite of training programs, workshops, consultations & cultural mapping for organisations and businesses to better understand refugee communities, and the intersection between settlement, inclusion and greater social cohesion.

With over 20 years community management experience, the CMRC has developed significant expertise engaging emerging communities and delivering effective high impact settlement services and programs across Sydney. We've packaged this wealth of insight, expertise and skill into 'Beyond Diversity', our new migrant and refugee focused cultural competency training, consultancy and community engagement program.

Refugees arriving in Australia bring with them a vast array of experience, skills and motivation to contribute. How can we better facilitate their contributions and foster more inclusive communities? By providing professional training and advisory services, Beyond Diversity takes the lead for more inclusive and cohesive communities.

The program has employed specialist facilitators from refugee backgrounds, who have shared insight and expertise with state and local government, corporates, health and homelessness services and other community based not-for-profits. Beyond Diversity has received exemplary feedback and anticipates significant demand for this unique and innovative program over the next year.



Geneve O'Connor
Beyond Diversity Program Manager



Anonymous evaluation feedback

"The learning experience was an eye opener & educated me on how to work with different cultural backgrounds – good job!"

"I liked everything about the training. It was deep and meaningful. Thank you for making me culturally aware and competent"

"It was indeed very informative... I will recommend to my friends"

SOCIAL ENTERPRISE PROJECTS



Jayshree Pather
Admin & Support Project Officer

RMS CALD Road Safety

CMRC has been delivering the RMS CALD Road Safety program that provides our clients the opportunity to better understand road safety rules in NSW. RMS Road Safety Program is viewed as one of the key components of CMRC's settlement services especially as a major proportion of new clients originate from countries where road safety education is not promoted and where there are minimal rules / principles in place regarding road safety.

Our pool of more than 20 RMS trained CMRC facilitators with multilingual skills and cultural knowledge provided solid Cross Cultural Practice. In addition, our experienced CMRC facilitators' proactivity identified ways in which they increased the depth & breadth of CMRC's clients' understanding of road safety in NSW.

More than 650 CALD community members primarily from Arabic, Afghan, Asian Subcontinent (Bangladeshi, Bhutanese, Indian, Nepalese, Pakistani), Chinese, Iraqi, Korean, Persian/Iranian, Sri Lankan Tamil & Syrian backgrounds attended the 31 RMS workshops across the 3 RMS Project streams (Pedestrian Safety, Driving in NSW and



Child Restraints). This equates to an average of 21 attendees per workshop. Pedestrian Safety Workshops represented 45% of the total RMS workshops conducted by CMRC multilingual facilitators and accounted for almost 50% of the total RMS workshop attendees.

Feedback from attendees has been positive and RMS Road Safety knowledge tests confirm that attendees significantly increased their knowledge regarding road safety rules in Australia.

CMRC has particular skills and experience in managing and delivering programs that span a number of geographic locations, requiring multiple partnerships for successful delivery. CMRC's partnership with Councils (Parramatta, Cumberland, The Hills, Hornsby, Ryde), Community Centres, Churches, Westmead Hospital assisted CMRC facilitators to deliver many information sessions to community members in their respective venues / premises.

By using innovative and flexible education strategies CMRC continues to provide road and safety programs to all of our CALD communities and in strong partnership with the RMS Road Safety Department.



FairGo Driving

The FairGo Driving project has successfully assisted many refugees and migrants that face long term exclusion from the labour force or cannot compete in the job market due to inability to access affordable driving lessons that would allow them to obtain a NSW driver's licence.

The mission of the FairGo Driving School Program is to assist clients (primarily women and young people) to break down barriers to accessing employment through the provision of affordable driving lessons.

The project provided up to 20 subsidised driving lessons weekly to refugees, new migrants and disadvantaged clients thus enabling access to employment opportunities and access to services where clients are required to have own means of transportation.

More than 70 percent of the clients accessing driving lessons were from India, Iran, Afghanistan, and Nepal. Females, many unemployed or students comprised more than 80% of clients who received driving lessons. Interestingly, almost a third of clients are holders of overseas driving licences.

FairGo Driving School services were promoted via social media (facebook), advertisements in ethnic online & print media like the Indian Link, Persian Herald Weekly and Afghan (Offoq) Newspapers. In addition, referrals through CMRC case workers, partner organisations and promotions have contributed to driving school registrations. CMRC's road safety education program melds with some clients enrolled in the FairGo Driving School program.



MULTICULTURAL SMALL BUSINESS ADVISORY SERVICE



Nexhmije Shala
Business Development Manager

The Multicultural Small Business Advisory Service has been funded for 4 years through the Department of Industry for the provision of business advisory services to Arabic, Chinese, Korean and Vietnamese small businesses in Greater Western Sydney.

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

The Multicultural Small Business Advisory Service provides a quality, personalized and highly subsidized Business Advisory 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. We also assist existing small businesses that want to grow, expand, sell, succession plan or improve their overall business plans.

This year the program has assisted over 1135 clients with small business advisory support and training programs. Currently the team meets approximately 8-10 small businesses daily and provides phone support when needed.

The current data reflects the program supports across the 4 language groups; 45% Intender clients, 34% Small business and 21% expansion of small business operations.

Our Programs also continue to build partnerships and program development with Westpac's Refugee THRIVE which provides \$2 million in funding towards microfinance loans and support for refugees who want to start their own business, SSI Social Enterprise IGNITE, STARTTS and Department of Industry's CALD NDIS project.







Financial Report
2017



Behrens Rowley

Chartered Accountants

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COMMUNITY MIGRANT RESOURCE CENTRE INC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2017





Behens Rowley

Chartered Accountants

Member of the Chartered Accountants
Association of Australia (CAAS)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBER OF

COMMUNITY MIGRANT RESOURCE CENTRE INC

Report on the Financial Report

We have audited the financial report of Community Migrant Resource Centre Inc (the association), which comprises the statement of financial position as at 30 June 2017, the income statement, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial report of Community Migrant Resource Centre Inc is in accordance with 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 2017 and of its financial performance for the year then ended; and
- ii. that the financial records kept by the association are such as to enable financial statements to be prepared in accordance with Australian Accounting Standards.

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Information Other than the Financial Report and Auditor's Report Thereon

The committee of the association is responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2017, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.





Behrens Rowley

Chartered Accountants

Members of the Chartered Accountants
Association of Australia (CAANZ)

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

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Responsibilities of the Committee for the Financial Report

The committee of the association is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards 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 of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibility for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.



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

Partners: Denis Probert & Colin Kaye
 Formerly: Scott Behrens & Associates

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

- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

**Behrens Rowley
 Chartered Accountants**

Baulkham Hills, NSW, 2153

**Auditor: Charles Behrens
 ASIC Auditor Number: 1466**

Baulkham Hills

Dated this 16th day of October 2017



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

Auditors: Baulkham Hills Community Resource Centre
201 Macquarie Street, Baulkham Hills, NSW 2153

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Norwest Business Park
Baulkham Hills NSW 2153

PO Box 7146
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www.behrenslowley.com

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 16th day of October 2017



CHARTERED ACCOUNTANTS
AUSTRALIA • NEW ZEALAND

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BR Norwest Pty Limited trustee for BR Norwest Trust
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COMMUNITY MIGRANT RESOURCE CENTRE INC

CMRC Consolidated Statement of Financial Performance For the Year ended 30 June 2017

	2017	2016
INCOME		
Auburn City Council	-	1,000
Bankstown Sports Club	-	1,798
Cancer Institute	4,869	-
City of Ryde Council	4,000	-
Community Services Expo	-	3,480
CMRC Driving school	11,475	10,800
Crown Resorts Foundation	13,698	22,975
Department of Family & Community Services	382,546	372,476
Department of Social Services	1,806,260	946,338
Department of Industry	268,963	-
Department of Infrastructure	13,000	-
Donations	93,205	2,920
Electricity	1,357	-
Fee-for- Service	22,314	2,790
Fundraising	18,080	-
Guildford Leagues Club (Clubs Grant)	3,333	-
Interest received	24,319	29,097
Legal Aid	-	3,188
Local Land Services Greater Sydney	6,810	3,190
Membership fees	1,026	212
Merrylands RSL (Clubs Grant)	3,334	-
NSW Police	-	380
NSW Trade and Investment	-	261,708
Organ and Tissue Authority	-	27,398
Packer Foundation	-	37,500
Parramatta City Council	10,550	32,000
Prior funds released	-	94,320
Rent Contribution Received	20,455	-
Roads and Maritime Services	42,600	42,000
Settlement Services International	1,906,951	1,753,847
Sponsorships	33,800	15,700
Sundry income	1,685	1,958
The Hills Shire Council	4,700	4,800
Tickets	7,482	-
Wentley Leagues (Clubs Grant)	3,333	-
Total income	4,710,143	3,671,875
EXPENDITURE		
Accommodation	1,409	692
Advertising costs	712	912
Annual General Meeting	-	1,270
Audit	11,870	11,490
Bank Charges	3,072	2,466
Board of Management expense	9,717	3,969
Bookkeeping & Accounting Fees	6,691	6,954
Books	112	52
Brokerage service	112,865	53,462
Car service	659	427
Catering/Committee Meeting Costs	107,287	75,910
Cleaning/Recycling	15,732	18,984
Computer Costs & upgrades	31,950	73,090
Community Engagement	5,028	-
Contractors/Consultancy Fee	31,054	23,610
Donation expense	13,350	-
Driving lessons refund	2,292	509
Driving instructor fee	9,179	21,100

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

Electricity	14,781	15,327
Equipment/furniture	41,713	36,556
Facilitators	89,289	75,856
Filing Fees	187	261
Fundraising Tickets refund	126	-
Gifts and appreciation	3,178	-
Insurance & Workers compensation	58,607	41,291
Job advertisements	-	1,834
Legal Costs	10,833	2,036
Materials/ resources	7,010	9,452
Medical Check	120	-
Mini bus costs	7,802	47,928
Motor vehicle expenses	1,154	2,679
NAATI workshop	-	1,800
Office Expenses	5,704	7,898
Playgroup equipment	2,013	2,145
Police Check	14	579
Postage	261	23
Printing, photocopying & stationery	7,746	10,932
Program costs/centre activities	367,139	194,363
Project Management	160	-
Provisions for leave	74,589	59,193
Publicity/promotion	100,554	100,254
Rent	178,644	178,644
Repairs/Maintenance - Equipment	15,702	1,295
Repairs/Maintenance - Premises	3,768	9,572
Salaries & Wages	2,561,749	2,168,995
Security	619	1,329
Sponsorships	14,500	1,000
Staff amenities	89	134
Staff training, Conferences & Seminars	17,423	26,803
Subscriptions & Memberships	5,737	5,226
Superannuation Guarantee	268,136	200,238
Telephone & internet costs	19,044	16,323
Translation & Interpreting	-	150
Travel	56,369	49,754
Venue Hire	164,255	56,262
Workshop expenses	11,780	12,209
Total expenditure	4,473,775	3,633,240
NET SURPLUS (DEFICIT)	236,368	38,635
Surplus Funds Repaid	-	-
NET SURPLUS (DEFICIT) FOR THE YEAR	236,368	38,635
ADD BALANCES CARRIED FORWARD		
Funds Brought Forward From Prior Year	203,763	165,128
TOTAL BALANCES CARRIED FORWARD	203,763	165,128
COMMITTED AND ONGOING FUNDS	440,131	203,763

COMMUNITY MIGRANT RESOURCE CENTRE INC

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017

	Note	2017	2016
CURRENT ASSETS			
Cash & Cash Equivalants	2	1,980,060	428,928
Goods & Services Tax	3	-	31,625
Bonds		89,886	89,886
Investments		368,997	361,032
Prepayments/Debtors		42,131	92,772
TOTAL CURRENT ASSETS		2,481,074	1,004,243
TOTAL ASSETS		2,481,074	1,004,243
CURRENT LIABILITIES			
Creditors & Borrowings		51,814	42,781
Goods & Services Tax	3	92,244	-
Payroll Liabilities		65,498	50,624
Employee Entitlements		454,709	415,045
Bonds		5,000	-
Grants in Advance	4	1,371,678	292,029
TOTAL CURRENT LIABILITIES		2,040,943	800,480
TOTAL LIABILITIES		2,040,943	800,480
NET ASSETS (LIABILITIES)		440,131	203,763
EQUITY			
Net Surplus (Deficit) for the Year		236,368	38,635
Surplus Funds Carried Forward		203,763	165,128
TOTAL EQUITY		440,131	203,763

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
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2017

The financial statements cover Community Migrant Resource Centre Inc as an individual entity. 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.

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.

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 2017

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.

(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.

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 2017

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.

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.

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 2017

	2017	2016
	\$	\$
2. Cash & Cash Equivalants		
ANZ	127,930	77,287
ANZ Cash Management Account	1,852,129	351,641
	<u>1,980,060</u>	<u>428,928</u>
3. Goods & Services Tax		
GST Collected	148,795	18,923
GST Paid	(56,551)	(50,548)
	<u>92,244</u>	<u>(31,625)</u>
4. Grants in Advance		
Crown Resorts Foundation	-	13,698
Cancer Institute NSW	49,131	-
Department of Industry	1,065	-
Department of Industry - Additional Funds	14,972	-
Department of Infrastructure	-	13,000
DSS Youth Transition Support	1,270,346	216,718
Greater Sydney Local Land Services	-	4,810
NSW Trade and Investment	-	3,292
PCC Bake and Make	950	-
Scanlon Foundation	20,000	-
SSI - SSP Grant	5,932	511
SSI - SSI Additional Funds	5,611	-
SSI Home Access Project	3,622	20,000
SSI Welcome to Neighbourhood	49	20,000
	<u>1,371,678</u>	<u>292,029</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 2017 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.



Warren Schweitzer
Chairperson



Safar Sarmed
Deputy Chairperson

Dated: 16/10/2017

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

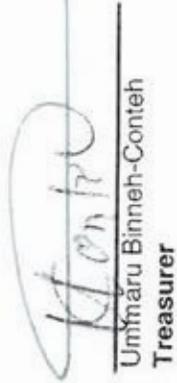
The board has determined that the association is not a reporting entity and this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

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 2017 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:


Warren Schweitzer
Chairperson


Umfmaru Binneh-Conteh
Treasurer

Dated: 16/10/2017





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Northern Region Offices:

Hornsby

Ku-Ring-Gai

West Ryde

Hills Office:

Baulkham Hills

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