

# 2014 | ANNUAL REPORT

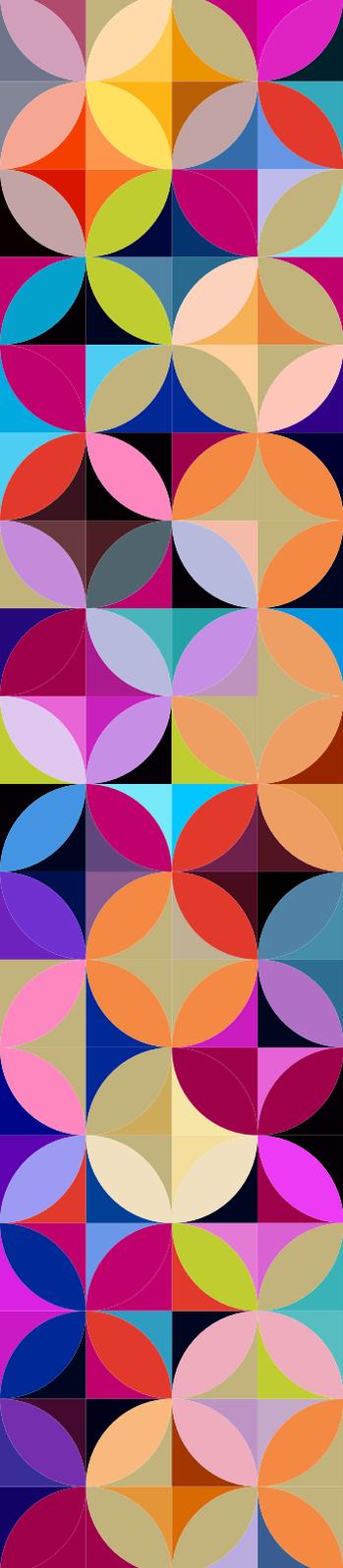


Facilitating Settlement  
and Building Self-Reliance





**2014**  
Annual Report



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

ABN: 89 786 937 360  
Registration Number: Y2365716

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# Chairperson's Report

It is my privilege to present the Community Migrant Resource Centre's eighteenth Annual Report covering the 2013-2014 financial year, to our many members, friends and stakeholders.

2013-2014 has in many ways been a difficult year for the CMRC. The most significant challenge has been charting through the uncertainty that inevitably follows a change of Federal Government in Canberra. The transition of Government takes time and we need to adjust accordingly as we seek to understand and respond to the funding priorities of the new government.

However, I can report that whilst all that was being played out, the overall performance of the CMRC was outstanding and that 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.

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**

The new year began with a full review of the performance of our Board. We were keen to identify our strengths and areas for improvement. We now have a stronger focus on our Governance Role and less focus on management issues that are the domain of the Executive Director.

We sought the help of Matrix on Board to conduct some very specific training for the Board members around the role of the board and how we could improve our overall governance. This is a work in progress and we intend to do more work around this topic early in 2015.

We have established a number of objectives for this year that we are working towards and have developed a Calendar of Activities for the Board that outline on a month by month, activities for the Board's attention.

## **Strategic Plan 2015- 2018**

The change in Federal Government in late 2013 heralded significant change in the environment in which the CMRC operates. By far the most significant change was around the issue of funding.

To address this, the Board have updated the Strategic Plan for the period 2015-2018. The analytical work for this review fell to a small number of Board members who could attend, the Executive Director together with a number of her senior staff, and was conducted as a one day workshop.



Warren Schweitzer

Chairperson

One of the key new directions is to progressively work towards a new funding model which is less dependent upon Government funding. I am pleased to report that the CMRC has embraced this new direction, first with obtaining Deductible Gift Recipient (DGR) status, then the establishment and recruitment of a Business Development Manager, and then with an aggressive push towards sourcing new funding for the CMRC. Of course Government funding will always remain an important component of our funding model but already we are seeing excellent results of grant and tender applications from other than our traditional sources. These will feature heavily in the next financial year.

### **Stakeholders**

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

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

### **Outlook**

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

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

Also I thank 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. Specifically I would like to thank Terrie Gardner, who stepped down as Chairperson at the end of 2013 and later resigned from the Board to focus on other matters closer to her home. Terrie's influence at the CMRC spans many years and she has selflessly given much to the work of the CMRC during those years.

Derek Cornelius joined the Board in December 2013 but resigned to focus on the needs of another not for profit organisation closer to his home. In his place we have welcomed Robert Ieroianni, Principal, Parramatta East Public School, to the Board.

# Executive Director's Report

It is with great pleasure that I present the CMRC Centre report for 2014. This year was yet another successful year with many innovative programs taking place.

Through this period the MRC has maintained its strong focus on providing settlement services with excellence. A strong focus was on community development and implementation of major funded programs such as the SGP, FNSW Early Intervention Program, and the African seasonal workers program.

I am very proud of our new programs which we manage in partnership and support of key agencies in the region.



Melissa Monteiro

Executive Director

## Some of the highlights of the year are:

- DGR and PBI status
- Creativity Unleashed Expo
- Perinatal Conference 2013
- Establishment of the Northern Team
- Community Services Expo
- IWD Gordon Hills and Parramatta
- Paint Parra Read
- Harmony Day at Parramatta Town Hall
- The Annual Inspiring Change Conference. 300 women attended.
- The Fair Go Mowing Program
- Medicare Local Family Relationships Program
- Scanlon Youth Funding
- Employment Youth report
- Human Rights and Domestic Violence Framework Training
- Youth Hub- Scanlon Foundation
- Social Enterprise : The Fair Go Driving School

A direct outcome of this initiative was the Social Enterprise “Fair Go Driving” “Funded by Wenty Leagues and Guildford Clubs, Parramatta Leagues through the CDSE.

The CMRC continues to strengthen its engagement with families through direct Casework, parenting education and information sessions. Broad reforms resulting from the NSW Government’s Keep Them Safe Action Plan have seen an increased role for community organisations in the early intervention area. Internally we have focused on strengthening professional development to ensure that our EIP and Perinatal teams are able to deliver quality programs and respond effectively to these changes and challenges.

The FACS Funded program helps families with newborns and children up to 8 years, to connect with parenting services, as well as participate in social support groups in the Holroyd and Parramatta LGA’s. The team has built strong relationships with local services resulting in a growing number of referrals and contacts with families wanting to use this service.

Our early intervention team works with vulnerable families with children aged up to 12 years in which there is domestic violence, relationship breakdown, housing and financial stress, drug and alcohol abuse, mental health problems and poor parenting skills. The team run in formation sessions on topics such as financial management, parenting tips; as well as Parenting training, direct casework and referral to specialist services.

The CMRC’s capacity to deliver parenting programs has grown significantly with a number of Staff members now accredited to deliver Positive Parenting Program (Triple P).

Parenting programs have been adapted to the cultural contexts of the diverse families we work with. Such programs deliver information about support services for parents with new-born babies, life skills, parenting, discipline, healthy relationships and coping skills.

Our settlement programs provide assistance to vulnerable women and at risk youth. We have lead innovatively with “women only” swimming lessons, Make and Bake and Creativity Unleashed Expo for CaLD artists in Western Sydney. Make and Bake is an innovative program engaging young women and supporting a new cooking enterprise for women of diverse backgrounds.

The FAIR GO driving support is now in its second year and has supported women and young people clock their hours and gain a licence.

**SSI:** We are pleased to have an ongoing partnership with SSI (Settlement Services International). This partnership resulted in the CMRC hosting 11 HSS workers at the Centre and providing humanitarian support services to over 2000 clients. We value SSI’s services from our centre and acknowledge that they are integral to our work in terms of the continuum of settlement services we provide to our clients. In the last year a total of 1000 Humanitarian Entrants were provided with Settlement Services under this program. Accommodation was provided to 400 clients in the region. Parramatta continues to grow in Humanitarian entrant numbers.





**NORTHERN TEAM:** The CMRC acknowledges the support from the City of Ryde and Ku-ring-ai Council in establishing its presence in the northern region. We thank Northern Sydney Medicare Local for funding the Parent education program in this region.

The CMRC has clearly outlined its strategic objectives in the last year. In order to achieve these strategies an integrated team was piloted and has been operating for the last 12 months.

This included implementing the following strategic directions of:

- Strengthen staff to participate in service planning and delivery
- Expanding leadership and developing community partnerships

We practiced the philosophy of “community building” – a belief that each client / community, organization, agency, has gifts and talents to share with others and contributes to each other’s growth, learning and development. Our approaches supported and encouraged people and groups to discover and mobilize these gifts and talents to build strong individuals and families.

We have so many wonderful partners we collaborate with, your expertise and genuine interest in working with us makes us stronger and more relevant to the community.

I also wish to acknowledge our Board of Management who together with staff, ensure we stay true to vision and mission. Thank you to our Chair Warren and his committed leadership is valued as it is central to our success as an organisation.

To our Senior Management Team, Aurelia, Nexhmije, Dijana , Linda and Priscella your commitment and passion for work is contagious. To each and every one of our staff, volunteers and community leaders I say a big thank you. I acknowledge the hard work you do and I am proud to be the Director of the CMRC which is a growing and innovative, stable and progressive organisation.

It is with great sincerity I thank our Chairperson Warren Schweitzer, the Board of Management and our staff and volunteers. Warren I make special mention for the immense value you have added to the growth of this organisation.

I thank the executive committee members Jason Guest, Nola Randall Mohk, Safar Sarmed, Dr Olayide Ogunsiji for their commitment and strategic vision 2014. It has been a pleasure to work with you and thank you.



# Inspiring Change – The Power of a Women Report

“Inspiring Change” - the power of a woman conference was held on the 19 June 2014 at Park Royal Parramatta.

Over 350 women from all backgrounds attended the Inspiring Change event. It inspired women to seek out what they wanted or needed to make things work better for them.

It was no longer just another community event but one that was on par with the corporate or business sector. It was clear to see how impressed the participants were with the ambiance. It was a special day with a special event that was supported with music, fashion and presentations that inspired people to think differently.

Selection of and preparing the speakers facilitated the targeting of the presentations in order to be relevant to the audience- women who were trying to overcome obstacles or barriers to access to employment and other opportunities. Women who needed to look at things differently to improve their situations and women who were looking at business startups or to improve the growth of their business.



The Conference was  
clearly a success

The panelists assisted to provide a back up, or further encouragement, with their own personal stories. They spoke of how they got to where they were to support the need for you to be focused on what you wanted to achieve.

Introducing the Q&A session towards the end of the day enabled participants to become more familiar with other sitting at their table. This was evident during this session by women being able to raise personal issues openly in a room of 350 women.

The fact that this event was able to raise interest across the sectors and bring together women from diverse backgrounds not only culturally but from diverse professions and industries, business, government and non-government sectors goes to show the conference contained the right elements to meet the needs or wants of a cross sector of our population.





Having women who were in business, women who were working in the corporate sector, in government agencies, non government sectors and those seeking to enter paid employment or volunteer their time and expertise understand that above all else women can be inspired to make a change to improve their lives.

Feedback received on the day as well as via emails, texts and calls that continue to come in confirms the Conference was clearly a success and that this should continue to be provided for women's growth and success.

Given the success of the event CMRC will continue with this meaningful and innovative conference annually. Such forums/ events maintain the momentum to inspiring growth and success for women who need to be inspired towards personal growth and self-sufficiency.

**Conference Coordinator – Irene Ross**





Throughout the 2013-2014 financial year Community Migrant Resource Centre (CMRC) has continued to focus on sustainable growth into new opportunities whilst maintaining a commitment to best practice service delivery.



Jason Guest

Treasurer

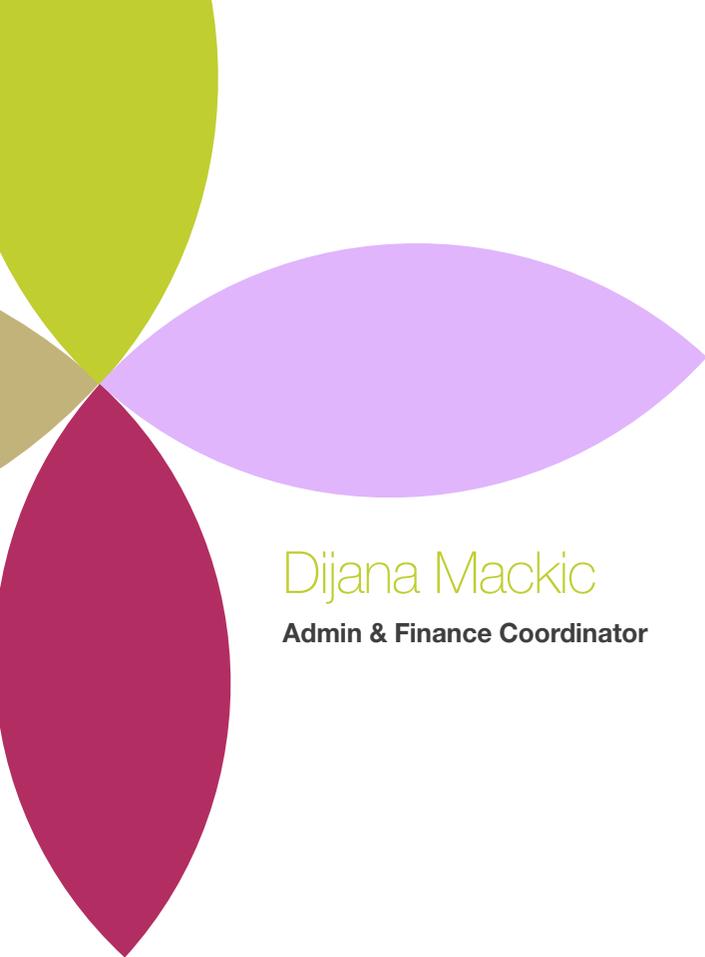
## Treasurer's Report

Throughout the 2013-2014 financial year Community Migrant Resource Centre (CMRC) has continued to focus on sustainable growth into new opportunities whilst maintaining a commitment to best practice service delivery.

The current operating environment commands a high standard of professionalism, innovation and resourcefulness from all organisations operating in the community sector. CMRC has delivered measureable results against these standards, affirming its role as a leader in settlement and related services.

Community Migrant Resource Centre'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 and has been able to leverage its strong reputation to pursue new funding and revenue streams.

As Treasurer, I would like to pay special tribute to our partners and funders that enable Community Migrant Resource Centre to deliver important settlement work across the region. Our funders include Department of Social Services, Family and Community Services (FACS), Department of Industry, Migration Council of Australia, Medicare Local Northern Sydney, Community Relations Commission and Councils: Parramatta, Ryde, Holroyd, Hornsby and Ku-ring-gai. Thank you to both the CMRC staff and Board for achieving significant results through the implementation of our strategic plan.



# Admin and Financial Report 2014

Community Migrant Resource Centre (CMRC) has continued its strong delivery of services to migrants, refugees and people in need in the Western and Northern Regions.

Community Migrant Resource Centre (CMRC) has continued its strong delivery of services to migrants, refugees and people in need in the Western and Northern Regions. Our Northern Region office is located in Eastwood to support a number of projects servicing the Ryde, Eastwood, Lindfield, Gordon and Hornsby geographical areas.

Our main office is located in 1 Horwood Place Parramatta. We have leased space on 2 levels. The majority of the CMRC projects are domiciled on Level 4 and Level 3 is being used to accommodate the Humanitarian Services Settlement program that is run in partnership with the Settlement Services International.

Our strong commitment to provide quality services and meet the need of community would not be possible without support of the following funding bodies and partnership:

- Department of Social Services
- Family and Community Services (FACS)
- Department of Industry
- Migration Council of Australia
- Medicare Local Northern Sydney
- Councils: Parramatta, Ryde, Holroyd, Hornsby and Ku-ring-gai
- Community Relations Commission and
- Partnership with Settlement Services International

We acknowledge their significant financial contribution that is most crucial in assisting CMRC to deliver services across Western and Northern Regions.

CMRC has been endorsed as a Public Benevolent Institution (PBI) and has “deductible gift recipient” (DGR) status. The CMRC continues to seek new funding sources in order to expand services and provide assistance to those in need.

Dijana Mackic

**Admin & Finance Coordinator**

In relation to the financial report, please note:

- The Community Migrant Resource Centre is in a financially sound position which is confirmed by the Audit Report.
- The Balance Sheet is strong with total assets of \$782,396 and total equity of \$271,876.
- The CMRC has sufficient liquidity available to meet the financial obligations of the organisation.
- Department of Social Services continues to be the primary funding source with almost \$1.35 million received in 2013/14 financial year for the Settlement Grants Program.
- FACS continues to fund the Early Intervention and Perinatal project as well as the African Sessional project.
- Migration Council of Australia has funded an 18 month long project in relation to implementation of the National Community Hubs Program.
- Medicare Local Northern Sydney funded 2 major projects namely the Health and Wellbeing Expo held in Eastwood and Parenting workshops held in the Northern Region.
- The Councils and CDSE Grants have continued to allow CMRC to implement new and specialised projects such as the Social Enterprise Driving School initiative. In addition, funding from these sources has supported the Women's Wellbeing project, CALD Skills Hub and Refugee Week activities.
- CMRC Social Enterprise project has continued to be a huge success with over 65 participants successfully obtaining their driver's license. The ongoing operation of this project is funded by income received from driving lessons conducted.

- Two major projects, the Social Inclusion and Participation project funded by Department of Family and Community Services and the 3E (Enable Energy Efficiency) project funded by Department of Industry, were successfully completed in June 2014 after running for almost 2 years.
- The Northern Region provides services with no specific funding. The CMRC Board decided to continue to fund services across Northern Region as a major strategic initiative.
- There were 18 full-time, 11 part-time and 35 casual staff employed in 2013/14 financial year. Commitment of the staff and accessibility of the facility have been central to the high quality of service delivery that CMRC offers the community.

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

CMRC is an organisation that is financially secure and focused on achieving its mission. I am confident that it will continue to grow in strength and continue to enhance the quality of life for all those in need.

Thank you to our bookkeeper (Linda Marsonet), the administration support staff (Jayshree Pather, Elizabeth Mateo and Wadiha Mouawad) and CMRC staff for all the assistance provided.

Finally, I would like to thank the Executive Committee, Board Members and Melissa Monteiro (CMRC Executive Director) for their ongoing support.



# Business Development Manager's Report

It is my privilege to present the Community Migrant Resource Centre's eighteenth Annual Report covering the 2013-2014 financial year, to our many members, friends and stakeholders.

My role as Business Development Manager is a newly created CMRC position. My primary responsibility is to identify government, non-government and philanthropic funding and tender opportunities as well as to undertake regulatory and compliance reviews to enhance the operational processes of CMRC.

In the last year, I have worked with CMRC management team towards improving the organisation's financial position and achieving financial sustainability and growth. We have aligned the organisational strategies goals, built key stakeholder relationships, identified new business opportunities and continued to study current government policy conditions.

This practice supports community, government and business partnerships, builds upon organizational effectiveness and is driven by the organisation's ability to adapt to the changing political and social environments.

We at CMRC are also currently developing innovative operational models, improving the consistency and effectiveness of systems through improved funding frameworks, securing investment into Leadership and maintaining a partnership approach on developing precinct based capacity building environments.

Most recently, I presented to the CMRC Board a comprehensive Deductible Gift Recipient (DGR) Communication and Strategic Plan. This has allowed CMRC to attract grants from a broader base as well as to provide marketing and donation strategies that ensure the organisation's continued sustainability.

Nexhmije Shala

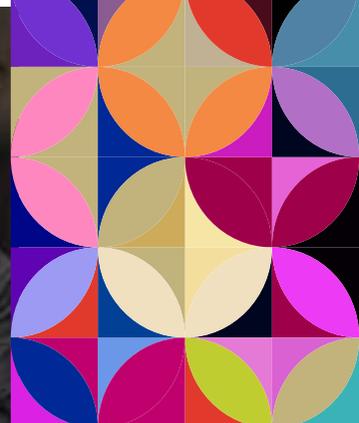
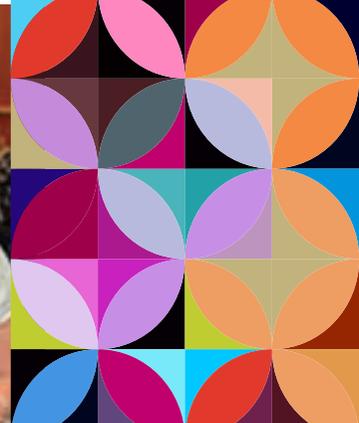
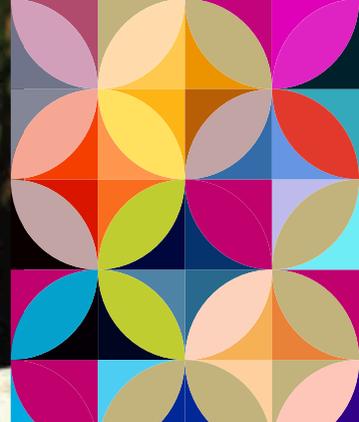
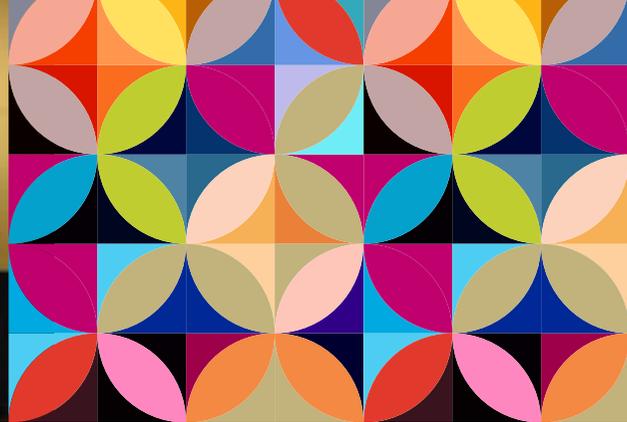
**Business Development Manager**

Improving many of the  
management systems

Working closely with CMRC Senior Management Team and staff from the Settlement Grants Program and Early Intervention Program, we have aimed to improve many of the management systems that support the development and coordination, monitoring and maintenance of internal case management as well as the planning and reporting processes.

I am extremely grateful to the CMRC management team and staff for their flexibility, support, enthusiasm and sector knowledge during the past year. I look forward to a rewarding 2015.







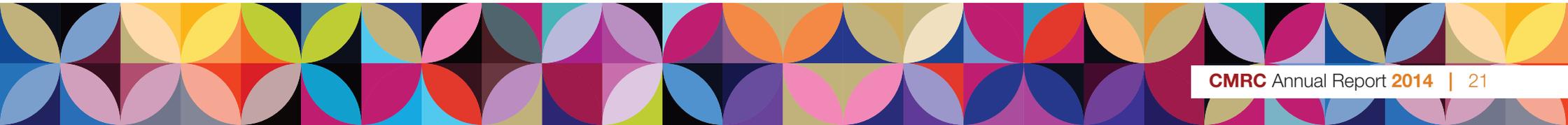
# Board of Management

## EXECUTIVE

Warren Schweitzer	Chairperson
Safar Sarmed	Deputy Chairperson
Jason Guest	Treasurer
Olayide Ogunsiyi	Secretary
Nola Randall-Mohk	Staff Liaison Officer

## BOARD

Ajmer Singh	
Albert Jubian	
Andrew Ang	
Augustine Okereafor	
Derek Cornelius	
Hau Wong	
Neil El-Kadomi	
Susannah Tobin	
Terrie Gardner	Resigned May 2014
Umaru Binneh Conteh	



# Staff

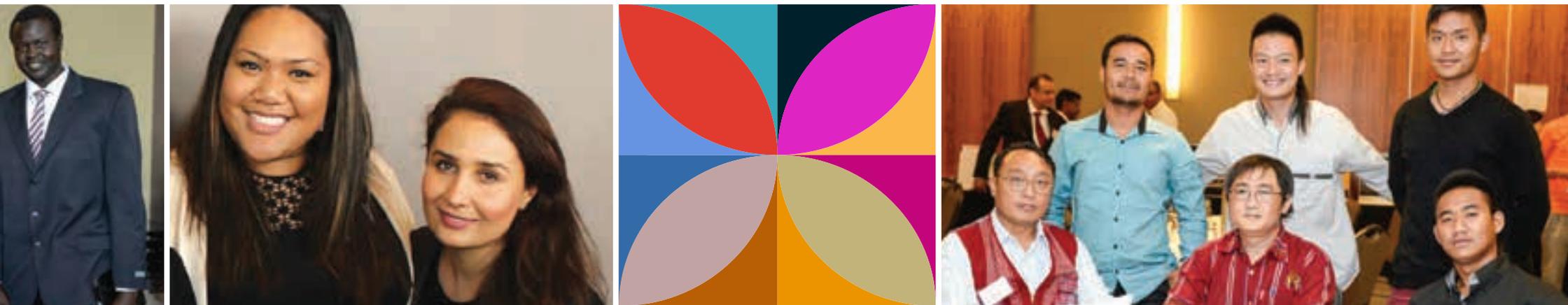


## Staff

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

## Department of Immigration and Citizenship – DIAC – SGP TEAM

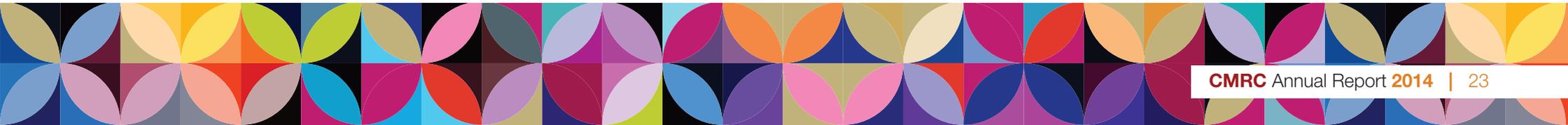
Aurelia Rahman	Community Capacity Building Coordinator
Acuoth Acol	African Generalist SGP Worker
Alham Ashiq	Afghan SGP Worker
Arif Nabizadah	Family and Youth SGP Worker
Bahram Mia	Humanitarian Youth SGP Worker
Conscila Emilianus	Tamil SGP Worker



Dativah Nitsios	African Community Development Worker
Elizabeth Phillipsz	Burmese SGP Worker
Faiza Shakori	Generalist SGP Worker
Florence Abera	Community Worker
Hela Jaffar	Middle Eastern SGP Worker
Jamie Garrido	Youth Advisor
Maame Afiriyie Agyei-Mensah	Events Coordinator
Mayor Makuei Cagai	Community Development & Support Worker SGP

Narayan Dhimol	Indian Sub-continent SGP Worker
Priscella Engall	Community Settlement & Development Officer
Sharon Garrard	Events Coordinator
Saw Yung Htut	Karen SGP Worker
Yuyang Su	Chinese SGP Worker
<b>Northern Region Team</b>	
Chrysanthie Fernando	Community Access and Resource Worker
Faiza Shakori	Community Access and Resource Worker

Ji Hyun Kim	Community Access and Resource Worker
Young Sil Park	Community Access and Resource Worker
Yue Fang	Community Access and Resource Worker
Zhenqian Feng	Community Access and Resource Worker
<b>Department of Family and Community Services – Community Builders</b>	
Phin Tang	Social Enterprise Program Coordinator





**Department of Family and Community Services –  
Early Intervention Team**

Norma Boules	Family CALD Worker
Biljana Kulic	Early Intervention Worker
Li Hua Chu	Early Intervention Worker
Mastura Marial	Group Worker
Nancy Chu	Group Worker
Yasotha Pathamanathan	Group Worker

**Department of Family and Community Services –  
AFRICAN SESSIONAL PILOT PROJECT**

Solomon Freeman	African Sessional Project Coordinator
Dativah Nitsios	African Sessional Project Coordinator
Alice Utamuriza	African Sessional Worker
Alima Lumena	African Sessional Worker
Amer Achiek	African Sessional Worker
Annajuster Zahinda	African Sessional Worker

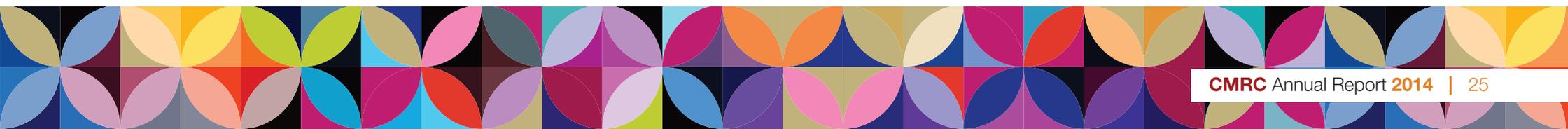
Elizabeth Gezahegne	African Sessional Worker
Emmanuel Msafiri	African Sessional Worker
Florence Abera	African Sessional Worker
Getahun Desta	African Sessional Worker
Gloria Marcella Johnson	African Sessional Worker
Hawanatu Bangura	African Sessional Worker
Justin Koholo	African Sessional Worker
Mayor Makuei Cagai	African Sessional Worker



Mohamed Musa	African Sessional Worker
Naima Ahmed Abdullah	African Sessional Worker
Rebecca Ziga	African Sessional Worker
Tabitha Ajak	African Sessional Worker
<b>Department of Industry - 3E (Enabling Energy Efficiency) Project</b>	
Uma Menon	3E Project Coordinator
Arun Sharma	3E Project Field Assessor

Jayshree Pather	3E Project Support Officer
Mani Ramasamy	3E Project Field Assessor
Yuling Du	3E Project Field Assessor
<b>MRC Driving School</b>	
Sharokh Sobhani	Project Assistant
<b>Skills Hub</b>	
Abraham Mun	Skills Hub Worker

Muguntharajah Manickarajan	Skills Hub Worker
Sajida Ashrafi	Skills Hub Worker
<b>MCA Youth Hub</b>	
Acuoth Acol	Youth Advisor
Amir Gholizadeh Bagharabad	Community Worker





# Funding Bodies

- Department of Social Services
- Family and Community Services
- Community Builders (administered by Community Services)
- Department of Industry
- Department of Education, Employment and Workplace Relations
- Northern Sydney Medicare Local
- Parramatta City Council
- Holroyd City Council
- The Hills Shire Council
- Guildford Leagues Club
- Ryde City Council
- Wentys Leagues Club
- Parramatta Leagues Club

## Supporting Agencies and Partnerships Government (State)

- Department of Attorney General and Justice – Crime Prevention Division
- NSW Police and Local Area Commands (Holroyd, Parramatta, Rosehill Merrylands, Rosehill, Granville, Eastwood)
- NSW Department of Education & Communities
- NSW Office of Communities
- NSW Emergency Services
- Office of the NSW Small Business Commissioner
- Fair Trading NSW
- State Training Services
- FACS – Housing

## Government (Local)

- Holroyd City Council
- Parramatta City Council
- The Hills Shire Council
- Ryde City Council
- Ku-ring-gai City Council
- Willoughby City Council
- Parramatta City Library
- Top Ryde Library





### Educational Institutions

- Marsden High School
- Chester Hill High School
- Pendle 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
- Westmead Public School
- Arthur Phillip High School
- Holroyd High School
- Parramatta High School
- Granville TAFE Outreach
- University of Sydney
- University of New South Wales
- University of Western Sydney
- Macquarie University Department of Sociology and PACE
- Navitas College

### Health

- NSW Refugee Health Services
- Western Sydney Area Health Service
- Cancer Council NSW
- DAMEC
- WentWest
- Transcultural Mental Health Service
- Westmead Hospital and Centre for Newborn Care
- STARTTS
- Community Health Centres in Parramatta and Holroyd
- Health One
- Relationships Australia
- Cumberland Women's Health Services
- Northern Sydney Medicare Local



# Volunteers



## Migration Help

Amanda Kirkpatrick

## Tax Help

Michael Perry

## CMRC Driving School

Sharokh Sobhani

## Settlement Grants Program

Abraham Mun

Ann Coupland

Chandricka Pasupati

Chang Zheng Song

Daqing Pan

Fatemeh Alsadat Mirboland

Fatemeh Rezaei

Hong Yuan Xu

Hui Min Li

Jiaming Zhou

Jian Zhou

Jieying Li

Judith Cioccarelli

Keilang Wang

Lianfu Yu

Lynette White

Marva Mohammadi

Mehdi Nazariat

Melody Tse

Mohsen Eskandari

Muguntharajah Manickarajah

Muhammad Ali

Najeh Shadad Zadeh

Nasreen Mostafa

Quangen Zhang

Rhoda Gyapomah



Rong Xue

Sabrina Wang

Sajida Ashrafi

Shi An Liao

Shirong Yu

Shiting Yan

Shu Rong Song

Venus Habibi

Wenjuan Huang

Wenshuai Zhang

Wen Ying Feng

Xiulan Wang

Ying Zhang

Youyu Yu

Yujin Jin

**Early Intervention Project**

Janani Vimalathithen

Melanie Thuraisingham

Mounira Elghzali

Shahinoor Akther

**Northern Region**

Dimple Saini

Hyan Me Cha

Hyeyoung Eun

Liping Wang

Meenambigai Narasiman

Tricia (Hsieh Li-Fen) Lin

Zheng Wu

**3E Project (Enable Energy Efficiency)**

Eric Amankwah

Matthew Stevenson

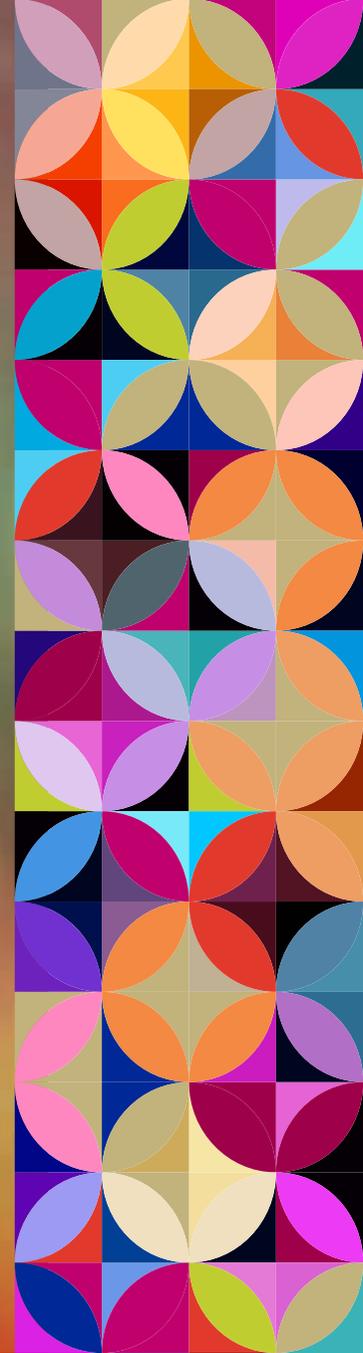




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More than 10,000  
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Over 3,000 newly and recently  
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# Settlement Grants Program Report

## Settlement Services

CMRC provides specialist settlement services for newly arrived migrants, refugees and humanitarian entrants to assist them with transition into life in Australia and become self reliant and participating members of the wider community. The provision of SGP services is done under three service types: orientation to Australia, community development and integration.

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

The SGP workers have initiated community projects, addressed issues of access and equity and worked towards integration of the newer communities into the broader fabric of the Australian society.

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 of better engaging with them.

**During the 2013-2014 financial year, there were over 3,500 instances of service for clients with more than 10,000 referrals to relevant and appropriate services. Over 3,000 newly and recently arrived migrants participated in support groups and other activities organised by project workers.**

CMRC provides specialist settlement services for newly arrived migrants and refugees

During this year a great number of issues were identified and addressed by the team through casework, group activities and community development initiatives.

These issues included: English language proficiency, lack of affordable and appropriate housing, gaps in education, pre-arrival torture and trauma, protracted separation from family, depression, barriers to employment, recognition of overseas qualifications, Australian work culture and local experience, legal issues, safety and violence prevention, budgeting and financial assistance, understanding Australian culture and systems, family relationships, inter-generational conflict, isolation, accessing mainstream services and activities as well as support with community development and sourcing of funding for projects that assist with building the community infrastructure.



The capacity building project endeavoured to develop strategies and generate leadership within the target communities to ensure the ongoing involvement of the communities in identifying, addressing and resolving issues that affects them through the development and implementation of appropriate projects.

The SGP team works with the wide range of mainstream, community, government and private agencies to enhance their knowledge and understanding of the experiences of people from a refugee and migrant backgrounds.

This is done through educating and raising awareness about the diversity of the community and working with the service providers on strategies to increase access to services for people from CALD backgrounds.

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

## Generating Leadership

### **Leadership and Volunteer Training Programs.**

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

**Understanding Budgeting and Financial Accountability** training sessions in partnership with Anglicare for community leaders from small community organisations in order to increase their understanding of financial accountability, transparency and governance.

**Leadership Skills trainings** have been conducted during November 2013 and May 2014. This highly popular training program focused on understanding leadership within the community context, styles of leadership, communication skills, advocacy, and networking. The course has provided the participants with the tools to understand how best they can assist their communities and provided educational pathways into TAFE to study community welfare. This project was a joint partnership with Anglicare and Granville TAFE Outreach.

**How to Get that Grant** training sessions were run in partnership with Anglicare to assist leaders from small and emerging community organisations with project planning in direct response to identified needs, formulating work plans and sourcing funding. A total of 27 people participated in this practical training.

Governance training for CALD communities was held in partnership with Anglicare. 53 participants from different CALD communities attended the training including African, Chinese, Sri Lankan, Iraqi, Iranian, Bhutanese and Cook Islander communities.





## Activation of Enterprising Communities

(through Digital Media and Cultural Connections)

**Pass The Mantu! Film Project** – a documentary focusing on men (companion piece to I Am A Woman!). Interviews were held with Afghan men and youth about issues affecting them post-settlement. A South Sudanese lawyer and Afghan psychologist discussed issues facing refugee men in their respective communities, especially in relation to anger management, cultural barriers affecting them engaging with services, law and order, racial profiling, mental health & depression.

**Lift Our Local Heroes! Project** with our partners, Arthur Phillip High School, Parramatta High School, Department of Education & Show Me The Way. Following a 10 week online mentoring program with students, refugee adult Role Models were enlisted for the film to speak about their pre-arrival experiences and their education pathways post-arrival.

**Find Your Voice! Program** - Partnership with UNHCR, MSF, Sydney Uni, NSW Refugee Health Service. After public speaking and confidence building training, women from South Sudan and Afghanistan participated in the Displaced Women! Double Challenge! Conference focusing on health challenges facing refugee women fleeing conflict, refugee camps and post - arrival.

Multicultural Meet & Greet Dinner Project! was launched to build social coalitions (community/business/ government/NGOs ) and support social enterprise projects. Young achievers from refugee CaLD backgrounds were showcased such as Mame, the spirited entrepreneur behind the Creativity Unleashed! Arts Expo. Participants included: Unicef, Zimaid, Football United, the Lebanese Muslim Association, Lifelinks, Macquarie University, Light and Love Organization & The Art Gallery of NSW. OUTCOMES: Lifelinks launched a food aid project with CMRC and LMA , and Macquarie University partnered with CMRC to deliver the Freedom From Fear! Refugee Conference. The MC Meet & Greet Group have hosted three networking dinners this year.

## Youth services

**Schools First! Project** is linking emerging communities and their children with local schools, and resourcing schools, Refugee Transition Unit Programs and support staff. Highlights include: Youth Camp with South Granville Creative & Performing Arts High School to Yarramundi looking at topics of Muslim/Australian identity, leadership, conflict resolution and respecting parents. Healthy Hearts & Minds Forum at Merrylands HS. Two parental engagement forums with Holroyd HS. A youth mentoring program has been developed following the success of the weekly Breakfast Club at Granville Sth. Bicultural and intergenerational issues continue to be addressed through casework and arts/sports programs initiated at the schools such as: parental understanding of education and career options for their children, depression, peer pressure, social media awareness, sexual activity, dating, bullying, supervision, discipline, homework supervision and religious and cultural tolerance.

**Engaging Afghan Students Project!** Working in close consultation with the Community Liaison Officers and CAPA Teacher of Granville South Creative & Performing Arts HS, Afghan students enrolled in a 6 week Kite Making Workshop program with recently arrived Hazara facilitators. The students were reintroduced to this traditional artform, previously banned by the Taliban, which is still a key communal activity between parents/children. The students were then enlisted to help plan and participate in the Afghan Bazaar event held at the school with the Principal in attendance. Following the workshops, the students enjoyed an excursion to the Art Gallery of NSW to view the 'Afghanistan Hidden Treasures' exhibition.

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

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





**Building Afghan Bridges!** A number of events were organized with a key new partner of CMRC – The Art Gallery of NSW. CMRC assisted in the launch of the Afghanistan Hidden Treasures Exhibition, provided access for newly arrived Hazara families to visit and facilitated a School Holiday program at the Gallery with our Kite Making artists who proved a major drawcard with international tourists.

## Employment, Education and Training

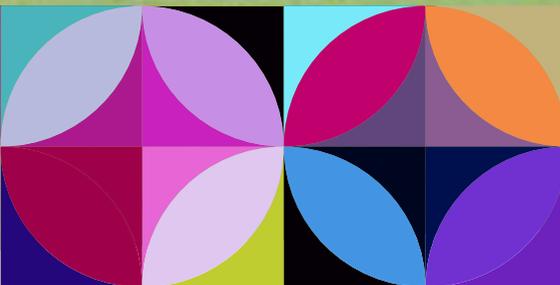
An **Understanding Budgeting and Financial Accountability** training session was held in partnership with Anglicare for community leaders from small community organisations in order to increase their understanding of financial accountability, project management and transparency.

**Ready! Set! Work!: Employment Mentoring Assistance Program** is a bilingual face-to-face & email mentoring program. The project is aimed at newly arrived cohorts of clients – particularly from the Afghan, Iranian and Tamil backgrounds. Three mentors were employed and assisted over 100 clients with developing their communication, computer, cultural skills in overcoming barriers to entering the Australian labour market. The program also provided cultural competency training for those moving into the community sector.

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

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



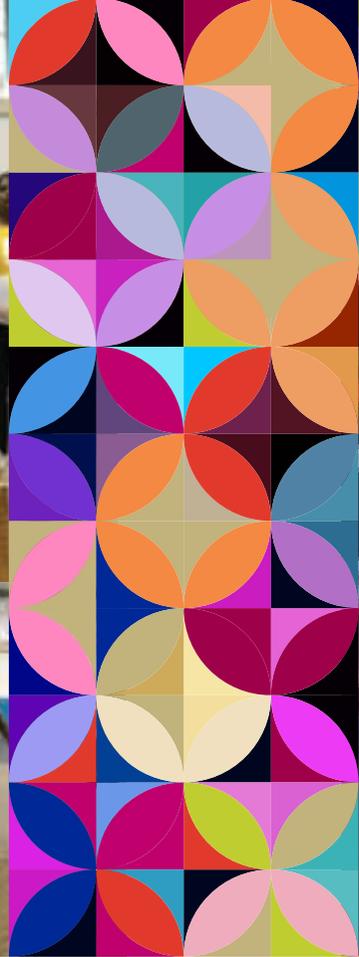




## Sports And Health

**South Asia Football Cup Tournament** was a 3 month round robin tournament with 6 key communities given the opportunity to participate: Karen, Afghan, Iranian, Tamil, Nepalese and Bhutanese. 130 clients registered to participate, with 6 volunteer coaches. Every Saturday, families, leaders and community members attended, which has helped facilitate linkages with other CMRC services. Single male arrivals and unaccompanied minors have been the key target cohorts for this project as an extension of the early intervention work done with the young men through the New Frontiers engagement program and the Youth Hub. The popularity of this program will see the next tournament open to even more teams.

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



**Multicultural Netball Group** for African & Tamil young women was held in partnership with Netball NSW. The programme assisted young women learn new skills and connect with each other and within the group.

**The Holroyd After-School Soccer program** is a program that provides students with the opportunity to engage in organised training sessions, promotes health through physical activity, provides a space for cross-cultural interaction and social participation to occur. It also gives

students the opportunity to take advantage of future leadership workshops, coaching courses and leadership camps provided by partner Football United.

**Wrestling & Wellbeing Program!** was a weekly wrestling program delivered at Parramatta High School to CaLD students to improve their self esteem, build their confidence, fitness and health.



## Community Learning Circle

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

Over 150 people, from a variety of cultural backgrounds, participated in the Learning Circle during 2013-14, including service providers and community members from Afghanistan, Iran, Sri Lanka, Sudan, South Sudan, Liberia, Sierra Leone, Iraq, Bhutan, Nepal, India and China.

During this financial year, the Community Learning Circle has met three times to discuss the following topics: “Family Relationships during the Settlement Transition Period (hosted by CMRC and ADSI and facilitated by CMRC and STARTTS staff; “Creating and Fostering Harmonious Family Relationships” (hosted by CMRC and facilitated by CMRC & STARTTS).

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



## Creativity Unleashed Arts Expo

Artists from all cultural backgrounds converged on Parramatta in May 2014 to take part in a unique expo called "Creativity Unleashed". The Expo was a vibrant mix of makeup and beauty demonstrations, fashion installations, visual art, photography, music, dance, poetry and lots of networking. This initiative gave communities and commercially talented up and coming artists, a platform to showcase and market their unique works. Creativity Unleashed linked new artists from countries such as Afghanistan, Iraq, Iran, Burma, Sri Lanka, Ethiopia, Rwanda and Kenya with more established artists who have already started down the commercial route of exhibiting and selling their work.

## Forums and Events

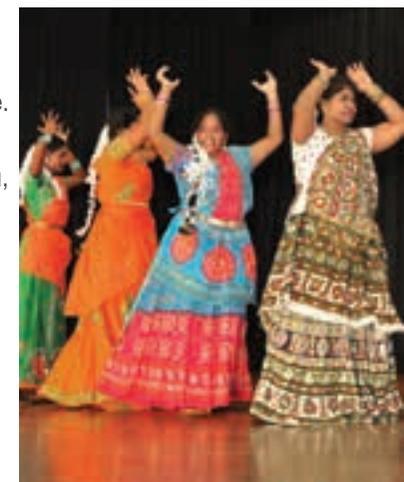
**Community Services Expo** – held at Parramatta Town Hall in November 2013 brought together over 50 services that showcased information on services and projects. This was a partnership project stemming from the Multicultural Community Network and spearheaded by the MRC's capacity building project. Over 1000 participants attended the day and engaged with services and enjoyed vibrant cultural performances.

**Afghan Bazaar!(Afghan Family Fun Night)** was held in partnership with Granville South Creative & Performing Arts High School, to promote links between parents and the school, build the capacity of the students and the asylum seeker young adults, and celebrate the diversity of Afghan culture with kite making workshops, cultural

performances, information stalls and film screening of the CMRC film Pass the Mantu! The night attracted over 400 participants.

**Multicultural Exchange Program** was held in partnership with the African Women's Group. This program now attracts up to 50 women. This year they boarded the bus to the Maitland Hunter region. Cultural exchange activities included: storytelling, music and dance, sharing experiences and food from different cultures. This is a capacity building program that breaks the barriers of social isolation for women from various cultural backgrounds.

**Say Hello to Harmony Day!** Event held in partnership with the MCN working group - FACS-Housing NSW, Granville TAFE, Navitas & NSW Police. Over 250 people enjoyed watching the two short documentary films, I Am A Woman & Pass the Mantu, followed by a meet & greet with the stars. Cultural performances from Kenya and Peru were followed by a multicultural lunch from Ethiopia, China, India and Turkey.





As part of the **Parramatta Community Justice Clinic Steering Committee**, an Immigration Forum was hosted by CMRC in September 2013. The Forum addressed a number of pressing issues which prevent refugee communities from achieving successful settlement. Presentations were given by pro bono migration agents. In February this year, PCJC assisted the Humanitarian Legal Access Project, following the outbreak of war in South Sudan and the displacement of over one million people. Pro bono assistance was given to support immigration applications, and CMRC interns assisted with typing supplementary story material.

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

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

**Meet and Greet Cuppa** – a Refugee Week event in partnership with Parramatta Artist Studios brought together Afghan & Iranian women, who are interested in sharing their arts practice with a Pacific Islander weaving group.

**Hazaras Celebrate Harmony! Event** at Merrylands Library proved to be an inspiring access and engagement day for Hazara families living in and around Merrylands.

**A Cross-Cultural Excursion to the Blue Mountains** was held for the clients from China and the Indian Subcontinent which helped the clients to understand the geography and the history of the new environment.

Visits to the Art Gallery of NSW to view the **Hidden Treasures of Afghanistan** exhibition, **Taronga Zoo, Parliament House** and the **ANZAC Memorial** were important activities that the workers engaged clients in. Of significant importance is the ANZAC tradition that Australia proudly shares with New Zealand and which needs to be imparted to newer Australians.





## Support Groups

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

## 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 in gardening and growing vegetables.

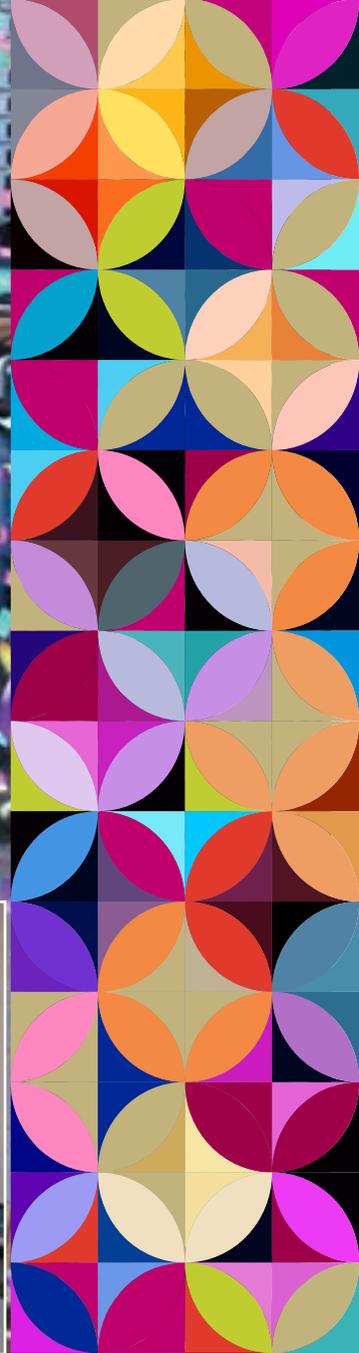
The achievements highlighted in this report were made possible through the commitment and hard work of all the staff involved. A grateful thank you to all the SGP team members for their work with clients and communities and for the positive outcomes they have achieved during the year.

This would not have been possible without the excellent guidance, ongoing support and direction from the Executive Director, Melissa Monteiro, and the dedicated Board of Management.

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

On behalf of the team, I would like to extend our heartfelt thanks and gratitude to a multitude of services and agencies without whom we would not have been able to deliver such great outcomes. We greatly value the partnerships developed and consolidated during the past year and looking forward to the next year.





# Northern Region Services Report

## North region settlement info

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

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

Promote safe and supportive  
family environments

## Mental health and wellbeing

Mental health and wellbeing have been a focus of client and group work, and a very successful partnership with Northern Sydney Medicare Local, City of Ryde and Ku-ring-gai Councils saw the inaugural Health and Wellbeing Expo held at Eastwood Plaza with more than 1000 people accessing service provider stalls from over 40 support agencies, and the Family Fun Day at Killara High School. The Expo and Family Fun Day was a fitting finale to the Medicare Local partnership with City of Ryde and Ku-ring-gai Councils parenting health program where 12 parenting workshops were delivered to four key target communities: Chinese, Korean, Afghani, Persian and Indian Subcontinent. The aim of the program was to promote safe and supportive family environments and build positive parenting practices and capacity within the target group families.

In recognition of our work with refugee and CaLD communities, CMRC was invited to support the City of Ryde's initiative - Racism Stops with Me Campaign. This campaign was launched by Dr Tim Soutphommasane, Chairperson of the Human Rights Commission of Australia with the Mayor of City of Ryde.





## CaLD Parenting Forum

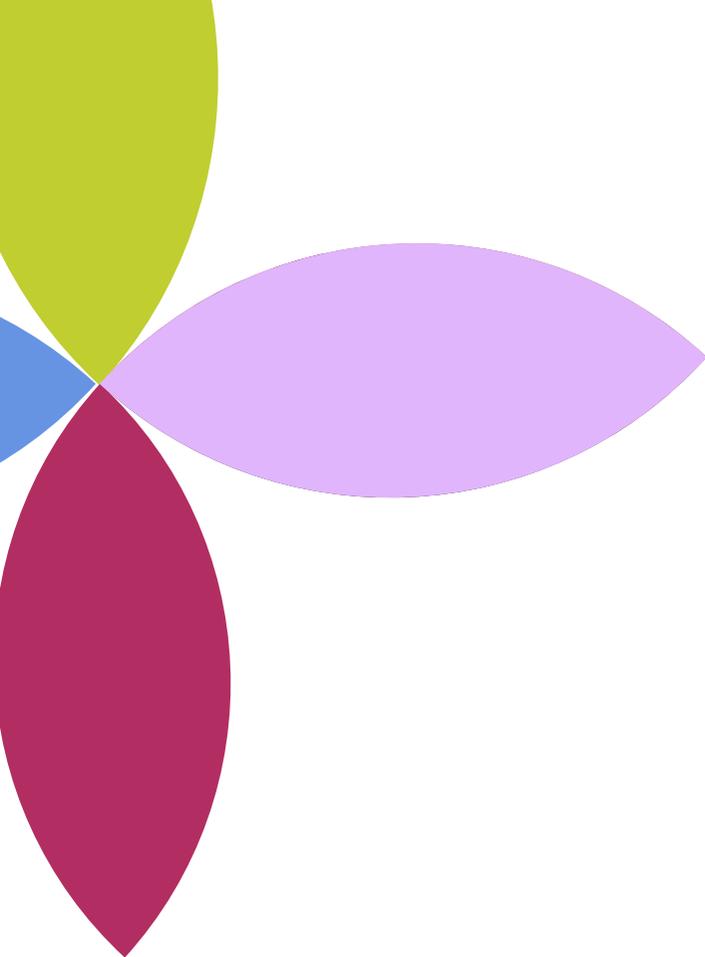
CaLD Parenting Forum - CaLD Parenting Forum (supported by Northern Sydney Medicare Local) was held with over 36 service providers working with CaLD families, young people and children. The forum discussed key issues affecting CaLD parents, strategies to address these issues from a bicultural perspective and stories from parents who are in cultural transition (from Afghanistan, Iran, Sri Lanka, Korea, China and India).



## Refugee Experience Awareness

Refugee Experience Awareness Training - In partnership with City of Ryde Council, Relationships Australia, Medicare Local, Jesuit Refugee Services & NSW Police, CMRC organised three training sessions for service providers. The training was organized to help service providers better understand and engage more effectively with refugee & asylum seeker communities. Cultural sensitivities, trauma and perceptions about refugee & asylum seeker experiences were addressed.





## Transition To School

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

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

## Beyond Settlement

**Beyond Settlement:** engages with Afghan and Iranian youth and unaccompanied minors.

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





## Bake and Make

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







## Time Out Group

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

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



# Early Intervention and Perinatal Project Report

In 2013-2014, the CMRC Early Intervention and Perinatal Team provided programs in Holroyd and Parramatta LGA affording 9 weekly playgroups, Readiness to School, Paint Parra Read and Triple P training programs to approximately 250 clients from Sri Lankan, Indian, Iranian, Chinese, Afghan, Iraqi and African communities, per week. These programs aim to build upon our communities resilience and capacity.

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

A range of qualitative and quantitative data strategies are also used to gather information to inform the CMRC Early Intervention and Peri-natal Team in efficiency and effectiveness of the administration and implementation of programs; what communities should be targeted and what services are needed.

EIP Staff management records (2013 -2014) indicate that many CALD communities are disengaged from mainstream playgroups and premised on poor resettlement and socio-economic stressors has exacerbated domestic and family violence issues within our local communities. Strategically, by shifting resources to support Early Intervention and Prevention programs has gained staff a better understanding of the costs and benefits of early intervention programs, particularly across our CMRC Departments. For staff, research

These partnerships are strategic  
as they aim to better share

shows returns on Early Intervention Programs to be between \$4 and \$6 for every \$1 spent.

Our Early Childhood and Positive Parenting Services directly targeting these at-risk communities, support children in the context of the family and home environments and facilitate positive and early access to local child and family playgroups and services. To best meet this demand, the CMRC in consultation with other local agencies aims to provide partnership programs of wrap around early intervention parenting services designed to strengthen communities, providing positive outcomes and improved linkages to health services, family support, parenting and children's services in the Holroyd LGA. The team recognises that the most vulnerable families are those which are hardest to engage.

This collaborative and planned process allows teams to provide more resources for parenting and child support programs, address outcomes sooner, engage stakeholders across all networks and provide a multi disciplinary approach involving all agencies.



All partnerships are structured and also provide clients with cross service integrated case management plans of support. These partnerships are strategic as they aim to better share resources, develop social capital in our clients, break the duplication of service delivery, provide crisis and transition responses, complement existing joint case management plans and respond more flexibly to client's often complex needs.

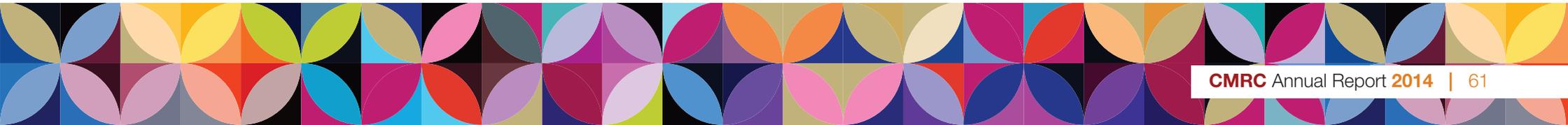
The team clearly understands that effective and meaningful consultation with local communities, local organisations and working groups are essential for the successful delivering of our services. A use of place-based approaches focuses on the assets and strengths of CALD individuals, families and communities, rather than universal, one-size fits-all approaches. All EIP programs aim to also identify and deliver services and activities that are sensitive to cultural expectations and practices and meet the needs of the target group.

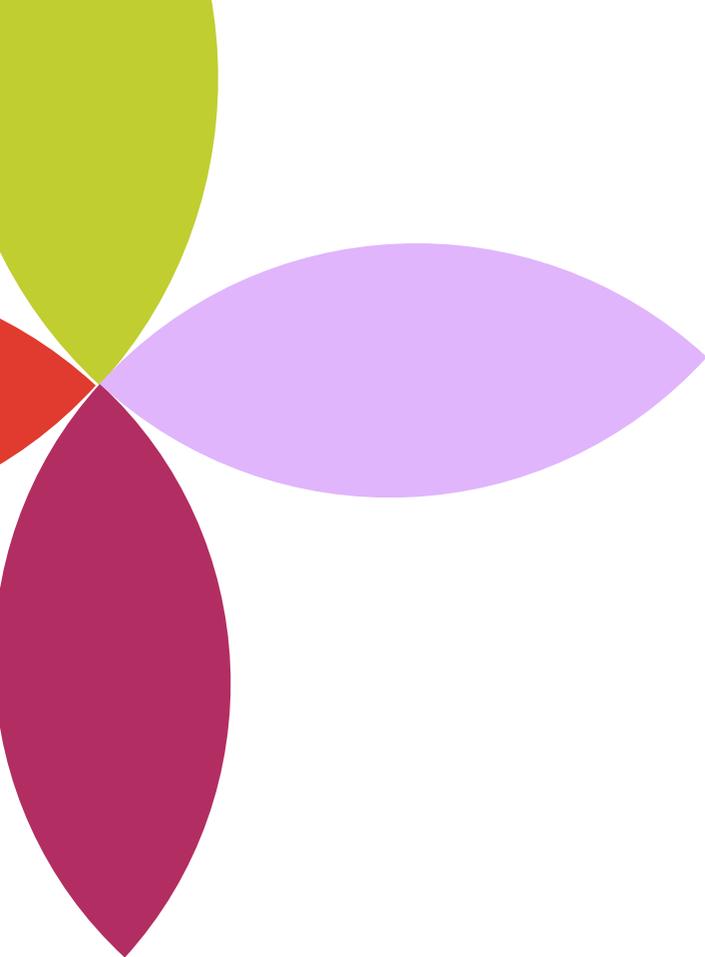
This is best displayed with the delivery of the Annual Perinatal Conference at Westmead Hospital. The Early Intervention staff initiative aims to through its partnerships; improve the wellbeing of CALD women

seeking Perinatal and associated care and to explore maternity and cross cultural perspectives in motherhood. This broader sector development value adds to existing CMRC programs and promotes opportunities for other children and their families and professionals to participate in their chosen mainstream community and health service and activities.

We recognise that a shared coordination of resources, effort and effective sharing of information between services only increases and enhances family functions. These programs will be aimed at targeting under resourced Sri Lankan, Indian, Afghan, Iranian, Iraqi and African communities in the Holroyd LGA.







# African Sessional Workers' Project Report

During 2013-2014, the African Sessional Workers Project, funded by Family and Community Services, continued to consolidate its service delivery throughout NSW. The project which is based at Community Migrant Resource Centre aims to address issues related to communication, assist in assessments and investigations to ensure constructive and appropriate interventions and case plan implementations with African families.

This state wide project employs 18 Sessional Workers that support FaCS caseworkers with information and language support when they work with clients from various African target communities such as: Burundi, Congolese, Ethiopian, Liberian, Rwandan, Sierra-Leonean, Somali and Sudanese.

There has been a marked increase in requests from all metro regions of Sydney including Central, Eastern, Western, Northern and South Western. Since the expansion of the service state wide, services were also provided in Coffs Harbour, Central Coast (Hunter Region), Mayfield, Charlestown and Cessnock CSC.

During the past financial year, promotions of the project continued through presentations to various Community Services Centres and Brighter Futures Partners state wide. Promotional presentations were held across the Metro Central, Eastern, West Hunter, Central Coast, Northern and Metro South Western Regions of Sydney and New South Wales. The promotional drive has helped increase demand for referrals across the state.

Some of the significant outcomes for the project include:

- Improved communication and trust building between caseworkers and clients.
- Improvement in the provision of language and cultural information support services to Community Services caseworkers.
- Improvement of family interventions, linking Community Services' caseworkers with community contacts and support services available to African families.
- A more positive engagement between African families and Community Services case workers.

- Increased knowledge about Child Protection legislation by African families through community education programs delivered by the project.
- Increased consensus in case planning between FACS caseworkers and African families.
- Decreased negative perception about Community Services role and work by African communities.

One hundred thirty five (135) requests for sessional support have been received from fourteen (14) Community Services Centres and four (4) Brighter Future partners.

Five (5) Community Information/Education Sessions were held during this period. These sessions have increased knowledge and understanding of the role of Community Services and the Child Protection System in Australia amongst African communities.

Topics discussed were:

- Understanding Child Protection in Australia
- The Role of Community Services
- Role of parents and children
- What are the differences between Child Abuse and Child Discipline
- Building strong family relationships in Australia

During this period, three (3) Community Learning Circle sessions were held in collaboration with multicultural community groups on relevant topics such as:

- The roles and decision making processes of Community Services
- Effective communication strategies within the Family

- Family Relationships during the Settlement Transition Period
- Creating and Fostering Harmonious Family Relationships

I would like to thank the project reference group for their guidance and support and CMRC staff for their ongoing assistance. Heart-felt thanks to Ozen Karanlik, Peter Prants, Fatma Mohamed and Hilda Taf Mugadza, who assisted in all aspects of the project and continued to promote it tirelessly to service centres and partners.





# Youth Hub Report

In 2013 CMRC was successful in obtaining funding for a Youth Hub program under the Scanlon Foundation.

The Youth Hub coordinated by CMRC was able to:

- Create appropriate pathways to employment and training for young people;
- Expand jobs and training opportunities for young people;
- Build young people's knowledge and connection to local support services;
- Join up and coordinate training and education pathways across local, state and federal government programs and services;
- Strengthen social cohesion through networks between and across communities.

During the past year, 501 young people accessed and were engaged in CMRC's Youth Hub activities. 198 young people were connected with various employment pathways and 114 were engaged in education and training. As a direct result of the activities of the Youth Hub, 36 young people obtained employment in casual and part time positions. CMRC's Job Club has assisted with employment mentoring programs that provided assistance with a range of skills for young people (i.e. resume writing and interview techniques).

Further collaborations have been established with the local police as well as various youth-focused organisations. These collaborations focused on creating opportunities for young people to participate in social and recreational activities.

Some of the activities and programs developed and run in partnership with SGP projects included:

## Social Inclusion Camp

The Youth Hub ran a 3 day camp with disengaged young people at Yarramundi. The 3 day program focussed on building self-esteem and confidence, various sporting activities and speakers from NSW Police, Drug and Alcohol Multicultural Education Centre (DAMEC) and SGP workers.

The objectives of the camp were to provide a drug and alcohol free event to work with young people to further build their life skills and enhance their capacity to identify and engage with services that can assist them to achieve their educational, vocational, leisure and other goals.

The target group were disengaged young people of Sudanese background and various other backgrounds aged 16-25 years who have been congregating in Parramatta Park to drink alcohol and who are marginalised or at risk of disengagement from the community, vocational and educational pathways. Rapport has already been built with this group via soft engagement approaches (i.e. outreach to the park and BBQs with service providers).





### **New Frontiers – Gym Program**

This is an inter-community engagement program targeting recently arrived young people disengaged and isolated males from existing refugee cohorts. The program uses different sports as a vehicle to engage with the target young people. Participants are provided a safe environment at a local gym in Parramatta to learn new skills under the supervision of qualified coaches and to network with other young people in the group.

### **Open Access Music Program**

A music open access program for interested young people was run weekly in partnership with ICE. This is an ongoing program that builds the artistic and performing skills of young people and gives them

an outlet to channel their energy and talent and thus reduce at risk behaviour.

### **Soccer Programs**

Young people were engaged in various soccer activities such as Soccer is Life program which is a soccer tournament that assists with developing skills and interest in the game and re-engages young people to their own communities and the wider society.

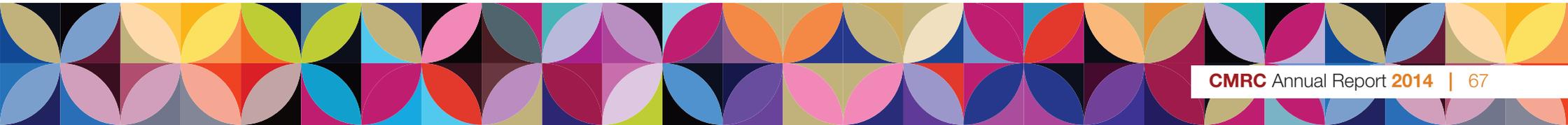
Throughout the delivery of the project, the Youth Hub referred eligible clients to employment hubs such as the one run at CMRC and to the Ready, Arrive, Work (RAW) program which CMRC is a part of and which assists newly arrived refugee students with appropriate work readiness preparation.

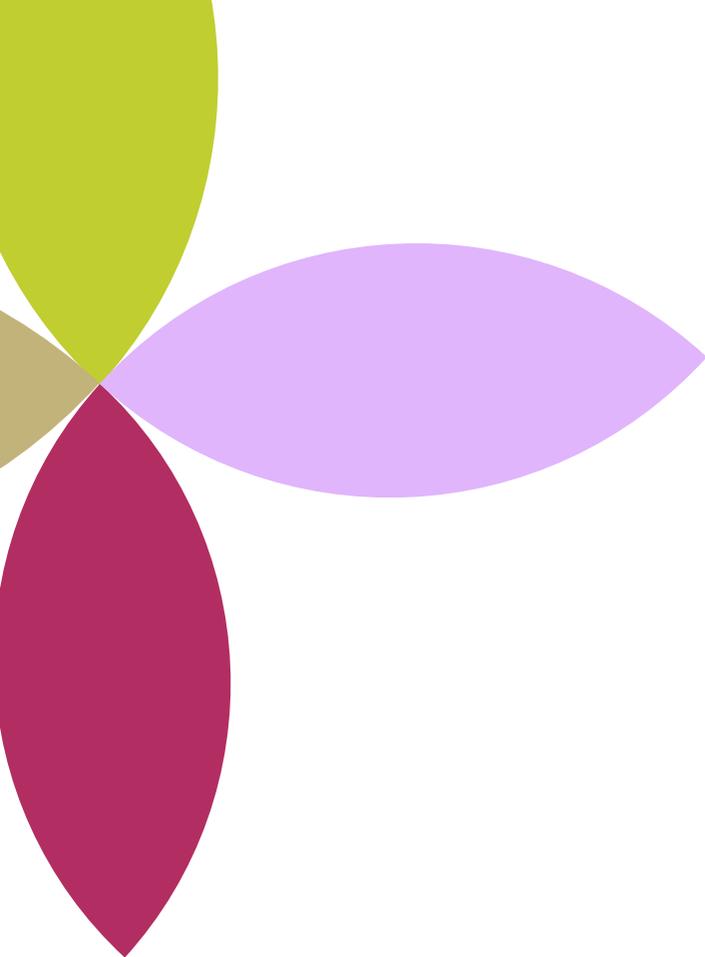


A big thank you to the organisations that the Youth Hub collaborated with during the past year:

- Salvation Army
- Break Thru People Solutions
- Ability Options
- Youth Off the Streets
- DAMEC
- Anglicare
- Parramatta Police
- Parramatta Eels
- ICE

CMRC's Youth Hub was able to improve young people's connections to services and to establish relationships to support the development of employment and training opportunities for young people from migrant and refugee backgrounds living in Parramatta LGA and surrounding areas.





# Social Enterprise Projects

Social enterprise is an alternative model for traditional Not for Profits, whose operations are often reliant on government funding. Our Social Enterprise principles are based on economic participation and community ownership whilst being driven by competitiveness, yield and sustainability.

Currently, the CMRC is continuing to deliver several successful Social Enterprise Programs such as Fair Go Driving School, a social enterprise project that aims to assist those who are unable to acquire their provisional driving licence in an affordable manner. The program currently provides 20 lessons per week.

Multi Ethnicity and Hair Expo is an event that show-cases a range of multi ethnicity hair and beauty products. At this Expo, CMRC endeavours to empower, encourage and inspire young women from diverse backgrounds to see hair dressing, makeup artistry, modelling and designing as career pathways and employment opportunities for newer communities. All projects are committed to developing the skills of local social entrepreneurs and the sustainability of their small businesses throughout the region.

The Bread & Butter Project, an accredited social enterprise and wholesale bakery, provides training and employment for refugees and asylum seekers. Trainees graduate with their Certificate II in Retail Baking assistance. This is our 2nd year partnership where the CMRC has successfully referred clients to this project.

The CMRC is presently planning for a growth in our Social Enterprise projects over the next year and has established a Lawn / Gardening Readiness Program and a Women's Business Hot-House Program.

The CMRC continues to also nurture its partnership with Social Enterprise Sydney who provides ongoing capacity building business support to all our local emergent social enterprises through their business modules, workshops, coaching and mentoring programs.



# FairGo DRIVING

Driving Lessons  
**Only \$35/hr**  
 Book now  
**(02) 9687 9901**

Is a social enterprise project of the **Community Migrant Resource Centre** that aims to assist young people and women to obtain their provisional driving licence at a reduced cost.

Driving lessons are provided 7 days a week by our friendly and experienced licensed instructors.

**For enquiries, please contact**  
 Community Migrant Resource Centre  
 Level 4, 1 Horwood Place, Parramatta, NSW 2150  
 Phone: (02) 9687 9901 (during office hours)  
 Email: [cs@cmrc.com.au](mailto:cs@cmrc.com.au)



**PARRAMATTA (TOWN HALL)**  
**10:30AM - 6PM | FREE ENTRY**

Offering a public platform for all ethnic hair, beauty, fashion and products. It aims to introduce and place ethnic hair & beauty on the map.



SUPPORTED BY:

COMMUNITY MIGRANT RESOURCE CENTRE



CONTACT: 0450 557 863 | (02)96879901 | WEBSITE: [WWW.MULTIETHNICITYEXPO.COM](http://WWW.MULTIETHNICITYEXPO.COM) | EMAIL: [NUBIANHERITAGEDZ@YAHOO.COM](mailto:NUBIANHERITAGEDZ@YAHOO.COM)



# MULTI ETHNICITY Hair & Beauty expo

AUSTRALIA'S FIRST MULTICULTURAL TRADE SHOW  
 & SOCIAL ENTERPRISE PROJECT

**SAT 16TH NOV 2013**

Live barber competition, hair and beauty talks, entertainment for all and much more!

Interested in stage work, exhibiting, sponsorship or volunteering contact us.

**Fantastic raffle prizes to be won. First 300 attendees receive goodie bag.**



# 2014 | FINANCIAL REPORT





**Behrens Rowley**

Chartered Accountants

Public Benefit Entities (PBEs) (s. 125A) FCA  
Public Benefit Entities (PBEs) (s. 125A) CA

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1 Mulford Place  
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## INDEPENDENT AUDITOR'S REPORT TO THE MEMBER OF COMMUNITY MIGRANT RESOURCE CENTRE INC

### Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of The Community Migrant Resource Centre Inc. (the association) which comprises the committee's report, statement of financial position as at 30 June 2014 and the income statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory notes and the statement by members of the committee.

### Committee's Responsibility for the Financial Report

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

### Auditor's Responsibility

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

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

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

### Independence

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



**Behrens Rowley**

Chartered Accountants

Members Chartered Accountants & Tax (MCA) FCA  
Federation Chartered Accountants & Tax (FCA) CA

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1 Mallard Place  
Norwest Business Park  
Baulkham Hills NSW 2153

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[www.behrenslowley.com](http://www.behrenslowley.com)

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

### *Auditor's Opinion*

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

- i. giving a true and fair view of the association's financial position as at 30 June 2014 and of its performance for the year ended on that date; and
- ii. complying with Australian Accounting Standards.

### *Basis of Accounting and Restriction on Distribution*

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

Baulkham Hills, NSW, 2153

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

Baulkham Hills

Dated this 5<sup>TH</sup> day of November 2014

ABN 96 874 912 374

BR Norwest Pty Limited (trading for BR Norwest Trust)

Liability limited by a scheme approved under Professional Standards Legislation



**Behrens Rowley**

Chartered Accountants

Practising Chartered Accountants (S. 124) (Aust) FCA

Practising Date: 1998/01/01, 1998/01/01 CA

Suite 248, Level 2  
1 Midland Place  
Norwest Business Park  
Baulkham Hills NSW 2153

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## AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

### COMMUNITY MIGRANT RESOURCE CENTRE INC

#### *Independence*

In conducting my audit, I have complied with the independence requirements of Australian professional ethical pronouncements.

#### *Auditor's Opinion*

In my opinion:

The financial report of The Community Migrant Resource Centre Inc is in accordance with the Associations Incorporation Act NSW 2009 including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2014 and of their performance for the year ended on that date; and
- (ii) complying with the Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporations Act NSW 2009.

**Behrens Rowley**  
Chartered Accountants

Norwest Business Park, NSW, 2153

**Auditor: Charles Behrens**

**Baulkham Hills**

**Dated this 5<sup>TH</sup> day of November 2014**

**COMMUNITY MIGRANT RESOURCE CENTRE INC**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2014**

## COMMUNITY MIGRANT RESOURCE CENTRE INC

### CMRC Consolidated Statement of Financial Performance For the Year ended 30 June 2014

	2014	2013
<b>INCOME</b>		
Rouse Hill Learning & Community P'ship	-	4,545
DEEWR	-	70,580
Climate Change & Energy Efficiency	392,983	590,755
Admin Contribution	11,730	-
Fee-for- Service	7,998	14,830
CB Inclusion	-	106,844
Department of Social Services	1,358,550	1,187,446
Department of Family & Community Services	411,765	337,058
Holroyd City Council	-	22,545
Parramatta City Council	35,000	13,500
City of Ryde Council	3,018	-
Community Relations Commission	909	-
Hornsby Council	909	-
Ku-ring-gai Council	2,174	-
Interest received	1,705	1,578
Membership fees	140	187
Medicare Local	63,725	-
Migration Council Australia	55,000	-
CMRC Fair Go Driving school	17,309	12,810
Donations	5,000	-
Project Management	10,873	1,750
Office of Communities - Veteran Affairs	-	5,000
Rent Contribution Received	55,625	6,990
Settlement Services International	170,263	130,661
Sundry income	14,931	19,005
Workers compensation project contributions	6,472	-
Workers compensation recovered	3,843	-
<b>Total income</b>	<u>2,629,922</u>	<u>2,526,084</u>
<b>EXPENDITURE</b>		
Admin fees & rent contribution	3,000	-
Advertising costs	11,851	-
Annual General Meeting	5,186	5,032
Audit	11,840	8,240
Bank Charges	4,472	4,637
Board of Management expense	4,053	6,076
Bookkeeping & Accounting Fees	9,821	5,205
Books	2,498	936
Business plan for driving school	-	7,140
Business plan	-	-
Car service	214	215
Catering/Committee Meeting Costs	48,171	35,609
Certification costs	22,768	15,064
Cleaning/Recycling	20,320	18,097
Computer Costs & upgrades	18,113	26,646
Developing policies	20,000	5,000

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

Driving program & course	-	5,000
Electricity	25,460	26,233
Equipment	6,868	5,098
Evaluation Fee	1,000	-
Facilitators	18,746	22,189
GST Fees and Charges	-	-
Immigration assistance	-	157
Insurance & Workers compensation	61,387	9,000
Job advertisements	3,854	62,382
Launch Costs	-	757
Legal Costs	3,784	7,449
Materials/ resources	169	14,801
Motor vehicle expenses	19,526	2,322
Office Expenses	5,970	1,904
OHS	-	93
Outgoings	-	-
Postage	568	1,086
Printing, photocopying & stationery	23,240	64,137
Program costs/centre activities	102,817	60,916
Project Management	10,873	1,750
Provisions for leave	36,427	52,182
Publicity/promotion	43,735	96,895
Rent	228,961	210,899
Repairs/Maintenance - Premises	14,321	25,448
Salaries & Wages	1,512,509	1,415,000
Security	615	520
Staff amenities	69	42
Staff training, Conferences & Seminars	174,504	139,628
Subscriptions, Books & Memberships	5,550	6,108
Superannuation Guarantee	140,933	126,002
Telephone & internet costs	36,240	44,296
Translation & Interpreting	100	427
Travel/Parking	27,304	25,043
Venue Hire	32,753	31,122
Workshop expenses	-	1,720
<b>Total expenditure</b>	<u>2,720,590</u>	<u>2,598,103</u>
<b>NET SURPLUS (DEFICIT)</b>	<u>(90,668)</u>	<u>(72,019)</u>
<b>ADD:</b>		
Prior Year Funds Released	-	66,968
CMRC Contribution to Projects	-	64,130
<b>LESS COMMITTED FUNDS SPENT:</b>		
DIAC expenses	-	7
<b>TOTAL COMMITTED FUNDS SPENT</b>	<u>-</u>	<u>7</u>
Surplus Funds Repaid	185	1,543
<b>NET SURPLUS (DEFICIT) FOR THE YEAR</b>	<u>(90,853)</u>	<u>57,529</u>
<b>ADD BALANCES CARRIED FORWARD</b>		
Funds Brought Forward From Prior Year	362,729	305,201
<b>TOTAL BALANCES CARRIED FORWARD</b>	<u>362,729</u>	<u>305,201</u>
<b>COMMITTED AND ONGOING FUNDS</b>	<u>271,876</u>	<u>362,729</u>

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

## COMMUNITY MIGRANT RESOURCE CENTRE INC

### STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2014

	Note	2014	2013
<b>CURRENT ASSETS</b>			
Cash & Cash Equivalents	2	684,858	750,868
Bonds		89,886	100,799
Prepayments/Debtors		<u>7,652</u>	<u>275,648</u>
<b>TOTAL CURRENT ASSETS</b>		<u>782,396</u>	<u>1,127,315</u>
<b>TOTAL ASSETS</b>		<u>782,396</u>	<u>1,127,315</u>
<b>CURRENT LIABILITIES</b>			
Creditors & borrowings		26,482	49,755
GST Liability		41,122	50,186
Payroll Liabilities		42,830	31,724
Employee Entitlements		349,486	339,155
Grants in Advance		<u>50,600</u>	<u>293,766</u>
<b>TOTAL CURRENT LIABILITIES</b>		<u>510,520</u>	<u>764,586</u>
<b>TOTAL LIABILITIES</b>		<u>510,520</u>	<u>764,586</u>
<b>NET ASSETS ( LIABILITIES )</b>		<u>271,876</u>	<u>362,729</u>
<b>EQUITY</b>			
Net surplus (deficit) for the year		(90,853)	57,528
Surplus Funds carried forward		<u>362,729</u>	<u>305,201</u>
<b>TOTAL EQUITY</b>		<u>271,876</u>	<u>362,729</u>

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

## COMMUNITY MIGRANT RESOURCE CENTRE INC

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

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

The financial statements were authorised for issue on *27 October 2014* 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.

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 2014

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.

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) 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.

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 2014

**(c) Revenue and Other Income**

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

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

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

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

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).

**(d) 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 2014**

	2014	2013
	\$	\$
<b>2. Cash &amp; Cash Equivalents</b>		
ANZ	49,052	46,019
ANZ Cash Management Account	635,805	704,091
Petty Cash	1	757
	<u>684,858</u>	<u>750,868</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 2014 and its performance for the year ended on that date.
- c. We are authorised by the attached resolution of the board to sign this certificate.
- d. This annual statement was submitted to the members of the association at its annual general meeting.

**Chairperson**

  
Warren Schweitzer

**Deputy Chairperson**

  
Safar Sarmed

**Dated:** 11 November, 2014

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

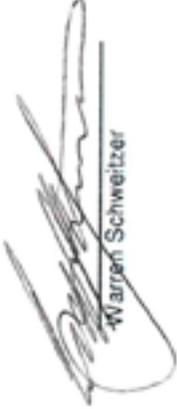
The board has determined that the association is not a reporting entity and this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

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 2014 and its performance for the year ended on that date.
- 2 At the date of this statement, there are reasonable grounds to believe that The Community Migrant Resource Centre Inc. will be able to pay its debts as and when they fall due.

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

**Chairperson**



Warren Schweitzer

**Treasurer**



Jason Guest

**Dated:**

11 November 2014



**Head Office:**

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

Telephone: 02 9687 9901  
Fax: 02 9687 9990  
Website: [www.cmrc.com.au](http://www.cmrc.com.au)

**Northern Region Office:**

Community Migrant Resource Centre  
159 Shaftsbury Road,  
Eastwood NSW 2122

Telephone: 02 9858 1925  
Website: [www.cmrc.com.au](http://www.cmrc.com.au)

