CMRC
Community Migrant Resource Centre
ANNUAL REPORT
2018
Community Migrant Resource Centre
Facilitating Settlement and Building Self-Reliance

CMRC

Community Migrant Resource Centre

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

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

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ABN: 89 786 937 360
Registration Number: Y2365716

CHAIRPERSON'S REPORT

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

WARREN SCHWEITZER
CHAIRPERSON

It is my privilege to present the Community Migrant Resource Centre's twenty second Annual Report covering the 2017–2018 financial year, to our many members, friends and stakeholders.

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

For the past few years we have been working towards our Board being more strongly focused on governance.

That hard work has been completed, and in last year's report I wrote that we had successfully changed our Constitution and had lifted the skill level of the Board members with the appointment of three new Board members.

I am happy to report that transformation has now taken place and the new Board is working extremely well together and are clearly focused on the matters of Strategic Direction and Governance.

STRATEGIC PLAN 2015–2018

We maintain a strong and consistent focus on the progress towards the overall goal of the CMRC and the Strategic Objectives. We review progress against these objectives at least twice each year. We are currently in the process of reviewing the Strategic Plan and establishing a new set of strategic objectives for the period 2019–2021.

STAKEHOLDERS

Our work would not be possible without the financial support of all levels of Government, whether it be Local, State or Federal. We thank them for underpinning the CMRC's work.

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

RETREAT

Earlier this year the Board met for a full day Retreat to prepare a plan for 2018/19. This meeting was extremely productive with a number of strategic issues being identified. Our challenge now is to adequately address each of these issues and put into place measures to ensure control of each. This activity is well underway.

OUTLOOK

The CMRC remains alert to the needs of the many communities it serves. There is no doubt that the CMRC continues to be a lead settlement agency in New South Wales, if not Australia, and our plans for the future are to continue to build on the work over recent years, building a stronger, more stable and powerful organisation that can be financially sustainable into the future.

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

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

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

CEO'S REPORT

The CMRC is brimming with people who believe that we can make a difference and help solve some of our clients most difficult issues in their early resettlement and journey in Australia.

For the CMRC, our job is to provide settlement, youth, family, children and business services to diverse communities living in our catchment in Western and Northern Sydney regions. Our job is to match our skill, passion, partner organisations with growing client needs. Work with likeminded organisations ready to do great things for our global community.

MELISSA MONTEIRO
CEO

Our Annual Report shows the work we have done so far and shares what we have learnt along the way. And as our work grows and changes, our annual report has changed over the years. We have seen first-hand lives changing with our intervention, be it through case work, group work, social support provided, financial advice or sporting activity / forums for young people.

Thank you to all the staff, managers who have worked hard all through the year to make this difference and create such a huge impact in thousands of lives. Today I would like to show my appreciation to the senior managers especially Aurelia Rahman, Dijana Mackic, Jayshree Pather, Uma Menon, Margarita Videla, Mira Mitrovic and Priscella Mabor. Each of you have led wonderful teams that have aligned to our overall goal and mission. Putting our clients first every step of the way. We cannot do what we do without your support.

I was indeed fortunate to have been invited to participate in the '**Putting People First' UNHCR** Consultations in Switzerland, Geneva last year. The development of the Global Compact for refugees seeks to (i) ease pressures on host countries; (ii) enhance refugee self-reliance; (iii) expand access to third country solutions; and (iv) support conditions in countries of origin for return in safety and dignity.

The High Commissioner sums it up in the following words "the predicament of refugees is a common concern of humankind. Refugee situations have increased in scope, scale and complexity and refugees require protection, assistance and solutions. Millions of refugees live in protracted situations, often in low- and middle-income countries facing their own economic and development challenges, and the average length of stay has continued to grow. Despite the tremendous generosity of host countries and donors, including unprecedented levels of humanitarian funding, the gap between needs and humanitarian funding has also widened.

There is an urgent need for more equitable sharing of the burden and responsibility for hosting and supporting the world's refugees, while taking account of existing contributions and the differing capacities and resources among States. Refugees and host communities should not be left behind."

At the state level the CMRC is a valuable partner with the **SSI led consortium** of Settlement agencies. I would like to thank Violet Roumeliotis and Esta Paschalidis-Chilas for their ongoing spirit of cooperation, collaboration and standing together. The NSP partners include SSI's 11 member Migrant Resource Centres and multicultural services and 10 organisations based around the state, including rural areas. The partnership will deliver settlement services across most of NSW, under the Department of Social Services' Settlement Services Program (SSP). The SSP delivers core settlement support for humanitarian entrants and migrants in their first five years in Australia.

At a national level the CMRC has been represented at the SCOA and has provided executive support to the SCOA Board for the last two years. Thank you to Chairperson Dewani Bakuum and CEO Nick Tebbey for implementing the national settlement strategy and outcomes.

In the last year I have played an active role on the **NSW Anti-Discrimination Board**. The Anti-Discrimination Board of NSW promotes anti-discrimination, equal opportunity principles and policies throughout NSW. It administers the anti-discrimination laws, and handles complaints under the Anti-Discrimination Act 1977 (NSW). It is part of the NSW Department of Justice.

I have also contributed to the Board of the **Western Sydney Community Forum** and delighted to continue as a Board member for the next year. The WSCF are leading the way by advocating and championing solutions that sustain community resilience in Western Sydney.

The CMRC is also represented at the local level on Multicultural NSW Regional Advisory Committee and the Lisa Harnum Foundation working to prevent Domestic Violence.

Thank you to the CMRC Board of Directors for your invaluable time, talents, support and vision for the organisation. We could not have done this with out you. To our wonderful inspiring Chairperson Warren Schweitzer for running the Board so efficiently, the Calendar of activities, the strategic plan to name a few. To the rest of the Board including Nola Randall, Keith Hamilton, Billy Cotsis, Dr Olayide, Umaru Binneh Conteh, Thevan Krishna, Cornelia Ramsay and Reena Jethi my sincere appreciation for the hundreds of hours, commitment and dedication you have shown us to make this such a great organisation.

I acknowledge the many hundreds of hours our Volunteers have contributed. Our gratitude for your work at the forefront and grass roots.

To our Grant Managers from funding agencies we thank you for working with us and supporting the work we do. Karen Ballantyne, Duncan O'Connor, Peter Prants, Jacqueline Urquhart and Janette Sauterel.

As the head of the CMRC I'm responsible for ensuring that we embody the values we have in our mission and my team and I are accountable to you and the thousands of clients who use our services every day. Thanks for being present and I look forward to working with you.

INSPIRING CHANGE CONFERENCE 2018

The 5th Inspiring Change Women's Conference, an initiative of the CMRC was held on 20thJune 2018 at the Parkroyal Parramatta.

The Conference was attended by over 250 women from diverse backgrounds coming together with the great desire of wanting to make a major impact in their communities as well as their professional and personal life.

The objective of the Conference was to offer fresh perspectives through inspiring presentations and moderated interactive panel discussions on the core issues impacting women and to inspire / challenge women to maximize their potential as catalysts for positive change.

The conference themes in the past 4 years were Inspiring Change 'Make it Happen' in 2014; Inspiring Change 'Power of a Woman' in 2015; 'Creating Opportunities – Pioneering Change' in 2016 & 'Be Bold Be Strong and Be Fearless' in 2017. The theme of the 2018 conference was 'Enduring Women/ Safety, Security Preservation' saw presenters share models on Prevention, Protection, & Security Preservation of Women and present on International engagement of women & girls, gender based violence, equal access, equality and safety. Speakers emphasized the direct link between conflict prevention and gender equality, and why the need for establishment of gender sensitive institutions, legislation and policies, as well as the mechanisms to enable women's meaningful participation with all sectors. Speakers & Panelists also shared their personal life-changing and thought provoking experiences, providing professional and personal development by combining unconventional methods within empowering, and stimulating discussions.

Special thanks to Louise Olliff (Refugee Council of Australia) for setting the Scene for the Conference, Prof Kristy Muir (CEO of the Centre of Social Impact at UNSW for her inspiring keynote address and keynote speakers Dr Nicole Brooke (prominent clinician & academic); Amanda Tattersal (community organiser, social activist & cofounder of digital campaign group GetUp.org.au); Dr Anuradha Mundkur (Associate Director, Gender Consortium – Flinders University) and Alison Rahill (Salvation Army).

We also thank our accomplished moderator for the day, Prof Jane Ussher from Western Sydney University and influential panelists Dr Astrid Perry (Manager Strategic Policy, SSI); Judy Foster (NSW/ACT State Manager) Philanthropy Australia; Linda Lemon (Lisa Harnum Foundation); Sue Tsigaros (CEO, Iris Group Coaching); Navanita Bhattacharya (Plan International Australia) and Terrisa Murray (Founder, Safe Heart). These panelists despite having unique family backgrounds shared very similar dreams and demonstrated collaboration, influence and unconventional methods to advance change in their respective fields.

INSPIRING CHANGE CONFERENCE 2018

We would like to acknowledge our sponsors, Nutrimetics, MMSG Softnet, Digiprint, Australian Hearing, Lindt and Neverfail Water for their contributions and thank Dijana Mackic & the Admin Team for their continued dedication and commitment in coordinating this successful event annually.

CMRC

TREASURER'S REPORT

UMMARU BINNEH CONTEH
TREASURER

I am pleased to present my Treasurer's report on the 2018 Audited Financial Statements for Community Migrant Resource Centre.

I confirm that the CMRC's Financial Statements were again professionally audited by the Behrens Rowley Chartered Accountants. The audit was completed on 19 September 2018 and the auditor conducted test work on transactions and account balances and reviewed the internal control procedures. The signed audit report dated 15 October is attached to the 2018 Balance Sheet and Income & Expenditure Account.

It is very pleasing to see the strength in CMRC's financial position. The financial accounts reflect that the organisation is meeting its charter and that in doing so has made adequate provisions for its employees. The organisation presents as well-managed and resourced. In the years to come, we will continue to consolidate our position and secure the necessary financial resources to ensure that we are able to meet all our goals and ambitions.

I look forward to continuing my incredibly privileged work as the Treasurer in the interests of Community Migrant Resource Centre.

ADMINISTRATION & FINANCE REVIEW

Community Migrant Resource Centre (CMRC) continues to maintain a positive financial position.

The ability of our organisation to provide quality services in Western and Northern Region, including Regional NSW that seek to meet the diverse needs of the community would not be possible without continuing support from our key funding bodies: Department of Social Services, Department of Family and Community Services, NSW Trade and Investment and Settlement Services International.

DIJANA MACKIC

ADMIN & FINANCE MANAGER

We acknowledge important financial contribution from funding bodies that assists CMRC in the delivery of services across Western and Northern Region and Regional NSW.

The organisation has attracted and received sponsorship, donations and advertising revenue related to planned future events.

In 2017–18, our income came from a mixture of donors, foundations, government and non-government organisations and partners:

- Sponsorships from Coca Cola Amati, MMGS Softnet Pty Ltd, Digidreams Media, Australian Hearing and Nutrimetics towards highly successful Inspiring Change Conference
- Continuing funding from Federal Government – Department of Social Services for Youth Transition Support Program and for Early Intervention and Perinatal Program and Multicultural Sessional Support Program.

Community Migrant Resource Centre demonstrated sound fiscal management and accountability measures in 2017–18, as shown in the audit report prepared by Behrens Rowley Chartered Accountants. All our financials are done with a commitment to accountability and transparency. The Balance Sheet is strong which is reflected by total assets of $1,118,227 and total equity of $466,979. The CMRC has sufficient liquidity available to meet the financial obligations of the organisation.

Expenditure, wages and on-costs continue to be our largest expenses but they also represent our greatest assets.

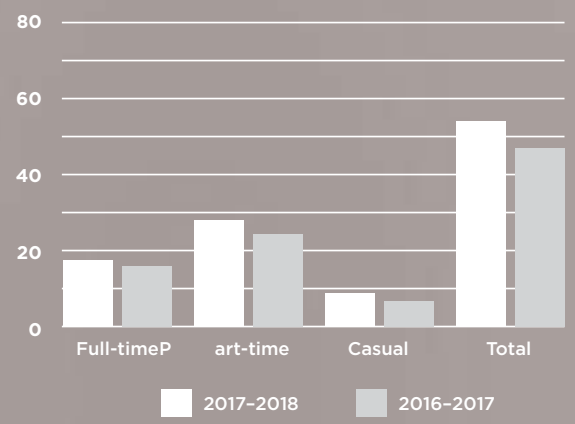
CMRC's long-term goal has been to generate more income by continuing to diversify funding sources. CMRC focus for 2017-18 was to strengthen and enhance existing programs. CMRC continues on its path to strengthen the Balance Sheet through a focus on increasing the CMRC reserves, in line with the CMRC strategic plan.

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

CMRC is committed to accountable and transparent financial management and follow strict procedures to ensure funds are used as intended and outlined in our contractual agreements with funding bodies and partners.

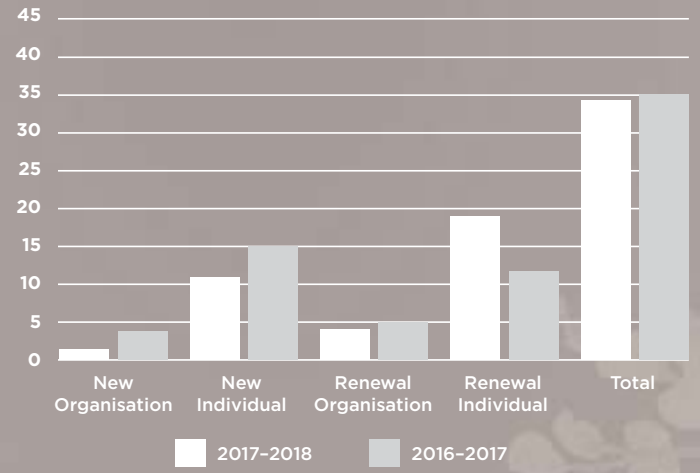
CMRC is an organisation that is financially secure and it is focused on achieving its mission. There will be sufficient resources available to meet future planned expenditure and to allow for programs and projects to be run for CMRC clients. We will do this by continuing to work with non-profit, profit and public sector organisations.

Employee Overview 2016-2018



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

CMRC Memberships 2016-2018



When compared with 2017-18, memberships in 2017-18 have slightly decreased. Sustaining and growing membership will be an ongoing focus for the CMRC.

BOARD OF MANAGEMENT

EXECUTIVE

Warren Schweitzer	Chairperson
Billy Cotsis	Deputy Chairperson
Ummaru Binneh Conteh	Treasurer
Reena Jethi	Assistant Treasurer
Nola Randall-Mohk	Secretary

Cornelia Ramsay

Keith Hamilton

Olayide Ogunsiji

Thevan Krishna

STAFF

Melissa Monteiro	CEO
Dijana Mackic	Admin & Finance Manager
Linda Marsonet	Bookkeeper
Jayshree Pather	Admin & Special Projects Coordinator
Maryam Khaliqi	Customer Service Officer
Saalini Sivasuthan	Office Assistant
Wadiha Mouawad	Office Assistant

DEPARTMENT OF SOCIAL SERVICES SETTLEMENT GRANTS PROGRAM

Aurelia Rahman	Settlement Services Manager – Western & Northern Regions
Uma Menon	Partnerships & Community Engagement Coordinator – Hills & Northern Region
Acuoth Acol	Casework & Community Development Support Worker – Youth
Alham Ashiq	Casework & Intake Officer
Anisha Thapa	Community Engagement Officer – Cumberland Area
Bahram Mia	Casework & Community Development Support Worker – Youth
Biljana Kulic	Casework & Intake Worker
Carmen Lalehzari	Hills Community Engagement Worker
Chrysanthie Fernando	Casework & Community Support Worker
Conscila Emilianus	Casework & Community Development Support Worker – Women
Dalya Karezi	Health Promotions Worker
Dativah Nitsios	Building Safer Communities Worker – Cumberland
Faiza Shakori	Casework & Community Development Support Worker – Employment
Hela Jaffar	Casework & Community Development Support Worker – Employment
Jaesook Ko	Casework and Community Support Worker
Ian Johns	Project Development Officer
Maame Afiriyie	Event Coordinator
Narayan Dhimal	Casework & Community Development Support Worker
Priyanka Kumar	Project Assistant – Media Unit
Sathi Bhattacharyya	Project Assistant – Media Unit
Saw Htut	Casework & Community Support Worker
Sharon Garrard	Event Coordinator
Sonia Islam	Casework & Intake Officer
Yaqin Wang	Casework & Community Support Worker
Yuyang Su	Casework & Community Development Support Worker Employment
Zhenqian Feng	Casework & Community Support Worker

DEPARTMENT OF SOCIAL SERVICES YOUTH TRANSITION SUPPORT PROGRAM

Priscella Mabor	Youth Transition Support Program Manager
Anyier Yuol	Youth Transition Support Worker
Arash Bordbar	Youth Transition Support Worker
Dilir Ali	Youth Transition Support Worker
Hina Khan	Youth Transition Support Worker

DEPARTMENT OF FAMILY & COMMUNITY SERVICES EARLY INTERVENTION & PERINATAL PROGRAM

Margarita Videla	Early Intervention & Perinatal Coordinator
Melanie Thuraisingham	Family Worker
Norma Boules	CALD Family Worker

DEPARTMENT OF FAMILY & COMMUNITY SERVICES MULTICULTURAL SUPPORT WORKERS PROJECT

Mira Mitrovic	Multicultural Support Workers Project Coordinator

MULTICULTURAL SMALL BUSINESS PROGRAM

Anh Tuan Nguyen	Vietnamese Bilingual Business Connect Advisor
Jae Won Kang	Korean Bilingual Business Connect Advisor
Peng Xie	Chinese Bilingual Business Connect Advisor
Reda Al-Haddadeh	Arabic Bilingual Business Connect Advisor

DISABILITY EMPLOYMENT SERVICES

Jane Aboka	Employment Consultant

BEYOND DIVERSITY PROGRAM

Geneve O'Connor	Beyond Diversity Program Manager

RESIGNATIONS

Nexhmije Shala	Business Development Manager
Yuting Ji	Customer Service Officer
Cai Ruggles	Hills Community Engagement Worker
Michelle Aneli	Community Development Project Officer
George Voulgaropoulos	Youth Transition Support Worker

VOLUNTEERS

SETTLEMENT SERVICES PROGRAM:

Ann Coupland
Aparrna Srikumar
Barbara Strickland
Bronwyn O'Rawe
Chandricka Pasupati
Doa'a Mousa
Elizabeth Baxendale
Elizabeth Browne
Evorn Inpana Jerome
Flora Chan
Judith Cioccarelli
Kareena Trikam
Lachlan Burn
Lynette White
Madhavi Ganji
Madhuri Sargur Jayaprakash
Malavika Pasupati
Mariam Labib
Noor Al-Jashammi
Prahita Anandasivan
Rahima Rahima
Robert Hetherington
Rubini Nagarajan
Sahana Jerome
Saif Hazim Najeeb Qashaah
Sallyanne White
Santino Tutu
Seyla Thoeun
Shivanjali Ratnaseelan
Theresa Wong
Thuvaahini Ratnaseelan
Tricia Lin
Vaishnavi Pasupati
Vani Makhija

MULTICULTURAL SUPPORT WORKERS PROGRAM

Kazi Sultana

EARLY INTERVENTION PROGRAM

Deepika Thota
Irene Dimaunahan
Naga Lakshmi Chitneni
Nidhi Bansal
Ruchi Gupta

FUNDING BODIES

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

FUNDING BODIES

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

SUPPORTING AGENCIES AND PARTNERSHIPS

GOVERNMENT (FEDERAL)

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

MEDIA

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

EMPLOYMENT

- Jobactives – Max Employment Auburn, AMES Employment, Job Prospects, Mission Providence, Mission Australia
- JobQuest
- MTC Work Solutions – Youth Connections
- GAS Apprenticeships and Training NSW
- AMES Employment
- Fitted for Work
- We are Muskeeters
- Smart Talent Group
- Australian Training Company (ATC)
- Australian Retailers Association (ARA)

GOVERNMENT (STATE)

- NSW Police and Local Area Commands (Holroyd, Parramatta, Hornsby, Rosehill Merrylands, Rosehill, Granville, Eastwood, Blacktown, Ku-ring-gai, The Hills and Gladesville)
- NSW Department of Primary Industries
- Family and Community Services (FACS)
- Roads & Traffic Authority (RTA)
- NSW Department of Education & Communities
- NSW Office of Communities
- Local Land Services Greater Sydney
- Office of Environment and Heritage, NSW Department of Premier and Cabinet
- NSW Ombudsman Office
- Energy and Water Ombudsman NSW
- NSW Emergency Services
- Office of the NSW Small Business Commissioner
- NSW Fair Trading
- State Training Services
- State Emergency Services

CORPORATE PARTNERS

- Grant Thornton International
- Coca Cola Amatil
- Nutrimetics

GOVERNMENT (LOCAL)

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

HEALTH

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

EDUCATIONAL INSTITUTIONS

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

COMMUNITY ORGANISATIONS / NGOS / SERVICE DELIVERY PARTNERS

- Settlement Services International
- Creating Chances
- Parramatta Mission
- Mercy Connect
- Josephite Community Aid
- Anglicare
- Together for Humanity Foundation
- Auburn Diversity Services Inc
- SydWest Multicultural Services Inc
- MYAN
- Social Outfit
- Woodville Allliance
- Rasaa Driving School
- Ambush Gallery
- Conviction Group
- Mission Australia
- NAPCAN
- Fusion Australia
- Save The Children
- Wesley Mission
- Barnardos
- Relationship Australia
- Hornsby Connect
- Positive Vibes Foundation
- The Hills Women's Shed
- At the Corner

ETHNO-SPECIFIC COMMUNITY PARTNERSHIPS

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

NETWORKS

- Multicultural Services Network (MSN)
- Hills Multicultural Network (HMN)
- Hornsby-Ku-ring-gai Multicultural Network (HKNN)
- Multicultural Advisory Committee for Family and Community Services
- Cumberland Networking Forum
- Sydney Social Enterprises
- Bankstown Advisory Services
- Cumberland Multicultural Consultative Committee
- Cumberland Linker Network
- Nepean Blue Mountains Penrith MAC
- Hunter MAC
- Western Sydney MAC
- Hills Domestic Violence Prevention Network (HDVPN)

YOUTH

- Auburn Youth Centre
- PCYC Auburn
- Auburn Basketball Centre
- Sadat Welfare Association

SPORT

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

SETTLEMENT SERVICES PROGRAM

CMRC's Settlement Services are delivered as part of the NSW Settlement Partnership (NSP) consortium led by SSI and funded by the Department of Social Services under the Settlement Services Program (SSP).

AURELIA RAHMAN

SETTLEMENT SERVICES MANAGER

The geographic areas that these services are provided in are:

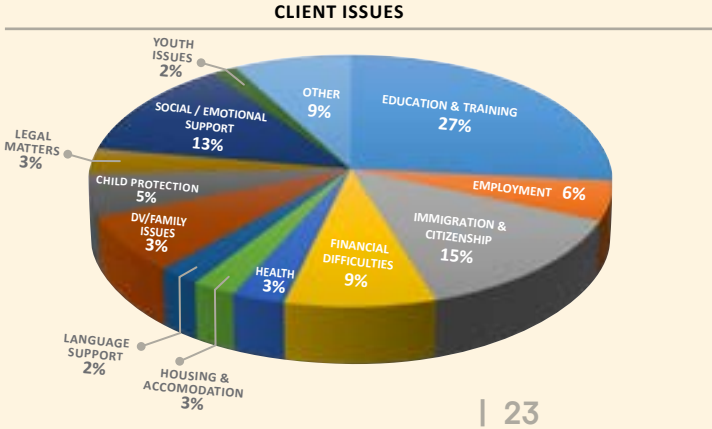
- Central Western Sydney SSD – Holroyd and Parramatta (Inner, North East, North West and South) SLAs
- Lower Northern Sydney SSD – Hunters Hill and Ryde SLAs
- Central Northern Sydney SSD – Hornsby (North and South), Ku-ring-gai and the Hills Shire (Central, North and South) SLAs

The focus in the provision of settlement services through the NSP partnership is on the **3 E's: English, Education and Employment**. New arrivals are empowered with information, knowledge and skills on understanding the Australian way of life, how to access services and community support and on strategies on how to become participating members of the new country that they now call home.

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

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

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



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

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

During the 2017–2018 financial year, there were 3,677 individual casework support for eligible clients with 13,996 referrals made to relevant and appropriate services. 8,713 settlement clients participated in support groups and other activities organised by various project workers.

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

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

GENERATING LEADERSHIP

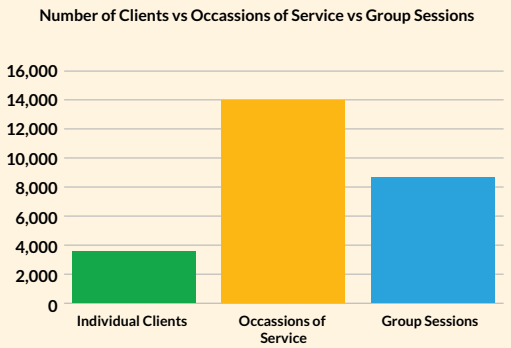
Leadership and Volunteer Training Programs. The objectives of the trainings were to equip participants with knowledge and understanding of what it means to be a volunteer, settlement services, identified needs and issues of local communities, how to work with individuals and how to make effective referrals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

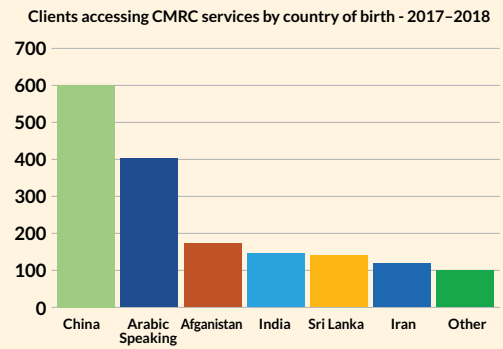
Partnering with Anglicare, we facilitated the following workshops:

How to write effective funding applications and project planning and management sessions were held for community leaders and community minded people.

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

Governance training workshops for CALD communities. Community leaders from African, Chinese, Sri Lankan Tamil, Arabic Speaking, Afghani, Iranian, Bhutanese and Cook Islander communities participated in these sessions.





THE HILLS & NORTHERN REGION HIGHLIGHTS

CMRC continues to offer settlement services in The Hills and Northern Region (Ryde, Hornsby and Ku-ring-gai LGAs). This year CMRC opened its Hills Office and moved from our Eastwood office to West Ryde Community Hall to further reach refugees, migrants, humanitarian entrants and vulnerable people. The Hills Office launch was a great success with announcement of community development and employment opportunities for the local community. In partnership with TAFE NSW women enrolled and graduated on personal development programs. The office provided a drop-in centre for women and was instrumental to help set up and promote The Hills Women's Shed. The 3 E's: English, Education and Employment, the very foundation needed for this target group to facilitate a smooth transition into the Australian life, has been the key focus as well as providing a safe platform for women to come and share experiences and stories in The Hills.

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

This year the key focus for The Hills and Northern Region was to provide support for women. This was delivered through specially designed workshops to bring about awareness on family and domestic violence.

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

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

YOUTH

Life skills sessions are inbuilt with recreational and sporting activities to encourage young people to engage positively and participate in community activities. 30 orientation and life skills information sessions were provided during this financial year. Topics included driver education and safety, financial management, how to develop and maintain healthy family relationships, negotiating consent, cultural transition, intergenerational conflict, homework support, education and employment pathways, health and nutrition, cyber safety. Attendance at each session was between 12 to 25 participants.

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

SCHOOL PARTNERSHIPS & ENGAGEMENT PROGRAMS

School Partnerships have been initiated, developed and maintained at a number of schools and h high schools in the catchment area such as: Marsden Street HS, Holroyd HS, Arthur Phillip School Partnerships have been initiated, developed and maintained at a number of schools and h high schools in the catchment area. Provision of casework, homework support, sport and recreational activities such as soccer and basketball. Parent information sessions on the Australian education system have been delivered during the funded period together with engagement strategies for parents.

Youth Summit held in PCYC Auburn was a collaborative Youth Collective effort with various MRC's across metropolitan Sydney coming together to hold a summit for refugee young people centered on education, social cohesion and justice. Young people heard from politicians, dignitaries, mental health and legal experts.

Digital Storytelling Workshops were held at Arthur Phillip HS throughout the calendar year, teaching young people to use digital photography and videography to creatively and critically engage with their immediate environments to advocate for and tell stories about issues they are passionate about. Young people worked in groups and created their own content, which was then showcased to their cohort and through schools communication platforms.

Basketball and volleyball programs at Arthur Phillip High School and Auburn Basketball Centre were run throughout the year with hundreds of young people attending.

EMPLOYMENT, EDUCATION & TRAINING

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

EMPLOYMENT ASSISTANCE & WORKSHOPS

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

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

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

Ready Set Work Employment Mentoring Assistance Program is a bilingual face-to-face & email mentoring program. The project is aimed at newly arrived clients – particularly from the Afghan, Iranian, Iraqi and Tamil backgrounds. Over 120 clients were assisted with developing their communication, computer, cultural skills in overcoming barriers to entering the Australian labour market, educational and employment pathways, workplace rights and responsibilities, job search strategies.

CMRC HUB INTERNSHIP

Provided opportunities for university students in their last year in Psychology, Business Administration, HR or Law with 3 months unpaid internship at CMRC. This project is designed to minimise the gap new graduates face after completing their studies in finding suitable employment in their relevant field.

This project has proven to be successful in the past 3 years putting through 6 students into long term meaningful employment relevant to their field of study.

HEALTH AND WELLBEING EDUCATION PROGRAMS

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

SPORTS / HEALTH

Water Safety information sessions for the Arabic speaking communities were held in March and April 2018 with over 70 people participating. They gained knowledge on water safety, responsible fishing, conservation of our fisheries and their habitat, fishing rules and regulations, fish identification, catch and releasing techniques, caring for waterways and their habitat. Project identifies passionate fishermen to communicate key messages to their own families and communities. Other information sessions and practical training were held on water safety and safe fishing techniques for Chinese, Korean and Karen speaking communities.

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

COMMUNITY LEARNING CIRCLE

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

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

COMMUNITY GARDENS

The Chinese Community Garden has continued to go from strength to strength since its inception in June 2012 at Wentworthville Community Garden. Participants' knowledge and skills have been enhanced by regular Horticulture Gardening Workshops.

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

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

SUPPORT GROUPS

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

Creative Women's Hub is an initiative of CMRC and House of Welcome and started in September 2015 and is still going strong. The Hub seeks to provide skills for CALD women such as beading, sewing, crocheting and other arts. The hub takes place every Thursday at Auburn Community Centre. The women meet weekly and once a month they attend Marrickville Twilight Markets to display and sell what they have worked on throughout the month.

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

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

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

Hornsby Connect, a new partnership was established in Hornsby to assist new migrants to settlement services and provide assistance to vulnerable communities living in the local area.

Hornsby Homework Group, in partnership with Fusion Australia brings together primary school students to study and mingle on a weekly basis. While the children are tutored, the parents are given activities and also English social conversation to help them with settlement and engaging with the community.

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

FORUMS & EVENTS

Community Services Expo – held at Parramatta Centenary Square in October 2017 brought together over 40 services that showcased information on services and programs they deliver. This was a partnership project stemming from the Multicultural Community Network and led by CMRC. Over 700 participants attended the day, engaged with services and enjoyed vibrant cultural performances.

Cultural Exchange Program was held in partnership with the African Women's Group and STARTTS. This program attracts many women from CALD backgrounds. Cultural exchange activities included: cross cultural stories, sharing traditions, music and dance, sharing experiences and food from different cultures. This is a capacity building program that breaks the barriers of social isolation for women from various cultural backgrounds.

Harmony Day celebrations held in March 2018 were in partnership with the Multicultural Services Network and celebrated the central message 'Diversity is our strength' by showcasing a variety of cultural performances. The event took place in Parramatta's Centenary Square and aimed to encourage and support all individuals and communities to practice and maintain their own linguistic, religious, racial and ethnic heritage without persecution or exclusion and to unite all members of the community regardless of their cultural or religious beliefs/ practices demonstrating a united Australia.

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

White Ribbon Day was celebrated in Ryde, Hornsby, Holroyd, Parramatta and The Hills Shire in November 2017.

Diwali (the Festival of Lights) celebrations in Ryde and Holroyd in October 2017 were well attended by community members and service providers.

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

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

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

The work initiated, developed and delivered across the Northern and Western regions of Sydney during 2017–18 would not have been possible without the ongoing vision, guidance and support from our dedicated Chief Executive Officer, Melissa Monteiro, who is a great source of inspiration and guidance to us all. The team is also grateful to the responsive and committed Board of Management.

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

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

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

And I would like to conclude this report by sincerely thanking every member of the SSP team for their hard work, commitment and dedication. We are all looking forward to new challenges and achievements in the year ahead.

YOUTH TRANSITION SUPPORT PROGRAM

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

PRISCELLA MABOR

YOUTH TRANSITION SUPPORT PROGRAM MANAGER

YTSP introduces a circular innovation practice in research and service delivery conducted with disengaged refugee and migrant youth, as we investigate and trial interventions that support the individual in co-designing solutions in their education and employment journey.

CMRC has delivered, in close consortia with our partner MRCs (ADSi and Sydwest), a number of programs throughout the Western Sydney LGAs of Auburn, Holroyd and Blacktown. To support findings from the Australian Institute of Health & Welfare related to key health & wellbeing social indicators, we are committed to enhance a young persons' ability to remain at high school, transition to further education, to recognize the skill sets and capacities of young people through Advantaged Thinking, to improve their job readiness to enter the Australian workplace and culture, and most importantly to engage in dialogue with business and employers about the key benefits which will flow when supporting a diverse workforce.

YTSP has been independently evaluated by *Synersgistiq*.

The program has provided service delivery to 1821 clients, with 1453 employment and education related outcomes (including completion of a work readiness course, LWE achieved, achieved paid employment) to the end of June, with our partnership-led model of integrated support.

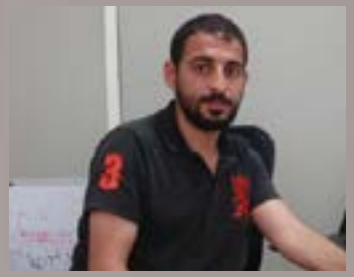
This program has been shaped and designed by 15 dedicated staff. A huge thank you goes to the Youth Team working at the coalface: Dilir Ali, Arash Bordbar, Pilar Cardenas, Rnita Dacho, Latifa Hekmat, Molly Hibbert, Hina Khan, Alison Luke, Tanaka Magwature, Saira Mohammad, Tamana Muslih, Paz Roman, George Voulgaropoulos, Harerta Woldemariam, Anyier Yuol. Plus 28 members of our casual Youth Team who work alongside the staff in fostering a sense of justice, equity and inclusion with each participant in their programs. Mahmoud Murad has been a great asset to the team this year.

An integrated service delivery model, hinges on our key service delivery partners. A tremendous thank you to the YTSP Coordinators at ADSi (Justin Han) and Sydwest (Ahmed Shmela). Thank you to Frank and Clement, for support and management of the programs delivered. We also thank MYAN (Nadine, Peter) and our five consortium partners on this journey (Lebanese Muslim Association, Access Community Services, MDA, Foundation House, Brotherhood of St Laurence).

REAL WORLD EMPLOYMENT PATHWAYS

Corp Connect! Corporate partnership with Grant Thornton International's Dept of Learning & Development. Provides opportunity to broker industry tasters, applied learning in real world settings and facilitated work placements.

Syrian Innovators! Investment in Syrian incubator for Syrian design thinkers and creatives. This program has identified unmet needs and opportunities for skill development: such as research on a Refugee Hub website, identified labour and business gaps in the market. Small business incubators have run to explore franchisee ops, Women's Start Up Weekends with UTS and key vacancy spikes have resulted in retail focus for clients pre-Xmas.



Work Ready! (CMRC, SydWest, ADSI) Identify aspirations, reflect on learnings, achievable goal setting and job readiness self-paced learning groups. WR Driving Scholarship Program provides access to key determinant to wider employment and educational opportunities- subsidised driving lessons from bilingual instructors.

EDUCATION AND CAREER ACCELERATORS

Discovery ! Mentoring Program (CMRC) Flagship mentoring and tutoring program for school, TAFE and university students. This high impact strategy employs university students to individually support youth in relation to core curriculum barriers such as subject comprehension, career pathway planning in subject selection and critical support in line with pre-employment planning for jobs of the future.

2018 saw **DISCOVERY!** – Awarded **Best Youth-Led Project in Western Sydney for 2017** at the ZEST AWARDS at ANZ Stadium with the NSW Premier.

Plus awarded Cumberland Council Grant to establish satellite site at Auburn Library.

ON TRACK! (CMRC/SydWest) Outreach program delivered at Holroyd, Arthur Phillip and Mitchell High Schools. On Track! has strengthened relationships between school support staff, and created opportunities for more collaborative work practices between the settlement sector and education sector, and better outcomes for students with services working in concert with each other.

Navigating Resettlement & Education! (SydWest) Further education access, information and tutoring program, to support university students living in Blacktown and Mt Druitt.

CAPACITY BUILDING / ENHANCING SOCIAL CAPITAL

Kicking Goals! (SydWest) Integrated sports / education / leadership / skills development / employment pathways program, delivered by Creating Chances at Mitchell HS.

By Design! Work readiness program for clients registered in design/arts school / TAFE, delivered in partnership with Social Outfit. Participants collectively created a commercial design for a social enterprise project – clothing / homewares / stationery / merchandise line – "Kaleidescope".

My Story! My Neighbourhood! Ten week skills–development training program in photography: building capability and sense of connectedness. Photographic essay series was featured at the LOCALE Festival in Granville.

Harmony Art Collective! Partnership with SBS Outreach and Ambush Gallery. As part of our internship drive with SBS and alignment with Harmony Day, clients participated in social cohesion mural workshops with finalised art pieces displayed in the CBD and Darling Harbour.

PING! Referral pathways program for Syrian & Afghan communities, and platform to build social capital and critical mental health supplement skills. YES! is a marathon training program with Syrian youth, and Paint Outside the Lines! a visual arts training program with Afghan youth.

Together for Sport! (SydWest, ADSi) Access program for refugee clients to participate in sports programs – training, participation in tournaments and assistance with registration to mainstream clubs.

VOCATIONAL GUIDANCE

Tafe Taster & Trade Taster Program Series (SydWest/CMRC) Partnerships with Nirimba & Granville TAFEs have delivered a series of taster courses, with participants supported in vocational stream selections and guidance from skilled practitioners.

Train Up! (ADSi) Over 400 clients participated in certificate-based training courses. Over 80 clients secured employment following trade courses in hospitality, construction, banking and IT.

SECTOR DEVELOPMENT

Future Focused! Speaker Series Support services to navigate diversity in the youth sector, through a Masterclass program delivered by young people from Syria, Iraq & Iran. Sector development training delivered to: DHS/Centrelink, FACS, Mercy Connect, Catholic Education Office, Ryde Council, Family Drug Support Services, Hills Shire Council, Cumberland Council, Ku-ring-gai Council & Rotary.

Blacktown Employment Strategy (SydWest) The Blacktown Employment Strategy is a working group that comprises Jobactive service providers such as Job Prospects, MTC Work Solutions, as well as Blacktown Centrelink & TAFE. This working group has brokered employment pathway opportunities for clients.

EARLY INTERVENTION AND PERINATAL PROGRAM

The CMRC CALD Early Intervention and Perinatal Program (EIPP) aims to provide children from Culturally and Linguistically Diverse (CALD) Communities with the best start in life in the Parramatta and Cumberland Local Government Areas (LGAs). This is achieved by supporting families expecting a baby or with children aged up to 8 years.

MARGARITA VIDELA

EARLY INTERVENTION & PERINATAL PROGRAM COORDINATOR

The main highlight this year was initiating the process of transitioning into the Targeted Earlier Intervention (TEI) Program Outcomes Framework. Based on AEDI data, evidence based activities were planned and delivered to families in areas where children were more disadvantaged. The Supported Playgroups and Mums and Bubs is growing, however the focus of the services for families are transitioning towards TEI priorities with evidence based activities.

YOUNG WOMEN REFUGE

The Young Women Refuge developed Parenting Programs, Child Development, Budgeting and Self Care, in consultation with the Refuge's staff and young mothers.

POSITIVE PARENTING PROGRAMS ENHANCED TRIPLE P LEVEL 5.

Triple P Level 5 parenting programs have been designed for parents whose children have been taken or are at risk of being taken by FACS.

SUPPORTED PLAYGROUP

CMRC Supported Playgroups is a soft entry strategy to enrich CALD children's early learning and development. These tailored activities and information sessions identified through each group were delivered to five public schools and a community centre through tailored information session.

MULTICULTURAL ANTENATAL CLASSES

The aim of the Antenatal Classes is to provide a range of information to CALD women to increase their access and understanding of the Australian healthcare system when having a baby at Westmead hospital. Integrated services for CALD pregnant women, children and families and the nature of collaboration between Women's Health Clinic at Westmead Hospital, child and family health nurses and service providers have been the main focus. The classes were run from July to December and January to June activities were run with the Community Maternity Liaison Officer on wellbeing, mental health, perinatal and anxiety awareness.

Interpreters are provided to CALD mothers when their level of English language proficiency is low. Mothers with a disability have also been provided sign language service. This assists to facilitate the cultural appropriateness and referrals pathways to other services. The commitment of the Westmead Maternity Liaison Officer and CMRC CALD EIPP Family Worker have been the key for the support provided to these mothers.

HOME VISITINGS

Home visiting provides one-to-one support to parents who have children from 0–2 years of age. These families have been referred by the Westmead Hospital Midwifes, Social Workers, and Community Health Services, Family Referral Services as well as other service providers. The team visited 57 CALD mothers and their new born babies in their homes providing them with referrals to women's groups, different activities run by our EIPP and Perinatal Program, CMRC services, Mums and Bubs group & supported playgroups and other relevant services including Family and Domestic Violence and disability services.

TRANSITION TO SCHOOL AND READINESS TO SCHOOL PROGRAMS FOR CALD FAMILIES

Parents become aware of the education system in Australia through this program, including right and responsibilities from them and the school where their child will be attending during the Transition to School sessions.

Readiness to School help the children to become familiar with school environment and school routine which will ensure the child is ready and able to cope with kindergarten.

TRIPLE P LEVEL 4 – PARENTING PROGRAM

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

This year the team has been required to provide these sessions from Schools, Neighbourhood Centre and parents themselves.

MOTHERS OF MANY SOCIETIES SUPPORT GROUP

This program is an ongoing program provided for mothers from CALD background who have had a baby in Westmead Hospital or were referred to the EIPP by Early Childhood Nurses in the Cumberland and Parramatta Areas. It is provided to young mothers, in partnership with Westmead hospital in Parramatta.

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

2017 ANNUAL READING DAY – PAINT PARRA READ – READING DAY

CMRC in partnership with City of Parramatta Council run the 2017 Annual Reading Day on the 13 September 2017 at the Centenary Square in Parramatta This program is a Community literacy strategy which aims to promote the importance of: Reading, Talking, Singing, Playing with Children from birth.

2018 CONNECTING FAMILIES – WITH THE COMMUNITY AND DISABILITIES SERVICES DAY AT THE HOLROYD SCHOOL SPECIAL NEEDS

On the 15 March 2018 CMRC in partnership with Holroyd School ran a very successful face to face information day to families at the Holroyd School Hall. Parents and carers were able to access a number of services that can support them with their children and their own needs. 17 services participated in the Connecting Families to the Community and Disabilities Services Day.

VOLUNTEER

CMRC Early Intervention and Perinatal Project staff would like thank the dedicated volunteers who provide the support and cultural understanding of the communities we served. They are bilingual mothers who have the community language and have the necessary skills to engage in interpreting and translating activity to service providers and Family Worker when running activities during the Supported Playgroup.

TEI: CALD FRONT LINE WORKERS' FORUM

CMRC in partnership with LEAD initiated the forum attended by 52 community workers. An outcome from this forum is the formation of the Front Line Workers meeting. The main purpose for these meetings is to provide support and the platform to discuss issues and uncertainties when going through the TEI transitioning time.

2017 PERINATAL CONFERENCE

CMRC in Partnership with Westmead Hospital / Women's Health Clinic run the "Perinatal CALD Conference 2017: Promoting Prevention For Better Care on the 24th November 2017.

The aim for the 2017 Perinatal CALD Conference was to the health and wellbeing of cultural and linguistically diverse women and their families when engaging perinatal services through education of health care providers.

HARMONY DAY CELEBRATIONS

Parents and workers from different CALD background, read, sang and danced with 15 children aged 3–4 years who attended the nursery rhymes time at the Library. The books were read in English and combine with Farsi, Arabic, and Chinese words.

This is in partnership with Parramatta Library, Multicultural Services Network and CALD Early Intervention and Perinatal Program.

CALD EIPP PARTICIPATION & CONTRIBUTION

CALD EIPP actively participates and contributed on a number of meetings, these includes Wentworthville Early Childhood Development Initiative (WECDI), FACS Targeted Earlier Intervention Program and TEIP Reform and Multicultural Advisory Committee.

AWARD

The CALD Early Intervention and Perinatal Program was nominated for the NAPCAN Award in 2017–18 for the running of the CALD Perinatal Conference.The conference has been running in partnership with Westmead Hospital for the last 7 years.

MULTICULTURAL SUPPORT WORKERS PROGRAM

Belonging is a fundamental human need that relates to feelings of being valued, accepted, respected and cared about by others. Sense of belonging is not physical. Can't find by changing where we live or what we do. We carry it with us.

MIRA MITROVIC

MULTICULTURAL SUPPORT WORKERS PROJECT COORDINATOR

Multicultural Support Workers Project's focus is around observing, recognising, utilising and building upon existing positive parenting aptitudes, strengthening and keeping together migrant and refugee families. Our main goal is the establishment and monitoring of safe, secure and stable environments for children amongst culturally and linguistically diverse communities.

The MSWP supports CALD families' to increase their capacity and confidence around safely raising their children and consequently effectively settling in Australia.

The above is done by building and monitoring positive relationships between Family and Community Services, NGO services and CALD communities in relation to child safety, neglect and other child protection matters.

We have maintained our focus on ensuring that our community partners are timely provided with efficient, effective and high quality services to ensure better understanding of family cultural dynamics and child raising practices. We continuously design and deliver new and improved programs and services aim towards the best possible service outcomes for our clients.

IMPACT ON PEOPLE'S LIVES

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

MSWP EARLY INTERVENTION AND PLACEMENT PREVENTION ACTIVITIES:

CULTURAL AWARENESS & PRACTICES

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

GROUP WORK

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

ONE TO ONE WORK

MSWP workers met on 331 occasion to individually provide 130 CALD families/parents with the required support when working on observed child protection matters.

COLLABORATIVE WORK

We have a number of collaborative partnerships with various local FACS offices, other government bodies and number of NGO's.

CONTRIBUTING TO GOVERNMENT POLICY

The MSWP workers actively participated in a number of government initiatives, policy developments and work around development of innovative strategies in a new ways of working.

FACS Quality Assurance Framework Reform, FACS TEIP Reform, MAC meetings, FACS ROSH meetings, Child protection Interagencies, Migrant Interagencies and other relevant networks.

Our team presented a topic of "CALD Disability and its impact on parenting capacity" at the National Women's Conference, 2017.

AWARD

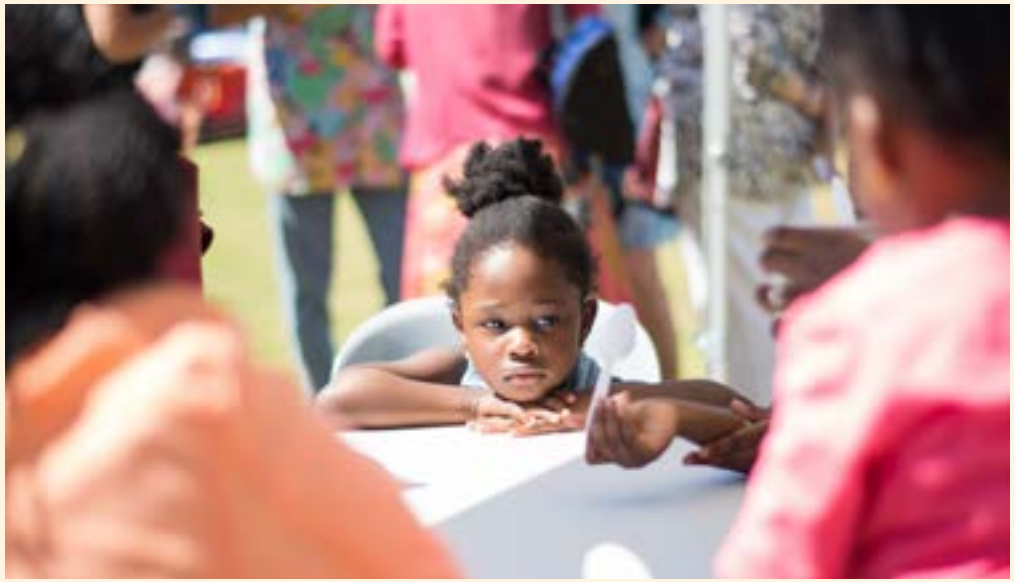
The Multicultural Support Workers Program was nominated for the NAPCAN Award in 2017-18.

2017–18 OUTCOMES

In 2017–18, we have delivered 9 child safety workshops and seminars in various locations. A diverse range of families and individuals attended.

Referrals – in 2017–2018 came from the variety of government departments and services FACS (various districts), Brighter Futures, SSI, Bernados, Fathers Program, Women's Refuges, Child Wellbeing Unit (Police), Child Wellbeing Unit (Education), Woodville Alliance as well as CMRC internal.

Languages and cultural backgrounds in 2017–2018 – Dinka, Juba Arabic, Kirundi, Swahili, Somali, Arabic, Chinese, Italian, Bengali, Persian, Crio, Thai, Tamil, Rohingyan, Vietnamese, Asante Twi, Spanish, Kinyarwanda, Hindi, Turkish, Indonesian, Fijian & Maori.



WHAT OUR PARTNERS ARE SAYING ABOUT US

FACS, Brighter Futures and other NGO's that have partnered with MSWP have reported significant impact on both long and short term outcomes achieved.

WHAT CALD FAMILIES ARE SAYING ABOUT OUR SERVICE

"When you are understood – you trust."

"I could share my thoughts, my feelings and my concerns without fear."

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

LOOKING AHEAD

TOWARDS BELONGING – KEEPING CULTURE IN MIND

We now offer 'Cultural and Language Translation Service' that is our Evidence Based Child Protection model to CALD families, children and young people. We've build this wealth of insight, expertise and skill into "Cultural and Language Translation Service" that is our new cultural and language consultancy service.

We also offer Cultural and Language support to Out of Home Care Service Providers so that appropriate arrangements are created for the CALD kids in Out of Home Care, including also maintaining connections with family, community, language, religion and culture.

FUNDING AND VALUE FOR MONEY

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

A WORD OF APPRECIATION

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

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

"All the members of the MSWP Team, other CMRC colleagues, volunteers and students on placement – Thank you. I look forward to a new exciting year ahead of us."

BEYOND DIVERSITY REPORT

Established in January 2017, Beyond Diversity is the Community Migrant Resource Centre's cultural competency training and consultancy service, specialising in equipping organisations, businesses and their staff to work more inclusively and effectively with newly arrived migrants and refugees in their local area.

GENEVE O'CONNOR

BEYOND DIVERSITY PROGRAM MANAGER

beyonddiversity
Community Migrant Resource Centre

Over the past year, the Beyond Diversity team has had great success delivering training to local Council, state government, family and community services organisations, health and child protection services.

Some of the notable clients include Deutsche Bank, Department of Family and Community Services, Hepatitis NSW and Wesley Mission. In addition to training delivery, Beyond Diversity has established itself as an important practice lead through consultancy and probono services through various partnerships, conferences, forums and initiatives.

The program team have been extremely busy consolidating the training framework, and tailoring content to meet the needs of government, health, child-protection and housing and community services sectors, to name a few. Indeed, the unique customisation feature has established Beyond Diversity as a service of choice for organisations and businesses.

Beyond Diversity is well positioned for continued growth in the next financial year, and looks forward to working increasingly in regional rural NSW. The team thanks their clients, training participants and CMRC management for such an outstanding year.

SPECIAL PROJECTS

RMS CALD ROAD SAFETY

CMRC has been delivering the RMS CALD Road Safety program that provides our clients the opportunity to better understand road safety rules in NSW. RMS Road Safety Program is viewed as one of the key components of CMRC's settlement services especially as a major proportion of new clients originate from countries where road safety education is limited and road fatalities alarmingly high.

Our RMS trained CMRC facilitators with multilingual skills and cultural knowledge successfully organised, promoted and facilitated 38 RMS Road Safety Education workshops. Our experienced CMRC facilitators' proactivity identified ways in which they increased the depth & breadth of CMRC's clients' understanding of road safety in NSW.

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

Facilitator feedback regarding the workshops that they conducted was positive with attendees overwhelmingly confirming that they found the respective RMS Road Safety workshops informative, insightful and substantially increased their knowledge regarding road safety rules in Australia and would be very beneficial for them and their families.

Special thanks to our CMRC Multilingual Road Safety facilitators for their dedication and hard work and to Janette Sauterel (RMS Road Safety Project Manager) for her continued support and commitment to improve Road Safety education / awareness in culturally and linguistically diverse communities.

PARRAMATTA HOUSING ACCESS PROJECT

Parramatta Housing Access Project is the name of an active collaboration between private real estate agents, homelessness service providers and various government agencies including housing and community services in Western Sydney. When we started this project, we had 2 objectives: developing stronger relationships with local real estate agencies and building capacity among CALD tenants and community leaders. The focus is on early intervention and prevention by supporting tenants at risk of losing their tenancy to avert eviction. Averting tenant evictions benefits everyone in the community including clients, homelessness services, real estate agents by saving stress, time and money to themselves and the property owners.

The project has benefitted from the guidance of a Steering Committee formed with government and non-government community service organisations together with advisers from local real estate agencies and representatives of various CALD communities. One of the community service organisations, Mission Australia, will host the referral service and will link individual referrals to member organisations to organise supports around clients facing tenancy difficulties.

The project was launched in August 2017 by the local State Member, Dr Geoff Lee. It enabled CMRC to expand its services and add this new homelessness service which provides a pathway for real estate property managers operating in the Parramatta LGA and surrounding areas to identify tenants who are showing signs of financial stress or are struggling to meet their tenancy obligations and to refer these tenants for advice and early intervention to prevent failing tenancies. The initial pilot project was funded by Settlement Services International through their Innovation Fund.

The partners in this project: CMRC, SSI, both lead agencies in settlement and housing support as well as Mission Australia, Hume Community Housing, Department of Human Services, Family and Community Services – Housing, Uniting Hope as well as local real estate agents. In shaping this project, we have benefited a lot from the wisdom and expertise of Western Sydney Community Forum and the Macarthur Real Estate Engagement Project.

This service is now supported by Mission Australia through their Going Home, Staying Home program. During the past year, the project has assisted over 30 tenants to maintain their tenancies and enabled both tenants and real estate agencies to find better pathways and rehousing options. The project is improving access to existing services.

Ongoing empowerment of clients takes place through community education programs about accommodation and tenancy rights and responsibilities.

Engagement with private Real Estate Agents is taking place to increase referrals to the project and maintain and strengthen relationships in order to save tenancies.

RESPONSES TO SYRIAN-CONFLICT REFUGEE SETTLEMENT OUTCOMES IN AUSTRALIA RESEARCH PROJECT

CMRC is proud to be an Industry Partner on the Syrian-Conflict Refugee Settlement Outcomes longitudinal Research Study (2017-2020). The Research Study is being conducted by UTS, WSU and the University of Sydney.

Following the Federal Government's decision to allocate additional places for 12,500 Syrian and Iraqi families from 2016, a Linkage Program Grant was secured from the Australian Research Council in order to track their settlement outcomes particularly in regards to employment and education. 250 families in NSW, Victoria and Queensland have participated in the study.

CMRC employed two Research Assistants in 2018 – Aya Mustafa and Rifaie Tammas – to interview 25 families living in the Holroyd and Ryde LGAs. These families will participate in interviews over the next two years. The findings from these interviews will generate comparative insights to identify policy and program responses that better meet the needs of newly arrived refugee families.

Stakeholder interviews have started with key employment partners and the Department of Education.

This research study is an international research partnership with six other countries: Germany, Sweden, Finland, UK, Canada and New Zealand.

BUSINESS CONNECT MULTICULTURAL ADVISORY SERVICE

Business Connect Multicultural Advisory Service is funded by the NSW Government for provision of business advisory services in Arabic, Chinese, Korean and Vietnamese languages to small businesses in Greater Western Sydney. Community Migrant Resource Centre (CMRC) has been funded to run this program for the last 5 years.

UMA MENON
BUSINESS SERVICES & PARTNERSHIPS MANAGER

The service provides a quality, personalised and highly subsidised business advisory program for the target communities, linking experienced business advisors with small business operators who want a culturally personalised client centred focus, local community knowledge and know-how and one-to-one business advice. It also assists existing small businesses that want to grow, expand, sell, succession plan or improve their overall business plans with business skills training.

This year our four business advisors have been assisting and supporting small businesses to start-up, create jobs through growth, help established small to medium enterprises (SMEs) become sustainable and increase business confidence in Greater Western Sydney. Advisors also assisted business clients in accessing NSW government incentives.

A highlight this year was facilitating the Multicultural Business Connect Conference and Expo with the theme "Recognising Multicultural Small Business Contributions". The conference brought together migrant and refugee small business owners, politicians and community leaders to listen to success stories, practical tips from migrants who shared their experience and stories, acknowledging that Australia has over 2.7 million small businesses, with 32% of small business operators born overseas.

CMRC
Community Migrant Resource Centre
FINANCIAL
REPORT
2018

Behrens Rowley
Chartered Accountants
Partner: Dom Pitronaci B. Com (Acc) CA
Partner: Grant Behrens B. Bus (Acc) CA

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COMMUNITY MIGRANT RESOURCE CENTRE INC

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2018

CHARTERED ACCOUNTANTS
AUSTRALIA + NEW ZEALAND

ABN 96 974 912 374
BR Norwest Pty Limited trustee for BR Norwest Trust
Liability limited by a scheme approved under Professional Standards Legislation

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

Report on the Financial Report

I have audited the special purpose financial report of Community Migrant Resource Centre (Non-Reporting) Inc (the association), which comprises the statement of financial position as at 30 June 2018, the statement of financial performance for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

In my opinion:

a. the accompanying financial report of Community Migrant Resource Centre Inc is in accordance with the Associations Incorporations Act 2009 in New South Wales, including:

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

    ii. that the financial records kept by the association are such as to enable financial statements to be prepared in accordance with Australian Accounting Standards.

b. the financial report also complies with International Financial Reporting Standards as disclosed in Note 1

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

The committee of the association is responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2018, but does not include the financial report and my auditor's report thereon. My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon. In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information; I am required to report that fact. I have nothing to report in this regard.

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

Responsibilities of the Committee for the Financial Report

The committee of the association is responsible for the preparation of the special purpose financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Associations Incorporations Act 2009 in New South Wales and for such internal control as the committee determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibility for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.

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

- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the special purpose financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

_____

Auditor: Charles Behrens
ASIC Auditor Number: 1466

Dated this 8th day of November 2018

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

COMMUNITY MIGRANT RESOURCE CENTRE INC

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2018 there have been no contraventions of:

i. No contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and

ii. No contraventions of any applicable code of professional conduct in relation to the audit.

Auditor: Charles Behrens

Baulkham Hills

Dated this 8th day of November 2018

COMMUNITY MIGRANT RESOURCE CENTRE INC

CMRC Consolidated
Statement of Financial Performance
For the Year ended 30 June 2018

	2018	2017
INCOME		
Cancer Institute	74,131	4,869
City of Ryde Council	4,000	4,000
CMRC Driving school	95	11,475
Cumberland Council	58,347	-
Credit Note	40	-
Crown Resorts Foundation	-	13,698
Department of Family & Community Services	394,536	382,546
Department of Industry	326,037	268,963
Department of Infrastructure		13,000
Department of Social Services	1,270,346	1,806,260
Donations	1,275	93,205
Electricity	1,829	1,357
Fee-for- Service	59,952	22,314
Fundraising	-	18,080
Guildford Leagues Club (Clubs Grant)	-	3,333
Interest received	27,184	24,319
Local Land Services Greater Sydney	-	6,810
Membership fees	964	1,026
Mission Australia - Going Hom	43,108	-
Merrylands RSL (Clubs Grant)	-	3,334
Parramatta City Council	950	10,550
Rent Received	10,909	20,455
Roads and Maritime Services	53,960	42,600
Scanlon Foundation	20,000	-
Settlement Services International	1,868,001	1,906,951
Sponsorships	2,909	33,800
Sundry income	7,155	1,685
The Hills Shire Council	-	4,700
Tickets	8,201	7,482
UTS	8,182	-
Wenty Leagues (Clubs Grant)	-	3,333
Workers compensation recovered	334	-
Total income	4,242,447	4,710,143
EXPENDITURE		
Accomodation	5,891	1,409
Advertising costs	-	712
Annual General Meeting	455	-
Audit	16,520	11,870
Bank Charges	3,176	3,072
Board of Management expense	8,066	9,717
Bookkeeping & Accounting Fees	4,150	6,691
Books	3,544	112

Brokerage service	78,694	112,865
Car service	-	659
Catering/Committee Meeting Costs	93,411	107,287
Cleaning/Recyling	15,232	15,732
Computer Costs & upgrades	29,502	31,950
Community Engagement	-	5,028
Contractors/Consultancy Fee	56,752	31,054
Donation expense	450	13,350
Driving lessons refund	191	2,292
Driving instrctor fee	-	9,179
Electricity	16,882	14,781
Equipment/furniture	53,390	41,713
Facilitators	51,780	89,289
Filing Fees	190	187
Fundraising Tickets refund	90	126
Gifts and appreciation	6,048	3,178
Insurance & Workers compensation	54,681	58,607
Legal Costs	10,087	10,833
Materials/ resources	1,520	7,010
Medical Check	-	120
Mini bus costs	7,869	7,802
Motor vehicle expenses	2,064	1,154
NAATI workshop	-	-
Office Expenses	5,905	5,704
Playgroup equipment	1,848	2,013
Police Check	-	14
Postage	552	261
Printing, photocopying & stationery	5,167	7,746
Program costs/centre activities	202,232	367,139
Project Management	-	160
Provisions for leave	48,774	74,589
Publicity/promotion	112,835	100,554
Rent	161,820	178,644
Repairs/Maintenance - Equipment	731	15,702
Repairs/Maintenance - Premises	25,655	3,768
Salaries & Wages	2,671,105	2,561,749
Security	619	619
Sponsorships	-	14,500
Staff amenities	67	89
Staff training, Conferences & Seminars	45,802	17,423
Subscriptions & Memberships	5,770	5,737
Superannuation Guarantee	247,945	268,136
Telephone & internet costs	25,093	19,044
Translation & Interpreting	955	-
Travel	55,069	56,369
Transport	719	-
Venue Hire	72,092	164,255
Workshop expenses	4,208	11,780
Total expenditure	4,215,599	4,473,775
NET SURPLUS (DEFICIT)	26,848	236,368
Surplus Funds Repaid	-	-
NET SURPLUS (DEFICIT) FOR THE YEAR	26,848	236,368
ADD BALANCES CARRIED FORWARD		
Funds Brought Forward From Prior Year	440,131	203,763

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

TOTAL BALANCES CARRIED FORWARD	440,131	203,763
COMMITTED AND ONGOING FUNDS	466,978	440,131

COMMUNITY MIGRANT RESOURCE CENTRE INC

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

	Note	2018	2017
CURRENT ASSETS			
Cash & Cash Equivalants	**2**	601,273	1,980,060
Goods & Services Tax	**3**	14,004	-
Bonds		89,886	89,886
Investments	**4**	375,297	368,997
Prepayments/Debtors		37,767	42,131
TOTAL CURRENT ASSETS		1,118,227	2,481,074
TOTAL ASSETS		1,118,227	2,481,074
CURRENT LIABILITIES			
Credit Cards		2,054	-
Creditors & Borrowings	**5**	86,827	51,814
Goods & Services Tax	**3**	-	92,244
Payroll Liabilities		51,162	65,498
Employee Entitlements	**6**	455,432	454,709
Bonds		-	5,000
Grants in Advance	**7**	55,773	1,371,678
TOTAL CURRENT LIABILITIES		651,248	2,040,943
TOTAL LIABILITIES		651,248	2,040,943
NET ASSETS (LIABILITIES)		466,979	440,131
EQUITY			
Net Surplus (Deficit) for the Year		26,848	236,368
Surplus Funds Carried Forward		440,131	203,763
TOTAL EQUITY		466,979	440,131

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

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2018

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

The financial statements were authorised for issue on 15 October 2018 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 association being a non-profit organisation is exempt from Income Tax.

(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.

(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.

(e) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

(f) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2018

		2018 $	2017 $
2.	**Cash & Cash Equivalants**		
	ANZ	132,106	127,930
	ANZ Cash Management Account	469,168	1,852,129
	Petty Cash	-	-
		601,273	**1,980,060**
3.	**Goods & Services Tax**		
	GST Collected	24,881	148,795
	GST Paid	(38,885)	(56,551)
		(14,004)	**92,244**
4.	**Investments**		
	Term Deposit	375,297	368,997
		375,297	**368,997**
5.	**Creditors & Borrowings**		
	Trade Creditors	53,169	51,814
	Sundry creditors	33,658	-
		86,827	**51,814**
6.	**Employee Entitlements**		
	Provision for Annual Leave	100,141	127,092
	Sundry creditors	202,399	175,803
	Provision for Annual Leave	18,456	17,378
	Sundry creditors	134,436	134,436
		455,432	**454,709**
7.	**Grants in Advance**		
	Cancer Institute NSW	-	49,131
	City of Ryde Council	5,000	-
	Department of Industry	-	1,065
	Department of Industry - Additional Funds	-	14,972
	DSS Youth Transition Support	-	1,270,346
	Multicultural NSW	18,500	-
	Multicultural NSW - Unity	5,000	-
	PCC Bake and Make	-	950
	Prospect Tenant Engagement Program	27,273	-
	Scanlon Foundation	-	20,000
	SSI - SSI Additional Funds	-	5,611
	SSI - SSP Grant	-	5,932
	SSI Home Access Project	-	3,622
	SSI Welcome to Neighbourhood	-	49
		55,773	**1,371,678**

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 Billy Cotsis of 33 Wellington Rd, Hurstville NSW 2014, 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 2018 and its performance for the year ended on that date.

c. We are authorised by the attached resolution of the board to sign this certificate.

d. This annual statement was submitted to the members of the association at its annual general meeting.

Warren Schweitzer
Chairperson

Billy Cotsis
Deputy Chairperson

Dated: 22 October 2018

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 2018 and its performance for the year ended on that date in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) of the Australian Standards Board and the requirements of the Associations Incorporations Act 2009

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

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

Warren Schweitzer
Chairperson

Ummaru Binneh-Conteh
Treasurer

Dated: 22 October 2018.

CMRC
Community Migrant Resource Centre

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Hills Office:
Baulkham Hills

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