



2016 ANNUAL REPORT

COMMUNITY MIGRANT RESOURCE CENTRE
Facilitating Settlement and Building Self-Reliance

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

EMRC 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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Warren Schweitzer

Chairperson's Report

It is my privilege to present the Community Migrant Resource Centre's twentieth Annual Report covering the 2015-2016 financial year, to our many members, friends and stakeholders.

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

Last year I reported that one of our strategic objectives was to progressively move to a new sustainable financial model where we are less reliant on Federal Government funding. There is more work still to be done, but we are now seeing the benefits of our attention and focus in this area.

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

Through the increased profile of our Executive Director and her reputation for creativity and achieving results, the Federal Government has entrusted the CMRC with a significant grant to focus on Youth Transitions. You will read more about this program later in this Annual Report.

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

In my last Annual Report I reported that we held a Board Retreat in April 2015, focused on improving our overall governance role.

That initial conversation has led us to totally review the functioning of the Board and the composition of the Board of Management. Consequently we arrived at the conclusion that we needed to move away from a "Representational" Board, to a smaller Board built around skills necessary for good sound governance. To this end we have been working very hard to develop a framework and amendments to our Constitution allowing for these significant changes.

Those three major changes are:

1. A change to CMRC membership allowing for both individual and organisational membership.
2. A reduction in the size of the Board from fifteen (15) to nine (9) members.
3. A significant change in the way in which Board Members are elected. Currently Board members are elected on the basis of representation, whilst the change in the revised Constitution is based on the election of Board members on the basis of skill.

So why the proposed changes?

In recent times there has been significant changes in the environment in which we operate. The expectations of Boards has increased from Government and whilst we have been improving our level of governance we feel that we need to do more. Whilst the professional development of the current Board has improved the ability and level of governance, the Board has come to the conclusion that it is time to build a Board based on specific skills required for an organisation of our size and future potential. We also believe that the Board size is too large and we will be better served by a smaller more focused Board.

Until now membership has been restricted to individual members and we have come to the conclusion that we need to interact more closely with organisations who have similar views to ours so now we are proposing that membership be both individual and organisational.

With the move away from a Board elected on the basis of community representation, we have established a Community Consultative Advisory Panel of 10-12 community leaders to ensure we do not lose touch with the communities we serve.

Strategic Plan 2015- 2018

We maintain a strong and consistent focus on the progress towards the overall goal of the CMRC and the Strategic Objectives. We review progress against these objectives at least twice each year. I am very happy to report that the Executive Director and her capable team are making great progress against most of the strategic objectives.

Stakeholders

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

underpinning the CMRC's work with the many refugee and migrant communities in which we are active.

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

Outlook

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

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

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

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

Warren Schweltzer
Chairperson

20th Anniversary
COMMUNITY MIGRANT RESOURCE CENTRE





Melissa Monteiro

Executive Director's Report

Nadia is one of the businesses we work with, she owns and manages a small business, not the usual path for an Arabic speaking woman. She initially struggled to substantially increase her sales but since getting involved with the CMRC, she has obtained new contacts, hired new employees and made significant investments for the development of her business.

This year the CMRC Multicultural Small Business Connect program has assisted with small business advisory support to over 1065 Vietnam, Korea, China and Arabic speaking clients from across Western Sydney; with an increase of over 100 % since last year. Currently, each staff member would see approximately 6 small businesses daily and provide phone support when needed.

A new model of community development

The CMRC is currently implementing a contemporary resettlement service community development framework that promote English language, Employment and Education as settlement pillars; that enables clients to participate socially and economically in Australian society.

To successfully deliver this model, the CMRC Settlement Services staff have investigated strategies to better address social and economic inclusion and re settlement. Using a social entrepreneurship model, these Small Business Incubator Hub Programs use social enterprise projects as a means for engaging hard to reach cohort populations such as mother groups, youth and refugee participants. Our programs

aim to assist clients to be job ready with simple workshops designed to address soft and hard business skills and can be programs that are designed to increase a client's interest in new ideas or social activities.

We recognize these hub models to be a natural gateway from which to connect, build rapport and engage with resettling communities through soft entry code design of employment programs. This service model also aims to offer a wide range of employment program choices by supporting women entrepreneurs to build their confidence, business capability and capital. Innovative projects include social enterprise pilot projects such as including **Make and Bake, Dishing Up Diversity**.

Highlights for our Year Includes

- » With the appointment of a Settlement Coordinator for the Northern region of Sydney we have seen the increase of our partnerships and projects.

The CMRC recognise that many of these Northern region partnerships are considered as they aim to better share sector resources, develop social capital in clients, break the duplication of service delivery, provide targeted responses and respond more flexibly to a precincts often complex needs. This success only reinforces our position within the sector and affords opportunities and potential for our clients, for the next 12 months.



- » The **CMRC Youth Hub** program and the **DSS Pilot Youth Transition Support Program** is delivered to over 700 young people across Auburn, Ryde, Parramatta, Holroyd and Blacktown LGA's. With a youth team of over 20 staff, programs are driven by a client centred framework that builds the proficiency, resilience and skills of young people. Our programs also have outreach Mobile resources such as a mini bus and a Pop Up Youth Club.



- » The last year has seen the delivery of two important programs namely the RMS Driver safety program and the Driving School. Significant outcomes include the total of 1400 hours of driving instruction.

- » **CALD Sexuality Research**

- » **"Creativity Unleashed"** and the **"Inspiring Change" Women's Conference** was attended by hundreds of migrant and refugee women from both community and government sectors from

across western Sydney. These events invited keynote Women speakers who illustrated to the audience life changing stories on both their personal and employment challenges and achievements.



- » **The Settlement Symposium: Support for Syria** - The CMRC hosted the Syria Settlement Symposium - Support for Syria 2016

at the Park Royal Parramatta, in June 2016 supported by core partners including SSI, Access Community Services, UNHCR, the Migration Council, and Community Corporates. The Settlement Symposium offered an opportunity for the Friendly Nation Initiative (FNI) and the National Settlement Services Advisory Council (NSSAC) to discuss to over 100 business

leaders, the continuing crisis in Syria and Australia's employment strategy and support to the additional intake of 12,000 refugees from Iraq and Syria.



Partnerships and Opportunities

The CMRC is grateful to our funding bodies and community partners. We would also like to thank Settlement Services International who have supported the Strategy Group, the NSP Partnership, Ability Links and the Youth Collective. I would like to acknowledge in particular Violet Roumellotis, Esta Paschalidis Chilas, Yamaha Agha and Loukia Zinopoulos.

The CMRC would also like to thank the 11 MRC, Multicultural Alliance and in particular Sydwest and ADSI for their leadership, support and collaboration in delivering the DSS Pilot Refugee Youth Transitions Program with currently over 1750 employment related outcomes for disadvantaged refugee young people in Cumberland and Blacktown LGA.

Future

The CMRC Business Development Strategy in consultation with both external and internal management was developed this financial year and promises to serve as a regulatory and compliance lynchpin which aims to improve upon the operational machinations of all aspects of the CMRC.

This strategy has resulted in the CMRC increasing and building upon the development of our Business and Sector partnerships, developing and negotiating Brokerage and government contracts, informed project management and staffing support.

The CMRC has an established culture of learning that carries on a tradition of continuous efforts to improve our work, deepen our impact and widen our reach.

Our focus remains firmly on the migrant and refugee communities we support and we aim to do best and bring out the best in this client group and acknowledge the unique challenges they face in their settlement journey.

2015-16 has been a rewarding year and I am thrilled that we could make a difference to so many men, women, young people and children in our catchment areas. Thank you to all members of the Board, staff, volunteers and partners who have worked together to reach our vision.

It has been a productive year for the CMRC our staff and client group and I would like to acknowledge the efforts of the Board and staff in delivering the outcomes stated in this report.

The year ahead will be a significant one for the future of the CMRC with transitional arrangements for our new board of directors. Thank you to the outgoing Executive Committee and board members for the many hours of dedicated service and contributions made. I am deeply and sincerely grateful to Chairperson Warren Schweitzer who has played a significant role in bringing about a smooth transition of the 'management' to a Board of Directors.

Our biggest strength are our staff and I am privileged to lead and acknowledge a team of dedicated and committed Managers and Coordinators. The year has been productive because of your sincerity and giving it your best. Thank you to every staff member and the very many volunteers who have given us so many hours of dedicated voluntary service.

Melissa Montelro
Executive Director

Inspiring Change Conference 2016 Report

The "Inspiring Change" conference was held in June 2016 at Parkroyal Parramatta. Over 300 women from all backgrounds participated in the annual Inspiring Change Women's Conference.



We thank our keynote speakers Melissa Doyle and Jennifer Armstrong, guest speakers Carmen Garcia and Julia Finn, MP-Member for Granville, panelists Anne-Marie Elias-Chief Disruptor, Chrissy Crust-Director of Chrissy Crust Consulting, Kelasha Naidoo-Editor of Fairfax Community Newspapers, Maha Abdo-CEO of Muslim Women's Association and Yamamah Agha-HSS Service Delivery Manager-Settlement Services International.

Thank you to our major financial sponsors, gold sponsor OTEN-TAFE Western Sydney Institute, silver sponsors SSI-Settlement Services International and SHINE Lawyers, bronze sponsors MMGS Softnet Pty Ltd and TX Computers.

We would like to also acknowledge Telstra Business Centre West Sydney, Catherine Charalambous from Nutrimecs, and Neverfall Springwater for their contributions.

The CMRC would like to acknowledge the contributions made by Conference Convenors Dijana Mackic and Jayshree Pather and Conference Coordinator Irene Ross for their hard work and dedication to this event.

Inspiring Change Conference 2016 Report





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Inspiring Change Conference 2016 Report

Keynote Speakers

Keynote speakers included well know television personality and journalist Melissa Doyle & Jennifer Armstrong, Founder of Beauty Bank and recipient of NSW Premier's Award for Women of the Year 2016.



Melissa Doyle is an accomplished and awarded journalist with more than 25 years of experience. She is current host of Chanel Seven's "Sunday Night" and weekend news.

"There really is nothing else like Leadership for developing the true potential of the deep pool of talent we have in women" said Melissa Doyle.

"Women are most important they play a big role in shaping our future leaders. Young women in business thrive personally and professionally and in turn they enrich the world around them."

Being a part of a Womens conference isn't just about being challenged and inspired for one year. It's about carrying what you'll learn in that time with you in everything you do. It's about applying it to how you think and how you make your mark on the world around you.

I'm proud to be a part of a group of women who pull together to improve the lives of other women every single day.

Women were reminded that we all have the capacity to inspire and empower others. However it is most important that we first be willing to devote ourselves to our personal growth and development as leaders."





Jason Guest

Treasurer's Report

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

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

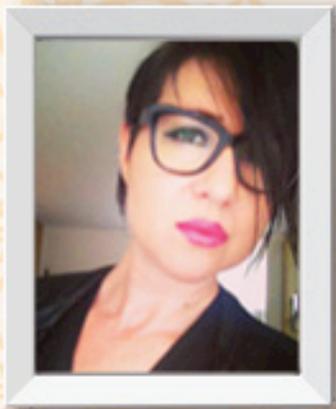
Highlights from 2015-2016 financial year include:

- » Total income from grants and other CMRC activities was \$4,269,929.
- » Total assets on balance sheet amount to \$972,618.
- » Retained earnings of \$190,329 and adoption of a balanced budget.
- » The organisation has appropriately provisioned for annual leave, long service leave, maternity leave and redundancy.
- » The auditor conducted test work on transactions and account balances and have reviewed internal control procedures.
- » A representative from the auditor meets with the Board annually.

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

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

Jason Guest
Treasurer



Dijana Mackic

Admin & Finance Report

The 2016 Financial Year has seen sustained growth and consolidation of the financial and administrative functions of the Community Migrant Resource Centre (CMRC). The combination of sound financial management, qualified, highly-skilled, experienced staff, generous volunteers and an informed, proactive and visionary board has ensured the CMRC has continued to provide excellent service delivery in the Western and Northern Regions.

Administration

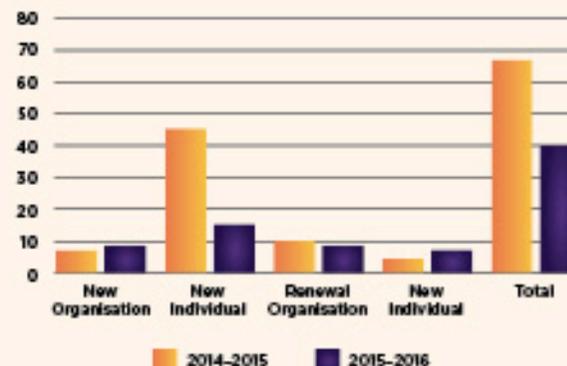
The CMRC has continued to monitor and review policies and procedures to ensure ethical, high quality, compliant service delivery. This year has seen a particular focus on staffing and recruitment and financial reporting policies and procedures. The Finance and Admin department work closely with the Board of Management to ensure contractual and statutory obligations are fulfilled and that the organisation remains transparent and accountable in its practice.

Apart from the day to day administration of the organisation the administrative role has included the publicity and promotion for the CMRC and the organisation and management of significant events such as the Inspiring Change Conference. Although challenging, this has been extremely rewarding with the profile of the CMRC continuing to increase in community and in political and media arenas.

Memberships

The CMRC values the support and contribution of its members. While the organisational memberships have remained relatively constant over the period, new individual memberships peaked in 2014-15 and have fallen in 2016. This has resulted in an overall reduction in memberships of approximately 40% in the financial year (from the 2015 financial year). This is an area of future evaluation and focus for the CMRC.

CMRC Memberships 2014-2016



Financial

CMRC is committed to accountable and transparent financial management. It is registered with the Australian Charities and Not-for-Profits Commission (ACNC) and has Deductible Gift Recipient Status with the Australian Taxation Office. In addition it is an endorsed Public Benevolent Institution which enables it to offer salary packaging to employees. This is a significant factor contributing to staff retention and allows the CMRC to remain competitive in recruiting skilled staff within the funding constraints in the sector.

The Board of Management has continued to work closely with the Administration and Finance department to ensure budgets are adhered to and adequate resources are available to enable effective, high quality service delivery.

While the CMRC receives the majority of its income from government grants, it continues to implement strategies to diversify income in order to maintain its services in the Western and Northern Regions. This year CMRC is very appreciative of the continued financial support of funding bodies, generous donors, sponsorships and partners.

The following gives an overview of the funding sources for the CMRC for the 2015-2016 financial years:

- » Grant donation from Crown Resort Foundation for Magic Carpet project.
- » Sponsorships from OTEN, Shine Lawyers, Settlement Services International, MMGS Softnet Pty Ltd and TX Computers towards highly successful Inspiring Change Conference 2016.

- » Funding from Federal Government – Department of Social Services for pilot project - Youth Transition Support Program, Department of Family and Community Services for Early Intervention project and Multicultural Sessional Support project, Organ and Tissue Authority for Donate Life project.
- » CMRC has been sub-contracted by Settlement Services International to deliver NESB program funded by Department of Social Services.
- » Funding from State and Local government (NSW Trade and Investment, Roads and Maritime Services, Local Land Services Greater Sydney, Parramatta City Council, Auburn City Council and The Hills Shire Council).
- » Clubs grants - Bankstown Sports Club.
- » Partnerships - contributions received from a number of service providers towards various projects done in partnership with our organisation.
- » Social enterprise project - CMRC Fair Go driving school.
- » Interest and other income

Overall the Community Migrant Resource Centre has demonstrated sound fiscal management and accountability measures in 2015-16. This is reflected in the unqualified audit report prepared by Behrens Rowley Chartered Accountants. The Balance Sheet reflects total assets of \$1,004,243 and total equity of \$203,763. The CMRC has sufficient liquidity available to meet the financial obligations of the organisation.

Financial Review

Volunteers

A significant portion of the CMRC programs are conducted by unpaid volunteers. During the year ended 30 June 2016 these volunteers donated approximately 6104 hours with an estimated value of \$214,250. We appreciate their invaluable contribution to the work of the CMRC.

Staffing

The CMRC has a strong pool of qualified, skilled and experienced staff. Staff provided services from our offices in Parramatta and Eastwood. The CMRC recognises that employees are the most valuable asset of the organisation and works hard to retain, support and resource them to ensure excellent service delivery and staff satisfaction. Staff are provided with training opportunities and strategies to support self-care.

The chart gives a comparative breakup of the number of staff employed at the CMRC over the past two years and highlights a steady increase in full-time and part time employees with casual staff remaining constant. This is in line with the steady growth experienced by the CMRC.

Employee Overview 2014-2016



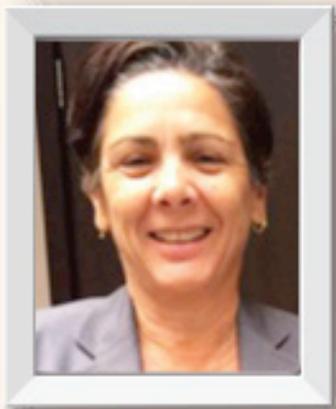
Overview

The CMRC is an organisation that strives for excellence in all its endeavours. It is financially secure and focused on achieving its mission. There are sufficient resources available to meet future planned expenditure and to allow for programs and projects to be effectively run for CMRC clients. Through the innovative direction of the Board of Management and Executive Officer and the ongoing commitment to quality service provision by the staff the CMRC looks forward to continuing to achieve its mission in the Western and Northern Regions. However none of this is possible without the financial support and ongoing collaboration with non-profit and public sector organisations.

Special thank you to Linda Marsonet, the admin support staff and team leaders whom I have been working very closely.

Finally, I would like to thank Melissa Monteiro, CEO of the CMRC.

Dijana Mackic
Admin & Finance Manager



Nexhmije Shala

Business Development Manager's Report

In 2015-2016, I continue to identify internal and external funding and Tender opportunities, serves as a regulatory and compliance lynchpin and reviews and improves upon the operational machinations of the CMRC. This has seen increased development in coordinating Business and Sector partnerships, developing and negotiating Brokerage and government contracts, project management and staffing support.

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

The development and monitoring of many of these programs, supported by a sophisticated system of program support, all improve upon the wellbeing of our communities and the sustainability of our services. Quality must always be planned into the services financial and administrative governance in order to prevent unnecessary rework, waste, cost, and time. The quality management approach for CMRC will ensure quality is planned for both the business we run and projects we deliver to our community.

In order to be successful, all service departments must meet the objectives of our Annual Organisational plan by utilizing integrated approaches to define standards of service delivery, measure quality and continuously improvement.

Quality assurance is delivered at all levels of our programs. Quality should also be considered from both how we deliver services to our community and how we meet the aims of funding.

In collaboration with the CEO, I have also assisted to manage existing partnerships and ensure that they stay, informed, satisfied and positive. My aim has been to take ownership of client relationships whilst meeting

customer expectations and satisfaction levels. This strategy has seen me regularly attend industry functions, such as events and conferences, and provide feedback and information to the Board and Government on service trends with a view to develop new and improved services and strategies that better address the needs of communities.

In the last year, I have also worked towards improving the organisations financial position. This work has aimed to improve the CMRC's market position and achieve sustainable financial growth through acquiring several new tender and funding programs. This success only reinforces our position within the sector and affords opportunities and potential for the next 12 months. I am extremely grateful to Management and staff for their flexibility, enthusiasm and sector knowledge and I look forward to a gratifying and rewarding 2017.

Nexhmije Shala
Business Development Manager



Board of Management

Executive

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

Board

Ajmer Singh
Andrew Ang
Augustine Okereafor
Billy Cotsis
Hau Wong (resigned Oct 2015)
Keith Hamilton
Muguntharajah Manickarajah (resigned April 2016 tbc)
Susannah Tobin
Umaru Binneh Conteh
Vangu Kitoko



Staff



Staff

Melissa Montelro	Executive Director
Dijana Mackic	Admin and Finance Manager
Nexhmije Shala	Business Development Manager
Linda Marsonet	Bookkeeper
Jayshree Pather	Admin and Special Projects Officer
Elizabeth Mateo	Customer Service Officer
Wadiha Mouawad	Office Assistant

Department of Social Services - Settlement Grants Program - SGP team

Aurella Rahman	Settlement Services Manager - Western and Northern Regions
Uma Menon	Partnerships & Community Engagement Coordinator
Alham Ashiq	Casework & Intake Officer - Western Region
Arif Nabizadah	Casework & Community Development Support Worker - Youth
Aung Kyaw Htut Saw	Casework & Community Support Worker - Western & Northern Region
Bahram Mia	Community Engagement & Communications Officer
Billjana Kulic	Casework & Intake Worker
Chrysanthie Fernando	Casework & Community Support Worker - Western & Northern Region
Conscila Emillanus	Casework & Community Development Support Worker - Women
Dativah Nitslos	Casework & Community Development Support Worker - Women
Faiza Shakori	Casework & Community Development Support Worker - Employment
Hela Jaffar	Casework & Community Development Support Worker - Employment
Insliya Oomatia	Casework and Community Development Worker - Youth
Ji Hyun Kim	Casework & Community Support Worker - Western & Northern Region



**Maame Afirlyle
Agyel-Mensah**

Events Coordinator

Mayor Makuel Cagal

Casework & Community Development
Support Worker - Youth

Michelle Anell

Community Development Project Officer

Narayan Dhimal

Casework & Community Development Support
Worker - Employment

Priyanka Kumar

Project Assistant - Media Unit

Sathi Bhattacharyya

Project Assistant - Media Unit

Sharon Garrard

Events Coordinator

Yaqin Wang

Casework & Community Support Worker -
Northern Region

Yuyang Su

Casework & Community Development Support Worker
- Employment & Women

Zhenqian Feng

Casework & Community Support Worker -
Western & Northern Region

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

Margarita U. Videla Toro

Early Intervention & Perinatal Coordinator

Norma Boules

CALD Family Worker

Mastura Marial

Group Worker

Melanie Manorathy Thuralsingham

Group worker

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Staff



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Department of Family and Community Services – Multicultural Support Workers Project

Mira Mitrovic	Multicultural Support Workers Project Coordinator
Zoe Miller	African Sessional Project Coordinator (resigned Dec 2015)
Alice Marie Lillane Utamuliza	Multicultural Support Worker
Amou Kot Job	Multicultural Support Worker
Annajuster Zahinda	Multicultural Support Worker
Elizabeth Gezahegne	Multicultural Support Worker
Emmanuel Msafiri	Multicultural Support Worker

Multicultural Small Business Program

Anh Tuan Nguyen	Small Business Advisor – Vietnamese
Ghassan Elias Nehme	Small Business Advisor – Arabic

Firaol Jaleta Tujuba	Multicultural Support Worker
Getahun Workineh Desta	Multicultural Support Worker
Hawanatu Bangura	Multicultural Support Worker
Ken Athlan	Multicultural Support Worker
Nalmo Ahmed Abdullah	Multicultural Support Worker
Raphael Manirakiza	Multicultural Support Worker
Rebecca Habakuk Ziga	Multicultural Support Worker

Jae Won Kang	Small Business Advisor – Korean
Xi Peng	Small Business Advisor – Chinese



Youth Transition Support Program (YTSP)

- Priscella Mabor** Manager – Youth Transition Support Program
- Dina Mohamed** Team Leader for Youth Transition Support Project (resigned April 2016)
- Anisha Singh Thapa** Team Leader for Youth Transition Support Project
- Geneve O'Connor** Team Leader for Youth Transition Support Project
- Acuoth Acol** Youth Transition Support Worker
- Aggrey Andy Kenyl** Youth Transition Facilitator - Sport & Employment (resigned June 2016)
- Anyler Yuol** Youth Transition Support Worker
- Fatima Shafale** Youth Transition Support Worker (resigned June 2016)
- George Voulgaropoulos** Youth Transition Support Worker
- Hina Rashid Khan** Youth Transition Support Worker
- Mathew Nguéc Madit** Youth Transition Facilitator - Sport & Employment (resigned June 2016)

Maglc Carpet

- Akon Dut** Arts Facilitator
- Aween Karim** Arts Facilitator

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
- » Department of Trade and Investment
- » Crown Resort Foundation
- » Packer Family Foundation
- » Local Land Services Greater Sydney
- » Roads and Maritime Services
- » Bankstown Sports Club
- » Parramatta City Council
- » The Hills Shire Council
- » Auburn City Council



Supporting Agencies and Partnerships



Educational Institutions

- » TAFE SWISI (TAFE Lidcombe/Granville/Nirimba/Blacktown colleges)
- » Evans IEC/High School
- » Holroyd IEC/High School
- » Mitchell High School
- » Arthur Phillip High School
- » Strathfield South High School
- » Penrith Valley Learning Centre
- » Loyola High School
- » Wyndham College
- » Seven Hill High School
- » Riverstone High School
- » Western Sydney University
- » Australian Medical Students for Refugee Health - Notre Dame
- » Australian Catholic University
- » Marsden Street High School
- » Chester Hill High School
- » Parramatta East Public School
- » Parramatta West Public School
- » Parramatta North Public School
- » Hilltop Public School
- » The Cottage Preschool
- » Marsden & Holroyd High Intensive English Centres (IEC)
- » Granville South Creative Arts and Performing High School
- » Greystanes High School
- » Westmead Public School
- » 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



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
- » ORS
- » Job Find

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COMMUNITY MIGRANT RESOURCE CENTRE

Supporting Agencies and Partnerships



Networks

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

Corporate Partners

- » Shine Lawyers
- » Coca Cola Amatil
- » Nutrimerics

Youth

- » Crunch Gym
- » Western Housing for Youth
- » Granville Youth & Recreation Centre
- » PCYC Blacktown / Auburn
- » Gallipoli Fitness
- » Emerton Youth Recreation Centre
- » Aquatic Safety Training Academy - Seven Hills

Community Organisations / NGOs

- » Settlement Services International
- » Marist Youth Care
- » Creating Chances
- » Parramatta Mission
- » Josephite Community Aid
- » Anglicare
- » Together for Humanity Foundation
- » Auburn Diversity Services Inc
- » SydWest Multicultural Services Inc
- » Social Outfit



Ethno-specific Community Partnerships

- » Australian Asian Chinese Association
- » The Sikh Council of Australia
- » 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 Development Group
- » Savannah Pride
- » Congolese Association of NSW
- » Voice of Tamils
- » SEVA Inc

Sport

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

Media

- » ABC TV
- » SBS
- » Fairfax Media



Volunteers

Migration Help

Amanda Kirkpatrick

Settlement Grants Program

Aallaa Istanbouli

Arif Nehan

Denise Wireka - Brobby

Elvina Dar Poe

Ghassan Esa

Halah Shukur

Hatice Coskun

Ikbal Ahmed

Itedal Alsleh

Kedar Dighe

Kylie Dalton

Liqaâ Mohammed

Luke Clutterbuck

Manut Chom

Mariam Alameddine

Mohammad Medhi Khashele

Nasreen Mostafa

Premavathie Chandra Saygaran

Rebecca Burton

Safa Bakhtiari

Samarah Desher

Sarah Zaidan

Selvaragee Ranganathan)

Suhad Abdul Jabbar

Tianah Chakti

Vaishali Bhatt

Warda Jabeen

Widad Dawood

Zhen Dong

Early Intervention Project

Camila Ruiz

Carola Basten

Deepa Jayakuru

Fereshteh Ashkiyouid

Irene Dimaunahan

Jeanice De Los Santos

Leoni Solomons

Mahya Mollaye

Nirmala Vannan

Puja Malhotra

Shahinoor Akther





Northern Region

Ann Coupland
 Bronwyn O'Rawe
 Elizabeth Browne
 Flora Chan
 Gyungrim Kim
 Hae Rim Lee
 Janice Hoon
 Jenny Thomas
 Jieying Li
 Jinju Wang
 Judith Cioccarelli
 Kathleen Doris Smith

Leigh Cowan
 Lianfy Yu
 Linda Barnes
 Lynette White
 Margaret Blake
 Margaret Seale
 Maureen Hunt
 Meenambigal Narasiman
 Neelu Saxena
 Pia Horan
 Robert Hetherington
 Shylaja Srinivas

Soo Jong Lee
 Thelma Wo
 Theresa Wong
 Tricia Lin
 Zhonming Li

Small Business Program

Rana Al-Yosuf
 Manal Alkatlabi



Aurelia Rahman

Community Capacity Building Coordinator

Settlement Services Program Report

CMRC is part of the NSW Settlement Partnership (NSP) consortium led by Settlement Services International and funded by the Department of Social Services under the Settlement Services Program (SSP).

From 1st of July 2015, CMRC delivered specialized and quality settlement services to eligible clients as part of the NSP consortium. 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 year has been on the provision of settlement services by emphasizing the **3 E's: English, Education and Employment**. New arrivals were provided and empowered with information, knowledge and skills on understanding the Australian way of life, how to access services and community support.

The team employs a strengths based model to build up clients' knowledge and skills through various programs, activities, information sessions and support groups. This is achieved through casework, referral and advocacy services, information sessions and workshops on life skills, education, training and employment, health, financial management, Australian law and legal system, housing and family relationships. Additionally, leadership development and tailored youth services are offered to emerging communities. Cultural awareness programs are also provided to mainstream service providers.

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

CMRC operates three Employment, Women and Youth specialised hubs. Through these hubs, clients accessed a team of skilled workers with distinctive areas of specialised expertise.

Employment is the greatest facilitator of settlement and we are the settlement workers are actively pursuing this "agenda" when working with clients and communities. One of the most significant obstacles is the lack of suitable employment.

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

Bake and Make project is designed to instill the sense of entrepreneurship in women by encouraging them to use the skills they are bringing with them in setting up own small business or gain employment by attaining practical knowledge, skills, community connections and support.

The University graduates internship program has led to employment of the 2 interns in the last few months. This is a testimonial to the work experience/ internship program provided at CMRC.

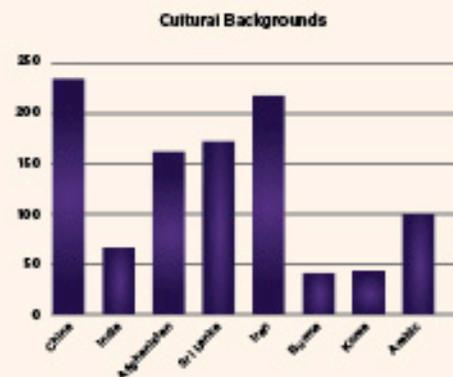
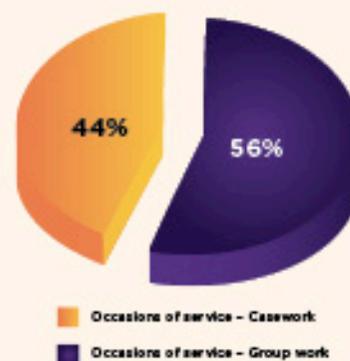
Sewing is another favourite interest/pastime among women from various cultural backgrounds and an opportunity to contribute to the family budget by sewing garments for themselves, their family and even the wider community. It also provides an opportunity to come out of the house and socialise with other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

A number of community capacity building projects and leadership generating projects were delivered to build the skills base and confidence for community minded individuals. Leadership training, governance training, cross cultural excursions and training are some of the activities that were run on a regular basis. Capacity building projects are ongoing with a number of community groups such as Harman Foundation and Multicultural Integration Community Support (MICS).

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

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

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



During the 2015-2016 financial year, there were 5,719 face to face occasions of service for clients with more than 6,500 referrals made to relevant and appropriate services both internally and externally. 4,572 newly and recently arrived migrants participated in support groups and other activities organised by various project workers.

CMRC convened the Multicultural Community Network, the Hills Multicultural Network, Hornsby Ku-ring-gal Network and co-convenes the Ryde Intercultural Network. The settlement workers participate in key regional multicultural networks, interagencies, forums and service planning committees to provide input and feedback from the communities they represent.

Following are highlights of the projects that the team has initiated, developed and implemented during the 2015-16 financial year.

Settlement Services Program Report

Leadership and Volunteer Training Programs

Three training programs were run in the past year with over 60 people attending. The objectives of the trainings were to equip participants with knowledge and understanding of what it means to be a volunteer, settlement services, needs and issues of communities, how to work with individuals and how to make effective referrals to relevant services.

Two "**How to write winning funding applications**" and project planning and management sessions were held in Feb 2016 for community leaders and community minded people. 25 participants attended the workshops. Six sources of funding were identified: council funding, club grants, Multicultural NSW among others. These training workshops assist leaders from small and emerging community organisations with project planning in direct response to identified needs, developing work plans and sourcing funding.

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

Governance training workshops for CALD communities were held in partnership with Anglicare. A total of 37 participants from various CALD communities attended the trainings. Community leaders from African, Chinese, Sri Lankan Tamil, Arabic Speaking, Afghani, Iranian, Bhutanese and Cook Islander communities participated in these sessions.



Education, Training and Employment



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

Ready! Set! Work! Employment Mentoring Assistance Program is a bilingual face-to-face & email mentoring program. The project is aimed at newly arrived clients – particularly from the Afghan, Iranian, Iraqi and Tamil backgrounds. Over 80 clients were assisted with developing their communication, computer, cultural skills in overcoming barriers to entering the Australian labour market, educational and employment pathways, workplace rights and responsibilities, job search strategies. The program also provided cultural competency training for those moving into the community sector.

Bake & Make Over 50 women attended this program at the Granville South High School. Women from refugee backgrounds were provided with practical training on food handling, hygiene, WHS, skills and knowledge to gain employment or to set up their own small businesses.

Four **Job Readiness workshops** were held with over 80 people participating during the reporting period. The workshops addressed pathways to employment especially issues pertaining to those who have barriers in accessing further education and employment.

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

Settlement Services Program Report

Activation of Enterprising Communities

First Times

Partnership project with Milkcrate Theatre, to run an arts engagement project with newly arrived Iraqis and Syrians. A series of theatre workshops was held, to provide support to refugees in sharing their stories of displacement, loss and homelessness. CMRC Intern Hilal Al-Jukhalli was hired to work as a facilitator. Workshops were held at our outreach space at Merrylands, and then the participants' stories were included in a showcase night at Carriageworks in Redfern. The project was very transformative for the clients, and provided a terrifically inclusive and creative outlet, and platform for building connections.

Create Proof! - Art Incubation Unit Project

Skin 2 Skin Art Competition: As part of the Donate Life Campaign run by the Organ and Tissue Authority, CMRC ran a series of awareness raising programs with refugee and CaLD communities around Western Sydney on the sensitive topic of organ and tissue donation. Part of the strategy was to engage with young people, who could initiate conversations about the topic with their families over the dinner table. Art is a great pathway to introduce culturally sensitive topics with young people. For many of our newest refugee arrivals, skin is a key organ as many have arrived in the country with skin burns, skin grafts or carrying stories of skin related trauma. Some have also sustained burns post-arrival, for example some male Afghan Hazaras have been cooking for the first time and have been caught out over burning pots on stove tops that have caught alight. Skin is also a unifying symbol of identification and unfortunately a calling card for further isolation, bigotry and racism. Especially for young people, where every mark of difference is amplified and undermines their already vulnerable state.



The Skin 2 Skin Art Competition ran at 2 x local high schools, and with the Bhutanese youth community. Granville Sth Creative & Performing Arts HS and Riverside HS addressed the Donate Life topic through written / visual / digital media platforms. Noted Aboriginal artist Adam Hill was part of the judging panel. Winning entries included a thoroughly entertaining and inventive claymation film called Wounded Heart, created by students from Afghanistan, Turkey, Iran and Iraq. Testimonials have flowed from the campaign ranging from Afghan cornea recipients to Iraqi kidney donors. Granville South Principal Melissa Johnston commented, "The Skin 2 Skin Art Competition enabled students to consider organ and tissue donation and present messages that were thought provoking, humorous, and sensitive to the values that influence individuals' beliefs on the topic."

Health and Wellbeing Education Programs



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

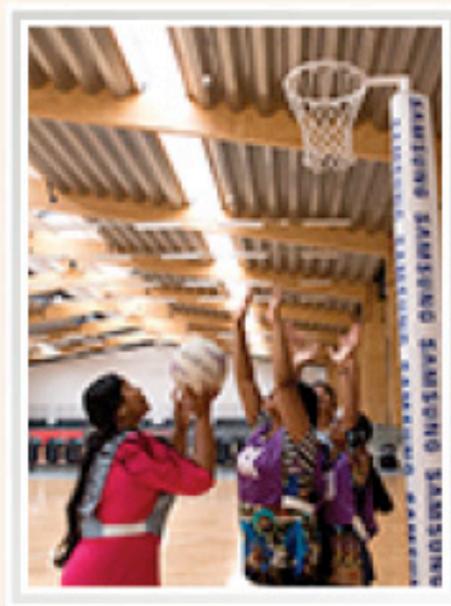
Sports / Health

Fishing, Water Safety and National Park and Wildlife Rules

This workshop for the Karen community was held in partnership with STARTTS, ADSI and FMRC. The workshop was held in Ku-ring-gai Chase National Park. Over 70 people participated. This informative workshop included safety information and tips when fishing and hunting on public land in NSW.

Multicultural Aquatic Champions Project – over 100 men and women from Arabic speaking communities participated in various information sessions on water safety and healthy waters.

Safe Fishing for Korean and Chinese communities has been organised during this financial year at Bobbin Head. The tour was well attended by over 80 people.



Mums & Bubs Netball program in partnership with Netball NSW was delivered throughout the year at Lidcombe Netball Association and enjoyed a good attendance of between 14 to 25 women from various backgrounds.

Community Learning Circle

A number of Community Learning Circles were held. The circles are coordinated by CMRC. We acknowledge our partners Families & Community Services, ADSI, Sydwest and Anglicare.

During this financial year the Community Learning Circle met to discuss topics such as "**Creating and Fostering Harmonious Family Relationships**" and "**The Effect of Family Violence on Children**".

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



Settlement Services Program Report

Forums and Events

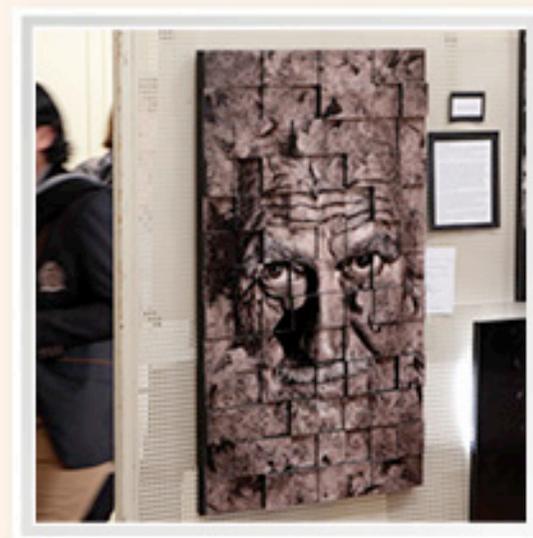
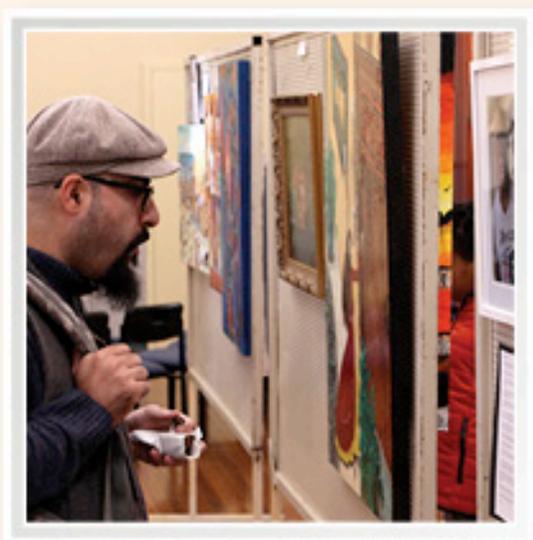


Community Services Expo – held at Parramatta Centenary Square in October 2015 brought together over 40 services that showcased information on services and programs they deliver. This was a partnership project stemming from the Multicultural Community Network and spearheaded by the MRC's capacity building project. Over 1000 participants attended the day, engaged with services and enjoyed vibrant cultural performances.

Creativity Unleashed Arts Expo - Artists and artisans from various CALD communities were mentored and then registered to participate in this showcase event at Parramatta Town Hall. The Expo offered opportunities for the aspiring artists and artisans to showcase their arts such as painting, designing textiles, weaving, sell their work and network with other micro-businesses in order to expand their ability to market their work in the wider community.

Multicultural Exchange Program was held in partnership with the African Women's Group. This program attracts many women from CALD backgrounds. This year they boarded the bus to Corowa. Cultural exchange activities included: cross cultural stories, sharing traditions, music and dance, sharing experiences and food from different cultures. An Ethiopian coffee ceremony was also held at the school. 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 2016 were in partnership with the Multicultural Community Network and celebrated the central message 'Diversity is our Strength' by showcasing a variety of cultural performances, including the Chinese Folk Dance Group, Brazilian Dance Group, and NAVITAS Choir, talks from the Aboriginal community, Fire & Rescue NSW team and Parramatta Police. 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.



The Multicultural Community Network Refugee Art Exhibition held at the Creativity Unleashed Expo in June 2016 at Parramatta Town Hall, exhibited 28 talented artists from refugee backgrounds, providing a platform for artists to showcase and sell their work in celebration of Refugee Week, and to provide a platform for greater networking and development of opportunities. The theme of the art exhibition was "creative expression of a place we call home" where artists shared stories of their journey to Australia and their experiences in Australia through a variety of art practices including textile, acrylic on canvas, oil on canvas, photography, pen on paper, spray paint on canvas & sculpture. As a result of the exhibition, many artists sold their work and have gone on to further engagement in the art sector.

White Ribbon Day was celebrated in Ryde, Holroyd, Parramatta and The Hills Shire in November 2015.

Street Party in Hornsby with Mission Australia was a great way for service providers and the wider community to come together, interact and engage.

Settlement Services Program Report

Forums and Events



Diwali (the Festival of Lights) celebrations in Ryde and Holroyd in October 2015 were well attended by both Indian Subcontinent participants as well as the wider community.

Harmony Day was celebrated at Eastwood Community Expo in March 2016 and Afghan New Year at Fagan Park in April 2016. Community Services Expo attracted hundreds of people and the Afghan New Year were well attended by over 100 Afghani and Iranians.

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

A **Multicultural Film Night** was held in Ku-ring-gai with Multicultural Inter Community Services Group (MICS).

A **Donate Life** project has been delivered in partnership with Indian Welfare Association in Hornsby. The event was attended by over 400 people. The aim was to raise awareness about the importance of organ and tissue donation and to increase the number of donors on the Australian Donor Register.

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

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

International Women's Day celebrations were held in Parramatta, Holroyd, the Hills, Ryde, Hornsby and Ku-ring-gal 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. The Hills Korean Women's Group joined in the celebrations.

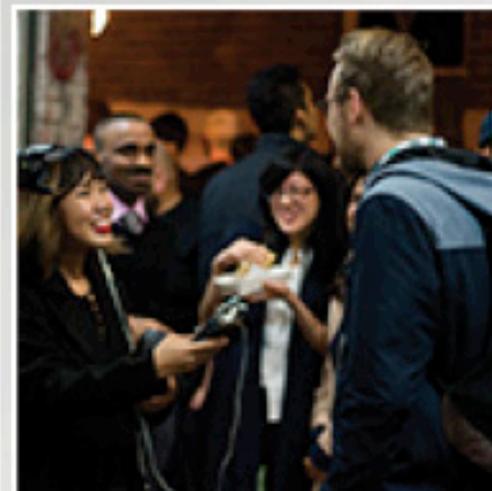


Harmony Day - A cross cultural awareness community event held at Kellyville HS celebrated the diversity and richness of cultures and cultural celebrations in various cultures. Cultures showcased were Chinese, Korean, Afghani, Iranian, Indian and Indonesian. The event was attended by close to 300 students, teachers and parents.



Settlement Services Program Report

Youth



Schools First Project - Linking emerging communities and their children with local schools, and resourcing schools, Refugee Transition Unit Programs and support staff such as Community Liaison Officers. Highlights include: a parental engagement forum held at Holroyd High School and a Cyber Safety Forum at Marsden Street HS. Bicultural and intergenerational issues continue to be addressed through casework and arts/sports programs initiated at the schools.

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

Seeing Ramadan - Youth Art Activation Project

The follow up on Seeing Summer Project, the Emoji promo was a project interviewing young migrants and refugees on the discourses that affect them through the medium of Emoji.

School Holidays Program

Movie Night at Reading Cinemas in Auburn attracted 22 young people during the spring holidays.

During the school holidays, various other activities were held for young people such as basketball and soccer.

Homework Support

Weekly homework support program were held at Marsden Street High School. 8 to 10 students participated on a regular basis.



Cultural Awareness for the Ryde and Hunter Youth Interagency on Afghan and Chinese communities. Representatives from over 15 agencies attended these trainings.

Amazing Race, a Youth Collective project with various partners leading it facilitated by CMRC. 83 recently arrived young people were introduced to local services such as Parramatta Police, local Courts, CMRC and an excursion to the City and the NSW Library. They collected clues on the way to engage them in finding their way around the areas visited.

Uni Taster – excursion to Western Sydney University – Campbelltown Campus, an introduction to various courses available and life as a student. 15 students took part in this educational excursion.

Youth Summit In partnership with ADSI and SSI Youth Collective – 120 students from across Sydney participated in this summit organised at Auburn Youth Centre.

Youth Week program was held in April 2016 at Merrylands Park with over 200 young people from the area. Drum beats program and service providers' stalls were part of the program delivered on the day.

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

Cyber Safety Forum was held at Marsden Street HS with 200 students and teachers participating. This forum created awareness about cyber bullying, internet safety and trolling.

Casework with young people, homework support, scholarships workshop, sport and recreational activities such as soccer and basketball were delivered under the School Partnerships program. CMRC acknowledges the following schools: Marsden Street HS, Holroyd HS, Arthur Phillip HS, Greystanes HS, Kellyville HS, Merrylands Public and High Schools, Granville South Creative Arts HS.

Parent information sessions on the Australian education system have been delivered during the financial year together with engagement strategies for parents.

Settlement Services Program Report

Youth Teams Partnerships Projects



Ssp Youth Hub / YTSP Youth Team

My-Life: youth Camp – Narrabeen: A three day leadership, team building, skills development and sports engagement program. Partnership with SSI and Creating Chances. Clients from our partner high schools, Arthur Phillip, Holroyd HS & Marsden participated.

Clients from the camp, have transitioned into other YTSP/SSP programs such as Together for Fitness and one client, has now joined the Youth Advisory Committee (YAC). They have also accessed casework services. A follow up BBQ evaluation was also held.

Partnership Project SSP Youth Hub / YTSP

Sister's Iftar – a female-only iftar was organized with four of our local high school partners. This helped broker relationships and opened referral pathways between 4 sets of target groups and partners (parent, at risk youth, YTSP-SSP staff, school partners, service delivery partners). **80 attended.**

Support Groups



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

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

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

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

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

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

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

Settlement Services Program Report

Community Gardens

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

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



The work initiated, developed and delivered in the Northern and Western regions of Sydney during 2015-16 would not have been possible without the ongoing guidance and support from our dedicated Executive Director, Melissa Monteiro, who is a great inspiration to us all. The team is also grateful to the responsive and committed Board of Management.

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 and Wendy Mouawad for their assistance throughout the year.

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

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



Creativity Unleashed Expo

Creativity Unleashed Expo is an inspiring day and an opportunity for multicultural communities to showcase their talents and creativity in Western Sydney. This exciting Expo aims to give community and commercially talented up and coming artists and creative people a platform to showcase and market their unique art and craft works.

This annual event aims to link new artists from emerging communities with more established artists who have already started down the commercial pathway of exhibiting and selling their work. The Expo is a vibrant mix of makeup and beauty demonstrations, fashion show, visual art, photography, music, dance, poetry and lots of networking.

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

Building on the success of the past few years, this year's event featured over 30 exhibitor stalls with migrant and refugee artists sharing the spotlight with other seasoned professionals. Vibrant performances of



local artists, colourful dances and music filled the Town Hall with sounds from around the world.

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

The Expo also featured a Hijab Fashion Runway which showcased innovative and provocative designs featuring fashion designers from Syria to Somalia. This year over 500 people attended the Creativity Unleashed Expo.

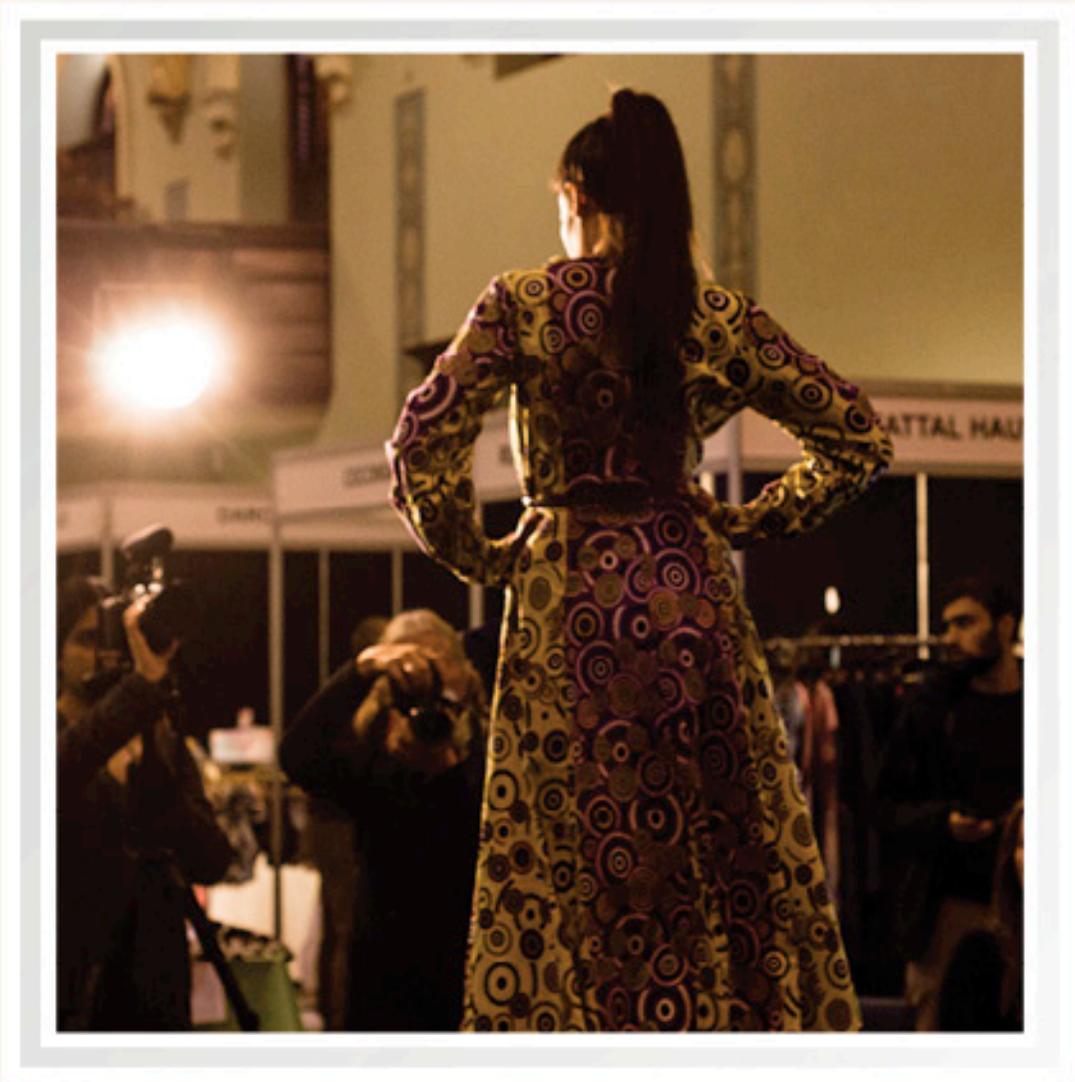
The Expo was opened by the City of Parramatta Administrator and attended by local Members of State and Federal Parliament.

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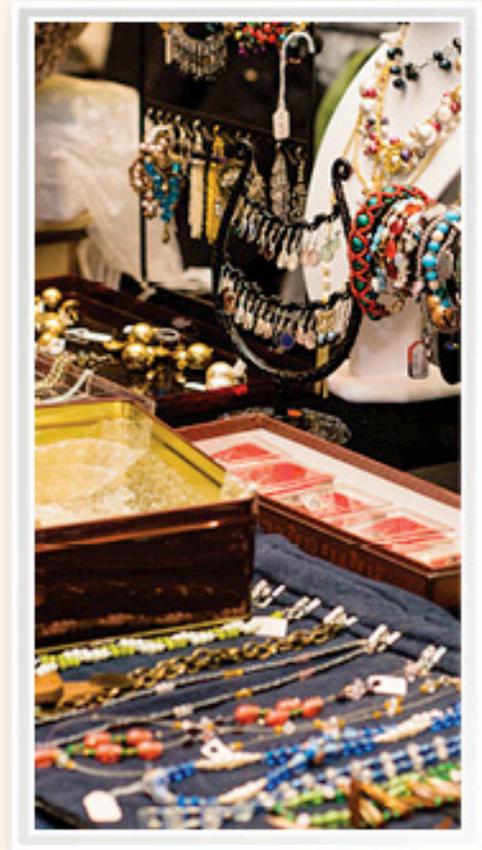
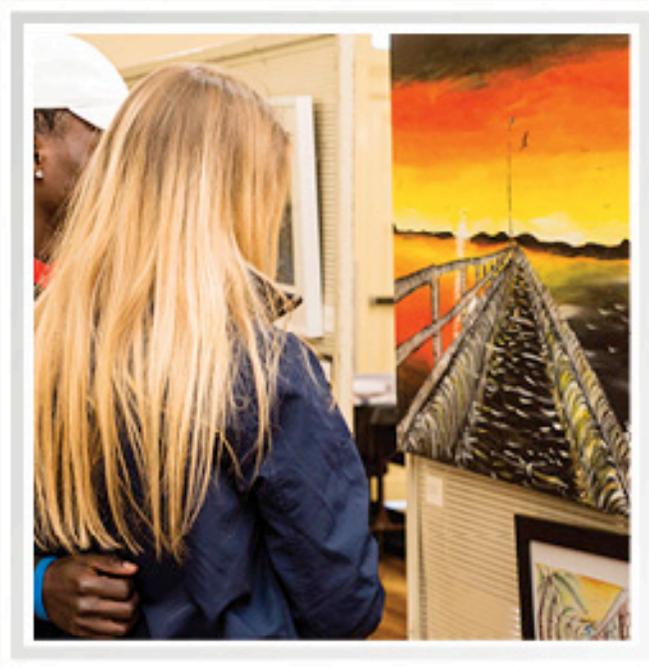
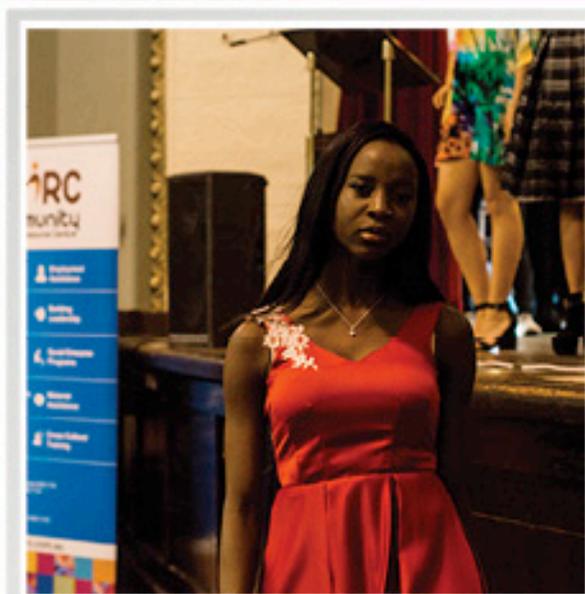
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Creativity Unleashed Expo



Magic Carpet!

In 2015, Crown Resort Foundation and Packer Family Foundation in 2015 launched the Western Sydney Arts Initiative, acknowledging the importance that arts plays in therapeutic pathways for refugee young people. **Magic Carpet!** was a beneficiary.

Magic Carpet! is a social enterprise arts initiative - supporting local refugee artisans (arts practices include traditional Afghan Hazara Kite Artists, Pakistani & Sth Sudanese henna and hair braiding artists) in their desire to build bridges between communities, and create employment pathways through sharing their folklore, honouring their culture and tapping into the mainstream thirst for multicultural arts.

Magic Carpet! artists (Nazir, Aween, Akon, Roohullah) mentored 60 x disengaged at-risk refugee youth at local high schools (Arthur Phillip HS, Parramatta HS, Granville Sth HS), reconnected young people with their traditional roots, trained the students in the arts practices of their parents, connected with isolated parents, and introduced their African and Middle Eastern artistry to mainstream audiences through festivals and events. Students were also trained in digital storytelling, film and photography, by Lisa Hogben.

Magic Carpet! artists received training from the Together for Humanity Foundation, in public speaking, youth engagement and storytelling training. They have participated in classroom teaching and conflict resolution training with CMRC. The artists have undergone small business and financial management training, in order to promote their services and work as an independent entity.

Artists worked at high end festivals including: Parramasala, Festival of the Winds! Bondi Beach, The Plot! Music Festival Parramatta Park, Fairfield Childrens' Festival, Orange Blossom Festival, Granny Smith Festival, Welcome to Australia Festival, Uniting Care Burnside workshops at Wyong, SSI Community Kitchen workshops, New Beginnings Festival Marrickville, and Parramatta / Bankstown School Holiday programs. Interns, from Sri Lanka and Iran, have been trained. The project incorporates a digital media and photographic story booth engagement mechanism, which has proved very effective in disarming youth and wider audiences, in order to break down barriers between cultures, genders and ages.



Magic Carpet!

The merchandise arm has been established with the artwork and photography of the artists featured on greeting cards and henna candles, and sold at our partnership cafes Darcy Street Project and Bad Manners Cafe. Other art forms have also evolved, such as jewellery design and nail art. Visual artist, Roohullah, has been supported in his journey as a painter with admission to a number of prestigious art competitions.

ABC TV featured Magic Carpet! with a news story, and then followed up with a documentary program for the Australia Wide program which proved a fantastic boost to the team, hearing their stories and voices featured on national television, and their artforms recognized and validated by a wide audience.

Magic Carpet! has provided income generation for refugee artists, provided support for small business enterprises, allowed opportunities to connect and provided a platform for mainstream communities to see beyond a myopic narrative that can flow from isolated incidents after they hit the media cycle.

Australia has a rich history of celebrating multicultural arts and discovering new and emerging artists. There is no reason why a young Hazara boy from Afghanistan who sought asylum in Australia following a childhood of Taliban bombings and years of separation from loved ones, cannot start a new dialogue with the wider community. Through stories of kite making and kite fighting traditions from their homeland, which allows them to honour their culture and wrap a connective tissue around the refugee narrative. We hope Magic Carpet! helps contribute many more stories to come which more accurately reflects the diversity of our region.





Youth Transition Support Services

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

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

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

The Pilot has provided service delivery to 341 clients, with 40 - employment related outcomes to end of June, with our partnership-led model of integrated support.

At a foundational level, this Pilot has afforded us an invaluable insight into the morass of systemic barriers that face young people when transitioning from the accelerated lifecycle of forced migration (exposed to torture, trauma, loss of family, loss of home & identity at a critically early age) thrust into the pressure cooker of the Australian youth space, where English, confidence, networks and P-plates are your ticket to successful resettlement.



This Pilot has been shaped and designed by 15 dedicated staff. A huge thank you goes to Team Leader for the Blacktown LGA - Gen O'Connor who has been with the Pilot since inception, and navigated extraordinarily well through the early months of establishing a team, networks, partnerships and new ways of working. Thank you to Dina Mohammad, who was with us in the early months as Team Leader for the Auburn LGA.

BIG BIG thanks to the Youth Team working at the coalface: Shababa Adneen, Mayor Chagal, Latifa Hekmat, Acuoth John, Hina Khan, Veronica Korth, Arif Nabizadah Fatima Shafale, Rohullah Rahimi, Ella Sutton, George Voulgaropoulos, Simon Winya, Anyler Yuol.

Our newest member to the team has been Anisha Thapa, Team Leader for Auburn. She has been a tonic and a true inspiration for the team.

An integrated service delivery model, hinges on our key service delivery partners. A tremendous thank you to the YTSP Coordinators at Sydwest (Mustapha Bangura) and ADSI (Justin Han). Thank you to Angela and Frank, for support and management of the programs delivered. We thank Auburn Youth Centre –the site of our outreach office and community hub, and Blacktown PCYC, our outreach hub in Blacktown. Big thank you to Brad and Assmaah from our SDP, Creating Chances. Also thank you to MYAN (Nadine, Peter, Alex) and congratulations to our 5-fellow PILOTS on this Journey (Lebonese Muslim Association, Access Community Services, MDA, Foundation House, Brother of St Laurence)

Program highlights :

ON TRACK! (CMRC) Outreach program delivered at Holroyd & Arthur Phillip High School. 25 clients received assistance. 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.

OUTCOME: On Track! Afghan Hazara student of promise (Zahra Kamali) was selected to speak at Refugee Week event at Cammeraygal High School, Crows Nest to share her story.

OUTCOME: Sister's Iftar – a female-only Iftar was organized with four of our local high school partners - which helped broker relationships, opened referral pathways between 4 sets of target groups and partners (parents, at risk youth, YTSP staff, school partners and service delivery partners). 80 attended.



OUTCOME: Emerging Innovators Awards – Refugee Week – 6 Apple laptops were donated. The winning students from Arthur Phillip and Holroyd HSS were awarded a computer each and were supported as they pursued creative / community minded projects.

SydWest staff worked closely with Evans IEC, Mitchell High School and Penrith Valley Learning Centre to help address family, social and emotional issues impacting on these students.

My Life: Youth Camp – Narrabeen (CMRC):

3 x day leadership / team building / sports engagement program. Partnership with SSI / Creating Chances. Clients from our 3x partner high schools, Arthur Phillip, Holroyd HS & Marsden participated. Clients from the camp, have transitioned into other YTSP programs such as Together for Fitness and one client, has now joined the Youth Advisory Committee (YAC). They have

also accessed casework services. Youth Camp: Yarramundi (ADSI). 20 x clients participated in a range of confidence building / team work programs over 2 days.



Youth Transition Support Services



Work Ready! (CMRC, SydWest, ADSI)

30 x clients have completed work readiness programs with Nirimba TAFE, Marist Youth Care & Ames Employment.

OUTCOME: Driving Scholarship Program Introduced to provide support to clients progressing towards employment: 22 clients have been referred to Driving Programs (at CMRC & ADSI), to receive access to free driving lessons. 15 clients have also attended a 15 week Learn To Drive Knowledge and Safety Workshop program.

Navigating resettlement & education options (SydWest)

Further education access and information program, and tutoring program to support university students. Tutoring groups have been established at Blacktown and Mt Druitt. 13 x students are engaged. Partnership established with Macquarie Community College to source students exiting AMEP, and organize groups of students into TAFE taster courses to provide more options for their career development. Project is working progressively with Western Sydney University on a project dubbed "Navigating Resettlement: Matched mentoring and creative media design with Refugee and Migrant Youth in transition, Greater Western Sydney".



Kicking Goals! (CMRC) Integrated sports, education, leadership, skills development and employment pathways program, delivered by Creating Chances. Facilitator training was provided for 10 x refugee youth. Term 2 - Holroyd IEC program (Creating Champions) started. 15 refugee youth participated on weekly basis. Following the first Facilitators training: 3 refugee youth have been employed to co-facilitate the roll out of the program across schools and local parks.

Together for Fitness! (CMRC) In partnership with Gallipoli Fitness 24/7. Early intervention program based at local gym housed within the grounds of the Gallipoli Mosque at Auburn which provides access to facilities that are beyond clients' financial capacity. Following sessions, staff then work one-on-one with clients at our community hub space with primary service delivery partner - AYC. 11 girls and 12 boys participated in the program. The gender segregated facilities has provided a valuable opportunity for girls to engage. Consultations were held with the girls following the program and all expressed the desire for the program to continue and provide even more opportunities to make those all important connections, and release family / school related stress.

Together for Sport ! (CMRC, SydWest, ADSI) Access program for refugee clients to participate in sports programs – training, participation in tournaments and assistance with registration to mainstream clubs. 20 x refugee youth currently training (cricket) at Granville Park. 110 clients participated in soccer competition, Auburn, during Youth Week. In May, Soccer Cup held in Auburn, where 8 refugee youth teams participated. A weekly social soccer program has started at the Kevin Betts Stadium Mt Drutt. 32 x clients have registered and attend (mostly Syrian / Iraqi).

Blacktown Employment Strategy: (SydWest)

The Blacktown Employment Strategy is a working group that comprises Jobactive service providers such as Job Prospects, MTC Work Solutions, Mission Providence, Mission Australia and Sarina Russo as well as Blacktown Centrelink, Blacktown TAFE and Blacktown City Council. This working group has been able to broker more employment pathway opportunities for people from disadvantaged background including young refugees living in Blacktown LGA.

PCYC Outreach - Savannah Pride- Pilot -Outreach service at PCYC Blacktown, coordinated by a South Sudanese community association (Savannah Pride) – providing homework hub, casework, employment workshops. Three workshops weekly- basketball program, (15 clients per session). Twice a week – Homework Hub. 14 Security training workshops held (12 clients per session). Clients achieved a Cert 11 from Star Training.

TAFE Taster Program Series- (SydWest) 4 Information sessions held. Project has formed partnership with Nirimba TAFE outreach to deliver taster courses to



local high school students as well as students exiting the AMEP at Macquarie Community College. During June, clients were taken on a local service tour to Mt Drutt TAFE, to give clients more insights into TAFE trade courses such as carpentry, mechanic and welding.

Go Swim! (SydWest) 2 week swimming/water safety program. 25 girls from Syria, Afghanistan, Pakistan and Iraq participated.

Train Up! (ADSI) Catch Training delivered certificate-based training courses. 3 x certificates courses ran. 24 clients completed training In: Customer Service, Barista &

First Aid. **EMPLOYMENT OUTCOMES** – 5 clients secured jobs in Customer Service and Barista sector. White Card Training (General Construction WHS Induction), in partnership with Granville TAFE and Strathfield South HS. 13 clients completed. Cert 11 held with TAFE SWSI – Granville. Hair and Makeup Stylist Certificate. 10 week course. 16 clients registered.



CALD Early Intervention and Perinatal Program

The Early Intervention and Perinatal program's objective is to improve outcomes and wellbeing of families with young children from a Culturally and Linguistically Diverse backgrounds who are from 0 -8 years. We achieve this by providing support for parenting, facilitating informal support groups and access to appropriate services. This includes providing opportunities for parents to share lived experiences of parenting and for children, to socialise, play and learn in a structured, safe and positive environment.

The Program aims to use a strength based model where programs build upon community capacity - to address problems or challenges from within their own resources. Furthermore, the CMRC EIP team continued to work collaboratively with service providers to improve prevention and early intervention approaches and ensure optimal access, engagement and results for clients from Parramatta and Holroyd Local Government Areas.



Supported Playgroup

This year the numbers of families attending the different activities and educational events run by the CMRC Early Intervention and Perinatal Project increased around a 25% compared with last year. Children learn early literacy and numeracy skills and improve their social and emotional development and disseminate parental information to participants in order to support them and their children.

The Supported Playgroups are run in the Public Schools grounds which provides a familiar and safe environment where parenting and safe issues are discussed and addressed with the Family Workers.

The aim of the Supported Playgroup is to break social isolation and to offer the opportunity to experience a gradual transition into a new culture. The groups offer information about child rearing in Australia, parenting between different cultures and they offer examples from

among the many who have overcome similar struggles to become confidence, reduces social isolation, overcome language barriers, and referral to other focused services.

Group participants gain skills; embrace volunteering opportunities; take part in physical activities and other programs; have their say; learn new things and participate in society by reducing isolation and loneliness.

The first time the child (Iranian 3 year old boy) participated in the supported playgroup he was very shy and didn't want to participate or get away from her mother....However, after a three weeks attending the supported playgroup, the child became more relaxed and began to participate in the activities, ... joined dancing, sings and story time away from mother.



Antenatal Classes:

CMRC Early Intervention and Perinatal Project works in partnership with Women's Health clinic at Westmead Hospital to support expectant mothers from cultural and linguistically diverse backgrounds with the preparation of birth of the child. This partnership has been a success since its first commencement in July 2012, catering so far to more than 1055 CALD new mothers which decrease in the rate of birth complication incidences occurring from CALD mothers and babies.

The aims of this project are to increase the access of these services for cultural & linguistically diverse women who are birthing at Westmead hospital. Sessions are held with a Community Maternity Liaison Officer from Westmead Hospital present. Interpreters are available to participants if needs be.

"Thank you so much for giving us the opportunity to learn about pregnancies and deliveries. I feel more confident and prepared for this special moment in my life. Even though my family is not here with me, I feel you have become a part of my family and I know I have the comfort and support from your program.

Home Visit

Home visits provide support to parents/cares who have children from 0-2 years of age who have been referred to the EIP by other services. This year CMRC's EIP provided 53 home visits to Cultural and Linguistically Diverse Mothers and their new born babies.

The referrals were made by Westmead Hospital. Through these visits the mothers are referred to programs like the women's group, mothers and babies group & supported playgroups as well as refer them to the appropriate service that can assist the new born baby's family.

70% of Home visits to parents and their children are linked to the Supported playgroup and other programs run by Early Intervention and CMRC services.

CALD Early Intervention and Perinatal Program



Transition to School & Readiness to School Programs

Transition to School and Readiness to School help the children to become familiar with school, new environment and new routine for them. Parents become aware of the education system in Australia including right and responsibilities from the school where their child will be attending.

These programs have a holistic and inclusive approach to the CALD families. The information provided included awareness on school and parent's responsibilities, routines, bilingualism, vaccination before starting kindergarten and what the child would be doing in their future school. The families are informed in how they could receive support during this transition and build a stronger relationship with their future school.

The CALD children from the Supported Playgroup are settling more easily into kindergarten classes and show more confidence than before this program was introduced. The Kindergarten teacher's (Parramatta West Public School)

Triple P Parenting Program

Positive parenting program is an approach to raising children that aims to promote children's development and manage children's behaviour in a constructive and non-hurtful way (Sanders 1992).

Triple P programs have enhanced the development of healthy, positive parent-child interactions and these are especially beneficial when parents are trying to settle or are facing challenges that may compromise their parenting capacity.

"This program reminds me to show respect to my children and learn to talk to them about their behaviour in private rather than in front of others. I need to remind them the reason for rules and discuss what they can do differently. Also the importance of parents look after themselves mentally and physically in order to look after their family".

Mothers Of Many Societies Support Group

This program is provided for mothers from CALD background who have had a baby. This Building Bridges programs is run in partnership with Westmead hospital and the CMRC Early Intervention and Perinatal Project. It gives CALD mothers the opportunity to meet other new mothers, and to speak honestly about the challenges and joys of this important change in life. This program was run 5 times this year.

"This program is about giving parents a helping hand and access

Perinatal Conference

CMRC in Partnership with Westmead Hospital/Women's Health Clinic run the "Perinatal CALD Conference 2015: Facing the Future in Maternity and Child Health Services" on Friday 27 November 2015.

The aim for this conference was to improve the wellbeing of CALD women seeking Perinatal and associated care. These women carry different birth experiences and preferences due to the nature of the health care system in their original countries. The 2015 Perinatal conference attracted 300 services providers.

Partners

Building strategic partnerships with key service providers like Early Intervention programs, Western Sydney Area Health Services, Parramatta Council, Holroyd Council, Refugee Health Services, STARTTS, Westmead Hospital and Primary schools (just to mention some) were the key to the great outcomes for the families attending the CMRC Early Intervention and Perinatal Project this year...thank you to our and looking forward to the next year and to continue working towards the wellbeing of the children from CALD families in Parramatta and Holroyd

CALD PERINATAL CONFERENCE

THE FUTURE IN MATERNITY AND CHILD HEALTH SERVICE

2015

NOVEMBER 27th
8am-4:30pm
FREE

Sponsored by:
CMRC Community, NSW Health Western Sydney Local Health District, Holroyd City Council, Jolivet's Baby, Call Care, PRF

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CALD Early Intervention and Perinatal Program



Volunteer

CMRC Early Intervention and Perinatal Project staff would like to give a big thanks to the dedicated volunteers who provide the support and cultural understanding of the communities we served. 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 the supported playgroup.

Paint Parra and Holroyd Read

A Community literacy strategy which aims to promote the importance of: Reading, Talking, Singing, Playing with Children from birth.

"Read to your children every day from the Day they are born

Family Connections Forum: Keeping Children & Families Safe

CMRC Early Intervention and Perinatal Project formed part of CHAPS Network this year. Around 40 people attended the training on the 18 May 2016.

Multicultural Support Workers Project Report (MSWP)



Mira Mitrovic
Coordinator MSWP



The Multicultural Support Workers Project builds positive relationships between Family and Community Services, NGO services and CALD communities in relation to child safety, neglect and other child protection matters.

The Multicultural Support Workers Project (MSWP) is funded by the Department of Family and Community services. The project has been in operation since 2007 and had just entered into the 10th year of its successful operation. This project is the only venture of CMRC that expands beyond local boundaries, targeting and responding to requests from across NSW.

I have joined this team in January 2016. For almost 30 years, my work has been around establishing strong support networks for newly arrived families. My focus has always been recognising, utilising and building on existing parenting capacities and in that way, strengthening families. The main goal is establishing and monitoring of safe, secure and stable environments for children.

2015-2016 was an interesting year, with lots of great achievements and positive outcomes for many of the families we have interacted with. MSWP team is an excellent multi-disciplinary team, made up of people with various expertise, training, cultural backgrounds and ages, and I am extremely fortunate and appreciative of the opportunity to lead such an amazing group of professionals. Our support workers speak over 20 different languages and they are trained in navigating Family and Community Services, Child Protection and Refugee Trauma. Their passion and dedication, hand in hand with the great professional skill, have positively impacted on many CALD families. Well done MSWP Team and, thank you.

Multicultural Support Workers Project Report (MSWP)

Great! So, what do we exactly do?

Early Intervention and placement prevention activities:

This is done in number of ways:

1. Delivery of workshops on ways of keeping children safe in today's environment
2. One to one consultations with families who wish to learn more about the above aspects
3. Cultural consultation with FACS and other NGO Case managers

MSWP Team delivers comprehensive information and education programs, underpinned by a community engagement strategy. We facilitate culture and language tailored information sessions about Child protection, Family and Community Services and Child Protection Legislation using an in-depth community development approach. In 2015-16, we have delivered 7 child safety workshops and seminars in various locations. A diverse range of families and individuals attended.

In addition to this, our workers met on 221 occasions to individually provide families/parents with the required support when working on observed child protection matters.

We also promote, encourage and support culturally competent family intervention by better equipping FACS Caseworkers and Non-Government Organisations with important cultural aspects and language support when interacting and working with CALD families that are facing significant child protection matters.

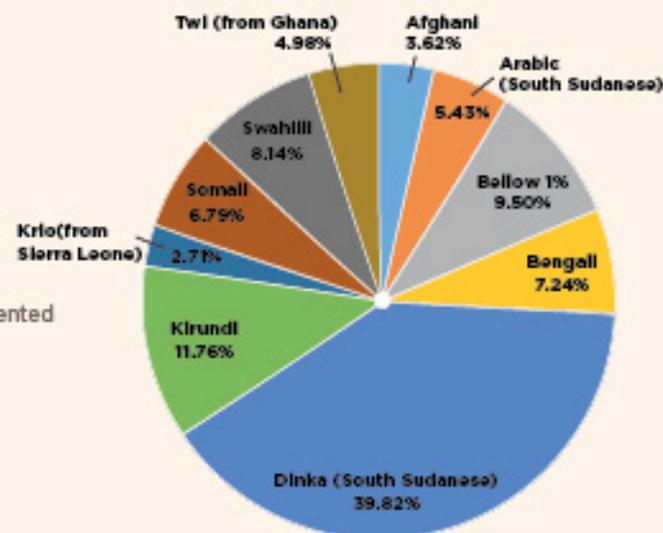
This is done through the collaborative approach between the MSWP workers and FACS or/and NGO Case workers. Furthermore, where appropriate and required MSWP Worker may provide language support as well.

The 2015-16 was the first year of serving a variety of emerging multicultural communities. Initially, the project was exclusively targeting communities from the African continent. In 2015, the project was expanded to cover other emerging communities that are struggling with understanding and complying with the NSW Child Protection system and its requirements.

The following is the list of languages we have serviced in 2015-16:

Dinka (39.82%)
Kirundi (11.76%)
Swahili (8.14%)
Bengali (7.24%)
Somali (6.79%)
Arabic (5.43%)
Twi (4.98%)
Afghani (3.62%)

2.71% of cases were represented by various languages (each being under 1%)



2015 - 16 Outcomes:

FACS, Brighter Futures and other NGO's that have partnered with MSWP have reported number of ways in which they have observed CALD Families benefited from this partnership approach. We look forward collaboratively working with the partner agencies to further benefit CALD communities and equip them with required parenting skills and capacities to keep children safe.

In 2015-16, the MSWP team worked in consultation and collaboration with a large number of partner agencies, local governments, Government Departments, community leaders and volunteers. Our workers were involved with various interagency and community events. I wish to thank and congratulate them all on the amazing year and I look forward to working even closer in the coming year. I wish to specifically acknowledge the hard work of the families we have serviced and thank their extended families, community leaders and wider community for supporting our 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 gratitude to all members of the MSWP Reference Group: Ozen Cemali, Fatma Mohamed, Tina Gillard, Kelly Berriman, Nandini Amini, Jenet Melvin, Mohamed Dukuly and Benjamin Tetteh. Exceptional appreciation and recognition to CMRC Executive team, particularly Aurelia Rahman and Melissa Monteiro for their ongoing input and support.

All the members of the MSWP Team - Thank you. I look forward a new exciting year ahead of us.

Our story:

Cases reported to FACS Help line and referred for the cultural support and input into case management to the MSWP Team.

10 year old boy, reported to FACS Help line for the inappropriate disciplining and significant physical punishments for the 'wrong doings'.

After months of interactions by FACS workers and various NGO services, there was no change in this boy's maltreatment and FACS was at the point of removing the child from this family.

The case was then referred to the MSWP Team for the cultural input and case management ideas. Our support workers advised that culturally, once boys turn 10years of age - disciplining is handed over to the 'uncle' (mother's brother) and parents do not really have a say.

After this input and insight, this information was discussed with parents and with their agreement, the uncle was invited to the family discussion. The Uncle accepted to be closer involved into setting strategies to safer oversee and monitor this young boy's up-brining and disciplining.

A month later, significant improvement was reported.

Social Enterprise Projects



Jayashree Pather
Admin & Support Project Officer



FairGo Driving

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

Driving lessons are provided by an experienced licensed driving instructor. The program on average provided 20 lessons per week. A significant proportion of the total FairGo clients were migrants/refugees from the Indian Subcontinent, Pakistan, Afghanistan, Iran and Iraq. The majority of FairGo clients are unemployed and on Centrelink benefits. Females comprised almost two thirds of clients who received driving lessons. Interestingly, 10% of clients are holders of overseas driving licences.

Driving School registrations occurred from referrals through CMRC case workers, partner organisations and promotions and advertisement via ethnic online & print media like the Indian Link, Persian Herald Weekly, Afghan (Ofotoq) and Arabic Newspaper (Future News). CMRC's road safety education program has nicely dovetailed into better driving skills with a number of clients enrolled in the FairGo Driving school program.

RMS Road Safety

The RMS Road Safety Training program provides our newly emerging communities 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 for new migrants. This emanates from the fact that a significant proportion of new clients originate from countries where road safety education is not promoted and where there are minimal rules / principles in place regarding road safety.

Our pool of 17 RMC trained CMRC facilitators with multilingual skills and cultural knowledge provided solid Cross Cultural Practice. In addition, our experienced CMRC facilitators' proactivity identified ways in which they increased the depth & breadth of CMRC's clients' understanding of road safety in NSW.



Approximately 600 community members primarily from Arabic, African, Afghan, Asian Subcontinent (Bangladeshi, Bhutanese, Indian, Nepalese, Pakistani), Chinese, Italian, Iraqi, Korean, Persian/Iranian, Sri Lankan Tamil, Sudanese & Syrian backgrounds attended the 30 RMS workshops across the 3 RMS Project streams (Pedestrian Safety, Driving in NSW and Child Restraints). This approximates an average of 20 attendees per workshop. Pedestrian Safety Workshops represented 44% of the total RMS workshops conducted by CMRC multilingual facilitators and accounted for a corresponding number of the total RMS workshop attendees.

CMRC's partnership with Councils (Parramatta, Holroyd, The Hills, Ryde), Police & Community Youth Centre, schools, churches and community

centres assisted CMRC facilitators to deliver many information sessions to community members in their respective venues / premises.

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

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



Neshmije Shala
Business Development Manager

Community Migrant Resource Centres (CMRC) Multi-Cultural Business Advisory Service

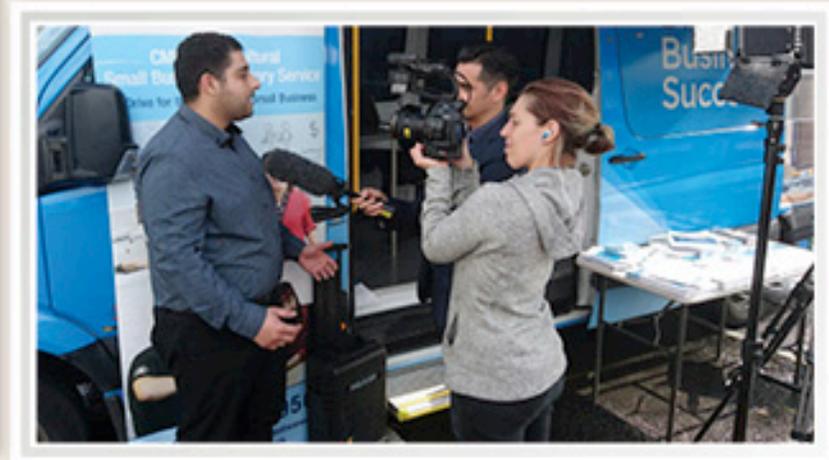
The CMRC Multi Cultural Small Business Advisory Service has been funded for 3 year through the **Department of Trade and Investment, Regional Infrastructure and Services- Office of the Small Business Commissioner** for the provision of business advisory services to **Arabic, Chinese, Korean and Vietnamese** small businesses in Greater Western Sydney.

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

The CMRC Multicultural Small Business Advisory Service provides a quality, personalized and highly subsidized Business Advisory program that links experienced CMRC Business Advisors with small business operators who want a culturally personalized client centered focus, local community knowledge and know-how and face to face mentoring support.

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





'Almost one third of NSW small business operators were born overseas and the CMRC wants to ensure all small business operators have the tools available to them to help their businesses grow.'

Community Migrant Resource Centres (CMRC) Multi-Cultural Business Advisory Service



This year the program has assisted over 1065 clients with Small Business Advisor support; an increase of over 100 % since last year through. Currently, each staff member would see approximately 6 small businesses daily and provide phone support when needed.

Our business programs are located in the following local government areas, you are eligible to access our services in the **Auburn, Bankstown, Blacktown, Blue Mountains, Camden, Holroyd, Liverpool, Campbelltown, Fairfield, Hawkesbury, Parramatta Penrith, The Hills, Wollondilly LGA's**



2016 FINANCIAL REPORT



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Chartered Accountants

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Partners: Grant Behrens B. Bus (Acc) CA

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COMMUNITY MIGRANT RESOURCE CENTRE INC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016



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



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

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of The Community Migrant Resource Centre Inc. (the association) which comprises the committee's report, statement of financial position as at 30 June 2016 and the income statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

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

Auditor's Responsibility

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

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

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

Independence

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



CHARTERED ACCOUNTANTS
AUSTRALIA - NEW ZEALAND

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

Auditor's Opinion

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

- i. giving a true and fair view of the association's financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- ii. complying with Australian Accounting Standards.

Basis of Accounting and Restriction on Distribution

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

Behrens Rowley
Chartered Accountants

Baulkham Hills, NSW, 2153

Auditor: Charles Behrens
ASIC Auditor Number: 1466

Baulkham Hills

Dated this 17th day of October 2016



CHARTERED ACCOUNTANTS
AUSTRALIAN ASSOCIATION

ABN 96 974 962 374
BR Norwest Pty Limited trustee for BR Norwest Trust
Liability limited by a scheme approved under Professional Standards Legislation



Behrens Rowley
Chartered Accountants

Partner: Dom Pizzarello B. Com (Acc) CA
Partner: Grant Behrens B. Bus (Acc) CA

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

COMMUNITY MIGRANT RESOURCE CENTRE INC

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

Behrens Rowley
Chartered Accountants

Baulkham Hills, NSW, 2153

Auditor: Charles Behrens

Baulkham Hills

Dated this 17th day of October 2016



CHARTERED ACCOUNTANTS
AUSTRALIA • NEW ZEALAND

ABN 96 974 912 374

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

CMRC Consolidated Statement of Financial Performance For the Year ended 30 June 2016

	2016	2015
INCOME		
Admin Contribution	-	-
Aulturn City Council	1,000	-
Bankstown Sports Club	1,798	6,602
Cancer Institute	-	750
City of Ryde Council	-	4,500
Community Services Expo	3,480	-
CMRC Driving school	10,800	12,614
Crown Resorts Foundation	22,975	827
Department of Family & Community Services	372,476	347,962
Department of Social Services	946,338	1,288,785
Donations	2,920	27,299
Fee-for-Service	2,790	7,550
Fire and Rescue NSW	-	6,000
Interest received	29,097	25,394
Ku-ring-gai Council	-	6,100
Legal Aid	3,188	3,875
Local Land Services Greater Sydney	3,190	-
Macquarie University	-	950
Membership fees	212	221
Merrylands RSL (Clubs Grant)	-	28,900
NSW Fair Trading	-	800
NSW Police	380	2,000
NSW Trade and Investment	261,708	183,110
Organ and Tissue Authority	27,398	22,602
Packer Foundation	37,500	-
Parramasala Festival	-	1,700
Parramatta City Council	32,000	13,000
Prior funds released	94,320	-
Project Management	-	-
Rent Contribution Received	-	-
Roads and Maritime Services	42,000	30,000
Settlement Services International	1,753,847	169,423
Southern Eastern LHD	-	2,273
Sponsorship - Commonwealth Bank	-	10,000
Sponsorships	15,700	-
Sundry income	1,958	2,901
The Hills Shire Council	4,800	1,800
Workers compensation project contributions	-	-
Workers compensation recovered	-	1,218
Total income	<u>3,671,875</u>	<u>2,209,155</u>
EXPENDITURE		
Accommodation	692	-
Admin fees	-	-
Advertising costs	912	-
Annual General Meeting	1,270	1,063

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

Audit	11,490	10,958
Bank Charges	2,466	3,166
Board of Management expense	3,989	6,309
Bookkeeping & Accounting Fees	6,954	4,376
Books	52	-
Brokerage service	53,462	-
Business plan	-	2,273
Car service	427	-
Catering/Committee Meeting Costs	75,910	48,164
Cleaning/Recycling	18,984	19,565
Computer Costs & upgrades	73,090	29,008
Contractors/Consultancy Fee	23,610	63,481
Driving lessons refund	509	-
Driving instructor fee	21,100	-
Electricity	15,327	15,597
Equipment/furniture	36,556	1,534
Facilitators	75,856	31,378
Filing Fees	261	679
Fines/Penalties	-	5,734
Insurance & Workers compensation	41,291	47,676
Job advertisements	1,834	716
Legal Costs	2,036	7,206
Materials/ resources	9,452	7,042
Mini bus costs	47,928	-
Motor vehicle expenses	2,679	4,394
NAATI workshop	1,800	-
Office Expenses	7,898	5,346
Playgroup equipment	2,145	-
Police Check	579	668
Postage	23	353
Printing, photocopying & stationery	10,932	11,595
Program costs/centre activities	194,363	80,936
Project Management	-	-
Provisions for leave	59,193	16,508
Publicity/promotion	100,254	59,804
Rent	178,644	175,887
Repairs/Maintenance - Equipment	1,295	-
Repairs/Maintenance - Premises	8,572	-
Salaries & Wages	2,165,995	1,396,735
Security	1,329	615
Sponsorships	1,000	-
Staff amenities	134	-
Staff training, Conferences & Seminars	26,803	27,992
Subscriptions & Memberships	5,226	5,418
Superannuation Guarantee	200,238	131,578
Telephone & internet costs	16,323	25,249
Translation & Interpreting	150	2,200
Travel	49,754	25,059
Uniform	-	969
Venue Hire	56,262	38,650
Workshop expenses	12,209	-
Total expenditure	<u>3,633,240</u>	<u>2,315,883</u>
NET SURPLUS (DEFICIT)	<u>38,635</u>	<u>(106,728)</u>
Surplus Funds Repaid	-	22
NET SURPLUS (DEFICIT) FOR THE YEAR	<u>38,635</u>	<u>(106,750)</u>
ADD BALANCES CARRIED FORWARD		
Funds Brought Forward From Prior Year	165,128	271,878
TOTAL BALANCES CARRIED FORWARD	<u>165,128</u>	<u>271,878</u>
COMMITTED AND ONGOING FUNDS	<u>203,763</u>	<u>165,128</u>

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

COMMUNITY MIGRANT RESOURCE CENTRE INC

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016

	Note	2016	2015
CURRENT ASSETS			
Cash & Cash Equivalents	2	428,928	416,860
Goods & Services Tax	3	31,625	1,395
Bonds		89,886	89,886
Investments		361,032	254,288
Prepayments/Debtors		92,772	37,645
TOTAL CURRENT ASSETS		<u>1,004,243</u>	<u>800,074</u>
TOTAL ASSETS		<u>1,004,243</u>	<u>800,074</u>
CURRENT LIABILITIES			
Creditors & borrowings		42,781	28,486
Payroll Liabilities		50,624	30,028
Employee Entitlements		415,045	365,994
Grants in Advance	4	292,029	210,438
TOTAL CURRENT LIABILITIES		<u>800,480</u>	<u>634,946</u>
TOTAL LIABILITIES		<u>800,480</u>	<u>634,946</u>
NET ASSETS (LIABILITIES)		<u>203,763</u>	<u>165,128</u>
EQUITY			
Net surplus (deficit) for the year		38,635	(106,750)
Surplus Funds carried forward		165,128	271,878
TOTAL EQUITY		<u>203,763</u>	<u>165,128</u>

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

COMMUNITY MIGRANT RESOURCE CENTRE INC
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

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

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

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

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

(a) Income Tax

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

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

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

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

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

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

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

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

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2016

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

(b) Investments in Associates

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

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

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

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

(c) Cash on Hand

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

(d) Revenue and Other Income

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

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

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2016

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

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

Donations and bequests are recognised as revenue when received.

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

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

(e) Accounts Payable and Other Payables

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

COMMUNITY MIGRANT RESOURCE CENTRE INC

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2016

	2016	2015
	\$	\$
2. Cash & Cash Equivalents		
ANZ	77,287	79,064
ANZ Cash Management Account	351,641	337,796
Petty Cash	-	-
	<u>428,928</u>	<u>416,860</u>
3. Goods & Services Tax		
GST Collected	18,923	18,969
GST Paid	(50,548)	(20,364)
	<u>(31,625)</u>	<u>(1,395)</u>
4. Grants in Advance		
Auburn City Council	-	1,000
Bankstown Sports Club	-	1,798
City of Ryde Council - RW	-	-
Comm. Services Expo Contribution	-	60
Crown Resorts Foundation	13,698	17,923
CS ASSP	-	12,430
Department of Infrastructure	13,000	-
DSS Youth Transition Support	216,718	-
Greater Sydney Local Land Services	4,810	-
Legal Aid	-	3,188
Merrylands RSL Clubs Grant - HCC - Lawn Mowing	-	-
NSW Trade and Investment	3,292	81,890
Organ and Tissue Donation Auto	-	27,388
Packer Family Foundation	-	18,750
PCC Arts Mart	-	-
PCC Driving School - Advertising	-	1,000
PCC Driving School 2	-	26,000
PCC Inspirational Doll Project	-	-
SSI - SSP Establishment Costs	-	20,000
SSI - SSP Grant	511	-
SSI Home Access Project	20,000	-
SSI Welcome to Neighbourhood	20,000	-
	<u>292,029</u>	<u>210,438</u>

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

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

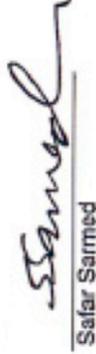
I Warren Schweitzer of 5 Cuthbert Ave, Kellyville NSW 2155 and I Safar Sarmed of 17 Fifth Ave, Eastwood NSW 2122, certify that:

- a. We are members of the board of The Community Migrant Resource Centre Inc.
- b. Presents a true and fair view of the financial position of The Community Migrant Resource Centre Inc. as at 30 June 2016 and its performance for the year ended on that date.
- c. We are authorised by the attached resolution of the board to sign this certificate.
- d. This annual statement was submitted to the members of the association at its annual general meeting.

Chairperson


Warren Schweitzer

Deputy Chairperson


Safar Sarmed

Dated:

17 October 2016

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 2016 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 Association's Incorporations Act 2009
- 2 At the date of this statement, there are reasonable grounds to believe that The Community Migrant Resource Centre Inc. will be able to pay its debts as and when they fall due.

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

Chairperson



Warren Schweitzer

Treasurer



Jason Guest

Dated:

17 October 2016



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Level 4, 1 Horwood Place, Parramatta NSW 2150
PO Box 1081, Parramatta NSW 2124

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

Northern Region Office:

Community Migrant Resource Centre
159 Shaftsbury Road
Eastwood NSW 2122

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



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