



metropolitan MIGRANT  
resource centre inc



# Annual Report 2016



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# Programs

## **Humanitarian Settlement Services (HSS)**

### **Settlement Services Activity (SSA)**

- Generalist
- Youth Program
- Mentoring and Employment Pathways
- Family Reunion Migration

## **Immigration Advice and Application Assistance Scheme (IAAAS)**

## **Multicultural Support - Community Services Sector (MS-CSS)**

### **Family and Community Support Service (FaCS)**

- Community Development
- Counselling
- Parenting Service

## **African Leadership Initiative Program**

## **Multicultural Seniors Program**

## **Sharing Stories**

## **Cultural Diversity Training**

## **Auditor's Report**

## **Financial Statements**

# Funding and Support

## **Department of Social Services**

- Humanitarian Settlement Services (HSS)
- Settlement Services Activity (SSA)
  - SSA Family Reunion Migration
  - SSA Mentoring and Employment Pathways
  - Youth Leadership Development Program

## **Department of Local Government and Communities**

- Multicultural Support Community Services (MS-CSS)
- Family and Community Support Services (FaCS)

## **Department of Immigration and Border Protection**

- Immigration Advice and Application Assistance Scheme (IAAAS)

## **WA Department of Health**

- Sharing Stories

## **Office of Multicultural Interests**

- African Leadership Initiative Program (ALI)
- Community Grants Program

## Lotterywest

- Emergency Relief Grant

## MMRC

- Cultural Diversity Training Program

## Miscellaneous small grants

- In support of the above programs

## Membership

- Individuals and community groups with a commitment to settling refugees

## Volunteers

- Individuals, community groups, church groups and organisations assisting families in a practical way

# Management Committee

<b>Samnakay Iqbal</b>	Chairperson, elected October 2014
<b>Hubert Cassandre</b>	Vice Chair, elected 2014
<b>Fernandes Henrietta</b>	Treasurer, appointed October 2014
<b>Oshalem Lenda</b>	Secretary, elected December 2014
<b>Fadlalla Ahmed</b>	Appointed October 2015
<b>Meyerkort Albert</b>	Appointed October 2015
<b>Maczkowiak Philippa</b>	Elected October 2013
<b>Yassin Ahmed</b>	Appointed October 2013

## Our Vision

**An inclusive and harmonious community that accepts and values migrants and their contributions, and in which migrants are active participants in Australian community life.**

## Our Purpose

**To facilitate the settlement and participation of migrants, especially humanitarian entrants and their communities in Western Australia.**

## Our Strategic Objectives

### 1. Providing services to individuals

To provide high quality settlement and other services to migrants, particularly refugees and humanitarian entrants, and to develop new services based on their needs.

### 2. Providing services to communities

To support migrant communities, especially new and emerging communities, to develop their skills, knowledge, independence and capacity.

### 3. Advocacy and training services

To expand our influence with non-government organisations, government, industry and the community to promote more responsive, inclusive and appropriate mainstream services

### 4. Strengthening our organisation

To develop the skills, knowledge and leadership within our organisation to improve the financial sustainability, quality and responsiveness of our services.



## Chairperson's Report

In the previous year it was highlighted that the Metropolitan Migrant Resource Centre Inc (MMRC) had to undertake steps to tighten our belts, and the need to do so became evident when the number of clients dropped considerably for a period, particularly over the late 2015 and early 2016 period. Arrivals under the HSS program have increased significantly in the last few months of the financial year.

The Centre employed approximately 30 staff and a pool of 150 bilingual workers and more than 50 volunteers to offer the following services:

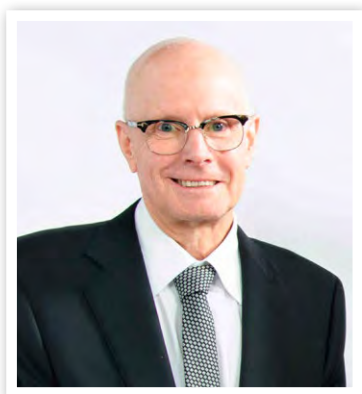
- Provided Migration Advice and assistance to over 10 community groups. (289 individual sessions through SSA and 337 through IAAAS)
- Settled 423 Refugee and Humanitarian Entrants.
- Undertook case coordination for 187 refugee and humanitarian entrant referrals (individuals and families).
- Assisted 674 (cases) newly arrived clients with casework services.
- Provided activities for over 300 young people to encourage participation.

Besides dealing with the cyclical pattern of our business, the past year has been significant, in that the MMRC had to examine how it conducted its business, so that it is efficient and effective for both the immediate and longer period. Consequently, a review of the MMRC operational structure was undertaken and significant changes were made to the operating model. Although the restructuring is essentially complete, there is considerable effort required to completely bed down the systems and processes over the coming months.

Restructuring the MMRC has been a monumental task, and I thank the Management Committee for its support on setting the organisation on the pathway to meet our future challenges. Equally, I also thank the staff who have shown incredible resilience in the restructuring process, which coincided with one of the busiest periods for the MMRC. A consequence of the restructuring has meant that a number of loyal staff have been offered redundancies, and I thank them for their valuable contributions, some of which extended for many years.

Finally, many of the Management Committee have been juggling their normal workloads as well as providing their time and energy to the MMRC over the past twelve months. I express my thanks to my colleagues on the Management Committee for their commitment and dedication to the Centre over the past year.

**Iqbal Samnakay**  
**Chairperson**



## General Manager's Report

As part of the organisational restructuring process of Metropolitan Migrant Resource Centre Inc (MMRC) in 2015-2016, a new position of General Manager was created. I was honoured to be appointed General Manager of the (MMRC) in May 2016. I have greatly appreciated the welcome and support of the staff and the Management Committee.

I am pleased to present the Annual Report for the MMRC for the year 2015-2016.

The 2015/16 year has been a very significant year for MMRC. In 2015, the Management Committee resolved to engage a private management consultancy, Dillinger Group Development Pty Ltd to review the organisation with a view of making structural and operational recommendations, including financial reforms and a more effective structure and streamlined service delivery to clients and stakeholders.

This resulted in a restructuring of the organisation which created two new operational divisions within the MMRC, being Client Services and Community and Business Development. Client Services combined the Humanitarian Settlement Services and the Settlement Services Activities. Community and Business Development continued with the responsibility for the youth and employment, family and community support, migration and included the new initiative of the African Leadership initiative, which is a designated program to develop leaders in the African community. In addition, Community and Business Development, assumed the responsibility for business development, administration, human resources and finance and business services.

An implementation committee was established to manage the process of structural and operational reform.

The Chairperson Mr Iqbal Samnakay played a significant role in managing the organisation through the implementation phase of the restructuring process. The Chairperson's guidance and expertise in steering the reform process was greatly appreciated. The staff's cooperation and commitment to the reform process was also greatly appreciated.

As at 30<sup>th</sup> June 2016, with the exception of the two (2) positions within Community and Business Development, all positions resulting from the restructure, have been finalised. The recruitment process for these two (2) positions, the Employment Coordinator and Youth Coordinator is expected to be completed early in the new financial year.

Throughout the year, we have provided the following services:

- Humanitarian Settlement Services (HSS)
- Settlement Services Activities Program (SSA)
- Family and Community Support Program (FaCS)
- Multicultural Support and Community Sector Program
- Immigration Advice and Application Assistance Scheme (IAAAS)
- Emergency Relief
- Mentoring and Employment Pathways
- African Home and Community Care
- African Leadership Initiative

The MMRC would not have had such a successful year, particularly given the restructuring within the organisation, without the ongoing support of the Management Committee and especially that of the Chairperson whose exceptional leadership enabled the organisation to achieve an effective restructuring outcome. I would also like to thank the staff who are hard-working and committed to the organisation and our clients, who arrive in Australia from such diverse cultures and backgrounds. The staff's ongoing work and efforts are nothing short of amazing. In addition, I express sincere gratitude for volunteers and bi-lingual facilitators who play a very important role in the day to day programs of the Centre.

I certainly look forward to the year ahead. I believe there are many exciting initiatives that MMRC can develop and implement, including through business development opportunities where any profits generated will assist in providing increased services and programs for the Centre. I welcome the opportunity to meet the challenges of the forthcoming year and continuing the excellent services provided by MMRC.

**Noel Whitehead**  
**General Manager**

## Highlights for the Metropolitan Migrant Resource Centre during the 2015/16 financial year included:

- Under the HSS Program, MMRC successfully settled 423 refugees and humanitarian entrants from 146 separate arrivals during the year.
- The Centre responded to considerable volatility in arrival patterns and particularly the low arrival numbers for most of the year. This volatility was also reflected in revenue returns and required ongoing streamlining and change to the HSS program in order to achieve cost reductions and improved efficiencies. The program returned a favourable financial outcome at the end of the financial year.
- The 2015/16 year saw the commencement of Syrian and Iraqi arrivals who were part of the Australian Government's commitment to settle an additional 12,000 refugees from refugee camps in Syria, Jordan and Turkey. Substantial planning, liaison and coordination was required, particularly with the Department of Social Services, so as to ensure the Metropolitan Migrant Resource Centre (MMRC) was well resourced and prepared for the arrival of the Syrian and Iraqi refugees into Western Australia.
- In November 2015, the Centre received the very first Syrian family who were part of the Australian government's commitment to settle 12,000 Syrian and Iraqi refugees. This attracted unprecedented media interest and MMRC worked effectively with the Department of Social Services to leverage positive local and national media coverage involving the family, MMRC and the Minister for Social Services.
- During 2015/16, MMRC provided effective case coordination to an increasing proportion of clients who are high needs/complex cases particularly those with torture and trauma, disability and considerable health issues. This required more intensive case coordination and early intervention strategies including fast-track approvals for torture and trauma counselling and complex case requests.
- MMRC has demonstrated innovation through the introduction of value added HSS initiatives including a successful Computer Literacy Program for refugees and humanitarian entrants which, through a partnership with Wanneroo Men's Shed, extended to provision of low cost computers and software for refugee and humanitarian entrants. The Centre also partnered with Engineers without Borders who have committed to establish and run a 'Connectivity' computer literacy course early in the new financial year.
- A further value added program was the commencement of cooking classes for single men. In partnership with the Association of Services to Torture and Trauma Survivors (ASeTTS), cooking classes for single refugee men were conducted through the year. The classes were held at Herb Graham Recreation Centre and single men benefited greatly from the advice and training on healthy cooking techniques and improved food and dietary choices.
- MMRC progressively increased its capacity to fully provide sourcing, ordering, administration and delivery of a Basic Household Goods (BHG) service as opposed to contracting this service out. This has proved to be most beneficial in terms of efficiencies and costs saving to the MMRC in addition to improved services to clients.
- Local Area Coordination (LAC) meetings, organised by the Centre, were recognised as a highly credible and productive forum for improving outcomes for refugees and were well attended by key senior representatives from a wide range of Commonwealth, State and Local Government Agencies and community service organisations. Systemic and operational improvements in areas such as Youth, Disability, Health and Computer Literacy were achieved through the LAC meetings.
- The Centre has made significant efforts to have positive employment outcomes for clients. This has included running job ready training for clients such as resume preparation, job interview techniques mentoring and coaching clients. An Employment Expo was held and was attended by over 300 clients and had over 20 stalls from various stakeholders. The employment program continued to establish and build relationships with employers and had over 25 successful outcomes in the employment and mentoring program.
- Throughout the year MMRC dedicated significant resources to programs involving youth. This included engaging with youth through sports, the arts, youth camps and working with schools on various educational, sports and arts activities. The achievements through the youth programs included the Star Search talent quest where some 56 youth from Culturally and Linguistically diverse (CaLD) backgrounds auditioned from north and south metropolitan schools over several months and which culminated in the grand finale at the Octagon Theatre at the University of Western Australia in May 2016.
- In January 2016, MMRC conducted a two day Multicultural Soccer Tournament which included a large number of soccer teams from CaLD communities. The soccer tournament promoted mutual respect, understanding and sportsmanship and was such a success it will be included in the program again in the coming year.
- Other community development programs included initiatives such as senior's outdoor and indoor group outings, women's support groups which were established to form relationships to discuss issues such as health, legal issues, and family relationships and information sessions all of which assisted in building networks of friendships, reducing social isolation and empowering members of CaLD communities.

## Staff

Staff	
Abbas Zainab	Accommodation Support Officer HSS
Abu-Laban Hanan	Community Development Coordinator
Appudurai Agnes	Senior Administration Officer
Arrey Rose-Violet	African Leadership Program Coordinator
Atkins Elaine	Housing Officer HSS
Chakulunta Catherine	Community Development Officer SSA
Cheab Ahmad	Case Coordinator HSS
Chigwada Bethwyn	Sharing Stories Health Project Coordinator
Cook Linda	Finance Officer
Cunningham Marlene	Accommodation Support Officer HSS
Gebremeskel Tsige	Cleaner
Ghebremichael Hailemeskel	Cleaner
Hayes Marie	Orientation Officer HSS
Hay Say Paw	Case Coordinator SSA
Heredi Olwyn	Case Coordinator HSS
Hodzic Jasna	Housing Coordinator HSS
Hosseini Elias (Alex)	Youth Project Officer SSA
Hussaini Ali Reza	Case Coordinator SSA
Imani Eric	Acting Director
Kazemi Shahnaz	Reception and Information Officer
Kelly-Hollin Kia	Mentoring and Employment Pathways Coordinator
Koehler Lynn	Mentoring and Employment Pathways Coordinator
Kumar Mohit	Coordinator Finance and Business Services
Kyat Oo Eh Soe	Case Coordinator HSS
Mandungu Isabella	Sharing Stories Youth Educator
Marimo Runya	Administration Officer Housing HSS
Micallef Terese	Sharing Stories Community Educator
Mqhum Mzingisi	Youth Project Officer SSA
Mustafa Suhair	Case Coordinator SSA
Muvandi Florence	Coordinator Settlement Activities

Staff	
Naseri Nasrin	Case Coordinator HSS
Neleman Tao Annie	Migration Agent
Ngoga Celestin	Case Coordinator SSA
Noonan Fleur	Sharing Stories Training Support Worker
Pakirisamy Melissa	Accommodation Assistance Officer
Rafferty Paul	Manager HSS
Saweris Rasha	Case Coordinator SSA
Sawmei Daffodil	Reception and Information Officer
Scully Elizabeth	Administration Officer HSS
Signal Golda	Support Officer Sharing Stories Project
Sorenson Anne	Sharing Stories Health Project Coordinator
Stephens Darryll	Employment Officer
Whitehead Noel	General Manager
Wiedemann Gabriele	Family and Community Support Worker

### Contractor

Kellond Judith	Senior Finance Officer
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### Students on Field Placement

Chishala Lewis Florence	Edith Cowan University
De Yaak Peter	Edith Cowan University
D'Souza Chris-Elsa	Tabor College
Ngoc Dang Kim Mai	Edith Cowan University

### Migration Agents Pro Bono

Jewell Roger
Kakay Ibrahim
Marcus Marlene
McAuley Andrew

## Programs

### Humanitarian Settlement Services (HSS)

The MMRC consolidated and streamlined a number of service delivery aspects associated with its Humanitarian Settlement Services Program during the second year of its three-year deed of agreement with the Commonwealth of Australia, through the Department of Social Services.

MMRC aims to operate a holistic model of service delivery, with the core goal being to provide client specific, individualised and tailored pathways that assist newly arrived humanitarian entrants to settle into the Western Australian community, become self-sufficient and participate fully in all aspects of Australian life. A key focus is on equipping new arrivals with knowledge and life skills, to effectively link into local networks, access services and resources and to support them in gaining economic independence and social cohesion.

Clients holding the following visas are eligible for HSS:

- Refugee (visa subclasses 200,201,203 and 204).
- Special Humanitarian Program (visa subclass 202).

Three broad types of services are combined to deliver the HSS programme. These include:

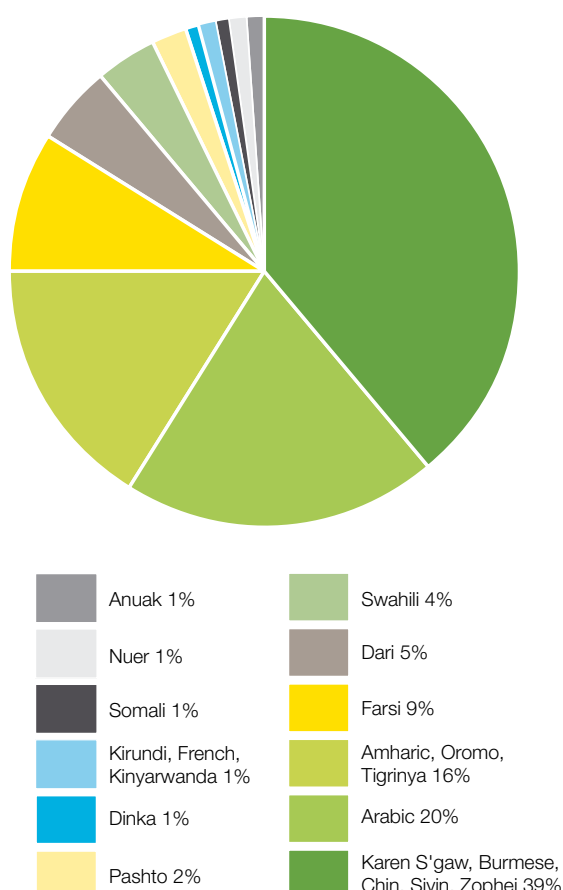
- **Case Management** – under which entrants receive many of their early and critical services including on arrival reception, referrals to Centrelink, AMEP and Humanitarian Entrant Health Service.
- **Accommodation Services** – which assists entrants to secure stable and affordable short term and long term accommodation that is appropriate to their needs along with providing entrants with a basic package of Household Goods to assist them to establish their new place of residence in Australia.
- **Local Area Coordination** – which involves leadership in promoting collaborative working relationships with other settlement and community organisations and key government agencies to achieve improved and sustainable settlement outcomes for clients in key areas such as employment and training, English language proficiency and health.

The main country of birth, languages spoken and visa types for HSS clients are provided in the following table and chart.

### Visa Type and Country of Birth HSS Client Cases - 30<sup>th</sup> June 2016

Country of Birth	Special Humanitarian Program 202	Refugee Visas 200, 201, 203, 204	Total
Myanmar	39	53	92
Syria	6	22	28
Eritrea	2	21	23
Iraq	4	19	23
Afghanistan	0	22	22
Ethiopia	6	15	21
Iran	5	15	20
Congo Dem. Rep	5	5	10
South Sudan	1	3	4
Somalia	1	1	2
Egypt	1	1	2
Burundi	1	0	1
Kenya	0	1	1
Sudan	0	1	1
<b>Total</b>	<b>71</b>	<b>179</b>	<b>250</b>

### Languages Spoken - HSS Client Cases - 30<sup>th</sup> June 2016





The Kujah family, their Case Coordinator Ahmad Cheaib and the Hon Christian Porter MP, Minister for Social Services

## Generalist Program - Settlement Services Activity (SSA)

The SSA Generalist program is funded by the Department of Social Services (DSS). The program provides settlement services, case work, referrals, and advocacy. The SSA program links clients with life skills workshops, information sessions on a wide range of topics, women's support groups (Butler and Girrawheen), beginner computer classes and a seniors support group.

MMRC provides this service from our main office in Mirrabooka and has outreach services in Ballajura and Beechboro and Clarkson.

The program aims to facilitate access to mainstream services and support smooth settlement in Australia for clients from refugee and humanitarian backgrounds who have lived in Australia for less than 5 years.

During the year, the SSA Generalist Program coordinated information sessions on the following topics:

1. Consumer protection issues (1 session held).
2. Fraud and identity theft (1 session held).
3. Home and personal safety (2 sessions held).
4. Various health topics (Mental well-being, hepatitis and menopause (3 sessions held).
5. Learner drivers (2 sessions held).
6. Computer classes (4 sessions held).
7. Tenancy law (1 session held).
8. Insurance (1 session held).
9. Citizenship (5 sessions held).
10. Healthy cooking classes in Ballajura (3 classes).
11. Domestic violence and support (1 session held).

12. Drugs and alcohol (1 session held).

13. Seniors' Activities:

- a. 4 indoor sessions on exercise, yoga, elder abuse, medications and nutrition.
- b. 4 outdoor sessions to Kings Park, The Zoo, Whiteman Park (visited Motor Museum in the Park) and Araluen Botanical Garden.

14. Women support groups

- a. Butler Women's Support Group (9 sessions held).
- b. Girrawheen Women's Support Group (21 sessions held).

Overall, in this financial year, over 200 clients participated in information sessions and workshops with more than 500 client cases. The SSA team would like to thank our partners: ASeTTS, Centrelink Mirrabooka, City of Swan, City Stirling, City of Wanneroo, Department of Human Services, Department of Social Services, Edmund Rice Centre, Employment Law Centre, Franklyn Scholar, Ishar, LearnEd, Multicultural Housing Services, Ngala, Northern Suburbs Legal Community Centre, Office of Multicultural Interests, PVS, Relationships Australia, Stanley College, WA Police, Women's Health and Family Services and those who have worked closely with us to offer these services.



Citizenship Training on 2/6/16



Seniors Day Out on 15/12/15

## SSA Youth

The SSA Youth program is funded by the Department of Social Services and provides services to young people aged 12-25 years from migrant and humanitarian backgrounds. The service assists all eligible SSA clients to integrate, participate in mainstream activities, contribute positively into society and reduce isolation. This is achieved through a range of **sports** and **arts** activities – to engage, mentor and build leadership skills in the young people. Some of the activities include:

- Homework Hut – After School Homework Assistance (Community Libraries and Schools).
- Annual Mentoring and Leadership Camps.
- On-going programs and tournaments in various sporting codes such as AFL, Soccer, Basketball, Tennis, Volleyball, Netball etc.
- Art programs in schools and community groups.
- School holiday programs – sports and arts.
- Creating opportunities for young people to show their talents through sport and arts.
- KIDSPORT Referral Agent – Assisting youth to join sporting clubs and getting involved in recreational activities in their local areas. SSA Youth sports program works with the Cities of Wanneroo, Swan and Stirling to facilitate the increase in sport and active recreation participation by CaLD youth.
- Encouraging cultural harmony – identifying common goals and interests between young people from Indigenous/mainstream backgrounds and newly arrived communities.
- Youth Advocacy – partnering with a range of community organisations, groups, agencies and government departments to organise and facilitate some of the projects.

## Arts

- **The School Art/Life skills project** is a 5 week school-based project where primary and high school students from CaLD backgrounds engage in various art activities. The project is aimed at addressing issues of social isolation and marginalisation within school premises. The youth team liaises with different schools and tailor the art activities to school values and participant needs. The project is delivered by using leadership and mentoring principles as tools to engage participants. Each week explores a different leadership principle using different forms of artistic activities such as; collages, thumb print artwork, snowflakes, rotational peer reflection drawing; drama activities to name a few.
- **The CaLD Newsletter project is an arts/media project** focused on creating a bi-annual Newsletter by young people from CaLD backgrounds. It aims at

informing the public on many aspects and differences of culture among new and emerging communities in Western Australia. The project comprised a team of five participants from refugee, humanitarian and CaLD backgrounds, where they collaborated regularly to discuss topics based on issues affecting old and newly arrived migrants. Participants learnt how to plan, document ideas and create their own personal articles. The diversity of the group built a stronger sense of respect and sensitivity towards other cultures. They created two newsletters with information on community updates, fashion, entrepreneurship, motivational stories and, food and recipes.

- **Star Search** is a growing performing arts and mentoring annual project, which creates an opportunity for young people from refugee, humanitarian and CaLD backgrounds to show case their talent. The project creates an opportunity and platform for singers, dancers, actors, musicians, or any performing arts to showcase their talents. Participants are mentored, coached and counselled by professional musicians, choreographers and dancers over a period of three months leading up to the grand finale. The program is structured such that there are mini competitions within this overall competition. Certain achievements during the rehearsal and coaching stages are awarded to give incentives to work harder.
- **Star Search 2016** kicked off with 56 young people auditioning from North and South Metropolitan Schools and Community Centres. The program received major support from 15 professional artists/mentors/volunteers. Professional artists as well as previous participants came in as mentors and coached the participants in groups and individually on the following topics:
  - Leadership.
  - Stage presence and use of stage.
  - Costumes and originality.
  - Teamwork.
  - Dance.
  - Vocal techniques.

The semi-finals took place at Mirrabooka Square Shopping Centre which provided an amazing vibe for the participants to have the opportunity to perform live in front of over 150 people. After the semi-finals ten finalists were selected to enter the grand finale. The grand finale was a huge success with an audience of over 270 supporters and exceptional performances from the top ten finalists. MMRC congratulated all participants and prize winners.

- **Homework Hut** is a free after school support program which offers help with homework, assignments and assessments to young people from refugee, humanitarian and CaLD backgrounds. It runs in selected library and school locations. Homework Hut is facilitated by volunteers at the following locations,

Aranmore Catholic College, Balga Senior High School, Greenwood Senior High School, Mirrabooka Senior High School and Mirrabooka Library.

- **The Mentoring and Leadership Camp** is a three day camp held during school holidays. MMRC's annual camps are themed to encourage attendees, audience and the presenters alike to exchange ideas and information on issues affecting CaLD youth. The 2016 camp theme focused on creating a sense of belonging for participants and enhancing mentoring and leadership skills of volunteers, mentors and leaders. Feedback from the participants was very positive. Participants said they felt a stronger sense of belonging to Australia and attending the camp made them feel safe and accepted, volunteers, mentors and leaders said they were grateful for the new experience in leading activities and also learning about different cultures and religions.
- **Dance Workshops:** This activity is an initiative to give a chance to young people who would like to learn to dance while having discussions around Youth Issues. The activity ran during the July 2015, October 2015, January 2016 and April 2016 school holidays. This was a great platform for young people as well as their parents from CaLD backgrounds to interact.

## Sports

- The **Multicultural Indoor Soccer Tournament (MIST)** is a five-a-side soccer championship held annually engaging approximately twelve teams. This year a pre-tournament BBQ kicked off the tournament in which teams were able to meet the other competing teams a week before the tournament in a fun and friendly environment. The MIST was held on the 30<sup>th</sup> and 31<sup>st</sup> of January 2016 at the Joondalup Arena. The defending champions the 'Sword Boys' came ready to win another round of MIST, however the soaring 'Eagles' took the champion's cup at the end of the tournament with an amazing show of talent and entertainment for the audience. At the end of the final match both teams were goal for goal and 'The Eagles' won the game in the Golden Goal round. All teams exuded confidence along with spectacular football skills, teamwork and leadership skills. We would like to congratulate all teams and volunteers for assisting MMRC.
- **The Multisport Program** has been running at different venues with great success. This program is aimed at engaging migrant youth in sport and active recreation. It does so through a number of ways including, but not limited to: (i) working with local teams from various sporting codes to create sustainable sport development pathways, (ii) identifying and eliminating cultural barriers that impact the retention levels of migrant youth who join local clubs; (iii) encouraging representatives from local

teams to join MMRC organised sporting sessions. Multisport programs that took place this year include; Indoor Soccer program, Multicultural Swim and Survive program and an Afghan Girls Only Volleyball program.

- **School Holiday Programs** is designed to engage eligible participants in free sporting activities during school breaks. Activities include physical recreation and modified adventure sports that are facilitated by qualified coaches. Young people learn new skills, meet new people, and have fun during these engaging and stimulating activities. Children with limited English have benefited from this program because it provides an opportunity to build friendships and support. MMRC continues to liaise with different sporting codes to run modified sessions and/or clinics during these periods. During the October school break in 2015 two soccer programmes were held attracting 31 people in attendance.
- As a **Referral Agent** for KIDSPORT Scheme, MMRC continued to liaise with local sporting clubs to create opportunities for migrant youth to participate in sport. This is an important government scheme that enables children to participate in community sport and recreation by offering financial assistance towards club fees. Since the beginning of the financial year, MMRC have been able to refer 28 young people.



The Eagles — MIST Champions and the Sword Boys Captain (runner's up) on the top far right.



Top 10 participants in the 2016 Star Search Grand Finale

## Mentoring and Employment Pathways

The *Mentoring and Employment Pathways Program* was launched in 2015. The program is funded by Department of Social Services. Gaining stable, adequately remunerated, fulfilling employment is a significant contributor towards successful resettlement for people from refugee and humanitarian backgrounds. During the financial year, the program attracted 63 clients from a variety of ethnic communities. A significant milestone was reached with the setting up of the Employment Mentoring Project. MMRC has been successful in attracting high calibre volunteer mentors who have been assisting and supporting the clients in their employment search. Nine mentors were successfully matched with mentees.

The Careers and Employment Expo held on 18<sup>th</sup> February 2016 was another highlight of the program. This event was well attended with over 300 attendants visiting the different stalls to meet with a range of employment service providers, Registered Training Organisations (RTO's), Department of Social Services, Universities, and other organisations involved in migrant and refugee settlement.

Within the program, several information sessions and workshops were held, ranging from childcare training information, strawberry picking job information sessions, English for work to a special workshop organised in collaboration with Skilled Migrant Professionals on keys to employment success. In addition, a range of information sessions and workshops were held with RTO's such as Meerilinga, LearnEd and Stanley College.

A number of employers have been contacted with a view to providing support to clients from CaLD backgrounds. Consequently, eligible clients were linked to employers both for volunteer opportunities, work experience and sustainable employment. Similarly clients were referred to training organisations to acquire new skills and qualifications or enhance their current qualifications.



Skills for employment workshop held in Partnership with Skilled Migrant Professionals

## Migration Assistance Program - SSA

This program was funded by the Department for Social Services until 30<sup>th</sup> June 2016 and provided advice and assistance with preparation of visa applications to eligible clients on sponsorship for their family members.

MMRC Migration Agent conducted 289 individual sessions to assess the client's request. 44 applications were prepared and lodged with Department of Immigration and Border Protection (DIBP). Six group information sessions were conducted to cover topics such as legislation and policies in relation to visa applications and sponsorship, the preparation and lodgement of the Visa Applications, as well as the current visa processing priorities.



During this financial year, 337 individual consultations and six community information sessions were conducted by our Migration Agent.

Migration Agent –  
Annie Neleman.

## Immigration Advice and Application Assistance Scheme (IAAAS)

This program is funded by the Department of Immigration and Border Protection to assist eligible community members who are experiencing financial hardship and require migration advice in relation to their own visa applications or their sponsorships for overseas relatives.

## Multicultural Support – Community Services Sector (MS-CSS)

The Multicultural Support – Community Services Sector (MS-CSS) Service operates with the financial support of the Department of Local Government and Communities to enhance the capacity of eligible organisations to engage and work with clients from culturally and linguistically diverse background in a competent and appropriate manner.

Multicultural support is offered through a range of activities that are flexible to change in order to respond to the unique needs of the diverse range of community services.

The service provides:

- Formal half day or one day cultural diversity training, generic or specialised that can be tailored to the organisation's needs.
- One-on-one consultations, coaching or agency information sessions.

- Workplace training to provide service providers hands on experience with CaLD communities through outings, and fun activities. Service providers can interact with individuals in an informal and friendly environment whilst gaining firsthand knowledge and skills to be able to work in a culturally sensitive manner.
- Workplace based workshops.

During the year the program provided several different activities ranging from whole day formal cultural awareness trainings to individual coaching to over twenty four different services including Cities of Bayswater, Gosnells, Swan and Stirling, The Dungeon, Meerilinga, Parenting Services and many more.

The Multicultural Support Service partnered with City of Swan and started a cooking class in Ballajura. The class is attracting CaLD women from both new and emerging communities and well established ones.

The Multicultural Support Service co-chairs the Mirrabooka Harmony Committee. The Committee has representations from most local services in the area.

The MS-CSS Coordinator started a series of community consultations focusing on youth settlement challenges through the eyes of CaLD youth and the gaps that exists in the youth sector. The outcome of these consultations will be finalised in early in the 2016/17 financial year.

The MS-CSS Coordinator partnered with the City of Stirling-Multicultural Officer to run a training day for service providers to enhance their knowledge on Syrian refugees.

The MS-CSS Coordinator endeavours to keep up to date with new services, changes and other trends that might have an effect on community services through actively participating in networks, meeting and working groups including Social Inclusion, celebrating diversity, East Metropolitan CaLD network, Department of Human Services Consultative Forum, combined CaLD network and others. The MS-CSS Coordinator represented MMRC on the Harmony Committee to celebrate cultural and linguistic diversity in Mirrabooka.

## Family and Community Support Program (FaCS)

This Service operates with the financial support of the Department of Local Government and Communities.

### Family and Support Counselling Service

The counselling service offers support to families and individuals. The service assists the individual and families to address their needs by enabling them to identify and build on their strengths. Services are provided on a

universal basis in response to diverse and varied needs of the client. Service recipients receive counselling, relevant information, enhance their knowledge and skills and are referred to appropriate programs in the agency. Clients are also connected with community support networks and other resources within the community.

The issues that were most commonly dealt with were:

- |   |                                       |
|---|---------------------------------------|
| • Relationship and parenting concerns   | • Postnatal depression                |
| • Parent child conflict                 | • Career issues                       |
| • Teenager issues                       | • Accommodation and housing issues    |
| • Conflict resolution and communication | • Immigration concerns                |
| • Decision making process               | • Anxiety issues                      |
| • Anger management                      | • Depression through social isolation |
| • Domestic violence                     | • Financial and legal issues          |
| • Family separation and divorce         | • Grief and loss issues               |
|   | • Physical health issues              |

Access to the service is through referral from MMRC staff, external agencies and self-referrals. Telephone counselling and home-visit services are available. This year the counsellor provided service to 224 clients, 149 female and 75 male. All together there were 351 sessions held with clients.

The clients came from the following cultural backgrounds/countries:

- |               |                |
|---------------|----------------|
| • Afghanistan | • Iraq         |
| • Burundi     | • Italy        |
| • Cambodia    | • Jordan       |
| • China       | • Lebanon      |
| • Congo       | • Mauritius    |
| • Egypt       | • Myanmar      |
| • Ethiopia    | • Philippines  |
| • Eritrea     | • South Sudan  |
| • East Timor  | • Sierra Leone |
| • El Salvador | • Sri Lanka    |
| • Ghana       | • Syria        |
| • India       | • Uganda       |
| • Iran        | • Vietnam      |

### Parenting Service

MMRC is very aware that being an effective parent does not come automatically and that parenting young children and teenagers is very demanding. MMRC believes parenting is like any other skill, it comes with plenty of practice and experience. There is no simple guidebook on how to become a good parent. The service empowers parents with effective child management so that both

parent and child feel respected and the children develop a sense of right and wrong helping them to act with consideration. Teaching parents how to communicate positively with their children is one of the first steps to grow happy families. The parenting service includes:

- How to communicate positively.
- Tips to find appropriate ways of managing and enjoying our young.
- Teaching of skills to guide children's behaviour.
- Information on child development and children's needs of different ages.
- Referral for more specific parenting needs.

This service has been delivered in two different ways, either clients attended single counselling sessions to discuss individual parenting needs (with part or whole family) or they have been attending a psycho-educational group to build confidence and learn new skills to effectively manage their own parenting needs.

### Parenting Information for Newly Arrived Families

The service provides information and advice about raising children in Australia. We offer support to parents to learn new parenting skills, understand their legal obligations in Australia, gain knowledge about parenting service providers and childcare.

Strategies for support include:

- Collaboration with families.
- Family communication.
- Disciplining children.
- Encouraging families to play with children, share traditional stories, explore different food to promote healthy eating.

### Community Group work

The community group work provides a range of different psycho-educational group settings to enhance knowledge, confidence and life skills. These groups are enhancing the practical skills development, relationship building and personal development. These groups are run in relevance to the client's needs, enable the participants to build their capacity, manage current and future issues. The same individuals attend a number of sessions on repeated occasions, each session building on information from the previous one through interactive learning.

The following community group sessions were held:

- **What is a healthy relationship and how to maintain it?** This session was attended by participants from Afghan, African, Iraqi, Middle Eastern and Myanmar communities.

- **Stress Management.** This session was attended by participants from Afghan, African, Middle Eastern and Myanmar Communities.
- **Parenting and Nutrition in Australia.** This session was attended by participants from Afghan, African, Iraqi and Myanmar communities.
- **Healthy Relationship.** This session was attended by girls aged 12-16 years old from Afghan, African, Middle Eastern and Myanmar backgrounds.
- **Women's Health, Physical and Mental Health.** This session was attended by participants from African, Middle Eastern and Myanmar Communities.
- **Energy Saving Workshop.** This session was attended by participants from Afghan, African, Burmese and Iraqi communities.



Belly dancing group/Stress management workshop

### African Leadership Initiative (ALI)

The African Leadership Initiative program (ALI) is a leadership program sponsored by the West Australian State Government via the Office of Multicultural Interests (OMI) three years Multicultural Partnership Program 2015-2018. The program is managed by MMRC and delivered in partnership with South Metropolitan TAFE.

In February 2016, MMRC appointed Violet Arrey as Coordinator for the ALI program to ensure community consultation and contribution in the program. A Steering Committee of 14 members including representatives of African organisations and individuals from African communities was established. The Steering Committee meets monthly to discuss matters relating to the realisation and effectiveness of the program. MMRC has enrolled 30 African community members from various communities, groups and organisations in the program. Given the number of participants, two workshops were established to accommodate participants north and south of the river.

On 22<sup>nd</sup> June 2016, MMRC and South Metropolitan TAFE organised an orientation session and the first day of Training for students enrolled in the ALI program (South of the River). South Metropolitan TAFE appointed Ms Catrina-Luz Aniere who has over 20 years' experience running similar projects in an intercultural context. She is also the CEO of Millennium Kidz and the Wagtail Project. The enrolled participants come from approximately 12 African communities in Western Australia. Approximately 50% of enrolled participants are also members of community groups and organisations. Participant's ages range from 20 years to 65 years old with 12 females and 18 males.

MMRC is pleased with the milestones already achieved and the community response and support for this pilot program.



ALI Steering Committee



Orientation/first seminar in June with South of River participants

## Multicultural Seniors Program

MMRC auspiced a grant for African HACC Services WA Inc. to provide culturally based activities for seniors from multicultural backgrounds aimed at reducing isolation and promoting physical and mental well-being. Several sessions were held with seniors at Herb Graham Centre. The program was held from July 2015 to June 2016. Seniors from African, Afghan and Burmese communities attended the program.

## Sharing Stories

Sharing Stories was an innovative health promotion and support program in sexual health and blood borne viruses (BBV) funded by the state Department for Health until 31<sup>st</sup> March 2015.

## Community Education

The Community Educator delivered a total of 17 Community Education sessions for the CaLD community in collaboration and partnership with various stakeholders including SSA program, HepatitisWA, AMEP (Perth and Leederville Campus), Boyare Primary School, SSA Youth and Mirrabooka Senior High School.

The Community Educator developed partnerships with relevant agencies to support community educators including; From Nothing to Something MOVEMENT, HepatitisWA and WA Aids Council. Furthermore a total of 28 community educators were trained in sexual health information and how to appropriately deliver sexual health information in a cultural context. These community educators included members from within the CaLD community including young people, bilingual workers, volunteers, and community ambassadors.

Partnerships for the development and/or revision of CaLD friendly sexual health education resources were established with The Australian Multicultural Alliance on Sexual Health and the Australasian Society for HIV, Viral Hepatitis and Sexual Health Medicine in which Sharing Stories would contribute to the design of new national STI, HIV, Hepatitis C and Hepatitis B resources for CaLD communities. In addition Sharing Stories had provided feedback to various health/service providers on how they can make their sexual health resources more culturally appropriate.

## Peer Education

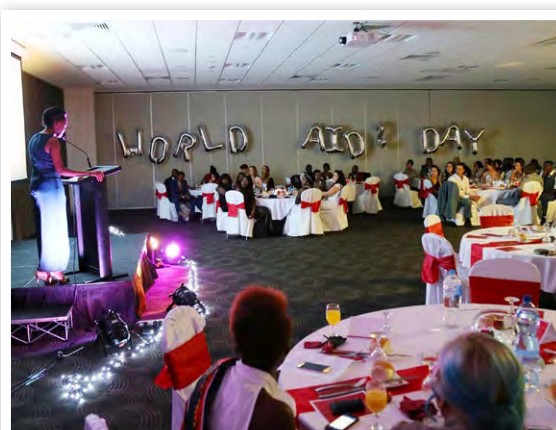
Peer educators facilitated drop in sessions for young women from CaLD backgrounds. An average number of 12 young women between the ages of 12 to 23 on a weekly basis. These young women come from Sierra Leone, Congo, North and South Sudan, Liberia, Zambia and Ivory Coast. The main objectives for the sessions were

to increase STI and BBV health literacy, uptake of harm minimisation strategies and address determining factors impacting the young women's help seeking behaviours.

The journal article 'Evaluating the Sharing Stories youth theatre program: an interactive theatre and drama-based strategy for sexual health promotion among multicultural youth' was accepted to be published in the Health Promotion Journal of Australia.

## World AIDS Day

The annual World AIDS Day event organised by the Sharing Stories and in partnership with WAAC was held on 5<sup>th</sup> December 2015. Celebrating World AIDS Day received high recommendations from the public with over 100 community members attending the Event. The event aimed to increase community awareness, health literacy, knowledge, attitudes and behaviours around HIV, sexual health and risk reduction strategies and increase social influence and cultural norms to reduce stigma around HIV and related issues and increase community understanding regarding individual rights and health responsibilities.



World AIDS Day - HIV Ambassadors and Attendees

## Cultural Diversity Training

MMRC's cultural diversity trainings provides interested organisations and individuals with an increased knowledge and awareness of the issues facing people from the new and emerging communities. Cultural diversity training provides:

- Current information and education around the contemporary cultural diversity landscape in Australia.
- Baseline skills in working in a culturally competent manner with both colleagues and clients.

MMRC employs several methods of training to suit the organisation and/or industry of choice. The following are the training methods utilised:

- Formal training.
- Informal training/workshops.
- One-on-one consultations.

The cultural diversity training sessions are customised to suit the requirements of individual organisations starting with a friendly discussion to understand what your agency is seeking to achieve. Training sessions vary in duration according to needs, from 2 hours to a full day.

MMRC provided several training sessions to Government and non-government agencies.

## Bilinguals and Volunteers

The work of dedicated and professional bilingual workers and volunteers is integral to the success of a variety of programs run by the Centre including HSS, SSA and Family Support.

All bilingual workers and volunteers have an approved Working with Children Check and Police Clearances. They receive regular training in MMRC's Practices and Policies and work closely with staff in a strong support network.

MMRC continues to provide crèche workers to Perth Family Relationship Centre.

MMRC extends its sincere gratitude and appreciation to all bilingual workers, volunteers and crèche workers for their invaluable work and contribution.

## Pro Bono Migration Agents

Pro Bono Migration Agents have been providing free migration advice regularly assisting eligible clients in their initial migration concerns and MMRC extends its appreciation for their dedicated and professional work to the Centre.

## Staff Group Photos

MMRC acknowledges and thanks Pejam Davoodi for his generosity and time in providing free photography for this Annual Report.



Managers: Noel Whitehead, Florence Muvandi Tressler and Paul Rafferty.



Community Development Team:  
Terese Micallef, Gabi Wiedemann, Samuel Riek,  
Florence Muvandi Tressler, Violet Arrey and Hanan Abu-Laban.



Business Development, Administration and Finance Team:  
Noel Whitehead, Daffodil Sawmei, Agnes Appudurai,  
Florence Muvandi Tressler, Shahnaz Kazemi and Mohit Kumar.



Client Services HSS and SSA Teams – from top left:  
Rasha Saweris, Zainab Abbas, Elaine Atkins, Elizabeth Scully, Runya Marimo, Nora Almady,  
Olwyn Heredi, Suhair Mustafa, Marlene Cunningham, Brigitte Tha Heh, Say Paw Hay, Nasrin Naseri,  
Hassan Sayed Ahmad, Paul Rafferty, Eh Soe Kyat Oo, Ahmad Cheaib and Ali Reza Hussaini.

# Auditor's Report

ABN: 60 131 630 845



metropolitan **MIGRANT**  
resource centre inc

## STATEMENT BY MEMBERS OF THE COMMITTEE

The Committee has determined that the Metropolitan Migrant Resource Centre Inc ("the Association") is not a reporting entity.

The Committee has determined that this special financial report should be prepared in accordance with the accounting policies in Note 1 to the accounts.

In the opinion of the Committee the financial statements as attached: -

1. present fairly the financial position of the Metropolitan Migrant Resource Centre Inc as at 30 June 2016 and the results of the Association for the year ended on that date, and
2. at the date of this statement, there are reasonable grounds to believe that the Metropolitan 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 Committee and is signed for and on behalf of the Committee by:

Iqbal Samnakay  
Chairperson

Date: 15/9/16

Henrietta Fernandes  
Treasurer

Date: 15.9.16

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## Anderson Munro & Wyllie

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*Liability limited by a scheme approved under Professional Standards Legislation*

### **Independent Audit Report to the Members of Metropolitan Migrant Resource Centre Inc**

#### **Report on the Financial Report**

We have audited the accompanying financial report, being a special purpose financial report, of Metropolitan Migrant Resource Centre Inc ("the Association"), which comprises the balance sheet as at 30 June 2016, income and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, 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 accounting policies used and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The committee of the Association has determined that it is a non-reporting entity, because there does not exist any users of the financial report who are unable to command the preparation of reports to satisfy all their information needs. The financial report is therefore a special purpose financial report, which does not require the application of all Accounting Standards in Australia, and other financial reporting requirements. The committee of the Association has determined that the accounting policies used is consistent with the Organisation's financial reporting requirements and are appropriate to meet the needs of the members. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We 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 about whether the financial report is free from 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 judgement, including the assessment of the risks of 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 Association's preparation and fair presentation of the financial report 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 management, 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**

Anderson Munro & Wyllie are independent of Metropolitan Migrant Resource Centre Inc., and have met the independence requirements of Australian professional ethical pronouncements.

### **Opinion**

In our opinion the financial report presents fairly, in all material respects, the financial position of Metropolitan Migrant Resource Centre Inc as at 30 June 2016, and its financial performance for the year then ended in accordance with accounting policies described in Note 1 to the financial statements.

### **Basis of Accounting**

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 for the purpose of fulfilling the Committee's financial reporting responsibilities. As a result, the financial report may not be suitable for another purpose.

Dated the 9<sup>th</sup> day of September 2016 in Perth, Western Australia

### **AMW (AUDIT) PTY LTD**

ANDERSON MUNRO & WYLLIE

**ANDERSON MUNRO & WYLLIE**  
Chartered Accountants

**BILLY-JOE THOMAS**  
Director

## Financial Statements

### METROPOLITAN MIGRANT RESOURCE CENTRE INC BALANCE SHEET AS AT 30 JUNE 2016

	Note	2016 \$	2015 \$
<b>Current Assets</b>			
Cash at Bank		562,038	406,632
Petty Cash		1,911	1,653
Trade and Other Receivables		307,302	470,271
Prepayments		54,450	-
<b>Total Current Assets</b>		<b>925,701</b>	<b>878,557</b>
<b>Non-Current Assets</b>			
Property, Plant & Equipment	3	51,516	80,559
<b>Total Non-Current Assets</b>		<b>51,516</b>	<b>80,559</b>
<b>TOTAL ASSETS</b>		<b>977,217</b>	<b>959,116</b>
<b>Current Liabilities</b>			
Creditors & Accruals	4	204,227	283,782
Provision for Unexpended Grants		49,876	29,529
Grants & Payment in Advance		35,000	41
Provisions	5	509,648	519,464
Other Current Liabilities	6	6,412	6,545
<b>Total Current Liabilities</b>		<b>805,163</b>	<b>839,361</b>
<b>Non-Current Liabilities</b>			
Provisions	5	11,258	49,258
<b>Total Non-Current Liabilities</b>		<b>11,258</b>	<b>49,258</b>
<b>TOTAL LIABILITIES</b>		<b>816,421</b>	<b>888,619</b>
<b>NET ASSETS</b>		<b>160,796</b>	<b>70,497</b>
<b>EQUITY</b>			
Accumulated Deficit	7	(23,717)	(79,095)
Vehicle Replacement Reserve	8	184,513	149,592
<b>TOTAL EQUITY</b>		<b>160,796</b>	<b>70,497</b>

The accompanying notes form part of the financial statements

**METROPOLITAN MIGRANT RESOURCE CENTRE INC**  
**INCOME AND EXPENDITURE STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2016**

	2016 \$	2015 \$
<b>INCOME</b>		
Grant Income	1,643,269	1,590,143
Fees for Services	2,237,469	2,554,855
Interest Received	20,760	14,941
Other Income	83,989	225,414
<b>TOTAL INCOME</b>	<b>3,985,487</b>	<b>4,385,354</b>
<b>EXPENSES</b>		
Accounting & Auditing	9,397	16,381
Administration Charges (Net)	3,077	-
Advertising	2,065	11,835
Bank Charges	552	741
Bookkeeping	53,853	59,514
Cleaning	6,177	5,964
Committee Expenses	1,790	3,662
Conference & Seminars	1,906	418
Consultants	53,191	4,186
Depreciation	37,111	60,841
Electricity	19,943	19,034
Maintenance & Repairs	44,764	98,798
HSS Fees	785,411	1,081,630
Insurance	21,087	9,343
Library & Literature	225	450
Memberships	3,393	3,577
Motor Vehicle Expenses	104,644	119,487
Occupation Expense	33,196	33,473
Office Expenses	22,926	34,449
Other Expenses	34,402	47,475
Project Expenses	76,483	76,494
Employee Entitlement Provisions	1,275	47,172
Rent	150,799	152,724
Red Cross Expenses	-	143,483
Salaries	2,139,428	2,182,887
Staff Amenities	2,412	3,626
Superannuation	194,718	201,908
Telephone & Fax	32,228	35,722
Training & Staff Welfare	8,026	212
Translations	25	486
Transport & Travel	489	3,976
Volunteer Expenses	100	99
Workcover	23,049	26,517
Project Provisions	20,046	29,529
Work Ready Program Expenses	-	10,201
<b>TOTAL EXPENSES</b>	<b>3,888,188</b>	<b>4,526,293</b>
<b>NET SURPLUS/ (DEFICIT)</b>	<b>97,299</b>	<b>(140,940)</b>

The accompanying notes form part of the financial statements

## **METROPOLITAN MIGRANT RESOURCE CENTRE INC**

### **NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016**

#### **1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

The committee has determined that the Association is not a reporting entity because there is unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs, and these accounts are therefore "Special Purpose Financial Reports" that have been prepared to meet the requirements of the members, the Associations Incorporation Act Western Australia and to provide specific financial information.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act Western Australia and the following Australian Accounting Standards:

AASB 110 Events After Reporting Period

No other applicable Accounting Standards or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values, or except where stated, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

**a) Income Tax**

The Association is a tax-exempt body and no income tax is payable.

**b) Fixed Assets**

Property plant and equipment are carried at cost less, where applicable, any accumulated depreciation. The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

**c) Employee Entitlements**

The amounts expected to be paid to employees for their pro-rata entitlement to annual leave and long service leave are accrued at pay rates applicable at year end. Long service leave is accrued after three years of continuous employment. This is considered necessary to ensure that sufficient funds will be available for relevant employees when the need arises, as grants received in the future years are unlikely to include a long service leave salary component to cover such expenditure.

**d) Grants in Advance**

These are amounts received before year end for on-going programs, but which are not allocated to be expended until a future date.

## METROPOLITAN MIGRANT RESOURCE CENTRE INC

### NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

- e) **Interest Received**  
Interest received from surplus funds held in the term deposit account is allocated to Metropolitan Migrant Resource Centre Inc.
- f) **Fees for Service**  
Fees for service are recognised as income in proportion to the stage of completion of the service at balance sheet date. No fees are recognised if there are significant uncertainties regarding recovery.

## 2. CONSOLIDATED PROGRAMS

Programs and Funding agreements in place for the year ended 30 June 2016.

Source	Program
Department of Social Services	SGP Family Reunion Migration
Department of Social Services	Humanitarian Settlement Services (HSS)
Department of Social Services	SSA – Employment Services
Department of Immigration and Border Protection	IAAAS
Lotterywest	Emergency Relief Grant
WA Department of Health	Sharing Stories
WA Department of Local Government and Communities	Family Support Grant
WA Department of Local Government and Communities	Multicultural Support - Community Services Sector

**METROPOLITAN MIGRANT RESOURCE CENTRE INC**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2016**

	2016 \$	2015 \$
<b><u>NOTE 3. PROPERTY, PLANT AND EQUIPMENT</u></b>		
Leasehold Improvements at Cost	115,827	115,827
Less: Accumulated Depreciation	<u>(115,827)</u>	<u>(115,634)</u>
	-	193
Furniture & Equipment at Cost	359,050	350,981
Less: Accumulated Depreciation	<u>(351,537)</u>	<u>(349,539)</u>
	7,513	1,442
Motor Vehicle at Cost	221,618	221,618
Less: Accumulated Depreciation	<u>(177,615)</u>	<u>(142,695)</u>
	44,003	78,924
	<u>51,516</u>	<u>80,559</u>
<b><u>NOTE 4. CREDITORS AND ACCRUALS</u></b>		
General Creditors	50,850	103,915
Payroll Liabilities	76,922	122,523
Accrued Expense	10,000	-
GST Payables	<u>66,455</u>	<u>57,343</u>
	<u>204,227</u>	<u>283,782</u>
<b><u>NOTE 5. PROVISIONS</u></b>		
<b>Current</b>		
Annual Leave	139,822	135,693
Long Service Leave	89,331	87,352
Severance Pay	238,495	254,418
Office Lease Liability	<u>42,000</u>	<u>42,000</u>
	<u>509,648</u>	<u>519,464</u>
<b>Non-Current</b>		
Long Service Leave	<u>11,258</u>	<u>49,258</u>
	<u>11,258</u>	<u>49,258</u>
<b><u>NOTE 6. OTHER CURRENT LIABILITIES</u></b>		
Deposits Held	2,700	2,825
Funds to be repaid	3,720	3,720
Fringe Benefit - Muvandi	<u>(8)</u>	<u>-</u>
	<u>6,412</u>	<u>6,545</u>

**METROPOLITAN MIGRANT RESOURCE CENTRE INC**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2016**

	2016 \$	2015 \$
<b><u>NOTE 7. ACCUMULATED DEFICIT</u></b>		
At Beginning of Financial Year	(79,095)	52,866
Net Surplus/ (Deficit) for the Year	97,299	(140,940)
Transferred (to)/ from Vehicle Replacement Reserve	(34,921)	8,979
HSS Accrued Income 2014/15 Reversal	(7,000)	-
At End of Financial Year	<u>(23,717)</u>	<u>(79,095)</u>

**NOTE 8. VEHICLE REPLACEMENT RESERVE**

At Beginning of Financial Year	149,592	158,571
Transferred from/ (to) Accumulated Surplus	34,921	(8,979)
At End of Financial Year	<u>184,513</u>	<u>149,592</u>

**NOTE 9. ECONOMIC DEPENDENCY**

The Association is dependant on grant funding and fees for service revenue for its continued existence and ability to carry on its normal activities.

**NOTE 10. SUBSEQUENT EVENTS**

No matters or circumstances have arisen since the end of the year which will significantly affect, or may significantly affect, the state of affairs or operations of the Association subsequent to the year ended 30 June 2016.

**NOTE 11. COMPARATIVE FIGURES**

Certain comparative figures have been restated to conform with current year's presentation.



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