



# ANNUAL REPORT 2019



METROPOLITAN  
MIGRANT  
RESOURCE CENTRE





# METROPOLITAN MIGRANT

RESOURCE CENTRE





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# FUNDING AND SUPPORT PROVIDED BY:

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## **Department of Social Services**

- Settlement Engagement & Transition Support (SETS)
  - Generalist
  - Youth Program
- Settlement Services Activity (SSA)
  - SSA Mentoring and Employment Pathways
  - Youth Leadership Development Program
- Kaleidoscope Mentoring Partnership Program (In Partnership with City of Stirling)
- Youth Connections Program

## **Department of Communities**

- Family and Community Support Services (FaCS)

## **Department of Home Affairs**

- Volunteering is Belonging

## **Office of Multicultural Interests**

- Multicultural Support – Cultural Competency Training
- African Leadership Initiative (ALI)
- Refugee and CaLD Social enterprise

## **Scanlon Foundation**

- Accessing Pathways to Business

## **WA Police**

- Community Grappling Program

## **MMRC**

- Migration Fee for Service Program

## **Lotterywest**

- Emergency Relief Grant
- IT Equipment Grant

## **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

**Iqbal Samnakay**

Chairperson, re-elected October 2018

**Daniel Stojanoski**

Vice Chair, elected October 2018

**Cassandre Hubert**

Secretary, elected October 2014

**Henrietta Fernandes**

Treasurer, elected October 2017

**Abdirisak Artan**

Appointed October 2017

**Albert Meyerkort**

Appointed October 2016

**Melanie Pearse**

Appointed October 2018

**Fadzai Susan Mamvura**

Appointed October 2018

**Bituin Balaguer**

Elected October 2018



# OUR VISION

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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

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

# OUR STRATEGIC OBJECTIVES

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## 1. Support for Individuals

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

## 2. Stronger Communities

Support for migrant communities, especially new and emerging communities, to develop their skills, knowledge, independence and capacity.

## 3. More Effective Organisations

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

## 4. MMRC capacity

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





## CHAIRPERSON'S REPORT

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There has been a change in the policy settings of government in funding niche and dedicated migration resource and settlement organisations such as the MMRC over the past few years. These policy changes have consequently placed significant pressure on the operating environment of the MMRC.

Fortunately, the MMRC has been able to respond to this changing environment, and credit goes to the skilled and dedicated staff that continue to provide high quality services to our clients within the funding parameters provided to us. A very tight funding envelope has meant that the MMRC has been operating under a joint management structure without a dedicated General Manager.

Additionally, the new operating environment has resulted in working partnerships being formed with the City of Stirling, Youth Futures, ISHAR, ASeTTS, and Multicultural Futures, for programs such as the Settlement Engagement and Transition Support (SETS) and Multicultural Enterprise Development. These partnerships will continue to mature, and it is expected that such partnerships will be the norm for the immediate future.

This financial year has also been the first full year in our newly leased premises. The staff have appreciated this improved work environment with the added benefit of some of our partners to share our workplace.

Finally, the management committee recognises the need to develop a new strategic plan for the coming five years. We recognise that there is a need to develop a commercial arm that works in parallel with the existing services provided through a grants program. A step in developing the new plan was a review of the operations of the MMRC as they currently stand. This review, conducted by Errol James and Jann McFarlane indicates that the operations of the MMRC as lean as they can be, however, additional funding sources are necessary to fulfil our desire to support the migrant community.

Finally, I thank the members of the management committee, who have volunteered their time on contributing to the direction of the MMRC.

**Iqbal Samnakay**  
*Chairperson*



## MANAGER'S REPORT

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The unique co-management leadership structure of MMRC has required close collaboration and decision-making alignment in a very challenging fiscal and service delivery environment and it has been a pleasure for both of us to work together to progress the important work of the Centre during the 2018/19 financial year.

Notwithstanding the financial challenges that MMRC has and still faces, along with many other small and medium sized specialist non-government organisations, it has been a productive and rewarding year for the Centre. MMRC, in partnership with Multicultural Futures, was successful with its application under the Commonwealth Government's Try, Test and Learn Tranche 2 Fund through which we were awarded \$1.011 million for the period March 2019 – June 2020. Working closely with the Department of Social Service (DSS), an intensive co-design process was undertaken during January 2019 and a formal grant agreement was offered by DSS and signed on March 21, 2019. The innovative Multicultural Enterprise Development (MED) project is now well underway and is already attracting considerable interest and achieving some positive early outcomes with participants. (more details are included later in this annual report). The MED project builds on the work done under the Social Enterprise Project in the latter half of 2018 which was funded by the WA Government through the Office of Multicultural Interests.

The Settlement Engagement and Transition Support (SETS) Program, which replaced the Settlement Grants Program (SGP) from the beginning of 2019, commenced successfully with good collaboration from consortium partners. MMRC is part of a consortium led by the City of Stirling which includes Ishar Multicultural Women's Health Services, Youth Futures, the Association for Services to Torture and Trauma Survivors and MMRC. The SETS consortium has established a 'Welcome Hub' at the Stirling Leisure Centres - Herb Graham, offering a one-stop shop for SETS clients. Staff from each of the consortium members are rostered four days per week at the Welcome Hub with most partners also delivering SETS services from their own premises. The consortium is working well with benefits to clients flowing from the co-location in the Welcome Hub and the strong relationships and well-established connections between the consortium partners. Under the new SETS contract arrangements however a significantly reduced level of funding (50% less or around \$600,00 per annum) was offered to MMRC compared to the previous SGP grants round and this required a re-design of the service model and reduction in staffing, service activities and other resources. This has resulted in substantial changes in MMRC's settlement services including reduction in the number of case workers and outreach services, cessation of its employment program and group activities such as Seniors Support, IT Literacy program, Women's, Men's and Mothers/Daughters swimming programs through the Royal Life Saving Society, and change to part time hours for the Youth Programs Coordinator.

Other new funding MMRC successfully applied for in the past year included a grant from the Scanlon Foundation with which we have been piloting, in partnership with Business Foundations, an adapted New Enterprise Incentive Scheme (NEIS) preparatory course for CaLD background clients interested in starting their own business. People from CaLD, and particularly refugee, backgrounds have not been well represented in the NEIS program which is a very successful and well-established business preparation program in Australia. The program aims to better prepare people from CaLD backgrounds for the NEIS program. Additionally, due to the collaboration with Business Foundations, the NEIS program they deliver will be better able to support clients from CaLD backgrounds. The Scanlon Foundation funding has enabled the preliminary piloting to be done and the MED program, through our continuing partnership with Business Foundations, allows further learning to occur and improvements to be made.

MMRC was also successful with its application for a grant under the Commonwealth Government's Fostering Integration program. The 'Volunteering is Belonging' program commenced in April 2019 and involves over 20 young people from migrant backgrounds in volunteering activities and workshops aimed at enhancing their connection to the broader community and increasing their employment readiness. Many of the participants in Volunteering is Belonging are also registering for the internationally recognised Duke of Edinburgh Bronze Award through Awards WA.

Late last year the WA Government sought applications for its Culturally Appropriate Family and Domestic Violence Support Services Grants Program. MMRC was a part of the successful consortium, led by Ishar Women's Health Service, that was awarded the funding for the 'Free from Domestic Violence' Program. While MMRC's role will only be a small one, it is important to be part of such a critical area of service delivery to our clients. MMRC has been very involved in promoting the need for culturally appropriate services in the area of family and domestic violence and our participation in the Free from Domestic Violence Program continues our commitment in this area.

The Kaleidoscope Mentoring Program, which MMRC runs in partnership with the City of Stirling, is now well established and embarking on its second cycle of mentor/mentee matching. More will be reported on the program in this Annual Report but it should be noted that the Kaleidoscope Program has won no less than three awards in the past year, including one which explicitly recognised the Mentoring Program run by MMRC. Congratulations to the whole Kaleidoscope Program Team but also a special mention of MMRC's Cema Santos who coordinates the Mentoring Program.

The African Leadership Initiative (ALI) which MMRC ran for three years concluded in November 2018. The ALI was an innovative and dynamic program which saw 170 people from 15 different African communities participate in structured activities run by the program, 49 of whom completed the accredited Certificate II in Leadership through South Metropolitan TAFE.

The Cultural Competency Training Program run by MMRC was moved from the auspices of the WA Department of Communities to the WA Department of Local Government, Sport and Cultural Industries. The contract with the Department will end in December this year and it is expected that there will be a re-tendering process for the program.

As this brief sketch of some of MMRC's activities indicates, the scope of areas where MMRC seeks to support refugees and other migrants is wide-ranging. However, there are certainly needs that are not being met either by MMRC or other service providers and clear gaps in settlement services have emerged, either because programs have been defunded or because new issues have arisen. For example, free migration advice services have been defunded and almost disappeared and what does exist has very narrow eligibility criteria. Many people, particularly from refugee backgrounds,

cannot afford to pay the commercial rate for these services. Sadly, there are also still too many instances of dishonesty and exploitative practices in the commercial migration industry. The National Disability Insurance Scheme is another area where it is clear that migrants and refugees are experiencing difficulties in navigating and accessing the Scheme. Computer literacy is almost a necessity to access, or comply with, government services and programs which are increasingly only accessible on-line (MyGov, Job Active dashboard for reporting and mutual obligations), this disenfranchises people and often sets them up for non-compliance.

MMRC needs to remain relevant by keeping abreast of the needs of the individuals, families and communities it seeks to serve. We are in the process of developing a new strategic plan for the 2020-2025 period in which we aim to set out a plan for effectively servicing clients as well as addressing organisational sustainability.

Ongoing challenges around sustainability will continue to require MMRC to be an agile organisation and develop self-funded business streams with a strong business development capacity. The Centre has learned to be resilient and staff and management are firmly committed to see MMRC meet these challenges into the future.

**Amanda Gillett  
and Paul Rafferty**  
*Co-Managers, MMRC*



# EMPLOYEES

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Arrey, Rose-Violet	Coordinator African Leadership Program/Project Officer, Volunteering is Belonging
Bayati, Benjamin	Community Development Coordinator/ Youth
Cheaib, Ahmad	Case Coordinator SETS
Dewar, Holly	Youth Programs Coordinator
El Rakhawy, Salma	Coordinator Family and Community Support Service Program
Ellis, Kayleigh	Community Development Coordinator/Employment
Gebremeskel, Tsige	Cleaner
Gillett, Amanda	Manager, Community and Organisational Development
Hay, Say Paw	Case Coordinator SETS
Hill, Leanne	Migration Agent
Imtiaz, Sarah	Community Development Coordinator/ Youth
Kyat, Oo Eh Soe	Case Coordinator SSA
Marimo, Runya	Administration Support Officer
Micallef, Terese	Youth Connections Program Coordinator
Mustafa, Suhair	Case Coordinator SETS
Mutamuliza, Rosemine	Project Coordinator, Multicultural Enterprise Development
Neleman, Annie	Migration Agent
Phillips, James	Project Officer, Multicultural Enterprise Development
Pyatt, Deborah	Training Coordinator
Rafferty, Paul	Manager Settlement Services, Business Development and Administration
Reos, Janete	Collective Enterprise Facilitator/Coordinator Social Enterprise
Santos, Iracema	Mentoring Coach – Kaleidoscope Mentoring Program
Saweris, Rasha	Case Coordinator SETS
Sawmei, Daffodil	Administration Support Officer
Tuteja, Mick	Coordinator Finance and Business Services
Whitehead, Noel	General Manager

# STUDENTS ON FIELD PLACEMENT

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**Jane Henshall**

**James Phillips**

**Mei Sze (Maisy) Shum**

University of Western Australia

North Metropolitan TAFE

North Metropolitan TAFE



# PROGRAMS

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## SETTLEMENT GRANTS PROGRAM (SGP) AND SETTLEMENT ENGAGEMENT AND TRANSITION SUPPORT (SETS) – GENERALIST

During the 2018/19 financial year the Settlement Grants Program (SGP), often previously referred to as Settlement Services Activities (SSA), ceased and was reviewed, restructured and tendered under the Settlement Engagement and Transition Support (SETS) Program. Both the SSA and SETS (Generalist and Youth) programs at MMRC were funded by the Department of Social Services (DSS) and operated for six months each with the SSA contract expiring on the 31 December 2018 and the SETS contract commencing the 1 January 2019.

In response to the SETS tender issued by DSS in May 2018, MMRC entered into a consortium arrangement with four other organisations which included Youth Futures, ISHAR Multicultural Women's Health Centre, Association for Services to Torture and Trauma Survivors (ASeTTS) and the City of Stirling, the latter as the consortium lead.

The City of Stirling led consortia were successful in the new SETS contract arrangements however a significantly reduced level of funding (50% less) was offered compared to the previous SGP grants round and this required a re-design of the service model and reduction in staffing, service activities and other resources. This including cessation of MMRC's employment program, case work outreach at Central TAFE as well as group activities for refugee and humanitarian entrants such as the Seniors Group, Women's, Men's and Mothers/Daughters swimming programs through the Royal Life Saving Society, IT Literacy program and youth activities particularly the popular and highly successful 'Star Search' program which showcased the talents of refugee young people.

A focal point of the consortium SETS delivery model is a 'Welcome Hub' which provides a one-stop-shop for responding to the needs of refugee and humanitarian entrants. The Welcome Hub commenced operation in late April 2019 at the Stirling Leisure Centres - Herb Graham and is resourced on a rostered basis four days a week by consortium members.

MMRC's Case Coordinators provided extensive case-work assistance, advice, referrals and advocacy for eligible humanitarian and other visa holders who have lived in Australia for less than 5 years. With special focus on an individual's needs, the case workers provided advice, information sessions, support groups, access to essential services and referrals to a wide range of community and mainstream services. During the year vulnerable clients were assisted with an extensive range of settlement issues including accessing new NDIS services which were rolled out in the City of Wanneroo, Citizenship, translations, document completion, accommodation, employment, resolving Centrelink benefit issues, financial hardship and English language. More broadly, clients are provided with the knowledge and skills to access key government and community services and to improve their social participation, economic well-being, independence, personal well-being and community connectedness.

In addition to case work, advice, referrals and individual advocacy, Case Coordinators provided the following:

- Outreach Services (Clarkson library and Central TAFE- the latter during the first half of the financial year only)
- Computer Classes (also during the first half of the financial year)
- Seniors Support Group with indoor and outdoor activities (as above)

- Citizenship Classes
- Living in Australia group information sessions
- Women's Support Groups
  - Hainsworth Women's Support Group
  - Clarkson Women's Support Group

#### SETS Program Summary from January to June 2019:

Outlet Name	No of Clients	No of Sessions
SSA Program - Generalist Mirrabooka Office	245	571
SSA Program - Generalist Clarkson Outreach Office	37	107
North Metropolitan Outreach Office	30	62
<b>TOTAL</b>	<b>312</b>	<b>740</b>

#### SSA Program Summary from July to December 2018:

Outlet Name	No of Clients	No of Sessions
SETS Program - Generalist Mirrabooka Office	296	616
SETS Program - Generalist Clarkson Outreach Office	6	6
<b>TOTAL</b>	<b>302</b>	<b>622</b>



**Transperth Information Session  
- Living in Australia**



**Tax Information Session - Living in Australia**



**Senior's Outing to Caversham Wildlife Park**



## SETTLEMENT SUPPORT ACTIVITIES (SSA) – YOUTH

From the beginning of 2019, the Commonwealth Government funded SSA program for humanitarian entrants who have been in Australia less than 5 years was replaced by the Settlement and Engagement Support (SETS) program. MMRC continues to provide youth activities under the new SETS program and this is reported on below.

Final activities run under the SSA (Youth) program included a highly successful school holiday program (September/October) with 141 participants and a swimming program for girls which had 16 participants. Activities such as Homework Hut and school-based life skills workshops continued until the end of the school year.



## SETTLEMENT ENGAGEMENT AND TRANSITION SUPPORT (SETS) - YOUTH

Since the commencement of the SETS program in January 2019, MMRC has facilitated several youth programs over both the school holidays and during the school term.

The Homework Hut program continued during Term 1 of 2019 to provide homework assistance to children and young people from humanitarian backgrounds who are SETS eligible (have been in Australia less than 5 years). The Community Grappling Program also recommenced in Term 1 with a focus on Karate. MMRC facilitated this program in cooperation with GKR Karate and with funding through the WA Police Force's Community Crime Prevention Fund. There were several themes and topics covered including respect, trust, integrity and striving to be a law-abiding citizen. 23 young people engaged in this program for the eight-week course run during the school term.

MMRC also conducted a Youth Camp in April 2019 that engaged 20 young people from refugee and migrant backgrounds. Activities that were facilitated focused on themes of teamwork and enabling a sense of belonging. The camp included participants from both MMRC's SETS

program and Youth Connections program and was held at the Ern Halliday Recreation Camp in Hillarys.

The Youth Programs Coordinator position was vacant for approximately 6 weeks from the end of April until mid-June so there was a hiatus in youth activities for this period. However, with the commencement of the new Coordinator, activities resumed and a successful school holiday program was run jointly by MMRC and Youth Futures during the July school holidays. This attracted approximately 70 young people over the course of the two-week program which involved various sporting activities and excursions to the cinema and Lake Leschenaultia. Whilst visiting Lake Leschenaultia, participants were also able to experience life on a local farm and increase their knowledge in farm practices focusing on self-sufficiency and sustainability.

Since July 2018, MMRC has engaged some 200 young people in more than 90 sessions of youth programs and activities.



Scavenger Hunt



Lake Leschenaultia Excursion



Photography Workshop



Community Grappling Program - Karate

## EMPLOYMENT PATHWAY PROGRAM

The Employment Pathways Program, which was part of the Commonwealth Government funded Settlement Services Activity (SSA) program, concluded at the end of 2018. SSA has been replaced by the Settlement Engagement Transition Support (SETS) program and MMRC is a partner organisation in the City of Stirling Consortium which was awarded a SETS contract which commenced in January 2019 (more about the SETS program is detailed elsewhere in this annual report).

The Coordinator of the Employment Pathways Program worked very hard to ensure that all active clients were transitioned into other employment and skills development programs before it concluded. The preparation course for the New Enterprise Incentive Scheme (NEIS) for clients from CaLD backgrounds was also developed and trialled under the Employment Pathways Program before it concluded. MMRC was fortunate in gaining a Scanlon Foundation grant to further develop this initiative which is now assisting participants in the Multicultural Enterprise Development program (also covered elsewhere in this annual report).



**Employment Pathways Coordinator Kayleigh Ellis with Connectivity Program Participants**

## YOUTH CONNECTIONS PROGRAM

The Youth Connections Program (YCP) funded under the Commonwealth Department of Social Services through their Community Resilience Grant program has completed its first year. The YCP works in partnership with Dianella Secondary College (DSC) and Balga Senior High School (BSHS) with their years 10-12 students from refugee/migrant backgrounds regarding positive post-school pathways; employment, vocational education and training, or tertiary pathways. The program's objectives are to increase the knowledge and confidence of those students in making informed decisions on post-school pathways along with working with the families to assist them to better understand the Western Australian education system and post-school options.

The program uses a variety of delivery methods including workshops, information sessions, excursions to career expos and various tertiary/

vocational institutions, annual camps and one-on-one support. The program also supports the engagement of parents from multicultural backgrounds in school activities and events. In the 2018/2019 financial year over 630 young people and families were engaged with the YCP including servicing 105 individual clients with a total of 133 sessions facilitated; this includes one-on-one support, information sessions, excursions, activities and events. The YCP would like to thank our stakeholders in supporting the programs activities; staff at both BSHS & DSC, University of Western Australia, Edith Cowan University, The University of Notre Dame, Curtin University, Curtin AHEAD, Murdoch University, Jobs and Skills Centre, North Metro TAFE, MYVISTA, Meath Care Inc, Italian Aged Care Inc, and The Smith Family.



**Part of the participants from the MMRC Youth Camp and representatives from ECU, Murdoch, Curtin/Curtin AHEAD, Notre Dame, JSC & NMTAFE**



**Participants experiencing the pop-up expo on the MMRC Youth Camp**



**Young people attending the 2019 Perth Career and VET Exhibition**



**Attendees at the YCP Launch at DSC held on 31 Aug 2018**

## MULTICULTURAL SUPPORT – CULTURAL COMPETENCY TRAINING

The Multicultural Support – Cultural Competency Training program contract was transferred from the Department of Communities to the Department of Local Government, Sports and Cultural Industries from 1 January 2019. The Department's Office of Multicultural Interests now administers the program.

The program coordinates and delivers cultural competency training and activities with the community services sector to improve service responses to people from culturally and linguistically diverse (CaLD) backgrounds.

Outcomes	Jul - Dec 2018	Jan - Jun 2019	Total
Workshops/activities	39	35	74
Organisations reached	105	48	153
Number of participants	486	238	724

The Training offers three kinds of workshops based on duration. The specific details of the training to be provided is decided in consultation with the organisation requesting the training; but the workshops fall broadly into 3 categories:

- **2 hour session:** Let's Start the Conversation about Cultural Competency.
- **Half Day:** Lets Solve Some Real Issues with CaLD clients.
- **Full Day:** Cultural Competency: Theory and Practice.

In addition, there are two categories of training. They are organisation specific and generic training for clusters of organisations. The Generic workshops are held at the MMRC premises, as well as at Mercy Care's Merriwa Community Hub and Mirrabooka Family Support Network. There were seven generic workshops held in this period. The remainder of the workshops were specific to the requirements of the requesting organisation which enabled the training to be placed into a work context.

The half day and full day sessions include Cultural Advisors who present their stories to the participants and participate in a Question and Answer (Q & A) session. The choice of cultural advisor is based on the cultural advisors' experience and insight they can bring about the migration/refugee experience and the process of learning to adapt to a new cultural environment in relation to culture and settlement in Western Australia.

For best practice purposes workshops are evaluated to ensure that continuous improvements can be made. The evaluations have consistently been positive with constructive qualitative feedback from participants and an average score of 4.7 (5 being the highest score) being given in response to the question "Would you recommend the training?"

## FAMILY AND COMMUNITY SUPPORT PROGRAM

The Family and Community Support Service supports individuals and families experiencing difficulties by providing culturally sensitive counselling to assist them to identify and work through a variety of issues that may have limited their successful settlement and full participation in society. Clients are encouraged and supported to build healthy and respectful relationships, improve understanding and communication within the family, and build on their strengths, skills, confidence and knowledge in order to become self-sufficient. The Service is funded by the WA Government through the Department of Communities.

The issues that presented most commonly in counselling were:

- Family and domestic violence
- Intergenerational conflict
- Family and relationship conflict
- Parenting
- Identity and self-esteem
- Life skills and coping issues
- Acculturation and settlement stress (including social isolation, language barriers, financial stress, unemployment, migration issues, housing concerns etc.)
- Mental health issues (including trauma, depression, anxiety and emotional dysregulation)
- Legal issues and Child Protection concerns

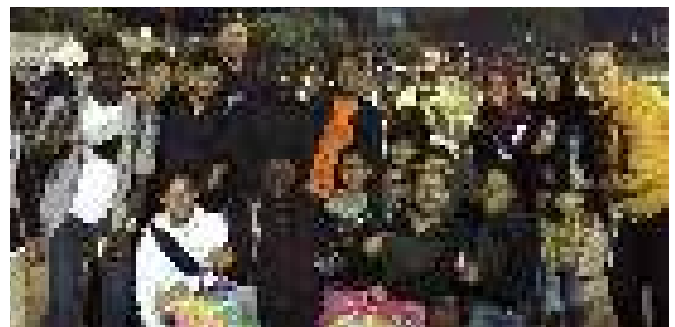
Referrals were received internally through the various MMRC programs, as well as externally through networks and agencies such as the Mirrabooka Joondalup Family Support Network. Clients can also self-refer. The Service provides individual and family counselling both in the office as well as in an outreach capacity via home visits.

This financial year, 78 clients were provided with a counselling service, representing a total of 273 individual consultations. Additionally, 282 clients attended a total of 19 events and workshops.

During the past year, the Service saw an influx of complex presentations with multiple needs, requiring particular attention including advocacy and support. These included health and medical issues, including both physical and mental health problems, trauma, and visa and immigration concerns. As with previous years, family and domestic violence and intergenerational conflict (requiring parenting support and family counselling) were once again common presenting issues.

The Service also ran several events and workshops throughout the year, primarily Family Life in Australia Workshops developed specifically for families which explores raising children in Australia, family mental health and wellbeing, and understanding legal obligations around family in Australia. This was done in partnership with various community organisations such as the Australian Red Cross who deliver the Humanitarian Settlement Program (HSP), and some schools. The counsellor also worked alongside the Cultural Competency Program, providing expertise in developing workshops tailored to services working with CALD clients in areas of parenting and mental health to assist them to provide a more culturally appropriate service, and therefore improve client access to services.

The FaCS program recently received an extension of two years from the Department of Communities.



Family Fun Day at The Perth Royal Show



## MIGRATION SERVICES

At MMRC, we provide two types of migration services, pro bono immigration advice and fee-for-service immigration assistance.

Pro bono immigration advice is available to all community members who are financially disadvantaged and seek initial migration advice in terms of their own visa status or visa options for their overseas family members. 238 Pro Bono migration advice sessions were provided this year. This service does not receive funding from any state or federal government agency, and is fully funded by MMRC itself, in order to continue addressing the gap between lack of government funded immigration support and complex challenges which disadvantaged community members are facing when it comes to immigration matters.

MMRC's fee-for-service Immigration assistance has been delivered from MMRC since September 2017, and is both well-received and in high demand by the wider community, especially CALD communities from both metropolitan area and WA regional areas. Under this program, our registered migration agent not only provides assistance in immigration related matters in front of the Department of Home Affairs and Administrative Appeal Tribunal (AAT), also supports clients in their applications for Australian Citizenship. In this program year, 124 clients engaged in MMRC's immigration fee-for-service.

MMRC continues to operate its Outreach Migration Service at Bentley Library making it easier for clients south of the metropolitan area to access both pro bono and fee for service immigration assistance.

## AFRICAN LEADERSHIP INITIATIVE (ALI)

The African Leadership Initiative, funded by the WA Government through the Office of Multicultural Interests, concluded at the end of 2018. Altogether, 170 people from 15 different African communities participated in structured activities run by the program. The accredited Certificate II in Leadership run by the South Metropolitan TAFE was completed by 49 participants and 61 participants completed at least either the Certificate II or the annual Leadership Retreat with some completing both.

Participant satisfaction with the program was high with at least a 90% satisfaction rate for the program in relation to advancing leadership

skills, accessing opportunities, and expanding networks. A Grand Finale and Launch of the ALI Alumni Network, which incorporated the 2018 graduation ceremony, was held on November 10 at the Pagoda Spa and Resort.

ALI was an innovative and sometimes challenging program with lots of lessons learned. MMRC thanks all the participants for their efforts and commitment, as well as Violet Arrey who skilfully coordinated and delivered the program.



**ALI Graduates with City of Stirling Mayor Mark Irwin and MMRC Chairperson Iqbal Samnakay**

## KALEIDOSCOPE MENTORING PROGRAM

MMRC delivers the Kaleidoscope Mentoring Program (KMP) as part of the City of Stirling's Kaleidoscope initiative. The Kaleidoscope project aims to harness the economic benefits of its diverse population by helping newcomers to Australia secure employment in their field of expertise and support employers to benefit from this diverse workforce

In February 2019, The Kaleidoscope Mentoring Program (KMP) was officially launched. The first intake resulted in a total of 70 mentee

applications being received of which 25 were selected against the eligibility criteria to join the program. We completed KMP 2019 Cycle 1 from February 2019 to May 2019 with 23 mentee-mentor matches. A total of 11 out of these 23 mentees have secured jobs in their professional fields

We opened mentee applications for KMP 2019 cycle 2 intake to start in August 2019 on 30 May 2019 and have received 88 mentees and 60 mentors' applications.



The Kaleidoscope Mentoring Program now has 180 mentors in its database. Recruitment of mentors takes place through a variety of channels including:

- Developing mentoring partnerships with employers (employer partners)
- Referrals by Employer Partners
- Referrals from stakeholder/Professional Immigrant Associations
- Individual Expression of Interests (by professionals)
- Number of Expression of Interests received to become a mentor under the project.
- Number of referrals received from KI Employer Partners/ partner agencies

Mentees are also recruited through a variety of channels including:

- Online platforms including e-newsletters, website and social media channels
- Working with Settlement agencies to refer their clients to KMP for mentoring
- Personal referrals from stakeholders working with KI or KMP
- Working and partnering with cultural organisations and Professional Association Leaders

- Working with various KI service provider partners
- Working with Higher Educational Institutions to enlist final year or graduating migrant students who are job-ready and interested in becoming mentees.
- Mentoring Documentation Completed
- Number of Expression of Interests received to become a mentee under the project
- Number of referrals received from stakeholders/partner agencies.

Recently the Kaleidoscope Mentoring Program received the following awards:

- National Awards for Local Government's Excellence
- National Awards for Local Government's Multicultural Australia – Cohesive Communities' Category
- 2019 IPAA Achievement Organisational Award for the Best Practice in Collaboration Across Government Agencies.



Orientation day – Pilot



Orientation day – Intake

## SOCIAL ENTERPRISE PROJECT

In late June 2018, the Metropolitan Migrant Resource Centre (MMRC) commenced a Refugee and CaLD Social Enterprise Project following its successful strategic grant application to the Office of Multicultural Interests. The project involved exploring suitable models for a social enterprise as an innovative employment, work experience and training program to assist refugees, humanitarian entrants and groups from culturally and linguistically diverse (CaLD) backgrounds to develop sustainable business ventures.

The Refugee and CaLD Social Enterprise Project was a response to the high rate of unemployment in the Mirrabooka and surrounding areas resulting from multiple barriers impacting CaLD, and in particular refugees' communities. The project had two main components:

- A research component which involved consulting with refugee communities to explore their interests and existing skills; and
- An exploratory exercise involving five women from Middle Eastern backgrounds in trialing a social community catering business.

The research study was conducted during the period 26 Aug 2018 to 26 Nov 2018 and involved 115 participants from nine consultation sessions and six face-to-face interviews with community leaders. The research showed that there are marketable skills in the community especially culinary skills. Three models emerged from the study as having potential for development - Social Community Catering, Lunch Express and Sterling Compost.

The Social Community Catering trial which was subsequently developed took place over 12

weeks and involved initially six young women, four aged between 18-30 and the remaining two were aged between 31-45 all of whom were from Middle Eastern backgrounds. Members of the group were Arabic speaking, had lived in Australia an average of four years and arrived as refugees. During the trial the group produced a variety of meals at MMRC events. The social community catering experiment exceeded expectations as it provided well-grounded information and evidence for possible business ventures that could be developed with people from CaLD groups who have low English proficiency but high culinary skills. The trial demonstrated that there would be a high likelihood the business could become self-sustainable in the short term.

The outcomes and learnings from the social enterprise project, which concluded in December 2018, became an important fore-runner for the Multicultural Enterprise Development Project which MMRC subsequently commenced in late March 2019 following its success in securing funding through the Commonwealth's 'Try, Test and Learn' Tranche 2 initiative. (see Multicultural Enterprise Development Project also detailed in this Annual Report).

## VOLUNTEERING IS BELONGING

MMRC successfully applied for a grant under the Commonwealth Government's Fostering Integration initiative late last year. After signing the contract in late March 2019, our project "Volunteering is Belonging" commenced. The project is a structured volunteering program for young people (16 – 24 years) from refugee and migrant backgrounds. Participants will be linked to volunteering opportunities and will attend workshops on volunteering as well as employment preparation. Participants also have the opportunity to register with the Duke of Edinburgh Awards (Bronze) which is an internationally accredited program and to join the City of Stirling's Youth Advocacy Group. The City of Stirling is also assisting with identifying volunteering opportunities.

The broad aim of the project is to increase connection to the broader community in which

they live for young people from refugee and migrant backgrounds through volunteering. The project will also increase participant's level of knowledge and awareness on how local government works and enhance knowledge and skills in relation to seeking and retaining future employment.

Recruitment of participants was recently completed with 34 (our target was 20) having registered with the project. Some participants have already commenced volunteering activities and workshops are due to commence in late August. To date, 14 of the participants have also undertaken to register with the Duke of Edinburgh Awards. MMRC is very appreciative of the support that Awards WA has provided in regards to supporting this process.



## MULTICULTURAL ENTERPRISE DEVELOPMENT PROJECT

The Metropolitan Migrant Resource Centre (MMRC) was successful in its tender application under the Department of Social Services - Try, Test and Learn Tranche 2 which aims to improve employment outcomes for specific cohorts of migrants and refugees through new and innovative approaches to support people at risk of long-term welfare dependence.

Following a successful co-design process with the Department during January 2019, MMRC was offered a grant agreement which was subsequently accepted and signed on 21 March 2019.

The Multicultural Enterprise Development Project (MED) is a joint initiative of the Metropolitan Migrant Resource Centre (MMRC) in partnership with Multicultural Futures (MF) which supports people from migrant and refugee backgrounds to improve employment opportunities, build their business skills, provide work experience, receive business training and mentoring and develop ideas into income generating activities in a supportive environment.

The Project has two streams:

**Stream 1** - Collective enterprise incubator stream will provide culturally-competent business training and individualised support to help build the skills, knowledge and confidence

of participants while they gain work experience in running an enterprise as well as expanding general employment related competencies; and

**Stream 2** - Individual enterprise accelerator stream will provide improved access and support to participate in a culturally competent version of the New Enterprise Incentive Scheme (NEIS). This stream supports migrants and refugees with some business acumen, who are interested in starting their own business, to develop their own self-employment business venture.

During the period from late March, when the project commenced, to the end of June 2019 considerable project planning and program design occurred including work with key component delivery partners such as Business Foundations, North Metropolitan TAFE- AMEP and the Centre for Social Impact. Staff were also recruited and the program was promoted through various networks with three community information sessions held north and south of the river which secured registrations of interest for participation in both streams. Considerable interest amongst CaLD and refugee communities in this innovative MED project has already been generated with demand for participation in the collective enterprise stream in particular has already exceeding available places.



NEIS Participants



NEIS Participants with Kim Veale Business Foundations, DSS Contract Managers Francis Kosse and Margaret Kerr

## EMERGENCY RELIEF AND IT GRANT

MMRC received funding from Lotterywest to provide emergency relief to vulnerable refugee and CaLD community members. MMRC helped clients from many different backgrounds in the form of grocery gift cards to help with their basic needs. In the last financial year, the Centre helped over 700 individuals and family members.

MMRC also received funding from Lotterywest during the financial year to upgrade its ageing IT infrastructure. Following the upgrade productivity across the Centre increased as a result of adoption of the latest IT applications and software platforms.. The old computers and printers were donated to the Wanneroo Men's Shed.





## **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 SETS, MED and Family and Community 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 extends its sincere gratitude and appreciation to all bilingual workers and volunteers for their invaluable work and contribution.

# AUDITOR'S REPORT

## METROPOLITAN MIGRANT RESOURCE CENTRE INC ABN 40 133 699 845 STATEMENT BY MEMBERS OF THE COMMITTEE

The Committee has determined that Metropolitan Migrant Resource Centre Inc is not a reporting entity and that 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 Committee the financial report as set out on pages 5 to 25:

1. Presents a true and fair view of the financial position of Metropolitan Migrant Resource Centre Inc at 30 June 2015 and its performance for the year ended on the date;
2. At the date of this statement, there are reasonable grounds to believe that Metropolitan Migrant Resource Centre Inc will be able to pay its debts as and when they become due and payable; and
3. The financial statements and notes satisfy the requirements of the Association Incorporation Act 2015 (1991), Australian Charities and Not-for-Profits Commission Act 2012 and the Australian Charities and Not-for-Profits Commission Regulation 2013.

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

Chairperson

Name

Treasurer

Name

Dated this

25 day of September 2015

2000

2010

UNCLASSIFIED//FOR OFFICIAL USE ONLY

**FILE NO. C-8076809 INFORMATION REPORT**

ЦЕНТРАЛЬНЫЙ НАЦИОНАЛЬНЫЙ ЗАПОВЕДНИК НАЦИОНАЛЬНЫХ ПАРКОВ



**WILKINSON UNIVERSITY RESOURCE CENTER INC**  
**ASSETS AND LIABILITIES**  
**STATEMENT OF FINANCIAL POSITION**  
**AS OF JANUARY 1, 2019**

	Notes	2019	2018
		\$	\$
<b>ASSETS</b>			
<b>CURRENT</b>			
Cash and cash equivalents	2	667,314	517,376
Trade and accounts receivable	3	52,068	68,147
<b>TOTAL CURRENT ASSETS</b>		<b>719,382</b>	<b>585,523</b>
<b>NON-CURRENT</b>			
PROPERTY, PLANT AND EQUIPMENT	4	307,360	256,000
<b>TOTAL NON-CURRENT ASSETS</b>		<b>307,360</b>	<b>256,000</b>
<b>TOTAL ASSETS</b>		<b>1,026,742</b>	<b>841,523</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Accounts payable	5	114,797	90,400
Accounts payable	6	117,200	15,200
<b>TOTAL CURRENT LIABILITIES</b>		<b>231,997</b>	<b>105,600</b>
<b>NON-CURRENT LIABILITIES</b>			
Long term	7	25,700	25,000
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>25,700</b>	<b>25,000</b>
<b>TOTAL LIABILITIES</b>		<b>257,697</b>	<b>130,600</b>
<b>EQUITY</b>			
Unrestricted fund balance		769,045	710,923
Gifts and contributions	8	15,652	100,000
<b>TOTAL EQUITY</b>		<b>784,697</b>	<b>810,923</b>

The accompanying notes are an integral part of these financial statements.



**UNITEDHEALTH GROUP INC. - 150,000 CONTINGENT  
WARRANTS (1/1/2010-2014)**  
**(STATEMENT OF FINANCIAL POSITION AND OTHER COMPREHENSIVE LOSS BALANCE  
SHEET) IN THE PERIOD ENDING 12/31/2014**

ACCOUNT	STATE	2014 \$	2013 \$
Assets:			
Current Assets:			
Cash and Cash Equivalents		2,115,254	2,115,254
Accounts Receivable		1,154,000	1,154,000
Prepaid Expenses		1,154,000	1,154,000
Other Current Assets		1,154,000	1,154,000
TOTAL CURRENT ASSETS		5,577,254	5,577,254
Non-Current Assets:			
Property, Plant and Equipment		1,154,000	1,154,000
Goodwill		1,154,000	1,154,000
Intangible Assets		1,154,000	1,154,000
Other Non-Current Assets		1,154,000	1,154,000
TOTAL NON-CURRENT ASSETS		4,416,000	4,416,000
TOTAL ASSETS		9,993,254	9,993,254
Liabilities:			
Current Liabilities:			
Accounts Payable		1,154,000	1,154,000
Accrued Liabilities		1,154,000	1,154,000
Deferred Revenue		1,154,000	1,154,000
Other Current Liabilities		1,154,000	1,154,000
TOTAL CURRENT LIABILITIES		4,616,000	4,616,000
Non-Current Liabilities:			
Long-Term Debt		1,154,000	1,154,000
Other Non-Current Liabilities		1,154,000	1,154,000
TOTAL NON-CURRENT LIABILITIES		2,308,000	2,308,000
TOTAL LIABILITIES		6,924,000	6,924,000
Equity:			
Common Stock		1,154,000	1,154,000
Retained Earnings		1,154,000	1,154,000
Other Equity		1,154,000	1,154,000
TOTAL EQUITY		3,069,254	3,069,254
TOTAL LIABILITIES AND EQUITY		9,993,254	9,993,254
NET CURRENT ASSETS, LIABILITIES AND EQUITY		1,154,000	1,154,000
OTHER COMPREHENSIVE INCOME		0	0
Total Other Comprehensive Income for the year		0	0
TOTAL OTHER COMPREHENSIVE INCOME		0	0

The accompanying notes are an integral part of these financial statements.

**WETSPROUTS Migrant Resource Centre Inc**  
**ABN: 60 151 830 945**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 SEP 2019**

	2019	2018	2017
	\$	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from grant income		2,072,470	1,127,761
Receipts from other income		12,061.3	2,412,406
Payments from other income	513	33,825	347,022
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment		(264,357)	(443,154)
Proceeds from sale of property, plant and equipment		17,762	49,481
Receipts from other investing activities		(1,241,175)	(2,857,751)
Payments from other investing activities		(1,071,947)	(442,411)
Change in cash and cash equivalents		(44,007)	(215,021)
Cash and cash equivalents at the start of the year	2,642	429,205	644,226

www.wetprouts.org.au for full and complete information.

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED  
DATE 06-10-2009 BY 60322 UCBAW  
REASON: 25XCFR 171.23(a)(2)(ii)  
AUTHORITY: 25XCFR 171.23(a)(2)(ii)

NOTE: The above information is for informational purposes only and is not intended to be used as a substitute for professional advice. Please consult your physician or other qualified health care provider for more information.

The first step was to establish a baseline of the current state of the organization. This was done by conducting a series of interviews with key stakeholders, including senior management, middle management, and employees. The interviews focused on understanding the current state of the organization, the challenges it was facing, and the opportunities for improvement. The next step was to develop a vision for the future state of the organization. This was done by conducting a series of workshops with key stakeholders, including senior management, middle management, and employees. The workshops focused on understanding the current state of the organization, the challenges it was facing, and the opportunities for improvement. The final step was to develop a plan for achieving the vision. This was done by conducting a series of workshops with key stakeholders, including senior management, middle management, and employees. The workshops focused on understanding the current state of the organization, the challenges it was facing, and the opportunities for improvement.

These findings have important implications for the design of the training program. First, the results suggest that the training program should focus on improving the participants' understanding of the importance of the training and the role of the training in the organization. Second, the results suggest that the training program should focus on improving the participants' self-efficacy and their confidence in their ability to perform the tasks. Third, the results suggest that the training program should focus on improving the participants' motivation and their commitment to the organization. Finally, the results suggest that the training program should focus on improving the participants' communication skills and their ability to work in a team.

- **2005-2006** - **1st year** of the **2005-2006** academic year
- **2006-2007** - **2nd year** of the **2005-2006** academic year
- **2007-2008** - **3rd year** of the **2005-2006** academic year
- **2008-2009** - **4th year** of the **2005-2006** academic year
- **2009-2010** - **5th year** of the **2005-2006** academic year

● 2017年12月15日，中国首条民营控股高铁——杭绍台高铁正式开工。

[illegible]

The results of the regression analysis are presented in Table 1. The dependent variable is the number of days of absence from work due to illness. The independent variables are the demographic and organizational characteristics of the respondents. The results show that the number of days of absence from work due to illness is significantly higher for respondents who are female, have a lower level of education, and work in the manufacturing sector. The results also show that the number of days of absence from work due to illness is significantly higher for respondents who are older, have a lower level of income, and work in the manufacturing sector. The results also show that the number of days of absence from work due to illness is significantly higher for respondents who are older, have a lower level of income, and work in the manufacturing sector.

11. RECEIVED

These findings support the view that the use of the word "and" in the sentence "The dog barked and the cat meowed" is not a simple conjunction of two events, but a more complex process that involves the integration of information from different sources.

## fundamentals

11/11/2017 11:11:11 AM

There is a significant amount of literature and methodology employed, but it is not clear how the research is conducted or how the results are interpreted. The methodology is not clearly defined, and the results are not clearly presented.

## Future

There are a number of important considerations in the design of a survey instrument. The first is the choice of the sampling method. The second is the choice of the questions to be asked. The third is the choice of the response options. The fourth is the choice of the mode of administration. The fifth is the choice of the data analysis method.

[illegible]

**1. 1월 17일 목요일**

## Discussion

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**UNITED STATES DEPARTMENT OF COMMERCE**  
**ADMINISTRATIVE**  
**CONTRACT MANAGEMENT STATEMENTS**  
**FOR THE FISCAL YEAR 2011**

**NOTE 1:** Summary of Significant Accounting Policies is provided.

**(d) Financial Statement Presentation**  
**Financial Statement Presentation**

The financial statements have been prepared in accordance with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America.

**(e) Financial Statement Presentation**

The financial statements have been prepared in accordance with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America.

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**Under the accounting principles generally**

The financial statements have been prepared in accordance with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America. The financial statements have been prepared on a basis consistent with the accounting principles generally accepted in the United States of America.

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**(f) Financial Statement Presentation**

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**STAFFORD COUNTY RESOURCE CENTER  
2019-2020 BUDGET  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE FISCAL YEAR ENDING 2020**

<b>NOTE 2: General Fund Expenditures</b>	<b>2019 \$</b>	<b>2018 \$</b>
Salaries	976	1,114
Contract Costs	224,806	240,732
	<u>225,782</u>	<u>241,846</u>
Total General Fund Expenditures (Excludes non-expendable fund balance and capital equipment) - 2019/2020		
<b>NOTE 4: Prepaid and Deferred Expenses</b>		
Prepaid Salaries	5,200	79,800
Prepaid Insurance and Deferred Salaries	22,784	12,700
	<u>27,984</u>	<u>92,500</u>
<b>NOTE 8: Prepaid, Accrued and Payables</b>		
<u>PREPAID</u>		
Prepaid Insurance (2019/2020)	219,114	219,114
Prepaid Salaries (2019/2020)	(52,200)	34,800
	<u>166,914</u>	<u>253,914</u>
<u>ACCRUED AND PAYABLES</u>		
Salaries and Equipment (2019/2020)	112,000	121,573
Prepaid Insurance (2019/2020)	79,800	249,140
	<u>191,800</u>	<u>370,713</u>
Prepaid Salaries (2019/2020)	(5,200)	79,800
Accrued Salaries (2019/2020)	4,114	18,400
	<u>(1,086)</u>	<u>98,200</u>
Total Accrued	<u>190,714</u>	<u>369,913</u>
	<u>357,628</u>	<u>623,827</u>
<b>NOTE 9: Prepaid and Other Payables</b>		
Travel Expenses	2,400	2,500
Prepaid Insurance	12,700	127,700
Accrued Equipment (2019/2020)	17,304	34,700
Accrued Salaries	24,400	26,800
Prepaid Insurance (2019/2020)	7,200	15,400
	<u>64,004</u>	<u>207,100</u>



[illegible]

METROPOLITAN MICHIGAN SCHOOL OF ENTREPRENEURSHIP  
 4000 1ST AVE. S.W.  
 ANN ARBOR MI 48106-1515  
 313-763-1234

#### NOTE 1 - Summary of Significant Accounting Policies (continued)

54 Property, Plant, and Equipment (Net of  
Depreciation and Amortization)

[illegible]

### III. Employee Entitlements

provided by each firm for its employees is calculated for each firm in a given year ( $Y$ ). Short-term employee benefit is a type of proportion that represents the benefit that a firm provides to be 0.00–1.00. In the first 15 months of the period of the sample, the first period in which the employee benefit is available to firms and, among wages and salaries. Short-term employee benefit is measured at the firm level in the first period available to be 1.00 when the obligation is settled.

The second firm's obligation to short-term employee benefit is measured by the number of employees and wages and salaries. The second firm's obligation to short-term employee benefit is measured at the firm level in the first period available to be 1.00 when the obligation is settled.

**Other elements to consider based on**

Provided that such an employee had long paid a contribution to the relevant fund, he is not deemed to be covered solely by article 12, in the alternative case of a person who has not paid a contribution to the employee's retirement-related fund. Other employees, on the other hand, are deemed to be the persons in use of the services of the employer, as long as the employee's reported family payments (income tax and a paid family wage and family cash benefits of social and employment insurance) and the declared value of his/her declared net income for the year of the end of the year of the year of the government's household income tax declaration question are the same as the value of the employee's reported net income of an employee for other employees employed by the same employer. If the employer is charged to pay a salary as a part of employee's net income.

The social insurance obligation for long-term employees is fully and completely covered by the social insurance of the employer, except where the employer has not been an insured person in the social insurance for at least 12 months before the end of the reporting period, in which case the employer is not deemed to be insured.

101. **התורה והנבואה** – חלק א' – פרק א' – הלכה א'

As a result, the majority of the animals that are being hunted continue to live in the same area, and the majority of the animals that are being hunted continue to live in the same area.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2019

### NOTE 1 Summary of Significant Accounting Policies (continued)

51 From 1 on

Producers are recognized when the asset that has a legal constructive obligation to pay a sum of money to them is transferred to the producer. An obligation of payment is a liability that is reliably measured. Producers may not recognize revenue if the best estimate of the amount required to settle the obligation is more than the cash received.

24. Can and Schyler are

2001 and 2002, equivalent values were 1.0 and 0.9, respectively, rather than 0.9 and 1.0, respectively, as the data indicate, as it is more likely that a 10% increase in the price of a good is followed by

## 41 44013

and payment to operating cash flows was reduced to reflect an additional \$100 million in cash flows.

[illegible][illegible]

9) **Rechnung und Güter** (18.01.19)

[illegible]

You may use your voice to accomplish the better of two when the empty chair comes to the point, and I understand it, the "I" which is offering to be the person I desire the early and the return, of the world, and the world of life.

\* Funds are awarded to you, the recipient, and not to the service provider on a fee-for-service basis. The funding level for each of the service years will be determined by the conditions we agreed

[illegible]

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THE UNIVERSITY OF CHICAGO PRESS

2)  $\alpha_{\text{max}} = 1$  is a scaled set of the amount of water, expressed as a % of

**WEIHUPOHUI & WAIKAKA RECREATION CENTRE INC**  
**ABN: 60 141 630 335**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**NOTE 1 - Summary of Significant Accounting Policies (continued)**

**(i) Accounts payable and other payables**

Accounts payable and other payables represent the liability to creditors at the end of the reporting period for goods and services received by the association during the covered reporting period that remain unpaid. The balance is recognised as a current liability with a maturity period of less than 12 months at the end of the reporting period.

**(ii) Measurement of Assets**

At the end of each reporting period, the association reassesses its non-current assets of its cash in hand to determine whether there is any indication that its carrying amount has been impaired. If such an indication exists, an impairment loss is carried out on the asset by comparing its recoverable amount (the maximum cash in hand of the association) with its carrying amount. Recoverable amount is the maximum of the cash in hand of the association and the fair value less costs to sell. An impairment loss is recognised in the statement of profit or loss and other comprehensive income.

**(iii) Income Tax**

The association has income tax payable based on the association's taxable profits in accordance with the Income Tax Assessment Act 1997.

**(iv) Economic Depreciation**

The association is allowed, on the basis of a written election, to depreciate the majority of its depreciable assets on a straight-line basis.

**(v) Comparative Figures**

When required by Accounting Standards, comparative figures have been included to assist in the comparison of performance for the current financial year.

**(vi) New and Amended Accounting Policies Adopted by the Association**

**Initial application of IASB 9 Financial Instruments**

The association has adopted IASB 9 with effect from 1 July 2018. IASB 9 requires the association to apply the following accounting treatments to its financial instruments:

On 1 July 2018, the association applied IASB 9 during the financial year. The association noted the terms have been different for the current and previous years. The following table provides more information made to the association's financial statements.

There were no financial assets or liabilities that the association had previously designated as at fair value through profit or loss under IASB 39 that were not subsequently designated as at fair value through profit or loss under IASB 9. The association has applied IASB 9 to its financial instruments from 1 July 2018. The association has applied IASB 9 to its financial instruments from 1 July 2018. The association has applied IASB 9 to its financial instruments from 1 July 2018.

The association applied IASB 9 to its financial instruments from 1 July 2018. The association has applied IASB 9 to its financial instruments from 1 July 2018. The association has applied IASB 9 to its financial instruments from 1 July 2018.

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The association has applied IASB 9 to its financial instruments from 1 July 2018. The association has applied IASB 9 to its financial instruments from 1 July 2018. The association has applied IASB 9 to its financial instruments from 1 July 2018.

**NOTES TO THE FINANCIAL STATEMENTS**  
**ADM: C0133 000 ERS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2019**

**NOTE 1 - Summary of Significant Accounting Policies (continued)**

**Accounting**

As per ASB 31, an allowance credit loss model is applied to non-financial assets measured on the amortised cost basis (ASB 31(1)(a)(i)). In determining the expected credit loss, the expected credit loss model reflects the Association's assessment of the credit risk, taking into account all relevant information.

Accounting policy 11, followed in order of its made receivables.

The Association has measured and recognised its trade receivables at the lower of carrying amount and expected credit loss.

**Classification and measurement of Financial Assets**

ASB 31 classifies the financial position and measurement of financial assets based on the nature of the asset, the purpose of the investment and the business model for managing the asset.

The application of ASB 31 has no significant impact on the Association's financial position or performance.

The following table represents the classification and measurement of financial assets as at 30 June 2019. ASB 31 and ASB 32 were first applied on 1 July 2018.

	ASB 31 Q1/2018	ASB 31 FMA
<b>Financial assets</b>		
Current assets		
Trade and other receivables	Amortised cost	Financial assets at amortised cost.
Cash and cash equivalents	Amortised cost	Financial assets at amortised cost.
<b>Financial liabilities</b>		
Current liabilities		
Trade and other payables	Amortised cost	Financial assets at amortised cost.

**(a) Impact of Standards/Revised Standards Applied by the Association**

ASB 31: Income (applicable to annual reporting periods beginning on or after 1 January 2019).

The Association has chosen not to early adopt ASB 31. As at the reporting date, the Association has not made an assessment on the impact of ASB 31 on the financial statements.

As at the reporting date, the Association is applying ASB 31 standards which includes the following: (i) the balance sheet will show the Standard and Revised Financials subject to the Association's decision to adopt ASB 31. The Association has decided to adopt ASB 31 standards. The Association will show the Standard and Revised Financials.

**Revised Accounting**

The accounting for the Association's accounting level will be prepared as follows by the new Standard.

ASB 31 will be applied to the Association's financial statements as at 30 June 2019. The Association will continue to apply ASB 31 standards as at 30 June 2019. The Association has decided to adopt ASB 31 standards.

The Association has decided to adopt ASB 31 standards as at 30 June 2019. The Association will continue to apply ASB 31 standards as at 30 June 2019. The Association has decided to adopt ASB 31 standards.

FOR THE YEAR ENDED 30 JUNE 2014  
 AND: 6011 GCE BS  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 30 JUNE 2014

## NOTE 1: Summary of Ship Name Assignment Policies Provided

AAJSE 11558: Analysis of Monthly Stock Returns (applicable to annual reporting periods beginning on or after 1 January 2019) and AAJSE 11559: Analysis of Stock Returns with Confidence (applicable to annual reporting periods beginning on or after 1 January 2019).

As an illustration, let the 1000 observations be the mean of 1000 1000 and 1000. Then the standard deviation is 1000. The return is

The procedure has been used in the independent ANOVA model and ANCOVA. However, the ANOVA of the year, the group, and the interaction of year and group was significant (Table 5).

[illegible]

2000年12月15日

Income: Starting from an income in the third category (a), the relevant contributions of persons in the third in the first, decreasing, second and third (a), (b) and (c) may be assigned to each of the four categories (see below). But this and several other, by no means obvious, combinations with other people are possible.

It has been suggested that the use of the ethical sampling procedure of randomised selection is not appropriate when the aim is to acquire a sample of a homogeneous population that is free from bias by the sampling process and influenced only by the treatment with the applicable treatment. This is not the case as the aim is to obtain a sample of a homogeneous population that is free from bias by the sampling process and influenced only by the treatment with the applicable treatment. This is not the case as the aim is to obtain a sample of a homogeneous population that is free from bias by the sampling process and influenced only by the treatment with the applicable treatment.

As the 15 schools where there was "improvement" compared with a nationwide decline, evidently Apple's performance at all-gallop school results in increasing. As the 15 schools where performance at all-gallop is controlled under ASB 15, an apparent to remain in the same position under ASB 15B. ASB 15 introduced a three-year project to measure how Apple's performance in the 15 schools in the ASB 15 schools.

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page 15 and AGA 1024 will be applied by the Association (to their mandatory subscription date of 1 July 2019).

The travelling and maintenance costs of the rail company will be primarily reduced by the use of

The Income Recognition for Long-Term Care has been amended and a high-level look at the changes is provided below. These changes will not be effective until the regulations are published in the Federal Register. The changes are not effective until the regulations are published in the Federal Register. The changes are not effective until the regulations are published in the Federal Register.

referred to as the *mean* of the data.

The Government does not charge a direct fee for bankruptcy debtors, but does require the debtor to pay for the filing fee, the fee for the creditors' meeting, and the fee for the trustee's report. The fee for the filing fee is \$338, the fee for the creditors' meeting is \$150, and the fee for the trustee's report is \$250. The total fee is \$738. The fee for the filing fee is waived for debtors who are on public assistance or who are unable to pay the fee. The fee for the creditors' meeting is waived for debtors who are on public assistance or who are unable to pay the fee. The fee for the trustee's report is waived for debtors who are on public assistance or who are unable to pay the fee.

**THE KANSAS RURAL RESOURCE CENTER, INC.**  
**2020-2021 FINANCIALS**  
**MONTHLY FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED DECEMBER 31, 2021**

**MONTHLY BALANCE SHEET**

	2021	2020
Assets	\$	\$
Cash	1,700	1,400
Accounts Receivable	1,300	1,300
Inventory	12,000	12,000
Prepaid Expenses	1,000	1,000
Other Assets	1,000	1,000
Total Assets	<u>18,000</u>	<u>18,700</u>

The above balance sheet represents the financial position of the Center as of December 31, 2021.

**MONTHLY INCOME STATEMENT**

Income	1,000	1,000
Expenses	1,000	1,000
Total Expenses	<u>1,000</u>	<u>1,000</u>
Net Income	<u>0</u>	<u>0</u>

**MONTHLY EXPENSE STATEMENT**

Expenses	1,000	1,000
Salaries and Wages	1,000	1,000
Rent	1,000	1,000
Utilities	1,000	1,000
Travel	1,000	1,000
Other Expenses	1,000	1,000
Total Expenses	<u>1,000</u>	<u>1,000</u>

Income	1,000	1,000
Expenses	1,000	1,000
Total Expenses	<u>1,000</u>	<u>1,000</u>
Net Income	<u>0</u>	<u>0</u>

Expenses	1,000	1,000
Salaries and Wages	1,000	1,000
Rent	1,000	1,000
Utilities	1,000	1,000
Travel	1,000	1,000
Other Expenses	1,000	1,000
Total Expenses	<u>1,000</u>	<u>1,000</u>

Expenses	1,000	1,000
Total Expenses	<u>1,000</u>	<u>1,000</u>

**MONTHLY INCOME STATEMENT**

Income	1,000	1,000
Expenses	1,000	1,000
Salaries and Wages	1,000	1,000
Rent	1,000	1,000
Utilities	1,000	1,000
Travel	1,000	1,000
Other Expenses	1,000	1,000
Total Expenses	<u>1,000</u>	<u>1,000</u>
Net Income	<u>0</u>	<u>0</u>

FOR THE ATTORNEY GENERAL  
U.S. DEPARTMENT OF JUSTICE

	2014	2013
<b>Current</b>		
Liabilities for Current Taxes	4,000	10,000
Liabilities for Long-Term Tax Liabilities	2,000	2,000
	<u>6,000</u>	<u>12,000</u>
<b>Non-Current</b>		
Liabilities for Long-Term Tax Liabilities	2,000	2,000
	<u>2,000</u>	<u>2,000</u>

NOTE 7 - Variable Acquisition Expenses		
Expenses relating to the acquisition of	\$ 1,101	2007
Timberland Co. Forests, Inc.	3,122	2006
acquisition are as follows:	<u>\$ 4,223</u>	<u>\$ 3,122</u>

**דאס איז אַ פּאַרטיקולערע באַמערקונג**

## Library of Theology

For the purpose of this study, we used a self-administered questionnaire to collect data on the prevalence of high-altitude myocardial infarction among the study population. The questionnaire included information on demographic characteristics, medical history, and symptoms of myocardial infarction. The questionnaire was distributed to the study population and completed by the study population.

	2013	2012
• <b>Operating income</b>	<b>\$ 22.7M</b>	<b>\$ 18.5M</b>

24. record of information from over the last 10 years, including the year

Investment in subsidiaries, net of cash	2,579	2,579
Goodwill and intangible assets, net of cash		
Investment in property, plant and equipment	14,121	14,121
Other assets, net of cash		
Other liabilities	3,000	12,121
Change in cash and cash equivalents		
Investment in subsidiaries, net of cash	2,579	2,579
Goodwill and intangible assets, net of cash	12,121	12,121
Investment in property, plant and equipment	2,579	2,579
Other assets, net of cash	2,579	2,579
Other liabilities	2,579	2,579



VIETCOMBANK IN QUANG TRUNG PROVINCE LIMITED AND  
 ASSOCIATED COMPANIES  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDING 31/12/2016

**NOTE 9: Lease Commitments**

**Operating Lease Commitments**

For the year ending 31/12/2016

• 12 months 12,500

• 12 months 12,500

2016	2015
€	€
12,500	12,500
12,500	12,500
<u>25,000</u>	<u>25,000</u>

**Capital Lease Commitments**

For the year ending 31/12/2016 and 31/12/2015

**NOTE 10: Contingent Liabilities**

For the year ending 31/12/2016 and 31/12/2015

**NOTE 11: Provisions for the Reporting Period**

For the year ending 31/12/2016 and 31/12/2015

- [Simplicial sets](#)
- [Quillen model categories](#)

## TOTAL NUMBER OF BENEFICIARIES: 13,411,134

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price a line and for each of the 100 random 100-unit portfolios as of 30.09.2015 (Table 10). The number of simulated values is 100.

- 3495 38084104

2018年12月15日，中国疾病预防控制中心通报，在广东省佛山市顺德区发现一例输入性猴痘病例。该病例为一名30岁男性，于12月10日从美国返回佛山，并于12月11日出现发热、皮疹等症状。经实验室检测，确诊为猴痘病毒感染。这是中国首次报告猴痘病例。

Information for the public is available through the public information program. The public information program has been prepared for the purpose of informing the community of the work being conducted by the Federal Bureau of Investigation and the Department of Justice. The program is designed to provide the public with the information they need to know about the work of the FBI and the Department of Justice. The program is designed to provide the public with the information they need to know about the work of the FBI and the Department of Justice.





METROPOLITAN  
MIGRANT  
RESOURCE CENTRE

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