

# MULTICULTURAL COUNCIL WAGGA WAGGA



## ANNUAL REPORT 2018-2019



# STRATEGIC PLAN 2019 – 2022



MULTICULTURAL COUNCIL  
OF WAGGA WAGGA

## OUR VISION

To achieve an enriched multicultural society through cultural diversity, social cohesion and community harmony.

## OUR MISSION STATEMENT

To provide a range of high-quality programs and services to assist people from culturally and linguistically diverse backgrounds to integrate successfully into the Wagga Wagga and surrounding communities.

## OUR VALUES

We believe in a culturally diverse and fully inclusive society. We value the contribution of all people, celebrate diversity, and uphold the dignity of all.

We advocate and actively support others to realise their aspirations and goals. We are inspired by the potential that positive change can bring to our community.

We act in an open, honest and ethical way.

We work cooperatively with others who share our vision, mission statement, values and purpose.

We understand and anticipate our communities' needs now and for the future.

## STRATEGIC DIRECTIONS



### OUR GOVERNANCE

We will continue to implement leading governance standards, be financially sustainable, and pursue new ideas and services.

Our business systems and processes are robust, efficient, transparent, adaptable, and contribute to our purpose.

As we grow and extend, each service is financially sustainable and contributes to our purpose.

We attract and retain high quality staff and volunteers who apply our values and governance standards in everything they do.

We will ensure our dedicated staff, including volunteers, are supported by creating a culture of excellence, teamwork, accountability and continuous improvement.

Our staff and volunteers are supported to meet the changing needs of our community, our clients, and our sector.

Our staff and volunteers feel valued as part of a high-performing team that is deeply connected to our purpose.



### ADVOCACY & REPRESENTATION

We will provide strong advocacy and representation, while building the capacity of culturally and linguistically diverse communities.

We develop a proactive public perspective on multiculturalism, diversity and social inclusion that is constructive, respectful and evidence based.

Our approach to advocacy ensures that we have mechanisms to engage effectively with the broad range of culturally and linguistically diverse communities.

We build the capacity and participation of culturally and linguistically diverse communities by providing information, advice and client support to achieve their purpose.



### CULTURALLY APPROPRIATE CARE & SUPPORT

We will effectively engage with and support those who need our help with vibrant, connected, and culturally appropriate services and experiences.

Services and programs are designed and delivered by placing clients and communities at the centre of our work.

We communicate openly and effectively to establish and maintain trust with our clients and their communities.

Our services meet or exceed our client's expectations and quality standards, and operate within a culture of continuous improvement.



### COLLABORATION

We will develop stronger relationships, programs and services with those who share our vision, mission and values.

We pursue strengthened partnerships with government, business, non-government organisations and the community to achieve our purpose.

We will maintain our reputation as a trusted, respected and result-driven organisation and continue to work with others as a community partner providing culturally appropriate care, support and representation.

## Chief Executive Officer Report 2018 -2019

The annual report provides an overview of services provided in the last financial year. In addition, it showcases the work which has been achieved through productive partnerships and engagement with the communities of Wagga Wagga and region. I hope the report provides a sense of achievement for all and highlights how when working together we can achieve a community that is cohesive and harmonious.

I would like to take this opportunity to thank all staff and members of the Board of the Multicultural Council. The staff and Board's dedication, compassion and hard work has once again resulted in positive outcomes for the people we serve.

In unity and harmony

Belinda Crain

## Personnel

### Multicultural Council of Wagga Wagga

| Wagga Wagga    |  |
|----------------|--|
| Belinda Crain  | Chief Executive Officer                        |
| Daniel Harris  | SETs Client Services Case Worker               |
| Luke Delaney   | SETs Client Services Case Worker               |
| Thom Paton     | SETs Community Capacity Building Worker        |
| Bryce Allen    | Refugee Youth Peer Mentoring – Project Officer |
| Ben Thompson   | Social Housing Employment -Project Coordinator |
| Geeta Parajuli | Administration Officer                         |
| Catherine Dean | Finance Officer                                |
| Meagan Ellis   | Refugee Health Practice Nurse                  |

## Staff Changes

Tony Pallett retired in December 2018 as the organisations Finance Officer a position he held since 2012.

## CHAIRPERSON'S REPORT

Once again it is my very real pleasure to present the Chairperson's Report, this time for the 2018/2019 year, for it has been a most productive and satisfying time for the organisation itself, and for our clients, as our differently focused organisation entered into its first full year since the loss of the Humanitarian Settlement Program in late 2017. It is pleasing to report that our range of activities and level of service has greatly increased as we sought different sources of funding so as to provide the services needed by our culturally and linguistically diverse communities.

The Boards focus has quite rightly been on governance issues and I'm pleased to report that during the past year we completed our Strategic Plan 2019 – 2022 by adding Governance, Advocacy & Representation, Culturally Appropriate Care & Support and Collaboration to the Vision, Mission Statement and Values sections that we had developed in the previous year. You can find the full Strategic Plan elsewhere in this document, and I'm sure you will agree that it equips is well to cater to the needs of the various communities we serve.

During the past year we have also reformed our financial reporting, not only to make it more accurate and transparent, but also to provide a month by month instant picture of how each project and the organisation as a whole are travelling financially. As well as benefiting our CEO it also provides the Board with a much more accurate picture of the financial state of the organisation on a month by month basis.

The loss of the Humanitarian Settlement Program means that we are naturally more reliant on separate grants to fund each service we offer our clients. To ensure that we can continue to source these and other new income streams we have resolved to employ a Business Development Manager.

During the past year we have of course continued to deliver even high-quality settlement services to our clients. The Settlement Grants Program of course continues but of course we provide much more. Full details are available elsewhere in the AGM document, but briefly in the 2018-19 year the Multicultural Council has offered our clients the Settlement Engagement and Transition Support (SETS) client services, Life Skills Information sessions, SETS Community Capacity Building, the Refugee Assessment Centre, Employment Pathways, the Refugee Youth Peer Mentoring program, We Grow We Get to Know, Connectivity Through Physical Activity, sports days, Common Threads, Ladies Lead the Way, the Water Safety Project, On the Right Track road safety program, the Youth Community Football program, Heaps Decent, the Multicultural AFL program, many Refugee Week activities, a host of community events to numerous to list here, our wonderfully productive Community Garden, and of course the Fusion multicultural street festival.

Finally, my thanks to our outstanding CEO Belinda Crain and her staff for making the Council the great achievement that it is. Thanks are of course also due to my colleagues on the Board: Vice-Chairperson Yapa Bandara, Secretary Saba Nabi, Treasurer Jen Spain, and Kiprono Langat, Enas Mohamed, Ndungi Wa Munga, Alison Reid, and Chiu Phua,

And to conclude, thanks are also due to the funding bodies that provide the financial sustenance to keep us going, to our many friends, and also to the people of Wagga Wagga who provide us with such a congenial environment to do our work for the region's refugee and CALD communities.

Ray Goodlass Chairperson 2018/2019



Ndungi Wa Munga, Sophia Dywili, Jen Spain, Kiprono Langat, Ray Goodlass, Saba Nabi, Alison Reid, Enas Mohamed and Yapa Bandara

## Projects

### Settlement Engagement and Transition Support (SETs) Client Services

SETS – Client Services provides clients with settlement-related information, advice, advocacy, and assistance to access mainstream and other relevant services. Services will be delivered in accordance with a needs-based approach. Typically client needs will align with the nine priority areas identified in the National Settlement Framework.

SETS – Client Services has a key role in facilitating acquisition of English language skills, supporting engagement with education and training, and building employment readiness with services complementing other settlement and mainstream services.

During the 2018/2019 Financial Year MCWW transitioned from the Settlement Grants Program to the Settlement Engagement and Transition Service (SETS). MCWW has worked on aligning its activities with the National Settlement Framework. The management plan and the case identifiers in the data exchange are aligned with the key priority areas in the framework. These processes reinforce the framework throughout case work and community development activities.

MCWW has implemented an intake and assessment process for all new clients. All new clients will attend an initial appointment to confirm their eligibility and a case plan will be developed based on the client's ability to engage and navigate mainstream services.

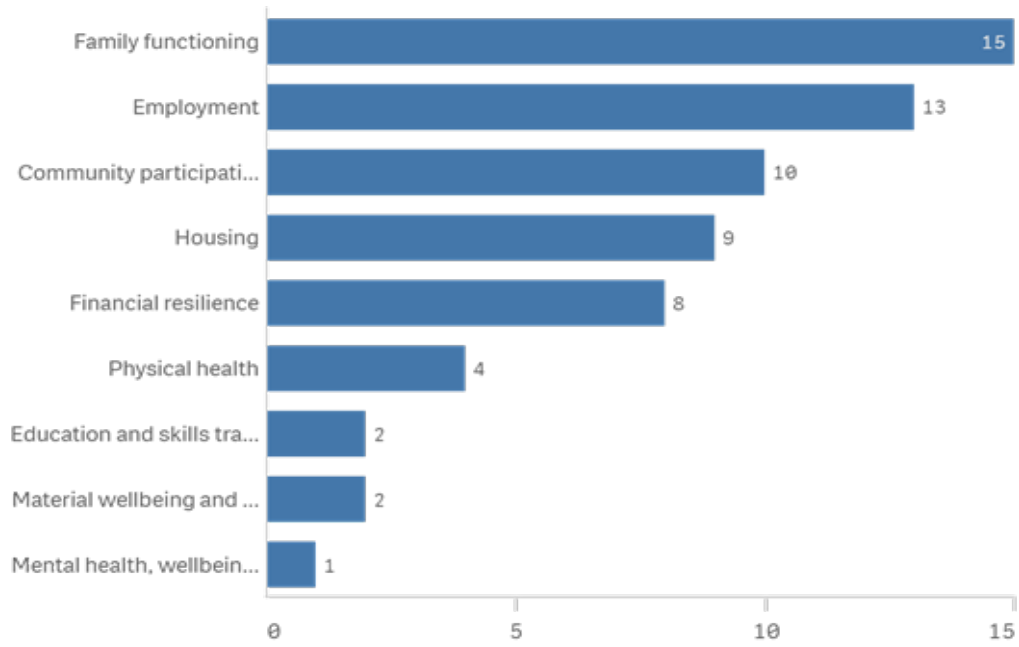
The case plan will form as a reference point for the support to be allocated throughout the initial year of service. Case management plans are reviewed annually to update the settlement goals achieved, client's capacities to engage with the community, and any emerging goals for the year.

MCWW has received referrals for new clients from other mainstream services during the reporting period who are Humanitarian Settlement Program eligible. These include mental health services, public health, employers, refugee service, education providers and police. MCWW has remained a key service provider within the community for referral and support of new and emerging communities.

MCWW provides a depth of knowledge and support for clients. MCWW long running engagement with the community and mainstream service providers facilitates effective referrals, support and the assistance provided to clients. This is enhanced by the staff of MCWW who have significant experience in their roles and extensive networks in the community.

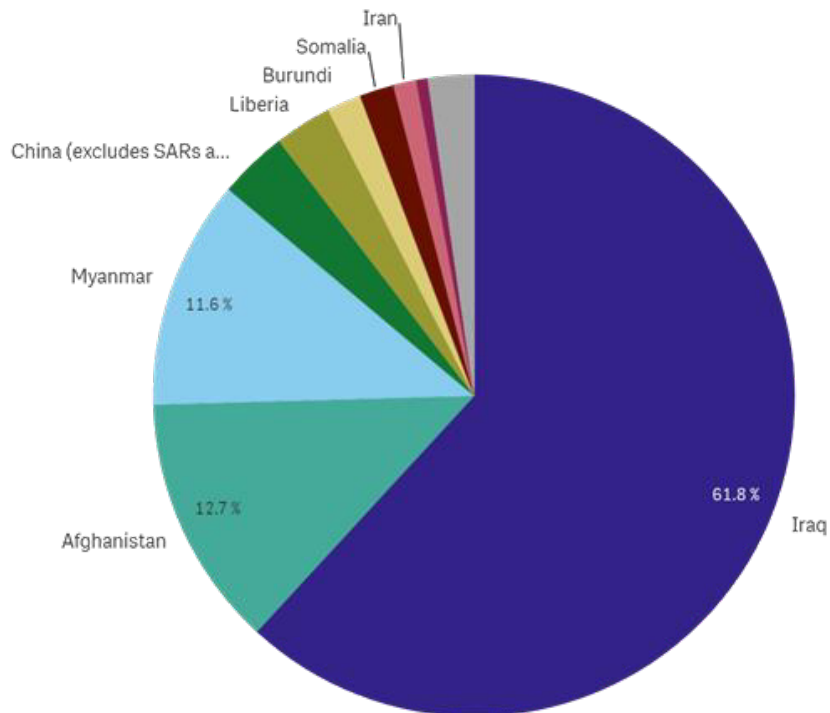
## Areas of Service Delivery

**Clients with paired Circumstance SCOREs for each domain**



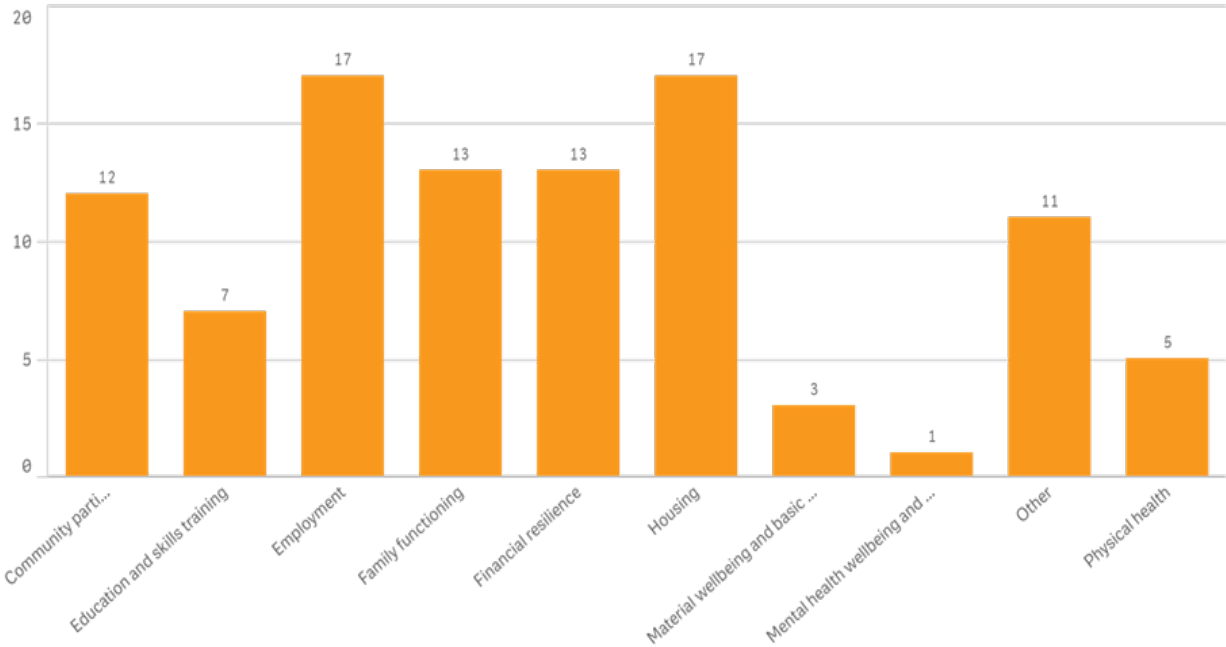
**Individual Clients by Country of Birth**

Top 10



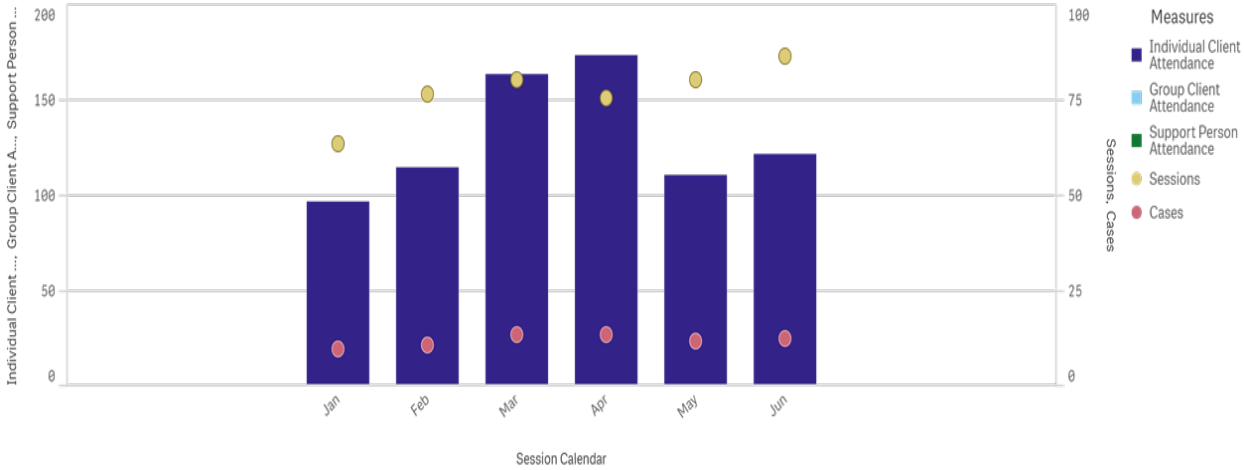
### Referrals Made

Individual Clients by Referral Reason



### Individual case management sessions per month

Attendances per month





## Life Skills Information Sessions

Arabic Computer  
Classes

Child Restraint  
Safety Checks

Legal Aid

NSW Justice

Service NSW Cost  
of Living

NSW –  
Interpreters  
Scholarships  
Program

Women's Health  
Burmese  
community

Women's Health  
Yazidi community

Safe Food  
Handling  
Supervisor

Safe Food  
Handling

Wills

Learning for Life

Saver Plus  
Workshop

Women's Health  
African  
community

## NEW Settlement Engagement and Transition Support SETs CCB

This program commenced on the 1<sup>st</sup> July 2019. The SETs – Community Capacity Building will help new and emerging community groups and organisations support their specific communities towards collectively increasing the social participation, economic and personal well-being of community members, to ensure that positive settlement outcomes are sustained in the long term. Support may include development of leadership and governance skills, linkages to the broader community, interaction with government and local stakeholders, and access to resources and facilities.

## Refugee Health Assessment Centre

The Multicultural Council is funded by the Murrumbidgee Local Health District (MLHD) for a Refugee Health Nurse to support the Refugee Health Assessment Centre (RHAC). The centre has been operational since January 2017 at the Multicultural Council premises in Wagga Wagga. The Refugee Health Assessment Centre (RHAC) aim is to provide quality, coordinated, primary health care to meet the needs of Refugees prior to transitioning to local GPs.

The RHAC provides the following services

- Holistic health assessments
- Immunisation catch ups
- Referrals to specialist and allied health services
- Counselling and supports

In the 2017 – 2018 reporting period 43 clinics were held seeing 57 families consisting of 436 individuals. The patients came from the Democratic Republic of the Congo, Myanmar, Tibet, with the highest number coming from Northern Iraq. The clinic offers a one stop shop with Dental Pathology also servicing the patients at the same time they attend the Centre.



## Employment Pathways

Employment Pathways is a NSW Government initiative to support young people who reside in social housing estates in Wagga Wagga, in particular Koorinal, Tolland and Ashmont. The aim is to identify career goals and develop skills to find and retain employment. The program focuses on community engagement and assisting participants to build self-esteem and resilience. By connecting with an establishing relationships with social and employment services, we are able to help address individual barriers and provide a positive pathway for our participants to achieve financial and personal independence.

We have to date engaged with over 115 community members seeking employment assistance with over 55% being from Aboriginal and Torres Strait Island backgrounds. We have been responsible with connection to employment for 28 positions and have assisted with creating resumes, employment applications, interview attendance and reverse marketing. Employment Pathways has been successfully established in the social housing estates providing direct employment assistance on a weekly basis at Ashmont Ngurra, Tolland and Koorinal Hubs. At these appointments, assistance is provided in reconnecting with job providers and ensuring that the relationship is a positive one. It is important that both parties are working together and communicate effectively. The participants need their story to be heard without judgement. A plan is put in place to move forward together on their employment and personal journey. Being a constant reliable presence in the Hubs and relationships with the Centre Managers has been the greatest success of the Pathway Program currently. Community members know if they are having any issues in the area of employment services they can get assistance at the Hubs

The program has been successful in creating a collaboration of referral services including education, employment providers, social and community services and employers. These services have been responsible in addressing barriers to unemployment and providing outcomes including driver licenses, mental health management, housing assistance, training certificates and accreditations, access to legal and correction services.

A major goal of the Employment Pathways program was the establishment of an advisory board to identify and problem solve systemic issues in youth unemployment. After 6 months of preparation, the first meeting was held on the 16<sup>th</sup> April and we had an overwhelming number of participants attend from all areas of government, service and community. The level of positive support and the interaction between members demonstrated how important the issue of youth unemployment is to Wagga Wagga. To date we have identified 3 key issues and have formed sub groups to develop strategies to assist our job seekers: - Transport, Skills Training and Service Collaboration.

Employment Pathways has successfully established key partnerships and has assisted in community projects including: - Wilga Park Construction Upgrade at Koorungal Hub, Learners Driving Assistance Programs, Community BBQS and Meetings, Employment skills and accreditation courses, CPB Apprenticeship Program and the Koorungal Mural Project. We contribute to Community Service Meeting Groups including Wagga Youth Interagency Group, Wagga Partner Facilitation Group, Community Drug Action Team and Employer Provider Services.

Due to the high demand and referrals from Community, a Support Worker will be employed to provide intensive employment assistance to our clients and establish further employer connections with local business and employment services.

### Wilga Park Construction Upgrade



## Refugee Youth Peer Mentoring Program (RYPMP)

For over a year, the Multicultural Council has been linking young people with mentors as part of the Refugee Youth Peer Mentoring Program (RYPMP). The RYPMP is a pilot program implemented by four organisations across New South Wales aiming to connect youth from refugee or refugee-like backgrounds with peer mentors to foster independence and active citizenship.

From the first matches in September 2018 to the present, 70 young mentees (average age, 19 years old) have participated in mentoring through various modes with 50 volunteer mentors from the community. Building a strong relationship with their mentor – either one-on-one or in small groups – strengthens the young person's resilience and supports them in achieving their goals. These goals have ranged from education support and assistance with applying for part-time or full-time work, through to building social connections and exploring old and new hobbies such as bike repair, poetry and writing music.

The benefit of a larger scale program such as the RYPMP is the opportunity for participants to engage in a number of different ways. A much broader number of young people from refugee backgrounds have also been involved in social activities and workshops through the program, facilitated and assisted by volunteer mentors. Monthly social events have allowed matched and unmatched mentors and mentees to mingle and get to know one another, and regular events such as the weekly Homework Club have allowed specific needs to be addressed. The RYPMP also facilitated participation in a Scavenger Hunt hosted by Headspace by forming and registering mentor-mentee mixed groups.

Mentees with an interest and talent in music have engaged in mentoring with mentors with musical skills, boosting their confidence and linking in with the Heaps Decent music and arts program also hosted by the Multicultural Council.

Frank and Earnest and Next in Line Media were contracted to produce high quality promotional videos for the program, and in the process engaged young people in the RYPMP through film-making workshops.

As an explicitly peer-based mentoring program, there are significant number of mentors who arrived in Australia as refugees themselves. In addition to being supported to collaborate with their fellow volunteers to achieve outcomes for their mentees, they also have been benefiting from participating in a network of likeminded peers from across the community. Volunteer mentors come from a broad range of backgrounds, age groups, communities and industries.

As a program run by a consortium, there have been opportunities for collaboration and the sharing of expertise across regions. Project Officer Bryce Allen has travelled to Sydney for the quarterly Community of Practice, allowing him to learn from the experiences of other partners

and to apply them in the context of Wagga Wagga, as well as to contribute to the development of the program in the regions of Liverpool, Fairfield and the Illawarra.

Throughout the middle months of 2019, the SAX Institute and MYAN NSW have been collaborating with the RYPMP consortium to track data and create an interim report of the program's success. They will be assessing how the program has addressed the National Youth Settlement Framework that provides the basis of the program. This includes specific improvements in employment and education outcomes, access to a range of services, involvement in volunteering and work experience, and increased capacity in refugee communities to articulate concerns and find solutions to challenges through young people with increased skills and confidence gained through the program. This report will provide invaluable feedback to further refine and improve the delivery of the program through to the end of the pilot in June 2020.

The Refugee Youth Peer Mentoring Program is funded by the NSW Department of Community and Justice as part of the Stronger Communities cluster



Mentees and Mentors



## Projects supported through Wagga Wagga City Council Annual Grants Program

The **WE Grow as We Get to Know** project aims to support diverse communities celebrate times of cultural significance while also acting as a platform to celebrate cultural diversity, foster relationships and promote unity within our region. The project supported cultural community groups to celebrate times of cultural significance such as Afghan New Years and the local Buddhist community's Vesak celebration. The project was successful in achieving this by supporting the use and engagement of public spaces for a variety of community activities, events and celebrations.

This was particularly shown on two occasions which were held in response to events that happened overseas, though had impacts for community here locally. Two candlelight vigils were held in response to both the Christchurch terrorist attack and the Sri Lankan terrorist bombing attack.

The purchase of equipment and resources that can be accessed by diverse community groups will see the continued engagement of these spaces in the future and the engagement at other mainstream events and activities (including the purchase of a BBQ specifically designated for Halal products). Examples of such events in which community groups were able to participate by accessing these resources include Wagga City Councils Spring Jam, the Day of Diversity fundraiser and Fusion Multicultural Street Festival.

### **WWCC Connectively through Physical Activity**

Multicultural Council of Wagga Wagga ran regular monthly sports days (involving activities, games and try-days to provide ways of motivating community members to stay healthy, connected and encourage community harmony with a focus on health and wellbeing.

This project also aimed to foster pathways to increase multicultural participation in mainstream club sports. Each event and activity held has seen representation from various cultural communities residing in Wagga Wagga and all activities have been well attended with between 80 to 200 people participating in each community activity







## Leaders in Cultural Diversity (LinCD) Program

### Aims and Objectives

#### Strategic Priority One: Community

- Play leadership role in positively influencing public conversations about cultural diversity.
- Promote social cohesion and community harmony in the broader community of NSW.
- Enable people to participate and feel culturally and socially connected.

#### Key Activities

- a) Membership and active participation FECCA Rural and Regional Advisory group
- b) Membership and active participation in MNSW Regional Advisory Committee
- c) Actively represent communities needs at interagency, forums and networks
- d) Address concerns and negative publicity
- e) Take a lead role in Wagga Wagga FUSION Multicultural Street Festival.
- f) Coordinate Harmony Day and Week activities
- g) Coordinate Refugee Week activities
- h) Work with local media and encourage media stories that showcase the benefits of a Multicultural Community.
- i) Provide cultural awareness training and information sessions for mainstream government, non-government agencies, community groups and associations.
- j) Assist community groups to celebrate days of cultural significance.
- k) Provide opportunities for communities to showcase their cultural identities
- l) Facilitate engagement of communities to participate in broader community activities/events

#### Strategic Priority Two: Language

- Promote the effective use and value of interpreting and translation services in the non-government sector.
- Promote and support English language learning as the key to participation.
- Promote and support community language learning as a linguistic asset for the State.
- Provide training to mainstream government and non-government agencies in the use of interpreting services.

## Key Activities

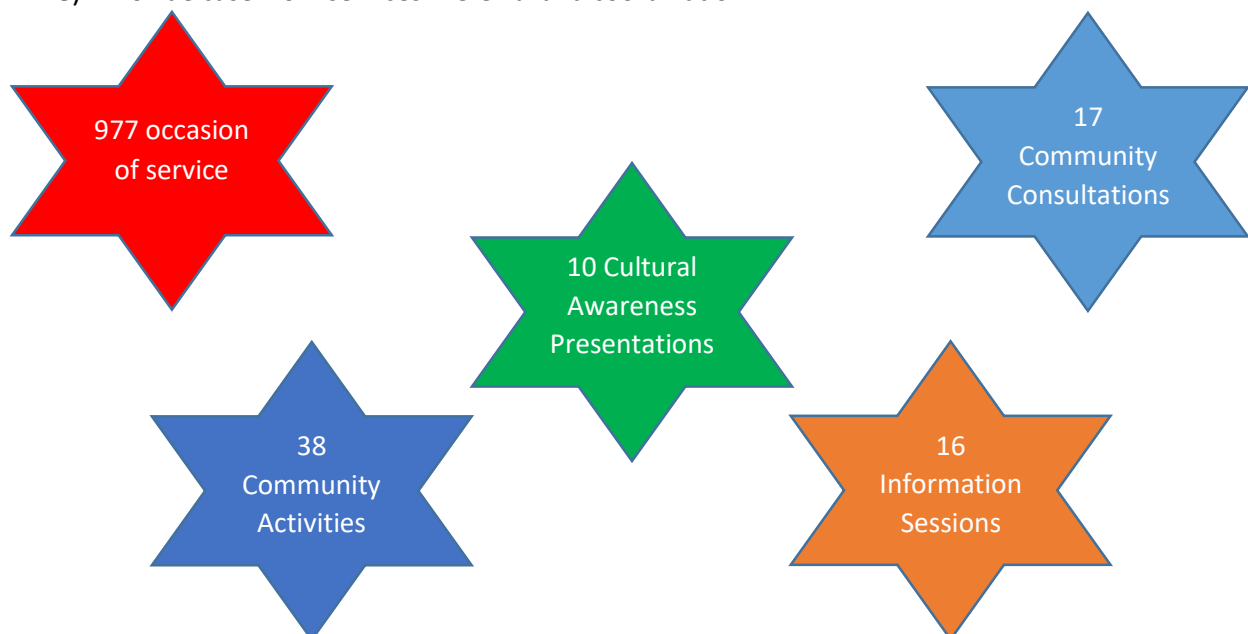
- a) Maintain and strengthen a collaborative partnership with AMEP provider
- b) English language classes held at MCWW
- c) Support and referrals of clients to access English language support programs
- d) Assist communities to set up language learning centres and promote the importance of language retention.

## Strategic Priority Three: Capability

- Play a role in building capability in the community, non-government and private sectors to effectively deliver services in a culturally diverse society.
- Build cross-cultural and cross-sector collaboration between grassroots and emerging communities, well-established and peak community organisations and NGOs, and government.
- Support community leaders and organisation's ability to self-advocate.
- Support individuals and communities to navigate services and systems

## Key Activities

- a) Provide cultural awareness training and information sessions for mainstream government, non-government agencies, private sector and community groups
- b) Represent CALD communities at forums, interagency and network meetings
- c) Facilitate a series of opportunities for the leaders from each settlement community to meet with representatives of local, State and Federal Government; regional industries and employers; and regional service providers.
- d) Offers capacity building services to each of the target settlement communities in the areas of project administration; leadership and governance training; preparation and auspicing of grant and sponsorship opportunities.
- e) Provide case work services - referral and coordination



## Projects supported through Multicultural NSW annual grants program; Common Threads and Ladies Leading the Way Forward

### Common Threads project

The core aim of the **Common Threads project** was to provide a safe space for community members to build social support networks and reduce social isolation while engaging in skills development across a range of different textile mediums through numerous projects.

The Common threads project was delivered as a partnership between Multicultural Council of Wagga Wagga, Wellways and the NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS). This group also provided a platform to introduce participants to a range of support agencies and services that they may not have otherwise engaged with. This was achieved by having guests attend the group to talk to participants or by facilitating information sessions and workshops that followed the conclusion of a Common Threads session.

By offering multiple weekly group sessions participants were able to develop, share and extend skills within various textile fields while also developing confidence and the capacity to participate in a range of opportunities within the broader community including; involvement in public events, hosting stalls to sell product and collaborative exhibitions which provided opportunities to celebrate diversity and promote social cohesion.

Common Threads has provided a platform to foster intercultural dialogue, co-operation, sharing of knowledge, skills and exchanging information.

71 participants actively engaged in the project representing 14 different cultural backgrounds. 84 textile sessions were delivered over the project, with the average attendance of each class being 6.7 participants this project provided 1128 hours of engagement within the official Common Threads textile sessions that were offered. This figure does not take into account additional hours when participants stayed longer to work on projects, came in to use the facilities outside of official sessions or engaged in events, exhibitions or workshops facilitated following classes.

The regular Common Threads activities has helped to reduce the social isolation experienced by new settlers to the Wagga Wagga community and offered an avenue to build important social support networks between individuals from different cultural backgrounds. The group regularly hosted guest speakers from a range of support agencies and acted as a platform to introduce participants to these services. Some of the organisations who either attended the group as a guest or facilitated information sessions for group members include Transport NSW, Service NSW, Women's Shed, a range of health organisations and the Business Enterprise Centre.

As groups members' confidence grew a range of opportunities within the broader community were pursued this included hosting exhibitions, hosting stalls at markets, school fetes and other public events and inviting other groups to attend to explore avenues for collaboration.



### **Ladies Leading the Way Forward project**

The core aims and objectives of the **Ladies Leading the Way Forward project** was to build the capacity of our female community members and to provide opportunities for skills development for a diverse range of community groups in Wagga. The projected work in partnership with a wide range of service providers to deliver a series of monthly workshop and events to enhance the health and wellbeing of our female community members by providing information, knowledge and capacity on how to access these services which are beneficial to their health and wellbeing. Another core objective of the project was to empower the participants to be able to act as advocates for their community groups by equipping them with the skills, knowledge and networks to be confident to be able to share the knowledge they have gained during the project.

The Ladies Leading the Way Forward project successfully delivered/contributed to the promotion of strong intercultural networks and partnerships and programs that promote employment, volunteering and participation for new arrivals and migrants, including programs focused on women, youth and seniors. As the project focused on women of all ages and various cohorts this lead to stronger intercultural networks as they were provided with the opportunity to share and talk about issues that were impacting on their health and wellbeing in a supported and safe environment.



## Water Safety Project

Multicultural Council of Wagga Wagga’s “**Learn to Swim Safe Today – don’t let the chance float away**” project was funded by the Office of Emergency Management under The Water Safety Fund. It aimed to engage local community members from the humanitarian entrant, migrant and international student populations in a range of programs to build knowledge and skills regarding how to engage safely in and around the water, including how to identify potential dangers and respond in emergency situations.

The Water Safety Program was 18 months in duration and exceeded the projects targets with 592 individual community members receiving ten free swimming lessons to assist and develop confidence in the water. Following the completion of the lesson participants were offered CPR training and river safety training facilitate by Royal Life Saving. Community leaders were also offered accredited First Aid training with 127 people completing.



## On The Right Track – Road Safety Program for Diverse Community Groups

Through the support of the Community Road Safety Grants provided by Transport for NSW Multicultural Council of Wagga Wagga's "On the Right Track" program aimed to increase road safety awareness and understanding within local refugee and migrant communities by delivering a range of workshops and information sessions covering a variety of topics to support safer road use. After the announcement of the applications success consultation was conducted with a range of key stakeholders and cultural community leaders to identify each workshop topic. Workshops held during the project

- 23/10/2018 Introduction to Driving Law within Australia Presented by Legal Aid
- 13.12.2018: Holiday Driving Preparation
- 24.01.19 Road Awareness for Pedestrians, Bikes and scooters
- 09.03.19 Child Restraint Checking Day
- 16.04.19 10 Most Misunderstood Road rules
- 04.04.19 NRMA Safe Driving Course
- 15.06.19 Child Restraint Checking Day
- 29.06.19 NRMA Safe Driving Course





## Partner Projects

### Wagga Wagga Community Football Program

The Multicultural Council teamed up with Football Wagga Wagga to deliver the Youth Community FC Future Athletes program which is aimed for those who are not registered with a local club and who are aged between 12-18 years of age. The FNSW Community FC program is an initiative developed to provide playing, coaching, administrative, and leadership opportunities to aspiring individuals from culturally and Linguistically Diverse (CALD), Indigenous and newly arrived communities.

This is a free program for all participants of whom do not have access to affiliated grassroots football due to social and/or economic barriers. The aim of the Community FC programs is to use football as the vehicle for social change and integration as these programs provide a direct path for non-registered participants into community grassroots football clubs.

The program registered over 60 young people and was held each Sunday afternoon and the Duke of Kent Oval for 10 weeks.



Program participants



## Heaps Decent

Heaps Decent continues to work in partnership with the Multicultural Council to deliver programs to young people from diverse backgrounds. Funding has been secured from MNSW Compact grant to facilitate the **No Borders in Our Sky** which will bring diverse young people together to express their vision for harmony and belonging, and to tackle global issues arising from prejudice and racism at a grass roots level. Over the next 2 years they will explore music production and visual media, creating a number of public outcomes in the local community.



## ALF NSW/ACT

Multicultural Council continues to partner with AFL NSW/ACT to facilitate a Multicultural AFL program in schools. 30 students from MT Austin primary school participated in the 4-week program in March/April 2019 and 30 students from Turvey Park Primary School participated in November 2018.



## Community Events and Activities





## Refugee Week Celebration

Refugee Week was a huge success with over 1000 people attending on the day to celebrate

Refugee Week is a unique opportunity for us all to experience and celebrate the rich diversity of refugee communities

Refugee Week provides a platform where positive images of refugees can be promoted in order to create a culture of welcome throughout the country. The ultimate aim of the celebration is to create better understanding between different communities and to encourage successful integration enabling refugees to live in safety and to continue making a valuable contribution to Australia.

The aims of Refugee Week are:

- to **educate** the Australian public about who refugees are and why they have come to Australia;
- to help people **understand** the many challenges refugees face coming to Australia;
- to **celebrate** the contribution refugees make to our community;  
to focus on how the community can provide a safe and welcoming environment for refugees;
- for community groups and individuals to **do something positive** for refugees, asylum seekers and displaced people, within Australia but also around the world; and
- for service providers to **reflect** on whether they are providing the best possible services to refugees.





## FUSION Multicultural Street Festival

The City of Wagga Wagga's spectacular Civic Centre precinct burst into life with sights, sounds and tastes from around the world at FUSION 18 Multicultural Street Festival on Saturday 20 October, 2018

The festival is built on the simple philosophy that food and the creative and performing arts are a joyous means of engaging and uniting the whole community. Each year this annual celebration of cultural diversity, community harmony and the arts continues to grow in terms of size and scope reflecting the city's diverse and vibrant community.

The Multicultural Council facilitated 50 people to complete the Safe Food Handling and Food Supervisors Course from various cultural backgrounds; Afghan, Yazidi, Burmese, South Sudan, Pakistan, Iranian, Sierra Leone and Somalia. The participants were then supported to hold food stalls at the festival.





**MULTICULTURAL COUNCIL  
OF WAGGA WAGGA INCORPORATED  
ABN 86 406 307 065**

**FINANCIAL STATEMENTS AS AT  
30 JUNE 2019**



**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**  
**ABN 86 406 307 065**

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2019**

|  | Note | 2019<br>\$       | 2018<br>\$        |
|--|------|------------------|-------------------|
| Revenue  | 2    | 1,239,292.49     | 1,599,424.70      |
| Administration expenses                                      |      | (140,761.44)     | (131,863.87)      |
| Depreciation expense   |      | (52,690.00)      | (63,137.00)       |
| Operating expenses   |      | (247,095.94)     | (194,723.74)      |
| Employee expenses  |      | (770,389.96)     | (782,749.21)      |
| Operating surplus from ordinary activities before income tax |      | 28,355.15        | 426,950.88        |
| Income tax expense   | 1    | 0.00             | 0.00              |
| Operating surplus after income tax                           |      | 28,355.15        | 426,950.88        |
| Other comprehensive income                                   |      | 0.00             | 0.00              |
| <b>Total Comprehensive income</b>                            |      | <b>28,355.15</b> | <b>426,950.88</b> |

The Statement of Comprehensive Income is to be read in conjunction with the notes to and forming part of the financial statements.

MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED

ABN 86 406 307 065

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2019

|                                  | Note | 2019<br>\$          | 2018<br>\$          |
|----------------------------------|------|---------------------|---------------------|
| <b>CURRENT ASSETS</b>            |      |                     |                     |
| Cash & cash equivalents          | 3    | 3,329,938.87        | 3,615,676.39        |
| Trade & other receivables        | 4    | 131,377.50          | 70,163.32           |
| <b>TOTAL CURRENT ASSETS</b>      |      | <u>3,461,316.37</u> | <u>3,685,839.71</u> |
| <b>NON-CURRENT ASSETS</b>        |      |                     |                     |
| Property, plant & equipment      | 5    | 78,078.80           | 130,768.80          |
| <b>TOTAL NON-CURRENT ASSETS</b>  |      | <u>78,078.80</u>    | <u>130,768.80</u>   |
| <b>TOTAL ASSETS</b>              |      | <u>3,539,395.17</u> | <u>3,816,608.51</u> |
| <b>CURRENT LIABILITIES</b>       |      |                     |                     |
| Trade & other payables           | 6    | 256,847.06          | 581,718.92          |
| Provisions                       | 7    | 222,802.37          | 203,499.00          |
| <b>TOTAL CURRENT LIABILITIES</b> |      | <u>479,649.43</u>   | <u>785,217.92</u>   |
| <b>TOTAL LIABILITIES</b>         |      | <u>479,649.43</u>   | <u>785,217.92</u>   |
| <b>NET ASSETS</b>                |      | <u>3,059,745.74</u> | <u>3,031,390.59</u> |
| <b>EQUITY</b>                    |      |                     |                     |
| Retained earnings                |      | 3,059,745.74        | 3,031,390.59        |
| <b>TOTAL EQUITY</b>              |      | <u>3,059,745.74</u> | <u>3,031,390.59</u> |

The Statement of Financial Position is to be read in conjunction with the notes to and forming part of the financial statements.

MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED  
ABN 86 406 307 065

STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2019

|                                | Note | 2019<br>\$          | 2018<br>\$          |
|--------------------------------|------|---------------------|---------------------|
| Balance at 1 July 2018         |      | 3,031,390.59        | 2,604,439.71        |
| Operating surplus              |      | 28,355.15           | 426,950.88          |
| <b>Balance at 30 June 2019</b> |      | <u>3,059,745.74</u> | <u>3,031,390.59</u> |

The Statement of Changes in Equity is to be read in conjunction with the notes to and forming part of the financial statements.

**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**  
**ABN 86 406 307 065**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2019**

|   | Note         | 2019<br>\$          | 2018<br>\$          |
|---|--------------|---------------------|---------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>       |              |                     |                     |
| Cash receipts in the course of operations         |              | 1,113,424.82        | 1,619,589.52        |
| Cash payments in the course of operations         |              | (1,463,815.83)      | (657,182.77)        |
| Interest received                                 |              | 64,653.49           | 51,452.73           |
| <b>Net cash provided by operating activities</b>  | <b>8(ii)</b> | <b>(285,737.52)</b> | <b>1,013,859.48</b> |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>       |              |                     |                     |
| Payment for property, plant and equipment         |              | 0.00                | (596.00)            |
| Proceeds from sale of property, plant & equipment |              | 0.00                | 63,473.81           |
| <b>Net cash used in investing activities</b>      |              | <b>0.00</b>         | <b>62,877.81</b>    |
| <b>Net increase/(decrease) in cash held</b>       |              | <b>(285,737.52)</b> | <b>1,076,737.29</b> |
| Cash at the beginning of the financial year       |              | 3,615,676.39        | 2,538,939.10        |
| <b>Cash at the end of the financial year</b>      | <b>8(i)</b>  | <b>3,329,938.87</b> | <b>3,615,676.39</b> |

The Statement of Cash Flows is to be read in conjunction with the notes to and forming part of the financial statements.

**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**  
**ABN 86 406 307 065**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**

**FOR THE YEAR ENDED 30 JUNE 2019**

**NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and government funding providers. The Committee has determined that the Association is not a reporting entity.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the following Australian Accounting Standards and Accounting Interpretations:

- AASB 101 - Presentation of Financial Statements
- AASB 107 - Statement of Cash Flows
- AASB 108 - Accounting Policies, Changes in Accounting Estimates and Errors
- AASB 1031 - Materiality
- AASB 1048 - Interpretation of Standards
- AASB 1054 - Australian Additional Disclosures.

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 specifically stated, current valuations of non-current assets.

The following significant 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 and Other Concessions**

The Association is a Public Benevolent Institution and is endorsed with the following exemptions:

- Income Tax Exemption
- FBT Exemption
- GST Concessions

**(b) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

**(c) Revenue Recognition**

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transactions will flow to the Association and specific criteria relating to the type of revenue as noted below has been satisfied.

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

Revenue is measured at the fair value of the consideration received or receivable and is present net of returns, discounts and rebates.

MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED  
ABN 86 406 307 065

NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 30 JUNE 2019

NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

**(c) Revenue Recognition (continued)**

*Program Funding*

Grant funding is recognised as revenue under AASB 1004 when the following conditions are met:

- The entity obtains control of the contribution or the right to receive the contribution;
- It is probable that the economic benefits comprising the contribution will flow to the entity; and
- The amount of the contribution can be measure reliably.

Grant revenue is recognised in the Statement of Comprehensive Income when it is controlled. When there are conditions attached to the grant revenue relating to the use of the grants for specific purposes or requiring repayment if the grant is unspent, it is recognised in the statement of Financial Position as a liability until such conditions are met or services provided.

*Interest*

Revenue from interest is recognised on an accruals basis.

*Donations and other Contributions*

Income arising from the contribution of an asset (including cash) to the entity are recognised as revenue upon receipt.

**(d) Plant and Equipment**

All acquisitions of assets are recorded at the cost of acquisition, being the purchase consideration determined as at the date of acquisition, plus costs incidental to acquisition.

*Depreciation*

All furniture and equipment is depreciated on a straight-line basis over a 3 year term.

Motor vehicles are depreciated on a straight-line basis over a 5 year term, reflecting the expected useful life of these assets.

Leasehold improvements are depreciated over the course of the lease period.

**(e) Employee Benefits**

Provision is made for the Associations' liability for employee annual and long service leave benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at current nominal values.

The Committee have elected to establish a provision for non-vesting employee personal leave entitlements in the financial report in order to allocate all employee-related costs against program funds.

**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**  
**ABN 86 406 307 065**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**FOR THE YEAR ENDED 30 JUNE 2019**

|   | <b>2019</b>         | <b>2018</b>         |
|---|---------------------|---------------------|
|   | <b>\$</b>           | <b>\$</b>           |
| <b>NOTE 2 - REVENUE</b>                         |                     |                     |
| Grants received                                 | 1,160,196.30        | 1,517,572.99        |
| Interest  | 64,653.49           | 51,452.73           |
| Gain on disposal of assets                      | -                   | 9,717.00            |
| Other income                                    | 14,442.70           | 20,681.98           |
|   | <u>1,239,292.49</u> | <u>1,599,424.70</u> |
| <b>NOTE 3 - CASH &amp; CASH EQUIVALENTS</b>     |                     |                     |
| Cheque Account                                  | 666,721.36          | 1,513,044.24        |
| Debit Card                                      | 8,268.39            | 14,464.15           |
| General Account                                 | 16,677.80           | 16,643.51           |
| Term Deposits                                   | 2,637,070.07        | 2,070,024.49        |
| Petty Cash                                      | 1,201.25            | 1,500.00            |
|   | <u>3,329,938.87</u> | <u>3,615,676.39</u> |
| <b>NOTE 4 - TRADE &amp; OTHER RECEIVABLES</b>   |                     |                     |
| Trade debtors                                   | 78,313.10           | -                   |
| Rental bonds                                    | 28,586.97           | 40,078.89           |
| Other receivables, prepayments and advances     | 24,477.43           | 30,084.43           |
|   | <u>131,377.50</u>   | <u>70,163.32</u>    |
| <b>NOTE 5 - PROPERTY, PLANT &amp; EQUIPMENT</b> |                     |                     |
| Leasehold improvements - at cost                | 57,468.28           | 57,468.28           |
| Less: accumulated depreciation                  | (52,127.00)         | (32,014.00)         |
|   | <u>5,341.28</u>     | <u>25,454.28</u>    |
| Equipment and furniture - at cost               | 73,063.63           | 73,063.63           |
| Less: accumulated depreciation                  | (56,533.30)         | (51,550.30)         |
|   | <u>16,530.33</u>    | <u>21,513.33</u>    |
| Motor vehicles - at cost                        | 137,971.19          | 137,971.19          |
| Less: accumulated depreciation                  | (81,764.00)         | (54,170.00)         |
|   | <u>56,207.19</u>    | <u>83,801.19</u>    |
| Total property, plant & equipment               | <u>78,078.80</u>    | <u>130,768.80</u>   |

**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**  
**ABN 86 406 307 065**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**FOR THE YEAR ENDED 30 JUNE 2019**

|   | <b>2019</b>      | <b>2018</b>       |
|---|------------------|-------------------|
|   | \$               | \$                |
| <b>Property, plant &amp; equipment - movement</b> |                  |                   |
| Balance at the beginning of the year              | 130,768.80       | 247,066.61        |
| Additions   | -                | 596.00            |
| Disposals   | -                | (83,927.17)       |
| Disposal effect on depreciation                   | -                | 30,170.36         |
| Depreciation                                      | (52,690.00)      | (63,137.00)       |
|   | <u>78,078.80</u> | <u>130,768.80</u> |

**NOTE 6 - TRADE & OTHER PAYABLES**

|                   |                   |                   |
|-------------------|-------------------|-------------------|
| Accrued expenses  | 20,312.27         | 14,621.45         |
| Income in advance | 199,068.44        | 496,446.00        |
| Trade creditors   | 17,641.66         | 14,719.98         |
| GST payable       | 10,324.81         | 41,865.61         |
| PAYG payable      | 9,499.88          | 14,065.88         |
|                   | <u>256,847.06</u> | <u>581,718.92</u> |

**NOTE 7 - PROVISIONS**

**Current**

|                                  |                   |                   |
|----------------------------------|-------------------|-------------------|
| Provision for annual leave       | 86,705.73         | 72,119.00         |
| Provision for sick leave         | 76,821.26         | 70,843.00         |
| Provision for long service leave | 59,275.38         | 60,537.00         |
|                                  | <u>222,802.37</u> | <u>203,499.00</u> |



**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**  
**ABN 86 406 307 065**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**FOR THE YEAR ENDED 30 JUNE 2019**

**NOTE 8 - NOTES TO THE STATEMENT OF CASH FLOWS**

**(i) Reconciliation of cash**

For the purposes of the Statement of Cash Flows, cash includes cash on hand and at bank and short term deposits at call, net of outstanding bank overdrafts. Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows.

|                                  | <b>2019</b>         | <b>2018</b>         |
|----------------------------------|---------------------|---------------------|
|                                  | <b>\$</b>           | <b>\$</b>           |
| Cash & Cash Equivalents (Note 3) | 3,329,938.87        | 3,615,676.39        |
|                                  | <u>3,329,938.87</u> | <u>3,615,676.39</u> |

**(ii) Reconciliation of operating profit to net cash provided by operating activities**

|  |                     |                     |
|--|---------------------|---------------------|
| Surplus/(deficit) for the year   | 28,355.15           | 426,950.88          |
| <b>Add/(Less) non-cash items</b>   |                     |                     |
| Depreciation   | 52,690.00           | 63,137.00           |
| (Gain)/Loss on disposal of fixed assets  | 0.00                | (9,717.00)          |
|  | <u>81,045.15</u>    | <u>480,370.88</u>   |
| <b>Net cash provided by operating activities before change in assets and liabilities during the financial year</b> |                     |                     |
| (Increase)/decrease in receivables   | (61,214.18)         | 71,617.55           |
| Increase/ (decrease) in payables & other accruals  | (324,871.86)        | 486,998.63          |
| Increase/ (decrease) in provisions   | 19,303.37           | (25,127.58)         |
| <b>Net cash provided by operating activities</b>   | <u>(285,737.52)</u> | <u>1,013,859.48</u> |

**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**  
**ABN 86 406 307 065**

**STATEMENT BY MEMBERS OF THE COMMITTEE**


The Committee has determined that the association is not a reporting entity and that this general purpose financial report complies with the reporting requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and government funding providers.

In the opinion of the Committee the financial report:

1. Presents a true and fair view of the financial position of the Multicultural Council of Wagga Wagga Incorporated as at 30 June 2019 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the Multicultural Council of Wagga Wagga Incorporated 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:**

Chairperson:

 \_\_\_\_\_ Ray Goodlass

Committee Member:

Saba Nabi

**Dated this 21st day of October 2019**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF:  
MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**

**Opinion**

We have audited the accompanying financial report, being a special purpose finance report, of the Multicultural Council of Wagga Wagga Incorporated, which comprises the statement of financial position as at 30 June 2019, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory notes and the Committee's declaration.

In our opinion, the financial report of Multicultural Council of Wagga Wagga Incorporated has been prepared in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the registered entity's financial position as at 30 June 2019 and of its financial performance and cash flows for the year ended on that date; and
- (ii) complying with relevant Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

**Emphasis of Matter**

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The special purpose financial report has been prepared to assist the entity to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and current funding providers. As a result, the financial report may not be suitable for any other purpose.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities* section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

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

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

The committee are responsible for the other information. The other information comprises the information included in the Association's annual report for the year ended 30 June 2019, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

**Committees' Responsibility for the Financial Report**

The committee is responsible for the preparation of the financial report in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the committee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so. The committee is responsible for overseeing the Association's financial reporting process.

**Auditor's Responsibility**

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

**JOHN L BUSH & CAMPBELL**  
Chartered Accountants

**David Rosetta**  
Partner

**Wagga Wagga**  
21 October 2019

**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**

**DISCLAIMER:**

The additional financial data presented with this report being the detailed profit and loss statement is in accordance with the books and records of the Multicultural Council of Wagga Wagga Incorporated which have been subjected to the audit procedures applied in our statutory audit of the Association for the year ended 30 June 2019. It will be appreciated that our statutory audit did not cover all details of additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given.

In accordance with our Firm's policy, we advise that neither the Firm nor any member or employee of the Firm undertakes responsibility arising in any way whatsoever to any person (other than the Association) in respect of such data, including any errors or omissions therein, arising through negligence or otherwise however caused.

**JOHN L BUSH & CAMPBELL**  
Chartered Accountants



**David Rosetta**  
Partner

**Wagga Wagga**  
**21st October 2019**



**MULTICULTURAL COUNCIL OF WAGGA WAGGA INCORPORATED**

ABN 86 406 307 065

**STATEMENT OF PROFIT AND LOSS  
FOR THE YEAR ENDED 30 JUNE 2019**

|   | 2019         | 2018         |
|---|--------------|--------------|
|   | \$           | \$           |
| <b>INCOME</b>   |              |              |
| Grant Funding - HSS cessation                         | 0.00         | 880,704.85   |
| Grant funding - SGP                                   | 197,132.51   | 388,589.27   |
| Grant funding - SET Client Services                   | 177,351.42   | 0.00         |
| Grant funding - Wagga Employment Initiative           | 199,068.48   | 0.00         |
| Grant funding - Multicultural NSW                     | 72,095.00    | 70,000.00    |
| Grant funding - Peer Mentoring                        | 224,240.00   | 15,678.87    |
| Grant funding - Water Safety                          | 121,153.98   | 52,530.00    |
| Grant funding - Refugee Health Services               | 147,206.04   | 103,920.00   |
| Other One-Off and Recurrent Funding                   | 21,948.87    | 6,150.00     |
| Interest Received                                     | 64,653.49    | 51,452.73    |
| Donations   | 5,600.00     | 1,000.00     |
| Gain on Disposal of Assets                            | 0.00         | 9,717.00     |
| Reimbursements  | 0.00         | 12,510.00    |
| Sundry Income   | 8,842.70     | 7,171.98     |
|   | <hr/>        | <hr/>        |
|   | 1,239,292.49 | 1,599,424.70 |
| <b>EXPENDITURE</b>                                    |              |              |
| Advertising & Promotion                               | 141.82       | 9,351.56     |
| Audit Fees  | 6,000.00     | 6,500.00     |
| Computer Expenses                                     | 4,550.60     | 6,986.14     |
| Contractors   | 17,292.08    | 0.00         |
| Depreciation  | 52,690.00    | 63,137.00    |
| Electricity & Gas                                     | 1,990.56     | 2,567.30     |
| Donations   | 1,523.72     | 2,382.27     |
| General   | 0.00         | 459.73       |
| Governance & Corporate Costs                          | 9,262.18     | 17,772.44    |
| Direct Program Costs                                  | 168,061.93   | 130,851.02   |
| Insurance   | 14,193.57    | 14,156.09    |
| Motor Vehicle -Expenses                               | 13,525.46    | 9,584.33     |
| Office Supplies/Expenses                              | 28,836.65    | 25,114.19    |
| Rental Expenses                                       | 93,648.49    | 63,563.66    |
| Repairs & Maintenance                                 | 2,379.42     | 2,170.31     |
| Security / Fire Systems                               | 537.73       | 427.00       |
| Staff Conferences/Training/Travel                     | 11,547.28    | 0.00         |
| Telephone/Fax/Internet                                | 13,106.60    | 22,885.54    |
| Translating & Interpreting                            | 4,684.20     | 8,326.31     |
| Water & Rates   | 8,122.37     | 3,489.72     |
| Wages & Salaries                                      | 668,136.38   | 742,309.00   |
| Wages - Movement in Leave Entitlements                | 19,303.95    | (25,392.99)  |
| Superannuation  | 59,429.31    | 63,117.68    |
| Worker's Compensation                                 | 11,973.04    | 2,715.52     |
|   | <hr/>        | <hr/>        |
|   | 1,210,937.34 | 1,172,473.82 |
| <b>Net surplus/(deficit) from ordinary activities</b> | <hr/> <hr/>  | <hr/> <hr/>  |
|   | 28,355.15    | 426,950.88   |



