

1,990/1991

MIGRANT RESOURCE CENTRE
OF
NEWCASTLE AND HUNTER REGION



8 CHAUCER STREET

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MIGRANT RESOURCE CENTRE

1991 ANNUAL REPORT

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MRC MANAGEMENT COMMITTEE MEMBERS 1990/91

1. Chairperson - Christos Karanges
2. Vice Chairperson - John Foteff
3. Secretary - Lisbet de Castro Lopo
4. Treasurer - Trudy Mills-Evers
5. Italian Community - Antonietta Carraro
(Resigned May 1991)
6. Chinese Community - Hing Hung Chan
7. Samoan Community - Salati Pauli
8. Vietnamese Community - Kim Dau
9. Polish Community - Frank Dudek
10. Filipino Community - Flora McCann
11. South American - Barbara Pavez
(Resigned December 1990)

COOPTED MEMBERS

1. DILGEA - Wendy Buender
2. Lake Macquarie City Council - Alderman Fennell
3. Newcastle City Council - Alderman D Nichols
4. Department of Community Services -
Christine Jordan

STAFF

1. Coordinator - Violetta Walsh
2. Assistant Coordinator - Tima Oto
3. Community Development Worker GIA I - Alex Burns
4. Community Welfare Worker GIA II - Irene Lupish
5. Filipino Welfare Worker
 - (i) Dolly Bates (resigned April 1991)
 - (ii) Virginia Rupek (resigned July 1991)
 - (iii) Gloria Chiussini - current
6. Specialist Placement Officer - Wasili Salewski
7. Workplace Worker - Ian Hazeldine
8. Disaster Recovery Worker - Lulu Tantos
(part/time)
9. Migrant Access Project Scheme - Ellery Teare
(Central Coast)
10. Part-time clerical - Gloria Dugas
11. Subsidised Training and Work Placement Program -
Alina Christodoulou

MIGRANT RESOURCE CENTRE

of Newcastle and The Hunter Region Limited

Phone: (049) 69 3399
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8 Chaucer Street,
Hamilton N.S.W. 2303

AGENDA OF 6TH ANNUAL GENERAL MEETING OF MIGRANT RESOURCE CENTRE HELD ON WEDNESDAY 11TH DECEMBER 1991 8 CHAUCER STREET AT 6PM

1. OPENING BY CHAIRMAN
2. WELCOME TO GUEST SPEAKER - MS IRENE MOSS (HUMAN RIGHTS
COMMISSION)
3. MINUTES OF PREVIOUS MEETING
4. BUSINESS ARISING
5. SPECIAL RESOLUTION (AS PUT ON NOTICE)
6. PRESENTATION OF REPORTS
7. AUDITOR'S REPORT
8. ELECTION OF MRC MANAGEMENT COMMITTEE
9. OTHER BUSINESS
10. MRC XMAS PARTY

REGULAR CENTRE USEAGE:

Addison's Disease Support Group
Bahai Faith
Circle of Friends of Latin American
Circuit Breaker Advisory Committee
Dutch Choir
Ethnic Al Anon
Ethnic Choirs Committee
Ethnic Diabetes Information Groups
Filipino Australian Society
Filipino Ethnic School
Greek Macedonian Committee
Greek Macedonian Folkloric Group
Greek St Apostles
Hunter Ethnic Parents Teachers Association
Hunter Scots Tattoo
Hunter Valley Scots
International Choir
Latvian Society
Lettesi Community
Macedonian Pensioners Group
Olympic Soccer
Polish Welfare Information Group
Slovenian Society
Spanish Community
TAFE Outreach Courses
Tamil School
Tongan Community of Newcastle
Tongan Choir
Pacific Islander Welfare
Yugoslav "Mladost"

OCCASIONAL:

Earthquake Support workers
Ethnic Broadcasters
Hunter Ethnic Parents and Teachers Association Workshops
Interagency on Migrant Issues /Hamecc
Family and Community Services Ethnic District Officers
Social Security Information sessions

CENTRE-BASED PROJECTS - 1991

Ethnic HACC Services Training - Outreach
Hunter Ethnic Parents and Teachers Association Project
Officer
Pacific Islanders Welfare Project - Tongan, Samoan
Polish Welfare and Information Group
Serbo/Croatian Support Group - Ethnic Health Worker
Spanish Association Welfare and Information Project
Introduction to Computers: Outreach

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MINUTES OF THE 5TH MRC ANNUAL GENERAL MEETING HELD ON FRIDAY
9TH NOVEMBER 1990 AT THE MRC PREMISES AT 5.30PM.

ATTENDANCE LIST ATTACHED.

Christos Karanges opened the meeting at 5.30pm. He expressed his deep disappointment that the previously advised attendance of the Minister, Mr Gerry Hand now had been cancelled at 2 days notice.

A great deal of effort had been expended into re-arranging the Centre's timetable to accommodate the Minister, and he apologized to members for any inconvenience to them.

Mr Peter Morris, Member for Shortland had however graciously agreed to address the meeting. Mr Karanges paid warm tribute to the support of Mr Morris, and other local politicians for the MRC.

Mr Morris MP than addressed the meeting briefly regarding his portfolio interest of communications, and new initiatives being undertaken by that Department to improve link Australia and world wide. The meeting then resumed.

MEETING OF PREVIOUS MEETING: Accepted as read by Trudy Mills-Evers, seconded by Mr John Foteff.

BUSINESS ARISING: Members expressed their concern regarding DILGEA'S changing policies in settlement services provision. The role of MRC's & GIA's had been integral to this process of settlement, and the Region could not countenance any erosion or reduction of these services.

It was resolved to write to the Minister informing him of the unequivocal support that Hunter migrants had for their MRC and their GIA workers. Moved Mr Mario Rufo, unanimously carried. Mr Rufo further addressed the meeting eloquently regarding the support and assistance he personally, and many others known to him had received from the Centre especially following their earthquake problems.

REPORTS: The Chairperson presented his report (as circulated). He conveyed his appreciation to his management committee colleagues and staff for all the support and loyalty he had received during the year.

STAFF REPORTS: As previously circulated.

Mr Karanges commended the staff on their continued energy and commitment during the year. All reports accepted: F Dudek, seconded Mr Orkopoulous.

FINANCIAL REPORT: Presented by Mr P Mather, Peat Marwick Hungerford.

Accepted: Trudy Mills-Evers, seconded L Norton.

CONFIRMATION OF MANAGEMENT COMMITTEE: There being 11 nominations for 11 positions, no elections were necessary. Confirmed were:

Christos Karanges
Trudy Mills-Evers
John Foteff
Kim Dau
H H Chan
Salati Pauli
Flora McCann
Lisbet de Castro Lopo
Frank Dudek
Antonietta Carraro
Barbara Pavez

The Committee returned, and decided on their Executive Members as follows:

Christos Karanges	- Chairperson
John Foteff	- Vice Chairperson
Trudy Mills-Evers	- Treasurer
Lisbet de Castro Lopo	- Secretary

OTHER BUSINESS: There being no other business, the meeting concluded at 8pm, with refreshments.

Christos Karanges - Chairman
Annual Report 1991

I have great pleasure in presenting this Report to the Annual General Meeting 1991, in this year which marks a decade of excellent service by the Migrant Resource Centre to migrant individuals and communities in the Hunter Region.

It is probably appropriate that my comments tonight include the briefest overview of the decade, which has seen the Centre expanding significantly, in response to need, and solidly consolidating its service base, while at the same time enjoying remarkable stability.

On 20th May 1981, the Migrant Resource Centre was established in Newcastle in 414 Hunter Street above the State Bank Building. It is honest to say that its establishment was not greeted with joy, but suspicion. It was a government driven initiative, unsolicited by the migrant communities, and bound by operational guidelines of statutory making. The staffing formula comprised 2 individuals who were expected to perform considerable feats of magic in service provision, and be all things to all people. Little wonder that people were cynical, and suspicious. It was not an auspicious beginning for what has become 10 years later a local institution, high profile, community managed and focussed, integral to migrant welfare, and to the maintenance of ethnic life in this Region.

Tribute should be paid to the pioneers in that development process, chiefly its foundation Chairman, Mr Roger Motyka who took the organization to autonomous functioning with incorporation in 1985. Mr Motyka's successor was Faith Trent who contributed her own brand of dynamic leadership until her resignation in 1988, on gaining an academic promotion in South Australia. My own involvement as Chair came about at that time, and I have continued in this capacity for the last 3 years, supported by a strong and dedicated committee of both new and long serving members.

I must note here the exceptional service of two of those 'old timers' Trudy Mills-Evers and Lisbet de Castro Lopo, who have each served for 7 years. There is no doubt much of the stability I referred to arises from the continuity of dedication of such long serving personnel who have been able to pass on their experience and support to the mission of the Centre. Of course every one of my committee has been valuable and important to this goal.

Let me now talk briefly about expansion - and clearly expansion is evident in many ways. The relocation from the Civic to Hamilton in 1984, to these larger and more accessible premises, signalled a new phase in the Centre's development, with a remarkable growth in useage and demand.

The addition of a grant-in-aid worker allowed the provision of services outside the immediate greater Newcastle area.

The Centre's worker base throughout 1991 has been 11 people in full or part time capacities, and it has moved into service provision of a varied and sophisticated nature, responding to the changing needs of migrant individuals and groups in the local area. This includes professional welfare and community development services, education and training, effective advocacy and consultancy services, and as circumstances demand, employment and training strategies. The Centre's services have been extended to the Central Coast, through welfare outreach, and our MAPS grant, and to the North Coast, as time and resources have allowed, in response to growing requests for assistance of all kinds in these locations. This Centre is after all the only such resource base north of the Sydney metropolitan area.

But is this expansion real growth? It is not. Ten years after establishment we operate with the same formula: 2 core staff and a physical base and the expectation of magic. Our "growth" has been possible only because we have assiduously ferreted out funding opportunities to meet the needs. It could be claimed that the extent and variety of services the Centre provides are due to little more than the luck of the draw - successful submission writing by a skilled and tireless staff.

This is hardly the model for intelligent systematic needs based planning: it is frustratingly fragile and ultimately a form of band-aiding which does little to alleviate the real causes of the many problems our migrant people face in trying to integrate into Australian life. Project areas are always liable to disappear as funding periods are finished; there is constantly that sense of vulnerability which makes effective goal setting and performance difficult. The Centre itself, with our 2 anchor people, has funding assurance only till June 1992, pending the outcome of the imminent Review. It is of great credit to our current staff that despite their always temporary nature they have carried out their important work with such energy and effectiveness.

It is really not good enough. Migrant services are marginalized in our system and if our services are marginalized, then we ourselves are.

The argument currently in vogue is that access and equity policies are making their impact in the mainstream, and that therefore appropriate responses, sensitive, accessible, equitable services for people of NESB are now largely in place. The reality is far from that sunny scenario.

Our recent involvement with the Ethnic Communities Council hosted Access and Equity Seminar showed that at best some departments are trying, and at worst, the policy has been ignored. The upside down model is working very slowly indeed.

But some hope can lie in the "down side up". This Centre has been performing excellent work in just this way, responding to requests by government departments, educational institutions and mainstream agencies to provide cross cultural training for staff, linkage to ethnic communities, and consultancy on migrant and ethnic issues to managers. It is clear we have a continuing and critical role to play in effecting that long term goal of the 'fair go'.

We are assured that we will have an opportunity to contribute to the deliberations of this National Review of DILGEA'S funded services which include the MRC's and the GIA Scheme.

We would I believe like to see our migrant services legitimated in the bedrock of commitment by Australia to its social justice policies. We deserve no less. Our migrant services have long been partners in the advancement of such policies - which I have just now said have a long way to go towards full and satisfactory implementation. Our experience shows us that without grass roots impulses these policies remain rhetoric only, and not reality.

The next few months will be challenging, and undoubtedly stressful for management and staff. The support of our members and their communities will be necessary as perhaps never before.

I look forward to a collective effort to achieve our goals.

CHRISTOS KARANGES

COORDINATOR'S REPORT

This last year has been both busy and productive for all staff at the MRC. Indeed it seems the longer we operate the busier we become, and we do not even have time to celebrate a birthday. The MRC turned 10 on 20th May, an event which passed without even a pop of a cork. Perhaps we can toast, however cautiously, a decade of operation at this AGM.

Caution will be the keynote. As signalled by the Minister on his visit in June 1991, there is to be a major evaluation of DILGEA funded projects and that include MRC's, GIA'S and MAPS. We will not know the outcomes till March, but there is no doubt that the Department is considering very seriously how long it needs to be responsible for funding migrant services. The old argument of how long the settlement process lasts is out in the open, with a vengeance. Add to that the clear bipartisan push to reduce immigration and we have the scene set for some radical change indeed.

If the evaluators seriously take into account effective, creative and dedicated service provision and value for money, this MRC has little to fear. Not only have we addressed the goals of our original charter, to provide settlement services, but we have actively worked towards widespread implementation of the Federal Government's access and equity policy in all areas of mainstream service provision. Indeed the repute of the Centre is as high among local mainstream operations and activity as it is among the many migrant communities whom we serve. We have worked in a partnership sense with state and federal initiatives to promote the fullest participation of people of non-English speaking background into our society. That has remained the key underlying agenda of all project areas, new and continuing, and proposed, for this Centre throughout 1991.

It is difficult to summarize the achievements of the long and busy year. Suffice to say that everyone has pulled his or her weight, as the most perfunctory perusal of each individual report will abundantly testify.

As Coordinator of the Centre I have been fortunate in having a staff of exceptional ability and dedication. We have worked very much as a team, in our various areas of responsibility, diverse, and addressing a range of needs: for information services, for casework, for practical employment intervention, and always, for community education, development and resourcing. The staff of the MRC in 1991 have numbered 11 in full or part time capacities - Grant-in Aid workers, Alex and Irena; Gloria, the Filipino Welfare Worker; Ian Hazeldine, Workplace, Wasili the SMPO; Lulu Tantos, Earthquake Support; Gloria Dugas, part-time clerical;

Alina Christodoulou, TWWP clerical; Ellery Teare, Central Coast employment development; and my right hand, Tima. There are other associated workers who we see as part of our team, even though they are 'owned' by other organizations- Tina Martinelli and Juanita Loli, Pacific Islander welfare workers, Josef Kolmajer, HEPTA'S Project Officer, and Carmen Kolmajer, Spanish welfare worker.

The list of MRC staff is not complete without mentioning the staff of Circuit Breaker, an innovative after hours school program which we are co-sponsoring with the Hamilton Community College: Gloria Heward, Coordinator, Ziny & Effie, tutors; and Dragan, bus driver. Circuit Breaker came to us in June and offers support, remedial education and career direction to young school student of NESB in years 9-12 from about fifteen Hunter schools. It is an exciting and challenging project which gives us a chance to work with young people in improving their life chances.

By and large there has been little staff turnover, although we will be farewelling some at the end of the year. We were all saddened by Dolly Bates' resignation because of illness in April as the Filipino Welfare Worker. She had been an old stalwart of the Centre, connected first in a voluntary capacity, and later as a staff member. We wish her sincerely a full and speedy recovery.

My own role has continued, at times onerous, always interesting, as administrator, and book-keeper of sorts; project supervisor, submission and correspondence writer, consultant, some time caseworker and counsellor, and I hope, a friend and support to staff. My community involvements have been extensive, as have my committee responsibilities, which include the Multicultural Education Policy Steering Committee, Hunter Region Enterprise Agency, Board of 2NURFM, Ethnic Affairs Commission Grants Advisory Committee, the Area Health Service Women's Health Issues Committee, the Hunter Ethnic Schools movement, the Disadvantaged Schools Regional Committee and still, the Earthquake Appeal Committee. The demands of this work take their toll, but the Centre is represented, and we thus have the opportunity to make a strong contribution to local decision-making and to policy, project and service development.

The "big" projects obviously are important to the MRC and allow us to address major areas of need that we have identified in the local area - and beyond. But interspersed throughout the year has been a whole range of the minor ones, which nevertheless have demanded time and attention: our involvement with EAPA, with TAX HELP, CENSUS 91, and the Women's Coordination Unit Radio Campaign.

Of course the usual bustle of the place has continued unabated: phone and personal enquiries for information (and sometimes of a very weird and wonderful kind indeed), a steady stream of students seeking data for assignments, networking meetings, people using and borrowing resources, and people just dropping in to keep in touch and share their news, good and bad. This year we have also taken a large number of field placements, from school, TAFE and the University.

The usage of the Centre's facilities by groups conducting their various activities has continued, but with an element of 'squeeziness' as someone recently put it. As our staff members have grown we have had to make inroads into our large meeting area, by creating additional office space. We will just need to make compromises for the moment, and trust the inconveniences are minor.

Life at 8 Chaucer Street is never boring - and that's a fair comment from someone who has been here for nearly 8 years. It has also been infinitely rewarding to see the Centre move forward in the way it has. I look forward to being part of its further development.

VIOLETTA WALSH

Annual Report: GIA 1 Alex Burns

This last 12 months seems to have come and gone ever so quickly. This time last year we had submitted for a full time worker for our Central Coast MAPs project, and with Violetta, I had participated in discussions with the education department on a proposal for a local 'Circuit Breaker' project. This year these projects are operating and pleasing to say they are going successfully.

This year the work undertaken by the GIA 1 has continued to be innovative and diverse with Access and Equity a main focus. I must also say that my work area was strongly supported by many others, especially other workers from the ECC and the EAC, the Health, TAFE and Education Departments, the Newcastle City Renewal Unit, the Red Cross, Salvation Army, the St Vincent De Paul and Samaritans as well as numerous community and union based organisations. However, not to be missed out are the staff of our own Centre and without exception my work is fortunate to have such strong 'home' support.

Work undertaken included the following:

1. Continued work in disaster management planning and project evaluation.

2. Training for government, non government and special ethnic related organizations as well as many student groups ranging from those involved with education, nursing through to welfare. The areas covered were as diverse as the groups involved but included cultural awareness, working with older migrants, and many other issues.

3. Outreach - including work on the North and Central coasts. The work undertaken on the North coast has led to very good relations with a number of ethnic based groups. It also allowed for further work by the MRC as it was the precursor to the work of the SMPO and for a training program at Coffs Harbour.

4. Developmental work in Access and Equity work with a number of organizations including TAFE, Education, Social Security and DOCS.

5. Support to Community organizations in the preparation of submissions. This was especially important for the Pacific Islanders, MARS at Coffs Harbour, the ECC and a number of wider community groups as they attempted to address the access problems for their organizations in dealing with NESB.

6. Networking with groups throughout our Centre's area of operation. This has been especially important with the continued growth and development of Newcastle and Lake

Macquarie Interagency, the Sub groups of this interagency and especially Migrant Interagency. It has also been important with HAMMEC (Hunter Adult Migrant Education Committee) the Adult Literacy Committee, Newcastle Personal Services Committee, West Lakes Activity Centre, Healthy Cities, Newcastle Neighbourhood Centre, the Social Advisory group to the Newcastle Renewal Unit and other community organizations.

This has also led to my participation on policy making and monitoring committees including the Nurses Research Centre, the University's EEO (NESB) working party, the Primary Health Postgraduate Course committee, the Ethnic Aged Accommodation Committee of the Department of Health, Housing and Community Services, the Community Disaster Projects committee and the Mental Health Ethnic Access committee.

Other Support Given

Continued support has been given to local Ethnic projects in a consultative capacity. Among these were the Italian Welfare project, the Ethnic Aged Services Co-ordinator project, ECC HACC program, the Pacific Islands Welfare project - with both the Samoan and Tongan Workers - and the other local GIA workers.

Achievements

While the work of the GIA has achieved much some of the most notable achievements have been:

- a) seeing our disaster worker project remain viable for the full year - much of this has been due to Lulu Tantos' own very capable abilities;
- b) the launch of the Newcastle Personal Services disaster welfare model - a model disaster preparedness which has been taken up across the state and which we will play a co-ordinating role locally for another year or so;
- c) the launch of the regional Multicultural Education Plan and the appointment of a local Community Liaison Officer for the regional School Education Department;
- d) the expansion of access and equity training and cultural awareness training especially to Commonwealth Departments; and
- e) the development of cultural awareness and training programs for workers and organizations that work with our older settlers.

Dissappointments

* Apart from never having the time to do as much as one would want my major concerns lie with Local Government and its lack of LEAPS (Local Ethnic Affairs Policy Statements) and with the Department of Employment, Education and Training and its lack of concern about access and equity to NESB.

WORKPLACE WORKER - Annual Report 1991

I would like to begin by expressing my gratitude for the opportunity to work at the Migrant Resource Centre. As those of you who have worked here before would know, the MRC is a very busy, stimulating and enjoyable place to work. As you'd be aware, the MRC was funded to assist young people, aged between 15 and 24, into employment and/or training. I am pleased to be able to report that we have assisted over 110 youth into employment or training, double our target numbers.

Of the 50 youth now in employment, many of the positions are ones with good future prospects. A trainee accountant, an office manager and apprenticeships in trades such as panel beating and boiler-making are some examples.

With regard to training we have attempted to find courses which people have been genuinely interested in and courses which are long enough and well enough designed to give people skills for the labour market. We have run a 3 month computer course and have helped people gain entry into the Associate Diploma in Accounting, the 16 week Get Skilled courses and the Newstep and Open Foundation years at the University. We have also worked closely with the AMES and with Vocational Guidance Services.

Life is not easy for people living off benefits when they have to find money for travel and study expenses. Much of my time is spent trying to help people with problems associated with their benefits, preparing resumes, writing letters of application, illustrating interview techniques, and ringing employers.

Part of my work has been to assist youth before they become unemployed. Thirteen High Schools in the area have identified students from Non-English Speaking-Background who are at risk of becoming unemployed. Part of my work has been to assist in the establishment of the program called Circuit Breaker, prepare curriculum material and work with the students and staff. Another aspect of the work has included meetings with ethnic youth groups including Polish, Macedonian and Samoan to mention just a few. I attended the FECCA Youth conference in Sydney during the year which was a good opportunity to meet with other Ethnic youth workers.

* Another disappointment was the end of the Ethnic District Officers group of the Department of Community Services meeting. This small group had battled for a number of years to ensure that cultural factors would be considered by Department of Community Services Staff locally as they worked with children at risk. Unfortunately, the lack of departmental support and no doubt restructuring has led to this group finishing.

* The difference in attitude between the Hunter's government organizations to Access and Equity to those on the North Coast is also another major disappointment. That is while we may have local problems with DEET on the North Coast the problems with government implementation of Access and Equity exist with both Commonwealth and State Departments. For example in Lismore advice was given to us (Irene Lupish and me) that if an Italian background person needed help with a Social Security matter he/she would be referred to the local consular representative and that Social Security had no problems as a consequence. At the same time it is hoped that my - as well as other staff members - presence at the FECCA, BIR and MRC conferences are having some effect on monitoring authorities that they also have a responsibility for areas beyond the capital cities.

TABLE A

 OCCUPATIONAL ANALYSIS OF THE FIFTY YOUTH NOW EMPLOYED

Managers and Administrators	1
Professional	2
Tradespersons	3
Clerks	9
Salespersons and Personal Services	
Workers	18
Plant and Machine Operators and	
Drivers	8
Labourers and Process Workers	9

 (Average period out of work prior to Employment was 7 mths.)

TABLE B

 TRAINING COURSES INCLUDED

<u>AMES & TAFE</u>	English Language Classes	<u>JOBTRAIN</u> Banking, Police, Stores, Food Tech, Drivers Licences. Hospitality.
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TAFE

Associate diploma in accounting. Diploma Certificate in Accounting. Advanced wiring and applied industrial Electronics Certificate in General, Basic Education Certificate, Retail Merchandising and Communications, Computers Studies 1, Office Computing Skills.

SKILLSHARE

Office Computing Skills, Computer Applications, Restaurant and Bar Skills.

WEA

Help For early Leavers Program.

TAFE OUTREACH

Computer Studies 1 and
Job Search Techniques.

 (Note: There are also 43 Youth Trained in Circuit Breaker)

IAN HAZELDINE

I have been involved in planning meetings over the years to establish a new employment service, funded by the NSW Government and based at the Newcastle Chamber of Manufactures. The idea is that the staff at the Chamber will collect job vacancies from the large Manufactures who belong to their organization. These job vacancies will then be matched up with the unemployed people registered in our programs. The scheme has only just started so it is too early to tell how successful it will be but it should improve the job chances for our people.

Much of the work here involves contact with the CES. There have been many changes in the CES with the introduction of Newstart. Under this scheme people who have been unemployed for over six months now have to sign a contract. This contract is an agreement to do training to improve skills. The training can include studying English Language. If people don't do the training then they can lose their unemployment benefits. It is most important that people realise that this contract is a negotiated one.

Next year the CES are offering many courses including free Drivers Licence Courses. This will be helpful for the unemployed as it is very expensive to get Driving Lessons from an instructor. If you need more information on courses please come and see me.

I would like to thank the MRC team for their generous assistance and professional support throughout the year. I work with very talented and dedicated people and I have valued their assistance. I would also like to thank the Migrant Resource Centre Committee and Chairman Mr Christos Karanges for their guidance and interest in the Workplace Program and most importantly to you in the Community for publicizing the program and supporting it in the way that you have.

<u>CLIENT BASE CHARACTERISTICS</u>		<u>CURRENT CLIENTS - NATIONALITY</u>	
<u>CURRENT CLIENTS - GENDER</u>			
Females	48	Filipinos	- 23
Males	55	Samoan	- 22
-----		Greek	- 9
Total	103	Vietnamese	- 7
		Macedonian	- 6
		Tongan	- 5
		Serbian	- 4
		Italian	- 3
		20 other nationalities	- 24
		Total	-----
			103

*Outreach Work

My outreach work is twofold. On one hand I provide information, give talks and training to workshops, ethnic and mainstream agencies, TAFE students, institutions and individuals, while on the other hand I have established outreach centres in isolated area in order to provide service to NESB clients as well as mainstream agencies. These operate on half a day basis once a month basis.

TABLE II - The outreach centres in 1991.

Gosford Community Centre - 4th Monday of each month

Wyong Community Centre - 4th Monday of each month

East Maitland Family Support - 2nd Tuesday of each month

Swansea Community Cottage - 1st Monday of each month

Woodrising Neighbourhood Centre - 1st Wednesday of each month

Special Projects for 1991

- 1) Outreach centres
- 2) Central Coast Development
- 3) North Coast trip

1) As with the groups, some centres work exceptionally well, as a result my case work has nearly tripped with the outreach work, although some outreach centres need to be reassessed.

All centres are located in mainstream agencies which I feel benefits both the NESB clients and mainstream agencies. There were some difficulties, at first, in establishing these centres, and be recognised as valuable contributors to the community development at large and community service providers...

2) Central Coast centres are doing very well. This year a committee was formed to look into needs of NESB in the area. The Committee consisted of agencies and departments representatives. Submission was put to CCAAS under the MRC auspice to fund an ethnic worker for the region. Agencies and departments are aware of our presence there and our contribution. The flow of clients is steady, mostly new arrivals, needing referrals and information. "Central Coast Migrant Services" pamphlet and poster, to advertise the services of the outreach centres in the area, was produced this year and distributed to all agencies and many clients. Since the establishment of our service there, I was asked to speak to different groups and agencies. I was also involved in a selection process of the NESB/HACC research worker for the area.

3) Alex Burns and myself have spent a week in the North Coast visiting departments and community agencies to assess the implementation of the Access and Equity programs and meet with the groups. We have also presented a training program to the trainers in Coffs Harbour.

ANNUAL REPORT 1991
COMMUNITY WELFARE WORKER - GIA II

This is only a brief report on my work as a Community Welfare Worker. Since last year, not only has the geographical area expended, but so has the number of clients and nature of my work.

My work this year consisted of case work, group work, research, outreach and training support to students, institutions and agencies.

I have extended my services outside Newcastle area to Central Coast (Gosford and Wyong), Swansea, Maitland, North Coast, Cessnock, Greta, Raymond Terrace, Toronto, Seaham, Nelson Bay, Hawkes Nest as well as inner Newcastle.

COMMUNITY DEVELOPMENT

*Group Work: I had 52 group meetings this year. It is the largest component of my work. There are eight multicultural/ethno special support groups that I am directly involved and working with on an ongoing basis. To others I provide a consultation support when required.

These groups are located in Hamilton, Wallsend, Maitland, Booragul and Swansea. They were established to encourage social interaction and provide support to lonely and isolated Non English Speaking Background women, to promote settlement of newly arrived and to provide general & specific information in informal surroundings to assist and thus expedite the settlement process. An additional aim was to make these groups self reliant and self sufficient. The results of the work with these groups varied. Some groups have achieved independence, and for the next year will require only my minimum involvement. Others have experienced difficulties in working effectively. These groups will have to be reassessed next year and problems such as location, composition of the group, and their needs will have to be evaluated. The need for groups has been identified in areas such as Charlestown, Cardiff, Edgeworth. The ethnic population of these areas is large and the area is underserved. Table (1) shows the programs that have been offered to these groups to achieve the goals set out for this year.

TABLE I Activities of Support Groups

Dept. Social Security	Immigration Information
Groups Management	Visits to Tinonee Gardens
Health Related Information	Conflict Resolution
Stress Management	Relaxation
Assertiveness	National Day Celebrations
Conflict Resolution	Bus trips
Education Video Sessions	Craft
ECC	Games, Videos, Luncheons

RESEARCH

Research on the needs of NESB women in the Hunter Region is finished and so is the response of many agencies in the region. I feel it was a very representative sample. Below is very brief report and the outcome of this research and some recommendations.

- * 65% have language problems
- * 50% experience social isolation
- * 30% experience problems with getting information
- * 30% experience problem with employment

Agencies Response:

- * 53% of agencies have an Access & Equity Policy
- * 75% have some NESB clientele (very small number)
- * Main concern - lack of information & its dissemination to NESB clients
- * 70% would like to have training & information regarding NESB clients

GENERAL

1. I have finished my studies at College.
Will begin further studies in 1993.
2. I am a member of the following committees:
 - * Womens Housing Association
 - * Westlakes Family support Service
 - * Lake Macquarie Interagency
 - * Newcastle Domestic Violence Committee
 - * ECC/HACC Advisory Committee
 - * Spanish Welfare Committee
 - * Central Coast Migrant Access Committee
 - * Cessnock Interagency
 - * Hunter Area Bioethic Committee
 - * Ethnic Communities Council
 - * Ethnic Schools Association

OVERALL IT HAS BEEN A VERY BUSY AND REWARDING YEAR.
I WOULD LIKE TO THANK MRC STAFF, MANAGEMENT COMMITTEE AND MY
ADVISORY COMMITTEE FOR THEIR SUPPORT DURING 1991.

Irena Lupish
Community Welfare Worker

CASEWORK

This year I have had 218 face to face client contacts. Clients come from 39 different ethnic background (See TABLE III) with numerous presenting problems (See TABLE IV). To address these problems, I provide face to face and phone counselling, information, referral, support, as well as home and hospital visits.

My cases are referred from Department of Community Services, schools, hospitals, community health, doctors, womens refuges, AMES, ethnic communities, other agencies and self referred. It is interesting to note that the greatest number of clientele is from Europe (esp USSR) and Latin America. I also had several clients from Sydney and Gold Coast. (Russian speakers).

TABLE III - Ethnic Background of clients

1. Czech	15. Spanish	28. Yugoslav
2. Uruguayan	16. Malaysian	29. Vietnamese
3. Australian	17. Polish	30. Serbian
4. Macedonian	18. Sri Lankan	31. Fijian-Indian
5. Estonian	19. Tongan	32. Italian
6. Peruvian	20. Croatian	33. Latvian
7. Filipino	21. German	34. Columbian
8. Ukranian	22. Thai	35. Hungarian
9. Russian	23. Samoan	36. Laotian
10. Slovak	24. Norwegian	37. Pakistanian
11. Chinese	25. Dutch	38. Slovenian
12. Chilean	26. Beylorussian	39. Greek
13. Egyptian	27. Indonesian	40. Greek Macedonian
14. Kenyan		

TABLE IV - Presenting Problems

direct welfare
legal problems
isolation & loneliness
domestic violence
child abuse
sexual abuse
accommodation
alternative accommodation
separation
maintenance
adoption
terminal illness
death
bereavement
drug & alcohol
conflict resolution
on going support
assistance with correspondence

Dept. of Social Security
Dept. of Housing
Immigration
sponsorship
residency
deportation
financial counselling
home help
referrals
general information

Consultations; office visits

5 Accommodations
11 Employments (referred to Wasili)
13 Immigration & settlements
9 Family problems
2 Domestic violence

Home Visits

4 Family problems
8 Support & followups
11 Hospital visits
14 Referrals

Phone Calls

Outgoing

Followups - 41

Incoming - 53

Family problems, employment, health, immigration, domestic violence

Meetings & Seminars

23/9/91: Access & Equity
16/10/91: Information Session - DILGEA
19/10/91: The future of welfare worker in the Hunter
19/11/91: GROW - "Mental Health for All"
20/11/91: With Maria Pywell and Filomena Vandertium of DSS
21/11/91: MRC's "Towards a Challenging Decade".

GLORIA CHIUSSINI

FILIPINO WELFARE WORKER'S REPORT

I have been in the service from September and have spent much of my time learning about my new role.

Community and Group Work

1. Port Macquarie:
A group of women was organised under the umbrella of the Filipino Australian Society of the Hunter Valley Inc. Advice and guidance were provided to train them to be independent in the future. They are a very cooperative and united group, keen to help one another.
2. Cessnock:
A group of women started by Dolly Bates were encouraged to join the Filipino Australian Society and Hunter Valley Inc. Members of the group are now attending its functions and celebrations. They meet regularly at Cessnock Family Support.
3. Singleton
Have contacted a few who have started to organise a group. To meet them on the 11th December 1991.
4. Filipino Youth Group
Have organised the first meeting on 8th December 1991.
5. Filipino Senior Citizens
Have contacted a few daughters who were encouraged to take their parents to Migrant Resource Centre, on Fridays. Formal meeting date not yet set.
6. Multicultural Playgroup
This was organised by Ethnic Communities Council. There are 6 Filipino families regularly attending - 2 irregular ones.
7. Fundraisings:
a: Mount Pinatubo Volcano eruption victims. b) Late Sarah Knights Children c) Cyclone Thelma victims
8. Casework
Gave referrals, general support and follow up. 11 cases inherited from my predecessors. 10 new ones. Cases covering issues such as Immigration and Settlement, Social Security entitlements, health, accommodation, domestic violence, employment, family problems.

<u>TYPE OF COURSES</u>	<u>INDUSTRY SPECIFIC TRAINING COURSES</u>		<u>EMPLOYMENT OUTCOMES</u>
	<u>NO. OF PARTICIPANTS</u>		
1	Clerical Course	17	100%
2	Textile Machining	16	100%
1	Computer Training	8	70%
1	Desktop Publishing	8	60%
	Process Worker	31 people employed at this stage	

- * It is clear that the SMPO project has to create employment for NESB people.

CLIENT DATA

- * A disproportionate number of people with Tertiary Qualifications gained overseas.
- * All overseas qualified group under-utilised in the Hunter Labour Market
- * Inadequate State or Federal Government Services available for this group at the Regional level.
- * Career potential for this group not adequately addressed or realised.
- * Employer reluctance in relation to overseas qualified persons.
- * SMPO client base all eager to gain employment and are prepared to work outside previous professional employment area.
- * Under utilization of human resources in the Northern Region of NSW.

SPECIAL ACTIVITIES - 1991 (6 DAY RURAL ACCESS TOUR TO:

- (i) Kempsey
- (ii) Coffs Harbour
- (iii) Grafton
- (iv) Lismore
- (v) Byron Bay
- (vi) Port Macquarie

The aim was to conduct information sessions for people;

a) people of non-English speaking background and mainstream service providers eg Skillshare, Workplace, Commonwealth Employment Service, Social Security and interested community based organisations, re qualification recognition procedures, training/educational opportunities and information regarding Access and Equity and EEO issues.

b) To gather specific information regarding potential client base and possibility of the Hunter Region Migrant Resource Centre assisting in the development of employment/training programs for rurally disadvantaged people of non-English speaking background.

SPECIALIST MIGRANT PLACEMENT OFFICER
ANNUAL REPORT 1991

AIMS OF THE SMPO PROJECT

- * To instigate appropriate strategies for clients with overseas qualifications
- * To act as a catalyst, platform for the sharing of information, experience and knowledge on employment and educational issues.
- * To facilitate networks between employers, clients, professional organisations eg: AMA, SOCIETY OF ENGINEERS, NURSES AND TEACHERS FEDERATION ETC. and Tertiary Educational institutions.
- * To encourage self determination and activate strategies and programs in answer to and in anticipation of employers and client group needs.
- * To promote greater understanding of issues encountered by migrants/people of non-English speaking background in relation to employment and further education.
- * To develop and strengthen SMPO aims in the Northern Region of NSW
- * To provide support services where confidentiality and individual development are involved.

TARGET GROUP

1. Non English speaking background people with;
 - a) tertiary qualifications
 - b) trade qualifications
 - c) non-English speaking people who need assistance with employment, over 25 years of age.

CLIENT BASE TO NOVEMBER 1991

Currently over 408 people registered with SMPO project
52 nationalities represented in SMPO program.

Gender Breakdown:

* female - 256
* male - 152

total - 408

Client Profile

Age

Number of person seen:

* aged between 15 and 24 = 31
* aged between 25 and 40 = 285
* aged over 40 ---

308

PLACEMENTS:

Employment

Number of employment placements:

* full-time (min. 35 hrs pw) 96
* part-time (less than 35 hrs) 29
--
TOTAL - 105
--

TRAINING:

Number of full/time
training placements
(exceeding 12 mth
duration) 18
Short term training
courses 63
Total no. of people
in training 81
--

c) To explore a possible infrastructure for future training opportunities for people of non-English speaking background in the Northern Region of New South Wales.

d) To identify regional access and equity in employment and training opportunities for non-English speaking background people.

e) To consult with groups of people of non-English speaking backgrounds to gain an insight into the issues that inhibit their access into mainstream Australian life.

ISSUES PRESENTED FROM INFORMATION SESSIONS

- i) Discrimination based on gender, races and age.
- ii) Educational/qualification recognition procedures.
- iii) Lack of formal English language provision
- iv) Inadequate training/employment programs for people of non English speaking background.
- v) Lack of assistance from Commonwealth Employment Service Service re educational/training opportunities
- vi) Inadequate DILGEA service delivery, re settlement issues

* It is clear that service provision for people of non-English speaking background inadequate in the Northern Region of NSW.

ASSESSMENT

- * Many structural changes are occurring through the restructuring of public and private organisations, which will directly effect the employment status of many people of non-English speaking backgrounds.
- * The implementation of the Federal Government's NEWSTART STRATEGY" although an innovative policy direction it will in effect exclude specific service delivery for people of non-English speaking backgrounds, eg interpreters for New START interviews, and most importantly limited information in community languages about the "New Start" guidelines.
- * All non-English speaking background people who are currently unemployed, or receiving invalid pensions or sickness benefits, will undergo assessment by the Department of Social Security with the view of orientating these people back into the labour market.
- * Although the federal government has allocated substantial funds for the implementation of the "New Start Strategy" it is clear that NESB in the Hunter Region are being denied access to interpreters during the "New Start" interview process and are being inappropriately referred to community and training organisations.

- * It is clear that the current methods being used by the Department of Employment of Education and Training and The Department of Social Security will marginalise people of non English speaking backgrounds. This fact was highlighted by my North Coast employment/training information tour, where non-English speaking background people were excluded from mainstream service provision: It would appear that the Australian bureaucracy is returning to the old days when migrant service delivery was based on the concept on SELF HELP regardless of the individuals citizenship status, or contribution to the Australian economy.

WASILI SALEWSKI

REPORT OF MIGRANT ACCESS PROJECT WORKER
CENTRAL COAST

I began work with the MRC on August 1st 1991, as a Migrant Employment Development Officer, after nearly 20 years in the CES. My area of work is to promote access and equity into employment and training on the Central Coast for people of NESB.

I am based at Wyong TAFE and following a week at the MRC, I developed a plan of operations remote from Hamilton. I started with known providers on the Central Coast, to try to find NESB people who were having difficulty accessing employment and training. We had an initial media campaign to make Central Coast people aware of the services provided and how I could be contacted. This involved newspaper interviews and articles, radio interviews, as well as newsletter notices and Interagency meetings.

Contracts were made with Wyong Shire Council, Gosford City Council, DSS, Gosford and Wyong, CES, Gosford and Wyong, Community Services, Gosford and Wyong, Skillshare groups on the Central Coast and all Neighbourhood Centres. There were workers in all these organisations who were able to assist in finding NESB people.

The people of NESB who have contacted me have mainly been after a job. This has been an on going process, and I have been able to find employment for some of these people. The MRC through its resources has given me access to the Australian Chamber of Manufactures, who use a data base for unemployed job seekers.

I also use Drake Personnel in Newcastle and there are five private employment agencies on the Central Coast. Most NESB people are not aware of these avenues of employment and the services are free. As an on-going project the NESB people are being made aware of a large source of job markets.

Preliminary estimates from 1986 ABS figures show for the NESB workforce, there is nearly 23.8% unemployment in the Wyong area. In the Gosford area there are 21.5% unemployed. The National unemployment average is about 10%, so the NESB population does not have a proportional equity in employment on the Central Coast.

From our inquiries at CES Gosford there are 373 NESB persons registered as unemployed and Wyong CES has 256 NESB persons registered as unemployed.

Focus on training for NESB people on the Central Coast has also continued. They do not have access and equity to Training on the Central Coast as can be seen from the following:-

* On the 31/10/91, Gosford CES had an unemployment register of 7038 persons. They trained 682 between 1/7/91 and 14/11/91. Ten trainees were NESB people. Therefore only 1.5% of their trainees were NESB people. As they have approximately 373 NESB people, this is only 4.1% of the Gosford CES unemployed register.

* Wyong CES on 31/10/91 had an unemployed register of 7038 persons. They trained 457 persons between 1/7/91 and 21/10/91. Six of these trainees were NESB people - only 3.5% of the total NESB register of 256.

Clearly NESB people registered as unemployed with the CES do not have equity in training.

TAFE in 1990 trained 6874 people at the Gosford and Wyong Collages, of this number only 62 were NESB people. This is less than 1%. This does not reflect a population of 20,000, first and second generation NESB people on the Central Coast.

As part of my work I propose to make NESB people more aware of -:

- (1) the full range of employment services on the Central Coast and how to network with Sydney and Newcastle.
- (2) the awareness for training on the Central Coast and how to access the options for training.

Ellery Teare

ANNUAL REPORT 1991
EARTHQUAKE RECOVERY WORKER

FOREWORD

Before I commence I would like to extend my gratitude to the staff at the M.R.C. and thank everyone for their kindness and support. In particular, thanks to both Violetta Walsh and Alex Burns for their continued support and friendship during the last 18 months that I have been employed with the Centre. Unfortunately, all good things must come to an end. As of the 31st December, 1991, funding for my position ceases, and sad as it may be to leave the time has come to move on to other projects and new horizons. The experience gained whilst working at the M.R.C. has been invaluable to me. To all of you again thank you and I hope to be able to work with you again in the near future.

BACKGROUND

December 28th, 1989 will remain etched in the minds of Novocastrians for a long time to come. The earthquake which struck quite unexpectedly that Thursday morning was the first of its kind to occur in an urban area in Australia. It claimed 12 lives and caused widespread damage to the community as a whole, particularly to the areas of Hamilton, Broadmeadow and Islington. It caught everyone by surprise - property owners, local authorities, insurance companies and the building industry. And even though the reconstruction of Newcastle commenced immediately following the earthquake, the effects of the disaster are still being felt today some 18 months later.

In order to assist community recovery following the earthquake the State Disaster Welfare Organisation, acting on the recommendations in the Rowlands' Report, approved funding for five community managed recovery positions. These were:

1. Community Worker, Hamilton
2. Community Worker, Newcastle
3. Information Project Worker
4. Italian Community Worker
5. Community Legal Project

This report provides an indication of the work undertaken by the Hamilton Community Worker, who commenced work at the M.R.C. on the 13th August, 1990, initially for a period of 9 months. This period was later extended and funding for the project is due to cease on the 13th December, 1991.

From the 13th of December 1991, any unresolved or outstanding cases will be referred to either the Disaster Welfare Centre, or to the Newcastle Renewal Co-ordination Unit for follow up and subsequent completion.

16

AIMS

The initial aim of the project was to assist individuals and community groups in Hamilton, Broadmeadow and Islington in the post earthquake recovery process.

Even today these areas require support and continuing care, so that community rehabilitation can be achieved.

Due to the large number of requests from householders outside that designated area, it was put to the Newcastle Personal Services Committee on the 10th October, 1990 that support be given to anyone seeking assistance irrespective of where they live in the Newcastle area. Subsequently, the scope of this project was officially extended to include Lake Macquarie and all of Newcastle.

WORK PERFORMED - Statistics

The tables below list the areas and clients serviced by the Hamilton worker since the commencement of the project.

Table 1 Cases by Suburb

Suburb	Households
Hamilton	19
Mayfield	11
Hamilton South	10
Adamstown	9
New Lambton	8
Broadmeadow	8
Newcastle	3
Cooks Hill,	2
Bar Beach	1
Islington	4
Merewether	2
The Junction	2
Jesmond,	1
Wallsend,	2
West Wallsend	1
Charlestown	1
Kahibah	1
Highfields	2
Birmingham Gardens	1
Shortland	1
Georgetown	2
Tighes Hill	1
Maryville	1
Carrington	1
Wickham	1
Belmont Nth & Sth	2
Toronto	1
Cardiff	1
Glendale	1
Adamstown Heights	2
Tingira Heights	1

Table 2 Cases by Client

Householders	102
Community Groups	2
Small Business	8

TOTAL	112

Table 3 - Cases by Ethnic Group

NESB Cases	
Italian	15
Greek	31
Macedonian	6
Polish	7
Aboriginal	1
Hungarian	2
Spanish	2
Portuguese	1
Croatian	1
Chinese	2
Austrian	2
Yugoslavian	1
Serbian	1
Russian	1
Ukrainian	1
German	1
NESB Subtotal	75 67%
ESB cases	37 33%

TOTAL CASES	112

Waratah	3
Maryland	1
Lambton	2
North Lambton	1
Dudley	1
Booragul	1

TOTAL CASES 112

As is evident from the above tables the majority of cases involved clients from the Hamilton area, in particular those of Greek and Italian descent.

Casework vs Community Work

The project itself was of a twofold nature, involving both casework (as indicated above) and community work.

Casework

Casework was an integral part of the project as many people, particularly those of NESB, experienced problems and hardship following the earthquake. Some of the issues included:

- * Language difficulties
- * Builders not completing work
- * Elderly people making payment prior to completion of work
- * Difficulties with insurance assessors
- * Need for mediation and advocacy between clients and assessors, insurance companies and builders.
- * Referrals to legal and counselling services

Community Work

This has involved:

- * Meetings with the Broadmeadow Residents group
- * Meetings with the Hamilton Progress Association
- * Meetings with the Hamilton Chamber of Commerce
- * Meetings with the Belford Street Action Group (Broadmeadow)
- * Meeting with Mayfield branch of DSS

In the course of this casework/community work, contacts were also made with various government and non-government agencies, in order to facilitate clients claims and difficulties.

These included:

- (a) Government;
 - Disaster Recovery Centre
 - Lifeline's Legal Project
 - Building Services Corporation
 - Ethnic Affairs Commission
 - Disaster Counselling Centre
 - Business and Consumer Affairs
 - Rural Assistance Authority
 - Hunter Water Board
 - Legal Aid

Various State and Federal MPs
Ethnic Health Workers
Insurance Council of Australia
Department of Social Security

- (b) Local Government
Newcastle Renewal Coordination Unit
- c) Community Groups
Hamilton Progress Association
Broadmeadow Residents' Group
Ethnic Day Care Centres
Newcastle Neighbourhood Centre
- (d) Welfare Groups
Red Cross
St Vincent De Paul Society
Samaritans
- (e) Business
Hamilton Chamber of Commerce
- (f) Others
Insurance Companies
Engineers
Loss Adjustors
Builders
Solicitors
Financial Institutions

SUMMARY

The Newcastle Earthquake was a disaster for which no-one was fully prepared or expecting. The experiences of the last 18 months, however, have demonstrated the community's ability to cope with such a disaster. Recovery has been a lengthy process, problems still exist and will continue to exist for some time to come.

By working together as a team we have resolved many of the problems people have experienced due to the earthquake. However, there is still some way to go to achieve a final solution.

We, as community recovery workers, should be proud of our results given the limited resources and time frame in which they have been achieved.

I believe that the City's renewal will continue, with the general community benefitting from a revitalised Newcastle and surrounds.

LULU TANTOS

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 1991

LIKELY DEVELOPMENTS

The company will continue to provide welfare services to the migrant community.

DIRECTORS' BENEFITS

Since the end of the previous financial year no Director of the company has received or become entitled to receive any benefit (other than a benefit included in the aggregate amount of remuneration received or due and receivable by Directors shown in the financial statements, or the fixed salary of a full-time employee of the company or of a related corporation) by reason of a contract made by the company or a related corporation with a Director or with a firm of which a Director is a member, or with a company in which a Director has a substantial financial interest.

Dated at Newcastle on *28th November*, 1991.

Signed in accordance with a resolution of Directors.


Director



Director

MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 1991

The Directors present their report together with the financial statements of Migrant Resource Centre of Newcastle for the year ended 30 June 1991 and the auditors' report thereon.

DIRECTORS

The directors in office at the date of this report are:

Hing Hung Chan	Kristos Karanges
Kim Dau	Flora McCann
Lisbet De Castro Lopo	Trudy Mills Evers
Frank Dudeck	Salati Pauli
John Foteff	

PRINCIPAL ACTIVITIES

The principal activity of the company during the course of the financial year was the provision of welfare and educational services.

There were no significant changes in the nature of the activities of the company during the year.

RESULT

The operating profit amounted to \$8,200. The company is not liable for income tax.

REVIEW OF OPERATIONS

The company provided welfare services to the migrant communities in Newcastle and the Hunter Region which are funded by government grants. These grants are brought to account as and when received and not necessarily in the same financial period in which the expense is incurred. The company does not earn profits in the ordinary commercial sense.

STATE OF AFFAIRS

In the opinion of the Directors there were no significant changes in the state of affairs of the company that occurred during the financial year under review not otherwise disclosed in this report or the financial statements.

EVENTS SUBSEQUENT TO BALANCE DATE

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the company, the results of those operations, or the state of affairs of the company in subsequent financial years.

MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS

Scope

We have audited the financial statements of Migrant Resource Centre of Newcastle for the year ended 30 June 1991 as set out on pages 4 to 12. The company's directors are responsible for the preparation and presentation of the financial statements and the information they contain. We have performed an audit of these financial statements in order to express an opinion on them to the members of the company.

Our audit has been planned and performed in accordance with Australian Auditing Standards to provide a reasonable level of assurance as to whether the financial statements are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Concepts and Standards and statutory requirements so as to present a view of the company which is consistent with our understanding of its operations.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion, the financial statements of Migrant Resource Centre of Newcastle, are properly drawn up:

(a) so as to give a true and fair view of:

- i) the state of affairs of the company as at 30 June 1991 and of the results of the company for the year ended on that date; and
- ii) the other matters required by Division 4 of Part 3.6 of the Corporations Law to be dealt with in the financial statements;

(b) in accordance with the provisions of the Corporations Law; and

(c) in accordance with Statements of Accounting Concepts and applicable Accounting Standards.

Dated at Newcastle on *22 November* 1991


KPMG Peat Marwick
Chartered Accountants


P.A. Mather
Partner

STATEMENT BY DIRECTORS

1. In the opinion of the Directors of Migrant Resource Centre of Newcastle:
 - (a) the accompanying financial statements of the company as set out on pages 5 to 12 are drawn up so as to give a true and fair view of the result for the year ended 30 June 1991 and the state of affairs as at 30 June 1991; and
 - (b) as at the date of this statement, there are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due.
2. The financial statements of the company have been made out in accordance with Statements of Accounting Concepts and applicable Accounting Standards.

Dated at Newcastle on *28 November*, 1991.

Signed in accordance with a resolution of Directors.

Director *[Signature]*

[Signature]
Director

MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 30 JUNE 1991

	1991 \$	1990 \$
Operating profit	3 8,200	6,127
Income tax attributable to operating profit	-	-
Operating profit after income tax	<u>8,200</u>	<u>6,127</u>
Retained profits at the beginning of the financial year	84,094	77,967
Total available for appropriation	<u>92,294</u>	<u>84,094</u>
Retained profits at the end of the financial year	<u><u>92,294</u></u>	<u><u>84,094</u></u>

The profit and loss account is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 7 to 12.

MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

BALANCE SHEET AS AT 30 JUNE 1991

	Note	1991 \$	1990 \$
CURRENT ASSETS			
Cash	4	55,638	66,506
Receivables	5	30,424	18,067
Total Current Assets		<u>86,062</u>	<u>84,573</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	32,527	23,835
Total Non-Current Assets		<u>32,527</u>	<u>23,835</u>
TOTAL ASSETS		<u>118,589</u>	<u>108,408</u>
CURRENT LIABILITIES			
Creditors and borrowings	7	5,978	8,074
Provisions	8	15,793	12,475
Total Current Liabilities		<u>21,771</u>	<u>20,549</u>
NON-CURRENT LIABILITIES			
Provisions	8	4,524	3,765
Total Non-Current Liabilities		<u>4,524</u>	<u>3,765</u>
TOTAL LIABILITIES		<u>26,295</u>	<u>24,314</u>
NET ASSETS		<u>92,294</u>	<u>84,094</u>
SHAREHOLDERS' EQUITY			
Retained profits		92,294	84,094
TOTAL SHAREHOLDERS' EQUITY		<u>92,294</u>	<u>84,094</u>

The balance sheet is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 7 to 12.

MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1991

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The significant policies which have been adopted in the preparation of these financial statements are:

Basis of Preparation

The financial statements of the company have been drawn up in accordance with the accounting concepts, standards and disclosure requirements of the Australian accounting bodies, applicable Accounting Standards, the provisions of Schedule 5 to the Corporations Regulations, and the requirements of law. They have been prepared on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied.

The financial statements have been prepared in accordance with Schedule 5 to the Corporations Regulations for the first time. This may have resulted in reclassification of certain comparative information.

Income Tax

The company is not liable for income tax.

Property, plant and equipment

Acquisition

Items of property, plant and equipment are recorded at cost and depreciated as outlined below.

Depreciation

Items of property, plant and equipment, including leasehold improvements, are depreciated over their estimated useful lives. The straight-line and reducing balance methods of depreciation are used. Items of property, plant and equipment are first depreciated in the year of acquisition.

Provisions

Employee Entitlements

The provisions for employee entitlements relate to amounts expected to be paid to employees for annual leave, long service and are based on legal and contractual entitlements and assessments having regard to experience of staff departures and leave utilisation.

Current wage rates are used in the calculation of the provisions.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1991

Grants

Government grants are brought to account as and when received and not necessarily in the financial period in which its expenses are incurred.

Superannuation Fund

Contributions are made to superannuation funds on behalf of employees. Contributions are based on the relevant industrial awards or the level of allowable contributions defined by the Insurance and Superannuation Commission. Such contributions are charged against income.

2. LIMITED BY GUARANTEE

Each member of the company undertakes to contribute to the property of the company in the event of its being wound up while he is a member or within one (1) year after he ceases to be a member for payment of the debts and liabilities of the company contracted before the time at which he ceases to be a member and the costs, charges and expenses of winding up for an adjustment of the rights of contributories among themselves such amount as may be required not exceeding ten (\$10) dollars.
As at the 30 June, 1991 the total number of members was 118 (1990 - 94).

3. OPERATING PROFIT

(a) Operating revenue and expenses:

Operating profit has been arrived at after including:

Operating revenue

	1991 \$	1990 \$
Grants received	315,915	263,958
Interest received or due and receivable from:		
Other persons or corporations	9,457	10,547
Rental income	3,020	-
Other operating revenue	5,239	5,501
	<u>333,631</u>	<u>280,006</u>

Operating expenses

Depreciation of:		
Plant and equipment	5,648	5,485
Amounts set aside to:		
Provision for annual leave	3,318	1,496
Provision for long service leave	759	850
	<u>4,077</u>	<u>2,455</u>
Auditor's remuneration		
Auditing the accounts	4,077	2,455

MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1991

	1991 \$	1990 \$
4. CASH		
Cash at building society	55,638	66,506
5. RECEIVABLES		
CURRENT		
Accrued income	570	-
Short term deposits	29,854	18,067
	30,424	18,067
6. PROPERTY, PLANT AND EQUIPMENT		
Leasehold improvements, at cost	17,172	11,112
Accumulated amortisation	7,196	5,594
	9,976	5,518
Equipment, at cost	43,541	35,261
Accumulated depreciation	20,990	16,944
	22,551	18,317
Total property, plant and equipment, at net book value	32,527	23,835
7. CREDITORS AND BORROWINGS		
CURRENT		
Sundry creditors	3,279	5,653
Accrued expenditure	2,699	2,421
	5,978	8,074

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1991

	1991 \$	1990 \$
8. PROVISIONS		
CURRENT		
Provision for annual leave	15,793	12,475
NON-CURRENT		
Provision for long service leave	4,524	3,765
9. COMMITMENTS		
<u>Rent expense commitments</u>		
Due not later than one year	32,054	17,941
Due later than one year but not later than two years	32,054	-
Due later than two years but not later than five years	21,369	-
	85,477	17,941

MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1991

	1991 \$	1990 \$
10. SUMMARY OF SOURCES AND APPLICATIONS OF FUNDS		
SOURCES OF FUNDS		
Funds from operations:		
Inflows of funds from operations		
Grants received	315,915	263,958
Other revenue		
Interest received	9,457	10,547
Other	8,259	5,501
	<hr/> 333,631	<hr/> 280,006
Less: Outflows of funds	315,706	266,048
	<hr/> 17,925	<hr/> 13,958
Increase in liabilities		
Current liabilities		
Creditors and borrowings	-	3,487
	<hr/>	<hr/>
Reduction in assets		
Current assets		
Receivables	-	884
Other	-	808
Cash	10,868	-
	<hr/> 10,868	<hr/> 1,692
	<hr/> 28,793	<hr/> 19,137
	<hr/> <hr/>	<hr/> <hr/>
APPLICATIONS OF FUNDS		
Increase in assets		
Current assets		
Cash	-	11,034
Receivables	12,357	-
	<hr/> 12,357	<hr/> 11,034
Non-current assets		
Property plant and equipment	14,340	8,103
	<hr/>	<hr/>
Reduction in liabilities		
Current liabilities		
Creditors & borrowings	2,096	-
	<hr/> 28,793	<hr/> 19,137
	<hr/> <hr/>	<hr/> <hr/>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1991

	1991 \$	1990 \$
10. SUMMARY OF SOURCES AND APPLICATIONS OF FUNDS (CONT.)		
NOTES TO AND FORMING PART OF THE SUMMARY OF SOURCES AND APPLICATIONS OF FUNDS		
(i) Reconciliation of funds from operations with operating profit is as follows:		
Funds from operations	17,925	13,958
Less: Depreciation	(5,648)	(5,485)
Provision for annual leave and long service leave	(4,077)	(2,346)
Operating profit for year	<u>8,200</u>	<u>6,127</u>

M.R.C INDIVIDUAL MEMBERS as of 4.12.91

D Anastasia	N Mitchell
S Andrijanic	H Mouschos
E Backhausen	O Mouschousn
D Bates	P Nicholas
N Bubutievski	T Nicholas
A Burns	S Nikas
F Burnog	L L Norton
L Buxton	M Orkopolous
A Carraro	J Orkopolous
H H Chan	Osadzuk
A & G Chiussini	E A Osipov
K Corbevski	M F Oto
K Dau	S Pauli
G Dimkos	T Perdulovski
J Dupree	N Polites
J Foteff	T N Reeves
G Gianacas	R Rossi
S Gray	V & M Rupek
S Gounis	G Rusev
L Hernando	M Rufo
H Hoskins	A Sabouni
E Jankovic	G Sakaravaras
V Jankulovski	T Sakaravaras
T Kacev	W Salewski
I Kacevski	P Sarris
A Kizeweter	N Sazdanoff
L Koppen	I Sharples
Z Jackarovski	P Sklavos
C Karanges	Z Sorcevski
Con Karanges	S Talev
L Karanges	K Tanchev
P M C Kelly	V Tancevski
D Kolchovski	L Tantos
V Kolevski	C Theacos
C Kolmajer	H Theacos
J Kolmajer	N Topevski
S Kulupock	P Prepenovski
J Loli	S Tryk
L D C Lopo	N Urtkovski
I Lupish	V Vangelov
Ger Macridis	J Vissis
J Magnisalis	V J Walsh
P Mangovski	C Williams
A Mandicos	T Willis
G Manuoulis	E Zabellis
H Mantziaris	A Zervas
C S Marchich	Arthur Zervas
A Marendis	Fr N Zervas
J McCarthy	T Zervas
Z Micevski	N Zervas
J Mills MP	C Zoupantis
T Mills-Evers	

ORGANISATIONAL MEMBERS 1991 -
(as of 4/12/91)

1. Dutch Society Concordia
2. Filipino Australian Society of Hunter Valley Inc
3. Free Serbian Orthodox Church
4. Greek Orthodox Church of St Demetrios
5. Latvian Society
6. Polish Association of Newcastle
7. St Nicholas Russian Orthodox Church
8. St Nicholas Russian Orthodox Ladies Auxiliary
9. Newcastle Samoan Community
10. The Circle of Friends of Latin America
11. The Spriritual Assembly of Bahai
12. Tongan Community of Newcastle

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