



MIGRANT RESOURCE CENTRE

of Newcastle and The Hunter Region Limited

A.C.N. (002 898 759)

ANNUAL REPORT 1993

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AGENDA OF THE 8TH ANNUAL GENERAL MEETING

**OF THE MIGRANT RESOURCE CENTRE HELD
ON FRIDAY 26TH NOVEMBER 1993**

8 CHAUCE STREET, HAMILTON AT 7PM

1 OPENING AND WELCOME BY HENRY CHAN - CHAIRPERSON

**2 GUEST SPEAKER - DAVID BRODIE
DIRECTOR COMMUNITY JUSTICE CENTRE
"CONFLICT RESOLUTION"**

3 MINUTES OF THE PREVIOUS AGM

4 BUSINESS ARISING

5 PRESENTATION OF REPORTS

6 AUDITOR'S REPORT

7 ELECTION OF MRC MANAGEMENT COMMITTEE

**8 GENERAL BUSINESS - PRESENTATION 'A SMALL BUSINESS
GUIDE FOR MIGRANTS'**

9 CLOSE - (REFRESHMENTS)

**WE WISH TO ACKNOWLEDGE THE SUPPORT OF OUR FUNDING
BODIES :**

• Department of Immigration and Ethnic Affairs

• Department of Industrial Relations Employment, Training and Further
Education

• NSW Department of Community Services

• NSW Migrant Employment Qualification Unit

• NSW Office Of Youth Affairs

• Department of Health Housing Local Government and Community Services

MRC MANAGEMENT COMMITTEE MEMBERS 1992/93

1.	Chairperson	-	Henry Chan
2.	Vice-Chairperson	-	William Simanowsky
3.	Secretary	-	Lulu Tantos
4.	Treasurer	-	Trudy Mills-Evers
5.	Assistant Secretary	-	Enza di Stefano
6.	Assistant Treasurer	-	Lorraine Norton
7.	Filipino Community	-	Elena Backhausssen
8.	Greek Community	-	Milton Orkopoulos
9.	Polish Community	-	Alina Kizeweter
10.	Samoan Community	-	Salati Pauli
11.	Macedonian Community	-	Traj Trajanovski (replacing John Foteff who resigned April 1993).

COOPTED MEMBERS

1.	Department of Immigration and Ethnic Affairs - Wendy Buender	
2.	Lake Macquarie City Council	-
3.	Newcastle City Council	-
4.	Department of Community Services	-
	Therese Moskal (replacing Christine Jordan - retired July 1993).	

STAFF

1.	Coordinator	-	Violetta Walsh
2.	Assistant Coordinator	-	Tima Oto
3.	Receptionist/Clerical	-	Roopan Singh
4.	Community Project Officer	-	Irena Lupish
5.	Community Development Worker, GIA I	-	Alex Burns
6.	Community Welfare Worker GIA II	-	Angela Dangas
7.	Filipino Welfare Worker	-	Petrona Kelly
8.	Get Started Project Officers	-	Patricia Dring & George Pulitueva
9.	Specialist Migrant Placement Officer	-	Wasili Salewski
10.	Workplace Worker	-	Ian Hazeldine
11.	Recession Support Worker	-	Sharon Nichols
12.	Get Started Clerical Support Worker	-	Kathy Wong
13.	Workplace Clerical Support Worker	-	Steve Stojcevski
14.	SMPO Clerical Support Worker	-	Anna Cotts
15.	Community Visitor's Program	-	Ann Dupree

**MINUTES OF THE 7TH ANNUAL GENERAL MEETING OF THE
MIGRANT RESOURCE CENTRE OF NEWCASTLE AND THE HUNTER
REGION HELD AT THE MRC, 18TH NOVEMBER 1992, AT 7.00PM**

1. ATTENDANCE - See attached list.
 2. APOLOGIES - John Mills, Ian Hazeldine, Christos Karanges, F Benjamin Forbes, John Devitt, Ellen Backhausen.
 3. INTRODUCTION: Henry Chan, Secretary of the MRC took the chair in the absence of John Foteff. Henry welcomed those present and introduced Christine Koutsoukas, the guest speaker.
 4. Christine Koutsoukas, ABC presenter of "Compass", spoke on the inter-relationship between religion and Multiculturalism in Australia. A copy of Christina's presentation is available at MRC.
 5. The meeting's agenda was suspended to allow Paul Connoll (KMFG Peat Marwick) to present the 1992 Audited Financial Report. Wendy Buender (DILGEA) sought clarification on the contents of the report. The financial report was then accepted. Moved C Gianacas, seconded, L Norton. The business of the meeting then continued as per the agenda.
 6. Minutes of the AGM for 1991: Accepted: Moved S Pauli, seconded A Kizeweter.
 7. BUSINESS: From previous minutes none.
 8. REPORTS:-
Chairperson - read as presented in his absence. The remaining reports were accepted and the staff were congratulated for their work. The meeting wished Ellery Teare and Gloria Chiusini all the best in their future work. Pet Kelly, the new Filipino worker, was introduced to those present. Thanks were also given to Tima and Roopan for their work throughout the year. Accepted L Norton, seconded C Gianacas.
 9. ELECTION: Thanks were given to the outgoing Committee. The committee then stood down. Eleven nominations were received for the eleven vacancies. These were all accepted and the election process was completed. It was noted that Wendy Buender raised a concern that some members may not have received nomination forms. It was pointed out by Henry Chan that he understood that nominations were sent out as required by the memorandum of articles.
- OTHER BUSINESS:
- a) W Buender - Asked that the reports be mailed out prior to the AGM. Henry stated the Centre would endeavour to do this for 1993.

- b) Trudy raised the recent passing of one of the Centre's former staff Virgie Rupek. It was noted that Virgie was both a great friend and supporter who had grown with the Centre.
- c) Thanks to Christos Karanges for being our hardworking President for his work over the last few years.

11. THE MEETING CLOSED AT 8.45PM.

ELECTED EXECUTIVES FOR 1992/93

1.	Henry Chan - Chairperson
2.	John Foteff - Deputy Chairperson
3.	Lulu Tantos - Secretary
4.	Enza Di Stefano - Assistant Secretary
5.	Trudy Mills-Evers - Treasurer
6.	Lorraine Norton - Assistant Treasurer
7.	Elena Backhausssen - Member
8.	Alina Kizeweter - Member
9.	Salati Pauli - Member
10.	William Simanowsky - Member
11.	Milton Orkopoulos - Member

ATTENDANCE LIST:

NAME	COMMUNITY
1. Alina Kizeweter	Polish
2. Christine Jordan	Polish
3. William Simanowsky	Ukranian
4. Lulu Tantos	Greek
5. Con Gianacas	Greek
6. Con Karanges	Greek
7. W Buender	DIIGEA
8. Minda Purins	Filipino
9. Henry Chan	Chinese
10. Wasili Salewski	Staff
11. Violetta Walsh	Staff
12. Alex Burns	Staff
13. Irene Lupish	Staff
14. Pat Dring	Staff
15. Sharon Nichols	Staff
16. George Pulivvea	Staff
17. Roopan Singh	Staff
18. Tima Oto	Staff
19. Renato Rossi	Italian
20. Salati Pauli	Samoan
21. P Nichols	Greek
22. Helen Hantzlaris	Greek
23. Danuta Wex	Polish
24. Petrona Kelly	Filipino
25. Enza Distefano	Italian
26. Lorraine Norton	Chinese
27. Ann Dupree	Dutch
28. Trudy Mills Evers	Dutch
29. Dora Sklavos	Greek

This year has ushered in a new era of stability and continuity for the MRC. In January we received the information regarding the enhancement package to MRC funding as signalled by the outgoing Minister of Immigration, the Hon Gerry Hand. The funding has allowed us to expand our core staff to four people: including a Community Project Officer, and a clerical information officer, in addition of course to our coordinator and assistant. A four year funding agreement accompanied the package, a realistic time frame which gives us the opportunity to plan and implement projects that the previous arrangement did not.

There remains some concern regarding the Grant-in-Aid Scheme, which continues in limbo. An extension to our two GIA position has been granted till September 1994, but at the time of writing no concrete details are available regarding the longer term future of the Scheme. There is a general sense that the gains to the MRC Program, may end up being offset by rationalisation of the Grant in Aid Scheme.

Nonetheless we are in general very pleased with the endorsement given to the valuable role of the MRC by enhanced funding.

As you peruse the pages of the report you will be able to gauge the scope and breadth of that role in providing settlement services: in employment related programs, in welfare services, and in community development. That work has been conducted not only in our immediate location, but also, you will note, in outreach to the Central Coast and to the Mid and Northern Coasts of NSW. These areas have been to some extent sleeping giants, but we are pleased to have played our part in stirring them. The ethnic communities residing there are gathering strength and momentum, and demanding essential services in their own right.

The Centre itself has felt the impact of changes and growth in the migrant population in our local area. There has been significant growth in our Hunter numbers; with highest ethnic representation reflecting the national intake of people from China, Hong Kong, the Pacific Islanders, and the Philippines. We have also noted numbers of new refugee arrivals from former Yugoslavia. Client statistics from our various programs reflect these factors, and it has been particularly interesting to note that over 50% of our Centre's client base are people who have been in Australia for less than 5 years.

It is reassuring to know then that we are serving not only our long settled communities whose needs do not necessarily disappear with long residency, but also the new arrivals who are the most vulnerable people in our community.

I would like to pay tribute to my colleagues on the management committee, who have served the Centre responsibly and loyally and of course our staff, now a team of 15, led by our manager Violetta Walsh. It has been a great pleasure to be involved with this dynamic and effective agency.

Henry Chan

CO-ORDINATOR'S REPORT

I am pleased to report on a busy and productive year at the Centre, a year which began on the very positive note of gaining endorsement from our funding body, as noted by our Chairman. Roopan Singh has joined us as Receptionist/Information Officer, and Irena Lupish formerly GIA Welfare is now operating as our Community Project Officer. Tima and I welcome them warmly, and look forward to a very effective and supportive working relationship.

We continue at this time to operate between two premises, not an entirely satisfactory arrangement, with some staff based in an outreach office in James Street. It is more difficult to maintain a team sense under these circumstances, and extra attention needs to be paid to ensure good communication among staff members. The Centre now has some 15 members of staff, a few part-timers to be sure, but we also accommodate project workers 'owned' by other organizations who work as part of our team and share our philosophy: the 2 Pacific Islanders welfare workers, the Project Officer of the Hunter Ethnic Schools, and the Multicultural HIV/AIDS Project worker. Early in the new year another staff member will join us, as the long awaited Multicultural Project Worker whose role will be to offer training and support to mainstream community services in reaching and assisting clients of NESB.

In addition, we continue to provide space for community groups for their various activities, and it would be sad indeed if this facility had to cease. So in the midst of operation, we continue to seek what appears to be the holy grail: affordable premises, big enough for our needs, and accessible to our clients. Suggestions will be gratefully accepted.

Our project staff reports are sound testimony of the daily work of the Centre. But there are a number of unreported activities which are equally significant to our role as community service provider. We continue to be involved in the EAPA Voucher system, and in these hard economic times, supply cannot keep pace with demand. Our Tax Help Program is an annual involvement between July and October. We continue to produce the very useful Migrant Services Directory, upgrading it at least twice a year. We continue to deal with an endless stream of clients seeking information and/or referral, or just a sympathetic ear. Deadlines of all kinds need to be met, in submissions, reports and correspondences. I can only pay the warmest tribute to what I call the 'engine room' of the agency, its administrative staff, Tima, Roopan, Steve, Anna and Kathy who make all our work a little easier, and our day a little brighter. Several highlights spring to mind in a year full of quiet achievement. Staff of the Centre were film stars for a day in the making of a professional training video for service providers, to enable them to assist and understand migrant needs. SBS fans among us (and who isn't!) were delighted to have Pria Viswalingam as the presenter of the Video which will have a nation wide distribution. Scripted by MRC staff, shot largely in the MRC, starring MRC clients and personnel, it is our little claim to fame, and we hope it achieves its goals.

We have continued in sponsoring the Hunter Circuit Breaker together with the Broadmeadow Police Citizens Youth Club. Now in its 3rd year of funding, Circuit Breaker appears finally to have been recognised by our Hunter Schools as a most valuable and effective support program for students of NESB, in educational, vocational and social terms. Great credit is due to Coordinator Gloria, Margaret, Danny and Gaby. In the 93 - 94 Program, students from 29 ethnic backgrounds are taking part.

On that point, we were pleased earlier this year to facilitate the establishment of the Hunter Ethnic Youth Advisory Network (HEYAN) whose important role is to advocate on behalf of NESB youth issues. The group has a responsible and dedicated leadership providing us with advice and information about the needs of local young people of NESB: and they still manage to have fun! I am especially grateful to the staff members who have supported and strengthened its operation, Ian, Pat, George and Steve.

This has also been the year of technology at the MRC. We have in operation data systems which are focussed, current, and highly illuminating. We can demonstrate (and do, throughout this document) with detail and accuracy who it is we are helping, how many, in what ways. The development and maintenance of such statistical data bases are critical to our accountability needs. This Centre in 1993-94 is in receipt of close to 3/4 million dollars of public money.

My own role here has, on reflection, been an evolving one. Just every now and again I recall the days, now nearly 10 years ago, when there was myself and another trying to do, and to be, all things to all people. The challenge goes on, but its focus and its scope have changed. The job is in large part an administrative one, in terms of supervision and management of the Centre's staff, projects, and resources; but there continue those tasks of advocacy, liaison, planning and organization which add zest to the paper work.

I am presently one of a handful of what could be called national 'pioneers', ie those Centre coordinators who have grown up with the MRC program, and have seen it develop from small and modest beginnings to a significant and effective multi faceted service. The longitudinal experience has given confidence and I trust, competence, and certainly great personal satisfaction.

I would like to express my deep appreciation to our committee of management who have steered the Centre throughout the busy past year. Their dedication, and their generosity of spirit are invaluable to the life of community sector service. As for my staff, blessed are we all with such a team.

Violetta Walsh

ANNUAL REPORT - GIA 1 - COMMUNITY DEVELOPMENT WORKER.

1993 has continued to be a busy and productive year. It is pleasing to note that this year more Commonwealth government organisations accepted some responsibility under the provisions of the Government's Access and Equity policies in providing people of Non English speaking background (NESB) with more accessible services. At the same time it was also a year where with support and encouragement some older groups redeveloped, as in the case of the Polish Welfare Organisation of Newcastle, and a number of new ones formed, an example being the Northern Rivers Multicultural Society at Lismore.

The work undertaken by the Community Development Worker in 1993 is outlined in Table 1.

Table 1

Type of Work	1992 (%)	1993 (%)	Change in Work Program
Outreach	4.17	10.0	5.3
Community Networking	15.0	15.0	0.0
Policy Development	29.3	26.0	- 3.3
Consultation	26.2	33.0	6.8
Training	24.8	16.0	- 8.8

As compared to the work program undertaken in 1992 it can be seen from the table that some changes have occurred. A growth in the consultation and outreach work is balanced by a decline in training and policy development. However, as the work program is integrated these changes are not mutually exclusive. For example increased knowledge of the needs of people of NESB living in small towns and rural areas has led to a greater advocacy for these people with a wide range of consultative meetings with government and other agencies.

One of the major initiatives of 1993 has been a greater involvement by the Community Development Worker of the MRC with a number of government departments and resulting push for changes to government policy. Foremost among these has been participation on the Department of Employment, Education and Training's (DEET) multicultural consultative forum. This mechanism allows ideas to be exchanged so that NESB access employment and other training schemes. Of course policy is not changed over night and a long term example of policy work has been the finalisation this year of the Lake Macquarie Vision Task Force's vision document which is now before Lake Macquarie City Council for adoption and implementation. Work included here was long hours of consultation and the formulation of social justice strategies, again aimed at providing better access to the services of that council for people of NESB.

The greatest disappointment this year was with the Newcastle City Council in its lack of concern to maintain an ongoing input to its social issues committee by someone who represented the views of our ethnic community. This was especially hard to accept as we contributed strongly to the establishment of that committee.

Active participation as a consultant to the needs of local and wider spread people and ethnic communities of NESB continued during 1993. Areas where this was most active included committees and projects working on the development of NESB specific issues. Among these were the redevelopment of the Polish Welfare organisation, Garden Suburb Nursing Homes dementia program, the Ethnic Communities Councils HACC and CRC program, the Department of School Education's Hunter Region Multicultural Education Committee, the Newcastle University (both on an EEO sub committee and input to several courses of a varying nature), the Aged Care Assessment Team on the needs of older people of NESB, the Department of Immigration over the 1993 settlement plan, the Department of Social Security on the location and employment of a Migrant Liaison Officer for the North Coast and at other times the Humans Rights Commission and the Council on The Ageing. Of special interest was the development of two TAFE Outreach driver theory courses for people in the Pacific Island communities (Western Samoans and Tongans).

Networking, especially with local groups, continues as an ongoing process. This year this has meant continued involvement in a number of inter agencies - Migrant and Lake Macquarie, as well as with groups like the Hunter Adult Migrant Education Co-ordinating Committee, Lake Macquarie Resource Centre, Woodrising Neighbourhood Centre, Westlakes Activity and Information Service, the Newcastle Disaster Welfare Personal Services Committee and the Newcastle and Lake Macquarie Interagency Parent Body. Ongoing networking has occurred with many ethnic groups including the Croatian, Serbian, Greek, Italian, Chinese, Polish, Macedonian and Filipino/Australian communities as well as the Ethnic Communities Council. Government Department have also been part of this process and strong relationships with the Department of School Education highlights this. As a result of this relationship people of NESB and the ethnic communities have had greater participation in local schools as part of this process. This has been very important for Islington, Hamilton and Redhead Primary and Infant Schools and Newcastle, Irrawang and Forster High Schools. Awareness of changes to the Department of Immigration's regulations dealing with those able to provide immigration advice since September 1992 has been part of the information given to both local and those community groups networked in the northern area. This has also meant an increase in individual work as the Community Development Worker is one of two MRC workers registered as a migration agent.

Another major development in 1993 has been receipt by the MRC of a Community Visitors Scheme from the Department of Health, Housing, Local Government and Community Services. This project which aims to provide visitors to 15 isolated and lonely people of NESB and living in local nursing homes is now manned by Ann Dupree and follows lead up work by the Community Development Worker. The Community Development Worker maintains ongoing support for Ann with this project.

Although cultural awareness training has reduced somewhat in 1993 the limited number of local people skilled in this area has meant a continuation of support to groups and organisations for this important service by the Community Development Worker. Further, many of those seeking skill development in cultural awareness has included many community services. With government departments the local input supplemented either national or state approaches with the view adopted that this input will go some way to helping local departments to improve access and equity to local people of NESB. Cultural awareness courses are tailored to the needs of each group or department and this has allowed a variety of courses to be produced. The Community Development Worker is also registered as a trainer.

Six visits to northern areas has taken place in this year. The outcomes have been most successful. Significantly, the ongoing development of the Multicultural Access Resource Service at Coffs Harbour (MARS) has been maintained. At the end of 1992 this organisation was in a state of collapse and input into the group meant a work plan for 1993 was developed. This in turn led to the launch of MARS directory on local services in January of this year and more recently a report on ways to access information to people of NESB living in a rural/provincial town area. Both these publications were supervised by the Community Development Worker.

Work has also taken place at Lismore. This has helped develop the first formal multicultural group in the area - the Northern Rivers Multicultural Society. This group has now been auspiced by the local Centacare organisation and has applied for funds to develop a community worker position. The concept of 'Clustering' people of NESB in nursing homes has also been promoted at Lismore with links being made to the aged care team in that area as well as a number of nursing homes. The object here was to promote the needs of the rapidly ageing Italian population who comprise most of the local old ethnic community found in this area.

Support in the preparation of submissions for funding from different sources has also been ongoing for the northern area groups by the Community Development Worker. This has included support to the new group at Lismore, the New School of Arts at Grafton and MARS at Coffs Harbour. It is to be hoped that funds will go the way of these groups in the coming year.

Links at Forster, and the promotion of the ethnic population with the Forster High School promises the development of a multicultural group in that area in the future. Other work has taken the Community Worker to small communities in the northwest of the state. The unfortunate problem with the outreach work is that groups, like the people of NESB living at Lightning Ridge, tend to be too distant for the MRC to service even minimally. Despite this one innovation that the Community Development Worker has promoted has been the adoption by the MRC of a 008 telephone number in 1993 to service those people needing our service in the north, the upper Hunter and on the Central Coast. This innovation will probably now be taken by a number of other MRCs located elsewhere in the state.

Alex Burns.

ANNUAL REPORT - 1992/1993

TO: MRC MANAGEMENT COMMITTEE
FROM: IRENE LUPISH, GIA/COMMUNITY PROJECT OFFICER

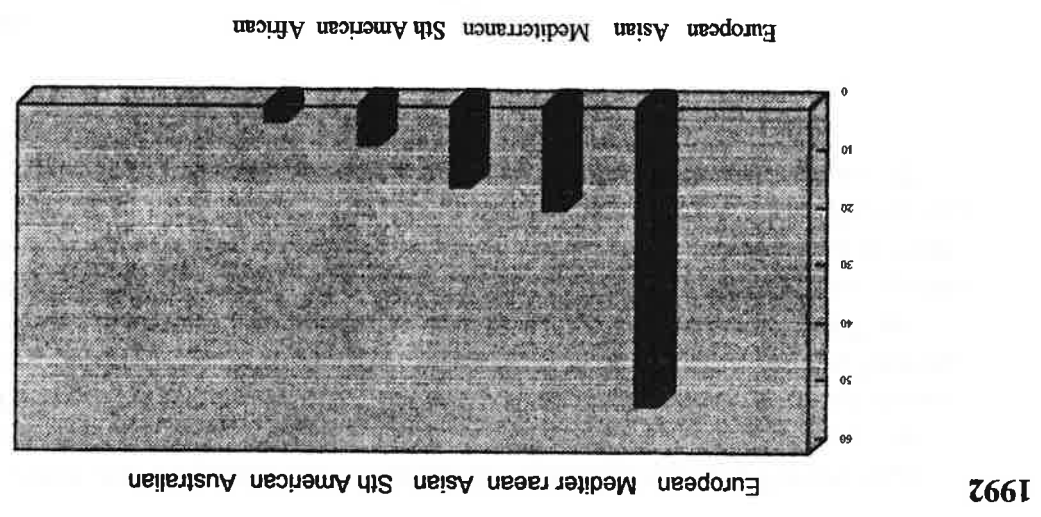
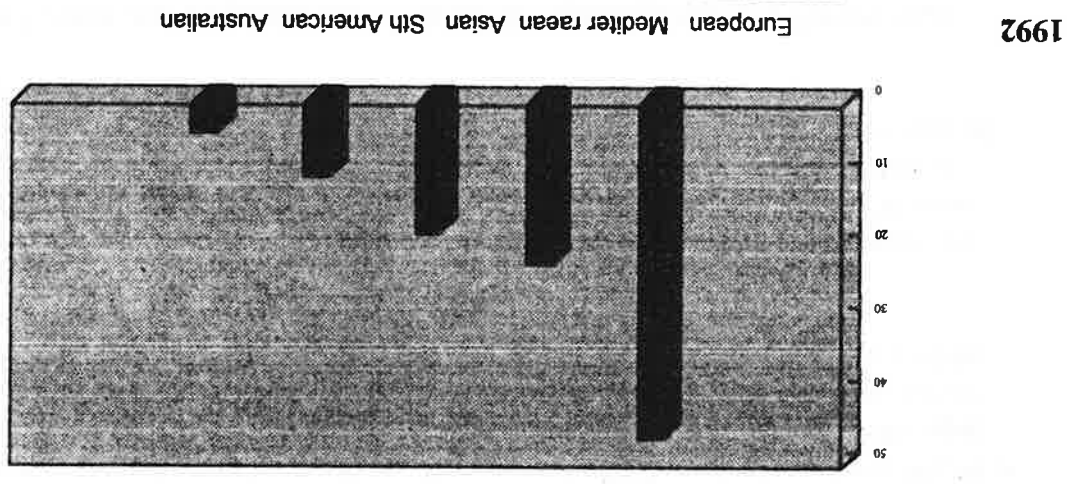
It has been a very busy but rewarding year. In September I have taken a new position of a Community Project Officer. Before I begin my report, I would like to thank the MRC staff and management for support they have given me in my previous position .

My GIA work for the last 10 months included following:-

- * Case work
- * Group work
- * Outreach work
- * Training
- * Community involvement

CASE WORK

During the year I had 289 client consultations, an increase of 10% on last year's figure. These clients came from 30 different backgrounds. See comparison charts.



Problems that were presented included: Family tracing, housing, domestic violence, bereavement, legal, pensions, DSS matters, illness, translating, letter writing, immigration - residential status, refugee status, family reunion, visitors, sponsoring.

On behalf of these clients I had to liaise with different departments and agencies including - councils, banks, Department of Housing, DSS, Veteran's Affairs, Embassies, Real estate agents, Shortland Electricity, Telecom, Insurance companies.

I have also provided my clients with counselling, referrals and ongoing support. I made many home and hospital visits.

Case Work	
Separation	
Immigration	30
Personal - counselling	43
Domestic Violence	11
Translating	5
Liaising & referral	11
	%

GROUP WORK

This year I was involved with four groups - Wallsend Women's support group, Nelson Bay Women's Support Group, Woodrising English class, Muslim Women' Group, Raymond Terrace Group.

These groups had different activities throughout the year- Information sessions, outings and luncheons. Since I have taken my new position, these groups have found a new home. I will continue to develop and support Muslim Women's Group until they are strong enough to take over totally. It is a very good and enthusiastic group of women.

OUTREACH

Central Coast - Gosford/Wyong.
I continued my support of this region by visiting each centre on a monthly basis and by being available whenever it was necessary to see clients, provide cross-cultural training and participating in regional meetings.

North Coast - Taree/Port Macquarie/Coffs Harbour/Grafton/Lightning Ridge/Lismore.

My involvement with North Coast region included visiting different agencies and departments, seeing clients and groups, participating in cross-cultural training of workers in the regions, formation of Multicultural group. The overall purpose of our involvement was to identify needs, problems, to see how different agencies access their services to NESB and what is available. Although our visits to these areas were infrequent, I feel attitudinal changes are apparent and that is reflected in the number of submissions that were sent to different departments for funds to address specific needs of NESB.

TRAINING

Throughout the year I have taken part in several training programmes offered by MRC. These included training of nurses, Occupational therapists, committee members, Directors of nursing, Home Start volunteers, Central Coast Neighbourhood Centre's co-ordinators, as well as students and groups.

Different programmes which are offered by MRC are to raise awareness in cross-cultural differences, improve access to services, to empower workers to be able to address some specific problems that NESB clients might have.

COMMUNITY INVOLVEMENT

I am a member of following committees:

Hunter Community Council
Hunter Community Council Advisory Committee
John Hunter Ethnic Access Committee
Interagencies - Gosford, Cessnock, Migrant, Youth, Port Stephens
Department of Social Security - Migrant Access Committee
HCC's regional representative on NCOSS regional tele-hook up.
Domestic Violence committee
HIV/AIDS Newcastle Multicultural Project - sub committee
Youth Resource Centre - YDO advisory committee
Youth Week committee
Muslim Women's Working party

SPECIAL PROJECT

Special project that I have undertaken this year was to look into the needs of Muslim women of this region. A survey was conducted to develop profile and assess the needs of this group. We have published a report and organised a seminar for workers, members of Muslim community and everybody who was interested. It was very successful. Because of the interest shown, we now have produced a Muslim Women Information Kit and are promoting it throughout the region. These kits include information on cultural, religious and dietary issues specific to Muslim community.

I wish to thank everybody who assisted me with this project.

COMMUNITY PROJECT OFFICERS POSITION

I have taken this position two months ago. The objectives of the position will include the following:

- * To identify needs of and to assist the Ethnic communities as need arises.
 - * To be involved in mainstream community work and to encourage awareness in specific needs of NESB people among service providers.
 - * To assist specific community groups in developing and planning.
 - * To be involved with different committees and forums to promote needs of NESB people.
 - * To establish regional consultative committees in Newcastle, Lake Macquarie and Central Coast - at Local, State and Federal levels.
 - * To establish communication and to liaise with the Regional Councils.
 - * To address women's issues
 - * To liaise between the NESB Youth and youth sector. To advocate on behalf of NESB youth and to assist mainstream agencies in addressing the needs of NESB youth. To ensure NESB youth's participation in events that take place in this region.
 - * In consultation with Co-ordinator and management, to undertake any special projects.
- In the last two months I have made contacts in Youth sector, councils and community groups, in order to promote my position and to develop communication. I will continue my involvement with NESB women.

I am also involved with organization of Youth week early next year, as well as organizing an AIDS training workshops for young people.

My other project is to establish an Orientation Program for the newly arrived migrants.

I will also assist Alex Burns with Migration issues, since I have received my registration certificate as an agent on behalf of Migrant Resource Centre.

Irina Lupish

WORKPLACE ANNUAL REPORT

AIM:

The aim of Workplace is to provide on-going one to one employment and training assistance to NESB youth (those born overseas and the children of immigrants) aged between fifteen to twenty-four years.

METHOD:

The program aims to assist young jobseekers overcome barriers to employment such as:

- * Lack of information about; career options, job opportunities, CES services, TAFE, and other training providers.
- * Lack of work experience.
- * Lack of job search and interview skills.
- * Inappropriate or insufficient skills or education for the desired career.

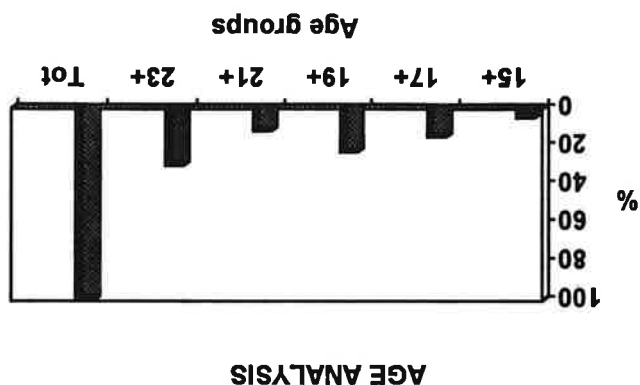
GOALS:

As the table below indicates Workplace has exceeded its targets for 1993.

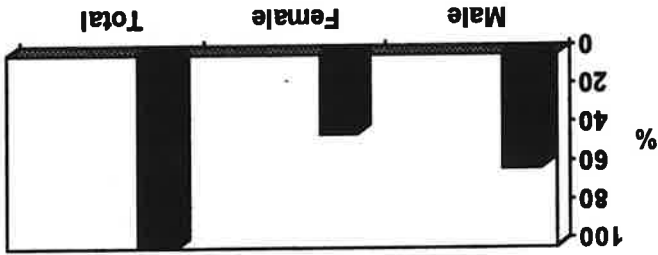
TYPE OF	DIRECT	WORKPLACE
PLACEMENT	40	53
Employment	30	40
Long Training	30	53
Interim	40	41
TOTAL	100	134

Note: The total placement results this year represent a 24% increase on last year while the employment outcomes are 29% higher than last year. Through the year a total of over 134 NESB youth were assisted. The following is an analysis by age, gender, places of birth and length of residency.

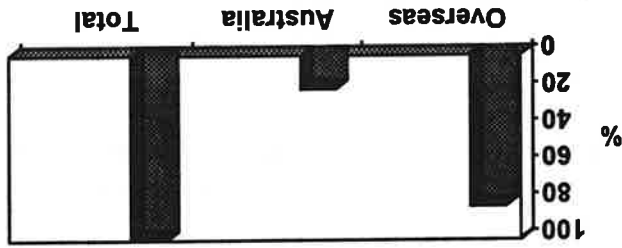
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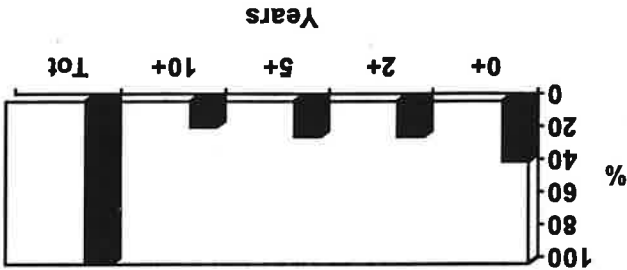
GENDER



BIRTHPLACE



LENGTH OF RESIDENCY



Note that 40% of those born overseas arrived within the last two years.

Of those born overseas the major countries of birth in order were: Philippines, Samoa, Macedonia, New Zealand, China, Poland, Vietnam, Serbia, Croatia, Tonga, Bosnia, Hong Kong, Fiji, Chile, India, Sri Lanka, El Salvador, Lebanon, Greece, Malaysia, Argentina, Turkey, Colombia, Thailand, South Korea, Japan and the Czech Republic.

SUMMARY:

Thanks to the management committee, the coordinator and fellow staff for their assistance throughout the year.

Ian Hazeldine

WASILI SALEWSKI - SPECIAL MIGRANT PLACEMENT OFFICER

CLIENT PROFILE

AGE	TOTALS	GENDER	TOTALS
Number of persons seen:		Number of persons seen:	
* aged between 15 and 24	9	* Male	105
* aged between 25 and 40	192	* Female	203
* aged over 40	107		

PERFORMANCE INDICATORS:

Key	
Number of clients in full-time employment	56
Number of clients in part-time/casual employment	28
Number of clients in long-term full-time training	29

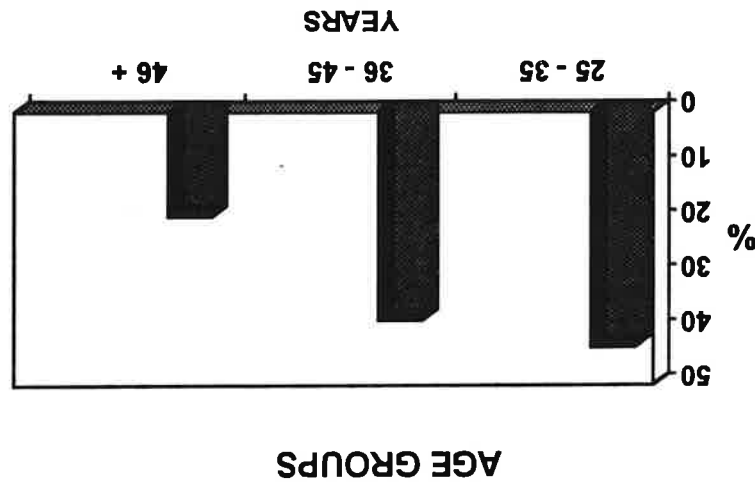
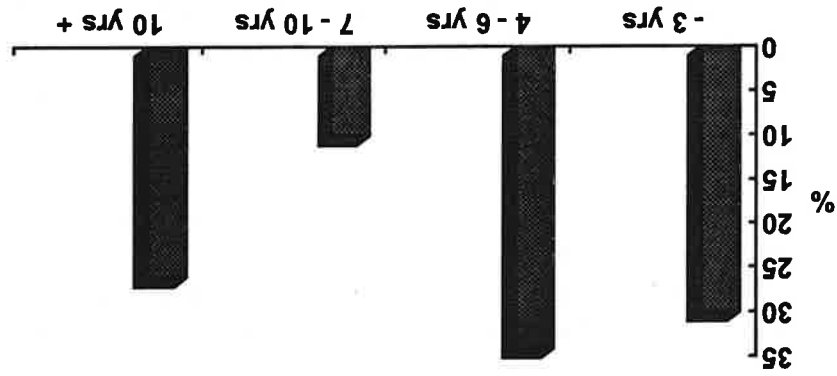
Secondary	
Number of clients in Work experience	18
Number of clients in Short-term/Part-time training	62

America	-	1	-	Korea	-	6
Argentina	-	1	-	Laos	-	1
Bali	-	1	-	Lebanon	-	1
Belgium	-	1	-	Macedonia	-	8
Brazil	-	2	-	Malaysia	-	4
Bulgaria	-	1	-	Mauritius	-	1
Czech	-	1	-	Mexico	-	2
Chile	-	12	-	Mongolia	-	1
China	-	6	-	New Zealand	-	2
Christmas Is	-	1	-	Peru	-	2
Colombia	-	3	-	Portugal	-	3
Denmark	-	1	-	Poland	-	27
Holland	-	4	-	Romania	-	3
Egypt	-	6	-	Russia	-	2
El Salvador	-	1	-	Samoa	-	16
England	-	2	-	Singapore	-	1
Fiji	-	7	-	Western Samoa	-	3
Philippines	-	71	-	Sth Africa	-	2
Germany	-	7	-	Sth Korea	-	1
Greece	-	6	-	Spain	-	3
Hong Kong	-	5	-	Sri Lanka	-	10
India	-	11	-	Thailand	-	2
Indonesia	-	4	-	Tonga	-	5
Iran	-	4	-	Uganda	-	1
Italy	-	11	-	Vietnam	-	6
Kenya	-	1	-	Yugoslavia	-	24

A busy year, from developing programs to conducting Overseas Qualifications Seminars. My work has taken me to Tamworth, Armidale, Inverell, Moree, Lightning Ridge, Walgett, Nartbr, Gunnedah, Mudgee, Wellington, Dubbo, Cobar, Bourke and Broken Hill. The lack of services and awareness of NESB people settlement issues cannot be understated. Newcastle and Central Coast region takes up the majority of my time. As stated last year in my report, larger number of established NESB people seeking employment related assistance (see residency graph).

Increasing numbers of new arrivals also seeking assistance with qualification and employment related issues, especially from the former Yugoslav Republics. This group's problems are multi-dimensional which include loss, trauma issues.

I am beginning to see many more older unemployed LTV and VLTU NESB people, the future employment situation for this group is not promising.



Get Started Program - Annual Report for 1993

Aims :

The aim of the Get Started Program is to improve the long-term employment prospects of young people by providing job search and communication skills and work experience. Our particular target group is unemployed NESB youth under 25 years.

Courses :

We have conducted five 6-week courses this year, each consisting of a two week intensive training course in job search techniques and personal development, followed by four weeks structured on-the-job training in a work experience placement in an industry of the client's choice. There was a total of 65 participants. They were from a wide variety of ethnic backgrounds (see table 1), with 63% born overseas and 37% born in Australia. There was a good balance of males and females, and the majority of groups worked well together.

Recruitment is mainly through word of mouth from previous participants and from within the various ethnic communities, and from our Workplace Officer Ian Hazeldine. We have also had some good co-operation from the Migrant Liaison Officers at the Department of Social Security.

Outcomes :

We have included only 1993 participants in our outcomes (see graph 1). However, of the 14 participants who were on work experience placements at the time of our 1992 AGM report, 5 obtained employment, and 5 went into full-time education or training.

Of the 65 1993 participants, 23 (35%) found employment - 13 in full-time work, 6 in part-time work and 4 with casual work, 9 are doing training courses, 13 are in work experience placement, 17 are still looking for employment or waiting to get into courses next year, and 3 are overseas.

Other less easily-measured but very positive outcomes are an increase in self-confidence and self-esteem, and an increased level of motivation and focussed energy. A majority of trainees reported exactly these in their final evaluations of the program.

It has been a very rewarding year, and our thanks go to all the MRC staff and management committee for your friendship and support.

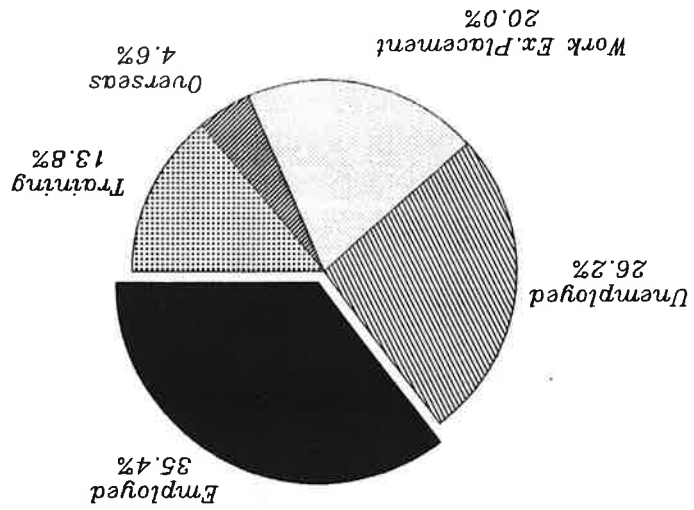
Pat Dring
George Pullivea
Project Officers

ETHNIC BACKGROUND OF PARTICIPANTS

NATIONALITY	MALES	FEMALES	TOTAL
Samoaan	6	4	10
Macedonian	5	3	8
Filipino	5	2	7
Anglo-Saxon	2	4	6
Italian	3	2	5
Tongan	2	2	4
Greek	0	3	3
Indonesian	2	1	3
Malaysian	1	2	3
Polish	2	1	3
German	1	1	2
Maori	0	2	2
Sri-Lankan	1	1	2
Yugoslav	1	1	2
Korean	1	0	1
Portugese	0	1	1
Scottish	0	1	1
Swedish	1	0	1
Serbian	1	0	1
	34	31	65

Table 1

GET STARTED PROGRAM
OUTCOMES FOR 1993

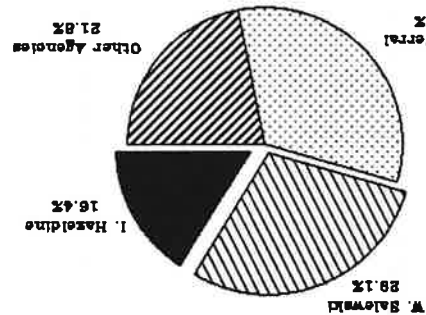


Graph 1

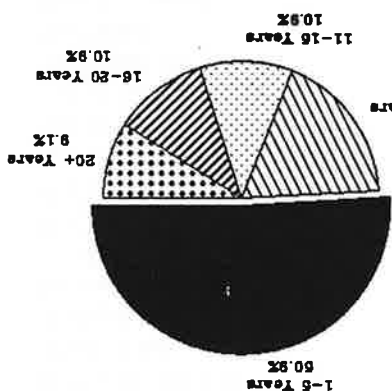
RECESSION SUPPORT A.G.M. REPORT **BY: SHARON NICHOLS/RECESSION WORKER**

During 1992-1993 I have worked with 55 families. Forty five percent of clients have been referred by the centre itself, thirty two percent have been self referrals and twenty one percent have been referred by other organisations. Please refer to graph 1.

SOURCE OF REFERRAL



DURATION OF RESIDENCE

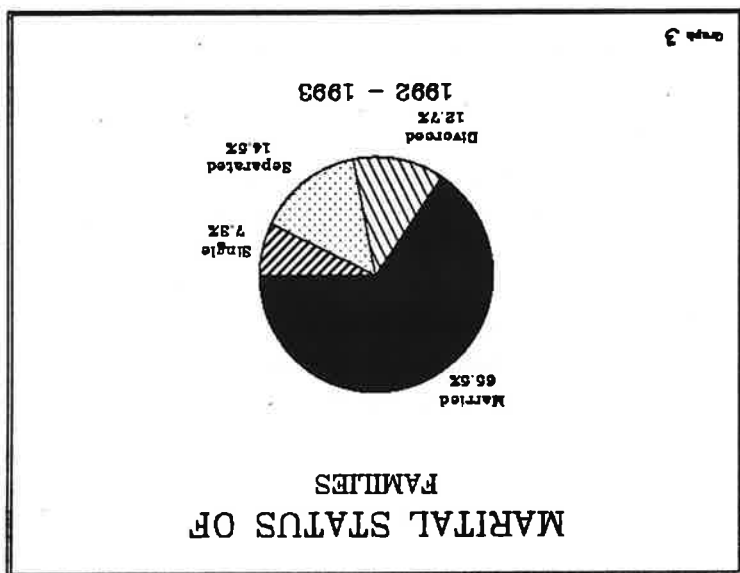


Fifty percent of clients have resided in Australia between one and five years. Eighteen percent have been in Australia between six and ten years, please refer to graph 2. Clients have come from 29 Countries as illustrated in Table 1.

Table 1. Country of Birth.

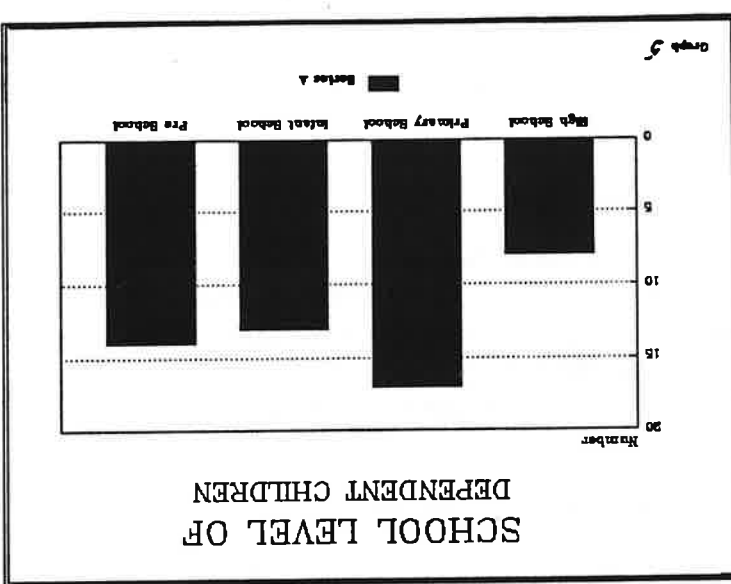
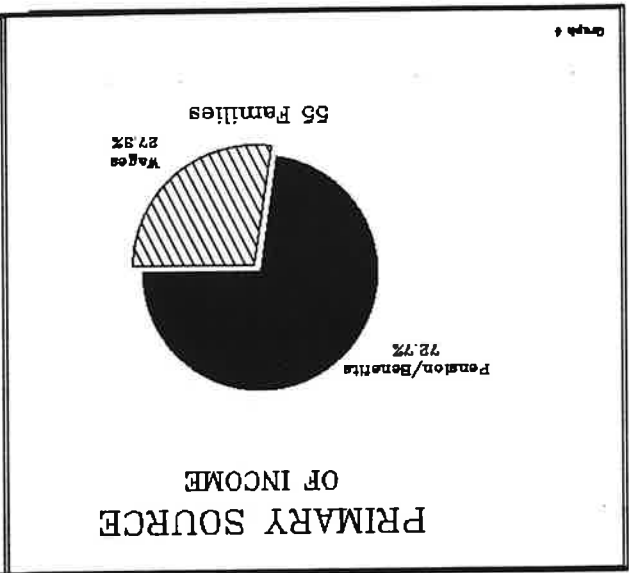
Country	No.	Country	No.	Country	No.
Algeria	1	Greece	5	Poland	5
Argentina	1	India	1	Portugal	2
Australia	1	Indonesia	4	Russia	1
Chile	3	Italy	1	Samoa	3
Colombia	1	Kenya	1	Serbia	2
Croatian	2	Korea	2	Spain	2
Egypt	1	Laos	1	Sri Lanka	2
El Salvador	1	Macedonia	2	Tonga	2
Fiji	1	Mauritius	1	Vietnam	3
Germany	1	New Zealand	2	<i>Total 29 Countries.</i>	

My clients marital status is represented in graph 3, sixty five percent of clients are living in a two parent family unit. Fourteen percent of clients have separated and twelve percent are divorced.



Seventy two percent of families primary source of income was a benefit or pension, the remaining twenty seven percent were on wages, many of these low. The 1991 ABS, latest figures have found that families living on low incomes in Newcastle are slightly higher than the state average. Please refer graph 4

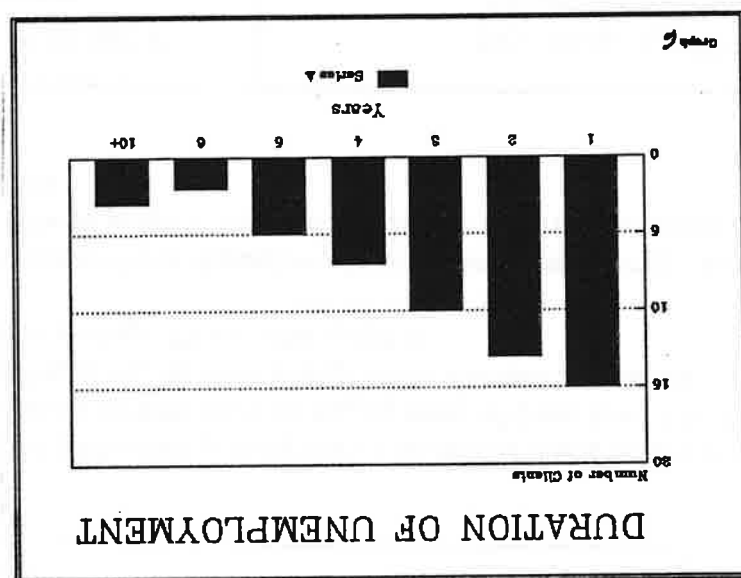
Eighty percent of families have dependant children, the average family has three children. Please refer to graph 5, you will see that the children are mostly under secondary school age.



As stated seventy two percent of clients primary source of income is either a benefit or pension, added to this that the majority of client families have dependant children, one can surely argue that these families are experiencing severe financial hardship. According to the University of Melbourne Institute of Applied Economic and Social Research in June this year stated a two parent two children family would need to net \$334.08 per week to remain above the poverty line. The Department of Social Security has not caught up with the figure. The result is that many of my clients are living on or below the poverty line.

Unemployment research in Australia during the 1980's repeatedly showed that poverty was overwhelmingly the result of unemployment. Bettina Cass (1981) observed 'unemployment is a process which makes the poor poorer by "selecting out" those with the least secure and the least well paid jobs in the occupational structure.' (p,i)

In May this year the Federal Government acknowledged that those out of work for a year or more were classified as long-term unemployed, as illustrated in graph 6 sixty nine percent of clients have been unemployed between one and three years.



Fourteen clients obtained employment during this period, almost all of the positions were at the lower end of the labour market being mainly unskilled or of a part time nature, regardless of any formal qualifications. Research during the 1980's on retrenchment has also shown that workers who are re-employed are forced into jobs of a noticeably lower occupational status with lower wages. (Bradbury, et.al,1988;26)

Four female client's undertook employment training, two of these clients have found employment, one full time and the other part-time. The increase in part-time work also disguises the increase in poverty amongst wage earners. According to the ABS, The Labour Force, May 1993, 23 percent of Australia's workforce are in part-time employment.

My fundamental role is one of casework and Table two is a breakdown of that casework for 1992-1993.

Table 2. Casework Breakdown.

Relationship and	121	Counselling	217
Family Counselling	84	Advocacy	194
Budget Counselling	81	Referral from	26
Referral to	225	Professional Agencies from	130
Professional Agencies to	154	Drop in clients	234
Home visits	47	Public Relations	53
Crisis	89		
Information	183		
Males	458		
Females	174		
Children			

During the year I have liaised with numerous organisations on behalf of clients both within the Hunter and Newcastle regions. I have been able to advocate and refer clients when necessary to the various organisations that could meet their needs. Finding affordable and safe housing has become a major issue for several clients. There has been documented evidence that states unemployment and housing are the two major causes of poverty. Certainly throughout this period I have assisted several clients to relocate to more affordable accommodation.

I have also been able to assist families who have experienced family and relationship difficulties. Budgeting and Debt counselling is another area of client service that I have been able to provide. My work has been diverse and challenging with a broad range of issues confronting NES background families affected by the recession in the Hunter during the 1990's.

PETRONA KELLY - FILIPINO WELFARE WORKER

It has been a very challenging year for me, being my first at the Migrant Resource Centre.

I have been directed to target casework and community development, specifically for Filipino women and their children with some involvement with the aged.

The geographic implication is the whole of the Hunter Region which is quite a daunting task altogether. I have, however, terrific support from many of my colleagues at the centre and I would like to take this opportunity to thank everyone.

My work has consisted of casework, groupwork and outreach and I have attended many meetings, seminars, conference and workshops. Likewise, I have given interviews to students and did some few talks to groups and agencies in cross-cultural awareness on issues affecting Filipino Women. From time to time, I have also organised some information sessions for the Filipinos.

From day one of assuming the role of Filipino Welfare Worker, cases kept coming. At times, they are so complex, intense and time consuming. clients are referred to me by other agencies, departments, support group, friends and self-referred.

Most of my work has been centre-based assisting Filipinos and many have been accompanied to government departments, agencies, doctors, hospitals, lawyers, courts, legal aid, refuge centres etc.

Problem presented were as follows:

Domestic Violence	Marital/Family Problems
Isolation/depression	Unemployment
Financial	Health/Mental Health
Child Custody	Legal
Property Settlement	Divorce/Separation
Housing/Accommodation	Truancy
Illiteracy	Benefits
Child Abuse	Parenting
Sponsorship	Death and bereavement

Home and hospital visits took some of my time. Many hospital visits were to Filipinas who just had their babies and with no other family support to turn to. With the appointment of a Filipino Ethnic Health Worker at the Migrant Health Services, the role of visiting mothers with new born babies has been transferred to her.

Most of my home visits were to Filipinas who are isolated and have transport difficulties. Likewise, to Filipinas who often have children and have sought shelter in Women's Refuge Centres due to domestic violence and marriage.

I have gone out to the Port Stephens areas and the central coast. I have maintained a fairly regular contact with Filipinos in the Mid and Upper Hunter.

In one of my trips over there where I stayed for a week, I visited isolated Filipinas in Muswellbrook, Singleton, Scone, Denman, Sandy Hollow, Jerrys Plains, Aberdeen and Maitland.

I had the opportunity, too, to meet the staff of the Department of Community Services Muswellbrook District Centre, Children's Mobile Van, Muswellbrook Neighbourhood Centre and Manager of Social Services Scone Shire Council.

In one of my single trips, I went to Sandy Hollow with the Children's Mobile Van and I spoke to a playgroup on Filipino culture, with a view on how the members of the group can assist Filipino mums who may bring their children to the groups.

One of the results of my visits was having organised an acquaintance party of Filipinos from Newcastle (officers and members of the Filipino Australian Society of the Hunter Valley) and those from Singleton, Muswellbrook and surrounding areas.

Another was the revival of the Filipino Women's Support Group which is seen as a very important step to provide a much needed contact group for Filipino Women to get together on similar issues of concern, generally regarding settlement and adjustment and specifically, for mutual support on recurring problems and hurdles to be overcome by Filipinas, particularly those in cross-cultural marriages.

Community development has also included my supervision of the Filipino Grow Group sessions which meet every week at the Migrant Resource Centre. Group members provide each other moral support and is currently having a good turnout. The Filipino Senior Citizens Group is another which is likewise well-attended and meets on a weekly basis.

ANNUAL REPORT

CHAI - COMMUNITY WELFARE WORKER

This report covers this position from 13th September 1993. Since that time the position has taken on a more defined role in that it targets primarily 'refugees' that is, those who come under the 'refugee status' and those who come under the humanitarian programme.

A large part of my time has been taken up networking with existing agencies and individuals both here in Newcastle and on the Central Coast in an attempt to gain an overall view of the refugee situation, with the aim of identifying these people ascertaining their position and needs and working with them and other agencies or individuals involved to meet some of their needs. As a result I have already gained 3 new referrals regarding these people, 2 of which are situated on the Central Coast. This has involved working closely with the families in an attempt to assist them with their problems of resettlement.

Further work is underway with the cooperation of the M.H.S. in order to see if assistance can be provided to these people (in particular ex-Yugoslavs initially) on a group rather than an individual level. Preliminary information gathering and consultations will begin in the near future, and hope that this will prove to be positive.

I continue to carry a caseload which was handed down to me from the previous worker. These are primarily women who are in need of support and appropriate referrals in assisting them with their problems, ranging from marital breakdown to assistance with their home loans. The problems are quite widespread.

I will continue to have an 'outreach', on the Central Coast that is at Wyong and Gosford every 4th Monday of the month. Attempts are currently being made to promote this service more widely in this area.

I would like to take this opportunity to thank the Staff and Management Committee of the Migrant Resource Centre for making me so welcome into my new position and I hope that I am able to complete the tasks set before me adequately and to the satisfaction of all.

Angela Dangas

HUNTER REGION CIRCUIT BREAKER PROGRAM

Circuit breaker is an innovative after school hours training and education program which is aimed at young NESB youth in years 9 to 12 in regional high schools. It aims to break the circuit between leaving school prematurely and becoming unemployed.

The Hunter Project has been re-funded by the N.S.W. government through the Office of Youth Affairs to operate in 1993-1994. The project is jointly sponsored by the Migrant Resource Centre of Newcastle and the Hunter Inc. as well as by the Newcastle and District Police Citizens Youth Club.

Students attend two 2 1/2 hour sessions per week at the Newcastle Police Citizens Club, for a period of one year, in a range of subject areas including study skills, vocational literacy, vocational numeracy, personal development and job search skills. The course also includes a T.A.F.E. component, camps, community visits, work experience and labour market workshops.

In 1992-1993, 43 students from 20 local High Schools successfully completed the program. Ethnic groupings were diverse including Chinese, El Salvadorian, German, Greek, Indian, Italian, Lebanese, Macedonian, Malaysian, Mexican, Papua New Guinean, Paraguayan, Polish, Samoan, Spanish, Thai, Tongan, Vietnamese and Yugoslav.

Graduation night was 21st June 1993 and the event was highlighted by the excellent attendance, a speech by Helga Kolbe, the Assistant Director of Education (Hunter Region), and a band composed of a number of Circuit Breaker members.

The new 1993 - 1994 project is going well with 63 students from 13 different schools. More than a third of these students have been in Australia less than 5 years. The students come from over 21 different ethnic backgrounds. A multicultural group indeed. It is pleasing to note that some schools in particular are doing much better in terms of recruitment and there seems to be a growing awareness of the NESB population.

There are many things about Circuit Breaker that cannot easily be measured, particularly the improvement in self esteem and confidence of the graduates.

I look forward to the continued success of this program in the Hunter

GLORIA HEWARD

Co-ordinator

REGULAR CENTRE USAGE:

Addison's Disease Support Group
Circle of Friends of Latin America
Circuit Breaker Advisory Committee
Dutch Choir
Dutch Community
Ethnic Choirs Committee
Ethnic Diabetes Information Groups
Ethnic Communities Council HACC Groups
Filipino Australian Society
Filipino Senior Citizen Group
Filipino Dance Group
Filipino Ethnic School (Children & Adults)
Filipino Grow Group
Filipino Youth Group
Get Started Breakfast Club
Greek Macedonian Committee
Greek Macedonian Folkloric Group
Greek St Apostles Community Committee
Hippocrates Australian Greek Aged Persons Association
Hunter Ethnic Youth Advisory Network
Hunter Ethnic Parents and Teachers' Association
International Choir
Latvian Society
Lietesi Community
Macedonian Pensioners
Multicultural HIV/AIDS Committee
Muslim Women's Committee
Olympic Soccer
Polish Welfare Information Group
Slovene Society
Spanish Community
Tongan Community of Newcastle
Tongan Choir
Tongan Women Support Group
Pacific Islander Welfare
Yugoslav "Mladost"
Vietnamese Community

OCCASIONAL:

Dept of Social Security Information Sessions
Dept of Immigration Information and Consultation Sessions
Hunter Ethnic Parents and Teachers Association Workshops
Interagency on Migrant Issues
Hunter Adult Migrant Education Coordinating Committee (HAMECC)
Small ethnic neighbourhood aid volunteers (HACC)
TAFE/University students
CENTRE-BASED PROJECTS - 1993
Hunter Ethnic Parents and Teachers Association - Project Officer
Pacific Islanders Welfare Project
Polish Welfare and Information Group
Multicultural HIV/AIDS Project

**MIGRANT RESOURCE CENTRE OF NEWCASTLE
AND HUNTER REGION LIMITED
(A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759
FINANCIAL STATEMENTS AND REPORTS
FOR THE YEAR ENDED 30 JUNE 1993**

CONTENTS

1	Directors' Report
3	Profit and Loss Account
4	Balance Sheet
5	Statement of Cash Flows
6	Notes to and forming part of the Financial Statements
11	Statement by Directors
12	Auditors' Report
13	Disclaimer on Additional Financial Information
14	Statement of Operations

The Directors present their report together with the financial statements of Migrant Resource Centre of Newcastle for the year ended 30 June 1993 and the auditors' report thereon.

DIRECTORS

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

Hing Hung Chan
Alina Kizeweter
Trudy Mills Evers
Lorraine Norton
Traje Trajanovski
Ellen Backhausen
Enza De Stefano
Christine Jordan
Salati Pauli

PRINCIPAL ACTIVITIES

The principal activity of the company during the course of the financial year was the provision of welfare and information services to the migrant community. There were no significant changes in the nature of the activities of the company during the year.

RESULT

The operating loss amounted to \$29,657 (1992: profit \$86,409). The company is not liable for income tax. The operations are funded by government grants. These grants are not necessarily brought to account in the same financial period in which the expenses relating thereto are incurred. The company does not earn profits in the ordinary commercial sense.

REVIEW OF OPERATIONS

The company provided welfare services to the migrant communities in Newcastle and the Hunter Region which are funded by government grants.

DIVIDENDS

No dividend has been paid or declared since the commencement of the year and the Directors do not recommend the declaration of a dividend.

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 1993

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.

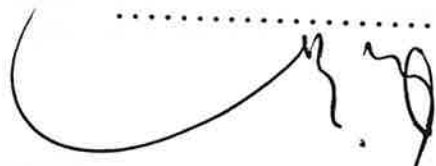
LIKELY DEVELOPMENTS

It is not foreseen that the company will undertake any change in its general direction during the coming financial year. 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 a related entity) by reason of a contract made by the company or a related entity with a Director or with a firm of which a Director is a member, or with an entity in which a Director has a substantial interest.

Dated at Newcastle on 20.10. , 1993.
Signed in accordance with a resolution of Directors.



Directors

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 1993

	1993	1992
	\$	\$
Operating profit/(loss)	2	86,409
Income tax attributable to operating loss	4	-
Operating profit/(loss) after income tax	(29,657)	86,409
Retained profits at the beginning of the financial year	178,703	92,294
Retained profits at the end of the financial year	149,046	178,703

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 6 to 10.

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 1993

	1993	1992
CURRENT ASSETS		
Cash		
Receivables	287,251	248,612
Total Current Assets	287,251	249,029
NON-CURRENT ASSETS		
Property, plant and equipment	24,343	31,811
Total Non-Current Assets	24,343	31,811
TOTAL ASSETS	311,594	280,840
CURRENT LIABILITIES		
Creditors and borrowings	130,489	71,002
Provisions	19,228	22,572
Total Current Liabilities	149,717	93,574
NON-CURRENT LIABILITIES		
Provisions	12,831	8,563
Total Non-Current Liabilities	12,831	8,563
TOTAL LIABILITIES	162,548	102,137
NET ASSETS	149,046	178,703
SHAREHOLDERS' EQUITY	149,046	178,703
Retained profits	149,046	178,703
TOTAL SHAREHOLDERS' EQUITY	149,046	178,703

Note

The balance sheet is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 6 to 10.

STATEMENT OF CASH FLOWS
 FOR THE YEAR ENDED 30 JUNE 1993

	1993	1992
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash receipts in the course of operations	564,432	567,704
Cash payments in the course of operations	(533,436)	(404,366)
Net cash provided by operating activities	30,996	163,338
CASH FLOWS FROM INVESTING ACTIVITIES		
Interest received	2	6,195
Payments for property, plant and equipment	8	(6,413)
Net cash used in investing activities	7,643	(218)
Net increase/(decrease) in cash held	38,639	163,120
Cash at the beginning of the year	248,612	85,492
Cash at the end of the financial year	287,251	248,612

The statement of cash flows is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 6 to 10.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1993

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 applicable Australian Accounting Standards, the Corporations Law and Schedule 5 to the Corporations Regulations. 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 and, except where there is a note of a change in accounting policy, are consistent with those of the previous year.

Income Tax

The company is not liable for income tax.

Non-Current Assets

The carrying amounts of all non-current assets are reviewed to determine whether they are in excess of their recoverable amount at balance date. If the carrying amount of a non-current asset exceeds the recoverable amount, the asset is written down to the lower amount. In assessing recoverable amounts the relevant cash flows have not been discounted to their present value.

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.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 30 JUNE 1993

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Provisions

Employee Entitlements

The provisions for employee entitlements relate to amounts expected to be paid to employees for annual and long service leave.

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

Superannuation Fund

Contributions are made to superannuation funds on behalf of employees. Contributions are based on the relevant industrial awards. Such contributions are charged against income.

Grants

Government grants are not necessarily brought to account in the financial period in which the expenses relating thereto are incurred.

2. OPERATING LOSS

(a) Operating Revenue and Expenses:

Operating loss has been arrived at after including:

Operating revenue

Grants received

Interest received or due and receivable from:

Other persons or corporations

Other operating revenue

491,275	497,321
6,195	8,487
15,222	3,847
512,692	509,655

Operating Expenses

Depreciation of:

Property, plant and equipment

Amounts set aside to:

Provision for annual leave

Provision for long service leave

7,129	8,312
6,779	(3,344)
4,039	4,268

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 1993

	1993	1992
3. AUDITORS' REMUNERATION	\$	\$
Amounts received or due and receivable for audit services by: Auditors of the Company	5,449	4,619
4. INCOME TAX		
The company is not liable for income tax.		
5. GEOGRAPHICAL SEGMENTS		
The business operates in the provision of welfare services industry, predominantly in Australia.		
6. CASH		
Cash at building society	261,494	211,380
Short term deposits	25,757	37,232
7. RECEIVABLES	287,251	248,612
CURRENT		
Sundry debtors	-	417
8. PROPERTY, PLANT AND EQUIPMENT		
Leasehold improvements, at cost	17,172	17,172
Less: Accumulated amortisation	(11,774)	(9,485)
	5,398	7,687
Equipment, at cost	50,798	49,954
Less: Accumulated depreciation	(31,853)	(25,830)
	18,945	24,124
Total property, plant and equipment, at net book value	24,343	31,811
9. CREDITORS AND BORROWINGS		
CURRENT		
Grants in advance	123,901	61,054
Sundry creditors	2,588	3,776
Accrued expenditure	4,000	6,172
	130,489	71,002

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 30 JUNE 1993

1993 \$
 1992 \$

10. PROVISIONS

CURRENT		NON-CURRENT	
Provision for annual leave		Provision for long service leave	
19,228	12,831	8,563	

11. 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 contributors among themselves such amount as may be required not exceeding ten (\$10) dollars.
 As at the 30 June 1993 the total number of members was 149 (1992 - 115).

12. COMMITMENTS

The estimated maximum amount of commitments not provided for in the financial statements as at 30 June 1993 are:

Rent Expense Commitments

Future operating lease rentals of plant and equipment, not provided for in the financial statements and payable:

Due not later than one year		Due later than one year but not later than two years	
36,301	21,369	21,369	-

57,670	21,369
21,369	-

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 30 JUNE 1993

13. NOTES TO THE STATEMENT OF CASH FLOWS

(i) Reconciliation of cash

For the purposes of the Statement of Cash Flows, cash includes cash at bank and short term deposits at call. 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 balance sheet as follows:

	1993	1992
Cash	261,494	211,380
Short term deposits	25,757	37,232
	<u>287,251</u>	<u>248,612</u>

(ii) Reconciliation of operating profit after income tax to net cash provided by operating activities

Operating profit after income tax	(29,657)	86,409
Add/(less) items classified as investing/financing activities:		
Interest received	(8,487)	(6,195)
Add/(less) non-cash items		
Amortisation	2,289	2,289
Depreciation	6,203	4,480
	<u>(29,832)</u>	<u>(87,343)</u>

Net cash provided by operating activities before change in assets and liabilities

Change in assets and liabilities during the financial year:

(Increase)/decrease in trade debtors	417	(417)
(Increase)/decrease in accrued income	-	570
(Decrease)/increase in sundry creditors	(1,188)	497
(Decrease)/increase in provisions	924	10,818
(Decrease)/increase in accrued expenditure	(2,172)	3,473
(Decrease)/increase in grants in advance	62,847	61,054
	<u>30,996</u>	<u>163,338</u>

Net cash provided by operating activities

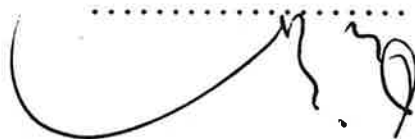
STATEMENT BY DIRECTORS

1. In the opinion of the Directors of Migrant Resource Centre of Newcastle:
 - (a) the financial statements set out on pages 3 to 10 are drawn up so as to give a true and fair view of the results and cash flows for the financial year ended 30 June 1993, and the state of affairs at 30 June 1993 of the company; and
 - (b) 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.

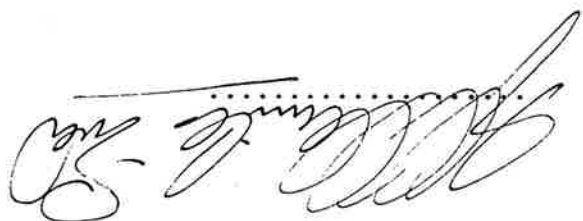
2. The financial statements have been made out in accordance with applicable Australian Accounting Standards.

Dated at Newcastle on 20, 1993.

Signed in accordance with a resolution of Directors.

.....


Directors:

.....


Scope

We have audited the financial statements of Migrant Resource Centre of Newcastle for the financial year ended 30 June 1993, consisting of the profit and loss account, balance sheet, statement of cash flows, accompanying notes and the statement by Directors, set out on pages 3 to 11. The company's Directors are responsible for the preparation and presentation of the financial statements and the information they contain. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members of the company.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable 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 as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian accounting standards and statutory requirements so as to present a view which is consistent with our understanding of the company's financial position and the results of its operations and its cash flows.

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 at 30 June 1993 and the results and cash flows of the company for the financial year ended on that date; and

- ii) the other matters required by Divisions 4, 4A and 4B 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 applicable Australian Accounting Standards.

Dated at Newcastle on 21st October, 1993.

John Peat Marwick

KPMG Peat Marwick
Chartered Accountants


P.A. MATHER
Partner

DISCLAIMER

The additional financial information presented on pages 14 to 27 is in accordance with the books and records of Migrant Resource Centre of Newcastle which have been subjected to the auditing procedures applied in our statutory audit of the company for the year ended 30 June 1993. It will be appreciated that our statutory audit did not cover all details of the additional financial information. Accordingly, we do not express an opinion on such financial information and no warranty of accuracy or reliability is given.

In accordance with our firm 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 company) in respect of such information, including any errors or omissions therein, arising through negligence or otherwise however caused.

Dated at Newcastle on 27 October, 1993.

KPMG Peat Marwick
KPMG Peat Marwick
Chartered Accountants

STATEMENT OF OPERATIONS FOR THE YEAR ENDED 30 JUNE 1993

	1993	1992
INCOME		
Grants received	497,321	491,275
Administration fees	(200)	-
Donations received	85	182
Membership fees	298	230
Photocopying	2,607	3,608
Sundry income	1,057	1,672
Subsidies	-	9,530
Interest received	8,487	6,195
Total income	509,655	512,692
EXPENSES		
Accommodation	882	1,861
Advertising	711	518
Auditor's remuneration	5,449	4,619
Bank charges	794	475
Catering, functions etc.	1,801	2,215
Cleaning	2,210	1,700
Conference and seminar expenses	3,412	1,402
Child care	-	341
Client fees	662	864
Depreciation	8,312	7,129
Electricity	2,731	2,220
Insurance	2,913	2,324
Legal costs	81	95
Library	343	232
Office supplies	1,542	2,392
Photocopier expenses	2,005	2,041
Postage	2,270	2,262
Printing and stationery	4,930	4,279
Programme costs	4,614	785
Provision for annual leave	(3,344)	6,779
Provision for long service leave	4,268	4,039
Rates and taxes	1,890	1,479
Rent	40,390	35,599
Repairs and maintenance	559	325
Staff amenities	1,769	1,108
Subscriptions	100	170
Specialist training expenses	33,030	-
Sundry expenses	963	2,224
Superannuation contributions	11,422	6,973
Telephone	12,086	13,365
Training	3,370	6,211
Travelling expenses	20,735	18,833
Wages	351,811	288,536
Work experience costs	14,601	2,888
Total expenses	539,312	426,283
Operating profit/(loss)	(29,657)	86,409

The statement of operations is to be read in conjunction with the disclaimer set out on page 13.

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

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED 30 JUNE 1993

	1993	1992
<u>GENERAL ACCOUNT</u>		
<u>INCOME</u>		
Grants received	140,697	128,107
Administration fees	16,152	24,181
Donations received	85	182
Membership fees	298	230
Photocopying	2,607	3,608
Sundry income	1,025	1,672
Subsidies	-	9,530
Interest received	2,563	3,387
Total income	163,427	170,897
<u>EXPENSES</u>		
Advertising	379	298
Audit fees	5,449	4,619
Bank charges	294	263
Catering, functions etc.	817	1,485
Cleaning	1,930	1,700
Conference and seminar expenses	-	1,000
Child care	-	341
Depreciation	8,312	7,129
Electricity	2,560	2,220
Insurance	1,888	1,599
Legal costs	81	95
Library	293	232
Office supplies	1,542	2,392
Photocopier expenses	2,005	2,041
Postage	2,170	2,165
Printing and stationery	4,648	4,185
Provision for annual leave	(2,853)	(530)
Provision for long service leave	3,460	648
Rates and taxes	1,890	1,479
Rent	32,054	32,098
Repairs and maintenance	559	325
Staff amenities	1,769	1,108
Subscriptions	100	170
Sundry expenses	877	409
Supernannation contributions	2,834	1,945
Telephone	11,269	13,365
Training	1,429	2,269
Traveling	1,407	1,927
Wages	73,301	75,525
Total expenses	160,464	162,502
Operating profit/(loss)	2,963	8,395

The profit and loss account is to be read in conjunction with the disclaimer detailed on page 13.

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

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED 30 JUNE 1993
GRANT-IN-AID PROGRAM NUMBER ONE

	1993	1992
	\$	\$
INCOME		
Grants received	49,487	48,367
Interest received	308	493
Total income	49,795	48,860
EXPENSES		
Administration	3,000	6,000
Accommodation	505	698
Bank charges	65	50
Catering, functions etc.	339	331
Conference and seminar expenses	566	70
Postage	100	1
Provision for annual leave	1,038	2,757
Provision for long service leave	808	3,391
Sundry expenses	41	420
Superannuation contributions	1,230	1,160
Training	100	497
Traveling expenses	3,781	2,633
Wages	42,341	40,561
Total expenses	53,914	58,569
Operating profit/(loss)	(4,119)	(9,709)

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 13.
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MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED 30 JUNE 1993

GRANT-IN-AID PROGRAM NUMBER TWO

	1993	1992
	\$	\$
INCOME		
Grants received	39,579	38,199
Interest received	208	329
Total income	39,787	38,528
EXPENSES		
Accommodation	377	1,163
Administration	-	1,000
Bank charges	66	50
Catering, functions etc.	645	301
Conference and seminar expenses	652	332
Provision for annual leave	(714)	31
Sundry expenses	5	290
Superannuation contributions	956	901
Training	130	305
Travelling expenses	5,534	2,431
Wages	32,555	31,712
Total expenses	40,206	38,516
Operating profit/(loss)	(419)	12

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 13.

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

STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED 30 JUNE 1993

	1993	1992
	\$	\$
EARTHQUAKE DISASTER WELFARE SERVICE GRANT		
INCOME		
Grants received	-	8,964
EXPENSES		
Administration	-	2,056
Sundry expenses	-	35
Travelling expenses	-	330
Wages	-	9,122
Total expenses	-	11,543
Operating profit/(loss)	-	(2,579)

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 13.
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MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
 REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
 A.C.N. 002 898 759

STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED 30 JUNE 1993

MIGRANT ACCESS PROJECTS SCHEME

	1993	1992
	\$	\$
INCOME		
Grants received	-	25,000
Interest received	-	90
Total income	-	25,090
EXPENSES		
Administration fees	-	4,882
Training	-	70
Travelling expenses	-	1,410
Wages	-	18,726
Total expenses	-	25,088
Operating profit/(loss)	-	2

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 13.
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MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED 30 JUNE 1993

	1993	1992
	\$	\$
<u>FILIPINO WELFARE WORKER</u>		
INCOME		
Grants received	29,398	37,784
Interest received	865	670
Total income	30,263	38,454
EXPENSES		
Administration	3,521	2,492
Advertising	332	220
Bank charges	56	43
Catering, functions etc.	-	98
Postage	131	96
Programme costs	(578)	1,886
Provision for annual leave	10	-
Sundry expenses	912	851
Supernnuation contributions	100	511
Training	1,559	3,584
Traveling expenses	27,745	25,484
Wages	33,788	35,265
Total expenses	(3,525)	3,189
Operating profit/(loss)		

The profit and loss account is to be read in conjunction with the disclaimer detailed on page 13.

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

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED 30 JUNE 1993

	1993	1992
	\$	\$
INCOME		
Grants received	53,921	53,095
Interest received	521	545
Total income	54,442	53,640
EXPENSES		
Administration	1,472	4,721
Bank charges	104	69
Client fees	662	864
Insurance	513	725
Provision for annual leave	(1,317)	1,010
Sundry expenses	-	677
Superannuation contributions	1,771	866
Training	1,471	2,559
Travelling expenses	2,029	2,870
Wages	41,384	36,083
Total expenses	48,089	50,444
Operating profit/(loss)	6,353	3,196

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 13.

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

STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED 30 JUNE 1993

1993 \$
 1992 \$

SPECIALIST MIGRANT PLACEMENT OFFICER PROGRAM NO. 1

INCOME	
Grants received	50,817
Interest received	485
Total income	51,302
EXPENSES	
Administration fees	2,424
Conference and seminar expenses	229
Insurance	512
Provision for annual leave	(2,855)
Sundry expenses	382
Superannuation contributions	1,250
Traveling expenses	3,271
Wages	33,943
Total expenses	42,212
Operating profit/(loss)	9,090
	17,694

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 13.
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MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
 REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
 A.C.N. 002 898 759

STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED 30 JUNE 1993

1993 \$
 1992 \$

SPECIALIST MIGRANT PLACEMENT OFFICER PROGRAM NO. 2

INCOME	
Grants received	32,847
Interest received	1,730
Total income	34,577
EXPENSES	
Specialist training expenses	33,030
Travelling expenses	575
Total expenses	33,605
Operating profit/(loss)	972

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 13.
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MIGRANT RESOURCE CENTRE OF NEWCASTLE AND HUNTER
REGION LIMITED (A COMPANY LIMITED BY GUARANTEE)
A.C.N. 002 898 759

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED 30 JUNE 1993

GET STARTED

	1993	1992
	\$	\$
INCOME		
Grants received	54,695	76,950
Interest received	1,156	188
Total income	55,851	77,138
EXPENSES		
Administration	-	1,030
Bank charges	209	-
Cleaning	280	-
Conference and seminar expenses	1,620	-
Electricity	171	-
Printing and stationery	282	94
Programme costs	4,483	785
Provision for annual leave	2,189	-
Rent	8,336	3,501
Sundry expenses	30	11
Superannuation contributions	2,239	-
Telephone	817	-
Training	140	-
Travelling expenses	1,976	330
Wages	62,510	15,790
Work experience costs	14,601	2,888
Total expenses	99,883	24,429
Operating profit/(loss)	(44,032)	52,709

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 13.

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

STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED 30 JUNE 1993

	1993	1992
	\$	\$
RECESSION NO. 1		
INCOME		
Grants received	30,660	15,000
Interest received	368	135
Total income	31,028	15,135
EXPENSES		
Administration	3,935	-
Conference and seminar expenses	280	-
Provision for annual leave	1,746	-
Superannuation contributions	711	-
Travelling expenses	1,158	47
Wages	23,860	1,588
Total expenses	31,690	1,635
Operating profit/(loss)	(662)	13,500

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 13.

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

STATEMENT OF OPERATIONS
 FOR THE YEAR ENDED 30 JUNE 1993

RECESSION NO. 2

1993 \$
 1992 \$

INCOME	
Grants received	15,220
Interest received	283
Sundry income	32
Total income	15,535
EXPENSES	
Administration	2,000
Conference and seminar expenses	65
Library	50
Travelling expenses	371
Wages	9,327
Total expenses	11,813
Operating profit/(loss)	3,722

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 13.