

# MIGRANT RESOURCE CENTRE OF NEWCASTLE AND THE HUNTER

ANNUAL REPORT 1992



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MIGRANT RESOURCE CENTRE

1992 ANNUAL REPORT

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AGENDA OF THE 7TH ANNUAL GENERAL MEETING OF THE MIGRANT  
RESOURCE CENTRE HELD ON WEDNESDAY 18TH NOVEMBER 1992  
8 CHAUCE STREET AT 7PM

1. OPENING BY CHAIRMAN
2. WELCOME TO GUEST SPEAKER - MS CHRISTINA KOUTSOUKOS  
"COMPASS" - AUSTRALIAN  
BROADCASTING COMMISSION
3. MINUTES OF PREVIOUS MEETING
4. BUSINESS ARISING
5. PRESENTATION OF REPORTS
6. AUDITOR'S REPORT
7. ELECTION OF MRC MANAGEMENT COMMITTEE
8. OTHER BUSINESS
9. CLOSE

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WE WISH TO ACKNOWLEDGE THE SUPPORT OF OUR FUNDING BODIES:  
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- \* Department of Immigration Local Government and  
Ethnic Affairs
- \* Department of Industrial Relations Employment,  
Training and Further Education
- \* Department of Community Services
- \* NSW Migrant Employment Qualification Unit
- \* Office of Youth Affairs

MRC MANAGEMENT COMMITTEE MEMBERS 1991/92

1. Chairperson - John Foteff replacing Christos Karanges  
(as of 17/6/92)
2. Secretary - Henry Chan replacing Lisbet de Castro Lopo  
(who resigned as of 17/6/92)
3. Treasurer - Trudy Mills-Evers
4. Filipino Community - Elena Backhausen
5. Chinese Community - Lorraine Lai Shung Norton
6. Greek Community - Milton Orkopoulos
7. Lettesti Community - Enza di Stefano
8. Polish Community - Alina Kizeweter
9. Samoan Community - Salati Pauli

COOPTED MEMBERS

1. DILGEA - Wendy Bunder
2. Lake Macquarie City Council - Alderman Loree Manning
3. Newcastle City Council - Alderman Greg Heys
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 -  
(1) Gloria Chiusini (resigned 30/10/92)  
(11) Pat Kelly - current
6. Specialist Migrant Placement Officer - Wasili Salewski
7. Workplace Worker - Ian Hazelidine
8. Migrant Access Project Scheme  
& Small Business - Ellery Teare
9. Get Started Project Officers - Pat Dying  
- George Pulli'uvea
10. Clerical Worker - Roopan Singh
11. Reception Worker - Sharon Nichols

REGULAR CENTRE USAGE:

Addison's Disease Support Group  
Circle of Friends of Latin America  
Circuit Breaker Advisory Committee  
Dutch Choir  
Ethnic Chorus Committee  
Ethnic Diabetes Information Groups  
Ethnic Communities Council HACC Groups  
Filipino Australian Society  
Filipino Senior Citizen Group  
Filipino Dance Group  
Filipino Ethnic School (Children and Adults)  
Filipino Grow Group  
Filipino Youth Group  
Get Started Breakfast Club  
Greek Macedonian Committee  
Greek Macedonian Folkloric Group  
Greek St Apostles Community Committee  
Hunter Ethnic Parents and Teachers' Association  
Hunter Scots Tattoo  
International Choir  
Latvian Society  
Letest Community  
Macedonian Pensioners  
Olympic Soccer  
Polish Welfare Information Group  
Slovene Society  
Small Business/Recession Information Sessions  
Slovene Society  
Spanish Community  
Tax Help Seminars  
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  
Dept of Housing Information Session  
Hunter Ethnic Parents and Teachers Association Workshops  
Interagency on Migrant Issues  
Hunter Adult Migrant Education Coordinating Committee (HAMECC)  
Small ethnic neighbour aid volunteers (HACC)  
Royal Blind Society  
TAFE/University students  
United Nations Committee  
CENTRE-BASED PROJECTS - 1992  
Hunter Ethnic Parents and Teachers  
Association - Project Officer  
Pacific Islanders Welfare Project - Tongan and Samoan  
Polish Welfare and Information Group

# CENTRE'S ACTIVITIES 1992

The Migrant Resource Centre offers a variety of welfare services, generalist and ethnic - (Polish and Pacific Islanders), facilities for migrant groups and individuals, and support for their activities and projects.

- \* Referral and Information
- \* Advocacy on behalf of migrant clients
- \* Assistance to emerging and established groups with project planning and submission writing.
- \* Premises for community meetings and cultural, social, and educational activities.
- \* Awareness raising seminars
- \* Up to date statistical information
- \* Resource library (pamphlets, dictionaries, reports, cultural material, video resources)
- \* Community education programmes to mainstream services providers.
- \* Tax Help
- \* Help with Electricity Bills

## CURRENT ADDITIONAL PROJECTS

- \* Employment & Development Worker (Central Coast)
- \* Regional Filipino Welfare Worker
- \* Migrant Women's Welfare Worker
- \* Community Development Worker
- \* Workplace Worker
- \* Specialist Migrant Placement Worker
- \* 2 Get Started Project Officers
- \* Circuit Breaker - Innovative Pilot Program to assist students of NESB with Career Guidance
- \* Recessio Support Worker
- \* Small Business Development Worker

The Migrant Resource Centre also provides equipment for the use of groups in social, cultural and educational matters.

## EQUIPMENT AVAILABLE:

- \* Overhead projector
- \* Cassette recorders -
- \* Typewriter
- \* Video Camera & Porta-pak
- \* Camera
- \* Computer facilities
- \* Photocopier with reducing, enlarging and collating at low cost to COMMUNITY GROUPS AND INDIVIDUALS

MINUTES OF THE MIGRANT RESOURCE CENTRE ANNUAL GENERAL  
MEETING HELD ON WEDNESDAY, 11 DECEMBER 1991, AT THE MRC  
PREMISES, 8 CHAUCEY STREET, HAMILTON AT 6PM.

1. PRESENT: As per list attached.

2. APOLOGIES:

A Carraro, A Christodoulou, W Buender, A Dupree, G. Heyes,  
E. di Stefano, E. Backhaussen, M Orkopoulos.

3. OPENING:

Christos opened the meeting and in his address outlined the  
Centre's role, its services and the need for more permanent  
staff. He raised the impending review of Migrant Resource  
Centres. It was agreed that the members of the Newcastle MRC  
needed to provide an input into the review.

4. GUEST SPEAKER

Irene Moss, Human Rights and Equal Opportunity Commissioner  
was introduced.

Irene described and detailed the activities of the Human  
Rights and Equal Opportunity Commission. This included a  
brief background of the Commission following its formation  
in 1986 from the Human Rights Commission and a list of the  
tasks of the Commission. She described the strategies used  
by the Commission and the strong emphasis on research and  
public education.

5. MINUTES OF THE LAST MEETING:

Accepted. Moved Trudy, Seconded John Foteff.

6. BUSINESS ARISING: No business.

7. SPECIAL RESOLUTION:

M. Mandicos moved the special resolution that had been put on  
notice for the meeting be accepted which read,  
"1. That the Memorandum of Association of the Company  
be amended by inserting in paragraph 8 thereof after the  
word 'Australia' the words 'or the State of New South  
Wales'.

2. That the Articles of Association of the Company be  
amended by inserting at the end of paragraph 82 thereof  
the words 'Providing that upon the winding up or  
dissolution of the company there remains, after  
satisfaction of all its debts and liabilities, any  
property purchased utilizing funds from the Commonwealth  
of Australia or the State of New South Wales the same  
shall be transferred to the Commonwealth of Australia  
and the State of New South Wales respectively."

Moved M Mandicos, seconded Trudy Mills.

The resolution was unanimously passed.

## 8. REPORTS:

### i) Staff

Reports were presented by each worker and accepted. Moved  
Henry Chan, seconded John Foteff.

Thanks were given to Lulu for her outstanding work as the  
Disaster project worker.

### ii) AUDITOR

The auditor Mr P M Mather (Peat Marwick Hungerford)  
confirmed his report. Report accepted L. Norton and M.  
Rufo.

## 9. ELECTIONS

### i)

Election of auditor for 1992.  
It was moved by T. Mills and seconded L. Norton that the  
MRC continue with the current auditor. Motion carried.

### ii)

Election of MRC Committee  
As the nominations equalled the positions on the  
committee all nominations were accepted.

The nominated members were: Ellen Backhaussen

Henry Chan  
Enza di Stefano  
Trudy Mills-Evers  
John Foteff  
Christos Karanges  
Alina Kizeweter  
Lisbet de Castro Lopo  
Lorraine L S Norton  
Milton Orkopoulos  
Salati Pauli

## 10. GENERAL BUSINESS:

### i)

John Foteff: Matters raised by Irene Moss will be dealt  
with by the Committee.

### ii)

Chris Karanges - Gerry Hand has been very supportive.  
He has contributed positively and has been sympathetic to  
the needs of all NESB.

### iii)

John Foteff - congratulations to Christos in his role as  
the Chairperson of the committee during 1991.

### iv)

Lorraine Norton - Lorraine described her work with the  
Department of Schools Education. It is a supportive role  
for NESB children, parents and schools.

11. MEETING CLOSED AT 8pm.



ATTENDANCE AT MIGRANT RESOURCE ANNUAL GENERAL MEETING HELD AT  
THE MRC ON WEDNESDAY, 11 DECEMBER, 1991.

1.	Lulu Tantos	- MRC
2.	Ian Hazeldine	- MRC
3.	John Best	- Bahai Association of Newcastle
4.	Ellery Teare	- MRC
5.	Frank Burnog	- Polish Community
6.	Iris Sharples	- ECC
7.	Ado Matos	- Association Cultural Espanola
8.	Fr Benjamin	- Russian Community of Newcastle
9.	Henry Chan	- Newcastle & Hunter Valley Chinese Association
10.	Salati Pauli	- Samoan Community
11.	Athena Stamatelatos	- ECC
12.	Renato Rossi	- Italian Community
13.	Stasia Rossi	- Italian Community
14.	Paul Mather	- Auditor
15.	Con Karanges	- Greek Community of Newcastle
16.	Trudy Mills-Evers	- Dutch/EAC
17.	Con Gianacas	- Greek Community of Newcastle
18.	Lorraine Norton	- Chinese Community/Dept of School Education
19.	Irene Moss	- Human Rights Commissioner
20.	Mario Rufo	- Italian Community
21.	Alex Burns	- MRC
22.	Irene Lupish	- MRC
23.	Lisbet de Castro Lopo	- Migrant Health Unit
24.	Zeni Edmunds	- ECC
25.	Helen Mantziaris	- ECC
26.	Vicki Mandicos	- Greek Community of Newcastle
27.	Mick Mandicos	- Greek Community of Newcastle
28.	Wing Au	- Newcastle & Hunter Valley Chinese Association
29.	V Walsh	- MRC
30.	W Salewski	- MRC
31.	G Chiusini	- MRC
32.	T Oto	- MRC/Tongan
33.	Christos Karanges	- Greek Community of Newcastle
34.	John Foteff	- Macedonian Community
35.	Ching Marchich	- Filipino Community
36.	Alina Kizeweter	- Polish Community
37.	Frank Dudek	- Polish Community

## CHAIRPERSON'S REPORT

8

The past year has been a busy and productive one for the Migrant Resource Centre with significant new developments and responsibilities. These have arisen through the addition of further funded projects, and escalating demands being placed on the Centre because of its unique setting as the only Migrant Resource Centre north of Hornsby.

New funded project areas reflect the needs of the times, of high unemployment and recession related hardship being experienced by families, and individuals. Much of the Centre's work in 1992 has related to trying to address the employment and training needs of people of NESB, the young, and older individuals, with a major boost coming via the State government's Get Started Program, and Supplementary Recession Package. Together with our Special Migrant Placement Officer, Workplace and Circuit Breaker Programs we can claim a creative and comprehensive service targeting unemployment as a critical settlement need and with remarkably effective outcomes.

Our community workers continue their strong function as trainers, information givers, and resource people, promoting that gospel of access and equity which seems so hard for the mainstream to adopt. And of course the Centre's welfare staff like welfare workers in any agency these days are reporting high caseloads, of people experiencing considerable personal, social and psychological problems.

At the same time, the Centre has continued to respond to the needs of NESB on the Central Coast and North Coasts, locations where migrant services are virtually non-existent and the growing migrant populations are largely neglected.

It is with pride that I can say that in all these endeavours, the Centre has worked cooperatively and productively with the mainstream. We do not believe in marginal ghettoised service provision.

This year has also brought with it the now usual concerns and anxieties that migrant services seem doomed to confront. Reviews of our operational effectiveness, of our dollar value, now do seem to be a part of our life, and predictably enough 1992 has been no different. The Minister's consultation last year signalled shifts in the direction of settlement services, and put into place Review processes, and we still await the final outcomes. We have of course welcomed the Minister's affirmation that settlement is a life long process, and that the needs of long settled communities merit attention together with the newly arrived.

Nonetheless we have been disturbed by the delays in definitive decisions regarding services, concerned that the Grant-In-Aid Scheme appears to be currently effectively non-existent and the Migrant Resource Centre itself is subject to annual funding only.

There is no doubt that there is a connection between these facts, and the upsurge of the immigration debate (that has never really gone away). Clearly there is bipartisan accord that the immigration policy must change, certainly become smaller in scope targeting the young, the skilled, the employable, and the English language speaking. There is a bias, despite denials, towards those people who are not perceived to be problems for our welfare system. It is disappointing that no-one seems to talk about the benefits of migrants any more!

But whatever happens, the work must go on, and I can only commend the continued dedication and enthusiasm of our staff, in the face of considerable uncertainty.

During the year there were changes to the membership of the committee. Christos Karanges long serving Chairman took extended leave to travel abroad, and Lisbet de Castro Lopo, foundation secretary also resigned to pursue other life goals. Henry Chan was elected to the position of Secretary. Local Government representation was taken up by Alderman Loree Manning (Lake Macquarie) and Alderman Greg Heys (Newcastle City Council). We value the presence and contribution from our Councils: and recognize the key grassroots role of local government, which keenly reflects our own in the provision of services.

I would like as caretaker Chairman to record my sincere thanks to all remaining Committee colleagues, and I look forward to their continuing support and contribution. Also to Violetta and the rest of the staff for all that they have achieved. Finally acknowledgement is made to the Federal and State Departments who have given us the opportunity to improve the well being of our migrants: the Department of Immigration, Local Government and Ethnic Affairs; the Department of Industrial Relations, Education Further Training and Employment; the NSW Ministry of Education; and the Department of Community Services.

John Foteff  
CHAIRPERSON

21 October 1992

## STAFF REPORTS

### COORDINATOR'S ANNUAL REPORT

With each successive year, the Centre seems to be becoming a busier and more varied place. We, the staff - and some of us are now very vintage operators indeed are surely fortunate to be involved in an area of work which despite its frustrations and stresses, is rarely dull or uneventful.

My own work role has, even in this last year, changed and expanded. The growth of the agency, in staff numbers and funded projects has meant that my functions are becoming more and more administrative. The oversight of work programs and the support of the staff, and the considerable paper work associated with accountability have limited the time spent with clients. But I take heart that the Centre is strong, and enjoys a high profile, and the continued credibility with funding bodies. I hope I can say that our committee's trust in me is not ill-placed, and my performance lightens their burden of responsibility.

After eight or so years in the job, I must also say that I feel as committed to ethnic affairs, as the day I started; and it pleases me that despite the demands of running the Centre, I am still able to represent ethnic interests and aspirations in a number of forums, panels, local and state based committees and boards, where it is more important than ever to register an ethnic perspective.

This last year the Centre has experienced more growing pains than usual, and we have been obliged to take a small annexe nearby to accommodate project workers. Another of our projects, Circuit Breaker is based with co-sponsor Police Citizens Youth Club in Broadmeadow, and of course there is the considerable field work which takes staff north, south and west quite regularly. So while we are not always under the same roof, we have tried to maintain a team spirit which gives us mutual support and encouragement, and engenders a strong sense of common purpose. I know there is a good feeling among us that makes the Centre a friendly and welcoming place, a fact frequently remarked on by clients, visitors and colleagues from other organizations.

The report of individual workers will give a clear picture of varied role the Centre continues to play in providing service to our people of non English speaking background. These services all focus on improved settlement and integration of newcomers to the country, both recently arrived and longer resident.

You will note the emphasis on the needs of the unemployed, of women, of young people, and of isolated communities, many of whom are still suffering from a historic legacy of neglect. As important as our direct provision is, we also recognize the necessity of promoting attitudinal changes to create an accepting, and equitable social environment, and our

missionary work in this regard is high on each and every worker's agenda.

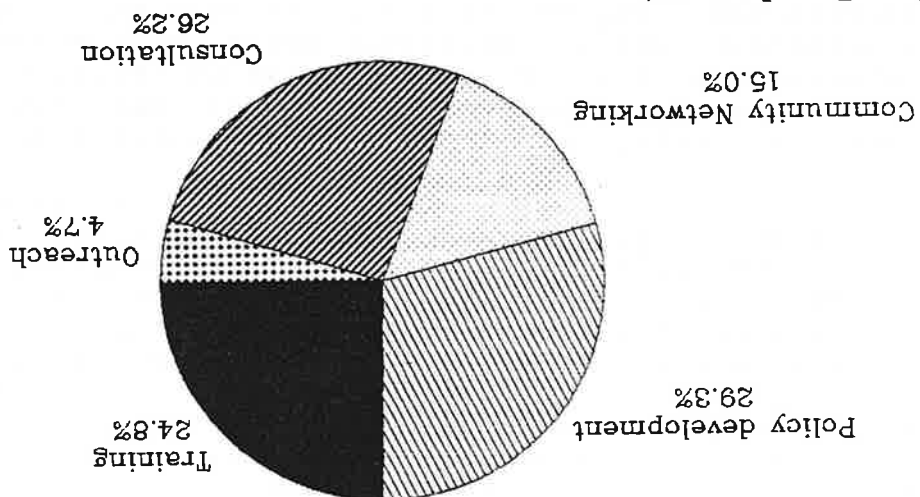
As with every year there have been highlights to note. The graduation of the first Circuit Breaker group held on 29th June was surely one of the happiest and most successful functions we have hosted, and it was rewarding to see the an untired project pay off with 40 little success stories, 40 students of NESB who gained so much, socially, personally and educationally, from this support program. Our growing involvement with young people has in many ways been a theme of this year, not only with Circuit Breaker, but through Get Started funding, through the continuation of workplace, through our participation in youth consultations and conferences, and in continuous involvement with the Department of Schools Education, supporting the implementation of Multicultural Education in Hunter Schools. Equally satisfying, if demanding, has been the Centre's work in areas outside the Region, particularly in the Central Coast, where we have maintained an outreach welfare presence for some time. This was enhanced in 1991-92 by DILGEA funding of a MAPS grant to conduct research and develop strategies to address employment needs of NESB people in this area. The work culminated in the launch of our Central Coast Directory, together with a comprehensive report and recommendations, a document which we hope to use as a springboard of action.

The Review of migrant services by DILGEA, begun last year continued into 1992, leading to the development of a draft Settlement strategy to which we have given a considerable regional perspective, often overlooked by the metropolitan "think tank". The process of review has been, predictably, not a smooth, or easy one, with heated debate polarising the community and the bureaucracy. What has emerged however is the very clear commitment of the Minister to put 'his house in order', to balance equity, and humanity with the prevailing economic circumstances which Australia faces. It is no easy task, and we can only applaud the very genuine efforts being made by the Minister to bring key Departmental colleagues together in order to develop collective goals and actions for the optimum integration of our migrants.

Finally I want to thank my staff, new and old for their support and cooperation during this year. Tima and Roopan, my administrative arms and all the project staff who have worked long and hard for a 'fair go' for our Australians of NESB.

1992 has seen a move away from disaster related projects and a greater focus on community development through consultation, networking and policy planning. A major challenge has been to implement this work in a period charged with the problems of a major recession. It is pleasing to note that despite the influence of tightening budgets more organizations seem to be becoming more aware of the needs of people of non English speaking background. Figure 1 shows a breakdown of the GIA work for 1992. As can be seen policy development, training and consultation have formed 80 percent of the work program.

FIGURE 1  
GIA 1 WORK 1992



Policy Development has comprised a wide range of work aimed at initiating new directions or policies to help people of NESB to access and share in the wider community. This has, most often been undertaken with other organizations - government and community based. Some of the outcomes of this work have included the establishment of a community committee to advise Newcastle City Council on social issues affecting the community, the continued development of a regional multicultural education plan and the development of social justice and other "vision" statements for the Lake Macquarie Vision Task Force. Of special interest is the preparation of a manual on ways services should work with people of NESB in times of disaster for the Newcastle Personal Services and the report by the MRC on accessing NESB to employment and training on the Central Coast of NSW.

## Consultation

Consultation has meant active participation with both mainstream and ethno specific projects. In some cases it has involved work plan programming, project planning, submission preparation and ongoing advice and support. Work with the Ethnic Communities Council HACC program has been a major part of this work as a support consultant to the overall program but especially with the Small Ethnic Communities Neighbourhood Aid project and the Ethnic Food Services project. Other work has included support for several ethnic groups, especially the Samoan, Tongan, Italian and Polish communities; mainstream groups like Lake Macquarie Resource Centre, several family support services, Hunter Community Council; and a mixture of government agencies, nursing homes, educational bodies, etc.

## Community Networking

Networking has been an ongoing focus of the GIA program as it has the benefit of improving awareness of the needs of people of NESB, providing referral services, developing lobbying support for other projects and NESB needs in general. It no doubt has provided the basis for the high profile the MRC entertains within this region and with agencies on the Central and North Coasts. Networking has also required a regular input, particularly as secretary for HAMECC, Migrant Interagency and Circuit Breaker. Networking has also been invaluable with mainstream interagency, the Healthy Cities project, the Hamilton Community group, the Literacy Network and local disaster welfare groups.

## Training

Training in cultural awareness, social justice and access and equity and on how to access organizational services to people of NESB formed a major part of this work. Lesser, but equally important, training was provided in networking, management skills for community groups and the role of the Migrant Resource Centre as a community based organization. Over 130 people were given certificates as a result of their completion of one of these training programs. Groups involved included government organizations (especially the Department of Social Security's Area Hunter), nursing homes, volunteer groups, University and TAFE students and Skill Share participants. I must also thank Irene Lupish, my GIA colleague who assisted in this work.

The MRC also accepted a number of student placements from University and TAFE courses. These invariably were long term placements and lasted four weeks on average and seemed to have gained a varying but positive understanding of the work of the MRC and its staff. In all seven students of different cultural backgrounds were placed with the centre. These were - Kerrel Nixon-Bell, Angela Caviccia, John Derenzini, Ellen Hau, Melanie McKinnon, Joan Burton and Melinda Simpson.

ALEX BURNS

Outreach  
The final area has been outreach work, particularly work in the Northern part of our region - the Mid North Coast, Richmond-Tweed and the New England Tablelands. Much of this work has been with the Multicultural Access Resource Service (MARS) at Coffs Harbour where we have strongly supported this organization with the management of its MAPS information project, provided training in management skills and worked closely with the community worker. Other work has been undertaken at Lismore, Grafton, Woolgoolga, Armidale, Post Macquarie, Taree and Tamworth. Networking is a key to some of this work and participating with the North Coast Migrant Workers Support Group has helped with this process.



It has been a very challenging but satisfying year. As in previous years, my work has consisted of group work, case work, outreach and training. I am also involved with numerous agencies and government departments as an advocate for my clients and for people of non-English speaking background in general. Outreach work has changed in directions and in geographical area. As can be seen in the charts below, I have attended many meetings, seminars, conferences and workshops. I have also assisted our community development worker, in training programmes and information sessions, as well as giving talks to students, community groups and agencies in cross-cultural awareness on issues affecting women, new arrival, aged and migrants in general.

I have been fortunate enough to have the support of my many colleagues and the management in the work that I do. I would like to take this opportunity to thank everyone.

#### CASEWORK

This year the casework component of my workload has increased. Clients are referred to me by other agencies, departments, friends and self-referred. More recognition of the Migrant Resource Centre is reflected in this growth as other centres seek our expertise and resources. It is very encouraging although at times we are overloaded with cases. Since the Recession Worker started, casework has become easier.

During this past year, I have had 253 clients consultations with people from 32 different backgrounds, and have made 478 phone enquiries on their behalf. Many have also been accompanied to government departments, agencies, doctors, lawyers etc.

Problems presented were as follows:

- Immigration - Illegal stay
- Status
- Sponsorship
- Appeals
- Form presentation
- Settlement
- Personal
  - Death and Bereavement
  - Family
  - General support
  - Divorce
  - Health and Mental Health
  - Financial
  - Isolation & Depression

Legal - compensation      Departmental - Dept of Social Security  
 - maintenance      - Department of Housing  
 - wills      - Education  
 - sale of property      - Immigration  
 - divorce

General - counselling      Home and hospital visits  
 - translating  
 - letter writing

#### GROUP WORK

At the present moment I am involved with the following groups:

- Wallsend
- Raymond Terrace
- Nelson Bay
- Portuguese
- Newcastle

These groups provide social activities, alleviate isolation and provide information of interest to each group. They meet on fortnightly, monthly, bi-monthly basis.

Two special groups went through a program called: "Growing peacefully". Main purpose of these, was to address present problems through reconciliation of the past and techniques of achieving it.

As a result, a Newcastle group has formed with specific objectives of support and assistance to each member that experiencing difficulties with relationships. This group will continue to meet next year.

#### OUTREACH

Central Coast outreach is continuing on a monthly basis. Half a day per month in Wyong and half a day in Gosford. While this is limited, it allows people of non-English speaking background access to the Migrant Resource Centre. I feel that more work is needed to develop communication and provide information.

Background of my clients in the Central Coast region is very diverse. They originate from a variety of countries, who speak very little English and have many problems. Their stay in Australia varies from old migrants, who came here some 40 years ago to those who just arrived. Further, many old migrants have retired and settled in that area.

Our regular trips to the North - Taree, Port Macquarie, Grafton, Lismore and Tamworth have been very successful. Very little has been done for migrants in these areas. The awareness of migrant needs is very limited and therefore they have not been properly addressed.

FIG 2 WORK PROGRAM 1992

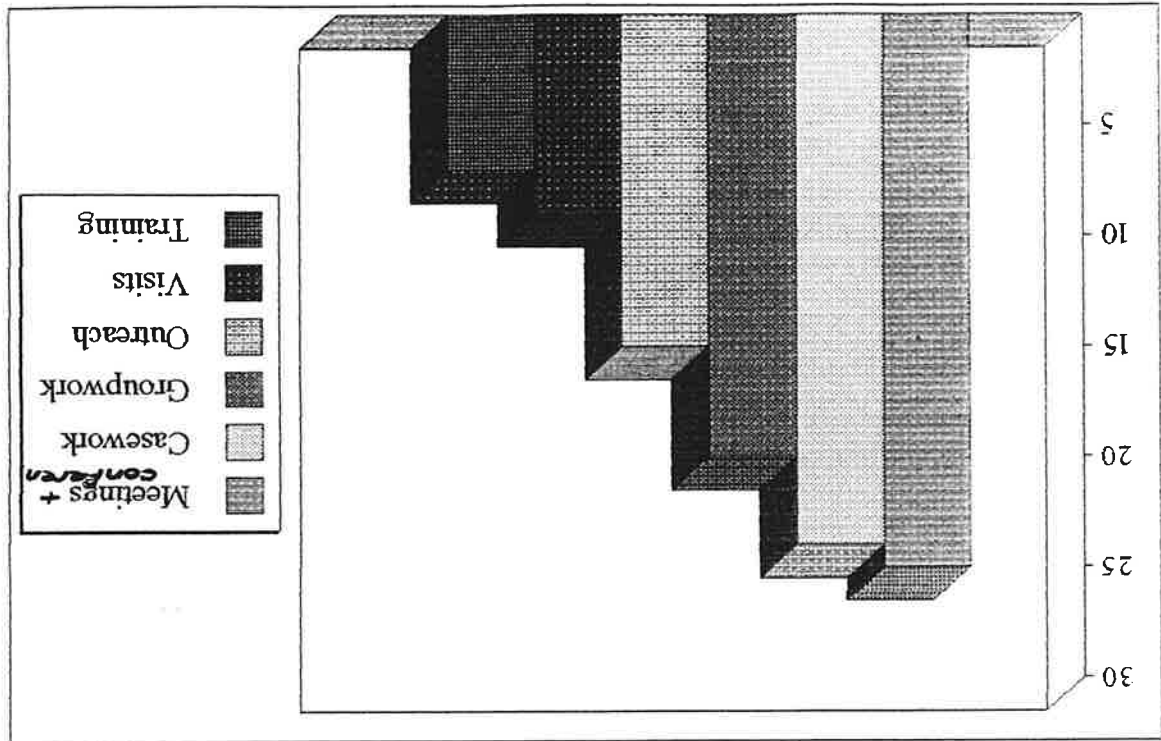
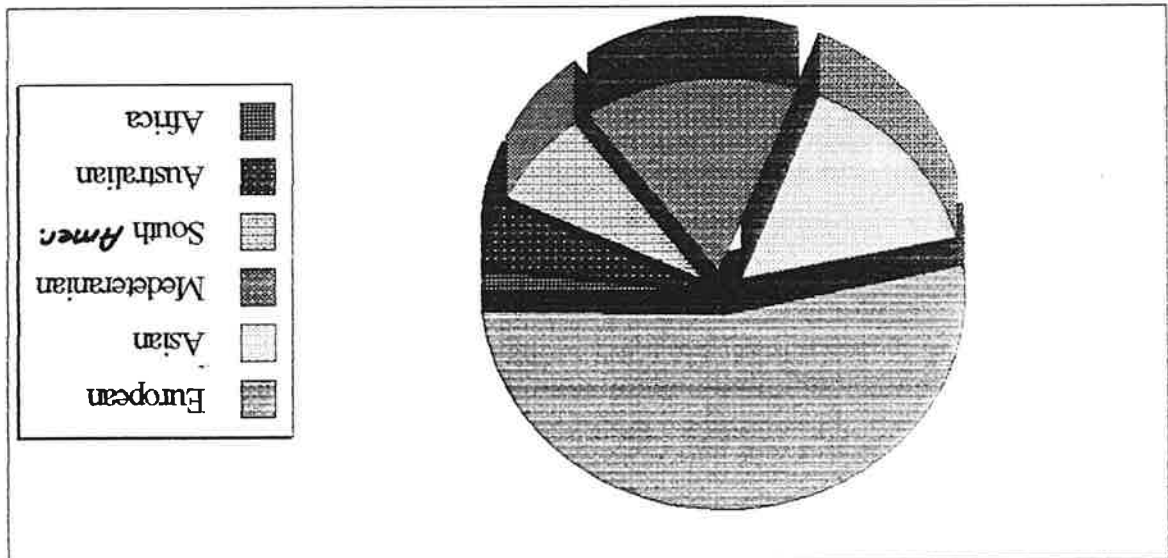


FIG 1 CLIENT ORIGINS



I have worked as part of a team with the Community Development worker, developing training programmes in these regions. Other work has included consultations with local communities, workers in community based agencies and government departments. I have also identified several clients, who for many years have been isolated and have settlement problems.

#### TRAINING

I continue to assist in general training programs. These include training of students, service providers and government departments, nursing homes personnel. Training programs tend to target improving service providers' ability to work with migrants as well as cultural awareness training on how to work with migrants at different levels and with different problems and experiences.

OVERALL IT HAS BEEN A VERY GOOD YEAR.

Irena Lupish

# ANNUAL REPORT OF THE NESB WORKPLACE PROGRAM

AIM: To provide employment and training assistance to unemployed NESB youth in the age range 15 to 24.

1) TOTAL NUMBER OF UNEMPLOYED NESB YOUTH ASSISTED (130)  
(Includes only those with two or more face to face consultations. (For barriers to employment see Attach A)

2) ETHNICITY DATA:

BORN OVERSEAS (104)		BORN IN AUSTRALIA (26)	
SAMOA	-27	TONGA	-5
PHILIPPINES	-16	ARGENTINA	-4
VIETNAM	-8	MACEDONIA	-3
(And 18 other countries of birth) (See Attach A)			

GENDER ANALYSIS (130)		AGE ANALYSIS (130)	
Female	- 61	Under twenty years	- 44
Male	- 69	Over twenty years	- 86

5) TOTAL NUMBER OF UNEMPLOYED YOUTH PLACED IN TRAINING OR EMPLOYMENT (109)

EMPLOYMENT OUTCOMES (34)		TRAINING OUTCOMES (75)	
Private	30	Private	-
Public	2	Public	29
Community	2	Community	46
Other	-	Other	-

EMPLOYMENT OUTCOMES (34)		TRAINING OUTCOMES (75)	
Full-time	- 23	Full-time	-24
Part-time	- 11	Part-time	-51
(more than 21 hrs/wk)			

With thanks to the management committee, the coordinator and all the staff for their terrific support throughout the year.

IAN HAZELDINE

# ATTACHMENT A:

## \* BARRIERS TO EMPLOYMENT INCLUDE:

- Inappropriate or insufficient skills or educational credentials for the desired career path.
- English Language Proficiency
- Uncertain Vocational goals
- Self Confidence
- Gender (Employment options for women in Newcastle are more limited)
- Discrimination

## \* COUNTRIES OF BIRTH ALSO INCLUDE:

- |                |   |           |   |
|----------------|---|-----------|---|
| AGENTINA       | - | INDONESIA | - |
| BELGIUM        | - | IRAN      | - |
| CANARY ISLANDS | - | JAPAN     | - |
| CHINA          | - | LEBANON   | - |
| EGYPT          | - | MALAYSIA  | - |
| EL SALVADOR    | - | MOROCCO   | - |
| FILIP          | - | SRI LANKA | - |
| FRANCE         | - | TURKEY    | - |
| INDIA          | - |           |   |

## ANNUAL REPORT 1992

## SPECIALIST MIGRANT PLACEMENT OFFICER

## TRAINING PROGRAMS IMPLEMENTED VIA SMPO (SPECIAL

## MIGRANT PLACEMENT OFFICER) PROJECT

Introduction to Welfare: In conjunction with TAFE  
 Aged Care Course: In conjunction with TAFE  
 Child Care Course: In conjunction with TAFE

## SPECIFIC SMPO PROJECT INITIATIVES

\* Computer Clerical Course for rural non-English speaking  
 background (NESB) women - SINGLETON - 12

\* Computer Clerical Course for Men and Women of non-  
 English speaking backgrounds - NEWCASTLE (All  
 participants employed) - 16

\* Ethno Specific: Samoan Welding Course - NEWCASTLE - 12

\* Bilingual Aged Care Course - NEWCASTLE (All participants  
 employed) - 16

\* Computer Clerical Course for non-English speaking  
 background women - GOSFORD (Current) - 12

## CLIENT PROFILE

## Age Distribution:

15 - 24	- 17
25 - 40	- 290
40 +	- 154

## TOTAL CLIENTS

- 461

## GENDER:

Female	- 284
Male	- 177

## DISABILITY:

Male	- 14
Female	- 2

Ethnicity: Nationalities represented in SMPO project: 58

## KEY PERFORMANCE INDICATORS

Number of clients in FULL-TIME employment	- 89
Number of clients in PART-TIME employment	- 40
Number of clients in LONG TERM (ie 12 months)	- 24
FULL TIME TRAINING	- 24

## PRIMARY PERFORMANCE OUTCOMES -

TOTAL - 153

## SECONDARY PERFORMANCE INDICATORS

Number of clients in short-time  
or part-time training

TOTAL - 93

## EMPLOYMENT TRENDS

Unemployment continues its upward spiral.

Larger number of established non-English speaking background people seeking employment related assistance. This is due primarily to Industry Restructuring. It is unfortunate that this group's future labour market opportunities are severely diminished simply because of a lack of English proficiency.

DILGA and DEFT have combined resources to enhance work-based English language provision under the Work-based English Language Learning (WELL) program. Although Newcastle is in desperate need of such a project it looks like this program will not be available to the diminishing numbers of currently employed NESB people.

Assistance for overseas qualification recognition information have been received from most rural centres in the North and North-Western Region of New South Wales. It is clear that no effective service provision is available to non-English speaking background people residing in not so remote areas of the State.

Demand from the Central Coast regions continues. The people who require information regarding employment and qualification criteria, are polar opposites. On one hand we have the established or long term NESB residents who have moved into the Gosford/Wyong Shires and the newly arrived immigrants. Both of these groups are in desperate need of employment.

Women are still the largest group who utilise the SMPO project. One can only question just how EEO and Access and Equity are promoted in the public domain.

To finish up on a positive note, the bi-lingual Aged Care Course, may soon be implemented in the Aged Care industry in Adelaide.

WASILI SALEWSKI



## ATTACHMENT "A"

COUNTRY OF BIRTH		
ALBANIA	1	
ALGERIA	1	
ARGENTINA	4	
BALI	1	
BANGLADESH	1	
BELGIUM	1	
BRAZIL	2	
BULGARIA	1	
CAMBODIA	1	
CZECH	2	
CHILE	18	
CHINA	9	
CHRISTMAS IS.	1	
COLOMBIA	1	
CYPRUS	1	
DENMARK	1	
HOLLAND	2	
EGYPT	10	
EL SALVADOR	8	
ENGLAND	1	
FIJI	2	
FILIPINO	121	
FRANCE	1	
GERMANY	7	
GREECE	8	
HONG KONG	14	
HUNGARY	1	
INDIA	6	
INDONESIA	2	
IRAN	2	
IRELAND	1	
ISRAEL	1	
ITALY	25	
KENYA	1	
KOREA	6	
LAOS	3	
LEBANON	2	
MACE DONIA	9	
MALAYSIA	6	
MALTA	1	
MAURITIUS	2	
MONGOLIA	1	
MOROCCO	1	
NEW ZEALAND	2	
PAKISTANI	1	
PARAGUAY	1	
PERU	1	
PORTUGAL	3	
POLAND	31	
RUMANIA	2	
RUSSIA	2	
SCOTLAND	1	
SINGAPORE	3	
SAMOA	53	
S.AFRICA	2	
SPAIN	11	
SRI LANKA	10	
THAILAND	6	
TONGA	9	
TURKEY	2	
UGANDA	1	
URUGUAY	1	
VIETNAM	2	
YUGOSLAVIA	24	

Elly Teare  
Small Business Worker  
MAPS Worker

In January 1992 I began an intense period of preparation of our MAPS program on the Central Coast. MAPS considered "Access and Equity into Employment and Training for NESB people on the Central Coast." We were aware that NESB people were not getting a fair share of Employment and Training opportunities on the Central Coast.

This was done in the following way. When I used the 1986 Census statistics and interpolated the percentage of NESB population on the Central Coast and the unemployed percentage registered with the CES the unemployed rate for NESB people was much higher than it was for ESB people. A similar situation existed for NESB people in the area of Training. They lack access to and equity in Labour Market Program Training courses.

The high rate of unemployment that existed during late 1991/92 made it difficult to place NESB people in jobs. There was some limited success with possibly 4 placements over the period of the MAPS project.

Training was also a key focus of the MAPS program and TAFE played a major part in that approach. There was specific training course run by TAFE Outreach for unemployed Filipino females in Computer Skills and Australian working conditions. 24 attended the Information Session and TAFE enrolled the whole 24 in the course which ran for 10 weeks.

There was also a TAFE Multicultural Day held in Gosford with approximately 90 people attending the session. TAFE was able to recruit participants for two Child Care courses and a Computer/Clerical course from that group. The final course was CES LMP course for NESB people provided by Gosford Education and Training Services. This concluded the MAPS program and a launch was held at the Central Coast Leagues Club with 60 people attending. Frank Walker MP for Robertson was the key speaker at the launch. He was very supportive of the problems faced by NESB people and welcomed the assistance of the MAPS work.

## SMALL BUSINESS WORK

I began the Small Business Worker role in July 1992. My job is to identify and assist NESB people who are unemployed or suffering the effects of the recession and want to establish a small business or become self employed.

I have made contact with Ethnic Groups in the Newcastle area through the MRC and ECC, service providers such as the CES, Skillsshares, Neighbourhood Centres, and DSS. Other agencies contacted are 2NURFM, Samaritans Foundation and Trade Unions.

The MRC Workplace client data base provided two groups for an Information Session on establishing a Small Business. This involved 25 people for the day and evening sessions.

Other key service providers who helped are the Hunter Business Enterprise Agency, Dept of Business and Consumer Affairs, Newcastle Permanent Building Society and the Chambers of Commerce.

Two NESB people made application for placement under the New Enterprise Incentive Scheme program in late July. While follow-up on these referrals indicated both were unsuccessful, it was at least a beginning. The NEIS program is very selective with a difficult set of criteria for eligibility.

Follow-up with clients resulted in 2 being referred to the HBEC and one to the Dept of Consumer Affairs, 6 clients to Small Business ventures or Self Employment. A success story is a Hot Bread Shop on the outskirts of Newcastle. Altogether however, it is clear that many NESB people are considering small businesses as a means of employment.

Ellery Teare  
Small Business Worker/MAPS Worker

## GET STARTED PROGRAM - ANNUAL REPORT

We were employed in March this year as project officers on a new statewide pilot project funded by Dept of Industrial Relations, Employment, Training and Further Education (DIRECTRE). The Migrant Resource Centre sponsored Get Started program is one of eight such community-based programs in the Hunter and Central coast regions. The program was initially funded for nine months, and has just been re-funded until June 1993.

**Aims:** To improve the long-term employment prospects of young people by providing job preparation training and work experience.

**Program Participants:** Our particular target group is unemployed NESB youth under 25 years. In the first nine months our projected intake was sixty, of which we have achieved 55 (see table 1) which we regard as a good result for a new program. The 55 participants were from a wide variety of ethnic backgrounds (see table 1), with 58% born overseas and 42% born in Australia (see table 2). Samoans formed the largest single ethnic group (see table 3). There was a good balance of males and females, and the varying age groups worked well together.

**Program Structure:** Four programs so far, 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.

The two weeks' training is conducted on informal lines, with the focus on trainee input and participation. Although the atmosphere is relaxed, trainees are encouraged to treat the course as a job, with regular and punctual attendance, doctor's certificates when necessary etc. Some of the topics addressed are:

* Career Choice	* Goal Setting
* Self-esteem	* Communication skills
* Problem Solving	* Conflict Resolution
* Stress Management	* Job seeking techniques
* Telephoning Employers	* such as Resume Preparation
* Application Forms and Letters	* Resume Preparation
	* Interview Techniques

One of the highlights of the course is the Mock Interview session, where participants are interviewed for a job by an experienced interviewer. This is followed by four weeks work experience. (see table 4), which trainees have found instructive and productive. Three have obtained jobs directly from their work experience placements.

TABLE 4

Manufacturing	5	Public Administration	5
Construction	1	Community Services	13
Wholesale and Retail Sales	3	Recreation/Personnel	12
Communication	3	Hospitality	4
Property, Finance and Business	3		

Participants continue to be given post course support and encouragement in their job search. As part of this on-going support we have initiated a monthly "Breakfast club", to which all Get Started trainees are invited, to renew friendships, boost motivation, help with job applications etc.

Outcomes: Outcomes recognized by DIRETFF are full-time work, part-time work (over 20 hours/week) or undertaking further education or training. (see figure 2) However, we also regard as a successful outcome any increase in self esteem and self confidence, and the majority of trainees reported exactly this in their final evaluation of the course.

Conclusions: For those who come into the program with a poor attitude towards work, the initial two weeks training is far too short to address the underlying causes and to bring them to an acceptable level of "work-readiness". However, the program works very effectively with young people who come into the program with a positive work ethic. These trainees complete the program with obviously increased self-confidence and self-esteem, high motivation and focussed energy. They respond positively to the work experience component and score highly on the employers' assessment reports. For these the program is very worthwhile and it is a pleasure to work with them.

Finally, we'd like to thank all the staff and Management committee at the Migrant Resource Centre for your help and encouragement and friendliness, with special thanks to Ian, who has been great! We look forward to the coming year.

Pat Dring  
George Pulli'uvea

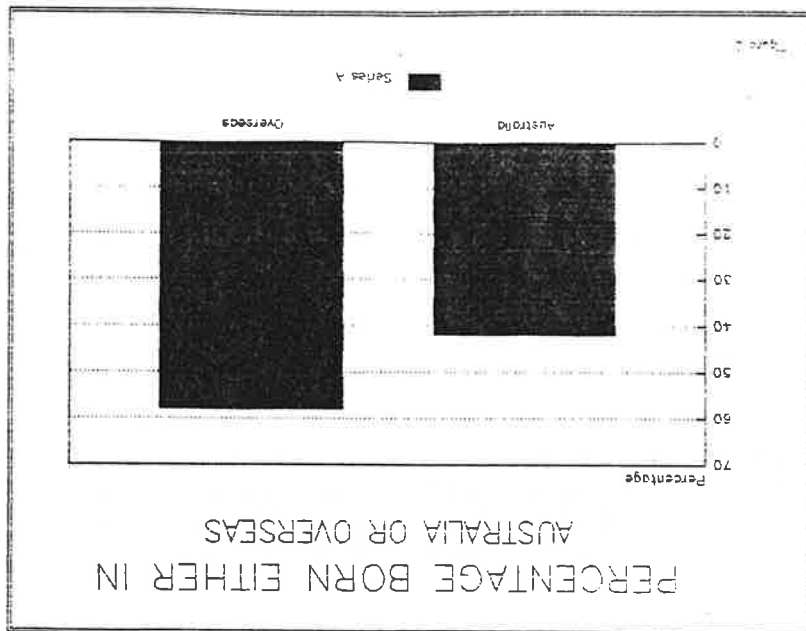


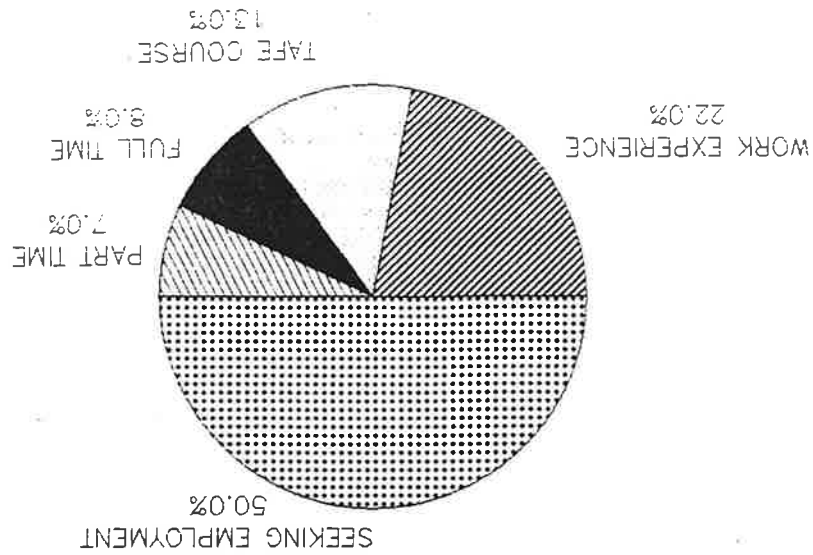
Figure 1

MALES	15	16
FEMALES	8	16
TOTAL	23	32
	17-25 YEARS	18-25 YEARS

TABLE 2: COUNTRY OF BIRTH (C.O.B) BY SEX, BY AGE RANGE

NATIONALITY	MALES	FEMALES	TOTAL
ABORIGINAL	2	1	3
ARGENTINIAN	1	0	1
CHINESE	0	2	2
CZECHOSLOVAKIA	1	0	1
EGYPTIAN	1	0	1
FILIPINO	2	2	4
GERMAN	1	1	2
GREEK	2	1	3
ITALIAN	4	2	6
JAPANESE	1	0	1
LITHUANIAN	1	0	1
MAORI	0	1	1
PAKISTANI	0	1	1
POLISH	1	1	2
PORTUGUESE	1	0	1
SAMOAN	8	1	9
TONGAN	1	6	7
UKRAINIAN	1	0	1
YUGOSLAVIAN	5	2	7
TOTAL	32	23	55

TABLE 1: NATIONALITY BY SEX



## GET STARTED PROGRAM OUTCOMES

FIGURE 2:

- Outcomes:
- Employed as a part-time as well as full-time basis is 15%.
  - Able to enrol in TAFE courses is 13% that were eligible and participated in further work experience is 22%.
  - Actively seeking work or elsewhere is 50%

NATIONALITY	NUMBER	RANK ORDER
SAMOAN	9	1
TONGAN	7	2
YUGOSLAVIAN	7	3
ITALIAN	6	4
FILIPINO	4	5
ABORIGINAL	3	6
GREEK	3	7
CHINESE	2	8
GERMAN	2	9
LITHUANIAN	2	10
POLISH	2	11
ARGENTINIAN	1	12
CZECHOSLOVAKIA	1	13
EGYPTIAN	1	14
JAPANESE	1	15
MAORI	1	16
PAKISTAN	1	17
PORTUGUESE	1	18
UKRAINIAN	1	19

TABLE 3: NUMBER OF PARTICIPANTS BY NATIONALITY IN RANK

## RECESSION SUPPORT WORKER - ANNUAL REPORT

This report covers the period from June to November 1992, the first five months of my employment with the Migrant Resource Centre. As illustrated in the breakup of casework I have worked with 32 client families.

From these client families 37.5 percent had both partners unemployed, a further 37.5 percent of clients were female headed households. The remaining 25 percent of client families had one partner employed, while the other partner was actively looking for paid work. The figures also show that 75 percent of client families are dependent on some form of Social Security benefit, which places many of these families in a poverty situation.

84 percent of the total client families have children. These form two categories; 54 percent have children aged below 13 years of age and 30 percent of families have children aged 13 years of age and older still living at home.

Graph 1 shows that the duration of unemployment for 50 percent of clients is less than 12 months, and 28 percent have been unemployed between 1 and 2 years. The remaining 22 percent have been unemployed for several years.

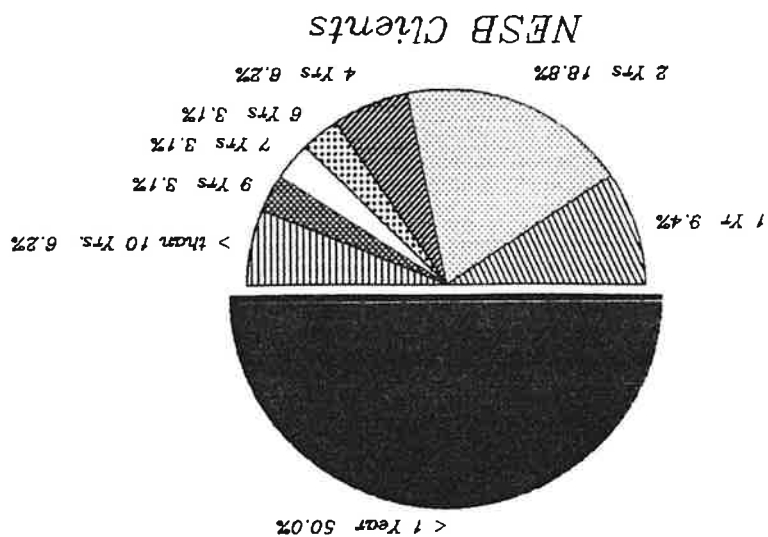
According to Credit Helpline "the number of people who count as 'long term unemployed' has nearly doubled in the past 12 months... The definition of 'long term unemployed' has been redefined recently, and now means that the person has been out of work for more than a year." (September, 1992)

Graph 2 indicates that the largest group of clients (54 percent) have lived in Australia for more than 5 years, 6 percent less than one year, 22 percent between 1 and 2 years, and 9 percent between 3 and 4 years. The ethnicity of clients varies and there is no single specific ethnic group represented.

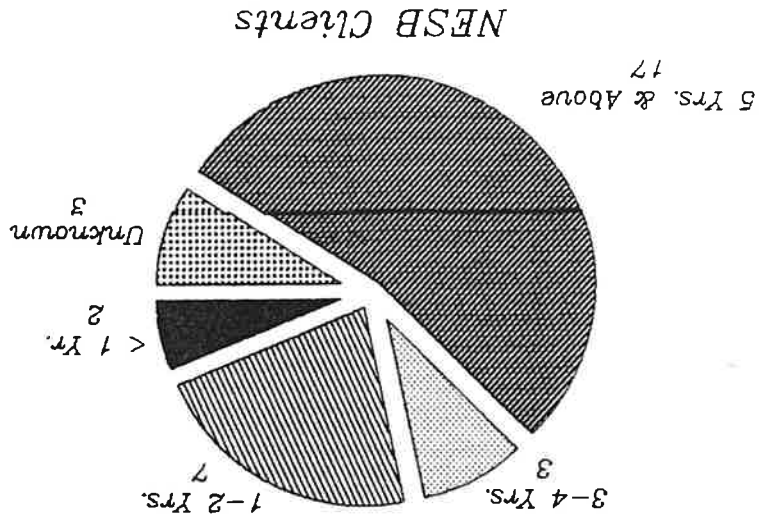
The bulk of referrals come from within the Migrant Resource Centre as seen from graph 3.34 percent of clients have been referred by the Workplace Officer while the Special Migrant Placement Officer referred 28 percent of the client group. A further 22 percent of clients are self referrals, and the remaining 16 percent are referrals from other organisations.



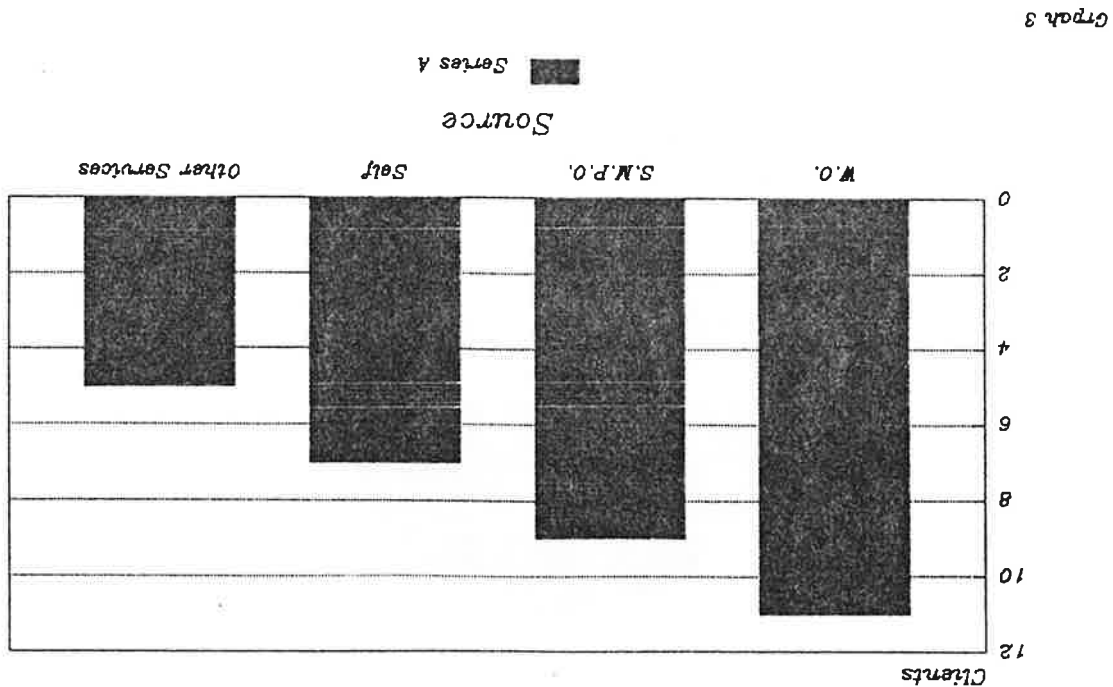
# DURATION OF UNEMPLOYMENT



# AUSTRALIAN RESIDENCY Time lived in Australia



# SOURCE OF REFERRAL



CASEWORK BREAKDOWN FOR THE PERIOD JUNE - NOVEMBER 1992  
RECESSION SUPPORT

	June	July	Aug	Sept	Oct	Nov	Total
Family on file	1	3	8	2	2	6	22
Relationship & Family counseling	5	9	24	19	28	11	96
Budget counseling	1	1	4	4	1	5	16
Advocacy	0	10	20	2	35	8	75
Referral (to other)	0	5	15	1	26	3	50
Referral (from other)	7	2	4	1	14	0	28
Pro Agencies - to	8	32	24	7	28	7	106
Pro Agencies - from	0	7	9	8	25	1	50
Home visits	2	4	21	14	8	8	57
Drop in clients	6	12	23	7	19	13	80
Crisis	0	1	4	2	4	2	13
Public Relations	2	8	6	2	6	10	34
Provide Information	0	12	15	3	13	2	45
Male	5	10	19	7	12	8	61
Female	16	19	55	35	41	31	197
Children	3	6	13	10	10	16	58
Calls in	31	32	32	12	26	12	95
Calls out	8	16	16	15	41	13	85
Client related	13	39	17	67	12	155	

Non-English speaking background clients have been accessing our service who would previously not had cause to do so. I am interviewing families who would be classified as 'the new poor'. For these clients it is necessary to access them to the appropriate organisations such as legal, financial, housing and the Department of Social Security, to ensure clients are receiving the benefits and services they are entitled to.

Non-English speaking background families who may be experiencing unemployment are very much in an environment where the structures and society have generally failed to appreciate their predicament. Unemployment denies people the opportunity to accomplish what they have been brought up to expect to be the norm. For many people, their job is central to their life for reasons other than economic ones.

For some non-English speaking background client families the recession has caused suffering and loss, not only in terms of economics, but also in terms of loss of identity and status, family conflict and social isolation. Unemployment is a difficult experience for both partners, so where possible I include both partners in the casework plan and consultation process.

I have also advocated for and on behalf of clients to a variety of organisations both government and non government. Each month varies according to the needs of the client. The same can be said about home visits and drop in facilities, it all depends on what is best for the client. Certainly, the home for some clients provides a more informal and less threatening interview.

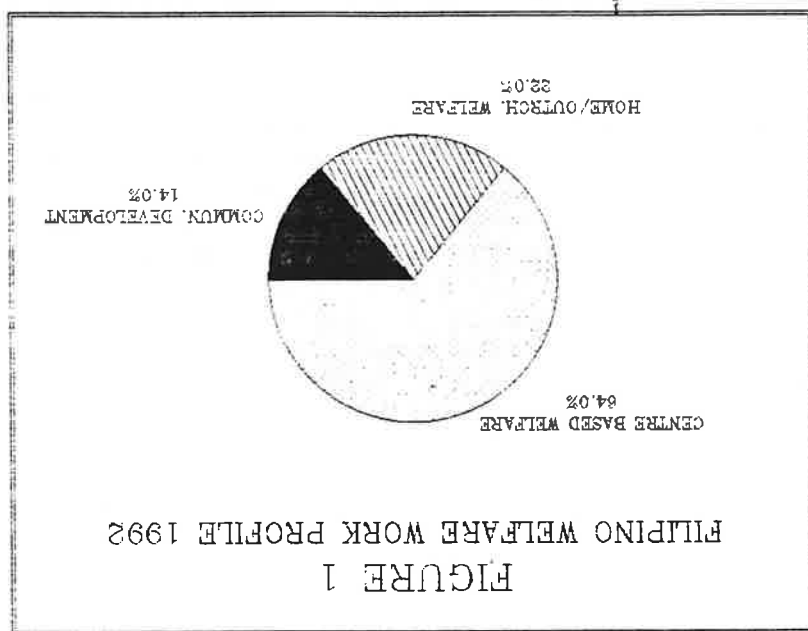
During October this year, I was invited to attend a competency based workshop for Social and Welfare Workers, at the University of Newcastle. As a result of this workshop I have been selected to be on the review committee for the draft report due at the beginning of 1993. The Financial Counselling course I began in August with Creditline is coming to an end on the 3rd December. This program has been a rewarding one and I am sure that the knowledge and skills gained will be passed onto the client.

SHARON NICHOLS

Work undertaken by the Filipino Welfare project continues to be diverse and at times very stressful. Part of this relates to the numbers of Filipinos who are brand new arrivals while other issues relate to marriage, the formation of new families and the overwhelming sense of loneliness experienced in settling by these people in Australia.

### The Filipino Welfare Work Profile

Figure 1 shows an outline of the work undertaken by the Filipino Welfare project for 1992. As can be seen 86 percent of the work of this project is either centre or home/outreach based and is largely 'face to face' work. The other 14 percent of the work of the project focuses on community development among Filipinos and has attempted to develop support groups to meet the needs of this community.



### Centre Based Welfare

Most of the work undertaken by the Filipino project has been centre based with Filipinos seeking assistance for a range of issues. These are shown in figure 2. As can be seen the main problem for many Filipinos concerns immigration. This can be the need to have loved ones visit or migrate as support for those already here. This need also highlights the homelessness experienced by Filipinos living in new marriages in a country which is very different culturally to the one from which they originated.

Figure 2 also shows that problems relating to marriage, to housing needs, benefits and employment present with much of this work. Domestic violence is a further issue, and is linked to marriage and also the current recession. Domestic violence and marriage related problems are very clearly tied to the mainly female migration that has occurred from the Philippines. Illness and death for some would no doubt be an ongoing expression of the traumas that some of these new settlers have experienced.

Community Development has also included a number of trips to visit Filipinos in isolated areas of the Hunter Valley. Singletons and Muswellbrook have been visited twice and contacts have been made to help women in these areas develop group structures. Single visits have been made to Scone, Merriwa and to Port Macquarie. A result of the visit to Port Macquarie has been the linking of several Filipinos to the Australian/Filipino Association of the Hunter Valley.

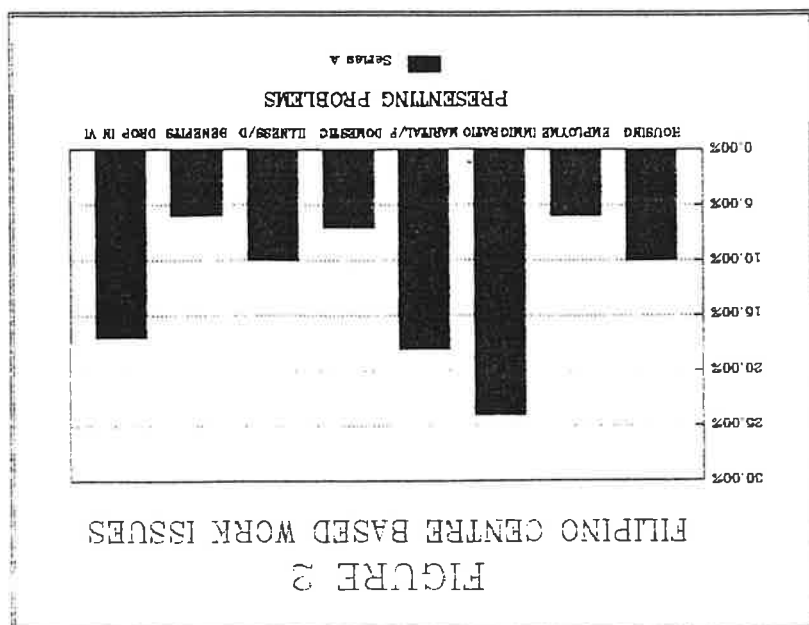
Another project has been the formation of a grow group. This meets on a weekly basis and has provided ongoing support for a small but very needy part of this community. The final group work has been the recent development of a senior citizens group. This also meets on a weekly basis and is now well attended by a growing number of Filipino aged people.

Community Development has aimed at developing a number of groups and activities to help support the needs of Filipinos in the Hunter Valley and further to ensure that the main Filipino institution - the Australian/Filipino Association has ongoing access to the project and share in its ownership. Group development has included a Filipino youth group which meets every fortnight at the Migrant Resource Centre. This group has developed a range of activities for young Filipinos and while it is managed by the Welfare Worker as a support person it is run by the young Filipinos.

Community Development has been the formation of a grow group. This meets on a weekly basis and has provided ongoing support for a small but very needy part of this community. The final group work has been the recent development of a senior citizens group. This also meets on a weekly basis and is now well attended by a growing number of Filipino aged people.

Home and Outreach Based Welfare.

Home and hospital visits cover the range of issues identified in figure 2. Many of the home visits reflect the isolation of Filipino women and the difficulties some have in being able to manage in an environment dominated by private transport. Further many of the women are new mothers with very young children. The hospital visits also reflect the mix of newly developing families and the stress of homelessness faced by these women. Some of the home visits have been to women's Refuges where domestic violence and marriage breakdown have led to Filipinas using these facilities. In some instances women using these facilities have come from interstate.



HUNTER REGION CIRCUIT BREAKER PROGRAM 1991/92  
PILOT PROJECT

CIRCUIT BREAKER is an innovative education and training programme for young people on non-English speaking backgrounds, introduced to try to BREAK the CIRCUIT of these young people in need of help leaving school prematurely and becoming unemployed.

The Hunter Region (Newcastle based) Circuit Breaker Project was funded for the first time in the Hunter Region from 1st July, 1991 to 30th June, 1992 by the NSW Government and managed by the Office of Youth Affairs under the Start to Life "Initiative".

The project was sponsored jointly by the Migrant Resource Centre of Newcastle and the Hunter Region Inc and the Hunter Community College Inc, with support from the Newcastle and District Police Citizens' Youth Club because of:

- a) Higher unemployment rate than the State average
- b) Lower school retention rates than the State average
- c) Sufficient concentration of non-English speaking background people residing in the area

Clients were recruited from non-English speaking background students (years 9, 10, 11, 12) from 15 schools from the area within both the Department of School Education and the Catholic Education system.

Staffing consisted of a Coordinator, tutoring Study Skills, Vocational Literacy, Vocational Numeracy and Alternate Education components and two facilitators working in the areas of Personal Development and Job Search Skills. Coordinator and staff were guided by, and answerable to, an Advisory Committee which met monthly at the Migrant Resource Centre, Hamilton.

We held sessions at Newcastle and District Police Citizens' Youth Club where students attend two of the three afternoons. We are available, Monday, Tuesday and Wednesday from 4pm to 6.30pm.

The target number of clients agreed to was 45, the needs of participants being identified in accordance with the guidelines provided by the Office of Youth Affairs with liaison between Coordinator and contact teachers in the participating schools.

Ethnic groupings were diverse including - French, Argentinian, Yugoslav, Macedonian, Lebanese, Korean, Samoan, El Salvadoran, Vietnamese, Italian, Cambodian, Polish, Greek, Egyptian, Chinese, Filipino, Indian, Hindu, Malaysian and Sri Lankan.

Their activities were many and varied, relating to the main Project components. Community visits to such places as Newcastle Library, Newcastle Careers Reference Centre, Broadmeadow Commonwealth Employment Service, The Hunter Institute of Technology and the University of Newcastle have been an important part of the year's programme. The use of minibuses from the Newcastle Youth Service and the Newcastle and District Police Citizens' Youth Club enabled us to transport clients to and from these venues and to and from their actual sessions.

We held two camps, the first at Morpeth Conference Centre being Government funded and the second at Camp Mackay, Kurrajong paid for voluntarily by clients themselves, both camps being very popular.

Clients were provided with TAFE "taster" courses in Hospitality and Office administrations at the Hunter Institute of Technology after Orientation and Career Path Counselling. The TAFE component was very successful.

Five clients gained entry to full time TAFE courses and one client to full time University Bachelor of Nursing in the 1992 intake. Another pleasing outcome was that most of the year 10 clients continued to year 11 at school.

Work Experience was a very valuable component with most clients being pleased with the opportunity to gain added insight into particular work areas of their choice.

Graduation Night was on 29th June 1992. The increase in maturity, confidence and positive outlook on the future after the completion of the Circuit Breaker Programme was evident to all who knew the clients at the commencement of the programme and backed up with the positive feedback from the clients, schools and parents was proof of the work of the Programme in the Hunter. It has been a wonderful success and the clients have formed such warm friendships that they are keeping together with reunion picnics, parties, camps etc and ongoing contact at the Circuit Breaker Office.

Our new intake of clients for 1992/93 Project which is co-sponsored by the Broadmeadow Police Citizens Youth Centre have completed their first three months, doing their TAFE "taster" courses in Office Skills, Hospitality and Basic Automotive Motor Maintenance and we look forward to the continual success of the Programme in the Hunter.

GLORIA HEWARD  
COORDINATOR

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 1992



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3	Profit and Loss Account
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5	Notes to and forming part of the financial Statements
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11	Auditors' Report
13	Disclaimer on Additional Financial Information
14	Statement of Operations

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 1992

The Directors present their report together with the financial statements of Migrant Resource Centre of Newcastle for the year ended 30 June 1992 and the auditors' report thereon.

**DIRECTORS**

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

Hing Hung Chan	Ellen Backhausen
Alina Kizeweter	Enza De Stefano
Trudy Mills Evers	Christine Jordan
Lorraine Norton	Salati Pauli
John Foteff	Christos Karanges

**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 profit amounted to \$86,409 (1991: \$8,200). The company is not liable for income tax. The operations are funded by government grants. These grants are brought to account as received and not necessarily in the same financial period in which the expense incurred. Consequently the profits represent unexpended grants. 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 declared since the end of the previous financial year and none is recommended.

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 1992

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 *14 October* 1992

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

PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 30 JUNE 1992

	1992	1991
	\$	\$
Operating profit	86,409	8,200
Income tax attributable to operating profit	4	-
Operating profit after income tax	86,409	8,200
Retained profits at the beginning of the financial year	92,294	84,094
Retained profits at the end of the financial year	178,703	92,294

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 5 to 9.

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 1992

	1992	1991
CURRENT ASSETS		
Cash	211,380	55,638
Receivables	37,649	30,424
Total Current Assets	249,029	86,062
NON-CURRENT ASSETS		
Property, plant and equipment	31,811	32,527
Total Non-Current Assets	31,811	32,527
TOTAL ASSETS	280,840	118,589
CURRENT LIABILITIES		
Creditors and borrowings	71,002	5,978
Provisions	22,572	15,793
Total Current Liabilities	93,574	21,771
NON-CURRENT LIABILITIES		
Provisions	8,563	4,524
Total Non-Current Liabilities	8,563	4,524
TOTAL LIABILITIES	102,137	26,295
NET ASSETS	178,703	92,294
SHAREHOLDERS' EQUITY		
Retained profits	178,703	92,294
TOTAL SHAREHOLDERS' EQUITY	178,703	92,294

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 5 to 9.

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 1992

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of Preparation

In the opinion of the directors, the company is not a reporting entity. These special purpose financial statements of the company have been drawn up as a special purpose financial report for distribution to the members for the purpose of fulfilling the requirements of the Corporations Law and the requirements of the various funding bodies.

The financial statements have been prepared on the accrual basis of accounting using the historical cost convention and a going concern assumption. They do not take into account changing money values or, except where stated, current valuations of non-current assets. Except where noted, the accounting policies have been consistently applied.

The financial statements have been prepared in accordance with the provisions of Schedule 5 to the Corporations Regulations and all Australian Accounting Standards with the following exceptions:

AASB 1005 Financial Reporting by Segments  
AASB 1017 Related Party Disclosures  
AASB 1026 Statement of Cash Flows

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

Income Tax

The company is not liable for income tax.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 1992

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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.

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

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 30 JUNE 1992

2. OPERATING PROFIT

1992	1991
\$	\$

(a) Operating revenue and expenses:

Operating profit has been arrived at after including:

Operating revenue

Grants received  
 Interest received or due and receivable from:  
 Other persons or corporations  
 Rental income  
 Other operating revenue

491,275	315,915
6,195	9,457
15,222	3,020
5,239	5,239
<u>512,692</u>	<u>333,631</u>

Operating expenses

Depreciation of:  
 Property, plant and equipment  
 Amounts set aside to:

Provision for annual leave  
 Provision for long service leave

3. AUDITORS' REMUNERATION

7,129	5,648
6,779	3,318
4,039	759

Amounts received or due and receivable for audit services by:  
 Auditors of the Company

4. INCOME TAX

4,619	4,077
-------	-------

The company is not liable for income tax.



NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 30 JUNE 1992

	1992	1991
5. CASH		
Cash at building society	211,380	55,638
6. RECEIVABLES		
CURRENT		
Sundry debtors	417	-
Accrued income	-	570
Short term deposits	37,232	29,854
7. PROPERTY, PLANT AND EQUIPMENT		
Leasehold improvements, at cost	17,172	17,172
Accumulated amortisation	(9,485)	(7,196)
	7,687	9,976
Total land and buildings	7,687	9,976
Equipment, at cost	49,954	43,541
Accumulated depreciation	(25,830)	(20,990)
	24,124	22,551
Total property, plant and equipment, at net book value	31,811	32,527
8. CREDITORS AND BORROWINGS		
CURRENT		
Sundry creditors	3,776	3,279
Grants in advance	61,054	-
Accrued expenditure	6,172	2,699
	71,002	5,978

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 1992

9. PROVISIONS

	1992	1991
CURRENT		
Provision for annual leave	22,572	15,793
NON-CURRENT		
Provision for long service leave	8,563	4,524

10. 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, 1992 the total number of members was 115 (1991 - 118).

11. COMMITMENTS

Rent expense commitments

	Due not later than one year	Due later than one year but not later than two years	Due later than two years but not later than five years
	36,301	21,369	-
	32,054	32,054	21,369
			85,477

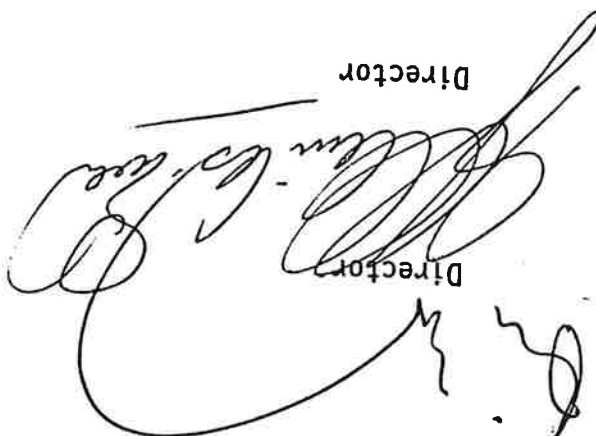
STATEMENT BY DIRECTORS

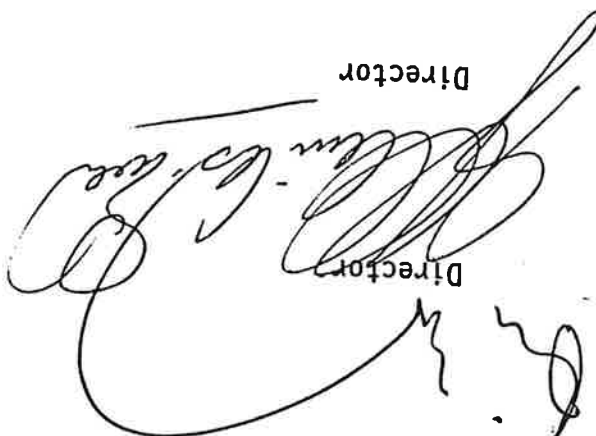
1. In the opinion of the Directors of Migrant Resource Centre of Newcastle:

- (a) the company is not a reporting entity;
- (b) the financial statements set out on pages 3 to 9,  
of the company for the financial year ended 30 June 1992  
and the state of affairs of the company at 30 June 1992 in  
accordance with the basis of accounting described in Note 1; and
- (c) 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.

Dated at Newcastle on 14 October 1992

Signed in accordance with a resolution of Directors.

  
Director

  
Director

## Scope

We have audited the financial statements of Migrant Resource Centre of Newcastle for the financial year ended 30 June 1992, being a special purpose financial report consisting of the profit and loss account, balance sheet, accompanying notes, and the statement by directors, set out on pages 3 to 10. The company's directors are responsible for the preparation and presentation of the financial statements and the information they contain. The directors have determined that the basis of accounting used and described in Note 1 to the financial statements is appropriate to meet the requirements of the Corporations Law and the needs of the members. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members of the company on their preparation and presentation. No opinion is expressed as to whether the basis of accounting used, and described in Note 1 is appropriate to the needs of the members.

The financial statements have been prepared for distribution to members for the purpose of fulfilling the requirements of the Corporations Law. We disclaim any assumption of responsibility for any reliance on this report or on the financial statements prepared as a special purpose financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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 the basis of accounting described in Note 1 to the financial statements.

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, in accordance with the basis of accounting described in Note 1 to the financial statements, of the matters required by Division 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 Accounting Standards. As the company has applied AASB1025, Application of the Reporting Entity Concept and other Amendments, other accounting standards have only been applied to the extent described in Note 1 to the financial statements

Dated at Newcastle on

*7th Dec 1992*

1992

*KPMG Peat Marwick*

KPMG Peat Marwick  
Chartered Accountants

*P.A. Mather*  
Partner

DISCLAIMER

The additional financial information presented on pages 14 to 24 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 1992. 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

*14 Dec* 1992

KPMG Peat Marwick  
Chartered Accountants

*KPMG Peat Marwick*

STATEMENT OF OPERATIONS FOR THE YEAR ENDED 30 JUNE 1992

	1992	1991
<b>INCOME</b>		
Grants received	491,275	315,915
Administration fees	-	400
Donations received	182	60
Membership fees	230	258
Photocopying	3,608	4,005
Sundry income	1,672	516
Insurance claims received	9,530	-
Interest received	6,195	9,457
Rent received	-	3,020
<b>Total income</b>	<b>512,692</b>	<b>333,631</b>
<b>EXPENSES</b>		
Accommodation	1,861	515
Advertising	518	204
Auditor's remuneration	4,619	4,077
Bank charges	475	384
Catering, functions etc.	2,215	2,065
Cleaning	1,700	2,065
Clerical support	-	40
Conference and seminar expenses	1,402	-
Carnival expense	-	690
Child care	341	300
Client fees	864	-
Depreciation	7,129	5,648
Electricity	2,220	2,833
Insurance	2,324	2,927
Legal costs	95	870
Library	232	-
Office supplies	2,392	1,288
Photocopier expenses	2,041	1,815
Postage	2,262	2,207
Printing and stationery	4,279	3,180
Programme costs	785	-
Provision for annual leave	6,779	3,318
Provision for long service leave	4,039	759
Rates and taxes	1,479	2,111
Rent	35,599	30,656
Repairs and maintenance	325	443
Staff amenities	1,108	(76)
Subscriptions	170	-
Sundry expenses	2,224	530
Superannuation contributions	6,973	8,304
Telephone	13,365	10,135
Training	6,211	1,399
Travelling expenses	18,833	12,879
Wages	288,536	223,865
Work experience costs	2,888	-
<b>Total expenses</b>	<b>426,283</b>	<b>325,431</b>
<b>Operating profit/(loss)</b>	<b>86,409</b>	<b>8,200</b>

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 30TH JUNE 1992

1992 \$  
1991 \$

GENERAL ACCOUNT

INCOME	
Grants received	128,107
Administration fees	24,181
Donations received	182
Membership fees	230
Photocopying	3,608
Sundry income	1,672
Insurance claims received	9,530
Interest received	3,387
Rent received	-
<b>Total income</b>	<b>170,897</b>
	<b>151,309</b>

EXPENSES	
Advertising	298
Audit fees	4,619
Bank charges	263
Catering, functions etc.	1,485
Cleaning	1,700
Clerical support	-
Conference and seminar expenses	1,000
Carnivale expense	-
Child care	341
Depreciation	7,129
Electricity	2,220
Insurance	1,599
Legal costs	95
Library	232
Office supplies	2,392
Photocopier expenses	2,041
Postage	2,165
Printing and stationery	4,185
Provision for annual leave	(530)
Provision for long service leave	648
Rates and taxes	1,479
Rent	32,098
Repairs and maintenance	325
Staff amenities	1,108
Subscriptions	170
Sundry expenses	409
Superannuation contributions	1,945
Telephone	13,365
Training	2,269
Travelling	1,927
Wages	75,525
<b>Total expenses</b>	<b>162,502</b>
	<b>149,812</b>

Operating profit/(loss)

8,395

1,497

The profit and loss account is to be read in conjunction with the disclaimer



55  
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 30TH JUNE 1992

GRANT-IN-AID PROGRAM NUMBER ONE

	1992	1991
	\$	\$
INCOME		
Grants received	48,367	45,900
Interest received	493	1,018
Total income	48,860	46,918
EXPENSES		
Administration	6,000	5,000
Accommodation	698	(292)
Bank charges	50	54
Catering, functions etc.	331	-
Conference and seminar expenses	70	-
Provision for annual leave	2,757	-
Provision for long service leave	3,391	-
Sundry expenses	420	-
Superannuation contributions	1,160	1,100
Training	497	180
Travelling expenses	2,633	2,503
Wages	40,561	39,205
Total expenses	58,568	47,750
Operating profit/(loss)	(9,708)	(832)

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 30TH JUNE 1992

GRANT-IN-AID PROGRAM NUMBER TWO

	1992	1991
	\$	\$
<b>INCOME</b>		
Grants received	38,199	35,643
Interest received	329	395
<b>Total income</b>	<b>38,528</b>	<b>36,038</b>
<b>EXPENSES</b>		
Accommodation	1,163	473
Administration	1,000	3,000
Bank charges	50	47
Catering, functions etc.	302	-
Conference and seminar expenses	332	-
Provision for annual leave	31	144
Sundry expenses	290	-
Supernuation contributions	901	854
Training	305	378
Travelling expenses	2,431	2,440
Wages	31,712	30,158
<b>Total expenses</b>	<b>38,517</b>	<b>37,494</b>
<b>Operating profit/(loss)</b>	<b>11</b>	<b>(1,456)</b>

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  
RÉGION LIMITED (A COMPANY LIMITED BY GUARANTEE)  
A.C.N. 002 898 759

STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED 30TH JUNE 1992

1992 \$ EARTHQUAKE DISASTER WELFARE SERVICE GRANT

1991 \$

INCOME		
Grants received	8,964	17,585
Interest received	-	147
Total income	8,964	17,732
EXPENSES		
Administration	2,056	-
Sundry expenses	35	-
Travelling expenses	330	-
Wages	9,122	15,153
Total expenses	11,543	15,153
Operating loss	(2,579)	2,579

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

DETAILED PROFIT AND LOSS ACCOUNT  
 FOR THE YEAR ENDED 30TH JUNE 1992

	\$	1992	\$	1991
<u>MIGRANT ACCESS PROJECTS SCHEME</u>				

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	2

The profit and loss account is to be read in conjunction with the disclaimer  
 detailed on page 13.  
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A.C.N. 002 898 759

FILIPINO WELFARE WORKER

Operating profit/(loss)

-20-

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 30TH JUNE 1992

1992 \$  
 1991 \$

INCOME	
Grants received	53,095
Interest received	545
Total income	53,640
EXPENSES	
Administration	4,721
Bank charges	69
Client fees	864
Insurance	725
Provision for annual leave	1,010
Sundry expenses	677
Superannuation contributions	866
Training	2,559
Travelling expenses	2,870
Wages	36,083
Total expenses	50,444
Operating profit	3,196
Grants received	48,052
Interest received	1,008
Total income	49,060
EXPENSES	
Administration	8,710
Bank charges	50
Client fees	-
Insurance	513
Provision for annual leave	272
Sundry expenses	323
Superannuation contributions	433
Training	-
Travelling expenses	3,011
Wages	26,851
Total expenses	40,163
Operating profit	8,897

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 30TH JUNE 1992

1992 \$  
1991 \$

SPECIALIST MIGRANT PLACEMENT OFFICER PROGRAM

INCOME	
Grants received	59,809
Interest received	356
Total income	60,165
EXPENSES	
Administration fees	2,000
Provision for annual leave	1,625
Sundry expenses	382
Superannuation contributions	1,250
Travelling expenses	3,271
Wages	33,943
Total expenses	42,471
Operating profit/(loss)	17,694
	18,105
	15,931
	1,348
	490
	26
	310
	-
	1,270

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 30TH JUNE 1992

1992 \$  
1991 \$

GET STARTED

INCOME

Grants received  
Interest received

Total income

76,950  
188

77,138

EXPENSES

Administration  
Printing and stationery  
Programme costs

1,030

94

785

3,501

11

330

15,790

2,888

24,429

52,709

Operating profit

Total expenses

Work experience costs  
Wages

Travelling expenses

Sundry expenses

Rent

Programme costs

Printing and stationery

Administration

EXPENSES

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 30TH JUNE 1992

1992 \$ RECESION 1991 \$

INCOME	
Grants received	15,000
Interest received	137
Total income	15,137
EXPENSES	
Travelling expenses	47
Wages	1,590
Total expenses	1,637
Operating profit	13,500

The profit and loss account is to be read in conjunction with the disclaimer  
 detailed on page 13.  
 -24-

# INDIVIDUAL MEMBERS 1992

1.	Elena Backhausen	55.	Penny Sarris
2.	Melody and Frank Bletari	56.	Nick Szadanoft
3.	Alex Burns	57.	Bill Simanovsky
4.	Henry H Chan	58.	Roopan Singh
5.	George Dimkou	59.	Dora Sklavos
6.	Enza Distefano	60.	Eleni Sklavos
7.	Ann Dupree	61.	Con Tagaroulas
8.	Pat Dring	62.	Lulu Tantos
9.	Trudy Mills-Evers	63.	Ellery Teare
10.	Dawn T Ford	64.	Angela Tzelepis
11.	John Foteff	65.	Angela Varnavas
12.	Juanita Gilligly	66.	Jim Wafer
13.	Chris Georgiou	67.	Violaletta Walsh
14.	Magdalini Georgiou	68.	Danuta Wex
15.	Steve Gounis	69.	Eleni Zambelis
16.	Ian Hazeldine	70.	Con Zapantis
17.	Helen Hoskins	71.	Arthur N Zervas
18.	H Holokiz	72.	Rev. Nicholas Zervas
19.	Emma Jankovic	73.	Nina Zervas
20.	Petrona M Kelly	74.	Soula Zervas
21.	Alina Kizeweter	75.	Tim Zervas
22.	Josef M Kolmajer		
23.	Luz Koppen		
24.	Margarita Koulouris		
25.	Adam Lepidis		
26.	Juanita Loli		
27.	Lisbet de Castro Lopo		
28.	Irene Lupish		
29.	Pauline Magnisalis		
30.	George Manoulis		
31.	Helen Mantziaris		
32.	Ching Marchich		
33.	Linda Martin		
34.	Peter Masters		
35.	John Mills		
36.	Olga Moschous		
37.	Sharon Nichols		
38.	Spiro Nikas		
39.	Lorraine Lai-Shzung Norton		
40.	Milton Orkopoulos		
41.	Eugene Alex Osipov		
42.	M F Oto		
43.	Salati M Pauli		
44.	Siaosi (George) Pulit'uvea		
45.	Minda Purins		
46.	Renata Rossi		
47.	Mario Rufo		
48.	Alex Sabouni		
49.	Irene Sabouni		
50.	Antonio Sakavaras		
51.	Gina Sakavaras		
52.	Wasili Salewski		
53.	Hedimo Santana		
54.	Jim Sarris		

ORGANISATIONAL MEMBERS 1992

1. Austral Slovenian Society "Tivoli" Newcastle
2. Dutch Society Concordia
3. Greek Macedonian
4. Greek Orthodox Church - St Demetrius
5. Latvian Relief Organization
6. Macedonian Pensioners Association
7. Newcastle Estonian Society
8. The Spiritual Assembly of the Bahai's of Newcastle
9. Tongan Community of Newcastle

