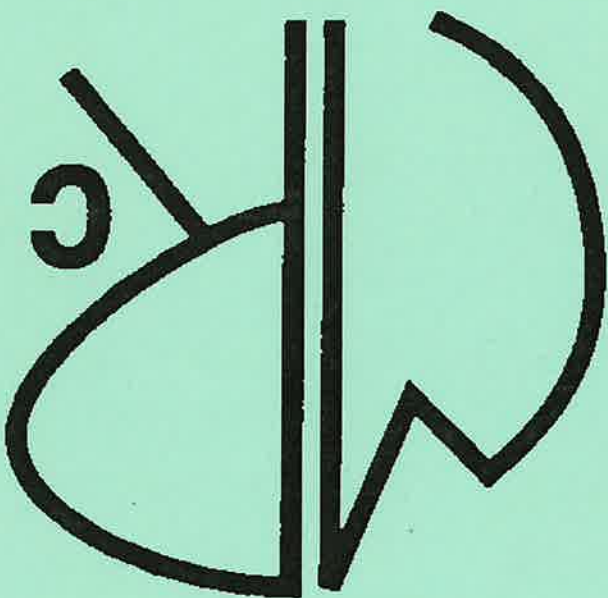


ANNUAL REPORT - 1994

MIGRANT RESOURCE CENTRE

of Newcastle and the Hunter Region Limited
A.C.N. 002 898 759



8 Chaucer Street
HAMILTON NSW 2303
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AGENDA OF THE 9TH ANNUAL GENERAL MEETING OF THE
 MIGRANT RESOURCE CENTRE TO BE HELD ON WEDNESDAY
 30TH NOVEMBER 1994 AT 8 CHAUCEY STREET, HAMILTON AT
 5.30PM

5.30PM
 1. OPENING AND WELCOME BY HENRY CHAN

2. APOLOGIES

3. MINUTES OF PREVIOUS AGM

4. BUSINESS ARISING

5. PRESENTATION OF REPORTS

6. AUDITOR'S REPORT

7. ELECTION OF MRC MANAGEMENT COMMITTEE

8. GENERAL BUSINESS

9. REFRESHMENTS

7.30PM
 10. GUEST SPEAKER -
 MR ROBERT FITZGERALD
 PRESIDENT OF ACOSS
 (Australian Council of Social Services)

8.30PM
 11. CLOSE

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
 * Ethnic Affairs Commission
 * NSW Department of Community Services
 * NSW Migrant Employment Qualification Unit
 * NSW Office of Youth Affairs
 * Department of Health Local Government and Community Services

MRC MANAGEMENT COMMITTEE MEMBERS 1993/94

1.	Chairperson	-	Henry Chan
2.	Vice Chairperson	-	William Simanowsky
3.	Secretary	-	Enza di Stefano
4.	Treasurer	-	Trudy Mills-Evers
5.	Assistant Secretary	-	Traje Trajanovski
6.	Assistant Treasurer	-	Alina Kizeweter
7.	Member	-	Lita Peverini (replacing Ching Marchich who resigned 15/12/93)
8.	Member	-	Lorraine Norton
9.	Member	-	Salati Pauli
10.	Member	-	Lulu Tantos (resigned 13/9/94)

COOPTED MEMBERS

1.	Department of Immigration and Ethnic Affairs - Xuyen Tang
2.	Lake Macquarie City Council - Councillor Lorre Manning
3.	Newcastle City Council - Councillor Greg Heyes
4.	Department of Community Services - Therese Moskal

STAFF

1.	Coordinator	-	Violetta Walsh
2.	Assistant Coordinators	-	Tima Oto/Lulu Tantos
3.	Receptionist/Clericals	-	Carla Bekker/Derek Stokes
4.	Community Project Officer	-	Irena Lupish
5.	Community Development Worker, GIA	-	Alex Burns
6.	Community Welfare Worker GIA II	-	Miza Torlakovic
7.	Filipino Welfare Worker	-	Petrona Kelly
8.	Get Started Project Officers	-	Patricia Dring/George Pulitueva
9.	Specialist Migrant Placement Officer	-	Nenad Perkovic
10.	Workplace Worker	-	Ian Hazeldine/Steve Stojcevski
11.	Recession Support Worker	-	Sharon Nichols
12.	Administrative Assistant	-	Louise Graham
13.	Community Visitor's Program	-	Ann Dupree
14.	Coordinator - Circuit Breaker	-	Gloria Heward
15.	Multicultural Development Officer	-	Chris Dods

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MINUTES OF THE 8TH ANNUAL GENERAL MEETING OF THE MIGRANT RESOURCE CENTRE OF NEWCASTLE AND THE HUNTER REGION INC HELD AT THE MRC, 26TH NOVEMBER 1993, AT 7.00PM.

1. **ATTENDANCE:** See attached list.
2. **APOLOGIES** - John Mills MP, Josef Kolmayer, Lulu Tantos, Lisbet de Castro Lopo, Salati Pauli and Iris Sharples.
3. **INTRODUCTION:** Henry Chan, Chairperson, welcomed those present and the meeting commenced at 7.15pm. He noted that the guest speaker Mr David Brodie had not arrived, and indicated he would suspend proceedings on his arrival.

4. **MINUTES OF THE 1992 AGM:** Moved by L Norton, seconded, H Mantziaris.

5. **AMENDMENTS:** 1992 AGM Minutes - Pg 4 - (e) Thanks to C Karanges for being our hardworking Chairperson.

6. **BUSINESS ARISING:** 1. AGM Annual Report was sent prior to the AGM as requested last year by W Buender. 2. MRC Consultant has been changed - W Buender has gone to another department in DIEA, and Bronwyn Williams has taken over as MRC Consultant.

PRESENTATION OF REPORTS:

7.
 - i.) **Chairperson:** MRC has been going strong with all projects well conducted. Newcastle and Lake Macquarie City Councils are represented at management committee. Thanked the committee for a rewarding and challenging year for everyone.
 - ii) **Coordinator** - Added that since the announcement of the Enhancement package for all MRCS there have been problems for MRC's whose operational budgets were reduced, some drastically. Negotiations are under way with DIEA to avoid such funding deficits in the future.

b) Major problem with our accommodation - there are six staff members based at the Annexe (1/49 James Street) and twelve including part-timers at Chaucer house. The Department has been notified of this problem.

c) Changes to the staff for 1994 - Roopan Singh (Assistant Clerical and Information Officer) and Wasili Salewski (SMPO) will be leaving 14/1/94 and 23/12/93 respectively. Both positions will be readvertised. SMPO has been refunded by MEQU for 1994.

- iii) **Alex Burns - GIA I** - Reported on major changes to the Migration Act which has the potential to disadvantage those who are not Australian citizens. The communities need to (a) to be fully informed, and (b) to lobby regarding aspects of the Act.

8. The meeting's agenda was suspended to allow Mr David Brodie (Coordinator - Community Justice Centre) to speak. Mr Brodie delivered a very entertaining speech outlining his Centre's activities and also expanded on some different cases that he and his staff had dealt with so far, (about 4,000 cases in the last 18 months)
9. **Auditor's Report: Mr Paul Mather** (KMPG Peat Marwick) presented the 1993 Audited Financial Report. Wendy Saalfeld (DOCS) sought clarification on aspects of the report regarding the Filipino Welfare and Recession I grants. The financial report was then accepted. Moved by L Norton and Alina Kizeweter.
- b) Trudy Mills-Evers proposed KPMG Peat Marwick to continue as the Centre's Auditor, seconded by L Norton.

- iv) **Irena Lupish - Community Project Officer** - Tabled as read. Accepted.
- v) **Ian Hazeldine - Workplace Worker** - Tabled as read. Accepted.
- vi) **Wasili Salewski - SMPO** - Tabled as read. Added that this is his last AGM at the Centre after 4 years and expressed his appreciation.
- vi) **Pat Dring and George Pul'uva - Get Started Project** - Tabled as read. There has been an increase of 20% of client participation since last year.
- vii) **Sharon Nichols - Recession I** - Tabled as read.
- viii) **Pet Kelly - Filipino Welfare Worker** - Tabled as read. Added that she has been working for over a year now and has found it both challenging and satisfying.
- ix) **Angela Dangas - GIA II** - Tabled as read. Noted the position has led to an increased contact from refugees who are in her targeted group.
- x) **Gloria Heward - Circuit Breaker** - Tabled as read. V Walsh added that this project is being co sponsored with the Police Citizen Youth Club at Broadmeadow, and it is going from strength to strength. This is the 3rd year running and there are about 60 students from about 30 ethnic backgrounds. It's been well supported by the staff especially Ian, George, Pat and Steve. Christos Karanges asked if viable travel arrangement could be organised for students from as far as Maitland for next year. V Walsh indicated we need to lobby OYA and/or DEET for enhancement funding for an outreach Circuit Breaker.

Reports accepted by Christos Karanges, seconded Alina Kizeweter.

10. **ELECTION OF MEMBERS:** Thanks were given to the outgoing Committee. The committee then stood down. Ten nominations were received for the eleven vacancies. These were accepted.

OTHER BUSINESS:

- a) Small Business Guide Package for Migrants was then launched. V Walsh added that this was a non-recurrent project which was to link unemployed NESB with Small Business Advisers to support people who are contemplating on embarking on a business venture. Copies tabled and available on request.
- b) T Mills-Evers - raised the concerns of availability of on site TIS in the Hunter. It appears that 15 only on site interpreters are available for the whole of NSW, and this quota is quickly used up by Sydney leaving the Regions unserved. This is putting extra demands on local services such as Health Care Interpreters, and EAC. She called for a submission to TIS to allocate a quota specifically for Regions to allow some access to commonwealth interpreting services.
- c) V Walsh introduced Anne Dupree as our newest staff member working as the Community Visitor's Project Worker.
- d) L Norton announced that the Chinese Community has met with the Chairman of the EAC re Chinese Interpreter. The Chairman has agreed to accept a late successful submission from the Chinese Community for a Community Development Officer. The Officer will also act as an interpreter for the next 12 months. She thanked the Committee for their support for the Chinese project and hoped this support would continue. Helen Mantziaris (Coordinator of EAC) clarified that the Project is "not a late submission, but it will be a grant from the new Community Advancement Grants Programme".
- e) Migrant Health Service new phone numbers are : 246 285 and 246 286.
- f) Minister for Immigration, Senator Bolkus will visit the Centre on Monday 20th of December at about lunch time from 12-2pm.

Members are invited. An outline of the visit will be available later.

THE MEETING ENDED AT 8.50PM.

The new management committee met and elected the officer bearers are as follows:

MANAGEMENT COMMITTEE FOR 1993/94

1.	HENRY CHAN	CHAIRPERSON
2.	WILLIAM SIMANOWSKY	VICE CHAIRPERSON
3.	ENZA DI STEFANO	SECRETARY
4.	TRAJE TRAJANOVSKI	ASST SECRETARY
5.	TRUDY MILLS-EVERS	TREASURER
6.	ALINA KIZEWETER	ASST TREASURER
7.	CHING MARCHICH	MEMBER
8.	LULU TANTOS	MEMBER
9.	LORRAINE NORTON	MEMBER
10.	SALATI PAULI	MEMBER

ATTENDANCE LIST (AGM 26/11/93):

1.	Pet M C Kelly	-	Staff	Italian
2.	Anna Cottis	-	Staff	Italian
3.	Steve Stojcevski	-	Staff	Italian
4.	Z Miah	-	Staff	Italian
5.	E Backhaus	-	Staff	Italian
6.	Roopan Singh	-	Staff	Italian
7.	Pat Dring	-	Staff	Italian
8.	Irena Lupish	-	Staff	Italian
9.	A Dimovski	-	Staff	Italian
10.	W Salewski	-	Staff	Italian
11.	Ann Dupree	-	Staff	Italian
12.	Henry Chan	-	Chairperson	Italian
13.	Egons Aire	-	Staff	Italian
14.	T Oto	-	Staff	Italian
15.	W Simanowsky	-	Staff	Italian
16.	Alex Burns	-	Staff	Italian
17.	V Walsh	-	Staff	Italian
18.	A Kizeweter	-	Staff	Italian
19.	S Moreno	-	Staff	Italian
20.	E Jankovic	-	Staff	Italian
21.	T Trajanovski	-	Staff	Italian
22.	W Saalfeld	-	Staff	Italian
23.	H Mantziaris	-	Staff	Italian
24.	T Moskal	-	Staff	Italian
25.	G Hey	-	Staff	Italian
26.	M Rufo	-	Staff	Italian
27.	Donato Rufo	-	Staff	Italian
28.	G Pulivuea	-	Staff	Italian
29.	L Norton	-	Staff	Italian
30.	Angela Dangas	-	Staff	Italian
31.	Christos Karanges	-	Staff	Italian
32.	David Brodie	-	Staff	Italian
33.	Ching Marchich	-	Staff	Italian
34.	Nick Szadano	-	Staff	Italian

CHAIRMAN'S REPORT

I am pleased to report on another successful year of operation for the MRC of Newcastle and Hunter Region. The Centre has yet again expanded, involving the leasing of upstairs additional premises to accommodate client and staff needs. New projects have come to us - the Multicultural Development Project, funded by the Department of Community Services; the Mature Workers project funded by the Department of Industrial Relations Employment Training and Further Education and last but not least Department of Employment, Education and Training's Pilot Strategy which involves MRCs in developing people of NESB with small business skills. It is a source of pride that our MRC was one of 5 agencies nationally which successfully tendered for this innovative project, as announced in the Government's White Paper, Working Nation.

It has been pleasing to see the Grant in Aid positions reawarded for a further 3 years, confirming and strengthening our outreach work to the Central Coast and the North. In particular our GIA level III position has been identified by the Department of Immigration and Ethnic Affairs as strategically placed to undertake a major NESB information network project in rural and remote areas. As the only MRC north of Hornsby we have almost by default found ourselves responsible for a considerable proportion of the state.

Closer to home the Centre has continued to provide culturally and linguistically relevant services in response to the changing profile of new settlers to our area. Over the course of the year we have gathered a team of people under our roof who speak Tongan, Samoan, Macedonian, Bosnian, Serbian, Russian, Tagalog and Spanish. We are particularly pleased that we can offer support and assistance to new refugee groups, surely the neediest of all migrants.

The course of the year has also seen the development of more transparent budgeting processes with our funding body, the DIEA. We have generally been satisfied with the allocation made to the Centre, but in truth the rationale has at times been puzzling. Certainly the enhancement Package greeted so warmly in 1993 in time revealed operational reductions. The new funding formula currently being developed between MRCs and the Department should produce outcomes satisfactory to individual MRCs, tailored to meet individual MRC needs.

We have been grateful for the support information and guidance offered to us in this regard by Xuyen Tang, our DIEA consultant since June. We welcome the links she has provided with our funding body.

Once again I must acknowledge the commitment and loyalty of my committee colleagues throughout the year. We all have a great deal to be proud of; we have worked consistently and harmoniously. There is no doubt in my mind that our management's stability has greatly contributed to the smooth operation of the Hunter Migrant Resource Centre. Finally I give credit where it is due: to our fine staff, led by Violetta Walsh, who continue to give quality service to our migrants.

HENRY CHAN

COORDINATOR'S REPORT

In April this year I clocked up my 10th year of service as MRC Coordinator. While I am not particularly impressed by "Anniversary" celebrations, that's probably reason enough to do a very small stock take of the time which, incidentally, seems to have flown. When I began, there were just 3 of us, newly started in a program which itself had only had 2 years of operation in the Hunter. The MRC was then based upstairs in the State Bank building at the Civic, and one of my first major tasks was to oversee a move to the premises we continue to occupy at 8 Chaucer Street, Hamilton. It was a strategically important relocation for the MRC; we needed to be "where the action was" as they say, and clearly the Hamilton premises have proved to be ideal for us reasonably large (or so they seemed at the time) accessible to private and public transport, and situated in the heart of the Hunter's multicultural settlement.

We now occupy 3/4 of the building, and have our eyes on the remaining section; and that original staff of 3 has now grown to 17, most full time, undertaking a comprehensive range of the settlement services that has always been our brief. Our funding sources have expanded from solely the DfEA; and other government departments have contributed continuously to both our welfare and employment programs.

My own role has evolved significantly. The somewhat halcyon days of a "hands on" trio have long gone, and I find myself less and less involved with direct service delivery. My job these days is administration and management, and also delegation, despite the clinging sense that I should be doing everything. Hard enough in fact to know everything that is going on!

But enough of reminiscence. Suffice to say it has been, and I hope will continue to be a marvellous and rewarding experience. Suffice to say I continue to find the job exhilarating, and challenging.

This last year like all its predecessors has brought new developments, and of course increasing responsibility.

Our welfare programs have had a small but important boost through the recent EAC funded welfare Spanish Speaking position. Together with GIA welfare, Filipino, Recess, and the Pacific Islander Welfare Workers under our roof, we are able to offer very comprehensive multilingual services, which as far as resources allow extend to locations outside the Newcastle area: to Lake Macquarie, the Upper Hunter, and the Central Coast.

Employment and training services have since 1986 been high on the Centre's agenda, so we have been pleased to see the refunding of the Circuit Breaker, Workplace, SMP, and Get Started Programs which collectively cover all the age and needs groups we need to deal with. New programs have also featured: Through the year a highly successful Job Club in May-June, the Mature Workers about to begin, and the Pilot Strategy offered by the Department of Education and Employment under its New Enterprise Initiative Scheme (NEIS). Altogether, we can offer people of NESB

from 15 years upwards a very effective individualised service to link them with effective employment and training opportunity.

The outcomes reported by the staff involved are testimony that, despite the continuing bite of a difficult labour market in the Hunter, our various projects are remarkably successful.

The year saw change and growth in staff members. With us in short term welfare portfolios were Angela Dangas, Amos Leung and Luchi Buxton, and we valued the specific contributions they each made. We farewelled with a mixture of emotions our Workplace Officer of four years, Ian Hazeldine; sad to see him go - yet very pleased that he has entered a bright new career with the Human Rights Commission in Sydney. Ian will continue to be sorely missed. Credit must be given to him for the tremendous role he played in initiating the Hunter Ethnic Youth Advisory Network, the only multicultural youth group in the area now operating strongly under the auspice of the MRC; and for his fine support work with Circuit Breaker's young clients.

New faces at the MRC during 1994: Nenad Perkovic as the Special Migrant Placement Officer, Chris Dadds with his wealth of community sector experience as the Multicultural Development Worker, Miza Torlakovic, Community Welfare Grant in Aid Worker. Not to mention a wonderful trio of administrative assistants, who make our lives brighter just by being around - Derek Stokes, Carla Bekker, and Louise Graham. They have given excellent back up support to Tima Oto and myself and to all our project staff.

I count myself fortunate in the staff of the Centre; old and new, together they have created an environment of cooperation, energy and good humour that impacts on everyone who comes through the door.

All in all then, with a decade under my belt, I can also look back on another year of productivity and achievement. It is rewarding to see the Centre working well, with a good team, enjoying collaborative relationships with migrant, and mainstream colleagues.

I cannot close without reference to a very real loss to all of us however. In April this year Dolly Bates, a former colleague and up to the final moment, a wonderful friend, finally gave up her courageous battle with cancer. What a worker, what a fighter. As always, my deep appreciation to the management committee of the Centre who have placed their confidence in me, and who have always given me the support and guidance I have needed.

Violetta Walsh

ANNUAL REPORT

COMMUNITY PROJECT OFFICER - IRINA LUPISH

FUNDED BY DEPARTMENT OF IMMIGRATION AND ETHNIC AFFAIRS

1994 was a very busy, productive and rewarding year. I have been in this position now for over 12 months and a large part of my time has been taken by networking, liaising and advocating on behalf of our client group. I also worked on individual projects and as a registered Migration Agent assisting clients with their migration problems.

Projects

- * Orientation Program for newly arrived migrants.
- * Middle Hunter Training Program in Greta, Cessnock and Kurri Kurri.
- * Bi-monthly publication of MRC Newsletter "Ethnic Link".
- * Completed Muslim Women Information Kit.
- * Organised & facilitate DIFA Ethnic workers network.
- * Organised ethnic workers consultation on Public Housing.
- * Supported organisation of Muslim Information Day
- * Supported organisation of Thai Women's Information Day.

Community Involvement

* I am a member of following committees

Hunter Community Council
Hunter Youth Health Forum
Interdepartmental Committee on Youth Affairs
Commstrength
Youth Development Worker Advisory Committee
John Hunter Hospital Ethnic Access Committee
Mater Hospital Ethnic Access Committee
Hunter Rehabilitation Service Ethnic Access Committee
HIV/AIDS Multicultural Project Advisory Committee
Youth Crime Prevention Committee
ECC SAAP Project Advisory Committee
GIA Working Party on Youth Issues
Youth Week 1994 Planning committee

I also attend the following meetings on a regular basis
Lake Macquarie Youth Interagency
Newcastle Youth Interagency
Gosford Interagency
Cessnock Interagency
Port Stephens Interagency
CPO Collective
Hunter Ethnic Youth Advisory Committee

Youth

- * Support HEYAN
- * Have attended 3 day conference on youth issues and facilitated a workshop on NESB youth.
- * Presented sessions on youth issues to Samaritans, Glendale TAFE, Uniting Church Youth Camp.
- * Participated in consultations on the Regional Strategic Plan for provision of youth services.
- * Participated in planning of Youth Week 1994
- * Management skills training sessions for HEYAN members.
- * Assisting in preparation of a paper to GIA co-op. regarding the issues concerning Ethnic youth.
- * Assisted in organising HEYAN's Hollywood Dance.

Outreach

- * During our trip to North Western region with A Burns this year, I concentrated on service provision to Ethnic Youth and Women in the rural areas.. I have visited many Youth Centres and Women's Refuges as well as Neighbourhood and Information Centres.
- * I also visit Central Coast, Cessnock and Port Stephens on a regular basis.

Immigration Case Work

- * During 1994 I had 69 clients who required 108 consultations, further liaising with other agencies, letter writing & numerous phone calls.
- * Clients come from 20 different language groups with Chinese, Bosnians, Macedonians and Sri-Lankans are the top four groups.

Women's Issues

- * Participated in a 2 day consultation on issues concerning rural women of NESB organised by the Association of Non-English Speaking Background Women of Australia.
- * Provide Support and assistance to Muslim Women's support group
- * Provide support and assistance to Thai women.

General

- * When required I see students from schools, TAFE and university, as well as workers from other agencies and industries who come to us for information on issues concerning migrants of the region we cover.
- * For the first six month of the year I have supported centre based project, I have written several submissions and participated in culling and interview panels.

ANNUAL REPORT 1994 - GIA COMMUNITY DEVELOPMENT WORKER
FUNDED BY DEPARTMENT OF IMMIGRATION AND ETHNIC AFFAIRS

Introduction

1994 has been a year of transition, a result of a greater focus on promoting and representing the issues and needs of people of NESB living in areas away from Sydney. In order to balance the wider geographic role of this position it has been necessary to reduce local involvement. Fortunately, this change has been supported by the other staff at the Centre.

The work undertaken in 1994 is outlined in Table 1.

Table 1

Type of work	1993 (%)	1994 (%)	Change (%)
Outreaching	10.0	23.0	13.0
Networking	15.0	11.0	- 4.0
Policy Development	26.0	18.0	- 8.0
Training/Education	16.0	19.0	3.0
Consultation	33.0	29.0	- 4.0

Outreaching

Outreaching with community organisations away from Newcastle has increased both through actual visits to centres and through other forms of support.

Four visits were made to centres as far apart as Wellington, Lightning Ridge, Tamworth and Lismore and a number of shorter visits were made to nearer centres like Taree, Scone, and Gosford. The work had a specific focus with the first visit to the North Coast concentrating on the needs of older people of NESB while the two other visits to this same area focused on employment issues. A major visit in October took in the north western area working closely with neighbourhood centres, and especially the work of the new part-time GIA workers at Wellington and Bathurst.

Training and Education

Training and Education in cultural awareness, working with management committees and working with migrant aged were among the areas covered this year. These sessions were directed mainly to welfare and community workers although a number were also conducted for the Departments of Social Security (DSS) and Employment Education and Training (DEET). This training does not include support given to TAFE and school students. Topics for these groups covered the role of the Centre, working with families of NESB and living in Multicultural Australia. Training took place over a wide area including Lismore, Taree, Gosford, Maitland, Muswellbrook and Forster.

Policy Development

One of the major developments this year has been the increase in work with government departments. In particular work with DEFT and DSS has led to the expansion of the Migrant Liaison Office scheme in the Hunter and in other parts of the north west.

As well I have been active on a number of central decision making committees including DEFT's Multicultural Consultative Forum Human Resources and Health's Ethnic Aged Care Accommodation committee and regionally - the Multicultural Education Committee.

Networking

At the end of the year I withdrew from the Migrant Interagency and Hunter Adult Migrant Education Co-ordinating Committee. I am pleased to note that both have helped to lobby for the ongoing development of our local communities. I continue to be active with a number of other groups promoting the issues affecting our communities. These include the ECC HACCC committee and in the north, the North Coast Migrant Workers Support Group.

Consulting

Consulting has been a major form of work and this has been undertaken with small groups, individuals and some organisations. Much of this has been for grant submissions, especially support for EAC, NCAAS (North Coast area assistance) and HAAS (Hunter area assistance), Commonwealth Respite Care, Home and Community Care and the Multicultural Education Initiatives grants. The other major area has been to work with other workers, especially our Community Visitors Scheme Co-ordinator, to promote programs.

Migration Agent Work

Changes to the migration act and the introduction of new classes of Visas and permanent residential applications meant that a considerable amount of time was spent handling migration enquiries.

Areas of Concern

A matter needing considerable attention in the Hunter is the care of people of NESB who have dementia. Currently this is a problem and for years to come will be an increase area of concern.

A second area is for grants, especially those available at the state level and given to people of NESB, to be better co-ordinated.

Alex Burns

ANNUAL REPORT

GIA II - COMMUNITY WELFARE WORKER

FUNDED BY THE DEPARTMENT OF IMMIGRATION AND ETHNIC AFFAIRS

Before I begin my report I would like to thank the Management Committee, the Coordinator and the fellow staff for their assistance and support since my employment with Migrant Resource Centre.

This report covers my work from July to November 1994. Since that time my work has consisted of casework, groupwork, outreach and training.

I have attended many meetings, seminars and workshops. I have also assisted the Community Project Officer in her Orientation Program for newly arrived migrants.

CENTRE BASED

My casework load is increasing daily. Problems presented included; DSS matters, housing, family problems, refugee status, legal separation, domestic violence, financial, illness, client death, etc.

Background of my clients are as follows; Cambodian, Maltese, French Canadian, Sri Lankan, Polish, Russian, Spanish, Somali, Bosnian (Serbs, Croats, Muslims).

Referrals come from Migrant Resource Centre and other organisations and departments as well as self referred.

During these past 4 months I have liaised with a number of organisations, departments and agencies for and on behalf of clients, both here in Newcastle and in the Central Coast area.

OUTREACH

I will continue my outreach work to the Central Coast (Wyoming/Wyong) on a fortnightly basis and will continue to work closely with families requiring assistance.

Miza Torlakovic

WORKPLACE - ANNUAL REPORT

FUNDED BY NSW DEPARTMENT OF INDUSTRIAL RELATIONS, EMPLOYMENT, TRAINING AND
FURTHER EDUCATION

(This program was managed by two people. Ian Hazeldine worked to August 1994 and myself to November in an acting capacity.)

AIM:

The aim of Workplace is to provide on-going one to one employment and training assistance to NESB youth in the age range fifteen (15) to twenty-four (24) years.

METHOD:

The program aims to assist young job seekers 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.

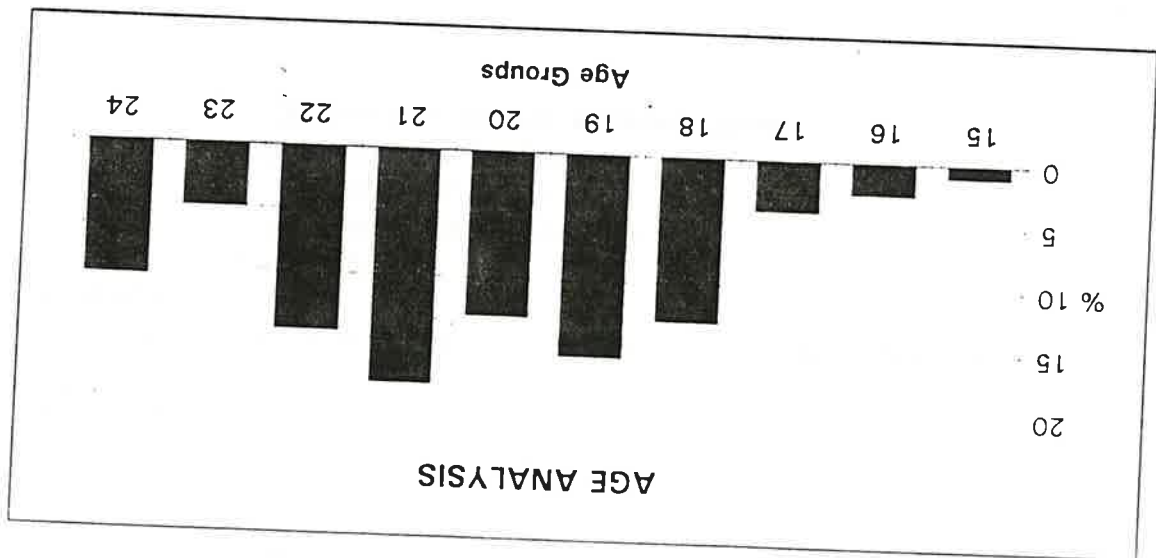
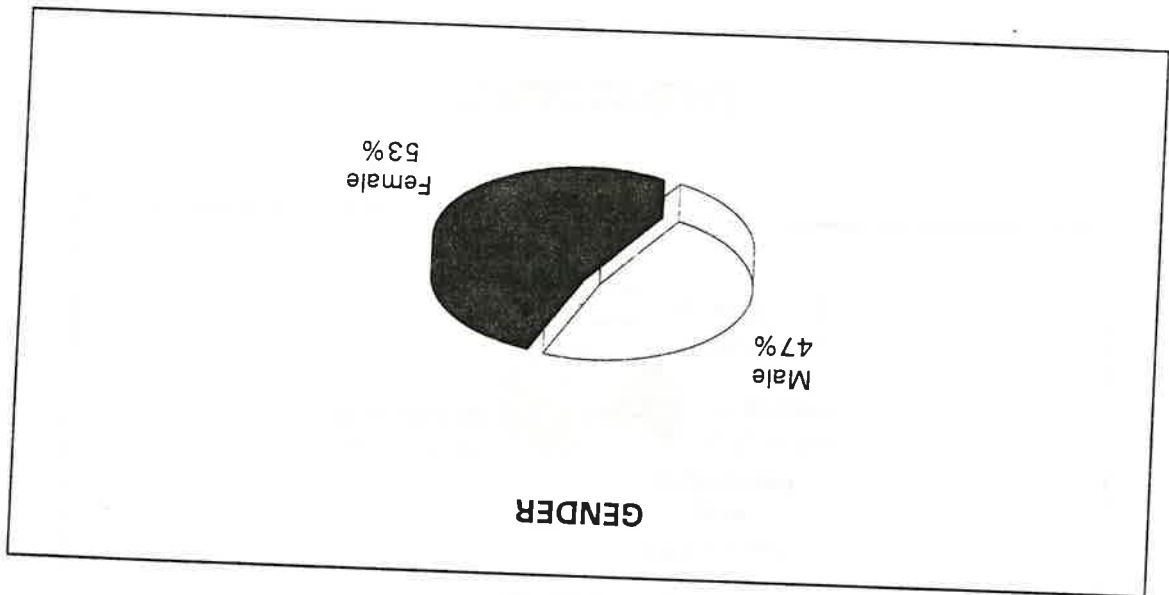
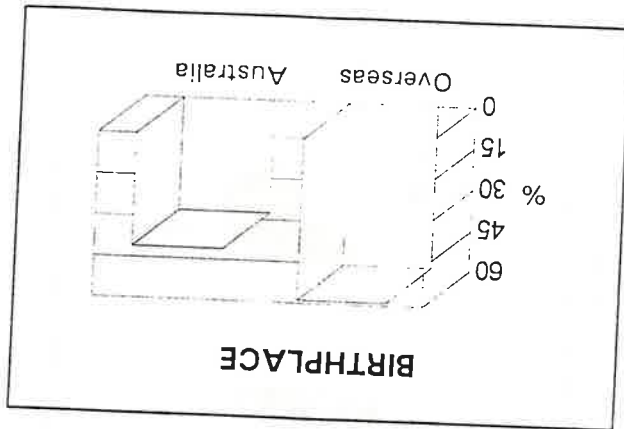
GOALS:

As the table below indicates Workplace has exceeded its targets for 1994.

TYPE OF PLACEMENT	DIRECTE TARGET	WORKPLACE OUTCOMES
Employment	79	79
Long Term Training	11	12
Interim	23	25
TOTAL	113	116

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

New Clients assisted in order of Ethnic Backgrounds;
 Macedonian, Italian, Samoan, Vietnamese, El Salvadorian, Egyptian, Bosnian, Filipino, Yugoslav, Greek, Croatian, Chinese, Indian, Ukraine, Hungarian, Thailand, Dutch, Indonesian, Slovenian, Turkish, and Polish.

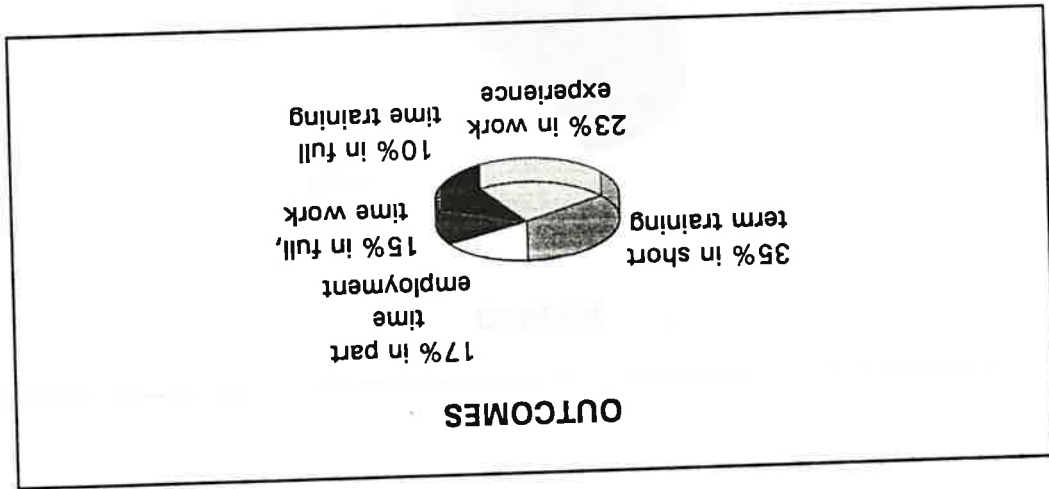


Specialist Migrant Placement Officer's Report for 1994

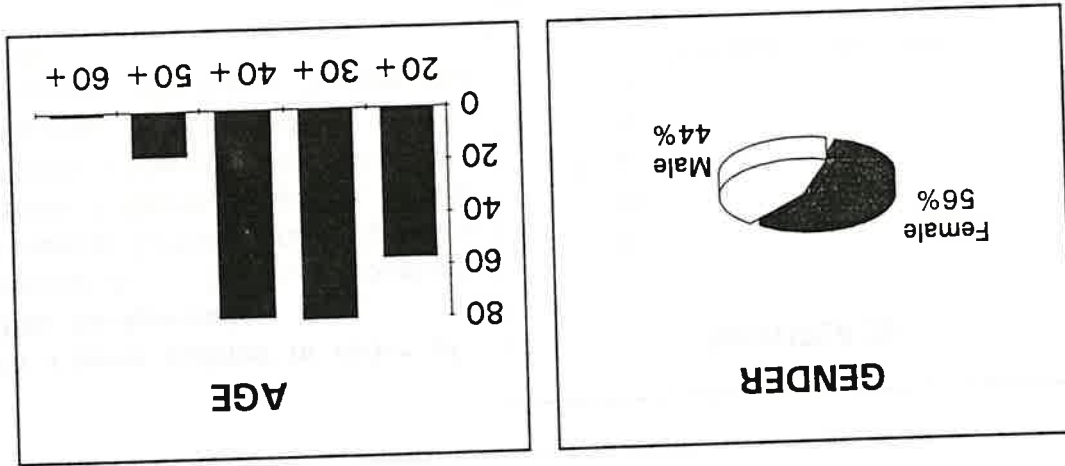
Employment

From January until the end of October I have seen 248 unemployed clients.
Now there are:

- 57 in full time work,
- 50 in part time casual employment
- 36 attending full time training
- 80 attended work experience
- 120 have done short term training courses.



CLIENT PROFILE



CLIENTS' ETHNIC BACKGROUND

Algeria	1	Germany	4	Poland	11
Australia	9	Hong Kong	1	Russia	4
Austria	1	India	10	Samoa	7
Brazil	1	India	10	Slovak Rep.	1
Chile	6	Indonesia	4	South Africa	3
China	6	Ireland	1	Spain	3
Columbia	5	Italy	6	Sri Lanka	8
Costa Rica	2	Kenya	1	Thailand	1
Czech Rep.	1	Korea	3	Tonga	1
Egypt	3	Malaysia	3	Turkey	1
El Salvador	2	Pakistan	1	U.K.	1
Fiji	1	Peru	3	Former	
France	1	Philippines	34	Yugoslavia	66

Publicity and Media Coverage

During the year the following media outlets have published or transmitted information about the MRC/SMPO program:

- *Port Macquarie News* - *Newcastle Herald*
- *Coffs Harbour News* - *2NUR FM*
- the visit by Hon. Mr Michael Photios MP in Maitland to announce Ethnic Affairs Commission grants to ethnic communities.
- meetings of the Hamilton Chamber of Commerce

Courses

In 1994, two clerical courses (a basic clerical one and an advanced clerical course with the emphasis on accounting procedures) were completed. 90% of clients are in employment.

Training and Work Placement Program course has had 80% placement rate. Thursday's club has generated 5 full time and 7 part time jobs so far.

Outreach Work

As the Specialist Migrant Placement Officer I cover geographical area from the Queensland border down to Gosford. I visited clients, communities, community organisations, DIRETFE and CES offices in areas from Newcastle to Lismore and south to Gosford. The following places were visited: Taree, Port Macquarie, Kempsey, Coffs Harbour, Grafton, Lismore, Gosford and Wyong.

GET STARTED PROGRAM - ANNUAL REPORT

FINANCED BY THE NSW DEPARTMENT OF INDUSTRIAL RELATIONS
EMPLOYMENT AND TRAINING DIVISION

Aims: To improve the long term employment prospects of young NEISB people, aged 15-25 years by providing job search skills, personal development training and structured work experience.

Program details.

There were six, 6-week courses conducted this year. Each involved two weeks intensive training in job search techniques and personal development after which four weeks work experience. preferably in a workplace of the client's choice, was undertaken.

The 'Get Started' program continues to gain a higher profile in the wider community. Referrals come from word of mouth, the Dept. of Social Security, MRC's Workplace program and our extensive advertising campaign. Details of our program were circulated to schools careers advisers, ethnic churches and community organisations, youth centres, relevant government bodies and the University and TAFE campuses.

Project Officer, Pat Dring, went on an extended overseas holiday and was relieved for approximately two months by Randal Clark. Randal and George worked very well together conducting the last program for 1994.

Total number of Clients: 76.

Client Profile and Course Outcomes.

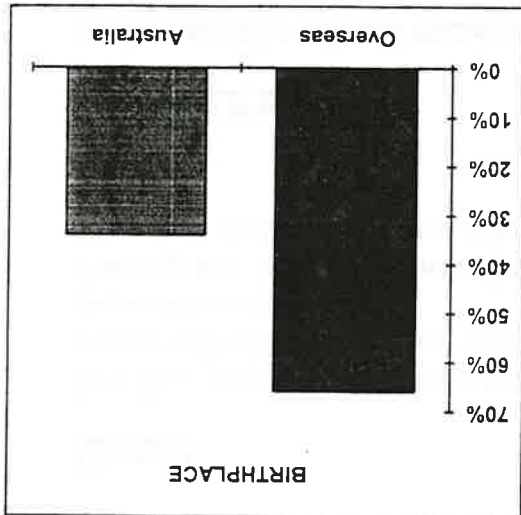
Clients came from 28 different Ethnic backgrounds and significantly more were overseas born than Australian born.

Ethnic Backgrounds:

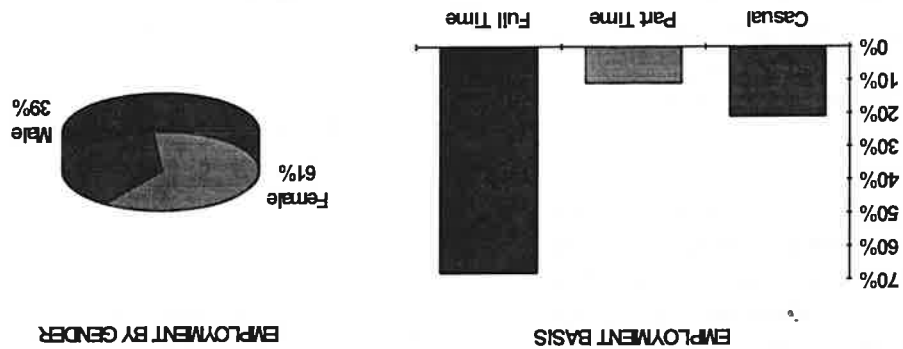
Macedonian	10	Sri Lankan	2
Anglo	9	Swedish	2
Greek	7	Tongan	2
Italian	6	Vietnamese	2
Samoa	4	Aboriginal	1
Chinese	3	Dutch	1
Filipino	3	Egyptian	1
Indian	3	El Salvadorian	1
Malaysian	3	Hungarian	1
Croatian	2	Mauritian	1
Czechoslovak.	2	Montenegrin	1
Fijian	2	Rarotongan	1
Lithuanian	2	Swaziland	1
Polish	2	Zimbabwean	1

Age.
The majority of clients were aged 17 to 23+ years old.

Gender.
There was a slight bias towards females completing the program.



Conclusion. The program for 1994 was very successful both in terms of participant target numbers and desired outcomes. Much of the satisfaction of administering the program this year also came from observing the increase in self esteem and confidence of participants. We look forward to a similar, if not better outcome in the forthcoming year. Thank you to the coordinator, management committee and fellow staff for your assistance and support throughout the year.



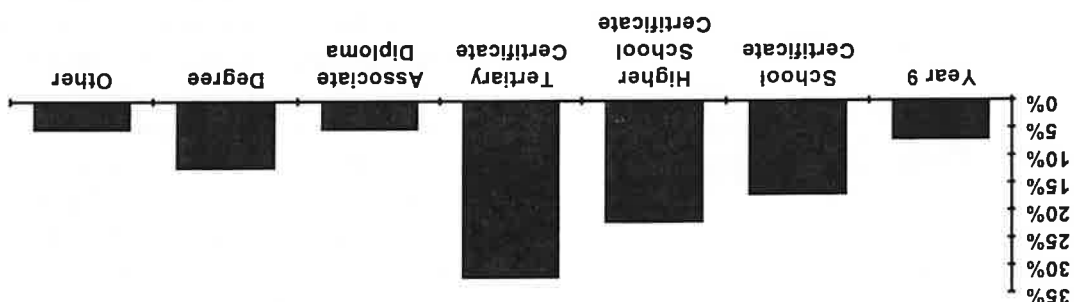
Of the clients who gained employment, significantly more gained full time employment than other patterns of work. Also females fared better in obtaining employment.

NB: This does not include the 13 clients who undertook our final course for 1994 as at the time of writing they had not commenced their work experience.

Overall Course Outcome 65% of our clients moved into employment/further training. This compares with a figure of 33% for 1992 and 49% for 1993.

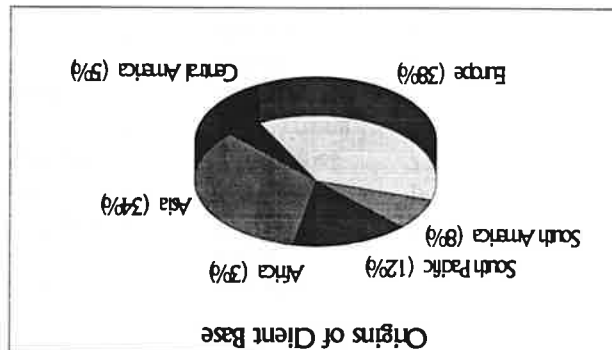
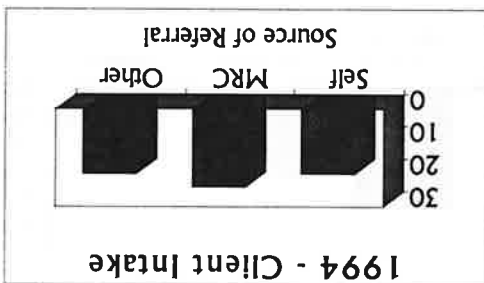
Adver. / Design	2	Console Oper.	1	Librarian	1
Ambulance	1	Cook	4	Police	1
Automotive	6	Electrical Repair	1	Ranger	2
Bar / Waiter	4	Engineering	2	Real Estate	1
Carpentry	1	Fashion Design	2	Retail Sales	7
Chemical	1	Finance	3	Sign Writing	2
Childcare	4	Hairdressing	3	Surveyor	1
Clerical Admin.	16	Jeweller	1	Travel	2
Computer	3	Labourer	2	Welfare	3

Type Of Work Experience. Our clients were placed in 27 different occupational areas with the clerical/administration field being very popular.

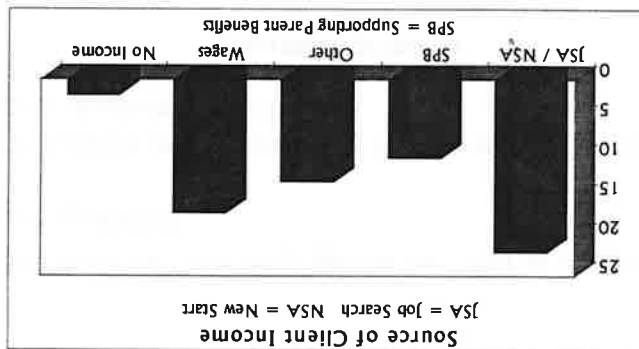


Educational Level. The majority of our clients had post secondary training and qualifications.

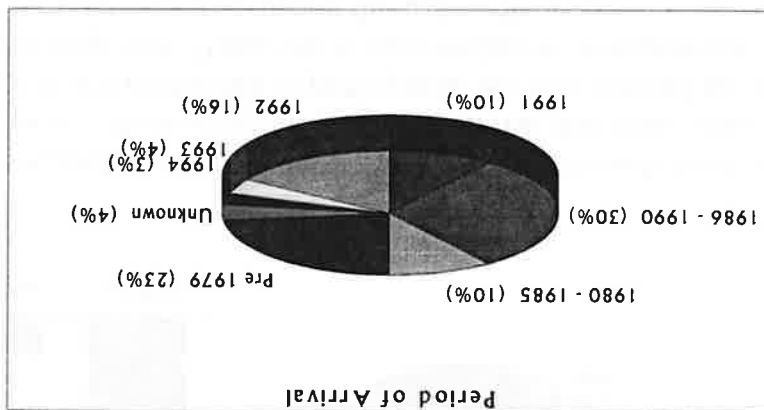
During 1994 I have worked with 64 client families, thirty six per cent of families were referred through the Migrant Resource Centre by the SMO, Workplace and C.P.O. Projects. Thirty two per cent of clients were referred by other agencies both government and non government, the remaining thirty two percent were clients who referred themselves, as illustrated in the graph to the right.



I work with clients from diverse geographical and cultural backgrounds. As is demonstrated below the largest group of clients come from Europe closely followed by Asian client families. Recently there has been a concentration of South and Central American clients accessing the centre.



Seventy percent of clients are in receipt of Social Security Benefits or Pension. The table below breaks down the composition of benefits to illustrate the predominant group. Thirty five percent are on either Jobsearch or Newstart Allowances, only ten percent of clients are in receipt of Supporting Parent Benefit; and twenty seven percent are in receipt of wages.



Twenty three percent of client families arrived pre 1979. Over half of client families have resided in Australia less than 10 years (fifty nine per cent) Thirty three percent of clients arrived in Australia between 1991 and 1994.

1993 - 1994 CASEWORK BREAKDOWN

Relationship & Family Counselling	77	Counselling	179
Budget Counselling	67	Advocacy	183
Referrals to other agencies	73	Home visits	93
Drop in clients	142	Crisis Intervention	36
Public relations	31	Information Provision	117
Professional Agencies Consultation Liaison			316

Issues affecting clients were diverse and sometimes complex. These ranged from assisting clients who are victims of domestic violence who required emergency accommodation and, access into a range of financial and legal institutions. My work also entailed offering support to families experiencing difficulties with both small children and adolescents. Many families were in need of safe affordable housing, some required mediation with financial institution. Certainly a high priority of clients was finding employment.

Groupwork.

Swansea Outreach: In July 1994 I began to outreach the Swansea area basing myself on a Monday morning at the Swansea community cottage. There are nine families who regularly attend the group, mainly Filipino and Indonesian. I will be organising a four week Australian Christmas Cooking program during November/December for these families.

Wednesday group, has been meeting regularly since June this year, there are six women participating and have been very creative and highly productive, they recently held a stall to sell the crafts at the Fiesta and will be having another at The International Year of The Family Day in Civic Park. The aim is that some of these women will take their craft into small business.

Training:

Attended The Cultural Diversity Advanced Skills Training Program the course of study included Valuing Diversity, Implementing Cultural Diversity Principles, Managing Skills & Resources Necessary for Implementation, Strategic Planning, Managing Change and Dealing with Resistance to Change, Evaluation of Change Initiatives. This was a very valuable training program which I have been able to incorporate into my work at the Migrant Resource Centre.

The Family Support Services Association of NSW ran a training program "Building Strengths Family Counselling Training. This training consisted of 8 half day sessions over a 9 months period. It focused on using a family systems approach to community based work with families. The sessions were conducted in small work-place groups, where theoretical material taught was then applied to family work currently being undertaken by participants.

Hunter Domestic Violence Court Support Scheme also conducted a two day training program for workers in the community. This scheme is now in operation at Newcastle Local Court and the Migrant Resource Centre is involved fully in the program.

Petrona M. C. Kelly
Filipino Welfare Worker

FUNDED BY THE DEPARTMENT OF COMMUNITY SERVICES

Another very challenging year for me!

Most of my work undertaken during the year continues to be diverse; complex and at times very stressful.

I have, however, terrific support from many of my colleagues at the centre and I would like to take this opportunity to thank everyone.

As in the previous year, my work has consisted of casework, groupwork, outreach and trainings.

Problems presented were:

Domestic Violence
Isolation and loneliness
Mental Illness
Divorce and Separation
Housing and Accommodation
Legal matters
Property Settlement
Child Abuse
Child Maintenance
Family and Marital problems
Child custody
Depression
Financial
Language difficulties
Letter writing
Translation
Sponsoring
Bereavement
Direct Welfare

On behalf of clients I had liaised with various government departments and agencies including Banks, Embassy, Real Estate Agents, Shortland Electricity, Telecom, Insurance Company, General Justice Office, John Hunter Hospital, Shortland Clinic, James Fletcher, Legal Aid, Family Court, Department of Community Services, Hunter Community Legal Centre, Crisis Team, Chamber Magistrate, Police, RTA, Furniture Removalists, DSS, Department of Housing, Youth Refuge, Rankin Park Hospital, Salvation Army, Women's Refuge Centres, GPs, Employers, Dentists, Department of Immigration.

Domestic violence is an issue which has been on top of the list of cases I have been involved with. In order to empower the women by making them aware of their rights and where to seek assistance in times of crisis, I have organised several information sessions on women and family law, domestic violence and how to access free interpreter and other support services. These sessions were organised in Newcastle, Muswellbrook and will be held in Singleton in December.

In conjunction with Steve Georgopoulos of TAFE, Tighes Hill, I have arranged free Sewing classes for fourteen Filipino women which includes free fabrics. The year was highlighted by getting a free Driving Course through my negotiation with TAFE Outreach Kurri for fifteen Filipinos in Kurri Kurri. They were also given free bus service to and from TAFE and child care.

Presently, I am involved in the Multicultural Women's Group being held at MRC on a weekly meeting.

Community development has included my supervision of The Grow Group whose members provide moral support for each other. Likewise, the Filipino Senior Citizens Group which is now linked with the South East Asian Friendship Group. I am also a volunteer teacher/co-ordinator for the Community languages school (Filipino) for children coming from cross-cultural marriages.

Throughout the year I have attended seminars, trainings, conferences etc. These included - Department of Community Services Family Counselling Training Project, Immigration Introductory Course, Domestic Violence Seminars, Tax Help Volunteer Seminars, Filipino Sub Committee Transcultural Mental Health, Domestic Violence Court Support Scheme, NESB Women of Australia Consultation for the rural areas in NSW, Consultation for the needs of South East Asian Senior Citizens, Australia Breast Cancer Day.

In May, I was invited to do a workshop at the TAFE seminar on the theme, "Families; Different but Equal" where I also involved two other Filipinos. The Cross-Cultural Marriages seminar was evaluated excellent by participants.

Most of my work this year has been centre-based in assisting Filipinos, however attempts are currently being made to promote this service on a regular monthly basis for Muswellbrook and Singleton and surrounding areas next year.

Overall, it was a good year for me.

MULTICULTURAL DEVELOPMENT PROJECT

FUNDED BY THE DEPARTMENT OF COMMUNITY SERVICES

The Multicultural Development Project began at the Migrant Resource Centre in early January 1994.

The Multicultural Development Project has been provided with non-recurrent funding for eighteen months to aid those community organisations receiving funds from the Department of Community Services, through the Community Services Grant Programme (CSGP), to:

- become more aware of the barriers people of non-English speaking background experience in gaining access to services and resources.

- develop programmes, strategies and employment practices that ensure services are accessible and appropriate to the needs of families and adolescents of non-English speaking background.

There was some delays in beginning the project as the MRC met the timetable agreed upon while the three other projects and the State co-ordinator were much slower off the mark.

The tasks this project has undertaken are:

- Informed services of the projects existence and established a local steering committee. This committee is a good balance of people representing CSGP services and people from ethnic organisations.
- Developed a demographic package relevant to our geographic region and relevant to the target services. This booklet titled "Multicultural Newcastle and Lake Macquarie" examines the ethnic make up of both Newcastle and Lake Macquarie. It provides statistics of both birthplace and language use and a range of relevant socio economic indicators for the larger population groups.

- Developed an information package about access and equity (using existing material). This is a comprehensive package of information which will remain a valuable resource at each of the services that it is placed.

- Developed a relevant training package for management committees. This package is now being delivered to various management committees at their monthly meetings.

In the final half of the project it is expected that some worker specific training will be developed and delivered. This will include some specific training on the accessing and use of the various language services available.

It is also expected that our project will co-operate with the State co-ordinator in assisting the Family Support Scheme Association develop some policy positions and implementation strategies.

Finally the project has in the wider context of the MRC been interested in developing the potential of a computer based information network. Such a network could provide especially isolated services access to both the latest statistics as well as information and policy discussions relating the broad range of issues concerning multicultural Australia

By the end of this project all CSGP projects will have a better appreciation of the ethnic make up of their areas. They will be more aware to the needs of people of NESB and of the expectations of government in the context of the Charter for a Culturally Diverse Society. They will also be more aware of the broad range of resources available to assist them in their delivery of services to people of NESB. Even at this early stage it seems that the final results of this project will have been of benefit to the targeted services, their NESB clients and indeed, in the long run, the people of our region.

CHRIS DODDS

HUNTER REGION CIRCUIT BREAKER PROGRAM

Funded by Office of Youth Affairs

Circuit breaker is an innovative after school hours training and education program which is aimed at NESB youth from years 9 to 12 in regional High Schools. It aims to break the circuit between students leaving school prematurely and becoming unemployed so involves as many activities as possible to help them continue at school, enter Further Education areas and gain employment.

The Hunter Project has been refunded by the N.S.W. Government through the Office of Youth Affairs to operate in 1994/1995 for the 4th year in the Hunter. The Project is jointly sponsored by the Migrant Resource Centre of Newcastle and the Hunter Inc. and the Newcastle & District Police Citizen's Youth Club.

Students attend two 2 hour sessions per week at the Newcastle & District Police Citizen's Youth 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, arts & crafts and labour market workshops. We have also extended our activities to the entry of a Circuit Breaker float in the Hamilton Fiesta and the Grand Parade at the Newcastle Show.

In 1993/1994 42 students from 12 local High Schools successfully completed the program. Ethnic groupings were diverse including Chinese, El Salvadoran, German, Greek, Italian, Lebanese, Macedonian, Malaysian, Polish, Samoan, Spanish, Tongan, Vietnamese, Filipino, Peruvian, Egyptian, Latvian, Romanian, Fijian and Chilean.

Graduation Night was 17 June 1994 and the event was highlighted by the excellent attendance, a speech by Virginia Chadwick the N.S.W. Minister of Education and musical items performed by Circuit Breaker members and the S.P.I.C.E. group from Waratah Technology High.

The new 1994/1995 project is proving once more successful with 50 students from 12 different schools. The students come from over 20 different ethnic backgrounds - a truly multicultural group. 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 be easily measured, particularly the improvement in self esteem and confidence of graduates. I look forward to the continued success of this program in the Hunter and thank all who have contributed.

Gloria Heward
CO-ORDINATOR

A.G.M. REPORT COMMUNITY VISITING SCHEME 1994

The Community Visiting Scheme started in September 1993. Its objective was to improve the quality of life of Nursing Home residents, who risk isolation from the general community through limited family and social contact, or because of linguistic or cultural reasons.

It was a slow start but within a few months and thanks to a group of dedicated wonderful people, our volunteers, visits were made on a regular basis. This is shown in the statistics below.

	July	Aug	Sep	Oct	Nov	Dec	½ year	Jan	Feb	Mar	Apr	May	Jun
Max				2	3	2			1	2	5	3	5
Kolbe				2	2	1		3	3	2	3	2	3
House						1							4
													5
Brown				1	3		1					4	2
Village													
Maroba												3	3
Garden					1		3	4	3	1		4	5
Suburb													
Mayfield								2	5	4	5	4	
N.H.									1	2	1	2	2
Toronto										2	2	2	2
Kara N.H.											2	1	2
Lear-										2		2	2
month													
Lodge													
Allendale												1	
Totals				2	6	8		7	10	14	19	30	41

As most of the residents are into their "twilight years", sick or mentally incapable to make a coherent conversation, the patience the volunteers have is remarkable. As one volunteer pointed out "It is all worthwhile when there is just a tiny spark of recognition".

The Nursing Homes are very impressed with the scheme and one mentioned in a letter to the Co-ordinator, that "it is very beneficial in the fact that they can communicate with the residents in their native language and also guide the staff in the matters of custom, food etc".

However because of the difference between Federal and State funding, there are Nursing Homes in the Hunter Region we are unable to visit. This is a problem, because there are residents who live in these Nursing Homes and are isolated. Many would love to have a visit from a fellow country person.

Ann Dupree

REGULAR CENTRE USAGE:

Addison's Disease Support Group
Australian Japanese Society
Bahai Community
Circle of Friends of Latin America
Circuit Breaker Advisory Committee
Dutch Community
Ethnic Choirs Committee
Ethnic Communities Council HACC Groups
Estonian Society
Filipino Australian Society
Filipino Senior Citizen Group
Filipino Women's Group
Filipino Ethnic School (Children and Adults)
Filipino Grow Group
French Community
Greek Macedonian Brotherhood
Greek Macedonian Committee
Greek Macedonian Folkloric Group
Greek St Apostles Community Committee
Hamilton Olympic Soccer
Hungarian "over 60's" Group

Hunter Ethnic Youth Advisory Network
Hippocrates Australian Greek Aged Persons Association
Indian Group
International Choir
Latvian Society
Lettes Community
Migrant Women's Network
Multicultural HIV/AIDS Committee
Multicultural Women's Group (Ethnic Health)
Multicultural Women's Craft Group
Muslim Women's Committee
Pacific Islander Welfare
Slovene Society
SPICE
Spanish Community
Spanish Ethnic School
Tongan Ethnic School
Tongan Community of Newcastle
Tongan Choir
Tongan Women's Support Group

OCCASIONAL:

Community Options
Dept of Social Security Information and Consultation Sessions
Dept of Immigration Information and Consultation Sessions
ECC - Fiesta Committee
Hunter Ethnic Parents and Teachers Association Workshops
Hunter Adult Migrant Education Coordinating Committee (HAMECC)
Interagency on Migrant Issues
Mladost
Polish Welfare and Information Group
Small Ethnic Neighbour Aid Volunteers (HACC)
TAFE / University Students

CENTRE BASED PROJECTS -1994:

DEBT Job Club
Hunter Ethnic Parents and Teachers Association - Project Officer
Multicultural HIV/AIDS Project
Pacific Islanders Welfare Project - Tongan and Samoan
SMPO Job Club
Spanish Welfare Project - Part-time
Welcome to the Hunter - Orientation Course (CPO)

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 1994

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1	Directors' Report
3	Profit and Loss Account
4	Balance Sheet
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 1994 and the auditors' report thereon.

DIRECTORS

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

Hing Hung Chan	Lita Peverini
Alina Kizeweter	Enza De Stefano
Trudy Mills Evers	Bill Simanowsky
Lorraine Norton	Salati Pauli
Traje Trajanovski	

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 \$39,296 (1993: loss \$29,657). 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 is 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.

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.

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 1994

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

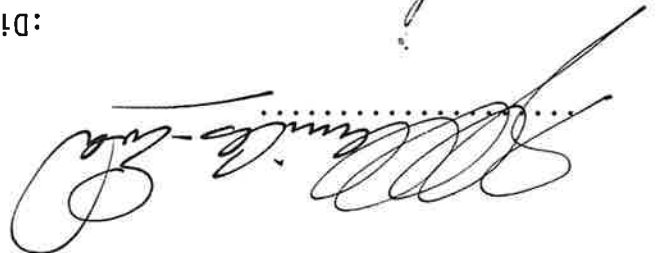
It is not foreseen that the company will undertake any change in its general direction during the coming financial year. The company will continue to provide welfare services to the migrant community.

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 11th Nov , 1994.

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 1994

	Note	1994	1993
		\$	\$
Operating profit/(loss)	2	39,296	(29,657)
Income tax attributable to operating loss	4	-	-
Operating profit/(loss) after income tax		<u>39,296</u>	<u>(29,657)</u>
Retained profits at the beginning of the financial year		149,046	178,703
Retained profits at the end of the financial year		<u>188,342</u>	<u>149,046</u>

The profit and loss account is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 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 1994

	1994	1993
CURRENT ASSETS		
Cash	324,129	287,251
Receivables	9,009	-
Total Current Assets	333,138	287,251
NON-CURRENT ASSETS		
Property, plant and equipment	47,224	24,343
Total Non-Current Assets	47,224	24,343
TOTAL ASSETS	380,362	311,594
CURRENT LIABILITIES		
Creditors and borrowings	145,606	130,489
Provisions	21,263	19,228
Total Current Liabilities	166,869	149,717
NON-CURRENT LIABILITIES		
Provisions	25,151	12,831
Total Non-Current Liabilities	25,151	12,831
TOTAL LIABILITIES	192,020	162,548
NET ASSETS	188,342	149,046
SHAREHOLDERS' EQUITY	188,342	149,046
Retained profits	188,342	149,046
TOTAL SHAREHOLDERS' EQUITY	188,342	149,046

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 1994

	1994	1993
	\$	\$
	Note	
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash receipts in the course of operations	743,032	564,432
Cash payments in the course of operations	(681,061)	(533,436)
Net cash provided by operating activities	61,971	30,996
CASH FLOWS FROM INVESTING ACTIVITIES		
Interest received	2	8,487
Payments for property, plant and equipment	7	(844)
Net cash used in investing activities	(25,093)	7,643
Net increase/(decrease) in cash held	36,878	38,639
Cash at the beginning of the year	287,251	248,612
Cash at the end of the financial year	324,129	287,251

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 1994

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. The financial statements have been drawn up as a special purpose financial report for distribution to the members and for the purpose of fulfilling the requirements of the Corporations Law.

The financial statements have been prepared on the accrual basis of accounting as defined in AASB 1001, Accounting Policies - Disclosure, 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, the requirements of law and all Australian Accounting Standards that have a material effect with the following exceptions:

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

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.

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 1994

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. Long Service Leave is accrued for all employees from date of commencement of employment.

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.

1994 \$
1993 \$

2. OPERATING PROFIT

(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
Other operating revenue

733,731
10,042
14,676
758,449

497,321
8,487
3,847
509,655

Operating Expenses

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

Provision for annual leave
Provision for long service leave
Provision for relief worker

12,254
923
12,320
1,112

8,312
(3,344)
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 1994

	1994	1993
3. AUDITORS' REMUNERATION		
Amounts received or due and receivable for audit services by: Auditors of the Company	6,469	5,449
4. INCOME TAX		
The company is not liable for income tax.		
5. CASH		
Cash at building society	275,838	261,494
Short term deposits	48,291	25,757
6. RECEIVABLES	324,129	287,251
CURRENT		
Sundry debtors	9,009	-
7. PROPERTY, PLANT AND EQUIPMENT		
Leasehold improvements, at cost	20,190	17,172
Less: Accumulated amortisation	(14,266)	(11,774)
	5,924	5,398
Equipment, at cost	82,915	50,798
Less: Accumulated depreciation	(41,615)	(31,853)
	41,300	18,945
Total property, plant and equipment, at net book value	47,224	24,343
8. CREDITORS AND BORROWINGS		
CURRENT		
Grants in advance	127,535	123,901
Sundry creditors	13,470	2,588
Accrued expenditure	4,601	4,000
	145,606	130,489

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 30 JUNE 1994

9. PROVISIONS		
	1994	1993
	\$	\$
CURRENT		
Provision for annual leave	20,151	19,228
Provision for relief worker	1,112	-
	<u>21,263</u>	<u>19,228</u>
NON-CURRENT		
Provision for long service leave	25,151	12,831
	<u>25,151</u>	<u>12,831</u>

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 1994 the total number of members was 169 (1993 - 149).

11. COMMITMENTS

The estimated maximum amount of commitments not provided for in the financial statements as at 30 June 1994 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

32,895	21,369
--------	--------

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 1994

12. 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:

	1994	Note	1993
Cash	275,838	5	261,494
Short term deposits	48,291	5	25,757
	<u>324,129</u>		<u>287,251</u>

(ii)

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

Operating profit after income tax	39,296	(29,657)
Add/(less) items classified as investing/financing activities:		
Interest received	(10,042)	(8,487)
Add/(less) non-cash items	12,254	8,391
Depreciation		

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

	41,508	(29,753)
--	--------	----------

Change in assets and liabilities during the financial year:

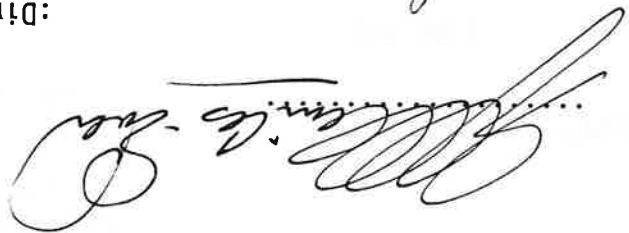
(Increase)/decrease in trade debtors	(9,009)	417
(Decrease)/increase in sundry creditors	10,882	(1,188)
(Decrease)/increase in provisions	14,355	924
(Decrease)/increase in accrued expenditure	601	(2,172)
(Decrease)/increase in grants in advance	3,634	62,768
Net cash provided by operating activities	<u>61,971</u>	<u>30,996</u>

STATEMENT BY DIRECTORS

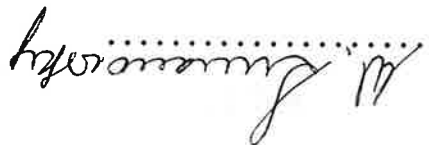
1. In the opinion of the Directors of Migrant Resource Centre of Newcastle:
- (a) the company is not a reporting entity;
 - (b) the financial statements set out on pages 3 to 10 are drawn up so as to give a true and fair view of the results for the financial year ended 30 June 1994, and the state of affairs at 30 June 1994 of the company 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 11th Nov , 1994.

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 1994, 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 11. 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. 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 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 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. As the company has applied AASB 1025, 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 *14 November*, 1994.

KPMG Peat Marwick
KPMG Peat Marwick
Chartered Accountants

P.A. MATHER
Partner

DISCLAIMER

The additional financial information presented on pages 14 to 28 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 1994. 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.

KPMG Peat Marwick
KPMG Peat Marwick
Chartered Accountants

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 1994

	1994	1993
INCOME		
Consulting fees	3,225	-
Sale of Directories	449	-
Grants received	733,731	497,321
Administration fees	4,195	(200)
Donations received	250	85
Membership fees	251	298
Photocopying	2,332	2,607
Sundry income	1,834	1,057
Subsidies	2,140	-
Interest received	10,042	8,487
Total income	758,449	509,655
EXPENSES		
Accommodation	250	882
Advertising	1,060	711
Auditor's remuneration	6,469	5,449
Bank charges	976	794
Catering, functions etc.	1,310	1,801
Cleaning	2,180	2,210
Conference and seminar expenses	110	3,412
Consultancy fees	8,080	-
Client fees	638	662
Depreciation	12,254	8,312
Donations	195	-
Electricity	3,125	2,731
Insurance	1,058	2,913
Interpreting fees	1,620	-
Legal costs	886	81
Library	390	343
Office supplies	-	1,542
Petty cash expenses	428	-
Photocopier expenses	623	2,005
Postage	3,063	2,270
Printing and stationery	5,221	4,930
Programme costs	5,998	4,614
Provision for annual leave	923	(3,344)
Provision for long service leave	12,320	4,268
Provision for relief worker	1,112	-
Rates and taxes	1,871	1,890
Rent	41,589	40,390
Repairs and maintenance	934	559
Staff amenities	1,280	1,769
Carried forward	115,963	91,194

The statement of operations is to be read in conjunction with the disclaimer set out on page 14.

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 1994

	1994	1993
	\$	\$
Brought forward	115,963	91,194
Subscriptions	240	100
Specialist training expenses	96,661	33,030
Sundry expenses	1,748	963
Superannuation contributions	12,238	11,422
Telephone	16,016	12,086
Training	4,883	3,370
Traveling expenses	18,087	20,735
Wages	436,010	351,811
Work experience costs	16,100	14,601
Workers Compensation	1,207	-
Total expenses	719,153	539,312
Operating profit/(loss)	39,296	(29,657)

The statement of operations is to be read in conjunction with the disclaimer
set out on page 14.
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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 1994

MIGRANT RESOURCE CENTRE

	1994	1993
INCOME		
Grants received	206,481	140,697
Administration fees	46,155	16,152
Donations received	150	85
Membership fees	251	298
Photocopying	2,332	2,607
Sundry income	1,446	1,025
Subsidies	2,140	-
Interest received	3,453	2,563
Consulting fees	3,225	-
Sale of Directories	449	-
Total income	266,082	163,427
EXPENSES		
Advertising	491	379
Audit fees	6,469	5,449
Bank charges	336	294
Catering, functions etc.	1,211	817
Cleaning	2,180	1,930
Consultancy fees	1,300	-
Client fees	180	-
Depreciation	12,254	8,312
Donations	195	-
Electricity	2,794	2,560
Insurance	1,058	1,888
Interpreting fees	186	-
Legal costs	886	81
Library	360	293
Office supplies	-	1,542
Petty cash expenses	428	-
Photocopier expenses	623	2,005
Postage	3,063	2,170
Printing and stationery	5,126	4,648
Programme costs	112	-
Provision for annual leave	(2,544)	(2,853)
Provision for long service leave	1,656	3,460
Rates and taxes	1,871	1,890
Rent	37,342	32,054
Repairs and maintenance	889	559
Staff amenities	1,280	1,769
Subscriptions	240	100
Sundry expenses	966	877
Superannuation contributions	2,806	2,834
Telephone	15,234	11,269
Training	876	1,429
Traveling	3,463	1,407
Wages	134,217	73,301
Workers Compensation	1,207	-
Total expenses	238,755	160,464
Operating profit/(loss)	27,327	2,963

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.
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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 1994

	1994	1993
	\$	\$
COMMUNITY VISITORS SCHEME		
INCOME		
Grants received	12,621	-
Interest received	110	-
Total income	12,731	-
EXPENSES		
Administration fees	1,704	-
Provision for annual leave	1,514	-
Provision for long service leave	271	-
Sundry expenses	40	-
Travelling expenses	1,173	-
Wages	3,587	-
Total expenses	8,289	-
Operating profit/(loss)	4,442	-

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 14.
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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 1994

GRANT IN AID NUMBER ONE

	1994	1993
	\$	\$
INCOME		
Grants received	51,727	49,487
Sundry income	111	-
Interest received	281	308
Total income	52,119	49,795
EXPENSES		
Administration	3,000	3,000
Accommodation	155	505
Bank charges	79	65
Catering, functions etc.	74	339
Conference and seminar expenses	-	566
Postage	-	100
Provision for annual leave	(1,897)	1,038
Provision for long service leave	816	808
Sundry expenses	161	41
Superannuation contributions	1,596	1,230
Training	-	100
Traveling expenses	3,549	3,781
Wages	43,133	42,341
Total expenses	50,666	53,914
Operating profit/(loss)	1,453	(4,119)

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.
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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 1994

GRANT IN AID NUMBER TWO		
	1994	1993
	\$	\$
INCOME		
Grants received	40,168	39,579
Interest received	275	208
Total income	40,443	39,787
EXPENSES		
Administration	3,000	-
Accommodation	95	377
Bank charges	85	66
Catering, functions etc.	25	645
Conference and seminar expenses	110	652
Consultancy fees	6,000	-
Interpreting fees	384	-
Programme costs	740	-
Provision for annual leave	1,582	(714)
Provision for long service leave	2,992	-
Sundry expenses	25	5
Superannuation contributions	1,086	956
Training	-	130
Travel/ing expenses	2,335	5,534
Wages	24,010	32,555
Total expenses	42,469	40,206
Operating profit/(loss)	(2,026)	(419)

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.

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 1994

	1994	1993
	\$	\$
EARTHQUAKE		
INCOME		
Interest received	11	-
Total income	11	-
EXPENSES		
Operating profit/(loss)	11	-

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 14.
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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 1994

1994 \$
1993 \$

MULTICULTURAL DEVELOPMENT PROGRAM

INCOME

Grants received	38,500	-
Donations received	100	-
Interest received	1,946	-
Total income	40,546	-

EXPENSES

Administration fees	3,700	-
Advertising	342	-
Bank charges	42	-
Library	30	-
Printing and stationery	95	-
Programme costs	356	-
Provision for annual leave	316	-
Provision for long service leave	61	-
Sundry expenses	10	-
Superannuation contributions	503	-
Training	10	-
Traveling expenses	125	-
Wages	15,458	-
Total expenses	21,048	-
Operating profit/(loss)	19,498	-

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.
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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 1994

	1994	1993
	\$	\$
FILIPINO		
INCOME		
Grants received	33,470	29,398
Sundry income	39	-
Interest received	649	865
Total income	34,158	30,263
EXPENSES		
Administration fees	6,367	3,521
Advertising	-	332
Bank charges	77	56
Programme costs	639	131
Provision for annual leave	(654)	(578)
Provision for long service leave	785	-
Provision for relief worker	1,112	-
Sundry expenses	-	10
Superannuation contributions	864	912
Training	29	100
Travelling expenses	1,687	1,559
Wages	29,243	27,745
Total expenses	40,149	33,788
Operating profit/(loss)	(5,991)	(3,525)

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.
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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 1994

1994	1993	
\$	\$	WORKPLACE
58,287	53,921	INCOME
48	-	Grants received
545	521	Sundry income
58,880	54,442	Interest received
		Total income
		EXPENSES
5,047	1,472	Administration fees
117	104	Bank charges
570	-	Consultancy fees
458	662	Client fees
-	513	Insurance
1,031	(1,317)	Provision for annual leave
2,135	-	Provision for long service leave
1,902	1,771	Superannuation contributions
1,228	1,471	Training
1,397	2,029	Traveling expenses
48,340	41,384	Wages
62,225	48,089	Total expenses
(3,345)	6,353	Operating profit/(loss)

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.

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 1994

	1994	1993
	\$	\$
SPECIALIST MIGRANT PLACEMENT OFFICER NUMBER ONE		
INCOME		
Grants received	49,937	50,817
Sundry income	100	-
Interest received	418	485
Total income	50,455	51,302
EXPENSES		
Administration fees	2,730	2,424
Conference and seminar expenses	-	229
Insurance	-	512
Interpreting fees	1,050	-
Provision for annual leave	1,124	(2,855)
Provision for long service leave	303	-
Sundry expenses	336	-
Superannuation contributions	592	769
Training	500	-
Traveling expenses	908	2,345
Wages	42,518	38,788
Total expenses	50,061	42,212
Operating profit/(loss)	394	9,090

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.
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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 1994

	1994	1993
	\$	\$
SPECIALIST MIGRANT PLACEMENT OFFICER NUMBER TWO		
INCOME		
Grants received	110,602	32,847
Interest received	993	1,730
Total income	111,595	34,577
EXPENSES		
Specialist training expenses	96,661	33,030
Travel/ing expenses	-	575
Total expenses	96,661	33,605
Operating profit/(loss)	14,934	972

The profit and loss account is to be read in conjunction with the disclaimer
 detailed on page 14.
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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 1994

	1994	1993
GET STARTED	\$	\$
INCOME		
Grants received	108,858	54,695
Sundry income	90	-
Interest received	1,172	1,156
Total income	110,120	55,851
EXPENSES		
Administration fees	8,750	-
Advertising	227	-
Bank charges	240	209
Cleaning	-	280
Conference and seminar expenses	-	1,620
Consultancy fees	210	-
Electricity	331	171
Printing and stationery	-	282
Programme costs	4,151	4,483
Provision for annual leave	(530)	2,189
Provision for long service leave	2,466	-
Rent	4,247	8,336
Repairs and maintenance	45	30
Sundry expenses	109	2,239
Superannuation contributions	1,884	817
Telephone	782	140
Training	1,845	1,976
Traveling expenses	2,154	62,510
Wages	70,305	14,601
Work experience costs	16,100	99,883
Total expenses	113,316	(44,032)
Operating profit/(loss)	(3,196)	(44,032)

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.
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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 1994

	1994	1993
	\$	\$
RECESSION NO 1		
INCOME		
Grants received	23,080	30,660
Interest received	189	367
Total income	23,269	31,027
EXPENSES		
Administration fees	7,662	3,935
Conference and seminar expenses	-	280
Provision for annual leave	981	1,746
Provision for long service leave	835	-
Sundry expenses	101	-
Superannuation contributions	724	712
Training	395	-
Travelling expenses	1,296	1,158
Wages	24,022	23,860
Total expenses	36,016	31,691
Operating profit/(loss)	(12,747)	(664)

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.

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 1994

	1994	1993
	\$	\$
RECESSION NO 2		
INCOME		
Grants received	-	15,220
Sundry income	-	32
Interest received	-	284
Total income	-	15,536
EXPENSES		
Administration fees	-	2,000
Conference and seminar expenses	-	65
Library	-	50
Superannuation contributions	281	-
Traveling expenses	-	371
Wages	1,177	9,327
Total expenses	1,458	11,813
Operating profit/(loss)	(1,458)	3,723

The profit and loss account is to be read in conjunction with the disclaimer
detailed on page 14.