



ETHNIC CHILD CARE, FAMILY AND
COMMUNITY SERVICES CO-OPERATIVE LTD



2013

34th Annual Report

cultural connection

capacity building

partnership

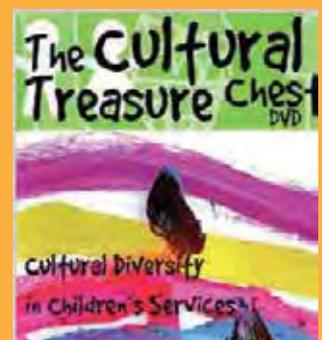
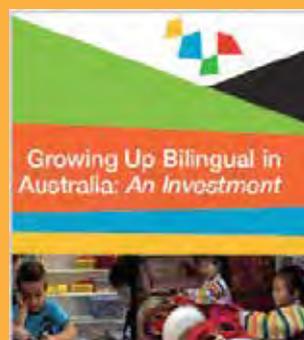
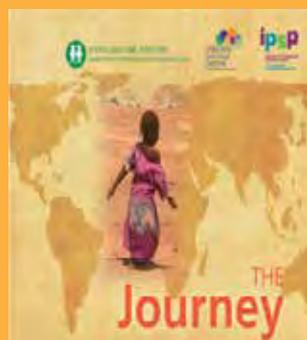
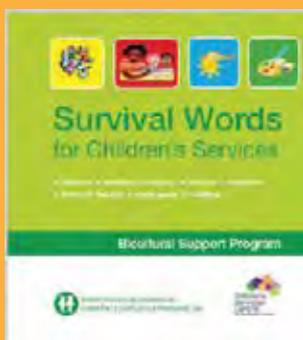
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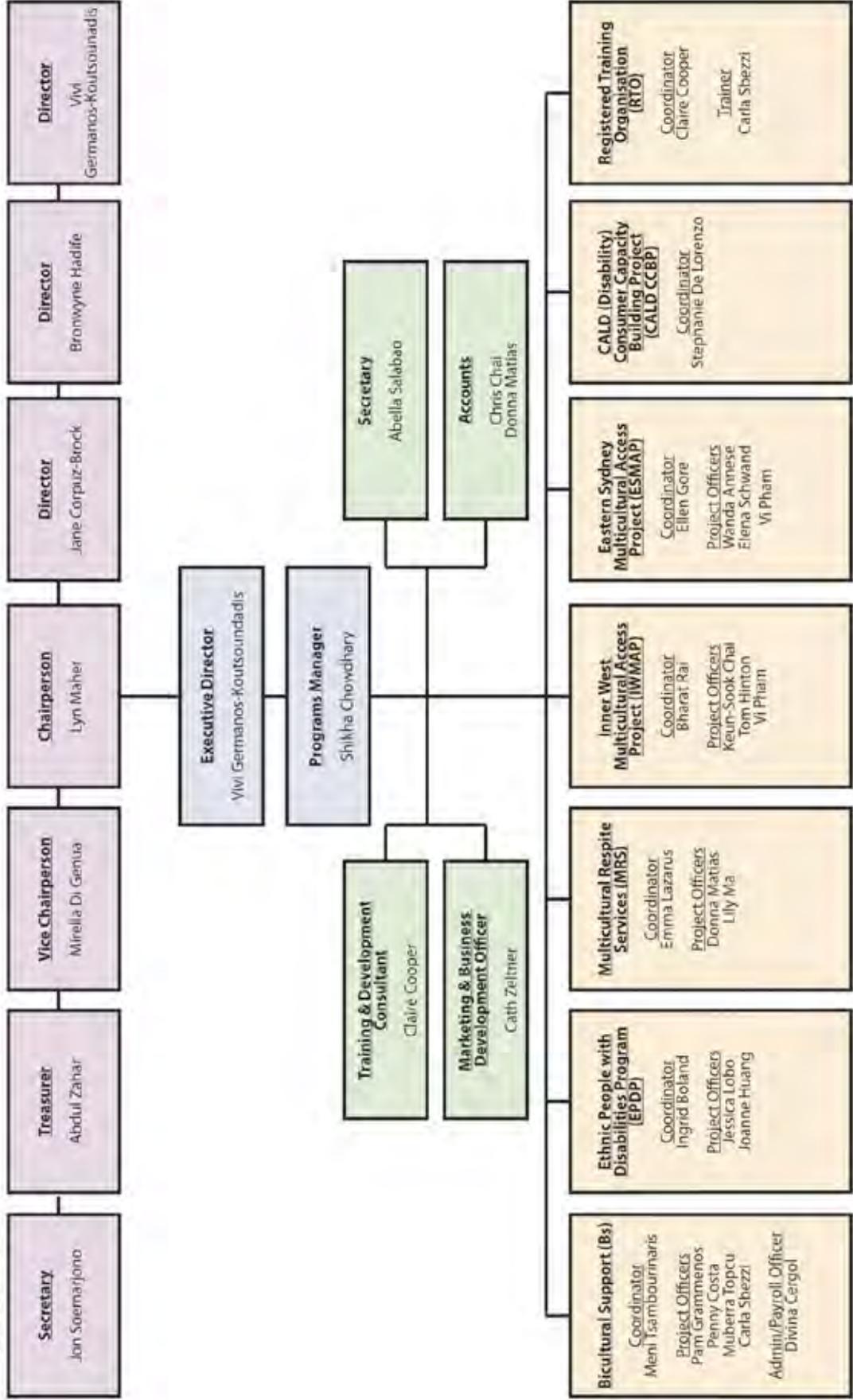
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ETHNIC CHILD CARE, FAMILY
AND COMMUNITY SERVICES
CO-OPERATIVE LTD

Organisational Chart





MESSAGE FROM THE CHAIRPERSON

On behalf of the Board of Directors of the Ethnic Child Care, Family Services and Community Co-Operative Ltd (ECCFCSC), I welcome you all to the 34th Annual General Meeting. I would also like to acknowledge the exceptional work and achievements of ECCFCSC throughout 2013.

Yet again it was another busy year with the ECCFCSC taking on several initiatives to improve its operations. The implementation of DisabilityCare Australia prompted management and ECCFCSC's disability-focused programs to begin planning and preparing for the systemic sector changes to come. In April 2013, three programs successfully underwent an extensive audit by the Department of Social Services (formally Department of Health and Ageing). In response to the audit, ECCFCSC updated all of its Policies and Procedures, incorporating a number of new policies to address new areas of operations and service delivery such as volunteering, social media and marketing. In the latter half of the year the ECCFCSC website underwent a reconstruction and I'm thrilled to see this new site being launched today.

I would like to congratulate ECCFCSC on its securing of several important grants throughout 2013. The RTO received new funding from the National Workforce Development Fund to deliver a third round of Certificate III in Children's Services training. In September, ECCFCSC was successful in its application to the Building Multicultural Communities Program for funding to procure new training equipment. And finally, I wish to applaud ECCFCSC on its excellent work in securing funding for its CALD (Disability) Consumer Capacity Development Project. This project will provide an excellent opportunity for ECCFCSC to outreach CALD communities in remote and regional areas, as well as build relationships with more disability service providers and other CALD organisations across NSW.

Thank you to my fellow Board members for your constant support and commitment to ECCFCSC's mission. I would like to thank and farewell all outgoing staff who we lost throughout 2013 and extend a very warm welcome to all the new staff members who've come on board. We look forward to working with the new ECCFCSC team in 2014 on ensuring CALD communities across NSW have equitable access to children's, disability and aged care services.

I wish you all a safe and Happy New Year and look forward to seeing you all for another successful year in 2014!



2013 BOARD OF DIRECTORS



LYN MAHER - Chairperson

Lyn has been on the Board of Directors for the past 15 years. She is a passionate member of our local community having lived in the Inner West for some 39 years. Lyn now works in the retail industry after 20 years of working in Children's Services.



MIRELLA DE GENUA – Vice Chairperson

Mirella joined as a Board member in 2009. She is a communications specialist with over 20 years of experience across a number of industries including: utilities, infrastructure development, workers compensation, manufacturing, health, children's services and disability. She has extensive experience in the non-for-profit and government sectors. Having begun her career as a project officer for ECCFCSC, Mirella makes a very passionate Board member who is committed to seeing the organisation prosper.



JON SOEMARJONO – Secretary

Jon holds a Master of Arts and a Graduate Diploma in Teaching English as a Foreign Language. Having spent many years teaching English in Indonesia he's also served as Senior Lecturer of Indonesian Studies at the University of Sydney (1963-1995), and University of Western Sydney (1962-2002). Jon is currently the President of the Indonesian Association of NSW, the Chairperson of Metro Migrant Resource Centre and the Vice Chairperson of Ethnic Communities Council, NSW.



ABDUL ZAHRA - Treasurer

Abdul has been a member of the Board of Directors since 1981. He is a founding member of the Tripoli and Mena Association where he has served as Manager for 14 years. In 1998, Abdul received the Order of Australia Medal.



JANE CORPUZ-BROCK - Director

Jane Corpuz-Brock has a Masters Degree in Development Studies from the University of Geneva in Switzerland. She has been the Executive Officer of the Immigrant Women's Speakout Association (IWSA) since 2002. In addition to this, Jane has been an active member of Migrante Australia, an organisation that strives to provide essential support services to Filipino migrants in Australia.



VIVI GERMANOS – KOUTSOUNADIS - Director

Vivi is the Executive Director of ECCFCSC. She has received a number of national awards including: Order of Australia Medal (1983), the Human Rights Medal (1998) and in 1999 and 2003 she received the UNSW Alumni Award. In 2012, she was appointed as one of the people of Australia Ambassadors by the Australian Multicultural Council. She participates in various government and community advisory committees advocating on behalf of culturally and linguistically diverse individuals and communities.



BRONWYN HADIFE - Director

Bronwyn works as a Family Support Project Officer for the Metro Migrant Resource Centre in Marrickville, where she provides a range of settlement and support services to refugee and migrant communities. Bronwyn is also a member of: the Management Committee for Connect Marrickville (SACC), the Aboriginal Network Reference Group, the Aboriginal Child and Family Network, Marrickville Multicultural Interagency (MMIA), Marrickville Child and Family Interagency (MCFIA) and Marrickville Drug Action Team (MCDAT).



EXECUTIVE DIRECTOR'S REPORT

Ethnic Child Care, Family & Community Services Co-operative Ltd's (ECCFCSC) 34th year, has been an exciting and successful one as will be reflected by the following program reports. This is all thanks to the commitment and dedication of ECCFCSC's staff who managed to achieve all the outcomes outlined in their respective Plans of Action and to our Board of Directors for their contribution to the effective governance and management of ECCFCSC's affairs. Yet again, the work of our programs throughout the year made a difference in the lives of many CALD individuals and communities across NSW.

This year ECCFCSC continued its representation on the NSW Department of Education and Care Reference Group providing input on the review of funding for pre-schools. ECCFCSC also used its role in the Reference Group to ensure that the needs of CALD children and families are considered and funding is being allocated to provide services and programs that meet their needs.

We participated in various consultations and discussion papers on the National Quality Framework, the Early Years Learning Framework and Early Years Quality Fund. We were pleased to see a long overdue commitment to increasing the remuneration of children's service workers to reflect the hard work that they do. However we are concerned about the recent Productivity Commission review into all the early childhood programs and reforms made by the previous government. We hope that none of the innovative programs that were developed through extensive consultation with the state governments, children's services sector, academics and families will be abolished or reduced as a result of this review.

ECCFCSC is also represented in the Department of Community Services Multicultural Affairs Advisory Group. In 2013, one of the issues of concern was that the Department's proposal to deploy and thus fragment its Interpreter Services to other sections of the Department. We hope that this will not eventuate.

We have grave concerns about the Department of Education and Communities' cuts to multicultural education in NSW TAFE colleges which will lead to the dismissal of teaching staff and the complete removal of Institute Multicultural Education Coordinators (IMECs). This will greatly disadvantage migrant and refugee students who rely on IMECs for cultural and linguistic support. Of further concern is the increase in TAFE course fees by up 9.5%. This will no doubt hinder individuals from low-socio economic backgrounds in their efforts to access an education. It will likely have huge social equity implications and we urge the government to reconsider these decisions.

In March, the federal Parliament passed legislation to raise the Medicare levy by 5% to partially cover the NDIS. However, under the new government there is growing concern about a potential scaling back of DisabilityCare Australia with the Treasurer indicating that some of its functions may be handed over to Medibank Private. We hope for the sake of people with disabilities and their families and carers that there will be no such changes as it would be incredibly detrimental to the many vulnerable people who view the NDIS as their only hope for a better quality of life.



Late this year, the new federal government abolished the Ministry for Multicultural Affairs which was responsible for monitoring the Multicultural Action Plans of the various departments. We were greatly disappointed to see this important function go and hope that multiculturalism will remain a priority under the new government. I would like to thank the former Minister for Multicultural Affairs, Kate Lundy, for providing one off funding to purchase essential training equipment under the Building Multicultural Communities Program.

The detention of asylum seekers, particularly women and children, is of grave concern to everyone at ECCFCSC. We strongly oppose the Minister for Immigration and Border Protection's labeling of asylum seekers as 'illegal maritime arrivals'. We also fear for the proposed changes by the government to reinstate indefinite detention, bridging visas and the returning of asylum seekers to their country of origin. This will only cause further hardship and anguish to the lives of these unfortunate people.

Throughout my second year as a People of Australia Ambassador I'm seeing the reality of multiculturalism existing in our communities and how it acts as a cohesive force that holds all of our different cultural, linguistic and religious groups together. We need to celebrate our diversity and bring people together to showcase their diverse attributes and to facilitate understanding and appreciation of each other. As the late Al Grassby used to say, we are all one 'family of the nation.' In celebrating our diversity we must also acknowledge and respect the Aboriginal and Torres Strait Islander people as the first people of Australia. We cannot have a truly multicultural society if we do not have reconciliation and recognise the Aboriginal people's human and other rights.

Finally I would like to thank all of our funding bodies: Ageing Disability and Home Care, NSW Department of Community Services, Children's Services Central, FAHCSIA, Department of Social Services, Department of Immigration and Citizenship and Border Protection, DEEWR, National Workforce Development Fund and the Medibank 1800 Respect Project. I'd also like to thank the Randwick, Marrickville, Canterbury, Burwood, Ashfield, Strathfield and Leichardt Councils for their support throughout 2013.

Thank you to all the staff, past and present, for their commitment, dedication, enthusiasm and passion for their work. Thank you to the Board of Directors, the members of ECCFCSC, Abella our secretary and our accountants Chris Chai, Denis Cala, Donna Matias and Divina Cergol. I would like to express my personal appreciation and gratitude to Shikha Chowdhary our Programs Manager, Mr. Ted Conrick our auditor, the MRS Respite workers, the Bicultural Support workers, our partners and anyone who has assisted with the work of ECCFCSC during the year.

I look forward to another prosperous year of hard work and success in 2014!



PROGRAMS MANAGER'S REPORT

Through our commitment to foster a culture that respects basic human rights, Ethnic Child Care, Family and Community Services Cooperative Ltd (ECCFCSC) continues to focus on its key priorities: 1) to make all services accessible and equitable for people irrespective of their linguistic, cultural and religious backgrounds; and 2) to empower Culturally And Linguistically Diverse (CALD) communities to build their capacity to execute their rights and become self-sufficient beyond the system.

The year 2013 flew by quickly with ECCFCSC engaging in a wide range of activities and projects. As usual, our work took shape in various capacities ranging from grass-root level activities to lobbying for and advocating on behalf of all our clients for appropriate service provision. This was done through community development activities, advocacy, referral, counseling, and development of various resources in appropriate community languages, support to service providers on cultural competence, provision of respite care, and the development and delivery of the new Certificate III in Children's Services qualification. All these activities kept all of us on our toes and ensured effective service delivery to all of our stakeholders.

With the introduction of the National Disability Insurance Scheme (NDIS), we have been working to position ourselves for the changes to come so that we are able to continue supporting our clients and ensuring they receive services with minimum disruption. We received funding from ADHC to better prepare CALD people with disabilities to access services through the new system and we are planning to target this project specifically at new and emerging CALD communities.

We are challenged on a day-to-day basis to meet the needs of children, aged people and people with disabilities and their carers from CALD backgrounds with limited resources. In order to meet the many unique needs of these individuals, we are continuously seeking different funding sources. During this year we were successful in receiving funding from Ashfield and Leichhardt Councils to continue supporting the Turkish and Multicultural Carers' Support Group. Carers NSW contributed to Carers Week activity and Petersham RSL Club provided financial assistance to celebrate the International Day of People with Disability – GroovABILITY. Ashfield Catholic Club and West Ashfield Club provided funding to celebrate Ashfield Multicultural Carers Festival, contribution was also received from Randwick, Marrickville and Canterbury Councils for various activities for seniors' groups including Multicultural Senior's Outings and 'Caring for Carers' from CALD Communities.

Our preparation for the audit of the Multicultural Respite Services (MRS), Inner West Multicultural Access Project (IWMAP) and Eastern Sydney Multicultural Access Project (ESMAP) under the framework of Community Care Common Standards and the site visit by the Department of Social Services gave us opportunities to evaluate and improve our service delivery strategies.

This year ECCFCSC received one-off funding from the Commonwealth HACC Program Transition Cost scheme which has enabled us to re-brand all of our products, update our accounting system and engage consultants to review our governance structure. 2013 also saw the development of



new organisational policies and procedures and the review and update of all existing policies and procedures in order to continuously improve our good governance practice.

Some of the Board members spent a significant amount of time in developing a Strategic Plan ECCFCSC for the next four years in order to ensure that ECCFCSC is on track to ensure quality outcomes for its clients and community members. As a result of various strategies identified to effectively support ECCFCSC's activities, a Marketing and Business Development position was created. In consultation with management and staff, the Board of Directors also reclassified ECCFCSC's different positions in accordance with the Modern Award.

We are pleased to see the general interest in our non-accredited training packages on cultural awareness has grown this year. Several of our workshops were delivered across NSW upon request by children's services. We're hoping to continue and grow our provision of non-accredited training services into the future.

The individual program achievements highlighted in this annual report demonstrate the commitment of all ECCFCSC staff members despite the challenges that they face to provide services at a grass-roots level. Overall, the ECCFCSC has done a wonderful job in achieving all the goals set in the strategic plan for the past year.

This year has seen many new staff members join the ECCFCSC team, bringing with them a new energy, enthusiasm and commitment to social justice. I would like to welcome all of them and best wishes to those who left ECCFCSC to pursue their careers elsewhere.

The Respite workers and the Bicultural Support workers deserve a very special mention for their commitment and dedication in making a difference in the lives of countless people who access our programs. Thank you all! I would also like to thank all the staff members who make my job easier and enjoyable. Claire Cooper deserves a big thank you for her unbelievable long distance commitment and her passion for ECCFCSC's mission. Gosia Connell, our website designer has also been a great resource for us. Thanks Gosia!

Finally I would like to thank all Board members who volunteer their time to support this organisation's work, our Executive Director and all of our trainers and consultants for making ECCFCSC such an enjoyable place to work.

We look forward to continuing our work in 2014.



BICULTURAL SUPPORT (Bs)

Bicultural Support continues to provide time limited, linguistic, cultural and consultant support to Children's Services in building their capacity to include children from culturally and linguistically diverse, refugee and Indigenous backgrounds. Bicultural Support Workers and Consultants aim to educate, inform and empower Children's Services staff to become better informed about supporting CALD and Indigenous children and families in their care by providing hands on language support, supporting staff to plan, implement and model appropriate cultural activities and programs and providing staff with relevant resources and information (e.g. childcare survival words and information about different cultures and child rearing practices).



There are approximately 350 Bicultural Support Workers (BSWs) in the Program, representing 100 different cultural and linguistic backgrounds. There are 20 statewide Bicultural Support Consultants (BSCs) in the Sydney Metropolitan area, NSW South East, NSW South West, Richmond Tweed, NSW Mid North Coast, Gosford-Wyong and Hunter.

Bicultural Support has 10 Indigenous Workers to provide support to and assist with the needs of Indigenous communities in Children's Services. (1 Sydney Metropolitan, 1 Wagga Wagga, 2 Ballina/Tweed Heads, 2 NSW Mid North Coast, 1 Gosford-Wyong, 1 Hunter, 1 Tamworth/Armidale, 1 NSW West). Bicultural Support is working towards ensuring Aboriginal Bicultural Support representation in each ISA region.

Ongoing support mechanisms are effectively in place for Bicultural Support Workers. These include:

- In-service training sessions on topics pertaining to their role.
- Access to ECCFCSC/Bicultural Support Multicultural Resource Library
- Telephone support, Centre support/mentor visits and a buddy system are in place to support new recruits
- The Bicultural Support Newsletter (*The Bicultural Supporter*),
- 4 quarterly Sydney Metropolitan Bicultural Support Worker Meetings and rural based Bicultural Support Worker Meetings/Training in Hunter, Richmond Tweed, Illawarra, NSW North, NSW Mid North Coast and NSW South West & Gosford Wyong.

Some Interesting Facts & Figures:

- In the last 10 months (January - September 2013):
694 requests for Bicultural Support have been received, of which 655 (94%) have resulted in Bicultural Support Workers being allocated. This equates to 655 Early Childhood Education Care (ECEC) Services receiving Bicultural Support, 655 CALD/Aboriginal children included & supported in care and 655 employment opportunities for Bicultural Support Workers.



- Access to Bicultural Support Program by Children's Service Type:
Long Day Care: 91%
Out Of School Hours Care: 3.5%
Family Day Care: 4 %
Occasional Care: 1.5%
- 35% of Chinese Bicultural Support Workers (dialects include: Cantonese, Mandarin, Triechau, Hakka, Shanghainese) allocated through Bicultural Support.
- ISA Regions 1, 3, 4, 5, 6, 7 and 18, the highest accessing ISA Regions of Bicultural Support.
- 250 Bicultural Support Workers received professional development support through attending meetings, workshops and Cert III in Children's Services across the state.
- 17 Bicultural Support and ISA Plans Of Action were developed.
- The 6000th Bicultural Support Request was achieved!

Other Bicultural Support Achievements of 2013

- 2013 saw the successful transitioning of the Bicultural Support Program to Bicultural Support through the development of new Protocols & Promotional material, in reflecting the new IPSP Guidelines. (2013-2016).
- 2013 also saw the Bicultural Support Consultant aspect of the Program continue to flourish. Consultant requests received in 2013 ranged from BSP representation on Regional ISA RAG Committees, CALD/Aboriginal representation at Director's and Children's Services Forums, Cultural Competence Training for Children's Services staff, supporting Services to conduct Cultural Audits, supporting CALD/Aboriginal children and families in Children's Services through programming, training and the development of resources.
- In 2013 Bicultural Support revisited the outcomes and recommendations from the First National Bilingualism Conference, and ran a follow up Bilingualism Forum on "Does Learning 2 Languages in Early Childhood result in Language Development Delay or Disorder?" Feedback received was outstanding and a follow up workshop will be provided in 2014.
- Bicultural Support also developed some wonderful new resources in 2013 including the Refugee resource *The Journey*, the Importance Of Bilingualism Brochure (for parents) and we are currently in the process of finalising a CD to complement the Survival Words Booklet.

Good News Stories

"Thank you so much for your amazingly dedicated workers, the help and support they give the children as they transition into the centre can't be described in words how helpful it is for our staff, the children and their families." - feedback received regarding Bicultural Support.

The child that was being supported through our Program advised the Bicultural Support Worker that "...it is good that you can understand me, because it is very funny that the other staff can't understand, and I have to talk very simply to them...."



ETHNIC PEOPLE WITH DISABILITIES PROGRAM (EPDP)

The Ethnic People with Disabilities Program aims to empower people with disabilities from Culturally and Linguistically Diverse (CALD) backgrounds to have control over their lives and choose how they want to participate in and contribute to their community. The project provides culturally appropriate information and advocacy services to people with disabilities from CALD backgrounds and their carers in South East, Inner West and South West Sydney. The project also advocates on a systemic level to increase awareness and understanding of the barriers to access and participation for people with disabilities from CALD backgrounds.

Some of our major achievements and the issues of concern from the last year include:

Individual Advocacy

EPDP provided 137 instances of Individual Advocacy on behalf of people with disabilities from CALD backgrounds in the past year. The most frequent issue raised by clients was a **lack of affordable and adequate housing** for people with a disability and ageing carers. Other key issues included the long waiting lists for **respite, mental health** issues, **gambling problems**, and discrimination in **education**. People with a disability are also more likely to be caught up in the **legal system** and have family law issues.

Supported Living Fund

This year, EPDP supported six clients to apply for the **Supported Living Fund**. This fund enables people with a disability to create living arrangements that best suit their life and preferences. Of the six clients supported by EPDP to apply for funding, three were successful and are currently managing their flexible funding packages. EPDP also provided feedback to Ageing, Disability and Home Care (ADHC) about the accessibility of this fund to CALD people with disabilities.

Support for carers

EPDP facilitated 11 sessions of the **Multicultural Carers Group** and 11 sessions of the **Turkish Carers group**, including day trips, yoga, massage, arts and crafts and information sessions for the groups. Six new members joined these groups this year. EPDP is also collaborating with the Inner West Disability Forum and Carers Program Sydney Local Health District to plan an outing to Tobruk Sheep Station for **Carers Week 2013**. This event will acknowledge and celebrate the contributions of carers from diverse backgrounds to our community, and provide an opportunity to rest, learn and enjoy.



Information Sessions

A range of information sessions were held in with groups of people with disability from CALD backgrounds and their carers, to provide relevant information and build their capacity for self-advocacy. These included information sessions on the Supported Living Fund, maintaining good health, parenting strategies, advocacy, and effective communication with GPs.



Systemic Advocacy

In the past year, EPDP advocated on behalf of people with disabilities from CALD backgrounds at the systemic level through participation in Marrickville and Burwood Access Committees, NSW Disability Advocacy Network (NDAN) meetings, the Multicultural Disability Interagency Group, Arabic and Vietnamese reference groups, and meetings with other government and non-government organisations.

Consultation and training

EPDP provided consultation and training for service providers, to build their capacity to provide culturally and linguistically appropriate services to people with disability. In the past year, EPDP has provided training about working with CALD people with disabilities, hosted an information forum on the Housing Appeals Committee for service providers and volunteers, and presented to the Marrickville access committee on the Disability Services Act Review Public Consultation.

Children's services and Disability – Research Report

Early childhood is a crucial period for learning and development especially for children with disabilities. Through its advocacy and networking functions, EPDP discovered that some children from CALD backgrounds are accessing services at a much later stage than their non-CALD peers. By talking to some primary schools many teachers began to comment that **some CALD students with disability had never had an assessment or received any support before they started school**. EPDP wanted to investigate this phenomenon further to understand some of the reasons why this may be occurring and on what scale. This year EPDP has collected data for its research project from **interviews with 18 early childhood services**. Through the interviews EPDP has identified a number of barriers and gaps in the capacity of early childhood centres to accommodate CALD children with disabilities across a cross-section of inner west children's services. EPDP is being assisted by 2 students from the University of Western Sydney who are developing a resource based on our project findings. Look out for our finalised research report early next year!

'GroovAbility' - International Day of People with Disability 2012

In December 2012, EPDP partnered with NSW Ageing, Disability and Home Care, Inner West Councils, AFFORD and a range of other government and non-government organisations to celebrate International Day of People with Disability in Burwood. The festival was named "GroovABILITY" and featured a range of activities and workshops for participants at the event - drumming, face painting, inclusive sports, live performances and a disability service provider expo. Around 600 people attended the event. EPDP is now involved in planning the GroovABILITY Festival 2013!



Changes in the disability sector

The past year has seen some significant changes in the disability sector in Australia, with the introduction of the National Disability Insurance Scheme. While EPDP welcomes this commitment to upholding the rights of people with disability, EPDP also has concerns about what measures will be put in place to ensure that services provided are culturally and linguistically appropriate, and how advocacy services will be funded in the future. EPDP will be advocating about these issues at the systemic level in the coming year.



MULTICULTURAL RESPITE SERVICES (MRS)

Incorporating: Partners Program, Multicultural Respite Options and Vacation Care

The Multicultural Respite Services (MRS) Program provides social support and a variety of respite options to families from Culturally and Linguistically Diverse (CALD) backgrounds who live in the Marrickville and Canterbury Local Government Areas. It also provides recreational and social support group respite services to support children, adolescents, and adults with mild to severe disabilities and their families through a variety of community access recreational activities aimed at enhancing the quality of their lives.

In 2013, 41 families received respite services and 24 adults and 18 children participated in the MRS respite outings. There are currently 24 adults and 18 children/adolescents who regularly access MRS services.

Partners Program

The Partners Program is a social support, mobile community access recreation program for people with mild to moderate intellectual and/or physical disabilities. This year, a total of 21 children/adolescents and adults took part in regular recreational activities through the Partners Program. There are currently 3 children/adolescents receiving regular services from the fortnightly Saturday Children's Program and 14 adults receiving regular services from the fortnightly Saturday Program with 9 also attending the weekly Thursday Adults' Program.

The recreational activities provided by MRS were planned in consultation with the participants and their families and were designed to give the participants a range of experiences as well as opportunities for social interaction, physical activity and skill development.

Multicultural Respite Options (MRO)

Through Multicultural Respite Options (MRO) one-to-one support was provided to people with intellectual and physical disabilities who have high support needs. A total of 17 participants took part in the MRO program, including 10 children and 7 adults. Flexible respite options were also offered to families in the MRO program. These options included:

- participating in the group recreational Children's and Adults' Partners Programs
- in-home respite
- Individual community access outings to places of interest and of benefit to individual participants.

Vacation Care

The MRS Vacation Care Program is open to children aged 5-17 with intellectual and/or physical disabilities living in the Inner West. In 2013, vacation care was provided to 17 children. Eleven of the 17 participants have high support needs, requiring 1:1 care while the others have lower support needs. Of the 17 Vacation Care participants, 10 also participate in the regular fortnightly Saturday Children's Program.

The activities for Vacation Care in 2013 included a range of outdoor and indoor activities which focused on enhancing various skills of the participants and providing them with new



experiences. The participants engaged in activities such as swimming, going to the movies, going to the Locomotive Workshop, visiting the Power House Museum, Art Workshops, music days and much more.

In 2013 one off funding was used to have a weekend away at Lutanda Yarramundi from October 11th-October 13th. 9 participants attended the weekend away. The weekend away was enjoyed by all and including different types of recreational activities including bush craft, damper making, archery, disco and a ropes course.



Dance Workshop

With one off funding MRS ran a Dance Workshop from May to December which was offered to all Adults Partners participants. The 7 participants who took part in the workshop learnt a choreographed dance from their teacher Liliana Carrolo that they will perform at the Dancing Hearts end of year concert and the International Day of People with Disabilities celebrations GrooveAbility Festival in Burwood Park on December 5th.

The workshop provided participants with an opportunity for exercise, skill development and social interaction. Participation in the workshop and performances was a positive experience for all participants, with all of them gaining skills and self-confidence over the course of the workshop.

Respite Workers

At present MRS employs 24 casual respite workers from both Australian and CALD backgrounds such as Spanish, Filipino, Chinese, Greek, Indian, Mauritian, Nepalese, Vietnamese and Korean backgrounds. During the year the respite workers provided invaluable service to the families from CALD backgrounds by assisting them with language where required. Their understanding of cultural diversity has been extremely useful in providing a service to people with disability from CALD backgrounds and this also helped the families to overcome linguistic and cultural barriers. We also have two bus drivers and are able to provide transport services to and from respite for our clients. Access to transport is a critical issue in respite provision and we are delighted as a project to be able to bring this extra service to our clients.

Training, Information and Resources

Two training courses were provided to MRS Respite Workers in 2013. The course topics were 'Behaviours of Concern' and a workshop on Autism. Respite Workers also attended a meeting every three months which provided a forum to facilitate information sharing and the exchange of ideas between carers and management.

The MRS activities across all programs were also regularly reviewed and efforts were made to keep activities new, exciting and appropriate for participants as well as fitting within the time and funding allocation for each program. Home visits and carer consultations were conducted with many of the carers throughout 2013 so that participant files and care plans could be appropriately updated.



INNER WEST MULTICULTURAL ACCESS PROJECT (IWMAP)

Funded by the Australian Government and NSW Department of Family and Community Services: Ageing, Disability and Home Care, IWMAP has two primary functions: 1) to act as a bridge between Home and Community Care (HACC) service providers and CALD clients and 2) to provide support services directly to CALD HACC clients. Through its *Commonwealth HACC service system development activities*, IWMAP works to build the capacity and competence of HACC service providers to be more responsive to the needs of the CALD HACC target population. It likewise works directly with CALD HACC target population to access HACC Services that suit their individual needs. Additionally, IWMAP conducts research, policy development and strategic planning to support equitable access of the CALD HACC target population to HACC services. IWMAP's second function is *counseling/support, information and advocacy activities* through which it aims to support clients from CALD backgrounds with the provision of advocacy, advice, information and training services

Major activities, achievements and issues of concern for the past year include:

IWMAP collaborated with 45 HACC and HACC-like service providers by:

- Using 2011 Census to compile statistics on CALD HACC target population and providing these statistics to HACC and HACC-like service providers
- Linking service providers with CALD HACC target population
- Distributing updated list of Sr. CALD Groups of the Inner West Sydney region to service providers
- Assisting HACC services in developing culturally and linguistically appropriate materials
- Providing training on Cultural Awareness, Working with Interpreters and Cultural Briefings for staff/volunteers of HACC service providers
- Identifying the service access issues through survey research, consultation and information sessions and informing HACC service providers

Training/workshops

Conducted 6 training/workshops on Cultural Awareness; Disability in a Cross-Cultural Context; Working with Interpreters; and Cultural Briefings on Italian and Russian speaking communities. The sessions were organised in partnership with STARS/Canterbury City Community Centre, Inner West Area HACC Training Service (IWATS), Co-As-It-Italian Association of Assistance and Sydney Multicultural Community Services, and attended by 87 staff members and volunteers of HACC and other services.

Consultations and Survey Work

The project conducted 4 Focus Group Discussions with Chinese, Korean and Turkish groups to identify and document the needs of the local CALD groups. It has also carried out a survey on 'Understanding and utilisation of HACC services by CALD HACC target population in the Sydney Inner West region'. The findings of the survey were disseminated to HACC Service Providers and also presented during the Inner West HACC Forum.



Information Sessions and Expo

A total of 25 Information Sessions were organised for various communities including Arabic, Chinese, Greek, Korean, Indonesian, Italian, Russian, Turkish and Vietnamese Groups. The purpose of the sessions was to impart information on HACC and HACC-like services to different CALD groups. The Project also organised Community Care information Expo targeting clients from Chinese and Korean backgrounds. A total of 685 participants benefited from these sessions and Expo.



Promotion of HACC Services

As a part of disseminating information on HACC, Translating and Interpreting Services (TIS) and MAP services to the wider community, the following major activities were carried out:

- Participated in *Sr. Week Expo 2013* and *Sr. Big Day Out* and distributed information to visitors from different backgrounds.
- Organised a workshop for Korean Carers during Carers Week and distributed information.
- A poster was developed in partnership with Commonwealth Respite and Carelink (CRCC) which was distributed to medical centres to promote HACC services.
- An article on Commonwealth HACC Program was prepared in Nepali for the *Nepali Times Australia*.

Counseling/Support, Information and Advocacy

During the 2012/2013 financial year, a total of 516 clients were collectively provided with 2165 hours of counselling/support, information and advocacy services.

Issues experienced throughout 2013:

- **Long waiting list:** Although IWMAP has been promoting Commonwealth HACC services to CALD target groups, some services are not so easily available. There is a long waiting list to receive HACC services such as domestic assistance, garden aid and personal care.
- **Use of Interpreting Services:** It was found that language is still a barrier for maintaining communication between service providers and service users. Many HACC service providers have not registered with TIS to use free interpreting services.
- **Demographic Profile of target group:** Though the ABS has statistics on aged people and people with disabilities, it lacks statistics on aged people and people with disabilities from CALD backgrounds.



EASTERN SYDNEY MULTICULTURAL ACCESS PROJECT (ESMAP)

Through its various projects and activities in 2013, the Eastern Sydney Multicultural Access Project (ESMAP) managed to make a difference in the lives of over 2500 elderly people, people with disabilities and their carers from 23 different CALD backgrounds. A total of 6078 hours of culturally and linguistically appropriate counseling/support, advocacy, and information were delivered to 908 service users to assist them in maintaining healthy, independent lifestyles.

ESMAP collaborated with 45 HACC and HACC-like service providers by:

- Identifying needs and gaps in accessing HACC services through community consultations, focus groups, survey research and information sessions.
- Facilitating, participating and contributing to MAPs Network meetings, HACC Forums, and various interagency meetings.
- Providing statistics and information on established and emerging CALD communities.
- Contributing and participating in relevant Commonwealth HACC Program policy development and/or planning processes, such as HACC Planning Day for Eastern Sydney, Cultural Competency Scoping Project led by ADHC, ADHC Sector Planning Workshop, Randwick Council Planning Day and HACC Service Group consultations.



- Identifying and sharing good practice initiatives and research reports relating to the CALD Commonwealth HACC Program community such as Improving Access to Community Transport.
 - Discussing issues experienced by CALD communities in accessing HACC and Public Health system
 - Providing advice on cultural and linguistic issues during planning processes for elderly people, people with disabilities and their carers from CALD backgrounds.
- Assisting in the development and translation of HACC Brochure for HACC CALD target population in Eastern Sydney. This Brochure was translated into 7 languages and distributed to CALD communities.
 - Linking HACC, HACC-like and Health service providers with CALD HACC target population.

Training/workshops:

ESMAP conducted 8 training sessions and workshops on Cultural Awareness; Working effectively with CALD Clientele, Working in Multicultural Offices, Working with Interpreters; and Cultural Briefings on Italian and Russian speaking communities. Information sessions were also organised for CALD communities on the Importance of Multiculturalism.

Research Work

ESMAP worked to identify the level of community awareness and access to HACC services as well as gaps in HACC service delivery by conducting a survey, seven consultations and focus groups and individual interviews with 23 CALD HACC target groups. This helped the program develop a stronger understanding of the physical, social, economic, educational and vocational challenges experienced



by CALD HACC clients. All identified issues were reported to HACC Forum, IESMI, and Disability Interagency, HACC and HACC-like service providers to support HACC planning process.

Information Session and Promotion of HACC Services

- ESMAP organised 78 information sessions and workshops on HACC services. Sessions were delivered to more than 2500 participants from a variety of CALD backgrounds including Jewish, Italian, Croatian, Chinese (Cantonese and Mandarin), Tongan, Vietnamese, Maltese, Spanish, Russian speaking, Armenian, Ukrainian, Polish, Indonesian, Malaysian, Hindi, Iranian, Arabic speaking and Thai.
- ESMPA participated in and distributed information on HACC services at: Information Day for CALD communities and Russian Arts and Craft exhibition and various Expos held at Randwick Town Hall, Martin Place and Waterloo.
- In total 1000 copies of HACC Brochure and Carers and Consumers Handbook were distributed to CALD communities.



Media

Five articles were published on ESMAP's activities during 2013 in The Fiamma (Italian Newspaper), The Horizon (Russian newspaper), A Cup of Coffee Community newspaper and Chieu Duong (Vietnamese newspaper).

Special Projects

The second Bilingual Workers Forum which was an initiative of ESMAP and Inner Sydney Regional Council Inc, and supported by Ageing, Disability & Home Care was organised in July 2012. The Forum focused on professional development of bilingual workers and peer support. This Forum was attended by 32 people.

Empowering CALD communities Project was organised in partnership with 17 HACC services. The project has increased awareness of HACC and Health services by providing information sessions on Community Care system, person centred approach, service users ' rights and responsibilities by enhancing capabilities to more than 500 people from 21 CALD backgrounds.

Healthy Living Workshops for the CALD Commonwealth HACC Program target population aimed to improve health and wellbeing in elderly CALD people and carers living in Randwick City and surrounding areas. The series of healthy living workshops also aimed to up-skill elderly CALD people and carers by increasing awareness about good health and emotional wellbeing and the many factors that contribute to healthy living.

Flavours from Around the World Project organised in partnership with Care Connect, Randwick-Waverley Community Transport, Waverley Meals on Wheels, Fairfield Food services, Randwick Council, ADHC and HACC services. This particular event was used to promote multiculturalism and celebrate Australia's diverse culture.



REGISTERED TRAINING ORGANISATION (RTO)

Ethnic Child Care, Family and Community Services Cooperative Ltd is a Registered Training Organisation (RTO) offering CHC30712 Certificate III in Children's Services. It currently has 16 units of competencies in its scope of registration.

In late 2012, the RTO was successful in its funding application to the National Workforce Development Fund (NWDF) to deliver a third round of Certificate III in Children's Services training to new and existing bicultural support workers. Under this funding arrangement, ECCFCSC was required to co-contribute 33% of the course funds, while the NWDF contributed the remaining 67%.

Since the completion of our 2011/2012 course, the Community Services & Health Industry Skills Council updated the Certificate III In Children's Service qualification, superseding it with a more comprehensive package that incorporated an additional unit of competency. In line with ASQA standards, the RTO was required to adapt to these changes before the delivery of its 2013 course. This involved an extensive overhaul of all course material such as lesson plans, assessment tasks, student manuals and validation tools. The changes were successfully implemented by the course commencement date of February 2013.

A total of 14 students enrolled in the 2013 Certificate III in Children's Services course and together they comprise a diverse range of cultural and linguistic backgrounds. These include: Colombian, Peruvian, Chinese, Japanese, Filipino, Estonian, Brazilian and Indian. The course is now in its final weeks with classes expected to finish before Christmas and the Graduation Ceremony scheduled for January 2014. To date, there has been one withdrawal due to personal reasons. The remaining 13 students are all on track to complete both practical and theoretical components of the course by the end of the year.



The class schedule experienced an unscheduled break between the months of June and August for the early arrival of the course trainer's baby. This break delayed the course by six weeks but was warmly welcomed by students, most of whom were feeling pressured to complete their practical work placements and assessment tasks by the original course completion date in early November.

ECCFCSC is currently reviewing the scope and financial viability of the RTO to determine its future direction. We are also considering ways to further incorporate our non-accredited training packages into our overall provision of training services. To date we have eight cultural awareness workshops which are attracting a growing amount of interest from service providers. In 2014 we will work to strengthen our non-accredited training services through the implementation of various marketing and business development strategies.



CALD (DISABILITY) CONSUMER CAPACITY BUILDING PROJECT (CALD CCBP)

The CALD (Disability) Consumer Capacity Building Project (CALD CCBP) is a two year project designed to educate and empower people with disabilities from CALD backgrounds to confidently and independently manage their individualised budgets under the National Disability Insurance Scheme (NDIS)

This year, ECCFCSC received funding from the Department of Family and Community Services (Ageing, Disability and Home Care) to implement a CALD-focused consumer capacity building project across NSW. ECCFCSC is one of several organisations that have been funded to deliver these projects. ECCFCSC's CALD CCBP will specifically work with new and emerging CALD communities (NECs), targeting a total of eight NECs across four locations in NSW. Its primary focus is to build the capacity of disability services consumers from NECs so that they're better equipped to identify and access disability services that are relevant and appropriate to their needs. The CALD CCBP will span from October 2013 until September 2015 and will involve: researching and consulting targeted NECs on their needs, raising awareness of the NDIS within targeted NECs, networking with local organisations and the provision of information, resources and support.

Prior to the project officially kicking off on the 1st of October, several staff members from ECCFCSC spent the months of August and September conducting research and data collection to ascertain which locations and NECs would benefit most from this project. Eventually we settled upon the following:

Locations	Targeted NECs
Sydney metro (Fairfield and Blacktown)	Bhutanese Assyrian
Newcastle	Ethiopian Sudanese
Coffs Harbour	Afghani Congolese
Wagga Wagga	Afghani Burmese

It was also during the lead up to the CALD CCBP that we developed a detailed Action Plan outlining the project strategies, outcomes, timeframes and key performance indicators. In late September a full-time Project Coordinator was recruited to oversee the implementation of the CALD CCBP.

Since commencing in October, the Project Coordinator has been busily networking with various community groups, disability services and CALD organisations across the four locations in an effort to establish a CALD CCBP Advisory Committee and partnerships with organisations in our target locations. Though it's still early days, much progress has already been made on recruiting key stakeholders and promoting the CALD CCBP in our four target locations.



FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013

REPORT OF THE DIRECTORS

Your directors present their report on the financial statements of the Co-operative for the year ended 30th June, 2013.

DIRECTORS

The following persons hold office as directors at the date of this report:

- | | |
|------------------------------|--------------------------------------|
| • Lyn Maher | Chairperson |
| • Mirella Di Genua | Vice Chairperson |
| • Jon Soemarjono | Secretary |
| • Abdul Zahra | Treasurer |
| • Jane Corpuz-Brock | Assistant Secretary |
| • Bronwyn Hadife | Director |
| • Vivi Germanos-Koutsounadis | Director/Principal Executive Officer |

ACTIVITIES

The aims of the ECCFCSC are:

- To enable the present and future child care, aged care and disability needs of Culturally And Linguistically Diverse (CALD) communities to be met;
- To monitor child care, aged care and disability needs of CALD groups;
- To ensure that Federal, State and Local Governments in their planning policies and funding of children's, disabilities' and aged care services consider the needs of CALD communities;
- To research the needs of CALD communities to obtain information for planning of present and future services;
- To encourage CALD communities to be involved in the policy and planning of children's, aged care & disability services and provide them with information to ensure that they gain access;
- To assist the three levels of government and general community organisations to understand the child care, aged care and disability needs of CALD groups and communities;
- To reflect and accommodate diverse cultural child rearing and family life values and practices, aimed at developing a mutual enrichment between communities in the sharing of cultural origins.



OPERATIONS FOR THE YEAR 2013 AND DEVELOPMENTS FOR 2014

In 2013 ECCFCSC continued to operate its six programs and meet the aims and objectives set out in its three year Strategic Plan. Two Planning Days were held throughout the year and provided an excellent opportunity to review our program operations, organizational policies and governance. These Planning Days were attended by all staff and were facilitated by our Board Member, Mirella Di Genua. A comprehensive Strategic Plan has now been developed for the next four years. Below is the report from the Directors on the operations of the ECCFCSC during the year and for 2014.

CHILDREN'S SERVICES CENTRAL (CSC)

ECCFCSC remains a part of the Children's Services Central Consortium with the lead agency Community Child Care Cooperative which funds the Bicultural Support and this year we continued our participation in the CSC Governance committee. We value this partnership and wish to congratulate Community Child Care Cooperative for reaching their 35th anniversary. During 2013 we worked closely with CSC to transition the Bicultural Support Program to Bicultural Support through the development of new Protocols and Promotional material that reflect the new IPSP Guidelines (2013-2016).

BICULTURAL SUPPORT (Bs)

In 2013, Bicultural Support (Bs) continued to provide time limited linguistic, cultural and consultant support to Children's Services to enhance their capacity to include children from CALD, refugee and Indigenous backgrounds into their services. Between January and September of this year, 694 requests for Bicultural Support were received, of which 655 (94%) resulted in Bicultural Support Workers being allocated.

During the year the Bs revisited the outcomes of the recommendations from the First National Bilingualism Conference and held a Bilingualism Forum on "Does Learning a 2nd Language in Early Childhood Result in Language Development Delay or Disorder". The feedback was that it does not. ECCFCSC is exploring on holding a second National Bilingual Conference in 2014.

MULTICULTURAL RESPITE SERVICES (MRS)

In 2013 MRS continued to provide social support and a variety of respite options to 41 families from CALD backgrounds in the Marrickville and Canterbury LGA's. Some of its activities this year included Saturday Program, vacation care, a weekend away and dancing classes. In 2013, 41 families received respite services and 24 adults and 18 children participated in the MRS respite outings.

As all of our MRS clients come from CALD backgrounds we have 24 bilingual/bicultural Respite Workers employed to ensure that our services are relevant to their needs. Training and Information sessions on various issues were provided to Respite Workers throughout the year to enhance their skills. Meetings are held every three months with management where they can share and exchange ideas about the program.

ETHNIC PEOPLE WITH DISABILITIES PROGRAM



In 2013, EPDP continued its activities to empower CALD people with disabilities to have control over their lives and choose how they want to participate in and contribute to their community. The program provided 137 instances of individual advocacy. The most frequent issues encountered were lack of affordable housing, long waiting lists for respite and mental health, legal, gambling and discrimination in education.

The program assisted clients to access supported living funds, provided support for the Multicultural and Turkish Carers groups, information sessions on various issues and systemic advocacy through participation in various committees and meetings with other government and non-government organisations.

INNER WEST MULTICULTURAL PROJECT (IWMAP)

In 2013, IWMAP continued to act as a bridge between HACC service providers and CALD clients. IWMAP collaborated with 45 HACC service providers by linking service providers with CALD HACC population, distributing updated list of Senior CALD groups in the area, assisting HACC services in developing culturally appropriate material and providing training on cultural awareness, working with interpreters and cultural briefings on different CALD communities.

Consultations and surveys were conducted with CALD groups to identify their needs, which were: long waiting lists for HACC services such as domestic assistance, personal care and garden aid, use of interpreting services and lack of statistical data on CALD people with disabilities.

EASTERN SYDNEY MULTICULTURAL ACCESS PROJECT (ESMAP)

In 2013 ESMAP provided a total of 6078 hours of counselling and advocacy support to over 908 services users. ESMAP also worked closely with many HACC and HACC-like service providers across Eastern Sydney by providing cultural awareness training, advice and information. ESMAP played a fundamental role in promoting HACC and HACC-like services to different CALD groups across Eastern Sydney through the distribution of translated materials and information sessions.

To identify the level of CALD community awareness and access to HACC service delivery and gaps in service delivery, ESMAP conducted a survey, seven consultations, focus groups and individual interviews with 23 CALD HACC target groups. This helped the program develop a stronger understanding of the physical, social, economic, educational and vocational challenges experienced by CALD HACC clients. All identified issues were reported to HACC Forum, IESMI, and Disability Interagency, HACC and HACC-like service providers to support HACC planning process.

REGISTERED TRAINING ORGANISATION (RTO)

In 2013 the third CHC30712 Certificate III in Children's Services was held with the funding from the National Workforce Development Fund (NWDF) and 14 existing bicultural support workers are doing the course and will complete their course before Christmas. At present there are plans to deliver a 4th Certificate III course in 2014. Different ways are being considered to incorporate our non-accredited training packages into the overall provision of our training services.

CALD (DISABILITY) CONSUMER CAPACITY BUILDING PROJECT (CALD CCBP)

Funding was received from ADHC to implement a CALD-focused consumer capacity building project that will aim to educate and empower CALD people with disabilities to confidently and



independently manage their individualised budgets under the National Disability Insurance Scheme (NDIS). A Project Coordinator has been appointed, a detailed Plan of Action was submitted and approved by ADHC, the project locations have been selected. We have also started engaging project stakeholder from CALD communities, service providers and other CALD-specific organisations who will participate in this exciting project.

RESULTS

The net surplus from operations was \$199,041. The ECCFCSC is a non-profit organisation and no income tax is applicable.

DIVIDENDS

In view of the non-profit nature of ECCFCSC, the directors recommend that no distribution be made for the current period. No amount has been paid or declared by way of a dividend during the year.

CHANGES

There have been no significant changes in the state of affairs of ECCFCSC during the year. Nor have any matters or circumstances arisen since the end of the financial year that have significantly affected or may affect the operations, results or state of affairs of ECCFCSC in the future.

DIRECTORS' BENEFITS

No director since the beginning of the year has received or become entitled to receive a benefit by reason of a contract made by the ECCFCSC, or a related corporation, with the director, or with a firm of which the director is a member, or with a company in which the director has a substantial financial interest, other than a fixed salary as a full-time employee of ECCFCSC.

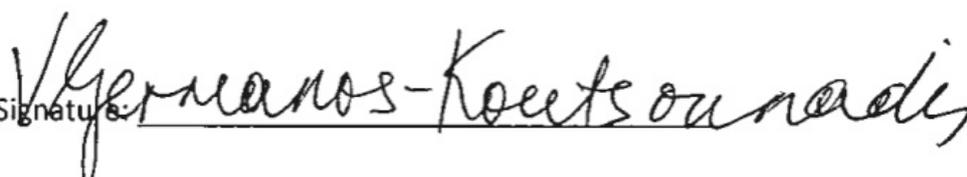
Made and signed in accordance with a resolution of the directors.

Sydney, 15th October 2013

Director: Lyn Maher

Signature: 

Director: Vivi Germanos-Koutsounadis

Signature: 



FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013

Directors' Declaration

As detailed in note 1 to the financial statements, the Co-operative is not a reporting entity because in the opinion of the directors there are unlikely to exist users of the financial report who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs. Accordingly, this special purpose financial report has been prepared to satisfy the directors' reporting requirements under the Co-operatives Act 1992

The directors declare that:

- (a) In the directors' opinion, there are reasonable grounds to believe that the Co-operative will be able to pay its debts as and when they become due and payable; and
- (b) In the directors' opinion, the attached financial statements and notes thereto are in accordance with the Co-operatives Act 1992, including compliance with accounting standards and giving a true and fair view of the financial position and performance of the Co-operative.

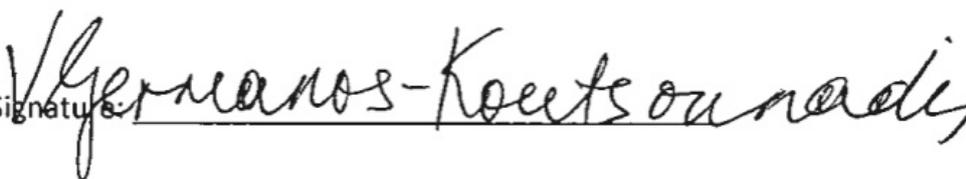
Made and signed in accordance with a resolution of the directors

Sydney, 15th October 2013

Director: Lyn Maher

Signature:  _____

Director: Vivi Germanos-Koutsounadis

Signature:  _____



STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDING 30 JUNE 2013

	2013	2012
	\$	\$
Revenue from ordinary activities (Note 2)		2,557,220
Expenses from ordinary activities (Note 3)	2,358,173	2,592,380
		<u>2,599,241</u>
Net surplus/(deficit) for the year	199,047	
Retained surplus at beginning of year	1,065,495	(6,861)
		<u>1,072,356</u>
Retained surplus at end of year	<u><u>1,264,542</u></u>	

The accompanying notes form an integral part of these financial statements.
The accompanying notes form an integral part of these financial statements.

STATEMENT OF CHANGE IN MEMBERS' EQUITY FOR THE YEAR ENDING 30 JUNE 2013

	2013	2012
	\$	\$
Retained surplus at beginning of year	1,065,495	1,072,356
Net Surplus/ (Deficit) for the year	199,047	(6,861)
Retained surplus at end of year	<u><u>1,264,542</u></u>	<u><u>1,065,495</u></u>

**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2013**

	2013	2012
CURRENT ASSETS		
Cash & term deposits	1,941,589	1,402,349
Sundry debtors & prepayments	20,754	21,406
TOTAL CURRENT ASSETS	1,962,343	1,423,755
NON-CURRENT ASSETS		
Investments (Note 5)	10	10
Office equipment, furniture & motor vehicle (Note 6)	32,818	31,402
Leasehold building (Note 6)	342,215	350,911
TOTAL NON-CURRENT ASSETS	375,043	382,323
TOTAL ASSETS	2,337,386	1,806,078
CURRENT LIABILITIES		
Creditors & borrowings (Note 7)	683,080	366,477
Provisions (Note 8)	389,764	374,106
TOTAL CURRENT LIABILITIES	1,072,844	740,583
TOTAL LIABILITIES	1,072,844	740,583
NET ASSETS	1,264,542	1,065,495
MEMBERS' EQUITY		
Retained surplus (Note 9)	1,264,542	1,065,495
TOTAL MEMBERS' EQUITY	1,264,542	1,065,495

The accompanying notes form an integral part of these financial statements.



STATEMENT OF CASH FLOWS FOR THE YEAR ENDING JUNE 2013

	2013	2012
	\$	\$
Net surplus/(Deficit) for year	199,047	(6,861)
Add back non-cash charges		
Depreciation & amortisation	23,743	24,973
Provision for employee entitlements	15,658	52,379
	<hr/>	<hr/>
	238,448	70,491
(Increase)/Decrease in sundry debtors & prepayments	652	6,968
Increase/(Decrease) in creditors & borrowings	316,603	3,831
	<hr/>	<hr/>
Cash flow from operations	555,703	81,290
Purchase of plant items	(16,463)	(9,177)
	<hr/>	<hr/>
Increase/(Decrease) in cash flow for year	539,240	72,113
Cash at beginning of year	1,402,349	1,330,236
	<hr/>	<hr/>
Cash at end of year	1,941,589	1,402,349
	<hr/> <hr/>	<hr/> <hr/>



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDING 30 JUNE 2013

1. ACCOUNTING POLICIES

These financial statements are a special purpose financial report prepared for use by directors and members of the Co-operative.

The directors have determined that the Co-operative is not a reporting entity. The statements have been prepared in accordance with the following Australian Accounting Standards and other mandatory professional reporting requirements:

AASB 101: Presentation of Financial Statements

AASB 107: Statement of Cash Flows

AASB 108: Accounting Policies, Changes in Accounts, Estimates and Errors

AASB 1031: Materiality

No other applicable Accounting Standards or other mandatory professional reporting requirements have been intentionally applied.

The statements are prepared on an accrual basis. They are also based on historical costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets. The accounting policies are consistent with the previous period, unless otherwise stated.

Leasehold Property and Leasehold Commitment

The Co-operative's building at No.3 Addison Road Centre was constructed in the 2002/2003 financial year for a total cost of \$434,700. This investment is being amortised over 50 years corresponding with the existing head lessee's lease from the New South Wales Government. The annual amortisation charge is \$8,696.

A lease was executed between the head lessee The Addison Road Centre for Arts, Culture Community & Environment Ltd and the Co-operative for a term of 42 years, commencing from 27 January 2012 and expiring on 31 December 2053. The initial rent under the lease is \$18,135 per annum and is subject to annual CPI adjustments and rent reviews every 5 years.

2. REVENUES FROM ORDINARY ACTIVITIES

	2013	2012
	\$	\$
Grant income	2,478,842	2,482,415
Interest income	47,591	57,766
Other income	30,787	52,199
	<hr/> 2,557,220	<hr/> 2,592,380



3. EXPENSES FROM ORDINARY ACTIVITIES

	2013	2012
	\$	\$
Accounting services of contractor	20,142	25,065
Advertising & publicity	11,591	5,941
Amortisation of leasehold building	8,696	8,696
Audit fees	9,000	9,000
Bank fees	2,513	998
Bicultural conference costs	25,317	56,913
Consultancy	20,000	10,000
Depreciation	15,047	16,277
In-service training	61,474	67,552
Insurance	78,267	62,935
Membership & subscriptions	9,600	8,865
Motor vehicle & transportation	14,394	16,579
Occupancy	51,649	45,581
Postage	6,045	8,532
Printing & photocopying	33,015	33,499
Programme costs	61,506	38,157
Reference materials & resources	11,506	1,330
Repairs & IT expenses	12,868	34,397
Salaries & superannuation	1,282,159	1,302,071
Staff amenities & sundries	10,186	8,633
Stationery & supplies	4,839	5,445
Telephone & internet	28,803	26,122
Translations	10,525	1,919
Travel	59,761	75,770
Wages & superannuation-workers	509,270	728,964
	2,358,173	2,599,241

4. AUDITOR'S REMUNERATION

Remuneration of the auditor of the Co-operative

- Audit fees	9,000	9,000
- Other services	-	-

The current auditor Mr E.T. Conrick, Chartered Accountant has provided a declaration of his independence to the board of directors.

5. INVESTMENT

Share in Co-operative Society	10	10
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6. OFFICE EQUIPMENT & FURNITURE

	2013	2012
	\$	\$
Office equipment & furniture, at cost	261,950	245,487
Motor Vehicle , at cost	22,726	22,726
Less: Accumulated depreciation	(251,858)	(236,811)
	32,818	31,402
Leasehold Building, at cost	434,700	434,700
Less: Accumulated amortisation	(92,485)	(83,789)
	342,215	350,911



	375,033	382,313
7. CREDITORS & BORROWINGS		
Accrued expenses	74,424	86,487
Grants in arrears	-	(52,500)
Grants received in advance	495,187	221,933
Sundry creditors	113,469	110,557
	<u>683,080</u>	<u>366,477</u>
8. PROVISIONS		
Annual leave	212,425	203,568
Long service leave	177,339	170,538
	<u>389,764</u>	<u>374,106</u>
9. RETAINED SURPLUS		
Accumulated balance b/d	106,482	106,482
Project related- b/d	393,232	485,608
- current year	122,436	(92,376)
Unfunded-b/d	565,781	480,266
- current year	76,611	85,515
	<u>1,264,542</u>	<u>1,065,495</u>



INDEPENDENT AUDIT REPORT OF ETHNIC CHILD CARE, FAMILY & COMMUNITY SERVICES CO-OPERATIVE LIMITED

Scope

I have audited the financial report, being a special purpose financial report of the Ethnic Child Care, Family & Community Services Co-operative Limited (the Co-operative) for the year ended 30 June 2013 comprising the Directors' Declaration, Statements of Financial Performance, Financial Position, Changes in Equity and Cash Flows together with the accompanying Notes to the Financial Statements. The Co-operative's directors are responsible for the financial report and have determined that the accounting policies used are consistent with the financial reporting requirements of the Co-operative and are appropriate to meet the needs of the members. I have conducted an independent audit of this financial report in order to express an opinion on it to the members of the Co-operative. No opinion is expressed on whether the accounting policies used and described in Note 1 are appropriate to the needs of the members.

The financial report has been prepared for distribution to members. I disclaim any assumption of responsibility for any reliance on it to any person other than the members, or for any purpose other than that for which it was prepared.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and disclosures in the financial report 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 report is presented fairly in accordance with accounting policies described in Note 1 to the financial statements. These policies do not require the application of all accounting standards and other professional reporting requirements.

The audit opinion expressed hereunder has been formed on the above basis.

Audit Opinion

In my opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 to the financial statements, the financial position of the Co-operative as at 30 June 2013 and the results of its operations and cash flows for the year then ended.

Edward T. Conrick
Chartered Accountant
(Registered Company Auditor 4243)

Dated at Bondi Junction on
Second day of October 2013



Edward T. Conrick

CHARTERED ACCOUNTANT

P.O. BOX 1329, BONDI JUNCTION 2022
TEL/FAX: 02 9369 5718

The Directors
Ethnic Child Care, Family & Community Services
Co- operative Limited

I declare under Section 307C of the Corporations Act 2001 that there have been;

- (1) no contraventions of the auditor independence requirements of this Act in relation to the audit ; and
- (2) no contraventions of any applicable code of professional conduct in relation to the audit for the year ended 30 June 2013.

Yours faithfully,

Bondi Junction
2 October 2013



**ETHNIC CHILD CARE, FAMILY AND
COMMUNITY SERVICES CO-OPERATIVE LTD**

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