



Settlement Council of Australia

Annual Report 2013-2014

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The Settlement Council of Australia (SCOA)

The Settlement Council of Australia (SCOA) is the peak body representing over 80 settlement agencies across Australia. SCOA members include agencies with 3,500 staff, and 6,500 volunteers undertaking a wide range of settlement programs. SCOA works with our members to support settlement service delivery, to promote community harmony, social cohesion and strengthen multiculturalism.

SCOA operates under a strategic plan which identifies the key priorities as:

- Ensure effective consultation and engagement
- Represent the settlement sector
- Pursue an evidence base
- Provide leadership
- Improve governance

SCOA's goal is to help ensure the best possible settlement outcomes.

SCOA's vision is an equitable, respectful and inclusive Australia where effective settlement outcomes provide every opportunity to humanitarian entrants and migrants to fully participate in society and realise their full potential.

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CHAIRPERSON'S REPORT



Cedric Manen
Chairperson

I am pleased to present the Annual Report of the Settlement Council of Australia for 2013-2014. It has been a year of continued positive outcomes for SCOA, with strengthened engagement and increased representation of the sector in key areas. In a year characterised by machinery of government changes we were encouraged to see the Government's commitment to the important work we do through its budget commitment.

Governance

SCOA's membership of 80 agencies represents the vast majority of funded settlement activities within Australia. SCOA members are involved in supporting settlement in every major regional and metropolitan area, contributing to successful migration and humanitarian resettlement of approximately 200,000 people each year.

Over twenty eight consultations with SCOA members and settlement stakeholders occurred this year. These important discussions facilitated the development of SCOA advocacy platforms to members of Parliament and informed submissions to government.

SCOA works in partnership with a range of agencies to strengthen our advocacy approaches and to enhance the resilience of the sector.

National Policy and Service Development

SCOA has continued to lead policy and practice discussions at a national level, supporting both inter-sectoral dialogue and government policy agendas.

Policy areas of focus for this year have included:

- Settlement planning and settlement sector connectivity to government
- Employment participation and sustainability
- Access to affordable housing
- Funding for the sector

SCOA made formal submissions to the Department of Social Services and other government departments and bodies, including the:

- Migration Program for 2013-2014
- Senate Select Committee to the Inquiry into the Commission of Audit
- 2014-15 Federal Budget
- Racial Discrimination Act Reforms
- Settlement Grants Program submission to DSS
- Senate Inquiry into Affordable Housing
- Second National Action Plan
- Humanitarian Program for 2014-15

Representation

SCOA is involved in a range of direct meetings with government departments on a regular basis, providing forums for settlement sector policy priorities to be discussed. The quarterly meetings with key staff from the Department of Social Service are an invaluable forum to provide input on federal policies and programs as they are developed.

During the last year SCOA was represented on a wide range of committees and forums including:

- SBS Community Advisory Committee
- Australian Partnership of Religious

Organisations which represents national interfaith bodies working towards cultural and religious harmony and cohesion

- Multicultural Youth Advocacy Network (MYAN) Strategic Stakeholder Advisory Group
- National Youth settlement training unit project
- Centrelink National Multicultural Advisory Group (NMAG)

SCOA continues to hold regular meetings with peak agencies such as the Refugee Council of Australia (RCOA), the Federation of Ethnic Communities Councils of Australia (FECCA), the Migration Council of Australia (MCA) and the Australian Council of Social Services (ACOSS). Meetings provide an opportunity to share information about forthcoming activities, identify joint initiatives and collaborate on policy and advocacy issues in common.

Research and evidence base

Ensuring a strong evidence base has informed our planning for the next National Settlement Conference, which will build on the outcomes and recommendations of the very successful Second National Settlement Conference held in 2012.

SCOA is also focussing its attention on how to best utilise online technologies to promote sharing and information dissemination within the sector.

Leadership

SCOA has continued to foster leadership in best practice settlement service delivery through the National Settlement Service Standards project. Identifying practice benchmarks for effective settlement will ensure clients are provided with the best possible start to their new lives in Australia.

The SCOA CEO Think Tank series has continued to be popular with members. Topics covered during the year included:

- Engaging with Government
- Settlement stories in the media with SBS
- Impacts of the Federal Budget 2014-15

- UN Annual Tripartite Consultations on Resettlement

SCOA contributed to discussion at the international level through the Chair's participation at the United Nations Annual Tripartite Consultation on Resettlement in Geneva.

Acknowledgements

I wish to acknowledge SCOA members, the Executive Committee, National Office staff, SCOA interns and key stakeholders for their valuable contributions during the past year. SCOA particularly appreciates the support received in the last year from the Parliamentary Secretary Senator Concetta Fierravanti-Wells and her office.

I look back on the past four years as Chairperson with admiration for the untiring work that the sector undertakes. I thank you for allowing me to represent you, for your words of encouragement and support and I look forward to transitioning this knowledge to the incoming Chair. I would like to thank all members of the current Executive and those who have served over the past 4 years.

Signed,



Cedric Manen
SCOA Chair



Harmony Day - Iktumburwa Dance Group
Fairfield Migrant Resource Centre



SSI - Cultural Change Symposium



AMES - HSS SGP Forum



AMES - HSS SGP Forum



2014 Nowruz Festival - MRCSA

EXECUTIVE OFFICER'S REPORT



Sky de Jersey
Executive Officer

SCOA has taken an active leadership role in engaging with the machinery of government changes as settlement services moved from the Department of Immigration and Citizenship to the Department of Social Services during this year.

Our strong consultation focus continues to ensure effective representation at all levels of government.

Sector consultation and engagement

Engaging with the settlement sector through regular meetings and direct contact has been a highlight this year. Our national consultations have had increased participation.

In addition to the face to face national consultations conducted in each state, SCOA consulted on:

- National Standards Workshops
- Online research portal workshops
- Youth settlement framework
- Joint consultation with the Australian Local Government Association
- Regional resettlement arrangements

SCOA hosts a series of regular forums which provide input into policy discussions and help further develop the capacity of the settlement sector. The Settlement Policy Network, which SCOA co-hosts with the Refugee Council, continues to be a valuable forum to discuss refugee settlement policy and programs. This year meetings of this network focussed on:

- Advocacy priorities for the settlement sector under the new Government

- Local Government and Settlement
- Supporting Humanitarian Entrants with a Disability

Representation

Representation at SCOA takes a variety of forms, from direct regular engagement with government officials and parliamentarians, submissions to government and engagement with the media and other stakeholders.

To strengthen engagement with the media a new network for Media Officers working in member agencies was initiated this year.

SCOA staff participate in local interagency meetings in NSW, which provide insight into the local aspects of national policies and programs.

Research

The research agenda at SCOA has been further developed this year through our continuing Policy Practice Forum, which included presentations by academics on:

- Research indicators
- Collective impact
- Research development
- Internet research portals
- Outcomes in research

SCOA staff also participate in relevant conferences in the settlement and related sectors. During the year staff participated in or presented at:

- National forum on young people from refugee backgrounds (including participation on steering committee and chairing a session at the event)

- Racism and Women Symposium
- Collective Impact Conference
- FECCA conference, including presentation on settlement by SCOA EO and presentation by SCOA Chair
- Regional Development Symposium, including a presentation by SCOA MSO

SCOA's Intern Program provides in-depth work experience for interns who contribute to the research and policy development work of SCOA. During the year SCOA hosted Sam Burgio (BA student) from the University of Wollongong, Yaman Kutlu (MA student) from University of Sydney, and Brigid O'Bryan (MA student) also from University of Sydney.

Communication and collaboration

Communication with our members and stakeholders remains an important aspect of our work at SCOA. We have shared good news stories, case studies highlighting best practice and policy priorities with our members through regular emails and newsletters. Our website continues to be a strong tool used by the sector for sharing resources, reports and other information.

SCOA's partnership with SBS continues to develop and strengthen, forging connections between the settlement sector and the national broadcaster.

The SCOA newsletter "Settlement News" is produced bi-monthly. Different focus topics are chosen for each issue covering topical areas of relevance for the settlement sector. During this year the following subjects were covered in newsletters:

- Domestic Violence
- Election outcomes and their impact on the settlement sector
- 2013 Highlights
- Engagement and partnerships of the settlement sector with allied services
- Local Government
- Engaging with all levels of government

Management

The SCOA office is now staffed for the entire working week. Given SCOA has an equivalent of 1.6 full time employees we have achieved considerable outcomes for the sector.

The volunteer effort of Executive Committee members and SCOA representatives on steering committees for specific projects remains important for SCOA's work, adding needed capacity and experience to SCOA's projects, and is greatly appreciated.

Signed,



Sky de Jersey
SCOA Executive Officer



2014 Nowruz Festival - MRCSA



SCOA NSW State Consultation



SCOA NSW State Consultation



Babak at SSI Harmony Day



Multicultural Council of NT CEO Joe De Luca with SCOA intern Brigid O'Bryan

TREASURER'S & AUDITORS' REPORTS



Iktumburwa Dance Group
Harmony Day 2014, Fairfield MRC



Sudanese Dancers, Harmony Day 2014
Multicultural Community Services Central Australia



AMES - HSS SGP Forum



HSS Staff and Volunteers - Harmony Day 2014

I am pleased to present to you the financial statements of the SCOA for the financial year ended 30 June 2014. The financial statements as presented have been audited by DFK Laurence Varnay, our appointed auditors. A copy of their report is included in this Annual Report.

Total income for the year was \$197,195 an increase of \$11,665 over the previous year. This increase is attributable to the increases in the government grant SCOA receives and membership fees. DSS and members continue to be our major source of funds. We are extremely thankful for their continued support.

After meeting office and staff costs of \$212,918 (2013: \$200,156), SCOA achieved a loss of \$15,723 (2013: \$14,626 loss). Net equity (that is the surplus on hand after providing for future expenses is \$81,283 (2013: \$97,006) which in conjunction with budgeted funding is sufficient for the continuation of SCOA's current activities.

I would like to thank my fellow executive members for their significant 'in kind' support of SCOA.

Dewani Bakkum, SCOA Treasurer.

Settlement Council of Australia Incorporated
ABN 27 983 821 157

Income and Expenditure Statement
For the Year Ended 30 June 2014

| | 2014 \$ | 2013 \$ |
|--|----------------|----------------|
| Income | | |
| Government grant income | 155,292 | 141,607 |
| Memberships | 38,350 | 37,100 |
| Interest received | 3,392 | 2,323 |
| Other income | 161 | 4,500 |
| | <u>197,195</u> | <u>185,530</u> |
| Expenditure | | |
| Accounting and audit fees | 2,909 | 2,300 |
| Bank charges | 254 | 244 |
| Computer expenses | 2,883 | 2,978 |
| Conference/Seminar costs | 1,865 | 1,064 |
| Consulting and professional fees | 1,625 | 2,750 |
| Depreciation expense | 1,089 | 1,591 |
| Donations | 464 | 181 |
| Equipment < \$300 | 309 | 27 |
| Insurance | 4,382 | 4,414 |
| Leave pay provision charge | 1,353 | (1,315) |
| Memberships and Registrations | 901 | 1,496 |
| Meeting Expenses | 2,721 | 2,312 |
| Other operating expenses | - | 1,062 |
| Printing and stationery | 3,955 | 3,581 |
| Promotion | 1,536 | 2,735 |
| Rent, Rates and taxes | 16,538 | 16,538 |
| Wages and Salaries | 134,523 | 124,555 |
| Website maintenance | 90 | 300 |
| Staff amenities | 160 | 71 |
| Sundry expenses | 1,366 | 1,148 |
| Superannuation contributions | 12,303 | 11,039 |
| Telephone and fax | 3,630 | 3,838 |
| Training | 1,466 | 1,117 |
| Travel - domestic | 16,576 | 16,130 |
| | <u>212,918</u> | <u>200,156</u> |
| Net current year deficit | (15,723) | (14,626) |
| Retained surplus at the beginning of the financial year | 90,344 | 104,969 |
| Retained surplus at the end of the financial year | <u>74,621</u> | <u>90,343</u> |

The accompanying notes form part of these financial statements.

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Settlement Council of Australia Incorporated
ABN 27 983 821 157

Assets and liabilities statement
As At 30 June 2014

| | 2014 \$ | 2013 \$ |
|----------------------------------|----------------|----------------|
| ASSETS | | |
| CURRENT ASSETS | | |
| Cash and cash equivalents | 2 106,455 | 112,084 |
| Trade and other receivables | 3 5,871 | 1,817 |
| TOTAL CURRENT ASSETS | <u>112,326</u> | <u>113,901</u> |
| NON-CURRENT ASSETS | | |
| Plant and equipment | 4 - | 1,589 |
| TOTAL ASSETS | <u>112,326</u> | <u>115,490</u> |
| LIABILITIES | | |
| CURRENT LIABILITIES | | |
| Trade and other payables | 5 19,599 | 10,328 |
| Employee benefits | 6 9,459 | 8,106 |
| Deferred income | 7 1,985 | 50 |
| TOTAL CURRENT LIABILITIES | <u>31,043</u> | <u>18,484</u> |
| NET ASSETS | <u>81,283</u> | <u>97,006</u> |
| MEMBERS' FUND | | |
| General Fund | 6,662 | 6,662 |
| Retained surplus | 74,621 | 90,344 |
| TOTAL MEMBERS' FUND | <u>81,283</u> | <u>97,006</u> |

The accompanying notes form part of these financial statements.

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Settlement Council of Australia Incorporated

ABN 27 983 821 157

Notes to the Financial Statements

For the Year Ended 30 June 2014

1 Summary of Significant Accounting Policies

(a) Basis of Preparation

This financial report is a special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012. The committee has determined that the not-for-profit Association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

(b) Property, Plant and Equipment

Property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all property, plant and equipment is depreciated over the useful lives of the assets to the Association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The estimated useful lives used for each class of depreciable asset are shown below:

| Fixed asset class | Useful life |
|--------------------|-------------|
| Office Equipment | 5 years |
| Computer Equipment | 3 years |

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

When an assets is disposed, the gain or loss is calculated by comparing proceeds received with its carrying amount and is taken to profit or loss.

(c) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

(d) Employee benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Settlement Council of Australia Incorporated

ABN 27 983 821 157

Notes to the Financial Statements

For the Year Ended 30 June 2014

1 Summary of Significant Accounting Policies continued

(e) Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the Association during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount normally paid within 30 days of recognition of the liability.

(f) Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the entity and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Grant revenue

Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating. Grants relating to assets are credited to deferred income at fair value and are credited to income over the expected useful life of the asset on a straight-line basis.

Interest revenue

Interest is recognised using the effective interest method.

(g) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the assets and liabilities statement are shown inclusive of GST.

(h) Income Tax

The Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

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Settlement Council of Australia Incorporated

ABN 27 983 821 157

Notes to the Financial Statements

For the Year Ended 30 June 2014

2 Cash and cash equivalents

| | 2014 | 2013 |
|--------------------------|----------------|----------------|
| | \$ | \$ |
| Cash at bank and in hand | 51,548 | 32,084 |
| Short-term bank deposits | 54,907 | 80,000 |
| | <u>106,455</u> | <u>112,084</u> |

3 Trade and other receivables

| | 2014 | 2013 |
|-------------------|--------------|--------------|
| CURRENT | | |
| Trade receivables | 5,821 | 1,767 |
| Other receivables | 50 | 50 |
| | <u>5,871</u> | <u>1,817</u> |

4 Property, plant and equipment

| | 2014 | 2013 |
|--------------------------|----------|--------------|
| PLANT AND EQUIPMENT | | |
| Office equipment | | |
| At cost | 9,178 | 9,678 |
| Accumulated depreciation | (9,178) | (8,089) |
| | <u>-</u> | <u>1,589</u> |

5 Trade and other payables

| | 2014 | 2013 |
|--------------------------------------|---------------|---------------|
| CURRENT | | |
| Trade payables | 4,888 | 486 |
| GST payable | 3,466 | 2,030 |
| Sundry payables and accrued expenses | 5,095 | 2,200 |
| PAYG Withholding Tax Payable | 6,150 | 5,612 |
| | <u>19,599</u> | <u>10,328</u> |

6 Employee Benefits

| | 2014 | 2013 |
|---------------------------------|--------------|--------------|
| CURRENT | | |
| Provision for employee benefits | 9,459 | 8,106 |
| | <u>9,459</u> | <u>8,106</u> |

7 Deferred Income

| | 2014 | 2013 |
|----------------------------------|--------------|-----------|
| Prepaid Training and Memberships | 1,985 | 50 |
| | <u>1,985</u> | <u>50</u> |

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Settlement Council of Australia Incorporated
ABN 27 983 821 157

Notes to the Financial Statements
For the Year Ended 30 June 2014

8 Association Details

The registered office of the company is:
Settlement Council of Australia Incorporated
Suite 333, 410 Elizabeth Street
Surry Hills NSW 2010

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Settlement Council of Australia Incorporated
ABN 27 983 821 157

Statement by Members of the Committee

In our opinion:

1. the accompanying financial report as set out on pages 1 to 6, being a special purpose financial statement, is drawn up so as to present fairly the state of affairs of the Association as at 30 June 2014 and the results of the Association for the year ended on that date;
2. the financial statements of the Association have been properly prepared and are in accordance with the books of account of the Association;
3. there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:

Chairperson 
Cadric Mason

Treasurer 
Devan Baskin

Dated this Sixth day of November, 2014

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Settlement Council of Australia Incorporated

ABN 27 983 821 157

Independent Audit Report to the members of Settlement Council of Australia Incorporated

Report on the Financial Report

We have audited the accompanying financial report being a special purpose financial report, of Settlement Council of Australia Incorporated, which comprises the assets and liabilities statement as at 30 June 2014, the income and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of Settlement Council of Australia Incorporated is responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the Associations Incorporation Reform Act 2012 and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Settlement Council of Australia Incorporated

ABN 27 983 821 157

Independent Audit Report to the members of Settlement Council of Australia Incorporated

Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Settlement Council of Australia Incorporated as at 30 June 2014, and its financial performance for the year then ended in accordance with Australian Accounting Standards and Associations Incorporation Reform Act 2012.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist Settlement Council of Australia Incorporated to meet the requirements to the Associations Incorporation Reform Act 2012. As a result, the financial report may not be suitable for another purpose.

DFK Laurence Varnay

A handwritten signature in black ink, appearing to read 'Colin Grady', is written over a horizontal line.

Colin Grady
Partner

Level 12, 222 Pitt Street, SYDNEY NSW 2000

6 November 2014

We make it happen!

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PEOPLE OF SCOA



Chair (Tasmania)

Cedric Manen

CEO, Migrant Resource Centre (Southern Tasmania) Inc

Cedric has been the Chief Executive Officer of the Migrant Resource Centre (Southern Tasmania) Inc since April 2007, working with refugees and migrants in the areas of settlement, aged care, employment, youth and community development. Cedric has significant experience in corporate development across a range of sectors in a career spanning five continents.

Cedric has completed post graduate studies at London Business School, undergraduate studies at Newcastle University, NSW and Sydney University of Technology, NSW.

From 2008-2011 Cedric held the position of Chairperson of the Mental Health Council of Tasmania, the state peak body representing the mental health sector. Cedric has been on the SCOA Executive Committee since 2008 and held the position of Treasurer for two years before being elected as the Chairperson in 2010.

Cedric was awarded the 2010 Tasmanian Public and Community Sector Manager of the Year Award at the Tasmanian Business Leader Awards in recognition of his community sector management achievements. Cedric is one of nine Australians on the SBS Community Advisory Committee and for the past three years has represented Australia at the United Nations High Commission for Refugees Annual Tripartite Consultation on Refugees in Geneva.



Deputy Chair (SA)

Eugenia Tsoulis

CEO, Migrant Resource Centre South Australia

Eugenia is currently the Chief Executive Officer of the Migrant Resource Centre of SA (MRCSA) which is responsible for the delivery of state wide humanitarian settlement and community development and engagement services.

Her previous work experience has been in policy, research, service development and management in mental health services, industrial relations, education and the arts.

Eugenia was co-founder of the Settlement Council of Australia (SCoA) and is the current Deputy Chair. She is a member of the Australian Partners of Religious Organisations (APRO), SA Settlement Planning Committee and other national and state committees.

She has a Bachelor of Education and Master of Arts from the University of South Australia and Flinders University. She was awarded the order of Australia in 1994 for services to multiculturalism and the arts, the ZONTA Women of the Year Award in 2007 and the Governor's Multicultural Award for Individual Achiever of the Year 2012.



Treasurer (ACT)

Dewani Bakkum

CEO, Migrant & Refugee Settlement Services of the ACT

Dewani migrated to Sydney, Australia from Fiji in 1982, and moved to Canberra in 1995. Dewani joined the Fiji Australia Association (FAA) in 1998, where she served as Secretary, Vice-President, and President.

Dewani has been a member of the ACT Chief Minister's Advisory Committee to the Office of Fair Trading for six years. She is also a past board member of the Migrant Resource Centre of Canberra and Queanbeyan, where she served in the roles of Secretary, Deputy Chair, and Chair of the board.

Dewani was awarded the FECCA Multicultural Award and the ACT International Women's Award for Multiculturalism in 2008.

Currently, Dewani is employed as the CEO for the Migrant and Refugee Settlement Services of the ACT (formerly the Migrant Resource Centre), and serves on the board of the Settlement Council of Australia. Her passion is serving the disadvantaged communities especially supporting the migrant and refugee women to establish a better life in ACT.



Secretary (WA)

Michael O'Hara

Director, Metropolitan Migrant Resource Centre WA

Michael is the Director of the Metropolitan Migrant Resource Centre Inc. Western Australia and has held this position since 2006. Michael was a member of Multicultural Advisory Group to the Minister for Citizenship and Multicultural Interests until 2012. He currently holds the Secretary position with SCOA.

Michael has previously worked with Anglicare WA, Marriage Guidance NSW, Family Court and Adventure West. He is the author of fiction titles, *The Blue Feather*, 1997; *The Island*, 1996 and *The Millstone*, 1999.

Michael's qualifications include a bachelor of Social Work and Graduate Certificate in Professional Writing. Michael is also an Associate Fellow of the Australian Institute of Management (AFAIM).



Deputy Secretary (NSW)

Violet Roumeliotis

CEO, Settlement Services International

Violet Roumeliotis has a Bachelor of Arts Degree majoring in Sociology and History from UNSW and has a Masters in Management from UTS. She is also an accredited mediator. Violet has an extensive background in advocating for and developing services for vulnerable and at risk communities and individuals with more than thirty years' involvement, in both a professional and voluntary capacity, in human resource and project management. In particular, she has developed specialized knowledge and skills in working with people of a non-English speaking backgrounds and culturally diverse communities, refugees and humanitarian entrants, families in crisis, and women and children at risk.

Her special area of expertise is in the non-government sector and including building the capacity of small and emerging communities, leadership skills development, women at risk, prisoners, youth mentoring, and cultural diversity training.

She is a past President of the NSW Immigrant Women's Speak out and Sydney Rape Crisis Centre, a past Director of the South East Sydney Area Health Board, Chair of South West Sydney Legal Centre and immediate past President of Settlement Services International and sits on the Connect Australia Foundation Board. Violet is also a Board member of the Sydney Alliance and a member of its Leaders Council. She is the CEO of SSI.



Member for Queensland

Kerrin Benson

CEO, MDA Ltd

Since graduating as a social worker from the University of Queensland, Kerrin Benson has worked in child protection, domestic violence intervention, community development and housing. Kerrin developed her passion for the refugee sector while working in London and she joined the Multicultural Development Association as CEO in 2004. Kerrin is a member of the Minister's Council on Asylum Seekers and Detention, the Brisbane City Council (BCC) Inclusive Brisbane Board, and has previously been a member of the Public Library Advisory Group and the Department of Immigration and Border Protection's Community Reference Group.

Over the last decade, Kerrin has guided MDA into an organisation employing over 250 staff and supporting over 3,000 clients annually. Kerrin is particularly proud of MDA's regional expansion throughout Queensland, the establishment of the Brisbane Multicultural Centre in partnership with BCC, and the growth of MDA's flagship events, the World Refugee Day Community Festival and Luminous Lantern Parade Welcome to Queensland, which now feature as major highlights on the national multicultural calendar.

Kerrin sees MDA's continued focus as creating a welcoming and strong Queensland through the celebration of our diversity; the pursuit of economic participation for all, including our newest arrivals; and an emphasis on social participation in the pursuit of an inclusive, cohesive and productive future for all Australians.



Member for Victoria

Michael Martinez

CEO, Diversitat, Geelong Ethnic Communities Council

Michael Martinez is the CEO of Diversitat (appointed 2005). Diversitat represents 42 ethnic communities in the Greater Geelong Region and has over 35 years of history in advocating and delivering services to migrant communities including refugees.

Michael's organisation manages a broad range of programs: refugee settlement including HSS, SGP and AMEP, with an extensive range of additional programs such as employment services, education and training, community enterprises, Radio and TV, Pako Festa and events, Aged care, Youth programs and more.

Diversitat is a regional provider with full and part time staff of over 150, 140 sessional trainers and 600 volunteers operating across seven sites.

Diversitat has won a Migration Council of Australia award, the Northern Community Hub was named the nation's best example of settlement innovation.

Michael has worked in the community sector since 1985 and has been with Diversitat since 1994.



Member for Victoria

Rosemary Kelada

CEO, Spectrum Migrant Resource Centre

Rosemary is the CEO of Spectrum Migrant Resource Centre. Rosemary was formerly Finance and Corporate Services Manager and has held many positions at Spectrum since 1993, working with migrants, refugees, aged care, disability, employment and youth development in community sector.

Rosemary is passionate about ensuring Spectrum continues to make a difference in the lives of migrants and refugees and dedicates boundless energy in achieving this with her Board, Executive Management Team and dedicated staff.

During her 27 years of professional working life, she has held various roles in both the community and private sector. She has a Master of Business (Accounting) and is a registered Migration Agent.



Member for Northern Territory

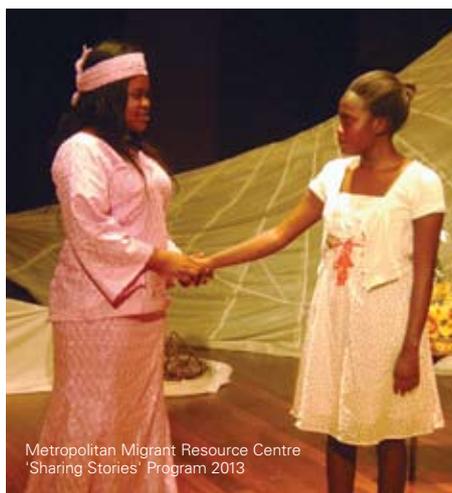
Joe De Luca

CEO, Multicultural Council of Northern Territory

Joe is currently the Chief Executive Officer of the Multicultural Council of the NT Inc (MCNT). As a Certified Practising Accountant (FCPA) Joe has worked in both the NT Government and Commonwealth Government in a range of senior management positions for over 36 years in the NT. Joe was involved with internal and external audit delivery and was with the Office of the Auditor-General for some 8 years. Joe is passionate about promoting, preserving and maintaining cultural identity, language and heritage, having been a community radio broadcaster and an in-house trainer for over 25 years. Joe is also a strong advocate for the Ethnic Community and promotes Territory issues on a national level at both the Federation of Ethnic Council of Australia (FECCA) and the National Ethnic Multicultural Broadcasters' Council (NEMBC). Joe is currently the Treasurer of the NEMBC, and the Registrar of the NT Justices' of the Peace Association. Joe is also on the Board of several community organisations as well as the Community Media Training Organisation and the Settlement Council of Australia. Joe has assisted a variety of migrant and refugee families either as a volunteer or in official roles whilst serving in ethnic organisations for some 50 years in the NT. More recently as the CEO of the MCNT, Joe has supervised a range of programs that focussed on persons in detention as well as refugee and migrant families settling in Australia.



Communicare - Opening of Grosnell accommodation lodge, August 2013



Metropolitan Migrant Resource Centre 'Sharing Stories' Program 2013



Member for New South Wales

Clement Meru

Manager Fairfield Migrant Resource Centre

Clement Meru comes from the Republic of South Sudan and settled in Australia in 2003. He has been with Cabramatta Community Centre since 2004. He currently holds the position of Manager of the Fairfield Migrant Resource Centre.

Prior to his current role Clement served as the Service Manager at Fairfield Migrant Resource Centre. Clement has served in various positions in the Centre over the past 10 years, supporting newly arrived refugee and migrant communities settle in Western Sydney.

Prior to moving to Australia Clement's passion to support individuals seeking a new life in other countries led him to teaching English in Cairo to refugees and asylum seekers from the Horn of Africa. He has extensive knowledge and experience in supporting communities in establishing structures to support their settlement in Australia. He has served on boards on a number of community organisations and committees in New South Wales including the Community Relations Commission of New South Wales' Regional Advisory Council (Macarthur-Liverpool). He was a founding member of the African Workers Network (AWN) NSW in 2005.

Clement has qualifications in welfare and community sector management.



Harmony Day
Migrant Resource Centre South Australia



Executive Officer

Sky de Jersey

Sky spent 5 years working with recently arrived refugees for the St Vincent de Paul Society, first managing direct settlement services, and then coordinating all migrant and refugee activities for the St Vincent de Paul Society in NSW. This role included membership on the Refugee Council Board, a position Sky retained while shifting sectors, spending time working in international development and intellectual disability. Spending 9 years as a teenager in Africa shaped Sky's engagement with the world, leading her to study anthropology and philosophy, culminating in a Masters in Applied Anthropology and Development Studies at Macquarie University. Sky completed the Benevolent Society Sydney Leadership program in 2008.



Harmony Day
Migrant Resource Centre Southern Tasmania



Membership Services Officer

Kat O'Neill

Kat joined SCOA in 2013 as the Membership Services Officer. She has a Master of Social Science from the University of New South Wales. During her studies she fostered a passion for settlement issues and gained insight into the settlement sector undertaking research for a state Member of Parliament and volunteering for an after school program tutoring refugee children.

Kat moved to Sydney in 2005 and completed a Master of Urban and Regional Planning and Graduate Diploma in Environmental Management from the University of Sydney. She has worked as a planner for local and state government and a private consultancy in a range of roles including strategic and social planning.

Kat also has a Bachelor of Science and began her career in the U.S. working on environmental and social justice issues. She has experience working for state and federal government agencies and not-for-profits including a community health centre and community gardens.

Interns

SCOA would like to acknowledge the significant contribution of interns to our work, and thank our interns for their support and hard work.

During 2013-14 SCOA has hosted as interns:

Brigid O'Bryan

Jessica Collins

Yaman Kutlu

SCOA MEMBER ORGANISATIONS

| | | |
|--|---|---|
| Access Community Services Ltd | Illawarra Multicultural Services | Multicultural Families Organisation Inc |
| African Community Council of NT | Ishar Multicultural Womens Health Centre | Multicultural Youth Link SA |
| African Communities Council of South Australia | Islamic Women's Association of Queensland Inc | Multicultural Services Centre of WA |
| AMES | Life without Barriers | Multicultural Youth Advocacy Network |
| Anglicare NT | Limestone Coast Migrant Resource Centre | Multicultural Youth South Australia Inc |
| Anglicare SA | Liverpool Migrant Resource Centre | Multilink Community Services Inc |
| Assyrian Australian Association | Lutheran Community Care | Murray Valley Sanctuary Refugee Group Inc |
| Anglicare Sydney | Macarthur Diversity Services Inc | Murraylands Multicultural Network |
| Auburn Diversity Services | MDA Ltd | Muslim Women's Association of SA Inc |
| Australian Asian Association of WA Inc | Melaleuca Refugee Centre | Navitas |
| Australian Muslim Womens Centre | Mercy Community Services | New Hope Foundation Inc |
| Ballarat community health | Metro Migrant Resource Centre | Northern Area AMEP (NMIT) |
| Brotherhood of St Laurence | Metropolitan Migrant Resource Centre | Northern Area Migrant Resource Centre |
| Catholic Care | Middle Eastern Communities Council of SA | Northern Settlement Services |
| Centacare Cairns | Migrant and Refugee Settlement Services of ACT | Occupational Opportunities for Refugees & Asylum Seekers Inc. |
| Centacare South West NSW | Migrant Informat. Centre (East Melb) | Settlement Services International |
| Centacare Tasmania | Migrant Resource Centre Northern Tas | Spectrum Migrant Resource Centre |
| Centacare Toowoomba | Migrant Resource Centre North West Region Inc | Springvale Community Aid and Advice Bureau |
| Centre for Refugee Research | Migrant Resource Centre of South Australia | St George Migrant Resource Centre |
| Communicare | Migrant Resource Centre (Southern Tas) | St Vincent de Paul Society (QLD) |
| Community Migrant Resource Centre | Mount Druitt Community Agency | St Vincent de Paul Society (NSW) |
| Diversitat -Geelong ECC | Multicultural Community Services of Central Australia | Sydney Multicultural Community Services |
| Edmund Rice Centre | Multicultural Council of the NT | SydWest Multicultural Services Inc |
| Ethnic Communities Council of Qld | Multicultural Council of Wagga Wagga | TAFE SA |
| Fairfield Migrant Resource Centre | | Townsville Multicultural Support Group |
| Fremantle Multicultural Centre | | Welcome to Australia |
| Gippsland Multicultural Services | | Woden Community Services Inc |
| Horn of Africa Relief and Development Agency | | |



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