

Settlement  
Council  
of Australia

SC  
COA

ANNUAL REPORT 2015-16



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COVER: Loddon Campaspe Multicultural Services - Employment Program participant at her first day of work, in her first job in Australia



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# THE SETTLEMENT COUNCIL OF AUSTRALIA

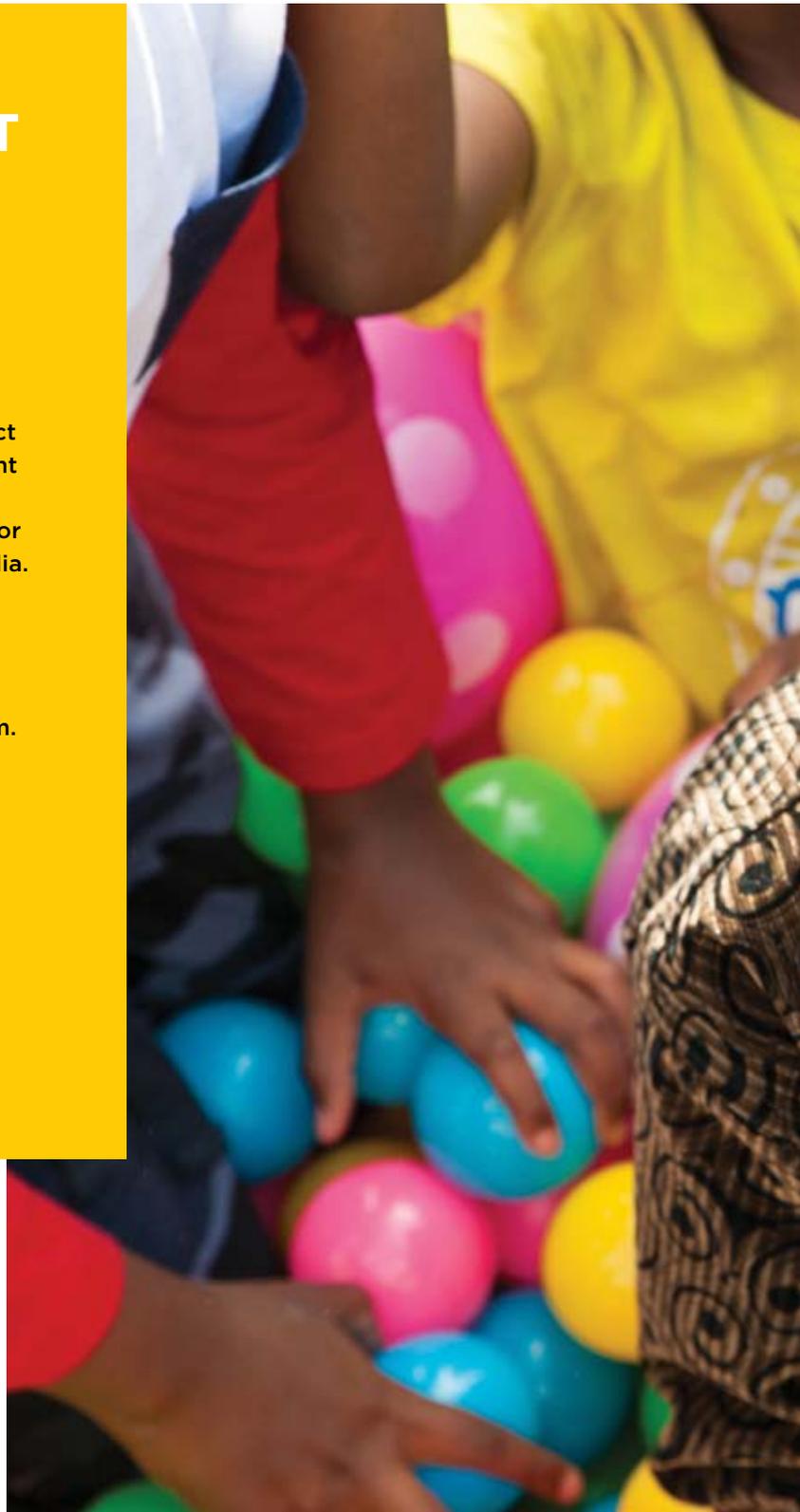
The Settlement Council of Australia (SCoA) is the national peak body for settlement. We represent settlement agencies across Australia providing direct services to people of refugee and migrant backgrounds. Our goal is to help ensure the best possible settlement outcomes for migrants and refugees settling in Australia.

SCoA works with our members to support settlement service delivery, to promote community harmony, social cohesion and strengthen multiculturalism. We provide a credible and informed source of knowledge and advice on migrant and refugee settlement issues, settlement planning, service delivery and related policy and program matters. SCoA undertakes lobbying and advocacy activities to influence a range of government departments for more effective settlement policy and services.

## OUR

## VISION

**An equitable, respectful and inclusive Australia where effective settlement outcomes provide every opportunity to fully participate in society.**





# OUR VALUES

The Settlement Council of Australia's work is based on human rights, under which other values are subsets, including:

- › multicultural democracy
- › access and equity
- › social justice and social inclusion,
- › a focus on quality services which are supported by standards that have a continuous improvement orientation, and
- › transparent, accountable, respectful and client-centred governance and focus.

# CHAIR'S REPORT

Around the world it has been a challenging year for the settlement of refugees with an unprecedented 65.3 million people displaced from their homes; the Syrian crisis alone resulting in 4.9 million displaced people.

Given the need for action to address this unparalleled crisis, SCoA welcomed the Government's announcement to increase its humanitarian intake by 12,000 places for Syrian and Iraqi refugees, and continues to put forward the demonstrated capacity and expertise of its membership to manage increased humanitarian numbers.

Throughout this year SCoA's work has aimed to highlight the positive influences that people from refugee backgrounds and migrants make to Australia's multicultural heritage and how settlement agencies assist to nurture their positive social, civic, political and economic contributions. We have shared our member's stories widely through our interactions with Government, at interagency meetings and other key forums, in our e-newsletter, on social media and in our submissions.

***Key achievements by SCoA in the last financial year include:***

#### **Launch of the National Settlement Services Outcomes Standards (NSSOS):**

SCoA is proud to have launched NSSOS, which is the culmination of extensive work conducted by SCoA over the past few years. The NSSOS are guidelines for best practice in the settlement of refugees in Australia. The Department of Social Services has provided funding to SCoA to roll-out the standards across the country, and this implementation process has already begun. The standards are publically available at: <http://www.SCoA.org.au/resources>

#### **SCoA Triennial International Settlement Conference:**

SCoA held its first international (and third triennial) conference this year in Melbourne, drawing a record attendance throughout the three days. Domestic and international settlement policymakers and practitioners turned out to discuss the future of Australia's refugee settlement policies and practices and hear from eminent speakers from around the world. Further details on the conference program can be found at: [www.scoa.org.au/LiteratureRetrieve.aspx?ID=194948](http://www.scoa.org.au/LiteratureRetrieve.aspx?ID=194948)

#### **UNHCR NGO Consultations and Annual Tripartite Consultations on Resettlement (ATCR) in Geneva:**

I was honoured to represent SCoA in June of this year at the ATCR held in Geneva. The ATCR aims to forge collaborative approaches to global resettlement. This year's NGO consultations focused on the theme of 'youth' with almost 600 NGO representatives from 87 countries around the world. Attending the consultations enables a greater and more detailed understanding of the global resettlement context in which Australia's resettlement policies and programs operate.

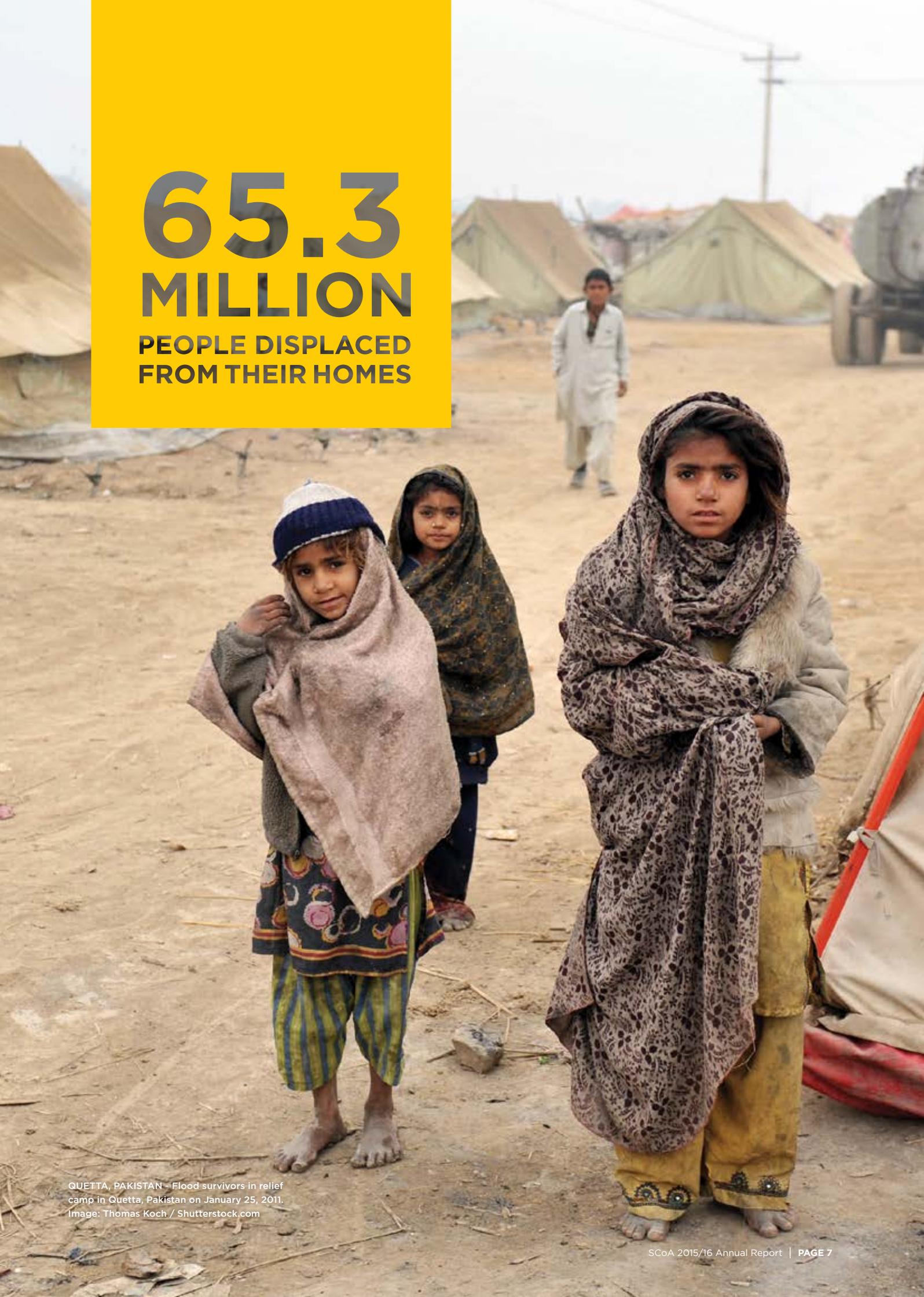
I want to thank the SCoA Executive Committee, and all of our members for another exciting and productive year, and look forward to 2016-17.

Dewani Bakkum  
**Chairperson, Settlement  
Council of Australia**



# 65.3 MILLION

PEOPLE DISPLACED  
FROM THEIR HOMES



QUETTA, PAKISTAN - Flood survivors in relief camp in Quetta, Pakistan on January 25, 2011. Image: Thomas Koch / Shutterstock.com

# CEO

# REPORT

The past year has been marked with many significant achievements for SCoA – and indeed a lot of change.

Throughout 2015-16, SCoA has experienced an important period of transition and organisational renewal. We have opened a new and larger National Office in Canberra; employed a full-time CEO; and commenced recruitment of a new Canberra based team.

These changes have enabled us to take stock and refocus the strategies and approaches to the work we do. They are all designed to ensure that SCoA is in the best position possible to successfully represent and serve our members and to help ensure the best possible settlement outcomes for migrants and refugees settling in Australia.

I would like to thank our members for their patience throughout this transition and am confident that you will see the benefits throughout 2016-17.

As all of our members would be aware, a number of significant events unfolded in 2015-16. These included the increase in the humanitarian intake of Syrian and Iraqi refugees; the Federal Government review of the HSS and CCS programmes; and heightened public debate on issues of multiculturalism and settlement in the wake of the Federal election.

In the midst of these challenges and opportunities, SCoA has pursued a strong and active agenda of advocacy, innovation and collaboration.

Based on our consultations with the sector, we have presented a unified position on key issues such as employment, family violence, and regional settlement. We have also ensured that the voice of the sector is heard in the ongoing review of the HSS and CCS programmes.



Over the past year, SCoA has continued to shine the light on the achievements of the sector, while encouraging innovation and quality services. After four years in development, SCoA officially launched the National Settlement Services Outcomes Standards (NSSOS) in May 2016.

These standards provide the first comprehensive National guideline to what a best practice settlement sector in Australia looks like and send a clear signal that our sector is one that is focused on quality service provision, continuous improvement and successful settlement outcomes.

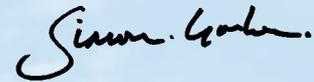
One of the main roles of SCoA is to help bring the sector together and foster greater collaboration. This spirit of working together was on display at forums held throughout the year, culminating in our Triennial International Settlement Conference, held in Melbourne in May 2016.

Over 3 days, record numbers of domestic and international settlement policymakers and practitioners turned out to discuss the future of Australia's refugee settlement policies and practices and hear from eminent speakers from around the world.

The conference demonstrated the talent, energy, and commitment of the settlement sector – values, which I believe will see the sector go from strength to strength over the coming years.

In closing I would like to say that it is a privilege to represent the settlement sector and to head up a purpose driven organisation that mirrors my own values. It is with a great optimism that I look forward to 2016-17 and ensuring that SCoA continues to meet the needs of our 85 members across Australia.

**SCoA CEO**  
*Simon Gordon*



# 2015/16 KEY ACHIEVEMENTS

## COLLABORATION

- **2016 Triennial and International Conference Settlement and Citizenship in Civil Society**
- **Policy Practice Forum**  
Assessing the impact of post-migration lifestyle changes on migrant settlement trajectories
- **HSS Providers Forum**  
Reviewing the report evaluating Humanitarian Settlement Services Complex Case Support
- **CEO Think Tank**  
Australian National Research Office for Women's Safety Diversity Data Project
- **Settlement Policy Network**  
The role of refugee community organisations in supporting the settlement of refugee and humanitarian entrants
- **Settlement Policy Network**  
Telling Positive Stories to build a case for a bigger resettlement program
- **Settlement Policy Network**  
Jobactive
- **Settlement Policy Network**  
Disability and NDIS
- **White Ribbon partnership**
- **Lifeline DV Alert partnership**

## REPRESENTATION

- **UNHCR Annual Tripartite Consultations on Resettlement**
- **UNHCR NGO Consultations**
- **DSS Community Services Advisory Group**
- **DHS National Multicultural Advisory Group**
- **White Ribbon CALD Reference Group**
- **Good Pitch's Constance on the Edge documentary**  
Social Impact Reference Group

## ADVOCACY

- **Submission to the following inquiries:**
  - > Australian Government's National Consultation on Citizenship
  - > Australia's Migration Programme 2016-17
  - > Australia's Humanitarian Programme 2016-17
  - > Fair Work Amendment (Protecting Australian Workers) Bill 2016
  - > 66th UNHCR Executive Committee meeting
  - > DIBP Community Support Programme
  - > Productivity Commission's Inquiry into Australia's Migrant Intake
- **Regular meetings with Federal Members of Parliament**



## **CONSULTATION**

- Community Support Programme
- Australia's Migration Programme 2016-17
- Australia's Humanitarian Programme 2016-17
- SCoA's National Settlement Services Outcomes Standards
- National Member consultation May 2016

## **CAPABILITY**

- Launch of National Settlement Services Outcomes Standards
- Collective Impact training
- Navigating Government training

# HIGHLIGHTS OF 2015-16

## 2016 SCoA TRIENNIAL AND INTERNATIONAL CONFERENCE

SCoA held its Triennial and International Settlement Conference in Melbourne in May 2016. The Conference drew record attendance throughout the three days with close to 600 participants involved.

Domestic and international settlement policymakers and practitioners turned out to discuss the future of Australia's refugee settlement policies and practices and hear from eminent speakers from around the world.

## LAUNCH OF THE NATIONAL SETTLEMENT SERVICES OUTCOMES STANDARDS (NSSOS)

The National Settlement Services Outcomes Standards (NSSOS) were officially launched on 5 May 2016. The NSSOS are a set of best practice benchmark standards for services providers working to successfully settle people of refugee backgrounds in Australia.

They were developed in partnership with the settlement sector and the Australian Government and are informed by a significant consultation and research process undertaken over a number of years.



SCoA Conference participants



SCoA Conference delegates welcome dinner



Con Pagonis - former Multicultural Advisor - MAV



SCoA Conference dinner - Karen Cultural Group



They aim to ensure provision of consistent, best practice, people-centred and outcomes focused settlement services in nine priority areas:

1 EDUCATION AND TRAINING

2 EMPLOYMENT

3 HEALTH AND WELLBEING

4 HOUSING

5 LANGUAGE SERVICES

6 TRANSPORT

7 CIVIC PARTICIPATION

8 FAMILY AND SOCIAL SUPPORT

9 JUSTICE

The Department of Social Services has supported SCoA to build awareness and understanding of the NSSOS and facilitate collaboration and sharing of best-practice initiatives in the settlement sector in 2016-17.



L to R: Simon Gordon - SCoA CEO, Dewani Bakkum - SCoA Chair, Denise Earnshaw - Director of Settlement Stakeholder Engagement, Section Settlement Policy Branch Department of Social Services and Eugenia Tsoulis - SCoA Deputy Chair



L to R: Dr Sev Ozdowski, Australian Multicultural Council, Parsu Sharma-Luitl, JP - Chair, APRRN and The Hon Craig Laundy MP



L to R: Bortier Okoe, Professor Andrew Jakubowicz, Professor of Sociology, University of Technology, Sydney and Gail Ker, OAM, CEO, Access Community Services

# PEOPLE OF SCoA



Chair (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 five 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 she serves as Chair of the board of SCoA.



Deputy Chair (SA)  
**Eugenia Tsoulis**  
Chief Executive Officer,  
MRC South Australia

Eugenia's work spans a number of decades in multicultural policy development, education, mental health, the arts and industrial relations. She is currently the Chief Executive Officer of the Migrant Resource Centre of South Australia (MRCSA) which is responsible for the delivery of state wide on-arrival and general humanitarian settlement and community engagement services.

Her previous work history includes mental health practitioner, senior student counsellor, multicultural curriculum development consultant for the three South Australian universities and co-writer of the SA University Nursing Award, National Director for the Arts for a Multicultural Australia Bicentennial Project, and convenor of the first national conference, Towards Cultural Democracy in the Arts. She was Director of the Migrant Workers

Centre and Research Consultant for the former Office of Multicultural Affairs, Department of the Prime Minister and Cabinet.

Eugenia's published research includes Migrant Workers and the Vehicle Building Industry, Migrant Women, Training and Employment, Managing Cultural Diversity in the Workplace, Migrant Women and Participation in South Australia and I don't Dream in English - Migrant artists and Community Arts. Eugenia was a co-founder of the Settlement Council of Australia (SCoA).

Her memberships include the Australian Partners of Religious Organisations (APRO) and the SA Settlement Planning Committee. 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 and the ZONTA Woman of the Year Award in 2007.

Eugenia is a published author and printmaker and is represented in various publications and in art galleries in Australia and overseas. Her passion is to advance human rights and access and equity for all Australians through the development of an Australian multicultural society.



Treasurer (NT)  
**Joe De Luca**  
CEO, Multicultural  
Council of NT

Joe is currently the Chief Executive Officer of the Multicultural Council of the NT Inc. 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 35 years in the NT. Whilst with the Commonwealth, Joe devoted some seven years with the then Aboriginal and Torres Strait Islander Commission focussing on quality assurance, project management, audit supervision and Ministerial reporting.

Subsequent periods were devoted to helping establish and monitor Aboriginal Community Controlled health services throughout the NT as well as project management of Indigenous health programs. Joe also spent four years with program delivery of Indigenous Art, Broadcasting, Language, Culture and Sports programs. When with the NT Government, Joe was involved with internal and external audit delivery and was with the Office of the Auditor-General for eight 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.



Member for (VIC)  
**Denise Goldfinch**  
 Secretary & Public Officer -  
 Executive Member VIC  
 Interim CEO, Springvale  
 Community Aid and  
 Advice Bureau

Denise has been working in senior management roles across the community sector since 2005. With backgrounds in community development and marketing, Denise's passion for supporting migrant and refugee communities to reach their full and equitable potential has been a driving force throughout her career.

Denise has developed and delivered a wide range of innovative settlement services and community education programs with adult, youth and ageing communities across the north, west and south east of Melbourne. She has also developed and delivered cultural competency training programs across government, private and community sectors around Australia. She is a long term, active and committed member of SCoA, contributing her knowledge and experience wherever possible to ensure the sector thrives and continues to meet the changing needs of Victoria's diverse communities.

A former Chair and Director of women's health, human rights, drug and alcohol, education and cultural diversity organisations, Denise is currently the Interim Chief Executive Officer at Springvale Community Aid and Advice Bureau in Melbourne's south east.



Member for NSW  
**Lulu Tantos**  
 CEO, Northern Settlement  
 Services Ltd

Born, bred and educated in Newcastle Lulu's interest in Multicultural Affairs stems from her parents' migration to Australia in the late 1950's and the lack of services available to newly arrived migrants. The issues they encountered have helped influence the person she is today.

Lulu has been actively involved with the settlement of migrants and refugees into the Hunter and rural/

regional areas of NSW for over 20 years, where she held the position of Assistant CEO with Northern Settlement Services Ltd (NSS) (formerly Migrant resource Centre of Newcastle and Hunter Region) from 1994 until December 2010 and Acting CEO during 2011. Since January 2012 she has taken on the role of CEO of the organisation, administering projects and coordinating the activities of over 45 staff, across the Hunter, Central Coast and New England regions of NSW.

An advocate for marginalised groups and the promotion of access and equity and social justice, Lulu is constantly lobbying by actively participating in relevant forums and responding to government policy on refugee/humanitarian issues.

Lulu is also heavily involved with her own Greek Community serving as Secretary on the Board of Management of the Greek Community of Newcastle and has in the past served on a number of other local committees including the CRC Regional Advisory Committee, MRC Management Committee, Federation Grants Committee, Homecare, Enriching Newcastle's Diversity Lord Mayoral Working Group and recently the Humanitarian Settlement Service Local Area Coordination Committee, TAFE NSW Hunter Institute Advisory Council, Police Multicultural Consultative Committee and as a NSW regional representative on the Settlement Council of Australia (SCoA) executive. In addition she is a highly experienced Migration Agent with a comprehensive knowledge of immigration law.



Member for (NSW)  
**Melissa Monteiro**  
 Executive Director,  
 Community Migrant  
 Resources Centre

Melissa Monteiro is the Executive Director of the Community Migrant Resource Centre. Melissa joined the CMRC in early 2000 and has over twenty five years' experience in the community sector. Melissa holds a Masters and Bachelors in Social Work.

She has extensive experience in the community sector providing a vast understanding of settlement and strategic advice.

Melissa is a member of the National Settlement Services Advisory Council, Multicultural NSW Regional Advisory Council and executive member of the Settlement Services Council of Australia.

For the past 16 years, she has managed the Community Migrant Resource Centre, a not for profit community organization based in Parramatta providing settlement services to Refugees and Humanitarian entrants. Melissa is currently involved in empowering refugee and migrant communities in settling in Australia and has mentored many nonprofit organizations and individuals. She is passionate about migrant and refugee women, humanitarian resettlement and social justice issues.

# PEOPLE OF SCoA



Member for (QLD)  
**Gail Ker**  
CEO Access Community  
Services

Ms Gail Ker currently holds the position of CEO at Access Community Services Ltd, one of the largest multicultural organisations in Queensland, employing over 300 full-time, part-time and casual staff. Gail's experience in providing innovative service solutions for newly arrived entrants and migrants has been recognised nationally; she has been appointed to the following boards/positions:

- Deputy Chair – Settlement Services Advisory Council
- Board Member, Migration Council of Australia
- Committee Member -Netball One Advisory Group
- Member-SBS Community Advisory Committee
- Member – Humanitarian Settlement Planning Outcomes Group
- Member – Interim Multicultural Community Reference Group
- Community Representative - Brisbane South Primary Health Network, Regional Clinical Advisory Council
- Community Representative – Logan City of Choice Leadership Team
- Member - Queensland Social Cohesion Implementation Committee

From 2007 - 2014 Gail attended the UNHCR's annual consultations with NGO's in Geneva, Switzerland. Gail has received a number of awards in recognition of her work, including:

- 2010 - Order of Australia Medal (OAM) for her work in Multiculturalism in Queensland
- 2015 – AHRI CEO Diversity Champion of the Year
- 2008 - MAQ Award – Winner of the Individual Category for Community Development
- 2012 - Paul Harris Fellow -Rotary Foundation of Rotary International
- 2015 – Queensland Intercultural Society (QIS) QLD Public Service Award
- 2016 – Women's Federation for World Peace (WFWP) Ambassador for Peace



Member for (TAS)  
**Alison O'Neill**  
Chief Executive Officer,  
Migrant Resource Centre  
(Southern Tasmania)

Alison commenced as CEO of the Migrant Resource Centre (Southern Tasmania) Inc in May 2015. She leads a specialised team that since 1979 have worked with refugees and migrants in the areas of settlement, aged care, employment, youth and a broad range of community development programs. The MRC includes the statewide Phoenix Centre, the Tasmanian agency for the Forum of Australian Services for Survivors of Torture and Trauma.

Alison's extensive and varied background includes leadership positions within the NFP sector at both a state and federated level, predominantly in the health and disability areas. She sits on a number of advisory groups and committees that inform, guide and influence outcomes for the multicultural communities in Tasmania at a local, state and federal level including Local Government Cultural Diversity Groups, the State Government Multicultural Community Reference Group and Tasmanian Settlement Network.



Member for VIC  
**Ramesh Kumar**  
General Manager Social  
Participation and International  
Humanitarian Affairs  
AMES Australia

Ramesh role is to ensure that AMES Australia continues and intensifies its work in humanitarian and refugee policy discussions locally and internationally. He is responsible for implementation of AMES Australia's Social Participation Strategy that works to increase and facilitate the social and economic contribution of AMES Australia clients.

He is also entrusted with the responsibility to provide strategic leadership as well as developing and overseeing implementation of the AMES Australia Respect and Responsibility Program designed to prevent violence against women and their children (PVAW) in CALD communities.

His portfolio further encompasses numerous other set of activities that include Community Participation and Partnerships, Social Enterprises, Community Proposal Program and AMES Australia Volunteering.

He holds Post Graduate Qualifications in Social Work, Community Development and Environment management.

Ramesh's credentials can be best described as having a long and successful career in Community and Human Services for over 25 years with local, state, commonwealth governments, UN and NGOs in Australia and overseas.



Member for WA (Until March 2016)  
**Eric Imani**  
 Director, Metropolitan  
 Migrant Resource Centre WA

Eric Imani was the Executive Manager of the Metropolitan Migrant Resource Centre until his recent retirement. Eric migrated to Australia, Perth from Iran in 1988. He holds a Bachelor's Degree of Social Work from the Tehran School of Social Work as well as Curtin University. He has completed a Post Graduate study in Social Welfare and has a Master's Degree in Community Development from Edith Cowan University.

Since 1990, he worked with the Iranian Community as a Grant-in-Aid worker and from 1994 joined the Social Security (Centrelink) as a Social Worker.

Later in 1996, he joined the former Northern Suburbs Migrant Resource Centre currently Metropolitan Migrant Resource Centre and served as Case Management Coordinator and IHSS Manager. In 2006 he was appointed to the position of Executive Manager and also held the position as Acting Director of the Metropolitan Migrant Resource Centre.



Member WA (From March 2016)  
**Melissa Perry**  
 Chief Executive Officer,  
 Communicare

Melissa has a Bachelor of Social Work and a career that spans 20 years in executive and senior management positions in the community and employment services sector. She joined Communicare in September 2014 as Chief Executive Officer.

Prior to joining Communicare, Melissa was State Director WA for Mission Australia where she developed a strong reputation and demonstrated capacity to strategically win new business in a highly competitive market doubling revenue from \$15m to \$29 m within two years and significantly raising the profile of the organisation.

She has also previously held the position of Executive Manager with Centrecare during which time she was Executive to the WA Ministerial Council for Suicide Prevention responsible for implementing the Governments Suicide Prevention Strategy across the State of WA.

Melissa is an active advocate for the needs of individuals, families and communities. Her depth of experience in social services enables her to be influential in lobbying for reform and increasing awareness with the intent to drive change and achieve long-term sustainable outcomes.

Her passion extends beyond Communicare as she is also a member of various committees and boards including the WA CEO Community Sector Roundtable, Funding and Contracting Working Group for the WA Partnerships Forum, Family Court of WA Reference Group and most recently appointed as the WA Director on the Board of Jobs Australia.

# STAFF



Interim Executive  
 Officer (Until May 2016)  
**Andrew Cummings**



CEO  
 (from May 2016)  
**Simon Gordon**



Senior Policy  
 Officer  
**Kat O'Neill**



Projects Officer  
**Georgia-Rae Cobon**

Accountant  
**Martyn Green**

Intern  
**Ameera Naeem**

# TREASURER'S AND AUDITOR'S REPORT

I am pleased to present to you my report for the financial year ended 30 June 2016. The financial statements as presented have been audited by DFK Laurence Varnay, our appointed auditors. A copy of the report is provided on the following pages.

## The 2015-16 financial year was a period of financial change for SCoA

SCoA relocated its offices and a number of key changes were made to staff throughout the year. Our government grants increased. These changes are reflected in the financial reports.

### Income

Total income for the year was \$320,684, an increase of \$50,851 over the previous year. This increase is mainly attributable to the increase in the government grant SCoA receives. The Department of Social Service and our members continue to be our major source of funds. We are extremely thankful for their continued support.

### Expenditure

Total expenditure for 2015-16 was \$345,493, resulting in an operating loss of \$24,809. The result can be considered satisfactory given the additional costs associated with the transition to a new CEO and our new National Office in Canberra.

### Net Assets

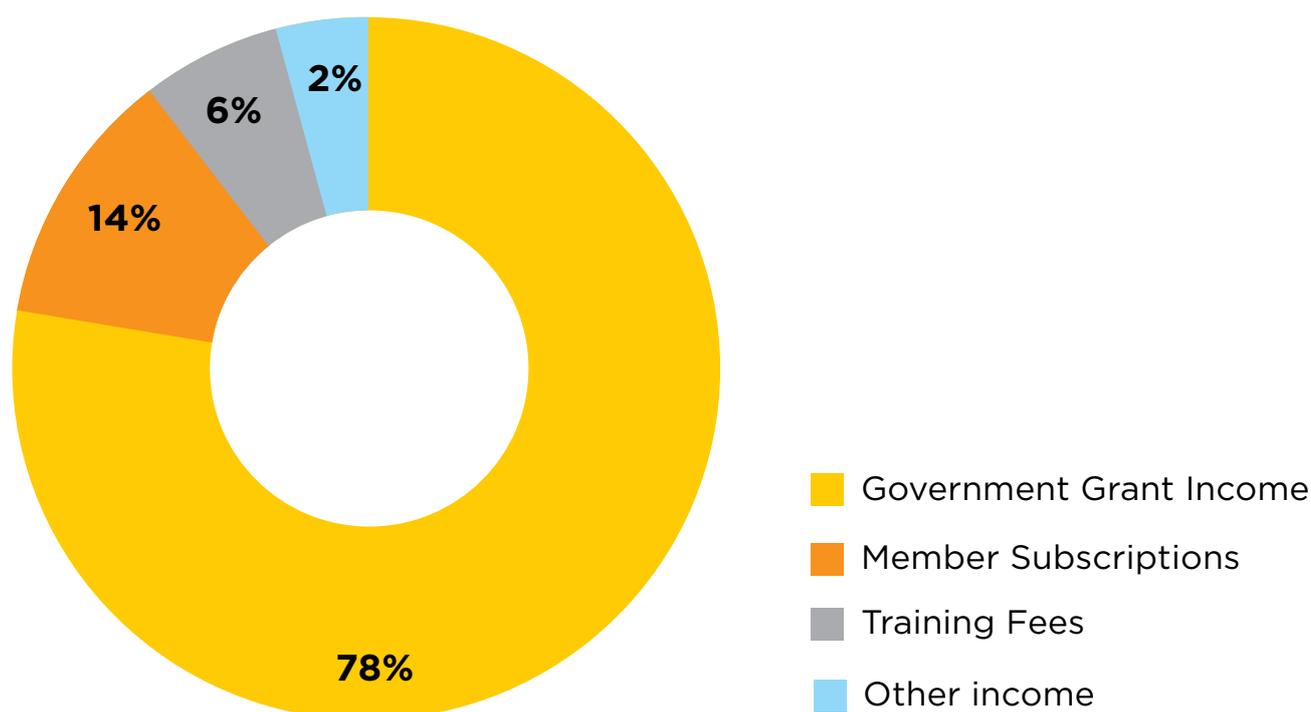
Net assets as at 30 June 2016 were \$72,117 which demonstrates a healthy financial position for the continuation of SCoA's future activities.

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

### Joe De Luca

SCoA Treasurer

## SOURCE OF SCoA INCOME: 2015-16



**15/16**

**FINANCIAL  
STATEMENTS**



## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Income and Expenditure Statement For the Year Ended 30 June 2016

	Note	2016 \$	2015 \$
<b>Income</b>			
Government grant income		250,960	211,508
Member subscriptions		44,048	44,498
Training fees		18,186	10,044
Other income		5,708	-
Interest		1,782	3,783
		<u>320,684</u>	<u>269,833</u>
<b>Expenditure</b>			
Accounting and audit fees		(3,292)	(3,314)
Bank charges		(1,120)	(249)
Depreciation expense		(4,259)	-
Employee benefits expense		(133,268)	(161,795)
Restructuring costs		(3,610)	-
Other expenses	4	(199,944)	(86,697)
		<u>(345,493)</u>	<u>(252,055)</u>
<b>Profit before income tax</b>		<b>(24,809)</b>	<b>17,778</b>
Income tax expense		-	-
		<u>(24,809)</u>	<u>17,778</u>
Other comprehensive income for the year, net of tax		-	-
<b>Total comprehensive income for the year</b>		<b>(24,809)</b>	<b>17,778</b>

The accompanying notes form part of these financial statements.

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Assets and liabilities statement

As At 30 June 2016

	Note	2016 \$	2015 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	178,783	126,921
Trade and other receivables	6	4,381	-
Prepayments	8	3,015	12,323
<b>TOTAL CURRENT ASSETS</b>		<b>186,179</b>	<b>139,244</b>
<b>NON-CURRENT ASSETS</b>			
Plant and equipment	7	-	-
<b>TOTAL ASSETS</b>		<b>186,179</b>	<b>139,244</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	9	18,904	18,587
Employee benefits	11	7,021	18,527
Grants received in advance	10	88,137	-
Deferred income	10	-	5,205
<b>TOTAL CURRENT LIABILITIES</b>		<b>114,062</b>	<b>42,319</b>
<b>TOTAL LIABILITIES</b>		<b>114,062</b>	<b>42,319</b>
<b>NET ASSETS</b>		<b>72,117</b>	<b>96,925</b>
<b>MEMBERS' FUNDS</b>			
General Fund		6,662	6,662
Retained surplus		65,455	90,263
<b>TOTAL MEMBERS' FUND</b>		<b>72,117</b>	<b>96,925</b>

The accompanying notes form part of these financial statements.

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Statement of Cash Flows For the Year Ended 30 June 2016

	2016	2015
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipt from grants	250,960	211,508
Member contributions received	44,048	44,498
Interest received	1,782	3,783
Receipts from customers	19,512	15,865
Payments to suppliers and employees	<u>(260,181)</u>	<u>(255,188)</u>
Net cash provided by/(used in) operating activities	14 <u>56,121</u>	20,466
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of property, plant and equipment	<u>(4,259)</u>	-
Net cash used by investing activities	<u>(4,259)</u>	-
Net increase/(decrease) in cash and cash equivalents held	51,862	20,466
Cash and cash equivalents at beginning of year	<u>126,921</u>	<u>106,455</u>
Cash and cash equivalents at end of financial year	5 <u><u>178,783</u></u>	<u>126,921</u>

The accompanying notes form part of these financial statements.

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Notes to the Financial Statements

For the Year Ended 30 June 2016

The financial statements cover Settlement Council of Australia Incorporated as an individual entity. Settlement Council of Australia Incorporated is a not-for-profit Association incorporated in Victoria under the *Associations Incorporation Reform Act 2012* ('the Act').

The principal activities of the Association for the year ended 30 June 2016 were providing a credible and informed source of knowledge and advice on migrant and refugee settlement issues, settlement planning, service delivery and related policy and program matters. The principal activities also include undertaking lobbying and advocacy activities to influence a range of government departments for more effective settlement policy and services.

The functional and presentation currency of Settlement Council of Australia Incorporated is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

#### 1 Basis of Preparation

In the opinion of the Committee of Management, the Association is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

#### 2 Summary of Significant Accounting Policies

##### (a) Income Tax

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

##### (b) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

##### (c) 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 Association 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.

All revenue is stated net of the amount of goods and services tax (GST).

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Notes to the Financial Statements For the Year Ended 30 June 2016

#### 2 Summary of Significant Accounting Policies continued

##### (c) Revenue and other income continued

###### 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.

###### Rendering of services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

###### Other income

Other income is recognised on an accruals basis when the Association is entitled to it.

##### (d) 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.

##### (e) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

# Notes to the Financial Statements

For the Year Ended 30 June 2016

## 2 Summary of Significant Accounting Policies continued

### (e) Property, plant and equipment continued

#### Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

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

<b>Fixed asset class</b>	<b>Useful life</b>
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.

As at 1 July 2016, the office was relocated to Canberra, from Sydney. The assets of the Sydney office were scrapped and not taken to the new office.

### (f) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

### (g) 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 wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements.

## 3 Critical Accounting Estimates and Judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - revenue recognition - long term contracts

The Association undertakes long term contracts which span a number of reporting periods. Recognition of revenue in relation to these contracts involves estimation of future costs of completing the contract and the expected outcome of the contract. The assumptions are based on the information available to management at the reporting date, however future changes or additional information may mean the expected revenue recognition pattern has to be amended.

**Settlement Council of Australia Incorporated**

ABN 27 983 821 157

**Notes to the Financial Statements  
For the Year Ended 30 June 2016**

**3 Critical Accounting Estimates and Judgments continued**

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

## Settlement Council of Australia Incorporated

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### Notes to the Financial Statements For the Year Ended 30 June 2016

#### 4 Result for the Year

The following significant expense items are relevant in explaining the financial performance:

	2016	2015
	\$	\$
Conference costs	38,042	1,282
Consulting and contractor fees	62,975	15,430
Travel expenses	32,991	19,364
Rental expenses on operating leases:		
- Premises - Contractual amounts	18,454	16,538

#### 5 Cash and Cash Equivalents

Cash at bank and in hand	22,458	26,206
Short-term deposits	156,325	100,715
	<u>178,783</u>	<u>126,921</u>

#### 6 Trade and Other Receivables

CURRENT		
Trade receivables	4,381	-

#### 7 Property, plant and equipment

PLANT AND EQUIPMENT		
Office equipment		
At cost	14,096	9,178
Accumulated depreciation	(14,096)	(9,178)
Total office equipment	<u>-</u>	<u>-</u>

##### (a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

	Office Equipment \$	Total \$
<b>Year ended 30 June 2016</b>		
Balance at the beginning of year	-	-
Additions	4,259	4,259
Depreciation expense	(4,259)	(4,259)
<b>Balance at the end of the year</b>	<u>-</u>	<u>-</u>

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Notes to the Financial Statements For the Year Ended 30 June 2016

#### 8 Other Assets

	2016	2015
	\$	\$
CURRENT		
Prepayments	<u>3,015</u>	<u>12,323</u>

#### 9 Trade and Other Payables

CURRENT		
Unsecured liabilities		
Trade payables	14,109	19,053
GST payable	4,795	(465)
	<u>18,904</u>	<u>18,588</u>

#### 10 Income in Advance

Government grants	88,137	-
Prepaid Training and Memberships	-	5,205
	<u>88,137</u>	<u>5,205</u>

#### 11 Employee Benefits

Current liabilities		
Provision for employee benefits	7,021	18,527

#### 12 Operating Leasing Commitments

Minimum lease payments under non-cancellable operating leases:		
- not later than one year	23,000	-
- between one year and five years	23,000	-
	<u>46,000</u>	<u>-</u>

An operating lease has been taken out for the company's premises in the ACT. Lease payments are increased on an annual basis to reflect market rentals.

#### 13 Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2016 (30 June 2015:None).

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Notes to the Financial Statements For the Year Ended 30 June 2016

#### 14 Cash Flow Information

Reconciliation of net income to net cash provided by operating activities:

	2016	2015
	\$	\$
Profit for the year	(24,808)	15,642
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	4,259	-
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(4,381)	5,871
- decrease/(increase) in other assets	9,308	(12,323)
- increase/(decrease) in trade and other payables	317	(1,012)
- increase in deferred income	82,933	3,220
- (decrease)/increase in employee benefits	(11,507)	9,068
Cashflow from operations	<u>56,121</u>	<u>20,466</u>

#### 15 Events after the end of the Reporting Period

The financial report was authorised for issue on \_\_\_\_\_ by the Committee of Management.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

#### 16 Association Details

The registered office of the association has moved from Surry Hills NSW to Deakin ACT, effective 1 July 2016.

The registered office and principal place of business of the association is:

Settlement Council of Australia Incorporated  
Suite 3a  
32 Thesiger Court  
Deakin ACT 2600

**Settlement Council of Australia Incorporated**

ABN 27 983 821 157

**Certificate by Members of Committee**

**Annual statements give true and fair view of financial performance and position of incorporated association**

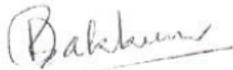
We, Joe De Luca and Dewani Bakkum, being members of the Committee of the Settlement Council of Australia Incorporated, certify that -

The statements attached to this certificate give a true and fair view of the financial performance and position of Settlement Council of Australia Incorporated during and at the end of the financial year of the association ending on 30 June 2016.

Dated 22 August 2016



.....  
Joe De Luca (Committee Member)



.....  
Dewani Bakkum (Committee Member)

## **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 2016, the income and expenditure statement and statement of cash flows 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.

#### *Officers' Responsibility for the Financial Report*

The officers of Settlement Council of Australia Incorporated are 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 officers' responsibility also includes such internal control as the officers determine 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.

## **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 2016, and its financial performance and its cash flows for the year then ended in accordance with Associations Incorporation Reform Act 2012.

### *Basis of Accounting*

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report is prepared to assist Settlement Council of Australia Incorporated to comply with the financial reporting provisions of the Associations Incorporation Reform Act 2012 (Vic). As a result, the financial report may not be suitable for another purpose.

DFK Laurence Varnay

Colin Grady  
Partner

Sydney

22 August 2016



Parks  
VIC  
Healthy Parks  
Healthy People

Parks  
VIC

State Park  
VIC

Barat Ali Batoor,  
Picking Peppers - June 2015

# SCoA

# MEMBERS

Access Community Services Ltd  
Advance Diversity Services  
AMES Australia  
Anglicare North Coast  
Anglicare NT  
Anglicare SA  
Anglicare Sydney  
Assyrian Australian Association  
Auburn Diversity Services Inc  
Australian Asian Association of WA Inc  
Australian Migrant Resource Centre  
Australian Muslim Women's Centre for Human Rights  
Australian Red Cross  
Ballarat Community Health  
Brotherhood of St Laurence  
Catholic Care  
CatholicCare Tasmania  
Centacare Cairns  
Centacare South West NSW  
Centacare Toowoomba  
Centre for Refugee Research  
Charles Darwin University - Adult Migrant English Program  
Chinese Australian Services Society Ltd  
City of Port Adelaide Enfield  
Communicare  
Community Migrant Resource Centre  
Core Community Services Ltd  
Diversitat - Geelong ECC  
Edmund Rice Centre WA  
Ethnic Communities Council of Queensland Ltd  
Fremantle Multicultural Centre Inc  
Hervey Bay Neighbourhood Centre Inc  
Horn of Africa Relief and Development Agency  
Illawarra Multicultural Services  
Ishar Multicultural Women's Health Centre  
Islamic Women's Association of Queensland Inc  
Kildonan UnitingCare  
Life without Barriers  
Limestone Coast Migrant Resource Centre  
Liverpool Migrant Resource Centre  
Loddon Campaspe Multicultural Services  
Lutheran Community Care  
Macarthur Diversity Services Initiative Inc  
MDA Ltd  
Melaleuca Refugee Centre  
Melbourne Polytechnic - AMEP  
Mercy Community Services  
Metro Assist  
Metropolitan Migrant Resource Centre  
Middle Eastern Communities Council of SA  
Migrant and Refugee Settlement Services of ACT  
Migrant Resource Centre North West Region Inc  
Migrant Resource Centre (Northern Tasmania) Inc  
Migrant Resource Centre (Southern Tasmania) Inc  
Mount Druitt Ethnic Communities Agency  
Multicultural Community Services of Central Australia  
Multicultural Council of the NT  
Multicultural Council of Wagga Wagga  
Multicultural Families Organisation Inc  
Multicultural Youth Advocacy Network  
Multicultural Youth Affairs Network NSW  
Multicultural Youth Link SA  
Multicultural Youth South Australia Inc  
Multilink Community Services Inc  
Murray Valley Sanctuary Refugee Group Inc  
Murraylands Multicultural Network  
Muslim Women's Association of SA Inc  
Navitas English  
New Hope Foundation Inc  
Northern Area Migrant Resource Centre  
Northern Settlement Services  
Settlement Services International  
South East Community Links  
Southern Migrant and Refugee Centre  
Spectrum Migrant Resource Centre  
St Vincent de Paul Society QLD  
Survivors of Torture & Trauma Assistance & Rehabilitation Service  
Sydney Multicultural Community Services  
SydWest Multicultural Services Inc  
TAFE Qld English Language & Literacy Services  
TAFE SA - English Language Services  
Townsville Multicultural Support Group Inc  
Welcome to Australia Ltd



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Settlement Council  
of Australia



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