



2019-2020

# Annual Report



Settlement  
Council  
of Australia



Photo: Multilink Community Services Inc.  
Cover Photo: Centacare Far North Queensland



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## About SCoA

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. We operate through a member-driven structure whereby we are accountable to our members through our constitution and representative board. Our aim is to be an independent and influential representative body which provides strong leadership and builds sector capacity.

# Strategic

# Framework

## 2020-2025

*This year, SCoA launched our strategic framework for 2020-2025.*

### OUR PURPOSE

The Settlement Council of Australia is the national peak body representing agencies that provide settlement services.

### OUR GOAL

The Settlement Council of Australia promotes effective settlement outcomes for migrants and refugees settling in Australia and the Australian community.

### OUR VISION

An equitable, respectful and inclusive Australia where effective settlement outcomes lead to migrants and refugees fully participating in society.

### OUR VALUES

The Settlement Council of Australia works within a human rights framework, with a particular focus on:

- ◆ **Listening** - We listen to our members to understand their needs and be an independent voice of the settlement sector to a range of stakeholders.
- ◆ **Accountability** – We are accountable to our members and ensure we deliver on our promises.
- ◆ **Partnership** - We are committed to building partnerships with a range of stakeholders to share knowledge, innovation and promote quality outcomes.
- ◆ **Integrity** – We act with honesty and integrity at all times by adhering to the highest standards of moral and ethical values.
- ◆ **Respect** - We treat ourselves and members with mutual respect.

## STRATEGIC OBJECTIVES

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 background. Our aim is to be an influential representative body by providing strong leadership and building sector capacity.

### LEADERSHIP

SCoA provides strong leadership and promotes effective settlement outcomes by:

- ◆ Promoting a shared vision to the sector developed through consultation and collaboration
- ◆ Leading the agenda on settlement outcomes and processes with relevant stakeholders
- ◆ Effectively representing sector issues to a range of stakeholders and other sectors
- ◆ Demonstrating a strong value proposition for members through building a partnership of equals with our key stakeholders
- ◆ Harnessing and applying the expertise of the sector to proactively develop and promote opportunities and innovative initiatives and solutions
- ◆ Identifying and interpreting trends, issues and opportunities both in Australia and internationally
- ◆ Building an evidence base that positively influences and advances the outcomes being experienced by migrants and refugees

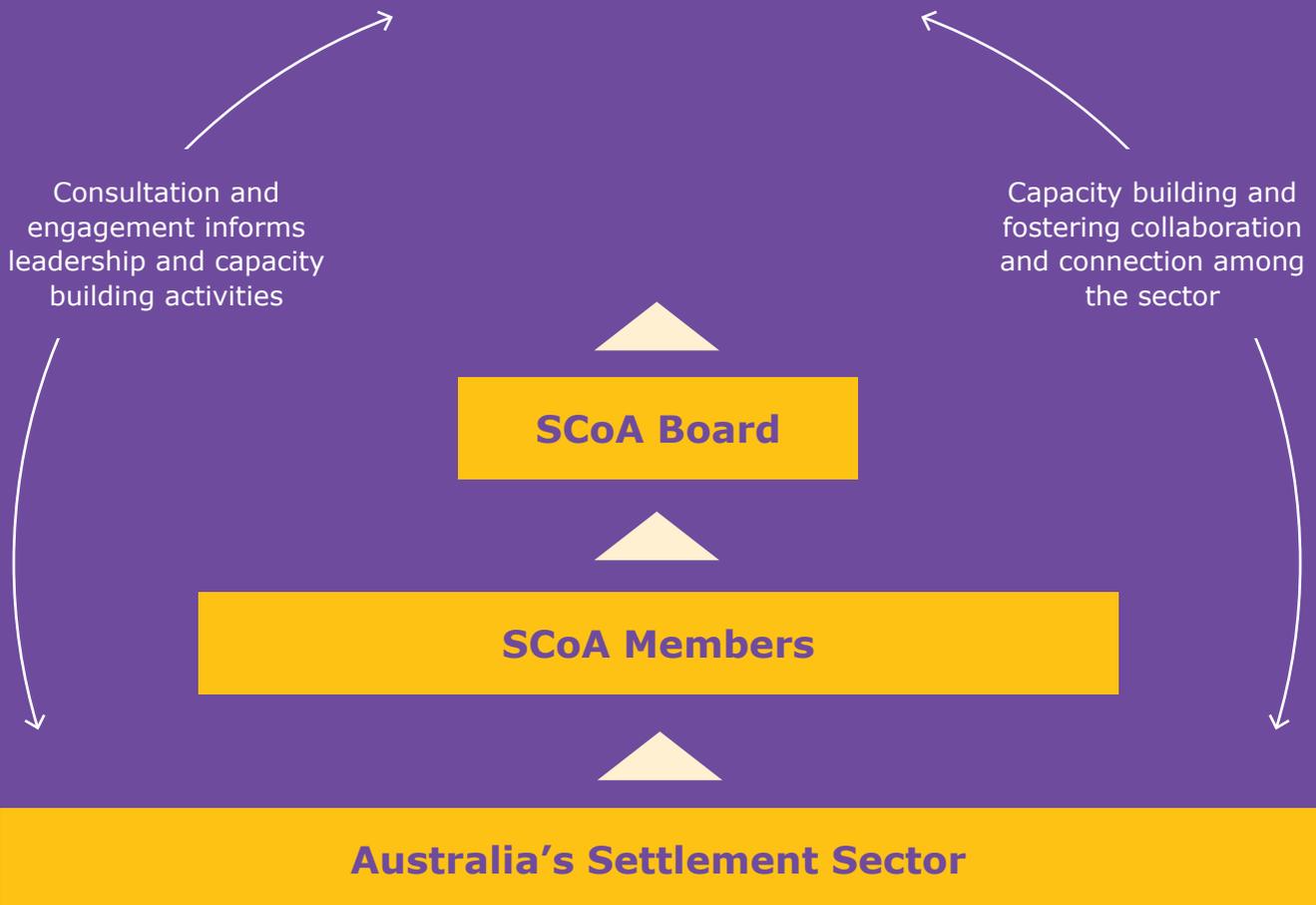
### CAPACITY BUILDING

SCoA builds capacity in the settlement sector and broader Australian community by:

- ◆ Promoting best practice including through the National Settlement Services Outcomes Standards
- ◆ Showcasing and sharing evidence-based best practice in settlement
- ◆ Driving service delivery improvements by identifying and responding to gaps and barriers
- ◆ Encouraging and strengthening collaboration and partnerships



## SCOA





# Chair's Report

**MELISSA MONTEIRO**  
Chairperson

Welcome to SCoA's 2019-2020 Annual Report. It is my pleasure to provide this report to you in my first year as SCoA Chairperson as we reflect on a busy, productive and rewarding year for SCoA.

This year has been a year of change for SCoA, and a year of upheaval for the sector more generally as we navigate the ongoing impact of the COVID-19 pandemic. This period of change has provided us with an opportunity to reflect upon and evaluate our key priorities and vision for 2020 and onwards.

In November we held our board elections and in April we welcomed our new CEO, Sandra Elhelw Wright. The new Board and CEO have established SCoA's direction for 2020 and beyond. We have recently launched our strategic framework for 2020-2025, which can be found in this report.

SCoA's Strategic Framework clearly articulates our purpose, values and strategic objectives. Importantly, our Strategic Framework speaks to a vision of a peak body that represents and leads its members but one that is also accountable to them.

This year has been an incredibly difficult time for many of our members and the communities they support, due to the ongoing impacts of the COVID-19 pandemic. In light of this, it is more important now than ever that the sector has a strong, compelling and united voice. SCoA has and will continue to be a strong voice for our members and the individuals, families and communities they support during this time.

In the coming year, SCoA will be working to further strengthen the settlement sector. Our CEO will be leading work to review and build upon the National Settlement Service Outcomes Standards (NSSOS). We will also be working to support employment outcomes for migrants and refugees, supporting the sector in the recovery from COVID-19, and advocating on a range of pressing issues affecting migrant and refugee settlement.

This will be in addition to the regular capacity building activities held throughout the year such as webinars, the publication of case studies, and sharing of information through our member updates and newsletters. It is our hope that these activities will be of aid to the sector in continually improving services, developing new innovations and forming new collaborations.

Finally, I would like to express my sincere gratitude to our outgoing Chairperson, Dewani Bakkum, for leading the organisation for the past five years and congratulate her on her successes during that time. I would also like to thank outgoing board members, Gail Ker and Melissa Perry for their valuable contribution and hard work during their time on the SCoA Board.

I look forward to the year ahead, and to working with the Board and staff to take SCoA from strength to strength.



# CEO's Report

**SANDRA ELHELW WRIGHT**  
Chief Executive Officer

It has been an absolute joy stepping into the role as SCoA's CEO this year and leading this incredible sector. My meetings with each of our members have only re-emphasised to me how hardworking and resilient the settlement sector is, and how committed our members are to achieving the best possible outcomes for migrants and refugees in Australia.

This year has been a challenging year for the sector, and one that has cast some uncertainty over the future of migration and settlement. I am proud to say that SCoA has taken every available opportunity to advocate for the sector and clients served by the sector.

We have been a strong representative of the sector to a range of stakeholders, both nationally and internationally. This includes our representation of the settlement sector at the United Nations Annual Tripartite Consultations on Resettlement. Some other examples include representation on advisory groups to the Department of Social Services, Department of Education Skills and Employment, and Services Australia.

Our members have been at the centre of informing our advocacy and representation activities. This year we met with approximately 50 member organisations, and visited 27 services in seven states and territories. We surveyed 134 people on key issues over four surveys, and hosted seven consultations across Australia with 185 individuals. We are continuing to strengthen our membership engagement with regular SCoA Network Meetings, consultations on key issues, and conversations with individual members.

Over the past twelve months we have continually shone a light on the achievements of the sector, while encouraging innovation and quality services. We shared 27 case studies, hosted webinars, and shared relevant information throughout the year.

In the coming year, we will continue to invest in building the capacity of the sector, through promoting best-practice, innovation and collaboration. There is no shortage of examples of high-quality and creative programs in the sector, and we will look to profile as many of these as possible to stimulate further creativity. We will also look to open up new conversations about what makes good settlement through our work reviewing and building on the National Settlement Services Outcomes Standards (NSSOS).

In 2020-21 and beyond, we will continue to be a strong and independent voice for the sector, and maintain an unwavering commitment to promoting positive settlement outcomes for migrants and refugees. We will do this through policy work that combines the evidence-base with the experiences of our members at the grassroots level, and produces practical solutions that are mutually beneficial to our constituency and broader Australian society.

In closing, I would like to thank you all for the trust you have put in us to represent the sector. It is with great optimism that I look forward to 2020-21 and ensuring SCoA continues to be a strong representative, and an effective advocate for positive settlement outcomes for migrants and refugees.

# SCoA Achievements and Activities

## CAPACITY BUILDING

### Case studies

SCoA regularly develops and showcases best practice case studies, hosted on our website. The case studies highlight settlement agencies' innovative programs, including program outcomes, key learnings and any challenges they faced in implementing their innovations. These case studies are a practical way to encourage 'outside of the box' thinking, support best practice and drive innovation in the sector.

In 2019-20, SCoA added **27 new case studies** showcasing settlement best practice; including **7 best practice case studies** about member responses to COVID-19.





In **2020-21**, we will **continue to build** our extensive collection of best practice as we hear about more **innovative, responsive and effective** programs delivered across the **settlement sector**.

## Webinars

In 2020, SCoA commenced its “Settlement in Practice” webinar series, which brings together a panel of speakers to discuss particular topics in settlement. The panel includes service providers who can speak to their experiences navigating a settlement issue, as well as experts in other specialist fields.

We held our first in this series of webinars in April, hosting a webinar that showcased how different settlement services are responding to the challenges posed by COVID-19. Featuring four speakers from our member organisations across the country, the webinar explored key issues around communicating with communities and adapting programs during this time.

SCoA is continuing this series of webinars in 2020-21, with webinars on family and social support, education, employment and other topics.

## Newsletters

SCoA’s quarterly newsletter keeps the settlement sector and other stakeholders up to date on the latest policy developments, news and events from across Australia. It also showcases our members’ innovative programs under a particular NSSOS Standard. In 2019-20, we published four newsletters, each focusing on a key issue in settlement.

These were:

- ◆ August – Housing
- ◆ November – Regional Settlement
- ◆ February – Transport
- ◆ May – COVID-19

## Reviewing and embedding the NSSOS

A key part of our capacity building work in the coming year will be reviewing the National Settlement Services Outcomes Standards (NSSOS), and developing a number of tools aimed at supporting the implementation of the NSSOS.

The National Settlement Services Outcomes Standards (NSSOS) were launched by SCoA in 2015. The NSSOS seek to drive improvements in settlement outcomes, ensuring that people from newly arrived communities experience a consistently high level of support which enables them to settle well into their new life in Australia.

The overarching purpose of the NSSOS is to establish a consistent set of best practice benchmarks that reflect the work of the various agencies involved in the process of settlement, outlining the desired client outcomes and indicators of best practice. The NSSOS standards articulate how service providers can understand and measure the effectiveness of the services they deliver, and the impact of these services on the individuals, families and communities that participate in them.

SCoA is also developing a number of tools aimed at supporting the implementation of the NSSOS throughout the settlement sector.

The proposed tools include:

- ◆ Settlement Services Excellence Framework
- ◆ NSSOS self-assessment toolkit
- ◆ Best-practice toolkit
- ◆ Governance toolkit
- ◆ Monitoring and evaluation toolkit
- ◆ Settlement workforce competencies toolkit

SCoA will be conducting consultations to inform these tools, and progressively releasing them over the coming months.

## LEADERSHIP

### Publications

SCoA produced a number of publications in 2019-20, including the following:

- ◆ SCoA Report: United Nations Annual Tripartite Consultations on Resettlement (ATCR) April-June 2020 (*June 2020*)
- ◆ SCoA Submission to the Senate Select Committee on COVID-19 (*May 2020*)
- ◆ The Impact of Coronavirus on Workforce Retention and Business Continuity for Settlement Services – Consultation Report (*May 2020*)
- ◆ The Impact of Coronavirus on Settlement Services: Consultation Report (*March 2020*)
- ◆ Maximising AMEP and English Language Learning Consultation Report (*February 2020*)
- ◆ Community English Language Programs: Strengths and Challenges (published jointly with FECCA) (*October 2019*)
- ◆ Submission to the Community Affairs Reference Committee: Inquiry into the Adequacy of Newstart and related payments and alternative mechanisms to determine the level of income support payments in Australia (*September 2019*)
- ◆ Submission to the Senate Standing Committee on Legal and Constitutional Affairs: Inquiry into the Migration Amendment (Strengthening the Character Test) Bill 2019 (*September 2019*)
- ◆ The effects of discrimination on refugee and migrant housing needs (*August 2019*)

These publications have been informed by both evidence-based policy, and the insights of members and stakeholders.

In 2019-20, we met with 47 individual members in person and online, visited 27 services in seven states and territories, hosted 7 consultations across Australia with 185 individuals and conducted 4 surveys on key issues which reached 134 people.

#### **SCoA submission to the Senate Select Committee on COVID-19**

In this submission, SCoA emphasised several key issues and asks, including the impact of the pandemic on settlement agencies and their workforce, support for people on temporary visas, and emerging discussions about Australia's migration program in light of the pandemic. SCoA also highlighted that settlement agencies are trusted services among migrant and refugee communities, and that the sector is well placed to help migrants and refugees through the COVID-19 crisis, and to play a role in supporting Australia as a whole to recover from it.

#### **Maximising AMEP and English Language Learning Consultation Report**

This report provides a summary of the feedback received through SCoA's consultations with its members on the Australian Migrant English Program (AMEP) and English language learning for newly arrived refugees and migrants, held in January 2020. Key findings included the value of the AMEP to newly arrived migrants and refugees; the need to enhance flexibility to improve outcomes in the AMEP; the importance of a settlement focus of the AMEP; and that there is scope to improve integration and collaboration between settlement services and providers.

## COVID-19 Advocacy

The COVID-19 pandemic has informed a large proportion of our advocacy in 2020, as the sector responds to the ongoing impacts of the pandemic on their organisations, and the communities, families and individuals they support. In response to COVID-19 and its devastating impacts, SCoA has engaged in ongoing correspondence with our members through consultations, surveys and other feedback.

In March 2020, SCoA consulted with our members in order to gauge the impact of COVID-19 on settlement agencies and the communities they support through a national teleconference and survey. In April, SCoA hosted a follow up consultation and survey, which focused on workforce retention and business continuity for settlement agencies. We consulted with over 80 individuals and received 95 survey responses from

SCoA member organisations in every state and territory in Australia. A summary of the feedback received through these consultations with our members can be found in the consultation reports.

SCoA has also been engaged in advocacy with Ministers and government officials regarding support for the settlement sector, and refugees and migrants during, and in the aftermath of COVID-19. In May, we made a submission to the Senate Select Committee on COVID-19 where we highlighted key issues and asks, including support for people on temporary visas, the impact of the pandemic on settlement agencies and their workforce, and emerging discussions about Australia's migration program in light of the pandemic. Our advocacy is ongoing and will continue throughout 2020-21 as Australia continues to respond to the pandemic.



## Representation

### **ATCR**

In 2020, SCoA represented the settlement sector at the United Nations Annual Tripartite Consultations on Resettlement (ATCR). The purpose of the ATCR is to explore innovative options for refugee resettlement, and provide a mechanism for cooperation between global governments, NGOs and the UNHCR around resettlement.

The 2020 ATCR meetings were hosted by the Government of Canada, the Canadian Council for Refugees and the UNHCR. Unlike previous years, due to the COVID-19 pandemic, the ATCR was held virtually over a series nine meetings from late April to June 2020.

The 2020 ATCR meetings primarily focused on resettlement needs, the impact of COVID-19 on resettlement, and complementary pathways.

### **Conferences/Presentations**

SCoA has represented the settlement sector at a range of conferences in 2019-20.

In early October, SCoA attended the Federation of Equatoria Community Association in Australia (FECAA) National Conference, presenting on best practice settlement in Australia and the importance of settlement services in supporting refugees and migrants.

From 9-11 October 2019, the SCoA team attended the Federation of Ethnic Communities' Councils of Australia's (FECCA) Biennial Conference. SCoA presented on employment, and recognising overseas skills and qualifications.

From 10-13 February 2020, SCoA attended and represented the sector at the 3rd Advancing Community Cohesion Conference – The Way Forward, held in Western Sydney. SCoA presented on '*Effective Early Settlement Impacting on Social Cohesion*' and jointly with FECCA on '*Community Cohesion and English Language – The Role of Community English Programs*'.

SCoA has also attended a number of other conferences and events, including the ACOSS Conference in November 2019, and the virtual Welcoming Cities Symposium in June 2020.

### **Meetings/consultations**

SCoA works collaboratively with government to advocate for positive settlement outcomes and achieve common goals.

This year, SCoA has represented the sector and actively contributed to a number of government forums, including the Department of Education, Skills and Employment (DESE) New Employment Services Reference Group, the Department of Social Services Community Services Advisory Group (CSAG), Services Australia National Multicultural Advisory Group (NMAG), and many others.

SCoA regularly engages with government to advocate for the sector on a range of issues, including meeting with the National Mental Health Commission to provide input to the National Children's Mental Health and Wellbeing Strategy, and meeting with Minister Tudge to discuss settlement sector sustainability and employment in the aftermath of COVID-19. SCoA frequently communicates with and advises key government officials from the Department of Home Affairs on a range of key issues.

Further to this, SCoA frequently works in partnership with other organisations and sectors to achieve common goals. For example, SCoA sits on the advisory group for Embrace Multicultural Mental Health, the Welcoming Cities Advisory Group and participates in meetings and events of the Harmony Alliance, the Cities and Settlement think tank chaired by Centre for Policy Development and the Community Sector Policy Network meetings chaired by ACOSS.

# Our People



**Sandra Elhelw Wright**  
Chief Executive Officer

Sandra brings to SCoA a combination of experience across government, advocacy, and the delivery of settlement services.

Sandra started her career working in various roles in settlement services, including managing the delivery of the Humanitarian Settlement Services program for the ACT and surrounding region.

She later worked in government, progressing law reform in the areas of sexual assault and family violence. During this time, Sandra maintained her involvement in the multicultural space, through a number of council and board positions.

Sandra is a qualified lawyer, and has experience in academia through her research on domestic and family violence in Australian Muslim communities.



**Melissa Monteiro**  
Chairperson

*NSW Representative*  
CEO, Community Migrant Resource Centre

Melissa is the Executive Director of the Community Migrant Resource Centre (CMRC). Melissa has managed the CMRC for the last 20 years and works closely with community leaders in Western Sydney to create greater social impact. Melissa has empowered and mentored many not-for-profit organisations and individuals. She is passionate about migrant and refugee women, humanitarian resettlement and social justice issues.

Melissa has an extensive background in advocating for and developing services for vulnerable and at-risk communities. Melissa has won the Western Sydney University Community Services Award in 2013. Melissa is currently the chairperson of the Settlement Council of Australia, board director of Western Sydney Community Forum & Anti-Discrimination Board NSW.



**Eugenia Tsoulis OAM**  
**Deputy Chairperson**  
*SA Representative*  
CEO, Australian Migrant  
Resource Centre (AMRC)

Eugenia has over 40 years of work experience focused on multicultural policy research and change management within a human rights framework. She has held leadership positions in the mental health, education, arts, and employment and training sectors.

Over the past 20 years, Eugenia has overseen the expanding work of the AMRC in South Australia, supporting social, cultural and economic development and ensuring the AMRC's critical leadership position in Australia's settlement sector.

Eugenia was a founding member of SCoA and has contributed to a considerable number of research reports and allied publications and served on innumerable state and commonwealth boards and advisory committees.

Eugenia was awarded the Medal of the Order of Australia for Services to Multiculturalism in the Arts in 1994, the 2007 ZONTA Woman of the Year Award and the 2012 Governor's Multicultural Award – Individual Achiever of the Year. She was named on the 2017 Women's Honour Roll and received the inaugural Harmony Alliance Award in 2017 for lifelong achievement in empowering and supporting migrant and refugee women.

She was Award Winner 2019 Woman of Distinction in Multicultural Services by the Asia Pacific Business Council for Women on their Silver Jubilee.



**Alison O'Neill**  
**Secretary**  
*TAS Representative*  
CEO, Migrant Resource  
Centre (Southern Tasmania)

Alison is the Chief Executive Officer of the Migrant Resource Centre Tasmania (MRC Tas). 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. MRC Tas direct settlement services include the Humanitarian Settlement Program, Settlement Engagement and Transition Services as well as migration support and Tasmanian Government funded services. MRC Tas incorporates the Phoenix Centre, the Tasmanian agency for the Forum of Australian Services for Survivors of Torture and Trauma.

MRC Tas is an active member of the Settlement Council of Australia, the Tasmanian Multicultural Youth Advocacy Network (MYAN), and hosts the Settlement Support Planning network which brings together a wide range of stakeholders to improve outcomes for humanitarian arrivals in the State.

Alison's experience includes over two decades within the NFP sector, including agencies specialising in health and clinical services, disability support, fundraising and grant giving. She is a graduate of the AICD Company Directors course, and a current serving Director.



## **Kwame Selormey**

### **Treasurer**

*NT Representative*

CEO, Melaleuca Refugee Centre (MRC)

Kwame is a Community Services Leader who was born in Ghana – West Africa where he spent his first 19 years. He has lived in Australia for almost 30 years. His tertiary education and professional background has been in the area of working with children, families and communities.

Kwame is the CEO of Melaleuca Refugee Centre (MRC), a Humanitarian Services not for profit organisation providing the Humanitarian Settlement Program, the Program of Assistance to Survivors of Torture and Trauma, Coordination of Refugee Health Services for the Northern Territory and various family support services for Refugees and Migrants.

Kwame's career involves 15 years in executive roles, leading reforms and working with organisations and individuals to realise their preferred futures. He has also been heavily involved across whole of life services in Australia and overseas, with people of all ages, disabilities, mental health illness and those from diverse cultural backgrounds.

Kwame is an active member of numerous organisations, including Chair of the Refugee and Migrant Services Network of 25+ agencies and the NT representative of the Forum of Australian Services to Survivors of Torture and Trauma.



## **Clement Meru**

*NSW Representative*

Community Services and Engagement Manager, SydWest Multicultural Services

Clement hails from the Republic of South Sudan and arrived in Australia in 2003 under the Humanitarian programme.

For the past 2 years, Clement has held the position of Community Services and Engagement Manager at SydWest Multicultural Services, managing a multi-disciplinary division across a large portfolio, including settlement services, women, families, youth and Disability Employment Services.

Clement currently serves on a number of local forums and government advisory committees in NSW. He is convenor for the Blacktown Local Government Area Multicultural Interagency and currently serves on the NSW Police Multicultural Advisory Council, Blacktown City Council's Multicultural Advisory Committee and the Joint Partnership Working Group for Refugee Settlement in NSW.

He previously worked for CORE Community Services for 12 years, supporting newly arrived refugee and migrant communities settle in Western Sydney. He was involved in the design and establishment of the NSW Settlement Partnership, a consortium of community organisations with Settlement Services International as the lead agency delivering settlement services in agreed areas of NSW.

Clement has over 13 years' experience in governance ranging from small and medium sized, incorporated organisations to peak bodies. Clement has qualifications in welfare and community sector management.



### **Mirta Gonzalez**

*VIC Representative*

General Manager, Settlement and Asylum Seeker Program, AMES Australia

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Mirta is AMES Australia’s General Manager Settlement and Asylum Seeker Programs including service delivery across Victoria, South Australia and Tasmania. Mirta’s experience in policy development, planning and delivery of human services and programs spans the NGO, government and community sectors.

Her international experience includes diplomatic postings in North and South America as well as Asia, where she represented the Australian Government’s visas and immigration portfolio. Prior to joining the public service, Mirta worked extensively in health and women’s services agencies in Victoria, contributing to the enhancement of programs and services to CALD communities.



### **Ann Foley**

*VIC Representative*

Executive Officer, Ballarat Regional Multicultural Council

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Ann is the Executive Officer of the Ballarat Regional Multicultural Council (BRMC) and leads the development of the Ballarat Welcome Centre. She brings a regional perspective to SCOA through extensive regional and rural work and networks.

Ann has worked in public service, legal practice and the community sector. She has over twenty years’ experience across diverse policy and not-for-profit management roles. She was appointed to her current role at BRMC in 2013.

Ann participates actively in settlement strategy, research and services in Victoria, including the Regional Multicultural Services consortium and refugee and settlement support networks. She has served on State and Local Government advisory bodies including Victorian Multicultural Commission (VMC) Regional Advisory Council and the Ballarat Intercultural Advisory committee. She co-chairs the Ballarat and Region Settlement Advocacy committee. She was awarded the VMC Award for Multicultural Excellence in 2017 for meritorious service to community in promoting intercultural and interfaith harmony.

Ann has an abiding interest in Australia’s diverse cultural identities. This informs her approach to settlement work with regional migrants and refugees. She values collective impact strategies and wherever possible collaborates and amplifies the voices and cultural perspectives of migrants and refugees. In her current role she is focussed on building excellent and sustainable strategies for regional migration.



## **Dewani Bakkum**

*ACT Representative*  
CEO, MARSS AUSTRALIA Inc

Dewani is the CEO of the Migrant and Refugee Settlement Services Australia (MARSS). She has been involved in the community and charitable sectors for the past 30 years in Australia and in Fiji, and has an extensive background in developing and delivering services for disadvantaged and vulnerable communities, with a strong focus on breaking down cultural and linguistic barriers to facilitate settlement and community participation.

Migrating to Australia from Fiji in 1982, Dewani has a strong understanding of the migrant experience and a passion for helping migrants, refugees and humanitarian entrants to participate in their new communities. Dewani is passionate about her Fijian heritage, serving as past President, Vice President and Secretary of the Fiji Australia Association of the ACT.

Dewani has qualifications in Community Services and Development, Business Management and Accounting, and has used her skills to provide strong strategic direction, leadership and problem solving capabilities to MARSS as the CEO, and also as a previous Secretary, Deputy Chair and Chair of the MARSS Board of Management. She has been a member of the ACT Chief Minister's Advisory Committee to the Office of Fair Trading, and is on the Council of the National Migrant and Refugee Women's Alliance, the Canberra Multicultural Advisory Committee and the Advisory Committee for Welcoming Cities. Dewani was awarded the FECCA Multicultural Award and the ACT International Women's Award for Multiculturalism in 2008.

Dewani was the previous Chair of SCoA, having served as Chair for five years.



## **Michael Zgryza**

*QLD Representative*  
Community Services Manager,  
MultiLink Community Services

Michael has worked across the community sector for over 30 years, specifically across the youth and refugee/multicultural space on both a practice and policy level, having previously worked as a youth worker, the NESB Policy Officer for the Youth Affairs Network of Queensland, and most recently close to 15 years involvement at MultiLink Community Services Inc. directly leading various service delivery activities and teams.

Michael is currently the Community Services Manager with MultiLink Community Services Inc. with oversight of the Settlement, Youth, Community Support, Financial Wellbeing, and Employment & Training service teams. He has also previously managed MultiLink's Aged Care and Disability services area.

His experience has given him an excellent understanding of service delivery practice in the multicultural/migrant/refugee sector and the dynamic interface between practice and policy, as well as accountability and governance on a service delivery and organisational level. Previously working with Queensland's Youth peak body additionally gives him a sound experience of the role and practice of member driven sector peak organisations.

Michael has a strong public policy skill and is a firm practitioner of evidence-based advocacy. He is passionate about innovation in service development and delivery, quality assurance, standards, and benchmarking, and committed to developing dynamic and beneficial partnerships and collaborations.



Photo: Multilink Community Services Inc.

# SCoA Members

- ◆ Access Community Services Ltd
- ◆ Advance Diversity Services
- ◆ African Communities Council of SA
- ◆ AMES Australia
- ◆ Anglicare NT
- ◆ Anglicare SA
- ◆ Association for Services to Torture and Trauma Survivors (ASeTTS)
- ◆ Assyrian Australian Association
- ◆ Accessible Diversity Services Initiative Limited
- ◆ Australian Asian Association of WA Inc
- ◆ Australian Migrant Resource Centre
- ◆ Australian Muslim Women's Centre for Human Rights
- ◆ Australian Red Cross
- ◆ Australian Refugee Association
- ◆ Ballarat Community Health
- ◆ Ballarat Regional Multicultural Council Inc
- ◆ Brotherhood of St Laurence
- ◆ Canberra Multicultural Community Forum
- ◆ Catholic Care VIC
- ◆ CatholicCare Tasmania
- ◆ Centacare FNQ
- ◆ Centacare South West NSW
- ◆ Chinese Australian Services Society Ltd
- ◆ City of Port Adelaide Enfield
- ◆ Communicare
- ◆ Community Hubs Australia Inc
- ◆ Community Migrant Resource Centre
- ◆ Connecting Community Services (formerly Dubbo Neighbourhood Centre)
- ◆ Core Community Services (formerly Fairfield MRC)
- ◆ Ethnic Communities Council of Qld
- ◆ George Street Neighbourhood Centre
- ◆ Great Lakes Agency for Peace and Development International
- ◆ Hervey Bay Neighbourhood Centre Migrant Settlement Program
- ◆ Illawarra Multicultural Services
- ◆ Ishar Multicultural Women's Health Centre
- ◆ Islamic Women's Association of Australia Inc
- ◆ Jesuit Social Services
- ◆ Loddon Campaspe Multicultural Services
- ◆ Lutheran Community Care
- ◆ Focus Connect
- ◆ Max Solutions Pty Ltd
- ◆ Multicultural Australia
- ◆ Melaleuca Refugee Centre
- ◆ Melbourne Polytechnic
- ◆ Metro Assist
- ◆ Metropolitan Migrant Resource Centre
- ◆ MiCare (previously New Hope Foundation Inc)
- ◆ Middle Eastern Communities Council of SA
- ◆ MARSS Australia Inc
- ◆ Migrant Information Centre - Eastern Melbourne
- ◆ Migrant Resource Centre North West Region Inc
- ◆ Migrant Resource Centre Tasmania
- ◆ Mount Druitt Ethnic Communities Agency (MECA)
- ◆ Mount Gambier Migrant Resource Centre
- ◆ Multicultural Community Services of Central Australia
- ◆ Multicultural Futures
- ◆ Multicultural Communities Council of South Australia
- ◆ Multicultural Council of the NT
- ◆ Multicultural Council of Wagga Wagga
- ◆ Multicultural Families Organisation Inc
- ◆ Multicultural Youth Advocacy Network (Centre for Multicultural Youth)
- ◆ Multicultural Youth Link SA
- ◆ Multilink Community Services Inc
- ◆ Murray Valley Sanctuary Refugee Group Inc
- ◆ Murrayland Multicultural Network
- ◆ MYAN NSW
- ◆ Navitas

- ◆ Northern Area Migrant Resource Centre
- ◆ Northern Settlement Services
- ◆ NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS)
- ◆ Our Race
- ◆ Rural Australians for Refugees
- ◆ Settlement Services International
- ◆ Spectrum Migrant Resource Centre
- ◆ St Vincent de Paul Society NSW
- ◆ St Vincent de Paul Society QLD
- ◆ Sydney Multicultural Community Services
- ◆ SydWest Multicultural Services Inc
- ◆ TAFE Qld English Language & Literacy Services
- ◆ TAFE SA
- ◆ The Humanitarian Group
- ◆ Townsville Multicultural Support Group Inc
- ◆ Welcoming Australia
- ◆ Western Sydney MRC
- ◆ WestJustice
- ◆ Wimmera Development Association
- ◆ Wyndham Community and Education Centre Inc



Photo: Access Community Services Limited



Photo: Australian Migrant Resource Centre



# Treasurer's Report

**Kwame Selormey**  
Treasurer

I am pleased to present the 2019-20 financial year, including financial statements and a copy of the auditor's report, completed by DFK Laurence Varnay Audit Pty Ltd, and signed by Director, Colin Grady.

Below outlines SCoA's summary:

## Income

**Total revenue for 2019-20 was \$390,018.**

Our two main sources of funding were

1. Commonwealth Government Grants (Department of Home Affairs)
2. Membership fees

SCoA is grateful for the Government's ongoing support. We are also grateful to our members for their ongoing trust and support which enables us to deliver as SCoA.

## Expenditure

**Total expenditure for the financial year was \$347,021,** resulting in an operating surplus of \$42,997.

This exceeded the surplus of \$25,505 in the previous year and will be reinvested in future support of and services to members.

## Net Assets

SCoA's assets, too, have continued to grow modestly, with **total equity of \$180,701 in 2019-20,** compared to \$137,704 in the previous year. This enables confidence in SCoA's future capacity.

While it has been a difficult year, SCoA's commitment to sound financial stewardship as it works to support our members continues to be demonstrated.

Thank you

**Kwame Selormey**

*Treasurer, Settlement Council of Australia*

# Financial Statements

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Financial Statements

For the Year Ended 30 June 2020

## Settlement Council of Australia Incorporated

ABN 27 983 821 157

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For the Year Ended 30 June 2020

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## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Auditor's Independence Declaration under Section 60.40 of the Australian Charities And Not-For-Profits Commission Act 2012 To the Committee Members of Settlement Council of Australia Incorporated

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2020, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Australian Charities and Not-for-Profits Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

DFK Laurence Varnay Audit Pty Ltd

  
Colin Grady  
Director

Director

06 October, 2020

Sydney



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## Settlement Council of Australia Incorporated

ABN 27 983 821 157

### Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2020

		2020	2019
	Note	\$	\$
Revenue	4	384,518	385,007
Other income	4	5,500	17,600
Employee benefits expense		(201,196)	(211,826)
Other expenses	5	(145,625)	(145,276)
Surplus before income taxes		42,697	25,505
Income tax expense	2(a)	-	-
Surplus for the year		42,697	25,505
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		42,697	25,505

The accompanying notes form part of these financial statements.

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Settlement Council of Australia Incorporated

ABN 27 983 821 157

Statement of Financial Position  
As At 30 June 2020

	Note	2020 \$	2019 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	6	197,013	175,980
Trade and other receivables	7	2,370	1,840
Current tax receivable	8	5	1,931
Other assets	9	3,497	3,446
<b>TOTAL CURRENT ASSETS</b>		<b>202,885</b>	<b>183,177</b>
<b>TOTAL ASSETS</b>		<b>202,885</b>	<b>183,177</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	10,536	18,447
Employee benefits	12	8,048	8,899
Other liabilities	11	3,600	18,127
<b>TOTAL CURRENT LIABILITIES</b>		<b>22,184</b>	<b>45,473</b>
<b>TOTAL LIABILITIES</b>		<b>22,184</b>	<b>45,473</b>
<b>NET ASSETS</b>		<b>180,701</b>	<b>137,704</b>
<b>EQUITY</b>			
General Fund		6,662	6,662
Retained surplus		174,039	131,042
<b>TOTAL EQUITY</b>		<b>180,701</b>	<b>137,704</b>

The accompanying notes form part of these financial statements.

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Settlement Council of Australia Incorporated

ABN 27 983 821 157

Statement of Changes in Equity  
For the Year Ended 30 June 2020

2020	Retained Surplus \$	General Fund \$	Total \$
Balance at 1 July 2019	131,042	6,662	137,704
Surplus for the year	42,987	-	42,987
<b>Balance at 30 June 2020</b>	<b>174,039</b>	<b>6,662</b>	<b>180,701</b>
<b>2019</b>			
Balance at 1 July 2018	105,537	6,662	112,199
Surplus for the year	25,505	-	25,505
<b>Balance at 30 June 2019</b>	<b>131,042</b>	<b>6,662</b>	<b>137,704</b>

The accompanying notes form part of these financial statements.

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Settlement Council of Australia Incorporated

ABN 27 983 821 157

Statement of Cash Flows  
For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from customers		4,970	15,971
Payments to suppliers and employees		(368,435)	(346,617)
Member contributions received		55,359	51,150
Interest received		1,227	2,003
Receipt from grants		327,941	301,854
Net cash provided by operating activities	15	21,053	34,361
Net increase in cash and cash equivalents held		21,053	34,361
Cash and cash equivalents at beginning of year		175,980	141,699
Cash and cash equivalents at end of financial year	6	197,013	175,980

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 2020

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 Association is also registered with the Australian Charities and not-for-profits Commission Act 2012 and domiciled in Australia.

The principal activities of the Association for the year ended 30 June 2020 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

The financial statements are general purpose financial statements prepared in order to satisfy the reporting requirements of the Australian Charities and not-for-profits Commission Act 2012, Australian Accounting Standards-Reduced Disclosures Requirements of the Australian Accounting Standards Board (AASB).

Australian Accounting Standards set out the accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement of fair value of selected non-current assets, financial assets and financial liabilities.

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) 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).

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.

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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 2020

2 Summary of Significant Accounting Policies (cont'd)

(b) Revenue and other income (cont'd)

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 from 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.

Subscriptions

Revenue from the provision of membership subscriptions is recognised as received over the financial year.

Other income

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

(c) Goods and services tax (GST)

Revenue, expenses and assets are stated net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(d) Property, plant and equipment

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

Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

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.

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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 2020

2 Summary of Significant Accounting Policies (cont'd)

(d) Property, plant and equipment (cont'd)

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.

(e) 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.

(f) Leases

At the lease commencement, the Association recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Association believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Association's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Association's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Association has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12-24 months) and leases of low-value assets. The Association recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

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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 2020

2 Summary of Significant Accounting Policies (cont'd)

(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.

(h) Adoption of new and revised accounting standards

The Association has adopted all standards which became effective for the first time at 30 June, 2020, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Association.

3 Critical Accounting Estimates and Judgments

The committee members 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.

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.

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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 2020

4 Revenue and Other Income

	2020	2019
	\$	\$
Sales revenue		
- Government grants	327,941	391,864
- Member subscriptions	55,359	61,190
Finance Income		
- other interest received	1,227	2,003
	<u>384,518</u>	<u>395,007</u>
Other Income		
- sundry income	5,500	17,600
Total Revenue	<u>390,018</u>	<u>392,607</u>

5 Result for the Year

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

Accounting and audit fees	3,427	3,341
Consulting and contractor fees	81,478	36,116
Premises - Contractual amounts	30,227	30,215
Staff travel and Board expenses	22,303	35,343

6 Cash and Cash Equivalents

Cash at bank and in hand	35,837	50,345
Short-term deposits	161,376	125,815
	<u>197,013</u>	<u>175,990</u>

7 Trade and Other Receivables

CURRENT		
Trade receivables	2,370	-
Other receivables	-	1,840
Total current trade and other receivables	<u>2,370</u>	<u>1,840</u>

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

8 Tax assets and liabilities

GST receivable	5	1,931
----------------	---	-------

9 Other Assets

CURRENT		
Prepayments	3,407	3,446

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Notes to the Financial Statements  
For the Year Ended 30 June 2020

10 Trade and Other Payables

	2020	2019
	\$	\$
CURRENT		
Trade payables	10,536	16,270
Superannuation payable	-	77
	<u>10,536</u>	<u>16,447</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying amounts are considered to be a reasonable approximation of fair value.

11 Other Liabilities

	2020	2019
	\$	\$
CURRENT		
Deferred income	3,600	16,127

12 Employee Benefits

	2020	2019
	\$	\$
CURRENT		
Long service leave	2,316	-
Annual leave	5,732	8,899
	<u>8,048</u>	<u>8,899</u>

Movement in carrying amounts

	Long service leave	Annual leave	Total
	\$	\$	\$
Current			
Opening balance at 1 July 2019	-	8,899	8,899
Additional provisions	2,316	-	2,316
Provisions used	-	(3,167)	(3,167)
Balance at 30 June 2020	<u>2,316</u>	<u>5,732</u>	<u>8,048</u>

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Notes to the Financial Statements  
For the Year Ended 30 June 2020

13 Operating Leasing Commitments

	2020	2019
	\$	\$
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	28,280	27,324
- between one year and five years	31,709	59,890
	<u>59,989</u>	<u>87,314</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.

14 Contingencies

In the opinion of the Committee of Management, the Association did not have any contingencies at 30 June 2020 (30 June 2019: None).

15 Cash Flow Information

	2020	2019
	\$	\$
Reconciliation of net income to net cash provided by operating activities:		
Surplus for the year	42,997	25,505
Non-cash flows in profit:		
Changes in assets and liabilities:		
- (decrease)/(increase) in trade and other receivables	1,386	(1,629)
- (increase) in other assets	(51)	(544)
- (decrease)/increase in trade and other payables	(7,911)	13,149
- (decrease) in deferred income	(14,527)	(822)
- (decrease) in employee benefits	(851)	(1,285)
Cashflows from operations	<u>21,053</u>	<u>34,361</u>

16 Events after the end of the Reporting Period

As the COVID-19 pandemic continues to create uncertainty in both local and global communities and economies, the Association continues to consider the impact on its future operations and undertake appropriate measures and precautions in response.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

17 Statutory Information

The registered office of and principal place of business of the company is:  
Settlement Council of Australia Incorporated  
Suite 3a  
32 Theagar Court  
Deakin ACT 2600

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Statement by Members of the Committee

The members of the committee of the Association declare that:

- The financial statements and notes for the year ended 30 June 2020 are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
  - comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
  - give a true and fair view of the financial position as at 30 June 2020 and performance of the Association for the year ended on that date of the entity.
- At the date of this statement, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with a resolution of the committee and Sub division 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013 and is signed for and on behalf of the committee by:

Melissa Monteiro (Chairperson)

Vincent Kwame Seimsey (Treasurer)

Dated this 1 day of October 2020

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Settlement Council of Australia Incorporated

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

Report on the Audit of the Financial Report

Opinion

We have audited the financial report, of Settlement Council of Australia Incorporated (the Association), which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the committee.

In our opinion, the accompanying financial report of the Association for the year ended 30 June 2020 is prepared, in all material respects, in accordance with the Associations Incorporation Reform Act 2012 and Div 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- giving a true and fair view of the Associations financial position as at 30 June 2020 and of its financial performance and its cash flows for the year ended; and
- complying with Australian Accounting Standards - Reduced Disclosure Requirements, Div 60 of the Australian Charities and Not-for-profits Commission Regulation 2013 and Associations Incorporation Regulation (NSW) 2016.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 and of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Reform Act 2012, and the Australian Charities and Not-for-profits Commission Act 2012, for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

**Settlement Council of Australia Incorporated**

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

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

**Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.



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**Settlement Council of Australia Incorporated**

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

- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the management, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

**DFK Laurence Varnay Audit Pty Ltd**

Colin Grady  
 Director

Sydney  
 06 October, 2020



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