

[illegible]

# About Us

Arab Council Australia (Council) is a secular community based organisation working to bring about positive social change and improve the lives of the most vulnerable people in the community. We represent the interests of people from twenty-two Arab countries. Our membership reflects this diversity and includes people of non-Arabic speaking background.

Since our establishment we have been providing a range of quality services such as: family support, child protection, youth projects, social support to older people, problem gambling and financial counselling, orientation and settlement, casework and educational support to children, youth and families, and emergency relief assistance.

We work with diverse communities and across sectors and play a pivotal role in capacity and community building and in advocacy. We promote solutions through consultations, research, education, and partnerships; we work inclusively across diversity and in forging strong collaborative practices with community, government and private sectors.

We acknowledge the traditional owners of the land on which we live and work and pay our respect to elders, past and present. We acknowledge that this land was, is and always will be Aboriginal land.

# CONTENTS

|                                      |    |
|--------------------------------------|----|
| Chairperson's Message                | 5  |
| Chief Executive Officer              | 7  |
| Key Achievements                     | 9  |
| Goal 1: Wellbeing                    | 9  |
| Goal 2: Inclusion and Social Justice | 13 |
| Goal 3: Poverty Relief               | 14 |
| Goal 4: Capacity Building            | 17 |
| Goal 5: Advocacy                     | 20 |
| Goal 6: Sustainability               | 21 |
| Financial Statements 2019            | 23 |
| Treasurer's Report                   | 24 |
| Board                                | 33 |
| Personnel                            | 33 |
| Consultants & Contractors            | 34 |
| Volunteers                           | 34 |
| Students on Placement                | 34 |
| Funding Bodies                       | 34 |

**40 YEARS** OUR community OUR work  
 Special anniversary commemorative section included in this report

Layout and Design MK Graphics 3 Derwent Road Bringelly NSW 2556  
 M 0408 623 353 E mkgraphics@netspace.net.au

Printer R M Gregory Printers 227-231 Georges River Road Croydon Park NSW 2133  
 T 02 9744 8979 F 02 9744 8032 E print@rmgregory.com.au W www.www.rmggregory.com.au





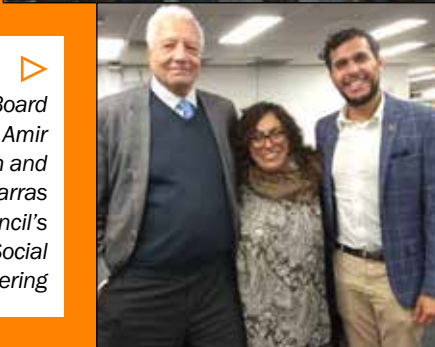
△ 2018 AGM Guest Speaker, Prof of Biomedical Engineering and NSW Premier's Woman of the Year, Hala Zreiqat



△ Ms Danielle Fisher, General Manager NSW Organ & Tissue Donation Service chairing Council's 2018 AGM



▷ Council's CEO and Board Members with 2018 AGM Chair and Guest Speaker



▷ CEO with Board Members, Amir Salem and Joshua Karras at Council's Social Gathering



▷ CEO with former staff, board and founding members at Council's Social Gathering on 18 Sep 2019



▷ The 40 Reasons Workshop during Council's Social Gathering of former and current Board and staff members in the lead up to the anniversary dinner

# Chairperson's Message

Another year has gone by and what a year it has been!

2019 is particularly special as we celebrate forty years of Arab Council Australia.

We celebrated this milestone in style on Saturday, 9 November 2019 and I am honoured to have taken part in what was a memorable experience. The 40<sup>th</sup> Anniversary Dinner was a full house event attended by distinguished guests, sponsors, current and former Board members and staff and friends of Council. Some of the organisation's decades of achievements were highlighted on the night and can be found in the pages of the special section of this report.

The success of the event is a credit to all involved from current and former Board members who donated hours of work. Their dedication and commitment are indicative of the loyalty that Council inspires and I thank everyone who contributed.

Council continues day after day and year after year to research, assess and plan to further meet the needs of our community. This year was no different.

Council's collaborations, partnerships and joint projects with various agencies and communities are thriving to better address the needs and demands of the community we serve.

Existing and relatively newly funded services such as the Support Coordination and the Gateway NDIS service, the AwarAbility and the From the Ground Up to Equality projects are only some of several that are achieving their goals in reaching and meeting the needs of people in the community.

As planned, Council's staff are now all based under the one roof. After two years of operating from two separate locations, the reunited workforce provides a more cohesive environment which only strengthens service delivery. For the first time since inception, Council is not based in Bankstown, however clients have transitioned smoothly to the Fairfield East office. As always, outreach services continue as needed.

In closing, I would like to acknowledge Council's staff for their work and dedication throughout the year. Council's achievements have much to do with their day to day work in the community. I would also like to thank them for their active efforts before, during and behind the scenes at the anniversary dinner.

I would like to express my gratitude, appreciation and thanks to my fellow Board members for their support and camaraderie at all times. Their enthusiasm and commitment to Council and the community are remarkable.

Last but not least, as was formally and fittingly acknowledged at the Council's 40<sup>th</sup> anniversary dinner, I would like to thank the CEO, Ms Randa Kattan for her continuous commitment, and for her leadership and management of everything 'Council'.

As we conclude the 40<sup>th</sup> year of Council, I take this opportunity to wish this organisation, staff, members and friends great success for 2020 and for the next 40 years.

**Mary Shalhoub**

*Chairperson*





Returning Officer,  
Mr Mike Nasir at  
the 2018 AGM



Treasurer,  
Mr Jamal Hamdan  
at the 2018 AGM



Guests and  
members at the  
2018 AGM



Parents Group  
Online Safety  
Training workshop



Care for Carers  
support group  
meeting



Staff (Back L-R)  
Nehme Mrish,  
Djimi Barber, Mary  
Bechara, Zahra  
Cheikh Ali (Front L-R)  
Nena Al Bazi, Amira  
Shahid, Josette  
Bechara at the  
2018 AGM



Seniors Group Outing



Playgroup Outing



# Chief Executive Officer

This year, Arab Council Australia celebrates 40 years of service to the community. Though it has been a remarkable and eventful year for the organisation, I will allow the key achievements in the pages following to speak of our activities and focus instead on Council's 40<sup>th</sup> Anniversary.

Our Story – the story of Arab Council Australia – is the story of the Arab community in Australia.

Arab Australians have been here since early colonisation but it wasn't until the 1970's that there was a dramatic increase in migrants from non-European countries including the Arab world. What followed was a boom in the establishment of services coming from these emerging communities, and Arab Council Australia was one of those organisations.

It's been a long and eventful journey. We started in Bankstown when a small group of forward thinking community workers came together with the shared vision of migrants from Arab nations settling in Australia working collaboratively.

In 1979, the first Arab secular organisation in Australia came to be.

Back then, it was known as the Arabic Welfare Interagency, and after several iterations it is today Arab Council Australia – which most of us simply refer to as Council.

Over the years, Council has succeeded in achieving many firsts; so many moments – that everyone connected with this organisation is proud of. The challenges that we met head on; the consistent commitment to social justice, welfare, community and human rights that informed and guided our work. All is reflected in everything that Council has initiated, participated or driven since that original vision took hold.

Reaching 40 and staying relevant doesn't happen by accident. It takes an incredible amount of hard work, determination and vigilance, fighting through disappointments and standing up even when it's not the popular thing to do. Through all the potholes, Council remained unwavering, guided by some very strong principles:

- Non sectarianism and respect for difference
- Secularism and progressive values
- Embracing our common humanity
- Social justice and human rights for the many parts of our community and beyond.

Council is renowned for bringing people together from within and outside the community and across sectors. The preparation for the anniversary event provided an occasion for 40 years of Council's board, staff, members and friends to gather and determine how to appropriately honour this organisation.

At this gathering, we asked those connected in the past and present of Council – Why Arab Council Australia? What is it about this organisation that inspires loyalty, dedication and commitment? What is it that has kept people connected? We wanted forty reasons for the occasion and they came up with one hundred! These formed the forty reasons found in this report alongside forty moments of Council's history and work.

Council is fortunate to have the support of many individuals and organisations. For this, I say thank you to all: to our members for your ongoing commitment; to our funding bodies for your confidence and for providing us with the capacity to support and service the community; to the media for promoting our services and causes; and to the many individuals and organisations we work with, I thank you for your openness to collaborate, to innovate and to advocate for inclusion, social justice and human rights.

To the families and people that we meet every day, thank you for trusting us with your stories and struggles, and your hopes for a better future. You continue to inspire and drive us to do better. It is because of you that we do what we do.

It would have been very difficult to do justice in honouring this organisation at our 40 year Anniversary Celebration Dinner if it wasn't for the support and commitment of our event sponsors. So, thank you to our Principal Sponsors: *Settlement Services International, Sydney Local Health District and Uniting* and our Major Sponsors: *ACON, Ethnic Communities Council of NSW, Multicultural NSW, NSW Organ and Tissue Donation Service, Unions NSW and Western Sydney University*. Thank you also to *Canterbury Bankstown Council* for supporting the video production.

This organisation cannot serve the community without the commitment of our staff, volunteers and interns. My thanks go to each intern, volunteer and staff member past and present for their professionalism, hard work and dedication. It is your engagement with the community and the care and dedication that you approach your work that has shaped the organisation into what it is today.

I offer deep gratitude to the Chairperson, Ms Mary Shalhoub as well as past and present Board members. You have taken time out of your busy lives to give back to the community. I thank each and every one of you for your commitment to this organisation and its values. Council's standing in the community as a leading, inclusive and progressive organisation is a credit to you all.

I have been with this organisation as the CEO for half of its life and like everyone who is connected to Council, I feel so much pride that we have reached this most significant milestone in such great form.

We have accomplished much in the 40 years and supported many in the community to move forward in strength and confidence. This anniversary has been a time of reflection of the journey that has found us here. We recalled memories big and small and reflected on the bumps and highs along the road and the inevitable "are we there yet"?

We may have looked to our past but our sight remains firmly fixed on an inclusive and just future. We know that we're not there yet; but in Council, we have a solid foundation from which we can get closer to "there". And that too is something to celebrate.

**Randa Kattan**  
CEO

▶ At 40<sup>th</sup> Anniversary Dinner with former Race Discrimination Commissioner, Prof Tim Soutphommasane



▶ At the 2018 AGM, with Deputy Chairperson, Ms Rana Saab and Operations Manager, Ms Rebecca Semaan



△ At dinner with staff



# Key Achievements

*The Strategic Plan 2016-2020 is the articulation of Council's vision and direction in promoting inclusion and social justice. The activities outlined in this report reflect Council's achievements against the strategic plan. The goals have been used below to align the activities undertaken by during the 2018-2019 reporting period.*

## Goal 1: Wellbeing

*Promote well-functioning, healthy, productive, caring, and safe individuals, families and communities.*

This Strategic Goal encompasses working with specific client groups in need and where Council can play an increased role, such as supporting women and children who are victims of domestic and family violence and/or supporting migrants and refugees. It also includes a focus on expanding Council's role in the ageing, disability and mental health space. It is envisaged that this will be achieved by expanding outreach services through new partnerships and locations. Council undertook research and planning to provide support to various groups within the community to assist them to lead well-functioning and healthy lives.

### Domestic and Family Violence

Domestic and Family Violence (DFV) is found across all cultures, ages and socio-economic groups with the majority of those experiencing these forms of violence are women. However, there is an increase in the vulnerability of women from newly arrived groups including Arabic speaking migrants and refugees as they often originate from nations where gendered drivers of violence against women is commonplace. The gendered drivers that have been identified include (but are not limited to): men's control of decision making, limitations on women's independence, rigid gender roles and stereotyped constructs of masculinity and femininity, control of family finances and social condoning of DFV.

Council continued to provide direct support to families, women and children experiencing domestic

violence through the Family Support Service, as well as building on previous research and community-based projects to develop programs that address and challenge gender inequality.

From the Ground Up to Equality: Council commenced implementation of the three-year project to achieve positive change in gender equitable attitudes within the Arabic speaking community. Funded by Women NSW through the Family and Community Services, this project will develop an Arabic specific prevention and strengths-based program for women and men, highlighting aspects within Arab culture to promote gender equality. Currently in the co-design process, the project has engaged a reference group and conducted a series of workshops with community leaders along with stakeholders from government and non-government organisations.

### People with a Disability

As well as providing social and service support to people with disability and mental health issues and their carers, Council commenced its two-year awareness raising project to increase community access to services as well as challenge the misconceptions around the experience of disability and mental health issues.



Consumer Reference Group

| AwarAbility Project           |                           |
|-------------------------------|---------------------------|
| Activity Type ▼               | Registered Participants ▼ |
| Stakeholder Reference Group   | 15                        |
| Consumer Reference Group      | 16                        |
| Project Focus Groups          | 61                        |
| Care for Carers Support Group | 17                        |



Filming for AwarAbility web series

- **NDIS Gateway Service:** Council continued to assist people in the community to access the National Disability Insurance Scheme (NDIS) by providing support coordination to clients with an NDIS plan. Through this service, Council assisted clients to navigate the application and assessment process and worked with clients to identify appropriate service providers, source sustainable accommodation and respite services, as well as implement, redevelop and monitor goals on individual NDIS plans.

## Refugees

**Refugee Employment Support Program (RESP)** is an initiative of the NSW Government managed by the NSW Department of Industry. RESP seeks to address the challenges experienced by refugees and asylum seekers in finding long-term

skilled employment opportunities. In partnership with Settlement Services International (SSI), Council's RESP is tailored to Arabic speaking background people from Western Sydney with the long-term goal of attaining sustainable employment. RESP is currently in the second phase, facilitating client sessions and registration of suitable candidates into the program.

## Older People

Council continues to provide a number of services to support older people from Arabic speaking backgrounds, and their carers. The programs with a focus on senior groups are designed to engage clients to encourage healthy and active lifestyles, provide information on relevant available services and organisations, and reduce social isolation.

- **The Arabic Seniors Social and Information Network (ASSIN):** The ASSIN program runs four senior's groups in Auburn, Blacktown, Parramatta and Holroyd with a total of 62 registered clients. Each group meets once a week and participants engage in a range of social and educational activities. Clients are provided with transport to and from the venue and partake in outings, games, gentle exercise, and tailored information sessions. More than 160 sessions were carried out with the groups which included excursions to various locations. In addition to the information sessions and fortnightly outings, one to one support is provided to group participants.
- **Walking Safely:** In partnership with the Roads and Maritime Service (RMS) Council ran a series of Walking Safely Workshops in various Local Government Areas to build on the skills and knowledge of older people with an Arabic speaking background with regards to road safety. The feedback from participants in the workshops was provided to the RMS to support the development of policy and procedures.

| ASSIN Groups               |                      |   |
|----------------------------|----------------------|---|
| 1 July 2018 – 30 June 2019 |                      |   |
| Activity Type ▼            | Number of sessions ▼ | Occasion of Service (sessions x participants) ▼ |
| Information sessions       | 82                   | 862   |
| Excursions                 | 108                  | 1189  |



△ Holroyd Seniors Group information session with Uniting



▷ Auburn Seniors Group outing

▽ Seniors group fitness class



## Carers

In partnership with One Door Mental Health, Council continued to provide the Care for Carers services that promotes social participation for people from Arabic speaking backgrounds who care for a person with mental illness or disability. As well as organised outings, the group of 17 carers have continued to meet once a month to share life experience and to participate in information sessions about mental health, self-care, disability, the NDIS program, and general health and wellbeing.

## Families

Council's family support services and early intervention programs continued to provide vulnerable children, young people and families, with a focus on a safe and healthy start to life for children and young people. Where necessary, casework and support services were provided and included:

- **Early Intervention and Placement Prevention (EIPP) Program:** Funded by Family and Community Services this program included Support and referral relating to issues including:
  - Child behavioural management, financial

difficulties, employment, mental health and housing.

- Case management (provided for an average duration of three months) for young people and families needing additional and ongoing support to access appropriate services.
- Parent support groups focused on increasing the capacity of parents to build positive relationships with their children.
- Home visits where required including the provision of parenting information, family support and case management services.

In August 2019, Council implemented the transition of the family support service from the EIPP Program model to the Targeted Early Intervention (TEI) pathway plan.

- **Stronger Connections: Families, Children and Communities** – Funded by The Smith Family, this service delivers the following:

- **Playgroup** – Targeting parents from a culturally diverse background with children under the age of five this program ran weekly sessions during school terms. Participants engaged in a range of early childhood activities that included school readiness programs, speech pathology, nutrition,



Parenting Group



oral health, along with fitness and health education to parents and carers.

- **Parents Support Group** – Continuing the focus on capacity building for healthy lifestyles and parenting skills this service the Parents Support facilitated activities that included the Triple P – Positive Parenting Program, 123 Magic, Play Power, Harmony Day and the Let's Count program. Sessions were also held with a focus on building life and parenting skills that covered a variety of topics including child safety at home, cyber safety, impact of screen on children's brain, understanding mental health and disability, healthy cooking and the disposal of chemical waste.

- **Vacation Care and Excursions** – An extension of the playgroup program Vacation care runs during the school holiday periods.

During the 2018-2019 program Parents and children from pre-school, primary and early high school age participated in a variety of excursions to a variety of locations across Sydney including sports and activity centres, zoos, animal farms, libraries, parks and other local attractions.

| Stronger Connections:<br>Families Children & Communities<br>1 July 2018 – 30 June 2019 |                              |             |
|--|------------------------------|-------------|
| Activity Type<br>▼   | Registered Participants<br>▼ |             |
| Parenting Support  | 19 parents                   |             |
| Playgroup  | 23 parents                   | 25 children |
| Total Attendance   | 1304 parents and children    |             |



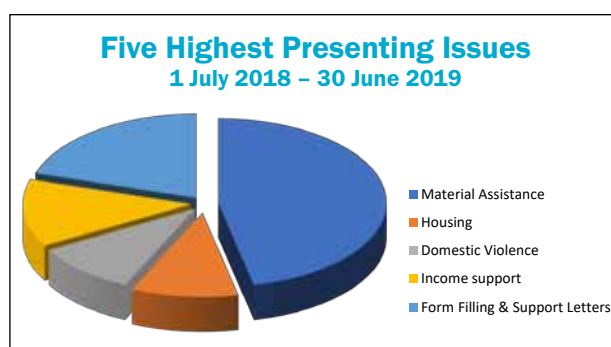
Vacation Care Outing



Playgroup Outing

- **Housing Support:** Part of the holistic approach to client service is the assessment of housing needs of vulnerable people in the community. Council's Direct Services Unit work with organisation such as the Department of Housing, Evolve, Hume Housing to assist clients with housing including support with social housing applications, brokerage services and support through emergency housing application processes.
- **Casework, Advocacy and Referral:** The provision of casework services with families took place both at Council's premises and in some cases in client's homes in the Canterbury Bankstown, Liverpool and Fairfield LGAs. Staff provided support to clients as well as referral to other internal or external services as well as working with clients on achieving their goals. The table below shows the area of support and the related number of occasions of service.

| Family Support Services<br>1 Jul 2018 – 30 Jun 2019 |                       |
|---|-----------------------|
| Area of Support ▼                                   | Occasion of Service ▼ |
| Child Care  | 148                   |
| Domestic Violence                                   | 260                   |
| Education   | 128                   |
| Employment  | 117                   |
| Family Support                                      | 652                   |
| Form Filling & Support Letters                      | 530                   |
| Housing   | 269                   |
| Income Support                                      | 340                   |
| Immigration & Settlement Issues                     | 182                   |
| Legal   | 104                   |
| Material Assistance                                 | 1220                  |
| Mental Health                                       | 189                   |
| NDIS support  | 125                   |
| Physical Health                                     | 134                   |
| Referrals out                                       | 285                   |
| Seniors Support                                     | 114                   |
| Training & Development                              | 156                   |
| <b>Total</b>  | <b>4953</b>           |



## Goal 2: Inclusion and Social Justice

*Promote inclusion and social justice, access and equal opportunities for all.*

This Strategic Goal focuses on increasing the participation of groups to engage in the community. This includes a strong focus on assisting young people to exercise leadership and guide them through educational pathways. It also focuses on newly arrived refugees, humanitarian entrants and migrants and their settlement needs. Importantly, this goal also works towards inclusion by combatting exclusionary factors such as racism and discrimination.

### Equality and Inclusion

Throughout the year, Council worked with other groups and organisations to promote equality for all people in the community. Council continued to participate in programs and professional development forums with service providers on recognising the need for and adopting culturally sensitive practices. Consistent with our values, policies and longstanding work for human rights, equality and social justice for all, Council continued to stand up for equality and joined with other organisations to form the South West Sydney Inclusive Community Network.

As well as continuing to actively address areas of discrimination based on race and sexuality, this year Council launched two major projects that seek to address discrimination of women and people living with disability or mental health issues. The From the Ground Up to Equality project is working directly with the community to develop and ultimately deliver a program that addresses gendered inequality. With a view to increase inclusion and access to services

the AwarAbility project is taking on a similar strength-based approach in developing and delivering a program for the Arabic speaking community to address the myths and ultimate stigmatisation of people in the community living with mental health issues or disability.

### Goal 3: Poverty Relief

*Alleviate poverty and promote greater equity for those in need.*

This Strategic Goal aims to alleviate poverty through raising awareness of the disadvantage experienced by the Arabic speaking community as well as through the provision of direct measures to assist families and people experiencing financial hardship.

Council continued to deliver emergency relief services including the Energy Accounts Payment Assistance (EAPA) Scheme. Working in collaboration with House of Sadaqa, Good 360 Australia and Dandelion, Council was able to facilitate the provision of essential household furniture, appliances and other available goods to low income families and people facing financial hardships. For some clients, we facilitated brokerage services for emergency moving expenses and home establishment through Start Safely program and Victim Services.

| Emergency Relief Assistance<br>1 July 2018 – 30 June 2019 |      |
|---|------|
| Work and Development Order ▼                              |      |
| Total number of clients assisted                          | 200  |
| EAPA ▼  |      |
| Total number of clients served                            | 1220 |
| Total number of vouchers given                            | 7320 |

### Work and Development Order

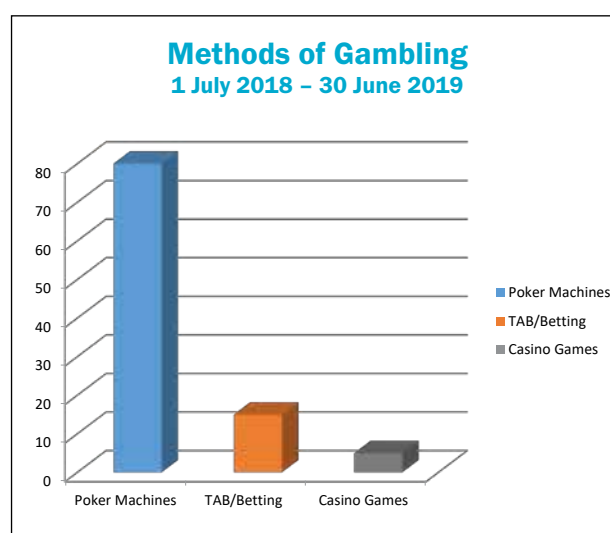
The Work Development Order (WDO) program assists clients who undertake counselling to pay fines held with the State Debt Recovery Office. Eligible clients attend either gambling or financial counselling. Where necessary, referrals to other host organisations and health care providers are made. The WDO program has been very successful in assisting clients pay off fines and complete their WDO through counselling.

### Gambling Help Recovery and Support

Council continued to provide the Gambling Help Recovery and Support Service and the Financial Counselling Service funded by the NSW Office of Liquor, Gaming and Racing-Responsible Gambling Fund. The service was provided in South West, West and Coastal Sydney and offered therapeutic and financial counselling, casework and group support to Arabic speaking individuals, their families and friends on gambling and other related issues. The service follows a harm reduction approach and aims to assist clients to address gambling behaviours with the intent to either control or abstain from gambling. The service also assisted clients to reduce the harm associated with gambling such as relationships, mental illness, study and employment issues, and crime.

The table below shows the supports provided during this financial year.

| Gambling Help Recovery and Support<br>1 July 2018 – 30 June 2019 |      |
|--|------|
| Clients serviced   | 250  |
| Families/Friends of clients serviced                             | 35   |
| Number of counselling sessions                                   | 1939 |



The service also participated in consultations and raising awareness activities to engage with the community. They include but are not limited to, participation in:

- Consultations with funding bodies on planned marketing campaigns targeted to the Arabic speaking community addressing online betting and gambling and developing



a model for gambling harm screening and referral that targets CALD communities.

- Consultations with Burwood Legal Aid; St George Leagues Club; Bankstown Sports Club; Dooley's Catholic Club Lidcombe; Bankstown RSL; St George Hospital Mental Health Centre; Rockdale Community Centre; Hurstville Community Mental Health Centre; Arncliffe Mosque; Rockdale Library; Bankstown TAFE; Punchbowl Church and Wiley Park Public School – To raise awareness on the impact and effects of gambling within families, friends, communities and work.
- Presentations and information sessions on Gambling Harm at community centres in all regions (South West Sydney, Western Sydney and Coastal). Participation in workshops to.
- Interviews on SBS Arabic radio on the harms of gambling during the Melbourne Cup, Responsible Gambling Awareness Week, Newly arrived Migrants and information on Gambling Harm and Financial Counselling.
- Participation in Gambling Forums and events in the South West Sydney, Western Sydney and Coastal regions on a range of gambling harm related issues including, emerging gambling trends, dangerous ideas in gambling and new insights into working with wagering clients. This included joining the Alliance for Gambling Reform Sydney and the Fairfield Community Action Group, Gambling Harm.

assists people with financial problems directly related to gambling harm and works to alleviate the anxiety of financial difficulties associated with gambling. As part of the Gambling Help Recovery and Support Service, financial counselling by accredited staff was provided to clients harmed by gambling as well as to their families. Council's services included:

- financial counselling and supports related to financial hardship
- negotiations with creditors, financial institutions and government bodies on behalf of clients
- providing information on credit laws, debt recovery and bankruptcy
- providing Work and Development Order service for eligible clients

The table below shows the supports provided this financial year.

| <b>Financial Counselling</b><br>1 July 2018 – 30 June 2019 |     |
|--|-----|
| Clients serviced   | 51  |
| Number of counselling sessions                             | 252 |
| Number of community education events                       | 55  |

The financial issues addressed with clients included bankruptcy (5%), debt agreements (15%), and debt negotiations (80%).

## Financial Counselling

Council's financial counselling service makes a real difference in the community. The service



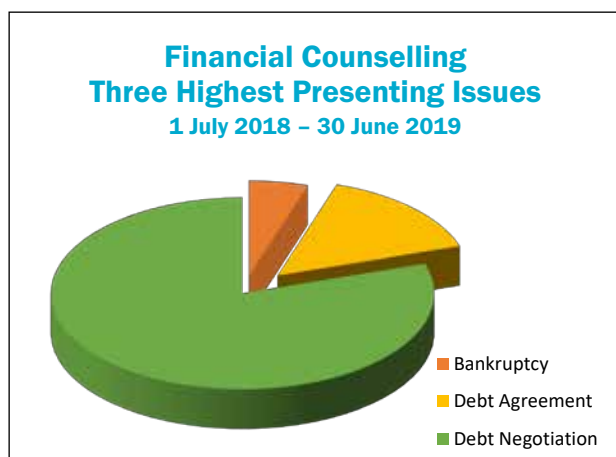
*Gambling Harm and Financial Issues Awareness Information Sessions*



Fifty-five (55) community engagement and awareness events on both gambling and financial issues were also provided by counsellors that focused on gambling education, control and budgeting skills.

The table below provides data statistics on events and attendance:

| Community Education Sessions ▼   | Attendance ▼ |
|--|--------------|
| Gambling and financial issues awareness sessions to Arabic speaking community members in Western Sydney, Coastal and South West Sydney | 450          |
| Gambling and financial issues awareness discussions on Arabic Radio, SBS, and 2ME  | 200,000      |
| Presentations to the community at community Centres, Schools, churches raising awareness on budgeting and gambling harm                | 320          |
| Gambling issues forum presentations to community welfare workers and counsellors   | 360          |



## Goal 4: Capacity Building

*Build active, productive and cohesive communities and increase community skills and capacity.*

This Strategic Goal focuses on building the capacity and cohesiveness of communities through strengthening connections and the representation of Arab organisations and communities through the provision of community

building events and educational activities for the Arabic speaking community. It also identifies Council's integral role in promoting cultural awareness and in providing advice to others regarding the issues faced by Arabic speaking communities.

## Community Building and Development

Council facilitated events and educational activities using a strength-based approach to develop community capacity and address community issues. These activities included community workshops, community networks/groups, social inclusion programs and events, skills/training programs, resources development, sector planning, consultation and partnership projects. Some specific examples include:

- **Road Safety** – Graduated Learner Scheme and Child Restraints Workshops – Council ran eight (8) Graduated Learner Scheme workshops which provided information to families, relatives or friends of learner drivers about laws and requirements to becoming safer drivers. Council also ran ten (10) Child Restraint Workshops for families with children from 8 years of age or under, raising awareness of safety requirements for children travelling in cars.
- **Parenting programs including 1, 2, 3 Magic, Emotion Coaching and Triple P** – Held both in Arabic and English, Council convened a series of seminars for parents and carers of children aged between 1 and 12 years of age as part of the parenting program. Developmental stages of children and different parenting styles were explored along with various approaches to managing challenging and complex behaviors in children. The parenting programs were delivered



Child Restraint Workshop at Punchbowl Community Centre



Engineer installing child restraint to meet required guidelines

in a number of locations including Bankstown, Punchbowl, Chester Hill and Fairfield.

- **Arabic Workers Network (AWN)** – Council continues to convene the AWN forum for workers from across NSW with an Arabic background or who work with the Arabic speaking community. AWN continues to highlight a vast array of issues affecting the Arabic speaking community and provides valuable information with the view to increase access and equity for the community. AWN also provides a platform for skills development and information exchange amongst its members.
- **Activities and Information sessions** – Based on the identified needs of families through both consultations and casework, Council



GLS workshop Miller High School

provided educational activities and partnered with other service providers in organising events. The table below includes information on the type of activity conducted and the specific groups the activities targeted.

| Topics<br>▼  | Target Group<br>▼ | Attendance<br>▼ |
|--|-------------------|-----------------|
| Helping Learner Drivers Become Safer Drivers               | Community         | 118             |
| 1, 2, 3 Magic and Emotion Coaching                         | Parents/Children  | 35              |
| Triple P Course  | Parents           | 6               |
| Fitness Class  | Parents           | 100             |
| Greenacre Family Fun Day                                   | Community         | 150             |
| Child Restraint Workshop                                   | Community         | 100+            |
| Bankstown Wellness Festival                                | Community         | 1000            |
| Walk Safely Road Safety                                    | Seniors           | 141             |
| Wise Employment Community Connection Event                 | Community         | 950             |
| NDIS Consultation  | Community         | 60              |
| Community Reading Day Event                                | Community         | 100+            |
| Canterbury Bankstown Harmony Day                           | Community         | 100+            |
| Carer Group  | Carers            | 150             |
| International Women's Day Event                            | Community         | 300             |
| AWN  | Workers           | 95              |
| EAPA information sessions                                  | Community         | 60              |
| WDO Information Sessions                                   | Community         | 80              |
| Gambling Harm & Financial Counselling Information sessions | Community         | 500             |

## Consultations and Advisory

Council has continued to provide a consultative role and has been resourceful in addressing issues communities.

Council participated in several advisory groups, meetings and networks, representations and partnerships. These are shown in the following table:



| Representations, Consultations and Collaborations |  |
|---|--|
| ACON  | Financial Counselling Association of Australia     |
| Afford Employment                                 | Greenacre Community Centre                         |
| Alliance for Gambling Reform Sydney               | Iraqi Health Professionals Association – Australia |
| ANROWS  | Legal Aid  |
| Arab Workers Network                              | Liverpool Child & Family Interagency               |
| Auburn Diversity Services                         | Liverpool Women's Resource Centre                  |
| Bankstown Canterbury Community Transport          | Metro Assist                                       |
| Bankstown Child & Family interagency              | Multicultural Disability Advocacy Association NSW  |
| Bankstown Children and Families Hub               | Multicultural HIV and HEP C                        |
| Bankstown Community Health centre                 | Multicultural Problem Gambling Services            |
| Bankstown Community Resource Group                | Muslim Women Association                           |
| Bankstown Hospital                                | Navitas English language centres                   |
| Bankstown Multicultural Youth Service             | One Door Mental Health                             |
| Bankstown Police                                  | Parramatta City Council                            |
| Baptist Care                                      | Responsible Gambling Forums                        |
| Barnardos   | Riverwood Community Centre                         |
| Breakthru   | Roads and Maritime Services                        |
| Cancer Council of NSW                             | Safe Work NSW                                      |
| Canterbury Bankstown Council                      | Salvation Army                                     |
| Canterbury Earlwood Caring Association            | SBS Radio, Arabic program                          |
| Catholic Care                                     | Settlement Services International                  |
| Chester Hill Neighbourhood Centre                 | South West Sydney Area Health Service              |
| Chester Hill North Public School                  | South West Sydney Legal Centre                     |
| Community Corrections NSW                         | STARTTS  |
| Creating Links                                    | State Debt Recovery – Work Development Order       |
| Crisis Support Services                           | Sydney Alliance                                    |
| Cultural Perspectives                             | SydWest Multicultural Services                     |
| Department of Health                              | TAFE NSW   |
| Department of Human Services                      | The Multicultural Network                          |
| Disability Services Australia                     | The NSW Transcultural Mental Health Centre         |
| Diversity & disability Alliance                   | The Smith Family                                   |
| DV NSW Service Management                         | Uniting  |
| Ethnic Communities Council of NSW                 | Western Sydney Community Centre                    |
| Fairfield Child & Family Interagency              | Western Sydney Community Forum                     |
| Fairfield City Council                            | Western Sydney Recover College                     |
| Fairfield Community Action Group, Gambling Harm   | Western Sydney University                          |
| Family and Community Services                     | Women's Health Centre Bankstown                    |
| Family Relationships                              | Woodville Alliance                                 |

## Goal 5: Advocacy

### *Advocate on issues affecting the community and promote a positive community image*

This Strategic Goal highlights the importance of advocacy and the role Council plays to engage both individuals, members and organisations in identifying and lobbying to protect the interests and uphold the rights of Arabic-speaking communities.

Council worked collaboratively with other agencies and across sectors on numerous initiatives, some of which are highlighted elsewhere in this report.

### Collaboration and Representation

- **Sydney Alliance** – Council works as a member of the Sydney Alliance which is a citizens' coalition whose vision is to provide the community with a platform to express common values and aspirations for a fair and just Sydney. Sydney Alliance brings together diverse community organisations, unions, universities and religious organisations with an understanding and agenda for the common good.
- **Palliative Care** – Council participated in the Community Consultative Group for the development of material and radio content targeting Arabic speaking communities to stimulate informed conversation around Palliative care and to enhance access to non-English communities.
- **Community Council for Australia (CCA)** – As a member of the CCA Council, along with other organisations across the country, is actively promoting the advocacy role of charities and not for profit community services. The CCA is working to provide a voice to the development of government policy and ensure that a more inclusive approach that benefits communities is adopted.
- **Western Sydney Community Forum (Forum)** – Council is a member of the Forum and the CEO has been on the Board for 6 years until early 2018. The Forum focuses on the Greater Western Sydney as a priority and works to shape social policy and service delivery.
- **Internships** – To continue developing and improving our services as well as provide an opportunity for students to experience work and research in a community organisation, Council initiated an internship program in 2018. Students from Western Sydney University and others completed their placements at Council focusing on specific projects and or research. Community profiles that have been developed by a group of students will be launched in 2020. The profiles focused on issues affecting the Arabic speaking community in Australia such as discrimination, housing, employment, education, domestic and family violence and disability.

## Goal 6: Sustainability

### *Build a strong, representative and sustainable organisation.*

This Strategic Goal highlights the importance of building the sustainability of Council to maintain its strength and representative role. It identifies measures such as identifying new funding models and services, developing the capability of staff and the maintenance of a healthy governance structure.

### Applications for Funding

Council continues to identify opportunities to grow its services and funding sources. Several funding applications for new projects were submitted during this period:

- Funding application to Road and Maritime Services for the following three programs: Senior Pedestrian Safety “Walking Safely”, Graduated Licensing Scheme “Helping Learners Drivers Become Safer Drivers” and Free fitting for child restraint seat “Child Car Seat Check” (Successful)
- Funding Application to the National Disability Insurance Scheme/Information, Linkages and Capacity Building Readiness Grant Round 2018 through the for the “Host Project” in partnership with Woodville Alliance (unsuccessful)
- Funding application to Office of Responsible Gambling for the “Nadi Arab Council Australia” Project (unsuccessful)

- Funding application to the Youth Opportunities Program 2018/19 – Round 7 for the “Teams In Pop Ups” Project (unsuccessful)
- Funding application to the 2019 Investing in Women Program grant through Family and Community Services for the “Arabic Women in Action” Project (unsuccessful)
- Funding application to the 2019 Investing in Women Program grant through Family and Community Services for “The Women’s Café” Project (unsuccessful)
- Funding application to the 2019-20 Multicultural Affairs and Citizenship Program: Fostering Integration Grants for the “Women: Integration in Action” Project (awaiting decision)
- Funding application to the National Disability Insurance Scheme/Information, Linkages and Capacity Building Readiness Grant Round 2019 for the “Arability – Supporting Parents and Siblings” Project (awaiting decision).

## Council Membership

Council’s membership ranges from individuals to community organisations interested in the successful settlement of Arab Australians. It includes people from a range of backgrounds, fields, age groups and religions. This membership provides Council with a cross section of views and ensures a broad representation of community’s interests.

## Professional Development

- Staff have attended various training to develop their skills and knowledge relating to a range of issues. The training attended includes:

|  |
|--|
| • Financial counselling training and monthly supervision                         |
| • Annual Financial Counselling Conference  |
| • Liquor and Gaming managers training  |
| • Gambling counselling monthly supervision                                       |
| • Annual Financial Counselling Conference  |
| • Journal Clubs at Sydney University Gambling Treatment Clinic                   |
| • Induction gambling counselling training  |
| • Australian Childhood Foundation – Bringing Up Great Kids                       |
| • LifeLine- Recognise and Respond Appropriately to Domestic & Family Violence    |
| • 123 Magic  |
| • First Aid training   |
| • Seasons for Growth Training – Good Grief                                       |
| • Family Law – Legal Aid   |
| • Recognise and respond appropriately to domestic and family violence – Lifeline |
| • Safety Assessment Management – The Community Hub Burwood                       |
| • Roads and Maritime Services Training   |
| • Disability Inclusion Awareness Training  |

Staff and volunteers taking part in Disability Inclusion Awareness Training





## Capable Governance

In November 2018 a new Board was elected at the Annual General Meeting. The Board consists of 10 members and they collectively bring extensive and valuable knowledge, skills and experience to the Council. These include but are not limited to: management experience and major program implementation both within Government and the not-for-profit sectors in community services and health; extensive experience on Boards; private sector experience in business and legal sectors, education and training delivery; community development; advocacy for human rights and vulnerable groups, research, cultural promotion, developing innovative initiatives such as the Australian Arab Business Network, Sydney Alliance and the Pro Bono Medical Program for Asylum seekers and volunteer experience both in Australia and abroad

These members are committed to social justice, promoting cross cultural dialogue, conflict



*Board Members participating in GLS workshop*

resolution and working towards an equitable, fair, secular and transparent society where acceptance is achieved through dialogue and exchange of ideas and information.

The CEO and Public Officer for the Council, Randa Kattan provides a subsequent layer of capable governance with her skills and experience including: community leadership, organisational leadership, management of projects and programs within and outside the Arabic community and her experience on a range of high level and ministerial committees. Ms Kattan is passionate about social justice, the status of women and social inclusion and uses this passion to unite a dedicated team in the Council to meet Council's organisational objectives.



*Staff and 2018 Board at end of year dinner*



*Staff debrief session following GLS workshops*



▽ From the Ground Up to Equality Project's Co-Design workshops



◁ Seniors Group Outing



◁ Vacation Care excursion to Featherdale Wildlife Park



△ Parents group at their graduation ceremony for UNSW's Aspire Matters Digital Stories course





# Treasurer's Report

I am pleased to present Council's Audit Report for the 2019 Financial Year. This report provides a true and fair view of our financial position and performance for this period, and has been prepared in accordance with Australian Accounting Standards. It includes the Auditor's Certificate, Balance Sheet, Income and Expenditure and Cash flow statements in addition to Notes that form part of the accounts.

We have continued to effectively manage all approved funds for our projects, which provide essential resources for the community through our organisation. All project funds have been expended in accordance with funding guidelines and have been acquitted.

At the date of issue of these financial statements, we have sufficient grounds to believe that Council is in a position to pay its debts as and when they fall due.

I thank all our funding bodies and government departments for their continued support and for recognising Council's significant work in the community.

My thanks to our administration staff for their dedication and continuous commitment in undertaking Council's day-to-day tasks. I also would like to thank our Accountant Mr George Silvino for his reliable advice and support, and our Auditor Mr Edward Chahoud for finalising the audits.

I extend my appreciation to the Chairperson, Ms Mary Shalhoub, my fellow Board members, Council's staff and volunteers for their hard work and loyalty and for consistently meeting the demands of their roles.

This year, Council has achieved a most significant milestone – forty years of solid service to the community. We have grown and diversified our services and programs and achieved outstanding results for the community, all whilst facing challenges head on.

The milestones continue to grow, brick by brick, building on the legacy of Council. And who else would be the “point of gravity” but our CEO, Randa Kattan, whose dedication and hard work has fortified the retaining wall that holds up the structure that is Council. Randa's visionary approach and tireless efforts continue to shape our organisation. The unique and fitting honouring of Council's 40<sup>th</sup> anniversary conceived and driven by Randa is but one of many glorious examples.

I look forward to the continued growth of our services to the community as we step into the next decade of Council.

**Jamal Hamdan**

*Treasurer*





Arab Council Australia  
المجلس العربي استراليا

Suite 2, Level 2 44-46 Mandarin Street, Fairfield East NSW 2165 Australia  
PO Box 1103 Bankstown NSW 1885 Australia  
Tel: +61 2 9709 4333 | Fax: +61 2 9709 2928 | Email: info@arabcouncil.org.au  
www.arabcouncil.org.au  
ABN 65 538 322 175

## STATEMENT OF THE BOARD

In the opinion of the Board:

1. The accompanying financial statements have been drawn up so as to give a true and fair view of the financial position of **ARAB COUNCIL AUSTRALIA INC.** as at **30th June 2019** and its performance for the year ended on that date.
2. The financial statements have been prepared in accordance with Australian Accounting Standards to the extent described in Note 1.
3. All funds have been invested in accordance with the terms and conditions of funding agreements.
4. All funds have been expended in accordance with funding guidelines.
5. At the date of the statement there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

NAME OF MEMBER

SIGNATURE

DATE

Mary Shalhoub

12 Nov 2019

Jamal Hamdan

12 Nov 2019



Edward D. Chahoud  
is a CPA Practice

*Edward D. Chahoud* B.Bus., CPA  
CERTIFIED PRACTISING ACCOUNTANT

ABN 28 958 252 950

469 BURWOOD ROAD  
BELMORE, N.S.W. 2192

TELEPHONE: (02) 9759 4676

FACSIMILE: (02) 9759 4676

EMAIL: [edwardchahoud@bigpond.com](mailto:edwardchahoud@bigpond.com)

## **INDEPENDENT AUDIT REPORT TO THE MEMBERS OF ARAB COUNCIL AUSTRALIA INCORPORATED**

ABN 65 538 322 175

We have audited the accompanying special purpose financial report of **Arab Council Australia Inc.** which comprises the Balance sheet as at **30 June 2019**, the Income & Expenditure statement and cash flow statement for the year ended **30 June 2019**, notes comprising a summary of significant accounting policies and other explanatory information, and the statement of Board members.

### ***The Board's Responsibility for the financial report***

The Board is responsible for the preparation of the financial report and has determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the financial reporting requirements of the **Association Incorporation Act 2009 (NSW)** and is appropriate to meet the needs of the members. The Board's responsibility also includes establishing and maintaining such internal control as they determine necessary to enable the preparation 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 have 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 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 of the financial report that gives a fair presentation, 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 [those charged with governance] 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.

### ***Independence***

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.



### **Electronic publication of the audited financial report**

It is our understanding that the Arab Council Australia Inc. intends to electronically present the audited financial report and auditor's report on its internet website. Responsibility for the electronic presentation of the financial report on the Arab Council Australia Inc. website is that of those charged with governance of the Arab Council Australia Inc. The security and controls over information on the website should be addressed by the Arab Council Australia Inc. to maintain the integrity of the data presented. The examination of the controls over the electronic presentation of audited financial report(s) on the Arab Council Australia Inc. website is beyond the scope of the audit of the financial report.

### **Audit Opinion**

In our opinion, the financial report

- 1) presents fairly, in all material respects, the financial position of Arab Council Australia Inc.  
as at **30 June 2019** and of its financial performance and its cash flows for the year then ended on that date and
- 2) complies with Australian accounting standards to the extent described in Note 1 and the Association Incorporation Act 2009 (NSW).

### **Basis of accounting and restriction on distribution**

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Board's reporting responsibilities under the constitution. As a result, the financial report may not be suitable for another purpose.



**Edward Chahoud**, CPA 841305

Dated this 4th day of November 2019

# ARAB COUNCIL AUSTRALIA INCORPORATED

ABN 65 538 322 175

Suite 2, Level 2 44-46 Mandarin Street, Fairfield East NSW 2165 Australia

PO BOX 1103 Bankstown NSW 2200 Australia

Tel: +61 2 9709 4333 Fax: +61 2 9709 2928

## BALANCE SHEET AS AT 30 JUNE 2019

| <b>Current Assets</b>                       | <b>2019</b>       | <b>2018</b>       |
|---|-------------------|-------------------|
| C'wealth Bank a/c 062334 10737766           | 14,142.95         | 6,618.34          |
| C'wealth Bank a/c 062334 10752309           | 401,179.66        | 102,437.51        |
| C'wealth Bank Term deposit a/c 233450125705 | 99,844.60         | 99,343.80         |
| C'wealth Bank Term deposit a/c 233450181694 | 17,243.30         | 17,714.13         |
| Petty Cash                                  | 500.00            | 500.00            |
|   | <u>532,910.51</u> | <u>226,613.78</u> |
| Security Bonds                              | 5,434.00          | 5,434.00          |
| Debtors                                     | -                 | 11,421.76         |
| <b>Total Assets</b>                         | <u>538,344.51</u> | <u>243,469.54</u> |
| <b>Current Liabilities</b>                  |                   |                   |
| Corporate Credit Card                       | 1,814.79          | 40.00             |
| GST payable                                 | 5,570.79          | 5,772.97          |
| Superannuation Payable                      | 8,215.40          | 8,178.72          |
| PAYG Withholding                            | 10,860.00         | 8,252.00          |
| Provision for Program costs                 | 41,488.12         | 5,247.46          |
| Provision for Annual leave                  | 42,548.63         | 38,548.63         |
| Provision for Annual Leave Loading          | 12,837.55         | -                 |
| Provision for Long Service Leave            | 67,558.92         | -                 |
| Provision for Community Bus                 | 7,288.37          | 7,000.00          |
| Provision for Equipment                     | -                 | 2,590.00          |
| Provision for Relocation & Repairs          | 36,121.21         | 36,121.21         |
|   | <u>234,303.78</u> | <u>111,750.99</u> |
| <b>Non Current Liabilities</b>              |                   |                   |
| Provision for Long Service Leave            | 15,746.41         | 83,305.33         |
| Provision for Community Bus                 | 14,000.00         | 14,000.00         |
|   | <u>29,746.41</u>  | <u>97,305.33</u>  |
| <b>Total Liabilities</b>                    | <u>264,050.19</u> | <u>209,056.32</u> |
| <b>Net Assets</b>                           | <u>274,294.32</u> | <u>34,413.22</u>  |

# ARAB COUNCIL AUSTRALIA INCORPORATED

ABN 65 538 322 175

Suite 2, Level 2 44-46 Mandarin Street, Fairfield East NSW 2165 Australia

PO BOX 1103 Bankstown NSW 2200 Australia

Tel: +61 2 9709 4333 Fax: +61 2 9709 2928

## INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2019

| INCOME   | 2019                       | 2018                |
|--|----------------------------|---------------------|
| Grants   | <b>note 2</b> 1,669,441.45 | 1,152,963.48        |
| Administration Charges                         | 3,266.43                   | 37,653.45           |
| Centrelink Paid Parental Leave                 | -                          | 2,436.87            |
| Client Contributions - ASSIN Group             | 11,970.00                  | -                   |
| Donations                                      | 655.00                     | 55.00               |
| Events / Seminars / Training                   | -                          | 3,100.05            |
| Hall Hire                                      | -                          | 81.82               |
| Interest                                       | 2,976.41                   | 2,365.47            |
| Membership                                     | 547.26                     | 1,163.65            |
| NDIS Income                                    | 17,109.73                  | 2,139.87            |
| Other misc. receipts                           | -                          | 4,966.56            |
|  | <u>1,705,966.28</u>        | <u>1,206,926.22</u> |
| <b>EXPENSES</b>                                |                            |                     |
| Annual leave Loading                           | -                          | 698.25              |
| Audit  | 5,350.00                   | 5,450.00            |
| Artwork & Design                               | 1,120.00                   | 1,120.00            |
| Bank Charges                                   | 1,344.96                   | 1,470.95            |
| Bookkeeping Fees                               | 1,395.00                   | 1,485.00            |
| Books, Reports & Resources                     | 31.82                      | -                   |
| Bus Running Costs                              | 16,191.91                  | 9,328.64            |
| Bus Hire                                       | 2,984.08                   | -                   |
| Childcare                                      | 410.00                     | -                   |
| Cleaning                                       | 11,243.28                  | 7,535.90            |
| Computer Purchase & Maintenance                | 3,098.64                   | -                   |
| Conference                                     | 759.09                     | 920.27              |
| Consultancy & Supervision                      | 9,040.00                   | 7,020.00            |
| Dietician, Fitness and Speech Therapy services | 7,676.00                   | 4,185.00            |
| Electricity                                    | 10,007.50                  | 9,288.12            |
| Equipment Purchase & Hire                      | 22,707.64                  | 1,955.70            |
| General Expenses                               | -1.23                      | 1.50                |
| Hall and Venue Hire                            | 13,680.41                  | 3,560.35            |
| Insurance - General & Public Liability         | 12,658.43                  | 7,591.45            |
| - Workers Compensation                         | 38,671.36                  | 15,866.62           |
| Internet and Networking                        | 32,542.22                  | 28,458.02           |
| Meeting Expenses                               | 5,491.90                   | 6,704.13            |
| Program & Project Activity costs               | 47,895.25                  | 29,808.01           |
| Project Evaluation                             | 50.24                      | -                   |
| Postage  | 245.80                     | 299.12              |
| Printing & Photocopying                        | 10,425.64                  | 3,096.50            |
| Prizes & Awards                                | -                          | 1,385.27            |
| Rent   | 99,211.34                  | 105,463.09          |
| Repairs & Maintenance                          | 7,299.37                   | 3,442.50            |
| Salaries & Wages                               | 954,536.86                 | 837,947.68          |
| Staff Amenities                                | 1,035.78                   | 1,535.76            |
| Stationery                                     | 1,663.03                   | 2,561.79            |
| Subscriptions & Membership                     | 7,209.23                   | 7,094.46            |
| Superannuation                                 | 90,047.76                  | 83,032.20           |
| Telephone                                      | 37,750.29                  | 37,789.74           |
| Training                                       | 647.16                     | 1,261.33            |
| Travel, Transport & Parking Fees               | 6,664.42                   | 9,290.31            |
| Video Production                               | 5,000.00                   | -                   |
|  | <u>1,466,085.18</u>        | <u>1,236,647.66</u> |
| Operating surplus / (deficit ) for year        | <b>239,881.10</b>          | - 29,721.44         |
| Brought Fwd Surplus/(Deficit) last year        | 34,413.22                  | 64,134.66           |
| <b>Accumulated Surplus/Deficit @ 30.6.19</b>   | <b>274,294.32</b>          | <b>34,413.22</b>    |



# ARAB COUNCIL AUSTRALIA INCORPORATED

ABN 65 538 322 175

Suite 2, Level 2 44-46 Mandarin Street, Fairfield East NSW 2165 Australia

PO BOX 1103 Bankstown NSW 2200 Australia

Tel: +61 2 9709 4333 Fax: +61 2 9709 2928

## STATEMENT OF CASH FLOW FOR THE YEAR ENDED 30 JUNE 2019

### CASH FLOWS FROM OPERATING ACTIVITIES

|                  |  |                |
|------------------|--|----------------|
| 1,204,561        | Receipts Grants                                  | 1,702,990      |
| 1,419,042        | Payments to suppliers & employees                | 1,399,670      |
| <b>- 214,481</b> | <b>Net cash provided by operating activities</b> | <b>303,320</b> |

### CASH FLOWS FROM INVESTING ACTIVITIES

|              |   |              |
|--------------|---|--------------|
| 2,365        | Interest received                       | 2,976        |
| -            | Payment for property, plant & equipment | -            |
| <b>2,365</b> | <b>Net cash used for investing</b>      | <b>2,976</b> |

|                |  |                |
|----------------|--|----------------|
| - 212,116      | Net increase / (decrease) in cash held | 306,297        |
| 438,730        | Cash at beginning of reporting period  | 226,614        |
| <b>226,614</b> | <b>Cash at end of reporting period</b> | <b>532,911</b> |

### RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT

|                 |   |                |
|-----------------|---|----------------|
| - 29,721        | Operating profit after tax                              | 239,881        |
|                 | Add/(less) items classified as Non-operating activities |                |
| 2,365           | Interest received                                       | - 2,976        |
| <b>- 32,087</b> | <b>Cash derived from operating activities</b>           | <b>236,905</b> |
|                 | Add / (less) non cash items                             |                |
| - 52,816        | Provision for accrued leave                             | 16,838         |
| - 84,903        |   | <b>253,742</b> |

### Changes in assets & liabilities

|                  |   |                |
|------------------|---|----------------|
| - 11,422         | Decrease / (Increase) in Debtors                            | 11,422         |
| - 337            | (Decrease) / Increase in Corporate Credit Card Deposits p   | 1,775          |
| - 8,815          | (Decrease) / Increase in GST Payable                        | - 202          |
| - 285            | (Decrease) / Increase Superannuation Payable                | 37             |
| - 3,211          | (Decrease) / Increase PAYG withholding                      | 2,608          |
| - 107,150        | (Decrease) / Increase in program costs                      | 36,241         |
| -                | (Decrease) / Increase in provision for community bus        | 288            |
| 1,590            | (Decrease) / Increase in provision for equipment            | - 2,590        |
| 50               | (Decrease) / Increase in provision for Relocation & repairs | -              |
| <b>- 214,482</b> | <b>Net cash provided by operating activities</b>            | <b>303,320</b> |

**ARAB COUNCIL AUSTRALIA INC**  
**ABN 65 538 322 175**

**NOTES TO & FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30TH JUNE 2019**

**NOTE 1. Statement of Accounting Policies**

This special purpose financial report was prepared for distribution to the members to fulfill the Board's financial reporting requirements under the **Arab Council Australia Inc.** constitution and the Associations Incorporation Act 2009 (NSW).

The accounting policies used in the preparation of this report, as described below, are consistent with the financial reporting requirements of the **Arab Council Australia Inc.** constitution and with previous years and are, in the opinion of the Board, appropriate to meet the needs of members:

- (a) The financial report was prepared on a modified accrual basis of accounting, including the historical cost convention and the going concern assumption.
- (b) The requirements of accounting standards and other professional reporting requirements in Australia do not have mandatory applicability to **Arab Council Australia Inc.** because it is not a 'reporting entity'. The Board has, however, prepared the financial report in accordance with Australian accounting standards.

Fixed Assets are expensed fully in the financial year they are paid for.

A provision has been made in these Accounts for Statutory conferred employees' entitlements.

# ARAB COUNCIL AUSTRALIA INCORPORATED

ABN 65 538 322 175

## NOTES TO & FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30TH JUNE 2019

| <b>NOTE 2. GRANTS RECEIVED</b>                            | <b>2019</b>         | <b>2018</b>         |
|---|---------------------|---------------------|
| <b>DEPARTMENT OF FAMILY &amp; COMMUNITY SERVICES</b>      |                     |                     |
| 1. Arabic Welfare Centre                                  | 111,185.77          | 107,609.53          |
| 2. Child, Youth & Family Support Project                  | 377,107.33          | 364,977.85          |
| <b>DEPARTMENT OF GAMING &amp; RACING</b>                  |                     |                     |
| 1. Problem Gambling - South west Sydney                   | 159,412.00          | 157,940.00          |
| 2. Problem Gambling - Coastal Sydney                      | 67,462.00           | 66,204.00           |
| 3. Problem Gambling - Western Sydney                      | 67,158.00           | 65,906.00           |
| <b>NATIONAL DISABILITY INSURANCE AGENCY</b>               |                     |                     |
| Information Linkages & Capacity Building                  | 428,172.74          | -                   |
| <b>Women NSW</b>  |                     |                     |
| DV - From the Ground up to Equality                       | 130,883.95          |                     |
| <b>DEPT. OF AGEING, DISABILITY &amp; HOME CARE</b>        |                     |                     |
| Arabic Seniors Social and Information Network             | -                   | 9,791.47            |
| <b>DEPT. OF SOCIAL SERVICES - Via Uniting</b>             |                     |                     |
| Arabic Seniors Social and Information Network             | 164,381.24          | 161,893.68          |
| <b>DEPT. OF HEALTH</b>                                    |                     |                     |
| Arabic Seniors Social and Information Network             | 40,597.72           | 39,954.14           |
| <b>THE SMITH FAMILY</b>                                   |                     |                     |
| Stronger Connection:Family, Children & Communities        | 99,700.00           | 107,000.00          |
| <b>SETTLEMENT SERVICES INTERNATIONAL LTD</b>              |                     |                     |
| Future Ability Projects Business Development Initiative 2 | -                   | 35,000.00           |
| <b>MINOR GRANTS</b>                                       |                     |                     |
| Transfers From Provisions Gateway                         | 4,326.94            | -                   |
| NSW Health - Sydney Local Health District                 | 6,500.00            | -                   |
| RMS - Helping Learner Drivers Project                     | -                   | 12,323.00           |
| RMS - Child Restraint workshop                            | 6,299.96            | 10,179.09           |
| RMS - Seniors Walking Safety Workshop                     | 6,253.80            | 14,184.72           |
|   | <b>1,669,441.45</b> | <b>1,152,963.48</b> |



## Board

|                     |  |
|---------------------|--|
| Mary Shalhoub       | Chairperson                              |
| Imad Berro (Dr)     | Deputy Chairperson                       |
| Rana Saab           | Deputy Chairperson                       |
| Rita Almohty (Dr)   | Secretary                                |
| Jamal Hamdan        | Treasurer                                |
| Ramzi Barnouti (Dr) | Board Member                             |
| Wafa Jeha           | Board Member                             |
| Joshua Karras       | Board Member                             |
| Amir Salem          | Board Member                             |
| Naser Shakhtour     | Board Member                             |
| Randa Kattan        | Chief Executive Officer & Public Officer |

## Personnel

|                   |   |
|-------------------|---|
| Randa Kattan      | Chief Executive Officer & Public Officer  |
| Rebecca Semaan    | Operations Manager  |
| Hiba Ayache       | Direct Services Manager   |
| Hala Al Duleimi   | Community & Service Development Manager (On leave since July 2019)                      |
| Josette Bechara   | Community & Service Development Manager (July 2019 – Present)                           |
|                   | Stronger Connections Project Coordinator  |
| Amira Shahid      | AwarAbility Project Manager   |
| Najla Turk        | From the Ground Up to Equality Project Manager (Feb – March 2019)                       |
| Sivine Tabbouch   | From the Ground Up to Equality Project Manager (July 2019 – Present)                    |
| Nena Al Bazi      | Administration Officer  |
| Sadie Arida       | NDIS Support Coordinator (Oct 2017 – July 2018)   |
| Mary-Ely Bechara  | Youth, Child & Family Support Officer/RESP Casework Officer                             |
| Zeinab Hourani    | Problem Gambling Counsellor/Casework Officer  |
| Wafa Ibrahim      | Child, Youth & Family Support Officer (Mar 2012 – Jul 2019)                             |
| Reem Khalil       | Counsellor/Casework Officer & NDIS Support Coordinator (Maternity Leave since Aug 2019) |
| Lina Merdawi      | Child, Youth & Family Support Officer (Oct 2019– Present)                               |
| Hana Moukahal     | Child, Youth & Family Support Officer (Oct 2019 – Present)                              |
| Sherry Raghib     | NDIS Support Coordinator (Sep 2019 – Nov 2019)  |
| Heshmat Shahid    | Problem Gambling Counsellor/Casework Officer  |
| Dallal Zonino     | Child, Youth & Family Support Officer (Jun 2016 – Jun 2019)                             |
| Djimi Barber      | Seniors Group Coordinator   |
| Yorka Manjah      | Seniors Group Coordinator (Nov 2019 – Present)  |
| Ron Moukhallalati | Community Bus Driver (Casual)   |
| Nehme Mrish       | Community Bus Driver  |
| Zahra Cheikh Ali  | AwarAbility Case Coordinator & Playgroup Coordinator                                    |

## Consultants and Contractors

|                  |   |
|------------------|---|
| Lopitta Fares    | Web Editing and Information Management                          |
| Maria Katrivesis | Consulting and Training Pty Ltd – AwarAbility Project           |
| Robyn McEwan     | Consultancy Services  |
| Art Resistance   | Video production – AwarAbility and 40 <sup>th</sup> Anniversary |

## Volunteers

Zaid Hanoody  
Victor IshaK  
Daad Karaali  
Yorka Manjah  
Fadia Samia  
Halima Shmait

## Students on Placement

Bilal Abdelraheem  
Farzaneh Eskandari  
Sherry Raghib  
Rabab Sayed-Hassan

## Funding Bodies

Bankstown Region Communities for Children Facilitating Partner – The Smith Family  
Canterbury Bankstown Council – Stronger Communities Fund  
Department of Family and Community Services – EIPP and Community Builders  
Department of Family and Community Services – Domestic and Family Violence Innovation Fund  
Department of Health – Commonwealth Home Support Programme  
Department of Social Services – through Uniting  
National Disability Insurance Agency – ILC Jurisdictional Based Round 2 Grant Round.  
NSW Office of Liquor, Gaming and Racing – Responsible Gambling Fund  
NSW Transport – Roads and Maritime Services  
Sydney Local Health District – Connecting Communities Challenge

# 2019 ANNUAL REPORT



[illegible]