



Settlement Council of Australia

Annual Report  
2014-2015

# THE SETTLEMENT COUNCIL OF AUSTRALIA (SCOA)

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

SCOA operates under a strategic plan which identifies our key priorities as being to:

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

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

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# CHAIRPERSON'S REPORT

It is my pleasure to present to you the Annual Report of the Settlement Council of Australia for 2014/15. It has been another busy and rewarding year for SCOA, with many significant achievements. Once again, SCOA represented the vast majority of funded settlement services and projects, with our membership continuing to grow and diversify during the year. Our members span the length and breadth of Australia - including every major metropolitan and regional area - ensuring that newly arrived individuals, families and communities are supported to successfully settle in Australia.



**Dewani Bakkum**  
SCOA Chairperson

There were many highlights to the year. Some of these included:

- The release of the National Settlement Services Outcomes Standards, which were the culmination of several years' work, and thorough consultation with our members.
- Making 14 submissions to federal government inquiries and reviews, which reflected the positions and concerns of our membership on a range of humanitarian settlement service issues.
- Consulting with our members in nearly every state and territory, with a total of 24 consultation events held during the year.
- Helping to build the capacity of the settlement sector by offering a range of training workshops and professional development opportunities; and through our Settlement Policy Network, Humanitarian Settlement Services Providers' Forum, Policy Practice Forum and CEO Think Tanks.
- Working in partnership with a wide range of national organisations on vital issues such as domestic and family violence, and employment.

I would like to thank the staff and the Executive Committee for their tireless work throughout the year. I would particularly like to thank our Executive Officer, Sky de Jersey, who recently left SCOA after four years in the role. We appreciate her contribution to the settlement sector and wish her every success in her future endeavours.

I would like to welcome our new Acting Executive Officer Andrew Cummings, who returns to SCOA after four years working in the youth services sector. Andrew comes with significant experience in settlement services and I'm sure he will do a great job.

I would also like to thank the staff of the Department of Social Services for their ongoing support, and the positive and rewarding relationship we have developed through regular meetings. Particular thanks also goes to our Assistant Minister, the Hon. Senator Concetta Fierravanti-Wells for her ongoing support and engagement with our work. I look forward to working with the recently appointed Minister for Social Services the Hon. Christian Porter MP and to continuing the ongoing dialogue and productive working relationship with the federal government.

I have very much enjoyed my first year as Chairperson, and look forward to working with the staff, Executive Committee and members to continue the important work of SCOA.



**Dewani Bakkum**  
SCOA Chairperson

COVER: Pako Festa - Diversitat.

LEFT: Harmony Day in NT, Multicultural Drumming Group - Multicultural Council of Central Australia.



# EXECUTIVE OFFICER'S REPORT

SCOA had another busy year, during which time we continued to build our reputation and influence as the national peak body representing settlement services across Australia. We achieved this through a wide range of activities, including:



**Andrew Cummings**  
Acting Executive Officer

## Sector Consultation and Engagement

SCOA continued to consult regularly with our members on key issues of importance to the settlement sector, and as part of the preparation process for our representation with government and other stakeholders. In 2014/15, SCOA conducted 24 consultation events with members, including:

- CEO Think Tank - topics included Collective Impact; multiculturalism and the political environment; and the economic impact of migration
- Humanitarian Settlement Services (HSS) Provider's Forum
- Policy Practice Forum
- Settlement Policy Network – run in partnership with the Refugee Council of Australia, topics included housing issues, building a new life in Australia, English language services, creating community harmony; and volunteering
- One-off consultations on issues including border fees, charges and taxes; Employment Services arrangements; the Adult Migrant English Program; and evaluation of HSS and Complex Case Support.

SCOA also carried out a national consultation series, with meetings held between April and June in every state and territory (except WA due to illness). These meetings provide a great opportunity to meet with members in person to discuss state-specific settlement issues, and provided input to the development of SCOA's Strategic Plan.

## Capacity Building

SCOA continued to take a lead role in developing the capacity of the settlement sector in Australia, by developing resources, and delivering training and professional development opportunities. Highlights this year included:

- \* The release the National Settlement Services Outcome Standards in June, following extensive work with the National Standards Steering Committee, consultation with the sector and support from Myriad Consulting. The standards were released as a stand-alone document with a comprehensive background report. The standards received positive feedback from our members. Implementation of the standards will commence in 2015/16.
- \* Commissioning Millwood Consulting to provide training for the settlement sector on "Navigating Government". This training was delivered in Sydney, Melbourne, Brisbane and Darwin to very positive feedback
- \* Partnering with White Ribbon to deliver four training events trialling and developing the White Ribbon training materials for CALD audiences. Training was delivered in Canberra, Parramatta, Shepparton and Adelaide

## Representation

SCOA represented our members in a variety of ways. These included:

- \* Providing formal submissions on a range of issues, including the Migration and Humanitarian Programs; DSS tendering process; offshore refugee and humanitarian visas; Employment Services arrangements; evaluations of the Humanitarian Settlement Services, Complex Case Support and Adult Migrant English Program; and Australian Citizenship
- \* Regular meetings and ongoing contact with representatives of the Department of Social Services
- \* Participation in meetings and forums with a range of federal government departments, including Department of Immigration and Border Protection; Department of Employment; and Department of Human Services
- \* Meetings with relevant state and territory government departments during our national consultation series, as well as through our Executive Committee members
- \* Strong relationships and collaboration with other relevant national organisations, including RCOA, ALGA, ACOSS, MCA, MIA, FECCA, MYAN, AHRC, UNHCR and White Ribbon.

## Research

SCOA continued to strengthen links between researchers and the settlement sector. This plays an important role in ensuring that relevant research is disseminated across the settlement sector, as well as encouraging the development of evidence-based practices. The Policy Practice Forum has been important in fostering dialogue and promoting discussion on academic developments relevant to the settlement sector. The focus this year has included:

- Collective Impact
- Ethical research practice when working with refugees
- A comparative analysis of social enterprise policy in Australia and the United Kingdom
- Refugee Trauma and Recovery Program

SCOA also hosted interns from the University of Sydney and Queensland University of Technology. The intern program provides stronger links to academic institutions, contributes to the work of SCOA, and fosters the development of settlement sector expertise.

The newsletter and the website continue to profile relevant research opportunities and activities.

## Communication

SCOA continued to place a high level of importance on communication with our members and stakeholders. We have done this in a variety of ways, in order to share good news stories, profile case studies that highlight best practice, foster partnerships and collaboration, and raise policy priorities with our members through regular emails, newsletters, forums and events. Our website continues to be a strong tool used by the settlement sector for sharing resources, reports and other information.

The SCOA newsletter “Settlement News” continues to be produced bi-monthly, and goes from strength to strength, with a wide distribution and readership, and input from a range of government departments and related agencies. A different focus is chosen for each issue, covering topics of relevance for the settlement sector. Topics this year have included sport, social enterprise, education and community harmony.

## Collaboration

SCOA once again partnered with numerous organisations in order to support and develop innovative programs. For example, we worked with Lifeline and White Ribbon on projects aimed at developing and delivering tailored training programs on family violence for CALD communities. SCOA also supported the development of the new Youth Settlement Framework with MYAN Australia.

Another important partnership this year has been with the Good Pitch team, and the producers of the “Constance on the Edge” documentary. SCOA has provided advice and input on the documentary themes, and into the outreach campaign for when the documentary is released. SCOA also facilitated introductions to relevant people and agencies for the producers. We developed an expression of interest form and information kit tailored to the settlement sector, to promote awareness of the documentary and give agencies time to prepare in advance for the documentary release, which is expected to be in March 2016.

We look forward to another exciting and rewarding year supporting our members in 2015/6.

**Andrew Cummings**  
*Acting Executive Officer*

# TREASURER'S & AUDITOR'S REPORTS

I am pleased to present to you the financial statements of SCOA for the financial year ended 30 June 2015. The financial statements as presented have been audited by DFK Laurence Varnay, our appointed auditors. A copy of the report signed by Partner Colin Grady is included in this Annual Report.



**Joe De Luca**  
SCOA Treasurer

Total income for the year was \$269,833 an increase of \$72,638 over the previous year. This increase is attributable to the increases in the government grant SCOA receives and membership fees. DSS and members continue to be our major source of funds. We are extremely thankful for their continued support. After meeting office and staff costs of \$254,191 (2012: \$212,917), SCOA achieved a surplus of

\$15,642 (compared to a loss in 2013: \$15,722). Net assets as at 30 June 2015 were \$96,925 which demonstrates a healthy financial position for the continuation of SCOA's future activities. I would like to thank my fellow executive members for their significant 'in kind' support of SCOA.

**Joe De Luca**  
*SCOA Treasurer*

## Settlement Council of Australia Incorporated ABN 27 983 821 157

### Income and Expenditure Statement For the Year Ended 30 June 2015

	2015 \$	2014 \$
<b>Income</b>		
Government grant income	211,508	155,292
Memberships	54,542	38,350
Interest received	3,783	3,392
Other income	-	161
	<u>269,833</u>	<u>197,195</u>
<b>Expenditure</b>		
Accounting and audit fees	3,314	2,909
Depreciation expense	-	1,089
Bank charges	249	254
Other expenses	250,628	208,665
	<u>254,191</u>	<u>212,917</u>
Net current year surplus/deficit	15,642	(15,722)
Retained surplus at the beginning of the financial year	74,621	90,344
Retained surplus at the end of the financial year	<u>90,263</u>	<u>74,622</u>

## Assets and liabilities statement As At 30 June 2015

	Note	2015 \$	2014 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	126,921	106,455
Trade and other receivables	4	-	5,871
Prepayments	5	12,323	-
<b>TOTAL CURRENT ASSETS</b>		<b>139,244</b>	<b>112,326</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	18,587	19,599
Employee benefits	8	18,527	9,459
Deferred income	7	5,205	1,985
<b>TOTAL CURRENT LIABILITIES</b>		<b>42,319</b>	<b>31,043</b>
<b>TOTAL LIABILITIES</b>		<b>42,319</b>	<b>31,043</b>
<b>NET ASSETS</b>		<b>96,925</b>	<b>81,283</b>
<b>MEMBERS' FUNDS</b>			
General Fund		6,662	6,662
Retained profits		90,263	74,621
<b>TOTAL MEMBERS' FUND</b>		<b>96,925</b>	<b>81,283</b>

## Notes to the Financial Statements For the Year Ended 30 June 2015

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') and *Associations Incorporation Reform Regulations 2012* ('the Act') .

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

Comparatives are consistent with prior years, unless otherwise stated.

### 1 Basis of Preparation

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

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

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

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

### 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.

## Notes to the Financial Statements For the Year Ended 30 June 2015

### 2 Summary of Significant Accounting Policies continued

#### Interest revenue

Interest is recognised using the effective interest method.

#### (c) Goods and Services Tax (GST)

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

#### (d) Property, Plant and Equipment

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

#### Plant and equipment

Plant and equipment are measured using the cost model.

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

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

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

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

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

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

#### (e) Cash and cash equivalents

Cash and cash equivalents comprise 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) 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.

## Notes to the Financial Statements For the Year Ended 30 June 2015

### 2 Summary of Significant Accounting Policies continued

Employee benefits are presented as current liabilities in the assets and liabilities statement if the Association does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

#### (g) Trade and other payables

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

#### 3 Cash and cash equivalents

	2015 \$	2014 \$
Cash at bank and in hand	26,206	51,548
Short-term bank deposits	100,715	54,907
	<b>126,921</b>	<b>106,455</b>

#### 4 Trade and other receivables

CURRENT		
Trade receivables	-	5,821
Other receivables	-	50
	<b>-</b>	<b>5,871</b>

#### 5 Other assets

CURRENT		
Prepayments	12,323	-

#### 6 Trade and other payables

CURRENT		
Trade payables	13,338	4,888
PAYG withholding tax payable	-	6,150
Sundry payables and accrued expenses	5,714	5,095
GST payable	(465)	3,466
	<b>18,587</b>	<b>19,599</b>

#### 7 Deferred Income

Prepaid Training and Memberships	5,205	1,985
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## Notes to the Financial Statements For the Year Ended 30 June 2015

### 8 Employee Benefits

	2015 \$	2014 \$
Current liabilities		
Provision for employee benefits - annual leave	18,527	9,459

### 9 Cash Flow Information

#### (a) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:		
Profit for the year	15,642	(15,723)
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	-	1,089
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	5,871	(4,054)
- (increase)/decrease in other assets	(12,323)	-
- increase/(decrease) in trade and other payables	(1,012)	9,271
- increase/(decrease) in deferred income	3,220	1,935
- increase/(decrease) in employee benefits	9,088	1,853
Cashflow from operations	20,466	(5,629)

### 10 Events Occurring After the Reporting Date

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

### 11 Association Details

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

## Certificate by Members of Committee

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

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

The statements attached to this certificate give a true and fair view of the financial performance and position of Settlement Council of Australia Incorporated during and at the end of the financial year of the association ending on 30 June 2015.

Dated 30 September 2015

  
Joe De Luca (Treasurer)

  
Dewshi Bakum (Chairman)

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

### Report on the Financial Report

We have audited the accompanying financial report being a special purpose financial report, of Settlement Council of Australia Incorporated comprising the assets and liabilities statement as at 30 June 2015, the income and expenditure statement and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the committee.

### Officers' Responsibility for the Financial Report

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

### Auditor's Responsibility

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

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

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

*We make it happen!*



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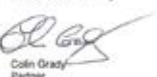
Level 12, 222 Pitt Street  
Sydney NSW 2000  
PHONE: 43584888  
PO Box 9859 QVB NSW 1230  
TELEPHONE: +61 2 9254 5400  
FAX: +61 2 9254 9294  
EMAIL: office@dfk.com.au  
www.dfk.com.au

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

### Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Settlement Council of Australia Incorporated as at 30 June 2015, and its financial performance and its cash flows for the year then ended in accordance with Associations Incorporation Reform Act 2012 and Associations Incorporation Reform Regulations 2012.

DFK Laurence Varnay

  
Colin Grady  
Partner

Sydney

30 September 2015

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Level 12, 222 Pitt Street  
Sydney NSW 2000  
PHONE: 43584888  
PO Box 9859 QVB NSW 1230  
TELEPHONE: +61 2 9254 5400  
FAX: +61 2 9254 9294  
EMAIL: office@dfk.com.au  
www.dfk.com.au





Pako Festa – Diversitat.



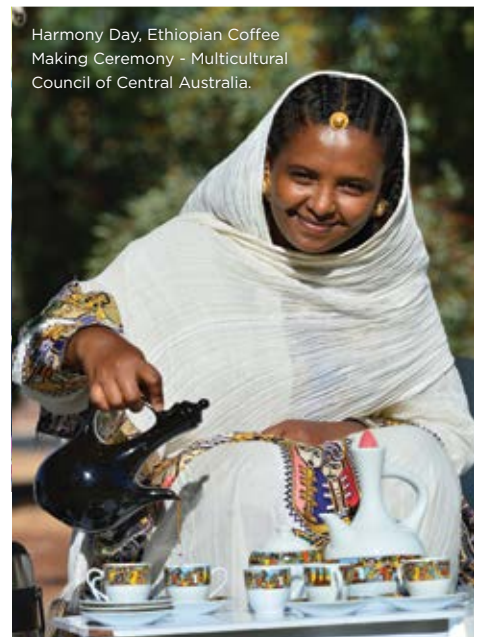
Assyrian warrior -  
Harmony Day 2015 -  
Fairfield MRC.



Volunteers – MDA Ltd.



Harmony Day, Filipino Dance Group  
with Hon Peter Syles - Multicultural  
Council of Central Australia.



Harmony Day, Ethiopian Coffee  
Making Ceremony - Multicultural  
Council of Central Australia.



Winners, Fairfield Standing Together  
Soccer Tournament – Fairfield MRC.



Luminous Lantern Parade – MDA Ltd.



Racism It Stops With Me  
campaign event – MDA Ltd.



Pako Festa – Diversitat.



# THE PEOPLE OF SCOA



*Chair (ACT)*

**Dewani Bakkum**

CEO, Migrant & Refugee  
Settlement Services of the ACT

Dewani migrated to Sydney, Australia from Fiji in 1982, and moved to Canberra in 1995. Dewani joined the Fiji Australia Association (FAA) in 1998, where she served as Secretary, Vice-President, and President. Dewani has been a member of the ACT Chief Minister's Advisory Committee to the office of Fair Trading for five years. She is a past board member of the Migrant Resource Centre of Canberra and Queanbeyan, where she served in the roles of Secretary, Deputy Chair, and Chair of the board.

Dewani was awarded the FECCA Multicultural Award and the ACT International Women's Award for Multiculturalism in 2008. Currently, Dewani is employed as the CEO for the Migrant and Refugee Settlement Services of the ACT (formerly the Migrant Resource Centre), and she serves as Chair of the board of SCOA.



*Past Chair (Tas)*

**Cedric Manen**

Cedric was the CEO of the Migrant Resource Centre (Southern Tasmania) Inc from 2007 until 2015, working with refugees and migrants in the areas of settlement, aged care, employment, youth and community development. Cedric has 28 years of corporate development experience and has lived, travelled and worked in over 43 countries spanning five continents. Cedric has completed post graduate studies at London Business School, undergraduate studies at Newcastle University, NSW and Sydney University of Technology.

Cedric served on the SCOA Executive Committee for five years, holding the position of Treasurer for two years before being elected as the Chairperson in 2010. Cedric also held the position of Chairperson of the Mental Health Council of Tasmania. Through this relationship Cedric participated on national boards and advisory committees concerning mental health and well-being. Cedric was awarded the 2010 Tasmanian Public and Community Sector Manager of the Year Award in recognition of his significant community sector management achievements.



*Secretary & Public Officer (VIC)*

**Denise Goldfinch**

Interim CEO, Springvale Community  
Aid and Advice Bureau

Denise has been working in senior management roles across the community sector for the past 10 years. With a background in community development and marketing, Denise's passion for supporting migrant and refugee communities to reach their full and equitable potential has been a driving force throughout her career.

Denise has developed and delivered a wide range of innovative settlement services and community education programs with adult, youth and ageing communities across Melbourne. She has also developed and delivered cultural competency training programs across government, private and community sectors around Australia. She is a long term, active and committed member of SCOA, contributing her knowledge and experience wherever possible to ensure the sector thrives and continues to meet the changing needs of Victoria's diverse communities. Denise is a former Chair and Director of women's health, human rights, drug and alcohol, education and cultural diversity organisations.



*Deputy Chair (SA)*  
**Eugenia Tsoulis OAM -**  
 CEO, MRC South Australia

Eugenia's work spans a number of decades in multicultural policy development, education, mental health, the arts and industrial relations. As CEO of MRCSA, Eugenia oversees the delivery of state wide on-arrival and general humanitarian settlement and community engagement services.

Her previous work includes mental health practitioner, senior student counsellor, multicultural curriculum development consultant and co-writer of the SA University Nursing Award, National Director for the Arts for a Multicultural Australia Bicentennial Project, and convenor of the first national conference, Towards Cultural Democracy in the Arts. She was Director of the Migrant Workers Centre and Research Consultant for the former Office of Multicultural Affairs, Department of the Prime Minister and Cabinet.

Her memberships include the Australian Partners of Religious Organisations (APRO) and the SA Settlement Planning Committee. She has a Bachelor of Education and Master of Arts from the University of South Australia and Flinders University. She was awarded the Order of Australia in 1994 for services to multiculturalism and the arts and the ZONTA Woman of the Year Award in 2007. Eugenia is a published author and printmaker and is represented in various publications and in art galleries in Australia and overseas. Her passion is to advance human rights and access and equity for all Australians through the development of an Australian multicultural society. Eugenia was a co-founder of SCOA.



*Member for NSW*  
**Violet Roumeliotis -**  
 CEO, Settlement Services  
 International (SSI)

SSI is a NSW-based not-for-profit organisation that provides support services to refugees, asylum seekers, people with disability, and children from CALD backgrounds who require foster care. Violet has steered SSI through a dramatic growth period, from a staff of less than 70 just four years ago, to over 500 in 2015.

Violet has an extensive background in advocating for and developing services for vulnerable and at risk communities and individuals with more than thirty years' involvement, in both a professional and voluntary capacity. Her special areas of expertise in the non-government sector includes building the capacity of small and emerging communities, leadership skills development, women at risk, prisoners, youth mentoring, and cultural diversity training.

Violet has been a member of numerous boards and committees. She is currently a member of the NSW Police Commissioner's Advisory Council on Diversity Policing, a Board member of the Sydney Alliance and a member of its Leaders Council, past Chair of South West Sydney Legal Centre, past President of the NSW Immigrant Women's Speak out and Sydney Rape Crisis Centre, a past Director of the South East Sydney Area Health Board. She was named in Pro Bono Australia's 2014 list of the 25 most influential people working in the not-for-profit sector.



*Member for NSW*  
**Lulu Tantos -**  
 CEO, Northern Settlement  
 Services (NSS) Ltd

Lulu has been actively involved with the settlement of migrants and refugees into the Hunter and rural/regional areas of NSW for over 20 years. She held the position of Assistant CEO with NSS from 1994 until December 2010 and Acting CEO during 2011. Since January 2012 she has been CEO, administering projects and coordinating the activities of over 45 staff, across the Hunter, Central Coast and New England regions of NSW.

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



*Member for QLD*

**Gail Ker**

CEO, Access  
Community Services

Access Community Services Ltd is one of the largest multicultural organisations in Queensland, employing over 160 full-time, part-time and casual staff. Gail's experience in providing innovative service solutions for newly arrived entrants and migrants has been recognised nationally. She has been appointed to the following boards and positions:

- Board Member, Migration Council of Australia
- Chair-NAATI Professional Reference Group
- Member-Refugee Council of Australia
- Committee Member -Netball One Advisory Group
- Member-SBS Community Advisory Committee
- Deputy Chair-Multicultural Communities Council Gold Coast
- Multicultural Employment Network Forum

For 8 years Gail has attended the UNHCR's annual consultations with NGO's in Geneva, Switzerland. Gail has received a number of awards in recognition of her work, including:

- 2008 MAQ Award - Winner of the Individual Category for Community Development
- 2010 Order of Australia Medal (OAM) for her work in Multiculturalism in Queensland
- 2012 Paul Harris Fellow - Rotary Foundation of Rotary International



*Member for VIC*

**Ramesh Kumar**

General Manager Settlement & Asylum  
Seekers Programs, AMES Australia

Ramesh is responsible for AMES' Federal Government funded settlement and asylum seeker support services throughout Victoria. His portfolio comprises over 350 staff and volunteers within a diverse multicultural setting, across 10 offices in Metropolitan Melbourne. He also manages a consortium to provide services to refugees and asylum seekers in rural and regional Victoria.

He holds Post Graduate Qualifications in Social Work, Community Development and Environment Management. Ramesh's credentials include a long and successful association with Community and Human Services for 25 years in the field with local, state, commonwealth government, UN and community based agencies in Australia and overseas.



*Member for WA*

**Eric Imani**

Director, Metropolitan Migrant  
Resource Centre WA

Eric migrated to Perth from Iran in 1988. He holds a Bachelor's Degree of Social Work from the Tehran School of Social Work as well as Curtin University. He has completed a Post Graduate study in Social Welfare and has a Master's Degree in Community Development.

From 1990, he worked with the Iranian Community as a Grant-in-Aid worker, and in 1994 joined Social Security (Centrelink) as a Social Worker. In 1996, he joined Northern Suburbs MRC (now Metropolitan MRC) and served as Case Management Coordinator and IHSS Manager. In 2006 Eric was appointed Executive Manager, and he is now the Director of the Metropolitan MRC.





*Executive Officer* (until September 2015)  
**Sky de Jersey**

Sky spent 5 years working with recently arrived refugees for the St Vincent de Paul Society, first managing direct settlement services, and then coordinating all migrant and refugee activities for the St Vincent de Paul Society in NSW. This role included membership on the Refugee Council Board, a position Sky retained while shifting sectors, spending time working in international development and intellectual disability.

Spending 9 years as a teenager in Africa shaped Sky's engagement with the world, leading her to study anthropology and philosophy, culminating in a Masters in Applied Anthropology and Development Studies at Macquarie University. Sky completed the Benevolent Society Sydney Leadership program in 2008.



*Executive Officer* (from September 2015)  
**Andrew Cummings**

Andrew has worked in the community sector for over 25 years, with a strong focus on children and young people's organisations. His roles have included working with young people in out-of-home-care and facing family breakdown, through to managing national and international programs and organisations in Australia, the UK and Europe. Andrew has written extensively on youth issues, with over 20 published works, including resources focusing on young peoples from refugee and migrant backgrounds. He has also developed and delivered training programs to over 3000 youth and community workers, as well as to hundreds of young people.

Andrew was the first Executive Officer of SCOA (from 2009 to 2010), returning as Interim Executive Officer in September 2015. His previous roles include being Secretary General of the European Confederation of Youth Clubs; Executive Director of the Australian Youth Affairs Coalition; and Executive Officer of the Multicultural Youth Affairs Network of NSW. He also works as a freelance trainer and consultant.



*Membership Services Officer*  
**Kat O'Neill**

Kat joined SCOA in 2013 as the Membership Services Officer after completion of a Master of Social Science from the University of New South Wales. She fostered her passion for settlement issues while undertaking research for a NSW MP and volunteering for an after school program tutoring refugee children.

Previously Kat has worked as an urban planner with many of her roles having a social planning focus. She has worked as a planner for both state and local governments and a private consultancy. She has a Master of Urban and Regional Planning from the University of Sydney.

Kat began her career in the U.S. working on environmental and social justice issues and has a Bachelor of Science. She has worked for the Department of Natural Resources at a state level and the Environment Protection Agency in Washington D.C. on air quality and climate change programs. She has also worked for not-for-profit organisations including a community health centre and community garden.

## Interns

SCOA would like to acknowledge the significant contribution of interns to our work, and thank our interns for their support and hard work. During 2014-15 SCOA hosted two interns:

**Gina Rees and Lilly Moody**

# SCOA MEMBER ORGANISATIONS

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





Assyrian Warrior,  
Harmony Day - Fairfield MRC.



Frances Armitage and  
baby Moto - Northern  
Settlement Services.



Homework Club -  
Multicultural Council of NT.



Harmony Day celebration -  
Mount Druitt Ethnic  
Communities Agency.



Job Coaching, MRC  
Northern Tasmania.



Multilink Community Services.



A taste of Africa - Multicultural  
Council of Wagga Wagga.



Passport To Drive Graduation  
-Multicultural Council of NT.





Granville & Districts Soccer Association  
grand final winners - SSI



Violence Against Women Forum - Community MRC



Refugee Week celebrations - MRCSA



Suite 333  
410 Elizabeth Street  
Surry Hills NSW 2010

p. 02 8065 5225  
f. 02 9281 7741  
e. [info@scoa.org.au](mailto:info@scoa.org.au)  
w. [www.scoa.org.au](http://www.scoa.org.au)