



# ANNUAL REPORT 2019-2020





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BANKSTOWN COMMUNITY RESOURCE GROUP INC  
WOULD LIKE TO ACKNOWLEDGE THE DARUG PEOPLE  
WHO ARE THE TRADITIONAL OWNERS OF THE LAND  
ON WHICH OUR PREMISES STAND.

Warning: This report may contain names, images and works of deceased persons, which may cause distress to members of the Aboriginal and Torres Strait Islander community.



# 1

## BCRG OBJECTIVES & STRUCTURE

### OUR VISION

Strong individuals connected communities.

### OUR MISSION

To strengthen individuals and families through responsive children's services, early intervention and community development programs.

### OUR VALUES

The values that underpin the quality of our services and responsiveness to service users and other stakeholders are;

#### RESPECT:

We value diversity

#### RESPONSIVENESS:

We listen

#### COLLABORATIVE:

We work with you

#### ETHICAL:

We are professional and protect your rights

#### REFLECTIVE AND INNOVATIVE:

We are flexible and creative

#### EVIDENCED BASED:

We are committed to quality

BCRG is driven by family-centred and evidence based practice. We promote a holistic, integrated and strengths-based approach to service provision. It is also our goal to build and sustain the capacity of BCRG and the community services sector through collaborative and sustainable partnerships as well as to deliver responsive services through sector development, policy and advocacy.

### MANAGEMENT COMMITTEE

Ali Mojtahedi	PRESIDENT
Harry Allie	VICE PRESIDENT
Tim Carroll	TREASURER
Alison Purcell	SECRETARY
Fran Glozier	MEMBER
Janice Brooker	MEMBER (resigned March 2020)
Vinh Trang	MEMBER



# 2

# PRESIDENT & EXECUTIVE OFFICER REPORT

## 2019 - 2020

As the financial year comes to a close and although the COVID-19 story has not fully run its course, I want to take the opportunity to acknowledge the efforts of the BCRG team throughout the past twelve months. This has been a year like no other and it has brought with it new and unpredicted challenges. Despite these challenges we have continued our commitment to strengthening individuals and families through responsive children's services, early intervention and community development programs and there have been great achievements and highlights. I am proud to present BCRG's 33rd Annual Report 2019 – 2020.

I encourage you to read each program report to see what great work our staff initiate and carry out within the community. Some highlights this year were the 2019 Community Reading Day at the Greenacre Community Centre that attracted a record number of people, with 204 children and 124 adults. Another highpoint was the Aboriginal Women's Health and Wellbeing Day which attracted over 70 Aboriginal women and a number of local health services.

BCRG continues to facilitate a range of Aboriginal programs including our long-standing Guring Gang Playgroup funded by Department of Communities and Justice (DCJ) which has seen families grow and thrive over the years. We are pleased to report that the Community Development program and Aboriginal Playgroup have entered into a new contract with the DCJ which secures funding for Targeted Earlier Intervention for the next five years.

Congratulations to Julie Bertram, Project Manager/Teacher and Renee Chalmers, Aboriginal Community Worker who submitted successful Abstracts to present at both the National SNAICC Conference and the State ABSEC Conference. Staff presented on the importance of linking the whole of

community at the ABSEC Conference and their presentation was very well received.

## PRESCHOOL

Since June 2019 the preschool has been running at full capacity with 40 children enrolled per day and the employment of 3 additional educators. Our Preschool Director was successful in attaining funding from the Department of Education Community Grants program which allowed the employment of a Mandarin & Cantonese Bi-lingual support worker and the addition of a new cubby house for the children. The ongoing support we have received from the staff and Principal of Chester Hill Public School Mr Brent Kunkler has been central to the establishment and success of the service. We look forward to upgrading the outdoor environment next year with a new structural landscape design that we know the staff and children will love.

## STRATEGIC PLAN

Throughout late 2019 and early 2020 staff and management worked with a strategic planning facilitator to develop a three year strategic plan for the organisation.

This is an exciting time of change for BCRG entering a three-year strategic planning phase 2020 - 2023. The three strategic priorities are to build an effective and sustainable organisation, become more flexible and dynamic and consolidate and grow high quality accessible services. Another priority is to equip staff and management with the tools necessary to support such strategic priorities. BCRG will continue to focus on governance and quality improvement in all areas of service delivery.

We know that this is an ever changing world and BCRG must position itself so that it can embrace growth opportunities and continue to deliver on its mission statement.

## PBI AND DGR APPLICATION

As mentioned in the previous annual report, BCRG was working on an application to the Australian Charities and Not-for-profits Commission (ACNC) to be endorsed as a deductible gift recipient and public benevolent institution. With the valuable expertise of pro bono Lawyers Gilbert + Tobin, we made significant progress amending the current rules and objectives of our constitution, however we were later advised to withdraw the application and conduct a full review of our services, programs and documentation as this doesn't reflect what we do and the character/nature of the organisation. E.g. our constitution, website and terms and conditions relating to various services could be clearer in highlighting the need we are relieving and how. Moving forward BCRG will decide if we will go down this path in the future.

## NDIS

As an NDIS provider it is essential that we meet the NDIS Practice Standards which provides a framework for disability service providers to understand what works effectively and what areas require improvement. In February 2020 BCRG underwent a desktop audit for NDIS Certification Stage 1 Audit against the NDIS Practice Standards. This is followed by a stage 2 audit, which is on-site and if the provider meets all requirements, they are awarded certification for three years. The initial desktop audit identified no major concerns. Due to COVID-19 the stage 2 audit was rescheduled for a remote certification visit later in the year. Certification is required for providers delivering more complex and/or higher risk supports and services, such as our registration group - Early Childhood Supports.

BCRG has learnt a great deal from the verification/audit experience in order to better meet the needs of both participants and the organisation. As an organisation and provider the comprehensive audit process ensures that we have good reliable quality

management systems and internal measures are in place to comply with the NDIS Commission Practice Standards.

## COVID OPERATIONS

BCRG strives to provide quality support services to the community, COVID-19 challenged the way we provided services at a time when the community needed assurance and support more than ever. COVID-19 forced us all to rethink the way we work, it required us to think of innovative and practical ways to continue to provide responsive support to the community. During this time staff demonstrated focus, flexibility, resilience and creativity, adjusted working styles and project plans. Developing new COVID-19 safe practices that were arduous at the best of times to meet the changing needs the impact of COVID-19 brought to the community services sector.

Throughout this time our aim was to keep all our staff and clients safe and continue to deliver important services to the community. Within a few days of a COVID-19 lockdown staff had organised regular phone support sessions and food packs which were delivered following COVID-19 safe protocols to people's homes if they were self-isolating due to health concerns or had issues with transportation. This has now become a regular part of the program with the distribution of Oz Harvest food bags fortnightly to the community from the BCRG office.

In terms 2 and 3 2020 many children were not attending preschool due to health concerns and educators adapted programs to be available from home via email. The preschool staff continued to work throughout the pandemic taking important COVID safe measures to keep children, families and themselves safe.

The Early Intervention team transitioned much needed supports to clients with disabilities through a Telehealth model and were able to continue supporting almost all families during this time. Staff

organised individual toys and resources to be dropped off or picked up from the office by parents to provide new activities for children during the lockdown period.

The Aboriginal Programs team offered regular phone calls, information and food hamper support as well as developing art/craft packs around various themes per term to students. To engage children and promote learning staff held a competition to encourage children to complete an activity "What culture Means to me" They even managed to surprise children with COVID safe birthday visits.

Looking ahead, this pandemic has offered us a chance to reset and look at how we do things leading to positive adaptations and new processes. New ways of working have emerged and these new approaches have revealed otherwise unknown personal strengths and growth. For individuals and organisations alike, we will take with us some valuable insights and powerful lessons for the future.

## ACKNOWLEDGMENT AND THANKS

I extend our sincere thanks to the government funding bodies that support us. A special thank you to Canterbury Bankstown City Council for their continued partnership and support of BCRG. Thank you also to our local community, Bankstown Sports and Revesby Workers Club, Rotary Club of Padstow and Ray White Bankstown - 'Little Ray of Giving' program and Kari Aboriginal Resources Inc.

A very special thank you to Revesby Now N Then Occasional Care Centre which nominated BCRG as the beneficiary of the asset distribution after it ceased operation in December 2018.

A big thank you to the staff who often go above and beyond to make things work. It has been a privilege to work with such a dedicated and skilled team at BCRG.

On behalf of the staff we would like to sincerely thank the BCRG Management Committee, Ali Mojtahedi, (President), Tim Carroll (Treasurer), Fran Glozier (Vice President and Secretary), Harry Allie (Member), Alison Purcell (Member), Janice Brooker (Member) and Vinh Trang (Member) who give their valuable time and expertise to guide and manage our organisation.

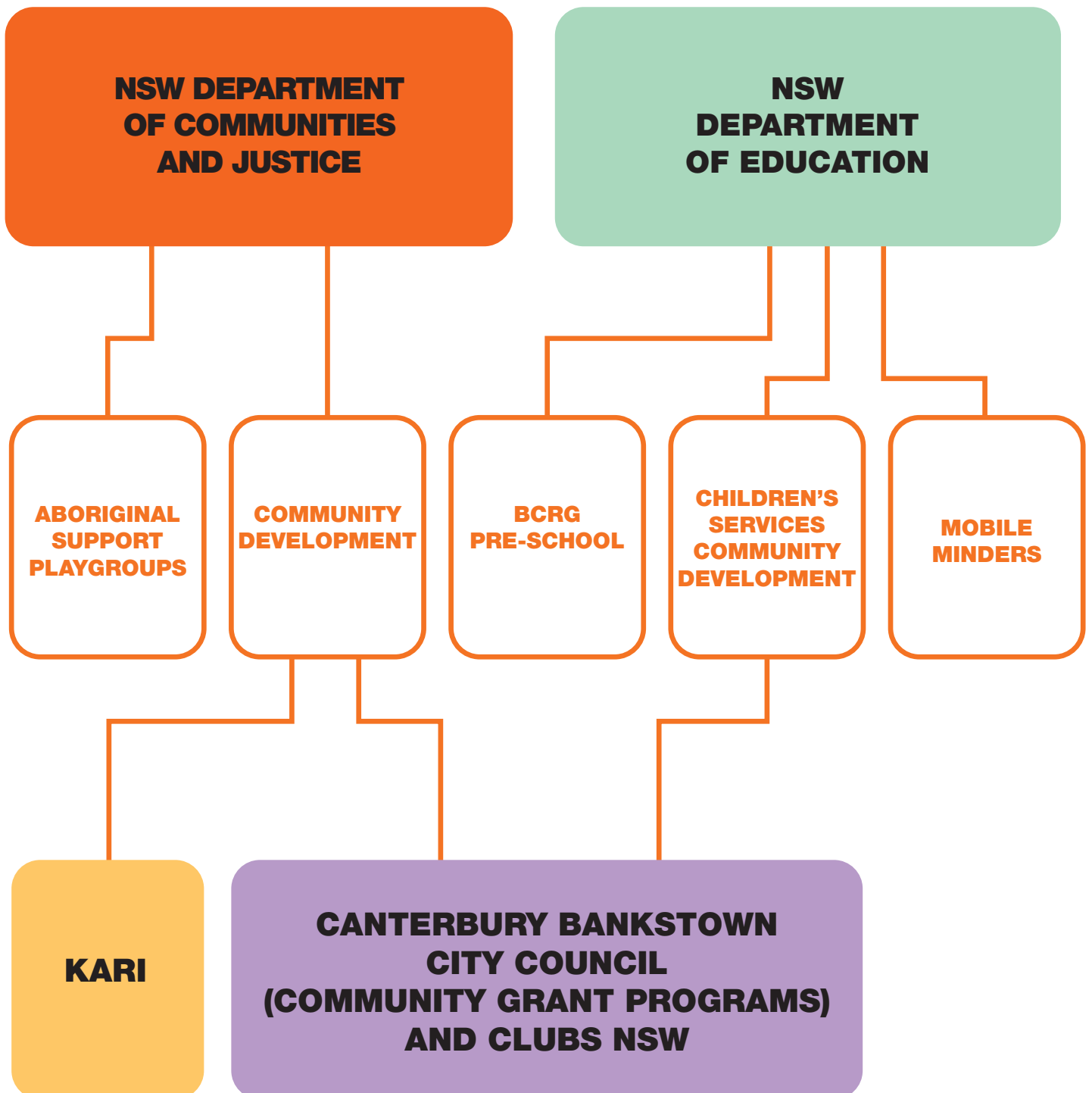
A special thank you and expression of gratitude to the community and families who use our services and we look forward to continuing to work with you.

—  
Louise Scarcella  
EXECUTIVE OFFICER

—  
Ali Mojtahedi  
PRESIDENT



THE PROJECTS AND PROGRAMS OF BCRG ARE MADE POSSIBLE BY THE GENEROUS SUPPORT OF OUR FUNDING BODIES AS FOLLOWS



**THE SMITH FAMILY  
COMMUNITIES FOR CHILDREN  
FACILITATING PARTNER**

**DEADLY  
BEGINNINGS,  
DEADLY  
FUTURES**

**NATIONAL DISABILITY  
INSURANCE SCHEME  
(NDIS)**

**EARLY  
INTERVENTION  
PROJECT  
(SPEECH  
PATHOLOGY &  
OCCUPATIONAL  
THERAPY)**

**SOCIAL  
ENTERPRISE  
(KIDS CLINIC)**

# 4<sup>.1</sup> PROJECTS & PROGRAMS: MOBILE MINDERS



## FUNDING BODY

Department of Education; since 2014

## PROGRAM DESCRIPTION

BCRG Mobile Minders has been operating in Bankstown since 1996 and provides flexible early education and care to the local community. The service provides outreach onsite childcare to Community and Government agencies that facilitate education, health and support programs for the local community. Many of the participants have children aged 0-6 years with limited access to childcare and would otherwise not be able to attend these programs. Mobile Minders allows parents/carers to actively engage in programs that will assist them to connect to the community, limit isolation and improve overall health and well-being for themselves and their families.

Mobile Minders and organisations work together to deliver programs that foster positive child and parent interaction and promote the importance of early education to parents. Mobile Minders value the importance of building trusting relationships with parents/carers and the significance of the discussions that occur between parent/carer and staff. Many of the conversations with families are about the importance of early childhood education, concerns with child development and relevant local community services. The Mobile Minders program further builds this understanding through the modelling of positive staff/child interactions and the provision of educational activities reinforcing the information being provided to parents within the workshop.

Mobile MM staff program for different ages from 0-6 year's old, providing innovative, responsive and flexible forms of early childhood care and education guided by the Early Years Learning Framework allowing children to explore through play and create meaning.

## BANKSTOWN SERVICE PROVISION JUNE 2019 - APRIL 2020

During July 2019 till March 2020 Mobile Minders undertook 181 sessions within the Canterbury Bankstown LGA. Our staff provided childcare services to 222 families and 287 individual children. Statistics reveal that 63.41% of children do not attend any form of childcare and 98% of these children were from a Culturally and Linguistically Diverse Background.

Due to COVID-19 restrictions many services had to cancel their groups particularly toward the end of Term 1 2020. At the beginning of Term 2 2020 bookings increased, however face to face sessions were later cancelled due to further COVID-19 restrictions and the risk this posed to the community. During the lockdown period I took the opportunity to audit resources, add to the educational program and order new resources that will be used to enhance face to face sessions.

Mobile Minders worked closely with:

- The Multicultural Network (TMN), throughout the year, providing childcare for a range of different programs in their office: English Classes a Bankstown TAFE course, Vietnamese Citizenship, Chinese workshop and "The First 1000 days".

**One-off session; "Keep Children Safe"** was organised by TMN at Campsie PS and "Women's and Children sessions in Arabic" at the Bankstown HUB.

- Creating Links held a variety of parenting programs such as: Keeping Children Safe, 123 Magic, Circle of Security, Tuning into Kids and Triple P Lifestyle.



- VAWA organised Healthy Nutrition programs for parents.
- BCRG/ Community Development and Children's Services provided 123 Magic Parenting program at the Bankstown HUB.
- BCRG Community Development project, Aboriginal Women's Health and Wellbeing Day 2020 .
- Revesby Uniting Care playgroups on Monday and Wednesday, welcoming more than 40 families.

## MOBILE MINDERS - OUTSIDE OF LGA

Mobile Minders continues to provide mobile childcare outside of the Bankstown LGA, at a full fee for service. Throughout 2019 – 2020 Tresillian undertook a total of 18 sessions, providing services to 22 families and 22 children. Through the provision of Mobile Minders Tresillian was able to offer new parents parenting sessions on Saturdays so that both parents could attend.

## PROFESSIONAL NETWORKS

The Bankstown Mobile Minders continued its involvement with the Mobile Children's Services Association of NSW (MCSA) and maintains close working relationship with similar mobile service providers.

## PROGRAM STAFF

"I would like to thank all the Mobile Minder Staff who always work so hard to offer children the best opportunities to learn through play and I would like to welcome Ngoc to our team."

Jeannette Eskaff

MOBILE MINDERS CO-ORDINATOR

## TESTIMONIALS

"Thank you for your great work, we truly appreciate your service and your staff, you all should take a bow."

Kathleen

CECAL – APRIL - 2020

"Thanks a lot for helping us with Mobile Minders, they are great and caring and the kids at VAWA just love them"

Brandon

VAWA – OCT 2019



# 4<sup>.2</sup> EARLY INTERVENTION SERVICES



## FUNDING BODY

National Disability Insurance Scheme and privately funded services.

## PROGRAM DESCRIPTION

BCRG provide Speech Pathology and Occupational Therapy services for children 0-12 years with a diagnosis of Autism Spectrum Disorder, Developmental Delay and other developmental disabilities.

## PROGRAM OVERVIEW

This year, thirty families received ongoing therapy services using a family centred approach. Each child and family was recognised for their unique strengths, and goals were focused on building on these existing strengths. Services were provided flexibly to support each family's situation, with therapists travelling to homes, schools and childcare centres, as well as offering services at the BCRG office.

Investment in a wider range of high quality therapeutic resources was made, and children are now enjoying and benefiting from these resources during their therapy sessions.

Moving therapy services to a Telehealth model during the COVID-19 shutdown was a challenge, but therapists were able to continue supporting almost all families during this time.

A focus has been placed on continuing to maintain partnerships with Early Childhood Early Intervention partners, Local Area Coordinators and other key partners such as schools, local therapy services to ensure each family is able to access appropriate services and activities.

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Yae In Kim and Loren Apokourastos  
SPEECH PATHOLOGIST

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Fiona Morgan and Lizzy Pye  
OCCUPATIONAL THERAPISTS





# 4<sup>.3</sup> COMMUNITY DEVELOPMENT PROJECT



## FUNDING BODY

Department of Communities and Justice

## PROJECT STAFF

Anna Certoma, Community Development Officer (CDO)

## PROJECT DESCRIPTION

The focus of the Community Development Project is to develop and implement community development activities that address identified local needs. The community development project works in collaboration with government and non-government agencies in the area to advocate for activities that promote community needs and interests. A key activity of this project is also to support and provide resources to existing community groups and co-ordinate social inclusion programs.

## PROGRAM OVERVIEW JULY 2019 - JUNE 2020

### PAINT BANKSTOWN RE(A)D

This early literacy community strategy is modelled on 'Paint the town REaD'. The CDO works in conjunction with the Bankstown Child and Family Interagency, Creating Links, Canterbury Bankstown Council, Chester Hill Neighbourhood Centre, Greenacre Area Community Centre and The Smith Family. These agencies have continued to work together on the implementation of this program in the Bankstown region in the 2019-2020 period.

The Paint Bankstown working party spent a number of months planning and coordinating the 2019 Community Reading Day which was held on the 11th September, at the Greenacre Community Centre. This was the first Reading Day we have held in the Greenacre area. We attracted a record number of people, with 124 adults and 204 children. There were

over 20 services present who were hosting a range of literacy and craft activities.

From early 2020 the working party has been planning the first on line Community Reading Day to be held in mid-September 2020. It will be a 20-30 minute program.

The CDO has also joined the Early Literacy Conference Planning committee. The committee is made up of members of Paint Bankstown REaD, Paint Liverpool REaD, Paint Fairfield REaD, Paint Canterbury REaD, and the Bankstown Child and Family Interagency. The Conference is planned for May 2021 and to be held at the Bankstown Sports Club.

## COMMUNITY DRUG ACTION TEAM

In 2019-2020 the CDO has continued her role as Chairperson of the Bankstown Community Drug Action Team. Bankstown CDAT meets on a bimonthly basis.

In early 2020 Bankstown and Canterbury CDATs joined together to coordinate a drug and alcohol training for workers in the local government area. This two day training is scheduled for September 2020. The facilitator is Annie Bleeker, who has a wealth of experience in the field of drug and alcohol information.

CDAT members have also been planning an initiative for Mental Health Month in October 2020. We are joining forces with the Canterbury Bankstown Migrant Interagency and creating a local directory for Essential Services, and providing care packs for over 200 people in the local community who are experiencing a difficult time and requires assistance. Included in these packs will also be drug and alcohol resources and information.



# 4<sup>.3</sup> COMMUNITY DEVELOPMENT PROJECT CONTINUED



## INCLUSIVE COMMUNITIES NETWORK

With the assistance of Canterbury Bankstown Council funding, the Inclusive Communities Network has continued its meetings and activities in 2019-2020. This project is in partnership with The Corner Youth Health Service. The focus of this network is to plan projects that will build the capacity of local services to be more inclusive of LGBTIQ community members. The ICN meetings are held bi-monthly. The chair of the Network is Jacob Steuart from Canterbury Bankstown City Council.

In 2019 the ICN coordinated Wear It Purple Day held on the 30th August. This is an annual LGBTIQ+ awareness day especially for young people, based in Australia. Supporters wear purple to celebrate diversity and young people from the LGBTIQ+ community. We had a pop up stall there from 2pm to 5pm and over 150 people engaged with the workers present. Services represented on the day included SSI, Headspace, Council and the Bulldogs.

The CDO joined the working party to host the first Inclusive Communities Networks Forum. The purpose of the forum is to bring together other local Inclusive Network members from South West and Western Sydney together for the first time. This took place in mid February and approx. 70 workers and community members attended. The event was held at Liverpool Hospital Education Centre.

In May 2020 the ICN coordinated its first on line International Day Against Homophobia event. Over 150 tuned in from Canterbury Bankstown and beyond. We joined with ACON and Western Sydney University, to launch the report 'Home is where our story begins'. There was an array of speakers that formed part of the panel. There was a high level of engagement throughout the event with questions and comments.

The ICN also started planning for a social media campaign for Wear it Purple Day in August 2020.

## SUPPORT FOR COMMUNITY GROUPS

### ABORIGINAL WOMEN'S HOPE GROUP

The CDO continues to support the Aboriginal women's Hope group. In 2019-2020 the Hope group participated in a range of activities.

In August 2019 the Hope group joined the Vanuatu Women Cultural Exchange day hosted by Bankstown Women's Health Centre. In December 2019 the Hope group boarded the Nepean Belle River Cruise and had their Christmas Celebratory lunch. This was part funded by the participants.

In November we co-ordinated an excursion to Dress for Success at Marrickville for approx. 10 Aboriginal women.

On the 10th March the CDO co-ordinated an Aboriginal Women's Health and Wellbeing Day at the Bankstown Arts Centre. This event is funded by Clubs funding and attracted over 70 Aboriginal women. We had a number of local health services on the day engaging with women and the pamper activities were very popular.

From late March to June Hope group face to face meetings were suspended and the CDO made regular contact with each Hope group member to ensure that they were ok in this trying period. Food packs were delivered to the Hope group members' homes if transport was an issue and if the person was self-isolating due to health concerns. After lock down the CDO has continued the regular contact, and regularly receives Oz Harvest food bags which are distributed to community members from the BCRG office.





## MALTESE OF BANKSTOWN

The Maltese of Bankstown group continued their monthly meetings and outings during 2019 - 2020 period up until the February 2020 meeting. The group was supported and resourced by the CDO project.

The CDO provided support by organising community guest speakers on the topics of Falls Injury Prevention and from Vision Australia. The CDO has also coordinated group excursions to Bundeena and the Malese Club at Wollongong in this reporting period.

The CDO thanks Canterbury Bankstown City Council's Ageing and Disability Officer and the Active Ageing Officer for their ongoing support for this group. This support has included relevant health and community information and resources for various mail outs to the group members and securing a suitable venue for the group's meetings.

## SUPPORT FOR OTHER PROGRAMS

- The CDO continues her involvement with the Urana St (Villawood) Network. This network has a number of services working together to assist the residents of the Social Housing complex at Urana St. These services include Housing NSW, Salvation Army, Mission Australia, Woodville Alliance and Chester Hill Neighbourhood Centre.
- In this reporting period there have been two 'We All Care' Outreach days at Urana St. This took place in the Community Room in September 2019 and February 2020. This is where the local community members are provided with free clothes, groceries and toiletries from the 'We All Care' charity. Also, in July 2019 there was a NAIDOC community celebration held with over 80 people attending from the local community. Then in December 2019 the Network hosted a Villawood End of Year Christmas Community event with over 120 people.
- Doing it Differently (DID) Grants - an initiative that started in South East Local Health District. The DID project offers funding to local community groups and services in order to reduce loneliness. BCRG, South West Sydney Local Health District and Canterbury Bankstown Council are coordinating this program and the funds are from Health and Council. All applicants were required to attend Asset Based Community Development Training in July. There is also a partnership with Western Sydney University to undertake research in relation to this program. Thus each funded group were required to agree to collect pre and post data.

- The CDO had assisted with the Black Santa Xmas party held in December 2019 at Revesby Uniting Church. Over 200 people, children and family members, attended the event. This project is part of the Deadly Beginnings, Deadly Futures project, funded by Communities for Children, Smith Family.
- The CDO provided support to the Koori Youth Project in partnership with The Corner Youth Health Service. In January 2020 there was an excursion held for Aboriginal young people to Jamberoo Water Park. Approx 24 young people attended on the day.
- The CDO has supervised a Western Sydney University Masters in Social Work Student placement between July and November 2019.
- The CDO assumed the role of Resilience Project Advisory Committee member in conjunction with ACON and Western Sydney University

## COMMUNITY EVENTS

In this reporting period the CDO Project has partnered with other community organisations/agencies to work on a range of community events. These events included:

- Bankstown Wellness Festival, October 2019 at Paul Keating Park. Over 30 local services took part in the event and all were required to provide an interactive wellbeing activity on the day. There was also entertainment provided.
- International Women's Day was held at the Bankstown Sports Club in March 2020. Approx. 220 local women came along to the event which had info stalls, speakers, performances and gift bags provided.
- Bankstown NAIDOC event at Paul Keating Park in July 2019
- Chester Hill Community Showcase – stall holder, in October 2019

## PROJECT STAFF

Anna Certoma  
COMMUNITY DEVELOPMENT OFFICER

# 4<sup>.4</sup> ABORIGINAL CHILDREN & FAMILIES PROGRAMS



## GURING GANG PLAYGROUP ABORIGINAL PARENTS PLAYING A PART

### FUNDING BODY

Department of Communities and Justice

### PROGRAM DESCRIPTION

#### JULY 2019 – MARCH 2020

The Guring Gang Playgroup meets each Thursday between 10am and 12noon during school terms. The playgroup provides a safe, creative and supportive environment for parents/carers to engage in a range of culturally embedded experiences with their children and other families. There is a strong focus on literacy, development of social skills, arts, crafts and music. Each week we share lunch together. Playgroup provides a place for parents to support each other, share their knowledge and skills and connect to the wider community and services. The program is also linked to South West Sydney Health team who provide eight varied health session over the year.

#### MARCH 2020 – JULY 2020

When lock down occurred in March, a new work plan was developed which we adapted to quickly. This enabled ongoing support and activities to be provided for our families.

### PROGRESS

We have had continued contact with 12 families, including 11 mums/carers, 3 dads, 2 grandparents, 12 girls and 8 boys throughout the year.

When we went into lockdown, we purchased each child an essentials art pack which gave all children access to quality art and craft resources. We have developed and delivered seven art and craft activity packs to each child at their home, enabled emergency relief

support through food hampers and provided surprise birthday visits. Parents have been kept up to date with relevant information and events via our packs and through our BCRG Facebook Page. Playgroup families show strong support and care for each other and this has been clearly evidenced throughout this Covid-19 time. Parents have remained connected via social media and phone calls. The children are always delighted to see us when we visit to deliver packs.

Over the period leading into closure we had visits from various organisations to share information with parents and the children. These include Centrelink, Housing and New Directions. Community Health and South Western Sydney Health workers attend regularly to promote healthy lifestyles. This year we have assisted families in a wide range of issues including food security, housing, educational concerns, funeral arrangements, letters of support, clothing, transport and concerns around accessing the NDIS.

We are thrilled that our funding from the Department of Communities and Justice will continue to July 2025.

### EXCURSIONS AND SPECIAL EVENTS

- Visit to Revesby Uniting Church Child Care Centre - Cultural performance by Uncle John Dickson
- Featherdale Farm Excursion
- Bankstown City YMCA Kinder Gym and Christmas Party luncheon



## GOOD NEWS STORY

Last year, three of our children left our program to attend school. All three of these children have settled into school and are doing very well. We continue to see these children through our homework club and Connect to Culture program.

Last year we submitted Abstracts to present at the National SNAICC Conference and the State ABSEC Conference. We were invited to speak at both conferences but due to financial limitations were only able to attend the ABSEC Conference which was held last November. Our presentation was very well received and we were fortunate to attend the conference for two days and hear about many wonderful projects occurring around NSW.

## PROJECT STAFF

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Julie Bertram

PROJECT CO-ORDINATOR / TEACHER

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Renee Chalmers

ABORIGINAL COMMUNITY WORKER



**FUNDING BODY**

Federal Government – Communities for Children.

The Smith Family Bankstown.

The Deadly Beginnings, Deadly Futures project is a suite of activities designed to continue educational, social and cultural support for children and their families as they transition from playgroups into primary school and then into High School. In 2019-2020 we have worked with 121 children aged 0-12 years. Of these, we have worked with 46 children on a weekly basis

Programs include:

- **Koori Homework Club**  
Revesby Uniting Church, Wednesdays  
3:15 - 5:30pm
- **Connect to Culture**  
Villawood East PS and Chester Hill North Public School, Tuesdays
- **Transition to High School**  
Revesby YMCA Term 3, 2 day workshop
- **Black Santa Community Event**  
Revesby Uniting Church
- **Cultural Excursions**  
3 early years and 3 school aged excursions

**KOORI HOMEWORK CLUB**

The Koori Family Homework Club is held each Wednesday afternoon between 3pm-5:30pm. It is held for eight weeks each term. The sessions start with afternoon tea and a time of indoor or outdoor games. Children then complete homework or participate in a whole group activity around specific areas of need. Everyone enjoys dinner together before going home.

In Semester 2 last year we were fortunate to have 2 teaching students from the University of Western Sydney doing placement with us as part of their Classrooms without Borders course. They were a tremendous asset and we look forward to continuing to be a part of this WSU program.

**DELIVERING DIFFERENTLY  
MARCH TO JULY**

Due to COVID-19 restrictions and the lockdown period we continued to provide all children with essential packs (art supplies, scissors, glue and scrapbooks).

- Maintained contact with all families offering regular catch up phone calls, information and food hamper support.
- Provided three art/craft packs around various themes per term to students.
- Held a competition to encourage children to complete an activity “What culture Means to me” We had some wonderful entries and all children received a certificate and prize.
- Connected families to other culturally appropriate resources such as the KARI School Holiday Packs.
- Surprised children with Birthday visits.

**TRANSITION TO HS**

In October, 11 students from 8 different schools attended a two day workshop which was held at Bankstown YMCA. The workshop provided children with an opportunity to discuss their expectations and concerns around High School and provided activities to build confidence around subjects, reading timetables, keeping diaries and organising homework. After the two days, all children reported that they felt more confident about attending High School had made new friends and enjoyed the variety of activities. Rock climbing facilitated by the YMCA was a highlight for all.



## BLACK SANTA COMMUNITY EVENT

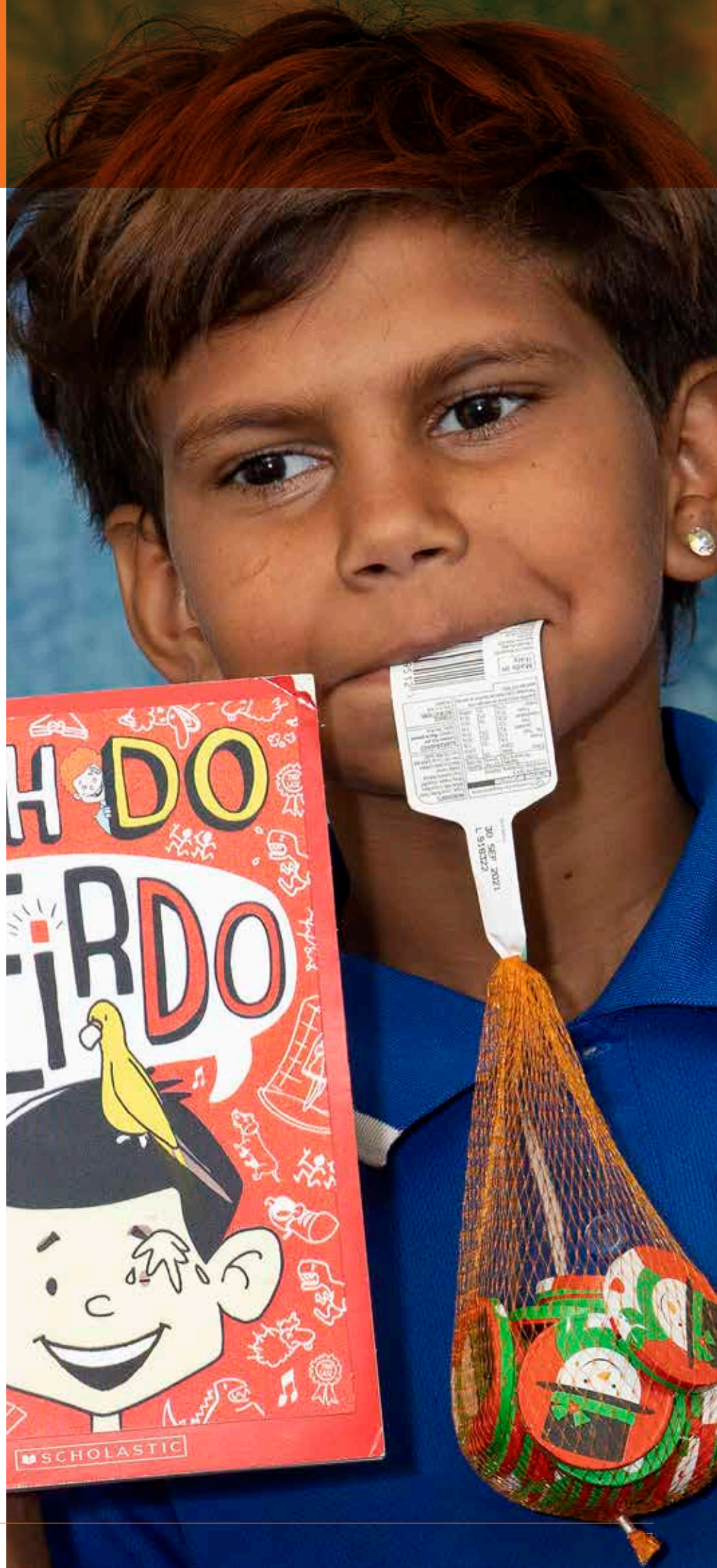
This event was held in December last year at Revesby Uniting Church and was a wonderful day. It was attended by over 100 children and their families along with local Elders and community members. Children and families enjoyed Christmas arts and crafts, a jumping castle, face painting, an encounter with farm animals and a delicious carvery for lunch. There was also a Smoking Ceremony, a traditional dance performance and of course a visit from Santa. We showcased children's work and art projects and, we acknowledged the outstanding efforts of the children in our program. Photos of the year's activities ran on a large screen throughout the day. Thank you to all the volunteers who assisted on the day.

## PROJECT STAFF

Julie Bertram  
PROJECT MANAGER / TEACHER

Renee Chalmers  
ABORIGINAL COMMUNITY /  
CULTURAL WORKER /  
BLACK SANTA COMMUNITY EVENT  
ORGANISER

Mark Heath  
HOMEWORK CLUB FACILITATOR



# 4<sup>.6</sup> CHILDREN'S SERVICES

## FUNDING BODY

Department of Education

## PROJECT DESCRIPTION

In February 2018 the project applied to the Department of Education for the Start Strong Pathways funding, in which we were successful in attaining \$100,000 per annum. Initially the funding was from September 2019 till June 2020, however the Department of Education has extended the project from 1st July 2020 till 30th June 2021.

The Start Strong Pathways has three core objectives:

- Support educational engagement of children too young to receive a preschool education.
- Support pathways to preschool.
- Promote the importance of early childhood education to parents and communities.

This project is delivered across the formerly known Bankstown LGA to support the following vulnerable communities;

- Children with a disability,
- Children from an Aboriginal Background,
- Children from low income families,
- Children from culturally and linguistically diverse backgrounds,
- Children at risk from significant harm (from a child protection perspective),
- Children from socially isolated families and;
- Children from geographically isolated families.

Projects undertaken by the Children Services Coordinator to achieve core objectives of funding for this financial year were:

## BANKSTOWN CHILDREN AND FAMILIES HUB (BCFH)

This project has continued to support the Canterbury-Bankstown Council in delivering Friday weekly face to face activities and events at the BCFH with the support of the Child & Family Counsellor at Greencare Area Community Centre throughout 2019.

In line with the continual feedback received from parents the hub has continued to;

- Use the 3a Abecedarian Approach with links to the Early Years Learning Framework to provide early childhood learning experiences for children to participate with their parents/carers.
- Promote to parents the importance of the first 1000 days (0-2 years) through a range of resources kits and guest speakers from various health, community and early childhood education and care services.
- Role model strategies to parents to support children's early learning and development through delivery of evidence based programs.
- Delivering a range of parent information session on general and specific issues relating to accessing early educational and care services.
- Assisting individual families in transitioning children into early educational and care services. This process also supported referrals to other health, allied health and community services within the community.

In late 2019 the position at Canterbury-Bankstown Council Child & Family Community Development Officer was filled by Anita Pesa who is facilitating the BCFH as part of their portfolio. This project along with other services has continued to support Anita Pesa in

redeveloping the hub model in line with the changing needs of the community and respond to COVID 19 by;

- Delivery of evidence based parenting programs which included:
  - 1-2-3 Magic & Emotion Coaching- A series of 2 hour sessions over a course of 3 weeks were delivered with Hannah Watters (Greenacre Area Community Centre's Child & Family Counsellor) on the 21st Feb, 28th Feb and 6th March 2020. BCRG's Mobile Minders was utilised to provide onsite child minding for parents attending the parenting program.
  - The Incredible Years: Attentive Parenting (online)- A series of 1.5 hour sessions over the course of 2 weeks were delivered on the 5th, 12th May from 10.30am- 12.00 and 15th, 22nd June 2020 from 7pm-8.30pm. This program focused strongly on how parents can use child-directed play and interactive reading to support their child's school readiness.
  - Bringing Up Great Kids: The First 1000 Days (online) - A series of 2 hour weekly sessions over the course of 5 weeks were delivered with Hannah Watters (Greenacre Area Community Centre's Child & Family Counsellor) on 26th May, 2nd, 9th, 16th 23rd June 2020, 11:30 -1:30pm.
- Developing 80 children packs which included a range of children activities and parent information of local service and support. These packages were distributed through BCRG, Chester Hill Neighbourhood Centre, Coolabaroo Neighbourhood Centre, The Smith Family and Villawood Alliance.



## PARENT-CHILD MOTHER GOOSE (P-CMG) PROGRAM

The Parent-Child Mother Goose program embraces families from all backgrounds providing a valuable resource to first time parents and experienced parents alike. This program promotes parent-child relationships through the sharing of songs, rhymes and storytelling fun of oral language experiences. The program has been proven to be beneficial to children's development, particularly in communication, knowledge, social-emotional skills.

The P-CMG program was implemented at;

- The Bankstown Children and Families Hub every Friday throughout 2019.

- Greenacre Area Community Centre Playgroup every Wednesday in the first school term in 2020. Unfortunately the sessions ended in mid-March due to COVID 19 mandatory shut down.

Overall the sessions were highly successful at both these sessions. The majority of children attending these sessions were between ages of were between the ages of 1.5-3 years. It was also pleasing to see that there was high number of fathers participating in some of these sessions held at GACC. Many of the parents also enjoyed sharing songs, rhymes and oral stories from their own CALD backgrounds.

## INDIVIDUAL CHILD AND FAMILY SUPPORT DURING COVID-19

During COVID-19 this project continued to support children and families by providing;

- One to one play sessions over Zoom for parents requiring assistance to support their children's early learning and development in every day routines at home.
- Support in exploring early childhood education options that best meets their child's needs.

- Information and referral to preschool and other support services such as speech pathologists and occupational therapists.
- Development of children/parent fun packs.

## BANKSTOWN CHILD AND FAMILY INTERAGENCY (BCFI)

The Children's Services Coordinator has continued to attend the BCFI bi-monthly meetings and actively participated in a number of community development initiatives through its established working parties which have included;

### Stay & Play

This is an initiative involves monthly play sessions at Bankstown Central from 10.30am – 12pm. The aim of these sessions is to engage families in a neutral venue that they already visit. The play sessions operate similar to a playgroup in that a range of activities are available for young children to participate in with their parents/careers. Workers from a range of services are available to engage with parents/carers and children to:

- Discuss about the importance of early learning/skills for starting school including reading with young children every day from birth.
- Provide information and referral to local support services as needed.

Stay and play sessions have also provided a platform to celebrate Families Week, Children's Week and Child Protection Week.

In 2019 the Children's Services Coordinator has attended each month, linking families to the Bankstown Children & Families Hub as well as providing information and referrals to different types of early childhood education and care services, as well as, early childhood intervention services.

In 2020, during COVID-19 this project continued to support the working party in the planning the delivery of Stay and Play sessions via Zoom. These Zoom sessions are scheduled to be delivered on the 15th September, 20th October and 17th November from 10am till 11am.

## Canterbury-Bankstown Playgroup Network

Over the years this network supported playgroups in the Canterbury-Bankstown region through a range of professional development events.

In 2020 the Children's Services Coordinator supported the network to plan the delivery of a professional development event for Canterbury-Bankstown playgroup workers and volunteers. This event will be held via Zoom on the 28th August 2020, focusing on practical strategies to support children and their families during COVID 19.

Other networks and events that this project participated in included;

- 3A Abecedarian Approach Network.
- The Paint the Town REaD Community Reading Day at Greenacre Area Community Centre, 11th September 2019.
- Chester Hill Twilight Service Showcase at Chester Hill Public School, 26th October 2019.

## PROJECT STAFF

Kathy Theofilopoulou



# 4<sup>.7</sup> BCRG CHESTER HILL PRESCHOOL

## FUNDING BODY

Department of Education

The NSW State Government subsidises preschool fees to lower the daily fee charged by the preschool to families.

## PROGRAM DESCRIPTION

BCRG Chester Hill Preschool for 3-5 year old children, and is based on a play based curriculum which reflects from The Early Years Learning Framework (EYLF). This curriculum is interest based and child focused and views children as being independent, competent and capable learners who have control of their own learning and environment. Each child's current knowledge, strengths, ideas, abilities and interests are the foundation of the program.

Our Educators are strong advocates of children's learning and the importance of intentional teaching through play for the foundation of learning in early childhood. The educator's role model age appropriate experiences and inform the benefits of learning through play to the families. Professional development and training for educators is an ongoing process and considered an important part of our reflective practice. This is achieved through staff supervision, professional development training opportunities and regular staff meetings. Through the EYLF program educators foster creativity and problem solving in children and are actively engaged in developing confident and involved learners.

The main principle that underpins BCRG service practice is the importance of relationships with the children, families and the community with whom we work. BCRG Preschool adopts a strength based and person centred approach to working with children and families. BCRG Chester Hill Preschool emphasises an inclusive environment where children build a sense of belonging and are encouraged to play, discover and

learn. We are a diverse community and reflect this in our program. The preschool has specially designed indoor and outdoor spaces and encourages children to explore and learn within a nurturing environment.

BCRG undertakes an annual Preschool census and adheres to the Start Strong funding principals with the aim to reduce fees for children from low income families. The aim is to improve affordability of early childhood education and increase the number of children participating in a quality early childhood education program in the year before school.

## PROGRAM OVERVIEW

- It has been a challenging year due to the impact of COVID-19. Many children were not attending preschool due to health concerns in Term 2 & 3, and educators had to adapt our program and offer it to children learning from home via email.
- We were successful in our Department of Education Community Grants program application which allowed us to employ a Mandarin & Cantonese Bilingual support worker to assist in settling in children from Chinese backgrounds, and help staff communicate effectively with families in translating verbally, and written documents in Chinese.
- We added a Cubbyhouse to our playground funded through the Department of Education's Quality Environment Program.
- Additional programs were offered to the children to extend our educational program through successful grant submissions from the Department of Education. They included; children's puppet performances, a two week chicken egg hatching program, weekly kids Yoga classes in Term 1 of 2020, weekly sports program in Term 4.

## PROJECT STAFF

Eva Rojas  
DIRECTOR

Katrina Cullen  
EARLY CHILDHOOD EDUCATOR

Loan Nguyen  
EARLY CHILDHOOD EDUCATOR

Ashlea Whiffin  
EARLY CHILDHOOD EDUCATOR

Mel Bonorchis  
EARLY CHILDHOOD EDUCATOR

Linh Phan  
EARLY CHILDHOOD EDUCATOR

Michelle Chang  
BICULTURAL SUPPORT WORKER





## PARENT TESTIMONIAL

"It has been a challenging year with COVID-19. BCRG Chester Hill Preschool has met all these challenges and kept us well informed throughout. Our 3 year old has not missed a day since he commenced preschool in Term 3. While he currently attends 2 days a week, he is very much looking forward to attending 3 days a week next year. The care and support he receives from BCRG preschool staff is evident in the big smile and excitement we see on his face as he skips to preschool each Thursday and Friday. He regularly asks us if he can go on the other days too."

Shirley Martin

PARENT OF LIAM

"Thanks to BCRG Chester Hill Preschool, Hayden has completely adjusted himself to preschool life. Considering he might be the youngest in preschool, I was worried in the beginning. Somehow just after one day, he liked to go to school. It is a new thing for him as he had been at childcare for 3 months before going to BCRG, he cried and struggled before he starts the day at his other childcare centre. So he must have fun time at BCRG make him find it interesting to go to school and he likes his new teachers, to name a few are Eva, Ashlea, Katrina, Linh, Michelle....."

Tachel Liang

PARENT OF HAYDEN

"We are very pleased with how our 2 boys are developing under the care the preschool provides. Both of them are keen to go to preschool and they also say that they love their teachers and friends.

We also find that the educators are very dedicated and experienced in their work. We could not be happier."

Yee

PARENT OF ALEXANDER & LUCAS

"Our family has had such a pleasant experience with BCRG Preschool with 2 of our children attending before starting school. Such a lovely and calm environment and staff with such a wide variety of in-house and guest activities organised. Thanks!"

Georgie

PARENT OF PENELOPE & LEILANI

It has been a very challenging year generally due to COVID-19, fortunately BCRG has finished the year with a healthy surplus, a situation we have been striving for over recent years. I am very pleased to report that BCRG again has increased our surplus from \$208,504 (2018/2019) to this year's \$437,665.

Fortunately we have been settled in our Jacobs Street, Bankstown premises since 2019. We were finding the rental situation extremely challenging prior to the moving here and extend our continued gratitude to Canterbury Bankstown Council for accepting our application to share the space with Bankstown Women's Health.

Our Chester Hill Preschool continues to be a major asset to BCRG, providing a dedicated, high quality service to many families, and reaching full enrolment in this reporting year. Thanks to the excellent preschool staff and to the Chester Hill Public School - especially Brent Kunkler, Principal, who has become a valuable friend to BCRG.

I would like to acknowledge our valuable funders and supporters: The Commonwealth and State Governments, The Smith Family, Canterbury Bankstown City Council, Local Clubs, Kari Aboriginal Resources Incorporation and the NDIS.

We are also grateful to receive a donation of \$49,327 from the Revesby Now 'N' Then Occasional Childcare Centre Incorporated. The organisation sadly ceased to operate in December 2018 and BCRG was the approved nominee to receive the assets distribution.

Mr. Con Kostanti, BCRG's IT consultant deserves special mention - a person always available to solve any IT problems and crisis even when on holiday.

I would also like to thank the committed, reliable BCRG staff and the NDIS contractors who serve the families and children of this area above and beyond all expectation. Special mention also to EO Louise Scarcella and administrator, Yan Ming Au who keep the BCRG ship afloat and functional despite on-going pressures and challenges that are a part and parcel of running a truly community oriented organisation.

We are confident we can overcome challenges that will surely arise. BCRG Management and staff will work together strategically to best meet the demands of our community in these challenging times. The detailed audited financial statements are listed at the end of this report.

Tim Carroll

TREASURER

**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**CONTENTS**

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**OFFICERS' REPORT**

Your management committee members present the financial report of the Bankstown Community Resource Group incorporated for the financial year ended 30 June 2020.

**Committee Members**

The names of management committee members throughout the year and at the date of this report are:

Ali Mojtahedi - President  
Harry Allis - Vice President  
Tim Carroll - Treasurer  
Allison Purcell - Secretary  
Janice Brookel - resigned  
Fran Glozier  
Vinh Trang

**Principal activities and performance**

The principal activities during the financial year were to provide community welfare.

During the financial year, the Association has been impacted by the Covid-19 pandemic however Government assistance in the form of the Cash Boost and Job Keeper subsidies have enabled the Association to continue its operations as normal. There were no other significant changes in the nature of the activities of the association during the year.

The profit for the year amounted to \$229,161 (2019: \$76,655)

**Auditor's independence declaration**

The auditor's independence declaration is set out on page 20 and forms part of the officers' report for financial year ended 30 June 2020.

Signed for and on behalf of the Management Committee and in accordance with a resolution in respect thereof:

*Ali Mojtahedi*

Ali Mojtahedi  
President

Tim Carroll  
Treasurer

Dated: 15/08/2020

*Carroll*

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**INCOME STATEMENT**  
**FOR YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
Revenue	2	1,433,517	1,133,541
Employee benefits expense		(863,772)	(770,555)
Program costs		(33,381)	(36,138)
Other expenses		(307,223)	(250,153)
Profit(loss) for the year		229,161	76,655
Accumulated funds at the beginning of the financial year		208,504	131,849
Accumulated funds at the end of the financial year		437,665	208,504

The accompanying notes form part of these financial statements.

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**BALANCE SHEET**  
**AS AT 30 JUNE 2020**

	Note	2020 \$	2019 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	850,137	447,517
Receivables	4	4,635	3,500
Other	5	200	23,900
<b>TOTAL CURRENT ASSETS</b>		854,972	474,917
<b>NON CURRENT ASSETS</b>			
Property, plant and equipment	6	51,266	58,590
<b>TOTAL ASSETS</b>		906,238	533,507
<b>CURRENT LIABILITIES</b>			
Payables	7	148,035	85,749
Other	8	101,041	49,896
Provisions	9	127,979	107,647
<b>TOTAL CURRENT LIABILITIES</b>		377,055	243,292
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	51,518	81,711
<b>TOTAL NON-CURRENT LIABILITIES</b>		51,518	81,711
<b>TOTAL LIABILITIES</b>		428,573	325,003
<b>NET ASSETS</b>		477,665	208,504
<b>FUNDS</b>			
Accumulated funds		437,665	208,504
<b>TOTAL FUNDS</b>		437,665	208,504

The accompanying notes form part of these financial statements.

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
<b>Cash flows from operating activities</b>			
Receipts from members and customers		1,431,339	1,262,605
Interest received		2,178	4,377
Payments to suppliers and employees		(1,030,897)	(1,096,449)
Net cash inflow/(outflow) from operating activities	11	402,620	170,533
<b>Cash flows from investing activities</b>			
Payment for property, plant and equipment		(402,620)	(170,533)
Net cash inflow/(outflow) from investing activities		(402,620)	(170,533)
Net increase/(decrease) in cash held		447,517	276,984
Cash at the beginning of the financial year		850,137	447,517
Cash at the end of the financial year		850,137	447,517

The accompanying notes form part of these financial statements.

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**Note 1. Statement of Significant Accounting Policies**

**General Information and Statement of Compliance**

The financial report has been prepared as a Tier 2 general purpose financial report which has been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements adopted by the Australian Accounting Standards Board, the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 2009 (NSW). In the opinion of the officers, the Association is not publicly accountable.

This financial report is for the entity Bankstown Community Resource Group Incorporated as an individual entity. Bankstown Community Resource Group Incorporated is an association incorporated in New South Wales under the Associations Incorporation Act 2009 (NSW).

Bankstown Community Resource Group Incorporated is primarily involved in provision of community welfare.

The following is a summary of the material accounting policies adopted by the association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

**Reporting Basis and Conventions**

This financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, financial assets and financial liabilities for which the fair value basis of accounting has been applied.

**Accounting Policies**

**(a) Revenue Recognition**

Government and other grants are recognised when the Association obtains control or the right to receive the grant, it is probable that the economic benefits will flow to the entity, and the amount of the grant can be measured reliably. The Association does not obtain control of a grant until it has provided the services and met the conditions that make it eligible to control it. Grants received in advance are deferred as a liability and not recognised until the Association has provided the services and met the conditions.

Donations are recognised and brought to account on a cash basis when received.

Revenue from the rendering of a service is recognised upon the delivery of the service to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

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

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**Note 1. Statement of Significant Accounting Policies (Cont.)**

**(b) Goods and Services Tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of GST. The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which is receivable from, or payable to, the ATO are classified as operating cash flows.

**(c) Employee Benefits**

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year, together with benefits arising from wages and salaries, annual leave and sick leave, which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the association to employee superannuation funds and are charged as expenses when incurred.

**(d) Income Tax**

The association has been classified as a tax-exempt charitable institution under section 50-5 of the Income Tax Assessment Act 1997.

**(e) Cash and Cash Equivalents**

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

**(f) Property, Plant and Equipment**

All items of property, plant and equipment are fully written off in the year of purchase.

**(g) Provisions**

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**Note 1. Statement of Significant Accounting Policies (Cont.)**

**(h) Financial Instruments**

**Financial assets**

Financial assets are recognised initially on the date at which the association becomes a party to the contractual provisions of the instrument.

The association derecognises the financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the association is recognised as a separate asset or liability.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when and only when the association has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The association has the following financial assets: loans and receivables, cash and cash equivalents and held to maturity investments.

Loans and receivables are financial assets with fixed or determinable payments that are not quoted in an active market. Such assets are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, loans and receivables are measured at amortised cost using effective interest method, less any impairment losses.

Loans and receivables comprise cash and cash equivalents and trade and other receivables.

Cash and cash equivalents comprise cash balances and call deposits with original maturities of three months or less. Bank overdrafts that are repayable on demand and form an integral part of the association's cash management are included as a component of cash and cash equivalents for the purpose of the statement of cash flows.

Held to maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Association's intention to hold these investments to maturity. They are subsequently measured at amortised cost using the effective interest rate method.

**Financial liabilities**

Financial liabilities are recognised initially on the date, which is the date that the association becomes a party to the contractual provisions of the instrument.

The association derecognises a financial liability when its contractual obligations are discharged or cancelled or expired.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the association has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

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BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED  
ABN 11 098 903 558NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2020

## Note 1. Statement of Significant Accounting Policies (Cont.)

## (h) Financial Instruments (Cont.)

## Financial liabilities (Cont.)

The association classified financial liabilities into the other financial liabilities category. Such financial liabilities are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these liabilities are measured at amortised cost using the effective interest rate method.

Other financial liabilities comprise trade and other payables.

## (i) Use of Estimates and Judgments

The preparation of financial statements in conformity with the Australian Accounting Standards requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

There are no judgements made by management in the application of the Australian Accounting Standards that have a significant effect on the financial report or estimates with a significant risk of material adjustment in the next year.

## (j) Comparative Figures

Comparative figures have been adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy.

## (k) Application of New and Revised Accounting Standards

Amendments to AASBs and the new Interpretations that are mandatorily effective for the current year.

In the current year, the association has applied a number of amendments to AASBs and new Interpretations issued by the Australian Accounting Standards Board (AASB) that are mandatorily effective for an accounting period that begins on or after 1 July 2019, and therefore relevant for the current year end.

AASB 16 Leases

The Association has entered into a lease that has terms and conditions significantly below the market value, (referred to as a 'concessionary lease'). To account for such leases, the new standards ordinarily require non-profit entities to measure the 'right-of-use' asset at fair value and the difference would be income under AASB 1058. However, the standard has provided temporary relief for non-profit entities by allowing them to measure 'right-of-use' assets arising under concessionary leases, at cost with additional disclosures in the financial statements. The disclosure refers to

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BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED  
ABN 11 098 903 558NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2020

## Note 1. Statement of Significant Accounting Policies (Cont.)

## (k) Application of New and Revised Accounting Standards (Cont.)

- The non-profit entity's dependency on the concessionary leases to further its charitable purposes, and
- The nature and terms of the leases, including:  
The lease payments  
The lease terms  
A description of the underlying assets, and  
Restrictions on the use of the underlying assets specific to the entity

The accounting standards are mandatory and effective for annual periods beginning on or after 1 January 2019 (i.e. 1 July 2019 for the Association).

AASB 15 Revenue from Contracts with Customers and AASB 1058 Income of Not-for-Profit Entities

The adoption of these standards has not had a material impact on the association.

## Standards and Interpretations in issue not yet adopted

There are no new standards or interpretations that will materially impact the association.

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BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED  
ABN 11 098 903 558NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
<b>Note 2. Revenue</b>		
Operating grants	1,118,308	963,525
Interest received	2,178	4,37
Members subscriptions	37	45
Service fees	34,635	39,158
Pre school fees	147,654	119,388
Donations	49,328	-
Covid-19 Government cashflow boost	50,000	-
Other income	31,376	7,048
	<u>1,433,517</u>	<u>1,133,541</u>
<b>Note 3. Cash and cash equivalents</b>		
Cash at bank	849,559	447,005
Cash on hand	578	512
	<u>850,137</u>	<u>447,517</u>
<b>Reconciliation of cash:</b>		
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the balance sheet as follows:		
Cash	<u>850,137</u>	<u>447,517</u>
<b>Note 4. Receivables</b>		
Trade receivables	4,635	3,500
	<u>4,635</u>	<u>3,500</u>
<b>Note 5. Other assets</b>		
Other debtors	-	20,000
Bonds and deposits paid	200	3,500
	<u>200</u>	<u>23,500</u>

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BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED  
ABN 11 098 903 558NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
<b>Note 6. Property, plant and equipment</b>		
Buildings – at cost (net of grant funds)	73,237	73,237
Building amortisation	(21,971)	(14,647)
	<u>51,266</u>	<u>58,590</u>
The carrying value of buildings represents the shortfall from government grant funds, in the construction of the Pre-School located at the Chester Hill Public School, which will be amortised over the remaining years of the leased premises.		
<b>Note 7. Payables</b>		
Trade creditors	87,512	53,085
Accrued expenses	48,903	24,726
Bonds repayable	11,620	7,938
	<u>148,035</u>	<u>85,749</u>
<b>Note 8. Other liabilities</b>		
Grants in advance	101,341	48,896
<b>Note 9. Provisions</b>		
Current		
Employee Entitlements	127,979	107,647
Non-Current		
Employee Entitlements	91,518	81,711
<b>Note 10. Auditor's remuneration</b>		
Assurance services	<u>4,900</u>	<u>4,609</u>

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# CONTINUED

## BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED ABN 11 098 903 558

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
<b>Note 11. Cash flow information</b>		
<i>Reconciliation of cash flow from operations with profit from ordinary activities:</i>		
Profit/(loss) for the year	229,161	76,655
Non-cash flows in profit from ordinary activities		
Building amortisation	7,324	7,324
Employee entitlements	30,973	18,422
	38,297	23,746
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries		
Decrease/(increase) in debtors and other creditors	2,565	57,629
Increase/(decrease) in trade and other payables	23,343	49,506
Increase/(decrease) in grants in advance	105,254	(37,104)
	135,162	70,133
Net cash inflow/(outflow) from operations	402,620	170,533

#### Note 12. Key management personnel compensation

Members of the management committee receive no remuneration in relation to management of the association.

#### Note 13. Capital and leasing commitments

##### (a) Operating lease

The Association occupies premises provided by the Canterbury Bankstown City Council. Details are as follows:

Lease term – 5 years from 23 January 2019 to 22 January 2024

Payment – \$3,000 per annum plus GST

Restrictions:

- The permitted use under the licence will be for the provision of child and family related services.
- Not for residence
- No subletting without consent

(b) Capital commitment

Nil Nil

#### Note 14. Contingent liabilities

There are no contingent liabilities

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## BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED ABN 11 098 903 558

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

#### Note 15. Events after the reporting period

Other than the continued impact of the Covid-19 pandemic, there are no matters or circumstances have arisen that may significantly affect the operations or the state of affairs of the association in future periods.

#### Note 16. Related parties

There were no related party transactions during the year. No officer has entered into a material contract with the association since the end of the previous financial year and there were no material contracts involving officers' interests existing at year end.

#### Note 17. Economic dependence

The association is dependent on the ongoing receipt of grants to ensure the continuance of their services.

#### Note 18. Financial instruments

##### (a) Financial risk management – objectives and policies

The Association's financial instruments comprise cash and cash equivalents. In addition, the Association has various financial assets and liabilities including amounts receivable and amounts payable to trade and other creditors.

The main risks arising from the Association's financial instruments are interest rate risk, liquidity risk and credit risk. The Association does not hold financial instruments denominated in foreign currencies and does not use derivative instruments to manage risks associated with its financial instruments. The Association's policies for managing each of these risks are summarised below. The policies are subject to approval by the management committee and are reviewed regularly.

**Interest rate risk.** The Association is exposed to interest rate fluctuations on its cash at bank and cash on deposit investments. The Association actively monitors interest rates for cash at bank and on deposit to maximise interest income. The Association accepts the risk in relation to fixed interest securities as they are held to generate income on surplus funds.

**Liquidity risk.** The Association manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquid funds are maintained.

**Credit risk.** The Association is exposed to credit risk in respect of amounts receivable and in respect of funds deposited with banks and other financial institutions. The maximum exposure to credit risk as at 30 June 2020 is the carrying amounts of financial assets recognised in the balance sheet. The Association holds no collateral as security and the credit quality of all financial assets that are neither past due nor impaired is consistently monitored in order to identify any potential adverse changes in the credit quality.

The amounts receivable outstanding beyond the relevant terms are followed up continually.

Funds deposited with banks and other financial institutions are approved by the management committee.

At the reporting date the Association does not have any material credit risk exposures to any single receivable or any bank or financial institution.

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## BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED ABN 11 098 903 558

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

#### Note 18. Financial instruments (Cont.)

##### (b) Fair values

Carrying amounts of financial assets and liabilities recorded in the financial statements represent their net fair values, as determined in accordance with the accounting policy disclosed in Note 1.

##### (c) Interest rate risk

The Association's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

	2020				2019			
	Weighted Average Effective Interest Rate	Fixed Interest Rate	Non-Interest Bearing	Total	Weighted Average Effective Interest Rate	Fixed Interest Rate	Non-Interest Bearing	Total
<b>Financial Assets</b>								
Cash at Bank	0.0%	1,366		2,366	0.1%	9,813		9,813
Cash on Deposit	2.20%	847,172		847,172	2.25%	437,196		437,196
Cash on hand	Nil		579	579	Nil		312	312
Trade and Other Receivables	Nil		4,835	4,835	Nil		27,490	27,490
		848,538	5,414	854,952		447,009	27,802	474,811
<b>Financial Liabilities</b>								
Trade and Other Payables	Nil		249,076	249,076	Nil		135,645	135,645
			249,076	249,076			135,645	135,645

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## BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED ABN 11 098 903 558

### INFORMATION AND DECLARATIONS TO BE FURNISHED UNDER THE CHARITABLE FUNDRAISING ACT, 1991

#### INCOME AND EXPENDITURE OF FUNDRAISING APPEALS FOR THE YEAR ENDED 30 JUNE 2020

The Association conducted no fundraising appeals during the financial year and the comparative year.

#### Declaration by the President in respect of fundraising appeals

I, Ali Mojahedi, President of Bankstown Community Resource Group Incorporated declare that, in my opinion:

- the income statement gives a true and fair view of all income and expenditure of Bankstown Community Resource Group Incorporated with respect to fundraising appeals; and
- the balance sheet gives a true and fair view of the state of affairs with respect to fundraising appeals; and
- the provision of the Charitable Fundraising Act 1991 and the regulations under that Act and the conditions attached to the authority have been complied with; and
- the internal controls exercised by Bankstown Community Resource Group Incorporated are appropriate and effective in accounting for all income received and applied by the association from any of its fundraising appeals.

*Ali Mojahedi*

Ali Mojahedi  
President

Dated: 15/07/2020

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**RESPONSIBLE ENTITIES' DECLARATION**

In the opinion of the Management Committee the financial report as set out on pages 3 to 16:

1. Presents a true and fair view of the financial position of Bankstown Community Resource Group Incorporated as at 30 June 2020 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board; and
2. At the date of this statement, there are reasonable grounds to believe that Bankstown Community Resource Group Incorporated will be able to pay its debts as and when they fall due.

The Management Committee further certifies and confirms in respect of funding provided by the various Federal, State and Local governments, that Bankstown Community Resource Group Incorporated:

1. has applied them only for the purposes approved and;
2. has complied with all applicable laws in the performance of the services and;
3. has complied with all the agreements and guidelines.

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

*Ali Mojtahedi*

Ali Mojtahedi  
President

Tim Carroll  
Treasurer

*T. Carroll*

Dated: 15/9/2020

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**INDEPENDENT AUDIT REPORT TO THE MEMBERS****Audit Report**

We have audited the financial report of Bankstown Community Resource Group Incorporated for the financial year ended 30 June 2020, as set out on pages 3 to 17.

In our opinion on the accompanying financial report of the Bankstown Community Resource Group Incorporated, has been prepared in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 2009 (NSW), including:

- (i) giving a true and fair view of the association's financial position as at 30 June 2020 and of its financial performance and cash flows for the financial year ended on that date; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Regime (including the Australian Accounting Interpretations) the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 2009 (NSW).

**Other Matters**

We also report that:

1. the financial statements show a true and fair view of the financial result of fundraising appeals conducted during the year and;
2. the accounting and associated records have been properly kept during the year in accordance with the Charitable Fundraising Act 1991 and the Regulations and;
3. money received as a result of fundraising appeals conducted during the year has been properly accounted for and applied in accordance with the Charitable Fundraising Act 1991 and the Regulations and
4. at the date of this report, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

**Management Committee Responsibility**

The management committee of Bankstown Community Resource Group Incorporated are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Regime (including the Australian Accounting Interpretations) the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 2009 (NSW). This responsibility includes establishing and maintaining internal controls relevant to the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the management committee is responsible for assessing the ability for Bankstown Community Resource Group Incorporated, to continue as a going concern; disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**INDEPENDENT AUDIT REPORT TO THE MEMBERS (Cont.)****Auditor's Responsibility**

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

**Auditor's Responsibility (cont.)**

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls of Bankstown Community Resource Group Incorporated.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management committee.
- Conclude on the appropriateness of the management committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability for The Multicultural Network Incorporated to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

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

Benbow & Pike  
Chartered Accountants  
Suite 401, 54 Miller Street  
NORTH SYDNEY NSW 2060

Gerard J Abrams  
Partner

Dated: 15 September 2020

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**BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**  
ABN 11 098 903 558**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 40-40 OF AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 AND THE ASSOCIATIONS INCORPORATIONS ACT 2009 (NSW) TO THE OFFICERS**

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

1. no contraventions of the auditor's independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 2009 (NSW) in relation to the audit; and
2. no contraventions of any applicable code of professional conduct in relation to the audit.

Benbow & Pike  
Chartered Accountants  
Suite 401, 54 Miller Street  
North Sydney NSW 2060

Gerard J Abrams  
Partner

Dated: 15 September 2020

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## **BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED** **ABN 11 098 903 558**

### **COMPILATION REPORT TO BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED**

#### **Scope**

On the basis of information provided by the officers of Bankstown Community Resource Group Incorporated, we have compiled in accordance with APES 315 'Compilation of Financial Information' the special purpose financial report of Bankstown Community Resource Group Incorporated for the period ended 30 June 2020 as set out on page 22.

The specific purpose for which the special purpose financial report has been prepared is to provide confidential information to the officers and members. The extent to which Accounting Standards and other mandatory professional reporting requirements have or have not been adopted in the preparation of the special purpose financial report is set out in Note 1.

The officers are solely responsible for the information contained in the special purpose financial report and have determined that the accounting policies used are consistent and are appropriate to satisfy the requirements of the officers and for the purpose that the financial report was prepared.

Our procedures use accounting expertise to collect, classify and summarise the financial information, which the officers provided, in compiling the financial report. Our procedures do not include verification or validation procedures. No audit or review has been performed and accordingly no assurance is expressed.

To the extent permitted by law, we do not accept liability for any loss or damage which any person, other than the company, may suffer arising from any negligence on our part. No person should rely on the special purpose financial report without having an audit or review conducted.

The special purpose financial report was prepared for the benefit of the company and its member and the purpose identified above. We do not accept responsibility to any other person for the contents of the special purpose financial report.

**Benbow & Pike**  
Chartered Accountants  
Suite 401, 54 Miller Street  
North Sydney NSW 2060

**Garard J. Abrams**  
Partner

Dated: 15 September 2020

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## **BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED** **ABN 11 098 903 558**

### **INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
<b>Income</b>		
Grants received	1,212,954	977,844
Grants received in advance	(111,201)	(48,896)
Grants received - Preschool program	18,555	35,577
Interest received	2,178	4,377
Donations	49,328	45
Membership	37	-
Covid-19 cash boost	50,000	-
Other miscellaneous	31,376	25,604
Services fees	34,536	39,158
Pre school fees	147,854	117,232
	<u>1,433,917</u>	<u>1,153,341</u>
<b>Expenditure</b>		
Advertising	851	1,535
Audit fees	4,800	4,609
Bank charges	348	372
Building Amortisation	7,324	7,324
Bus hire	1,854	1,045
Child minding	764	1,227
Computer costs	8,029	6,620
Consultant fees	109,346	44,145
Equipment	8,071	8,575
General expenses	8,436	6,795
Insurance	11,428	12,558
Meeting expenses	6,250	18,052
Office expenses	7,546	6,455
Postage, printing and stationery	12,238	14,136
School program expenses	25,323	47,556
Program cost	33,361	36,138
Provision for Employee Entitlements	47,817	18,027
Repairs and maintenance	5,540	12,888
Rent and premises expense	10,951	44,025
Resource materials	12,445	2,044
Salaries	781,206	705,647
Seminars and Conferences	5,262	4,411
Staff Amenities	431	144
Superannuation	72,567	62,616
Subscriptions	4,571	2,774
Telephone	5,851	4,850
Travel	247	471
Website/Internet	1,289	1,236
	<u>1,204,396</u>	<u>1,077,286</u>
Surplus/(Loss) for the year	<u>229,521</u>	<u>76,055</u>

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## NOTE OF APPRECIATION

Thank you to all staff and MC members for your dedication and commitment to the children, families and communities we meet through BCRG. With gratitude we also thank all the families, schools, childcare centres and community partners and funding bodies that have worked with us this year.

