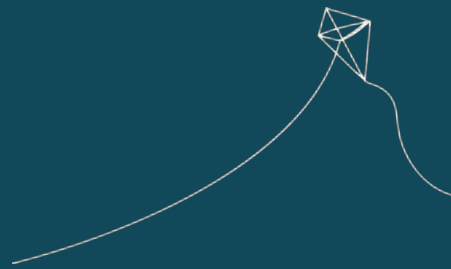


multicultural futures  
annual  
report

2023-2024

multi  
cultural  
futures

# Acknowledgment of Country



We, Multicultural Futures, acknowledge the Wadjuk People of the Noongar Nation as the Traditional Custodians of the lands where we work and live. We celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of Western Australia. We pay our respects to Elders past, present and emerging.



# From the Chair Person



This year, we asked our members whether the Constitution needs updating to become a contemporary governance document. With members' overwhelming support, we now have a mandate to complete this work, likely to occur sometime in 2025.

Following two years of internal change management to create a sustainable and positive organisation where staff enjoy coming to work where they make a real difference in the lives of our clients and their carers, there have also been significant changes to improve how we do business. Highlights include our IT transition, which has resulted in investment into new equipment, software and support so that staff are well supported and confident of reliable and effective systems. New staff have come on board and added richness to the social fabric of our organisation, as well as highly regarded professional expertise to add to our capacity.

This year, the Board was delighted to appoint Alec Uzunovsky as Chief Executive Officer for a three-year term. Alec has acted as our CEO on several occasions. His leadership from March 2024 has been positive, supportive and outward looking, energising staff and ensuring that our relationships with our valued funders, partners and members are nurtured and sustained.

Alec is currently leading us through developing our Strategic Plan 2024-27 with the important participation by the Strategic Working Group formed from staff across the organisation. It will be finalised in late November 2024, and already there are exciting plans for the delivery of innovative services and programs responding to the changing needs of our clients and carers. In addition, the Plan will progress the Board's decision to seek partnerships with like-minded organisations rather than mergers.

This year, we asked our members whether the Constitution needs updating to become a contemporary governance document. With members' overwhelming support, we now have a mandate to complete this work, likely to occur sometime in 2025.

Our governance processes have been further strengthened this year with the Board renewal program, which has resulted in the enthusiastic participation by new board members Vincent

Bienes (Secretary), Kristina Hojckova, Abhilash Karunakaran (Treasurer) and Navneet Kaur, collectively bringing Australian Institute of Company Director qualifications, and Certified Practising Accountant qualifications amongst many others. Importantly, all have family or lived experience of migration to Australia to continue the Board's informed guidance of our primary purpose.

We have established a Finance and Audit committee led by our Treasurer, Abhilash Karunakaran, which is overseeing the renewal and strengthening of our financial systems and processes to support our good governance. One of the key financial achievements of the year was recording a surplus, the first for three years. This turnaround of our financial bottom line by approximately \$700,000 over the last three years, confirms our increasing financial stability and robust governance framework.

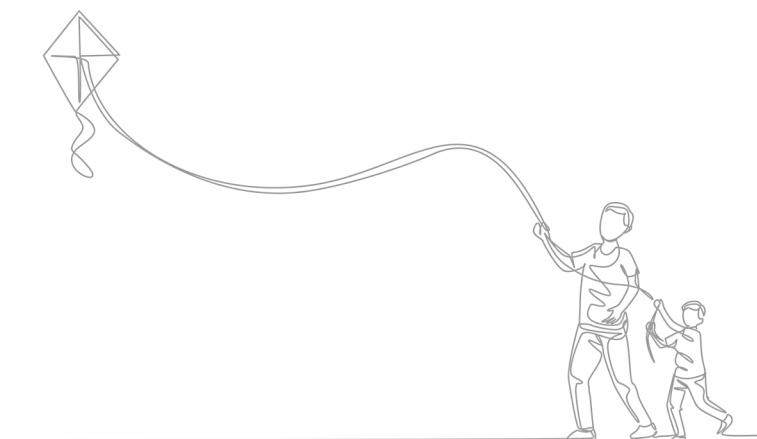
This year we warmly thank Jaideep Singh, our former Treasurer, who left us when his work took him to Sydney, and Tim Martin, our former Secretary, who left us when his work took him to Albany.

Both provided significant dedication to steering the change management for the organisation, which has led us to the positive position we find ourselves in today. We also thank Elsie Lee, who was an independent member of the Finance and Audit Committee as well as a member of this year's IT Transition Committee led by Kamel Elnaggar.

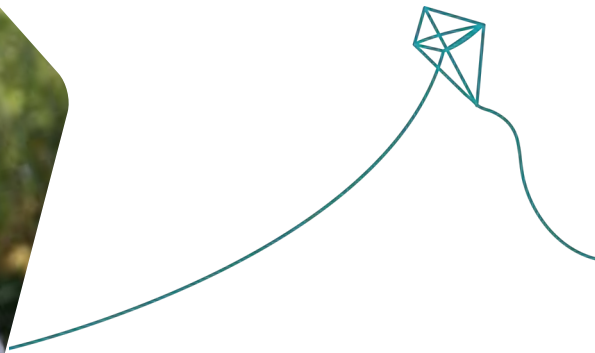
The Board's investment through its decision to overhaul our IT hardware and systems has resulted in a noticeable and appreciated difference for our staff – they are now well supported by our IT systems as they go about their important work.

As well as previously mentioned Board members, I also thank Ivy Chen and Roseanne Thomas (both long-standing and valued Board members), as well as Deputy Chair Kevin Tavener for their continued support and contribution to our governance and the fulfillment of our primary purpose of supporting people who are making their new life in Australia

Dr Helen Grzyb



# From the Chair Person



Multicultural Futures continues to build upon its rich history, going back to 1981, focusing on delivering high-quality, person-centred and trauma informed services and supports to migrants and refugees that address the current needs and anticipate the future challenges ahead. Over the past 12 months, we have continued to demonstrate quality service delivery and support of our communities in a difficult social and economic environment. The lack of affordable housing and increased cost of living pressures have impacted the migrant and refugee communities we support and who are often the most vulnerable people in our community. As an organisation, we continue to adjust to the changing circumstances without compromising the quality of our service delivery and the commitment to the culturally diverse people and communities who we serve.

The organisation has been through a number of changes throughout the last year that have ensured we can move forward with greater focus, sustainability and accountability and commitment to

deliver contemporary and evidence-based services that provide positive and meaningful outcomes for our clients and communities. The outcomes we continue to achieve for our clients and communities is reflected in the commitment to preferred service provider status from funding bodies and the uplift of funding to our essential services that we deliver. Multicultural Futures is grateful to our long-term funding bodies, partners and stakeholders who remain integral in the ongoing success of the organisation. We remain committed to supporting our clients and communities to have the opportunities to create healthy, empowered and meaningful lives in Australia through the ongoing partnerships and collaborations within the not for profit and government sectors and with other values-aligned organisations that have been developed over a number of years.

Our staff and volunteers remain the backbone of our success and are the reason we can provide quality services and supports and I am constantly encouraged by the resilience, commitment and compassion of the Multicultural Futures team as

As a small organisation, I am always in awe of the extraordinary outcomes the team and organisation achieve, despite the many challenges we face. In the coming year, we will remain dedicated and focused on expanding and improving our efforts and commitment to more effectively meet the need of migrant and refugee communities in Western Australia.

they support people and communities through these challenging times. I am very grateful to all the team members and volunteers over the past year who continued to do all they can to support the ever-increasing numbers of our communities seeking support and assistance.

As a small organisation, I am always in awe of the extraordinary outcomes the team and organisation achieve, despite the many challenges we face. In the coming year, we will remain dedicated and focused on expanding and improving our efforts and commitment to more effectively meet the need of migrant and refugee communities in Western Australia. We are also grateful for the dedication and commitment of our Board, who volunteer time and significant effort in ensuring Multicultural Futures continues as an essential and viable multicultural organisation well into the future.

I would also like to take this opportunity to thank Anita Tuzlukovic, (Interim CEO), and Kristi Treadgold, (CEO), for their stewardship and commitment to the ongoing wellbeing of the organisation over the past year.

As the organisation moves into the new year and commences a new strategic plan, (2024 – 2027), to guide the way forward and enable us to focus in on the areas essential for our growth and sustainability, it also allows us to reflect on our long journey over the past 43 years.

This long history has defined and contributed to who we are as an organisation in 2024 and to the values, vision and mission which we uphold in engaging and supporting all our clients and communities.

Alec Uzunovsky



# Mental Health Wellbeing Service

The Mental Health Wellbeing Service (MHWS) is a flexible and culturally sensitive service providing mental health advocacy and support services to CaLD individuals and families/ carers. The service currently operates from Bentley, Kwinana and Mirrabooka sites. In 23/24, we welcomed new members to the MH Advocacy Team. Sarah Leary (Senior MH Lead), Roshani Bist (MH Advocate), Mary Mc Bride (MH Advocate), and Mark W Davies (Community Education Facilitator).

In 2023/24, the MH Wellbeing Service supported around 120 CaLD clients with over 358 face to face sessions in providing counselling and support with MH advocacy related matters. The MHWS service provided a total of 1600 contact hours throughout the year.

In 23/24, 15 information sessions were provided to service providers and community groups, to support an increased awareness of mental health/well-being; reduce mental health stigma; and increase help-seeking behaviours.

Family and domestic violence (FDV) remains a significant issue for women accessing our mental health services, often involving child custody, homelessness risks, and legal matters. MCF collaborates with FDV-funded services like Zonta House to develop support and referral pathways for these clients.

## CaLD Assertive Outreach Support Service, funded by WA Primary Health Service

This service was provided from our Bentley and Kwinana offices, to assist people from CaLD backgrounds with alcohol and other drugs and mental health challenges. The provision of culturally appropriate counselling and support services saw the program support 49 clients over 374 individual screening and counselling sessions.

## Case Study: Meet Anna

Client Anna referred to us via Wanslea as she was experiencing significant mental health challenges. Anna had a diagnosis of depression and anxiety and had been suffering panic attacks. Previously Anna had been in an abusive relationship and there was an ongoing court case which was increasing her stress levels and impacting her health and wellbeing. Anna was experiencing significant financial stress and was a single parent to three school aged children. Her youngest child was experiencing developmental delays and needed ongoing medical care due to a heart condition.

Anna was studying English at TAFE so was unable to work due to her commitment to study which was having an impact on her financial situation. Anna's capacity to engage in supports was limited as she was feeling very overwhelmed.

Anna had previously worked with a hospital mental health team so did had strategies to manage her mental health but because she was experiencing high levels of stress she had forgotten how to use these skills she had. Sessions focused on re-engaging with her with these strategies. MHA met with her weekly to monitor her mental health and wellbeing and to provide information, counselling and emotional support. A referral was made to a Financial Counsellor for budgeting & debt advice. Anna had some issues in her relationship with her oldest daughter. These were ongoing due to being in a marriage that was abusive. Anna had previously engaged with short term parenting programs however she has since been referred onto an intensive parenting program to build on her existing strengths and to improve her family functioning.

Anna continues to receive these supports & has made significant improvements to her mental health.

### In 2023/24 the MH Wellbeing Service supported:

**120**

Supported  
CALD clients



**358**

Face-to-Face  
Sessions



**1600**

Hours of  
sessions  
supporting  
counselling  
services



**56**

Ethnicities





## Case Study: Meet Jay

Jay (not real name) aged 21 came to Perth to study English. Jay was referred to Multicultural Futures as he was feeling anxious and worried. Jay had some previous mental health challenges and there was also a family history of Schizophrenia which Jay worried he might have developed.

Our Mental Health Advocate met with Jay and it soon became apparent that Jay was experiencing culture shock and was feeling very homesick and isolated. Jay spoke to his Mum and Dad daily but was unable to share what was going on for him as he didn't want to cause his parents to worry. Additionally, Jay was not sleeping at night and overslept in the morning which may have meant he might not meet his visa requirements as he had very low attendance at college.

MHWS provided the following support to Jay:

- Weekly counselling and sms check ins
- Liaised with college and provided support letter to ensure that clients visa was not affected
- Strategies for good sleep hygiene and managing his anxiety without alcohol
- Supported client to identify some activities he would enjoy while in Perth.
- Supported client to access his private health insurance and see GP for medication.

Within a couple of weeks Jay reported he was sleeping better, his mood had improved and his anxiety had lessened. Jay had also made a few new connections in college. He was very appreciative of the support and shared that he had felt safe to share with the Mental Health Advocate troubles that he had never before shared with anyone. Jay has now returned home to attend Uni and plans to return to Australia on completion of his studies.

## Supporters:

MHWS has partnered with a range of agencies, both government and non-government, including Hospitals, Community Mental Health Services, Dept of Corrections, Community Legal Centres, Fremantle Women's Health Centre, Red Cross, FDV Refuges, Richmond Wellbeing, Ishar, headspace – Fremantle and Armadale, Local Councils – City of Canning, Kwinana, Rockingham and Stirling, Curtin University – Psychological Services, KEYS, Sexual Assault Resource Centre, West Australian Primary Health Alliance, Head 2 Health to name a few. Partnerships with all mental health services have been effective in facilitating culturally appropriate input into diagnosis, treatment, and recovery plans for MHWS mutual clients.

# Community Education Facilitation

Multicultural Futures – Mental Health Wellbeing Service introduced a new Community Education Facilitation role and welcomed Mark W Davies as our new facilitator. The Community Education Facilitator works with the Program Manager Mental Health to develop and deliver community education sessions to clients and communities to build their knowledge and capacity about mental health wellbeing and mental health issues. The Community Education Facilitator will develop and maintain partnerships within the mental health sector, local government and community groups to build capacity in those groups around the challenges experienced by migrant and refugee clients/communities in the areas of mental health wellbeing. The Community Education Facilitator will commence providing mental health wellbeing sessions to migrant and refugee community groups and organisations seeking mental health and wellbeing information. The position is seeking to positively impact on community knowledge about the Multicultural Futures mental health services and to provide a referral pathway into the MHWS service.



Multicultural Futures continues to align its initiatives with the UN SDGs, fostering sustainable, inclusive growth across diverse communities.



**SDG 1:** Supports families in crisis with transitional and permanent housing.



**SDG 3:** Promotes mental health, well-being, and social integration through community collaboration. Delivers specialised mental health support for culturally and linguistically diverse communities. Provides culturally sensitive support to address mental health and family violence.



**SDG 4:** Creates pathways to education and training for youth. Educates participants on citizenship rights and responsibilities.



**SDG 5:** Focuses on empowering women affected by domestic violence. Provides targeted assistance for women and children escaping family violence.



**SDG 8:** Prepares young individuals with skills for meaningful employment.



**SDG 10:** Promotes inclusion, empowerment, and equitable access to resources for diverse communities. Encourages equity in service delivery through intercultural understanding. Reduces mental health inequities for migrants and refugees. Addresses gaps in access to care for marginalized populations. Reduces barriers to housing for diverse populations



**SDG 11:** Creates sustainable housing solutions in collaboration with partners.



**SDG 16:** Enhances institutional practices via cultural responsiveness training. Promotes civic engagement and informed citizenship.

# Inclusion Program:

## Accommodation Services

In 2023/24, the Department of Communities funded - Inclusion services, (Supported Transitional Accommodation, Children in Homelessness and Homeless Accommodation Support Work), continued to provide a wraparound service delivery model to migrant and refugee families who find themselves homeless or at risk of homelessness. The services assisted families from a range of different migrant and refugee communities, (South Sudan, Democratic Republic of Congo, Iran, Burundi, and Somalia being the five most predominant countries of origin for families supported).

The Inclusion – Accommodation services collaborated extensively to ensure that 21 families were provided supported accommodation and supports to address issues and concerns associated with their homelessness.

The Children in Homelessness service supported 45 children of the families in the Supported, Transitional Accommodation service and provided early intervention supports in health, education, therapeutic and counselling intervention supports and social/community integration.

The Homeless Accommodation Support Work service assisted 42 individuals and families who were homeless or residing in crisis or supported accommodation to access and maintain long-term housing. In 23/24, the Supported Transitional Accommodation and Homeless Accommodation Services were able to assist 19 families and individuals, (including, 51 children) to access and sustain stable, long-term accommodation.

## Client Demographics

**45 Children**  
supported through early intervention

**49 Families**  
received supported accommodation

**29 Languages spoken**  
Arabic, Dinka, French, Kinyarwanda, Kirundi, Kriol, Liberian English, Persian (excluding Dari), Punjabi, Somali, Swahili, and Tamil.

**39 Single Parents**  
Notably, the majority of our clients are single parents (39) with their children, while five are couples with children. Our outreach included families relocating from other states, (Victoria and Tasmania.)



# Homelessness Accommodation and Support Work (HASW)

---

In 2023/24, the Multicultural Futures - HASW service assisted 42 families and individuals. Of the families and individuals supported by the HASW service, twelve individual and families were from a migrant and refugee background and thirty families and individuals who were Australian born, (22 of these families and individuals identified as being Aboriginal).

The service worked closely with Department of Communities – Housing, Housing Choices Australia, (WA), Community Housing Limited and Department of Communities – Child Protection and Family Service to accommodate and support families and individuals who were homeless or residing in a crisis/supported transitional accommodation service into stable, long-term housing.

The HASW service also assisted and supported families and individuals to address issues and concerns contributing to their homelessness and supported access to educational and employment options, (three individuals commenced fulltime employment, four part-time and one casual employment and two clients commenced TAFE courses and two clients continued university courses). In 2023/24, the HASW service supported eight families and individuals to access long term accommodation and to maintain accommodation once housed.



In 23/24, the Inclusion - STA service assisted and housed 21 families who were homeless or at risk of homelessness and 125 other migrant and refugee clients with referrals, information and support to access housing supports. The service continued to utilise seven properties provided by Housing Choices Limited, (WA), and Community Housing Limited to house and support families from a migrant and refugee background who were homeless or at risk of homelessness.

The STA service was also assisted by Saint Vincent de Paul to access housing for clients who are then case managed by the service. In the 2023/24, the STA service housed and supported 25 families from a range of different migrant and refugee backgrounds to access supported accommodation, engage with a range of services and agencies to deal with presenting issues and to seek and sustain long term, stable accommodation.

The service worked with families to provide support around homelessness, trauma and mental health issues, family and domestic violence, financial and legal concerns, and education, training and employment. In 23/24, the STA service collaborated with Department of Communities – Child Protection and Family Services, Department of Communities – Housing, Family Support Networks, Financial Counsellors, Parents Next providers, Family and Domestic Violence – Outreach services and Legal Aid WA to provide better outcomes to families within the service. In a very difficult housing market, the STA service assisted eleven families, (including, 39 children), to access and sustain long-term accommodation.

## Outcomes

In 23/24 we achieved the following outcomes

**11**

### Families

moved into long-term accommodation (39 children).



**21**

### Families

who were homeless or at risk of homelessness were provided with supported transitional accommodation in 23/24.



**125**

### Clients

received assistance or referral for crisis housing. These clients were provided with once off assistance/information or referral pathways to access crisis accommodation or supported accommodation



# Case Study: Meet Alana

Alana (not her real name) sought urgent assistance from the Multicultural Futures (MF) Supported Transitional Program (STP) after losing her rental property and becoming homeless. Alana, a mother of six, had fled family violence in Victoria years earlier and maintained two successful rental tenancies until her landlords repossessed the properties. Despite her proactive efforts to find housing, the competitive rental market forced her to quit her job to focus on securing accommodation. She and her children spent almost a year couch surfing and occasionally sleeping in their car before approaching MF-STP.

## **Alana received the following housing support:**

- Within a week, MF-STP found Alana a temporary home and provided:
  - Assistance with utilities and rent.
  - Bond assistance through the Department of Communities (DoC).
  - Alana was placed on DoC's priority housing waitlist as her private rental applications were unsuccessful due to limited income and housing history.
  - Alana was approved for the Housing Accommodation Support Worker (HASW) program, which accelerated her transition to long-term housing

## **The following services were put in place to support Alana and her children:**

- Alana's children were referred to the Multicultural Futures Children in Homelessness (MF-CIH) program for:
  - Emotional and educational support.
  - Coordination with their school to ensure smooth integration.

## **The STA Team supported the client and her children by:**

- Secured temporary accommodation within a week.
- Provided utilities and rent assistance.
- Facilitated bond assistance through the Department of Communities (DoC).
- Placed Alana on DoC's priority housing waitlist.

## **Multicultural Futures Children in Homelessness (MF-CIH) Program:**

- Offered emotional and educational support for Alana's children.
- Coordinated school enrolment and liaised with teachers.

## **Housing Accommodation Support Worker (HASW) Program:**

- Accelerated Alana's transition into long-term affordable housing with DoC.
- Post-Exit Assistance:
  - Supported Alana for six months to settle into her new home.
  - Helped set up utilities and enrol her children in local schools.
  - These integrated services enabled Alana and her children to transition from homelessness to stable, long-term housing.

## **The outcomes for this family were:**

- After one year, Alana moved into permanent housing with DoC, supported by MF-STP, MF-CIH, and HASW.
- Post-exit assistance was provided for six months, helping:
  - Settle in, set up utilities, and enrol the children in local schools.
  - Through MF-STP, MF-CIH, and HASW, Alana and her children transitioned from homelessness to stable, long-term housing.

## Overview

The Multicultural Futures – Children in Homelessness (MF CIH) service provides comprehensive support, advocacy, and resources to empower children and their families, address their unique challenges and foster resilience. The MF CIH services has a holistic approach to service delivery, combined with targeted advocacy and community engagement, contributes to meaningful improvements in the lives of the parents and children supported. The MF CIH remains committed to empowering migrant and refugee families and addressing the challenges they face to ensure a brighter future for all the children supported.

## Services we provided

Our service framework included a wide range of support, including:

- Educational assistance and advocacy
- Financial and material aid
- Specialist counseling and therapeutic services for children.
- Parenting skills education
- Health and medical services
- Access to interpreter services

## Client Demographics

**45**

**Children**  
**0-16 yrs**  
**22 - girls**  
**23 - boys**



**12**

**Languages spoken**

Arabic, Dinka, French, Kinyarwanda, Kirundi, Kriol, Liberian English, Persian (excluding Dari), Punjabi, Somali, Swahili, and Tamil.



### Financial Overview

The MF CIH service provided total financial assistance of \$8,947.66 for the needs of the children:



**Educational needs \$4,270.22**

**Accessing External Therapeutic**

**Specialist Services:**

**\$3,394.71**

**Social/Community Engagement:**

**\$1,282.73**

### **Enhanced Mental Health Support**

The MF CIH service successfully implemented trauma-informed mental health care tailored to CaLD children, leading to significant improvements in emotional well-being. Many children reported reduced anxiety and increased resilience.

### **Educational Stability and Improvement**

MF CIH supported children's education through academic programs and regular communication with parents, teachers, and childcare, enhancing school attendance and engagement. Collaboration with Wize Therapy provided speech and occupational therapy, significantly improving language development and English proficiency.

### **Strengthened Cultural Identity and Inclusion**

Our staff underwent cultural competency training through the MF Culture Responsiveness program. This training enhanced our ability to deliver services that respect the diverse backgrounds of families, creating an inclusive environment. We actively engaged with community service organizations, raising awareness of the unique needs of CaLD children experiencing homelessness.

### **Building Resilience and Empowerment**

MF CIH aimed to equip CaLD children and their families with skills to build resilience. Our programs fostered self-advocacy, allowing families to identify their strengths and navigate challenges. Notably, all 45 children in our program achieved significant personal and academic milestones.

### **Connecting and Participating in Community Events and Activities**

MF CIH built strong connections with stakeholders, including Wanslea Early Childhood Approach, Centrecare's SKY program, Child Development Services, local schools, and Fremantle Women's Centre, enhancing service delivery. Collaborations with organizations like the Royal Agricultural Society of WA - Inclusive Access Program enriched support for clients.

Participation in community events raised awareness about challenges faced by CaLD children and fostered belonging. Engagements with South East Metropolitan Youth Justice Services, Willagee Community Centre's Youth Drop-In, child health clinics, and multicultural mental health services expanded resources, advocacy, and integration opportunities.

### **Improved Family Dynamics and Parenting Support**

Through programs like Parenting by Connections and the 1-2-3 Magic approach, we provided essential parenting support. These initiatives equipped parents with tools to understand their children's emotional needs, fostering healthier family relationships.

### **Successful Transition to Permanent Housing**

We effectively supported children's transition to permanent housing by providing comprehensive assistance in navigating education, health, and recreation systems. Our holistic approach helped families settle into their new communities.

# Case study: Adau and Dak Children\*

## Background

Adau, a 42-year-old South Sudanese mother, and her seven children faced domestic violence, homelessness, and financial instability. After losing their rental home, they lived in a car, stayed temporarily with a friend, and fell victim to a rental scam, worsening their situation.

### Older Children:

**Morris (20):** Enrolled in TAFE and now living independently with a friend.

**Guri (18):** Repeated Year 11 due to frequent school disruptions caused by the family's relocations. Despite attempts to help Guri complete high school, his age prevented him from re-enrolling. He has since been enrolled in TAFE for an apprenticeship as an electrician.

Children in the Homelessness Program: 5 of Adau's younger children were referred to the Multicultural Futures Children in Homelessness program by the Supporting Transitional Accommodation Program:

**Aaron (15):** Addressed behavioural and academic challenges through motivational sessions, tutoring, and school engagement. Joined a local soccer club, improving attendance, behaviour, and social skills.

**Alice (13):** Overcame academic disruptions and bullying with tutoring, protective behaviours training, and youth centre activities. Developed resilience, improved grades, and social confidence.

**Kayden (11) & Noah (10):** Supported through school supplies and recreational camps, fostering friendships and school engagement. Both children benefited from structured activities and protective behaviours training.

**Milo (4):** Addressed developmental delays and dental health issues with kindergarten enrolment and dental care. Protective behaviours sessions improved his safety awareness.

### Family Support:

Multicultural Futures' Children In Homelessness team facilitated family activities like zoo visits and movie outings, fostering togetherness.

### Outcome:

Adau's family secured stable housing in Perth's southern suburbs, with the children settling into new schools and communities. The program improved their education, behaviour, and social connections, promoting a sense of stability and well-being.

#### Brokerage: Aaron

Educational costs \$147.25

Recreational Activities \$48.41

#### Brokerage: Alice

Educational costs \$116

Recreational Activities \$55

#### Brokerage: Kayden

Educational costs \$175.36

Recreational Activities \$55.69

#### Brokerage: Noah

Educational costs \$136.06

Recreational Activities \$55.69

#### Brokerage: Milo

Educational costs \$160.57

Recreational Activities \$27.50

\*not the real names

## Community Capacity Building

The Multicultural Futures (MF) SETS Community Capacity Building (CCB) program empowers new and emerging organizations and communities to enhance social participation, economic well-being, and personal development, fostering sustained positive settlement outcomes

In 2023/24, the SETS Community Capacity Building program supported culturally diverse groups, including Ubuntu Australia, Somali Perth Support, Myanmar, Tamil, and Ukrainian communities, along with mentoring the Moroccan Association of Perth and Turkish Society of Western Australia.

The program delivered 10-15 tailored support sessions per community group, assisting the Moroccan Association and Turkish Society with incorporation, governance, and strategic planning. Both became Incorporated Associations by mid-2024, with ongoing mentoring support from Multicultural Futures.

The MF SETS CCB assistance supported both Associations in becoming Incorporated Associations in the January to June 2024 period and Multicultural Futures continues to provide mentoring supports.

The Program has been successful in maintaining and strengthening its relationships with a variety of partners.

Our partners include community organisations, agencies, the three tiers of government entities, and other stakeholders. These organisations play an important role in supporting the settlement of new arrivals in Western Australia, and the SETS CCB program is committed to working with them to ensure that new arrivals have the resources and support they need to succeed.

We have actively maintained and developed relationships with the Department of Home Affairs- WA Settlement Operations Network / Settlement Program Operations and Social Cohesion Division, Office of Multicultural Interest, the Humanitarian Support Program, (HSP) – Red Cross, Department of Mines, Industry Regulation and Safety Consumer Protection, Lotterywest Community grants, the Department of Local Government, Sport, and Culture Industries and relevant LGA's (Canning, Kwinana, Stirling and Mandurah).

## The Campus

- SETS Youth Services at North Lake Senior Campus is integrated into campus life, providing a responsive and accessible hub.
- Links students and school support staff with culturally and linguistically diverse (CALD) specific support services.
- In 2023-24, assisted around 100 young people, offering individualised services based on their needs.
- Utilises a strengths-based co-design process for high goal achievement and satisfaction.
- Intake process includes needs assessments, collaborative goal setting, action planning, information, advice, referrals, and advocacy.

## Workshops and Information Sessions

The SETS Youth Service delivered 47 workshops this year that included, personal well-being, (personal health care and accessing health services, young women’s group (This group was run in partnership with the Department of Health’s School Nurse), understanding domestic violence), civic and social participation, (legal, civic and political rights and accessing life changing experiences and sporting and recreation), basic car maintenance, how to navigate government services, economic participation, (education and employments pathways and career information, and employability workshops), job seeking (assessing work readiness and assistance with application process), information sessions on local services specifically targeting CaLD young people; WASA payments; Centrelink workshops run by Multicultural Services Officer in partnership with Multicultural Futures on MyGov, linking payments, payments, reporting and updating study details, how to apply for a Tax File Number, and volunteering.

---

### Campus Demographics

**100**

Students assisted

Top 4 countries of origin:

Afghanistan, Syria, Iran and Philippines.

**47**

Youth Sessions in  
3 Key Areas

Personal Wellbeing  
Economic Participation  
Social Participation  
Civic Participation



## Job seeking and Education Pathways

During this reporting period, SETS- Youth Settlement students were interested in obtaining further information around SETS services specifically relating to Introduction to Job Seeking and Education Pathways. Students were provided with general service information, in addition to an overview of job seeking, and information about education pathway options and visa limitations.

In addition to the information sessions, the SETS Youth Service provided individualised in person and digital support for:

- resumes
- create SEEK profile
- identity documents
- cover letters
- interview preparation
- tax file number applications
- reporting income to Centrelink.

Continued partnership with the school by providing regular job vacancy, volunteering and training opportunity updates in the classrooms led to successful volunteering and employment outcomes. The service also worked closely with the school VET coordinator to assist with identifying and negotiating relevant and suitable training and employment pathways for students.

Strong referral partnerships have been established and continue with: Youth Development Workers at Cockburn and Melville Council, Ubuntu Vista, Youth Futures, Communicare, Multicultural Services Centre – Cannington, CARAD, Centrelink Multicultural Services Officers, Circle Green Legal, CRISP, Edmund Rice, Fair Game, Just Manna, Red Cross HSP program, South Metro TAFE and YouthCARE



## SETS Client Service- 'inspire me®' Digital Literacy for Employability Skills Program

Multicultural Futures continue to deliver the 'inspire me' Digital Literacy Course for Employability Skills with great results. Designed for newly arrived migrants and refugees, with adaptable delivery for individual participants, to address digital literacy barriers with focus on education, training and employment.

Computer literacy is a demonstrated skill, required for training and employment, with employers expecting workers to possess at least basic computer knowledge. The 'inspire me' course equips participants with digital literacy skills for everyday life to address and assist with improved personal well-being, independence, social participation, economic well-being and becoming more connected to the community.

During this reporting period classes were held at Mandurah Library, Hill View Intercultural Community Centre (Bentley), North Lake Senior Campus (Kardinya) and the Adult Migrant English Program – South Metropolitan TAFE at both Thornlie and Carlisle Campuses.

The 'inspire me®' program promotes Digital Literacy as a vital life skill, offering community-based classes each term with online learning options and ongoing registrations.

Multicultural Futures has an ongoing well-established partnership with the Adult Migrant English Program (AMEP) South Metropolitan TAFE, with the 'inspire me' course running from their Carlisle or Thornlie Campus each term during the holiday breaks since the program commenced.

Classes have had proven successful track record with results benefitting mutual clients. Intake and assessment for these courses are mainly targeted for students attending Certificate II English and above. Clients who have re-engaged with AMEP and over the 5 years due to a gap in their Settlement, are assessed for eligibility for the course. English Language study is key to Settlement, and delivery during the school break assists students to attend, without impact on their studies.

The Partnership with North Lake Senior Campus has seen the delivery of the 'inspire me' program with youth attending the Intensive Language Centre, aged 16 – 20 years.

## Employability Workshop

During the course, employability workshops are delivered including:

- Communication in the Workplace and Australian Workplace Culture
- Preparing for work
- Applying for Work
- Resume writing
- Volunteering
- Interview preparation

The course has been tailored to focus on identifying gaps in digital literacy and teach employability skills. The learnt skills assist with education and training and seeking part-time work while studying.

Multicultural Futures also formed a partnership with City of Canning, delivering a course at the Hillview Intercultural Community Centre. Classes also continued at Mandurah Library with the main referral being through AMEP Mandurah.

Multicultural Futures had five volunteers assistants in the 'inspire me®' program. The volunteers were identified during previous 'inspire me®' courses, to effectively follow instruction and demonstrated they had learnt and understood all course content to a high level, and keen to be involved in a volunteer position. Volunteering assists with social skills, English language & employability skills, which in turn assists in future training and employment prospects. This has seen 3 Volunteers successfully obtain employment, with 1 continuing onto further studies.

Small group classes of 6 – 8 are scheduled, with classes larger than this assisted by a Teacher Assistant or Volunteers. Participants are guided through lessons individually allowing them to learn at their own pace, with no stress to rush through lessons with the focus on understanding and practicing digital literacy skills. Putting clients at ease and enjoying the learning process has been displayed in outcomes and class attendance retention.

## Impact

125	Clients assisted
110	Clients trained
69	Employability workshops hosted
9	FDV Information Session
9	FDV Resource Lessons

### Top 5 countries of Individual Client Support by Ancestry:

Afghan 24.1%  
Thai 7.5%  
Chinese 6%  
Filipino 6%  
Indonesian 6%



## Support and Empowerment Initiatives

### Employability Workshops

Interactive sessions enhancing skills, confidence, and job readiness to support participants in securing meaningful employment opportunities

### FDV Information Session

Awareness sessions addressing Family and Domestic Violence (FDV), promoting safety, support, and understanding of available resources.

### FDV Resource Lessons

Educational lessons providing tools and strategies to navigate FDV situations, fostering resilience and informed decision-making.

Multicultural Futures continued delivering the Australian Citizenship Classes in partnership with the City of Canning. Due to the successful attendance and feedback from participants at our previous workshops, classes ran each term, from the Hillview Intercultural Community Centre.

Classes assist clients with:

- Australian Citizenship Eligibility
- Preparation for Australian Citizenship
- Information and Practice Questions for Citizenship

The Australian Citizenship Workshops have been designed to guide people through the various topics that are part of the Australian Citizenship Test.

- Australia and its people
- Australia's democratic beliefs, rights, and liberties
- Government and the law in Australia
- Australian values

Information on Australian Citizenship eligibility and practice questions were also provided.

## Achievements

### 76 Registrations

were taken for the classes

### 24 Participants

sat the citizenship test

### 22 Passed the test

### 31 Clients

were identified as having lived in Australia 10 years or more

### 3 Clients of 60 years

of age and exempt from sitting the test, which they were not aware of

## Countries of Origin

Afghanistan, Bangladh, Burundi, China, Congo, Eritrea, Ethiopia, Germany, Hong Kong, India, Indonesia, Iran, Iraq, Japan, Jordan, Kenya, Malaysia, Myanmar, Pakistan, Somalia, South Africa, Sudan, Syria, Taiwan, Thailand, Turkey.

Since its inception in 2020, the See Me See You program has made significant strides in enhancing cultural awareness and competence across community organisations in Western Australia. Under the leadership of Erika von Kaschke, and Rika Asaoka, Training Facilitator, the 2023/24 financial year was no exception. This year, the program expanded its reach, overcame challenges, and reinforced its position as an essential training for cultural responsiveness.

## Highlights and Achievements

Between July 2023 and June 2024, See Me See You delivered 45 workshops, training a total of 740 participants. This slightly surpassed previous years and reflected a sustained and even growing appetite for intercultural training. One of the program's standout moments was its presentation at the Financial Counsellors Conference in October 2023, reaching a larger audience at the Duxton Hotel, including regional participants. A memorable session included training nearly 90 staff members from Astley Care INC, fostering a space filled with diverse voices and rich discussion.

The overwhelmingly positive feedback underscored the training's impact, with 97% of participants rating their experience as highly satisfactory. Attendees praised the training's interactive format, well-structured activities, and practical takeaways. Many remarked that the training had given them new tools to communicate effectively across cultures, highlighting a shift toward increased tolerance, curiosity, and patience. Key activities such as the high and low context communication, and English as a second language stood out as game changers.

## Adapting to Change

The 2023/24 year saw some shifts to improve participant experiences and financial sustainability. Recognising the limitations of hybrid training—where online participants felt less connected compared to their in-person peers—the program pivoted back to fully face-to-face sessions to ensure deeper engagement. Additionally, the costly Intercultural Readiness Check (IRC) assessment, while beneficial, was discontinued after consultation with the Office of Multicultural Interests. This strategic move allowed funding to be redirected toward broader outreach efforts. Pre- and post-workshop surveys were developed to fill the gap left by the IRC. These capture essential metrics, providing a snapshot of how participants' attitudes and intercultural skills evolve through training. This shift ensures continued focus on growth and the collection of meaningful feedback without compromising the program's reach.

## Real World Impact

The practical nature of See Me See You has been its hallmark. Organisations like Volunteering WA and EdConnect have embedded the training into their yearly staff development plans, reporting noticeable improvements in staff's cultural sensitivity and ability to read communication cues more effectively.

The training's recommendation to slow down speech and be mindful of non-verbal cues for clients who speak English as a second language has become a simple yet powerful tool for many teams.

A particularly inspiring outcome has been the adoption of communication boards by some organisations and local councils. This initiative, stemming from training recommendations, highlights how See Me See You empowers participants to implement tangible changes that benefit diverse clientele.

## Challenges and Innovations

Despite the program's successes, challenges persisted. The attendance rate for virtual workshops remained a hurdle, with only about half of those registered actually attending. To mitigate this, the program increased capacity at workshops to balance potential no-shows.

Marketing efforts also remained essential, leveraging Multicultural Futures' newsletter, social media platforms, and an updated website to maintain visibility and drive bookings. The switch from Eventbrite to Humanitix for event listings saved costs and aligned with the program's mission by contributing to charity.

## Looking ahead

The program is expanding its reach to include regional centres such as Albany, Bunbury, and Geraldton is a primary goal, with planned training dates set to make cultural responsiveness accessible beyond the metropolitan area. Requests from schools and sports clubs for tailored training highlight an unmet need that, if funded, could broaden the program's positive impact. Simplifying communication, from flyers to signage, remains a priority, exemplified by new initiatives like the communication boards

## Conclusion

See Me See You stands as a beacon for promoting inclusivity and understanding in workplaces and communities. With nearly 700 participants trained and scoring overwhelming satisfaction rates, the program continues to be a vital resource, not just for professional growth but for nurturing a more inclusive society. The powerful feedback received—such as one participant's testimonial about newfound ease in communicating with people of different cultures—underscores the program's profound and lasting influence.

Looking ahead, See Me See You is committed to expanding its footprint, enhancing community outreach, and adapting to the changing needs of organisations across Western Australia. The program's journey is far from over, with new goals and innovations set to guide its path forward, ensuring that cultural responsiveness becomes second nature for all who participate.

## Funders and Supporters

Multicultural Futures would like to acknowledge and thank the following funders and supporters:

### Funders

- Department of Home Affairs
- Department of Communities
- Mental Health Commission
- West Australian Primary Health Alliance
- Office of Multicultural Interest
- Lotterywest

### Supporters

- Language and Culture
- WIZE Therapy
- White Zebra Foundation.
- Kwinana Early Years Services
- Soroptimist International
- headspace,(Fremantle and Armadale).
- Adult Migrant Education Program- South Metropolitan TAFE
- Peel and Rockingham/Kwinana Mental Health Services
- Fremantle Women's Health Centre
- Fremantle Community Legal Centre
- Richmond Wellbeing
- City of Stirling
- City of Canning
- City of Kwinana
- City of Mandurah
- North Lake Senior Campus
- Mosman Park Probus Club
- Share the Dignity
- Housing Choices Limited WA
- Community Housing Limited
- Zonta House
- GIVIT
- SOS - People Who Care
- Green Chair

I am privileged to present my first Treasurer's Report for Multicultural Futures Inc, joining the Board in August 2024. I would like to take this opportunity to express our deep gratitude to our outgoing Treasurer, Mr Jaideep Singh, whose dedication and contributions over the past three years have been invaluable. Under his stewardship, Multicultural Futures has undergone significant reforms and progressed with restructuring plans, laying a solid foundation for future growth.

During the 2023-24 financial year, Multicultural Futures successfully completed planned structural changes, including a major overhaul of our IT infrastructure. This investment has modernised our operational capabilities, ensuring our team has the tools to serve our community more efficiently and securely.

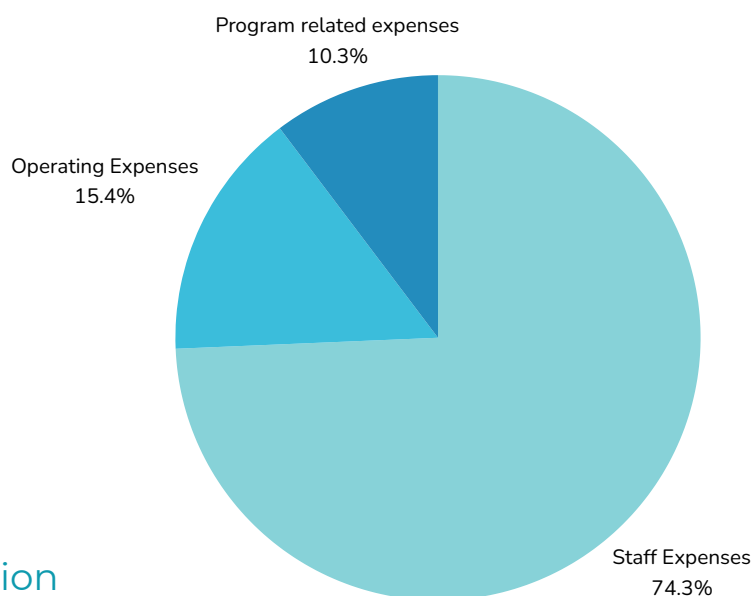
### Financial Performance Highlights

The 2023-24 financial year marked a significant turnaround, with Multicultural Futures achieving a surplus. This positive outcome reflects our commitment to prudent financial management while continuing to expand support for our community. Below is a summary of our financial performance for the year:

Statement of Comprehensive Income	
Income	
Grant revenue	\$ 1,927,983
Other income	\$ 110,075
Total income	\$ 2,038,058
Expenses	
Staff expenses	\$ 1,426,691
Program related expenses	\$ 295,060
Operating Expenses	\$ 197,578
Total expenses	\$ 1,919,329
Surplus for the year	\$ 118,729

## Expenditure

Staff expenses were our major cost during the 2023-24 financial year, accounting for 74% of the total expenses. This investment in our people is essential to effectively meet the needs of the communities we serve.

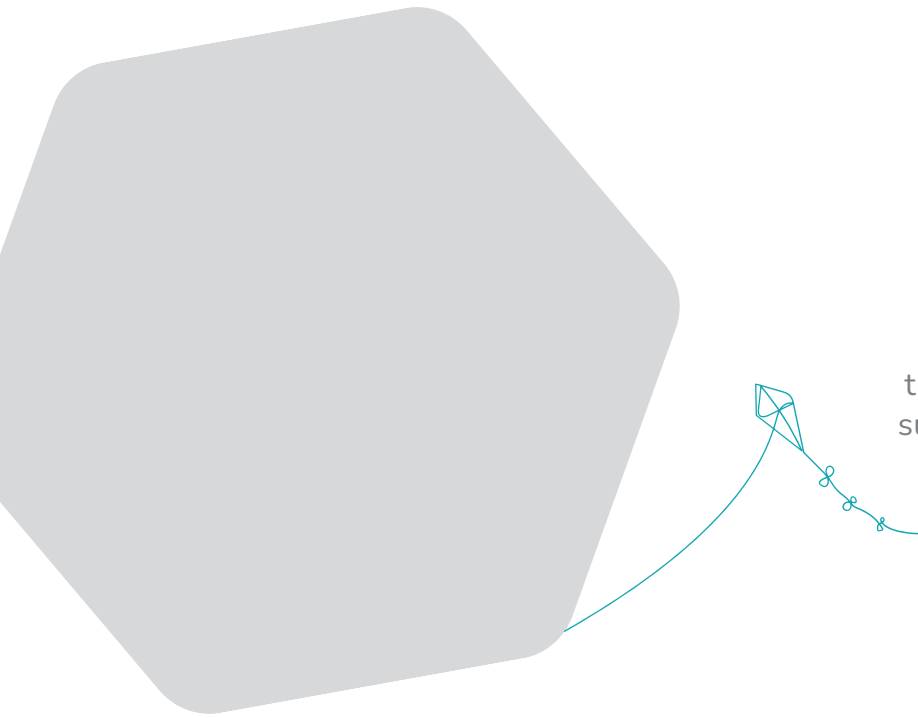


## Statement of Financial Position

Our strong financial position results from careful management of assets and liabilities, increased revenue, and controlled expenses.

Assets	
Current assets	\$ 2,712,271
Non-current assets	\$ 86,452
<b>Total assets</b>	<b>\$ 2,798,723</b>
Liabilities	
Current liabilities	\$ 580,821
Non-current liabilities	\$ 621,519
<b>Total liabilities</b>	<b>\$ 1,202,340</b>
<b>Equity</b>	<b>\$ 1,596,383</b>

# From the Treasurer



I am confident that these initiatives, combined with our dedicated team and strategic planning, will help us build on this year's progress and support sustainable growth in the future.

As we look ahead into the 2024-25 financial year, we will focus on strengthening our financial systems and reporting processes to enhance transparency and accountability. This includes improvements in financial monitoring, recruitment of key personnel, and software upgrades to support our expanding operations.

I am confident that these initiatives, combined with our dedicated team and strategic planning, will help us build on this year's progress and support sustainable growth in the future.

Thank you to our staff, volunteers, and supporters for their invaluable contributions and dedication. I look forward to building on this year's success in partnership with the Multicultural Futures team.

**Abhilash Karunakaran**  
Treasurer

Multicultural Futures Incorporated  
ABN 64 937 149 657

**Annual Report - 30 June 2024**

**Multicultural Futures Incorporated**  
**Officers' report**  
**30 June 2024**

The officers present their report, together with the financial statements, on the incorporated association for the year ended 30 June 2024.

**Officers**

The following persons were officers of the incorporated association during the whole of the financial year and up to the date of this report, unless otherwise stated:

**Committee members**

The following persons were committee members of the incorporated association during the whole of the financial year and up to the date of this report, unless otherwise stated:

- Dr Helen Grzyb (Chair)
- Abhilash Karunakaran ((Treasurer) appointed 6 August 2024
- Vincent Bienes,(Secretary) appointed 6 August 2024
- Ivy Chen
- Kamel Elnaggar
- Kevin Tavener
- Roseanne Thomas
- Tim Martin (Secretary) resigned 30 April 2024
- Jaideep Singh (Treasurer) resigned 6 August 2024

**Our mission and vision**


We're building a dynamic enterprise focused on giving migrants and refugees in Australia the skills and support they need for a better-quality life, thereby enhancing the vibrancy of our whole society.

Our vision is for a more connected multicultural community in which refugees and migrants can thrive, prosper and enhance our vibrant society.

**Principal activities**

Working alongside individuals, families, and communities across the three key areas of "My Health and Wellbeing", "My Home and Family", and "My Community and Settlement"

On behalf of the officers



Dr Helen Grzyb  
Chair

15 October 2024  
Perth, WA

**Multicultural Futures Incorporated**  
**Contents**  
**30 June 2024**

Statement of profit or loss and other comprehensive income	4
Statement of financial position	5
Statement of changes in equity	6
Statement of cash flows	7
Notes to the financial statements	8
Declaration by the Committee	17
Independent auditor's report to the members of Multicultural Futures Incorporated	18

**General information**

The financial statements cover Multicultural Futures Incorporated as an individual entity. The financial statements are presented in Australian dollars, which is Multicultural Futures Incorporated's functional and presentation currency.

Multicultural Future Incorporated is a not-for-profit incorporated association, incorporated and domiciled in Australia. Its registered office and principal place of business are:

<b>Registered office</b>	<b>Principal place of business</b>
1 Hill View Place Bentley WA 6102	1 Hill View Place Bentley WA 6102

A description of the nature of the incorporated association's operations and its principal activities are included in the officers' report, which is not part of the financial statements.

The financial statements were authorised for issue on 15 October 2024.

**Multicultural Futures Incorporated**  
**Statement of profit or loss and other comprehensive income**  
**For the year ended 30 June 2024**

	<b>Note</b>	<b>2024</b> <b>\$</b>	<b>2023</b> <b>\$</b>
Revenue	3	2,028,087	1,943,400
Gain on Sale of Assets		9,971	5,900
<b>Total Revenue</b>		<b>2,038,058</b>	<b>1,949,300</b>
<b>Expenses</b>			
Salaries and on-costs		1,392,313	1,536,244
Other HR costs		34,378	98,639
Activity Project costs		222,084	258,376
Facilities		72,976	76,654
Utilities		5,493	9,266
Motor Vehicles		13,752	28,538
Office Expenses		18,571	15,840
IT & Software		28,599	24,773
Professional Services costs		46,171	36,727
Insurance Policies		10,574	10,813
Other Organisational costs		70,874	30,630
Interest Expenses		3,544	5,277
<b>Total Expenses</b>		<b>1,919,329</b>	<b>2,131,777</b>
<b>Net Surplus/(Deficit) for the year</b>		<b>118,729</b>	<b>(182,477)</b>
Other comprehensive income for the year		-	-
<b>Total comprehensive income/(loss) for the year</b>		<b>118,729</b>	<b>(182,477)</b>

*The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes*

**Multicultural Futures Incorporated**  
**Statement of financial position**  
**As at 30 June 2024**

	<b>Note</b>	<b>2024</b> <b>\$</b>	<b>2023</b> <b>\$</b>
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	4	995,654	507,746
Trade and other receivables	5	6,600	23,573
Other assets	6	1,710,017	2,038,326
Total current assets		2,712,271	2,569,645
<b>Non-current assets</b>			
Property, plant and equipment	7	39,443	100,476
Right of use asset	8	47,009	63,464
Total non-current assets		86,452	163,940
<b>Total assets</b>		<b>2,798,723</b>	<b>2,733,585</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	9	121,956	85,556
Contract liability	10	265,363	50,000
Employee benefits	11	172,280	279,629
Lease liability	12	21,222	24,103
Total current liabilities		580,821	439,298
<b>Non-current liabilities</b>			
Employee benefits	11	6,790	71,003
Provision for Redundancy	11	-	117,329
Lease liability	12	33,908	47,480
Total non-current liabilities		40,698	235,812
<b>Total liabilities</b>		<b>621,519</b>	<b>675,110</b>
<b>Net assets</b>		<b>2,177,204</b>	<b>2,058,475</b>
<b>Equity</b>			
Retained surpluses		238,204	119,475
Realised revaluation reserve		1,939,000	1,939,000
<b>Total equity</b>		<b>2,177,204</b>	<b>2,058,475</b>

*The above statement of financial position should be read in conjunction with the accompanying notes*

**Multicultural Futures Incorporated**  
**Statement of changes in equity**  
**For the year ended 30 June 2024**

	<b>Retained Surpluses \$</b>	<b>Realised Revaluation Reserve \$</b>	<b>Total equity \$</b>
Balance at 1 July 2022	301,952	1,939,000	2,240,952
(Deficit) for the year	(182,477)	-	(182,477)
	<b>(182,477)</b>	<b>-</b>	<b>(182,477)</b>
Total comprehensive loss for the year			
Balance at 30 June 2023	119,475	1,939,000	2,058,475
	<b>119,475</b>	<b>1,939,000</b>	<b>2,058,475</b>
	<b>Retained Surpluses \$</b>	<b>Realised Revaluation Reserve \$</b>	<b>Total equity \$</b>
Balance at 1 July 2023	119,475	1,939,000	2,058,475
Surplus for the year	118,729	-	118,729
	<b>118,729</b>	<b>-</b>	<b>118,729</b>
Total comprehensive income for the year			
Balance at 30 June 2024	238,204	1,939,000	2,177,204
	<b>238,204</b>	<b>1,939,000</b>	<b>2,177,204</b>

*The above statement of changes in equity should be read in conjunction with the accompanying notes*

**Multicultural Futures Incorporated**  
**Statement of cash flows**  
**For the year ended 30 June 2024**

	<b>Note</b>	<b>2024</b> \$	<b>2023</b> \$
<b>Cash flows from operating activities</b>			
Receipts from customers (inclusive of GST)		2,426,558	1,941,379
Payments to suppliers and employees (inclusive of GST)		(2,397,756)	(2,029,021)
Interest received		99,228	11,947
Net cash provided by/(used in) operating activities	16	128,030	(75,695)
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment		(41,502)	(131,838)
Proceeds from disposal of property, plant and equipment		100,979	88,217
Receipts/(Investments) in term deposit		328,495	(596,630)
Net cash used in provided by/(used in) investing activities		387,972	(640,251)
<b>Cash flows from financing activities</b>			
Repayment of lease liability		(28,094)	(36,137)
Net cash used in financing activities		(28,094)	(36,137)
Net increase/(decrease) in cash and cash equivalents		487,908	(752,083)
Cash and cash equivalents at the beginning of the financial year		507,746	1,259,829
Cash and cash equivalents at the end of the financial year	4	995,654	507,746

\*The cash balances excludes term deposits \$1,671,505 (2023: \$2,000,000).

*The above statement of cash flows should be read in conjunction with the accompanying notes*

**Note 1. Material accounting policies**

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**New or amended Accounting Standards and Interpretations adopted**

Multicultural Futures Incorporated (the incorporated association) has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

**Basis of preparation**

In the officers' opinion, the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the *Australian Charities and Not-for-profits Commission Act 2012* and *Associations Incorporation Act 2015 (WA)*, the *Charitable Collections Act 1946 (WA)* and associated regulations. The officers have determined that the accounting policies adopted are appropriate to meet the needs of the members of Multicultural Futures Incorporated.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') 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', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

*Historical cost convention*

The financial statements have been prepared under the historical cost convention.

*Critical accounting estimates*

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the incorporated association's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

**Revenue recognition**

The incorporated association recognises revenue as follows:

*Government grants*

Government grants are derived from services and programs performed on behalf of the State, Commonwealth and Local governments, whereby the incorporated association has an obligation to deliver such services and programs. Government grant revenue is recognised in profit or loss when the incorporated association satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the incorporated association is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied

*Donations*

Income recognised at the time the incorporated association obtains control of the contributions or the contractual right to the contribution. Except for when a donation or bequest gives rise to related amounts of a contribution by owners, lease liability, financial liability, or a provision.

*Interest income*

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

**Note 1. Material accounting policies (continued)**

*Other revenue*

Other revenue is recognised when it is received or when the right to receive payment is established.

*Volunteer services*

The incorporated association has elected not to recognise volunteer services as either revenue or other form of contribution received. As such, any related consumption or capitalisation of such resources received is also not recognised.

*Capital grants*

Capital grants are recognised as income when (or as) it satisfies its obligations under the transfer. Capital grants are types of grants where the incorporated association receives a financial asset to acquire or construct a non-financial asset to identified specifications; retains control of the non-financial asset (i.e. for its own use); and the transaction is enforceable.

**Income tax**

As the incorporated association is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

**Current and non-current classification**

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

**Cash and cash equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

**Trade and other receivables**

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

**Note 1. Material accounting policies (continued)**

Plant and equipment, motor vehicles and office equipment are stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Plant and equipment	3-7 years
Motor vehicles	5-7 years
Office equipment	3-5 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the incorporated association. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

**Right-of-use-asset**

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the incorporated association expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The incorporated association has elected not to recognise a right-of-use asset and corresponding lease liability for short- term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

**Impairment of non-financial assets**

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

**Trade and other payables**

These amounts represent liabilities for goods and services provided to the incorporated association prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

**Note 1. Material accounting policies (continued)**

**Employee benefits**

*Provision for employee benefits*

A 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.

**Contract liabilities**

Contract liabilities represents the incorporated associations obligation to transfer a service or program to a customer on behalf of a funding provider and are recognised when the provider pays consideration, or when the incorporated associations recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the incorporated association has transferred the service or program to the customer.

**Leases**

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the int"2023/24 Annual Report"

erest rate implicit in the lease or, if that rate cannot be readily determined, the incorporated association's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

**Fair value measurement**

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

**Goods and Services Tax ('GST') and other similar taxes**

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

**Note 1. Material accounting policies (continued)**

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

**New Accounting Standards and Interpretations not yet mandatory or early adopted**

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the incorporated association for the annual reporting period ended 30 June 2021. The incorporated association has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

**Note 2. Critical accounting judgements, estimates and assumptions**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

*Determining whether a grant contains enforceable and sufficiently specific obligations*

The interaction between AASB 15 and AASB 1058 require the management to assess whether the government grants and participant contributions received need to be accounted for under AASB 15 or AASB 1058. Key to this assessment is whether the government grants and participant contributions contain:

- a contract with a customer that creates 'enforceable' rights and obligations, and
- the contract includes 'sufficiently specific' performance obligations.

Critical judgement was applied by management in assessing whether a promise is 'sufficiently specific', taking into account all facts and circumstances and any conditions specified in the arrangement (whether explicit or implicit) regarding the promised goods or services, including conditions regarding:

- the nature or type of the goods or services
- the cost or value of the goods or services
- the quantity of the goods or services
- the period over which the goods or services must be transferred

*Incremental borrowing rate*

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the company estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

**Note 2. Critical accounting judgements, estimates and assumptions (continued)**

*Lease term*

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the company's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The company reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

**Note 3. Revenue**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Grants	2,193,346	1,915,567
Less: Committed funds carried forward	(265,363)	-
Less Funds Returned		(8,060)
Donations	876	483
Other Income		23,463
Interest Income	99,228	11,947
	<u>2,028,087</u>	<u>1,943,400</u>

**Note 4. Current assets - cash and cash equivalents**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Cash on hand	-	931
Cash at bank	995,654	506,815
	<u>995,654</u>	<u>507,746</u>

**Note 5. Current assets - trade and other receivables**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Other receivables	<u>6,600</u>	<u>23,573</u>

**Note 6. Current assets – other assets**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Prepayments	26,014	28,802
Security deposits	12,498	9,524
Term deposits	1,671,505	2,000,000
	<u>1,710,017</u>	<u>2,038,326</u>

**Note 7. Non-current assets - property, plant and equipment**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Plant and equipment - at cost	274,630	265,284
Less: Accumulated depreciation	(263,898)	(259,550)
	<u>10,732</u>	<u>5,734</u>
Motor vehicles - at cost	32,158	100,434
Less: Accumulated depreciation	(3,447)	(5,692)
	<u>28,711</u>	<u>94,742</u>
	<u>39,443</u>	<u>100,476</u>

*Reconciliations*

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	<b>Plant and equipment</b>	<b>Motor vehicles</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Balance at 30 June 2022	-	72,931	72,931
Additions	8,558	123,280	131,838
Disposal	-	(88,217)	(88,217)
Depreciation expense	(2,824)	(13,252)	(16,076)
	<u>5,734</u>	<u>94,742</u>	<u>100,476</u>
Balance at 30 June 2023			
Additions	9,344	32,158	41,502
Disposal	-	(91,008)	(91,008)
Depreciation expense	(4,346)	(7,181)	(11,527)
	<u>10,732</u>	<u>28,711</u>	<u>39,443</u>
Balance at 30 June 2024			

**Note 8. Non-current assets – right of use asset**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Office accommodation	132,918	124,822
Less: Accumulated depreciation	(85,909)	(61,358)
	<u>47,009</u>	<u>63,464</u>

**Note 9. Current liabilities - trade and other payables**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Trade payables	41,550	14,088
BAS payable	35,818	23,793
Other payables	44,588	47,685
	<u>121,956</u>	<u>85,566</u>

**Multicultural Futures Incorporated**  
**Notes to the financial statements**  
**30 June 2024**

**Note 10. Current liabilities - contract liability**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Unexpended grants	265,363	50,000

**Note 11. Employee benefits**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Current</b>		
Annual Leave	63,126	151,423
Long Service Leave	109,154	128,206
<b>Employee benefits – current</b>	<b>172,280</b>	<b>279,629</b>
<b>Non-Current</b>		
Long Service Leave	6,790	71,003
Provision for Redundancy	-	117,329
<b>Employee benefits – non-current</b>	<b>6,790</b>	<b>188,332</b>

**Note 12. Lease liability**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Lease liability – current	21,222	24,103
Lease liability – non-current	33,908	47,480
	<b>55,130</b>	<b>71,583</b>

**Note 13. Remuneration of auditors**

During the financial year the following fees were paid or payable for services provided the auditor of the incorporated association

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Audit of the financial statements and grant acquittals	11,000	14,206

**Note 14. Contingent liabilities**

The incorporated association had no contingent liabilities as at 30 June 2024 and 30 June 2023.

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

No other matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the incorporated association's operations, the results of those operations, or the incorporated association's state of affairs in future financial years.

**Multicultural Futures Incorporated**  
**Notes to the financial statements**  
**30 June 2024**


**Note 16. Reconciliation of deficit after income tax to net cash from operating activities**

	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Surplus/(Deficit) for the year</b>	118,729	(182,477)
Adjustments for:		
Depreciation and amortisation	36,079	51,051
Loss/(gain) on sale of asset	(9,971)	-
Interest expense on leases	3,544	5,277
Change in operating assets and liabilities:		
Trade and other receivables	16,973	(17,673)
Prepayments and other	(186)	(6,124)
Trade and other payables	36,390	(31,945)
Employee benefits	(288,891)	92,557
Contract liabilities	215,363	13,639
Net cash provided by/(used in) in operating activities	<u>128,030</u>	<u>(75,695)</u>

In the officers' opinion:

- the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the *Australian Charities and Not-for-profits Commission Act 2012* and *Associations Incorporation Act 2015 (WA)*, the *Charitable Collections Act 1946 (WA)* and associated regulations;
- the attached financial statements and notes comply with the Accounting Standards as described in Note 1 to the financial statements;
- the attached financial statements and notes give a true and correct view of the incorporated association's financial position as at 30 June 2024 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable.

On behalf of the Committee



Dr Helen  
Grzyb

Chair

15 October 2024 Perth, WA

**Auditor's Independence Declaration under Subdivision 60-40 of the Australian Charities and Not for Profit Commission Act 2012 to the Board of The Multicultural Futures Incorporated**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there has been:

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

*Armada Audit  
& Assurance*

**ARMADA AUDIT & ASSURANCE PTY LTD**



.....  
**NIGEL DIAS**  
**DIRECTOR**

**Perth, Dated 15 October 2024**

## INDEPENDENT AUDIT REPORT ON THE FINANCIAL REPORT TO THE MEMBERS OF THE MULTICULTURAL FUTURES INCORPORATED

### Opinion

We have audited the attached special purpose financial report of The Multicultural Futures Incorporated. ('the Association') which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by those charged with governance.

In our opinion, the accompanying financial report of The Multicultural Futures Incorporated is in accordance with *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act (WA) 2015*, including:

- a) Giving a true and fair view of the Association's financial position as at 30 June 2024 and of its financial performance and cash flows for the year then ended; and
- b) Complying with Australian Accounting Standards to the extent disclosed in Note 1 to the financial statements and *Division 60 of the Australian Charities and Not-for-profits Commission Regulations 2022 and the Associations Incorporation Act (WA) 2015*.

### Basis for Opinion

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

We confirm that the independence declaration required by *Division 60 of the Australian Charities and Not-for-profits Commission Act 2012*, which has been given to directors, would be in the same terms if given to the directors as at the time of this auditor's report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Emphasis of Matter on Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

### Responsibilities of the Directors for the Financial Report

The Directors of the Association are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, and is appropriate to meet the needs of the members. The Directors' responsibility also includes such internal control as the Directors determine is necessary to enable 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 Directors are responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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. A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at [http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of this auditor's report.

This description forms part of our audit report.

*Armada Audit  
& Assurance*

**ARMADA AUDIT & ASSURANCE PTY LTD**



**Nigel Dias**  
Director  
Perth, Dated 15 October 2024

## Want to support Multicultural Futures?

You can volunteer, donate,  
fundraise or collaborate with us:

[multiculturalfutures.org.au](http://multiculturalfutures.org.au)

08 9336 8282

[hello@multiculturalfutures.org.au](mailto:hello@multiculturalfutures.org.au)

[instagram.com/multicultural\\_futures](https://www.instagram.com/multicultural_futures)

[facebook.com.au/multiculturalfutures](https://www.facebook.com/multiculturalfutures)

