



Tripoli & Mena Association  
جمعية طرابلس والمينا الخيرية

ANNUAL '15  
REPORT



*With you through all stages of your life*



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## Vision

A vibrant Australian-Arabic speaking community by working with you through all the stages of your life.  
Where no-one is isolated or left behind.  
Where every person is safe and supported.  
Where every person is connected and cared.

## Mission

Our mission is to provide a quality service to the people of our community through a range of services and programs designed to strengthen our community and promote community connectedness, wellbeing and empowerment.

- We will build strong networks and partnerships that benefit our community and improve the lives of our service users.
- We will develop our staff and enhance a positive, professional, ethical and supportive workplace.
- We will build a resilient and thriving organisation, committed to doing what's right, and which uses its resources well for the benefit of our service users

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من نحن

رؤيتنا

الأهداف والغايات

## The TMA Values

We value others strengths and abilities and who they are as a person. We show courtesy to everyone. We maintain relationships and keep confidentiality. We uphold professional boundaries. We look after our shared resources and property.

### • COOPERATION:

We value the opportunity to work together on common goals and toward a common purpose. We look for opportunities to work collaboratively and in partnership. We recognise and value the strengths and expertise of other workers and services and seek to work with them to improve outcomes for all in our community. We make our knowledge, skills and resources available to others, both within and outside our organisation.

### • HELPFULNESS:

We value providing assistance and support to every person in a kind and friendly manner. We value being involved, either as individuals or as a group, in working with others to reach their desired outcomes. We actively look for ways to assist one another and do it respectfully, promptly and eagerly.

### • ACHIEVEMENT:

We value and recognise when people accomplish something they have set out to do through their skills, practice, perseverance or exertion. We value a willingness to invest time and energy in learning and then using what has been learned in everyday approaches to work. We value completing what we set out to do, adding value to and making a tangible difference to our community and work.

### • COMMITMENT:

We value following through on decisions and promises we make – we do what we say. We are enthusiastic about bringing our energy and skills into the workplace. We value determination and persistence in achieving our goals. We celebrate when we overcome obstacles.

### • INTEGRITY:

We value honesty, and being straightforward and genuine in all our dealings with people. We will treat every person with dignity and respect. We will be sensitive to diversity and difference. We will resolve interpersonal conflicts in a timely and respectful manner. We will promote positive working relationships and a spirit of collegiality.

### • CREATIVITY:

We value dreaming of what's possible! We value and look for innovative and different ways to do our work more effectively. We value imagination, experimentation, and fun in serving our community.

### Teamwork

Organisations are much stronger and more efficient and effective when working as a team. The TMA is committed to building teamwork, respect and trust among staff and with clients.

### Excellence

The TMA is committed to providing excellence in service provision to the Arabic speaking community and to each other. It promotes a supportive environment, where high performance, accountability, efficiency, effectiveness and commitment to the work of The TMA are consistent characteristics.

### Collaborative Partnerships

The TMA recognizes that strong partnerships with our community are vital to quality service delivery and we foster cooperation and trust to sustain and promote community relationships.

### Equality of Access

The TMA is committed to a high level of physical, social and economic access to its programs and facilities. The TMA provides service without prejudice and promotes understanding and respect among all races, religions and cultures.



## Aims

1. To develop community services which implement our vision and purpose.
2. To act as a focal point for local community activities and initiatives to ensure that the service is operated on a community basis and encourages maximum community participation.
3. To identify needs and where possible and appropriate, initiate and operate programs to meet those needs.
4. To resource members of the community in identified areas of need where appropriate.
5. To network with other services, individuals and groups for mutual benefit.
6. To work on identified community issues and needs and advocate on behalf of individuals, organisations and groups where relevant.
7. To raise awareness of community issues.
8. To assist in the relief of poverty, sickness, destitution, suffering and misfortune, within the funding guidelines of the Service.
9. To be accountable to the community for provision of a quality service.
10. To apply for and receive such funds as will facilitate the work of the Centre.

## Who We Are

The Tripoli and Mena Association is a community based, non-profit welfare organisation. It was humbly established in 1975 by a group of young Arabic speaking migrants. Their main vision was to help people from their community with everyday welfare needs. Meeting these needs enabled the Arabic speaking community to progress and integrate into Australian society. Since its establishment, Tripoli and Mena has expanded and become a unique, little organisation that has achieved big things. Its resource base and service provision are as diverse as the community they endeavour to serve. These resources and services are continually developing to meet the changing needs of the Arabic speaking community.

## Our Strategic Plan

Tripoli and Mena association Limited has committed to a Strategic Plan for 2012-2017. Our Strategic Plan begins with a Statement of Strategic Intent:

**By 2017 the Tripoli and Mena Association will be known as a leading community service organisation delivering high quality services to children, families, and elderly citizens across the Sydney Metropolitan Areas.**

We will achieve this by focussing on several key focus areas over the life of this Strategic Plan:

- Building and delivering a broad range of accessible, affordable and high quality programs and services that meet community need and promote individual and community social, economic, health, and environmental wellbeing.
- Building strong partnerships and networks that benefit the local community, improve outcomes for service users, and contribute to social and community research and planning throughout the Sydney Metropolitan Areas.



- Building a friendly, positive, professional and client-focussed workforce through effective human resource management, appropriate training and professional development, and the promotion of an ethical, fair and supportive culture.
- Building a resilient and thriving organisation that is committed to integrity and transparency in governance and management practices, and effectively and efficiently uses its resources and assets to support service users, community engagement, and the fulfilment of these strategic aims.

The development of the Tripoli and Mena's services and programs are aligned with these objectives and a series of goals under each objective.

## Current services:

**Home and Community Care Packages(HCP)**  
**Centre Based Day Care – Canterbury/Marrickville**  
**Centre Based Day Care –Bankstown**  
**Arabic Australian Child Care Centre**  
**Lakemba Arabic Community HUB**  
**Arabic Language Program (Saturday School)**

### Home and Community Care Packages (HCP)

The Home and Community Care Packages are planned and coordinated packages of low care services provided to assist elderly people with their care needs. These packages are unique to each care recipient's needs and are designed to assist elderly people remain in their homes. These services include personal care, domestic care, light home and garden maintenance, transport and respite. The services provided are flexible and change as the individual's needs change. The HCPs provided by Tripoli and Mena cater for the Arabic speaking aged community, and service the Sydney metropolitan area.

Eligibility for a HCP is determined by an ACAT assessment. If you require further information please contact the HCP Manager/ coordinators on 9758 1366.

### Canterbury Arabic Day Care Program

The Program is a HACC funded initiative which pays homage to Arabic speaking elderly. The service provides welfare support as well as Centre Based Day Care for the frail aged from Monday to Thursday, open to Arabic speaking elderly from the Canterbury Council LGA. It also provides Dementia specific Day Care every Friday, open to Arabic speaking elderly from the Canterbury/ Marrickville Council LGAs. And Bankstown City Council on Tuesdays.

### The Centre Based Day Care

The CBDC is a social support service that provides leisure activities to the Arabic speaking frail aged. It works to reduce the risk of social isolation by encouraging clients to meet new people, socialise participate in planned events and activities and hence, lead an active lifestyle. Information sessions, activities and excursions are run on a monthly basis with morning tea provided. Centre transport is available upon request (a small fee applies).

The centre also provides a computer kiosk readily available for the elderly to use and lessons are provided free of charge.

### Dementia Specific

Tripoli and Mena proudly runs a Centre Based Dementia Specific Day Care group. It runs every Friday between 9am-2pm and a small fee applies. The service aspires to support Arabic speaking elderly with dementia through culturally and religiously appropriate care. The facility caters for the safety needs of its dementia clients. Nutritious meals and leisure activities form the basis of this group. Tripoli and Mena has its own buses which picks up and drops off each client upon request. The Day Care is run by Arabic speaking staff. The Centre is located at 54A Railway Parade St Lakemba, NSW 2195.

For further information please contact the Centre Coordinator on (02) 9759 3436.

### Bankstown Arabic Day Care Program

This program operates from Yagoona Senior Citizens Centre every Tuesday from 9:30am to 1:30pm. It is open only to residents from the Bankstown district.

For further information please contact the Centre Coordinator on (02) 9759 3436.



## Arabic Australian Child Care Centre

The Child Care Centre is a multicultural and community based/ not for profit long day care centre providing care and education for (39) children ranging from ages six weeks to six years old. It has been in operation since its official opening in January 1985.

The centre provides children with educational programs, sleeping facilities, halal and nutritious meals and recreational activities. It is open to children of all backgrounds hence; multiculturalism is integral to the daily operation of the child care. This is demonstrated through the day to day activities. Parents are also encouraged to participate in the running of the centre by either becoming actively involved in the management committee or providing suggestions to the Director of the Centre. The centre is consistently providing a High Quality of Service and is accredited by the National Child Care Accreditation Council.

The operating hours are from 7am to 6 pm Monday to Friday. For further information, please contact the Director on **9758 2256**.

## Lakemba Arabic Community HUB

The Community Hub receives funding from the NSW Department of Family & Community Services: Community Services to provide a community hub offering information, advice and referrals to community users.

Community Development is an integral part of Tripoli and Mena which aims to support people to work together to gain control over resources, knowledge and information, social relationships and decision-making. It also promotes the development of existing support groups and services assisting the Arabic speaking community, particularly families and children from disadvantaged socio-economic backgrounds.

Tripoli and Mena's Community Development aspires to facilitate leadership, pride, independence, and capacity building via community consultations. As a result, insight into the needs of the Arabic speaking community is provided which is used to determine planning, policies, and resource provision. If you require further information please contact the Community Development Officer on **9758 1366**.

## Arabic Language Program (Saturday School)

Tripoli and Mena has been providing Arabic language classes at Wiley Park Girls High School since 1976. The classes cater for students at all levels and are provided to students ranging from the ages of five years and over. The classes take place every Saturday (excludes school holidays) from 9.30am-1.30pm. All classes are provided free of charge. To enrol your child, please contact the Social Welfare Centre during business hours on **9758 1366**.

## من نحن

جمعية طرابلس والميناء الخيرية منظمة عربية اجتماعية لا تهدف للربح، تأسست في عام 1975 ويكل تواضع من قبل مجموعة من الشباب المهاجرين الناطقة بالعربية. وكانت رؤيتهم الرئيسية لمساعدة الناس من أبناء وطنهم باحتياجاتهم اليومية. تلبية هذه الاحتياجات يمكن الجالية الناطقة بالعربية على التقدم والاندماج في المجتمع الأسترالي. وهي متمسكة بالتعددية الثقافية وأسس العدالة الاجتماعية والمساواة بين جميع أفراد المجتمع الأسترالي والحرية الدينية وحقوق الإنسان والمساواة في فرص العمل وفي مقدمة هذه المبادئ الأحرار والتقدير بين عناصر المجتمع على اختلاف أصولهم الأثنية والثقافية .

منذ تأسيسها ، نمت جمعية طرابلس والميناء لتصبح منظمة اجتماعية حققت الكثير من الأعمال والأنشطة و الخدمات المختلفة للمجتمع الذي تسعى لخدمته. هذه الموارد والخدمات في تطور مستمر وذلك لتلبية الاحتياجات المتغيرة للجالية الناطقة باللغة العربية

## الخدمات الحالية :

- مركز الرعاية الاجتماعية
- المركز العربي الأسترالي للعناية بالأطفال
- برنامج تنمية المجتمع
- حزم الرعاية المنزلية للمسنين العرب
- المركز العربي للمسنين
- مركز الرعاية النهارية للمسنين
- مجموعة دعم الأمهات
- برنامج اللغة العربية (مدرسة السبت)



## مركز الرعاية الاجتماعية

يقدم المركز الاجتماعي في جمعية طرابلس والميناء الخيرية مجموعة واسعة من الخدمات المحددة والخاصة التي تلبي احتياجات المجتمع الناطق بالعربية ، مع التركيز بشكل خاص على الأطفال والنساء والمسنين.

مشاريع التنمية المجتمعية والخدمات والبرامج هي جزء لا يتجزأ من عمل جمعية طرابلس والميناء الخيرية. وتستخدم هذه البرامج لتلبية الاحتياجات المحددة للمجتمع الناطق باللغة العربية. مشاريع مثل حزم رعاية المسنين ، برنامج الشركاء على وجه التحديد لضمان رفاه المسنين المسلمين الناطقين باللغة العربية والتنمية الاجتماعية لتقوية وتعريف أبناء الجالية على حقوقهم ودعم العائلة لتأمين سلامة الأطفال وحمايتهم ويقع المركز على العنوان التالي:

إذا كنت تحتاج إلى مزيد من المعلومات أو ترغب في زيارة المركز يرجى الاتصال بنا على الرقم التالي: 9758 1366 .

## حزم الرعاية المنزلية للمسنين (HCP)

حزم الرعاية المنزلية للمسنين مخططة ومنسقة لمساعدة المسنين ذوي الاحتياجات الأولية المتدنية ورعايتهم. هذه الحزم هي فريدة من نوعها لتتناسب مع احتياجات متلقي الرعاية ، وهي مصممة لمساعدة كبار السن للبقاء في منازلهم. وتشمل هذه الخدمات الرعاية الشخصية ، والرعاية المنزلية الخفيفة وصيانة الحدائق ، والنقل والراحة. الخدمات المقدمة تتسم بالمرونة وتتغير مع تغير احتياجات الفرد.

وحزم الرعاية المنزلية للمسنين HCPs التي تقدمها جمعية طرابلس والميناء الخيرية تلبي احتياجات المجتمع العربي الناطق باللغة العربية في مناطق سيدني الكبرى.

يتم تحديد الأهلية لحزمة الرعاية HCP من قبل فريق تقييم متخصص في إحدى المستشفيات القريبة من مناطق سكنكم . إذا كنت تحتاج إلى مزيد من المعلومات يرجى الاتصال بالمركز على 9758 1366

## رؤيتنا

جمعية عربية أسترالية حيوية تعمل معكم ولأنكم خلال جميع مراحل حياتكم

## رسالتنا

نسعى جاهدين لتوفير ما يكفي من المساعدة الاجتماعية للمجتمع الناطق باللغة العربية من أجل تحقيق أقصى قدر من الإمكانيات البشرية والرفاه للمشاركة الناجحة في المجتمع الأسترالي.

## الأهداف والغايات

- تلبية الاحتياجات المتغيرة باستمرار للمجتمع الناطق باللغة العربية.
- تقديم المعلومات والإحالة وخدمات الدعم.
- مساعدة الأفراد من الجالية الناطقة بالعربية لتقوية أنفسهم وأسرهم ومجتمعهم
- زيادة القدرة على التكيف في المجتمع العربي ، وبناء قدرات اجتماعية.
- تشجيع الحفاظ على الثقافة العربية واللغة العربية.
- تعزيز وتشجيع المبادرات المتعددة الثقافات وتعدد الثقافات والأنشطة.
- مناصرة ، وتقوية أبناء الجالية العربية.
- تقديم خدماتنا وفقاً لمبادئ العدالة الاجتماعية ، التواصل ، العدالة ، الحقوق والمشاركة ، تعزيز القدرات الفردية ، والشمولية ، والدفاع ، احترام واجب الرعاية ، والقيم والأخلاق.
- التواصل مع ، وتنمية وتطوير الشراكة المستدامة مع المنظمات الأخرى والخدمات ذات الصلة لتحسين الخدمات الاجتماعية.

## المركز العربي الأسترالي للحماية بالأطفال

مركز رعاية الطفل هو مركز اجتماعي متعدد الثقافات لايهدف الى تحقيق اي ربح. مركز الرعاية يوفر الرعاية والتعليم لتسع وثلاثون طفلاً في اليوم (39) من الذين تتراوح أعمارهم بين ستة أسابيع إلى ست سنوات من العمر. وقد بوشر العمل في هذا المركز رسمياً في كانون الثاني (يناير) 1985.

ويوفر مركز الحماية للأطفال برامج تعليمية ومرافق النوم ، ووجبات طعام حلال ومغذية وأنشطة ترفيهية. والمركز يستقبل الأطفال من جميع الخلفيات الأثنية ويتم تقديم البرامج المختلفة من خلال الأنشطة اليومية.

كما يتم تشجيع أولياء الأمور للمشاركة في برنامج المركز ، والمشاركة بنشاط في لجنة الآباء أو تقديم الاقتراحات إلى مديرة المركز.

المركز يقدم باستمرار خدمات على درجة عالية من الحرفية ومعترف بها من قبل المجلس الوطني لتقييم عمل مراكز رعاية الأطفال.

ساعات العمل من 7:00 صباحاً وحتى 6:00 مساءً من الاثنين إلى الجمعة. لمزيد من المعلومات ، يرجى الاتصال بالمديرة على الرقم 9758 2256.

## برنامج تنمية المجتمع

تنمية المجتمع هو وجه من الوجوه الكبيرة والهامة التي توفرها مؤسستنا مع التركيز بشكل خاص على الناطقين باللغة العربية من الأطفال والنساء الذين يقيمون في سيدني. وقد أصبح هذا ممكناً من خلال برنامج المنح لدائرة خدمات المجتمع NSW Department of Family and Community Services وهي مبادرة دعمتها دائرة خدمات المجتمع لجمعية أبناء طرابلس والميناء منذ العام 1982.

برنامج تنمية المجتمع هو باشراف المرشد/المرشدة الاجتماعية للتنمية الاجتماعية ضمن مركز الخدمات الاجتماعية. عملنا في تنمية المجتمع المحلي يطمح لتسهيل القيادة والأعتزاز والاستقلال وبناء القدرات من خلال المشاورات للجالية العربية. ونتيجة لذلك التبصر في تلبية احتياجات المجتمع نقوم بتقديم الخدمات من خلال التخطيط ووضع السياسات العملية وتوفير الموارد. ويشرف برنامج تنمية المجتمع على برنامج دعم الأمهات كل يوم أربعاء .





## المركز العربي للمسنين

### برنامج الرعاية النهارية للمسنين

## برنامج اللغة العربية

### (مدرسة السبت)

تقدم جمعية طرابلس والميناء الخيرية فصول تعليم اللغة العربية في ثانوية والي بارك الرسمية للبنات منذ العام 1977. الصفوف متوفرة لطلاب المرحلتين الابتدائية والثانوية وذلك كل يوم سبت من الساعة التاسعة صباحا وحتى الواحدة والنصف بعد الظهر. لمزيد من المعلومات يرجى الاتصال على الرقم التالي : 97581366

برامج المركز العربي للمسنين ممول من قبل دائرة الخدمات الاجتماعية في الحكومة الفدرالية للمسنين المتحدثين باللغة العربية. مركز المسنين يضم منسق/منسقة الرعاية النهارية والعاملين في دعم مركز المسنين. تشمل الخدمات التي يقدمها مركز الرعاية النهارية والعناية بالأشخاص المتقدمين في السن من الأثنين الى الخميس ويشكل مكان للتلاقي بين المسنين والمسنات العرب المقيمين في منطقة بلدية كانتربري لممارسة مختلف الأنشطة .

ويوفر المركز خدمات خاصة للمسنين الذين يعانون من ضعف في الذاكرة ومن سكان بلديتي كانتربري وماركفيل وذلك كل يوم جمعة.

وانطلاقا من مركز الرعاية النهارية تقدم خدمة الدعم الاجتماعي الذي يوفر الأنشطة الترفيهية إلى الناطقين باللغة العربية من الطاعنين في السن ومن الذين يعانون من القصور الذهني. وكذلك العمل على الحد من مخاطر العزلة الاجتماعية ، وبرنامج الرعاية النهارية يشجع أساسا إلى التعرف على اصدقاء جدد ويؤدي إلى أسلوب حياة أكثر نشاطا .

البرنامج يقدم طعام الافطار وطعام الغذاء بكلفة زهيدة ، والمواصلات مؤمنة من المنزل الى المركز ومن المركز الى المنزل.

ويوفر المركز أيضا كشك الكمبيوتر للمسنين لاستخدامه بصورة فردية ويتم توفير دروس ودورات تدريبية مجانية للمسنين من الجنسين وذلك من خلال موظفي الخدمات في المركز.

بقي أن نؤكد لمن يرضى مسنا ان أحبائهم سيكونون معنا في بيئة ودية ودافئة كما لو كانوا في المنزل. حيث سيتناولون وجبات طعام مغذية ورحلات شهرية الى اماكن متفرقة .

يقع مركز المسنين التابع لجمعية طرابلس والميناء الخيرية على العنوان التالي 54A Railway Parade, Lakemba ويمكنكم الاتصال بنا على الأرقام التالية: 34369759 أو 9758 1366

## مصادر التمويل

يتم تمويل برامج جمعية طرابلس والميناء الخيرية من المصادر التالية:

- دائرة العائلة والخدمات الاجتماعية في ولاية نيو ساوث ويلز - برنامج التنمية الاجتماعية ومركز رعاية الأطفال.
- دائرة الخدمات الاجتماعية في الحكومة الفدرالية - برنامج الرعاية النهارية للمسنين
- دائرة التعليم في ولاية نيو ساوث ويلز - برنامج اللغة العربية (مدرسة السبت)
- دائرة الخدمات الاجتماعية في الحكومة الفدرالية - برنامج حزم الرعاية المنزلية للمسنين .
- دائرة العائلة والخدمات الاجتماعية في الحكومة الفدرالية - برنامج رعاية الأطفال

اما المصادر الثانوية الأخرى فهي كالتالي :

رسوم العضوية

التبرعات

## Our People

### Board of Directors

President

Vice President

Secretary

Treasurer

Board Member

Board Member

Board Member

Board Member

Board Member

FadiKurdi

Abdallah Dannawi

Shadi Rifai

Mustapha Merhi

Yasser Aboulahaf

Iman El-Sayed

Riad Zahra

Fida ElAli

Jamal Asmar



# Personnel

General Manager  
HCP Manager  
HCP Coordinator  
HCP – Support Workers

Abdul Majid Zahra  
Zeinab Rizk  
Zena Haddad  
Salma Al Abbasi  
Suzan Al Abbasi  
Bushra Mahmoud  
Bilal Raad  
Khodr Chith  
Samia Jaber  
Aimen Assaf  
Delianarti Saleh  
Elvera Khaled  
Guirguis Serg  
Entesar Kayed  
Jomana Hammoud  
Grace Hawwa  
Magda Raghieb  
Lama Hadid  
Malak Al-Tarifi  
Zeinab Kaghed

CHSP Coordinator  
Coordinator's Assistant  
CBDC Support Workers

Saja Chaabou (Retired on 06/02/2015)  
Hiam Dannawi  
Souad Daizli  
Nada Arnaout  
Mohamad El-Abraham  
Ramia Barbour  
Wafa Basal

Bus Driver

Community Builders Worker

Roewaa Elsayed

Reception

Rayan El Baf  
Elham Zahra

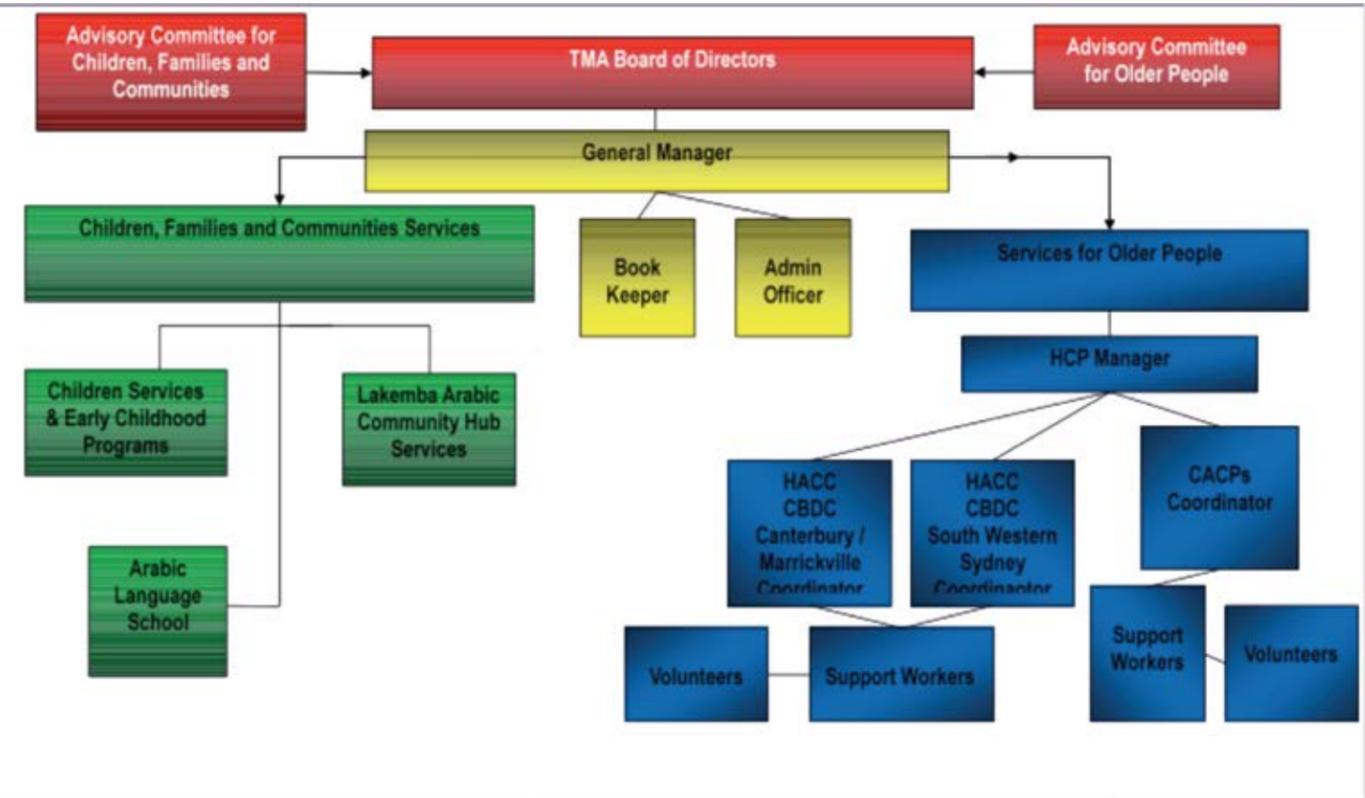
Bookkeeper  
Volunteers

Christopher  
Ahmad Jumah  
Jamal Asmar  
Iman ElSayed  
Mahmoud Massri  
Hicham AlMoussawell

## Arabic Australian Child Care Centre

<b>Nominated Supervisor/Director</b>	Yanka Petera
<b>Administration Officer</b>	Mona Daizli
<b>Early Childhood Teacher</b>	Sophie Berner
<b>Educator-Qualified</b>	Taybe Trad
<b>Educator-Qualified</b>	Quamrun Nessa
<b>Educator-Qualified</b>	Shaista Parveen
<b>Educator-Qualified</b>	Lisa Pham
<b>Educator-Qualified</b>	Maymouna Adra
<b>Educator</b>	Asia Chaabou
<b>Arabic Support Worker</b>	Rana Yurun
<b>Support Worker – Chef</b>	Fatima Dannawi

# Tripoli and Mena Association Limited Organizational Chart



# President's Annual Report



Welcome to the 2014-15 Annual Report from the Board of Directors of Tripoli and Mena Association (TMA). This year has been a year of learning and organisation for TMA as the Federal Government make plans for the implementation of Consumer Directed Care (CDC) and the implementation date was 1 July 2015 beckons.

This year the Federal Government introduced a new funding model known as Consumer Directed Care (CDC) for Home Care Packages, giving older people and carers greater control over the design and delivery of the care and services they receive. The implementation of CDC, although challenging for the organisation, staff and our elderly consumers, is well under way with system enhancements and training to enable a coordinated transition, and to ensure service is delivered in the most effective way for the benefit of our elderly.

My gratitude is extended to the Committee, all of whom volunteer their diverse range of skills and experience to make an invaluable contribution to TMA and those we serve I am very pleased to provide this report on behalf of Tripoli and Mena Association's Board of Directors. I have been on the Board for five years, and in this time I have witnessed the growth, expansion and development of this organisation.

Change in what the future may hold for our organisation has been the focus for the Board of Directors, General Manager, Co-ordinators, staff and volunteers this past year. We as an organisation may well see dramatic funding and client changes in the next year.

The strength of Tripoli and Mena Association (TMA) is the enduring collaborations and partnerships with other services and agencies and with the corporate

and government sectors. The Board acknowledges and thanks the staff and volunteers for their commitment, passion and professionalism in service to the Centre and its objectives. We have a huge respect for the dedication of the workers and our volunteers.

We recognise the impacts you have on the lives of individuals and on members of our community, and that the work is often challenging but always rewarding. TMA is a community owned organisation. It is a not-for-profit incorporated association managed by a volunteer committee which supports our workers and volunteers in their provision of services.

Our thanks goes to the Departments of Health, Social Services, NSW Department of Family and Community Services, Early Childhood Education and Care Directorate and NSW Department of Education and Communities for supporting us in the delivery of quality aged, children and cultural services which enrich individuals and our communities.

Thank you to our GM, Abdul Majid Zahra, for his dedication and professionalism. None of TMA's successes would be possible without the hard work, passion and dedication shown every day by our staff and I extend my special thanks to them all, HCP Manager, Community Care Coordinators and staff, the Director of the Child Care Centre and the Childcare Educators, the Language teachers and our Administration Officers.

To the Board, I wish to thank my fellow Directors for their volunteer time, support and considered input to the Governance of TMA. I feel confident that with the quality of the Board members we are well placed to meet any challenges facing the Organisation in a very changing environment.

**Fadi Kurdi**  
President

# Secretary's Annual Report



Dear Fellow Members,

I am very pleased to present my first report as Secretary of your community non-profit welfare organisation, Tripoli and Mena Association (TMA).

I would like to start by acknowledging what an honour it is to have the opportunity to be involved in an organisation with such

a rich history, strong values, and an unwavering commitment to support and empower the Australian-Arabic speaking community.

Since my appointment in November 2012, TMA has undergone considerable transformation with positive progress being made to better positioning the organisation to more effectively meet the diverse and evolving needs of the community that it serves. Our vision - a vibrant Australian-Arabic speaking community by working with you through all the stages of your life, and where no-one is isolated or left behind - and our values, define our purpose and how we operate. Guided by our vision and values, we focused again this year on initiatives supporting the execution of our client-focused strategy.

The impact of these initiatives is already being felt. Not only has TMA seen a notable increase in demand for its core services, it has also experienced thriving community participation in its niche program offerings. TMA continues to look for opportunities across the social spectrum to engage with and align to the needs of our community.

Our results reflect the ongoing dedication of our people. Regardless of role, our people work together to achieve our vision. The Board is proud of their commitment to serve the needs of our community and continuously improve our clients' experience. I thank them all for their efforts.

I am confident the actions we are taking in line with our client-focused strategy are setting us on the right course to position TMA well for the future. We recognise that much of our future value is dependent on our ability to sustain our reputation and relationship with clients and the wider community. That's why we take very seriously our position in the community, including our response to important social and cultural issues.

In 2016, TMA will commemorate its 40th anniversary. As we look forward to celebrating that important milestone, I believe we are well positioned to continue the outstanding work of the last four decades well into the future.

**Shadi Rifai**  
Secretary

# Executive Officer's Report

## General Manager's AGM Report 2015



It is my pleasure to report on another successful year at Tripoli and Mena Association.

The Association has enjoyed many highlights; we have continued to provide innovative services and programs to meet the needs of our community.

One of our strengths is that we provide many opportunities for

individuals to participate. The Centre is a welcoming and inclusive place. Often people will come in for one service, but will join other activities or programs. This year Tripoli and Mena Association has lived out our shared desire to build communities where we love to live. It is indeed a tremendous privilege to lead a team that never gives up, a team that pursues a brighter future where everyone can be involved in serving and supporting a thriving community.

We know however that there are significant

challenges ahead. Reform to the funding program offered by the NSW Government through Family and Community Services is ongoing. The aged care and disability reforms have introduced consumer-directed care and individualised funding into our services, and a more competitive market for services.

These reforms represent the most significant shift in the history of non-government service delivery, shifting power from service providers like us (who used to hold all the money) to the consumer, who may now choose where to spend their own money as they purchase their services and supports. Although these reforms are being rolled out over several years, the transition has already begun. Such changes or proposed changes add a challenging layer to the work that we do. It can increase uncertainty for staff and volunteers alike; it creates additional workload as we navigate the changes or potential changes, review our policies, procedures and systems in response. Change is inevitable, and change can be positive.

Here at TMA our commitment is to the members of our community so that the programs and services that we deliver or present with and for the people of our community remain viable. We will continue to work to that end.

Our Marketing Strategy has supported our Mission, effectively promoting the Tripoli and Mena Association and communicating how our breadth of services connects people into a caring community.

The Department of Social Services has mandated all existing Home Care Packages be delivered on a CDC basis from 1st July 2015. The transition is quite complex as new systems, practices and process must be adopted. CDC gives consumers greater choice and control on directing the care they require. Individual budgets are a key feature of this new model of service delivery, removing the flexibility that previously existed that enabled us to respond to our clients' individual and changing needs. In essence, CDC creates a competitive market where consumers have the capacity to

select preferred providers according to what the provider can offer the consumer. A business model of service delivery is inherent to CDC and from July 2015 all our Home Care Packages will be delivered on this basis. Staff training has been an integral component of this process. All case managers are required to have an understanding of what CDC means for consumers and providers. Training also ensures staff apply a uniform and consistent approach in line with the new model. The positive feedback and comments from our clients remind us of the difference we make in their lives and this encourages us to continue to provide high quality care to our community.

The Community Care Team has continued to grow amidst the uncertainty within the Aged Care sector and we welcomed 2 new coordinator, and 9 new community care workers to the team.

**In 2015 Tripoli and Mena Association provided a record number of service hours to the community with a total of 54,012 hours.**

TMA registered for AUSkey, a secure login identification system increasingly being used to enable businesses and organisations to use government online services – for TMA this provides access to both the Small Business Superannuation Clearing House and the My Aged Care service provider portal. Also this year we started paying our superannuation commitments via the Australian Taxation Office's Small Business Superannuation Clearing House. This has greatly reduced the time it takes to process our monthly super payments, since we now only have to make one lump sum payment instead of multiple payments to individual super funds. Much time has been spent in preparation for the introduction of My Aged Care.

Our Coordinators are now registered with My Aged Care as a service provider, and has started receiving referrals via the service provider portal. Online portals are increasingly being used by government agencies as the preferred method of communication with service providers. Both our State and Federal funding bodies now correspond with us in this way and require us to report via their respective portals. We have started to investigate new software packages which will help us to perform our work more efficiently, including the use of cloud based systems for both time and client management.

Our dedicated people have ensured that every service is a high quality service. The quality of every childcare service was assessed as Meeting the Standards set by the Australian Children's Education & Care Quality Authority (ACECQA). The Children's services team continues to work on the improvement opportunities identified in the quality audit, ensuring that our services keep reaching for a standard of excellence.

Volunteering at Tripoli and Mena Association remains important. We are committed to providing active opportunities for people of all ages to be involved in the life and growth of the organisation, and to make a valued contribution to the community through us.

### Building strong Partnership and Networks

Tripoli and Mena Association continues to build its reputation as an agency that advocates strongly but respectfully for better social outcomes in our community. Services has continued its work in advocating for better outcomes for service users needing assistance with, mental health, housing, and access to services and transport. Many staff members participate in a wide range of interagencies, networks, forums and collaborative meetings to advocate for better outcomes.

During the year we undertook a number of projects and activities to improve how we work within the TMA, to underpin our work with the community. We started a new Strategic Plan consultation, setting key strategic directions for the next four years.

With the uncertainty in our external environment, this was an interesting and challenging process for the Board of Directors, management team and staff, well facilitated by Jenny Bray from Jenny Bray Training and Consulting.



## Organisational Capacity and Capability

Tripoli and Mena Association continues to develop its governance and management capacity and capability and is ready to meet the challenges of sector reforms and increased accountability to government and consumers. Tripoli and Mena Association continues to operate profitably.

As noted above, Tripoli and Mena Association has implemented a quality management system that integrates current practice and aligns it with the different quality standards that apply across its operations.

We have also focussed on implementing an enablement approach to all service delivery, training of staff and new systems, in preparation for the industry reforms in 2015 in aged care.

The Community Centre receives funding from the NSW Department of Family & Community Services: Community Services to provide a community hub offering information, advice and referrals to community users, almost 7,000 people coming through the door every month! Regular Community Centre users include:

Seniors Week was celebrated in March. The Seniors Week theme for 2015 was **Be Inspired** and was about encouraging greater effort, enthusiasm, and creativity with a focus on activities that celebrate self expression.



## Broadband for Seniors (BFS)

The BFS program has been continued; its funding from DSS, was originally scheduled to end sometime around mid 2012 but will now continue for two more years. We benefit not only in having the two NEC machine that comprise the publicly accessible kiosk, but from a considerably enhanced usefulness in the computers themselves.

## Justice of the Peace

The Centre receives a steady stream of enquiries from local residents needing the services of a Justices of the Peace (JP). Often residents need a J.P. to witness numerous documents relevant to immigration matters, employment or various other government forms. Additional assistance also required with filling out forms, and further photocopying.

## Community Event

During 2014-2015 the Organisation celebrated many community and cultural events:

1. The Prophet SAW Birthday.
2. The end of the Holly month of Ramadan (Eidu Elfitr)
3. Eidu ElAdha
4. International Women's Day
5. Haldon Street Festival
6. Seniors Citizens Week
7. Australia's Biggest Morning Tea
8. Harmony Day
9. Neighbourhood Week



**International Women's Day (2015)**

80 recorded attendees

**Harmony Day (2015)**

Approximately 62 recorded attendees: we had African Drums for our entertainment and set up the photo booth which we raised some funds from. Client feedback was positive and they seemed to have enjoyed themselves.

**Mothers Day Celebration (2015)**

Approximately 53 recorded attendees: the day was filled with games and signing competitions with prizes for the winners. Gifts were given to all guests. According to client feedback, they really enjoyed themselves.

**Haldon St Festival**

On Saturday 22nd August, 2015 the centre was pleased to once again participate in the Haldon St Festival. The Festival was another hugely successful day and was the result of many meetings between Council, local community groups and residents.

The 2015 Haldon St Festival was generally acknowledged as the most successful Festival ever – with record crowds attending right up until closing. Some estimates put crowd levels 25,000 plus. It seems that each year that passes the Festival increases size, attractions and community harmony. The Haldon St Festival has become and extremely important and a much anticipated event for Lakemba residents. We are proud to participate on the day and more than happy to have participated as an active member of the Organising Committee since the first festival was held in 2000.

**Australia's Biggest Morning Tea**

We are very proud of our community supporting Australia's Biggest Morning Tea, an event planned by Centre staff members and one of our amazing office volunteers. They were assisted by a small committee and band of helpers made up of a combination of community members who attend our Centre activities and programs, volunteers from the Centre and friends and family members. This event raised over \$800 but they demonstrated the strengths and potential of our Community, our organisation and our Centre. Over 100 people attended the Morning tea, including Tripoli and Mena Association staff, volunteers and local dignitaries.



In conclusion I would like to thank our funders and our sponsors. The funds we receive enable us to do all the work we do in the community, and we were pleased that all were continued or extended.

This year our Board of Directors, a group of very dedicated volunteers, has worked hard in its governance and strategic planning roles and I would like to thank all the members of the Board for their time, support and contribution to healthy and lively discussions.

Lastly I would like to thank the wonderful staff team at The TMA for another great year. There are too many people to thank everyone individually, but you all do a fabulous job, with such passion for your work, dedication to the people with whom you work and commitment to social justice. We have a diverse team doing so many different roles, and the key to our work is strong teamwork.

Finally as we look to 2016, we need to reflect on and continue to plan for how we are going to embrace changes in all areas of community, aged and children services in coming years, to strengthen our outward focus on the communities we work with,

To retain our commitment to social justice and keep local issues on the agenda.

They will be challenging times and require both strategies to build on our strengths from the past and thinking about new ways of working.

The 2015 Annual Report will provide you an insight into the achievements of the organisation in 2014-15.

**Abdul Majid Zahra OAM**  
General Manager

# Home Care Packages (HCP)

## For the Arabic Speaking Aged Community



**Source of Funding:** Department of Social Services 2015

It is with pleasure that we present this report to the 2015 Annual General Meeting. It has certainly been a very full year for Tripoli and Mena Association, and one we can all be very proud of. With expectations high, following a successful 2014 year, we knew we needed to work even harder to maintain these standards. 2015 was certainly challenging but extremely rewarding when you stand back and look at what we have delivered in terms of a new Home Care Packages. We would firstly like to thank the consumers for their patience, understanding and support over the last 12 month period and we are delighted that the overwhelming majority are proud of to receive a HCP from Tripoli and Mena Association.

Tripoli and Mena Association offer Home Care Packages to older people living around Sydney who would benefit from a regular but minor level of support in their own home to prevent premature admission to residential care, or to assist with regaining strength and independence. We offer level one and two packages to anyone who speak Arabic and are over the age of 70. These packages are designed to support people who have low level needs, which may include a need for personal care, household or domestic assistance, social support, meals, shopping, or transport to medical appointments. Our packages have grown during the year, and now sit at over 100 services.



We welcomed 30 New consumers during the year and this is a promising sign that we must be doing something right. We are extremely proud to say, despite challenges we were able to deliver HCP packages to all our consumers scattered around Sydney. Our vision and determination to carry out and fulfil these packages should be congratulated as we now have applied for an increase in packages (level 2, 3 and 4) and fingers crossed we should receive them soon.

As a consumer of TMA, consumers have a number of rights and responsibilities while possessing a Home Care Package. All of our consumers who have a HCP package desire to maintain their independence while remaining in their home environment, within their familiar local community, with family and friends. All our consumers are supported in that wish by the services provided by us. Upon signing the Home Care Package agreement form, all dealings with TMA will be treated confidentially and their involvement and input will be sought in any decision making that affects them. Consumers may nominate another person as an advocate to be involved in discussions and decisions on their behalf, they have access to all their personal information at anytime. As of July 1st 2015 Consumer Directed Care has been fully operational, and contains much useful information for consumers, including copies of statements distributed every month and given the option to manage their package by themselves. We work with the consumer and follow the care plan that has been developed to maximise independence and ability.





# Arabic Australian Child Care Centre

## Director's AGM Report 2015



**Source of Funding:**  
Department of Family & Community Services and NSW Community Services

### About the Centre

Arabic Australian Child Care Centre opened in 1985 to meet the needs of families who lived in Canterbury Municipality. These days our families live further afield but we remain committed to

our early values of providing high-quality education and care for children, and supporting the needs of our families. Our educational programs are supported by two Early Childhood Teachers and five TAFE-trained Educators and number of casual trained child care workers. Our team of Educators is passionate about working with children and

families as well as working at Arabic Australian Child Care Centre.. In fact, AACCC's longest serving staff member is The Director Yanka Petera , who has worked at our centre for 27 years! A variety of languages other than English are spoken by our staff including Arabic, Slovak, Vietnamese, Urdu and Bangla.

Our early education curriculum is based on children's individual interests and celebrates children as capable members of our learning community. Strong, respectful relationships underpin our practices. We give priority to nurturing relationships from the moment a family joins our community. These relationships and children's learning experiences are visible to families through documentation and individual portfolios. Our centre is situated close to the heart of Lakemba - Haldon Street, which is an important element of our curriculum. Children regularly visit local shops, bank, the library and post office as part of their learning about local community.

Looking to the future, we have come a long way, there are some decisions to be made yet on various matters, but hopefully it won't be too far off. We seem to be attracting more consumers but unfortunately we don't have the capacity to take everyone on, we have an extensive waiting list where we keep aside if a consumer was to depart. In the next few years we also look forward to strengthening our links with new consumers and other organisations making an even bigger impact on the community. The process for this to happen has begun and we would hope this time next year we can be even better.

We would like to offer our deepest sympathies to the members, relatives and friends who have suffered a loss through the year.

Finally, we would like wish to thank the Manager Abdul Majid for his contributions and support throughout the past year. We have considered and debated a wide range of issues at our meetings and we have been pleased to receive his valued views and input. A special thank you to our Board

of Managements, their duties demand almost daily inputs and we are very appreciative of their contributions. We would also like to thank our support workers who have all worked in the best interests of TMA, we are delighted to have a cohort of strong, keen, enthusiastic men and women at TMA and we hope their work ethics will continue to be encouraged and flourish. We look forward to our great organisation continuing to improve and strengthen.

I would like to thank those who contributed to the success of this service starting with the consumers and their families, the care workers, service providers, the federal government and the boards of directors of Tripoli and Mena. Special thanks to the Manager Abdul Majid Zahra for his continuous support.

**Zeinab Rizk**

**Zena Haddad**



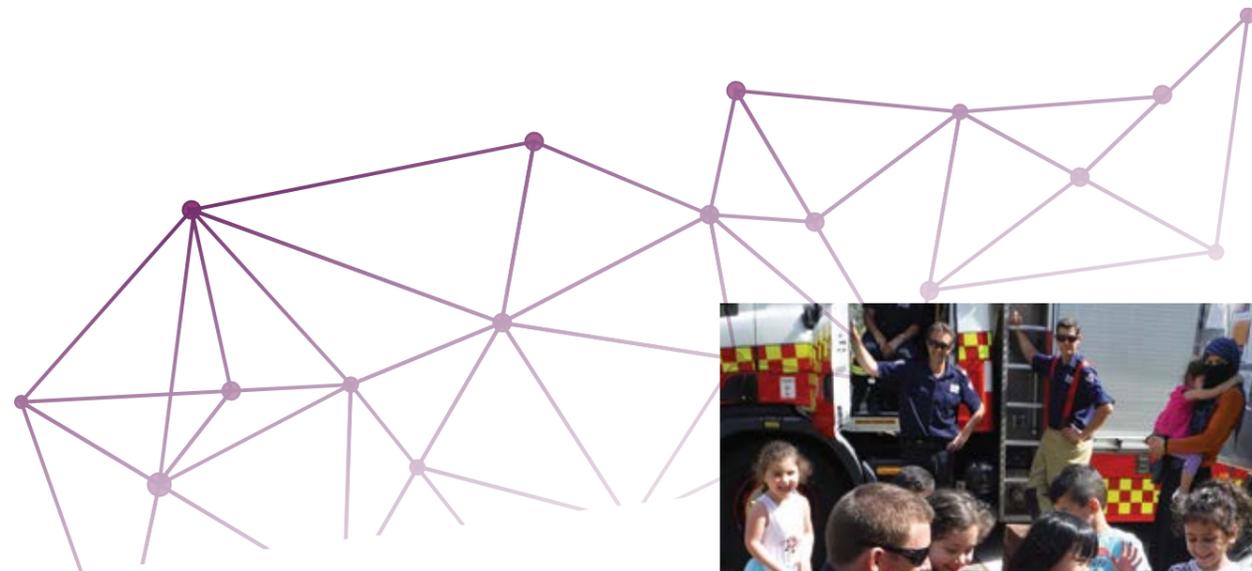


## Staff Issues

Staff retention in the child care sector is one of the biggest challenges facing the industry and it's widely believed that staff turnover sits at around 30-40 per cent, while some providers fare better than others, for many it is a constant battle to find staff. Our centre has a lower turnover rate than most and we attribute high staff attrition to a number of different factors. Child care attracts many female workers who are looking for a career that gives them flexibility to manage their own family life, so there is a much higher incidence of staff on maternity leave than in other industries. There are also a number of young women who leave to travel and gain different experiences. There's a large mix of people and we need to look at how all their work is valued and remunerated. Staff need to be valued and have some sense of progression prospects to want to stay at a centre. In order to address staff retention issues and support working families the Government and community need to view investment in early childhood as a priority similar to investment in the school system. Families with children in care need to understand that someone has to pay for the higher staff qualifications and career development necessary to boost retention levels and make it a viable long term career choice for women or men.

We need to front up as a society in terms of paying for it in taxes etc, just as we do for the education system.

In 2014/2015 we had a lot of staff away on leave. Taybe had complications in her early pregnancy and took a leave, later on she took her parental leave. Asia replaced her. May got married and she took 5 weeks leave. Mona took her Parental leave and we employed casual help with the accounts (once a week) and Yanka had to handle rest of Mona's and her job as well. Shaista took her Long Service Leave during January/February and Joyce replaced her. As Asia is this year replacing Taybe, we appointed Rana Yurun to teach Arabic and Islamic lessons. Samar went overseas for family reasons and we had Iman Awad successfully stepping into her role. Iman is Diploma trained child care worker and she is just very flexible filling into our casual vacancies. While we have quite a number of casuals on the list, with several staff on a leave it was a taxing task to replace multiple staff absences while filling up the positions of Additional worker funded by Inclusion Support Scheme for enrolled 3 children with high support needs. Role of the Additional worker is to improve the ratios and quality of teaching for whole group of children.



## Staff Training.

On 10 December 2013, the Australian Government announced that it intended to redirect unallocated funding from the Early Years Quality Fund to a new professional development programme. The Long Day Care Professional Development Programme (LDCPDP) assists services to meet their specific professional development needs in order to support the National Quality Framework (NQF), adhere to the National Quality Standard and deliver the Early Years Learning Framework (EYLF) or approved learning framework. Services are able to use the funding to meet their training and skills development needs and have the flexibility to do so in-line with the circumstances of their service.

We were successful in qualifying for the Long Day Care Professional Development Programme funding (Total of \$25,161 paid in 3 instalments within 3 years). With our LDC Professional Development Programme funding, our staff are able to access much more training. This funding is used for paying for workshops and also for staff replacement.

We sent 2 of our staff team members - Lisa and Quamrun to the KU Annual Conference 2014 where they had an opportunity with other early childhood educators to reflect upon, share and contribute to innovative thinking, dialogue and practice. In April, four staff members (Lisa, Quamrun, Sophie, Asia) attended and got inspired at The National Quality Standards Documentation Conference. Quamrun also attended Infant and Toddler Pedagogy Day, run by Gowrie NSW. Asia attended a Conflict Resolution for the Early Years workshop, also run by Gowrie NSW.



**In the month of May our staff attended workshops and National conferences:**

- Yanka, May, Shaista: ACECQA National Workshop
- Yanka: Influence! Speaking up & Speaking out Conference (Community Child Care Co-op)
- Quamrun: Supporting Children with Difficulties workshop
- Yanka: Reframing Early Childhood Leader preparation conference
- Enrolments.
- The number of private Family Day Care services in Australia has expanded rapidly in the last few years. This has brought a new element to the sector – competition. Services now have to compete with these Family Day Care services to provide services to families. Many of these services have very doubtful practices and some families are falling for a cheap child minding.
- We have been enrolling successfully this year, however we lost many enrolments due to various reasons (people moving, children enrolled in Al Firdaus Quran College, or other family reasons).
- It is the culture of a service, the quality of professional relationships and service philosophy that make people feel a sense of belonging to that service. We have a long tradition and trust of our community in delivery of high quality of care and education. We need to concentrate on these elements so we are equipped to compete with other services. We need to promote our service to our community during community events such as Haldon Street festival.
- Parent Information Night
- We have organised an informal get-together of staff and parents, where we shared the information about our philosophy, program, curriculum. As only about 8 parents attended, we had an opportunity to discuss individual children and also empower the parent in their parenting struggle. We also endorsed children learning through the play approach as the most preferable way of learning for young children. This event took place on Tuesday, 6 May 2015 at 6:15 pm.

We had also set up a schedule for parents of preschoolers to discuss their child's development

with Sophie (ECT). Parents had an opportunity to book in private interview time with Sophie and find out about progress and school readiness of their child. These interviews took place on 23rd & 26th June 2015.

**Program.**

In July, the Preschoolers were very involved in learning process about Ramadan and Eid ul Fitr. This learning was encompassing most of the curriculum areas: reading, writing, language arts, social science, art, craft, construction, dramatic play. Each classroom program included Literacy rich environment and learning inductive program.

We also had a community nurse visiting for the STEPS program that is an initiative of NSW Health and offers all 4-year old children free vision screening. In August, Preschoolers were deeply engaged in learning process about Superheroes and Characters in Fairytales. This learning was followed across all curriculum areas: reading, writing, language arts, social science, art, craft, construction, dramatic play.

Senior preschoolers were also preparing for school interviews and learning about Kindergarten and Big School. The younger children were practising their newly developing skills in daily programmed activities indoors and outdoors.

In September, the Preschoolers were investigating properties of Ice (evolving from popular story Frozen). This learning spread across most of the curriculum areas: reading, writing, language arts, maths and science, art, craft, dramatic play. Senior preschoolers were participating in private school interviews and learning about Kindergarten and Big School.

Under 3's are constantly discovering and are eager to learn new things. When you entered their classroom, you would find an active fun filled environment where curiosity is evident. Our educators organise daily program in which interest based learning is being done. New ideas and concepts are being presented in a fun and playful way where toddlers become engaged while learning at the same time.

In October, our children enjoyed the Pram Show with Murphy's Puppets. Dennis Murphy is one of the

best puppeteers in Australia and his show evoked children's interest in puppet play which is enhancing language and communication skills.

To celebrate the Eid ul Adha, we have invited an Ice Cream Van and children had an opportunity to «buy an ice cream» with pretend money. To learn about community helpers we invited Officer Sean from local police station to talk to children about safety.

We have also organised Dress up day for all groups, as children like to become a different character and pretend. We ended up with 12 princesses from the Disney movie Frozen (this is a current favourite). In February, after a Long holiday break, children in Nursery and Butterflies room were still a little unsettled, as they had quite a few new children starting this year. However, most of the children in 3-5's room were settled early, interests emerged and children started to explore community helpers and professions. Children also showed a big interest in Art & Craft activities and Outdoor play. Unfortunately, some parts of our playground were closed off due to safety risk, we were awaiting works to begin at the Sandpit area in March.

In March, school preparation program was in full swing, as children learnt the maths concepts and practiced their pre reading and pre-writing skills in the meaningful way. Small room and Nursery staff worked well together in settling and supporting new children and families while maintaining an interesting learning program. Our Outdoor program improved dramatically with the newly upgraded playground. Harmony day. On Friday, 20 March we wore the colour orange that is a symbolic colour chosen to represent Harmony day and to show our support for cultural diversity and an inclusive Australia. Our program of the day celebrated a diversity of cultures at our centre and we learned about friendships and Harmony.

In April, The Preschoolers learnt in Social Studies about Me and my world. You might think of social studies as a subject taught in high school, not preschool. Social studies permeate the preschool classroom, from learning about holidays and jobs around town to exploring identity in terms of family and community. That means that even preschoolers can begin their social studies explorations as they examine themselves, their families and the community they live in. Preschoolers while learning about professions, went for the walk to Lakemba shops, where they visited local Barber and other shops.





In May, preschoolers were learning about their bodies, nutrition, health and hygiene throughout all curriculum areas. Younger children developed an interest in Farm animals, so we brought in the Kindifarm to enhance their learning with hands-on experience.

In June, children were involved in art/craft activities to decorate the centre for Ramadan. Learning about Ramadan was extended into all curriculum areas and Senior preschoolers also went on excursion to Lakemba Mosque as it is a tradition in each Ramadan.

### Community

Recognising that we are already part of the community and building connections that already exist within our service is one simple way to start engaging with the community. In November 2014, our children performed as a part of the Ethnic Child Care, Family and Community Services Co-operative's 35th birthday celebration program in Marrickville. Preschool children also performed for Tripoli and Mena Association members at Annual General Meeting to strengthen the genuine relationships in Lakemba community.

We have joined Tripoli & Mena staff in promoting our service in the community during Haldon Street Festival 2014 by distributing information pamphlets and printed balloons. Many potential clients showed the interest and asked the questions about our service. We hoped to build up our Waiting list for 0-3's before enrolments in November..

### Upgrade and maintenance.

Our playground had been deteriorating over the years, especially the sandpit area became a safety hazard where pavers were lifted by roots of the huge tree in neighbours backyard.. We requested Tessa Rose Playspace and Landscape Design to design us a new play area and we decided to budget for the upgrade of playground in stages.

The Surveyor report that we had done before the Playground upgrade showed that a large tree at the back in neighbours garden ( 51 Moreton Street) was growing into our property and caused a lot of damage to our fence and sandpit. The Canterbury Council approved the removal of the tree. We had to bear the cost, as the neighbours didn't agree to split the cost for the removal.



The first week of March, the landscapers arrived and did the First and Second stage of our playground upgrade. Children watched through the barrier and mimicked the workers in their play. Work was completed within a week and it looked great! Our Sandpit area and dry creek area are the most favourite places for imaginative play.

We replaced the old outside door on the storeroom that was weather-damaged and also the screen door that didn't close. Our gutters over the veranda and Infants play area had been upgraded. We installed new built-in storage in our storeroom to organise better our teaching materials. We also replaced Air conditioning unit in staffroom, as the old one was rusty and became a safety hazard.

Tony, the Handyman installed for us another garden bed and children have planted the flowers in it. Tony had been helping us also with minor repairs around the centre: repairing and renovating some of our equipment and putting a coat of outdoor paint on our outdoor stage, replacing splintery lattice in stage area, replacing batteries in smoke alarms, fixed a dislodged glass panel in shower, fixed the locks on screen door and general garden maintenance.

And what of the future – much of what I have described here I think stands up as a year of successful projects and activities. This success is built by a small group of staff who work with a happy disposition sometimes against the time restraints and work overload. I want to personally thank all the people: staff, children and their families, for showing me the strong and inspiring side of our community. I believe that our work has been relevant to families and community needs and that we shall continue to improve and develop further.

**Yanka Petera**  
Director/Nominated Supervisor



# Inner West/South West Social Support Group

## CHSP Program



**Source of funding:**  
Department of Social Services.

I am privileged to say that in February 2015 I filled in the position of the Acting Co-ordinator for the Canterbury Centre Based Day care program in addition to my current position as the co-ordinator of the Bankstown centre Based Day Care Program therefore

I will combine my report and highlight some of the accomplishments and achievements of both programs.

It is important to mention that this year also became a very busy year with so much hard work to have the programs efficiently running especially in the aspect of co-ordinating, planning, organising, and implementing the two projects at once. However it is with great delight I can announce that it has been possible to have both programs under control and it is my pleasure to highlight some of these achievements and accomplishments.

I will firstly highlight the achievements of the Bankstown program. It is important to mention that I am still co-ordinating and supervising this program and running it but with the assistance of the two support workers who have worked extremely hard to achieve the aims and objectives of this program and implement the activities that are planned.

These activities were recreational such as outing to Brighton, Bakery king cafeteria, Homebush Park. They also were educational such as nutritional sessions, falls prevention, Road Safety. They also were fun and celebrated important days in senior's lives such as senior week, mother's day celebration, Father's day celebration and festive celebrations. As for Canterbury program there was enormous work done as this is a bigger program. The Canterbury Centre Based Day care program runs five days a week where each day targets a different group. For instance Mondays are for very frail aged and Dementia, Tuesdays are for Women only,

Wednesdays is a mixed group for men and women and Thursdays are men specific and Fridays again for women. The program is usually planned for all these days with a slight change according to target group and needs. It is vital also to mention that the dedication of the staff who worked extremely hard have surely allowed the program to run efficiently.

Nevertheless to compliment this dedication there is so many aspect of co-ordination that needed to be implemented so the Program can succeed.

Some of these responsibilities were promoting the program, recruiting consumers, assessment and reassessment, referrals, organising, planning activities, direction, supervision, team meetings, staff training, purchasing items needed, filing, recruiting volunteers, liaison with internal sub committees such as senior advisory committee and others. All these responsibilities were achieved according to plan. I also will mention some of the educational and recreational activities that were organised. They were Arts and craft competitions, information sessions, senior week, excursions to Cabarita , Brighton-Le-Sands, East hills Park, Barbeque at our centre, Indoor Bowls, Darts competition, Mother's day celebration, Father's day celebration, Eid festivals and many more. It is also important to mention that some of the activities were collaborated with the TMA community worker such as the International Women Day, Harmony Day, and Biggest Morning Tea which have been very successful and most enjoyed by the seniors.





Liaison and Networking was also a big part of my work. This was done through attending meetings like the Canterbury and Bankstown HACC forums, organising workshops with Canterbury and Bankstown councils, assisting in organising Haldon St festival, and being involved in the Arabic Reference group which has identified issues affecting the Arabic community and has recently successfully launched a DVD targeting disability in the Arabic community.

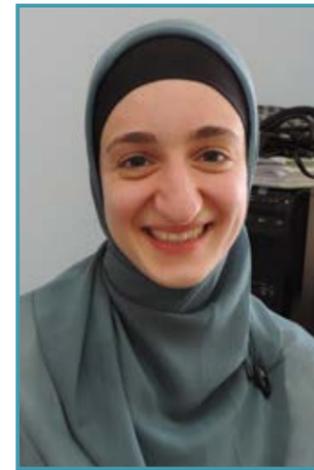
At the end of my report I would like to acknowledge the dedication and hard work that was done by the staff of TMA in making the centre Based Day Care Programs successful such as Hajje Soad Daizli, Nada Arnaout, Ramzia Barbour, wafa Basal, Kawkab Hawari, Elham Zahra and last but not least the TMA community worker Rowea Elsayed. I also would like to thank the manager and the management committee members who have provided an opportunity for the Arabic seniors to be involved in programs that promote healthy life and wellness. Finally I would like to thank the seniors for their constant enthusiasm, attendance and interest to be part of such crucial programs which lead to active life and healthy ageing.

**Hiam Dannawi**  
Acting Coordinator



# Community Builders Program

## Arabic Community Worker



**Source of Funding:**  
Family and Community Services Community Builders.

Tripoli and Mena's Community Hub has continued to serve the local Arabic speaking communities within the Canterbury Local Government Areas and has been extremely busy doing so! Everything including welfare assistance, community

development and our women's group have been accessed daily.

The Hub is an essential service needed by the community. It helps community members with several aspects of their everyday living and helps them to move forward with their lives; whether it be the simple task of making a phone call on their behalf, to report a maintenance issue to the Department of Housing or, reading their water bill for them, or teaching them how to use the post office, no task is too small to be addressed at the Hub.

The majority of service users who access the Hub reside in the Canterbury LGA and are from migrant backgrounds, most of whom call Lakemba home. Over the course of the past year, our data tells us the majority of our service users come from Lebanese, Syrian, Palestinian, Jordanian and Iraqi backgrounds. The majority of Lebanese service users are migrants who have been living in Australia for quite some time, whilst those from other cultural backgrounds are mostly newly arrived migrants, who are still learning about, and adjusting to, a new way of life.

The most common issues service users have presented with over the last year, were: translating and interpreting (reading mail, making phone calls, filling in forms, writing support letters etc.); Department of Housing issues (reporting maintenance issues, chasing up existing

applications, submitting new applications etc.) and Centrelink issues, (payment enquires, giving notice to travel overseas, applying for healthcare card or payment/s etc.).

In addition to the welfare assistance we have provided, service users have also been able to freely access our infrastructure such as printing, copying,



laminating, fax and telephone facilities. Although this may seem like a small part of service delivery, having them freely available for the community to use makes a big difference to those accessing them who cannot afford to do so elsewhere.

Moving on, another service we delivered through the Hub over the course of the past year is the Women's Support Group. This group is open to all Arabic speaking women, who come from disadvantaged backgrounds. The group is aimed at providing local women with genuine opportunities through which they can learn new skills, develop resilience, become more independent and, more active community members. The group has continued to serve its purpose and this can be seen through the personal development each woman has made throughout her time in the group.

Grass roots community work has always been embedded within the culture and operations of Tripoli and Mena since its early days of service delivery. It is through the Hub that this vital work has been maintained and continued to be relevant. The goals of our community work are mainly concerned with the development of our local communities who suffer the adversities of disadvantage whether it be social, financial or otherwise.

We endeavour to find appropriate and relevant programmes and events that can contribute to our cause, as well as, to create opportunities that will also meet our goals.

Every year, we try to participate in as many community events as possible as working professionals but more so with our clients and the broader Arabic speaking community. Examples of events we celebrated include; International Women's Day, Harmony Day, Seniors Week, Australia's Biggest Morning Tea, Neighbourhood Week, Volunteers Week and the Haldon Street Festival just to name a few. We aim to raise awareness amongst the community through these events about their related subject matters.

The year that past has definitely been a busy one that has brought about many positive changes to Tripoli and Mena, especially through our Hub. I can't wait to see what's to come over the course of next year but until then, stay safe and keep smiling!

**Roewaa Elsayed**  
Arabic Community Worker



# Arabic Language Project



**Source of Funding:**  
Education and Communities.

Tripoli and Mena Association commenced the Arabic language program in 1976; there are 8 classes, which are held at Wiley Park Girls High School. Our Arabic school program targets the Arabic speaking community; we provide the community a place to enable children to

learn the Arabic language. The success of this school is attributed mainly by the wholehearted embrace by the community. The classes are held on Saturdays from 9.30am to 1.30pm. At our school we are teaching our children to read, write and speak to Arabic Language confidently.

We are introducing and educating them in the richness of our Lebanese heritage and culture.

Carrying on the Lebanese culture and history for future generation. We combine years of qualified Arabic language teaching experience with well documented educational and developmental work that all children can benefit from a smooth transition from one learning environment to the next. We strive to achieve this by creating pathways for children to learn Arabic and continue to learn at higher levels.

The staff and I would like to begin by thanking the Board Members for their on-going support and advice over this past year. A special thank you to the manager Abdul Majid, his constant assistance throughout the year is greatly appreciated.

We here at the Arabic language project look forward to continue working with all the enthusiastically keen children. We believe that parent involvement is key in helping your child to reach his/her full potential.

**Iman Elsayed  
Principal**



## In Loving Memory A Tribute To Brothers Hajj Khalil Daizli & Hajj Ramzi Daizli

Late this year with great sadness our community lost two key leaders, brothers Hajj Khalil Daizli & Hajj Ramzi Daizli. Both Loving Husbands, Father and Grandfather.

Hajj Khalil, husband of Hajje Annam and Hajj Ramzi, husband of Hajje Souad were long-serving and highly respected members of the community and The Tripoli Mena Association. They were leaders and strong support builders.

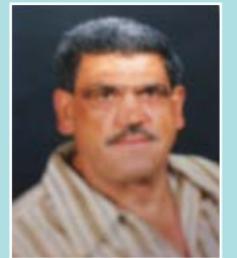
Hajj Ramzi (co-founder) was partly responsible for the TMA foundation and key contributor to the decision making process.

Hajj Khalil has been a long running member of the TMA and was valued for his advice, support and mateship towards the Association. Both men lead with respect, veracity and the highest values of which we are all so very thankful. Their passing is a huge loss and they will be dearly missed by all those who encountered not only through the Tripoli Mena Association but through the entire community.

They have left behind a strong legacy and a strong community position.



Khalil Daizli



Ramzi Daizli





# Photo Gallery



# Treasurer Report



I am pleased to present the financial report for the year ended 30th June 2015 for Tripoli and Mena Association Limited (TMA). As a community based service organisation we continues to strive for value for money; salary and wages expenses are the most significant expenditure for TMA and accounted for 69% of total expenses - growing 3% over the previous year which reflects the additional resources required to support our expanding services.

I enclose a copy of the audited financial statements and I am impressed with the efficient and business like way the operations of the Association were being managed and it would appear that all costs have been kept to a minimum with no apparent wasteful expenditure. I was impressed with the accurate and timely preparation of financial statements by Edward and John Chahoud Chartered Accountants. The financial records have been maintained very professionally and accurately.

I wish to congratulate the Board and the Management of the Association on the manner that it is being operated and wish you well for the coming year.

**Mustapha Merhi**  
Treasurer

## TRIPOLI & MENA ASSOCIATION LIMITED

(A COMPANY LIMITED BY GUARANTEE)

ABN 24 001 347 691

### FINANCIAL REPORT FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2015

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**TRIPOLI & MENA ASSOCIATION LIMITED**

A B N 24 001 347 691

**BALANCE SHEET  
AS AT 30 JUNE 2015**

2014	<u>Members Account</u>	2015
492,654.70	Opening Balance 1.7.2014	818,887.19
326,232.49	Net Surplus	252,801.19
924,713.34	Al-Faiha Funds	924,713.34
<b><u>1,743,600.53</u></b>		<b><u>1,996,401.72</u></b>
<b><u>Current Assets</u></b>		
National Australia Bank - Lakemba		
799,132.94	Cheque a/c 970 2727	771,407.58
40,705.43	Term Deposit A/C 28 580 1038	342,074.58
124,633.00	Term Deposit Provision a/c 811178590	130,805.91
103,185.70	Business Mgt a/c 56 439 4631 Al-Faiha a/c	102,993.62
-	NAB Business Payment Card	5,411.83
500.00	Petty Cash	500.00
<b><u>1,068,157.07</u></b>		<b><u>1,353,193.52</u></b>
<b><u>Non Current Assets</u></b>		
Land & Buildings At Cost		
195,338.22	48-50 Taylor street lakemba	195,338.22
615,061.89	54a Railway parade Lakemba	615,061.89
113,397.56	Motor Vehicle at cost	113,397.56
- 87,268.00	Accumulated Depreciation Motor Vehicle	- 113,397.56
<b><u>836,529.67</u></b>		<b><u>810,400.11</u></b>
<b><u>1,904,686.74</u></b>		<b><u>2,163,593.63</u></b>
<b><u>Current Liabilities</u></b>		
132,380.46	Provision for Staff Entitlements	132,739.86
7,000.00	Provision for Car replacement	7,000.00
8,535.19	PAYG Withholding Tax Payable	10,636.46
6,514.60	GST Payable	7,405.39
5,311.73	Superannuation Payable	7,856.70
-	Accrued Expenses	1,583.12
-	Salary Sacrifice	- 129.62
100.03	Miscellaneous	100.00
1,244.20	Paid Parental Leave	-

**TRIPOLI & MENA ASSOCIATION LIMITED**

ABN 24 001 347 691

**INCOME & EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2015**

2014	INCOME	2015
95,744.87	Government Grants & Subsidies NSW Dept. of Family & Community Services Arabic Community Worker	92,403.60
312,223.00	Dept of Health Day Care Project	326,163.25
2,500.00	HACC Transition	-
895,755.15	Dept of Social Services Home Care Packages Prog. (HCPP)	933,551.29
17,636.19	NSW Dept of Education & Training Ethnic school Capital Works Grant	16,478.88 25,000.00
52,351.80	Australian Nursing Home Foundation	53,882.97
-	Miscellaneous grants	7,966.00
9,505.00	Ethnic School - School fees	950.00
4,357.02	Fees	15,963.79
2,864.09	Parenting Fund Canterbury Council	-
11,197.80	Parental Leave - Centrelink	-
10,036.36	Sundry Income	-
1,030.21	Insurance Refund	965.44
-	Interest Received	
782.44	Cheque a/c A/C 970 2727	
43.14	Term Deposit A/C 28 580 1038	1,373.17
-	Bus Mgt a/c Al-Faiha a/c	45.10
-	Term Deposit Prov. for staff entitlements	-
<b><u>1,416,027.07</u></b>	<b>Gross Income</b>	<b><u>1,474,743.49</u></b>

TRIPOLI & MENA ASSOCIATION LIMITED  
A B N 24 001 347 691  
INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2015

2014		2015
1,416,027.07	<b>GROSS INCOME</b>	1,474,743.49
	<b>LESS: EXPENSES</b>	
4,398.30	Advertising	68.18
3,200.00	Audit & Accounting Fees	3,000.00
361.37	Award & Trophies	105.00
255.90	Bank Charges	250.74
5,016.23	Cleaning	7,384.89
300.00	Community Expenses	1,331.82
34,738.41	Consultant	3,100.00
28,626.22	Contractor	13,729.58
-	Day Care	348.72
31,795.00	Depreciation	26,129.56
1,220.00	Donations	2,308.91
3,745.56	Electricity	4,291.74
-	Employment expenses	251.50
-	Filing & Lodgement Fees	-
1,840.00	Fire Extinguisher check up	2,059.55
2,917.89	Functions	700.00
10,899.06	Insurance - General & volunteers	10,970.29
15,612.48	- Workers Compensation	14,148.05
127.32	Interpreting & Translating	-
1,990.46	Membership & subscriptions	3,245.00
584.00	Meeting Expenses	81.72
-	Occupation Health & Safety	103.55
5,055.01	Office expenses	5,358.17
154.00	Parenting expenses	-
28,199.80	Plant & Equipment	5,862.19
708.85	Police clearance certificates	817.42
1,097.61	Postage	1,115.45
26,951.77	Printing & Stationery	24,147.37
12,992.57	Project Activities	19,740.58
5,143.90	Rates - Council	5,727.55
1,310.05	- Water	2,470.70
2,090.92	Rent	1,963.63
-	Refund Unspent Grant	25,725.60
23,374.47	Repairs & Maintenance	24,230.47
585.82	Sundry	7,702.14
904.55	Staff amenities	1,382.95
10,063.63	Staff & Management training	15,896.26
57,115.16	Superannuation	71,770.06
770.10	Suspense	150.00
24,480.00	Techers Allowances	23,100.00
2,659.09	Teaching Materials & Books	-
7,820.88	Telephone	9,351.18
41,737.86	Travel & transport	62,727.48
1,350.99	Transfer to Provision for staff entitlements	-
-	Uniforms	1,323.37
3,140.45	Volunteer costs	5,639.35
641,708.89	Wages & Salaries - Ordinary	779,475.12
7,896.85	Wages & Salaries - Salary Sacrifice	3,687.81
5,900.00	Wages & Salaries - Management Fees	9,597.16
11,197.80	Wages & Salaries - Paid Parental Leave	-
828.77	Water	1,041.85
336.36	Workshop & Seminars	-
	Motor Vehicles & Bus	
2,997.34	- Green Slip	2,096.37
4,024.63	- Insurance	4,701.72
5,287.85	- Petrol	5,337.35
3,582.28	- Registration Fee	2,248.73
3,322.91	- Repair & Maintenance	3,419.10
385.20	- Road Services	526.37
<b>1,089,794.58</b>	<b>Total Expenses</b>	<b>1,221,942.30</b>
<b>326,232.49</b>	<b>Operating Profit</b>	<b>252,801.19</b>

TRIPOLI & MENA ASSOCIATION LIMITED  
A B N 24 001 347 691

**STATEMENT OF CASH FLOWS**  
**FOR YEAR ENDED 30 JUNE 2015**

2014	<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>	2015
1,473,110.60	Receipts from customers	1,473,325.22
1,109,954.95	Payments to suppliers & employees	1,189,707.04
<b>363,155.65</b>	<b>Net cash provided by operating activities</b>	<b>283,618.18</b>
	<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	
825.58	Interest received	1,418.27
- 9,818.19	Payment for property, plant & equipment	-
- 8,992.61	<b>Net cash used for investing</b>	<b>1,418.27</b>
	<b>CASH MOVEMENT DURING YEAR</b>	
354,163.04	Net increase /(-decrease) in cash held	285,036.45
713,994.03	Cash at beginning of reporting period	1,068,157.07
1,068,157.07	<b>Cash at end of reporting period</b>	<b>1,353,193.52</b>
	<b>RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT</b>	
326,232.49	Operating profit /(-loss) after tax	252,801.19
	<b>add /(-less) items classified as non-operating activities</b>	
- 825.58	Interest received	- 1,418.27
325,406.91	<b>Cash derived from operating activities</b>	<b>251,382.92</b>
	<b>add /(-less) non cash items</b>	
31,795.00	Depreciation	26,129.56
357,201.91		277,512.48
	<b>CHANGES IN ASSETS &amp; LIABILITIES</b>	
- 1,517.31	(Decrease) Increase Staff Entitlements	359.40
0.02	(Decrease) Increase miscellaneous liability	- 0.03
2,080.59	(Decrease) Increase GST A/c	890.79
2,865.00	(Decrease) Increase in PAYG Withholding tax payab	2,101.27
1,281.24	(Decrease) Increase in Super payable	2,544.97
-	(Decrease) Increase in Accrued Expenses	1,583.12
	(Decrease) Increase in Salary Sacrifice	- 129.62
1,244.20	(Decrease) Increase in Paid Parental Leave	- 1,244.20
<b>363,155.65</b>	<b>Net cash provided by operating activities</b>	<b>283,618.18</b>

**TRIPOLI & MENA ASSOCIATION LIMITED**  
 ABN: 24 001 347 691

**INCOME STATEMENT  
 FOR THE YEAR ENDED 30TH JUNE 2015**

	<b>2015</b>	<b>2014</b>
Revenue	1,474,743	1,416,027
Employee benefits expenses	- 901,778	- 762,560
Depreciation and Amortisation	- 26,130	- 31,795
Service expenses	- 127,933	- 147,299
Occupancy expenses	- 57,039	- 51,580
Administration expenses	- 67,556	- 89,697
Other expenses	- 15,781	- 6,864
Refund unspent grant	- 25,726	-
<b>Surplus before Income Tax</b>	<b><u>252,801</u></b>	<b><u>326,232</u></b>
Income Tax expense	-	-
<b>Surplus / (Loss) for the period</b>	<b><u><u>252,801</u></u></b>	<b><u><u>326,232</u></u></b>

**TRIPOLI & MENA ASSOCIATION LTD**  
 ABN: 24 001 347 691

**STATEMENT OF CHANGES IN EQUITY  
 FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2015**

	<b>Retained Earnings</b>
	<b>\$</b>
Balance at 1 July 2013	\$ 1,417,368.04
Surplus / ( deficit ) attributable to members	326,232.49
Balance at 30 June 2014	<u>\$ 1,743,600.53</u>
Surplus / ( deficit ) attributable to members	252,801.19
<b>Balance at 30 June 2015</b>	<b><u><u>\$ 1,996,401.72</u></u></b>

TRIPOLI AND MENA ASSOCIATION LIMITED

DIRECTORS' REPORT

The directors of the Tripoli and Mena Association Limited herewith submit their report on the Financial Statements for the year ended **30 June 2015**

**DIRECTORS**

The names of the directors in office at the date of this report are :

- |             |          |            |           |
|-------------|----------|------------|-----------|
| 1) Abdallah | DANNAWI  | 6) Mohamad | TISSINI   |
| 2) Shadi    | RIFAI    | 7) Yasser  | ABOULAHAF |
| 3) Ahmad    | HALAWANI | 8) Iman    | EL-SAYED  |
| 4) Mustapha | MERHI    | 9) Jamal   | ASMAR     |
| 5) Fadi     | KURDI    |            |           |

**PRINCIPAL ACTIVITIES**

The principal activities of the company during the financial year was that of a Non Profit ethnic social welfare service.

**FINANCIAL RESULTS**

The Associations activities for the financial year resulted in a Surplus of **\$ 252,801.19** (2014 Surplus \$ 326,232.49)

**SIGNIFICANT CHANGES.**

There was no significant change in the activities of the Association during this financial year.

**SIGNIFICANT POST BALANCE DATE EVENTS.**

No matter or circumstance has arisen since the end of the financial year to the date of this report which has significantly affected or may significantly affect the activities of the Association, the results of those activities or the state of affairs of the Association in the ensuing or any subsequent financial year.

**DIRECTORS BENEFITS.**

Since the ended of the previous financial year ,no director of the company has received or become entitled to receive a benefit by reason of a contract made by the company with any director or with a firm of which any director is a member or with a company in which any director has a substantial financial interest.

**AUDITOR'S INDEPENDENCE DECLARATION**

The Auditor's Independence Declaration is included on page 7 of the Annual Report.

This report is signed for and on behalf of the directors in accordance with a resolution of the directors.

 19.1.10.15  
Mustapha Merhi – Director

 19.1.10.15  
Abdullah Dannawi- Director

TRIPOLI AND MENA ASSOCIATION LIMITED

A B N 24 001 347 691

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30TH JUNE 2015

**NOTE 1 : SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**(A) Basis of Accounting**

This financial report is a special purpose financial report prepared for use by the directors and members of the company. The directors have determined that the company is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the following Australian Accounting Standards.

AASB1025: Application of the Reporting Entity Concept and Other Amendments  
No other Australian Accounting Standards, or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report is prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous year unless otherwise stated, have been adopted in the preparation of these statements:

**(B) Depreciation**

Items of property, plant and equipment, other than freehold property and land ,are depreciated over their estimated useful lives using the prime cost method or diminishing value method.

**(C) Income Tax**

The company has tax exemption status.

**(D) Members' Guarantee**

The company is limited by guarantee. If the company is wound up, the articles of association state that each member is required to contribute a maximum of \$50 each towards meeting any outstanding obligations of the company.

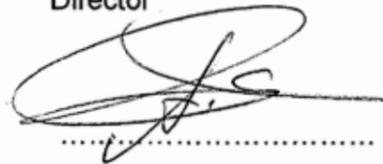
**DIRECTORS' DECLARATION  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2015**

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 1 to 11:
  - a) Comply with the Accounting Standards and the Corporations Law; and
  - b) Give a true and fair view of the company's financial position as at **30 June 2015** and its performance for the financial year ended on that date.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors:

  
.....  
Director

  
.....

Director

Dated this 19<sup>th</sup> day of October 2015

14th October 2015

The Directors  
Tripoli and Mena Association Ltd  
P.O Box 130  
Lakemba NSW 2195

Dear Directors

**RE: AUDITOR'S INDEPENDENCE DECLARATION  
TRIPOLI & MENA ASSOCIATION LTD**

In accordance with section 307C of the Corporations Act 2001, I am pleased to provide the following declaration of independence to the Directors of **TRIPOLI AND MENA ASSOCIATION LTD**

As auditor responsible for the audit of the financial statements of **TRIPOLI AND MENA ASSOCIATION LTD** for the financial year ended **30 June 2015**, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours Sincerely

  
.....

**John Chahoud**  
Registered Company Auditor Reg No. 4287  
469 Burwood road, Belmore NSW 2192  
Phone/Fax 9759 4676

## AUDITOR'S REPORT

To the members of :

### TRIPOLI and MENA ASSOCIATION LIMITED

We have audited the financial statements for the year ended **30 June 2015**, consisting of the Balance Sheet, Profit & Loss statement and accompanying notes . The Company's directors are responsible for the preparation and presentation of the financial statements and the information they contain. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members of the company.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement.

Our procedures include examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether ,in all material respects, the financial statements are presented fairly in accordance with Australian accounting concepts and standards and statutory requirements so as to present a view which is consistent with our understanding of the company's financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

#### AUDIT OPINION

In my opinion the accompanying accounts, which have been prepared under the Historical Cost convention are properly drawn up :

a) So as to give a true and fair view of :

1) The state of affairs of the company as at **30 June 2015** and of the results of the company for the year ended on that date; and

ii) The other matters required by Divisions 4,4A and 4B of Part 3.6 of the Corporations Law to be dealt with in the accounts; and

b) in accordance with the provisions of the Corporations Law ;and

c) in accordance with Statements of Accounting Concepts and Applicable Accounting Standards.



14/10/2015

JOHN. C. CHAHOUD Registered Company Auditor No.4287  
469 Burwood road, Belmore NSW 2192



*With you through all stages of your life*



## Social Welfare Centre

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Lakemba, NSW, 2195

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