

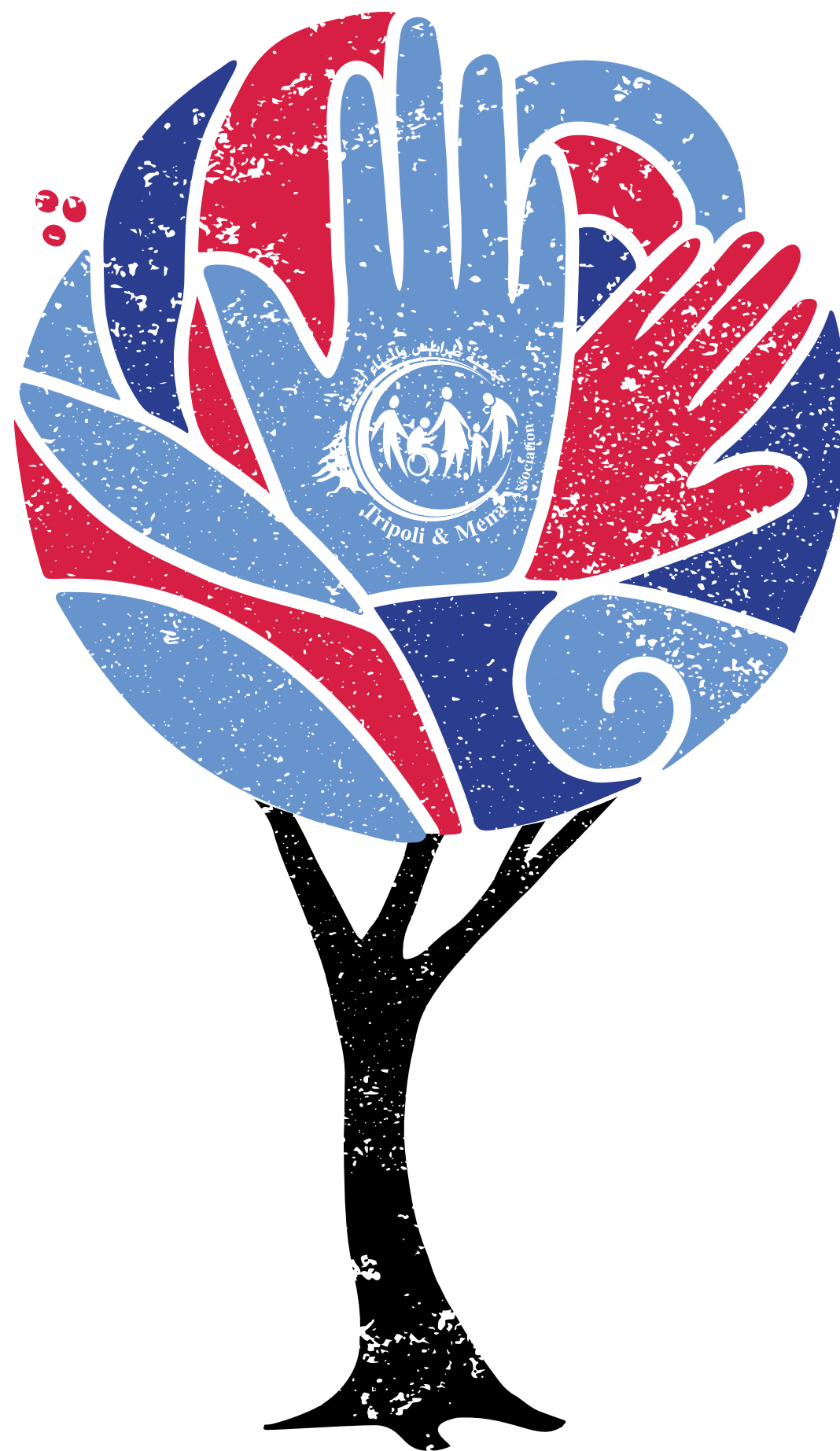
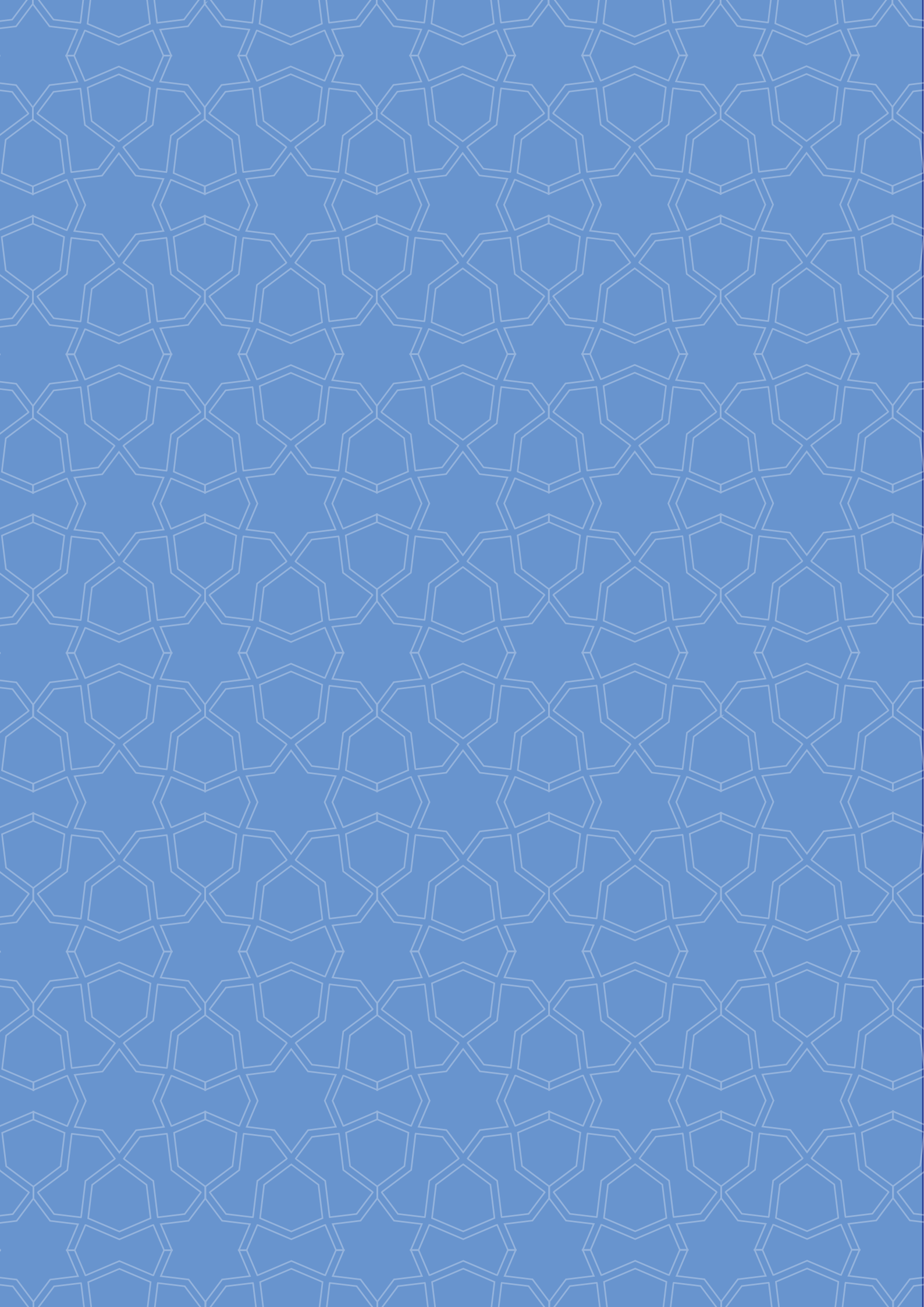


Tripoli & Mena Association  
جمعية طرابلس والمينا الخيرية

ANNUAL REPORT 2016

40<sup>TH</sup>

ANNIVERSARY



*With you through all stages of your life*



“Acknowledgement of Country”  
Tripoli and Mena Association  
(TMA), acknowledges that we  
work on the traditional lands of  
the Daruk and Eora people and  
pay respect to the strength  
capacity and resilience  
of past and present  
Aboriginal people  
in this region.

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# Our Association

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.

## 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 and community.

## Our Values

- Respect and Cooperation
- Helpfulness and Commitment
- Dedication and Creativity
- Patience, Loyalty and Passion
- Continuous Learning and Innovation
- Respect, Determination and Teamwork

## Our Commitment:

- Ongoing best practice and compliance
- Delivering high client satisfaction services with multicultural quality
- Ongoing building culture and respect and diversity
- Open to partnerships with other service providers and CALD communities

# Our Strategic Plan

## Strategic Intent and Key Result Areas 2016-2019 Statement of Strategic Intent

By 2019 the Tripoli and Mena Association (TMA) will be known as a leading community service organisation delivering high quality and affordable services across the Sydney metropolitan area. The TMA will be a leading direct provider of:

- Community and home based aged care services
- Child care
- Arabic language education
- Community development

and through partnerships and an extensive referral network, TMA will link youth and people with disability to other specialist services. Where services in these areas are underdeveloped, the TMA will actively assist to identify community needs, and then advocate for and champion the development of, culturally appropriate and affordable services to meet those needs.

## Key Result Areas

Service Growth and Community Capacity Building  
In our service delivery and through partnerships, we will build a broad range of contemporary, accessible, affordable and high quality programs and services that build capacity amongst individuals and in the community.

### Governance and Leadership

We will build a resilient and thriving organisation that is committed to integrity and transparency in leadership, governance and in management practices. We will effectively and efficiently use resources to support service users, community engagement, and the fulfilment of our strategic aims.

### Our People and Systems

We will build a friendly, positive, professional and client-focussed workforce through effective systems, human resource management, and through appropriate training and professional development opportunities.

### Manage and Achieve Financial Sustainability

We will identify and manage risks to the organisation as services move to a business footing, and ensure the financial sustainability of the organisation

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)
- Commonwealth Home Support Program (Social Support Group)
- Arabic Australian Child Care Centre (Children Services)
- Lakemba Arabic Community HUB Assisting individuals and their families)
- 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.

## Commonwealth Home Support Programme (CHSP)

The aim of the Social Support Program is to assist socially isolated elderly over 65 to live independently at home. Lack of access to transport, poor mobility and poor health status. They must also not receive CACP or EACH care plan.

The Centre Based Day Care 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.

## 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 under the Community Builders Program.

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.





# جمعية طرابلس والمينا الخيرية



## الخدمات الحالية

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

### رؤيتنا

جمعية عربية استرالية حيوية تعمل معكم ولأجلكم خلال جميع مراحل حياتكم

### رسالتنا

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

### من نحن

جمعية طرابلس والمينا الخيرية منظمة عربية اجتماعية لا تهدف للربح، تأسست في عام ١٩٧٥ وبكل 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 الاحترام والتقدير بين عناصر المجتمع على اختلاف أصولهم الأثنية والثقافية .

منذ تأسيسها ، نمت جمعية طرابلس والمينا 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 والأنشطة

### مركز الرعاية الاجتماعية

يقدم المركز الاجتماعي في جمعية طرابلس والمينا 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 والمينا 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:

48-50 Taylor Street, Lakemba NSW

إذا كنت تحتاج إلى مزيد من المعلومات أو ترغب في زيارة المركز يرجى الاتصال بنا على الرقم التالي: ٩٧٥٨ ١٣٦٦ .

### حزم الرعاية المنزلية للمسنين (HCP)

حزم الرعاية المنزلية للمسنين مخططة ومنسقة لمساعدة المسنين ذوي الاحتياجات الأولية المتعددة 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 والمينا 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 ٩٧٥٨ ١٣٦٦

## 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 وفقا 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.







## 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 ممكنا 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 ١٩٨٢.

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 الأسترالي للعناية بالأطفال

مركز رعاية الطفل هو مركز اجتماعي متعدد الثقافات لايهدف الى تحقيق اي ربح. مركز الرعاية يوفر الرعاية والتعليم لتسع وثلاثون طفلا في اليوم (٣٩) من الذين تتراوح أعمارهم بين ستة أسابيع إلى ست سنوات من العمر. وقد بوشر العمل في هذا المركز رسميا في كانون الثاني (يناير) ١٩٨٥.

ويوفر مركز العناية للأطفال برامج تعليمية ومرافق النوم ، ووجبات طعام حلال ومغذية وأنشطة ترفيهية. والمركز يستقبل الأطفال من جميع الخلفيات الاثنية ويتم تقديم البرامج المختلفة منخلال 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 لتقييمعمل مراكز رعاية الأطفال.



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

ساعات العمل من ٧:٠٠ صباحا وحتى ٦:٠٠ مساء من الاثنين إلى الجمعة. لمزيد من المعلومات ، يرجى الاتصال بالمديرة على الرقم ٩٧٥٨ ٢٢٥٦.

## برنامج الدعم الاجتماعي لكبار السن

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 الاثنين إلى الخميس ويشكل مكان للتلاقي بين المسنين والمسنات العرب المقيمين في منطقة بلدية كانتربري لممارسة مختلف الأنشطة .

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 الى 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 يرمى 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:  
97596343 or 1366 9758

### 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

## 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

|                       |                  |
|-----------------------|------------------|
| <b>President</b>      | FadiKurdi        |
| <b>Vice President</b> | Abdallah Dannawi |
| <b>Secretary</b>      | Shadi Rifai      |
| <b>Treasurer</b>      | Mustapha Merhi   |
| <b>Board Member</b>   | Yasser Aboulahaf |
| <b>Board Member</b>   | Iman El-Sayed    |
| <b>Board Member</b>   | Riad Zahra       |
| <b>Board Member</b>   | Fida ElAli       |
| <b>Board Member</b>   | Jamal Asmar      |

### Personnel

|                              |                   |
|------------------------------|-------------------|
| <b>General Manager</b>       | Abdul Majid Zahra |
| <b>HCP Manager</b>           | ZeinabRizk        |
| <b>HCP Coordinator</b>       | Zena Haddad       |
| <b>HCP – Support Workers</b> | Abeer El-Ghdban   |
| <b>Salma Al Abbasi</b>       |                   |
| <b>Adnan Dakdouk</b>         |                   |
| <b>Bushra Mahmoud</b>        |                   |
| <b>Bilal Raad</b>            |                   |
| <b>Azraa Al-Delemi</b>       |                   |
| <b>Kawkab Hawari</b>         |                   |
| <b>Samia Jaber</b>           |                   |
| <b>Aimen Assaf</b>           |                   |
| <b>Delianarti Saleh</b>      |                   |
| <b>Elvera Khaled</b>         |                   |
| <b>Guirguis Serg</b>         |                   |
| <b>Entesar Kayed</b>         |                   |
| <b>Ghada Reslan</b>          |                   |
| <b>Grace Hawwa</b>           |                   |
| <b>Magda Raghieb</b>         |                   |
| <b>Lama Hadid</b>            |                   |
| <b>Malak Al-Tarifi</b>       |                   |
| <b>Zeinab Kaghed</b>         |                   |
| <b>Hanan Jaber</b>           |                   |
| <b>Kief Mohamed</b>          |                   |
| <b>Mariam Merhi</b>          |                   |
| <b>Nahida Chebbo</b>         |                   |
| <b>Taiba Al-Saleh</b>        |                   |
| <b>Jianhui Zhou</b>          |                   |

**CHSP Coordinator –  
Coordinator's Assistant  
CBDC Support Workers  
Nada Arnaout  
Bus Driver**

Saja Chaabou (Retired)  
Hiam Dannawi  
SouadDaizli

Mohamad El-Abraham

**Community Builders Worker  
Reception**

Ramia Barbour  
Wafa Basal  
Roewaa Elsayed  
Rayan El Baf  
Elham Zahra  
Christopher

**Bookkeeper  
Volunteers  
Ahmad Jumah  
Sabria Haje  
Iman ElSayed  
Azizeh Marashdeh  
Kawkab Hawari**

### Arabic Australian Child Care Centre

**Nominated Supervisor/  
Director  
Administration Officer  
Early Childhood Teacher  
Educator-Qualified  
Educator-Qualified  
Educator-Qualified  
Educator  
Arabic Support Worker  
Support Worker – Cook**

YankaPeters  
Mona Daizli  
Sophie Berner  
Liza Pham  
Quamrun Nessa  
Shaista Parveen  
Maymouna Adra  
Asia Chaabou  
Rana Yurun  
Fatima Dannawi



# President's Report



Dear members and friends,

It is with pleasure that I present to you the Tripoli and Mena Association's Annual Report for 2015-16. The report highlights a number of achievements for our organisation.

In Community Care we had to transition our packaged care programs to a consumer directed care model. Although the transition was to have occurred on 1 July, 2015 we started working on this from early in the year and had transitioned all of our clients well before the deadline. Consumer Directed Care has shifted the philosophy of care to one which was service directed to one which is now client managed.

Clients have autonomy, choice and flexibility in the way their packages are now managed. We have worked closely with families and consumers to achieve outcomes which meet their particular needs.

As Chairperson, I have had the pleasure of witnessing TMA staff and volunteers rise to face these challenges head on, whilst at the same time focussing on strategic initiatives that will ensure the longevity of the organisation.

*Over the 2015-16 period, TMA has again achieved strong financial results, as illustrated in the Treasurer's report and received endorsement during the audit process. It is particularly important and encouraging to note that TMA's position has remained strong during a time that has been difficult due to the challenging nature of our aged care service offering.*

Revised Government funding regulations have seen the implementation of Consumer Directed Care (CDC) within Tripoli and Mena Association's Aged and Disability Services, involving many administrative and IT changes and staff training. A simple financial

system of reporting to our Consumers has been created and during the transition period Consumers have been provided, in English and Arabic, with all the necessary information regarding CDC. The majority of our existing Clients have already signed the new contract. I take this opportunity to thank all Aged Services staff on the successful transition and implementation, as well as for their tireless commitment to our aged community. I would like to express gratitude to the Board Members for volunteering their skills and for their support throughout the year.

On behalf of the Board of Management, I would like to conclude by extending our gratitude to the wonderful team at TMA. This team, led by Abdul Majid Zahra, our Executive Officer, consists of many hardworking and fantastic people. TMA is fortunate to have such dedicated staff and volunteers, as well as the continuing support received from our clients and their families and the community.

I am certain that this team will succeed in their endeavours to create and support the thriving local community over the next 12 months.

**Fadi Kurdi**  
**President**

# Secretary's Report



Dear members,

As I have engaged with many of our stakeholders since joining the Tripoli and Mena Association (TMA) Board in 2012, I have often been asked my reasons for joining. I believe there is a lot to like about this great organisation. For 40 years, TMA has supported the needs of the local

Australian-Arabic speaking community through an unwavering commitment to the communities in which it operates through a range of education and community investment focused initiatives. Today, TMA is uniquely positioned in the social services sector with an exceptional local footprint in the Sydney metropolitan region, and an attractive model with scale across its interlinked core activities of Child Care, Arabic Education, Home Care, Social Support Group, and our Community Hub.

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, is fundamental to our existence, and we have worked closely with all levels of government to deliver targeted support programs in support of our vision.

Although the current operating environment has its challenges, the Board is positive about the continuing demand for social support services and is focused on the sustainability of our core services to enable us to respond to complex community needs. As an example, TMA is working to make sure we are ready to deliver the National Disability Insurance Scheme (NDIS) program. Being NDIS ready is one of our key strategic objectives and we are very excited about the opportunities that it will present us to help people with disabilities to live meaningful, independent lives.

I would like to thank our staff, volunteers, supporters, partners, funders, and donors, for standing together with those in the community who are most in need at a time when we have had to do more with reduced financial resources. Our work would not be possible without your dedication. Together we supported over 4,000 people on their journey to independence over the last year. Of course we need to keep raising our standards, and continue to put our clients first, so we can ensure TMA is resilient, strong and successful, and is well prepared to respond to emerging needs and challenges.

I would like to take this opportunity to congratulate TMA on its 40th anniversary. This is an important milestone, one that will allow us to reflect with pride on the difference TMA has made to countless families in this country and beyond over such a long period of time, and pay tribute to the men and women who have represented TMA in the past. We are a proud organisation with a proud history. From our very humble beginnings, we have faced many challenges, and as has always been the case, this organisation has not only met these challenges, but emerged stronger.

While there remains a lot more to be done, it is opportune to reflect on some of these achievements, on the eve of our 40th year anniversary, and how they have set us up to deal with the inevitable challenges we will continue to face, and just as importantly, how they will enable us to take advantage of the tremendous opportunities that lie ahead.

**Shadi Rifai**  
**Secretary**



# Executive Officer's Report



It is hard to believe that in 1975, the commitment of 15 local residents with South West Regional Council funding of \$3,500 started an organisation that has in its 40th year with a turnover of almost \$2 million, employed over 33 staff, delivered over 43,094 hours of vital services

to older clients within our community, family and community workshops, forums and programs for vulnerable young women that have made a real difference to people's lives.

I would like to start my 2015-16 report by acknowledging the efforts of the TMA staff and volunteers who have again worked tirelessly throughout the year to ensure that these quality services have been delivered to our local community regardless of any external pressures from funding limitations or program reviews. I am fortunate to work with such a passionate group of people and my role as Executive Officer is made that much easier thanks to the dedication they have to the community and TMA.

As part of the Aged Care Reforms, the Department of Social Services mandated Aged Care Providers to deliver Home Care Packages on a Consumer Directed Care (CDC) basis effective 1 July 2015. Over the past year all Community Aged Care Packages (CACP) were transitioned to the CDC model of service delivery, and are now known as Level 2 and Level 4 Home Care Packages respectively.

We are pleased to report the deadline was achieved with all consumers signing new Service Agreements by the required date and individual care plans reviewed to comply with requirements of the new legislation.

Whilst the new model gives consumers greater choice, adapting to the reforms has been a very taxing time for all concerned including consumers and TMA staff. The transition has been a major learning curve for the Aged Services team and consumers in understanding the new model and being able to negotiate how services are provided within the context of CDC. Consumers actively participate in developing their care plan and determining how their money is spent and the type of care services required.

The transition has been a complex process as new systems, policies and practices were required for CDC including the purchase of a new Client Management System for monitoring expenditure of individual budgets.

After reviewing a number of commercially available software programs, management purchased "eTools" as it was deemed to be the most practical for managing consumer budgets.

Staff training has been an integral component of the shift to CDC. Case managers are required to have an understanding of what CDC means for consumers and providers. Extensive training including understanding the principles of CDC, applying a wellness and reablement approach, financial management and IT training was provided throughout the past year. Training ensures a consistent and uniform approach to delivering

Home Care Packages (HCP) on a CDC basis. Individual budgets are central to CDC and give clients more power, choice and control over how their HCP funding is spent. Other key principles of CDC are respectful and balanced partnerships between consumer and Aged Care Provider, a wellness and reablement approach and greater transparency. However, on the negative side, CDC removes the flexibility that previously existed where organisations could pool money to subsidise higher-needs consumers. Before CDC consumers with higher care needs could be supported with additional services for extended periods. In many cases, the capacity to provide additional support meant that the older person could stay at home and not be admitted to residential care.

A business model of service delivery is inherent to CDC and as such aged care providers now operate in a competitive market where consumers have the capacity to select preferred providers according to what the provider can offer. We believe TMA's CDC budgets offer our consumers excellent value for money.

The TMA Board of Management has worked strategically throughout the past year, making decisions that they believe will best place the organisation for success as we move into an uncertain future. With our Aged Care funding from the Department of Social Services secure until June 2018, we have embraced this time to actively review our systems and structure to ensure that this valuable service remains viable past this time. Our challenge moving forward is with regard to our community engagement funding received through the NSW Government Community Services, Community Builders funds. Currently all funding administered through this program is undergoing review and we await the final outcome with much anticipation. The value we add to the community with such a small amount of funding is in most cases immeasurable and would be greatly missed if the services ceased to be delivered.

Looking forward, we remain focused on and committed to the TMA ideology. Building strong communities, creating sustainable partnerships with other likeminded organisations and always remaining accountable to the community that we were established 40 years ago to serve.

In closing, I would like to personally thank members of the Board for their great support of TMA. Thanks again must go to all the staff, volunteers and supporters of TMA.

Tripoli and Mena Association continues to develop its governance and management capacity and capability. It has continued its work in refining governance policies and practices, understanding and managing risk, ensuring progress against the Strategic Plan, and exploring opportunities for growth.

Finally, we are encouraged by the positive feedback and comments we received regarding the impact our services have on the wellbeing and quality of life of our clients. We are grateful to the many partnering organisations who work with us to meet the needs of our community. I take this opportunity to thank all TMA staff for their continued contribution to the organisation and to our community.

Our staff is indeed our greatest asset and I am privileged to lead such a wonderful group of people.

I thank the Board of Directors for their constant guidance, support and for the trust they have placed in me. The Board of Directors provides the vision that drives the organisation and work tirelessly to ensure that it is delivered.

The Annual Report will provide an insight into the achievements of the organisation in 2015-16.

## 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 Events

During 2015-2016 the Organisation celebrated many community and cultural events:

1. The Prophet SAW Birthday.
2. The end of the Holy 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 (2016)

86 recorded attendees.

## Harmony Day (2016)

Approximately 62 recorded attendees:



## End of the Holy Month of Ramadan

## Eid Celebration

## Mothers Day Celebration (2016)

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

## 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 and 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.

**Abdul Majid Zahra OAM, JP**  
**General Manager**





# تقرير المدير التنفيذي

المحليين من أبناء الجالية و بتمويل من المجلس الإقليمي لجنوب غرب سدني قيمتها \$ ٣,٥٠٠ كانت بداية انطلاق منظمة اجتماعية يعمل فيها أكثر من ٤٠ موظفا في عامها الـ ٤٠ مع مدخول يقرب من المليون دولار سنويا \$ ٢٠٠,٠٠٠ ، وتقدم أكثر من ٢٤,٠٠٠ ساعة خدمات للعملاء كبار السن في مجتمعنا، وحلقات عمل الأسرة والمجتمع، والمنتديات والبرامج للشابات الضعيفة مما ساهم في احداث فرق حقيقي في حياة الناس.

أود أن أبدأ تقرير ٢٠١٦-٢٠١٥ من خلال الاعتراف بجهود الموظفين في جمعية طرابلس والميناء الخيرية والمتطوعين الذين عملوا بلا كلل مرة أخرى على مدار العام لضمان أن تكون هذه الخدمات ذات الجودة قد تم تقديمها الى افراد الجالية بغض النظر عن أي ضغوط خارجية من دوائر التمويل أو مراجعة البرامج. أنا محظوظ للعمل مع هذه المجموعة من الناس وبصفتي المدير التنفيذي أصبح عملي أسهل بكثير بفضل التفاني لديهم لخدمة الجالية العربية وجمعية طرابلس والميناء الخيرية .

وكجزء من الإصلاحات لبرنامج رعاية المسنين، طلبت إدارة دائرة الصحة مقدمي رعاية المسنين لتقديم باقات الرعاية المنزلية على أساس المستهلك (CDC) ابتداء من ١ يوليو ٢٠١٥.

وخلال العام الماضي تم تحويل كل متلقي حزم رعاية المسنين (CACP) إلى النموذج الجديد لتقديم الخدمات، والمعروف الآن باسم المستويين ٢ و ٤ لحزم الرعاية المنزلية.

نحن سعداء لابلاغكم بأننا انجزنا ما طلب منا في الموعد النهائي وتم توقيع اتفاقية الخدمة الجديدة من قبل جميع متلقي الخدمات مع خطط الرعاية الفردية ومراجعتها لتتوافق مع متطلبات التشريع الجديد.

وفي حين أن النموذج الجديد يمنح المستهلكين خيارات أوسع ، كان التكيف مع الإصلاحات مضني نوعا ما للجميع بما في ذلك المستهلكين المعنيين وموظفي جمعية طرابلس والميناء الخيرية. وكان هذا التحول فرصة للتعليم واكتساب الخبرات

لفريق خدمات المسنين والمستهلكين على السواء في فهم النموذج الجديد والقدرة على التفاوض وكيف سيتم تقديم الخدمات في إطار CDC . المستهلكين شاركوا بايجابية في تطوير خطة رعايتهم و تحديد كيفية إنفاق أموالهم، و نوع خدمات الرعاية المطلوبة.

التحول الى النظام الجديد كان عملية معقدة حيث تطلب ذلك اجراء تغيير جزري في النظم والسياسات المعمول بها لتتطابق مع الممارسات الجديدة بما في ذلك شراء نظام جديد للكمبيوتر يستطيع ادارة شؤون متلقي الرعاية لرصد ومراقبة الانفاق وتقديم الميزانيات الفردية . وبعد استعراض عدد من البرامج المتاحة تجاريا ، تم شراء برنامج « eTools » ، الذي اعتبر أنه أكثر عمليا لإدارة ميزانيات المستهلكين.

تدريب الموظفين جزءا لا يتجزأ من التحول إلى الخدمات الجديدة . حيث يتعين على مديري هذه البرامج أن يكون لديهم فهم والمأم بما يعنيه للمستهلكين وللمقدمي الخدمات. دورات تدريبية مكثفة كانت ضرورية لفهم عدة مبادئ منها : تطبيق نهج العافية وتحسين القدرات الفردية ، والإدارة المالية ، والتدريب على تكنولوجيا المعلومات خلال العام الماضي . تدريب يضمن اتباع نهج ثابت و موحد لتقديم باقات الرعاية المنزلية ( المندوبية ) على أساس منها .

ومع ذلك ، وعلى الجانب السلبي ،ف CDC يزيل المرونة التي كانت موجودة سابقا حيث كان بمقدور المنظمات التي تقدم الخدمات ان تخصص بعض الأموال من اجل دعم أعلى لذوي احتياجات الرعاية .

والتحدي الذي يواجهنا هو المضي قدما فيما يتعلق بتمويلنا لبرنامج الخدمات الاجتماعية عن طريق دائرة العائلة والخدمات الاجتماعية لحكومة نيو ساوث ويلز. حاليا التمويل من خلال هذا البرنامج يخضع لمراجعة ونحن ننتظر النتيجة النهائية مع الكثير من الترقب. القيمة التي أضفناها إلى الجالية من خلال هذه الكمية الصغيرة من التمويل هو في معظم الحالات لا حصر لها وسوف نفتقده كثيرا إذا توقفت هذه الخدمات.

ونحن نتطلع إلى الأمام، سنواصل التركيز على الالتزام



بأيدولوجية جمعية طرابلس والميناء. سنعمل دائما على بناء مجتمع قوي، وايجاد شراكات مستدامة مع منظمات مماثلة أخرى ودائما نبقي مسؤولين أمام الجمعية التي أنشئناها منذ ٤٠ عاما لخدمة أبناء الجالية .

تواصل جمعية طرابلس والميناء الخيرية على تطوير قدراتها على الإدارة ورسم سياساتها التطبيقية التي تتماشى مع متطلبات الدوائر الحكومية. ونواصل عملنا في تطبيق سياسات الإدارة والتطبيق العملي والتفاهم لدرء أي أخطار إدارية وضمان التقدم ضمن الخطة الاستراتيجية للجمعية، واستكشاف فرص النمو.

وأخيرا ، ردود الفعل والتعليقات الإيجابية التي تلقيناها فيما يتعلق بتأثير الخدمات لدينا على الرفاه وتحسين نوعية حياة عملائنا يشجعنا ويدفعنا لتقديم المزيد من الخدمات المتنوعة والتي تعود بالفائدة على أبناء الجالية جميعها . ونحن ممتنون للعديد من المنظمات شراكة الذين يعملون معنا لتلبية احتياجات مجتمعنا .

وفي الختام، أود أن أشكر شخصا أعضاء المجلس الإداري لجمعية طرابلس والميناء الخيرية على دعمهم وتأيدهم الكبير وتوجيههم وثقتهم الكبيرة التي وضعوها في . والشكر مرة أخرى اوجهه إلى جميع الموظفين والمتطوعين والمؤيدين لجمعية طرابلس والميناء الخيرية.

موظفينا هم في الواقع ثروتنا الحقيقية و يشرفني أن تؤدي مثل هذه المجموعة الرائعة هذا العمل الكبير.

و التقرير السنوي سيوفر لكم نظرة ثاقبة للإنجازات التي حققتها الجمعية في عام ٢٠١٦-٢٠١٥

المدير العام  
عبد المجيد زهرة



# Home Care Packages (HCP) For the Arabic Speaking Aged Community

Source of Funding: Department of Social Services - 2016



Tripoli and Mena Association is an essential part of the Arabic community, we enrich culture, strengthen our society, contribute to the public and advocate on behalf of individuals. We conduct essential work caring for vulnerable people, protecting them, educating them and we are continuously promoting good health and independence.

This report demonstrates the unique approach that we have taken in our dealings. We strive to be a supportive, accessible and a responsive organisation. Our aim is to assist the clients to meet their goals as easily as possible, thus allowing them to continue to carry out their normal day to day tasks they do within the Australian community. As we reflect on the year, 2016 has continued to be a busy and exciting time. It has proved to be another great year for us, we are blessed with a wonderful community of clients, carers, and support workers. As a coordinator of HCP you gain a valuable insight into the richness of the HCP program and environment, it further allows us to look at ways we can work together with clients to build positive relationships.

Our Home Care Packages services have continued to flourish at TMA, we currently have 102 home care

packages. We pride ourselves on supporting our clients when in need of nurturing and in a caring manner. By taking a more unique approach, we're confident we'll be able to reach out and help more people and their families at a tender time in their lives they need it most, we believe that impact and value of our services is crucial. It is this part of our work that can really set our organisation apart and help demonstrate to the community, supporters and all potential clients the value of the work we do.

During our quality review all our outcomes were identified as 'met', this was the conclusion of the process and we will be expected to maintain this benchmark. The reviewers highlight our strengths. We are extremely pleased with ourselves and the results that we received; it is a reflection on our hard work throughout the years. Around the same time we sent out 'tell us what you think' forms to all our clients, "You guys really put a lot of attention to detail into my HCP" and "I'm so impressed with how hard you worked to get this done on time and under budget" are just some of the positive feedback we received.



My aging days  
are my  
Choice





We recruited new Arabic support workers this year, recruiting these new employees opens up opportunities to find experienced and qualified workers. In total we have 30 support workers who thoroughly understand the duties and responsibilities of their job. We are continuously working to improve our services and staff, training courses is ways of improving the effectiveness of our current workforce, but they are also attractive benefits for ambitious people. Our support workers take advantage of training and learning opportunities that are presented to them; they are very proactive in seeking out new tools, techniques, and learning opportunities.



Our aim is to meet the needs of our local ageing in all their complexities. Aged Care will change forever from next year February, the client will manage their funds and we as an organisation will be able to take as many clients as we are capable of taking. It is expected that clients and families will have greater choice and greater control over the services they receive. As we continue to prepare for an aged care sector with increased client choice we will continue to actively engage our clients to learn ways of improving our services to become even more customer focused. Our focus remains on our client's wellbeing along with the support and development of our staff.

Every person has the right to participate in the decisions that affect their own lives. We see local communities and their local organisations as our partners, and we accompany them, walking hand in hand on their journey. We are part of one human family and have a responsibility to help each person achieve their full potential. Through our ongoing involvement with our clients we have shown our commitment through our work.

This report would be incomplete without acknowledging the invaluable work of TMA's staff and the support workers who serve each week through our HCP services, often without any recognition. This amazing team is committed to seeing people helped and connected to their full potential.



Our HCP team made up of staff, full time and casual, work tirelessly to provide practical assistance and support to a little over 100 people each week. We would like to thank our team who serve at all hours helping those facing some of life's most difficult challenges including grief, family separation, terminal illness, mental health issues, domestic violence and financial stress. The commitment of the support staff is of the highest quality and needs to be recognised. We would like to thank the Manager Abdul Majid Zahra for his continuous support, the federal government and the boards of directors of Tripoli and Mena Association.

We have set our eyes towards the future, recasting our focus for the year ahead. This was reflected in our hard work throughout 2016. It was exciting to dream again as we consider all of the opportunities before us.

**Zena Haddad**  
**Zeinab Rizk**

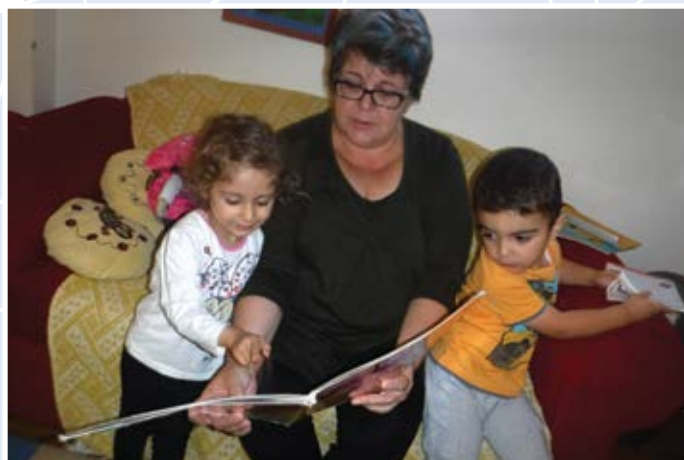




# Arabic Australian Child Care Centre

## Director's AGM Report 2016

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



I am pleased to write my annual report for 2015/2016. It has been a challenging year for us all with a great deal of hard work put in by the whole team of AACCC. The passion and commitment of AACCC team is commended and our success is evidenced by number of families returning with younger children and referring our service to others. 2015 has been a very positive year for those involved in the centre. AACCC is flourishing, we continued with improvements to the service and to physical environment as well. The Arabic Australian Child Care Centre, now in its 31st year of operation provides a quality Long day Care & Education Program to 39 children each day, aged 6 weeks – 6 years, Monday to Friday.

### Staff 2016

We had a bumpy start this year, with Quamrun on the prolonged leave and changes in our classrooms set up. We separated Pre-schoolers from younger children and combined 2 and 3 years old into the big classroom. Due to new National Quality

Standard ratios, we employed new staff member Kanwal Khan, Diploma Qualified Child Care Worker. Taybe extended her Parental Leave into second year. Our casual staff this year were: Iman Safi, Humayra Chowdhury, Edna Magbanua, Joyce Naddaf, Sandra Ekheir, Suge Perawiana, Thoha Hejazi, Labony Jaman, Rokayah Safi, Jennifer Sidique, Tania Emdad.

The dynamics of our staff team was continually changing, as we were recruiting new support staff and our team grew in size due to more children with additional needs entering our centre and improved ratios. May began her Parental leave at the end of April and gave a birth to her son Jibril. Kanwal took over her position in 2-4's room and Edna Magnabanua was employed in temporary position as Sophie's assistant in Preschool room. It is a constant struggle to find a good casual staff for replacing permanent staff. Our educators get a release time for programming and documentation,



also for professional development.

We were successful to renew the funding from Inclusion Support Scheme for 41 hours of additional staff support for 4 enrolled 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

We have booked many workshops and conferences for this year, out of the funds of Long Day Care Professional Development Programme.

Sophie and Asia attended a conference "But is an emergent curriculum enough (from Semann & Slattery), Yanka attended a Conference organised by Gowrie "Down the Rabbit Hole: A festival of bold childhood ideas".

In October 2015, Yanka and Mona participated in TMA Strategic Planning Day. We had an opportunity to evaluate our organisation's performance and have an input in planning new goals for future of organisation.

In February, all the staff, including casuals, participated in Manual Handling workshop. Mona participated in Disaster Recovery Planning workshop organised by Tripoli and Mena Association.

Quamrun, Kanwal and Yanka attended "The Curriculum Conference 2016" (from Semann &

Slattery). Lisa and Asia attended workshop on individualised planning for children: "With love from NZ" (by Semann & Slattery). Kanwal attended the "Master Class on the principles of Reggio Emilia" (by Asia Pacific Early Childhood Consultants) in place of Sophie, who excused herself.

In June, Sophie Berner resigned her job as a preschool teacher, due to her family commitments and we started to advertised to fill in ECT position.

### Enrolments

We had been enrolling most successfully in 2016, the new set up of separate preschool program is very popular this year. We have again small Waiting list, mostly for 0 -3 years old. We enrolled number of children with additional needs this year and we successfully acquired funding add on staff from Inclusion Support Program.

Spot check visits

On Thursday, 28 January 2016, just before at 9:45 am, we received a visit from ACECQA to check on spot, how are we complying with the National Quality Standards and Regulations. As it was just our second day after we returned from Summer Break, it caught us by surprise. Thankfully, with our long tradition of high quality of practices and excellent record keeping by Mona, we passed without any troubles.



Also on Thursday, 25 February 2016, The Hygiene officer from Canterbury City Council came to check our kitchen premises and our Food handling & storage practices. Everything was in order.

## Parent Information Night

As each year we have organised a Parent Information night, to better our communication with the families. As we have noticed that too many parents are concerned with their children eating problems, we invited a Guest Speaker to talk about Raising a Healthy Eaters, the Paediatric Dietician from "Family Food Works" Eve Reed. This event took place on Wednesday, 27 April 2016. We had also set up a schedule for parents of pre-schoolers 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.

## Harmony week

On Monday, 21 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 whole week celebrated a diversity of cultures at our centre and we learned about friendships and Harmony.



## Mother's Day Brunch

We invited mums for Stay & Play Mother's Day Brunch, where we provided very tasty and healthy food and play activities, also a very pleasant atmosphere for social interaction. We invited mums to look at our program and peruse through their child's portfolio.

## The STEPS program

The community nurse visited our centre to check the vision of pre-schoolers. The STEPS program is an initiative of NSW Health and offers all 4 years old children free vision screening. NSW Health advises all children to have their vision screened before they start school and strongly recommends that all 4-year old children participate in the vision screening program

## Program

In 2015 our Program was extended by numerous Incursions and Excursions. Our pre-schoolers participated in Preschool Science workshop facilitated by Kaleidoscope Science in an interactive learning environment. In October, widely acclaimed Storyteller Jenni Cargill from The Story Tree company, Byron Bay Shire visited our centre. Jenni's stories came straight from the heart and



filled the air with magic and wonder. Her use of simple props, percussion instruments and active participation of children, interspersed with her beautiful singing voice enabled her performance to be received by all the pre-schoolers. Jenni addressed environmental concepts and also Australian Aboriginal heritage.

In November children visited Powerhouse Museum that hosted Marvel Comics Superheros Lego exhibition. Pre-schoolers also went to have a splash in Birrong Aquatic Park and we had a few mums joining us in fun time.

In December Rangers on the run came to us with Backyard Bugs show. The show provided a wonderful introduction to the world of bugs. Children had the opportunity to hold and touch many different bugs. Costumes were used to reinforce key points and children had fun transforming into an ant colony.

In January 2016 we have started afresh by separating Senior pre-schoolers into their own classroom to be able to deliver more challenging program. As many families last year started to transfer their children into "proper preschool" (even if their program was inferior to ours), we decided

to promote our preschool program to families and make learning more visible to parents. Children in preschool settled well and started their preschool learning readily, enjoying their independence. We have also re-named the groups this year, giving them respectful names: 0-2 years old children are called Early Explorers, 2-4 years old children are Spirited Seedlings and Pre-schoolers are called Happy Learners.

School preparation program went well, as children learnt the maths and science concepts and practice their pre reading and pre-writing skills in the meaningful way. Our Arabic/Islamic program started as well, children are very enthusiastic learners. The Preschool room (Happy Learners) children demonstrated various interests during the year and the learning was creatively facilitated by Sophie and Joyce. Children often explore the concepts beyond their age and learn at their pace.

During the year in Spirited Seedlings classroom, children were exploring Fruit and Vegetables, how to grow them, how to buy them and how to prepare them for eating. This learning was extended through all the curriculum areas: Language and expressive arts, Maths & Science, Social Science. The team of staff: Lisa, Shaista, Asia & Kanwal worked very well





encourage healthy Body & Brain development and also experiences that encourage friendships/relationships and development of social skills. Outdoor program extended into the visits of local parks due to our scheduled Playground upgrade. Pre-schoolers visited new playground in Anzac park, Campsie. 2&3's visited Harold Bull Reserve in Lakemba.

### Maintenance & Upgrade.

On return from holidays, we discovered termites damaged one of the posts on pergola in the playground. Termite Inspection experts confirmed our worst fears and we had to follow through with treatment. The pest control person explained to us, that the termites moved in due to tree removal and new building sites in neighbourhood and we may have to repeat the treatment in the near future.

The Termite Second inspection (after the Treatment) gave us all clear, so we can book the Landscapers for Stage 3 & 4 of Playground Upgrade for following month.

Our 3rd & 4th Stage of Playground upgrade had been done and our playground is amazing. We have a tricycle track and children are learning about "road safety" and a lot of parents (and visiting professionals) are impressed how good the playground looks!

together and also formed warm relationships with children that enabled them to learn & develop to their optimal potential.

We extended learning about healthy eating with a great Marionette show : "Shake" Children (and staff) really enjoyed the show.

In May, Spirited Seedlings children continued their learning about healthy food and extended their learning by excursion to local shops and community. Children also visited a bank (NAB), where Zachariah's mum works and received the promotional bags of goodies!

Our Outdoor Program is focused on a lot of physical challenges (Eg. Obstacle courses) to

And what for the future? Our vision is to be a positive learning community that builds on quality relationships and developing inquiring minds. Learners will feel valued and safe to explore opportunities with confidence, and be passionate about their learning in readiness for the future challenges. To everyone who has supported the

Arabic Australian Child Care community in a positive way this year I thank you. The hardest thing in writing this report is to name the people I want to thank, because I realised how easily I could miss someone. People get involved with centre to support their children, staff, community; they do it to create a better pathway for their children one better than their own and working together that's exactly what we do. We will continue to follow this path with the support of everyone involved.

**Yanka Petera**  
Director/Nominated Supervisor





ارفعوا بآبار السد  
فانهم يعيشون في زمن ليس بزمينهم  
تحملوا لآلة  
لا معهم  
وانتقادهم المسمم  
فأنتم لا تعلمون بماذا يشعرون

## Tripoli and Mena Canterbury Centre-Based Day Care 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 Souad 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**



# Lakemba Arabic Community Hub

## Community Builders AGM Report

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.

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.

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 Arabic 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

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.







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**

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.



# 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**





# Treasurer's Report



I am pleased to present the financial report for the year ended 30th June 2015 for Tripoli and Mena Association Limited (TMA).

The organisation's financial position is solid and capable of meeting all known and contingent liabilities. The Tripoli and Mena Assoc. has expanded and grown its services to the Arabic Community without compromise in a challenging environment of growing community needs. It has been able to deliver such services economically without sacrificing its enviable fiscal position.

We thank the respective agencies for their ongoing funding support, the committee of Board for their strategic vision, dairection and management, and the staff that make the delivery of our services possible. I commend our auditor's report for the period ending 30 June 2016, knowing the results have cemented the organisations position to confront the challenges ahead for our community.

Concluding, my thanks go to our Executive Officer: Abdul Majid Zahra and our Book Keeper: Chris Lee, for ensuring we get maximum effect from available funds and also for his drive, leadership and commitment to continuously improving the management and operations of TMA. Chris, for her ability to present accurate and lucid financial records. My deep appreciation is extended to both of you.

**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 2016

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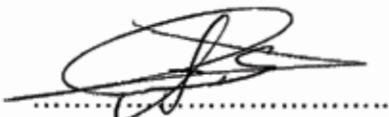
**TRIPOLI AND MENA ASSOCIATION LIMITED**  
ABN 24 001 347 691


**DIRECTORS' DECLARATION  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2016**

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 2016** 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 25<sup>th</sup> day of October 2016

24th October 2016

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 2016**,  
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 2016**, consisting of the Balance Sheet, Profit & Loss statement and accompanying notes, Statement of Cash Flow and Statement of Changes in Equity. 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 2016** 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.

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

## TRIPOLI & MENA ASSOCIATION LIMITED

A B N 24 001 347 691

## BALANCE SHEET AS AT 30 JUNE 2016

| 2015                       | <u>Members Account</u>                    | 2016                |
|----------------------------|---|---------------------|
| 818,887.19                 | Opening Balance 1.7.2015                  | 1,071,688.38        |
| 252,801.19                 | Net Surplus                               | 311,586.98          |
| 924,713.34                 | Al-Faiha Funds                            | 924,713.34          |
| <u>1,996,401.72</u>        |   | <u>2,307,988.70</u> |
| <br>                       |   |                     |
| <u>Current Assets</u>      |   |                     |
|                            | National Australia Bank - Lakemba         |                     |
| 771,407.58                 | Cheque a/c 970 2727                       | 1,010,827.51        |
| 342,074.58                 | Term Deposit A/C 28 580 1038              | 352,921.05          |
| -                          | Term Deposit A/C 28 740 1070              | 21,000.00           |
| 130,805.91                 | Term Deposit Provision a/c 811178590      | 172,020.35          |
| 102,993.62                 | Business Mgt a/c 56 439 4631 Al-Faiha a/c | 102,802.64          |
| 5,411.83                   | NAB Business Payment Card                 | 3,646.34            |
| -                          | E- Toll                                   | 40.00               |
| 500.00                     | Petty Cash                                | 500.00              |
| -                          | Suspence clearing account                 | 4,080.67            |
| <u>1,353,193.52</u>        |   | <u>1,667,838.56</u> |
| <br>                       |   |                     |
| <u>Non Current Assets</u>  |   |                     |
|                            | 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          |
| <br>                       |   |                     |
| 113,397.56                 | Motor Vehicle at cost                     | 140,682.29          |
| - 113,397.56               | Accumulated Depreciation Motor Vehicle    | - 113,397.56        |
| <u>810,400.11</u>          |   | <u>837,684.84</u>   |
| <u>2,163,593.63</u>        |   | <u>2,505,523.40</u> |
| <br>                       |   |                     |
| <u>Current Liabilities</u> |   |                     |
| 132,739.86                 | Provision for Staff Entitlements          | 173,954.30          |
| 7,000.00                   | Provision for Car replacement             | -                   |
| 10,636.46                  | PAYG Withholding Tax Payable              | 13,344.00           |
| 7,405.39                   | GST Payable                               | 1,159.00            |
| 7,856.70                   | Superannuation Payable                    | 9,077.40            |
| 1,583.12                   | Accrued Expenses                          | -                   |
| - 129.62                   | Salary Sacrafice                          | -                   |
| 100.00                     | Miscellaneous                             | -                   |
| <u>167,191.91</u>          | <b>Total Liabilities</b>                  | <u>197,534.70</u>   |
| <u>1,996,401.72</u>        | <b>Net Assets</b>                         | <u>2,307,988.70</u> |



TRIPOLI & MENA ASSOCIATION LIMITED

ABN 24 001 347 691

INCOME & EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2016

| 2015                | INCOME                                    | 2016                |
|---------------------|---|---------------------|
|                     | Government Grants & Subsidies             |                     |
|                     | NSW Dept. of Family & Community Services  |                     |
| 92,403.60           | Arabic Community Worker                   | 102,930.02          |
|                     | Dept of Health                            |                     |
| 326,163.25          | Day Care Project                          | 374,367.71          |
| -                   | HACC Transition                           | -                   |
|                     | Dept of Social Services                   |                     |
| 933,551.29          | Home Care Packages Prog. (HCPP)           | 1,189,468.97        |
|                     | NSW Dept of Education & Training          |                     |
| 16,478.88           | Ethnic school                             | 14,922.28           |
| 25,000.00           | Capital Works Grant                       | -                   |
|                     | Australian Nursing Home Foundation        |                     |
| 53,882.97           |   | 53,787.88           |
| 7,966.00            | Miscellaneous grants                      | 7,451.10            |
|                     | Ethnic School - School fees               | -                   |
| 950.00              |   |                     |
| 15,963.79           | Fees                                      | 28,499.30           |
| -                   | Membership Fees                           | 583.00              |
| -                   | Rent                                      | 26,520.00           |
|                     | Sale of Motor Vehicle                     | 7,272.73            |
| -                   | Sundry Income                             | 39,670.28           |
| 965.44              | Insurance Refund                          | 44.18               |
|                     | Interest Received                         |                     |
|                     | Cheque a/c A/C 970 2727                   |                     |
| 1,373.17            | Term Deposit A/C 28 580 1038              | 10,846.47           |
| 45.10               | Bus Mgt a/c Al-Faiha a/c                  | 49.02               |
| -                   | Term Deposit Prov. for staff entitlements | -                   |
| <b>1,474,743.49</b> | <b>Gross Income</b>                       | <b>1,856,412.94</b> |

TRIPOLI & MENA ASSOCIATION LIMITED

A B N 24 001 347 691

INCOME AND EXPENDITURE STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2016

| 2015                |  | 2016                |
|---------------------|--|---------------------|
| 1,474,743.49        | <b>GROSS INCOME</b>                          | 1,856,412.94        |
|                     | <b>LESS: EXPENSES</b>                        |                     |
| 68.18               | Advertising                                  | -                   |
| 3,000.00            | Audit & Accounting Fees                      | 3,200.00            |
| 105.00              | Award & Trophies                             | -                   |
| 250.74              | Bank Charges                                 | 309.02              |
| 7,384.89            | Cleaning                                     | 8,179.49            |
|                     | Client direct expenses                       | 3,800.35            |
| 1,331.82            | Community Expenses                           | 172.73              |
| 3,100.00            | Consultant                                   | 5,840.00            |
| 13,729.58           | Contractor                                   | 15,035.41           |
| 348.72              | Day Care                                     | 210.94              |
| 26,129.56           | Depreciation                                 | -                   |
| 2,308.91            | Donations                                    | 1,300.00            |
| 4,291.74            | Electricity                                  | 4,078.12            |
| 251.50              | Employment expenses                          | -                   |
| -                   | Excursions                                   | 6,540.91            |
| 2,059.55            | Fire Extinguisher check up                   | 856.00              |
| 700.00              | Functions                                    | 1,470.44            |
|                     | GST adjustment                               | 56.58               |
| 10,970.29           | Insurance - General & volunteers             | 11,308.92           |
| 14,148.05           | - Workers Compensation                       | 16,042.69           |
| 3,245.00            | Membership & subscriptions                   | 4,718.78            |
| 81.72               | Meeting Expenses                             | 1,497.07            |
| 103.55              | Occupation Health & Safety                   | 165.00              |
| 5,358.17            | Office expenses                              | 10,111.97           |
| 5,862.19            | Plant & Equipment                            | 27,702.88           |
| 817.42              | Police clearance certificates                | 382.33              |
|                     | Polices & Procedures                         | 27,596.81           |
| 1,115.45            | Postage                                      | 2,858.01            |
| 24,147.37           | Printing & Stationery                        | 12,843.50           |
| 19,740.58           | Project Activities                           | 15,961.45           |
| 5,727.55            | Rates - Council                              | 6,624.05            |
| 2,470.70            | - Water                                      | 3,175.37            |
| 1,963.63            | Rent   | 27,644.55           |
| 25,725.60           | Refund Unspent Grant                         | 345.45              |
| 24,230.47           | Repairs & Maintenance                        | 61,158.64           |
| 7,702.14            | Sundry                                       | 1,583.12            |
| 1,382.95            | Staff amenities                              | -                   |
| 15,896.26           | Staff & Management training                  | 23,453.45           |
| 71,770.06           | Superannuation                               | 87,701.31           |
| 150.00              | Suspense                                     | -                   |
| 23,100.00           | Techers Allowances                           | 20,720.00           |
| 9,351.18            | Telephone                                    | 15,911.24           |
| 62,727.48           | Travel & transport                           | 93,857.54           |
| -                   | Transfer to Provision for staff entitlements | 41,214.44           |
| -                   | Transfer from provision for motor vehicle    | 7,000.00            |
| 1,323.37            | Uniforms                                     | 1,486.50            |
| 5,639.35            | Volunteer costs                              | 9,600.00            |
| 779,475.12          | Wages & Salaries - Ordinary                  | 948,725.99          |
| 3,687.81            | Wages & Salaries - Salary Sacrifice          | -                   |
| 9,597.16            | Wages & Salaries - Management Fees           | 5,150.00            |
| 1,041.85            | Water  | 839.67              |
| -                   | Website Art & Design                         | 2,636.36            |
|                     | Motor Vehicles & Bus                         |                     |
| 2,096.37            | - Green Slip                                 | 2,413.36            |
| 4,701.72            | - Insurance                                  | 5,224.58            |
| 5,337.35            | - Petrol                                     | 5,118.97            |
| 2,248.73            | - Registration Fee                           | 3,264.54            |
| 3,419.10            | - Repair & Maintenance                       | 4,903.67            |
| 526.37              | - Road Services                              | -                   |
| <b>1,221,942.30</b> | <b>Total Expenses</b>                        | <b>1,544,825.96</b> |
| <b>252,801.19</b>   | <b>Operating Profit</b>                      | <b>311,586.98</b>   |



**TRIPOLI & MENA ASSOCIATION LIMITED**

A B N 24 001 347 691

**STATEMENT OF CASH FLOWS**  
**FOR YEAR ENDED 30 JUNE 2016**

| 2015                | <b><u>CASH FLOWS FROM OPERATING ACTIVITIES</u></b> | 2016                |
|---------------------|--|---------------------|
| 1,473,325.22        | Receipts from customers                            | 1,845,517.45        |
| 1,189,707.04        | Payments to suppliers & employees                  | 1,514,483.17        |
| <b>283,618.18</b>   | <b>Net cash provided by operating activities</b>   | <b>331,034.28</b>   |
|                     | <b><u>CASH FLOWS FROM INVESTING ACTIVITIES</u></b> |                     |
| 1,418.27            | Interest received                                  | 10,895.49           |
|                     | Payment for property, plant & equipment            | - 27,284.73         |
| <b>1,418.27</b>     | <b>Net cash used for investing</b>                 | <b>- 16,389.24</b>  |
|                     | <b><u>CASH MOVEMENT DURING YEAR</u></b>            |                     |
| 285,036.45          | Net increase /(-decrease) in cash held             | 314,645.04          |
| 1068,157.07         | Cash at beginning of reporting period              | 1,353,193.52        |
| <b>1,353,193.52</b> | <b>Cash at end of reporting period</b>             | <b>1,667,838.56</b> |

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

|                   |  |                   |
|-------------------|--|-------------------|
| 252,801.19        | Operating profit /(-loss) after tax                              | 311,586.98        |
|                   | <b>add /(-less) items classified as non-operating activities</b> |                   |
| - 1,418.27        | Interest received  | - 10,895.49       |
| <b>251,382.92</b> | <b>Cash derived from operating activities</b>                    | <b>300,691.49</b> |
|                   | <b>add /(-less) non cash items</b>                               |                   |
| 26,129.56         | Depreciation   | -                 |
| <b>277,512.48</b> |  | <b>300,691.49</b> |
|                   | <b><u>CHANGES IN ASSETS &amp; LIABILITIES</u></b>                |                   |
| 359.40            | (Decrease) Increase Staff Entitlements                           | 41,214.44         |
|                   | (Decrease) Increase provision Motor Vehicle replace              | - 7,000.00        |
| - 0.03            | (Decrease) Increase miscellaneous liability                      | - 100.00          |
| 890.97            | (Decrease) Increase GST A/c                                      | - 6,246.39        |
| 2,101.27          | (Decrease) Increase in PAYG Withholding tax payab                | 2,707.54          |
| 2,544.97          | (Decrease) Increase in Super payable                             | 1,220.70          |
| 1,583.12          | (Decrease) Increase in Accrued Expenses                          | - 1,583.12        |
| - 129.62          | (Decrease) Increase in Salary Sacrifice                          | 129.62            |
| - 1,244.20        | (Decrease) Increase in Paid Parental Leave                       | -                 |
| <b>283,618.36</b> | <b>Net cash provided by operating activities</b>                 | <b>331,034.28</b> |

**TRIPOLI & MENA ASSOCIATION LIMITED**

ABN: 24 001 347 691

**INCOME STATEMENT**  
**FOR THE YEAR ENDED 30TH JUNE 2016**

|  | 2016           | 2015           |
|--|----------------|----------------|
| Revenue                                | 1,856,413      | 1,474,743      |
| Employee benefits expenses             | - 1,119,554    | - 901,778      |
| Depreciation and Amortisation          | -              | - 26,130       |
| Service expenses                       | - 204,470      | - 127,933      |
| Occupancy expenses                     | - 122,169      | - 57,039       |
| Administration expenses                | - 101,363      | - 67,556       |
| Other expenses                         | 3,075          | - 15,781       |
| Refund unspent grant                   | - 345          | - 25,726       |
| <b>Surplus before Income Tax</b>       | <b>311,587</b> | <b>252,801</b> |
| Income Tax expense                     | -              | -              |
| <b>Surplus / (Loss) for the period</b> | <b>311,587</b> | <b>252,801</b> |



**TRIPOLI & MENA ASSOCIATION LTD**

ABN: 24 001 347 691

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2016**

|   | <b>Retained<br/>Earnings<br/>\$</b> |
|---|-------------------------------------|
| Balance at 1 July 2014                        | \$ 1,743,600.53                     |
| Surplus / ( deficit ) attributable to members | 252,801.19                          |
| Balance at 30 June 2015                       | <u>\$ 1,996,401.72</u>              |
| Surplus / ( deficit ) attributable to members | 311,586.98                          |
| Balance at 30 June 2016                       | <u><u>\$ 2,307,988.70</u></u>       |

**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 2016**

**DIRECTORS**

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

|             |         |           |           |
|-------------|---------|-----------|-----------|
| 1) Abdallah | DANNAWI | 6) Fida   | EI ALI    |
| 2) Shadi    | RIFAI   | 7) Yasser | ABOULAHAF |
| 3) Riad     | ZAHRA   | 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 **\$ 311,586.98** (2015 Surplus \$ 252,801.19)

**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.

 25.10.16  
Mustapha Merhi – Director

 25.10.2016  
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 2016**

**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.

AASB 101: Presentation of Financial Statements

AASB 107: Statement of Cash Flows

AASB 108: Accounting Policies, Changes in Accounting Estimates & Errors.

AASB 1031: Materiality.

AASB 1048: Interpretation of Standards.

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.



































## Social Welfare Centre

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PO Box 130  
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**F** : 02 9740 6057

**E** : [info@tripolimena.org.au](mailto:info@tripolimena.org.au)

**W** : [www.tripolimena.org.au](http://www.tripolimena.org.au)

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