Melaleuca
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Annual Report

2020-21





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MAONO YETU (VISION YETU)

Dunia ambao kila mutu anamiliki (anajiskiya kuwa sehemu yake).

DHAMIRA YETU (MISSION YETU)

Tupo ili tukaribishe na kusaidia watu na familia kutoka asili mbalimbali za kitamaduni ili waishi maisho ambao wanayochagua.

MAADILI YETU (ma valeurs zetu)

Kuwa sehemu ya – kujenga hisia ya jumuiya ambapo kila mtu anakaribishwa na anahisi kujumuishwa (kutengeza sense communautaire kwenye kila mtu anakaribishwa na anajisikia anatiwa ndani).

Huruma – kujitia pa nafasi ya mtu mwengine na kutenda na wema kwa kila mtu.

Maadili (éthique) – kushikilia wajibu wetu wa kimaadili kwa kila mmoja wetu , watu tunaowatumikia na jamii (ku soutenir obligation morale yetu kwa kila mmoja wetu, watu tunaowatumikia na communauté).

Heshima – kumkubali kila mtu kama mtu wa kipekee.

Wajibu – kuwajibika kwa kile tunachofanya na jinsi tunavyokifanya tangu mwanzo hadi mwisho. (Responsabilité – kutowa jibu kwa sababu ya kitu tunachofanya na namna gani tunakifanya tangu mwanzo mpaka mwisho).

Kukaribishwa kwenye msukumo (inspiration)

Ni wakati gani kisha kufika kwenye alikuwa anatazamia kufika mkimbizi ao muhamiaji (migrant) anaacha kuitwa mkimbizi ao muhamiaji?

Majina isiyokuwa ya kweli inakuwa kati ya vizazi na inkamatwa kama muhuri (cachet) ya kitambulisho, chanzo (source) au mwanzo, wakati kwa kweli, mwanzo wa kweli ni mtu mwenye kusimama mbele yetu, jumla ya maisha yake ambao ingali ina ongezeka. Hadithi ambazo zilimufanya akawe gisi iko ni: michezo aliocheza akiwa mtoto, nyimbo alizoyimba, marafiki aliokuwa nawo au anawo, matendo mema ambao yanasukumwa na maadili yake.

Kimsingi, aina ya mtu aliyekuwa mbele atoke katika inchi yake ni aina ya mtu iko wakati anafika.

Ijapokuwa safari, anabaki kiongozi na mtaalamu (expert) wa maisha yake.

Jina lake ni jina lake. Ndoto zake ni ndoto zake. Matamanio (ambutions) yake ni yake.

Kwetu, iko mtu mwenye kuwa mteja wetu (client wetu).

Sio mkimbizi, sio muhamiaji.

Kumukaribisha nikurudisha usawa kwa uzuri, katika njia safi na kwa unyenyekevu.

Tupo ili tuwe wenye kutumikia mteja wetu.

Tuwe wachukuaji nuru thidi ya uongozi wake na ruhusa yake ya kutuomba jibu.

“Kuwa sehemu ya” hayitokei kwa bahati. Inaomba matayarisho. Inaomba kuchukwa hatua kwa kujitakia kuona mwingine, ijapokuwa majina isiyo ya kweli ambayo amepewa bila yeye kutaka na jamii (société), kama mtu aliye kama sisi ambaye ana fasi karibu nasi.

Maandalizi (matayarisho) ni ya kusisimua (kufurahisha) tunapotarajia utajiri kila mteja anakuja nao. Baada ya kufika, safari inayojifungua inageuka mukusanyiko wa kumbukumbu ambayo atakumbuka kwa vizazi vinavyo fuata.

Ukaribishaji utakumbukwa uwe umefanywa vizuri ao vibaya.



Tunafanya vizuri.

Tunachunguza kindani katika kujuwa tuko nani tunaona dunia namna gani, tukiulizana maulizo mmoja na mwingine na tukihakikisha kwamba maadili ambayo yanakumbatia kuachana iko ya lazima sana kwa kadiri tunavyo endeleya katika safari na kila mteja, tukimkaribisha kikamilifu.

Kila ukaribishaji uko na uwezo wakuleta mwangaza juu yetu. Kujuwa hivi ni kutumia huruma nakurudishia mteja mwangaza ambaye safari yake hutulisha. Kila ukaribishaji huleta usawa wa gafula, kwa sababu tunalingana.

Utu wake na utu wetu iko tofauti. Tukiweka hii katika akili, tunakaribisha kwa heshima, tukiweka pembeni hukumu yetu ya namna tunavyo ona ulimwengu yenye tunajuwa na lensi ambao tunatumia kuona ulimwengu (namna tunavyo ona ulimwengu) . Tukiweka hii katika akili. Ndipo hapo na ni ndipo hapo tu ukaribishaji wetu unatiya mastajabu ndani yetu na mteja.

Tuko shirika.

Tuko watu binafsi katika shirika.

Wajibu (responsabilité) inabaki pamoja na kila mmoja wetu kufanya kazi nzuri, kutumikiana vizuri, kuongoza vizuri na zaidi ya yote, kuwa na wajibu bila kuvurugika tukisahau mtu ambaye tunakaribisha.

Kisha na ni kisha pale tu msukumo huzaliwa na ukaribishaji wa shauku.



Tafakari (mafikiri) ya mwenye Kiti

Ninawafahamu watu wa Larrakia, wamiliki wa kimila ambao ardhi (udongo) yao tunaitumikia na kwa niaba ya Bodi, wafanyakazi, na wateja wa Malaleuka, ninawashukuru na kuwaheshimu wazee wa zamani na wa sasa.

Mwaka umekuwa mwaka mzuri kwa Malaleuca tunapotangaza kwa shangwe mwaka wetu wa 25 wa huduma kwa jamii mbalimbali za kitamaduni katika Wilaya ya Kaskazini (Northern Territory).

Tulipoanza mwaka na hali ya kutokuwa na uhakika kwa sababu ya Covid-19, Melaleuca iliendelea kukumbatia fursa (ma chances) ya kuungana na viongozi wa jamii (wakuu wa ma communautés) , serikali na mashirika yasiyo ya kiserikali katika Wilaya ili kuunda fursa za kuwahudumia wote.

Mwaka ulianza na sisi kuangalia kwa karibu uendelevu wetu kutokana na kwamba Waliowasili (waliofika) wa Kibinadamu waliathiriwa (walikua affectés) na kufungwa kwa mipaka.

Ilituwasilisha na fursa (ilitupatia bahati) ya kufikiria upya mkakati (stratégie) wetu na kufikiria ulimwengu mpya ambapo kila mtu ni sehemu yake, ambayo inahusika na ushirikiano wa jamii na kutumika pamoja, maadili yenye afia njema, wafanyakazi wenye ujuzi (connaissance katika Kifaransa) na maadili yanayoendeshwa vizuri, utawala bora na mifumo yenye ufanisi (systèmes zenye kufanya kazi vizuri).

Kazi hii iliendelea kwa miezi kadhaa (fulani) kwa mwaka, na mwishowe ileleta Melaleuca kuzindua (ku inaugurer) mpango mpya wa kimkakati (plan stratégique) – *Ukaribishaji wenye Msukumo*.

Tuliunganisha kila lengo la kimkakati ambalo hufanya *Ukaribishaji wenye Msukumo* utimize matokeo mazuri kwa watu binafsi na familia ambazo tupo ili kuzitumikia.

Kwenye kiwango cha utawala, tulipitia na kufanya mabadiliko ambayo yalihakikisha kuwa majukumu ya kimaadili kuhusiana na mwenedo, kisheria na kutenda ukitofautisha kizuri na kibaya ambayo yanaongoza jinsi tunavyosimamia, uongozi na kufanya maamuzi daima yanaonyesha maslahi bora (les intérêts) ya wadau (watu wenye kuwa na uhusiano wowote nasi) wetu, ikiwa ni pamoja na wateja wetu.

Mabadiliko yanayoonekana zaidi ambayo tulifanya mwaka huu ni kwa jina letu - Melaleuca Refugee Centre.

Utambulisho ni moja ya mambo muhimu ya kukuza kujihisi **“uko mmoja wa”**. Tulisikiliza wateja wetu walio kuja kama wakimbizi na hadithi zao zinazoeleza njisi jina letu lina maana

katika kujihisi kwamba wako **“sehemu ya”**, sio tu kama Wakaaji wa Northen Territory, lakini muhimu zaidi, kama Waaustralia wenzetu. Pia tulisikiliza jamii zetu za wahamiaji, ambayo hawatambui kuwa wakimbizi.

Melaleuca iliongoza katika kuleta changamoto kuhusu sisi ni nani na tunasimama kwa sababu gani kwa kusikiliza athari za utambulisho wetu kwa watu tunaowahudumia (impacts ya indentité yetu ku watu wenye tuna servir). Baadaye, Bodi (direction) ilichukua uamuzi wa ujasiri wa kubadilisha Melaleuca na kuunganisha utambulisho wetu kwa nguvu, kujivuna na kujihisi “kuwa sehemu ya” ambayo wateja wetu walituambia wanataka. Kwa hivyo mwaka huu tulibadilisha jina letu, lakini kwa kiasi kikubwa zaidi, utambulisho wetu kwa Melaleuca Australia. Hili lilikuwa ni hatua muhimu sana.

Tulipopitia mwaka huu wa mabadiliko, tuligeuka watu wenye kujikosoa bora zaidi (watu waku jiafanyia auto critique), wenye nidhamu (discipline) zaidi na matarajio zaidi (watu wenye kuwa na ma aspiration).

Nimeona Timu ya Utendaji ya Melaleuca ikiimarisha wakati viongozi wenye ujuzi sana walitolewa

 kutoka sekta nyingine na wengine waliotolewa ndani ya shirika. Timu yetu imeendelea kusaidia wafanyakazi wetu mbalimbali kukumbatia changamoto, kuzungumza kwa ujasiri na kutetea watu tunaowahudumia walote sio ndoto kubwa tu, lakini kuona ndoto hizo zinatimizwa.

Mabadiliko mazuri ambayo yametokea katika shirika letu pia yamejumuisha Bodi kuangalia kwa karibu mifumo yake ya utawala na kufanya mabadiliko makubwa ili kuboresha jinsi tunavyotawala.

Kwa athari za Covid-19, tumefuatilia kwa karibu rasilimali za kifedha (ressources financières) zilizokabidhiwa katika utunzaji wetu ili kuhakikisha kuwa matokeo mazuri kwa wateja wetu yanaendelea kuzalishwa. Wakati kumekuwa na athari fulani ya mgogoro wa janga (catastrophe) la ulimwengu, Melaleuca Australia imeendelea kuweka watu kwanza, kama vile tumeendelea kushikilia imara kwa tabia yetu ya kuwa shirika ndogo yenye kufika mbali ambayo inahusika na mahusiano tunayojenga njiani.

Mwaka huu, Melaleuca Australia imevutia mashahidi wengi zaidi na watu wazuri ambao wametangaza nia yao ya kusafiri nasi. Tunatarajia kufanya kazi na kila mmoja wao.

Kwa niaba ya wajumbe wenzangu wa Bodi, ninawashukuru sana wafanyakazi wote, wajitoleaji, washauri na wadau kwa kusafiri nasi katika kipindi chote cha mwaka 2020-21 na kwa kazi yao yote ngumu.

Wateja wetu ni watu ambao hupokea kazi yetu katika ngazi ya kibinafsi na ninawashukuru kwa imani yao na neema.

Dhati (Cordialement)

Ross Springolo
Mwenyekiti - Bodi ya Melaleuca Australia

Board Members 2020-21

Ross Springolo
Cathy White
Mel Beyler
Lee Campbell
Lorenzo Siciliano
Colin McDonald
Margarida De Araujo
Eric Withnall



Ripoti ya Mkurugenzi Mtendaji

Huu umekuwa mwaka wa haraka na kiasi kikubwa cha kazi kilichofanywa na timu ya watu wasio na ubinafsi na wakarimu ambao wamejitolea kwa mema zaidi.

Huu umekuwa mwaka wa ushirikiano. Ushirikiano wa ndani ni alama ya kazi tunayofanya. Ni hiyi kinachotuweka kuwa wadogo na ni kile kinachounda athari endelevu yenye kuwa na matokeo makuu ya kukaribishwa katika Eneo kwa wenye kuingia kama wakimbizi na wahamiaji.

Kazi yetu inachukua viwango vya Matokeo ya Makazi (Reinstallation) ya Taifa 9, na mwaka huu wakati tunazingatia wote, tumekuza hasa katika maeneo ya Afya, Ajira (Kazi), Jamii / Ushiriki wa Wananchi (participation civique et communautaire), Msaada wa Familia na Jamii, Elimu na Mafunzo pamoja na Haki.

Kama Mratibu (coordinateur) wa Afya ya Wakimbizi na Wahamiaji kwa mkoa (région) huo, Melaleuca ilialikwa kushirikiana na huduma mbalimbali za afya ikiwa ni pamoja na Top End Health Service, NT Aids na Hepatitis Council, na NTPHN, kufanya kazi ili kuboresha uwezekano wa kupatikana kwa watu kutoka asili ya kitamaduni na lugha tofauti katika Darwin, pia kuanzisha fursa mpya kwa jamii tunazozitumikia.

Tulishirikiana na MediClinic na kuanzisha kliniki mpya ya onsite (sur terrain) hasa kwa kufanya Tathmini (ma examens) ya Afya ya Wakimbizi (RHAs) kwa walioingia wa kibinadamu wanaowasili NT. Hii inamaanisha Kitovu chetu cha Afya kinakua kwani kinatia ndani Audiology, Optometry na Tathmini za Afya ya Wakimbizi ya GP. Kama sehemu ya lengo la afya, pia tulianzisha mpango ambao ulihusisha kuteua wafanyakazi wa msaada waitwao Bicultural Support Workers kutoka asili tofauti za kitamaduni kufanya kazi katika jamii zao juu ya nada (sujets) zinazohusiana na afya kama vile Covid-19.

Kusaidia jamii mbalimbali za kiutamaduni na lugha mbalimbali kupata ajira (kazi) katika nchi mpya ni jukumu la wataalamu ambalo linahitaji elimu ya waajiri (employeurs) pamoja na watu wenye kutafuta kazi. Mwaka huu, tumeanzisha jamii ndogo ya mazoezi ya waajiri katika Darwin ambao wamefundishwa kuelewa mahitaji ya watu tunaowahudumia na walisaidiwa kuanzisha mikakati (stratégies) mipya ya kuchunga wafanyakazi.

Pia tulishirikiana na jamii tofauti za kitamaduni na kutoa mafunzo na mwongozo kwa wanaotafuta kazi iliyo ongoza kwenye kufanikiwa kwa ajira (emploi) za watu wengi. Zaidi ya hayo, tulishirikiana na Thrive Refugee

Entreprise kuunda fursa zaidi kwa wengine ya wateja wetu kuanzisha biashara zao za kujiajiri (kujitumikia). Vile mwaka ulikuwa unakaribia kwisha, Melaleuca iliongoza katika kuanzisha mtandao wa kwanza wa huduma za ajira, ikileta pamoja Job Actives zote ili kutambua vikwazo vya kuajiri watu kutoka asili tofauti za kitamaduni na kupata ufumbuzi wa kimkakati (solution stratégique) wa vikwazo hivyo.

Tulizindua nafasi mpya ya mgahawa wa nje (restaurant ya inje) ambayo imetuona tukishirikiana na chefs za mitaa, ikiwa ni pamoja na mgombezi wa MasterChef Minoli De Silva, kuhudhuria fursa zinazoleta jamii pamoja kuungana na kuunda urafiki mpya karibu na chakula.

Huduma zetu za usaidizi wa familia zimekuwa na mwaka wenye shughuli nyingi kwani tumefanya kazi na familia na watoto ili kuongeza hisia zao za **“kuwa sehemu ya”**. Baadhi ya kazi hii ilihusisha kufanya kazi na wanawake ambao wamepatwa na vurugu katika familia zao.

Sehemu muhimu ya mwaka huu imekuwa lengo kubwa la kujifunza katika shirika. Hii ilisababisha Melaleuca kuanzisha jukumu la kujitolea la Kiongozi, Kujifunza na Maendeleo kama jukumu la mtendaji. Kujifunza kunaenea katika kila nyanja (aspect) ya shirika kutoka kwa wateja hadi wafanyakazi / wajitolea (volontaires), kwa jamii na wadau (kila mtu mwenye kuwa na uhusiano wowote na shirika). Bado tungali mwanzoni mwa safari hii na tayari tumeona kwamba kuna mengi ya kujifunza. Tumewakaribisha washirika wapya wa kujifunza ikiwa ni pamoja na Chuo Kikuu cha Charles Darwin katika safari hii.

Katika eneo la haki, tumeendelea kushirikiana na NT Legal Aid juu ya miradi inayoelimisha wateja wetu kuelewa sheria nchini Australia. Aidha (En plus), mwaka huu tulishirikiana na Top End Women’s legal service kuanzisha mpango maalum kwa wanawake walio hatarini ya kutendewa kikatili kuelewa haki zao na kupata uwakilishi wa haki na wanawake ambao ni wanasheria. Hii imekuwa huduma muhimu sana ambayo imesababisha kuongezeka kwa matokeo mazuri kwa wanawake.

Tulikaribisha Multicultural Youth NT kama washirika wetu wa huduma za vijana mwaka huu, na tunakuza fursa zaidi kwa vijana kuzungumza, kuongoza na kuwa na sauti zao kusikia.

Melaleuca pia alikaribisha Kindness Shake kushiriki nafasi na sisi, tunapoendelea kutetea na kujenga uwezo wa wanafunzi wa kimataifa katika Darwin.

Tunapomaliza mwaka, ninajivunia kufanya kazi pamoja na wenzangu ambao wanafanya kazi ya ajabu kila siku na ninashukuru kwa uongozi wao na huduma zao.

Shukrani yangu kubwa daima itakuwa kwa wateja tunaowahudumia, ambao wanaendelea kuweka imani yao kwetu.

Mwaka huu, tunachagua kushiriki majivuno yetu ya uzuri wao na mafanikio yao na wewe, katika Ripoti hii ya Mwaka tunatumaini kwamba utafurahia picha na hadithi.

Dhati

Kwame Selormey
Afisa Mtendaji Mkuu

NIKO HAPA.

Nasimama mbele yenu kama mimi binafsi.
Mimi ni mimi tu.

Safari za maisha yangu yaliyopita
Ni yale maeneo ambayo nimekuwa
Na yana-angaziwa na yale niliyopitia siku hizo.

Bahati/mafanikio na masaibu ya maisha yangu
Hadithi nilizosikia na kuzifahamu
Pamoja na zile ninazowasimulia leo.

Uwezo wangu na, ama ulemavu wangu, hautakuwa kielelezo au kitambulisho cha jina langu,
Na wala halibadilisha jina langu.

Ninaweza kuwa nilitoka nyumbani nikapawacha na kusafiri hapa kama mhamiaji ama
Inaweza kuwa nilikuwa mkimbizi katika safari ya maisha yangu

Haya pia ni kati ya mapito ya maisha yangu.
Kama vile msafiri halihifadhi jina la “msafiri” punde anaposhuka gari,
Ninachagua kutolihifadhi jina la mkimbizi
Punde nitakapo fika kwenye nitakaribishwa.

NIKO HAPA.

Nasimama mbele yenu kama mimi binafsi
Nikitambulika kwa jinsi ninavyojulikana sasa.
Wala sio kwa njia niliyoipitia au gari lililonifikisha hapa.

Ni ukweli kwamba niko na asili ya ukimbizi.
Na ninaukaribisha na kukubali muktadha huu.
Lakini mimi si mkimbizi kamwe baada ya kukubaliwa kisheria nchini Australia.

Mimi ni mtu mwenye asili ya ukimbizi
anayependelea kuwa tu jinsi nilivyo

Tupo kuwahudumia watu binafsi, familia na jamii (communautés)

Kila mtu ambaye tunamuunga mkono ana hadithi (hadisi)

Kila hadithi ina athari (impact)

Kila athari huenea zaidi ya Mtu binafsi kwa familia zao na kwa jamii

Hizi ni baadhi ya hadithi (hadisi fulani) za mwaka

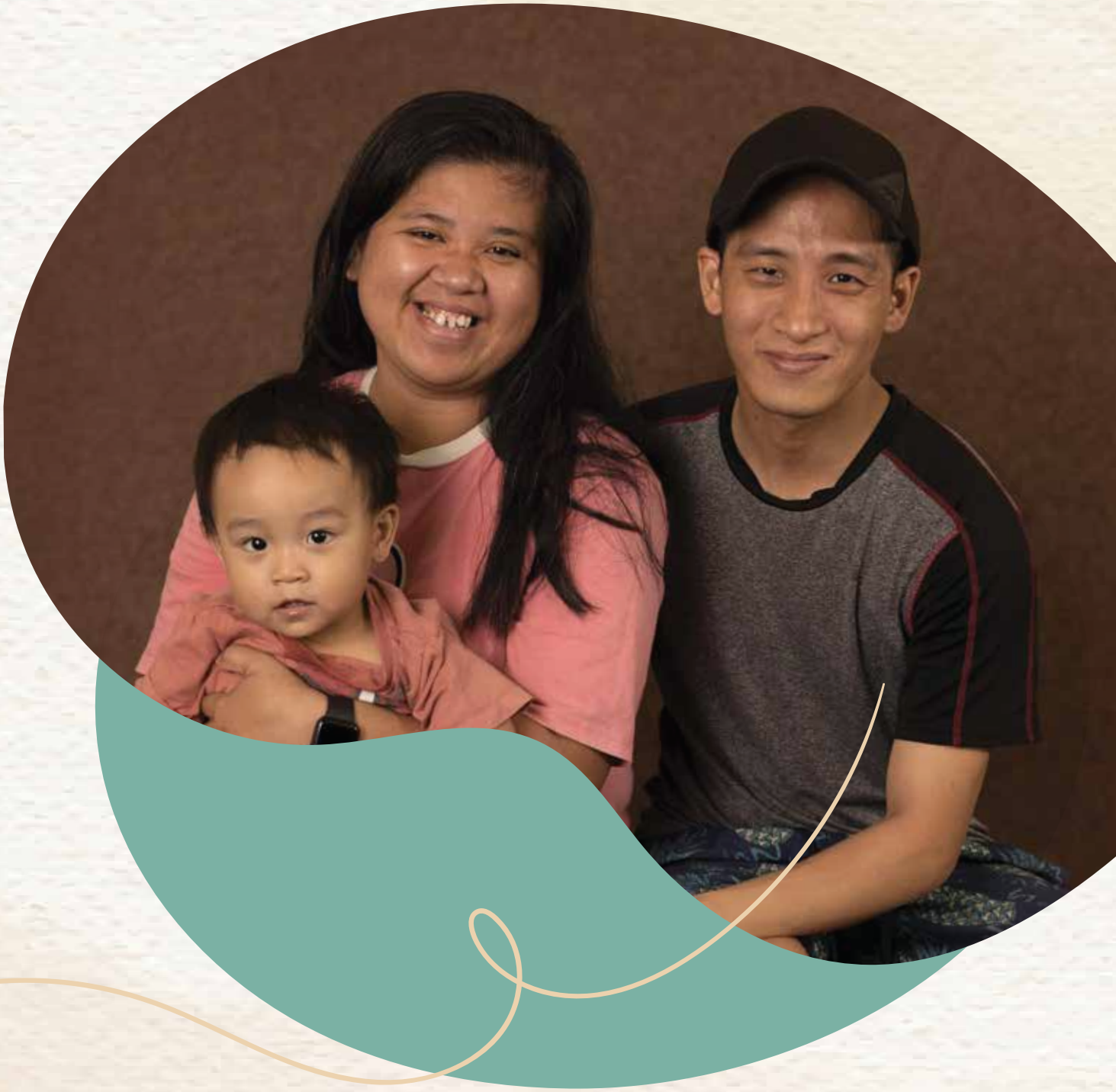


Ninaweza kuongea Kifaransa, Kiswahili na Kiengereza
Nina soma kwa bidi shuleni
Mimi ni mwanafunzi pia mfanya kazi

Mimi ni Aisha

Ninafurahiya kwa usaidizi ambao nimepata
Kwa sasa nimepata fursa yakujuwana na watu
Mimi ni mama mwenye kujifunia kua na
mwanamume mwenye kujali

I am Bieverly



Nina familia yangu Australia
Ninajifunia kwenda kumaliza masomo
Ninajifunza kuendesha gari
Ninajisikia kupata usaidizi kwa watu ambao wako karibu na mimi

Mimi ni Nicolas





Mimi ninajitegemea
Mimi ni mwanafunzi
Mimi ni mama mwenye kujifunia kua na watoto tisa

Mimi ni Fifi



Nina marafiki wengi na ninafurahiya wakati niko katikati ya watu
Mimi nweye amani na kufurahiya kua momoja wao wa Melaleuca
Mimi ni mpasha habari na ninapenda kuongea na watu najisikia kutekelezwa

Mimi ni Jacob

Mimi nina jisikia usalama na familia yangu
Tuna nyumba
Mimi ni mwalimu

Mimi ni Lavender



Mimi nina jifunia kwa mafanikio ya shule
Mimi ni mwanafunzi pia mfanya kazi
Ninafuraha kwa mtu ninaye kuja kua
Nina uhuru hapa Australia

Mimi ni Marie





Mimi ni mvuvi
Nina shikamana na jumuiya yangu
Nina afya

Mimi ni Rajeswaran

Mimi nimetembea sehemu nyingi sana
Mimi ni mfanya kazi msaidizi
Ninaweka utafauti
Mimi mkahaji

Mimi ni Rose





Kiengereza yangu inaendelea kukua siku kwa siku
Ninajifunza kutembeza gari
Ninamtoto mdogo Muaustralia

Mimi ni Michillini

Katika mwaka, tulianzisha mipango michache ambayo ni pamoja na Melaleuca kuanzisha utamaduni wa kujifunza pamoja na kuimarisha (kusimamisha) huduma zetu za afya.



Pamoja na kuundwa kwa jukumu hili jipya, Leader, Learning and Development (Kiongozi, Kujifunza na Maendeleo) mwaka huu, Melaleuca Australia imechukua hatua ya kuleta nyanja zote za kujifunza na mafunzo kwa kuzingatia; kutafuta na kuendeleza fursa za kujifunza kwa wafanyakazi, wateja na jamii pana ya Darwin.

Mwaka huu tumeshirikiana na mashirika ya mafunzo ili kuendeleza na kutoa mafunzo sahihi ya kitamaduni kwa wateja, kuunda rasilimali kuelimisha jamii pana, kuanzisha mpango mpya wa kufundisha kazi wafanyakazi waitwao Bicultural Support Workers na kuboresha mpango wetu wa maendeleo ya kitaaluma. Muhimu zaidi, tumejitahidi kujenga utamaduni ambao unakubali kwamba sisi sote ni walimu na wanafunzi.

Tunafurahi kuendelea kukua katika eneo hili na kupanua ushirikiano wetu na masikilizano katika siku zijazo ili kuendelea kuunda hali kati yake kujifunza inaweza kufanyika na tunawahudumia wateja wetu vizuri. Kujifunza hakuna kikomo.

Ellie Keegan

Kiongozi, Kujifunza na Maendeleo



Katika kipindi cha miezi 12 iliyopita, Refugee and Migrant Health Services imekomaa na kugeuka Health Support Services. Kwa kutambua uwakilishi wa chini wa Multicultural Health katika NT, Melaleuca imejipanga kimkakati na wadau muhimu wa afya ambao wanashirikiana na maono ya huduma sahihi za afya kwa kila mtu.

Matokeo yake, Melaleuca imealikwa kukaa katika Ngazi ya Utendaji ndani Top End Health Services kutoa mashauriano kuhusu ushiriki wa watumiaji; pamoja na kuwa mchezaji muhimu katika kuundwa kwa Kamati ya kwanza ya Multicural Health (na wawakilishi wa watumiaji).

Melaleuca imekuwa na jukumu (role) muhimu katika kushirikiana na jamii za mitaa wakati wa Janga (pandemic) la COVID - 19 kwa kusambaza habari muhimu za afya kwa lugha; na kutoa vikao vya kukuza afya.

Melaleuca imejitolea kwa njia ya uratibu, ushirikiano ili kuendelea kukomalisha Multicultural Health services katika NT na kufahamu kila mtu ambaye amechangia maono haya mwaka huu.

Erin Plumb

Meneja, Health & service Standards

HUDUMA ZETU ZA SASA

Mpango wa Makazi ya Kibinadamu (Programme de Reinstallation Humanitaire)

WIZARA YA MAMBO YA NDANI (DEPARTEMENT DES AFFAIRES INTERIEURES)

Huduma hii inasaidia wahamiaji waliopokelewa kwa msingi wa kibinadamu na wamiliki wengine wa visa wanaostahili kupitia usimamizi wa kesi ya kibinafsi ili kukaa katika maisha ya Australia. Tunawasaidia watu kutoka siku yao ya kwanza ya kuwasili ili kujenga ujuzi na maarifa wanayohitaji kuwa wanamemba wa kujitegemea na wenye kazi wa jamii, na hadi miezi 18.

Ushiriki wa Makazi na Huduma ya Mpito

WIZARA YA MAMBO YA NDANI

Huduma hii ni kwa wateja wanaostahiki kutoka asili mbalimbali za kitamaduni na lugha ili kushughulikia mahitaji yao ya makazi yaliyotambuliwa ili kuboresha ushiriki wa kijamii,

ustawi wa kiuchumi, uhuru, ustawi wa kibinafsi na uhusiano wa jamii. Programu hii inapatikana kwa watu wanaowasili nchini Australia kwenye visa fulani hadi miaka mitano tangu kuwasili. Inapatikana kwa walioasili kwa msingi wa Kibinadamu kutoka mwezi 18 ya kuwasili na hadi miaka 5.

Mpango wa Msaada kwa Waliokoka Mateso na Kuumizwa (kimwili au kiakili)

IDARA YA AFYA

Huduma hii ni kwa watu wazima, watoto na familia ambao wamehamia Australia na ambao wana asili ya wakimbizi. Tunawasaidia kupitia ushauri kwa walioumizwa (trauma counselling) na huduma mbalimbali za wataalamu ambazo zinalenga kurejesha tumaini na uponyaji.

Kuungana tena kwa Vijana

IDARA YA HUDUMA ZA JAMII

Kama Mtaalamu wa Vijana Aliyewasili Hivi Karibuni, Mpango wetu wa Kuunganisha tena ni mpango wa uingiliaji wa mapema wa jamii na kuzuia kwa vijana wenye umri wa miaka 12 hadi 21 ambao hawana nyumba ya kuishi ndani au wako katika hatari ya kukosa nyumba ya kukaa ndani, na familia zao. Huduma hii inafanya kazi na vijana na familia zao kuimarisha vifungo vyao na kuboresha ushiriki wao katika matokeo ya jamii na makazi.



Upatanifu (Harmonie) wa Familia

SERIKALI YA NT - FAMILIA ZA TERRITORY

Huduma hii hutoa mbinu ya msingi ya nguvu kusaidia familia mpya zilizowasili kutoka kwa asili za kibinadamu, wahamiaji, na kitamaduni na lugha, kujenga mahusiano mazuri na ya heshima ya familia ambayo hupunguza kutengwa, kuimarisha familia na kuimarisha usalama wa watoto.

Jamii kwa watoto

USHIRIKIANO NA REDCROSS AUSTRALIA - IDARA HUDUMA ZA KIJAMII (DEPARTEMENT DES SERVICES SOCIAUX)

Melaleuca Australia ni Jamii kwa Ajili ya Watoto Kushirikiana na Redcross. Huduma hii inatoa mpango wa ziara ya nyumbani ya malezi kwa familia kutoka asili ya kitamaduni na lugha tofauti wanaoishi katika maeneo ya Palmerston na sehemu za kandokando.

Huduma za Usaidizi wa Afya

MTANDAO WA AFYA YA MSINGI WA NT

Melaleuca Australia ni mratibu wa afya ya wakimbizi na wahamiaji kwa Wilaya ya Kaskazini. Huduma hii ni kufanya kazi kwa karibu na kliniki za GP na hospitali, kulingana na Miongozo ya Afya ya Australia, kujenga uwezo wa wadau na kuhakikisha upatikanaji wa huduma kwa wateja wetu.

Njia za Ajira (Njia za kupata kazi)

SERIKALI YA NT

Huduma hii inafanya kazi kwa kushirikiana na biashara mbalimbali na waajiri katika Wilaya ya Kaskazini ili kuunda njia za ajira kwa watu kutoka asili mbalimbali za kitamaduni na lugha. Pia tunafanya kazi na jamii mbalimbali za kitamaduni na lugha ili kuwasaidia na ujuzi wa utayari wa ajira na kuulinganisha na mitandao ya waajiri.

FINANCIAL REPORT

Melaleuca Refugee Centre Torture & Trauma Survivors' Service of the NT Inc

ABN 50 116 495 405

SPECIAL PURPOSE FINANCIAL REPORT

for the year ended 30 June 2021

MELALEUCA REFUGEE CENTRE

TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NORTHERN TERRITORY INCORPORATED

SPECIAL PURPOSE FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2021

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merit
chartered accountants

Independent auditor's report to the members of Melaleuca Australia

Opinion

We have audited the accompanying special purpose financial report of Melaleuca Australia (the "Association"), which comprises the balance sheet as at 30 June 2021, the profit and loss statement for the year then ended, a summary of significant accounting policies and other explanatory notes and the statement by the Governing Board.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the Melaleuca Australia as at 30 June 2021 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial report.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the independence requirements of the Australian professional accounting bodies. We have also fulfilled our other ethical responsibilities in accordance with the independence requirements.

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

Emphasis of matter – Basis of Accounting and Restriction on Distribution,

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Association to meet the requirements of the *Associations Act NT* and the Association's constitution. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for Melaleuca Refugee Centre Torture & Trauma Survivor's Service of the Northern Territory Incorporated and should not be distributed to parties other than Melaleuca Refugee Centre Torture & Trauma Survivor's Service of the Northern Territory Incorporated. Our opinion is not modified in respect of these matters.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the *Associations Act NT* and the Association's constitution and has determined the accounting policies used as described in Note 1 are appropriate to meet the needs of the Association and for such internal control as management determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

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Liability limited by a scheme approved under Professional Standards Legislation

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report for the year ended 30 June 2021 as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

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

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

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

Merit Partners

Merit Partners

MunLi Chee
Director

Darwin

17 November 2021

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MELALEUCA REFUGEE CENTRE

TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NORTHERN TERRITORY INCORPORATED

STATEMENT BY THE GOVERNING BOARD

The Governing Board has determined that the Association is not a reporting entity.

The Governing Board has determined that this special purpose Financial Report should be prepared in accordance with the accounting policies outlined in note 1 to the Financial Statements.

In the opinion of the Governing Board:

a) The accompanying Financial Report, being a special purpose financial statement, is drawn up so as to present fairly the state of affairs of the Association as at 30 June 2021 and the result of its operations for the year then ended;
b) The accounts of the Association have been properly prepared and are in accordance with the books of accounts of the Association; and
c) There are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

The Governing Board confirms as follows:

a) The names of the Governing Board members of the Association during the relevant financial year were:
Ross Springolo, Chair
Cathy White, Deputy Chair
Paresh Ghimire, Treasurer – Resigned November 2020
Colin McDonald
Lorenzo Siciliano
Sulal Mathai – Resigned November 2020
Kamal Ali – Resigned November 2020
Margarida De Araujo
Mel Hood
Lee Campbell
Eric Withnall – Appointed April 2021

b) The principal activity of the Association during the relevant financial year was the provision of settlement and counselling services to refugee families in the Northern Territory.
c) The Net Operating deficit of the Association for the year was $37,657 (2020 – surplus $119,681).

Signed at Darwin this seventeenth day of November 2021



MELALEUCA REFUGEE CENTRE TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NT INCORPORATED

BALANCE SHEET AS AT 30 JUNE 2021

	Notes	2021 $	2020 $
ASSETS			
Current Assets			
Cash and Cash Equivalents	2	1,450,464	1,309,447
Receivables	3	2,566	206,219
Prepayments	4	53,408	53,044
TOTAL CURRENT ASSETS		1,506,438	1,568,710
Non-Current Assets			
Property, Plant and Equipment	5	524,178	515,078
TOTAL NON-CURRENT ASSETS		524,178	515,078
TOTAL ASSETS		2,030,616	2,083,788
LIABILITIES			
Current Liabilities			
Payables	6	205,317	201,563
Employee Entitlements	7	91,145	111,868
Unexpended Grants	9	133,738	98,166
Provisions	8	-	30,083
TOTAL CURRENT LIABILITES		430,200	441,680
Non-Current Liabilities			
Employee Entitlements	7	5,971	10,006
TOTAL NON-CURRENT LIABILITIES		5,971	10,006
TOTAL LIABILITIES		436,171	451,686
NET ASSETS		1,594,445	1,632,102
EQUITY			
Accumulated Funds at Start of Year		1,632,102	1,512,421
(Deficit)/Surplus for the Year		(37,657)	119,681
Accumulated Funds at End of Year		1,594,445	1,632,102

The Balance Sheet should be read in conjunction with the notes to and forming part of the Financial Statements

MELALEUCA REFUGEE CENTRE TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NT INCORPORATED

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 30 JUNE 2021

	2021	2020
	$	$
INCOME		
Contract Services	752,027	1,525,274
Funding/Grants	1,308,712	1,393,743
Donations and Fundraisings	26,020	14,931
Other Income	264,417	232,286
Interest Received	550	1,574
TOTAL INCOME	2,351,726	3,168,108
EXPENDITURE		
Salaries and Wages	1,341,321	2,012,630
Contract Services	123,480	234,107
Professional Fees	250,202	123,351
Depreciation	121,711	114,163
Office Rent	58,696	78,695
Electricity	11,510	23,833
Insurance	47,780	59,888
Telephone	18,433	22,825
Administration	416,250	378,935
TOTAL EXPENDITURE	2,389,383	3,048,427
SURPLUS/(DEFICIT) FOR THE YEAR	(37,657)	119,681

The Profit and Loss Statement should be read in conjunction with the notes to and forming part of the Financial Statements

MELALEUCA REFUGEE CENTRE TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NT INCORPORATED

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

1. SUMMARY OF SIGNFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the constitution and the Northern Territory Associations Act. The Governing board has determined that the Association is not a reporting entity, because in the Governing Board's opinion there are unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy all of their information needs.

This financial report is therefore a special purpose financial report that has been prepared to meet the requirements of the Northern Territory Associations Act and Regulations and the Association's Constitution. The Association is a not-for-profit entity.

The Financial report has been prepared on an accruals basis and is based on historical cost except where stated, does not take into account changing money values or current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report.

(a) Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation. The depreciable amount of all PPE is depreciated over the useful lives of the assets to the Association commencing from the time the asset is held ready for use.

The rates used are:

	2021	2020
Motor Vehicles	16.67%	16.67%
Building Renovations	16.67%	8.33%
Computer Server/Office Equipment	14.29%	14.29%
Computers	20%	20%

MELALEUCA REFUGEE CENTRE TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NT INCORPORATED

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

1. **SUMMARY OF SIGNFICANT ACCOUNTING POLICIES (continued)**

(b) Income Tax

The Association is a Public Benevolent Institution with all applicable taxation exemptions.

(c) Employee Entitlements

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee entitlements have been measured at the amounts expected to be paid when the liability is settled.

(d) Provisions

Provisions are recognised when the Association has a legal or constructed obligation as a result of past events for which it is probable that an outflow or inflow of economic benefits will result and that outflow or inflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(e) Cash and Cash Equivalents

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

(f) Revenue and Other Income

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Association and the revenue can be reliably measured. Revenue is measured at fair value of the consideration received or receivable.. For this purpose, deferred consideration is not discounted to present values when recognising revenue. All revenue is stated net of the amount of goods and service tax. Interest revenue is recognised using the effective interest rate method.

Grant income is recognised in profit or loss statement when the Association satisfies performance obligations stated within the funding agreements. If conditions are attached to the grant which must be satisfied before the Association is eligible to receive the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

The portion of grant income received in the current year that remains unspent at year end is recognised in current liabilities in the balance sheet as it is deemed that the performance obligation has not been fulfilled.

Contract services income is recognised when invoiced and fees not received yet will reflect as receivables in current assets.

1. **SUMMARY OF SIGNFICANT ACCOUNTING POLICIES (continued)**

(g) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount receivable or payable to the Australian Taxation Office is included with the other receivables or payables in the balance sheet.

(h) Expenditure for Humanitarian Settlement Program

Under the terms of the contract with the Department of Home Affairs (DHA), amounts paid to legitimate Australian citizens for the purchase of household furniture and transit accommodation expenses are not recorded as non-current assets in the books of the Association. The disbursements are treated as general expenditure and are tracked or substantiated through the documentation.

MELALEUCA REFUGEE CENTRE TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NT INCORPORATED

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

		2021 $	2020 $
2.	**Cash and Cash Equivalents**		
	General Account - Westpac	367,169	179,656
	STA Account - Westpac	151,153	147,967
	Cash Management Account - Westpac	738,931	788,689
	Cash Reserve Account - Westpac	193,031	192,968
	Cash on Hand - Petty Cash	180	168
		1,450,464	1,309,447
3.	**Receivables**		
	Trade Debtors	1,100	23,048
	Other Receivables	4,827	186,533
	Impairment of Debts	(3,361)	(3,362)
		2,567	206,219
4.	**Prepayments**		
	Prepaid Insurance	52,671	52,326
	Other Prepayments	737	718
		53,408	53,044
5.	**Property Plant and Equipment**		
	Building Renovations St Mary's	1,092,383	1,060,538
	Accumulated Depreciation	(713,531)	(620,915)
		378,852	439,623
	Office Equipment at Cost	167,808	120,611
	Accumulated Depreciation	(78,670)	(55,016)
		89,138	65,595
	Motor Vehicles at Cost	139,495	87,726
	Accumulated Depreciation	(83,307)	(77,866)
		56,188	9,860
	Total Property, Plant and Equipment	524,178	515,078

MELALEUCA REFUGEE CENTRE TORTURE AND TRAUMA SURVIVORS' SERVICE OF THE NT INCORPORATED

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

		2021 $	2020 $
6.	**Payables**		
	Trade Creditors	147,238	113,919
	Westpac Visa Card - Director	(3,118)	1,214
	Westpac Visa Card - CDC	1,120	793
	Westpac Visa Card - HSP	-	(524)
	Australian Taxation (GST)	3,292	16,094
	Australian Taxation (PAYG)	28,904	48,688
	Sundry	2,785	-
	Accrued Expenses	25,096	21,379
		205,317	201,563
7.	**Employee Entitlements**		
	Current		
	Annual Leave	81,023	103,277
	Long Service Leave	10,122	8,591
		91,145	111,868
	Non-Current		
	Long Service Leave	5,971	10,006
		97,116	121,874
8.	**Provisions**		
	Provision for Redundancies	-	30,083
		-	30,083
9.	**Unexpended Grants**		
	Australian Red Cross	32,540	-
	NTG Other	76,198	70,000
	Other	25,000	28,166
		133,738	98,166

10. Commitments

The Centre has a commitment to lease the building at 24 McLachlan Street, Darwin, for 6 years with option to extend for a further 6 years (4 June 2018 to 3 June 2030).

11. Going Concern, COVID-19 Pandemic and Economic Dependency

The closure of the Australian borders in March 2020 due to COVID-19 significantly impacted the settlement of refugees into Australia, and consequently the Association's operations. Revenue from settlement services was negatively affected, and will continue to be until refugee settlement is resumed. To date, that has not resumed. The changing nature of the pandemic and of government responses to it make such a resumption difficult to predict. The Association has duly responded by adjusting its expenditure, as well as accessing other supplementary funds to align to its new financial position. These are as follows:

- The Association received the cash flow boost through to September 2020, and the JobKeeper payment for eligible staff through to March 2021.
- The Association also instituted redundancies in July 2021 to ensure that staffing levels remain appropriate to the scaled-down operations, and continues to monitor staffing levels.
- The Association continues to explore additional revenue sources in the appropriate sectors and within the scope of its strategic plan.

The Association receives significant grant funds from both the Federal and Northern Territory Governments to provide various assistance and support services to refugees and humanitarian entrants as well as the survivors of torture and trauma and their families. The financial report has been prepared on a going concern basis on the expectation that this funding will continue. The Governing Board believes that the support from members and funding bodies will continue and that the Association will continue as a going concern for the ensuing 12 months from the date of this report despite the ongoing uncertainty in relation to the impacts of COVID-19 pandemic.



SHUKRANI ZETU

Kama timu ndogo ya watu, kazi yetu inawezekana tu kama matokeo ya njia ya ushirikiano ambayo tunatumia kuhudumia wateja wetu.

Hawa ni watu ambao pamoja nao tumefanya makazi iwezekane kwa wateja tunaowahudumia.

Hatuwezi kufanya hivyo bila ninyi.

OUR FUNDERS

Australian Federal Government

Department of Social Services

Department of Home Affairs

Department of Health

Northern Territory Government

Office of Multicultural Affairs

Northern Territory Primary Health Network

Department of Territory Families, Housing and Communities

Department of Trade Business and Innovation

Department of Housing

Trusts and Not for Profits

Masonic Charities Trust

Australian Red Cross



OUR PARTNERSHIP AND COLLABORATIONS ROLL

Territory

Top End Women's Legal Service

Kindness Shake

SAMAF Group Pty Ltd

Northern Territory Council of Social Services (NTCOSS)

Australian Redcross

Chamber of Commerce and Industry

City of Darwin

City of Palmerston

St John's Catholic College

Coleman's Print

Football without Borders

Multicultural Council NT

Darwin Community Legal Service

Steps Education Group

Charles Darwin University

Organisation members of the Refugee and Migrant Support Network

Interpreting and Translating Services of the NT

Anti-Discrimination Commission

DASSAN

Menzies School of Health Research

Anula Primary School

Relationships Australia

Northern Territory Government (Baby & child screening and assessment clinics)

Early Childhood Australia (Northern Territory Branch)

NT Police Force

PHN Northern Territory

Northern Territory Government Office of Multicultural Affairs

Anglicare NT

NTAHC

MediClinic

Family Planning Welfare Association of NT Inc

Headspace

International Cross-cultural Integration Training

NT Government Territory Families

NTG Department of Trade, Business and Innovation

Charles Darwin University

Top End Health Services

NT Oral Health Clinic

Hearing Services Top End Health Services

Goodlife Dental Studio

Amity Community Services

Clinic 34

Moil Primary School

Sanderson Middle School

Darwin High School



National

Forum of Australian Services to Survivors of Torture and Trauma (FASSTT)

Mental Health in Multicultural Australia

(MHMA)

Harmony Alliance

Refugee Health Network of Australia

(RHeaNA)

Multicultural Youth Advocacy Network (MYAN)

Settlement Council of Australia (SCOA)

Refugee Council of Australia (RCOA)

Migration Council Australia

Refugee Nurses of Australia

Australian Government department of home affairs

Australian Government Department of Human Services

The Salvation Army

Australia Southern Territory

WISE Employment

Brien Holden Vision Institute

Australian Government Department of Health

Australian Government Department of Social Services

SBS

Multicultural Centre for Women's Health

Onesight

International

International Rehabilitation Council for Torture Victims (IRCT)

United Nations Refugee Agency (UNHCR)

International Organisation For Migration (IOM)



OUR COLLEAGUES (STAFF)

Kwame Selormey	*Organisational Leadership*
Anne Hewitson	*Executive Leadership*
Gabriel Yengbie	*Executive Leadership*
Erin Plumb	*Health Service Coordination/ Executive Leadership*
Shanthi Bandara	*Executive Leadership*
Eleanor Keegan	*Executive Leadership – Training & Development*
Bath Natalie	*Executive and administration Support*
Kate Jones	*Executive and administration Support*
Scott Andrews	*Health Leadership*
Isabel Osuna-Gatty	*Project Coordination*
Aline Mamede V Campos	*Counselling & Advocacy*
Zelda Piggott	*Counselling & Advocacy*
Manzoor Sirajuddin	*Service Coordination*
Carine Kapiamba	*Service Coordination*
Claudine Nimbona	*Service Coordination*
Rupesh Yadev	*Service Coordination*
Christine Okoth	*Service Coordination*
Jade Baker	*Service Coordination*
Neil Gray	*Service Coordination*
Stephanie West	*Service Coordination*
Ross Jackson	*Health Service Coordination*
Hannah Webb	*Direct Support/ Service Coordination*
Francesca Pellizzari	*Direct Support/ Service Coordination*
Joseph Nyembo	*Direct Support*
Paul Machuki	*Direct Support*
Denis Mitrov	*Direct Support*
Nivia Jimena Espitia Gonzalez	*Direct Support*
Maria Rodner	*Direct Support*
Faith Chapman	*Direct Support*
Mariana Chiribagula Umba	*Bicultural Direct Support*
Mfaume Kakozi	*Bicultural Direct Support*
Quyen Le	*Bicultural Direct Support*
Deborah Hussein	*Bicultural Direct Support*
Denisse Gonzalez	*Bicultural Direct Support*
Prasanthi Silva	*Finance Support*
Rochelle Battilana	*Business Support*
Verity O'Loughlin-Warr	*Business Support*
Annie Nkiere Biongo	*Admin Support*
Manisha Adhikari	*Admin Support*
Rifka Sibarani	*Admin Support*



Special thank you

to our former colleague and present friend **Shanthi Bandara** for coming into our lives, and for making our workplace shine so beautifully. You are missed, but we will not forget you.

You know the saying "Melaleuca doesn't say goodbye, we only say welcome and see you around".

Ps. you are a "Link and Synch Gratitude" for life.

Love, from all of us

OUR VOLUNTEER COLLEAGUES

Anja Tinapple
Barbara Mantoan
Cate (Catherine) Wood
Emma Harris
Georgia Eagleton
John Shepherd
Kellie McDonald
Kristina Recomono
Lorraine Sager
Maia Hubert
Manisha Adhikari
Michelle Hayes
Pellagia R Mukandi
Petua Summersby
Philip Anthony Spencer
Rajasekaran Krishnasamy (Thomas)
Sandhya Sabarinathan
Saskia Tykocinski
Susan (Sue) Hancock Clare
Susanna Vassiliou
Tianyu Wang

OUR ORGANISATIONAL SUPPORTS

Andrea van der Werf	*Project Consultant*
Baristy Pallyiage & Prasanthi Silva	*Cleaner The Crow*
Chenoa Ellison	*Complete Workplace Relations*
Hamish McDonald	*General Ledgers*
Joshua Barnes	*Four Legs Design Consultant*
Kyle Chuong	*Kcreativ Consultant*
Maria Virginia	*Mivo Studio*
Toni Stampalija	*Inspire Consulting*
Venjie Diola	*Web Content Consultant*

WE THANK OUR PATRONS

Sir (Francis) Gerard Brennan AC KBE

QC Reverend D Eugene Hurley DD – *former Bishop of the Diocese of Darwin*









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