



ANNUAL REPORT 2023 2024



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- 1. BANKSTOWN COMMUNITY RESOURCE GROUP OBJECTIVES & STRUCTURE 2
- 2. PRESIDENT AND EXECUTIVE OFFICER REPORT 3
- 3. 2023 - 2024 FUNDING OVERVIEW 6
- 4. PROJECTS AND PROGRAMS 8
 - 4.1 MOBILE MINDERS PROJECT 8
 - 4.2 EARLY INTERVENTION SERVICES 10
 - 4.3 COMMUNITY DEVELOPMENT 12
 - 4.4 ABORIGINAL CHILDREN & FAMILIES PROGRAMS 15
 - 4.5 CHILDREN'S SERVICES 20
 - 4.6 BCRG CHESTER HILL PRESCHOOL 22
- 5. TREASURER'S REPORT 23
- 6. AUDITED FINANCIAL STATEMENTS 24

BCRG OBJECTIVES & STRUCTURE

OUR VISION

Strong individuals connected communities.

OUR MISSION

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

OUR VALUES

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

RESPECT:

We value diversity

RESPONSIVENESS:

We listen

COLLABORATIVE:

We work with you

ETHICAL:

We are professional and protect your rights

REFLECTIVE AND INNOVATIVE:

We are flexible and creative

EVIDENCED BASED:

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



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

MANAGEMENT COMMITTEE

Ali Mojtahedi	PRESIDENT
Harry Allie	VICE PRESIDENT
Tim Carroll	TREASURER
Alison Purcell	SECRETARY
Vinh Trang	MEMBER

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

2

PRESIDENT & EXECUTIVE OFFICER REPORT

2023 - 2024

It is with pleasure that we present our 37th Annual Report for 2023-2024.

Throughout the year we have continued to strengthen and support the wellbeing and community connection for children, families and the local community through responsive children's services, early intervention and community development programs.

Our Annual Report lets our members, program participants, funders, and our community know what we did to meet our program objectives and enable change. We deeply appreciate your trust and your support for this work. We encourage you to read each program report to see what great work staff initiate and carry out within the community.

CBCITY FIRST NATIONS CULTURAL HUB AND RESOURCE CENTRE

More than 20 years ago when I had the pleasure of meeting local Elders Uncle Harry, Aunty Maggie, Aunty Noelene, and Aunty Lyn they would often speak about how much the local community needed a safe cultural space and how important it was to bring people together. After years of community support the process of establishing a First Nations Cultural Hub and Resource Centre was approved and supported by CBCity First Peoples Advisory Committee and endorsed by Canterbury Bankstown City Council. The CBCity First Nations Cultural Hub and Resource Centre officially opened on the 15th of June 2024 with BCRG appointed as the anchor organisation. In consultation and partnership with the steering committee, BCRG is responsible for the co-ordination and facilitation of

the Hub. The aim is to work together to achieve positive outcomes for the local First Nations community. The trial period for the Hub runs until March 2026 and will focus on providing a space for the community to come together, to maintain and promote the First Nations culture. This will be achieved through a variety of community development programs, services, drop-in support, social activities and cultural awareness educational opportunities.

We are very fortunate to have colleagues whose long and thoughtful work has been put into establishing trusting relationships and building quality programs – Julie Bertram, Toni Wright, Renee Chalmers, Shareen Clayton, Maureen Underwood, Anna Certoma, Ben Green, Bernie Compton, and Kristie Montesin who have all worked incredibly hard to achieve positive outcomes for the community. We are also extremely grateful for the invaluable relationships with the children and families with whom we work.

I would also like to take this opportunity to thank Marouf, Helen and Christine from The Smith Family Communities for Children Bankstown who provided hands on assistance in setting up the Hub. Thanks to Bunnings, the team at Padstow Dulux, South Western Sydney Local Health District Gooboora Men's group and our wonderful staff and families who all helped out at the working bee. It was a team effort and we managed to have some fun too.

I would like to express my gratitude and thank all those involved in making this happen, particularly Canterbury Bankstown Council and the First Peoples Advisory Committee for taking concrete steps toward establishing a First Nations Hub and a special thank you to Garry Star, Tony Smith, Renee Traynor and Barbara Grant from CBCity Council who have gone above and beyond to make this happen.

We believe and value the importance of understanding and preserving Indigenous cultural and to support the wider teaching and understanding of First Nations culture which is one of the oldest on earth. The aim is that the Hub will provide opportunities for non-indigenous people to learn about culture and promote and facilitate reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander community.

Establishing the hub has required significant effort and is a monumental achievement by many people and I am positive it will be an asset to the community for years to come. A big thank you and acknowledgment of the BCRG Management Committee and former Executive Officer Rebecca Galea who always backed and supported this cause.

2

PRESIDENT & EXECUTIVE OFFICER REPORT

STRATEGIC PLAN 2023 - 2026

In July and August 2023 BCRG staff and Management met to develop a new three year strategic plan with the assistance of an external facilitator.

Our Strategic Plan 2023-2026 is built on six strategic pillars and themes, which are teams, reputation, space, growth, organisation and funding. These pillars have set out our approach to building an inclusive connected community, strengthening individuals and families through responsive children's services, early intervention and community development programs. As the complexity of life and the pressures faced by local communities increases, it is more important than ever that BCRG's three year strategic plan ensures our position as a trusted local community organisation, with a clear focus on pathways that enhance care, access and the individual experience. The strategic plan is a living document and will be updated to reflect operational changes and feedback from stakeholders and team members.

The engagement and support of our community is core to our work at BCRG and we recognise the important role our community will play in many of the strategic initiatives. Within each part of this plan is our focus on quality care, equity, diversity, inclusion and belonging. Moving forward, it is clear that our commitment to the people we serve is genuine and unwavering. Our culture of resiliency and inclusion and our dedication to the values of respect, excellence and compassion is engrained in our workforce.

BCRG CHESTER HILL PRESCHOOL

BCRG Chester Hill Preschool has been operating successfully for over 7 years with enrolment numbers increasing to full capacity and a significant wait list. Many of the enrolments we receive are achieved through positive word of mouth about the service. There have been many improvements made to the preschool environment since its inception in 2017. The physical environment has been transformed with a total reconstruction of the outdoor play space. In June 2022 the preschool achieved an overall assessment and rating result meeting all 7 quality areas with 2 principles receiving an exceeding rating.

The preschool programming is a play based curriculum which reflects The Early Years Learning Framework (EYLF). This curriculum is an educational play based program which views children as being independent, competent, and capable learners who have control of their own learning and environment. Each child's current knowledge, strengths, ideas, abilities and interests are the foundation of the program.

The Preschool emphasises an inclusive environment where children build a sense of belonging and are encouraged to play, discover and learn. It is a diverse multicultural community, and this is reflected in the program and planning. The ongoing improvements to the service and willingness to grow and learn as a team are a credit to the leadership of our Director, Eva Rojas and the hardworking preschool team.

Opening the doors in June 2017 was the culmination of vision, collaboration and in some instances sheer determination, on behalf of the Management Committee and staff. The continued support we have received from the staff and Principal of Chester Hill Public School has been central to the establishment and success of the service. Working collaboratively to achieve a common goal has been an extremely rewarding process. The partnership with the school allows benefits for all stakeholders involved. The preschool children have an opportunity to get to know 'big school', regularly participating in school activities such as library visits, school assemblies and transition to school visits.

None of this would have been possible without the shared vision and ongoing support of Chester Hill Public Schools Principal, Brent Kunkler and Ben Walsh. We can't thank them enough for their commitment to the successful operation of the preschool and ongoing support of BCRG.

CHILDRENS SERVICES OFFICER - KATHY THEOFILOPOULOU

Kathy Theofilopoulou was BCRG's Childrens Services Officer from June 2007 to July 2023. Kathy took 12 months leave for health reasons from May 2022. Sadly Kathy passed away in January this year. We would like to formally acknowledge the work Kathy contributed in her time as Childrens Services Officer. Kathy was involved in many events and forums, and she enjoyed working with others and had longstanding relationships with local workers and colleagues. Kathy was intelligent and hardworking. She always had great ideas and solutions to problems. Kathy could converse about any topic and took an interest in others. She was tenacious and capable of doing anything she set her mind to. There are many skills and attributes that made Kathy a great worker and colleague and she was well regarded within the sector. I know I speak for everyone when I say we feel very privileged to have worked alongside her and she will be sadly missed.

ACKNOWLEDGMENT AND THANKS

I extend our sincere thanks to the government funding bodies that support us: the NSW Department of Education and the Department of Communities and Justice, the Smith Family Communities for Children and the NDIS. A special thank you to the Canterbury Bankstown City Council for their continued partnership and support of BCRG. Thank you also to the Bankstown Sports and Revesby Workers Club and the Padstow Rotary Club.

On behalf of the staff, we would like to sincerely thank the wonderful BCRG Management Committee, Ali Mojtahedi (President), Harry Allie (Vice President), Tim Carroll (Treasurer), Alison Purcell (Secretary), and Vinh Trang (Member) who give their valuable time and expertise in support of BCRG's vision and purpose.

Louise Scarcella
EXECUTIVE OFFICER

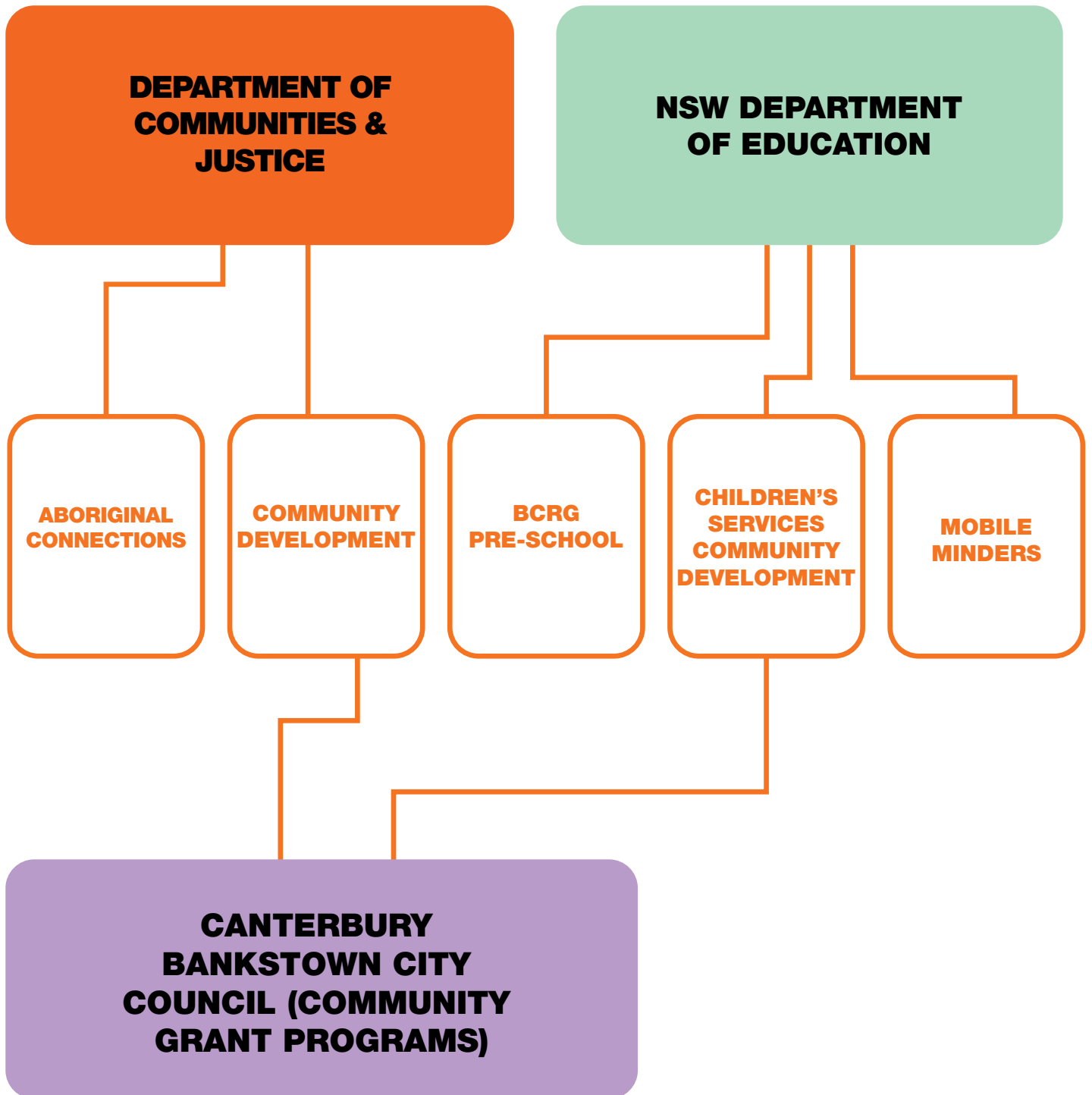
Ali Mojtahedi
PRESIDENT



3

2023 - 2024 FUNDING OVERVIEW

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



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

**NATIONAL DISABILITY
INSURANCE SCHEME
(NDIS)**

**KOORI
CONNECTIONS**

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

**ANCHOR ORGANISATION
OF CBCITY FIRST NATIONS
CULTURAL HUB &
RESOURCE CENTRE**

**CANTERBURY
BANKSTOWN
CITY COUNCIL**

**SOCIAL
ENTERPRISE
(KIDS CLINIC)**

4.1

PROJECTS & PROGRAMS: MOBILE MINDERS



FUNDING BODY

NSW Department of Education -
Start Strong Pathways

PROJECT STAFF

Jeannette Eskaff
MOBILE MINDERS CO-ORDINATOR

Team of casual educators

PROJECT DESCRIPTION

BBCRG Mobile Minders has been operating in Bankstown since 1996, providing flexible early education and care to local Community and Government services through onsite childcare. Mobile Minders works in partnership with local organisations to provide childcare whilst parents/carers are actively engaged in programs. These programs provide connection to community and can reduce social isolation for many individuals.

Mobile Minders support the educational engagement of 0-6 year olds and those children that are too young to receive a preschool education. We understand and respect diversity in child rearing practices and encourage families to share their values and beliefs so that we can better support the child and family. Priority of service is given to isolated culturally and linguistically diverse (CALD) community groups with limited access to childcare.

As a Start Strong Pathway Program, we promote the importance of Early Childhood Education to parents/carers and communities through planned and reflective programming providing a range of activities and experiences for each child with a focus on the National Quality Standards and the Early Years learning Framework. The play-based program includes opportunities to learn how to play and share developing social skills,

understanding the early fundamentals of literacy and numeracy through books and story time. Also providing opportunities for fine and gross motor development through art and craft, construction and physical games.

PROGRAM OVERVIEW JULY 2023 - JUNE 2024

BANKSTOWN SERVICE PROVISION JULY 2023 - JUNE 2024

Mobile Minders undertook 249 childcare sessions throughout July 2023 – June 2024 providing services to 201 families and 226 individual children. Statistics show that 97.8% do not attend any form of childcare and 95.4% were from a Culturally and Linguistically Diverse Background. Our parents surveys confirm that parents/carers wouldn't be able to attend these courses if there wasn't a free childcare service offered..

MOBILE MINDERS WORKED CLOSELY WITH:

- Community Hubs in schools: Chester Hill North, Wiley Park, Bass Hill, Banksia Rd, Villawood East, St Brendan's and Chester Hill Hub. As well as School as Community Centres (SaCC) Wiley Park, Hampden Park and Punchbowl Public School. Both Hubs and SaCC provide a range of place-based and people-centred programs such as English language, literacy learning, parenting and community activities.
- Western Sydney University Bankstown Campus offered The Strong Families Trial Workshops: a parenting program that aims to prevent unhealthy weight gain in 5-11 year old children.
- Mission Australia offered Computer classes.
- CBCity Council organised an evening session for parents and carers Keeping Children Safe Online.

4.1

PROJECTS & PROGRAMS: MOBILE MINDERS CONTINUED

- Creating Links; provided a range of parenting programs such as: Tuning into Kids, 123 Magic, and Bringing Up Great Kids in various community Hubs in schools.
- Inclusive and Diverse Communities Inc offered Skills Programs such as, Tafe Courses, Better Beginning Parenting Program, English Conversation Classes and Cyber Bullying Workshops.

OUTSIDE OF AREA SERVICES

Mobile Minders continues to provide childcare outside of the Bankstown LGA, at a full fee for service.

Throughout the year Mobile Minders has worked closely with Lakemba SaCC and STARTTS who provided the Colour, Calm Program for newly arrived Rohingya Mums from refugee backgrounds, the program assists parents in making sense of the changes they may experience as they transition to a new life in Australia.

Tresillian facilitates a Postnatal Depression & Anxiety group designed to support Mums to explore and learn mindfulness and relaxation practices to manage stress & anxiety and to connect with other mums.

Our aim is to extend our service provision to more organisations, families and children in the community and promote the importance of early childhood education to families.

A big thank you to the Mobile Minders team and to Louise Scarcella (Executive Officer) and Yan Ming Au (Administration & Accounts Officer) for all their hard work and dedication in supporting BCRG and the work we do in serving the community.

Jeannette Eskaff

MOBILE MINDERS CO-ORDINATOR



“The Mobile Minder is fantastic and friendly with all the children. She is professional and always tries to engage the kids in play and song”

- Mum from English Classes, Banksia Rd Community Hub
November 2023



“Your ladies are amazing as always and I value them all, it’s wonderful to work with them”

- Leonie Williams
Schools as Community Centre Facilitator, Lakemba Public School
February 2024



4^{.2}

EARLY INTERVENTION SERVICES

FUNDING BODY

National Disability Insurance Scheme, Variety Charity Grant and privately funded services.

PROGRAM DESCRIPTION

BCRG provides Occupational Therapy services for children 0-18 years with a diagnosis of Autism Spectrum Disorder, Developmental Delay and other developmental disabilities.

Funding options for families:

- National Disability Insurance Scheme: the majority of our clients have access to an NDIS plan.
- Medicare: through a GP referral, clients can access a Medicare rebate which covers a portion of the session fee for a limited number of sessions.
- Variety Charity Grant: Children who have a diagnosis who are not eligible for NDIS and meet certain income requirements, can access a grant for up to \$2000 to put towards therapy sessions.

PROGRAM OVERVIEW

OCCUPATIONAL THERAPY

From June 2023-June 2024, 83 children and young people accessed BCRG's occupational therapy services via individual and group programs at the clinic, home, schools, childcare centers and in the community.

Our EI team has expanded and we now have five occupational therapists with a diverse range of experience levels, interests, expertise and languages spoken (Arabic, Spanish, Cantonese, and Mandarin). Increasing the diversity of our workplace means we are better able to meet the unique needs of the local community.

The EI team provide holistic, strength-based services and we continually reflect on ways to improve our services to meet the individual needs of our service users. Based on feedback from the families we work with, we will now offer services to clients from 0-18 years (previously 0-16 years). This change in service delivery allows us to support clients to build essential life skills during their journey from adolescents into adulthood.

PRESCHOOL PROGRAM

The OT team run a group program at BCRG's Chester Hill Preschool each week to support with the development of underlying skills for school readiness. This program is a great way to integrate BCRG's early education and occupational therapy services. The program has received positive feedback from the children, educators, and parents.

LEGO® BASED THERAPY

The LEGO® based Therapy program is an evidence-based group intervention which supports the development of social, communication and fine motor skills, all whilst having fun building LEGO®. Our OT's, Fiona and Matt, who are Certified Facilitators, have continued to run a school-based LEGO® program at Revesby South Public School. This program runs for eight weeks with different children participating each term.

The OT team also runs LEGO® based Therapy groups during the school holidays at the BCRG clinic. This group is very popular and will continue to be offered regularly during the school holidays.

As a charity, we are eligible to register with Good360 who provide new, donated goods for free with reduced shipping/handling fees. We have purchased crates of new LEGO® sets which have been used during the LEGO® based therapy groups, during standard OT sessions and provided to families to use at home. The children are always very excited to see the range of LEGO® on display at BCRG!

4^{.2} EARLY INTERVENTION SERVICES CONTINUED

SCHOOL READINESS

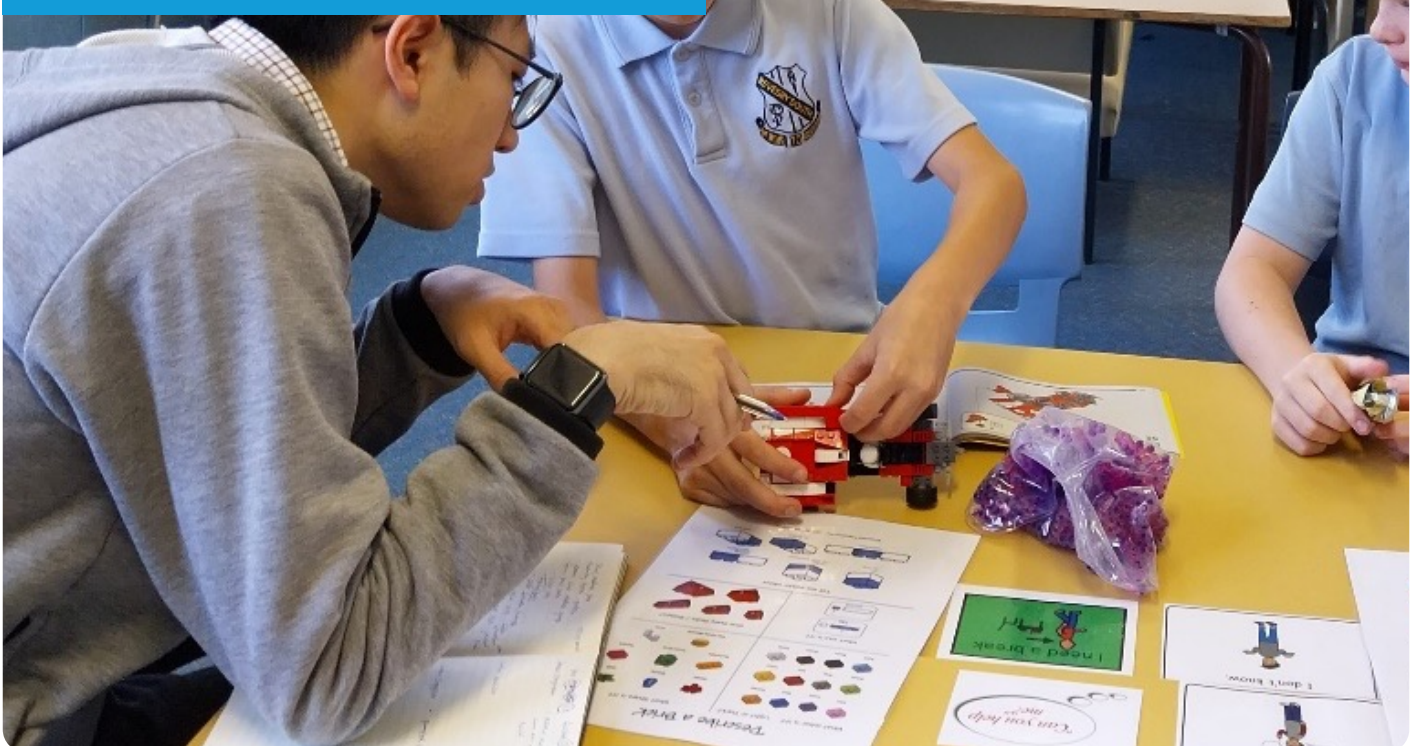
In January 2024, Matt and Mariam ran a school readiness group at the BCRG Clinic. This group was open to children commencing Kindergarten in 2024 who required some additional support to build the underlying skills to learn, play and develop independence at school. The children had a great time in a range of school themed activities such as writing packets, packing a backpack, opening packets for morning tea, following instructions, playing with peers and sitting for group time. We are looking forward to running the next school readiness group in 2025.

Fiona Morgan, Lizzy Pye, Mariam Tebbo,
Gabby Maldonado and Matthew So
OCCUPATIONAL THERAPISTS

The children at Revesby South Public School excitedly showing their LEGO® sets received at the end of a LEGO® based therapy block



OT, Matt, running a LEGO® based therapy group with two students.



4^{.3} COMMUNITY DEVELOPMENT

FUNDING BODY

Department of Communities and Justice

PROJECT STAFF

Anna Certoma

COMMUNITY DEVELOPMENT OFFICER (CDO)

PROJECT DESCRIPTION

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

PROGRAM OVERVIEW JULY 2023 - JUNE 2024

PAINT BANKSTOWN REaD

This early literacy community strategy sits under the umbrella of 'Paint the Town REaD'. The CDO works in conjunction with the Bankstown Child and Family Interagency, Creating Links, Canterbury Bankstown City Council, Chester Hill Neighbourhood Centre and The Smith Family. These agencies have continued to work together on the implementation of this program in the Bankstown region in the 2023-2024 period.

The PBR working party organised and facilitated the Community Reading Trail on the 13th September 2023. The trail took groups of children and their parents/carers through the Bankstown CBD, from the Arts Centre to Bankstown Library, and stopped along the way to observe the surroundings and ask questions about their environment. At the Trail's final destination of the Bankstown Library Reading Garden, there were craft activities facilitated by several services, lots of give aways and an appearance from Bongo.

BANKSTOWN COMMUNITY DRUG ACTION TEAM

From July 2023 through to April 2024 the CDO continued her role as Chairperson of the Bankstown Community Drug Action Team. Bankstown CDAT meets on a bimonthly basis. In this financial year Bankstown CDAT purchased six sets of alcohol goggles and a driving mat resource. The resources are useful when engaging with young people around the topic of alcohol and drugs. The resources provide an activity that demonstrates the effect that alcohol can have on a person. These resources have since been utilised at Youth Week events in 2024 and at drug and alcohol workshops at local high schools.

INCLUSIVE COMMUNITIES NETWORK (ICN)

With the assistance of ACON funding, the Inclusive Communities Network has continued its meetings and activities in 2023-2024. The focus of this network is to plan projects that will build the capacity of local services to be more inclusive of LGBTIQ community members. The ICN meetings are held bi-monthly. BCRG is the auspice for ICN funding.



4^{.3} COMMUNITY DEVELOPMENT CONTINUED

On the 17 May 2024 the ICN hosted an event for International Day Against Homophobia (IDAHOBIT). We had a speaker from Anti-Discrimination NSW, a panel discussion on LGBTQ+ issues, performances, and provided an opportunity for local services and community members to network over lunch. The event was well attended and the Bankstown Arts Centre provided a safe and inclusive space for the event.

The ICN continues to face challenges in the work we do. Wear it Purple Day is a chance for whole communities – LGBTQIA+ people and their allies, to show support and celebrate the spirit of LGBTQIA+ youth.

The Wear It Purple event the Network planned at Bankstown Central Shopping Centre in August 2023 was not able to go ahead. We had planned a few information stalls and an appearance from the local celebrity, Carla from Bankstown. Unfortunately a few community members at the Centre displayed persistent hostile and aggressive behaviour toward the workers and eventually Centre Management decided to abort the event due to safety concerns.

The ICN continues to work toward inclusion and safety for LGBTQIA+ people in the Canterbury Bankstown area and find suitable initiatives that will progress this cause.

SUPPORT FOR COMMUNITY GROUPS

ABORIGINAL WOMEN'S HOPE GROUP

The CDO continues to support the Aboriginal women's Hope group. The Hope group continued their monthly gatherings in this reporting period. The group meet at Wellama, the Aboriginal Community Health Centre in Bankstown.

The ladies attended the BCRG and CB City's Elders High Tea in July 2023 as part of NAIDOC celebrations in Bankstown. The First Nations Youth group had been rehearsing traditional dances for several weeks prior to the event and were proud to perform for the Elders at the High Tea. The group have also been to the cinema to see the Aboriginal film, Sweet As, and attended the Tulip Festival in Bowral.

In February 2024 the group visited the Georges River Environment Centre. This was a special occasion as it marked the launch of the of the ceramic sculpture 'Cherbourg Mission' at the Centre. This sculpture is a replica of the Cherbourg Mission in Queensland, and some of the Hope group members grew up on that mission. Many Hope group members helped create those sculpture pieces, and were very proud to have a new home for their art work, and to share their stories with the school children and community members in attendance.

MALTESE OF BANKSTOWN

The CDO has continued to support the Maltese of Bankstown group. The group continue to alternate between meetings and outings.

In this reporting period guest speakers attended the group to provide presentations, including the Health Promotion Service for Older People (HPSOP), from Combined Pensioners & Superannuants Association and Services Australia. In this reporting period the group attended the Premiers Seniors Concert, and had day trips to Manly and Watsons Bay.



Villawood Xmas Party 2023



Hope group at Georges River Environment Centre 2024

4^{.3} COMMUNITY DEVELOPMENT CONTINUED

SUPPORT FOR COMMUNITY GROUPS

VILLAWOOD NETWORK

This network has several services working together to assist the residents of the Social Housing complex at Urana St, and Villawood at large. These services include Homes NSW, Mission Australia, Salvation Army, Woodville Alliance and Chester Hill Neighbourhood Centre.

COMMUNITY EVENTS

In this reporting period the CDO Project has partnered with other community organisations to work on the following community events:

- Bankstown NAIDOC Day on 1 July 2023 at Bankstown City Gardens
- Elders NAIDOC High Tea at Bankstown Arts Centre 3 July 2023
- Villawood NAIDOC 2023 at Urana St Hub on 11 July 2023
- Aboriginal Children's Day Disco 4 August 2023
- Aboriginal Walkshop for Mental Health Month at Georges River, on 4 October 2023
- Antipoverty Week Expo at Campsie Centre on 19 October 2024
- Antipoverty Weel Forum online 25 October 2024
- Blak Santa Xmas Party on 25th November 2023 at Yagoona Community Centre & Ron Whitehead Place
- Villawood Xmas Party on 19 December 2023 at Urana St Hub
- International Day for the Elimination of Racial Discrimination Stall and Display at Roselands Shopping Centre 15 April 2024
- International Women's Day (IWD) on 6 March 2024 at Canterbury Leagues Club
- First Nations Hub Working Bee and Yarn up May 2024
- Refugee Families Day event on 22 June 2023 at Yagoona



International Day Against Homophobia, Biphobia and Transphobia (IDAHOBT) 2024



Paint Bankstown REAd's Community Reading Trail 2023



Bongo at the end of the Community Reading Trail 2023



Community Reading Trail 2023



Start of the Community Reading Trail 2023

4^{.4}

ABORIGINAL CHILDREN & FAMILIES PROGRAMS

GURING GANG PLAYGROUP

FUNDING BODY

NSW Department of Communities and Justice

PROJECT STAFF

Bernie Compton
ABORIGINAL & TORRES STRAIT ISLANDER CULTURAL CO-ORDINATOR

Kristie Montesin
ABORIGINAL & TORRES STRAIT ISLANDER PROGRAMS CO-ORDINATOR

PROGRAM DESCRIPTION

Guring Gang playgroup provides a safe, creative, and supportive environment for parents and carers to engage in a range of culturally embedded experiences with their children and other families. Our weekly program consists of a wide range of developmentally appropriate and cultural activities that cater for the children's individual needs and interests. There is a strong focus on further developing their social, creative and language skills. Playgroup provides a place for parents and carers to support each other, share their knowledge and skills and connect to the wider community and local services.

The parents are all very engaged in our program and are keen to share their skills. Playgroup families show strong support and care for each other as witnessed both in playgroup and in day-to-day life. The children are keen to be involved in all aspects of the program and show strong development in their skills and in their confidence. All have made new friends who they love to play with.

Playgroup meets each Thursday between 10am-12noon during school terms, we also provide a light lunch at the end.

PROGRAM OVERVIEW JULY 2023 - JUNE 2024

Guring Gang program:

- May - Mother's Day Morning Tea
- June - Naidoc Disco

MOTHER'S DAY

We had a lovely morning tea for our mums, aunties and nans to celebrate Mother's Day. We set up activities for the families to engage in together, such as hair dressing, making Mother's Day cards and collage hearts, one of the mums kindly did all the girl's hair in different hairstyles. We then came together for a lovely morning tea and had some family photos taken. It was a great day spent with children and families.

NAIDOC DISCO

One of the highlights for Guring Gang Playgroup was our NAIDOC Disco. We had around 50 people from the community attend this event. We had activities such as a playroom for our little Jarjums and for the mums to sit and play while the older siblings were entertained by the DJ. We had Elders, mums, dads and cousins join in with some kid friendly and fun activities with their Jarjums. We provided Pizza for dinner, snacks, and juices. The families had a great time, and we received positive feedback and appreciation for putting on a fun night for all.



4^{.4}

ABORIGINAL CHILDREN & FAMILIES PROGRAMS CONTINUED



KOORI CONNECTIONS

FUNDING BODY

Bankstown Communities for Children Facilitating Partners (CfC FP) funded by the Australian Government Department of Social Services (DSS) and facilitated by The Smith family

PROJECT STAFF

—
Bernie Compton
ABORIGINAL & TORRES STRAIT
ISLANDER CULTURAL CO-ORDINATOR
—
Kristie Montesin
ABORIGINAL & TORRES STRAIT
ISLANDER PROGRAMS CO-ORDINATOR

PROGRAM DESCRIPTION

Koori Connections is a suite of programs for Aboriginal and Torres Strait Islander children, families and community, with a focus on 0–12 year old's. The approach centres around celebrating Aboriginal & Torres Strait Islander culture through safe, flexible, and culturally aware programs through a community and family lens.

YOUTH GROUP

FUNDING BODY

The Smith Family - Communities for Children Bankstown

PROJECT STAFF

—
Bernie Compton
ABORIGINAL & TORRES STRAIT
ISLANDER CULTURAL CO-ORDINATOR
—
Barbara Grand
FIRST NATIONS COMMUNITY
DEVELOPMENT OFFICER

PROJECT DESCRIPTION

Youth Group takes place every Monday during school terms and is a cultural program for Aboriginal and Torres Strait Islander youth, with a focus on 10 -17 year olds. The Cultural Hub has given our Aboriginal & Torres Strait Islander Youth Group an opportunity to have a safe place to yarn with each other, hang out, connect with mob and to be involved in Cultural activities and experiences. Bernie Compton, the Aboriginal Cultural Co-ordinator at BCRG and started traditional dancing with Koori Kids Club & First Nation Youth. Bernie and Barbara spent 14 weeks rehearsing with the girls starting term 3 and ending term 4 on the 24th of November and performed at Blak Santa event on the 25th of November.

The dances the girls performed are Bernie Compton's family dances and due to protocols, these dances are performed with a song man.

The girls that performed the dances weren't sure what to expect, but 6 weeks into rehearsals their confidence grew and on the day of Blak Santa there performance was wonderful. It was a

4^{.4}

ABORIGINAL CHILDREN & FAMILIES PROGRAMS CONTINUED

joy to watch the transformation and see such proud young women perform for community.

TERM 1 AND TERM 2 2024

The Youth group painted this beautiful piece of art that tells each one of the participants stories, by using three different colours that represents and symbolises each one. The participants really enjoyed working alongside Bianca Caldwell who was the facilitator, and she was amazing with the participants. When Bianca explained the story to the participants they sat and listened and were excited to do a contemporary piece of art. Each week the participants added to their artwork and they saw their individual stories develop and grow.

FAMILIES CONNECT TO CULTURE

CULTURAL ACTIVITIES & MORE: TERM 3, 2023 AND TERM 1, 2024

On Wednesdays during school terms BCRG facilitates a Families Connect to Culture group that provides a variety of cultural activities and experiences. We have regular attending families and visits from Elders, family members and friends. Children and families are engaged in a variety of activities such as.

- Cultural Activities- Term 3 2023 and Term 1 2024
- Torres Strait Island Dancing- Term 4 2023 and Term 2 2024

CULTURAL ACTIVITIES TERM 3 2023, TERM 1 2024:

Throughout term 3 2023 and term 1 2024 children and families were involved in a variety of cultural activities which included jewellery making with weaving designs and Indigenous coloured

beads. Children and families played cultural board games, such as matching, memory and snap games that included Indigenous animals, words, symbols and artefacts on the boards and cards, encouraging children to learn more about culture and build their social skills as we played in groups. We also did art, drawing and painting our totems and symbols, learning about cultural art and different styles, creations and the history of Indigenous art.

The children really embraced the variety of cultural activities, that provided them the opportunity to learn more about culture, connect with others and share their knowledge and pride in their culture.

TORRES STRAIT ISLANDER DANCING TERM 4 2023 AND TERM 2 2024:

Lataya Anu was the choreographer, rehearsing for 11 weeks during the Families Connect to Culture program which started in term 3 and ended in term 4.

The children performed two language songs from the Torres Strait Islands. Most of our Jarjums picked up the dance quite quickly, Lataya did a great job at showing them the easy way to perform the dances, that are generally more complicated. They learnt simple words when rehearsing like Bubook (sit down) for sit down dance. Muck time (March on) kup karr (jump) Kulap (shakers). The group performed at the Blak Santa event and proudly showcased what they have learnt and shared their pride in culture. It was great for the community to see what we learn in our groups and for the jarjums to proudly dance in culture.



4^{.4}

ABORIGINAL CHILDREN & FAMILIES PROGRAMS CONTINUED

FAMILIES CONNECT TO CULTURE

TERM 2, 2024:

Litia Anu taught our children a beautiful dance called 40 Tribes of Bwngcolman meaning (My people). Our children performed the dance at the official Cultural Hub opening on 15th June 2024 and performed at our Family NAIDOC Day also.

BLAK SANTA 2023

This year we held the annual Blak Santa event at a new, more spacious and enclosed area at Yagoona Community centre and Ron Whitehead Park. The event started with a smoking ceremony and welcome to Country. There were lots to do with a jumping castle, teacup rides, reptile show, face painter and magic show, outdoor games, Tumbletown which is a small, enclosed kids play area, photobooth, rock climbing wall and cultural performances. There was also cultural art and activities, with the most important part of the event a visit from Santa, who handed out gifts to all the children at the end.

It was a fun filled and culturally enriching day for all involved. There were over 200 people attend the event and even though there were some rain clouds and drizzle, the children still had a great time. It was great to see community come together to celebrate culture and the end of year festivities.

EXCURSIONS SYMBIO WILDLIFE PARK DEC 2023:

All preschool aged children and their families were invited to attend Symbio Wildlife Park. The children had so much fun and enjoyed looking at the animals and playing at the water park. It was a great day for the children to engage with one another and explore the park with all the Australian animals and learning a bit about culture. The parents and carers had a good time as well and were very appreciative of the fun filled day.

AUSTRALIAN MUSEUM

In January 2024 we visited the Australian Museum where it displays one of the world's most-significant Aboriginal and Torres Strait Islander collections, with artworks, technologies and cultural material representing First Nations communities from across Australia. Many of these objects are on display in Garrigarrang (Sea Country). There was weaving, fishing nets, hunting tools and resources and information about Aboriginal history. There was a tour guide to explain all the artefacts and history, it was a very informative and culturally enriching experience. After the tour, the families had the opportunity to explore the museum then we had a picnic in Hyde Park. The families all said they had a great day with a lot of cultural information shared and finishing off the day with a healthy picnic lunch in the park.



4^{.4}

ABORIGINAL CHILDREN & FAMILIES PROGRAMS CONTINUED

TRIBAL WARRIOR CRUISE

The excursion on the Tribal Warrior was full of adventure and immersed us in culture from beginning to end. We embarked on the journey departing from the eastern pontoon, we had cultural commentary on the cruise as we headed to the National Park Harbour Island where we watched cultural performances and listened to stories of the Cadigal, Guringai, Wagal, Gammaraigal, Wallumedegal people, the original custodians of the land surrounding Sydney.

We travelled on Marinawi (big canoe) to the island and had spectacular views of Sydney Harbour. The families were captivated by the cultural experience and thoroughly enjoyed the excursion. The day was finished off with a picnic in the park before heading home after a fun filled and culturally immersed day.



4^{.5} CHILDREN'S SERVICES

FUNDING BODY

NSW Department of Education
(Start Strong Pathways)

PROJECT STAFF

—
Melissa Sganga
(June - July 2023)

—
Amanda Kupke
(commenced April 2024 - ongoing)

PROJECT DESCRIPTION

Start Strong Pathways has been delivered by BCRG since September 2019 through a range of activities with the aim to:

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

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

- Children with disability or additional needs.
- Children from Aboriginal background.
- Children from low income families.
- Children from culturally and linguistically diverse backgrounds.
- Children at risk from significant harm (from a child protection perspective)
- Children from socially isolated families.

PROGRAM OVERVIEW JULY 2023 - JUNE 2024

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

INDIVIDUAL CHILD AND FAMILY SUPPORT

The program supported families:

- Individually through phone, email, face to face meetings and in group settings. In 2024 The CSCDO worked with other agencies to implement supported playgroups. A partnership was formed with Karitane, working together implementing a playgroup with programs layered in from STARTTS. The CSCDO assisted in BCRG Guring Gang playgroup midway through 2024.
- With Information and referral to preschool and other support services such as hearing, speech pathology, Centrelink, Medicare, developmental milestones, literacy information, activity ideas, other early intervention services and community services.
- To explore early childhood education options that best meets child and family needs. One parent commented "Thank you, I am happy and happy for my children."



4^{.5} CHILDREN'S SERVICES CONTINUED

PARENTING PROGRAMS

BCRG was able to provide the Sing & Grow 'Off to School' music program with funding received from a Canterbury Bankstown Club Grant. This was run in partnership with Bankstown Children and Families Hub and ran for 6 weeks in February 2024. This was a free school readiness program for children (3-5 years) starting school the following year. The program is presented by Sing & Grow and encourages parents and carers to share in the activities with their child. The program developed skills in parents to recognise their role in supporting their child through a positive transition to school and supported children's development in areas such as early literacy, transitions, motor skills, language, social skills, emotional wellbeing, independence. The program provided further opportunity to strengthen the relationships between families and education services. The Sing and Grow program is a national evidenced based music therapy program for families. Play Matters is the home of Sing and Grow Australia.

Transition to School packs were developed in collaboration with the Mobile Minders program. The packs provided children and families with literacy and numeracy resources, activities and information to support a positive transition to school. The packs will be handed out in late 2024.

INTERAGENCIES AND WORKING PARTIES

The CSCDO project continues to participate in the bi monthly Bankstown Child and Family Interagency meetings and its working parties. The work undertaken by the CSCDO in each of the working parties have included:

Canterbury-Bankstown Playgroup Network

This network aims to support playgroup workers in the Canterbury-Bankstown region through a range of professional development events. Professional development opportunities were offered to playgroup workers. This provided opportunities to connect with other playgroup workers and share ideas and practices. The group was successful in applying for and receiving funding to hold a playgroup picnic for families in late 2024.

AEDI / Transition to School Party

Some play and stay sessions at local shopping centres were held. Information and referral to support services were provided as needed. Information about the importance of early learning and skills for starting school were discussed with parents and carers.

THE CSCDO ATTENDED:

The Children's Expo at Bryan Brown Theatre, engaging with families and other services, providing follow up support and information to families.

Families week celebration at Bankstown Square with other services, interacting with children and families, providing activities, sharing and exchanging information, some families taking books home to read with their children.

Refugee week celebration planned by Community Bankstown Migrant Interagency Working Party. Activities provided inviting children and families to feel welcome and join in with activities and information available, sharing, engaging and celebrating together.



4^{.6} BCRG CHESTER HILL PRESCHOOL



FUNDING BODY

Department of Education

The NSW State Government subsidises preschool fees to provide Fee Relief to families. Most families do not pay any fees, and some pay a minimal gap payment. Other families pay full fees if they already receive Fee Relief at another preschool or long day care and education centre.



PROGRAM DESCRIPTION

BCRG Chester Hill Preschool for 3-5 year old children, based on a play based curriculum which reflects from The Early Years Learning Framework (EYLF). This curriculum is an educational play based program which views children as being independent, competent, and capable learners who have control of their own learning and environment. Each child's current knowledge, strengths, ideas, abilities, and interests are the foundation of the program. The children have engaged in fantastic projects this year stemming from their interests such as gardening, dinosaurs and space. These interests offer meaningful opportunities for children to engage and explore the world around them, building on their knowledge, ideas, curiosity and questions.



Our Educators are strong advocates of children's learning and the importance of intentional teaching through play for the foundation of learning in early childhood. The educators deliver age appropriate experiences and learning opportunities and inform the benefits of learning through play to the families. Professional development and training for educators is an ongoing process and considered an important part of our reflective practice. This is achieved through staff supervision, professional development training opportunities and regular staff meetings. Our team consists of highly experienced and skilled Early Childhood Teachers, Diploma and Certificate 3 qualified educators. The program is

informed by the Early Years Learning Framework. Our educators foster creativity and problem solving in children and are actively engaged in developing confident and involved learners.

The main principle that underpins BCRG service practice is the importance of relationships with the children, families and the community with whom we work. BCRG Preschool adopts a strength based and person centred approach to working with children and families. We are inclusive of all children and different abilities. We provide inclusion support for children who need additional support to have the same level of participation in the program as their peers. This includes working with families to build their capacity to also support their child's needs and development, as well as working with allied health professionals. BCRG OT – Mathew has also supported the preschool children in their school readiness skills through various activities targeting and building their independence and abilities.

BCRG Chester Hill Preschool emphasises an inclusive environment where children build a sense of belonging and are encouraged to play, discover and learn. We are a diverse multicultural community and reflect this in our program. The preschool has specially designed indoor and outdoor spaces and encourages children to explore and learn within a nurturing environment.

BCRG undertakes an annual Preschool census and adheres to the Start Strong funding principals with the aim to reduce fees and increase the number of children participating in a quality early childhood education program in the year before school.



4.6 BCRG CHESTER HILL PRESCHOOL CONTINUED

5 TREASURERS REPORT

PROGRAM OVERVIEW

- Celebrated children's Graduation and Christmas parties
- Celebrated events with families in the preschool – Mother's Day morning tea, Bravehearts Crazy hair Day Fundraiser, Book Week Parade Children's Week
- Additional community programs were offered to the children to extend our educational program through Fire Brigade visits, Chester Hill Library Visits, and Aboriginal Cultural incursions and performances.
- Excursion to Sydney Zoo and attended an Aboriginal session.

PROJECT STAFF

Eva Rojas
DIRECTOR

Kim Ha
TEACHER – EDUCATIONAL LEADER

Thida Thein
EARLY CHILDHOOD EDUCATOR

Apsar Shaik
EARLY CHILDHOOD EDUCATOR

Leeana Lewis
TEACHER – EDUCATIONAL LEADER

Jessie McDonald
EARLY CHILDHOOD EDUCATOR

Reshma Lucky
EARLY CHILDHOOD EDUCATOR

Linh Phan
EARLY CHILDHOOD EDUCATOR

Michelle Chen
BICULTURAL SUPPORT WORKER



The high inflation rate throughout the 2023/2024 financial year has impacted many households and businesses. BCRG has managed to overcome these challenges and has a slight increase in surplus compared to the previous financial year.

Without the staff dedication and strong leadership from the management, a small organisation like BCRG would not achieve a healthy financial goal. We also ensure the organisation meets all financial compliance requirements and the management is well aware of the governance best practices.

I am very pleased to report that BCRG has a surplus of \$169,492 for the 2023/2024 financial year. The surplus will be invested in developing new programs and activities as well as to maintain resources for continued service delivery.

In early March this year, BCRG was appointed as the anchor organisation for the CBCity First Nations Cultural Hub & Resource Centre and is responsible for the co-ordination, facilitation of the Hub. In consultation and partnership with the steering committee made up of representatives from Council, the CBCity First peoples Advisory Committee and other key stakeholders BCRG will work to achieve positive outcomes for the local Canterbury Bankstown First Nations community over a two-year period.

The Hub will focus on providing a space for the community to come together, to maintain and promote the First Nations culture. This would be achieved through a variety of community development projects and programs. This will be an asset to the community and provide cultural awareness for all the community and promote reconciliation.

The Chester Hill Preschool has had full enrolments for much of the school terms. The NSW Department of Education's fee relief program has continued to be a major assistance to financially disadvantaged families.

Our Preschool sits upon the land of the Chester Hill Public School. We would like to express our thanks for the long and valuable relationship.

We continue to flourish in our Canterbury Bankstown Council owned premises at Jacobs Street, Bankstown where we have operated since January 2019. As always, we extend our continued gratitude to the Council and look forward to many more years here.

5

TREASURERS REPORT CONTINUED

I would like to acknowledge our valuable funders and supporters: The Commonwealth and State Governments, The Smith Family Communities for Children Bankstown, Canterbury Bankstown City Council, Local Clubs and the NDIS.

We would like to express our appreciation to the following businesses and organisations who have donated to BCRG various gifts and resources: Canterbury Bankstown Council, Rotary Club of Padstow, Ray White Estate Agent and Bunnings.

Mr. Con Kostanti, BCRG's IT consultant, deserves special mention. He attends to our IT problems 24/7 even during an overseas holiday! Furthermore, he is extremely patient in explaining the complex issues of the ever changing cyber world.

Thanks also to our many community supporters and collaborators and the families that trust us to run programs with them and their children across a broad range of activities.

Nothing would happen without our committed, reliable staff and the NDIS contractors who serve the children and families of this area above and beyond all expectations.

We will continue to put the safety of our families and children first and are confident we can overcome challenges that will surely arise.

I thank my fellow BCRG Management Committee for their continued dedication and look forward to working together strategically with BCRG staff to best meet the many service demands and needs in our diverse community.

For further financial information, our detailed audited financial statements are listed at the end of this report.

Tim Carroll
TREASURER

6

AUDITED FINANCIAL STATEMENT

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

CONTENTS

	Page
Responsible Entities' Report	2
Income and Expenditure Statement	4
Statement of Financial Position	5
Statement of Cash Flows	6
Notes to the Financial Statements	7
Charitable Fundraising Act Information	16
Responsible Entities' Declaration	17
Independent Audit Report to the Members	18
Auditor's Independence Declaration	20
Compilation Report	21
Income and Expenditure Statement	22

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

RESPONSIBLE ENTITIES' REPORT

Your management committee members present the financial report of the Bankstown Community Resource Group Incorporated for the financial year ended 30 June 2024.

Committee Members

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

Ali Mojahedi - President
Harry Allie - Vice President
Tim Carroll - Treasurer
Alison Purcell - Secretary
Vinh Trang

Principal activities and performance

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

The profit for the year amounted to \$169,462 (2023: \$165,968 profit)

Matters subsequent to the end of the financial year

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations, or the state of affairs of the association in future financial years.

Environmental regulation

The association's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Indemnity and insurance of officers

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the association.

Indemnity and insurance of auditor

The association has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the company or any related entity against a liability incurred by the auditor.

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

RESPONSIBLE ENTITIES' REPORT (CONT.)

Auditor's independence declaration

The auditor's independence declaration is set out on page 20 and forms part of the officers' report for financial year ended 30 June 2024.

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

Ali Mojahedi
President



Tim Carroll
Treasurer



Dated: 23/12/2024

6

AUDITED FINANCIAL STATEMENT CONTINUED

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

	Note	2024	2023
		\$	\$
CURRENT ASSETS			
Cash and cash equivalents	3	2,032,451	1,725,424
Receivables	4	6,080	3,030
Other	5	200	230
TOTAL CURRENT ASSETS		2,040,741	1,728,654
NON-CURRENT ASSETS			
Property, plant and equipment	6	21,971	29,235
TOTAL ASSETS		2,062,712	1,757,949
CURRENT LIABILITIES			
Payables	7	397,885	246,431
Other	8	116,372	127,256
Provisions	9	180,050	187,340
TOTAL CURRENT LIABILITIES		694,317	541,027
NON-CURRENT LIABILITIES			
Provisions	9	141,574	159,593
TOTAL NON-CURRENT LIABILITIES		141,574	159,593
TOTAL LIABILITIES		835,891	700,620
NET ASSETS		1,226,821	1,057,329
FUNDS			
Accumulated funds		1,226,821	1,057,329
TOTAL FUNDS		1,226,821	1,057,329

The accompanying notes form part of these financial statements.

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

INCOME AND EXPENDITURE STATEMENT
FOR YEAR ENDED 30 JUNE 2024

	Note	2024	2023
		\$	\$
Revenue	2	2,038,077	1,815,174
Employee benefits expense		(1,474,888)	(1,257,146)
Program costs		(53,388)	(53,052)
Other expenses		(340,309)	(326,938)
Profit for the year		169,492	185,988
Accumulated funds at the beginning of the financial year		1,057,329	891,341
Accumulated funds at the end of the financial year		1,226,821	1,057,329

The accompanying notes form part of these financial statements.

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

Note 1. Statement of Significant Accounting Policies

Financial Reporting Framework

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Bankstown Community Resource Group Incorporated. The committee has determined that the Association is not a reporting entity as the users of the financial statements are able to obtain additional information to meet their needs.

Statement of Compliance

The financial report has been prepared in accordance with Australian Charities and Not-for-profits Commission Act 2012 and New South Wales legislation the Associations Incorporation Act 2009, the Charitable Fundraising Act 1991 and associated regulations and the basis of accounting specified by all Australian Accounting Standards and Interpretations.

Basis of Preparation

The financial statements have been prepared on an accrual basis and are based on historical costs. They do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

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

(a) Revenue Recognition

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

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

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

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

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

(b) Goods and Services Tax

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

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024	2023
		\$	\$
Cash flows from operating activities			
Receipts from members and customers		2,195,411	2,093,352
Interest received		26,752	14,401
Payments to suppliers and employees		(1,916,126)	(1,379,733)
Net cash inflow/(outflow) from operating activities	11	307,037	228,020
Cash flows from investing activities			
Payment for property, plant and equipment		-	-
Net cash inflow/(outflow) from investing activities		-	-
Net increase/(decrease) in cash held		307,037	228,020
Cash at the beginning of the financial year		1,725,424	1,497,404
Cash at the end of the financial year		2,032,461	1,725,424

The accompanying notes form part of these financial statements.

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

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

(h) Provisions

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

(i) Financial instruments

Financial assets

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

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

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

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

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

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

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

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

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

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

(b) Goods and Services Tax (Cont.)

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

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

(c) Employee Benefits

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

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

(d) Income Tax

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

(e) Cash and Cash Equivalents

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

(f) Property, Plant and Equipment

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

(g) Impairment

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558**NOTES TO THE FINANCIAL STATEMENTS**
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
Note 2. Revenue		
Operating grants	1,906,767	1,705,200
Interest received	28,752	14,401
Members subscriptions	29	14
Service fees	48,981	47,877
Pro school fees	47,723	20,221
Donations	-	1,500
Other income	7,805	24,981
	<u>2,038,077</u>	<u>1,815,174</u>

Note 3. Cash and cash equivalents

Cash at bank	2,031,946	1,724,505
Cash on hand	515	515
	<u>2,032,461</u>	<u>1,725,424</u>

Reconciliation of cash:

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the balance sheet as follows:

Cash	2,032,461	1,725,424
------	-----------	-----------

Note 4. Receivables

Trade receivables	3,080	3,030
	<u>3,080</u>	<u>3,030</u>

Note 5. Other assets

Bonds and deposits paid	200	200
	<u>200</u>	<u>200</u>

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558**NOTES TO THE FINANCIAL STATEMENTS**
FOR THE YEAR ENDED 30 JUNE 2024**Note 1. Statement of Significant Accounting Policies (Cont.)****(f) Financial instruments (Cont.)****Financial liabilities**

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

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

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

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

Other financial liabilities comprise trade and other payables.

(g) Use of Estimates and Judgments

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

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

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

(k) Comparative Figures

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

(l) Application of New and Revised Accounting Standards

The Association has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are mandatory for the current reporting period. Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

6

AUDITED FINANCIAL STATEMENT CONTINUED

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
Note 11. Cash flow information		
Reconciliation of cash flow from operations with profit from ordinary activities:		
Profit for the year	169,492	165,988
Non-cash flows in profit from ordinary activities		
Building amortisation	7,324	7,324
Employee entitlements	(5,259)	39,324
	2,025	46,546
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries		
Decrease/(increase) in debtors and other debtors	(5,060)	3,920
Increase/(decrease) in trade and other payables	151,454	51,517
Increase/(decrease) in grants in advance	(10,884)	(40,053)
	135,520	15,384
Net cash inflow/(outflow) from operations	307,037	228,020

Note 12. Key management personnel compensation

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

Note 13. Capital and leasing commitments

(a) Operating lease

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

License term – 5 years from 23 January 2019 to 22 January 2024 Payment – \$3,000 per annum plus GST. The lease has expired and the agreement continues on a month to month basis until a new agreement is established.

Restrictions:

- The permitted use under the license will be for the provision of child and family related services.
- Not for residence
- No subletting without consent
- Non cancellable operating leases contracted for but not capitalised in the financial statements payable:
 - not later than 12 months
 - between 12 months and 5 years

(b) Capital commitment

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
Note 6. Property, plant and equipment		
Buildings – at cost (net of grant funds)	73,237	73,237
Building amortisation	(51,266)	(43,942)
	21,971	29,295
The carrying value of buildings represents the shortfall from government grant funds in the construction of the Pre School located at the Chester Hill Public School, which will be amortised over the remaining years of the leased premises.		
Note 7. Payables		
Trade creditors	180,743	132,466
Accrued expenses	200,475	100,649
Bonds repayable	16,667	13,296
	397,885	246,431
Note 8. Other liabilities		
Grants in advance	116,372	127,256
Note 9. Provisions		
Current Employee Entitlements	180,060	167,340
Non-Current Employee Entitlements	141,574	159,563
Note 10. Auditor's remuneration		
Assurance services	7,100	8,800

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

Note 18. Financial instruments (Cont.)

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

(b) Fair values

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

(c) Interest rate risk

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

	2024					2023		
	Weighted Average Effective Interest Rate	Fixed Interest Rate	New Issues Bearing	Total	Weighted Average Effective Interest Rate	Fixed Interest Rate	Min Interest Bearing	Total
Financial Assets								
Cash at Bank	0.1%	65,922	65,922	65,922	0.0%	45,335		46,335
Cash on Deposit	<1.50%	1,965,024	1,965,024	1,965,024	<1.00%	1,675,574		1,675,574
Cash on Hand	Nil		515	515	Nil		515	515
Trade and Other Receivables	Nil		8,080	8,080	Nil		3,640	3,280
Financial Liabilities								
Trade and Other Payables	Nil		5,555	5,555	2,840,541	1,724,519	3,545	1,728,064
			\$14,267	\$14,267	Nil		373,687	373,687
			\$14,267	\$14,267			373,687	373,687

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

Note 14. Contingent liabilities

There are no contingent liabilities.

Note 15. Events after the reporting period

There are no matters or circumstances have arisen that may significantly affect the operations or the state of affairs of the association in future periods.

Note 16. Related parties

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

Note 17. Economic dependence

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

Note 18. Financial instruments

(a) Financial risk management – objectives and policies

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

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

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

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

Credit risk. The Association is exposed to credit risk in respect of amounts receivable and in respect of funds deposited with banks and other financial institutions. The maximum exposure to credit risk as at 30 June 2022 is the carrying amounts of financial assets recognised in the balance sheet. The Association holds no collateral as security and the credit quality of all financial assets that are neither past due nor impaired is consistently monitored in order to identify any potential adverse changes in the credit quality.

The amounts receivable outstanding beyond the relevant terms are followed up continually. Funds deposited with banks and other financial institutions are approved by the management committee.

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

RESPONSIBLE ENTITIES' DECLARATION

In the opinion of the committee:

1. The financial statements and notes, as set out on pages 4 to 15, satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a. comply with Australian Accounting Standards applicable, and
 - b. give a true and fair view of the financial position of Bankstown Community Resource Group Incorporated as at 30 June 2024 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that Bankstown Community Resource Group Incorporated will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60,15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*.


 Ali Mojtabedi
 President


 Tim Carroll
 Treasurer

Dated: 23/10/2024

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

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

INCOME AND EXPENDITURE OF FUNDRAISING APPEALS FOR THE YEAR ENDED 30 JUNE 2024

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

Declaration by the President in respect of fundraising appeals

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


 Ali Mojtabedi
 President

Dated: 23/10/2024

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

We have audited the financial report of Bankstown Community Resource Group Incorporated for the financial year ended 30 June 2024, as set out on pages 4 to 17.

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

- (i) giving a true and fair view of the association's financial position as at 30 June 2024 and of its financial performance and cash flows for the financial year ended on that date; and
- (ii) complying with Australian Accounting Standards, the *Australian Charities and Not for profits Commission Act 2012* and the *Associations Incorporation Act 2009 (NSW)*.

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 registered entity in accordance with the ACNC Act, the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110, Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Management Committee Responsibility

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

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

Auditor's Responsibility

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

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

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

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

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

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

Benbow & Pike
Chartered Accountants
Suite 4/17, 54 Miller Street
NORTH SYDNEY NSW 2060



Gerard J Abrams
Partner

Dated 23 October 2024

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

COMPILATION REPORT TO BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED

Scope

On the basis of information provided by the officers of Bankstown Community Resource Group Incorporated, we have compiled in accordance with APES 315 'Compilation of Financial Information' the special purpose financial report of Bankstown Community Resource Group Incorporated for the period ended 30 June 2024, as set out on page 22.

The specific purpose for which the special purpose financial report has been prepared is to provide confidential information to the officers and members.

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

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

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

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

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



Gerard J. Abrams
Partner
23 October 2024
Dated:

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558

AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 60-40 OF AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 TO THE OFFICERS

In accordance with Subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012, I am pleased to provide the following declaration of independence to the committee of Bankstown Community Resource Group Incorporated. As the lead audit partner for the audit of the financial report of Bankstown Community Resource Group Incorporated for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- i. the auditor independence requirements of the Australian Charities and Not for Profits Commission Act 2012 in relation to the audit; and
- ii. any applicable code of professional conduct in relation to the audit.



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

Gerard J. Abrams
Partner

Dated: 23 October 2024
Dated:

BANKSTOWN COMMUNITY RESOURCE GROUP INCORPORATED
ABN 11 098 903 558**INCOME AND EXPENDITURE STATEMENT**
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
Income		
Grants received	1,951,454	1,815,625
Grants received in advance	(124,372)	(131,256)
Grants received – Preschool program	79,705	21,831
Interest received	26,752	14,401
Donations	-	1,500
Membership	29	14
Other miscellaneous	7,805	24,961
Services fees	48,981	47,877
Pre school fees	47,723	20,221
	<u>2,038,077</u>	<u>1,815,174</u>
Expenditure		
Advertising	2,862	6,463
Audit fees	7,100	6,800
Bank charges	428	439
Building Amortisation	7,324	7,324
Bus hire	800	1,400
Child minding	-	-
Computer costs	8,450	11,384
Consultant fees	54,990	94,218
Equipment	5,014	4,043
General expenses	12,943	10,624
Insurance	21,365	18,289
Meeting expenses	20,367	14,537
Office expenses	15,605	21,840
Postage, printing and stationery	7,567	7,260
Excursion program expenses	7,086	9,551
Program cost	53,388	63,052
Provision for Employee Entitlements	9,884	55,758
PS Upgrade/Construction	57,685	44,930
PS Agency Casual	18,436	-
Repairs and maintenance	4,927	5,859
Rent and premises expense	7,859	7,681
Resource materials	46,991	17,637
Salaries	1,326,104	1,088,677
Seminars and Conferences	21,197	5,470
Staff Amenities	670	633
Superannuation	138,900	112,710
Subscriptions	4,978	4,155
Telephone	5,555	(3,149)
Travel	110	150
Website/Internet	-	31,450
	<u>1,868,585</u>	<u>1,649,186</u>
Surplus for the year	<u>169,492</u>	<u>165,988</u>



NOTE OF APPRECIATION

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



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