



ANNUAL REPORT 2020-2021

MARSS Australia Inc.

(MIGRANT AND REFUGEE SETTLEMENT SERVICES)

Leaders in settlement and related services for migrants, refugees, humanitarian entrants and asylum seekers in the ACT and surrounding regions.





MARSS Clients at the EMERGE2021 Summit

We acknowledge that the Ngunnawal and Ngambri peoples are the traditional owners of the land on which we work. MARSS Australia Inc. pays our respects to Elders – past, present and emerging.

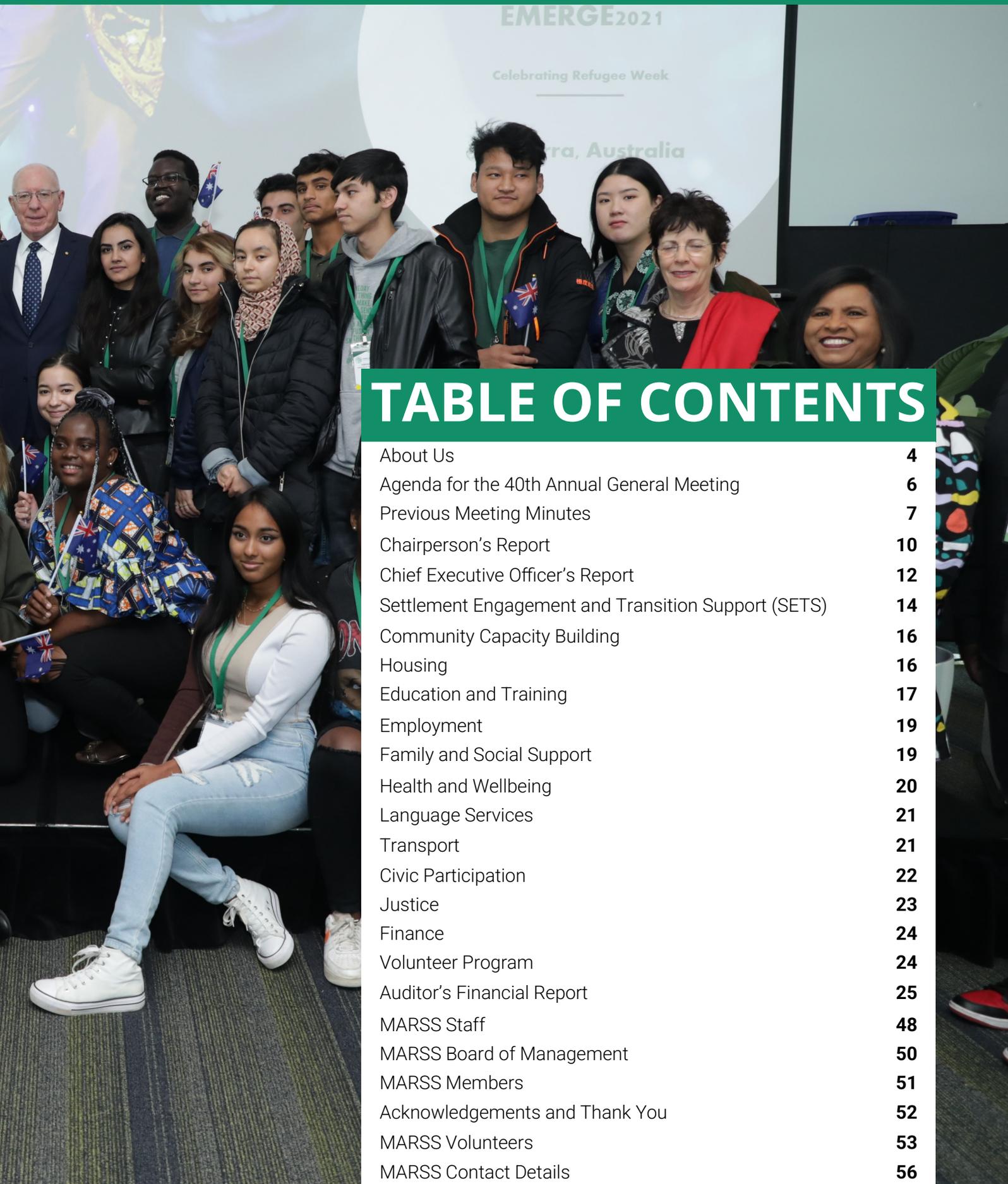


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ABOUT US

OUR HISTORY

MARSS Australia Inc. (Migrant and Refugee Settlement Services) was established in 1980, and incorporated in 1983. It is funded largely by the Department of Social Services (DSS) and the ACT Community Services Directorate (CSD). Financial support has also been provided to MARSS by Commonwealth and ACT Governments since 1990.

The MARSS Board of Management is comprised of elected members from Canberra's ethnic communities. MARSS has grown to become a vibrant service-oriented organisation, incorporating programs for refugees and migrants of all ages that assist with English, education, employment, welfare, community development programs, case-work, referral, advocacy, access and equity.

OUR CLIENTS

Our clients are migrants, refugees and humanitarian entrants who are in the process of settling in the ACT and the surrounding region. MARSS recognises that in providing services to migrants, our organisation is involved in providing information and support to a broad cross-section of community organisations. As such, our relationship with communities as well as Commonwealth, State and Territory Governments is crucial to our success in assisting clients.

OUR SERVICES

MARSS offers a range of settlement services to the new and emerging migrant, refugee, humanitarian entrant and asylum seeker community of Canberra.

Our annual report will take you through our various programs for the last financial year. Each section will provide you with an detail about the clients who accessed services, and the various projects that each program offered to our clients to facilitate their successful settlement in Canberra and the surrounds.

OUR MISSION

Empowering migrants, refugees and humanitarian entrants to enjoy sustainable settlement in the ACT and region in a caring and supportive way.

OUR VALUES

In carrying out our mission, we have established values which help to describe the way we work. These values help to shape and guide MARSS, whilst also providing an effective way in which to measure the organisation's success.



AGENDA

FOURTIETH ANNUAL GENERAL MEETING

Time: 5:30pm start

Date: Monday, 29th November 2021

Location: Theo Notaras Multicultural Centre, Function Hall

180 London Circuit, Canberra, ACT 2601

1. Welcome and acknowledgement
2. Minutes of the 39th Annual General Meeting
3. Business Arising out of minutes of the Thirty Ninth Annual General Meeting
4. Annual Report by the Chair
5. Audited Annual Financial report presented by the Treasurer
6. Appointment of Auditor for 2021-2022
7. Other business
8. Close of Meeting

PREVIOUS MEETING MINUTES

THIRTY-NINTH ANNUAL GENERAL MEETING

Date: Tuesday 24 November 2020

Venue: Theo Notaras Multicultural Centre

Opened: 6.00pm

1. Welcome by Chair David Ng

Chair extended a welcome to all for attending and acknowledged the traditional owners of the land. Chair also acknowledged special guests MLA Giulia Jones & MLA Peter Cain.

Chair advised MARSS is in a strong financial position. The past financial year has been like no other in living memory. It has been different for the many clients and staff of MARSS.

Chair read his report as found on page 10 of the Annual Report Book 2019-2020.

Welcome by MLA Giulia Jones

Thanked all and honoured to be here. In 1953, Giulia's granddad arrived on a boat from Naples. Eventually the family arrived, but they had lots of issues, documents lost etc. Everyone has a story of hardship when they come to Australia, from fitting in, learning a new culture and a new language. Giulia's granddad took English lessons when he arrived. When Giulia first took on the multicultural portfolio eight years ago, she wanted to know why people took so long to take on learning English. Financial security of the family came first, then when time, the mothers in families learn the language. The MARSS home tutor program needs to get going again, as it is the lifeline to our society. People need language skills. Giulia's granddad bought his first house in Tasmania. It was a small house, with helpful neighbours either side. An 80-year-old on one side, a painter on the other. One day the painter turned up and said they were painting the roof. The granddad said he had no money, but both neighbours helped out. Giulia is known for talking about neighbours, the connections are very important. This is how we settle people in.

Welcome by MLA Peter Cain

Thanked all and said that it's an honour to talk to MARSS. Peter was elected for the first time at the election in October for Ginninderra. Peter commended MARSS, saying that it takes time to settle in, find relationships, find groups that you can connect with. It's unsettling to come from another country with a different way of doing things and MARSS is there to make a bridge for so many people in the ACT. Peter comes from a multicultural family, and found that differences aren't always appreciated right away, but with a good community spirit and organisations like MARSS, irrespective of your background, you find a way forward to this wonderful cohesive society.

Chair announced a quorum was present.

2. Minutes of the 38th AGM held 29th October 2019

As printed on pages 7-9 of the Annual Report Book 2019-2020.

Motion: "That the minutes be confirmed."

Moved: Borhan Ahmed Seconded: Andrew Alwast *CARRIED*

3. Business Arising from the Minutes

Nil.

4. Annual Report by the Chair

As printed on page 10 of the Annual Report Book 2019-2020.

Motion: "That the Chairman's Report be Accepted."

Moved: Syed As-Sayeed Seconded: Simon Ng *CARRIED*

5. Annual Report by the CEO Dewani Bakkum

As printed on pages 11-14 of the Annual Report Book 2019-2020.

This whole year for MARSS has had a lot of changes on the go and we have adapted to these changes. There is a team of staff working together, according to the policies set by the Government so that clients, staff and the community are safe. Very blessed to get extra funding from the Department of Social Services for emergency relief work which looked after more than 1000 clients. Money was not just for COVID emergency relief and bushfire victims, work was also done in the Southern Highlands. Had people put on the ground in remote areas, to help wherever was necessary – buying groceries, paying bills etc.

MARSS had to put so much on hold due to COVID, but still had to make program delivery. Staff were equipped to work from home so that people's welfare was looked after.

Thanks to Ben and Richard who really came to the rescue writing grants and getting more money from the Government and work out how to deliver the funded programs. MARSS also has adapted until things get back to normal.

Thanks to staff who worked so hard to service clients. MARSS always helps people who need help including asylum seekers and temporary migrants with food vouchers, utilities, rent etc.

MARSS's patron the Governor General, made a point of meeting staff at an event.

There was also rebranding of promotional materials.

MARSS also remembers Raewyn Bastion who worked with this organisation for the last 18 years, was a fierce advocate for MARSS and a good friend.

Thanks to the funding bodies, MLAs who have worked closely with MARSS, the Department of Immigration, Department of Health and the Department of Social Services.

Thank you to all who support MARSS and the volunteers.

6. Audited Annual Financial Report by the Treasurer Mithun Alexander

As printed on pages 29-53 of the Annual Report Book 2019-2020.

MARSS is in a strong financial position thanks to Dewani and others. 2020 was a year of unforeseen risk management. We have learnt to be united and to take an innovative approach, which the staff and Board have done. We are financially strong, we have increased revenue in 2020 from 2019 due to grants. We are continuously at the forefront of meeting clients and we help the needy people in our organisation. Thank you to the Board and Management, for leading us into this much healthier position.

Motion: "That the Treasurer's Report be Adopted."

Moved: Andrew Alwast Seconded: Tendayi Ganga *CARRIED*

7. Appointment of Auditor for 2020-2021

The Treasurer advised the current auditors are doing a great job and recommended using the same auditors next year.

CHAIRPERSON'S REPORT

2020-2021 was a year like no other MARSS has ever experienced.

The global COVID pandemic presented unrelenting daily challenges, considerable and small, for everyone.

As the peak body in Canberra in providing settlement services for migrants and refugees, the strength of MARSS and our absolute commitment to our community has seen us weather the negative impacts of COVID -19.

From the adversity of the pandemic, our staff adapted well to the changed circumstances, and our productivity remained unaffected. A key reason for that is the absolute commitment our staffs must serve our clients.

Throughout the year, we acted quickly to put in place provisions to help our clients cope with the pandemic impacts and have, therefore, ensured accessible, consistent, and high-quality services.

Given the impacts of COVID-19, MARSS's financial results for 2020/21 were commendable. Our substantial funding has us well placed to continue providing our clients with access to our services in their time of need. Our CEO's report will have more detail on our financial results.

While the pandemic has not yet abated, vaccinations and other public health measures will see us safely through to the end. I am optimistic that we will rise to the challenge.

I want to thank my fellow board members for their incredible support and contribution this past year.

On behalf of the Board, I wish to express our profound thank you to our CEO and all our staff and volunteers for their resilient and robust approach to decision making, problem-solving, and ongoing smooth operations of MARSS.

We also want to acknowledge our funders and community supports who provided us with the resources to help us manage the overwhelming demands of responding to COVID.

As we will be having an election of Board members, I wish the new Board every success in serving the community and continue working with our partners, government, and clients to enhance our settlement services to migrants and refugees in the ACT.



David Ng
Chairperson
MARSS Australia Inc





CHIEF EXECUTIVE OFFICER'S REPORT



It is my great pleasure to present my report to the MARSS Annual General Meeting for the 2020–2021 financial year.

The continuing impacts of the COVID-19 pandemic increased the level of financial, personal and social support needed by many vulnerable members of our community, particularly refugees, humanitarian entrants and migrants who already face significant barriers to settlement in Australia.

Over the past year MARSS continued to provide flexible support to clients, both face-to-face and online. I am very proud of how quickly the MARSS team adapted to overcome the barriers to service delivery created by the COVID-19 pandemic.

Facing unprecedented challenges and disruption during because of COVID-19 MARSS has supported migrants, refugees, and asylum seekers in the ACT and surrounding regions through much needed welfare calls, information, resources, financial support, online education support and social support.

Over the past 12 months MARSS recorded over 5,000 walk-in and phone contacts from clients seeking our assistance and supported over 50 ethnic groups through programs and community engagement. It is clear that MARSS remains a key source of support and information for culturally and linguistically diverse communities in the ACT region.

While it has been another difficult year, MARSS has remained committed to providing support in a caring, supportive, and enabling way, which makes MARSS a leader in the provision of settlement services in the ACT and region. With the support of the Commonwealth, ACT, and NSW Governments, MARSS delivered 25 programs and services spanning the ten key settlement standards. You can read more about our excellent range of programs and services in this Annual Report.

A highlight of the past financial year was EMERGE2021, the Multicultural Youth Summit delivered by MARSS in June 2021 to coincide with Refugee Week celebrations. The summit was attended by over 50 CALD young people living in the ACT. Our multicultural youth steering committee identified education, employment and a sense of belonging as the key themes for discussion on the day and did an excellent job of facilitating sessions. We were delighted to have the event launched by our patron, His Excellency General the Honourable David Hurley, Governor General of the Commonwealth of Australia, accompanied by Her Excellency Mrs Linda Hurley.

The summit had a distinguished line-up of speakers and panelists representing the Australian Government Department of Home Affairs, Office of the Multicultural Affairs, Commissioner for children and Young People ACT, Youth Coalition of the ACT, Canberra Business Chamber and University of Canberra. The Youth Summit was a great success and a rare opportunity for young people to directly voice their experiences as first or second-generation migrants living in the ACT. Further details about the event can be found in the EMERGE2021 report.

As always, MARSS marked a range of cultural occasions to support welcome migrants, refugees and humanitarian entrants to the ACT and increase their sense of belonging. On Australia Day our clients had the opportunity to experience traditional foods, Aboriginal ceremonies, and the Welcome to Country. MARSS also celebrated International Women's Day and Christmas – which in 2020 due to COVID restrictions meant door to door gift deliveries to our clients from MARSS' Santa.

I would like to acknowledge and thank the MARSS Chair David Ng and the Board of management for their support in making this challenging year such a successful one for MARSS and more importantly for our clients.



Dewani Bakkum
Chief Executive Officer
MARSS Australia Inc.



SETTLEMENT ENGAGEMENT AND TRANSITION SERVICES

The Settlement Engagement and Transition Support (SETS) program equips and empowers eligible clients and communities to address their identified settlement needs in order to improve social participation, economic well-being, independence, personal well-being and community connectedness. MARSS engages with services and agencies to build partnerships and referral channels that assist clients to engage and remain on pathways to achieve long-term outcomes of self-reliance and equitable participation in Australian society.

The SETS program also allows MARSS staff to participate in a Community of Practice (CoP) arrangement which is thematic, or location based. CoP forums are designed to share good practice and provide opportunities to learn from shared experiences.

Throughout the 2020 – 2021 financial year MARSS conducted 1301 client intake assessments, with the top nationalities that accessed SETS services being from Iraq, Afghanistan, Syria, India, El-Salvador, Myanmar, Iran, Pakistan, and Sudan.

Through the SETS program, MARSS collaborated with mainstream service providers and organisations to deliver 15 information sessions to clients based on the 10 Settlement Standards.

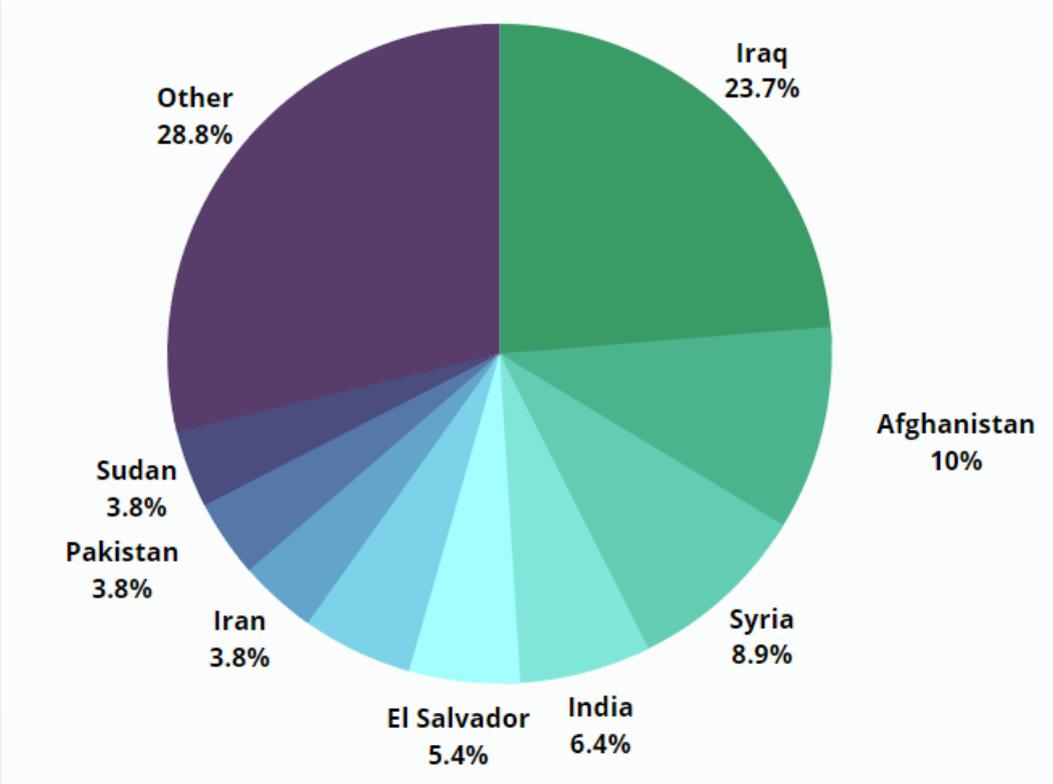
MARSS continued to work diligently throughout the COVID-19 pandemic to provide a full range of services to our clients. MARSS put in place a framework and policies to offset the challenges of working within the pandemic environment. This action plan was maintained and reviewed throughout the year to ensure that MARSS complied with ACT Health advice and is able to deliver services.

MARSS provided additional support to new and existing clients to navigate the overload of information concerning COVID-19 restrictions and the vaccination program. Workshops with ACT Health and Centrelink were conducted with MARSS staff to ensure caseworkers were well-informed with up-to-date information. Caseworkers contacted all clients over the phone to confirm they were receiving the correct ACT Health advice, Centrelink payment alterations and completed a welfare check. COVID-19 information sessions were provided in the second half of the financial year, which included safety guidelines, travel advice, and the vaccination rollout. Under our health and wellbeing support, MARSS engaged a counsellor who provided face-to-face and online counselling services.

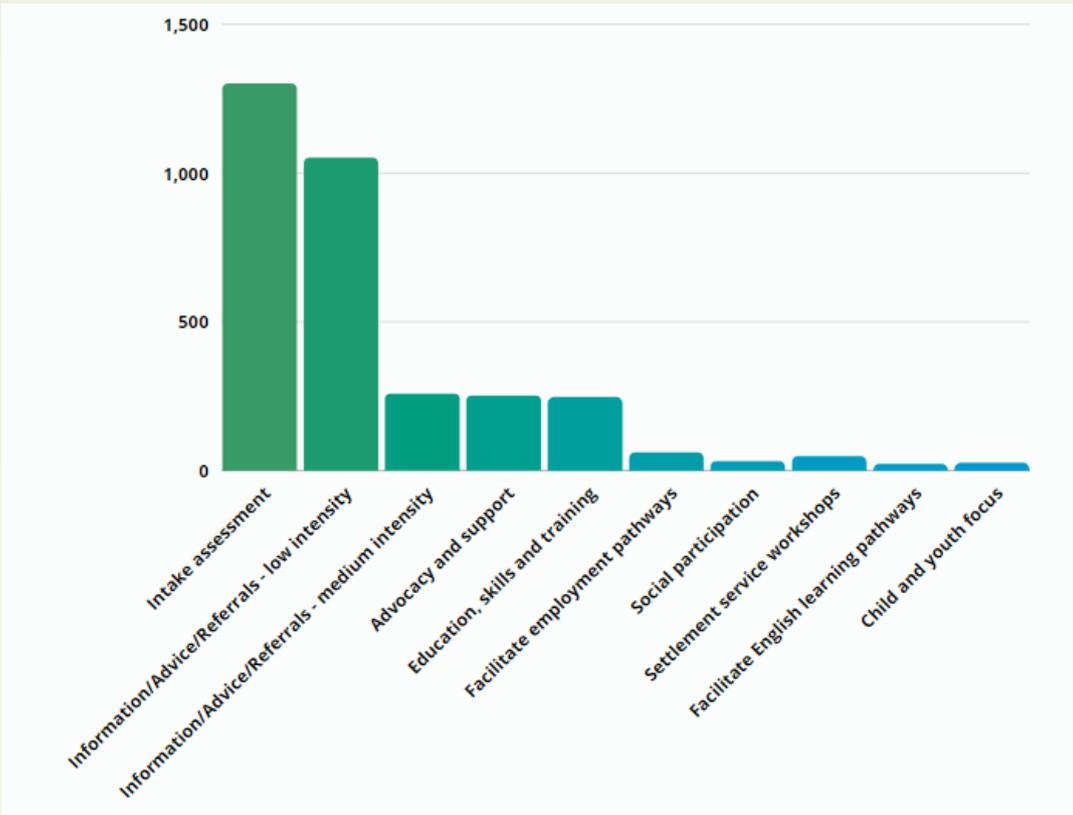
Through the welfare calls, MARSS staff identified the need for food and financial relief, COVID-19 advice, and counselling services. MARSS partnered with the Canberra Relief Network (CRN) to ensure that food hampers were delivered to clients in need. MARSS also provided electronic food vouchers, bill support, and advice to clients over the phone and online.

SETTLEMENT ENGAGEMENT AND TRANSITION SERVICES

SETS Nationality of Origin



SETS Services Accessed



COMMUNITY CAPACITY BUILDING

The other component of SETS is Community Capacity Building. Community Capacity Building aims to equip and empower new and emerging organisations and communities to work towards collectively increasing the social participation, economic, and personal well-being of community members to ensure that positive settlement outcomes are sustained in the long term.

MARSS addresses common community development needs, such as, learning how to form an association, developing and nurturing leadership skill in younger community members, learning how to write grants, learning how and where to access information about education and training opportunities, developing the skills to manage and mediate community disputes, and providing culturally appropriate information and support on domestic violence.

During the 2020-2021 Financial Year, over 70 community leaders and community members were involved in workshops and initiatives that addressed their common needs like grant writing, project management and governance.



HOUSING

HOMELESSNESS PROGRAM FOR ASYLUM SEEKERS AND FAMILIES WITH UNCERTAIN VISA STATUS (HAS)

MARSS provided housing, tenancy support, housing maintenance support and wrap around services to assist asylum seeker women and their families find suitable homes in the ACT.

At the start of the 2020-2021 financial year, MARSS was supporting 29 families under the HAS program. Of these, seven families were assisted in successfully exiting from the program. By the end of June 2021, MARSS was providing continuous support to 22 families.

ASYLUM SEEKER TRANSITIONAL ACCOMODATION PROGRAM (ASTA)

MARSS provided housing, tenancy support, housing maintenance and wrap around services to assist individual male asylum seekers to find homes in the ACT.

MARSS expanded this program during the 2020 -2021 financial year to support 25 individual male clients.



EDUCATION AND TRAINING

ENGLISH FOR LIVING

This program offered free English classes to clients of all ages from culturally and linguistically diverse backgrounds who are not attending CIT or Navitas. Our clients had the opportunity to learn English in an informal and friendly setting. Our volunteer English teachers dedicated their time and expertise to allow for successful and positive learning. English For Living classes were held to suit our clients needs, and include: Low Intermediate English, High Intermediate English, and Advanced English. 98 clients enrolled in English for Living classes during the 2020-2021 financial year.

Our thanks to Office of Multicultural Affairs for supporting the English for Living, Home Tutor, and English for Employment Programs.

ENGLISH FOR EMPLOYMENT

Assisted any migrants, refugees, and asylum seekers in building their English language skill to a level where they can successfully gain meaningful employment or pursue their vocational education and training goals. 17 clients attended the English for Employment classes in the 2020-2021 financial year.



FOUNDATION WORKPLACE ENGLISH AND COMMUNICATION

Through a mixture of structured teaching and group conversations, participants developed English skills to engage in workplace settings. Participants learnt new vocabulary, expressions, and conversation skills, learning to complete basic employment paperwork and give and receive feedback.

In the 2020-2021 financial year, 5 Foundation Workplace English and Communication classes were run successfully. In total, 55 participants were enrolled.

ENGLISH FOR WORK ENTRY

Participants developed the English skills necessary for them to access employment and education pathways. Throughout their classes, participants developed skills to find and apply for jobs in the Australian workforce and increased their understanding of Australian workplace culture.

This financial year, 6 English for Work Entry Classes were successfully presented. In total, 68 students were enrolled in this course.



EDUCATION AND TRAINING

MULTICULTURAL LEADERSHIP DEVELOPMENT PROGRAM

Developed the skills of existing and potential community leaders from new and emerging migrant communities to support cohesion in their community and enhance participation in economic and social opportunities.

MARSS, in partnership with APIS, ran 2 MLDP workshops during the reporting period. A total of 31 clients participated from 17 communities, of which all the clients graduated.

This very important program was made possible by the Department of Social Services.



PROGRAM FOR AFTER SCHOOL STUDIES

Assisted clients between 6 and 25 years old from migrant and refugee backgrounds, who required assistance with study, homework, and course work. In this program, students were individually matched with volunteers and were provided with one-on-one tutoring sessions. Due to COVID-19 restrictions, PASS was held both in-person, adhering to strict safety procedures, and online through Microsoft Teams.

In this financial year, there were 84 student who enrolled in PASS, and 86 volunteers who provided tutoring for them.



COMPUTER CLASSES

This one-on-one mentoring program covered the basics of digital literacy such as how to operate a computer, how to create an email, how to use the Microsoft Office Suite, and social media use.

The delivery of this program was initially face-to-face, with online options offered as ACT Government restrictions changed.

IT TASKFORCE

During the COVID-19 pandemic MARSS identified that there was a greater need for clients to have strong digital literacy skills and access to technology. MARSS provided 30 new and refurbished computers to clients in need.

EMPLOYMENT

JOB READY

MARSS program officer and volunteers worked closely with migrants and refugees to develop their foundational workplace skills through one-on-one mentoring sessions. In these sessions our mentors would support them with resume and cover letter writing, how to write a job application, learning Australian workplace culture and where to search for employment opportunities. MARSS linked clients with potential job opportunities, utilizing partnerships within the community.

During the last financial year there were 93 clients registered with the Job Ready Program.

FAMILY AND SOCIAL SUPPORT

MEN'S AND WOMEN'S OUTREACH WORKSHOP

The Men's Outreach Workshop (MOW) and Women's Outreach Workshop (WOW) aimed to raise awareness in the community on how to prevent and combat domestic and family violence. This program helped participants develop knowledge and awareness on these issues through community awareness and education. The project involved working with men and women, aged 18 and over, from Culturally and Linguistically Diverse (CALD) communities in Canberra.

165 participants have benefited from this program. MOW and WOW are vital to the community and were funded by the Department of Social Services.



YOUTH MENTORING PROGRAM

MARSS' new Youth Mentoring Program provides one-on-one support to CALD youth to enable them to achieve their education, employment, and social goals and improve their overall wellbeing by encouraging social connectedness. The program matched youth with local Canberrans from a diverse range of communities and professions, meeting weekly to work on confidence and practical skills that will enable youth to achieve success in education and employment.

During 2020-2021, 19 youth mentees were paired with mentors across the Skills, Social and Sports streams.



HEALTH AND WELLBEING

HEALTHY EATING AND ACTIVE LIVING

The HEAL program was established to improve levels of physical activity and healthy eating for migrants and refugees in the ACT. MARSS offered a variety of programs to our clients to promote healthy habits and build social connections. These included:

- Healthy Eating Information Sessions presented by Nutrition Australia (over 15 attendees at each)
- 2 Healthy Eating Seminars (over 20 attendees at each)
- Weekly Zumba classes for women (12 women)
- MARSS Youth Social Soccer Team (9 players)
- HIIT Republic Gym Class Sessions (Over 25 attendees)

HARMONY SPORTS PROGRAM

In the last year MARSS had several teams competing in local sporting competitions. These included:

- MARSS Basketball team (8 players)
- 2 women's MARSS Netball teams (18 players)
- MARSS Futsal team (9 players)
- MARSS Beach Volleyball team (10 players)



These teams consisted of CALD community members and played in competitive and social sports leagues. We also had a number of our clients participate in social sports like Gymnastics, Tennis and Swimming.

WOMEN'S HARMONY BADMINTON

MARSS offered 10 badminton classes to over 20 CALD women from 9 countries, in collaboration with Badminton ACT coaches. The program developed the skills, knowledge, and confidence to participate in Badminton and other sports, and reduced barriers of participation by providing child minding services and free transport and equipment hire.



SUSTAINABLE AND AFFORDABLE LIVING

MARSS organised a series of interactive workshops promoting sustainable living and interaction with the wider Australian community. 63 individuals enrolled in this program. Topics for these workshops included:

- Healthy Eating on a Budget by Nutrition Australia
- Budgeting for Life by Care Financial
- Mental Health Awareness by Mental Illness Education ACT
- Recycling and Composting by Canberra Environment Centre

COUNSELLING

MARSS recognised there was a need for mental health support services and launched a pilot Counselling program. This program provided clients with a safe space to discuss ongoing concerns, their wellbeing and supported them through a difficult year.

LANGUAGE SERVICES

TRANSLATION SERVICES

MARSS provided translation services to our clients through our bilingual staff, dedicated volunteers and Translating and Interpreting Services (TIS).

MARSS shared translated resources and fact sheets about Covid-19 with all clients. Ensuring clients stayed up to date with evolving news and restrictions.

HOME TUTOR PROGRAM

This program engaged volunteers as tutors, and matched them with migrants and refugees who were unable to attend our regular English classes. Our tutors helped our clients improve their English in a one-on-one setting. In the last financial year, the program was temporarily suspended due to COVID-19 safety guidelines and regulations. The program restarted with volunteers and clients meeting online. There were 37 active client-tutor matches in the past year.

TRANSPORT

ROAD READY

Road Ready is a six-week course that is free to clients. The course provided essential knowledge that is required for participants to safely drive on Australian roads. Once participants have completed the course, they were able to undertake the Learner's Knowledge Test. This program had great success and was very well received among MARSS clients. This year we assisted 42 women and 12 men with a total of 54 participants receiving their Learner's Licence free of charge.



LEARN TO DRIVE

The Learn to Drive program enabled migrants and refugees who are on their Learner's Licence to work towards obtaining their Provisional License at a discounted cost. During the 2020-2021 financial year, MARSS registered 92 participants into the program and started driving lessons. 25 have since obtained their Provisional Licence. Our driving instructors have conducted 741 lessons in the past year.

Due to Covid-19, additional precautions were put in place, including temperature checks before every lesson, sanitising MARSS cars before and after every lesson, and hand sanitizer, gloves, and masks was available for instructors and students during lessons.

This program was unfunded. MARSS was able to provide lessons through the discounted fee charged.

CIVIC PARTICIPATION

INFORMATION SESSIONS

MARSS ran 15 sessions, in collaboration with external organisations, providing information on different services available to clients. They were designed to encourage participation in the broader Australian community, inform them of their rights and provide other information necessary for successful settlement in Australia. There was upwards of 20 attendees at each session.



SEWING AND CRAFT

Through this program, participants gained knowledge and became more proficient in the use of sewing machines, overlockers, construction techniques, and how to start and run a small business.

Their creations were displayed for purchase at the Theo Notaras Multicultural Centre.

Following the impacts of COVID-19, MARSS' caseworkers identified that clients often have issues procuring their own masks. The Sewing and Craft coordinator and the rest of the sewing and craft group took it upon themselves to produce a variety of handmade reusable face masks, working tirelessly to make them for our clients.

The Sewing and Craft group also set up a Facebook group during COVID-19, which allowed them to continue delivering the program through video tutorials and online sewing resources.

These efforts earned MARSS' Sewing and Craft project a settlement award given by the Australian Migration and Settlement Awards and organised by the Migration Council of Australia in January 2021. The project won the award for creating video sewing lessons for socially isolated women with limited English, which also helped them improve their English communication skills.

The project found that showing and having subtitles on the videos helped its 50 active clients.



CIVIC PARTICIPATION

EVENTS

MARSS hosted a range of events to encourage participation in Australian culture and network within the community. These events provided an opportunity to meet other migrants and refugees, as well as individuals and groups from the broader community. Some of our biggest events were:

Australia Day Family Picnic — 26 January 2021

188 clients and their families attended our 2021 Australia Day event. It was a celebration of the multicultural backgrounds of new Australian citizens and migrants as well as of our Traditional Custodians. This event was funded by the National Australia Day Council.



International Women's Day — 11 March 2021

Over 60 women and their families attended our International Women's Day celebration. Women were invited to celebrate all women, regardless of faith, race, ethnicity, gender, sexual identity or disability.

Multicultural Youth Summit EMERGE2021 — 22 June 2021

Over 65 youths attended our Multicultural Youth Summit, coming together to discuss education, employment and belonging. They were encouraged to share their experiences, issues and concerns on these topics and brainstorm solutions together. Youths were able to ask questions to the representatives from government and private sectors, seeking ways to engage with them and have open discussions about future pathways.



JUSTICE

MARSS provided access to justice through referrals to external organisations, including Legal Aid and Women's Legal Centre. Clients also received information about relevant family, employment and financial law through MARSS' information sessions.

FINANCE

EMERGENCY RELIEF

MARSS provided immediate and individual assistance to all vulnerable people in times of financial crisis and helped them reach financial self-reliance through education and referrals to external organisations such as financial counselling or mental health services.

MARSS provided emergency relief funding (ERF) and material assistance in the form of food vouchers, food hampers, public transport tickets, utility bill assistance, and accommodation assistance to clients from the ACT and surrounding regions, as well as clients from the Illawarra region and Southeast NSW. This included MARSS' assistance to victims of the NSW bushfires in 2020.

In NSW, we provided assistance to 57 Temporary Protection Visa Holders, thanks to funding from Multicultural NSW, under the NSW Government.

MARSS would like to extend gratitude to the Department of Social Services and Multicultural NSW for funding these important essential services



VOLUNTEER PROGRAM

MARSS has a very active general volunteering program for members of the community who want to contribute and give back. Volunteers assisted clients in all programs offered by MARSS, including delivering one-on-one computer and IT lessons, helping clients with form-filling, tutoring, and mentoring support. Volunteers receive appropriate training, and undergo a Working with Vulnerable People check.

During the 2020- 2021 financial year, MARSS maintained a volunteer register of over 350 volunteers. Volunteers were registered with the Home Tutor Program, English for Living, English for Employment, Program for After School Studies, Job Ready Program, Sewing and Craft, Computer Class, Road Ready, Form Filling, and Tax Help.

Many of our volunteers are migrants themselves, wishing to participate in one of our programs and share their valuable experience with a migrant or refugee of today. Others are Australian professionals who wish to give their time to our broad migrant and refugee community. The orientation sessions give all our volunteers training on how to be sensitive to the needs of migrants and refugees in their role. We are extremely grateful to all our new volunteers, and we look forward to working with them in the future.



MARSS Australia Inc

A.B.N 74 370 795 990

Financial Statements

For the Year Ended 30 June 2021

MARSS AUSTRALIA INC

A.B.N 74 370 786 900

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MARSS AUSTRALIA INC

A.B.N 74 370 795 590

AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 60-40 OF THE CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 TO THE RESPONSIBLE PERSONS OF MARSS AUSTRALIA INC

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2021, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

PKF Canberra



Ross Di Bartolo
Partner

Dated: 24.2.2021

MARSS AUSTRALIA INC

A.B.N 74 370 795 996

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2021**

	Note	2021 \$	2020 \$
Revenue	4	2,641,712	1,799,813
Other income	4	66,960	100,552
Employee benefits expense		(1,171,211)	(982,590)
Depreciation and amortisation expense		(59,121)	(41,044)
Computer and internet expense		(34,429)	(56,165)
HAS rent subsidy		(552,713)	(198,833)
Insurance expense		(17,653)	(11,154)
Management and consulting fees		(209,560)	(197,761)
Motor vehicle expenses		(16,744)	(22,008)
Program support services		(404,918)	(157,154)
Accounting and audit fees		(13,249)	(8,000)
Other expenses		(106,264)	(143,133)
Finance expenses		-	(37)
Profit before income tax		122,810	82,486
Income tax expense		-	-
Profit from continuing operations		122,810	82,486
Profit for the year		122,810	82,486
Total comprehensive income for the year		122,810	82,486

The accompanying notes form part of these financial statements.

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MARSS AUSTRALIA INC

A.B.N 74 370 785 990

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2021**

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	2,534,775	2,441,110
Trade and other receivables	7	2,926	1,998
Other assets	8	34,764	25,687
TOTAL CURRENT ASSETS		2,572,465	2,468,775
NON-CURRENT ASSETS			
Property, plant and equipment	9	20,275	8,647
Right-of-use assets	10	19,621	300,816
TOTAL NON-CURRENT ASSETS		39,796	309,463
TOTAL ASSETS		2,612,261	2,778,238
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	96,573	49,223
Contract liabilities	12	586,728	636,904
Lease liabilities	10	26,668	64,421
Employee benefits	13	16,365	30,592
Other liabilities	14	900	2,900
TOTAL CURRENT LIABILITIES		727,224	784,040
NON-CURRENT LIABILITIES			
Lease liabilities	10	-	236,395
Employee benefits	13	2,610	2,610
TOTAL NON-CURRENT LIABILITIES		2,610	239,005
TOTAL LIABILITIES		729,834	1,023,045
NET ASSETS		1,882,427	1,755,193
EQUITY			
Retained earnings		1,882,427	1,755,193
TOTAL EQUITY		1,882,427	1,755,193

The accompanying notes form part of these financial statements.

MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2021**

2021

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2020	<u>1,755,193</u>	<u>1,755,193</u>
Profit for the year	122,810	122,810
Adjustment due to AASB 16	4,424	4,424
Balance at 30 June 2021	<u>1,882,427</u>	<u>1,882,427</u>

2020

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2019	<u>1,672,706</u>	<u>1,672,706</u>
Profit for the year	82,487	82,487
Balance at 30 June 2020	<u>1,755,193</u>	<u>1,755,193</u>

The accompanying notes form part of these financial statements.

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MARSS AUSTRALIA INC

A.B.N 74 370 796 890

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2021**

	Note	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		239,297	257,388
Receipt from grants		2,383,734	1,826,337
Interest received		24,082	21,195
Payment to supplier and employees		(2,532,650)	(1,862,349)
Net cash provided by/(used in) operating activities	16	<u>114,463</u>	<u>242,571</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		(17,864)	-
Purchase of financial assets		(2,934)	-
Net cash provided by/(used in) investing activities		<u>(20,798)</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net increase/(decrease) in cash and cash equivalents held		93,665	242,571
Cash and cash equivalents at beginning of year		<u>2,441,110</u>	<u>2,198,539</u>
Cash and cash equivalents at end of financial year	6	<u>2,534,775</u>	<u>2,441,110</u>

The accompanying notes form part of these financial statements.

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MARSS AUSTRALIA INC

A.B.N 74 370 795 990

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

The financial report covers MARSS Australia Inc as an individual entity. MARSS Australia Inc is a not-for-profit Association, registered and domiciled in Australia.

The functional and presentation currency of MARSS Australia Inc is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

In the opinion of those charged with Governance the Association is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Statement of financial position balances relating to revenue recognition

Contract assets and liabilities

Where the amounts billed to customers are based on the achievement of various milestones established in the contract, the amounts recognised as revenue in a given period do not necessarily coincide with the amounts billed to or certified by the customer.

MARSS AUSTRALIA INC

A.B.N 74 370 785 980

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Statement of financial position balances relating to revenue recognition

When a performance obligation is satisfied by transferring a promised good or service to the customer before the customer pays consideration or the before payment is due, the Association presents the contract as a contract asset, unless the Association's rights to that amount of consideration are unconditional, in which case the Association recognises a receivable.

When an amount of consideration is received from a customer prior to the entity transferring a good or service to the customer, the Association presents the contract as a contract liability.

Interest revenue

Interest is recognised using the effective interest method.

Rental income

Investment property revenue is recognised on a straight-line basis over a period of the lease term so as to reflect a constant periodic rate of return on the net investment.

Grant revenue

Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating. Grants relating to assets are credited to deferred income at fair value and are credited to income over the expected useful life of the asset on a straight-line basis.

Donations

Donations are recognised as revenue when received, to the extent there are no specific or enforceable performance obligations attached to the funds being received. In the event there is, revenue is recognised on fulfilment of the performance obligation being satisfied.

(b) Income Tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(c) Goods and services tax (GST)

Revenue, 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).

Receivables and payable are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

MARSS AUSTRALIA INC

A.B.N 74 376 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2 Summary of Significant Accounting Policies

(d) Volunteer services

No amounts are included in the financial statements for services donated by volunteers.

(e) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Items of property, plant and equipment acquired for significantly less than fair value have been recorded at the acquisition date fair value.

Land and buildings

Land and buildings are measured using the revaluation model.

Plant and equipment

Plant and equipment are measured using the revaluation model.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	20%
Motor Vehicles	25% - 100%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(f) Financial Instruments

Financial instruments are recognised initially on the date that the Association becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

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MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2 Summary of Significant Accounting Policies

(f) Financial instruments

Financial assets

On initial recognition, the Association classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)
- fair value through other comprehensive income - debt investments (FVOCI - debt)

Financial assets are not reclassified subsequent to their initial recognition unless the Association changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Fair value through other comprehensive income

Equity instruments

The Association has a number of strategic investments in listed and unlisted entities over which they do not have significant influence nor control. The Association has made an irrevocable election to classify these equity investments as fair value through other comprehensive income as they are not held for trading purposes.

These investments are carried at fair value with changes in fair value recognised in other comprehensive income (financial asset reserve). On disposal any balance in the financial asset reserve is transferred to retained earnings and is not reclassified to profit or loss.

Dividends are recognised as income in profit or loss unless the dividend clearly represents a recovery of part of

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MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2 Summary of Significant Accounting Policies

(f) Financial instruments

Financial assets

the cost of the investment. Other net gains and losses are recognised in OCI.

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Net gains or losses, including any interest or dividend income are recognised in profit or loss (refer to hedging accounting policy for derivatives designated as hedging instruments.)

The Association holds derivative financial instruments to hedge its foreign currency and interest rate risk exposures. Embedded derivatives are separated from the host contract and accounted for separately if the host contract is not a financial asset and certain criteria are met.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost
- debt investments measured at FVOCI

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Association considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Association's historical experience and informed credit assessment and including forward looking information.

The Association uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Association uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Association in full, without recourse to the Association to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Association in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Association has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

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MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2 Summary of Significant Accounting Policies

(f) Financial Instruments

Financial assets

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

The Association measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Association comprise trade payables, bank and other loans and lease liabilities.

(g) Impairment of non-financial assets

At the end of each reporting period the Association determines whether there is an evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

(h) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

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MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2 Summary of Significant Accounting Policies

(i) Leases

At inception of a contract, the Association assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Association has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Association has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

Lessee accounting

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

(i) Right-of-use asset

At the lease commencement, the Association recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Association believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

(ii) Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Association's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Association's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

MARSS AUSTRALIA INC

A.B.N 74 370 796 990

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

2 Summary of Significant Accounting Policies

(i) Employee benefits

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

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Defined contribution schemes

Obligations for contributions to defined contribution superannuation plans are recognised as an employee benefit expense in profit or loss in the periods in which services are provided by employees.

3 Critical Accounting Estimates and Judgments

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - revenue recognition - long term contracts

The Association undertakes long term contracts which span a number of reporting periods. Recognition of revenue in relation to these contracts involves estimation of future costs of completing the contract and the expected outcome of the contract. The assumptions are based on the information available to management at the reporting date, however future changes or additional information may mean the expected revenue recognition pattern has to be amended.

Key estimates - provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

MARSS AUSTRALIA INC

A.B.N 74 376 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

4 Revenue and Other Income

Revenue from continuing operations

	2021	2020
	\$	\$
- Grants	2,560,228	1,785,058
- Rendering of services	727	-
- Rental income	80,757	14,755
Total Revenue	2,641,712	1,799,813

Other Income

- Other income	35,327	72,815
- Interest income	24,082	21,170
- Donations	7,551	6,767
	66,960	100,552

5 Result for the Year

The result for the year includes the following specific expenses:

Accounting and audit remuneration	9,000	8,000
Employee benefits expense	1,171,211	982,500
Depreciation expense	59,121	41,044

6 Cash and Cash Equivalents

Cash at bank and in hand	1,021,525	1,315,860
Short-term deposits	1,513,250	1,125,250
	2,534,775	2,441,110

7 Trade and other receivables

CURRENT

Trade receivables	2,805	1,877
Other receivables	121	121
	2,926	1,998

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

MARSS AUSTRALIA INC

A.B.N 74 370 786 999

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

8 Other Assets		
	2021	2020
	\$	\$
CURRENT		
Prepayments	18,591	17,949
Accrued income	16,173	7,718
	<u>34,764</u>	<u>25,667</u>
9 Property, plant and equipment		
Plant and equipment at cost	21,820	21,820
Accumulated depreciation	(15,837)	(13,173)
Total plant and equipment	<u>5,983</u>	<u>8,647</u>
Motor Vehicle at cost	99,820	81,956
Accumulated depreciation	(85,528)	(81,956)
Total motor vehicles	<u>14,292</u>	<u>-</u>
Total property, plant and equipment	<u>20,275</u>	<u>8,647</u>

(a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Plant and Equipment \$	Motor Vehicles \$	Total \$
Year ended 30 June 2021			
Balance at the beginning of year	8,647	-	8,647
Additions	-	17,864	17,864
Depreciation expense	(2,664)	(3,572)	(6,236)
Balance at the end of the year	<u>5,983</u>	<u>14,292</u>	<u>20,275</u>
Year ended 30 June 2020			
Balance at the beginning of year	21,820	81,956	103,776
Additions			
Depreciation expense	(13,173)	(81,956)	(95,129)
Balance at the end of the year	<u>8,647</u>	<u>-</u>	<u>8,647</u>

MARSS AUSTRALIA INC

A.B.N 74 370 796 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

10 Leases

Association as a lessee

The Association has leases over buildings.

The Association has chosen not to apply AASB 16 to leases of intangible assets.

Information relating to the leases in place and associated balances and transactions are provided below.

The Association has elected to measure the right of use asset arising from the concessionary leases at cost which is based on the associated lease liability.

Right-of-use assets

	Buildings
	\$
Non - Current	
ROU at cost	72,405
Depreciation charge	<u>(52,884)</u>
Balance at end of year	<u>19,521</u>

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	1 - 5 years	Total undiscounted lease liabilities
	\$	\$
2021		
Lease liabilities	26,668	26,668
2020		
Lease liabilities	300,816	300,816

COVID-19 Rent concession

The Association has applied the practical expedient to all COVID-19 related rent concessions that meet the following conditions:

- a. The change in lease payments results in revised consideration for the lease that is substantially the same as, or less than, the consideration for the lease immediately preceding the change;
- b. any reduction in lease payments affects only payments originally due on or before 30 June 2021 (for example, a rent concession would meet this condition if it results in reduced lease payments on or before 30 June 2021 and increased lease payments that extend beyond 30 June 2021); and
- c. there is no substantive change to other terms and conditions of the lease.

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MARSS AUSTRALIA INC

A.B.N 74 370 795 989

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

10 Leases

COVID-19 Rent concession

The practical expedient allows changes in lease payments resulting from the rent concession to be treated as a variable lease payment through the statement of profit or loss and other comprehensive income, rather than as a lease modification.

11 Trade and Other Payables

	2021	2020
	\$	\$
CURRENT		
Trade payables	54,490	8,045
Employee benefits	27,334	12,475
Accrued expense	14,749	28,703
	<u>96,573</u>	<u>49,223</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

12 Contract Balances

Contract assets and liabilities

The Association has recognised the following contract assets and liabilities from contracts with customers:

CURRENT		
Contract liabilities	586,728	636,904
	<u>586,728</u>	<u>636,904</u>

13 Employee Benefits

Current liabilities		
Annual leave	16,355	30,502
	<u>16,355</u>	<u>30,592</u>
Non-current liabilities		
Long service leave	2,610	2,610
	<u>2,610</u>	<u>2,610</u>

14 Other Liabilities

CURRENT		
Other liability	900	2,900
	<u>900</u>	<u>2,900</u>

MARSS AUSTRALIA INC

A.B.N 74 370 795 990

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

15 Contingencies

In the opinion of those charged with governance, the Association did not have any contingencies at 30 June 2021 (30 June 2020:None).

16 Cash Flow Information

(a) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2021	2020
	\$	\$
Profit for the year	122,810	82,487
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- amortisation	14,505	-
- depreciation	6,238	2,665
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(9,383)	(942)
- (increase)/decrease in prepayments	(642)	15,433
- increase/(decrease) in trade and other payables	47,348	(68,759)
- (increase)/decrease in contract liabilities	(52,176)	199,905
- increase/(decrease) in employee benefits	(14,237)	11,782
Cashflows from operations	<u>114,463</u>	<u>242,571</u>

17 Statutory Information

The registered office and principal place of business of the association is:

MARSS Australia Inc
Theo Notras Multiculture Center
Level 2/180 London cct
Canberra ACT 2601

MARSS AUSTRALIA INC

A.B.N 74 370 796 990

RESPONSIBLE PERSONS' DECLARATION

The responsible persons declare that in the responsible persons' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Responsible person 

Responsible person 

Dated 2/11/2021

MARSS AUSTRALIA INC

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF MARSS AUSTRALIA INC

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of MARSS Australia Inc, which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

In our opinion the financial report of MARSS Australia Inc has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Registered Entity's financial position as at 30 June 2021 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

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 auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and 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.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Registered Entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other matter

The financial report of MARSS Australia Inc, for the year to the 30 June 2020, was audited by another auditor who expressed an unmodified opinion on these financial reports on the 3 November 2020.

MARSS AUSTRALIA INC

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF MARSS AUSTRALIA INC

Responsibilities of Responsible Entities for the Financial Report

The responsible persons of the Registered Entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a 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 responsible persons are responsible for assessing the Registered Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

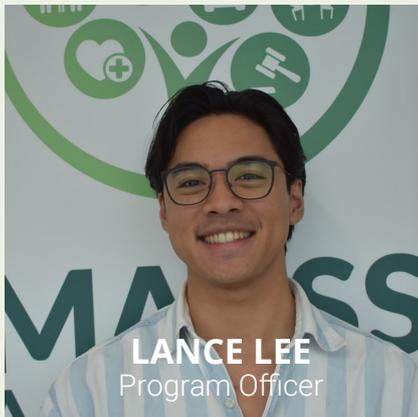
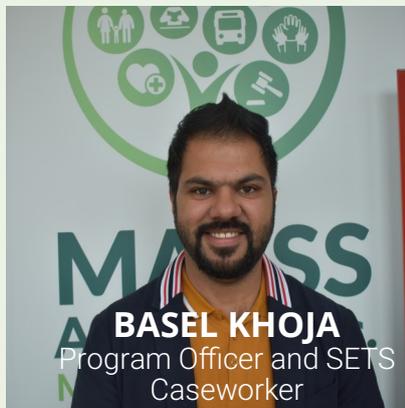
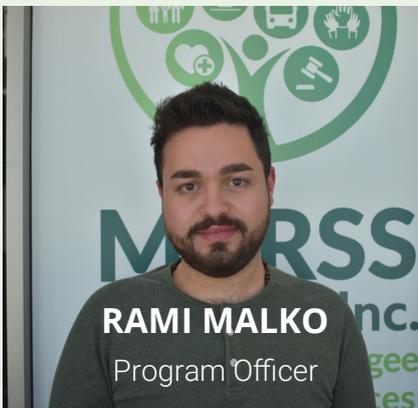
PKF Canberra



Ross Di Bartolo
Registered Auditor

Dated: 2.11.21,

MARSS STAFF



MARSS STAFF



Eltaf Ramozi

Janet Elmes

Jeanie Goodhew

Melissa Gomez

MARSS BOARD

BOARD OF MANAGEMENT 2019-2021

Chairperson David Ng

Deputy Chair Andrew Alwast

Treasurer Mithun Alexander

Secretary Andrew Ng

Public Officer Borhan Uddin Ahmed

Committee Member Simon Kwan Kit Ng

Committee Member Syed As-Syeed

Committee Member Isaac Cotter

Committee Member Steve Taskovski

Committee Member Tendayi Kanengoni



MARSS MEMBERS 2020-2021

ACT Elderly Chinese Welfare Society
ACT Hazara Community Inc.
ACT Maori Performing Arts Inc.
ACT Multicultural Council
Africa Australia Association Inc.
Australia Cuba Friendship Society Canberra
Australia Tamil Cultural Society of the ACT
Australian & New Zealand Maori Cultural School
Australian India Business Council
Australian Karen Organisation—ACT
Australian Mon Association Inc
Bangladesh Australia Association Inc.
Bangladesh Seniors Club, Canberra Inc.
Canberra Academy of Cantonese Opera
Canberra and District Hungarian Cultural Association
Canberra India Council
Canberra Interfaith Forum
Canberra Islamic Centre
Canberra Latvian Association
Canberra Multicultural Community Forum Inc.
Canberra Muslim Community Inc.
Canberra Saiva Temple
Council of Polish Organisations in the ACT
Diverse Communities Council of ACT
El Salvador Friendship Association Australia
Ghana Australia Association Inc.
Greek Orthodox Community
Hindu Temple and Cultural Centre of the ACT Inc.
India-Australia Association of Canberra
Integrated Cultures ACT Inc.
Iraqi Christians in Canberra
Kia Ora Te Whanau Social Club Inc.
Macedonian Orthodox Community of Queanbeyan
National Australian Chinese Club Inc.
National Ethnic Disability Alliance (NEDA) of Dreams
Pakistan Australian Friendship Association
Pakistan Cultural Association Inc.
Philippine Cultural Society
Radyo Filipino Canberra-Australia Inc.
Russian Ethnic Association
Russian Orthodox Community Centre
Samoan Association of the ACT
Sierra Leone Community of the ACT & Regions
Soroptimist International Club of Canberra Inc.
South Sudan Australia Community
Sudanese Australian Community
Tamil Senior Citizens Association
Thai Community of the ACT Inc
Thai Media and Culture of Canberra
Tongan Association Canberra & Queanbeyan

ACKNOWLEDGMENTS AND THANK YOU

Accenture	Canberra Institute of Sport	Navitas AMEP
ACT Chinese Dance Group	Canberra Institute of Technology	Oxley Court Serviced Apartment
ACT Community Participation Group	Capital Football	Radford College
ACT Community Services Directorate	Care Financial	Rahula Lodge
ACT Council of Cultural & Community Organisations	Centrelink	Ready Real Estate
ACT Dental Health	Companion House	Real Estate Institute of ACT
ACT Education and Training Directorate	Department of Home Affairs	Real Estate Institute of Australia
ACT Fire and Rescue	Department of Human Services	Red Cross
ACT Government Economic Development Directorate	Department of Social Services	Refugee Council of Australia
ACT Government Health Directorate	Dickson College	Relationship Australia
ACT Government Territory and Municipal Services	Domestic Violence Crisis Centre	Salvation Army
ACT Libraries	Energy Efficiency Program	Scouts ACT
ACT Multicultural Arts	EveryMan	Settlement Council of Australia
ACT Multicultural Council	Flipout	Share the Dignity
ACT No Waste	Gungahlin Child and Family Centre	Soroptomist International
ACT Office for Children, Youth and Family Support	Gungahlin Library	St John's Resettlement Committee
ACT Office of Women	Hands Across Australia	St Pauls Anglican Church
ACT Shelter	Havelock Housing Association	St Vincent de Paul
Anglicare ACT	Hodgkinson Real Estate	Stuart McKellar
Anthony Burgess	Housing ACT	Telstra
Australian Council of Social Services	Islamic School of Canberra	Tenancy Advice Bureau
Australian Federal Police	KidSafe	The Smith Family
Australian Taxation Office	Legal Aid ACT	Toora Women Inc.
Belconnen Library	Martins Property Group	Tuggeranong Child and Family Centre
Brindabella Christian College	Max Employment	Volleyball ACT
Burgmann Anglican School	Migration Council Australia	Volunteering ACT
Canberra Business Chamber	Multicultural Youth Advocacy Network	West Belconnen Child and Family Centre
Canberra Ethnic Community Groups	Multicultural Youth Services	Youth Coalition of the ACT
	National Health Co-op	
	National Home Doctor Service	
	National Translating and Interpreting Services	

MARSS VOLUNTEERS

Volunteers are invaluable to the successful delivery of the many programs offered by MARSS.

We are extremely grateful for all the volunteers who gave up their time to help our clients in 2020-2021.

Aarti Sharad Seksaria	Arielle Levy	Dominic Bae
Abdulqader Muneer Al-Kunaisi	Aries Valkin Calonzo	Dominic Hale
Abhijeet Swami	Arthy Ananthapavan	Dushyanthi Rajendran
Aditi Chetty	Aruna Anderson	Edward Callender
Aditi Malhotra	Asbiva Khoshnow	Edward Kennedy
Adrian Dawson	Ashmita Singh	Edwin Thompson
Adrian Scott	Ashna Gera	Eilis Fitt
Afra Musa	Asssariparambil Thomas Earnest	Elaine Ung
Akram Abdella	Astrid Addai	Eleanor Hsu
Alexander Norman	Ayu Abdullah	Eleanor Lawless
Alexander Tu	Ba Quang Tran	Elena Ryan
Alexandra (Ally) Butcherine	Bec Hopkins	Eleonora Quijada Cervoni
Alexandra Foley	Belinda Sutton	Elisabeth Connolly
Alexandria Feruglio	Ben Chesler	Elise Routledge
Alice James	Benjamin Durkin	Eliza Wilson
Alice Read	Benjamin Weise	Elizabeth (Lizzie) Davies
Alisi Rabune	Beth Johnston	Elizabeth Garwood
Alison Fong	Bethany Wrenn	Elizabeth Grant
Alpha Arzu	Betty Mai	Ella Parker
Alyssa Helmers	Bodhi Dharmatilake	Ella Sheppard
Aman Alamzeb	Brendan Warr	Elle Butterworth
Amanda Reyes-Veliz	Briana Sterling	Ellen Workman
Amani Yohan	Bryan Harris-Mayes	Ellie Chapman
Amelia (Milly) Mcdonald	Cameron (Cam) Stary	Ellie Hawthorne
Amelia Edwards	Carina Stone	Elnaz Javid
Amy Sanson	Catherine Mpofu	Eloise Skoss
Amy Theakston	Cesira Costello	Elsie Adamo
Ana Diaz	Charlene Blantocas	Eman Al-Nakash
Ana Leticia Garcia Velasco	Charlie Mackenzie	Emilia Currey
Ana Marcela Lopez Gracia	Charlotte Eagling	Emily Alice Ings
Anam Khan	Charlotte Raftesath	Emily Lyon
Andrew Blakely Nolan	Che Marfleet	Emma Andrews
Ane Taito	Chelsea Barrera	Emma Brittany Gabriella Scott
Angela Chau	Cheryl Bowman	Emma Cohen
Angela Liu	Chetan Kharbanda	Erin Maier
Anindya Sen	Christian Javier Gomez Carrasco	Erniaty Erniaty
Anja Karki	Christine Ryan	Esraa Elkambeshawy
Anjum Daga	Christine Stewart	Esther Arenas Gonzalez
Ann Villiers	Christopher Mercante	Evie Costa
Anna Boyden	Corrin Demeo	Fardin Jafrul
Anna Brown	Dalia Betto	Farzaneh Kalhor
Anna Louise Howe	Dang Hai Doan Nguyen	Fatima Al Quraeni
Annabelle Jeffries	Darcy Allard	Fay Padarin
Anne-Marie White	David Goodbody	Frances Baldwin
Annette Rae Doran	David Lever	Francesca Luzzi
Annie Brett	Diego Alejandro Beltran Munevar	Frank Hesse
Anton Harper	Dina Luate-Wani	Ftuo
Anurag Prasad	Divij Madan	Gabriel Johnson
Arabella Bargmann		Gabrielle Kierath

MARSS VOLUNTEERS

Gayathri Menon
Gayle Morrison
Georgette Newcombe-Hobby
Georgia Davis
Georgia Gocentas
Georgia Gough
Georgie Barnes
Ghaith Laith Malko
Gina Gebhardt
Giouannino Andriolo
Grace Gower
Grace Rumsey
Hana Williams
Hani Alif
Haochen (Harry) Li
Harriet Davies
Hassan Zolfaghari
Heather Maxwell
Helen Taylor
Helen Wilson
Henry Richardson
Huimin Xiang
Iain Calman
Igor Mudrinic
Ikbal Qashaa
Imogen Mckay
Inas Al-Imari
Indigo Miller
Isabella Kittel
Isabelle Walton
Isobel Willoughby
Issai Kato
Itumeleng Aisha Sofiah Setipa
Ivy Loncar
Ivy Ye
Jackelyn Buckley
Jackie Antoun
Jacky Fogerty
James Bacon
James Miller
Janet Chris Martin
Janet Elmes
Jasemine Altinkaya
Jerusha Jeyasingham
Jesse Spratt
Jessica Baird
Jessica Egan-Richards
Jessica Ewing
Jessica Hambly
Jessica Heller
Jessica Honan
Jessika Lomas

Jiahua Liang
Jingwei Cheng (Ashley)
Jingxuan Xiao
Joanne Wong
Johanna Biddle
John Alexander Terrey
John Sander O'hearn
Josephine Deo
Joshita Khan
Juana Munoz
Juna Acharya
Karen Chow
Karen Green
Karma Kuenga Zangpo
Kate O'shannessy
Kate Tickner
Katelyn Ewart
Kathryn Longstaff
Kathryn Sellers
Katie Austin
Katie McMahan
Kaye Dunstone
Keke Niu
Kelly Esteveao
Kent Brown
Keshika Indran
Keshika Indran
Kishwar Rahman
Klarissa Nguyen
Kristen Yang
Kristian Jongeling
Krystal Buckle
Kshama Patel
Kudzai Dzvaka
Kutaiba El-Bidari
Labiba Rahman
Lachlan Mcdevitt
Laila Farouque
Lamis Kazak
Lara Mustaine
Laura Budding
Laura Hugh
Lauren Skinner
Le Vu Kieu Tram (Marty Le)
Leonie Lam
Liam Cash
Liam McBride Kelly
Liana Kaloumaira
Liliana Jones
Lillian O'donnell
Lottie Twyford
Louisa Studman

Lucaya Rich
Lucy Mitchell
Lucy Peel
Lynda Spadaccini
Madeleine Benson
Madeleine Dyne
Madeleine Male
Mahesh Shankaralingam
Mahmoud Ahmed Hakim
Majella-Rose Shanahan
Malik Haroon Munir
Malynda Bo
Manar Arabani
Manisha Giri
Marcela Covarrubias Hernandez
Margaret Coker
Mark Gibeau
Mark Rowe
Masoud Taghimolla
Matilda Cosgrove
Matt Melendez
Matthew Cooper
Maud Mussared
Maureen Scott
Maureen Stark
May Tippetts
Maya Salama
Meg Haynes
Melissa Sykes
Michelle Cunningham
Michelle Thane
Mike Holland
Mina Mohanad Noaman
Minh Vinh Tuong Nguyen
Minna Liu
Miranda Crooke
Mohamed Absuin
Mohammad Fuad Al-Hassan
Molly Saunders
Molly Wilkinson
Mona Abdalla
Monique Dunphy
Morgan Eyles
Muataz Ajaj
Muath (Jordan) Amayreh
Mujeeb Razaq
Nafe Alamin
Naia Robinson
Naomi Woodpower
Nargiss Hijazi
Nashwan Eliya
Nasra Albaloshi

MARSS VOLUNTEERS

Nargiss Hijazi
Nashwan Eliya
Nasra Albaloshi
Natalie Amiel
Natalie Norman
Nayan Sarda
Neil Bowman
Nicholas Chan
Nicholas Roskolnikov
Nicholas Warren
Nicolas David Holberton
Nidup Zangmo
Nimesh Gunasekere
Nisha Gurung
Niveditha Hari
Noel Jacob
Noha Zalo
Nopporn Ganthavee
Noureldin Elbashir
Olivia Bowen
Olivia Veenstra
Olivia Von Bertouch
Oltana Agastra
Parminder Kaur Uppal
Patrick Jones
Paulina Mercer
Perveen Wagstaff
Philip E. C. Cox
Philip Mullens
Philippa Callan
Phoebe Cheung
Phoebe Malcolm Preston
Phu Tai Duong
Pia Eliason
Piroska Elke Allaki
Prabaa Peter
Rachel Maria Santos
Raka Bhattacharya
Ramanjeet Kaur Brar
Ramzi Raheem
Ranjitha Krishna
Raveen Ranawake
Rebecca Lea Weekes-Randall
Rikke Andersen
Rita Karki
Riyadh Sulaiman
Robert Bennett
Robert Knowles
Roberta Liddell
Rod Covell
Rose Elizabeth Luck
Rose Kethel

Rosemary June Castle
Rosette Wanis
Rosie Proctor
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Ruby Caitlin Annand Jones
Saba Siddiq
Sabrina Gillett
Sachindra Bahadur Singh
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Saige Engelbrecht
Sama Khan
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Sarah Parker
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Sharniya Jayaprakash
Sheida Hadavi
Shireen Syed
Shravan Divakarla
Shuhd Alsharki
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Steph Gorman
Stephanie Maria Kochinos
Stephanie Zughbi
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Sue Weekes
Suha Salih
Susan Mcqualter
Sweeta Ahmady
Taghreed Daftar
Taj Muhammad Khan
Tamaya Peressini
Tamsin Mclure
Tanja Porter
Teresa Barnes

Thea Katauskss
Theresa O'connor
Therese Huang
Thy O'donell
Tianya Wang
Tiegan Gleave
Tigest Sendaba
Tilak Raj Sharma
Timothy Barham
Toby Sebastian
Travis Larcombe
Tri Nguyen
Trish Lee
Tyler Reysenbach
Tyson Ingo Mauk
Upjeet Toor
Vaidehi Sargeant
Valentine Dubois
Valentine Jerono
Vanessa Markulic
Vanessa Millar
Varun Sirohi Lall
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Victoria Caroline Benn
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Virginia Chang A.
Virginia Proust
Vishwajit Kadam
Vivek Lall
Vivien Deng
Vrishabh Sudesh Salian
Weilun (Alan) An
Wendy Michaels
Wyne Wyne
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Yaser Iqbal Paracha
Yashi Kotnala
Yasmin Kirk
Yeung Shiu Yan Sally
Yi-Ling Wang
Yinan (Anthony) Qin
Ying Zhu
Yinyuan Li
Ysabel Celis
Yusuf Parker
Zahira Hakimi
Zara Olsen
Ziang Jia
Zixiong Zhuang
Zoe Logan



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