



MARSS Australia Inc.
Migrant and Refugee Settlement Services

2025 Annual Report



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MARSS

Acknowledgement of

Country

We pay our respects to the Traditional Custodians of the land we call home, the Ngunnawal and the Ngambri peoples, and other families and people with connections to the ACT and Canberra region.

We acknowledge that sovereignty was never ceded by First Nations Peoples and express our gratitude for the safety, shelter, and nourishment this land and waterways provide.

We stand in solidarity with First Nations Peoples, thanking them for welcoming those of us who have fled or chosen to make Australia home.

We recognise the enduring legacy of the Aboriginal Embassy as the world's longest continuing Indigenous protest on Ngunnawal and Ngambri lands and support the Traditional Custodians in their pursuit of land rights, sovereignty, and self-determination.

Vision And Values

Vision

Empowering migrants, refugees, and humanitarian entrants to enjoy a sustainable settlement in the Canberra region in a caring and supportive way is at the heart of MARSS Australia's mission. Through culturally sensitive services and community-driven programs, we aim to build confidence, independence, and a strong sense of belonging for every individual we support.

Values

- Objectivity
- Integrity
- Continuous Improvement
- Respect
- Inclusiveness
- Professionalism
- Confidentiality
- Sensitivity
- Accountability
- Open Communication
- Flexibility
- Innovation
- Transparency
- Honesty
- Duty of Care
- Solidarity
- Value for Money

Our Clients

MARSS Australia supports individuals and families from migrant, refugee, and culturally and linguistically diverse (CALD) backgrounds as they establish new lives in the Canberra region. Many clients face significant challenges, including navigating unfamiliar systems, learning a new language, and adapting to different cultural and social expectations.

To address these challenges, MARSS offers tailored services such as casework support, employment and training programs, youth engagement initiatives, English and life skills classes, and driving lessons. These programs empower clients with the practical skills, knowledge, and confidence needed to achieve independence and fully participate in the community.

Through this holistic approach, MARSS fosters inclusion, resilience, and long-term success, helping Canberra's newest residents overcome settlement barriers and contribute positively to their community.



Staff and clients of MARSS

About Us

The Migrant and Refugee Settlement Services of the ACT (MARSS Australia Inc.) provides services and supports to people from migrant and refugee backgrounds, seeking to settle in the Canberra region. MARSS supports people to exercise and enjoy their human rights.

Built on the foundations of the National Settlement Standards and the human rights frameworks, MARSS aims to empower migrants, refugees, humanitarian entrants and asylum seekers through casework and advocacy, to settle into life in Australia.



Nic Manikis PSM

Chair



I am delighted to report that the financial year 2024-25 saw significant improvements to the operations of the Migrant and Refugee Settlement Services Australia (MARSS), an increase in the number of clients being provided services, a more client-focused workforce with improved workplace culture and the achievement of a viable financial model for the organisation going forward.

The financial year 2024-25 saw significant changes to reporting lines and organisational structure, ensuring that limited funds were largely expended on implementing activities that meet the key performance indicators set by our funders that directly address the needs of clients.

Unfortunately, the restructure involved a number of redundancies and reduced workdays for most remaining staff limited until the end of the financial year (30 June 2025). This was necessary for the organisation to reign in a significant and increasing projected deficit as a result of the organisation not being successful in securing several major grants programs (e.g. Housing Program) at the end of 2023, coupled with delayed action being taken in late 2024 to address the funding shortfall.

The success of the restructure is largely due to the extraordinary efforts made by the staff that remained with MARSS, who continued to provide services to clients and to keep the organisation operational during the period of reduced workdays from January to June 2025.

I am also pleased to report that, in parallel with the restructure process, we achieved a major objective during the financial year 2024-25 to convert the antiquated paper-based record-keeping practices to digital systems. There was continued investment during the financial year 2024-25 in the implementation of IT technological systems, including introducing and finalising the implementation of Xero accounting system, Actionstep and HR Planner.

I am pleased to report that the MARSS is now appropriately structured to perform in the future within the parameters of the available budget, updated technological operational systems, new policies and procedures in place and with a sharper focus on clients' needs.

I acknowledge the dedicated and skilled Board members who have provided a superior level of governance and guidance to the organisation's management throughout a challenging year and have contributed their time, considerable community knowledge and access to their respective community networks for the benefit of MARSS' clients. I also acknowledge the exceptional skills and empathetic approach to clients' needs displayed by the CEO and staff of MARSS throughout this challenging year. I am particularly grateful for the high-quality advice the Board received from the leadership team throughout the year. I express my sincere appreciation for the outstanding work that has been delivered by all MARSS staff. Your contributions have played a pivotal role in the ongoing success of MARSS.

Sonia Di Mezza

Chief Executive Officer



Writing this message in my mother's town Formicola in southern Italy gives me the chance to pause and reflect on how far MARSS' clients have travelled before coming to Australia and settling into the Canberra region. This past year is one characterised by significant change and growth, and the board and staff have been able to traverse this period with fortitude, resilience and commitment.

The organisational changes that were initiated at the commencement of my tenure at MARSS have been ongoing throughout the 2024/2025 year. The tripartite of software systems that were introduced to MARSS, HR Planner, Xero Accounting system and Actionstep client management system continued to require fine-tuning in order to provide MARSS with IT systems that would enable the organisation to move from a paper-based organisation to one that could operate in an IT environment. I am pleased to report that the IT systems are now fully implemented, connected to the Department of Home Affairs DEX data system, and functioning well. 2024/25 was an investment year for MARSS. We used some of our significant reserves to make up the required deficit that was needed as we worked hard to right-size the organisation. The flow on effect from losing the housing program from the ACT Government in 2023 required a significant restructure, and some staff were made redundant as a result. We wish staff who have left the organisation well in the future and thank them for their valued service to MARSS. I am pleased to report that MARSS is now fully right-sized with sufficient staffing resources to be able to deliver all programs to a high standard and within our projected budget.

Change at MARSS also meant winning new grants, thereby providing unique and innovative ways of supporting our clients from refugee and migrant backgrounds. MARSS has set up a new employment program, funded by both the Scanlon Foundation and the Australian Government. In collaboration with Nexus Human Services, MARSS was successful in securing the Multicultural Disability Employment Program (MDEP), a new program that will support our clients from culturally diverse backgrounds and living with a disability to seek, secure and maintain jobs, in a culturally safe way. These are early days, but the feedback from the beneficiaries of this program has already been overwhelmingly positive. Another new area of focus was our cybersecurity program, which involves providing information sessions and training for our communities, about how to become safe in a cyber world.

I take this opportunity to thank the board of MARSS, led by the Chair Mr. Nic Manikis, for the insightful governance leadership they have provided to the organisation. The members of MARSS interact with us and ensure that our programmatic focus stays on track. We are grateful to our donors for the funds they provide to make our work a reality, as well as our various stakeholders with whom we interact in the implementation of program. We thank the staff of MARSS, who are passionate, dedicated and hard-working in supporting our clients. Our clients from migrant and refugee backgrounds make our work worthwhile. It is a great honour and privilege for all of us at MARSS to continue to serve you, and we are grateful that we have successfully traversed a challenging yet positive year with you. We look forward to continuing on this positive trajectory in the future.

Board Members



Nic Manikis PSM
Chair



Toa Takiari
Deputy Chair
Recipient of the Royal Order of the
Crown of Tonga medal 2025



Nim Osborne
Treasurer



Borham Ahmed
Public Officer



Isaac Cotter OAM
Committee Member



Sunita Dhindsa OAM
Committee Member



Syed A. As-Sayeed
Committee Member



Kofi Osei Bonsu
Committee Member



Giovani Cano
Committee Member



Emie Jiang
Committee Member

Meet Our Team



Sonia Di Mezza **Chief Executive Officer**

Sonia Di Mezza is a solicitor and human rights lawyer, with over 30 years of experience. She has set up projects in the Sudan and for Afghan widowed women in Pakistan; worked for the United Nations High Commissioner for Refugees in Lebanon, and a child rights NGO in India. Her senior executive experience includes working as the Deputy CEO of the ACT Disability, Aged and Carers Advocacy Service, and CEO of Loddon Campaspe Multicultural Services. She holds an MBA, M.Comm., and M.Int.Law in human rights. Sonia speaks seven languages.



Joshua Alexander **Team Leader – Settlement Services**

Joshua Alexander is a Team Leader at MARSS, overseeing settlement programs, education and training initiatives, and community engagement. With extensive humanitarian experience across Africa and the Middle East, he has worked with refugees and displaced communities in challenging environments. Previously, he held roles at Deloitte, the Australian Red Cross, and as a youth employment consultant, supporting vulnerable clients and jobseekers. Joshua is a skilled communicator and administrator with deep expertise in the humanitarian and settlement sectors.

Meet Our Team



Madhuri Keshwani
Business Manager

Madhuri Keshwani is the Business Manager at MARSS, responsible for financial management, accounting, HR, and information systems. She oversees budgeting, grant management, and Board reporting. Previously, she led financial process improvements at Focus ACT, worked on digital finance transformation at Genpact India, and gained audit and finance experience at Ernst & Young. She is a CPA (CPA Australia) and a CA (Institute of Chartered Accountants of India).



Eman Basheer
Team Leader – Community Development

Eman Basheer, with a Master's degree in Architecture, has over eight years of experience in refugee settlement services. She focuses on case management and community engagement, particularly assisting Arabic-speaking refugees. Eman has worked with the International Organization for Migration and contributed to the Iraqi Christian community in Canberra. She is dedicated to improving the lives of refugees through her extensive experience and advocacy.

Meet Our Team



Kamal Ahmed
Multicultural Youth Program Officer

Kamal Ahmed was born in Sudan and raised in Egypt and Australia, bringing a rich cultural perspective to his work with young people from multicultural communities. Since joining MARSS in April 2023, he has supported youth through mentoring and guidance, helping them build confidence, develop life skills, and overcome challenges. With a Diploma of Community Services, Kamal is passionate about fostering inclusion and creating opportunities for young people to thrive.



Erdem Can
Settlement Officer

Erdem Can, a skilled migrant from Turkey, joined MARSS in April 2023. With a bachelor's degree in counselling and extensive experience in school counselling, Erdem focuses on casework for refugee and migrant clients. He provides culturally informed support, particularly for clients from Middle Eastern and North African backgrounds, ensuring they feel heard and understood.



Domenic Torcasio
Community Development & Multicultural Employment Officer

Domenic Torcasio has over three years at MARSS in roles spanning housing, settlement, and community development. Holding diplomas in Community Services, Event Management, and Business, he leads employment programs, leadership workshops, and multicultural events, securing major donor support and fostering skills, confidence, and connection within Canberra's diverse communities.

Meet Our Team



Rose Hamid **Settlement Officer**

Rose Hamid, born in Iran, holds a bachelor's degree in Arabic Language and Literature and a Diploma in Community Services. As a Settlement Officer at MARSS, she helps migrants navigate the challenges of settling in a new country. Fluent in Farsi, Arabic, and Dari, Rose offers direct communication and emotional support to her clients, drawing from her own experiences as a migrant. She is passionate about empowering others and believes in the transformative power of connection.



Patrick Shore **Admin Officer & IT/Social Media Support**

Patrick Shore has been with MARSS for over two years, starting as a volunteer before moving into ongoing roles. He initially supported the PASS program, providing academic support to young migrants and refugees, and helped create an inclusive learning environment. Now serving as an Admin Officer, he assists with front office operations, IT, intake and social media. He is dedicated to supporting the community and helping clients feel connected and informed throughout their settlement journey.



Iyad Al Bool **Driving Instructor**

Iyad Al Bool, originally from Jordan, has been a driving instructor at MARSS since July 2023. Having moved to Australia in 2019, Iyad understands the challenges of immigration. He helps fellow immigrants obtain their driver's licenses, which are crucial for employment and independence. As a native speaker of Arabic he is able to support Arabic speaking clients in their language. Iyad takes pride in his work and is honored to be part of MARSS.

Meet Our Team



Ramya Bathula

Accounts & Business Support Officer

Ramya Bathula, originally from India, moved to Australia in 2015 and holds a Master of Professional Accounting. She joined MARSS in March 2024, handling accounts payable, receivable, payroll, and other accounting operations. Ramya also assists with budgeting, grants, and report preparation, bringing her extensive experience in accounting and financial analysis to her role.



Lynne Johnson

Cultural Community Development Officer

Lynne Johnson has over 40 years of experience as a sewing educator and textile artist. She coordinates sewing and craft programs at MARSS, teaches practical skills, and manages various community initiatives. Lynne is passionate about empowering women and has been instrumental in setting up online learning.



Pranshu Shende

Settlement Officer

Pranshu is dedicated to helping newcomers feel at home and build a sense of belonging in the community. With extensive experience in project management, community engagement, and client support in Canberra's not-for-profit sector, he takes a practical, people-focused approach. At MARSS, he supports clients in navigating settlement services and connecting with local resources.

Meet Our Team



Aysha Yousufzai
Settlement Officer

Aysha Yousufzai serves with MARSS as a Settlement Officer, supporting migrants and refugees to build new lives in Australia. Fluent in Dari, Pashto, and English, she provides tailored settlement support to individuals and families from diverse backgrounds. Currently completing a degree in Politics and International Relations, Aysha is passionate about empowering clients and helping them confidently navigate life in Australia.



Jasmine Stephens
Settlement Officer

Jasmine is originally from rural Queensland and holds a Bachelor's degree in History and Anthropology. She is currently pursuing postgraduate studies in Anthropology and Development. With a background in youth-focused health promotion and international development volunteering, Jasmine brings a strong commitment to inclusive and community-driven approaches. She is passionate about reducing barriers and fostering development processes that are both participatory and equitable.



Marcella Mujana
Settlement Officer

Marcella Mujana is a Settlement Officer who recently joined MARSS. With a multicultural background and experience living and working across multiple continents, bringing valuable global perspective and multilingual skills. Having worked extensively in humanitarian assistance and international development, Marcella is deeply committed to supporting newly arrived families as they navigate their settlement journey in Australia.



Participating in 'Africa Festival In The Park'



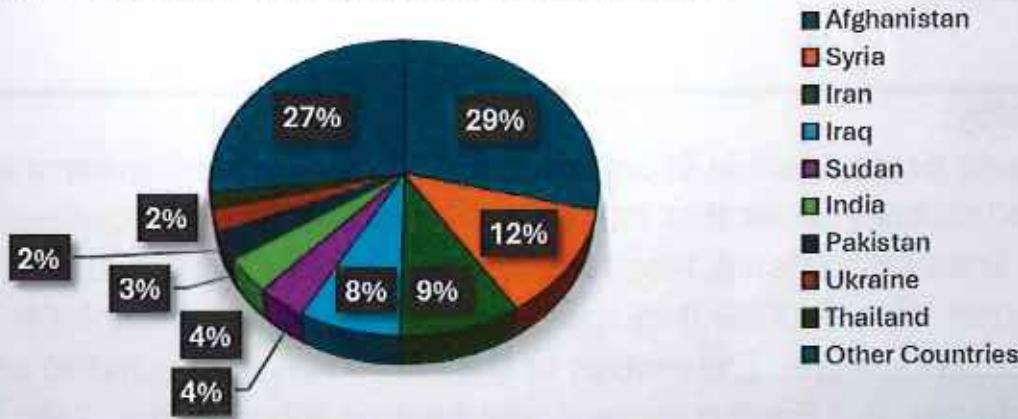
MARSS Staff Celebrating Eid with the community

Settlement Engagement Transition Support Program

Refugees, asylum seekers, and migrants arriving in Australia without strong family or community support face considerable challenges as they adjust to their new lives. The Settlement Engagement and Transition Support (SETS) program is designed to empower clients and communities by equipping them with the resources they need to build fulfilling, independent lives in Australia.

The strength of the SETS program lies in MARSS's people first approach. Every client's journey is unique, and our compassionate caseworkers work alongside clients to provide tailored support that aligns with their individual goals and aspirations. This client centred approach has delivered life changing outcomes, with many clients securing stable housing, finding employment, and achieving their educational ambitions.

1077 Client Intake Assessments



In the past year, MARSS delivered more than 25 settlement information sessions and workshops, alongside over 10 community events, creating opportunities for learning, connection, and growth. Through SETS, MARSS also engages with services and agencies to build strong partnerships and referral pathways, ensuring clients remain on track to achieve long-term outcomes of self-reliance and equitable participation in Australian society. In addition, the program supports staff to participate in Communities of Practice (CoP), thematic or location-based forums that promote collaboration, share good practice, and provide opportunities to learn from shared experiences.

A significant achievement this year has been MARSS's transition from a traditional paper-based service to a fully paperless system by adopting Actionstep, a comprehensive client management system. This has transformed the way we deliver services, enabling efficient client intake, secure document management, workflow automation, and advanced reporting and analytics. By modernising these processes, MARSS has improved service delivery, strengthened accountability, and ensured clients receive timely, high-quality support.

Every client brings a unique story, and MARSS is honoured to help them create new beginnings. Supported by strong partnerships, collaborative networks, and dedicated staff, the SETS program continues to pave the way for long-term success, fostering independence, well-being, and community connectedness, and ensuring everyone has a fair chance to thrive in Australia.

Case study:

After fleeing persecution in El Salvador, a family arrived in Canberra seeking safety and stability. Their first months were filled with challenges — inadequate housing, financial hardship, language barriers, and uncertainty about the future. With support from MARSS, they received essential items through GIVIT, helping them establish a home. The mother of the family was supported to enrol in nursing studies, join English classes, and begin driving lessons. Step by step, her confidence and independence grew. Now thriving in her studies and preparing to enter the workforce, she reflects on her journey with gratitude: "You make us feel like we matter." Through resilience and the right support, this family has turned a difficult beginning into a story of hope and opportunity.

School Holiday Program

The MARSS School Holiday Program provided children from culturally and linguistically diverse backgrounds with a variety of fun, educational, and culturally enriching activities throughout 2025. The program aimed to promote cultural awareness, social inclusion, and family bonding, while strengthening community connections.

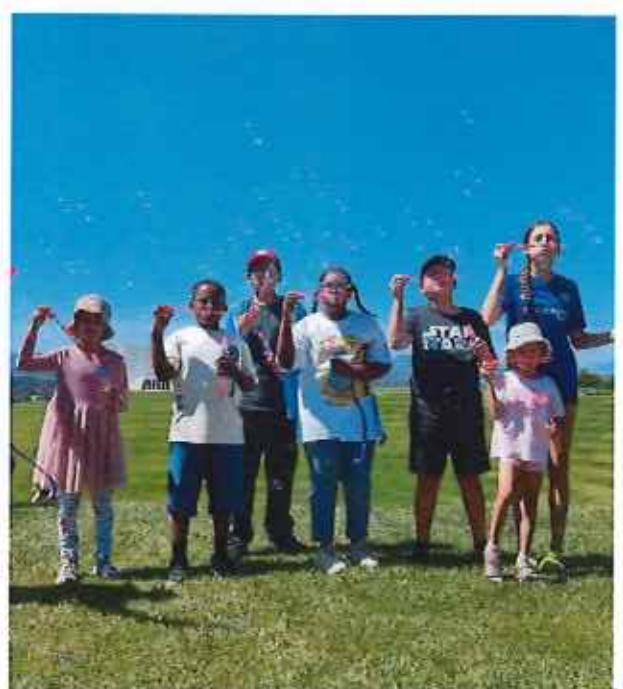
Activities included visits to the Reptile Zoo, Indoor Rock-Climbing, National Arboretum, Arts and Crafts Workshop, Questacon, Cinema Dendy, and a Kids Cultural Movie Night. Attendance remained consistently high, with participation ranging from 12 to 22 children per event.

Parents and participants reported that the program helped children develop a sense of belonging, confidence, and friendships in a supportive environment. Families also valued the opportunity to connect with others in the community.

Overall, the School Holiday Program continues to play a key role in offering inclusive, engaging, and culturally enriching experiences, with positive feedback highlighting its lasting impact on children and families. MARSS looks forward to continuing and expanding this valuable initiative in the future.



Children having fun at MARSS school holiday activities



MARSS Collaboration and Outreach



MARSS provided outreach services to eligible clients residing in the Belconnen, Gungahlin, Woden, and Tuggeranong regions who were unable to access services at the Canberra Civic Centre.

Caseworkers are expected to collaborate effectively with both settlement and mainstream service providers involved in a client's support network. This includes maintaining open and transparent communication and working cooperatively and professionally with other caseworkers and professionals to ensure a coordinated and client-centred approach to service delivery.

We used our strong, established links to connect clients to services across government, community, and private providers rather than duplicate delivery. We relied on these links to identify and close service gaps, creating additional programs as needs emerged.

The program worked closely with HSP, AMEP, and Job Active providers to support and complement their services and activities. This ensured that people transitioning from HSP and AMEP receive targeted support to help with their settlement, especially in the areas of education, employment, and English language skills (the 3Es). We strengthened our partnerships by establishing MOUs, holding regular meetings, and participating in inter-agency and Local Area Coordination meetings.

Community Capacity Building

Through its Community Capacity Building (CCB) Program, MARSS has empowered multicultural communities and new and emerging organisations by providing practical training, consultations, and culturally safe spaces. The program aims to equip and support these communities to collectively increase social participation, economic engagement, and personal wellbeing, ensuring positive settlement outcomes are sustained in the long term.

Over the past year, MARSS delivered targeted workshops and consultations across diverse communities, including Hazara, Rohingya, Karen, Iranian, and Spanish-speaking groups, working closely with community leaders, youth, and volunteers. Participants gained skills in leadership, governance, project management, and community development, receiving Certificates of Attendance to recognise their commitment. A Project Management workshop, led by the Director of Events and Professional Development at PMI Canberra, guided community leaders through planning, implementation, and collaboration, equipping them to manage real-world initiatives effectively.

These efforts have fostered sustainable leadership pipelines, stronger governance, improved access to funding, and more resilient, empowered communities across the ACT.

Emergency Relief Program

MARSS provides Emergency Relief Funding and material assistance in the form of food vouchers, food hampers, public transport tickets and chemist vouchers for people experiencing a financial crisis.

MARSS assisted people reach to self-reliance through education and referrals to our in-house Multicultural Financial Consultants and external organisations such as Care Financial Counselling Services, for financial counselling.

Education and Training

English for Living

This program offered free English classes to clients from culturally and linguistically diverse backgrounds in a supportive, informal environment at the Civic and Gungahlin offices. Our dedicated volunteer teachers dedicated their time and used their expertise to assist client with English acquisition, and the program provided tailored classes as per client's needs. The program included low, intermediate, high, and advanced levels, as well as English conversation sessions. In the 2024-2025 financial year, 84 clients participated in the program.

Case study:

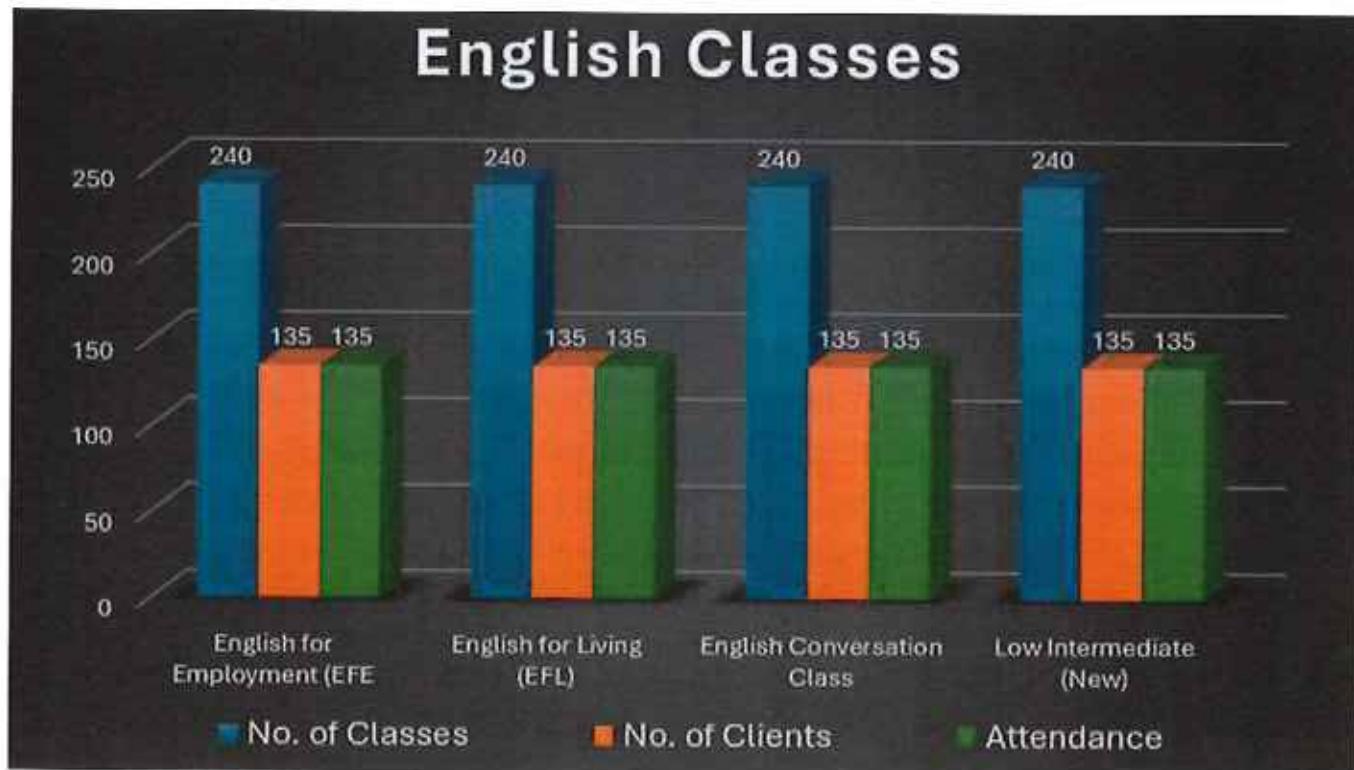
A Brazilian couple on temporary parent visas, ineligible for NAVITAS, found great value in MARSS English classes. They attend regularly and say the classes are "very good." "I understand more," the wife said. "I come here more often to improve my English. Every teacher is good." They also enjoy socialising with other students and feel more connected to the community. The couple is grateful for the opportunity to learn in a welcoming and supportive environment.

English for Employment:

The English for Employment program supported migrants, refugees, and asylum seekers in developing the English language skill to a level where they could successfully gain meaningful employment and vocational education opportunities. During the reporting period 31 clients attended English for employment classes.

English Conversation Class:

These classes are open to all MARSS clients and clients are enrolled based on their ability. Classes were delivered in person.



Digital Training:

MARSS delivers ongoing digital literacy training for all migrants and refugees, with enrolments open throughout the year. The Project Officer coordinates with volunteers to match them with clients and facilitates sessions in the MARSS computer room. During the reporting period 15 clients participated in the training, which also included basic hardware training and the development of skills.

The Home Tutor Program

This program pairs clients requiring English language support with trained volunteers, to assist them with language acquisition. Our volunteers played a vital role in enhancing client's language proficiency. MARSS' tutors helped clients improve their English skill in a one-on-one tutoring program. Through 2024-2025, there were 14 clients who participated in this program.

Case study:

Through this Program we identified other issues with clients. For example, one tutor provided information about completing a Housing ACT Rebate application form, which now requires clients to obtain a statement of earnings from his employer.

Sewing and Craft Classes

There were 38 registered students in the Sewing and Craft Program. Average attendance for the Thursday and Friday classes ranged from 12 to 15 students per session. Participants worked on individual projects as well as guided projects designed to teach them a variety of sewing skills and techniques. The program teaches women from migrant and refugee backgrounds with the necessary skills to operate a sewing machine, alongside training in digital technologies, leadership, and management abilities. It helps the women to improve English language proficiency, enabling participants to gain the practical skills needed to independently start and manage a small business.

The program was supported through generous donations of sewing machines, equipment, fabric, and notions. When a student who does not own a sewing machine but can demonstrate competence in using a specific donated machine, they are given the opportunity to take it home for continued practice and skill development.



Students attending MARSS sewing classes

Cultural Collective

During the year MARSS identified a gap in material goods to provide clients during the cold winter months.

MARSS sought donations from the community, local churches, organisations, and charities such as GIVIT to supply clients with appropriate clothing for winter. The clothes collected were of high quality and included jackets, blankets, women's work attire, children's clothing and shoes. We established a store within our Civic Office called 'Culture Collective' to provide easy access to clients seeking material goods.

ACT Pre-learner Licence Course

The ACT Pre-Learner License Course Program supports clients from Culturally and Linguistically Diverse (CALD) backgrounds in achieving road safety knowledge and obtaining a learner's permit, addressing barriers related to language and limited resources. The program had a focus on CALD clients, with a significant representation of refugees and migrants facing mobility challenges.

The course included 12, three-day classes held in either our Civic or Gungahlin office and conducted by MARSS-qualified instructors, with bilingual interpreters available to assist during testing. Over the course of the last year, over 140 clients participated in the Pre-Learner Licence course, which saw 88 successfully obtained their learner's permits free of charge.

The program empowered participants by equipping them with essential road safety skills and a pathway toward greater independence. Feedback from participants indicated increased confidence and a sense of accomplishment in overcoming transportation barriers within the community.

The ACT Pre-Learner License Course Program has shown substantial success in helping CALD clients move towards safer, more independent lives. We anticipate expanding this program to serve even more clients in the coming year.



Client successfully passed the online test which is the last step to be eligible for "L" licence.



PLLC classroom in MARSS Civic Office

Learn to Drive

A total of 1,056 driving lessons were delivered to 107 students, comprising 67 females and 40 males. These lessons were part of a structured support program aimed at helping participants achieve independent mobility. As a result, 51 students successfully obtained their driver's licence. Among the female participants, 28 secured their licence, 22 through MARSS and 6 through Access Canberra. Similarly, 23 male students obtained their licence, with 15 supported by MARSS and 8 through Access Canberra. The program has played a vital role in empowering individuals, improving access to employment opportunities, and enhancing social inclusion through increased independence.



“

I'm so lucky to have him as my instructor. With his guidance and patience, he taught me the skills to become a safe driver on the road. Thank you (my instructor Iyad) for giving me the confidence to drive and for helping to overcome my nervous and I really appreciate your encouragement in every time having driving lessons with you. Your lessons were very informative and well-structured. Thank you for being the best instructor ever!

“

I am currently taking driving lessons with Iyad through your program. I would like to sincerely thank you for giving me the opportunity to learn driving and work towards getting my licence. Obtaining a driver's licence felt like a big challenge for me, but Iyad made the entire process much easier with his excellent teaching skills, patience, and kind approach.

His helpful tips and techniques made driving less intimidating and more manageable. In the beginning, I was quite nervous, but he helped me build my confidence step by step. I truly appreciated the way he guided me through my mistakes, helping me understand and correct them so I could improve and avoid repeating them in the future.

It has been a wonderful learning experience, and I am very grateful to have received my lessons from him. Thank you once again for this valuable opportunity.

Program for After School Studies (PASS)

MARSS supported clients in enhancing their education and learning outcomes through the Program for After School Studies (PASS), which provided targeted academic assistance and skill development. The Program for After School Studies (PASS) supports youth who are from non-English backgrounds with homework, reading, writing, speaking skills, and effective use of resources provided by MARSS.

PASS actively supports students in foundational areas such as reading, writing, mathematics, and science, while also offering tertiary-level assistance, including academic writing skills and familiarity with the Australian tertiary education system or in specialised fields such as nursing, accounting, and information technology (IT).

PASS sessions are conducted at the MARSS Civic and Gungahlin offices, as well as at Aunty Agnes Shea for face-to-face sessions. Laptops and computers are provided for students during the sessions. The total of 24 SETS clients were supported through the program during the reporting period.



PASS Students

CALD Youth Nutrition & Physical Activity



The CALD Youth Nutrition & Physical Activity Program targets young people aged 12–16, with the overarching aim of promoting healthy eating behaviours and active lifestyles among culturally and linguistically diverse (CALD) communities.

During school holiday periods, participants take part in practical, hands-on cooking workshops, where they acquire essential skills in preparing nutritious and balanced meals. Complementing these workshops, the program offers a structured range of physical activities, including soccer, basketball, and tennis, designed to foster regular exercise, teamwork, and overall physical wellbeing.

Throughout the school term, the program delivers interactive nutrition education sessions that equip participants with the knowledge and practical strategies to develop and maintain lifelong healthy habits. By combining experiential learning with structured physical activity, the program contributes to improved health literacy, increased physical activity, and sustainable positive lifestyle outcomes for young people within CALD communities.

Multicultural Disability Employment Program (MDEP)

In July 2025, MARSS Australia Inc. commenced delivery of the Multicultural Disability Employment Program (MDEP) — a unique initiative funded through the Australian Government's Structural Adjustment Fund – Round 2 in partnership with Nexus Human Services.

MDEP is designed to create meaningful, sustainable employment pathways for people from culturally and linguistically diverse (CALD) backgrounds who are living with disability or other life challenges. Through this partnership, MARSS leverages its strong community networks and bilingual workforce to identify and support eligible clients, while Nexus brings its specialist expertise in disability employment. This integrated model ensures participants receive both culturally safe support and targeted employment assistance.

Importantly, MDEP is grounded in a person-centred, rights-based framework, recognising that people with disability have the right to genuine choice and control over their employment pathways. The program emphasises dignity, inclusion, and equity, aligning with national disability employment principles and human rights standards. By removing cultural, linguistic, and systemic barriers, MDEP aims to foster inclusive workplaces where diverse skills and contributions are valued.

The program commenced during the reporting year and will run through to June 2026. Over the year ahead, MDEP will focus on community outreach, client referrals, bilingual casework support, and employer engagement to strengthen inclusive employment practices across the Canberra region.

"This initiative is more than a program — it's a bridge between communities, disability services, and employers. For the first time, we are creating pathways that recognise the strengths of CALD individuals with disability and bring every part of the system together to support their success." MARSS MDEP Officer



MDEP launch and exhibiting the program at the Canberra Disability Expo

Appreciative Leadership Training

Led by Andrew Simon, Co-Founder & Co-Chief Executive of Yellow Edge Pty Ltd, this dynamic workshop empowered community leaders to adopt a strengths-based approach to leadership. Participants discovered ways to lead with confidence, authenticity, and impact, while connecting with like-minded CALD leaders and changemakers in an interactive environment that fostered collaboration and shared learning.

They walked away with practical leadership strategies and real-world tools they could apply immediately in their communities, organisations, and future careers. All participants received certificates of participation recognising their learning and contribution.

Cultural Competency Training

MARSS provides fee for service cross cultural competency training. This training is tailored for organisations and agencies who wish to create culturally safe and competent workplaces. It provides skills and awareness so that workers can work in environments in a culturally safe manner with both clients and colleagues from culturally and linguistically diverse backgrounds and is tailored to the needs of the client. During the year, MARSS provided this training to Catholic school teachers in the Canberra region, the community sector via ACTCOSS and to domestic violence organisations.



My Mind, My Voice – Mental Fitness Training

Led by Elmarie Bekker, this workshop created a safe, welcoming space for participants to build mental strength, explore cultural understanding, and engage in open conversations about wellbeing. The session focused on mental fitness, cultural sensitivity, and practical strategies for supporting emotional resilience in community contexts.

Participants were encouraged to share experiences in a respectful, inclusive environment, gaining tools they could apply within their communities and personal lives. Certificates of participation were provided to acknowledge their learning and contribution.



Cultural Sensitivity Training

Led by MARSS staff, this interactive session aimed to foster mutual respect, understanding, and inclusion among newly arrived migrants and refugees. Participants explored key aspects of Australian culture, including communication styles, gender equality, respect for laws, and everyday social norms.

The session also focused on understanding cultural differences without judgement, learning how to respect other cultures and avoid unintentional offence, and recognising the importance of kindness, curiosity, and clear communication in building cross-cultural relationships.

Through guided discussions and scenario-based activities, participants reflected on their own cultural values, shared experiences of cultural adjustment, and gained practical strategies for navigating cultural differences with confidence and respect. The training provided a welcoming environment for dialogue, helping to build bridges between communities and support positive settlement experiences.



Governance and Grant Writing Training

Delivered by Strategic Grants Australia, this series of sessions equipped community organisations with the essential knowledge, frameworks, and practical skills to strengthen governance structures and develop competitive, funder-aligned grant applications.

Participants explored how to establish or enhance their organisational foundations, including mission clarity, legal status, strategic objectives, and community need articulation to ensure they were “grant ready.” They were guided through project planning, budgeting, and the logic model framework to clearly define aims, outputs, outcomes, and impacts before approaching funders.

The training also focused on building meaningful funder relationships, crafting evidence-based narratives, and understanding how to tailor applications to meet different funders’ strategic objectives. Through interactive discussions and real-world examples, participants learned how to develop strong proposals, avoid common pitfalls, and position their organisations for long-term success.

Certificates of participation were provided to all attendees, recognising their commitment to strengthening their governance and grant-seeking capacity.





Youth Mentoring

MARSS provides one on one companionship to newly arrived CALD youth to enable them to achieve education, employment, mental health, and social goals. The program provides opportunities through three streams: skills, social, or sports. The program matches youth with local Canberraans from a diverse range of communities and professions, meeting regularly to work on confidence and practical skills that will enable youth to achieve success. The total number of SETS clients attended one on one mentoring sessions during the reporting period is 60.

The MARSS Youth SETS Officer actively participated in monthly ACT MYAN service provider meetings. Through this engagement, the officer facilitated and referred youth clients to a range of relevant information sessions and support services focused on health, education, and employment pathways. Referrals included connections to the Equity Fund, Stepping Stone Café, Youth Law Centre, Canberra Institute of Technology (CIT), and ASEC.

As part of the Youth Mentoring Program (YMP), MARSS hosted two youth-focused sessions during the reporting period: a Youth Law and Mentoring Session on 12 September 2024, and a Job Ready Workshop on 25 October 2024.

A total of 24 clients were registered in the program, with six participants successfully securing sustainable employment through MARSS's Job Ready Program. Each client undertakes a comprehensive needs assessment with the Employment Officer to identify their employment goals, skills, and suitable pathway options. Based on this assessment, an individual employment pathway plan is developed, and clients are referred to relevant training and employment agencies for further support.

The Job Ready Program also engages volunteer mentors who work one-on-one with clients, providing ongoing guidance and encouragement. Mentors submit monthly reports to the Employment Officer, who maintains regular contact through email, face-to-face meetings, and phone communication. The Officer also delivers regular training sessions for volunteers and conducts follow-up meetings with both clients and employers to monitor progress and ensure continued support throughout the employment journey.

Achievements

During the course of this year, MARSS facilitated work experience and employment opportunities for clients and students. Two clients were referred to Elections ACT for casual roles during the ACT election, gaining practical experience and contributing to electoral operations. Two additional clients completed work placements at the MARSS office, with one subsequently securing an administration role at Navitas and the other employed as a social worker.

MARSS also provided work placements for seven Community Services students from diverse cultural backgrounds, including India, Afghanistan, South Sudan, El Salvador, and Iraq. Two students successfully transitioned into full-time employment, demonstrating the effectiveness of MARSS's programs in supporting workforce participation and sustainable career pathways.

Case Study

Through the development of an employment pathway, one client with IT qualifications enrolled in the MARSS Job Ready Program. The client undertook a volunteer role and completed work experience at the MARSS office while actively seeking paid employment. With continued guidance from the Job Ready Officer who also acted as a referee the client successfully secured a full-time contract with Navitas commencing in March 2025.



"Together, we can achieve more than any of us could accomplish alone unity turns small efforts into lasting impact."

Sports

MARSS referred youth clients to community-based sports programs as a means of promoting social inclusion and broader community engagement. MARSS supported youth clients to get involved in community sports by referring them to a variety of local clubs and organisations.

These included Dragons University of Canberra Volleyball Club, Capital Football, Netball ACT, Belconnen Community Services, Volunteering and Contact ACT, ANU Sport, Fitness First Canberra, Gungahlin Soccer Club, Narrabundah Football Club, Impact Martial Arts, Woden Valley Soccer Club, White Eagles Soccer Club, and Bel North Soccer Club. MARSS also helped cover the cost of registration fees and uniforms when needed to ensure young people could take part.





Multicultural Events

MARSS Christmas Party: On 19 December 2024, MARSS hosted its annual Christmas Party for clients and volunteers, distributing Christmas gifts and donated hampers to 242 clients. The celebration featured festive carols performed by children from the Iraqi Christmas Children's Choir, and a special appearance by Santa, who presented gifts to the children. In recognition of their service, MARSS also provided Christmas gifts to 15 volunteers who attended the event.

MARSS National Multicultural Festival: MARSS hosted a highly successful information stall at the National Multicultural Festival, held on the 7th, 8th, and 9th of February 2025. The stall provided an opportunity to engage with the broader community and raise awareness about MARSS programs and services.

MARSS International Women's Day: On 5 March 2025, MARSS, in collaboration with Fair Canberra, hosted a successful International Women's Day event at Families ACT in O'Connor. About 40 women attended and took part in a range of wellness activities, including yoga sessions and healthy eating workshops.

MARSS Eid Celebration 2025: On 1st April 2025, MARSS hosted an Eid celebration at the Multicultural Centre, attended by 180 clients. The event provided an opportunity for community members to come together in celebration and cultural connection.

MARSS Afghan Eid 2025: On 13 June 2025, MARSS, in partnership with the Afghan Peace Foundation, hosted an Afghan Eid celebration at Albert Hall, with 200 members of the Afghan community in attendance. The event fostered cultural connection and community engagement.



Multicultural Youth Summit

On 19 November 2024, MARSS proudly hosted the Multicultural Youth Summit at the University of Canberra, uniting 79 young leaders from refugee and migrant backgrounds for a transformative day of learning, dialogue, and celebration.

The Summit opened with an address by His Excellency the Governor-General, David Hurley, who commended the courage and leadership of young multicultural Australians. Later, Hon. Akec Makur Chuot MP shared her moving story of resilience and belonging, inspiring participants to embrace their identities and lead with purpose.

Throughout the day, youth engaged in three dynamic breakout sessions exploring:

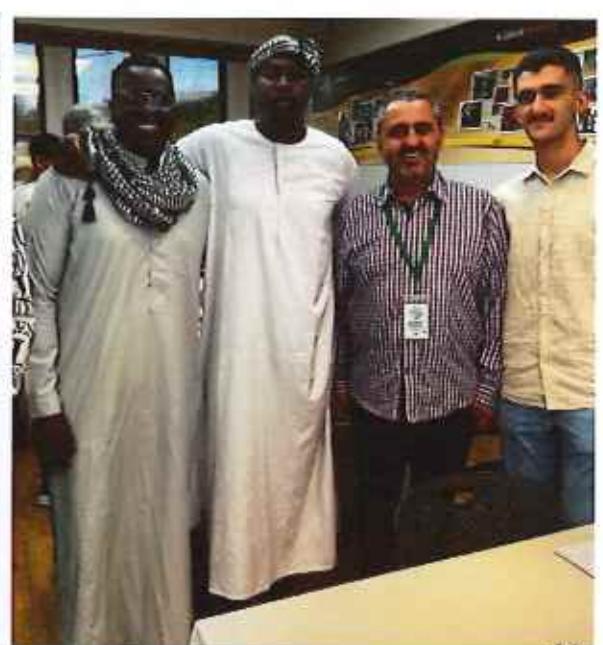
- Anti-Racism – tackling racism in rural and urban settings, online bullying, and anti-bullying strategies.
- Culture, Beliefs & Identity – exploring belonging, self-awareness, anti-discrimination, wellbeing, and mental health.
- Gender Rights & Equality – discussing laws, rights, community safety, and countering violent extremism.

A powerful drama skit—performed by professional actors—depicted a migrant woman facing bias in a job interview, sparking deep reflection and discussion about discrimination and equality.

The venue came alive with cultural dances, vibrant music, and a bustling expo of over 13 stallholders representing community, legal, education, and mental-health organisations offering youth-focused support.

The day concluded with an uplifting cultural evening celebration, bringing together stories, laughter, and connection. Participant feedback rated the event 4.86 out of 5, highlighting it as one of the most empowering youth experiences of the year.





GIVIT Partnership

Transformative Support for Our Clients:

Our partnership with GIVIT continues to be a cornerstone of support, enabling MARSS to meet the urgent needs of migrants, refugees, and asylum seekers across the ACT. Through GIVIT's generosity, more than \$159,000 worth of essential goods was distributed to individuals and families this year, providing relief in times of crisis and dignity in moments of hardship.

This collaboration goes far beyond material aid. It represents a shared commitment to compassion, equity, and inclusion. The ongoing support of Jodi Shepherd, GIVIT's ACT Territory Manager, and her dedicated team has ensured that MARSS clients, many of whom arrive in Australia with little more than hope for a better life, receive not only practical assistance, but also the reassurance that they are welcomed and supported by their new community.

Thanks to GIVIT, MARSS has been able to respond quickly to diverse client needs: from providing household essentials to newly arrived families, to emergency relief for those experiencing sudden financial strain. These contributions have opened doors to stability, allowing clients to focus on rebuilding their lives, securing employment, and participating fully in the community.

Our partnership with GIVIT is a powerful example of how collaboration strengthens resilience. Together, we are building a community where every individual, regardless of their starting point, has the opportunity to thrive.

J.A: "Because of your kindness, my family has hope again. You are the voice for those who cannot be heard, and the impact you have made on our lives will never be forgotten."

Testimonial – Sally Perry from GIVIT

"GIVIT is proud to support the dedicated team at MARSS to ensure migrants, refugees and asylum seekers have access to the essential goods and services they need to build a new life in Australia. We look forward to continuing this partnership into the future to provide people experiencing hardship with the tools they need to thrive."

Digital Transformation at MARSS

MARSS has successfully completed a major digital transformation initiative, transitioning from MYOB to Xero for financial management, integrating HR Partner for workforce and HR processes, and implementing Actionstep as our new Client Management System. These system changes represent a significant advancement in how we manage organisational information, service delivery, and internal coordination.

The move to integrated digital platforms has reduced reliance on paper-based processes and improved the accuracy, accessibility, and transparency of data across programs. Staff now benefit from centralised client records, automated workflows, and real-time financial and HR insights, supporting more informed decision-making and faster service response times.

This transformation strengthens MARSS's capacity to deliver high-quality support to individuals and families, while ensuring our operations are efficient, sustainable, and adaptable. By embracing modern systems, MARSS is building a more resilient and agile organisation that is better positioned to meet current needs and future growth.





MARSS Australia Inc
A.B.N 74 370 795 990

Financial Statements

For the Year Ended 30 June 2025

MARSS AUSTRALIA INC

A.B.N 74 370 786 880

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FOR THE YEAR ENDED 30 JUNE 2025

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MARSS Australia Inc

A.B.N 74 370 705 000

Report of the Committee

30 June 2025

Your committee members present this report on MARSS Australia Inc for the financial year ended 30 June 2025. In order to comply with the provisions of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act), the committee members report as follows:

Committee Members

The names of the committee members during the year and to the date of this report are:

Names	Position	Appointed/Resigned
Nic Menikis PSM	Chairperson	
Toa Takla	Deputy Chair	
Nilm Osborne	Treasurer	
Borhan Ahmed	Public Officer	
Kofi Ossei Bonsu	Member	
Isaac Colter OAM	Member	
Dr Sunita Dhindsa OAM	Member	
Syed A. As-Sayeed	Member	
Glo Cano	Member	
Emile Jiang	Member	
Bashir Fayaq	Member	Resigned on 30th April 2024
Emile Jiang	Member	Joined on 1st May 2024

Committee members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal activities

The principal activities of the Association during the financial year were:

To support migrants, refugees, humanitarian entrants and asylum seekers and take action to address their identified settlement needs through casework, advocacy, and referrals.

Review of operations

During the year, the Association continued to engage in its principal activities, the result of which are disclosed in the attached financial statement.

The net current year surplus of the Association for the financial year ended 30 June 2025 amounted to \$(300,548) (2024:\$111,651).

Short term and Long term objectives

The Association's short term and long term objectives are:

- To help new arrivals successfully settle into their new communities by providing them with the support and resources they need to build a new life in Australia.
- To provide a wide range of services, including assistance with finding housing, accessing health care, and enrolling in education and training programs. The organisation also provides language and cultural support services, including translation and interpretation services, to help clients better understand and navigate Australian society.



MARSS Australia Inc

A.B.N 74 370 795 990

Report of the Committee
30 June 2025

Auditor's Independence Declaration

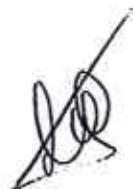
The auditor's independence declaration for the year ended 30 June 2025 has been received and can be found on page 3 of the financial report.

Signed in accordance with the resolution of the Members of the Committee.



Chair

Dated. 28/06/25





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MARSS AUSTRALIA INC

A.B.N 74 370 795 990

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

In accordance with subsection 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 responsible persons of MARSS Australia Inc. As the audit partner for the audit of the financial report of MARSS Australia Inc for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of:

- (i) the auditor independence requirements as set out in 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.

PKF Canberra
PKF Canberra

Ross Di Bartolo
Ross Di Bartolo
Audit Partner
Registered Company Auditor

Dated: 26.10.25

MARSS AUSTRALIA INC

A.B.N 74 370 795 990

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025

		2025	2024
	Note	\$	\$
Revenue	4	1,588,033	2,448,048
Other income	4	152,242	261,081
Employee benefits expense		(1,542,894)	(1,568,582)
Depreciation and amortisation expense		(61,673)	(88,519)
Accounting and audit fees		(18,010)	(9,251)
Computer and Internet expense		(58,485)	(32,928)
Finance expenses		(4,956)	(5,775)
HAS rent subsidy		-	(439,551)
Insurance expense		(38,144)	(31,415)
Management and consulting fees		(21,743)	(67,617)
Motor vehicle expenses		(11,566)	(21,691)
Other expenses		(109,596)	(181,106)
Program support services		(187,654)	(151,130)
Write off		13,898	87
Surplus/ (Deficit) before Income tax		(300,548)	111,651
Income tax expense		-	-
Surplus / (Deficit) from continuing operations		(300,548)	111,651
Surplus / (Deficit) for the year		(300,548)	111,651
Total comprehensive Income / (loss) for the year		(300,548)	111,651

The accompanying notes form part of these financial statements.

MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025**

	Note	2025	2024
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	2,053,512	2,241,180
Trade and other receivables	7	2,500	1,517
Other assets	8	60,260	72,709
TOTAL CURRENT ASSETS		2,116,272	2,315,406
NON-CURRENT ASSETS			
Property, plant and equipment	9	89,640	30,288
Right-of-use assets	10	-	43,601
TOTAL NON-CURRENT ASSETS		89,640	73,900
TOTAL ASSETS		2,205,912	2,389,306
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	79,248	129,128
Car Loan		19,305	-
Contract liabilities	12	266,075	101,046
Lease liabilities	10	-	43,602
Employee benefits	13	102,853	107,818
Other liabilities		-	900
TOTAL CURRENT LIABILITIES		468,281	382,492
NON-CURRENT LIABILITIES			
NC - Car Loan		31,365	-
TOTAL NON-CURRENT LIABILITIES		31,365	-
TOTAL LIABILITIES		499,646	382,492
NET ASSETS		1,706,266	2,006,814
EQUITY			
Retained earnings		1,706,266	2,006,814
TOTAL EQUITY		1,706,266	2,006,814

The accompanying notes form part of these financial statements.

A handwritten signature in black ink, appearing to read 'Kob'. There is a small number '5' written near the bottom of the signature.

MARSS AUSTRALIA INC

A.B.N 74 370 795 000

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025**

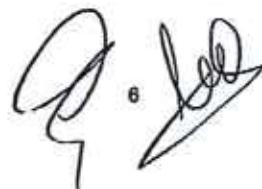
2025

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2024	2,006,814	2,006,814
Profit / (Loss) for the year	(300,548)	(300,548)
Balance at 30 June 2025	1,706,266	1,706,266

2024

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2023	1,895,163	1,895,163
Profit / (Loss) for the year	111,651	111,651
Balance at 30 June 2024	2,006,814	2,006,814

The accompanying notes form part of these financial statements.



MARSS AUSTRALIA INC

A.B.N 74 370 795 900

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

		2025	2024
	Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipt from customers		11,464	89,138
Receipt from grants		1,798,385	2,407,228
Interest received		76,820	93,153
Payment to supplier and employees		(1,925,472)	(2,469,914)
Net cash provided by/(used in) operating activities	17	<u>(38,803)</u>	<u>119,605</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		(155,933)	(5,750)
Net cash provided by/(used in) investing activities		<u>(155,933)</u>	<u>(5,750)</u>
Lease Liability - principal repayments		-	(2,626)
Proceeds from borrowings		7,068	-
Net cash provided by/(used in) financing activities		<u>7,068</u>	<u>(2,626)</u>
Net increase/(decrease) in cash and cash equivalents held		(187,888)	111,328
Cash and cash equivalents at beginning of year		2,241,180	2,129,851
Cash and cash equivalents at end of financial year	6	<u>2,053,512</u>	<u>2,241,180</u>

The accompanying notes form part of these financial statements.



MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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.



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MARSS AUSTRALIA INC

A.B.N 74 370 705 890

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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

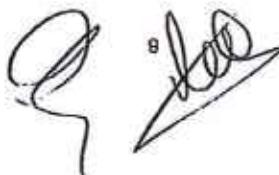
The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(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 74 370 768 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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%

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.

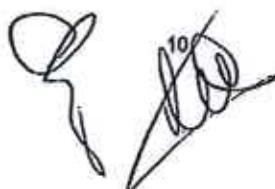
(f) Financial Instruments

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.

A handwritten signature in black ink, appearing to read 'G. 10'.

MARSS AUSTRALIA INC

ABN 74 370 788 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

2 Summary of Significant Accounting Policies

(f) Financial Instruments

Financial assets

Classification

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.

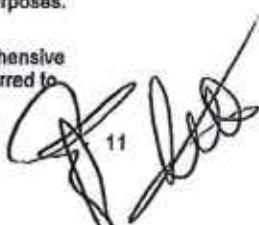
Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Fair value through other comprehensive income

Equity instruments

The Association has a number of strategic investments in listed and unlisted entities over which it does 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.



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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 2025**

2 Summary of Significant Accounting Policies

(f) Financial Instruments

Financial assets

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

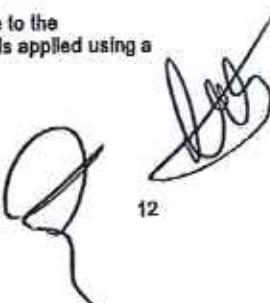
When determining whether the credit risk of a financial assets has increased significantly since initial recognition and when estimating ECL, the Association considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and 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.



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MARSS AUSTRALIA INC

A.B.N 74 370 795 999

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

2 Summary of Significant Accounting Policies

(f) Financial Instruments

Financial assets

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.

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

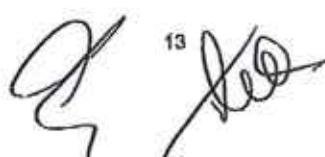
At the end of each reporting period the Association determines whether there is an evidence of an impairment indicator for non-financial assets.

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.



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MARSS AUSTRALIA INC

A.BN 74 370 785 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

2 Summary of Significant Accounting Policies

(i) Leases

(ii) Lease liability

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.

(j) 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 74 370 795 690

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

4 Revenue and Other Income

Revenue from continuing operations

	2025	2024
	\$	\$
- Grants	1,588,033	2,407,228
- Rental Income	-	40,820
Total Revenue	1,588,033	2,448,048

- Donations	2,857	113,023
- Interest Income	76,820	83,153
- Other Income	72,585	54,906
	152,242	261,081

5 Result for the Year

The result for the year includes the following specific expenses:

Accounting and audit remuneration	8,500	8,500
Employee benefits expense	1,542,884	1,568,582
Depreciation expense	61,674	68,518

6 Cash and Cash Equivalents

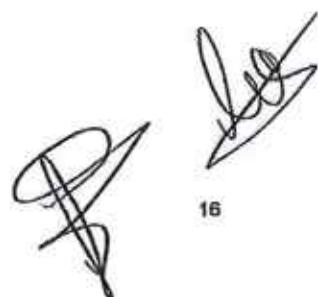
Cash at bank and in hand	380,222	643,832
Short-term deposits	1,673,290	1,597,348
	2,053,512	2,241,180

7 Trade and other receivables

CURRENT		
Trade receivables	2,500	1,386
Other receivables	-	121
	2,500	1,517

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.



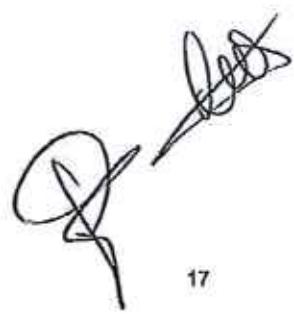
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MARSS AUSTRALIA INC

A.B.N 74 070 785 880

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2026**

	2025	2024
	\$	\$
CURRENT		
Prepayments	2,328	10,737
Accrued Income	<u>57,934</u>	<u>61,972</u>
	<u>60,260</u>	<u>72,709</u>
8 Other Assets		
Furniture, fixtures and fittings	32,421	32,421
At cost	<u>(20,580)</u>	<u>(16,767)</u>
Accumulated depreciation		
Total furniture, fixtures and fittings	<u>11,741</u>	<u>15,654</u>
Motor Vehicle at cost	132,456	81,638
Accumulated depreciation	<u>(83,470)</u>	<u>(74,778)</u>
Total motor vehicles	<u>48,986</u>	<u>6,860</u>
Office equipment	132,685	27,570
At cost	<u>(103,772)</u>	<u>(19,785)</u>
Accumulated depreciation		
Total office equipment	<u>28,913</u>	<u>7,785</u>
Total property, plant and equipment	<u>89,640</u>	<u>30,299</u>



MARSS AUSTRALIA INC

A.B.N 74 370 788 690

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

9 Property, plant and equipment

(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:

	Furniture, Fixtures and Fittings	Motor Vehicles	Office Equipment	Total
	\$	\$	\$	\$
Year ended 30 June 2025				
Balance at the beginning of year	15,654	6,860	7,785	30,299
Additions	-	50,818	26,595	77,413
Depreciation expense	(3,913)	(8,692)	(5,487)	(18,072)
Balance at the end of the year	11,741	48,986	28,913	89,640

	Furniture, Fixtures and Fittings	Motor Vehicles	Office Equipment	Total
	\$	\$	\$	\$
Year ended 30 June 2024				
Balance at the beginning of year	32,421	81,638	27,570	141,629
Depreciation expense	(16,767)	(74,778)	(19,785)	(111,330)
Balance at the end of the year	15,654	6,860	7,785	30,299



MARSS AUSTRALIA INC

A.B.N 74 370 795 990

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

10 Leases

Association as a lessee

The Association operates from leased premises.

The Association has elected to apply AASB 16 to its leased 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 at cost which is based on the associated lease liability.

Right-of-use assets

	Buildings
	\$
Year ended 30 June 2025	
Balance at beginning of year	43,601
Depreciation charge	(43,601)
Balance at end of year	-
 Year ended 30 June 2024	
Balance at beginning of year	125,018
Depreciation charge	(81,417)
Balance at end of year	43,601

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	
		\$	\$
2025		-	-
Lease liabilities		-	-
 2024			
Lease liabilities		44,743	44,743



MARSS AUSTRALIA INC

A.B.N 74 370 785 890

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

11 Trade and Other Payables

	2025	2024
	\$	\$
CURRENT		
Trade payables	13,640	2,083
GST payable	22,315	28,811
Accrued expenses	43,393	88,232
	<hr/> <u>79,248</u>	<hr/> <u>129,126</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 liabilities, being the deferred grant revenue received during the year.

CURRENT

Contract liabilities	266,875	101,046
	<hr/> <u>266,875</u>	<hr/> <u>101,046</u>

13 Employee Benefits

Current liabilities

Annual leave

102,863	107,818
<hr/> <u>102,863</u>	<hr/> <u>107,818</u>

14 Key Management Personnel

The Chief Executive Officer (CEO) is Sonia Di Mezza.

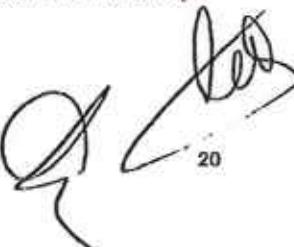
15 Related Parties

Transactions with related parties

The only related party transaction in the current and previous year was the remuneration paid to the CEO.

16 Contingencies

In the opinion of those charged with governance, the Association did not have any contingencies at 30 June 2025 (30 June 2024:None).



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MARSS AUSTRALIA INC

A.B.N 74 370 798 980

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

17 Cash Flow Information

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

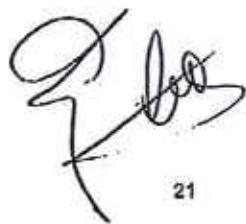
Reconciliation of net income to net cash provided by operating activities:

	2025	2024
	\$	\$
Net current year surplus	(300,548)	111,650
Non-cash flows in profit:		
- amortisation	43,601	-
- depreciation	96,592	8,487
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	11,464	(22,470)
- increase/(decrease) in trade and other payables	(49,876)	45,891
- (increase)/decrease in contract liabilities	164,929	(97,141)
- increase/(decrease) in employee benefits	<u>(4,965)</u>	<u>73,187</u>
Cashflows from operations	<u>(38,803)</u>	<u>119,604</u>

18 Statutory Information

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

MARSS Australia Inc
Theo Notaras Multicultural Center
Level 2/180 London Circuit
Canberra ACT 2601



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MARSS AUSTRALIA INC

A.B.N 74 370 788 880

RESPONSIBLE PERSONS' DECLARATION

In accordance with a resolution of the responsible persons of MARSS Australia Inc, the responsible person declare that, in their opinion:

1. The financial statements and notes, as set out on pages 8-21 satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a. comply with Australian Accounting Standard applicable for the entity; and
 - b. give a true and fair view of the financial position of the Registered Entity as at as at 30 June 2025 and of its performance for the year ended on that day.
2. 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.

This declaration is signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2022*.

Responsible person



Dated 28/10/25 28-10-25

MARSS AUSTRALIA INC

A.B.N 74 370 795 890

INDEPENDENT AUDITOR'S 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 (the registered entity), which comprises the statement of financial position as at 30 June 2025, 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 accompanying financial report of MARSS Australia Inc is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act), including:

- (i) giving a true and fair view of the registered entity's financial position as at 30 June 2025 and of its financial performance for the year then 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 2022*.

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.

Information Other than the Financial Report and Auditor's Report Thereon

The responsible persons are responsible for the other information. The other information comprises the information included in the registered entity's annual report for the year ended 30 June 2025, but does not include the financial report and our auditors report thereon.

Our opinion on the Financial Report does not cover the Other Information and, accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information and in doing so, consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

MARSS AUSTRALIA INC

A.B.N 74 370 795 990

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MARSS AUSTRALIA INC

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 financial reporting responsibilities of MARSS Australia Inc. 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.

Responsibilities of the Responsible Persons 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 person's responsibility also includes such internal control as the responsible person's 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 person's either intend to liquidate the registered entity's 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.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism 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 Entity's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible persons.

Conclude on the appropriateness of the responsible person'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 Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.



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MARSS AUSTRALIA INC

A.B.N 74 370 795 990

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MARSS AUSTRALIA INC

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 those charged with governance 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.

Ross Di Bartolo
PKF Canberra

Ross Di Bartolo
Audit Partner
Registered Company Auditor
Dated: 28.10.2025.

Acknowledgements

FEDERAL GOVERNMENT

- Australian Tax Office
- Department of Home Affairs
- Department of Social Services

ACT GOVERNMENT

- ACT Health Directorate
- Community Services Directorate
- Transport Canberra and City Services Directorate

ALL MARSS VOLUNTEERS

COMMUNITY PARTNERS/MEMBERS

- ACT Elderly Chinese Welfare Society
- ACT Hazara Community
- ACT Maori Performing Arts Inc.
- ACT Multicultural Council
- ACT Telangana Association
- ACT Tibetan Community Inc.
- Afghan Peace Foundation
- Africa 2 Australia Incorporated
- African Australia Council ACT Inc.
- Australia Colombia Friendship Association Inc.
- Australia Triumphant Network Canberra Inc.
- Australian Bangladesh Friendship Association Inc.
- Australian Multicultural Action Network (AMAN)
- Australian New Zealand Maori Cultural School of Dreams
- Australian Tamil Cultural Society
- Bangladesh Australia Association Canberra
- Bangladeshi Seniors Club Canberra Inc.
- Born to Shine
- Canberra Academy of Cantonese Opera
- Canberra Afghan Community
- Canberra Girmi Association of Fiji
- Canberra Hindu Mandir
- Canberra Interfaith Forum
- Canberra Punjabi Sports & Cultural Association
- Canberra Telugu Waani & Samithi Inc.

- Celebration of African Australians Incorporated
- Diverse Communities Council of the ACT
- East African Community Association
- El Salvador Australia Friendship Assoc.
- Fair Canberra Inc.
- Fair Human Foundation
- Federation of Indian Association of the ACT Inc.
- GivAus International Inc.
- Greek Orthodox Community & Church of Canberra
- Greek School of Canberra
- Hindu Temple and Cultural Centre of ACT Inc.
- Indian Senior Citizens Association of ACT
- Integrated Cultures ACT Inc.
- International Mother Language Movement
- Iraqi Christians in Canberra
- Kia Ora Te Whanau Social Club
- Macedonian Orthodox Community of Queanbeyan
- Mehak Punjab Di Radio
- National Australian Chinese Club Inc.
- Pacific Island Showcase Association Inc.
- Pallaconian Association of Canberra and District Inc.
- Radio Harmony (Samanvay)
- Sierra Leone Community in ACT & Regions
- Sudanese Australia Community
- Telugu Association of Canberra
- Thai Media and Culture of Canberra Association Inc.
- Tongan Association of Canberra and Queanbeyan Inc.
- United Neslan Movement