Our vision
For the voices of refugees to be heard, the rights of refugees to be respected, the humanity of refugees valued and the contribution of refugees celebrated.

Our purpose
To work with our members in promoting the development of humane, lawful and constructive policies towards refugees and people seeking asylum by Australian and other governments and their communities.

We acknowledge the traditional owners of this country. We pay respect to their elders past and present and to the unique role that Aboriginal and Torres Strait Islander peoples play in welcoming refugees and people seeking asylum to Australia.
As I sit to write this letter and reflect on the year gone by, I do so with mixed emotions. It is sobering to think that millions of people who have fled their homes still cannot access adequate protection, in Australia or elsewhere. On the other hand, the past 12 months have also given us cause for hope and celebration.

In Australia, this year’s election result has left us in much the same situation in terms of refugee policy. Onshore, thousands face destitution as a result of cuts to the Status Resolution Support Services (SRSS); people on temporary protection visas remain in agonising limbo and there are still over 1300 people awaiting their fate in onshore detention facilities. Similarly, our government has continued its punitive approach to the hundreds of people still detained on Manus Island and Nauru, where there is a widespread mental and physical health crisis. The future of the Medevac legislation, a beacon of hope and a lifeline for many, now hangs in the balance as the government tries to repeal it.

Globally, 13.6 million people were newly displaced because of conflict or persecution in 2018. As of the start of this year, there are 25.8 million refugees and 3.5 million people seeking asylum around the world. The combined total of people recognised as refugees or resettled by Australia in 2018 was 23,002, which ranks us 14th overall, 20th per capita and just 60th when we take GDP into account. RCOA has continued to make the case for an increased refugee and humanitarian program in Australia. However, we have also had many moments of celebration this year.

This year refugee-led advocacy around the world has gone from strength to strength, and I am very excited to see how this continues. RCOA supported the inaugural Asia Pacific Summit of Refugees in October 2018, the formation of the Global Refugee-led Network in January 2019, the development of the Asia Pacific Network of Refugees in March 2019 and will be supporting the advocacy of these networks at UNHCR’s first Global Refugee Forum in Geneva in December 2019. The inclusion of refugees in policy and decision-making is key to developing targeted, practical and sustainable solutions informed by first-hand experience. This principle was very much front and centre at our own conference, Refugee Alternatives, which this year included 60% of speakers from refugee backgrounds.

The refugee movement in Australia has seen some important achievements in the last year. RCOA joined a coalition of organisations for the #KidsOffNauru campaign, calling for all children and their families to be brought off Nauru. In November, the Government agreed and to date, no children remain in Australia’s offshore detention facilities. This is a huge win for our movement and more importantly for the families affected, who can now begin to rebuild their lives.

In February, RCOA joined a team of organisations lobbying politicians to support the Medevac legislation, which would see doctors, rather than politicians, making decisions about the medical treatment of people on Manus and Nauru. Members of both houses of Parliament drew a line in the sand and voted through the legislation. This wouldn’t have happened without a groundswell from the Australian people, so thank you to all of you who contacted your local representatives to urge them to support it. We will be ramping up our advocacy over the coming months as the Government attempts to repeal this legislation, which has already proved a crucial lifeline to many people in offshore detention.

This year’s Refugee Week in June was another highlight, with over 350 events being held right across Australia. Thousands of you came out to eat, drink, sing, dance and celebrate the ways in which Australia’s refugee communities make this a better place to live.

As President of RCOA, I am extremely proud of the work our staff, volunteers and board members have done this year. They have been unwavering in their commitment and passion for justice for refugees and people seeking asylum, and have thrown huge amounts of time, energy and creativity into their work. Although we still live in difficult times when it comes to the treatment of refugees and people seeking asylum, I feel reassured to know that we are surrounded by such dedicated people. I also feel heartened by our loyal network of supporters and individual and organisational members. Without you we could not do what we do, and we are so grateful for your support.

Phil Glendenning
President
Refugee Council of Australia
The formation of the Global Refugee-led Network (GRN) in Amsterdam in January 2019 marked both a new chapter in international refugee advocacy and the culmination of 12 years of work by RCOA. Since 2007, RCOA has been supporting the participation of refugee community representatives from Australia in key international meetings, including UNHCR’s Annual Consultations with NGOs in Geneva. We have long believed that people with lived experience of forced displacement were all too rarely represented at key meetings on refugee issues – and this needed to change.

For years, RCOA and our partners at the University of NSW were relatively lone voices in the international NGO movement but this began to change from 2015 as UNHCR’s interest in refugee representation increased. Building on momentum created by the 2016 Global Refugee Youth Consultations, RCOA supported Australian refugee representatives to host a meeting in Geneva in 2017, which laid the groundwork for the first Global Summit of Refugees in Geneva in June 2018. RCOA, Independent Diplomat and Oxfam supported the steering committee that organised this summit to meet for three days in Amsterdam in January 2019 – and at that meeting the GRN was formed, with a goal of supporting the development of refugee-led networks in six regions of the world.

In October 2018, RCOA worked with Najeeba Wazefadost of the Australian National Committee on Refugee Women to organise a one-day Asia Pacific Summit of Refugees to coincide with the biennial consultation of the Asia Pacific Refugee Rights Network in Bangkok. As many of the 104 refugees who participated in the summit were unable to travel to Bangkok because of visa restrictions, the meeting was held by video link to hubs in Iran, India, Thailand, Malaysia, Indonesia and Australia, creating the first opportunity for refugees in those countries to share their common concerns and ideas. In March, the Asia Pacific Network of Refugees was formed by summit participants and RCOA continues to work with this crucial and developing forum for the region’s refugees.

RCOA’s Refugee Alternatives Conference in Adelaide in February, co-hosted at the University of South Australia with the Migration and Refugee Research Network (MARRNet), provided opportunities for people with lived experience of forced displacement to share their expertise and ideas about displacement, protection, cooperation, well-being, resilience and advocacy. Of 70 speakers this year, 40 were people with direct personal experience of the issues being discussed. Of the many ideas to come out of the conference, the most exciting was the plan by people of refugee background, from different states and territories, to work together on building a national refugee-led advocacy network. RCOA policy officer Shukufa Tahiri has since been working with a steering committee formed from conference participants to make this dream a reality.

In June 2019, RCOA supported the participation of Muzafar Ali, born in Afghanistan and resettled as a refugee from Indonesia, and Fadak Alfayadh, a former refugee from Iraq, in UNHCR’s Annual NGO Consultations in Geneva, in planning meetings for the December 2019 Global Refugee Forum and in direct discussions with UNHCR officials about key refugee protection issues. Muzafar and Fadak joined 11 other refugee representatives from Australia in the meetings, with Muzafar joining government and NGO representatives from Australia at UNHCR’s Annual Tripartite Consultations on Resettlement. Muzafar shared his experience as a co-founder of Indonesia’s first refugee-run community school and Fadak shared her insights about engaging Australians to help them understand more about the refugee experience through the “meet Fadak” campaign.

We are grateful for the support of the sponsors of the 2019 Refugee Alternatives conference:

**Principal sponsors**
- MARRNet
- Vivcourt
- Colin Biggers and Paisley Lawyers

**Sponsors**
- Multicultural Development Australia (MDA)
- Australian Red Cross
- Overseas Services to Survivors of Torture (OSSTT)
- St Vincent de Paul Society
- Settlement Services International (SSI)
- University of South Australia

**Partners**
- Anglicare
- Navitas English
- Overseas Services to Survivors of Torture (OSSTT)
- Curtin University
- AMES Australia

**Friends**
- In memory of Michele Harris OAM
- Hugo Centre for Migration and Population Research
- Australian Migrant Resource Centre (AMRC)
- Flinders University Southgate Institute for Health, Society and Equity
At RCOA, we believe that our movement can only be effective when we work together and speak as a united voice with everyone playing to their strengths. As the peak body, we have run joint initiatives to foster cross-sector collaboration for over 15 years. This year, we continued to lead the movement collaboration and coordination to maximise our combined impact. This included convening cross-sector working groups and playing a leading role in joint campaigns.

Last year, we led the collaborative creation of a shared vision for fair refugee policy: the Platform for Change, signed by 75 organisations from across the movement. It has continued to provide the backbone for RCOAs advocacy in 2018-19, with all areas of our work aligning around these goals.

In August 2018, we convened working-group meetings on the policy areas outlined in our Platform for Change, to discuss what could be achieved after the Federal election depending on the outcome. These were highly productive and strategic conversations. Since then, we at RCOA have focused our efforts specifically on achieving change around offshore processing and a fair process for claiming asylum. Immediately after the election, we convened groups on both of these issues and planned a joint approach to maximise our impact under the new government.

In 2018-19, RCOA also played a leading role in a number of shared public campaigns.

Nothing has quite captured our nation’s heart in recent years like the Kids Off Nauru campaign. RCOA was one of the organisations that led this campaign from August 2018, and it was one of our most successful campaigns to date - 15,660 people signed our petition which contributed to over 200,000 combined signatures from all the organisations involved. Working with others in the movement, we rallied an overwhelming level of support for the call to get all refugee children off Nauru by International Children’s Day, 23 October 2018. Within six months, the campaign achieved its goal of seeing children and their families moved out of Australia’s offshore processing and detention arrangements on Nauru, to safety.

After the success of the Kids Off Nauru campaign, RCOA and the organisations we were working with pivoted to focus on addressing the medical crisis in offshore detention. As a result, in February 2019, the “Medevac” legislation – which would give doctors greater influence in emergency evacuations from offshore detention - was brought before both houses of Parliament. The future of the legislation hung in the balance, with narrow and shifting margins of support in both houses. RCOA joined a small group of doctors, lawyers and other organisations who travelled to Canberra to lobby the opposition and crossbench to support this lifesaving law. We also mobilised our members and supporters to do the same by calling their local representatives. Thanks to the courage of the members and senators who drew a line in the sand and voted with their consciences, this historic legislation was passed. Already, many people in need of urgent medical attention have been transferred to Australia to access treatment. However, the Government is launching an attempt to repeal the bill. RCOA is continuing to regularly meet and work with others from across the movement and beyond to defend this crucial lifeline.

This year, RCOA also launched our most ambitious election campaign to date, Choose Humane. We mobilised people and organisations across Australia to speak to people in their community about refugee policy in the lead up to the federal election, and to promote the Platform for Change. Tying in with Choose Humane, we also ran our first community organising fellowship, Champions for Change. Through the fellowship, we offered extensive training to 60 people from across the refugee rights movement, including members, supporters, and refugee community members. Fellows and volunteers organised campaign events, street stalls, webinars and community meetings.

As a result of Choose Humane and Champions for Change, we held 2,500 meaningful conversations with people around the country about refugee policy and, to date, 10,000 people have pledged their support for the humane refugee policy outlined in the Platform for Change, which will be delivered to the recently elected government.

In 2019-20, we will continue to work hard to bring together people from across the refugee movement to maximise our collective impact to build a fair and humane refugee policy.
It has, as always, been an eventful year for Australian refugee policy. Our last annual report took us up to June 2018, when SRSS cuts had just come into place; the grim anniversary of five years of offshore detention was approaching, and thousands of people were still waiting for an outcome on their protection applications. In some ways, the policy landscape remains similar a year on. However, as Phil Glendenning mentioned at the beginning of this report, we have also seen some important progress in the last 12 months. At the Refugee Council of Australia, our policy team has continued to work extremely hard, producing 12 reports and eight submissions in the last year.

2019 was an election year, but with the Government returning with a majority, the policy environment for refugees and people seeking asylum remains very difficult. In many ways, the relative absence of refugee policy from the election debate can be considered positive, given that this has previously tended towards a race to the bottom. While lifesaving, the Medevac legislation only provides safe, orderly and effective implementation of this legislation. And service providers who have come together to ensure the medical care were able to receive it. The Refugee Council of Australia, our policy team has continued to work extremely hard, producing 12 reports and eight submissions in the last year.

While the numbers of people in offshore detention has decreased since mid-2018, hundreds of people still find themselves in this manufactured limbo. Years of insufficient healthcare, detention and forced confinement conditions, and an uncertain future have left people extremely unwell. During the last year, RCOA issued two hard-hitting joint reports revealing the appalling situation in offshore detention and “settlement”. Australia’s man-made crisis on Nauru: six years on, was written in collaboration with the Asylum Seeker Resource Centre (ASRC) and released in September 2018. Until When? The forgotten men on Manus Island was written with Amnesty International and released in November 2018.

The horror of what these men, women and children were forced to endure was a driving force for us to us to work with a team of doctors, lawyers and other organisations in lobbying for the introduction of the Medevac legislation, which, as aforementioned, came into force in February 2019. At this point, there was a need for an organised response, to ensure that people who required urgent medical care were able to receive it. The Refugee Council therefore coordinated the Medical Evacuation Response Group (MERG), a team of organisations, doctors, lawyers and service providers who have come together to ensure the safe, orderly and effective implementation of this legislation.

While lifesaving, the Medevac legislation only provides for a temporary transfer, leaving those who are accessing treatment still in need of safe, sustainable resettlement options. The US deal, which provided for the relocation of up to 1,250 people, has to date allowed the resettlement of 550 people subject to Australia’s offshore detention regime. RCOA continues to lobby for the full allocation of resettlement places to the US, as well as other durable solutions for people left in limbo.

Within Australia’s onshore refugee landscape, we have continued to shed light on the issues facing people seeking asylum, people granted only temporary protection as well as the obstacles to positive settlement that people with permanent visas face.

As always, we relied on the ideas and requirements put forward by people from a refugee and asylum-seeking background to inform our policy recommendations. We participated in over 120 interagencies, consultations, meetings, and workshops, totalling discussions with over 1,000 people across the country. From our findings, we produced our annual Intake Submission for the Refugee and Humanitarian Program, available to read on our website.

This work, as always, gave us a crucial insight into the first-hand experience of those most affected by Australia’s Refugee and Humanitarian Program. Our learnings from these consultations have informed our reports, submissions, campaigns and advocacy throughout the year.

Five years since the introduction of the “fast track” asylum process, over 8,500 people are still awaiting decisions on their protection claims. In 2017, these people were forced to lodge applications at short notice despite cuts to legal services. This meant that many did not have sufficient advice or assistance before they lodged their applications for protection. This deadline appears to have been entirely arbitrary – they are still waiting, many without support and with no time-limit for the Government to decide their fate. The Government will not consider renewing the Temporary Protection Visas (TPVs) that have expired until they have completed the remaining initial cases, meaning there are thousands of people who have been found to be refugees, yet are required to renew their TPVs and will face more years of limbo because of the inefficiencies and unfairness of the fast track process.

The refugee recognition rate for people enduring the fast track process is over 70%, but those who have been recognised have only been granted temporary protection, either in the form of a three-year TPV or a five-year Safe Haven Enterprise Visa (SHEV). As RCOA has outlined in reports, submissions and media releases, people granted TPVs and SHEVs are expected to re-build their lives without the certainty of a future for themselves or their families and without access to most settlement services. The lack of options to reunite with family for refugees granted only temporary protection, has been a major impediment to people settling in Australia and fulfilling their potential.

For people still in the process of having their asylum claims assessed, the SRSS program is supposed to offer basic services to ensure people can resolve their immigration status. However, its redesign in May 2018 has seen the program shrink to fewer than 6,000 people (from over 13,000 people in February 2017). While people have exited the program for a variety of reasons, many have been cut from basic support services without access to any alternatives. This includes individuals and families who are...
still waiting on a primary decision for their refugee claims. There are thousands of people facing homelessness and destitution, who are reliant on emergency provisions to survive. This continues to be a key area of concern for RCOA, and we have continued to lobby and advocate for this vital lifeline to be more accessible. We have convened a cross-sector working group to strategise to achieve a fair process for people seeking asylum in Australia.

Even for people who have permanent residency, the settlement journey can be filled with obstacles and difficulties. This year, RCOA produced reports and submissions advocating on key issues faced by those settling in Australia, including English language tuition, disability and employment support services. We have also continued to publicly express concern regarding the ongoing excessive wait times for citizenship decisions, which seem to disproportionately affect people from refugee backgrounds.

On the global scale, Australia’s Refugee and Humanitarian Program contributes to the durable solutions available to refugees through resettlement. However, Australia can do more: we can strategically use our resettlement places to ensure that even more families are supported into safety, we can strengthen the role that communities can play in settlement via a re-imagined Community Support Program, and we can end the cruel and punitive offshore processing regime that costs billions in taxpayer dollars and even more in human potential and lives.

Your support of RCOA’s work has allowed us to continue the fight against injustice and to work towards creating a policy landscape that welcomes people fleeing danger and enables them to re-build their lives here in Australia.

Below, you will find a full list of our reports and submissions, all of which can be accessed via our website.

Submissions

- Submission into the Migration Amendment (Strengthening the Character Test) Bill 2019
- Submission into the evaluation of the Adult Migrant English (AMEP) new business model (NBM)
- Submission on the implementation of OPCAT in Australia: Second stage of consultations
- Submission into the implementation of national disability insurance scheme in NSW
- Submission into the Migration (Validation of Port Appointment) Bill 2018
- Submission into the statutory review of the Tribunals Amalgamation Act
- Submission into the next generation of employment services

Reports

- Report on Australian NGO and Refugee Advocacy in Geneva
- A new model for community sponsorship in Australia
- The Federal Budget: What is means for refugees and people seeking humanitarian protection
- Barriers and exclusions: The support needs of newly arrived refugees with disabilities
- Until when: The forgotten men of Manus Island
- After the boats have stopped: Refugees stranded in Indonesia and Australia’s containment
- RCOA Impact Report 2017-18
- An unnecessary penalty: Economic impacts of changes to the Status Resolution Support Services
- Refugee Alternatives: Conference Report 2018
- Australia’s man-made crisis on Nauru
- Australian advocacy in Geneva
- Report on the Annual Tripartite Consultations on Resettlement
- Engaging with UN human rights procedures: A guide for refugee diaspora communities
- Recent changes in Australian refugee policy
This year, RCOA’s Face-to-Face program delivered 75 presentations to schools and 15 presentations to government, non-government and community groups, reaching over 13,125 individuals. The main focus of the program is to build understanding in the community about: who refugees are; where refugees come from; refugees living in Australia; conditions refugees face overseas and Australia’s refugee policies.

In 2018-19, 15 speakers from refugee backgrounds took part in the Face to Face program. RCOA empowered the speakers through training and mentoring, to support them to tell their stories of resilience and survival.

Refugee Week 2019, organised by RCOA, ran from Sunday June 16 to Saturday June 22 and was a great success, with over 360 events held across the country in every state and territory. Communities were encouraged to meet up with someone with lived refugee experience to ‘Share a Meal, Share a Story’. We saw hundreds of meals shared across the nation, including at the sold-out official launch event in Melbourne. Participants included individuals, community, cultural and grassroots organisations and schools. We also received high profile media support from Nova Entertainment who ran coffee-cart street stalls in capital cities, where Refugee Week ambassadors spoke to members of the public. Nova also invited speakers from RCOA’s Face to Face program into their offices and meetings to listen to the speakers’ moving stories.

‘The Face-to-Face program helped me to advocate for the cause that I care about, it helped to fight racism and stereotypes, it also gave me the chance to be the voice of the voiceless and to start a positive change in public opinions about refugees.’

George Najarian, Face to Face Speaker

‘He spoke so beautifully, passionately and positively. What a remarkable man who engaged us with his remarkable story. It was so worthwhile to have our students hear personally from someone who has experiences like Bwe, rather than just read about it’.

Teacher, Shelford Girls’ Grammar

Principal Sponsor
• Settlement Services International (SSI)

Major sponsors
• City of Sydney
• Core Community Services

Sponsors
• Multicultural NSW
• NSW Teachers Federation
• Community Migrant Resource Centre

Partners
• Anglicare
• Navitas English
• Overseas Services to Survivors of Torture (OSSTT)
**Support for our work**

Despite challenging conditions, and a highly competitive fundraising environment, we have maintained our support base and continued to seek new opportunities to ensure the long-term sustainability of RCOA’s work in support of refugees and people who seek asylum.

We would like to thank the thousands of people across Australia who supported our work during 2018-19 by responding to appeals, becoming regular monthly donors, signing petitions, joining our campaigns, and volunteering their time. We would also like to thank the organisations who provided significant financial and pro bono support. Your commitment and generosity makes what we do possible.

Our sincere thanks to Rob Keldoulis, VivCourt, and the Colin Biggers and Paisley Foundation for their ongoing generous support of our work.

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Marc Purcell
John Roc
Ella Dixon
Melika Sheikh-Eldin
Lis de Vries (to November 2019)
Ruth Jacobs (to November 2019)

**Staff**

1 July 2018 - 30 June 2019

Paul Power – Chief Executive Officer
Kelly Nicholls – Director of Communications
Joyce Chia – Director of Policy
Effie Mitchell – General Manager (on secondment)
Rebecca Eckard – Deputy Director of Policy
Michelle Ferns – Project Manager
Martyn Green – Accounting Officer
Asher Hirsch – Senior Policy Officer
Ewan Isbister – Fundraising Strategist (to August 2018)
Rebecca Langton – Office Manager
Georgie McGrillen – Project Manager
Sahar Okhovat – Senior Policy Officer
Louise Olliff – Senior Advisor Policy & Community Engagement (to April 2019)
Laura Stacey – Media & Campaigns Coordinator (returned from maternity leave January 2019)
Samuel Dariol – Campaigns & Digital Coordinator
Shukufa Tahiri – Policy Officer
Rnita Dacho – Administration & Fundraising Officer
Deena Yako – Face to Face Schools Coordinator
Eileen Wahab – Projects Coordinator
Jessica Collins – Communications Assistant (from March 2019 to June 2019)

**Income Sources**

- **Public Donations and Bequests**: $872,590
- **Consultancy Fees**: $72,520
- **Conference and Sponsorship income**: $105,295
- **Operating Grants**: $133,344
- **Donations from Australian Refugee Foundation**: $380,000
- **Member Subscriptions**: $83,017
Organisational Members

Access Community Services Limited
Act for Peace
ActionAid Australia
Adventist Development and Relief Agency of Australia Ltd (ADRA Australia Ltd)
Aireys Inlet Rural Australians for Refugees
AMES Australia
Amnesty International Australia
Anglicare Migrant and Refugee Services (Sydney)
Anglicare North Coast
Anglicare Refugee and Migrant Settlement Services (NT)
Armidale Rural Australians for Refugees
Armidale Sanctuary
Association for Services to Torture and Trauma Survivors (ASeTTS)
Assyrian Australian Association
Asylum Seeker Resource Centre
Asylum Seekers Centre
Auburn Diversity Services Inc.
Australia for UNHCR
Australian Catholic Social Justice Council
Australian Council for International Development
Australian Education Union (Federal Office)
Australian Education Union New South Wales - Teachers Federation Branch
Australian Karen Foundation
Australian Karen Organisation Inc.
Australian Migrant Resource Centre
Australian Red Cross (Victorian Office)
Australian Refugee Association Inc
Australian Western Sahara Association (NSW)
Baptcare
Bathurst Refugee Support Group
Blue Mountains Refugee Support Group
Bridge for Asylum Seekers NSW
Brotherhood of St Laurence, Multicultural Communities Team
Cabrini Health
Canberra Refugee Support Inc.
Career Seekers
Caritas Australia
Catholic Diocese of Toowoomba, Social Justice Commission
Catholic Justice and Peace Commission, Archdiocese of Brisbane
Catholics in Coalition for Justice and Peace
Centacare Cairns
Centacare Catholic Family Services SA
Centacare Wagga Wagga
Centre for Asylum Seekers, Refugees and Detainees
Centre for Human Rights Education, Curtin University
Centre for Multicultural Pastoral Care
Centre for Multicultural Youth
Centrecare Incorporated
Cohealth
Communify Queensland
Community Migrant Resource Centre
Companion House
Core Community Services
East Gippsland Asylum Seekers Support
Edmund Rice Centre for Justice and Community Education
Edmund Rice Centre Mirrabooka
Executive Council of Australian Jewry
FamilyCare
Foundation House (Victorian Foundation for Survivors of Torture)
Helping Hands
Horn of Africa Relief and Development Agency (HARDA)
HOST International
House of Welcome
Illawarra Multicultural Services
Immigration Advice and Rights Centre
Inala Community House
Institute of the Sisters of Mercy Australia PNG
International Society for Human Rights Australia Inc
ISHAR Multicultural Women’s Health Centre
Jesuit Refugee Service Australia
Jesuit Social Services
Justice for Refugees SA
Life Without Barriers
Loddon Campaspe Multicultural Services
Loreto Sisters
Lutheran Community Care South Australia
Macarthur Diversity Services Initiative
Marist Sisters
MDA Ltd
Melaleuca Refugee Centre
Melbourne Catholic Migrant and Refugee Office
Mercy Works
Metro Assist
Metropolitan Migrant Resource Centre
Migrant and Refugee Settlement Services of the ACT
Migrant Resource Centre (Northern Tasmania)
Migrant Resource Centre Tasmania
Mt Druitt Ethnic Communities Agency
Multicultural Council of Wagga Wagga
Multicultural NSW
Multicultural Services Centre of WA
Multicultural Youth Affairs Network NSW
MultiLink Community Services Inc
Murray Valley Sanctuary Refugee group
Muslims Australia - Australian Federation of Islamic Councils
Individual Members

Gail Abbott
Jim Addison
Raad Almajidy
Dennis Altman AM
Elizabeth Ameer
Robyn Andrew
Martha Ansara
Susan Archer
Nick Armitage
Brian and Maureen Arnott
Janine Arundel
Gergis Ayoub
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Kevin Bain
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Sandra Beck
Flora Behdashi
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Shelaine Godbold
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Nizza Siano
Jeff Siegel
Julie Simpson
Kate Simpson
Wendy Slonim
Kathleen Smith
Barry Smith

Camille mith-Watkins
Virginia Spate
Pippa Stearn
Frederika Steen
Margaret Stewart
Helen Stirling
Tim Sullivan
Renae Summers
Ronald Swanson
Kevin Sweeney
Antony Symons
Yabbo Thompson
Colin Timberlake
Margaret Tonkin
Jack Trezise
Eugenia Tsoulos
Margaret Tung
Marina Tyndale-Biscoe
Marisa Virthch
Eileen Wahab
Mohammad Wahiduzzaman
Sheila Walkerden
Anne Wall
Margaret Wallington
Elizabeth Walpole
Lara Wasilewski
Linda Watson
Ian Webster
Andrew Whatnall
Caitlyn Wilcher
Meredith Williams
Anthony Wilson
Marianne Wiseman
Clyde Wood
Vera Yee
Joseph Youhana
Andrew Young
Anne Zevi
Claire Ziegler
Daniel Zu

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Thanks to all our volunteers in 2018-19. We would be unable to complete all the work we do without the diligent and consistent support of our dedicated volunteers.

**Special thanks go to our regular volunteers this year:**

<table>
<thead>
<tr>
<th>Aisha Ismail</th>
<th>Dikea Binch</th>
<th>Josephine Borthwick</th>
<th>Rebecca Melham</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alexia Gilbert</td>
<td>Dominique Burton</td>
<td>Juliana Cannane</td>
<td>Sharokina Moshe</td>
</tr>
<tr>
<td>Ali Graham</td>
<td>Eithar Al-Hassan</td>
<td>June Pickering</td>
<td>Sofia De Iuliiis</td>
</tr>
<tr>
<td>Ally Walsh</td>
<td>Emily Foley</td>
<td>Laura DeNatri</td>
<td>Sophia Anagnostaras-Adams</td>
</tr>
<tr>
<td>Amara Khan</td>
<td>Hilda Kaguma</td>
<td>Melanie Morgan</td>
<td>Sophie Stockdale</td>
</tr>
<tr>
<td>Andrina Fernando</td>
<td>Isabella Tilley</td>
<td>Min Kumar</td>
<td>Tiyana Jovanovic</td>
</tr>
<tr>
<td>Ashra Anver</td>
<td>Jasmine Crittenden</td>
<td>Musab Buyuksoy</td>
<td>Vivienne Szakacs</td>
</tr>
<tr>
<td>Bridget Hazebroek</td>
<td>Jasmine Erkan</td>
<td>Nur Afiqah Rozali</td>
<td>Wesley Kajirwa</td>
</tr>
<tr>
<td>Connor O’Brien</td>
<td>Jessica Collins</td>
<td>Olivia Peters</td>
<td>Yusra Hasan</td>
</tr>
<tr>
<td>David Saultry</td>
<td>Jorja Kelly</td>
<td>Quimby Mills</td>
<td></td>
</tr>
<tr>
<td>Deylan Kilic-Aidani</td>
<td>Joseph Cook</td>
<td>Rachael Kearns</td>
<td></td>
</tr>
</tbody>
</table>

**Thanks to all the fellows and community organisers who participated in the Champions for Change fellowship:**

<table>
<thead>
<tr>
<th>Agnes Wilson</th>
<th>Farhat Firdous</th>
<th>Leah Perkins</th>
<th>Puskar Sharma poudyal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angie Dowling</td>
<td>Freda Meng</td>
<td>Leo Schultz</td>
<td>Rebecca Field</td>
</tr>
<tr>
<td>Anna Matina</td>
<td>Gail Cummins</td>
<td>Lisa Judge</td>
<td>Ron Hoenig</td>
</tr>
<tr>
<td>Banafsheh Driver</td>
<td>Georgina Wannan</td>
<td>Liza Hazelton</td>
<td>Sarah Rouse</td>
</tr>
<tr>
<td>Beni Hadadi</td>
<td>Hadi Rahimi</td>
<td>Mark Isaacs</td>
<td>Simon Sang Hre</td>
</tr>
<tr>
<td>Bernadette Bell</td>
<td>Hayat Nowruzi</td>
<td>Martha Glover-Short</td>
<td>Sue Nash</td>
</tr>
<tr>
<td>Caitlin Joensson</td>
<td>Isobel Rogers</td>
<td>Maura McNerney</td>
<td>Tahlia Seedy</td>
</tr>
<tr>
<td>Caroline Fleay</td>
<td>James Brennan</td>
<td>Memphis Bourne Blue</td>
<td>Teresa Lee</td>
</tr>
<tr>
<td>Catherine Norman</td>
<td>Jena Jaensch</td>
<td>Michael Chaitow</td>
<td>Tiyana Jovanovic</td>
</tr>
<tr>
<td>Deedar Khudaidaad</td>
<td>Jennifer McLean</td>
<td>Mohammad Salem Askari</td>
<td>Yasmeen Ahmed</td>
</tr>
<tr>
<td>Elish Maguire</td>
<td>Joel Palte</td>
<td>Naomi Thyer</td>
<td>Yeliz Alaaddinoglu</td>
</tr>
<tr>
<td>Eithar Al-Hassan</td>
<td>Joseph Furolo</td>
<td>Paul Desmond</td>
<td>Zulfia Erk</td>
</tr>
<tr>
<td>Emeka Onwubiko</td>
<td>Kevin Bain</td>
<td>Paul O’Sullivan</td>
<td></td>
</tr>
<tr>
<td>Emily Nikoletti</td>
<td>Kudzai Nyamande</td>
<td>Peter Ajak</td>
<td></td>
</tr>
</tbody>
</table>

We would also like to extend a thank you to all the extra volunteers who donated their time for various campaigns and Refugee Week this year.
Refugee Council of Australia Inc – ABN 87 956 673 083

Profit and Loss Account
For the year ended 30 June 2019

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations and membership fees</td>
<td>1,335,606</td>
<td>1,182,848</td>
</tr>
<tr>
<td>Projects and consultancies</td>
<td>168,494</td>
<td>137,920</td>
</tr>
<tr>
<td>Grants</td>
<td>56,612</td>
<td>153,594</td>
</tr>
<tr>
<td>Refugee week income</td>
<td>76,732</td>
<td>89,703</td>
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<tr>
<td>Other income</td>
<td>9,321</td>
<td>7,155</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td>1,646,765</td>
<td>1,571,220</td>
</tr>
<tr>
<td><strong>Less: Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advertising</td>
<td>103,908</td>
<td>59,380</td>
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<tr>
<td>Audit fees</td>
<td>2,000</td>
<td>2,100</td>
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<tr>
<td>Bank and govt charges</td>
<td>9,337</td>
<td>10,507</td>
</tr>
<tr>
<td>Board expenses</td>
<td>15,712</td>
<td>23,139</td>
</tr>
<tr>
<td>Computer and IT expenses</td>
<td>55,795</td>
<td>46,184</td>
</tr>
<tr>
<td>Conference/Seminar costs</td>
<td>572</td>
<td>966</td>
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<tr>
<td>Consulting and professional fees</td>
<td>77,844</td>
<td>1,853</td>
</tr>
<tr>
<td>Depreciation</td>
<td>14,970</td>
<td>12,535</td>
</tr>
<tr>
<td>Electricity and water</td>
<td>5,043</td>
<td>3,201</td>
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<tr>
<td>Meeting expenses/catering</td>
<td>3,131</td>
<td>910</td>
</tr>
<tr>
<td>Minor equipment and furniture</td>
<td>2,690</td>
<td>1,023</td>
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<tr>
<td>Fundraising expenses</td>
<td>24,732</td>
<td>-</td>
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<tr>
<td>Insurance</td>
<td>1,724</td>
<td>4,710</td>
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<tr>
<td>Office rent (Sydney and Melbourne)</td>
<td>53,519</td>
<td>66,173</td>
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<tr>
<td>Leave pay provisions</td>
<td>4,977</td>
<td>(37,778)</td>
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<tr>
<td>Long service leave</td>
<td>5,959</td>
<td>11,297</td>
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<tr>
<td>Recruitment</td>
<td>980</td>
<td>954</td>
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<tr>
<td>Policy and advocacy</td>
<td>36,108</td>
<td>26,415</td>
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<tr>
<td>Postage and Courier</td>
<td>15,549</td>
<td>9,628</td>
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<tr>
<td>Printing, stationery and office supplies</td>
<td>31,323</td>
<td>23,684</td>
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<tr>
<td>Promotion</td>
<td>-</td>
<td>20,719</td>
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<tr>
<td>Project expenses</td>
<td>94,207</td>
<td>112,770</td>
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<tr>
<td>Publications, books and DVDs</td>
<td>-</td>
<td>1,019</td>
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<tr>
<td>Repairs and maintenance</td>
<td>647</td>
<td>634</td>
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<tr>
<td>Refugee week</td>
<td>30,045</td>
<td>38,441</td>
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<tr>
<td>Salaries</td>
<td>960,411</td>
<td>1,029,348</td>
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<tr>
<td>Staff development</td>
<td>7,438</td>
<td>5,250</td>
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<tr>
<td>Dues and subscriptions</td>
<td>3,232</td>
<td>2,672</td>
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<tr>
<td>Superannuation contributions</td>
<td>90,193</td>
<td>96,638</td>
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<tr>
<td>Telecommunications</td>
<td>22,290</td>
<td>17,776</td>
</tr>
<tr>
<td>Staff Travel and Accommodation</td>
<td>34,082</td>
<td>33,029</td>
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<tr>
<td>Volunteer support</td>
<td>69</td>
<td>422</td>
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<tr>
<td>Workers compensation insurance</td>
<td>7,951</td>
<td>10,922</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>1,716,438</td>
<td>1,636,521</td>
</tr>
<tr>
<td><strong>Deficit for the year</strong></td>
<td><em>(69,673)</em></td>
<td><em>(65,301)</em></td>
</tr>
</tbody>
</table>
**Statement of Financial Position**

As At 30 June 2019

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>398,319</td>
<td>458,370</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>231,758</td>
<td>175,878</td>
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<tr>
<td>TOTAL CURRENT ASSETS</td>
<td>630,077</td>
<td>634,248</td>
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<tr>
<td>NONCURRENT ASSETS</td>
<td></td>
<td></td>
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<tr>
<td>Property, plant and equipment</td>
<td>15,742</td>
<td>25,480</td>
</tr>
<tr>
<td>TOTAL NONCURRENT ASSETS</td>
<td>15,742</td>
<td>25,480</td>
</tr>
<tr>
<td>TOTAL ASSETS</td>
<td>645,819</td>
<td>659,728</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
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<tr>
<td>CURRENT LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>62,259</td>
<td>75,535</td>
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<tr>
<td>Employee benefits</td>
<td>119,606</td>
<td>108,670</td>
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<tr>
<td>Other liabilities</td>
<td>96,086</td>
<td>37,982</td>
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<tr>
<td>TOTAL CURRENT LIABILITIES</td>
<td>277,951</td>
<td>222,187</td>
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<tr>
<td>TOTAL LIABILITIES</td>
<td>277,951</td>
<td>222,187</td>
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<tr>
<td>NET ASSETS</td>
<td>367,868</td>
<td>437,541</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
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<tr>
<td>Retained earnings</td>
<td>367,868</td>
<td>437,541</td>
</tr>
<tr>
<td>TOTAL EQUITY</td>
<td>367,868</td>
<td>437,541</td>
</tr>
</tbody>
</table>

**Audited financial statements**

The Refugee Council of Australia’s accounts for 2018-19 were audited by DFK Laurence Varnay Chartered Accountants, Sydney. The audited financial statements are available from the Refugee Council’s Sydney office or online at www.refugeecouncil.org.au.