

AMCS ANNUAL REPORT

Specialists in Home Care

Australian Multicultural Community Services Inc

What makes AMCS unique?

- Almost all staff speak multiple languages
- We are exemplary in providing culturally appropriate care and support
- Over 35 years of proven community service
- We empower seniors to remain independent
- Flexible while organising care for clients
- We understand what diverse seniors need
- We deliver quality of care at a fair price
- We provide tailored support based on the client's choices and needs

We care, we support, we empower.

www.amcservices.org.au

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PRESIDENT'S REPORT

What a spectacular year for the entire AMCS family in this, our 35th year of continuous operation as a community based not-forprofit aged-care services provider. Our reach amongst clients has continued to grow very rapidly, our influence in the community has spread and we have received an outstandingly generous donation from one of our long time close partners, the Polish Association of Kingsville and Ladies Auxiliary (PAKLA).

During 2017/18 our client numbers, staffing numbers and revenues all continued to climb, fulfilling the guarded optimism I expressed in last year's report about rapid growth. We have



been able to maintain our highest standards of quality and care for all our clients, new and continuing. The staff and volunteers at AMCS have worked very hard to meet the demands of this growth and through their commitment to our values of High Client Satisfaction, Quality, Continuous Improvement, Respect and Diversity they have delivered remarkable results.

We continue to work with Victoria's culturally and linguistically diverse communities, building ongoing relationships and raising awareness about the culturally sensitive care we provide.

The most significant event for the organisation, was the donation to AMCS by PAKLA of their home, Millennium House, in Seddon. This is a very large building on a sizeable parcel of land in the heart Melbourne's rapidly growing western suburbs. We will maintain the building for continued use by PAKLA, the Polish Community in Victoria and the broader community of the State. We are currently planning to renovate Millennium House to make it the headquarters for AMCS, securing a long term future for our organisation.

Such great achievements and the potential they represent do not come easily and I wish to thank all AMCS staff for their extraordinary dedication to excellent customer service and for embracing change and opportunity so enthusiastically. I also wish to thank the CEO and her managers for their solid leadership to success.

Finally I wish to acknowledge the contribution of the members of the Board who also deserve recognition for their stewardship and guidance through this growth. I particularly want to recognise Richard Pietrzak who will be retiring from the Board at the 2018 AGM for personal reasons. I thank him for his service over the past two years and wish him well in his future endeavours.

Ryk Bliszczyk - President

CEO'S REPORT

I am honoured and privileged to carry the delightful responsibility of leading and managing AMCS during our 35th anniversary year. The last 12 months saw us supporting our largest ever number of people from culturally and linguistically diverse backgrounds (CALD).

Founded in 1983, AMCS was most fortunate to have been established by a visionary group of individuals, who wanted to ensure equitable access to services for CALD people in the western suburbs of Melbourne. Over



the years we have extended our services to all of Melbourne, Geelong and regional Victoria. We are very proud to continue the vision of the original founders of our wonderful organisation. We thank Zbigniew Dabkowski, Bill Nowak, Sylvia Morrisey and others, for establishing the social conscience culture of AMCS, and working tirelessly for the migrant and refugee populations in Victoria.

In any given week, we support - in the area of - 950 people. Our workforce has grown to 151 employees supporting growth in our client base. Our staff dedication, skills, knowledge and attributes are exemplary. In addition, we have 130 selfless volunteers who actively make a difference to individuals and communities, through a variety of roles for example, companionship, bus driving, or administrative tasks. I thank most sincerely every employee, volunteer and student, for their dedication, hard work, sharing of cultural knowledge and for supporting each other during challenges.

I also wish to thank the AMCS Board for their leadership and unwavering resolve to ensure that clients receive an exemplary quality service. For ensuring that our efforts offer choices for clients, make a real difference to people's independence and dignity and that we achieve high client, staff and volunteer satisfaction.

Elizabeth Drozd - CEO

"The last 12 months saw us supporting our largest ever number of people from culturally and linguistically diverse backgrounds."

OVERVIEW

It is exciting times in the Aged Care sector with the Australian Government rolling out reforms offering more choice to consumers. As the sector experiences this period of change, AMCS continues to evolve and develop.

Aged care moved to a business model returning power back to the client. Seniors in our community are resilient and capable. Through these reforms, they are now able to exercise their rights to choose the way they receive care and services.



We are no longer in a government-driven market, but a consumerdriven market, it is crucial for organisations to know what is important to clients. Service providers must develop a somewhat different range of skills to those utilised in the past. However, it is important to stay true to the mission and values of the organisation without losing focus on the priorities of market-based approaches.

Along with the growth we are currently experiencing, we are proud to have been chosen to be part of a consortium supporting two remote organisations in implementing the reforms.

In this, our 35th anniversary year, AMCS continues to provide a service that adds value to the life of seniors and their families. Our 35 years of experience form the foundation of our unique specialisation, working with CALD communities.

We will continue our important work with seniors, to ensure more and more people experience

a better quality of life.

Ekram Awadallah General Manager Community Care Services



Representatives of our fantastic team!

THIS YEAR AMCS

- Significantly increased the number of Home Care Package clients we support
- Received a substantial donation of property from the Polish Association of Kingsville and Ladies Auxiliary - Millennium House
- Delivered the Gandel Philanthropy Project and the Wesley Mission Project to provide volunteer visiting for seniors
- Received approval for our CALD Mentoring into Aged Care
 Project
- Supported more than 1000 seniors to remain independent
- Was asked to support two interstate organisations in their transformation to a new My Aged Care focused model
- Continued to deliver our successful ACFE Multicultural Leadership Course to ethnic leaders & community workers
- Delivered our AMCS Information Resource Kit

>>>>>>

HIGHLIGHTS

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we supported **2,270**

clients

more than **87** cultural backgrounds

from

ACHIEVEMENTS

through the delivery of

hours

of service

and we engaged with

volunteers

4

OUR SERVICES



Australian Multicultural Community Services (AMCS) is a community organisation with over 35 years experience supporting seniors to maintain their independence and live at home for as long as possible.

Our culturally appropriate services are:

- delivered by skilled, knowledgeable and caring staff
- mostly free or low-cost

Home Care Packages and Premium Care

Whether you have a government-funded Home Care Package or you are seeking private care, you can access a coordinated package of services designed to meet your particular needs. Our personalised home care support helps you to live independently at home. Our services are culturally appropriate and delivered by caring and experienced multilingual workers.

Community and Home Support

We can provide you with entry level support to live independently at home and in the community. Services include Personal Care, Domestic Assistance, Allied Health and Transport.

Information, Referral and Support

We provide information and can help connect you to services you need. We also support ethnic and multicultural senior citizens clubs.

Social Support Groups

Socialise with other seniors from your own culture at one of our activity groups for seniors.

Centre Based Respite

If you're a carer for an older person, our respite services allow you to have a break.

Volunteer Visits

Enjoy companionship and support from one of our multilingual volunteers, who will visit you in your own home or nursing home.

Emergency Relief

We provide support to people and families in financial difficulty.

Adult Education

Learn something new through one of our free or low-cost courses. Designed for people from diverse backgrounds, our high-quality courses include, *Computer or iPads for Beginners* and *English for Everyday Life and Employment*.

Help to Find Work

Get support to write your CV, talk with employers or find training and work experience.





Seniors trip to Parliament House



AMCS Information Resource Kit launch with the Minister for Multicultural Affairs

HOME CARE PACKAGES PROGRAM

This past financial year has seen an exciting period of growth within the AMCS Home Care Packages Program. We now have in excess of one hundred multi-lingual support workers providing culturally appropriate, flexible and individually tailored support to clients throughout metropolitan Melbourne and Geelong. In the past year *49,474 hours of support was provided to *438 clients from 46 different cultural backgrounds.

Our team of Care Advisors also continue to grow and evolve, working hard to build strong relationships with clients and their significant others and provide advocacy and support. Regular participation in professional development opportunities means AMCS is well placed in the sector to most effectively support our clients.

The growth of the AMCS Home Care Packages Program this year is a result of the dedication and compassion of our staff who work together to ensure our seniors receive the best care possible.

Elizabeth Zurek - Manager Home Care Package Program

* Combined totals from HCPP and Premium Care



"Linzee just made it so easy. I felt like someone was listening to what I really needed, what Dad needed."

COMMUNITY AND HOME SUPPORT

AMCS provides various services under the Community and Home Support Program. This financial year we have supported 480 clients from 44 culturally and linguistically diverse (CALD) backgrounds. Our entry level support services are delivered with a client centred approach, focussing on empowering our seniors to live independently in their home and stay connected with the community they love.

Our dedicated multilingual Support Workers and Allied Health professionals delivered 7,878 hours of support services including, personal care, domestic services, transport and Allied Health on a short-term or ongoing basis. My role as Coordinator is extremely satisfying due to the changes I see in our clients once they begin receiving services. Their feedback is regularly positive with seniors indicating that they feel supported in their endeavour to remain independent.

Linzee Gordon - CHSP Support Services Coordinator

Mr Alfred Skelton Client Story

Mr Alfred Skelton and his daughter Andrea were first introduced to AMCS in February of 2018. Just prior to this, in January of 2018, Alfred lost his beloved wife Doreen Margaret to illness, after more than sixty years of marriage. Andrea did not know where to turn for support, especially knowing her father now needed more assistance at home. Previously she had been provided with someone to contact at AMCS. Andrea was not sure what to expect when she rang that number, but looking back, she said, "Linzee just made it so easy. I felt like someone was listening to what I really needed, what Dad needed".

Alfred had no previous approvals from My Aged Care and was unaware of the services available to him. Linzee explained the process and assisted both Andrea and Alfred to navigate the My Aged Care system with



their first approvals for CHSP services delivered by AMCS and ultimately in August 2018, receiving his Home Care Package. Since accepting his Home Care Package with AMCS, Alfred has been able to increase his services and explore more options that are flexible enough for him to be able to remain living at home.

When asked how he would describe AMCS to others, the response was, "Angels, respectful, kind and understanding people who listen to you. Listen to your needs, act on your needs and connect you with the right people".

Alfred Skelton with daughter Andrea and a photo of Doreen Skelton

SOCIAL SUPPORT AND RESPITE PROGRAMS

During the last financial year, the Social Support and Respite Programs team has been very active in providing support for seniors in their homes, during group sessions and in aged care facilities. We have expanded our Social Support Groups offer, increased the service hours in the Centre Based Day Respite Program and we have matched over 110 new clients



Volunteers visiting RAAF Museum

from the Friendly Visiting Program, Community Visitor Scheme (CVS) Program, and CVS Expansion Program who were socially isolated with a friendly visitor. Furthermore, we had the opportunity to expand our visiting programs thanks to the one-off funding from Gandel Philanthropy and Aged Persons Welfare Foundation.

Overall, we supported 456 clients in and around Melbourne and Geelong, from 29 culturally and linguistically diverse backgrounds.

The commitment and engagement of our diverse bi-lingual staff and volunteers, enabled us to continue providing high-quality service to our clients. We aim to support each senior based on individual needs offering a tailored service for each client. We are very pleased that seniors in our program could experience another year filled with beautiful and unforgettable moments from the group activities, client visits, and outings.

Magdalena Biadala-Sahingoez - Team Leader

Friendly Visiting Program and Community Visitor Scheme

Our 176 volunteer visitors, who speak 52 languages spent 7,564 hours providing support and companionship to 294 AMCS clients in their homes and in 53 aged care facilities around Melbourne and Geelong. Furthermore, we have been able to establish two shopping transport groups for seniors who still live in their own homes and would like to stay independent. Last but not least, some of the volunteers provided support for seniors attending the Social Support and Centre Based Respite groups.

As an acknowledgement of our supportive and engaged volunteers, the coordinators organised training and outings for our friendly visitors. Some examples are Pilates and healthy lifestyle classes, a blueberry picking trip, Fall Prevention training and a visit to William Ricketts Sanctuary.



Sylvia's Garden Volunteer Story

When AMCS Volunteer Visitor, Heather Cameron first met Sylvia, it was apparent just how much she missed her garden. So they undertook to create a mini garden outside her room where Sylvia is currently a resident.

They began early in September 2017, and after some measurement and working out the number of plants and seedlings they could fit, went about plotting out the design.

"By choosing specific varieties of plants, we hoped to create a myriad of colour, with any luck, lasting all year round. The

following weeks were filled with choosing plants, potting and then positioning the plants for optimal sunshine or shade. We also brought back some orchids from her own garden, "Heather said.

Sylvia is now able to continue to enjoy her hobby and can be seen happily watering and feeding her garden with pride.

This is just one excellent example of how a volunteer may improve the quality of life of a senior.



Volunteer Heather Cameron

Social Support Groups

In the last financial year, the Social Support Group staff have provided 20,694 hours of service to over 115 clients from 17 culturally diverse backgrounds. Currently, we provide our Social Support Groups in Melbourne North, Sunshine West, Norlane (Geelong) and Breakwater (Geelong). To extend our Social Support Group offer, we have been able to establish two new ethnic groups in cooperation with St George Senior Woman Group and the CALD Seniors Association of Victoria.

Our clients have been enjoying the weekly program full of activities, crafts, cooking sessions, gentle exercises and outings. For some of the young-in-spirit groups, we have provided Zumba classes and table tennis sessions, which have been attended with great enthusiasm. The outings always bring a lot of fun and joy to the lives of our clients and they are awaiting them each time with excitement.



Testimony Faye Mannix

The family of a client wanted to express their deep appreciation for the wonderful service that AMCS Geelong provides for its clients. They applauded the client centred approach that ensured seniors were taking part in activities that interested them.

"My mother enjoyed her activities and looked forward to them every Friday since the group's inception four years ago. She called it her lifeline being able to interact with her own people and enjoyed the same cultural activities until her passing recently. Our family are very grateful for the care and support extended to us during these difficult times."

Faye Mannix and family

Faye's mum attended our Geelong Multicultural/Filipino group.

Groups From Stroke to Singing



Lin Xue Hen is one of our clients, now 85. In her youth, she had been a singing teacher in Canton, China. Lin Xue Hen came to Australia a long time ago with her daughter who was working here. She spent some time as a singing instructor at a Chinese organisation in Australia. They were quite popular and were often invited to perform at festivals and other events. A few years ago she suffered a Stroke and needed to stop teaching and singing to focus on her recovery. Lin Xue Hen was a member of the AMCS Chinese social group but it was rare for her to attend. More recently her recovery seemed to progress and she began to open up to staff more and more. The facilitator, Tammy, invited her to teach our clients some singing as part of the group's activities. This clearly had a positive effect as the group enjoys the singing and Lin Xue Hen attends on a more regular basis. Tammy said, "Madam Lin Xue Hen now enjoys teaching us and finds more and more songs to sing in the group. Other clients also enjoy it."

Volunteer Story George and Gowtham



George spent his whole life looking after grass. From his early teenage years at East Geelong Golf Course to almost 40 years as curator of Geelong Race Course. George will be 90 in December and is still keen to get out and about.

Gowtham is from India and is studying a Masters of Construction Management at Deakin University in Geelong. He became interested in volunteering with AMCS because he enjoys history and the wisdom our elders have to offer. Every Tuesday Gowtham and George hang out together and during this time George has taught Gowtham how to play golf.

"It was quite hard to break him of his cricket swing." George said.

Centre Based Respite

Our Centre Based Respite groups operated in two centres across Melbourne in Wantirna and Pascoe Vale, (provided in agreement with Uniting Victoria Tasmania). In the last financial year, we supported over 45 clients from 7 cultural backgrounds providing them with 10,288 hours of service.



Wantirna

Music, group singing but also playing basic percussion instruments are very effective ways to keep our clients active and satisfied. It is a permanent part

of the program beside the regular gentle physical exercise, task for memory, stimulation and games with balls and other requisites. To extend our small percussion instruments, AMCS equipped the groups with handbells, which make it possible to play simple melodies on tuned instruments. With a little bit of practice, they will perform for a bigger audience.



Molly – Emotional Support Dog

It is possible that you may have already heard something about "emotional support animals". Well, it seems we have recently adopted one of our very own (unofficially). Any animal can be an emotional support animal, although dogs and cats appear to be most common. Time spent with an emotional support dog is not only pleasant but is also, allegedly, very effective in boosting the mood and wellbeing of a person. Support provided from animals has many applications and seems to work perfectly, regardless of the age or health of the recipient, which we had the opportunity to witness at our respite program in Wantirna.

It happened quite unexpectedly. Jola, our respite worker in Wantirna, for some reason had to bring her little dog Molly (a white Maltese breed) with her. Molly suddenly jumped on the knees of Mr Władek (96), who just arrived in his



wheelchair and with a huge smile he began to pat and cuddle Molly. The positive impact of the experience was immediately visible. Molly's presence had an effect on other respite participants as well. It could be seen in their facial expressions, statements and behaviour. They were fully accepting the presence of a dog.

In many cases, it is alleged that interacting with animals helps seniors to get out of apathy and focus their attention. During these interactions, we find they often talk to her. This "exercise in talking with a dog" turns out to be one of the most important elements used in professional dog therapy for people with Alzheimer's disease. It certainly appears to work in our group. Yes, Molly is our new and very welcome volunteer.

Pascoe Vale

Singing forms a big part of activities for this group, as well as enjoying poems and stories from the past. Each of the clients has something to share, especial the ones who survived the horror of WWII like Stefan Kulesza, who recently celebrated his 100th Birthday in November.



100th Birthday for Mr Stefan Kulesza

"Eventually, in 1943 the Gestapo captured me again. I was taken under arrest to Pawiak prison in Warsaw. After 3 months they transported me to Auschwitz."

ACCESS & SUPPORT SERVICES

The Access and Support (A&S) Team provides support to those requiring assistance to access and navigate the service system, e.g. those who face language or other barriers due to their diversity.

Throughout the last financial year, 211 new and over 50 existing clients were supported to access services including the My Aged Care contact centre. Over 15 ethno-specific or multicultural groups and clients from more than 20 culturally and linguistically diverse backgrounds received our support.

As per the results of our AMCS Access and Support Client Satisfaction Survey, 25 percent of our clients were satisfied and 75 percent were very satisfied with the A&S services they have received. 50 percent of our clients described our services as useful, 31 percent as reliable and 19 percent as high quality. We are truly pleased by the positive feedback and we will continue to provide much-needed support to our existing and new clients in the years to come.

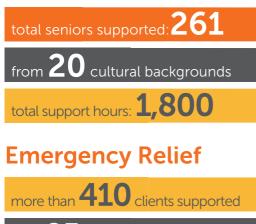
Sinisha Krstov - Team Leader Access and Support Programs



Nadereh Edwards supporting the Greek Orthodox Senior Citizens Club of St Albans



Specialised Support & Access and Support Services



from **25** cultural backgrounds

total sessions: **558** of emergency support

Specialised Support Service (SSS) Testimonial



"Thank you for making us feel safe and that someone is looking after and caring about us. We enjoy talking to you and would not be able to access services without your support. You do amazing work."

Sinisha Krstov with AMCS clients Alicia Agustin and Erlinda Santiago

COMMUNITY EDUCATION

Our flexible courses are designed to meet student needs. They are intended to strengthen employment options, improve English language fluency, boost digital literacy and create positive opportunity. Courses can be conducted at the AMCS office in Maidstone or at other locations around Melbourne, at a time that is suitable for the course participants.

We currently offer the following courses:

- English for Everyday Life and Employment
- Computers for Beginners
- Introduction to iPad
- Multicultural
 Leadership Course
- Getting a Job in Australia



providing over

hours of training

AMCS BOARD

AMCS is very lucky to have attracted a highly skilled Board of Directors.

The Board is made up of Mr Ryk Bliszczyk, AMCS President, Dr Tam Nguyen as Vice President, Mr Paul Walec, Secretary, Ms Deb Lyon as Treasurer, and René Blaszak, Prof Desmond Cahill OAM, Ewa Figiel, Richard Pietrzak and Mary Schloetzer as Directors.

Each member of the Board volunteers their valuable time to contribute to this highly effective organisation. Each member of the Board brings with them a unique set of skills that add value to our organisation. Without their exemplary leadership, the organisation would not be in such a position of strength, which in turn is allowing more people to receive the support they need.

AMCS would like to thank each member of the Board for their ongoing commitment to AMCS.

ABOUT OUR STAFF

Meet Sinisha

Sinisha joined AMCS in February 2014 and currently holds the position of Access and Support Services Team Leader.

Sinisha is a passionate advocate for Australian seniors and constantly strives to break barriers for those facing difficulties in accessing services. Sinisha identifies challenges in the Aged Care Sector and provides feedback to the relevant authorities to ensure client-focused, flexible and culturally-appropriate services are available.



Sinisha Krstov - Team Leader Access and Support Services

Some info about yourself?

I was born in the Republic of Macedonia. I speak four languages and have a comprehensive understanding of the Commonwealth Home Support Program, Home Care package Program and supporting culturally and linguistically diverse (CALD) seniors. Cultural diversity is one of Australia's greatest strengths. I feel that it is imperative that I contribute to supporting our multicultural seniors. As AMCS Access and Support Team Leader, I have guided over six hundred seniors from more than thirty CALD backgrounds to access services and navigate the service system.

What brought you into the world of community services?



My professional background is social work and I have a Master's of International Studies.

As a person interested in helping the wider community after my arrival in Australia, I completed a Diploma of Community Services Coordination and I am currently undertaking an Advanced Diploma of Community Sector Management.

Anything else?

I feel fortunate and proud to be part of an organisation with a friendly, supportive and professional team. An organisation that is 110 per cent client focused and specialises in supporting multicultural communities.



INCOME & EXPENDITURE

Statement

	2018	2017
Income		
Government Funding	\$1,542,861	\$1,104,853
Direct Services Income	\$4,937,495	\$3,331,039
Community Projects	\$618,676	\$571,945
Income from Investments	\$358,702	\$203,199
Members Fees	\$165	\$200
Donations	\$2,196	\$3,194
Non-Financial Donation	\$5,250,000	-
Other Income	\$198,169	\$232,084
	_	
Total Income	*\$12,908,264	\$5,446,514
* includes a significant donation of property		
Expenses		
Fundraising and Promotion	\$40,066	\$16,609
Salaries and Oncost	\$4,300,583	\$3,075,875
Property Expenses	\$197,156	\$186,576
Volunteers Travel	\$35,664	\$40,186
Client Expenses	\$1,200,600	\$548,506
Administration and Other Expenses	\$744,468	\$1,039,811
	_	
Total Expenses	\$6,518,538	\$4,907,563
<u>Surplus (Deficit)</u>	<u>*\$6,389,726</u>	\$538,951

* includes a significant donation of property

THANK YOU! To the following organisations: Australian Government Kalyna Care Leadership Victoria Dept. of Social Services Dept. of Health NARI Victorian Government Neighbourhood Watch Dept. of Health and Human **Outlets** Cooperative Postcode Neighbourhood House Services Dept. of Education and Training OzPol Dept. of Premier and Cabinet **PAWA Community Care** Polish Association of Kingsville Multicultural Affairs and Social Cohesion Division and Ladies Auxiliary Local Government Polish Seventh Day Adventist Church in Wantirna City of Brimbank Please find my cheque enclosed to Australian Multicultural Community Services Amex Puls Polonii City of Knox Rotary Club of Footscray City of Melbourne Surname SBS Radio Program City of Maribyrnong ŝ Spectrum Other Non Government Organisations Date St George Senior Woman Group Aged Persons Welfare Foundation Mastercard The Silent Witness Network Inc. Alzheimer's Australia Umbrella Community Care **AMES** Australia Uniting Victoria Tasmania Anglican Parish of Pascoe Vale -\$50 Wesley Footscray Outreach Oak Park Western Region Aged Care Australian Communities Suburb Mobile Foundation Card-holder's Name White Eagle House Visa CALD Seniors Association of Victoria **AMCS Charitable Fund** \$25 Carers Victoria In December 2015, with Centre for Cultural Diversity in financial assistance from a Ageing beguest from Mrs Janina Wojcik, AMCS established the Please debit my credit card Filipino Australian Friendship AMCS Charitable Fund, for the wish to make a donation of Association of Geelong purpose of supporting migrant Foodbank Victoria communities. Gandel Philanthropy AMCS is a registered charity and Gateway Community Services all donations are tax deductible. GoodCompany Google Ad Grants *If you would like further* First Name Signature information or wish to support Haven Home Safe Card No Address the fund, please get in touch. Expiry Email IndianCare Ге

be forwarded to the above address All donations over \$2 are tax deductible and a receipt אוו שביט איש של איז אין איז אין איז אין איז אין איז איז The AMCS Foundation is an internal fund of Australian Multicultural Community Services.

AMCS IS A CHARITABLE ORGANISATION.

WE APPRECIATE DONATIONS TO SUPPORT COMMUNITY NEEDS.

If you are interested in making a donation to AMCS, please use the form overleaf, or visit our donation page online.

www.amcservices.org.au



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