IMPACT REPORT 2024—2025



cmy Centre for Multicultural Youth



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Images featured in this report are by Alain Pottier and CMY unless otherwise noted.

Child Safety Statement: CMY is committed to being a child safe organisation, and to ensuring young people's voices are heard and influential in decisions that affect their lives. We hold the care, safety and wellbeing of children and young people as our central and fundamental responsibility.

Acknowledgement of Country: We acknowledge the Traditional Owners on whose Country we are based. We pay respect to their Elders past and present, and acknowledge their continuing connection to land, sea and community. We extend this respect to Traditional Owners throughout Victoria where we live, work and play.





WHO WE ARE

The Centre for Multicultural Youth (CMY) is a non-profit organisation based in Victoria and has been shaping culture alongside multicultural young people and communities since 1988. Our purpose is to create a society where multicultural young people live a life where they are connected and can fully reach their potential.

WHAT WE DO

CMY works to address systemic barriers that impact multicultural young people by:

- Advocating for social change, challenging inequities and barriers that multicultural young people face.
- Delivering support services and programs to young people and families.
- Connecting and creating innovative opportunities for multicultural young people.
- Amplifying the voices and experience of multicultural young people to shift narratives and influence systems.
- Influencing government and policy makers with evidence-based information and lived experience.
- Developing the knowledge, confidence and skills of other organisations, businesses and government.
- Researching current issues affecting multicultural young people to inform what we do.

Our work is youth-informed, strengths-based, and grounded in diversity, inclusion and anti-racism. At CMY, we all play a part in shaping systems, attitudes and behaviours that create the society we all deserve. Find out more: cmy.net.au/about-us

HOW WE WORK

Multicultural young people and their lived experiences are centered in our work. What we learn from them helps us to shape stronger communities, build the capability of service providers, and lead positive change at local, state and national levels. The values of human rights, diversity and participation guide us in our work.



CHAIR & CEO JOINT MESSAGE

On behalf of the Board, we are pleased to present the Centre for Multicultural Youth's (CMY) 2024–25 Impact Report. It highlights our work to shape attitudes, systems and behaviours, to create a more inclusive society for all.

CMY engaged and supported over 6,400 young people from 89 cultural backgrounds across 27 programs throughout 2024-2025. We are proud to have delivered strong outcomes across education, employment, mental health, youth justice, family violence prevention, capability building, and community connection.

Among the highlights this year, CMY's Lived Experience Mentoring Project paired justice-involved young people with lived experience mentors who draw from their own experience in the justice system to guide others out of cycles of disadvantage.

Reverb 2.0, run in partnership with headspace National, delivered peer-led, culturally grounded mental health workshops to 170+ staff across Victoria and NSW. CMY bought together sector leaders and youth advocates to address the disproportionate impact of housing stress and homelessness on refugee and migrant youth at our Statewide Forum.

We continued delivering bicultural programs, including the South Sudanese Community Support Groups and Le Mana Pasifika, supporting families and communities across Melbourne's western and south-eastern suburbs.

Our CMSport team drove the signing of a landmark pledge between major Victorian sporting bodies, a commitment to collectively combat racism in community sport and create more inclusive environments where everyone belongs.

None of this impact would be possible without the dedication and passion of our incredible team, comprising over 200 staff from 42 countries of birth. Alongside our team, over 440 volunteers play a vital role in sharing their time, energy and lived experience to support multicultural young people to thrive.

The Board farewelled Youth Directors Shabnam Safa and Asanga Seneviratne at the end of their terms and thanks them for their significant contributions to CMY. We welcomed Sherry-Rose Bih Watts as Youth Director, alongside Dimitri Antonopoulos as Director and Janet Le as Treasurer. We look forward to the insights, expertise and leadership they will bring to CMY's governance and future direction.

To our funders, partners and supporters: thank you for being on this journey with us, and for your belief in the power and potential of all young people. We genuinely believe each of us can play a part in shaping culture alongside multicultural young people and communities here in Victoria – and when we all do that, the impacts can be life-changing.



Bao Hoang
Chair



Carmel Guerra OAM
Chief Executive Officer

STRATEGIC FOCUS AREAS

MY Community

Young people are connected, belong and contribute to their families and the community.

MY Journey

Young people are empowered to access opportunities and actively shape their own futures.









MY Voice

Young people are understood, accurately represented and influential.

MY CMY

CMY is a strong partner and recognised leader in working with diverse young people.

OUR IMPACT: 2024-2025



Through our Strategic Impact Evaluation, CMY collects data from across all program areas, drawing insights and experiences from young people, community members, and stakeholders to evaluate our impact and inform future priorities.

6,408

Young people from **89** different cultural backgrounds* engaged and supported by CMY, across **27** programs this year.

*CMY uses the ASCCEG to categorise responses. This includes groups such as Hazara, Rohingya, and Tamil for example.



81%

of young people felt more confident in their leadership skills.

82%

of young people said their engagement in education and training has improved.

84%

of young people reported improved job readiness.

86%

of young people felt an improved sense of belonging to peers, family, and community.

79%

of young people did not reoffend while engaged with our youth justice programs.

90%

of our stakeholders increased knowledge, skills and confidence to work with multicultural young people.

87%

of young people reported increased capacity to prevent family violence.

84%

of young people report feeling better able to access support services, including mental health services.

87%

of stakeholders reported increased awareness of social and economic issues facing young people.

YOUTH JUSTICE

Lueth's lived experience shapes his journey as mentor

Victoria's youth justice system is facing a critical challenge: the disproportionate incarceration of young people from African, Pasifika, and First Nations communities, as well as young people in out-of-home care. These communities, while representing a small fraction of the general population, make up a significant majority of youth in custody.

Many of these young people are navigating complex identities and experiences of intergenerational trauma, cultural disconnection, and systemic disadvantage. Without the right support, they can become caught in cycles of offending and incarceration.

Lueth Akue's driving passion is bringing lived experience into the criminal justice system – not as a footnote, but as a powerful force for change, guidance and the unique insights and knowledge that lived experience brings. As a South Sudanese Australian youth mentor, Lueth uses his personal journey to connect with young people who are disengaged, justice-involved, and searching for purpose. His work is rooted in authenticity, cultural pride, and a deep commitment to breaking cycles of disadvantage.

Lueth is a proud brother, son, and community member, and currently serves on the South Sudanese Australian Youth Justice Expert Working Group at the Commission for Children and Young People (CCYP). He is a Lived Experience Mentor for the Lived Experience Mentoring Project, delivered by CMY in partnership with the Department of Justice & Community Safety. Lueth's advocacy is informed by firsthand experience – having faced incarceration in his youth, he now channels that history into mentoring, support, guidance, and leadership.

His early life was marked by instability, frequent school changes due to housing struggles, and financial hardship. Without consistent parental guidance, Lueth learned independence early, often leaning on older siblings and community


Image: ABC

figures. Exposure to street activity and negative environments shaped his early choices, but moments of reflection during incarceration sparked a profound commitment to change.

Supported by mentors, youth programs, and a growing faith, Lueth rebuilt his identity and discovered a new purpose. He gained hands-on experience in the rail and blue-collar industries, working as a machine operator and sales representative – using legitimate work to restore structure, self-worth, and independence.

Today, Lueth is a beacon of hope for young people navigating the justice system. He connects deeply with those facing addiction, fatherless homes, and social exclusion, offering not just guidance, but living proof that change is possible. His work is personal, powerful, and rooted in the belief that lived experience belongs at the heart of youth justice reform.

CAPABILITY BUILDING

Building culturally responsive practice in out-of-home care

Between 2022-2025 CMY and MacKillop Family Services (MFS) established the Cultural Mentoring Program, a pilot initiative aimed at improving the experiences of multicultural young people in out-of-home care. This program was funded through Brian M Davis Charitable Foundation, Equity Trustees and Scanlon Foundation and developed in response to the growing need for culturally safe and responsive care for young people from multicultural backgrounds in out-of-home care.

The pilot had two core objectives:

- to strengthen the capability of MFS staff to deliver high-quality, culturally appropriate and responsive care; and
- to contribute to system-wide improvements by sharing best practice, resources and tools that support culturally responsive out-of-home care practice.

CMY brought specialist expertise in multicultural youth practice, supporting the establishment of strong foundations for the program. This included contributing to program design and working collaboratively with MFS project leads to develop practical tools and resources.

Alongside the Cultural Mentoring Program, CMY has delivered tailored Culturally Responsive Practice training to approximately 900 MFS staff over the past three years. This has contributed to improved confidence, awareness and capability across the organisation.

Key program outputs were collaboratively developed throughout the project including a *Multicultural Support Plan* for young people in out-of-home care and an accompanying *Good Practice Guide* to support staff to complete these plans in culturally safe, child-centred and strengths-based ways.

The partnership also produced sector-focused resources, including a *Guide to Navigating Racism in Out-of-Home Care* and a *Building Multicultural Practice in Out-of-Home Care Framework*, designed to support consistent, confident and reflective responses to racism and cultural harm across the service system.

This pilot marks the beginning of a strong and productive partnership between CMY and MacKillop Family Services with the goal of building practical, evidence-informed approaches that strengthen culturally responsive practice for young people engaged in out-of-home care.

> **Young people in residential care should have their culture reflected throughout their experience in care, in a way that is respectful and safe through mediums like this program.**
>
> — Cultural Mentor



YOUTH VOICE


Image: Diana Paez

CMY Ballarat's Living Stories project amplifies youth voices

Diana Paez is a Colombian, Australian-based filmmaker living and working in Ballarat who has had a storied career since she moved to Australia at the age of 19. With an award-winning feature documentary under her belt, the stories shared by Diana show the scale and importance of multiculturalism in Australia. She sees her own journey as a young migrant reflected in the stories she puts on screen, and is proud to recognise herself as a "part of the fabric" that makes Australia unique.

"It's been a country built by [migrants] from everywhere, and one person is no more Australian than the other."

She believes that everyone, no matter who they are or where they come from, has a story to tell, and that belief has been the primary motivator for her role as the Creative Producer of CMY Ballarat's Living Stories project, which was supported by Regional Arts Victoria.

"With this project, I didn't want anyone to feel like an outsider, I wanted everybody to feel they belong, to feel comfortable in their skin, to share their ideas and be who they are."

Workshops run by local Ballarat artists gave people of all backgrounds the opportunity to be storytellers through a variety of mediums: multimedia collages, body movement performances, spoken word poetry and documentaries.

"We created space for storytelling by having people that feel differently, think differently, and have lived differently in the same place and giving them the tools and skills for free."

Diana had multicultural young people open up to themselves, instead of someone else, with self-written letters addressed to their younger selves.

The culmination of the project is "Mosaic of Voices". First, there is "Mosaic of Voices: Video Poems", which came up organically as a result of Diana's creative approach.

"In one of the workshops, this young person wanted to share a poem, and it was incredible. So, I thought it'd be amazing to do a video of this."

It grew from there to include a few other young poets and artists of Ballarat. Through these video poems, Diana and the poets explored the feelings and struggles of being neurodivergent, a relationship with migrant parents, parents, and how a young woman from a refugee background found comfort in her children and her art.

"They're all different, but there is something similar in all of them," and Diana feels honoured to have been "the channel" for these poems to take on new life.

After seeing the convergence of cultures and experiences all throughout the Living Stories project, Diana knew she had to spotlight the young people who were a part of it and do justice to their stories. She sat down to talk with multicultural young people aged 14 to 21 about their passions, hopes, dreams and discontentment; resulting in a collective portrait of youth in Ballarat, "Mosaic of Voices: Short Film".

"Everyone's stories are important, and the impact they can have is incredible... their feelings and thoughts and experiences are extremely valid, especially [where they are] in their lives right now, and it's beautiful just to give voice [to it] and validate it."

With "Mosaic of Voices", Diana hopes that people will learn what she learnt while being part of the project: that everyone's stories are worth preserving and celebrating, and they should not let anything – not other people's opinions or their own insecurities – get in the way of them being told fully.

> **I hope we learn to listen deeply to diverse voices – because that's how communities truly learn and grow.**
>
> — Diana Paez, Creative Producer

MENTAL HEALTH

Reverb 2.0 puts culture and lived experience at the heart of youth mental health

CMY is reshaping how mental health support reaches multicultural young people. The Reverb 2.0 program, delivered in partnership with headspace National, uses peer-led storytelling and cultural insight to break down stigma in mental health care, build confidence and connect young people with the supports they need for their mental health.

Reverb 2.0 delivered culturally responsive workshops to over 170 staff across 20 headspace centres in Victoria and New South Wales. From next year, the program will expand nationally, training even more headspace staff across Australia to help build understanding and improve engagement with multicultural young people.

> **Reverb 2.0 is led by young people who've lived it. The power of this program comes from young people sharing their culture, lived experience and perceptions of the current mental health system, with the view to create impactful and lasting change.**
>
> — Jess Case, CMY Project Lead, Reverb 2.0

At the centre of the school program are three 55-minute workshops for students in Years 8 to 10, facilitated by Reverb 2.0 Youth Advocates — all young people with lived experience of navigating mental health challenges in multicultural contexts.

Through storytelling, peer connection and culturally grounded content, the fully subsidised workshops help students to:

- Understand the link between mental health and cultural identity
- Build confidence and challenge stigma among peers
- Learn practical ways to access support services.



> **Reverb 2.0 is the program I wish I had in school. It's made, and delivered, by young people who get it, and covers the conversations around mental health that matter to us.**
>
> — Adriel, Reverb 2.0 Youth Advocate

KNOWLEDGE AND ADVOCACY

Statewide Forum: Housing Stress, Homelessness and Multicultural Youth

CMY bought together key sector stakeholders at its annual Statewide Forum, to explore the topic of Housing Stress, Homelessness and Multicultural Youth. Foreshadowed by a national election, the event came at a critical time for generating discourse that impacts and shapes policy.

Amidst a cost-of-living crisis, young people across Australia are experiencing housing instability and homelessness at record numbers. Young people from refugee and migrant backgrounds are overrepresented in these figures.

The CMY Statewide Forum provided an opportunity for stakeholders concerned by these figures to come together to share knowledge and discuss potential solutions. Across two panels, CMY platformed young people with lived experience, alongside practitioners working in the sector.

Most important to the day's discussions, were the contributions of speakers and youth advocates, Zara Omar Mohamed and Kaea Te Matariki Takiari. In a candid and emotional address, Mohamed shared her journey and experience as a young migrant, who recently made it to Australia after many years living in Kenya with her family as asylum seekers.

Takiari, a Le Mana Pasifika Youth Ambassador, delivered a stirring and passionate speech about the importance of cultural identity in service delivery and the need to approach young people with patience and understanding.

Keynote speaker Sherri Bruinhout, Executive Director of Homes Victoria, noted a significant decline in the number of young people from non-English speaking backgrounds presenting to services. Her remarks laid the groundwork for productive dialogue among panellists and attendees, underscoring the need for a collaborative and inclusive approach shaped by diverse voices and expertise.

Executive Director of the Victorian Department of Families, Fairness and Housing, Gerry Goswell, joined the panel, sharing insights from the Youth Strategy, which supports young people at risk of homelessness, highlighting that 29% of young survey respondents identified housing and homelessness as a top concern.

Kate Colvin, Chief Executive Officer of Homelessness Australia and Shorna Moore, Policy Director at Melbourne City Mission (MCM), also joined the panel. Widely considered as experts in the space, Moore and Colvin shared their work and progress on the Hometime Campaign, a national collation of organisations calling for housing policy reform.

Across the two panels, CMY also welcomed Sarah Ibrahimi from Launch Housing, Douschka Dobson from MCM, Rikki Morgan from Orygen, alongside CMY's Kenyatta Dei Wal, Program Manager of two South Sudanese Community Support Groups.

The Forum provided an opportunity for CMY to build the sector's knowledge and understanding of multicultural youth experiences. By sharing our knowledge and strengthening collaboration, we hope to collectively influence policy and generate innovative solutions.



Image: Harjono Djoyobisono

> It's important that we amplify the voices of young multicultural people experiencing housing insecurity and homelessness in Victoria. With so much advocacy in the space already, they need to be heard at this important time, or risk being left out of a conversation that disproportionately affects them.
>
> — Carmel Guerra OAM, Chief Executive Officer of CMY.

ANTI-RACISM

Victorian sport is stronger together against racism

Key players in community sport came together in a unique collaboration to address the issue of racism in Victorian sport collectively.

In a historic moment for Victorian sport, Chief Executive Officers and representatives of CMSport, Vicsport, VicHealth, and seven State Sporting Associations/Organisations signed a pledge at Parliament House, in the presence of the Minister for Community Sport, the Hon. Ros Spence. Together, they committed to working collectively 'to strengthen community sport as a more inclusive, culturally safe and respectful environment for all Victorians'.

The first-of-its-kind collaboration brought together AFL Victoria, Basketball Victoria, Cricket Victoria, Football Victoria, Netball Victoria, NRL Victoria and Tennis Victoria, who committed to being leaders of change in their respective sports. The group acknowledged that while significant improvements have been made over the past decade, racism and discrimination still occurs in community sport – and there is power in uniting to combat this issue.

The pledge stated, "As community leaders, we recognise that we have a responsibility to promote diversity and build social cohesion. Sport can be a major player in tackling racism. We want to lead the change. By signing this pledge, we commit to challenging racist and discriminatory behaviour and attitudes in our sports."

This commitment coincided with the release of new research led by Monash University, titled *Enhancing the Capacity of Victorian Community Sport to Tackle Racism.* The study funded by VicHealth surveyed almost 350 Australians from across 50 different sports, to better understand community experiences and the impacts of racism in community sport.



Image: Harjono Djoyobisono

The organisations involved in this collaboration supported the dissemination of the survey and welcomed the publication of its findings. Although startling, it provided a solid evidence-base from which the group plans to turn knowledge into action.

A workshop was held following the pledge signing event to explore the research findings in depth and co-design an action strategy moving forward, which will centre the experiences of community members who have been impacted by racism and discrimination in community sport.

> **We're proud to be working with the sector to proactively tackle the issue of racism head on and create more inclusive, culturally safe environments for young people and their families to participate in community sport.**
>
> — Carmel Guerra OAM, CEO of CMY

NATIONAL

Multicultural Youth Advocacy Network launches National Policy Alliance

The Multicultural Youth Advocacy Network (MYAN Australia) launched the MYAN National Policy Alliance (NPA), officially inaugurated on 28 February 2025 in Melbourne. The alliance is a national collaborative platform aimed at addressing systemic challenges faced by young people from refugee and migrant backgrounds across Australia.

The NPA seeks to create tangible change through collective advocacy, inclusive policymaking, and youth empowerment, focusing on seven key policy areas:

1. Racism in Schools
2. Family Violence and Intergenerational Conflict
3. Youth Settlement – Regional and Metropolitan Disparities
4. Mental Health and Wellbeing
5. Education Pathways
6. Employment and Economic Growth
7. Redefining Youth Leadership and Participation

MYAN Australia published a report outlining key discussions, insights, and proposed solutions from launch, with particular emphasis on community-driven strategies, equitable service access, and cultural responsiveness. Priority focus for the year includes combatting racism in schools, addressing family violence, and improving youth settlement experiences.

Through the development of a national resource library, local chapter meetings, and youth-led leadership initiatives, MYAN aims to ensure that multicultural young people have the tools, support, and influence to shape inclusive public policy. The report positions the NPA as a pivotal step in building a more just and equitable society for Australia's diverse youth population.

Scan the QR code to read the report online.



OUR PEOPLE

CMY is a team of passionate cultural shapers and change makers. With over 150 staff across Victoria, we're united in our purpose to create a society where multicultural young people are connected and empowered to fully reach their potential.



We live our values. Human rights, diversity and participation have been at the heart of CMY for more than 35 years, and they continue to shape the work we do today.

We're restless innovators, agitating for change to systems, attitudes and behaviours. Our staff work with young people, families, communities and partners, to find and address gaps, respond to needs, and build on the strengths of multicultural youth.

Our organisation is elevated by, and advocates for, lived experience. The diversity of lived experience across the CMY team – both staff and volunteers – is one of our greatest strengths. Each of us plays a vital role in shaping the world we all want to live in.

A snapshot of our team in 2024-2025

206

FULL TIME, PART TIME AND CASUAL STAFF MEMBERS

64

IDENTIFIED CULTURAL BACKGROUNDS

34%

OF OUR TEAM IS UNDER THE AGE OF 30

441

VOLUNTEERS ACROSS OUR PROGRAMS

42

COUNTRIES OF BIRTH

49

LANGUAGES SPOKEN

6

CMY OFFICE LOCATIONS ACROSS METRO AND REGIONAL VICTORIA

GOVERNANCE REPORT

Centre for Multicultural Youth
ABN: 82 127 444 713

CMY is incorporated under Commonwealth Company Law. It is a public company limited by guarantee with a Constitution setting out legal requirements and the rules under which it must be governed. CMY is also a Tax Concession Charity (TCC) and Public Benevolent Institution (PBI) endorsed as a Deductible Gift Recipient (DGR) under the Income Tax Assessment Act. CMY's accounts are audited externally each year and a copy of the audited accounts is made available to stakeholders in the Annual Report and on the CMY website.

CMY currently manages a budget of over $20 million from diverse funding sources, including federal, state and local government, and philanthropic foundations. With a team of 206 staff and 441 volunteers, we deliver programs across metropolitan Melbourne and regional Victoria with offices in Ballarat, Carlton, Dandenong, Melton, Sunshine and Traralgon.

CMY's Board consists of nine directors who are responsible for setting the strategic direction of CMY, reviewing the organisation's strategic process and performance, appointing an auditor, monitoring the organisation's financial position, monitoring its framework for managing risks, appointing the CEO and ensuring compliance with all relevant State and Commonwealth laws. A mix of board members and senior staff are also members of the finance and audit, human resources and communications sub-committees. These sub-committees report to the Board on a regular basis. The Board formally delegates responsibility for day-to-day operations to the Chief Executive Officer and Executive Management Team.

Risk Management

CMY's approach to risk is guided by robust and consistently applied risk management criteria, which are reviewed annually alongside an organisational risk register. CMY's risk register is divided into the following sections: people, property and systems, finance, legal, information and partnerships, and knowledge and partnerships. All major programs and projects are subject to a risk assessment based on the approach advocated in AS/NZS ISO 31000:2009.

Ethical Standards and Code of Conduct

Board members, senior executives and staff are expected to comply with relevant laws and the codes of conduct of relevant professional bodies. All staff are made aware of the YACVic Code of Conduct, as well as provided and agree to the provisions outlined in both the CMY Code of Conduct and CMY Child Safety Code of Conduct. These codes guide CMY's approach to dealing with colleagues, clients and other stakeholders.

Complaints Handling

CMY's Complaints Policy outlines the steps towards internal grievance resolution and provides the process for external resolution of grievances should it be required. Clients receive CMY's Client Services Charter which clearly outlines what they can expect from CMY staff and how to provide feedback and lodge complaints.

Independent Advice

CMY receives both pro bono legal support and paid independent advice and has access to material and intellectual resources from numerous suppliers, partners, supporters and critical friends.

DIRECTORS



Bao Hoang
Chair



Shelin David
Deputy Chair and Treasurer



Janet Le
Treasurer



Craig Hodges
Director



Dimitri Antonopoulos
Director



Carmel Guerra OAM
Director and Chief Executive Officer



Shabnam Safa
Youth Director



Kirsty Allen
Director



Steve Walsh
Director

FINANCIAL REPORT

The following Financial Statement has been extracted from the full Financial Report for the year ended 30 June 2025. A copy of the Financial Report and Auditor's Report is available on our website at: cmy.net.au/about-us

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2025

	Note	2025 $	2024 $
Revenue	4	17,553,180	15,033,218
Other income	4	2,464,289	2,031,065
Employee benefits expense		(14,700,077)	(13,154,157)
Depreciation expense	5	(395,733)	(365,095)
Catering and entertainment expenses		(182,167)	(216,288)
Computer and communication expenses		(609,098)	(610,057)
Management fees		(27,939)	(32,810)
Marketing expenses		(151,107)	(85,667)
Motor vehicle expenses		(63,404)	(66,261)
Occupancy expenses		(149,965)	(194,525)
Partner grants and client support expenses		(2,294,946)	(1,368,326)
Professional and consulting expenses		(396,452)	(326,864)
Travel and accommodation expenses		(162,190)	(170,875)
Other expenses		(138,744)	(111,876)
Finance expenses		(35,087)	(124,432)
Net surplus/(deficit) for the year		**710,560**	**237,050**
Total comprehensive income for the year		**710,560**	**237,050**

Statement of Financial Position
As At 30 June 2025

	Note	2025 $	2024 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	2,609,940	2,259,780
Trade and other receivables	7	576,209	1,030,634
Other financial assets	8	11,308,164	12,563,775
Contract assets	9(a)	106,423	37,258
Other assets	11	89,051	92,418
TOTAL CURRENT ASSETS		**14,689,787**	**15,983,865**
NONCURRENT ASSETS			
Other financial assets	8	2,687,493	2,154,167
Property, plant and equipment	10	98,690	90,488
Rightofuse assets	12(a)	459,560	396,204
TOTAL NONCURRENT ASSETS		**3,245,743**	**2,640,859**
TOTAL ASSETS		**17,935,530**	**18,624,724**
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	13	1,378,733	1,391,990
Contract liabilities	9(b)	3,652,485	5,232,589
Lease liabilities	12(b)	342,780	315,543
Employee benefits	14	1,799,157	1,554,238
Other liabilities	15	-	16,870
TOTAL CURRENT LIABILITIES		**7,173,155**	**8,511,230**
NONCURRENT LIABILITIES			
Contract liabilities	9(c)	90,000	180,422
Lease liabilities	12(b)	174,805	149,211
Employee benefits	14	172,207	169,058
TOTAL NONCURRENT LIABILITIES		**437,012**	**498,691**
TOTAL LIABILITIES		**7,610,167**	**9,009,921**
NET ASSETS		**10,325,363**	**9,614,803**
MEMBERS' FUNDS			
Accumulated surplus	16	10,325,363	9,614,803
TOTAL MEMBERS' FUNDS		**10,325,363**	**9,614,803**

Statement of Changes in Members' Funds
For the Year Ended 30 June 2025

2025	Accumulated Surplus $	Total $
Balance at July 1, 2024	9,614,803	9,614,803
	710,560	710,560
Balance at 30 June 2025	**10,325,363**	**10,325,363**
2024		
Balance at July 1, 2023	9,377,753	9,377,753
	237,050	237,050
Balance at 30 June 2024	**9,614,803**	**9,614,803**

Statement of Cash Flows
For the Year Ended 30 June 2025

	Note	2025 $	2024 $
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		19,375,857	17,701,573
Payments to suppliers and employees		(19,154,320)	(16,942,557)
Dividends received		103,396	98,120
Interest received		508,052	512,467
Finance costs		(33,591)	(124,432)
GST recovered/paid		(933,707)	(1,192,527)
Net cash provided by/(used in) operating activities		**(134,313)**	**52,644**
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from sale of investments		1,443,314	2,802,605
Purchase of property, plant and equipment		(51,311)	(21,981)
Purchase of investments		(37,583)	(3,017,300)
Net cash provided by/(used in) investing activities		**1,354,420**	**(236,676)**
CASH FLOWS FROM FINANCING ACTIVITIES:			
Repayment of lease liabilities		(869,947)	(261,566)
Net cash provided by/(used in) financing activities		**(869,947)**	**(261,566)**
Net increase/(decrease) in cash and cash equivalents held		350,160	(445,598)
Cash and cash equivalents at beginning of year		2,259,780	2,705,378
Cash and cash equivalents at end of financial year	6(a)	**2,609,940**	**2,259,780**

FUNDERS & PARTNERS

CMY has long-standing partnerships with a number of State and Federal Government departments, philanthropic foundations, and non-government organisations. We would like to acknowledge and thank all of our funding partners for their continued commitment to improving the lives of multicultural young people in Victoria.

Anglicare

Australian Sport Commission

Ballarat Foundation

Brotherhood of St. Laurence

Department of Education and Training, Victorian Government

Department of Families, Fairness and Housing, Victorian Government

Department of Health, Australian Government

Department of Home Affairs, Australian Government

Department of Jobs, Skills, Industry and Regions, Victorian Government

Department of Justice & Community Safety, Victorian Government

Drummond Street

Foundation House

Gandel Philanthropic

Multicultural Arts Victoria

Melbourne City Mission

Respect Vic

Social Policy Group

South East Local Learning & Employment Network (SELLEN)

Westjustice

William Buckland Foundation

VicHealth





Watching young people walk into these spaces, unsure and hesitant, but walking out empowered, is the best feeling. I've learnt how important it is for young people to be seen, heard and valued. It has taken my passion for young people and turned it into purpose.

— Youth Reference Group member





GET INVOLVED

VISIT
For more info, please visit:
cmy.net.au
Email: info@cmy.net.au
Call: (03) 9340 3700

PARTICIPATE
If you are a young person needing support or looking for an opportunity to make a difference, contact us about our current programs.

VOLUNTEER
We have programs that recruit volunteers across Victoria. Check out cmy.net.au/volunteer for more details.

DISCOVER
Learn about our history since 1988: history.cmy.net.au

ENGAGE
We provide training, consultancy, events and resources that support individuals and organisations to develop their skills and knowledge in working with multicultural young people.

PARTNER
We partner with a wide range of agencies, community groups and organisations to deliver impactful programs across Victoria.

INVEST
We are seeking investors to help grow our impact and shape better futures for multicultural young people. Contact us to see how your support could help.

CONNECT
To stay connected, subscribe to one of our newsletters or follow us:

- @centre.for.multicultural.youth
- @centre-for-multicultural-youth
- @likeCMY
- @multiculturalyouthvic

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Centre for
Multicultural Youth

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