

Dundas Area Neighbourhood Centre Inc

# 43<sup>rd</sup> Annual Report

2019/2020



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# *DUNDAS AREA NEIGHBOURHOOD CENTRE*

## *2019/2020 ANNUAL REPORT*

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## ***MESSAGE FROM THE COMMITTEE***

This Annual Report is intended to record what was possibly one of the most difficult years in the history of Dundas Area Neighbourhood Centre (DANC).

As readers of our previous annual reports would be aware, DANC prepared in recent years for a major change in the funding model as required by our main funding body, Department of Communities & Justice.

That transition was difficult for staff, volunteers, participants and Management Committee members and it appeared at times as if DANC had an impossible task to complete.

Now at the end of 2020, the Management Committee considers that the transition was made successfully.

DANC is now a viable organisation with high quality and enthusiastic staff that are committed to serving the community.

New Management Committee members have joined and they bring excellent, professional skills that will assist the organisation in moving forward.

Samantha and Carla work in human resource management, Saj and Sudhakar work in IT, Ziad is a chartered accountant and Harrison is a solicitor.

All else being equal (including lifting of COVID-19 restrictions), DANC can look forward to a fruitful 2021.

*Bicky R Winkler*

*President*

*2019/2020*

## ***DANC MANAGEMENT COMMITTEE ( MC )***

As an incorporated body, Dundas Area Management Centre Inc (DANC) has a Constitution which sets out how the organisation is to be governed, namely by a committee of up to ten people.

The following people were elected to DANC's Management Committee at the 2019 AGM in December 2019:

*Ramaprasad Bhar*

*Christine Davis*

*Peter Gerrard*

*Kim Heng*

*Stephen Kemp*

*Michael Lum*

*Graham Moon*

*Geik See*

*Stephen Thorp*

*Bicky Winkler*

Immediately after the first meeting of the committee, where a majority voted to abandon the process of merging with Christian Community Aid (CCA), the four MC members from CCA resigned.

The remaining members constituted themselves as follows:

*(Cont. p4)*

(Cont. from p3)

## DANC ON POSTERS

This column shows the history of DANC 2019/2020 in reproductions of some of the posters used to promote our services.



DUNDAS AREA NEIGHBOURHOOD CENTRE

### Now recruiting volunteers

Dundas Area Neighbourhood Centre supports a number of volunteering services including Working and Development Orders and Centrelink Voluntary Work contracts.

**Enquire today**  
 Dundas Area Neighbourhood Centre  
 21 Sturt St, Telopea  
 info@danc.org.au  
 9684 4250

DANC advertised for volunteers in letters to DANC members, on posters and through various media.

**Strategic Plan 2020-2023**

**Our Vision:** A connected community that embraces diversity and collaboration.  
**Our Mission:** To be a reliable hub of support within our community through the provision of quality services and activities that promote the understanding of the cultural diversity in our local community, while reducing social and financial disadvantage and distress.

**Our Values**

INCLUSIVENESS    COLLABORATION    INTEGRITY    ADAPTABILITY

**Our Priorities**

- An integrated approach that supports meeting the needs of the local community
- Provision of activities and services that promote the understanding of the cultural diversity in our local community
- Continuously improving and maintaining a well equipped community centre and its resources to be a welcoming and safe place for all

A poster was created to display the main elements of the Strategic Plan 2020-2023

*President Bicky Winkler*  
*Vice President Ramaprasa Bhar*  
*Treasurer Graham Moon*  
*Secretary Kim Heng*  
*MC member Christine Davis,*  
*MC member Geik Seem*

Throughout 2020 a number of people joined the MC and helped out during the difficult times.

For various personal reasons the following four MC members had to resign but they continue to support the work at DANC in other ways:

*Christine Davis*  
*Kim Heng*  
*Vanessa Lane*  
*Geik Seem*

At the start of 2021 the Management Committee had the following members:

*President Bicky Winkler*  
*Vice President Ramaprasa Bhar*  
*Treasurer Graham Moon*  
*Secretary Samantha Del Maschio*  
*Harrison Dell*  
*Saj Deshmukh*  
*Carla Elias*  
*Ziad Harb*  
*Sudhakar Ramasamy*

Throughout 2019/2020 the role of Public Officer was filled by *Ken Bullock* who had been a member of the Management Committee for a number of years previously. The MC would like to thank Ken for his years of service on the Committee.

*Carolyn Hua* continued as our capable bookkeeper.

## *THE YEAR IN WORDS*

“Unprecedented” is a word that describes 2020 for most people in this world and it is also true for DANC.

### *Committee meetings*

The DANC Management Committee met 14 times as a Committee – some of the time on Zoom, FaceTime and other electronic means as dictated by COVID restrictions.

A sub-committee was established in 2020 to update the DANC Inc Constitution to enable

- DANC to apply for charity status at a level that matches our actual activities
- electronic meetings
- other updates to comply with regulatory requirements

In September 2020 Samantha Del Maschio completed an audit of Human Resource Management at DANC.

DANC was successful in getting a grant from Parramatta City Council for two waterproof external information pin boards to promote our activities.

These information boards made it possible for the weekly programs and promotional posters to be placed at eye level whereas staff previously communicated by placing information on the windows.

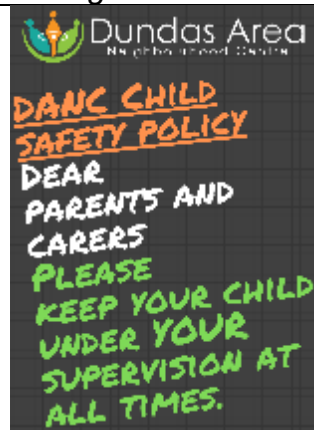
DANC was assisted by NCOSS in our transition to TEI through a funding package which enabled *KP Management & Learning* to provide individualised support to DANC staff and management.

(Cont. p6)

## **DANC ON POSTERS**



*DANC reached out to the community by having weekly barbecues at the centre until COVID-19 interfered. The BBQs were an attempt at integrating young people who spent a lot of time in the street with other members of the local community in order to develop a level of understanding and tolerance.*



*DANC took a tougher stand on child safety in 2019/2020 by implementing a new policy which included compulsory training of staff, volunteers working with children and members of the Management Committee.*

(Cont. from p5)

## DANC ON POSTERS



*DANC began 2020 by bringing parents and young children together in a supported playgroup called "Connect & Play". The activity went virtual during COVID-19 restrictions, then moved outdoors and is now back in DANC rooms.*



*DANC's staff has a focus on families and youths. Homework Hub is a way of offering young people a quiet place to study with some support if required, including use of electronic devices.*

That support included facilitation of a strategic planning process and instruction in the requirements for DEX which involved inter alia development of a range of new enrolment forms.

The organisation also produced a Program Logic for DANC to assist in planning and evaluating activities.

### *Grant success*

The MC applied and was successful in getting a NSW Government grant that will enable us to make structural and other changes to ensure staff safety and make the premises more useful for our purposes.

Another initiative to address the MC's concern about safety of staff and volunteers was a policy that states that a minimum of two must be present when the centre is open to the public.

This necessitated the introduction of Office Hours when the centre is open to walk-ins. It was also decided that the centre is closed to walk-ins on Mondays with signage referring people in need to Hope Connect.

### *Attendance data collection*

The MC introduced new data collection guidelines which include that all attendees at DANC submit an enrolment form and are allocated a unique number to ensure that DANC's reporting through DEX and to any other funding bodies is accurate.

The system also provides staff and the MC with data for planning.

## NEW CONTRACT

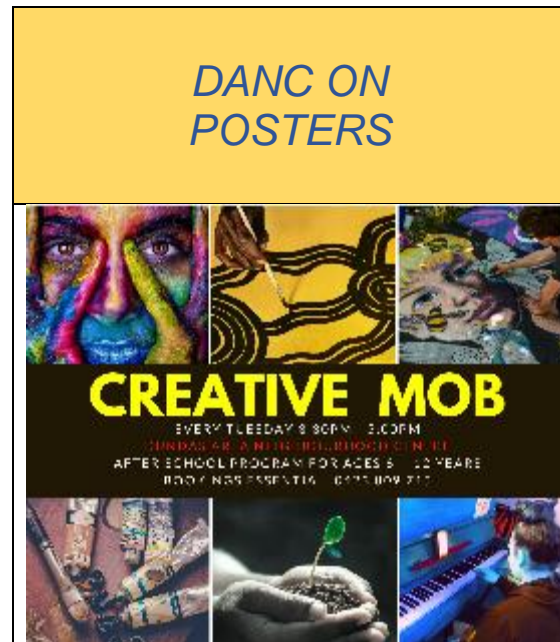
Dundas Area Neighbourhood Centre's salaries had been funded by Department of Communities and Justice (DCJ) for many years with half the funding being directed to providing a general neighbourhood centre and approximately half being allocated specifically for youth activities.

A new contract commenced in July 2020 and only a small proportion of that is allocated to general neighbourhood centre activities.

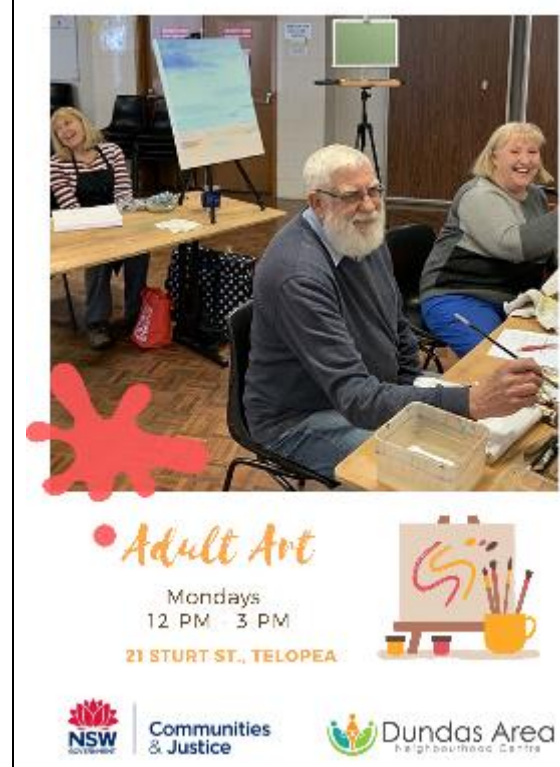


The majority of staff time now has to be spent on Targeted Earlier Intervention (TEI) which means that staff will focus on delivering programs aimed at vulnerable members of the community – in particular families and youths.

DANC will continue to offer opportunities for the general community to use the centre for social and learning activities but groups will need to manage themselves whereas previously such activities were developed and supported by staff.



Staff offered a variety of art activities to children and youths.



DANC's staff promotes but does otherwise not support groups for adults. This art group is self-managed.

## DANC ON POSTERS

### STRUM ALONG



Free

#### GUITAR CLASS ADULT BEGINNERS



Communities & Justice

3:30 PM - 5 PM



Dundas Area  
Neighbourhood Centre

21 STURT ST., TELOPEA

Music sessions are run as a self-managed group for adults as is Tai Chi

### TAI CHI



Tuesdays  
10:00 am - 11:30am

DUNDAS AREA NEIGHBOURHOOD CENTRE  
21 STURT ST, TELOPEA  
INFO@DANC.ORG.AU  
9684 4250

## TEAM WORK WITH DCJ

Following the Management Committee's decision to abandon the merger with Christian Community Aid (CCA), the new MC, in the absence of permanent staff, needed to work directly with the funding body, Department of Communities & Justice for the purpose of re-structuring DANC and to negotiate a new funding contract.

The hard work was rewarded when we received the new funding contract (see prev. p) and on receipt of a letter from the Director of Commissioning and Planning at DCJ which read inter alia:

*I would like to congratulate the Dundas Area Neighbourhood Centre Management Committee and staff for the hard work, dedication, and collaborative approach during this period. While 2020 has seen many challenges for service providers and communities, Dundas Area Neighbourhood Centre has persisted through adversity and strengthened governance processes to ensure contractual compliance and improved service delivery and engagement with community and stakeholders.*

## DANC CODES

DANC staff and volunteers as well as MC members adhere to the following behavioural codes:

- Ethics
- Confidentiality
- Conflict of interest
- Privacy
- Equal employment opportunity



## *ANNUAL GENERAL MEETING POSTPONED*

The Management Committee had many scheduled and unscheduled meetings during 2020 most of them on Zoom due to COVID-19 restrictions.

Also due to COVID-19, DANC's Management Committee had two legal options regarding the 2020 Annual General Meeting, namely holding it as scheduled at the end of the year but on Zoom or postponing it to 2021.

The MC chose the latter due to the demographics of our members which led the MC to conclude that a significant number of members may not have been able to attend a Zoom meeting.

The Treasurer's audited report for the financial year ended 30 June 2020 was prepared as usual and submitted to the relevant authorities.

## *OUTREACH*

The "neighbourhood" of DANC includes residents in six suburbs, namely Dundas, Dundas Valley, Ermington, Melrose Park, Rydalmere and Telopea.

DANC attempted to reach isolated residents in the southern suburbs by organising an event "Tea, Talk & Learn" in the community hall at Ermington.

Unfortunately, this effort to reach out was not sufficiently supported by the local residents. DANC will try to reach more residents south of Victoria Rd using a new approach in 2021.

### DANC ON POSTERS

THURSDAYS  
3:30 PM - 5 PM

**Youth Edge Program**

# YEP

12 TO 14 YEARS



21 STURT ST.  
TELOPEA



*The programmed activities, holiday activities and events make use of staff's various skills and the nature of the activities therefore change depending on who is running them. The YEP program was run by a staff member with special skills.*



FREE

## Tea, Talk & Learn

Coffee | Tea | Snacks

BOOKINGS: 02 95844250

TUESDAYS  
10:30AM-12:00PM

6 River Rd, Ermington



*DANC made an effort to reach residents south of Victoria Rd. While it was not immediately successful, DANC will continue to reach out.*

## *NEW P&P*

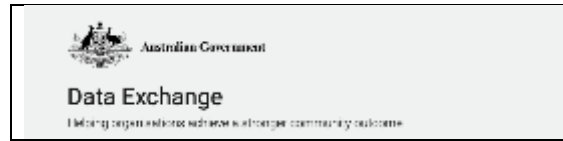
Not-for-profit organisations such as DANC are increasingly required to ensure that the day-to-day management of the centre as well as its Management Committee is not just following good governance principles but retain proof of having done so.

As a consequence, DANC's management committee in April 2020 commenced a comprehensive review of all existing policies and procedures.

It became obvious that it would be easier to begin anew rather than adapt old policies to new circumstances.

A workable set of new policies and procedures were produced in late September and all committee members and staff attended a training session in late September facilitated by Ms Kerry Palejs.

The new policies and procedures are a "work in progress" and a further review will take place early in 2021.



In 2014 the Australian Government developed a Data Exchange (DEX) to help organisations achieve a stronger community outcome.

The NSW Government now also uses DEX and DANC therefore has commenced reporting data related to the funding from Department of Justice and Communities using DEX.

This is a major change requiring additional collection of data from people who attend the centre and a greater onus on staff to keep records.

The change from standard reporting to more detailed reporting including outcomes evidence commenced in 2020 and must be fully implemented from 1 January 2021.

Outcomes measurements will also help DANC when designing its programmed activities, events and daily referral and other support services.

This approach requires extensive research before a new activity can start.

Staff now need to ask themselves:

- what is the problem/issue/situation that DANC is seeking to address?
- what would success look like?
- What are the changes we are hoping to see?
- How can we measure that change?

# ***STRATEGIC PLAN***

Ms Kerry Palejs facilitated a strategic planning session in August 2020 attended by most members of the committee and the manager.



*The Strategic Planning Day was attended by the centre manager and most members of the management committee.*

*From left to right: President Bicky Winkler, Treasurer Graham Moon, Public Officer Ken Bullock and standing in the background, Kerry Palejs from KP Management & Learning .*

The resulting strategic plan will form the basis for DANC's activities in early 2021.

Below are some extracts from the plan:

### Our mission:

*To be a reliable hub of support within our community through the provision of quality services and activities that enable strength, inclusion and respect, while reducing social and financial disadvantage and distress.*

### DANC values

- Inclusiveness
- Collaboration
- Integrity
- Adaptability

### Strategic priorities

- Meeting the needs of the local community through an integrated approach
- Providing activities and services that promote understanding of the cultural diversity in our community
- Continuously improving and maintaining the well-equipped community centre premises and resources so it is a welcoming and safe place for all

In the first months of 2021, the management committee and centre manager will review and develop the strategic plan further as well as prepare a detailed business plan.

Some of the major challenges in 2021 have been identified as

- increasing delivery of services and activities across the six suburbs of our community
- achieve ATO "Deductable Gift Recipient" status
- rebranding to better reflect our role in the community
- increase revenue

Re-branding has commenced with investigations into adopting the name "Warami" which means "Good to see you" in the Darug language. Initially, the word was placed in a prominent position at DANC to gauge reactions. Further investigations were scheduled for early 2021.

Starting 2021 with a full complement of staff, DANC is hopeful of being on the right path to achieving its vision:

**A connected community that embraces diversity and collaboration**

## DANC ON POSTERS



*DANC was running its programmed activities such as its Tech Wise support for adults from January till early March when COVID-19 forced the centre's temporary closure.*

**COVID-19**

# DANC IS CLOSED

**EMERGENCY HELP MAY BE AVAILABLE FROM:**

**HOPE CONNECT.  
PHONE: 9638 7955  
SALVATION ARMY.  
PHONE: 1300 371 288**

**THIS BUILDING HAS SECURITY AND CAMERAS**

## *EXTERNAL TRAINING*

DANC prides itself on being a child safe organisation and have procedures in place to ensure all relevant staff have Working with Children Checks as well as a Police Check.

All staff and all members of the MC are expected to complete the Child Safe eLearning course provided by the NSW Office of the Children's Guardian.

## *STAFF CHALLENGES*

The calendar year 2020 started with the committee facing the huge task of re-staffing and re-opening the neighbourhood centre.

With the manager and all other staff no longer with DANC, it was urgent for the Committee to entice some previous staff members to return. Dulcie Lupton and Jazzie Quinn came to the rescue – literally. Their historical knowledge was invaluable.

The Committee would like to acknowledge that, without the experience and support of these casual staff members, it would have been extremely difficult to re-open the centre. The MC also engaged Sharon Petrovic as a consultant to run playgroups and later she as Acting Manager.

The centre commenced Term 1, 2020 with programmed activities and able to service the local community with referrals and other support.

In mid-March, DANC was closed due to COVID-19 and staff and volunteers commenced working from home and meeting by Zoom.

## *STAFF CHALLENGES (CONT)*

Recruitment for permanent positions was postponed due to COVID-19 and casual employees filled in until recruitment commenced in August 2020.

The main tasks for the casuals during the COVID-19 closure was contacting our members to offer social support and offering food parcels to needy community members.

Slowly, the staff started to return to the centre starting by offering outdoor activities, including playgroups in parks.

Staff and MC members also planned for the future by developing new policies and procedures, and a strategic plan as well as by negotiating a new lease on the premises and a new funding contract with DCJ.

All these tasks were made difficult by the COVID-19 restrictions on face-to-face meetings.

Finally, the staff and volunteers under the leadership of first Sharon and then Margaret gave the centre a complete make-over to make it a welcoming and safe centre for our community – ready for a better 2021.

The MC is very grateful for the efforts of all staff and volunteers who stepped in and for short and slightly longer periods helped DANC through the period of restrictions and filled gaps until the permanent positions could be filled.

### DANC ON POSTERS



**Dundas Area**  
Neighbourhood Centre

The goal is full movement

*Instead of calling it  
"Social Distancing"  
call it  
"Physical Distancing"*

**WE CAN STILL BE SOCIAL**

If you or anyone you know needs someone to talk to, please call us between 10am - 5pm Mon - Fri to speak to our social worker Jazzie on: 0423 809 715

Phone: 0423 809 715 | Email: info@danc.org.au | www.danc.org.au | Facebook: info@danc.org.au

*DANC staff worked from home contacting DANC members and people who had participated in activities in the early part of 2020. Our new data base of members and participants was used to identify call recipients and to obtain their phone numbers.*

## YOU are NOT alone



### Talk to people & stay connected

**Dundas Area Neighbourhood Centre** is here to help YOU.  
Call us if you want to chat: **0423 809 715**  
Email us: [info@danc.org.au](mailto:info@danc.org.au)  
[www.facebook.com/dancorg](https://www.facebook.com/dancorg)

## DANC ON POSTERS



During the COVID-19 lockdown in NSW, DANC was able to provide suffering residents with some food and other essentials. These activities are continuing although in a different form.



## DANC STAFF

Thank you to the following who used their professional skills to ensure the viability of DANC during the period of 2019/2020.

Banafsha Aslami  
Aracely Barreras  
Shuhong Cheng  
Vanessa Donoghue  
Stephanie King  
Dulcie Lupton  
Suehir Maarbani  
Belinda Marchesiello  
Margaret Noonan  
Sharon Petrovic  
Jazzie Quinn  
Dalal Al Rady  
Varuna Sing

## VOLUNTEERS IN 2020

DANC cannot function without our dedicated volunteers. Thank you to the following for your efforts:

Ken Willcox  
So Lau (Lisa)  
Kitty Chan  
Subhadhra Sharma  
Maria Antonova

## INTERNS IN 2020

Thank you to the students who chose to participate in the work at DANC as part of their studies:

Lilian Lopes Goncalves  
Satomi Terasaka  
Sonya-Leah Tofaeono  
Julie-Ann Min  
Mahedi Hasan  
Ellie Burns

## ***CLOSE RELATIONSHIPS WITH OTHER ORGANISATIONS***

*Department of Communities and  
Justice*

When DANC's Management Committee (MC) in January 2020 commenced the rebuilding of the organisation after the discontinued merger, the MC began a closer working relationship with two employees from the funding body, Department of Communities and Justice (DCJ).

Dubbed "The Two Val's" – a term of endearment derived from their first names – they unwaveringly supported the MC and staff to clear all obstacles to success.

The MC would like to thank both "Val's" and place on the record that DANC would not have survived the tumultuous 2020 without their expert guidance and moral support that always was available at short notice.

### *City of Parramatta Council employees*

DANC leases our premises in Telopea from City of Parramatta Council (CPC) and its employees have regular contact with DANC staff in relation to cleaning, maintenance and access using door codes.

CPC's local Community Place Development Officer, Ms Ellen Ross, has been especially supportive. Her extensive knowledge of the area as well as neighbourhood centre operations and management has been invaluable. Additionally, Ms Ross has chosen to set up her office half a day a week in our centre.

*(Cont. p 16)*

**DANC ON POSTERS**

**Sing & Grow AUSTRALIA**

Building stronger families through music

**WEDNESDAY  
10 AM - 11:30 AM**

**Dundas Area**  
21 STURT ST., TELOPEA

NSW GOVERNMENT | Communities & Justice

**Free Haircuts**

On Tuesday the 13<sup>th</sup> of December from 11am onwards  
Please call or visit DANC to register:  
21 Sturt St Telopea  
02 9684 4250  
0423909715

Dundas Area | City of Parramatta

*DANC staff work closely with other organisations. Above is a poster promoting Sing & Grow Australia sessions at DANC. Below a poster advertising free haircuts by TAFE students.*

## CLOSE RELATIONSHIPS

(Cont. from p15)

This serves two beneficial purposes for DANC, namely adding a body in the centre to meet our minimum requirements for “body presence” as per our risk management rules and also adding a mentoring resource to support our staff.

### *Hume Community Housing*

DANC’s MC received various types of organisational and practical support from Hume Community Housing throughout the first half of 2020 following the abandonment of the merger in late 2019.

DANC’s MC wishes to express our gratitude for the support from this local organisation that will continue to be one of the closest of our collaborators.

### *Other collaborators*

During 2020 DANC also worked with the following organisations in order to better meet the needs of our community. DANC wishes to thank them all:

Harris Park Community Centre  
Food Bank  
OfficeWorks  
Sing & Grow  
Parramatta Mission  
Hope Connect  
Cumberland Multicultural Community Services  
Rapid Food Relief  
LEAD College  
Tzu Chi Foundation Australia  
TAFE Online  
TAFE Meadowbank

**DANC ON POSTERS**

**KREATIVE Kids**  
6-12 YEARS  
TUESDAYS  
3:30 PM - 5 PM  
21 STURT ST., TELOPEA

NSW Communities & Justice Dundas Area Neighbourhood Centre

**Seenagers Table Tennis**  
Tuesdays  
02:00 pm - 05:00 pm  
Dundas Area Neighbourhood Centre  
21 Sturt St, Telopea  
info@danc.org.au  
9684 4250



## *CLEAN UP*

During 2020 staff conducted a thorough clean-up of the office, the corridors, the storerooms and the activity rooms.

For decades, various pieces of equipment had been donated and purchased but were no longer in use due to obsolescence or were in poor repair.

Also, DANC operated an Op Shop for years but the donated items had not all been sold before the shop closed.

As part of the clean-up, many items were donated to individuals and other organisations.

But still: many cubic meters of rubbish had to be carted away.

Storerooms were re-organised and the remaining items sorted and categorised so all staff is aware of what is on available for various activities.


New second-hand but quality furniture has been obtained and decorations placed on walls and windows. Grants for new equipment have been written.

Altogether, 2020 became the year where DANC got a facelift which will make it more welcoming for our activity participants, staff and volunteers.

## *LEASE OF PREMISES*

In 2020 DANC signed a lease with City of Parramatta Council for the premises at 21 Sturt Street.

### DANC ON POSTERS




Starting 25th February  
**LEARN MORE ENGLISH**  
FOR PARENTS AND CARERS

10:00am - 12:00pm  
**YOUNG CHILDREN WELCOME**

SERVICING: TELOPEA, RYDALMERE, ERMINGTON, DUNDAS AND DUNDAS VALLEY  
21 Sturt St, Telopea

BOOKING AND INQUIRIES:  
INFO@DANC.ORG.AU | 9684 4250

*DANC has for some years run English classes for parents. The classes focus on language that relate to children and families, eg dental care, sports, vaccinations, school excursions, school newsletters, waste management, healthy foods etc.*



Dundas Area Learning Food Centre  
**BOARD GAMES FOR LIFE**

AN EDUCATIONAL GROUP TO TEACH YOUNG PEOPLE ESSENTIAL SKILLS SUCH AS MATHEMATICS, LITERACY & CRITICAL THINKING WHILE ENJOYING FUN ACTIVITIES.

Dundas Area Learning Food Centre  
C/- Parramatta Rd, Telopea NSW | Email: [justice@daa.org.au](mailto:justice@daa.org.au)  
21 Sturt St, Telopea NSW

*Youths were taught life skills through board games*

## *PROGRAMMED ACTIVITIES*

Term 1, 2020 saw DANC preparing for a normal year with activities such as

- Happy Salon dancing
- Adult art
- Art & craft for youths
- Tai Chi
- Learn more English
- Links to learning
- Seenagers table tennis
- Board games for youths
- Chinese folk dancing
- Guitar class
- Street gym
- Chinese social (table tennis)
- Dundance
- Homework hub
- Valley Voices choir
- Tai Chi & Tea
- Connect & Play
- Community BBQ
- Youth choir
- Youth drama

Some of our community members withdrew from activities in early February and soon fear of COVID affected us even more with the centre closing and staff working from home from mid- March.

Some activities such as the playgroup "Play and Connect" went virtual as a Facebook group with virtual chats and then became an outdoor activity in local parks. As restrictions eased, DANC staff developed limited activities in the centre under strict conditions, mainly to combat social isolation.

Staff also responded to many more individual requests for support during the difficult winter and spring months. DANC sourced food from a variety of donors, including the Buddhist

organisation Tzu Chi, Officeworks and a local café.

The social work skills of the staff were also in demand as many locals struggled to cope.

Spring saw more programmed activities including Art for Adults commence again with changes to comply with our COVID plan and by the October school holidays youths were again welcome to join such activities as table tennis.

Because most of DANC's adult programmed activities involve either singing, exercise or dance, the year ended without these groups starting up after they were closed due to the pandemic.

DANC staff have planned a schedule of opening up these groups in 2021 depending on the lifting of COVID restrictions.

## *PARTICIPANTS' FEEDBACK*

DANC now collects feedback in the form of participants' surveys. Below are samples of the additional comments made on the forms.

*Thank you for running the school holiday program. The kids had a ball and loved the crafty stuff. And the fact that you let them go at their own pace and engage as they wanted and let them have their own time out when they needed a bit of alone time.*

*(Parent)*

*I felt this is definitely my calling to work for a community to help people grow and advocate in favour of minorities, to empower them and show them they are valued. (Intern)*

## *EVENTS AT DANC*

In normal years DANC would run a number of events throughout the year.

That was not possible in 2020 but DANC did host the community during a flu vaccination session arranged by Dept of Health.

In co-operation with Meadowbank TAFE, it was also possible to arrange a free hair cut day for members of the community.

## *COMMUNITY GARDEN*

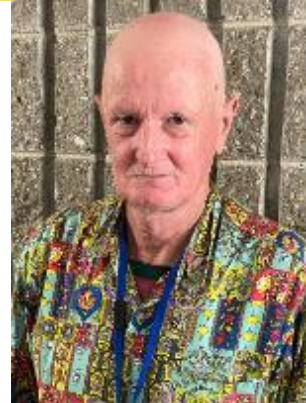
DANC is responsible for the community garden in Shortland Street. The gardening is done by various committed local gardeners who each have taken responsibility for a plot, however, that also resulted in the garden being seen as excluding others.



*Harrison and Saj – two new MC members – visited the community garden as part of their tour of DANC's premises*

In an effort to make the garden a heaven for any local resident who wants to exercise a green thumb, DANC staff organised a general clean up as well as opened a dialogue with the core group of gardeners. DANC aims to get a formal structure in place to formally manage the day-to-day issues in the garden and to promote the garden to more community members.

## Faces at DANC



*Our long-term volunteer, Ken Wilcox, was nominated for an award as part of Parramatta City Council's Australia Day celebrations.*



*Sharon Petrovic helped steer DANC through the lock down – first as the co-ordinator of the supported playgroup and then as Acting Manager.*



*Margaret Noonan was the successful candidate for the position of Centre Manager and took up the job in October 2020.*

Faces at DANC



*Public Officer Ken*



*Stephanie and Kitty*



*Varuna*



*Belinda*



*Sue*



*Vanessa*



*Carolyn*



*Chris*



*Ram*

More faces at DANC



*Sudhakar*



*Graham*



*Bicky*

More faces at DANC



*Vanessa*



*Samantha*



*Jazzie and Dalal*



*Ziad*



*Maria*



*Lisa*

## Photos from DANC



*This pot plant was named “PIP” by the donor, President Bicky Winkler. It symbolises the end of the process of working with Department of Communities and Justice to get DANC back on track after the failed merger. The DANC committee worked with two employees of DCJ to completely overhaul all management and administrative processes. The process was called Performance Improvement Plan (PIP). When it was completed, all decided to never hear that acronym again – except as a plant name!*



*Centre Manager, Margaret, with Sharon, a member of Tzu Chi Foundation Australia. That group handed out Christmas gift baskets to participants in the Friday lunch program.*

*Below Vice President Ram and Val Karim from DCJ*



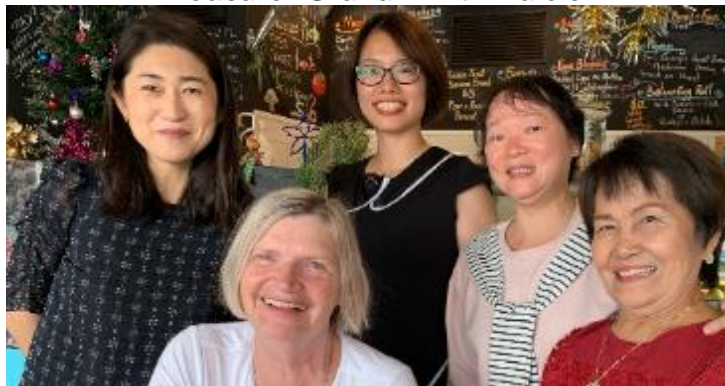
## More photos from DANC



*President Bicky at the DANC 2020 Xmas party with Centre Manager Margaret and Treasurer Graham*



*Treasurer Graham with Dulcie*



*Teacher Bicky and some students in DANC's programmed activity, More English for Parents and Carers, met after class for a Christmas party in December 2019*

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