



CiCT

Communities in Cultural Transition

2017

Sharing our stories, sharing our successes

Newly arrived & emerging refugee communities reflect on their journeys



NSW Service for the
Treatment and
Rehabilitation of
Torture and Trauma
Survivors



Peter Shergold

NSW Coordinator General for
Refugee Resettlement



successful settlement outcomes.

A key current priority is to further strengthen and embed collaboration between service providers and refugees themselves, by ensuring that refugees are 'at the centre' of service design, delivery and evaluation.

Programs like CiCT play an important role in building the capacity of diverse small refugee community organisations to ensure they can strategically and sustainably advocate for their communities. I commend the program and look forward to engaging with some of your groups to explore refugee-directed program and policy delivery.

A handwritten signature in black ink, appearing to read 'Peter Shergold'.

Professor Peter Shergold AC
NSW Coordinator General for Refugee Resettlement

In late 2015 when the Australian Government announced that it would take an additional 12,000 humanitarian entrants in response to the conflicts in Syria and Iraq, the NSW Government made it clear that we would do more than our fair share to assist. Indeed, during the last financial year NSW successfully settled nearly 43% of Australia's total humanitarian intake, supporting around 11,190 refugees to rebuild their lives in NSW.

In my role as NSW Coordinator General for Refugee Resettlement, I have sought to strengthen collaboration between the government, non-government, community and private sectors towards the common goal of

Jorge Aroche

CEO NSW STARTTS (Service For The Treatment And
Rehabilitation of Torture And Trauma Survivors)



The CiCT (Communities in Cultural Transition) program began as an offshoot of the FiCT (Families in Cultural Transition) program. In this context, it soon became evident that the strengthening of the capacity of families would be accelerated if the community as a whole was better supported. Consequently the CiCT program was launched to provide alternative ways of engaging with, and supporting the communities from war-torn countries to settle and succeed in Australia.

CiCT has developed immensely and over the past six years has assisted in the development of over 70 newly arrived and emerging refugee communities/groups. CiCT has assisted communities in diverse ways such as preparing strategic plans, establishing websites, holding events, providing critical links for relevant services and much more.

The CiCT program has certainly exceeded our expectations and is now one of the flagship programs of STARTTS making a huge contribution to the recovery of refugees affected by torture and trauma.

A handwritten signature in purple ink, appearing to read 'Jorge Aroche'.

Jorge Aroche
Chief Executive Officer / STARTTS

One of the things that make STARTTS unique is its relationship with refugee communities. We know that the healing journey of our clients occurs within the community context. Their healing doesn't happen just in our counselling rooms, but in the daily lives of individuals as they interact with their social and physical environment. In particular, the healing process is facilitated through the interaction of our clients with other members of the refugee community. The latter are best able to identify with, and understand what our clients are currently experiencing. This relationship with the wider refugee community provides the first context for newly arrived refugees to successfully settle in Australia.

Communities in Cultural Transition Program

WHAT IS CiCT?

The support provided by newly arrived and emerging refugee communities is frequently the most critical factor in the healing journey of its members. With this understanding, CiCT assists non-funded associations to develop governance and leadership capacity. The aim is to end the dependence of small refugee groups on larger community service organisations and empower them to stand on their own.

HOW DOES CiCT WORK?

CiCT uses a strengths-based approach, seeking to build on the existing capacities of community groups. These groups usually do not possess the specific skills and experience needed to manage different facets of their organisation. CiCT helps by connecting the community groups with professional consultants who can cater to their particular needs.

WHAT CAN BE COVERED?

CiCT has assisted with leadership training, governance, legal requirements for incorporated associations, advice on working with the media, setting up and maintaining financial systems, strategic planning, submission writing, website development, events management, project implementation and management, conflict resolution, graphic design and more.

CiCT has played an important part in enabling a number of communities from refugee backgrounds to better support their members in their healing journeys.



David Ajak Ajang CiCT Project Officer



The Communities in Cultural Transition (CiCT) project has come a long way since its inception in 2009. I have been privileged to have been the Project Officer for the last five years and will always cherish what I've learnt and gained during that time.

It is a real privilege to work with community leaders who are driven by a strong sense of social justice for all. They truly understand and appreciate the complexities of the issues that their members face. It is the community leaders who generate the most effective and creative ideas. CiCT then has the critical role of assisting them to turn ideas into concrete solutions.

As a former refugee who came to Australia 17 years ago, I can identify with the problems faced by new arrivals and understand the passion that drives community leaders. It is the community leaders who are truly impressive - devoting their own time, mobilising resources and supporting and creating opportunities for their members.

The many achievements of CiCT would not have been possible without the support of a number of people. I would therefore like to take this opportunity to firstly thank DSS for funding this program, STARTTS's management and my many colleagues.

I would like to make a special mention of the following: Jasmina Barjratervic, Community Services

Hamed Turay Community Development Team Leader

STARTTS' Communities in Cultural Transition (CiCT) Program commenced on 14th September 2009 and I was the first Project Officer. It was originally a Western Sydney Regional Project funded for a two-year period by the then Department of Community Services (DoCS) through the Western Sydney Area Assistance Scheme.

The CiCT Project is now in its eighth year of implementation and aims to assist non-funded associations and groups from newly arrived, small and emerging refugee communities to develop and expand their governance and leadership skills. An important element of the project is its innovative approach and the project continues to be in high demand in the capable hands of the current Project Officer, David Ajak Ajang.

Hamed Turay Community Development Team Leader

Coordinator; Hamed Turay, current Community Service Team Leader and previous CiCT Project Officer; Freny Tayebjee, CiCT Consultant & Volunteer; Kakie Rukia Modi, CiCT Project Volunteer; Anil Tarar, Coordinator of the 2017 Forum from Australian Catholic University; and our many CiCT Consultants. I would also like to thank previous students who made valuable contributions over the years and helped to make CiCT what it is today.

David Ajak Ajang CiCT Project Officer

African Women of Faith (AWF) Sister Power



Alice Clarke and her friends Emma, Rebecca and Martta would frequently meet at each other's houses when they had just arrived in Australia. Alice recalls "We needed a way to reduce our stress. Language was a huge barrier as we couldn't connect with the wider community." After realising the meetings were important for their emotional well-being, which other refugee women sadly lacked, they decided to start AWF and named Alice as the President.

AWF is an open group that welcomes women with refugee backgrounds of all faiths. The group proved its success right from the first meeting. "Oh my God, it was so great! We ate dinner, chatted, shared our problems and felt connected," Alice said.

Rebecca remarked, "We started helping newly arrived refugee members in various ways: we explained to them about Centrelink, shared our experiences, discussed how we could bridge the language gap, shared their hardships, and grieved with them when there was a loss in the family."

AWF has grown from just 4 to 30 members in seven years. In that time, the women have organised events, held cooking sessions and performed traditional dances at the events.

"We wanted to connect with the wider community, and STARTTS arranged outings to Wollongong beach, Canberra and the Parliament House. CiCT listened to our goals and came up with different strategies. For instance, CiCT introduced us to another cooking group. When we went there it was so interesting. People loved our food and asked a lot of questions. People got to learn about our culture," Rebecca said.

AWF has ambitious plans to increase

memberships, acquire a dedicated space with basic facilities and hold regular training sessions. **The long-term dream is to assist orphans from war-torn countries.**

Alice's message for other enterprising refugees: *"In the beginning everything is hard. Be strong as a leader and focus on your goal. Always believe in yourself and remember, if God gave you the leadership he will hold your hand."*

Angkor Flowers and Crafts (AFC) Giving vulnerable women a new start

Sophea Chea is the founder of Angkor Flowers and Crafts (AFC). It is a social enterprise that aims to improve the lives of migrant and refugee women by offering training and employment in floristry. The enterprise uses flowers as a tool to create a space for vulnerable women to move forward and seek employment opportunities.

The first capacity building project was initiated in 2015 with funding provided by Fairfield City Council. AFC proved successful from the start winning the nationwide Kickstarter competition

for its pitch and business plan amongst social enterprises. This was followed by a grant from the Macquarie Group Foundation and ClubGRANTS - Club Marconi.

Sophea migrated from Cambodia in 2007 to pursue her studies, however she faced settlement difficulties and lacked the confidence to start a new life.

“Even though I had a Master of Business Administration (MBA) from Western Sydney University, I had a lot of problems with English. I

found it difficult to even order food at a restaurant,” she says.

Sophea decided to attend a training course in social entrepreneur training at School of Social Entrepreneurs in September 2014, which resulted in the establishment of AFC as an online business with its own website. AFC offers social impacts to help women blossom.

Sophea has attended various business and mentorship programs to enhance her skills and capacity to manage AFC.

“A great thanks to STARTTS who have helped Angkor Flowers through business mentorship. Special thanks to Chuladej Dejrangsi, Enterprise Facilitator; Jasmina Bajraktarevic, Community Services Coordinator; and David Ajang, CiCT Project Officer. I still keep in touch and contact these people when I need advice, they are always helpful,” she says.

Sophea also empathises with the challenges faced by Khmer women. “They come to Australia with poor education and no skills. Some women are victims of domestic violence, so in addition they are likely to have mental health problems.”

Anh from Vietnam and Leni from Samoa are two women who have successfully completed Sophea’s program and gained employment.



“I saw the advertisement on a flyer and said to myself, this is something that I should start. It is never too late. And it became a turning point of my life,” says Anh.

“I was taking a computer course which was too hard for me. Then I saw this flower course. I thought that this is something for me, I have always been passionate about flowers,” Leni says.

AFC has offered training to at least 40 women and has employed over 20 women on a project basis.

Sophea’s message is short and strong: “*Nothing is impossible, find your passion and never stop chasing it.*”

www.angkorflowers.com.au



Association of Bhutanese in Australia (ABA) Sydney

An enterprising community



Om Dhungel is the Senior Advisor of the Association of Bhutanese in Australia (ABA) Sydney and was its founding President. Om had fled persecution in Bhutan and came to Australia as a refugee. He recounts, “I was the head of the Planning and Development Division in Bhutan Telecom. Here I started working in a factory, and then I worked in a supermarket. I’ve learnt something at each step of the way of my journey in Australia. I wouldn’t have been able to have such experiences in Bhutan Telecom.”

Om is now a consultant and a practitioner of a

Strength-Based Approach to refugee settlements and community developments. He has also served as a Director on the Boards of a number of service providers including Settlement Services International (SSI), SydWest Multicultural Services and MTC Australia.

ABA was founded in 2007 by adopting a strength-based and bottom up approach. Om says, “ABA uses a partnership model. We identify the strengths and interests of people. We then match people with talent to those who have the interest. After seeing what we can do, we approach service providers to bridge any gaps.

STARTTS is one of the important organisations to fill the gaps and is one of our partner service providers.”

STARTTS has provided individual counselling as well as group sessions for the community. The STARTTS youth program has supported various Bhutanese initiatives including the four-day Australian Bhutanese Youth Festival held in NSW in 2014 and sending the Bhutanese sport teams to attend the National Sport Event in Albury in 2016.

Om describes the journey of a refugee initially starting life in Australia as dependant, then acquiring skills and the capacity to become independent. After this, people can achieve their full potential and self-actualisation by moving in the continuum to interdependence.

“We cannot achieve everything by ourselves. We need to learn how to work collaboratively and value interdependence,” Om says.

With the strength-based vision and positive approach, Bhutanese refugees have in general, thrived in Australia. Members of the ABA community have achieved high levels of education and employment.

Over 65 percent of families have been able to



buy a house within five to six years of arriving in Australia.

“It is a new country that is full of opportunities,” he says.

Om’s message to other refugee communities: *“Solutions will emerge from the lived experience of members. Money is required, but it is the engagement and involvement of the community members that is crucial.”*

www.abasydney.org

Australian Middle Eastern Association (AMEA) Supporting Arabic speaking refugees



Arabic speakers are one of the largest groups of refugees arriving in Australia. The Australian Middle Eastern Association (AMEA) uses its community resources and skills to provide a wide range of support services to assist their settlement, including:

- **Connecting newly arrived refugees with well-established families. This has contributed significantly to reduce the depression and anxiety experienced by most new arrivals and consequently led to better social cohesion.**

- Helping members obtain Australian qualifications leading to employment. Accordingly, AMEA has partnered with TAFE and other colleges to hold free on-site courses in child care and disability support. By April 2018, over 40 women will have completed these courses. AMEA has also been approved by the National Disability Insurance Scheme (NDIS). AMEA is therefore able to provide Arabic speaking support workers to assist Arabic families who are from specific vulnerable groups, such as the elderly and new arrivals.

- Bringing the Arabic speaking community together by holding community events. Two popular events this year were an Arabic Musical Night with choirs from Our Lady of Lebanon and Jesus Light of the World, and the second event featured the Watoto Children's Choir. AMEA collaborates with several churches and plans to

extend its partnership with more churches and mosques.

STARTTS and CiCT have played an important part in these successes, including connecting AMEA with additional new arrivals, providing useful health promotion workshops and holding community engagement events. CiCT is currently assisting AMEA to revamp its website. The website aims to reach not only refugee settlements in NSW, but also act as a global informational hub for potential refugees to understand Australian culture, law and support services before coming to Australia.

AMEA attributes its success to using the strengths of the community to ensure support for the most vulnerable members. And as importantly, putting the welfare of the community as a whole over that of the individual.

www.myamea.org.au

Kateb Hazara Association (KHA) A success story



Kateb Hazara Association (KHA) was established in NSW in 2006 to meet the broader social, cultural, educational and religious needs of the Hazara community. In keeping with its mission, KHA initiated a range of services for its members whilst ensuring that the Hazara identity was preserved. These include: settlement and social services; regular educational, sporting, cultural and spiritual activities; and holding commemorative and religious events.

This dynamic organisation has established a cultural social centre, an active youth group, a soccer club, a community school for Hazaragi and Dari language classes and a homework and tutoring program. CiCT has contributed to KHA's success by assisting with the preparation of their strategic plan and by collaborating on a useful and much appreciated suicide prevention project.

One of the most noteworthy achievements of KHA is the purchase of its first Community Centre in 2007, which was paid off in just two years. Following this success, a second building adjoining their centre was purchased in 2015.

KHA actively engages and works in partnership with various government and non-government service providers. This is to enhance the capacity of the Hazara community and to connect with other communities. In addition, KHA energetically advocates for the rights of the Hazara people both nationally and internationally.

KHA attributes its successes to a strong membership base, enthusiastic and active members and a large cohort of volunteers who are predominantly highly skilled with tertiary qualifications.

Liberian Community Association of NSW (LICAN) Unifying a community through a celebration



Albert Davis and Alice Weah, worked hard and delivered a successful event.

One of the key success factors was the self-help community fundraising effort. **Mohamed and his team were able to raise over \$20,000 dollars from within the community following the key principles of an Asset-Based Community Development Approach.** This included:

- Making everyone feel a sense of belonging within the community.
- Facilitating the building of genuine relationships amongst community members.
- Facilitating genuine conversations amongst community members.
- Enabling community members to take



The Liberian Community Association of NSW (LICAN) is a non-profit organisation that aims to unify Liberians in NSW.

Mohamed Salia Dukuly is a member of the Liberian community in NSW and also one of the School Liaison Officers at STARTTS. In April 2016, the Liberian community elders and youth approached Mohamed to take up the leadership of the community. He was put in charge of organising the 2016 Annual Liberian Independence Anniversary and Cultural Celebration in Sydney.

The celebration was scheduled to take place in July 2016. Within three months, Mohamed and his team, Wilfred Kenifele, Emmanuel Robberts,

responsibility for handling their own affairs.

According to Mohamed “The Liberian community in Australia is nearly 100 percent from a refugee background. Like other new and emerging communities of refugee backgrounds, the issues of leadership and community participation are always a challenge.”



LICAN - which is the peak body of the Liberians in NSW - the CiCT program had worked with different sub-Liberian groups or associations in areas of capacity building and empowerment. This earlier support created the opportunity to bring the Liberian community together for a common purpose. This time, it was the 2016 Annual Liberian Independence and Cultural Celebration.

Mohamed’s message to other community leaders: *“A Community leader should be a connector and receptive to different opinions. The leader should work to move members towards a common goal harmoniously.”*

CiCT assisted by connecting Liberians from other community groups to LICAN, as well as enabling benefits through interactions with various agencies and organisations. The CiCT program has played an important role in the Liberian community.

Prior to Mohamed taking over the leadership of

Nile Football Program

A personal journey



Abraham Ajok Kuol is the dynamic, ever optimistic founder and CEO of the Nile Football Academy. The Academy is an active soccer club with over 60 registered players of South Sudanese heritage.

Abraham's initial years were extremely difficult.

He was one of the "lost boys of Sudan" who was forced to leave home at about the age of ten. This was due to a mass exodus from South Sudan in 1987. In the rush, he was separated from his family within the first few days. Abraham had to fend for himself for the next 17 years at various refugee camps: first walking for months

to Ethiopia, then walking back to South Sudan when it was thought to be safe, then having to leave South Sudan as hostilities continued, and then walking to Kenya. He considers himself most fortunate to have obtained a refugee visa, which enabled him to finally leave the Kakuma camp in Kenya and come to Australia on September 11, 2004.

Abraham's passion and exceptional soccer skills are what made his years at refugee camps bearable. It saved him from joining militant gangs and kept him positive through trying times. He played makeshift soccer almost every day and was soon regarded as a coveted goal keeper at every camp.

Abraham sees soccer as an ideal way for South Sudanese refugee children in Australia to funnel their energies to gain a sense of self-worth and discipline; to bury old enmities and play together as a team; and to aspire to contribute to their new home country.

Abraham stressed that refugees should not assume that coming to Australia will simply solve all their problems. Service providers too have to be mindful of the needs of those with refugee backgrounds. STARTTS is one organisation that understands that refugees start their journey from ground zero and need support. Starting the club was certainly not easy.

"The CiCT program helped us in many ways. They helped us find a web designer and funded our website. They became our consultant in marketing. They assisted with accounting and even taught me how to write a report, which made me more respected by funding bodies. CiCT let other services know that we exist, and even helped us to promote and educate children about healthy food," Abraham said.

However, the lack of funding for his Academy is the most critical challenge he faces. **"Funding the program should be seen as an early intervention, which will help make the boys and girls good future citizens of Australia. It's also much cheaper than inevitably spending on recovery programs for unfocused young adults who get into trouble."**

His advice to other enterprising refugees: *"Nothing comes easy. Be resilient and prepared to use your own resources. Be prepared for criticism. Just take it with a positive smile and don't give up."*

www.nilefootball.com

The Kajo-Keji Community and Welfare Association NSW Helping new arrivals settle

The Kajo-Keji Community & Welfare Association (KKCWA) NSW is a registered community association incorporated through Fair Trading NSW. Its members are settled predominantly in the suburbs of Blacktown, Penrith, the Hunter Region, Newcastle and Wagga Wagga from the year 2000.

Since its initiation in 2007, KKCWA has been assisting both Kajo-Keji and other South Sudanese members in different ways. **Members have been very active in communal engagements by assisting one another, as well as other communities, in times of happiness and more importantly when difficulties are encountered.**



Henry Leke, Chairman of KKCWA says their success can be attributed to a well-run and hardworking group of members.

“Members and the leadership of the community have to be prepared to keep searching for the right key to unlock opportunities. The opportunities will never open for you if you do not work tirelessly towards them,” he says.

KKCWA has held many events to engage and involve the families of the South Sudanese community including:

- Kajo-Keji Cultural Nights to promote the Kajo-



Keji culture and diversity through traditional dance and music. This is now an annual event, which is specifically designed to assist refugees experiencing difficulties in settling in NSW.

- The Youth on the Edge conference, sponsored by Anglicare, to discuss issues that affect young people and to promote unity within the wider South Sudanese community in NSW.
- The Cultural Dance in Unity performance to showcase traditional dances that promote cultural transformation and intergenerational harmony among the Culturally and Linguistically Diverse (CALD) community.

STARTTS and CiCT have played an important role in the Kajo-Keji community by assisting in the

Cultural Dance in Unity project. David Ajang from CiCT was a consultant to the project. In addition, CiCT has connected the Kajo-Keji leadership with a number of local community associations to showcase their traditional dancing.

Henry Leke's advice to other communities: *“Have dreams and goals: daily, weekly, monthly and yearly. Understand that to achieve these goals, you must apply discipline and consistency. You have to work at it every day and have to plan.”*



Community Organisations/Groups that have engaged with STARTTS Community Development

| | | | |
|---------------------------------------------------|------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|
| 1. Australian Afghan Hassanian Youth Association | Resource Centre | 41. Burundian Pentecostal Church | 60. Dinka Literacy Association |
| 2. Acholi Community | 23. Assyrian Chaldean Syriac Youth Alliance. | 42. Chaldean Australian Society. | 61. Equatoria Community and Welfare Association in NSW |
| 3. Afghan Community | 24. Australian Afghan Khorasan Association | 43. Chaldean Australian Academic Society | 62. Eritrean Community |
| 4. Afghan Fajar Association Inc | 25. Australia Afghan Cultural Association | 44. Chaldean Democratic Party | 63. Federation of Congolese Councils of Australia |
| 5. African Australian Christian Community | 26. Australian Benkoma Association | 45. Chaldean Resource Centre | 64. Fulbe Australia |
| 6. African Australian Discoveries | 27. Australian Chaldean Telkepe Association | 46. Chin Community | 65. Granville Burmese Baptist Church |
| 7. African Communities Council | 28. Australian Council for Tamils Refugee | 47. Choir of Love | 66. Great Lake Association for Peace and Development |
| 8. African Konnect. | 29. Australian Karen Organisation | 48. Coffs Harbour Eritrean Community Association | 67. Greater Gogrial Community Inc |
| 9. African Sub Sahara Relief and Development | 30. Australian Middle Eastern Association | 49. Coffs Harbour Ethiopia Association | 68. Guinean Association |
| 10. African Village Market | 31. Australian Tamil Congress | 50. Coffs Harbour South Sudanese Association | 69. Hazara Vision |
| 11. African Women of Faith | 32. Australian Tamil Seniors Association. | 51. Coffs Harbour Togolese Association | 70. Hazara Voice |
| 12. African Women's Group | 33. Aweil Community In Australia | 52. Community in Fellowship Together | 71. Horn of Africa Relief and Development Agency |
| 13. Africultures Festival | 34. Aweil Community in NSW | 53. Community of South Sudan and Other Marginalised Areas Association | 72. Human Care Welfare |
| 14. Afro Australian Music & Movie award. | 35. Bantal Puular Inc | 54. Congolese Association in Coffs Harbour | 73. Iraqi Culture & Studies Centre |
| 15. Afro Contemporary Youth Dance. | 36. Banyamulenge International Org. Inc | 55. Congolese Association in Newcastle | 74. Iraqi Australian University Graduate forum |
| 16. Akenyjok Community Association | 37. Bhar El Ghazal Youth Union (NSW) | 56. Congolese Community Australia | 75. Jieng Community |
| 17. Al Btool Inc | 38. Bor Community | 57. Congolese Community of NSW Inc | 76. Jonglei Support Network |
| 18. All Walks of Life | 39. Boronia Multicultural Services (African Leaders Unite) | 58. Cuibet Community | 77. Kachin Community |
| 19. Angkor Flowers & Crafts | 40. Burundian Community in Sydney | 59. Darfur Community Social & Cultural Association NSW | 78. Kajo-Keji Community and Welfare Association NSW |
| 20. Arakanese Community | | | 79. Karen Baptist Church |
| 21. Association of Bhutanese in Australia, Sydney | | | 80. Karen Cultural Society |
| 22. Assyrian Australian Association-Assyrian | | | 81. Karen Soccer Team |

| | | |
|--------------------------------------------|-------------------------------------------------------------------|----------------------------------------------|
| 82. Karen Women Organisation. | 105. Parents Café Fairfield Inc | 124. Sierra Unite Association |
| 83. Karen Youth Organisation | 106. Parra United | 125. Somali Welfare Association |
| 84. Kateb Hazara Association | 107. Philippine Community Council of NSW | 126. South Sudan Diaspora Networkwork |
| 85. Khumer Community | 108. Psychosocial Training and Education Response to Communities. | 127. South Sudan Voice of Salvation inc |
| 86. Kongor Student Association | 109. Relief Hope Agency Nation Development Service | 128. South Sudan Women Choir |
| 87. Liberia United Women Association | 110. Rohingya Community | 129. South Sudan Youth Association |
| 88. Liberian Muslims Association of NSW | 111. Rumbek Community | 130. South Sudanese Performance group |
| 89. Liberian Community Association of NSW | 112. Rumbek United Football Club | 131. South Sudanese Radio Program |
| 90. Limanya | 113. Rwandan Community of NSW | 132. Southern Hope Organisation |
| 91. LKK Family | 114. Sabian Mandaean Association (including Mandaean Youth) | 133. Spanish Speaking Pensioners Association |
| 92. Lofa Community Association of NSW Inc | 115. SADAT Sport & Settlement Association | 134. Special Grace of God Ministry |
| 93. Maban Community of NSW | 116. SBS Radio- Dinka Program | 135. Sri Lanka Reconciliation Forum |
| 94. Madi Community | 117. Sierra Leone Australian Student Union | 136. St Hermiz Chaldean Australian |
| 95. Mandaean Culture Club | 118. Sierra Leone Community Council | 137. Stand 4 Salone |
| 96. Mandaean Women's Union | 119. Sierra Leone Refugee Support Group | 138. Swahili Speaking Women Advocacy Group |
| 97. Moru Community | 120. Sierra Leone Women's Association-Wan World | 139. Tamil Consortium |
| 98. Mount Prichard Group | 121. Sierra Leone Youth Group | 140. Tamil Resource Centre |
| 99. New Sudan Youth | 122. Sierra Leonean Performance group Marrickville. | 141. Tamil Women's Development |
| 100. Nile Football Program | 123. Sierra Oz | 142. Teghloma Organisation Inc |
| 101. Nimba Citizens Union of Australia Inc | | 143. The Gospel Faith Mission |
| 102. NSW Madingo Women Association | | 144. The NSW Madingo |
| 103. Nuba Moro | | |
| 104. Nuer Community | | |

STARTTS is a specialist, non-profit organisation that for almost 30 years has provided culturally relevant psychological treatment and support, and community interventions, to help people and communities heal the scars of torture and refugee trauma and rebuild their lives in Australia. STARTTS also fosters a positive recovery environment through the provision of training to services, advocacy and policy work.

CiCT Program is funded by the Australian Government Department of Social Services. Go to www.dss.gov.au for more information.

**NSW Service for the Treatment and
Rehabilitation of Torture and Trauma Survivors**

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