



hmc
Hunter Multicultural
Communities

DIVERSITY MATTERS

NEWSLETTER
DECEMBER 2023



Welcome to the relaunch issue of Diversity Matters!

It has been over 2 years since we published an edition of Diversity Matters at HMC.

Due to Covid and other unforeseen challenges and the fact that we were unable to hold events with lockdowns, the publication was on a hiatus.

During this time other measures were put in place to stay in touch with our members, clients and networks.

Multicultural Fiesta

In September of 2022, against several organisational odds, HMC ran our first Multicultural Fiesta event. Then again, this year in June, Fiesta 2023 proved to be a great celebration and success. Feedback on the day and afterwards stated that we had a great array of performances, food selections and activities.


The main objectives of Fiesta 2023 was to create a Multicultural event that celebrates our diverse cultural communities in the Hunter. Our goal was to include the main acts and foods from the 2022 event, then expand to make it even bigger and better in 2023.

The previous 2022 Fiesta had been a great day with about 1,000 through the gates and the event was a finalist at the Hunter Diversity and Inclusion Awards. With more time and staff to plan and promote, plus organise more food and activities for the kids, Fiesta 2023 eclipsed to about 2500 - 3000 through the gates.

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Connect with us 4960 8248

Hunter Multicultural Communities 2a Platt Street, Waratah NSW 2298

office@huntermulticultural.org.au • www.huntermulticultural.org.au • Find out more 

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Welcome back to our quarterly Newsletter "Diversity Matters".

It has been over 2 years since we last published the Newsletter and we are glad to be back and bringing you an update with regards to the past 12 months and news of the great things happening within the organisation over the coming months and new year.

This is also a great opportunity to introduce you to the new members of the team and put names to faces with all of our staff both new and old. Within the centre pages of this edition you will be able to see the great team of people that are dedicated to being part of the HMC Family and serving our community as part our organisation.

Coming out of and through COVID has been challenging for us all and the organisation has had to change and adapt to ensure we can continue to meet the needs, and service our clients in a way that is cost effective, current, vibrant, and ensures the best possible experience for you all participating in our activities and programs here at the John Gebhardt Centre and within the community.

We continue to collaborate with our NDIS Partners at Flexible Options and they are an important integral part of our services and programs, and fast becoming part of the furniture here at the centre at Waratah.

Please remember we have an amazing Community café here on site and access to the Community Garden, Community Shed and all of our social spaces that you are welcome to enjoy and participate in whilst enjoying a cuppa or a coffee.

This is a great time to come and see what the organisation is involved in, and as you read through the newsletter I hope you get a feel and understanding of some of the great work we are doing and involved in within the community.

2024 promises to be a great year for the organisation and with upcoming events, activities and fiestas, we look forward to welcoming you to the premises and seeing you on-site to enjoy what is YOUR community hub.

Have a great Christmas, happy New Year and we look forward to seeing you all in 2024.



Jason Scriven
Business Development Manager



Multicultural Fiesta continued from front cover...

Fiesta 2023 was a blast and an extravaganza of music, dance and food from cultures across the globe with old, new and emerging communities that have helped to shape the Hunter's diverse identity for decades. It was a hive of activity on 24th June 2023. It was a showcase of food, dance and culture.

Our aim is to include everyone and to break down the barriers and get everyone together, demonstrating how something as positive as food and dance can make people happy.

We had Samba school Samba frog as our head act and the Zumba lady was back with a Masterclass for a second year. There was a diverse litany of interactive shows and set pieces including Filipino and Indonesian dancers, and Chinese Blue Sapphire heritage classical long fan dancers.

There was face painting, henna body art, a jumping castle and a petting zoo of baby animals which proved to be very popular. There was food from many countries including Syrian, Indian, Tibetan, Sri Lankan, Vietnamese, Mexican, Spanish, Polish, Irish and the good old Aussie sausage sandwich. There was gelato, ice cream, gluten free donuts, fairy floss and popcorn for the kids.



Message from the CEO

After a prolonged hiatus, I am extremely pleased to see the return of HMC's Diversity Matters Newsletter. Since the publication of the last newsletter there has been a significant transformation in our business model, delivery and processes.

As we adjusted to a new reality post COVID, we recognised that change is a constant in our operational environment and to survive required agility, flexibility, fortitude and some level of risk taking. We needed to refocus and reset our business for a new era and this prompted a total review of our service footprint, operations, human resources and financial forecasts.

The close of 2022 proved challenging for us as an organisation, with the implementation of a major reorganisation and restructure which rationalised our community based operations, and concentrated on our unique capabilities to deliver more inclusive, industry compliant and value added services to clients and members across all the HMC's work streams. However, as we close the doors on 2023, we are in a stronger position than when we began the year.

We continue to build solid business partnerships, positive relationships with community groups, industry leaders and Government agencies and our status as a Peak Body Organisation and credibility as Quality Service Provider is recognised.

The HMC together with our regional counter parts in the Illawarra, Sydney and Riverina have successfully renewed their partnership with Multicultural NSW for a further 2 years and transitioned from the Leaders in Cultural Diversity Program (LinCD) to the NSW Partnership with Multicultural Peaks Program (PMPP). This acknowledges and supports the ongoing special role that our organisations hold as membership umbrella bodies representing a diverse range of cultural community organisations and interest across NSW and the strategic relationship we have that allow us to have a direct link and communication channel to NSW Government.



Jason and Annette at the 2023 Premier's Harmony Dinner

In 2022 and 2023, we also increased our engagement with a number of additional influential consultation bodies across government, including those facilitated by Department of Health, Department of Education, Department of Communities and Justice, the Federation of Ethnic Communities Council of Australia (FECCA), Transport for NSW, Department of Home Affairs, NSW Office of Responsible Gambling and other community and industry groups. A highlight of the year was the opportunity to be invited by Geoff Roberts, Chief Commissioner, and Matt Endacott, City Commissioner Lower Hunter and Greater Newcastle City Greater Cities Commission to be part of the Greater Cities Commission discussion around the future development for the Hunter and surrounding regions with 10 other key commercial, educational and industry leaders and act as the single multicultural voice for the Hunter. We were also selected by the Office of the Assistant Commissioner, to provide a multicultural and aged care perspective to the Aged Care Quality and Safety Commission's "Enriching Life through Care" round table discussions and identifying how providers deliver a fulfilling aged care experience that meets the wishes and expectations of consumers.

The HMC have maintained a positive trend in grant funding applications, both across the public and private sectors over the past 12-18 months. This assisted us to enhance our facilities including the improvements to the HMC carpark thanks to Crown Lands, the creation of the outdoor education and learning area in the Community Garden which was sponsored by Orica and the construction of the Aboriginal Yarning Circle in conjunction with YouConnect.

Grant funding and partnerships with organisations such as Flexible Options, OzHarvest and Hunter Homeless Connect have also underpinned our service offerings and facilitated our ability to deliver innovative programs and events that engage and support people from culturally, linguistically and



Annette addressing the Lake Macquarie Citizenship Ceremony 2023

religiously diverse backgrounds, disengaged youth and those living with disabilities. These include: the HMC's Multicultural Café which provides NDIS participants with the opportunity to gain work experiences and skills, the HMC's Multicultural Meals Program which remains a successful post COVID program and the contributions to the "Mobile Food Kitchens for the Homeless".

We have also revamped the Community Shed under the tutelage of our Shed Coordinator Les Laws and commenced new programs in conjunction with JobLink such as the Work for the Dole, Men's Shed, various Youth Engagement and Mentoring Sessions. Our Community Garden is looking amazing under the care of Volunteer Garden Coordinator, Margaret Kenning and Head Gardener, Jay Dudley and our kitchen and meals operations are thriving thanks to our newly confirmed Head Chef Gareth Creswell and his support cooks Renza Lobascio, Jan Nowakowski and Gorica Ilinkovski.

With reference to our aged care work stream, it is evident that the findings of the Royal Commission have placed a major focus on reform, regulation and compliance with the Aged Care Standards over the past 12-18 months. These factors will remain the primary drivers in the sector as new legislation is ratified through Parliament. Additionally, our funding and operational arrangements currently in place through the Commonwealth Home Support Program (CHSP) have now been deferred

by the Department of Health until 1 July 2025. Although frustrating, it provides opportunities for additional consultation across the industry for an improved model that better address user needs.

Whilst in transition, the HMC is committed to providing the highest quality services that are both compliant and culturally inclusive. We are proud to offer a variety of new services and activities that are regularly advertised and can be also found in our weekly newsletters and on our social media pages. I encourage anyone interested in receiving our services, or even those who may have suggestions on what new activities and events they would like to see the HMC to offer or host to get in touch with either our Aged Care Support workers or alternatively contact our friendly office staff at Waratah.

We are pleased to welcome several new team members to our HMC family including Marwa Alkasim who joins us as our Part Time Program Coordinator and will be leading our Youth Nations Program, Baily Wilson as the Aged Care Service Coordinator and manages our Individual Support Aged Care Services, Savannah Hay as our Receptionist/Administrative Officer, Gareth Creswell, who replaced Nick Blom as the HMC's Head Chef, Deb Williams who joins us Part-Time Aged Care Services Manager and will manage our transition to the new "Care at Home" model.

Sadly, our former Community Engagement Officer, Karen Varnum passed away in October 2022 and has been greatly missed.

I would like to take this opportunity to offer my special thanks to each individual team member for their dedication in maintaining quality services and supports during some particularly challenging times in the past 12-18 months and I look forward to an exciting and rewarding quarter ahead!



Annette Gebhardt
Chief Executive Officer



L to R - Fiesta with Member for Charlestown and Newcastle City Councillor - Dr Elizabeth Adamczyk; HMC CEO Annette Gebhardt; and Minister for Women, Minister for Seniors, and Minister for the Prevention of Domestic Violence and Sexual Assault - Jodie Harrison.

Welcome



My name is Gareth. I am the Head Chef at HMC.

I have been a chef for more than 20 years and have vast experience from the hospitality industry. I am originally from England and have been living in Australia for 14 years.

I have been working at HMC for a 1½ years and I am really enjoying working with Flexible Options and their clients in the kitchen who help to provide meals for all our clients. I pride myself in improving our service and quality of produce and food.

"The recent purchase of a sous vide machine helps with the high quality slow cooking of big joints of meat to perfection keeping them tender and moist for all our clients to enjoy."

Look out further in the newsletter for a recipe from Chef Gareth!

HMC's Aged Care Services

Hunter Multicultural Communities (HMC) continues to be an important part of the community and 2022-23 was a successful year despite some challenges. The restructure at the end of 2022 transformed some of the activities and services we provide by bringing most of our centres in-house, creating a centralized point and allowing things to be run more efficiently. In addition to the in-house groups we have managed to retain our social support groups, such as Bonnells Bay and Port Stephens.

In 2023 HMC introduced new programs, events and outings as well as activities to engage new and existing clients. Staff and volunteers have worked hard to make these programs exciting and inclusive. This has ensured that HMC will attract more clients and interest from other community and relevant organisations to form closer connections and synergetic relationships.

We are excited at HMC to offer services in 2023 that will have a fresher approach and reach the aims we aspire to, which is to enable clients to feel a sense of place, connection, wellbeing and longevity.

The HMC has been agile in responding to challenges and requirements in what was a volatile and changeable environment. The global spreading of the COVID-19 virus forced the HMC to adjust and operate differently. Through hard work and 'out of the box' thinking we managed to work successfully in delivering services in what was deemed to be very restrictive conditions. To date, even though the Covid virus is still prevalent in the community, HMC has been able to reintroduce group gatherings and outings in a covid safe and inviting manner.

The HMC has introduced new events such as outings to art galleries in Lake Macquarie and Maitland, Multicultural Bingo Bonanza, exercises including Tai Chi, Dance-movement and Demos, Technology Classes educating in staying safe online and recognizing scams. We have also taken groups to the Hunter Valley Gardens, picnics, outings, held movie days and BBQs in our Community Garden, cooking demos and many more. We have also organised a number of Walking Groups, researching interesting and pleasant treks in the local area.

We have more planned activities around other events happening such as RU OK Day?, information sessions on areas of interest such as the Voice Referendum, Falls Preventions and new ways to incorporate exercise and movement.

In terms of security, compliance and government requirements, all staff at the HMC were able to reach competency and obtain the Cert 3 in Aged Care and all staff have obtained a Police Check, First Aid Certificate and up to date Flu Vaccines.

In other areas, we have proactively sought the views of clients and community members by conducting surveys to encourage clients to let us know what they would like to see incorporated at the centres. Through these surveys we also explored their views on the best ways for clients to have or maintain their independence.

To conclude, we will continue to learn and grow along with our community. We would like to thank the HMC managers, staff and volunteers who have worked hard to make this challenging year a success. The future of the HMC is shaping up to be a vibrant and exciting one. Most importantly, we look forward to continuing to meet the needs of the aged in our community.



Happy 100th Birthday Beryl

The HMC celebrated Beryl's 100th birthday in July with a lovely bunch of flowers and a mention in the local paper.



Happy 100th Birthday Jozef

The HMC also celebrated Jozef's 100th birthday in April. He received a card from the King and the Governor General and was on NBN news.

Would you like to join the hmc team of volunteers?

We value the contribution of our volunteers. If you are interested to volunteer your time to help us with our Health and Wellness Program, Social Support Services or our Community Focus Program, we would love to hear from you.



Benefits of becoming a Volunteer:

- Make a difference to your community.
- Our volunteers are covered by insurance.
- Relevant training is offered to all volunteers.
- Ongoing support and recognition.
- Expenses incurred while undertaking social support volunteering duties will be subsidised.

For more information about becoming a volunteer call 4960 8248 or visit www.huntermulticultural.org.au



Each newsletter we will be celebrating and recognising the work of our volunteers. Here's where you can help!

Please nominate (along with a brief reason why) any of the HMC volunteers who go over and above and we will reward one nominee each newsletter with a \$50 gift voucher as a token of our appreciation.

Thank you Kaz!

2022/23 certainly had its challenges in regard to how the HMC could build up our groups again after Covid. The combination of not being able to utilize volunteers due to restrictions along with uncertainty in the community made the task especially difficult. However we have now been able to re-establish our groups and some of our volunteers have returned.



One of our volunteers, Kaz Pilarski has been attending for many years with his father, who turned 100 this year, and has returned to call bingo for the group. Kaz has a positive attitude to life and adds a lot of fun and enthusiasm to the group making the visitors day a positive one.

The HMC would like to take this opportunity to thank Kaz for all his help over the years.

Meet Baily

My name is Baily I have been with HMC for almost 2 years.

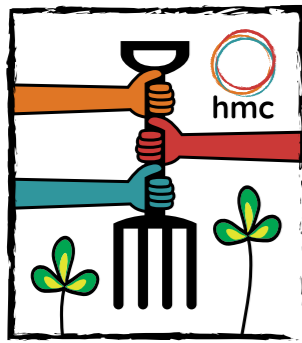


I first started as a Support Worker and have since taken on the role of Aged Care Service Co-ordinator. As Aged Care Service Co-ordinator I help new clients access our Individual Support Programme, I also help clients book in support service when required.

HMC's Individual Support Program has had a positive increase since our restructure at the start of 2023. This program allows us to provide one on one support to clients in our local community.

We have spent lots of time in the community with our clients to ensure they have access to the things they enjoy. Many of our clients enjoy having a familiar face come to visit for a chat. Over the last few months we have assisted clients with shopping, transport to appointments, we have also provided clients with one off trips to Sydney and Wyong for medical appointments. In the month of July we celebrated the 100th birthday of our client Beryl Cronin, as this was an important milestone. Our support workers surprised Beryl with flowers and even had her birthday mention in "The Local" paper.

Our clients have provided me with plenty of positive feedback in regards to these services and our support workers. We are excited to see this service grow into the New Year.



Community Garden

What's on at the HMC Community Garden!

The lovely Spring weather bought everyone out to enjoy the Garden, we have had many families and older visitors come to see what is going on, relaxing and feeding and watching the antics of the chickens! The showers of rain are very welcome as it does not matter how much we water the garden, a shower of rain makes all the difference.

We have been busy over the past months sowing lots of seeds, many rare heritage seeds among them and to our delight many are shooting and we are now looking forward to planting them out into the Garden beds.

Sadly our bees had to go early in the year, but we have tried to remain positive and enjoy meaningful activities such as the John Hunter Mental Health Group attending the garden again this year.



Thank you to our wonderful volunteers!



Happy 9th Birthday!

HMC Garden celebrated it's 9th Birthday on the 2nd September. We are all very excited for the year to come leading up to our very special 10th Birthday.

Please come and join us for an exciting year where we hope to develop our garden further in the lead up to this amazing milestone!



Keep an eye out...

for hands on days such as the Home Composting Workshop that was held successfully in September. Our attendees learned how to transform household scraps into a natural fertiliser for their garden!

Youth Nations Program



Hi, my name is Marwa Alkasim.

I have just joined the HMC team as a Program Officer. Since starting, I have been focusing my efforts towards the re-launch of the Youth Nations Program, which took place on the 30th of September 2023.

The Youth Nations Program focuses on supporting multicultural youth aged 14-25 in Newcastle and the Hunter region. The program serves multiple purposes; we aim to provide a theme based, safe space for young people to come to one afternoon on a fortnightly basis, where they will be surrounded by young people who are on the same journey as them.

Young people will be able to access academic support such as homework help or resume writing tips. There will also be various activities for them to engage together and socialise. This could take many forms, from soccer and volleyball to Netflix and chill sessions.

I look forward to the success of Youth Nations and supporting young people on their journey to success.

The staff at Hunter Multicultural Communities are working hard to offer a range of social activities for seniors all in a relaxed, friendly, covid safe environment.

Whether you're a single, a couple or a group, there's sure to be an activity that will provide fun and connection for you.

See page 12 for what's on.



Come along and make new friends or reconnect with old ones.

BOOKINGS ESSENTIAL
for all our activities so call 4960 8248 to reserve your spot!



Recipe from Chef Gareth:

Moules Mariniere

INGREDIENTS

- 1 brown onion
- 4 garlic cloves, crushed
- 1 leek, fine diced, white only
- 2kg mussels, cleaned
- ½ cup white wine
- 250ml thickened cream
- ½ cup sliced shallots

METHOD

1. Finley dice onion and leek and fry in saucepan until translucent. Add garlic, cook for 1 minute.
2. Add mussels and wine, put lid on pot until mussels open. Remove mussels, set aside.
3. Add cream, bring to the boil and reduce by a third.
4. Season with salt and pepper, sprinkle shallots. Add mussels, stir in sauce, serve with crusty bread.



The Community Shed has gone through a few changes, both aesthetically and personnel-wise. I took over as Shed Coordinator in April of 2021 just as Covid grounded everything, which for me at least, gave much needed time during our difficult lockdowns to completely empty the workshop and start fresh from the ground up. A lot of hard work and even more skip bins were involved in what was an absolute marathon task but through multiple setbacks the Shed is now finally open and thriving again with a fresh roster of volunteers.

Over the last year we've completed a countless amount of community orders of various sizes from antique tricycle restorations for avid horror movie fans to picnic tables for preschools and high schools from Waratah to Maryland, not to mention the jobs out in the community which can be anything from changing light bulbs to painting rooms. The Shed currently has a fantastic group of volunteers that amaze me. The quality they put into every single job and the list of unique talent just continues to grow.



Les Laws
HMC Community Shed Co-ordinator

Meet Savannah

Hi, my name is Savannah.

I joined the HMC team in August 2022. Coming from a background of 6 years in administration, along with having such a welcoming team, I settled into HMC quite quickly.

I am the first point of contact for all our clients and I assist all our staff with any tasks that need to be completed.

My tasks include things like creating our posters for upcoming events, putting together the weekly newsletter alongside Denise, updating our social media, helping to plan events such as the Multicultural Fiesta, taking payments, hall hire bookings and so much more!

Working at HMC I enjoy meeting and learning all the diverse cultures and backgrounds of members in our community and being able to give them the support they need is really rewarding. I look forward to the future and potential growth of the organisation.



Sticky Date Pudding

Serves 8 people

INGREDIENTS

- 250g dates
- 200g white sugar
- 2 whole eggs
- 250g self-raising flour
- 4 tsp. vanilla essence
- Caramel Sauce
- 250g brown sugar
- 300ml thicken cream
- 60g butter
- ½ tbsp. vanilla

METHOD

1. Pre heat oven 160°C.
2. In a pot add dates and water and bring to boil. Remove from heat and blend together.
3. In a mixer put sugar, butter and vanilla, beat together until creamy and pale.
4. Add the dates in to the mix and mix through. Add the eggs and flour and mix well until combined.
5. Spoon mixture into prepared cake pan. Bake for 35-40 minutes or until skewer inserted into centre comes out clean. Turn onto a plate.

Caramel Sauce

6. Make sauce: Combine all sauce ingredients in a saucepan over medium heat. Cook, stirring often, until sauce comes to the boil. Reduce heat to medium-low. Simmer for 2 minutes.

Multicultural Meal Service (MMS)

Meet some of our Meals Team

Left to right: Liam, Denise, Renza, Savannah, Chef Gareth and Jo



The HMC Multicultural Meal Service is now in its third year! We started as an alternative for our Social Support Groups to maintain contact with our elderly clients by providing a healthy meal and social interaction during the global pandemic lockdowns. Originally, we were trialling the program for three weeks!

In the beginning, we averaged 120 meals a month and now we average 1300 meals a month. This is a phenomenal effort for our Meals Program!

Our reputation for freshly made meals has made an impact on the community; we are currently at 400% capacity with our meals for our funding body.

HMC Meal Service has been fortunate to collaborate with Flexible Options (an NDIS provider) from the beginning to assist in the day-to-day running of the service from food preparation to distribution of meals, while being mentored by support workers and our qualified Chef Gareth. Our Meals Coordinator, Denise, oversees the administrative side with the assistance of our receptionist Savannah.

In the past three years we have grown considerably by extending our routes to further lying suburbs of the Hunter Region, the purchase of another vehicle to assist in meal deliveries, and a software program specific for our meal service. We put into place safe practise to ensure the meals leaving our premises meet current NSW food and safety guidelines. HMC use 100% recyclable packaging that is microwave and freezer safe.

Each week our clients receive a hard copy and e-copy of our weekly newsletter. This started as a two page informative pamphlet and now we have six pages that highlight not only the Meals Program but also other programs and events within the HMC. The newsletter is distributed to Clients, Staff and Stakeholders.

I am proud of the achievements that the meals program has reached. It certainly stands up to its global competitors and the program can only get bigger and stronger as it grows.

Denise Newton
Meal Coordinator

Thank you to our clients for these fabulous testimonials

“Really happy with variety of meals and the lovely people who deliver them.”

Maree
Blackalls Park

“Extremely ecstatic, absolutely beautiful meals.”

Marjorie
Warabrook

“We really enjoy the variety of food eg. Chilli Con Carne, Slow Cooked Brisket, Mixed Grill to name a few favourites and always served with friendliness and a smile.”

Barbara & John
Hillsborough

“He is very fussy, but he is enjoying the meals!”

Joyce
Rutherford

“The help you've given us is great, the roasts are so tender, we just love it.”

Pauline
Bolton Point



The staff at HMC would like to wish you a very Merry Christmas and look forward to connecting again in 2024.

Please join us for Christmas carols on 14th December.

BOOKINGS ESSENTIAL

for all our activities so call 4960 8248 to reserve your spot!

Onsite Events and Outings

As well as our regular weekly activities, the HMC organises special onsite activities at our centre as well as outings for you to enjoy. Here are just a small selection on what we offer along with themed cultural events and activities including days of significance.

All of our on site activities at the centre include morning tea and a three course lunch.

Be Safe Online

Topics include computer and smart phone shortcuts, online skills and help to not get caught by scammers.

Tai Chi & Qigong

Relaxation, breathwork, life force and energy work lead by an experienced instructor.

Dance Demonstration

Rock n Roll demonstration with Newcastle 50s Rock n Roll Dance Club.

Art Gallery Outing

Bus to Maitland Regional Art Gallery followed by lunch at East Maitland Bowling Club.

Hunter Valley Lights

Bus to Hunter Valley Gardens for a night of Christmas cheer and to see the lights.

WEEKLY

Have fun with friends while playing bingo. Great prizes to be won! Includes morning tea and 3 course lunch.



12 NOON MONDAY - FRIDAY

Enjoy a delicious three course meal prepared fresh in our kitchen by our qualified cooks who understand the appetites of our culturally and linguistically diverse communities. Seasonal menu includes entrée, main, dessert. \$20 per person (when over 65 years and CHSP assessed).



T 02 4960 8248
F 02 4960 8249
E office@huntermulticultural.org.au
P PO Box 318, Waratah NSW 2298
A Waratah Community Reserve,
2a Platt Street, Waratah NSW 2298



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