

# ANNUAL REPORT 2013



*Northside Community Service*

**NCS**

## **Northside Community Service**

### **Head Office**

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# Chair's message



The 2013 Annual Report of Northside Community Service Ltd (Northside) records the significant achievements of a Canberra based social enterprise dedicated to the delivery of community services.

The financial performance of Northside Community Service Ltd remained sound with a small surplus generated for the year ended 30 June 2013. The Annual Report includes a Directors' Declaration in the Financial Statements providing assurance of compliance with the requirements of the Corporations Act, the Accounting Standards and Corporations Regulations.

The Directors of the company through their voluntary involvement in the governance of the company contribute to the well being of the community. I record my appreciation for their skilled contribution to the strategic directions of Northside. On behalf of the Board I would also

express our appreciation for the support that the Chief Executive Officer, Simon Rosenberg, and his Leadership team has provided to the Board.

I particularly acknowledge and thank the staff and volunteers for the skills they have demonstrated in the operation of Northside, and to the funders and supporters of the company, I record my thanks for their support.

While the Board of Northside determines the strategic directions and priorities of the company, the Board and Executive team also sets expectations of the culture of Northside in service delivery.





We have for the first time published a Client Service Guarantee. It is a commitment to respecting the rights of people who access our services or work with us to strengthen our community. Our fundamental commitment under this guarantee is that we promote the rights of our clients to inclusion, respect, fair treatment, dignity, non discrimination, safety and freedom. Our Northside website provides the full detail of this commitment.

We have also for the first time developed in consultation with Indigenous members of the community, a Reconciliation Action Plan to guide our relationships with Indigenous people.

This Annual Report documents the important initiatives that are under way throughout Northside to reform the manner in which we support our clients and contribute to the community in which we operate.

**Ken Horsham**

Chair



# CEO's Message



With the increasing focus of social policy towards client-directed services and support, Northside Community Service began positioning during 2012-13 for this significant change agenda.

Our early childhood centres put a lot of work into implementing the new National Quality Framework. Quality Assurance Plans were developed as a collaborative process that encouraged educators and parents/carers of children to work together.

These Plans enabled clearer measurement of our efforts to provide children with the high quality care that best promotes their learning and development in the vital early years, and provided a sound basis for assessment under the new National Quality Framework.

With a need to ensure a skilled and stable workforce, a new partnership was formed with Canberra Institute of Technology, to enable comprehensive professional development for educators.

We were pleased that the ACT Budget 2012-13 allocated funds for a feasibility study for the refurbishment or replacement of the building housing Civic Early Childhood Centre. We began working closely with the Government to ensure that any new facilities include strong design principles based on children's needs.

Just as Northside has a strong reputation for partnering with other agencies, we have increasingly focused on internal collaborations. The "CHANCES" program was a great example: Community Helping Aboriginal Australians to Negotiate Choices leading to Employment and Success. This was a holistic pilot education program for parents who would normally

not be able to access training due to caring responsibilities, poverty, transport barriers and other constraints.

Our early childhood educators and community services staff worked together to support the parents and their children to attend the training sessions, provided by Capital Careers, and with support from other partners including TEMPlar Recruitment Services, ACT Policing, and the ACT Aboriginal Justice Centre. The CHANCES program won a Community Services Directorate Reconciliation Award, and the success of the pilot ensured that it received ongoing funding in the 2013-14 ACT Budget.

Northside continued to provide a broad range of community services that make a real difference to people's lives. This is mainly through an outreach model of service delivery in which visibility and accessibility are at the heart of each program area. Our staffing teams work out in the local community, including clients' homes, public housing complexes, and community venues.

Our community programs have achieved a variety of solid outcomes for a broad range of client groups, including greater social inclusion for older residents, supporting people to remain in their homes rather than move prematurely to hostels or nursing homes, a reduction in region specific crime and bail breaches, increased school attendance for young people, increased access to health services, and improved preparation for sustaining employment.



We were successful in achieving prequalification, which is an indication of the sound governance and financial stability underpinning our programs. At a time when most ACT supported housing services were having their funds cut back, our Northside Women's Supported Accommodation Program maintained funding for a further 3 year period. We were also funded as a consortium member for the 'Partners in Recovery' mental health program, which will assist us in targeting key community needs.

The Aged & Disability Services team maintained their reputation for high quality support and care, and commenced planning for the new world of client-directed services. Gungaharra Homestead was developed as a key venue for social groups.

Underpinning all our services was the development of Northside's first Reconciliation Action Plan, which was launched in March 2013. We received great support from local Aboriginal community leaders during the Plan's development, and a staff Steering Committee has maintained the momentum during the early implementation phase.



Northside's strong reputation for high quality children's and community services was matched by the workplace culture. The second independent staff survey in October 2012 demonstrated a big improvement on the previous survey in May 2011, and positioned us in the top decile against similar organisations. There has been a notable decline in staff turnover in the last 12 – 24 months, and when employees do leave Northside it is overwhelmingly for the right reasons.

The survey also highlighted areas for further improvement, which have helped guide senior management on where to prioritize efforts. One area identified was leadership development. A six month program of group sessions and individual coaching for senior managers was established, with strong results.

Further improvements to corporate services in 2012-13 have created greater efficiencies in 'back office' functions like payroll, budget management and ICT, and have ensured we are well positioned to cope with future growth.

During 2012-13, two Executive Directors (ED) left Northside to pursue other opportunities. I recruited Jenny Mobbs to the ED Children's Services role, and Kate Cvetanovski was promoted to ED Community Services, joining Peter Bayliss as ED Corporate Services. This provided a particularly strong basis for Northside's Leadership Team, and gave me great confidence for the implementation of the new Strategic Plan 2013-16.

The skilled and stable Board of Directors brings much wisdom to the governance of Northside, and provides the ideal combination of strategic guidance and challenge that a CEO needs.

Finally, a big thank you to all the dedicated staff and volunteers, who deliver such high quality, high impact services every day, and make Northside such a great place to work.

**Simon Rosenberg**

CEO



# Children's Services



## Our staff

Northside Community Service Staff continued their dedicated work across our early childhood centres creating everyday learning environments that are inviting and engaging, and encourage children's imagination. Relationships with children and families remain the core of our work.

We acknowledge the commitment, skill and dedication of the staff who work in our centres. With nearly 200 staff employed across the four centres, their diligence and understanding the new legislation and processes, as well as a keen focus on best practice is to be commended.

Our commitment to the professional learning and development of our staff was expanded to include areas required by the new legislation, and beyond. Our expanding partnership with CIT will allow us to focus more on the emerging competency requirements.

Staff undertook a variety of professional learning opportunities that catered for the diverse qualifications and experience levels. The Directors of Majura Early Childhood Centre and Civic Early Childhood Centre attended the National Early Childhood Australia Conference in Perth late last year, and brought back some key ideas for improved practice.

Since joining Northside, I have watched our staff respond to issues through a team approach, coming together to plan, implement and evaluate together. This has increased the quality of perspectives brought to our decision making processes.

Our current level of cohesion has not just happened. I am delighted in the level of enhanced strategic thinking demonstrated though recent leadership development sessions. This adds strength and depth to the organisation's capability.

Coupled with our new Strategic Plan, the focus for the next three years will centre on raising our quality standards, prudent growth, relationship building with our multicultural community and seniors program, investment in our people, and promotion of the work of our centres and Northside.

## Involvement with the Wider Community

All services continue to host and support students in the tertiary sector to undertake practicum experience in an early childhood setting. This provides the opportunity for students to see how our programs support and educate the children and families who attend. Our staff members also enjoy the benefits of the shared learning that this provides.

Children from Treehouse in the Park Early Childhood Centre joined Northside's seniors social group for lunch and gardening at Gungaharra Homestead. The same venue hosted Reconciliation Week Activities involving children from Harrison Early Childhood Centre.

The preschoolers in all centres took part in the Chief Minister's Reading Challenge. All of our educators will have read 12 books from a



selected list to all of the children in their group. For this effort there will be certificates and prizes, apart from the great effort of increasing children's love of literacy.

All of our centres are now involved in the ACT recycling program.

## Emergency care

Northside Community Service promotes the casual and emergency care aspects of our childcare service through a wide range of organisations including those responsible for family support, Care and Protection, respite and health professionals. The program specifically targets children at risk and vulnerable families and has increased participation in the child care service by these families.

Child care places are available to assist families in times of emergency or crisis funded by the Community Services Directorate and emergency care has been accessed with referrals from various agencies in the region.

## Upgrade of CECC

The Director of Civic Early Childhood Centre, the CEO and the Executive Director Children's Services have been working with the Education & Training Directorate and a consulting firm to look at options of redevelopment of the Centre. The final report for the ACT Government will:

- Provide information about the demand and supply for childcare places within Civic or within the suburbs adjacent to Civic;
- Include details about how the existing Centre meets the National Quality Framework and what is required to make the existing building compliant;
- Calculate the cost/benefit ratio of the options that are considered in the report;
- Identify a preferred option, ie refurbishment of new build, and if needed, a preferred site.



## Key Challenges

The recruitment and retention of staff remains the biggest issue for our Children's Services. Efforts are continuing to recruit suitable staff and to provide flexible arrangements with work and support for study, and better career paths, to enable them to stay with Northside.

We are also putting more effort into creating strong workplace cultures, so educators feel more part of a team.

For early childhood education and care services across Australia, 2012 was a significant year of major reforms with the introduction of the Education and Care Services National Law and the Education and Care Services National Regulations.

These major reforms also included the commencement of the National Quality Standard and the Assessment and Rating process for long day care services across Australia. A new national body, the Australian Children's Education and Care Quality Authority was established to oversee the new system and ensure consistency across the nation.

At Northside, the assessment and rating process has proved to be a rigorous and challenging test of our systems as staff and centres are assessed on seven separate aspects of their operations and practices. Results will be available in the next Annual Report.

Northside's Strategic Plan has a major focus on continually improving the quality of our early childhood education and care services, while balancing our commitment to quality with financial sustainability and the cost to families.

For the longer term, we are keen to look for growth opportunities and partnerships to both increase our supply of places, and enable more integrated approaches and partnerships across child and family services.

**Jenny Mobbs**

Executive Director, Children's Services



# Community Services



In 2012-13 our Community Services Team provided individual support to more than four hundred of our community members and their families. The support provided has ranged from shopping assistance, personal care and transportation right through to emergency response, homelessness advocacy and court support. The exceptional outcomes achieved for the individuals at the heart of this support shine a light on the importance of working in partnership with our clients and never underestimating their individual potential, no matter how dire the situation.

Our service and support commitment has been captured in the development of the first Northside Client Service Guarantee. Our fundamental commitment under this guarantee lists ten ways in which we promote our clients' rights to inclusion, respect, fair treatment, dignity, non-discrimination, safety and freedom. It is a work project developed by the Community Services Team and one of which I am particularly proud. I believe it really brings us back to the core reasons of why we are all here, doing the work that we do.

The overriding aim of our service is to stop our most vulnerable people from being 'left behind' or overlooked and to ensure they are visible, included and safe. I am personally dedicated to incorporating this commitment into every aspect of our work.

## Aged and Disability

Despite the looming National Reform processes affecting the entire Aged Care and Disability Sectors, our A & D team have succeeded in doing what they do best, ensuring people are safe, visible and included.

More than three hundred people received assistance through the team this year. Our team members have always worked in partnership with clients and their families. Individuals are asked to be an active partner in the planning and delivery of their care. By working in this way, clients retain dignity and a degree of control over the services they receive.

We have embarked upon some significant areas of work over the last 12 months to strengthen service provision and position Northside as the provider of choice for older members of our community. This work has included restructuring the entire department to become more conducive to consumer choice and control and broadening our services to include both mental health and post hospital support.

The restructured Aged & Disability Department is now led by a Senior Manager, and a Program Manager of Outreach and Social Inclusion Services. This has combined the areas of Social Support and Case Management and will increase flexibility and responsiveness for isolated and frail clients and keep them connected to their community.



The team works closely with the Home Support and Transport area to provide individuals with a seamless and consistent transition process from the point of referral right through to exit.

### Home Support and Transport

This team now has a Team Leader overseeing all program areas and two Home Support & Transport Coordinators ensuring better staff leave coverage and a more equally distributed work load. A new role, Review & Reassessment, has increased our focus on service quality and continuous improvement making certain clients' needs and feedback are incorporated in all aspects of service delivery.

Our Drivers and In Home Support Staff are often the only people to know whether an isolated individual is safe and well. We quite often receive heartfelt thanks from clients and their families for the dignity and respect that is displayed towards them by this team every day.



### Targeted Support Team

The restructure also saw the development of a new Targeted Support Team to work within the existing Home Support Unit of the organisation. Working alongside the mainstream In Home Support staff, the TST staff work closely with individuals from special needs groups who require a more considered approach to service planning and delivery.

While still in the early stages of implementation, the Targeted Support Team has extended the resources of the entire Home and Community Care Program area and ensures that new clients are able to receive a variety of flexible services. This also enables the office based team to focus on recruiting additional volunteers to extend these services further throughout the community.



## Mental Health

We were successful in our application to become a consortium member of the new national mental health initiative, Partners in Recovery. The process to become a funded partner in the consortium, headed by Medicare Local, took more than 6 months to complete. We will be employing two Mental Health Support Facilitators. They will join a team of ten facilitators across the ACT focusing on improving access and action for individuals with complex needs.

## Youth, Family and Housing Services

In the past twelve months the Youth, Family and Housing Team has continued to refine practice and provide strong, innovative and relevant support to those in our community who need it the most.

Internal restructuring saw the Energy Efficiency Outreach and Community Development programs move across to join the YFHS Team, providing a streamlined approach to engaging and partnering with our community. Two new Team Leader positions were created to increase support for the newly expanded team.

A new Senior Manager, Daniel Boggs, joined the team in March and hit the ground running due to the announcement of significant cuts to Homelessness Services across the region. The Northside Women's Supported Accommodation Program was the only ACT program whose recurrent funding was not reduced. This was mainly due to the exceptional work by the program team resulting in successful and cost effective outcomes for both families and the ACT Government.

## Housing Programs

More than fifty families escaping domestic and family violence were accommodated through the NWSAP program this year. Many of the women who participated in the program also completed accredited education, secured employment and rejoined the community as active participants. These amazing, powerful

women are an inspiration to our team and serve to remind us that, despite adversity, there are no limitations to what we can achieve.

The Energy Efficiency Program team continued to achieve above expectations this year capitalising on roll over funds to provide meaningful support and brokerage to vulnerable households across Canberra. The program team has worked closely with the Environment Sustainability Development Directorate, ACT Housing, Spotless Contractors, Ainslie Village and Havelock House to develop a joint strategy which will assist vulnerable residents in Ainslie Village and Havelock House to increase their energy awareness and reduce energy consumption.

## Youth Engagement

The Y.Engage program is delivered through a consortium partnership between Northside Community Service and Anglicare ACT. The Y.Engage program partnership has grown through its initial infancy to become a robust and innovative alliance with a clear client focused objective.

The team delivers more than thirty hours of outreach activities and services across both the Inner North and Gungahlin regions each week. This has been made easier by the strong connections made with a number of services including Multicultural Youth Services, Red Cross and YouthCare Canberra. These valuable relationships aid referrals, provide crisis support and improve access for young people at risk.

## Aboriginal and Torres Strait Islander Families

The second of two CHANCES training programs was completed in May 2013. The program stands as a proud example of what can be achieved by developing a committed partnership (internally and externally) and taking a whole of family approach to service provision.

More than twenty eight individuals from the Aboriginal and Torres Strait Islander community were supported to complete accredited qualifications through the 2012/13 program



with more than thirty two little people enjoying homework support and early education at the same time. A lot of “unseen” behind the scenes work was necessary to support families to participate in the program, and the exceptional dedication of the program team ensured there were no barriers to an individual’s success.

These outcomes could not have been achieved without the flexible and responsive internal partnerships with our Transport and Early Education and Care Teams who went above and beyond to accommodate the needs of each family. ACT Policing and Capital Careers, who have been our external partners from the start, continued to ensure that each training session was accessible, respectful and fun.

The Aboriginal and Torres Strait Islander “Deadly Sistas’ Tennis Club” was one of several small grant funded projects delivered this year. The project was aimed at supporting socially isolated women to increase their physical activity and health. “On court” care for the participant’s children was provided, once again, supporting a whole of family approach to health, fitness and fun.

## Community Development

The benefits of having a funding contract entirely focused on regional community development means that, for Northside, we have a program which is able to engage new clients, investigate service gaps and advocate for them to be addressed.

This year, the program shifted focus from facilitating groups to facilitating consultation and connections for the community. A great example of creating connections was the development of the Northern Region Service Alliance. The concept for a regional “Alliance” came from the absence of an interagency or practitioner forum for the Inner North and Gungahlin regions.

Northside is now the lead agency coordinating these bi-monthly meetings where like-minded organisations come together to focus on identifying areas of joint work and strengthening service provision in the region.

## Men’s Shed

The Majura Men’s Shed continues to grow in numbers and community activity. The “Shed” management committee has been actively involved in identifying funding opportunities to enhance and expand the range of activities hosted by the Shed.

Working with the NCS Community Development team, members of the Shed held monthly BBQs at the Dickson Shops to raise their profile, raise funds and connect with the community. They have also engaged with NCS Early Education Centres and completed contracted work for the centres.

The Men’s Shed is a best practice example of partnership between our organisation and the community. Each and every day, our “Shed family” remind our entire team of what successful community development looks like, in addition to providing us with a welcoming discreet place to escape occasionally from the ongoing demands of our work.

I would like to thank and congratulate the exceptional team of professionals and volunteers that have delivered services, support and comfort to some of the most marginalized and isolated people in our community.

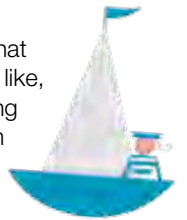
At times, what seems like thankless work is made a little easier through the camaraderie and work ethic of the team, who always manage to find the energy to go above and beyond to make someone’s day a little brighter.

I came on board as Executive Director in November 2012 from my previous position as Senior Manager, Youth, Family & Housing, and so I would also like to acknowledge the work and dedication of my predecessor and friend, Tracey Hall, who contributed so greatly to the numerous successes and improvements outlined in this report. With this in mind, I love a good quote, so here is one in relation to both Tracey and the work that the Community Services Team has delivered over the past year:

“A ship in the harbour is safe, but that is not what great ships are built for.”

**Kate Cvetanovski**

Executive Director, Community Services







# Corporate Services

The Corporate Services team have continued to demonstrate commitment to improving the quality of their service delivery, understanding that all improvements aid Northside frontline staff in delivering exceptional services to our external clientele. Our small but dedicated team focus on innovation and continuous improvement to underpin all that we do.

2012-13 has been a year of consolidation and systems enhancement. Human Resources was added to the portfolio in August 2012. We implemented our two core IT systems MYOB EXO and Carelink +, and planned for additional office space at the Majura Centre to replace our Badham Street office.

## Finance

2012-13 marked the first full year of the core finance and payroll components of MYOB EXO while additional components including Job-Costing and Fixed Assets were added during the year. There have already been some significant improvements in processing and reporting, particularly in payroll and community service invoicing. Board and Management reporting has also improved with the focus on identifying and reporting on key indicators, allowing for better understanding of performance and decision making.

## Human Resources

Human Resources moved to Corporate Services in August 2012 to ensure improved service delivery through a more integrated approach, including across HR and payroll.

A revision of the 2012 Enterprise Bargaining Agreement was undertaken to enhance certain aspects of the agreement and ensure expectations and entitlements are clear to all staff.

The 2012 staff survey identified Work Health and Safety as an area staff felt needed particular focus. Follow up work included growing the Work Health Safety Committee to ensure representation across all areas of NCS, and a review of the WHS Committee Charter, policies and procedures. WHS has also been explicitly included in the 2013-14 management plan to build on the initial body of work, and this included rollout of the work, health and safety module of Carelink + in 2013-14.

A successful professional development and mentorship program was run for all NCS managers during 2012-13 by Exhale Consulting, involving both executive coaching and group work. The program helped develop skills and confidence across areas including strategic thinking, performance management, presentation skills, upward and downward management, and peer support. The program finished with each manager presenting a personally selected topic relevant to their work to other managers and the Leadership Team.

## Information Technology

The two major infrastructure projects commenced in 2011-12 continued to be rolled out over the year.

Carelink+ was implemented for online time-sheeting, client invoicing, Human Resources management, and client servicing in Home





Support and Transport areas. Further implementation for online employee web-portal and mobile devices will be rolled out in 2013-14. The core finance system MYOB Exonet (EXO) went live from July 2012, improving security and reporting capabilities, fixed asset tracking, and a reduction in manual processing through integration with Carelink+.

## Facilities

Gungaharra Homestead is being utilised by our Aged Care social groups as a consistent base for their activities. Majura and Corroboree Park both continue to be well used regularly by both external and internal clients. As the facilities age there is expected to be increased need for repairs and maintenance. Discussions are underway with the ACT Government to ensure the facilities are kept in good working order.

Plans proceeded for placement of a demountable at the Majura site to replace the Badham Street office, resulting in consolidation of the Community Services team at the Majura Centre and better service provision. Staff were operating from the demountable in August 2013.

## Accommodation Services

Northside has maintained head leasing on behalf of the Office for Children at fourteen properties, and nineteen properties as part of the women's supported accommodation program (NWSAP).

Northside is completing a revision of its application for registration as a Community Housing Provider.

## Key areas of focus for the next 12 months

- Develop a new and more interactive website,
- Roll out a staff intranet and develop and extranet,
- Undertake a review of branding and marketing,
- Enhance reporting,
- Update work, health and safety systems and processes

**Peter Bayliss**

Executive Director, Corporate Services



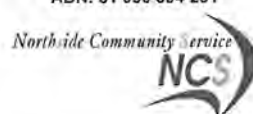


# Financials



**NORTHSIDE COMMUNITY SERVICE LIMITED**

**ABN: 81 090 394 261**



**FINANCIAL REPORT  
FOR THE YEAR ENDED 30 JUNE 2013**

## NORTHSIDE COMMUNITY SERVICE LIMITED

### DIRECTORS' REPORT

Your Directors present this report on the company for the financial year ended 30 June 2013.

#### Directors

The Directors in the office at any time during, or since the end of financial year ending 30 June 2013:

<i>Ken Horsham (Chair)</i>	<i>Vicki Williams</i>	<i>Nerida Hunter</i>
<i>Robert Smyth (Deputy Chair)</i>	<i>David Garratt</i>	<i>Ben Tailboys</i>
<i>Paul Taylor (resigned November 2012)</i>	<i>Leanne Monte</i>	<i>Dr Penny Gregory (formerly Albon)</i>
<i>Robert Knapp</i>		

#### Information on Directors

<b>Mr Ken Horsham</b>	—	Chair
Qualifications	—	GradDip (Arch)
<b>Mr Robert Smyth</b>	—	(Deputy Chair)
Qualifications	—	Certified Practising Valuer AssocDip (Val) CertBusStud
<b>Ms Vicki Williams</b>	—	Member
Qualifications	—	BA (Acc) Chartered Accountant Graduate Member, Australian Institute of Company Directors
<b>Mr David Garratt</b>	—	Member
Qualifications	—	BEd Grad. Dip. (Re)
<b>Ms Leanne Monte</b>	—	Member
Qualifications	—	Registered Nurse, MBA
<b>Mr Ben Tailboys</b>	—	Member
Qualifications	—	BEc/LLB GradDipLegalPrac
<b>Dr Penny Gregory</b>	—	Member
Qualifications	—	BA (Hons), PhD
<b>Ms Nerida Hunter</b>	—	Member
Qualifications	—	BA/BComm
<b>Mr Robert Knapp</b>	—	Member
Qualifications	—	BComm (Hons.) (Econometrics)
<b>Mr Paul Taylor</b>	—	Member
Qualifications	—	BComm (Acc)

## NORTHSIDE COMMUNITY SERVICE LIMITED

### DIRECTORS' REPORT

#### Meetings of Directors

During the financial year, 11 meetings of Directors were held. Attendances by each Director were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Ken Horsnam	11	10
Paul Taylor	4	4
Robert Smyth	11	9
Vicki Williams	11	9
David Garratt	11	6
Leanne Monte	11	7
Ben Tallboys	11	7
Penny Gregory	11	10
Nerida Hunter	11	9
Robert Knapp	11	10

The Company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. At 30 June 2013, the total amount that members of the Company are liable to contribute if the Company is wound up is \$18.

#### Results

The net result of the operations of the Company was a surplus of \$67,539 (2012: \$175,173)

#### Principal Activities

The principal continuing activity of the Company is to provide a broad range of community services including children's services, youth and family support, aged and disability services, supported accommodation, community development and support. The Company aims to be part of a vibrant and engaged community with a sustainable future.

#### Review of Operations

The operations of the Company and the results of those operations for the year ended 30 June 2013 were satisfactory.

#### Matters Subsequent to the End of the Financial Year

No other matters or circumstance has arisen since 30 June 2013 that has or may have a significant effect on the operations of the Company, the results of its operations or the state of affairs of the Company in financial years subsequent to 30 June 2013.

#### Directors' Benefits

No Director of the Company has received or become entitled to receive a benefit by reason of a contract made by the Company or a related corporation with any Director or with a firm of which they are a member, or with a company in which they have a substantial financial interest.



**NORTHSIDE COMMUNITY SERVICE LIMITED**

**DIRECTORS' REPORT**

**Insurance of Officers**

During the financial year, the Company paid a premium to insure officers of the Company.

The officers of the Company covered by the insurance policy include all staff and non-working Directors of the Company and members of Committees established by the Company, both past and present.

The liabilities insured include costs and expenses that may be incurred in successfully defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the Company.

**Auditor's Independence Declaration**

A copy of the auditor's independence declaration as required under Section 307C of the *Corporations Act 2001* is included as part of this financial report.

Signed in accordance with a resolution of the Board of Directors.

  
A handwritten signature in black ink, appearing to read 'Ken Horsham', is positioned above a horizontal line of small, evenly spaced dots.

Ken Horsham

  
A handwritten signature in black ink, appearing to read 'Vicki Williams', is positioned above a horizontal line of small, evenly spaced dots.

Vicki Williams

*Dated this 5th day of November 2013*



**AUDITOR'S INDEPENDENCE DECLARATION  
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001  
TO THE DIRECTORS OF THE NORTHSIDE COMMUNITY SERVICE LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2013 there has been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Northside Community Service Limited during the period ended 30 June 2013.

A handwritten signature in black ink, appearing to read 'S. Baker'.

Steve Baker  
Partner  
Canberra  
5<sup>th</sup> November 2013

**NORTHSIDE COMMUNITY SERVICE LIMITED**  
**STATEMENT OF COMPREHENSIVE INCOME AS AT 30 JUNE 2013**

	NOTE	2013 \$	2012 \$
Revenue	2	9,928,062	9,480,713
Employee benefits expense		(7,373,259)	(7,075,317)
Occupancy costs		(557,721)	(547,045)
Service delivery costs		(536,414)	(554,540)
Motor vehicles		(174,887)	(157,140)
Contractors and service provision costs		(402,947)	(310,817)
Other operating costs		(529,834)	(444,547)
Depreciation and amortisation cost		(285,461)	(216,134)
<b>Surplus before income tax</b>	<b>3</b>	<b>67,539</b>	<b>175,173</b>
Income tax expense		-	-
<b>Surplus for the year</b>		<b>67,539</b>	<b>175,173</b>
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year</b>		<b>67,539</b>	<b>175,173</b>

The accompanying notes form part of these financial statements

**NORTHSIDE COMMUNITY SERVICE LIMITED**  
**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2013**

	NOTE	2013 \$	2012 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	662,709	620,907
Trade and other receivables	6	252,626	353,150
Other assets	7	59,484	39,721
Investments	8	200,000	200,000
<b>TOTAL CURRENT ASSETS</b>		<u>1,174,819</u>	<u>1,213,778</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	9	3,738,589	3,851,672
<b>TOTAL NON-CURRENT ASSETS</b>		<u>3,738,589</u>	<u>3,851,672</u>
<b>TOTAL ASSETS</b>		<u>4,913,408</u>	<u>5,065,450</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other Payables	10	766,446	692,488
Provisions	11	37,737	30,687
Unearned revenue	12	278,388	525,911
Borrowings	13	51,254	1,680,000
<b>TOTAL CURRENT LIABILITIES</b>		<u>1,133,825</u>	<u>2,929,086</u>
<b>NON-CURRENT LIABILITIES</b>			
Borrowings	13	1,573,909	-
Provisions	11	20,197	18,426
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>1,594,106</u>	<u>18,426</u>
<b>TOTAL LIABILITIES</b>		<u>2,727,931</u>	<u>2,947,512</u>
<b>NET ASSETS</b>		<u>2,185,477</u>	<u>2,117,938</u>
<b>EQUITY</b>			
Retained Earnings		2,185,477	2,117,938
<b>TOTAL EQUITY</b>		<u>2,185,477</u>	<u>2,117,938</u>

The accompanying notes form part of these financial statements

NORTHSIDE COMMUNITY SERVICE LIMITED

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2013

	Retained Earnings \$	General Reserves \$	Total \$
<b>Balance as at 30 June 2011</b>	1,752,215	190,550	1,942,765
Comprehensive income for the year (see note 22)	175,173	-	175,173
Transfer from retained earnings from/(to) reserves	190,550	(190,550)	-
<b>Balance as at 30 June 2012</b>	2,117,938	-	2,117,938
Comprehensive income for the year	67,539	-	67,539
<b>Balance as at 30 June 2013</b>	2,185,477	-	2,185,477

The accompanying notes form part of these financial statements

**NORTHSIDE COMMUNITY SERVICE LIMITED**  
**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2013**

	NOTE	2013 \$	2012 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Grants and other receipts		10,026,701	10,166,021
Interest received		35,599	57,444
Payments to suppliers and employees		(9,810,602)	(10,087,326)
Net cash provided by operating activities		<u>251,698</u>	<u>136,139</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for acquisition of property, plant and equipment		(250,333)	(661,760)
Proceeds from sales of property, plant and equipment		95,274	51,800
Disposal of investments		-	661
Net cash (used in) investing activities		<u>(155,059)</u>	<u>(609,299)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Loan repayments		(54,837)	-
Net cash (used in) financing activities		<u>(54,837)</u>	<u>-</u>
Net increase/(decrease) in cash held		41,802	(473,160)
Cash and cash equivalents at beginning of the financial year		<u>620,907</u>	<u>1,094,067</u>
Cash and cash equivalents at end of financial period	5	<u><u>662,709</u></u>	<u><u>620,907</u></u>

The accompanying notes form part of these financial statements



**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Preparation**

Northside Community Service Limited has elected to adopt the Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010–2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements. Accordingly, the entity has also adopted AASB 2011–2: Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project – Reduced Disclosure Requirements and AASB 2012–7: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements in respect of AASB 2010–6: Amendments to Australian Accounting Standards – Disclosures on Transfers of Financial Assets and AASB 2011–9: Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the *Corporations Act 2001*. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue on [insert date] by the Directors of the company.

**a. Income Tax**

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

**b. Revenue**

Non-reciprocal grant revenue is recognised in profit or loss when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably. If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Northside Community Service Limited receives non-reciprocal contributions of assets from the government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in profit or loss.

Donations and bequests are recognised as revenue when received.

**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT)**

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax.

**c. Inventory**

Inventories are measured at the lower of cost and current replacement cost. Inventories held for distribution are measured at cost adjusted, when applicable, for any loss of service potential.

Inventories acquired at no cost, or for nominal consideration, are valued at the current replacement cost as at the date of acquisition.

**d. Property, Plant and Equipment**

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and any impairment losses.

**Plant and equipment**

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(f) for details of impairment).

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

**Depreciation**

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, but excluding land, is depreciated on a straight line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT)**

The depreciation rates used for each class of depreciable assets are:

<b>Class of Fixed Asset</b>	<b>Depreciation Rate</b>
Buildings	2%
Leasehold improvements	25% or lease term
Equipment, Furniture & Fittings	25%
IT Software & Equipment	33.3%
Motor Vehicles	25%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the assets carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

**e. Impairment of Assets**

At each reporting period, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

**f. Employee Benefits**

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year, together with entitlements arising from wages and salaries and annual leave that will be settled after one year are measured at their nominal amount inclusive of on-costs. Long service leave, employee support and parenting leave expected to be payable later than one year has been measured at the present value of the estimated future cash outflows to be made for these benefits.

**g. Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

**h. Revenue and other income**

Amounts disclosed as revenue are net of returns, allowances and taxes paid. Revenue is recognised for the major business activities as follows:

- Revenue from rendering a service is recognised upon delivery of the service to customers. Where income has been received prior to service delivery, it is carried forward as other income in advance (unearned revenue liability).
- Grant revenue is recognised when the expenditure related to the grant is recognised. Grant monies that have been received or are receivable but have not been expended at balance date are carried forward as unexpended grants (unearned revenue liability).
- The Company leases a number of properties, which are then sub-leased. Rent revenue is recognised as income when received by the Company from sub-tenants. Management fees received are included in fees revenue, and rent paid on these properties is included in occupancy costs in the income statement.
- Interest revenue is recognised using the effective interest rate method, which for floating

NORTHSIDE COMMUNITY SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013

rate financial assets is the rate inherent in the instrument.

- All other sources of income are recognised as income when the related goods or services have been provided and the income earned.

**i. Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the GST amount, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of acquisition cost of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

**j. Comparative Figures**

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

When an entity applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period must be disclosed.

**k. Critical Accounting Estimates and Judgements**

The Directors evaluate the estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the organisation. No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to carrying amounts of assets and liabilities within the next accounting period.

**l. Economic Dependence**

Northside Community Service Limited is dependent on the Department of Health for a significant component of its revenue used to operate the business. At the date of this report, the Board of Directors has no reason to believe the Department will not continue to support Northside Community Service Limited.

**m. Change in Accounting Policies**

**Presentation of items of other comprehensive income (OCI)**

As a result of early adopting AASB 2012-7, which includes amendments to disclosure requirements arising from the Tier 1 (full-disclosure) Standard AASB 2011-9: *Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income* that became mandatorily applicable from 1 July 2012, the following changes to the presentation of the company's financial statements were made during the year:

items of OCI were grouped into:

- items that will not be reclassified subsequently to profit or loss; and
- those that will be reclassified subsequently to profit or loss when specific circumstances occur; and

the title "income statement" was changed to "statement of profit or loss" under the two-statement approach. Although other titles are also permitted, the company has decided to use the title "statement of profit or loss".

The adoption of AASB 2011-9 only changed the presentation of the company's financial statements and did not have any impact on the amounts reported for the current period or for any prior period in the company's financial statements.



**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

	<b>2013</b>	<b>2012</b>
	<b>\$</b>	<b>\$</b>
<b>NOTE 2: REVENUE</b>		
Revenue from Operating activities		
Fees	5,440,596	4,987,020
Salary Reimbursements	50,750	123,750
Grants	3,656,028	3,643,489
Donations & Fundraising	4,966	3,885
Rent	407,110	397,472
Other	276,859	216,502
	<u>9,836,309</u>	<u>9,372,118</u>
Revenue from Non-Operating Activities		
Interest	35,599	57,444
Gain on sale of assets	32,898	20,937
Other	23,256	30,214
	<u>91,753</u>	<u>108,595</u>
<b>Total Revenue</b>	<u><b>9,928,062</b></u>	<u><b>9,480,713</b></u>

**NOTE 3: SURPLUS FOR THE YEAR**

The surplus for the year determined after charging the following expenses

Rental expense	294,465	318,520
Bad debt expense	18,238	11,207
Superannuation expense	525,479	520,438

**NOTE 4: AUDITOR'S REMUNERATION**

Remuneration of the auditor:

Auditing and reviewing the financial report	20,650	18,250
	<u>20,650</u>	<u>18,250</u>

**NOTE 5: CASH AND CASH EQUIVALENTS**

Cash on hand and at bank	3,130	4,130
Short-term cash deposits	659,579	616,777
	<u>662,709</u>	<u>620,907</u>

**NOTE 6: TRADE AND OTHER RECEIVABLES**

Trade Receivables	249,349	309,748
GST (Payable) / Receivable	(3,068)	40,715
Accrued Interest	6,345	2,687
	<u>252,626</u>	<u>353,150</u>

**NOTE 7: OTHER ASSETS**

Prepayments	59,484	39,721
	<u>59,484</u>	<u>39,721</u>

**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

	2013 \$	2012 \$
<b>NOTE 8: INVESTMENTS</b>		
<b>CURRENT:</b>		
Term deposits	200,000	200,000
Total Investments	<u>200,000</u>	<u>200,000</u>
<b>NOTE 9: PROPERTY, PLANT AND EQUIPMENT</b>		
<i>IT Software &amp; Equipment</i>		
At cost	648,641	465,006
Accumulated depreciation	(284,487)	(215,245)
Total IT software & equipment	<u>364,154</u>	<u>249,761</u>
<i>Equipment, furniture &amp; fittings</i>		
At cost	160,133	136,650
Accumulated depreciation	(115,350)	(95,972)
Total equipment, furniture & fittings	<u>44,783</u>	<u>40,678</u>
<i>Land &amp; buildings</i>		
At cost	3,150,238	3,150,238
Accumulated depreciation	(146,943)	(99,960)
Total land & buildings	<u>3,003,295</u>	<u>3,050,278</u>
<i>Leasehold improvements</i>		
At cost	54,715	46,131
Accumulated depreciation	(45,412)	(44,460)
Total leasehold improvements	<u>9,303</u>	<u>1,671</u>
<i>Motor Vehicles</i>		
At cost	539,443	706,170
Accumulated depreciation	(222,389)	(195,887)
Total Motor Vehicles	<u>317,054</u>	<u>509,284</u>
Total Property, Plant and Equipment	<u>3,738,589</u>	<u>3,851,672</u>

**Movements in carrying amounts**

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.



**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

**NOTE 9: PROPERTY, PLANT AND EQUIPMENT (CONT)**

	<b>IT Software &amp; Equipment</b>	<b>Equipment, Furniture &amp; Fittings</b>	<b>Land &amp; Buildings</b>	<b>Leasehold Improvements</b>	<b>Motor Vehicles</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>30 June 2012</b>						
Balance at the beginning of the year	42,824	49,808	3,090,761	2,258	250,978	3,436,629
Additions	228,096	10,945	6,500	-	416,219	661,760
Disposals (cost)	-	-	-	-	(114,023)	(114,023)
Depreciation expense	(21,159)	(20,075)	(46,983)	(587)	(127,330)	(216,134)
Disposals (accumulated depreciation)	-	-	-	-	83,440	83,440
Carrying amount at the end of year	<u>249,761</u>	<u>40,678</u>	<u>3,050,278</u>	<u>1,671</u>	<u>509,284</u>	<u>3,851,672</u>
<b>30 June 2013</b>						
Balance at the beginning of the year	249,761	40,678	3,050,278	1,671	509,284	3,851,672
Additions	183,635	23,484	-	8,584	34,630	250,333
Disposals (cost)	-	-	-	-	(201,357)	(201,357)
Depreciation expense	(69,242)	(19,379)	(46,983)	(952)	(148,906)	(285,462)
Disposals (accumulated depreciation)	-	-	-	-	123,403	123,403
Carrying amount at the end of year	<u>364,154</u>	<u>44,783</u>	<u>3,003,295</u>	<u>9,303</u>	<u>317,054</u>	<u>3,738,589</u>

**NOTE 10: TRADE AND OTHER PAYABLES**

	<b>2013 \$</b>	<b>2012 \$</b>
Annual leave	291,439	288,733
Payroll liabilities	407,828	314,876
Other creditors and accrued expenses	67,179	88,879
	<u>766,446</u>	<u>692,488</u>

**NOTE 11: FINANCIAL LIABILITIES - PROVISIONS**

**CURRENT:**

Long service leave	37,737	30,687
	<u>37,737</u>	<u>30,687</u>

**NON CURRENT**

Long service leave	20,197	18,426
	<u>57,934</u>	<u>49,113</u>

**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

	2013 \$	2012 \$
<b>NOTE 12: UNEARNED REVENUE</b>		
Unexpended grants	81,439	353,953
Enrolments in advance	66,418	63,664
Bonds and fundraising	130,531	108,294
	<u>278,388</u>	<u>525,911</u>
<b>NOTE 13: BORROWINGS</b>		
Harrison Loan - Current	51,254	1,680,000
Harrison Loan - Non-Current	1,573,909	-
	<u>1,625,163</u>	<u>1,680,000</u>

The Bank Loan facility is secured by the Harrison property and all assets including uncalled capital of Northside Community Service Limited renegotiated on a principal and interest basis over a 15 year period

**NOTE 14: EMPLOYEE INFORMATION**

The aggregate employee benefit liability recognised and included in the financial report is as follows:

<b>CURRENT</b>			
Provisions	11	37,737	30,688
Payables	10	291,439	288,733
<b>NON-CURRENT</b>			
Provisions	11	20,197	18,426
Aggregate employee benefit liability		<u>349,373</u>	<u>337,847</u>

**NOTE 15: RELATED PARTY TRANSACTIONS**

The names of the Directors who have held office during the financial year are:

<i>Ken Horsham (Chair)</i>	<i>Vicki Williams</i>	<i>Nerida Hunter</i>
<i>Robert Smyth (Deputy Chair)</i>	<i>David Garratt</i>	<i>Ben Tallboys</i>
<i>Paul Taylor (resigned November 2012)</i>	<i>Leanne Monte</i>	<i>Dr Penny Gregory (formerly Allbon)</i>
<i>Robert Knapp</i>		

During the 2012-2013 financial year payments of \$856.90 were made to Griffin Legal of whom Ben Tallboys is an employee. No other related party transactions were conducted during the year.

**NORTHSIDE COMMUNITY SERVICE LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

	2013 \$	2012 \$
<b>NOTE 16: KEY MANAGEMENT PERSONNEL COMPENSATION</b>		
The aggregate compensation of key management personnel of the Company is set out below:		
Short term benefits	584,640	534,448
Post employment benefits	52,618	48,100
Total Benefits	<u>637,258</u>	<u>582,548</u>

**NOTE 17: COMPANY DETAILS**

The principal activities of the Company are providing a broad range of capacity building and community services including children, youth and family support, aged and disability, housing and accommodation, childcare and community development and support.

The principal place of business is:  
 Northside Community Service Limited  
 Majura Community Centre  
 2 Rosevear Place  
 DICKSON, ACT, 2602

**NORTHSIDE COMMUNITY SERVICE LIMITED**

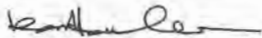
**ABN: 81 090 394 261**

**DIRECTORS' DECLARATION**

The Directors of Northside Community Service Limited declare that:

1. The financial statements and notes, are in accordance with the *Corporations Act 2001* and:
  - a. comply with Australian Accounting Standards; and
  - b. give a true and fair view of the financial position as at 30 June 2013 and of the performance for the year ended on that date of the Company.
2. In the directors' opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Ken Horsham



Vicki Williams

*Dated this 5th day of November 2013*



## **Independent auditor's report to the members of Northside Community Service Limited**

### **Report on the financial report**

We have audited the accompanying financial report of Northside Community Service Limited (the entity), which comprises the balance sheet as at 30 June 2013, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the Directors' Declaration.

### **Directors' responsibility for the financial report**

The Directors of the entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

### **Auditor's responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial report.

Our procedures include reading the other information in the Annual Report to determine whether it contains any material inconsistencies with the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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**PricewaterhouseCoopers**, ABN 52 780 433 757  
Ground Floor, 28 Sydney Avenue, FORREST ACT 2603, GPO Box 447, CANBERRA CITY ACT 2601  
T: + 61 2 6271 3000, F: + 61 2 6271 3999, [www.pwc.com.au](http://www.pwc.com.au)

Liability limited by a scheme approved under Professional Standards Legislation.



*Independence*

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

*Auditor's opinion*

In our opinion the financial report of Northside Community Service Limited is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the entity's financial position as at 30 June 2013 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

*PricewaterhouseCoopers*  
PricewaterhouseCoopers

by

Steve Baker  
Partner  
Canberra

5<sup>th</sup> November 2013

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