



NORTHSIDE COMMUNITY SERVICE
ANNUAL REPORT 2014–2015
EXCEPTIONAL PEOPLE | COURAGEOUS PRACTICE



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Note from the Chair

Northside farewells our Board Chair

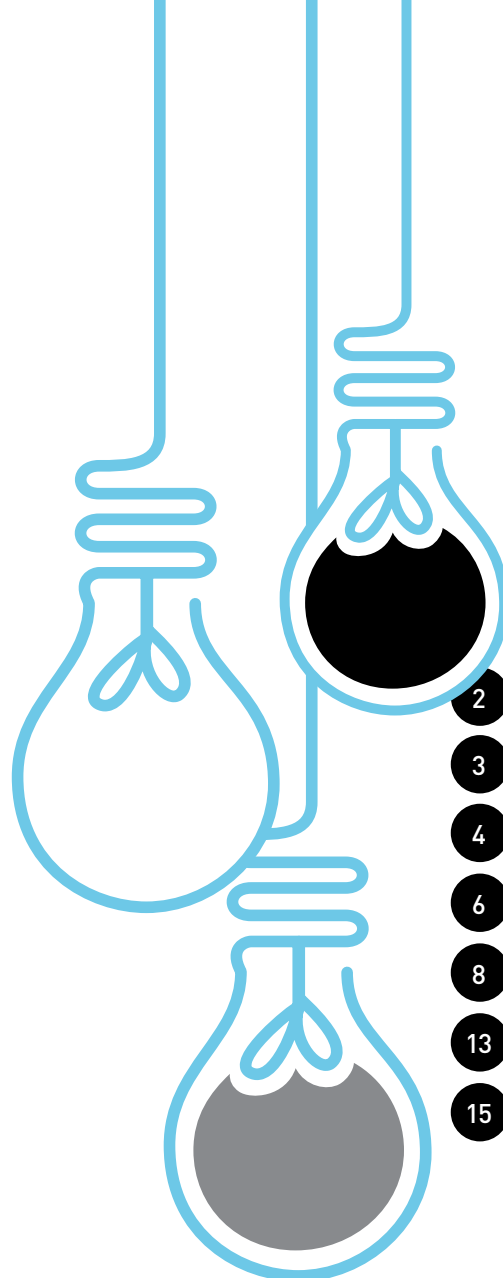
Note from our CEO

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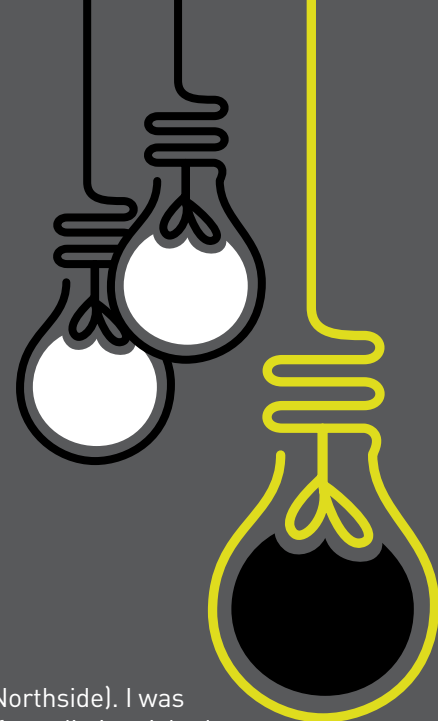
Corporate Services

We couldn't do it without our friends





NOTE FROM THE CHAIR



This is my first note as the new chair of Northside Community Service Ltd (Northside). I was elected to this role by the Board following the death on 27 December 2014 of our distinguished and admired chair and colleague, Ken Horsham. As it is noted on the next page acknowledging Ken, he joined the Northside Committee in 2001 and became President in 2002. When Northside became a company in 2010, Ken was re-elected as Chair of the new Board. In his various roles, Ken led the growth of Northside from a small and very locally based community organisation, to the thriving and successful community business it is today. He is sadly missed by everyone at Northside, by all who have known him and by all who have had the pleasure of working with him.

During the first half of 2014-15, a major rebranding exercise was carried out, driven by the Northside staff with the strong support of the Board. I was involved in a couple of the consultative workshops to redevelop the brand, and I found the energy, excitement and creativity of the Northside staff a very positive experience. The new brand represents the future of Northside and for our continuing provision of high quality, responsive services. One of the results of the exercise was the development of a clear message about Northside and our staff: "Exceptional People, Courageous Practice".

The Board oversaw a number of initiatives by the Executive Team to improve the administrative efficiency of Northside's Children's Services and Community Services with the aim of strengthening Northside's capacity to provide high quality and responsive services to all our clients. The Children's Services team focused on quality improvements continued across all Early Childhood Education and Care Centres, while the Community Services team readied themselves for the introduction of the NDIS and the opening of the first Common Ground site in Canberra – of which Northside is proud to be a partner. The Corporate Services Team have been active in identifying efficiencies and improving organisational support systems and processes to benefit the entire organisation and our clients.

The financial performance of Northside for the year ended 30 June 2015 was satisfactory. Revenue increased to \$11.97m with a surplus of operations of \$126,824. The total equity of the company is now \$3.48m, with assets of \$6.10m and liabilities of \$2.61m.

The Board and Executive Team are working together to meet the opportunities and challenges of the year ahead and to ensure that Northside remains a robust and creative organisation full of exceptional people pursuing courageous practice.

Robert Knapp
Chair, Northside Community Service

NORTHSIDE FAREWELLS OUR BOARD CHAIR – KEN HORSHAM

The Northside team would like to acknowledge the death on 27 December 2014 of our much loved and respected Board Chair, colleague and friend, Ken Horsham.



Ken joined the Northside Committee in 2001 and became President in 2002. When Northside became a company in 2010, Ken was re-elected as Chair of the new board. In his various roles, Ken led the growth of Northside from a small and very locally based community organisation, to the thriving community business it is today.

It is an all too common story that sometimes Presidents and Chairs of organisations stay on too long. With Ken it is the opposite. The longer he stayed a part of Northside, the more valuable his contributions became.

Ken went above and beyond his formal responsibilities as Chair of the Board. He was never an interventionist, but always happy to assist the CEO, Executive and other staff.

In November he gave up a morning to spend some time with the executive team, as we planned the next phase for the organisation. Ken would often drop in and have an informal chat with staff about how things were going. To our CEO, Simon Rosenberg, Ken was more than a boss – he was a mentor, guide and friend.

Ken was taken from us much too early. However we are so pleased that he participated in two important Northside events at the end of 2014 – our re-branding launch and Northside's receipt of a Public Sector Excellence Award from the University of Canberra's Institute for Governance. Both of these were a culmination of Ken's extraordinary leadership of Northside.

Ken will be remembered for making a very positive difference to Northside and the broader community sector, including his roles at CHC Affordable Housing and ACT Shelter.

Ken's wisdom and his unwavering strong commitment to social justice stand out in particular.

Happy sailing Ken, and thank you so very much.
Your team of Northsiders

NOTE FROM OUR CEO

This financial year has been a meditation on the organisational value of innovation. Across our teams we've seen staff working together to achieve great outcomes for our clients and communities through new ideas, new efficiencies and new ways of handling day to day tasks. We've seen Northside embark on some amazing new collaborations with other organisations in the ACT, and contribute to an ever improving ACT community sector. In preparing this report we talked to staff members across the organisation, who were kind enough to share what shape innovation has taken for them in their day to day activities. You'll see these quotes throughout the document and I think they serve as an excellent reminder that our staff members define their own innovation, day to day, to make things better.

EFFECTIVE LEADERSHIP,
LATERAL THINKING AND
LISTENING TO THE NEEDS
OF OUR COMMUNITY:
WE CAN'T CHANGE FOR
THE SAKE OF CHANGE.
INNOVATION HAS TO
BE MEANINGFUL





A SNAP SHOT OF SOME OF OUR ACHIEVEMENTS:

- • A staff-driven and owned rebranding process, capturing the core facts of Northside through the tag line “Exceptional People, Courageous Practice”. Our new brand includes our online presence, our physical sites and a new social media presence.
- • With quality early learning places on high demand in the ACT, we’ve completed the extension and refurbishment of the Treehouse in the Park Early Childhood Centre, allowing us to offer an additional 11 preschool places in one of the most beautiful early learning settings in Canberra.
- • Our Aboriginal & Torres Strait Islander Job Readiness program – “ConnXtions” – achieved 90% graduation rate for the first cohort.
- • Conversations and new partnerships forming with agencies and volunteers from across the LGBTI communities.
- • Top quality professional development for Northside’s Educators and the broader ACT early childhood sector, through the engagement of Professor Deborah Harcourt.
- • Introduction of regular internal audits of our Early Childhood Centres, to assist with quality improvement. More rigorous and regular monitoring of centre occupancy and staff labour has ensured more efficient operations across all Centres.
- • 18/18: The results of our Home Care Services audit against national standards – a perfect score!
- • We’re working together to do things better at Common Ground Canberra, the iconic new housing project in Gungahlin. The first of its kind in the ACT, Common Ground has achieved amazing outcomes in collaboration with many partners including Argyle Community Housing, the Common Ground Canberra Board, and IKEA Canberra.
- • Achievement of National Community Housing Registration
- • Completion of our third independent staff Survey, with strong results overall. We followed this with a Management Review to better target how we can better invest in developing leadership across the organisation.
- • We focused on workforce and business development to ready us for National Disability Insurance Scheme, and set the scene for our first NDIS clients
- • Significant efficiencies created with centralisation of Early Childhood Centre administration with facilities management and reception, plus big reduction in vehicle fleet.

CHILDREN'S SERVICES

"I WOULD LIKE TO CREATE AN INNOVATION FRIENDLY ENVIRONMENT WHICH ALLOWS PEOPLE TO WORK TOGETHER, TEST NEW IDEAS, AND ENGAGE IN ACTIVE LEARNING."

THIS YEAR WE'VE CONTINUED TO STRENGTHEN THE QUALITY OF OUR EDUCATIONAL PROGRAMS AND PRACTICE, THROUGH:

- Extending and refurbishing Treehouse in the Park Early Learning Centre. This has allowed us to offer 11 new positions for children, along with new learning environments and resources
- Supporting the professional learning of our educators. We've engaged Professor Deborah Harcourt to lead a series of workshops and mentoring sessions for our team, focused on contemporary approaches to early childhood education
- Setting the standard for professional knowledge and qualifications in our leaders – all 4 of our Centre Directors are now qualified or working towards their Early Childhood Teaching degree
- Introduction of regular internal self-assessments of our Early Childhood Centres and improving operational systems and processes across the organisation to ensure ongoing quality improvement
- Developing and continuing a partnership with IKEA Canberra, who have generously partnered with us to improve the learning environments in our centres

OUR COMMUNITY IS GROWING! AT THE END OF THE YEAR WE HAD:



WE WILL ALWAYS STRIVE
TO DO THINGS BETTER,
**BE BETTER, GET MORE
DONE AND HAVE
MORE FUN DOING IT!**

COMMUNITY SERVICES

Community Services saw extensive changes during this year. We redesigned our team structures. We talked between teams and worked out where our gaps were in service delivery, and started developing programs to fill those gaps. We also refined our administrative processes, making it easier for clients to contact us, easier for us to respond, and easier for everyone to know who to talk to about what.

SOME SUCCESSES:

We'll always work hard to help the people of Canberra, but we're looking out for their pets now too! Our PAWS program is one of a kind in the ACT. More than 400 hours of volunteer and staff time has gone towards keeping Canberra's furry friends and their people slaves connected in their communities.

\$15,000 and counting in generous donations has allowed us to provide food, supplies, grooming and vet expenses to 23 dogs and 8 cats to date.

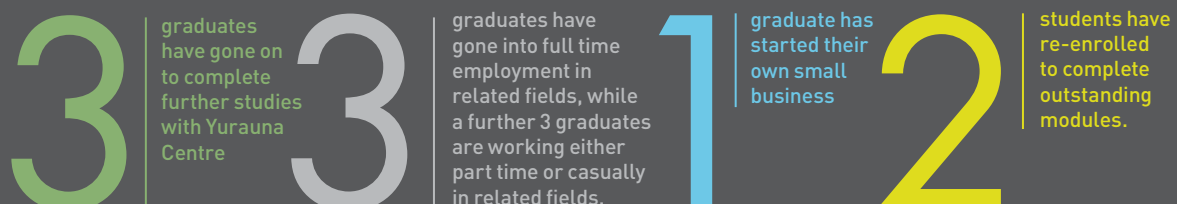
Assisting with the Asbestos Response Taskforce. That looked like 180 hours face-to-face support and 280 meetings to help Canberrans affected by loose fill asbestos relocate.

"ONE OF THE THINGS I'VE REALLY ENJOYED ABOUT WORKING IN PARTNERSHIP WITH THE TASKFORCE IS THE RESPECT THAT THEY HAVE SHOWN EACH OF THE FAMILIES AND THE DIGNITY AND INTEGRITY WOVEN THROUGH THE ENTIRE PROCESS."

PEOPLE AT CONNXCTIONS LEARNING NEW SKILLS

- The first cohort of the Aboriginal and Torres Strait Islander Job Readiness program (ConnXtions) achieved a 90% graduation rate. The new partnership between Northside and the Yurauna Centre at Reid CIT is guaranteeing the ongoing success of the program.

CONNXCTIONS IN NUMBERS:



CONNECTING WITH YOUNG PEOPLE THROUGH Y.ENGAGE AND OUR PROGRAM PARTNERS ANGLICARE ACT

- More than 400 young people have connected with Northside and Anglicare ACT through our partnership in the Y.Engage Program. That means 78 open activities and events (including band nights, cooking classes and school holiday programs), operated to connect with and support Canberra's young people.
- The Y.Engage team also started planning an new project – the Y.Engage Van. One of a kind mobile outreach, kitted out with a lounge room in the back so the Team Members can provide support to young people where the young people are. This means better visibility and more accessibility for young people, ensuring Y.Engage continues to kick goals in the future.



INNOVATION IS HOW WE TURN IDEAS INTO PRACTICAL SOLUTIONS



SEEING THE COMMUNITY AT COMMON GROUND CANBERRA GROW AND CHANGE

- Friday morning at Common Ground has seen Northside staff and tenants preparing and sharing weekly breakfasts. There's no difference between Social and Affordable Housing tenants, and attendance at this weekly event shows that.
- We're bringing Canberra into Common Ground, and helping Common Ground get out and about in Canberra with a series of groups and projects including: the fundraising working group, an art group, a gardening group and a wood turning group. All groups operate from Common Ground Canberra, utilise the skills of tenants and broader community members and contribute to the continuing growth of the Common Ground community.

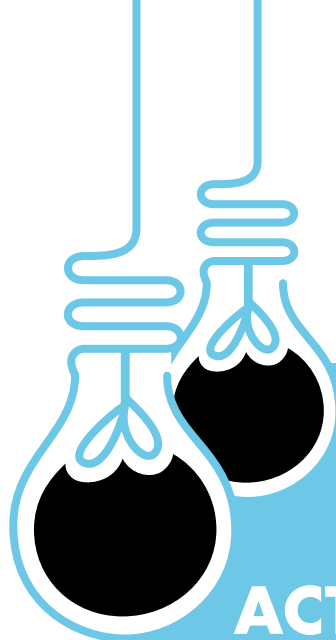
HELPING VULNERABLE CANBERRANS WITH HOUSING

- As Co-Chair of the Housing Redevelopment Working Group, Northside continues to contribute to improving housing solutions in the ACT at both an operational and strategic level. Community Engagement Team Members have focused on building strong working relationships with tenants, helping to ensure relocation has been successful.
- Over 130 residents have been supported to complete relocation paperwork by Northside staff over the last year. That's a lot of forms for a little team, and we're proud of the dedication and passion of our staff.
- Northside were the 'friendly landlords' for 34 properties across the ACT, including 14 properties with children and young people in Out of Home Care, and 20 properties housing women and children who became homeless as a result of family violence.
- Our Women's Supported Accommodation Program provided safe accommodation and outreach support to more than 54 families this year.

As we continue to prepare for the roll out of NDIS, we provided quality home support services to 200+ Canberrans to help them stay active and independent in their homes and community. That's 9,692 hours, with 12 passionate team members.



**INNOVATION
CREATES HOPE FOR
IMPROVEMENT
TO OUR SERVICE
DELIVERY AND
ORGANISATIONAL
PRACTICE.**



ACT GOVERNMENT PUBLIC ASSET RENEWAL TENANT RELOCATION STRATEGY PROJECT

In 2014 the ACT Government gave its approval for major redevelopment of all Government owned assets including the majority of public housing complexes located near or in the city centre (Bega, Allawah and Currong complexes) and along Northbourne Avenue, the main arterial route into the CBD. Approximately 800 public housing tenants will be impacted by the redevelopment and will be rehoused and relocated as a result of the redevelopment plans.

As part of the newly developed Tenant Relocation Strategy, Northside, as the lead community organisation, has worked closely with the ACT Government and other community organisations working within the redevelopment zone to engage tenants and community groups at all stages of the process. To this end, two working groups were established to combine the expertise of community organisations working on the ground and the ACT Government agencies managing the relocation and redevelopment programs.

Further to this, Northside and Housing ACT have a combined team of workers who have been completing joint work to consult with both communities and individuals to ensure that new homes meet their housing requirements and provide support to maintain or develop networks of support.

Initially, Northside led the community engagement and consultation process at the Owen Flats complex along Northbourne Avenue and have also commenced weekly outreach activities and community lunches for the Bega and Allawah community of tenants.

With the permission of the Community Service Directorate, Northside has dedicated a percentage of our Community Development contract hours and resourcing to supporting the communication strategy to inform and consult tenants in the affected areas.

CORPORATE SERVICES

The Corporate Services team continued to provide outstanding services throughout the year. The team searched high and low for ways to improve the way we support our colleagues in Community and Children's Services to deliver courageous and exceptional services to Northside's clients.

SOME NOTABLE ACHIEVEMENTS WE MADE:

- • Recognising that the continued success of the organisation is dependent on our staff, we invested \$260k for professional development, uniforms, flu shots, professional memberships and other staff benefits.
- • Our Work Health and Safety Committee supported employee wellbeing and a safe working environment, introducing the employee quarterly publication Your Safety Matters.
- • Enabled improved organisational decision making by the provision of more timely and accurate financial data, through streamlining month end processes and the introduction of two revised finance forecasts.
- • Unleashed the potential of our main client database, via the establishment of the Carelink Master User Group, enabling Northside to harness the full capability our client, staffing and rostering software.
- • Continued to develop essential business partnering relationships across the organisation, enabling insightful analysis of current and future business needs.
- • Updated our approach to fleet management which will result in savings of over \$250k p.a.
- • Greater efficiencies created with the centralisation of the Administration team, creating one central point of contact for all clients.
- • Mitigated risk through an ICT audit to identify areas of essential improvements in our ICT infrastructure, focusing on future needs.
- • Finalised the roll out of our new Virtual Desktop environment, enabling workplace flexibility for staff, as well as capturing efficiencies for ICT user support.
- • Reinvested \$250k of reserved funds into capital equipment to ensure the quality delivery of our services.
- • Provided eight great community spaces to the Canberra community, hosting 2,040 events.

Ground work has also been undertaken on exciting projects to be rolled out in FY16, including improvements for facilities management, payroll and finance systems, telephone and reception services, community venue hire, and upgrades for our ICT infrastructure. We look to 2016 to being a fabulous year with significant improvements across Corporate Services.

2000+

staff members working
together across 6 sites
to achieve great things

76

volunteers, generously
donating their time to
help Canberrans

110

staff members have
stayed with us for
more than 2 years

20+

have stayed with
us for more than
5 years

While we have said thank
you and see you later to
lots of wonderful staff
members, we've welcomed
96 new team members to
Northside during the year!

WE COULDN'T DO IT WITHOUT OUR FRIENDS

Northside would like to acknowledge several key organisations whose support has been integral to achieving great things this year.

- AIDS ACTION COUNCIL OF THE ACT
(COMMUNITY SERVICES)
- ANGLICARE ACT
(Y.ENGAGE)
- PETS FOR POSITIVE AGEING
PET ASSISTANCE AND WELLBEING SERVICE (PAWS)
- CAPITAL HEALTH NETWORK
PARTNERS IN RECOVERY
- ARGYLE COMMUNITY HOUSING
COMMON GROUND CANBERRA
- COMMON GROUND CANBERRA BOARD
COMMON GROUND CANBERRA
- CIT YURAUNA
CONNXTIONS
- IKEA CANBERRA
(EARLY EDUCATION AND CARE CENTRES, COMMON GROUND CANBERRA)

A special mention to the Internship Graduates of Deloitte who participated in a Charity Challenge in December 2014 to run social media campaigns fundraising and raising awareness for various Northside programs. Our Facebook and Twitter followers increased noticeably during the campaign. This was mainly due to the Deloitte Charity Challenge campaign which, apart from raising more than \$6000 for Northside programs, utilised social media as a primary communication tool to engage the audience.

LOTS OF CHANGE.



NEW AND
EXCITING
WAYS TO
MOVE
FORWARD.



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 company), which comprises the statement of financial position as at 30 June 2015, the statement of financial performance, 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 company 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 *Australian Charities and Not-for-profits Commission Act 2012* 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. Those 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.

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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Liability limited by a scheme approved under Professional Standards Legislation.



Auditor's opinion

In our opinion, the financial report of Northside Community Service Limited is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2015 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements.

PricewaterhouseCoopers
PricewaterhouseCoopers

Steve Baker
Steve Baker
Partner

Canberra
15 October 2015



Auditor's Independence Declaration

As auditor for the audit of Northside Community Service Limited for the year ended 30 June 2015, I declare that to the best of my knowledge and belief, there have been:

- b) 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.

Steve Baker
Partner
PricewaterhouseCoopers

15 October 2015

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NORTHSIDE COMMUNITY SERVICE LIMITED
DIRECTOR'S REPORT

The Directors of Northside Community Service Ltd present this report on the Company for the financial year ended 30 June 2015.

Directors

The following directors are or were in office at any time during, or since the end of financial year ending 30 June 2015:

<i>Ken Horsham (Chair – deceased 27/12/14)</i>	<i>Vicki Williams</i>	<i>Nerida Hunter</i>
<i>Robert Knapp (Chair – appointed 25/2/15)</i>	<i>David Garratt (Deputy Chair)</i>	<i>Dr Penny Gregory</i>
<i>Ilea Buffier</i>	<i>Leanne Monte</i>	<i>Neil Skipper (appointed 15/9/14)</i>

Information on Directors

Mr Ken Horsham	–	Chair
Qualifications	–	GradDip (Arch)
Mr Robert Knapp	–	Deputy Chair – appointed Chair 25/2/15
Qualifications	–	BComm (Hons.) (Econometrics)
Mr David Garratt	–	Member
Qualifications	–	BEd Grad. Dip.(Re)
Ms Vicki Williams	–	Member
Qualifications	–	BA (Acc) Chartered Accountant Graduate Member, AICD
Dr Penny Gregory	–	Member
Qualifications	–	BA (Hons); PhD
Ms Nerida Hunter	–	Member
Qualifications	–	BA/BComm Masters of Government and Commercial Law
Ms Ilea Buffier	–	Member
Qualifications	–	DipBus Graduate member, AICD
Mr Neil Skipper	–	Member
Qualifications	–	Advanced Certificate in Property Studies

NORTHSIDE COMMUNITY SERVICE LIMITED
DIRECTOR'S REPORT

Meetings of Directors

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

Directors' Meetings 2014-15		
	Number eligible to attend	Number attended
Ken Horsham	5	5
Robert Knapp	11	9
Ilea Buffier	11	11
Neil Skipper (appointed 15/9/14)	9	9
Vicki Williams	11	7
David Garratt	11	8
Leanne Monte	11	10
Penny Gregory	11	9
Nerida Hunter	11	9

Members' Liability

The Company is incorporated under the *Australian Charities and Not-for-Profit Commission (ACNC) Act 2012* 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 2015, the total amount that members of the Company are liable to contribute if the Company is wound up is \$18.

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 2015 were satisfactory.

The net result of the operations of the Company was a surplus of \$126,824 (2014: \$195,908).

Matters Subsequent to the End of the Financial Year

No other matters or circumstance has arisen since 30 June 2015 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 2015.

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
DIRECTOR'S 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 the *Corporations Act 2001* included as part of this financial report.

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



Robert Knapp



Vicki Williams

Dated this 15/10/15

NORTHSIDE COMMUNITY SERVICE LIMITED

STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 30 JUNE 2015

	NOTE	2015 \$	2014 \$
Revenue	2,3	11,965,838	10,793,198
Expenses:			
Employee benefits expense		(8,910,518)	(8,049,603)
Occupancy costs		(622,942)	(618,439)
Service delivery costs		(853,336)	(519,078)
Motor vehicles		(176,162)	(184,207)
Contractors and service provision costs		(341,248)	(432,464)
Other operating costs		(522,565)	(447,382)
Depreciation and amortisation cost		(412,243)	(346,117)
Surplus before income tax		<u>126,824</u>	<u>195,908</u>
Income tax expense		-	-
Surplus for the year		<u>126,824</u>	<u>195,908</u>
<i>Items that will not be reclassified to surplus / deficit</i>			
Gain on revaluation of Land and Buildings		<u>972,866</u>	-
Total comprehensive income for the year		<u><u>1,099,690</u></u>	<u><u>195,908</u></u>

NORTHSIDE COMMUNITY SERVICE LIMITED
STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 30 JUNE 2015

	NOTE	2015 \$	2014 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,071,325	1,222,179
Trade and other receivables	5	400,474	201,157
Prepayments		57,973	103,669
TOTAL CURRENT ASSETS		<u>1,529,772</u>	<u>1,527,005</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	4,565,855	3,813,886
TOTAL NON-CURRENT ASSETS		<u>4,565,855</u>	<u>3,813,886</u>
TOTAL ASSETS		<u>6,095,627</u>	<u>5,340,891</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	782,603	701,830
Provisions	8	380,354	346,645
Unearned revenue	9	439,807	159,215
Other Payables	10	174,397	155,403
Borrowings	11	74,430	74,430
TOTAL CURRENT LIABILITIES		<u>1,851,591</u>	<u>1,437,523</u>
NON-CURRENT LIABILITIES			
Borrowings	11	762,962	1,504,137
Provisions	8	-	17,847
TOTAL NON-CURRENT LIABILITIES		<u>762,962</u>	<u>1,521,984</u>
TOTAL LIABILITIES		<u>2,614,553</u>	<u>2,959,507</u>
NET ASSETS		<u>3,481,074</u>	<u>2,381,384</u>
EQUITY			
Asset Revaluation Reserve		972,866	-
Retained Earnings		2,508,208	2,381,384
TOTAL EQUITY		<u>3,481,074</u>	<u>2,381,384</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 2015

	Retained Earnings	Asset Revaluation Reserve	Total
	\$	\$	\$
Balance as at 30 June 2013	2,185,476	-	2,185,476
Surplus for the year	195,908	-	195,908
Balance as at 30 June 2014	2,381,384	-	2,381,384
Surplus for the year	126,824	-	126,824
Other comprehensive income	-	972,866	972,866
Balance as at 30 June 2015	2,508,208	972,866	3,481,074

NORTHSIDE COMMUNITY SERVICE LIMITED
STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 30 JUNE 2015

	NOTE	2015 \$	2014 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Grants, fees, and other receipts		12,537,799	11,296,401
Payments to suppliers and employees		(11,732,607)	(10,429,124)
Interest received		28,362	29,207
Net cash provided by operating activities		<u>833,554</u>	<u>896,484</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for acquisition of property, plant and equipment		(247,456)	(439,049)
Proceeds from sales of property, plant and equipment		79,034	30,513
Disposal of investments		-	200,000
Net cash used in investing activities		<u>(168,422)</u>	<u>(208,536)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Loan repayments		(741,174)	(72,003)
Net proceeds – loan refinance		-	25,407
Interest paid		(74,812)	(81,882)
Net cash (used in) financing activities		<u>(815,986)</u>	<u>(128,478)</u>
Net increase in cash held		(150,854)	559,470
Cash and cash equivalents at beginning of the financial year		<u>1,222,179</u>	<u>662,709</u>
Cash and cash equivalents at end of financial period	5	<u>1,071,325</u>	<u>1,222,179</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**Basis of Preparation**

The Northside Community Service Ltd 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 *Australian Charities and Not-for-Profit Commission (ACNC) Act 2012*. 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 15 October 2015 by the Directors of the Company. The Directors have the power to amend and reissue the financial statements.

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*.

Revenue

Amounts disclosed as revenue are net of returns, allowances and taxes paid.

A change in the accounting treatment of unspent grants was made during FY2014. In prior years, unspent grant funds received were carried forward in the balance sheet as unearned revenue, to be matched to service delivery and related expenditure incurred. In FY2015, where there is no firm commitment to return the funds to the grant provider, grant income received has been declared as income. This creates a commitment in future years of \$166,143 that has been recognised in this current and prior financial year (refer note 14).

Revenue is recognised for the major business activities as follows:

- Non-reciprocal grant revenue is recognised in statement of financial position 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.
- 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 income in advance.
- 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 the Statement of Financial Performance.

NORTHSIDE COMMUNITY SERVICE LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT)

- 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 Statement of Financial Performance.
- All other sources of income are recognised as income when the related goods or services have been provided and the income earned.
- Donations and bequests are recognised as revenue when received.

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

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.

Land and Buildings

Land and buildings are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised in other comprehensive income and accumulated reserves in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss.

Depreciation on buildings is calculated using the straight line method to allocate their cost or revalued amounts, net of their residual values over their estimated useful lives.

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.

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.

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

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT)

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.

Impairment of Assets

At each reporting period, the Company reviews the carrying values of its tangible 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.

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.

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.

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.

Comparative Figures

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

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.

Borrowings

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are classified as current liabilities unless the Company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting period.

NORTHSIDE COMMUNITY SERVICE LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	NOTE	2015 \$	2014 \$
NOTE 2: REVENUE			
Revenue from Operating activities			
Fees		6,472,715	5,894,595
Workers Compensation and Paid Parental Leave		83,375	54,429
Salary Reimbursements			
Grants	3	4,495,651	4,107,075
Donations & Fundraising		4,357	31,685
Rent		573,344	516,081
Other		285,110	156,642
		<u>11,914,552</u>	<u>10,760,507</u>
Revenue from Non-Operating Activities			
Interest		28,362	29,207
Gain on sale of assets		22,924	3,484
		<u>51,286</u>	<u>32,691</u>
Total Revenue		<u><u>11,965,838</u></u>	<u><u>10,793,198</u></u>

	2015 \$	2014 \$
NOTE 3: GRANT INCOME		
Grants received, to help Northside:		
Support people to remain active, independent and well in their own homes.	1,614,786	1,637,713
Assist people to feel connected and engaged with their community.	530,265	502,867
Ensure people accessed the support they needed at the time they needed it.	1,521,890	1,382,395
Support people to access safe and secure accommodation	828,710	584,100
Total Grant Income	<u><u>4,495,651</u></u>	<u><u>4,107,075</u></u>

	2015 \$	2014 \$
NOTE 4: CASH AND CASH EQUIVALENTS		
Cash on hand and at bank	<u>1,071,325</u>	<u>1,222,179</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

Note 5: TRADE AND OTHER RECEIVABLES

	2015 \$	2014 \$
Trade Receivables	354,334	186,423
Provision for Doubtful Debts	(18,234)	-
Sundry Debtors	46,277	-
GST Receivable	16,872	12,675
Accrued Interest	1,225	2,059
	<u>400,474</u>	<u>201,157</u>

Increase in trade receivables between 2014 and 2015 was due to timing of Early Childhood invoicing, where invoices were issued on 30 June 2015, whilst payment was received 2 July 2015. A corresponding amount is recorded in Income in Advance (Note 9).

NOTE 6: PROPERTY, PLANT AND EQUIPMENT

	2015 \$	2014 \$
<i>IT Software & Equipment</i>		
At cost	918,618	854,440
Accumulated depreciation	(639,117)	(422,339)
Total IT software & equipment	<u>279,501</u>	<u>432,101</u>
<i>Equipment, furniture & fittings</i>		
At cost	196,064	191,604
Accumulated depreciation	(151,448)	(135,972)
Total equipment, furniture & fittings	<u>44,616</u>	<u>55,632</u>
<i>Land & buildings</i>		
At fair value (2014 at cost)	3,850,000	3,153,068
Accumulated depreciation	-	(193,981)
Total land & buildings	<u>3,850,000</u>	<u>2,959,087</u>
<i>Portable Buildings</i>		
At cost	97,307	97,307
Accumulated depreciation	(3,402)	(1,456)
Total land & buildings	<u>93,905</u>	<u>95,851</u>
<i>Leasehold improvements</i>		
At cost	140,439	54,715
Accumulated depreciation	(60,575)	(48,145)
Total leasehold improvements	<u>79,864</u>	<u>6,570</u>
<i>At cost</i>	533,364	567,595
Accumulated depreciation	(315,395)	(302,950)
Total Motor Vehicles	<u>217,969</u>	<u>264,645</u>
Total Property, Plant and Equipment	<u>4,565,855</u>	<u>3,813,886</u>

NORTHSIDE COMMUNITY SERVICE LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

An independent valuation of the entity's land and buildings was performed by FBP Consultancy to determine the fair value of the land and buildings. The valuation was determined on the basis of market value for existing use as at 30 June 2015 for the land and buildings held at that time. The June 2015 valuation was \$3,850,000. The entity performs external valuations at least every three years. The entity measures buildings at fair value less any accumulated depreciation and impairment.

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

	IT Software & Equipment	Equipment, Furniture & Fittings	Land & Buildings	Portable Buildings	Leasehold Improvements	Motor Vehicles	Total
2014	\$	\$	\$	\$	\$	\$	\$
Balance at the beginning of the year	364,154	44,783	3,003,295	-	9,303	317,054	3,738,589
Additions	205,799	31,471	2,830	97,307	-	129,640	467,047
Disposals	-	-	-	-	-	(45,633)	(45,633)
Depreciation expense	(137,852)	(20,622)	(47,038)	(1,456)	(2,733)	(136,416)	(346,117)
Carrying amount at the end of year	432,101	55,632	2,959,087	95,851	6,570	264,645	3,813,886
2015							
Balance at the beginning of the year	432,101	55,632	2,959,087	95,851	6,570	264,645	3,813,886
Additions	64,178	4,460	11,885	-	31,054	135,879	247,456
Disposals	-	-	-	-	-	(56,110)	(56,110)
Transfers	-	-	(46,616)	-	46,616	-	-
Revaluation	-	-	972,866	-	-	-	972,866
Depreciation expense	(216,778)	(15,476)	(47,222)	(1,946)	(4,376)	(126,445)	(412,243)
Carrying amount at the end of year	279,501	44,616	3,850,000	93,905	79,864	217,969	4,565,855

NOTE 7: TRADE AND OTHER PAYABLES

	2015	2014
	\$	\$
Payroll liabilities	506,557	473,590
Trade creditors	114,093	141,011
Other creditors and accrued expenses	161,953	87,229
	<u>782,603</u>	<u>701,830</u>

NORTHSIDE COMMUNITY SERVICE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

NOTE 8: PROVISIONS

	2015 \$	2014 \$
CURRENT		
Redundancies	50,053	-
Annual leave	296,218	323,263
Long service leave	34,083	23,382
	<u>380,354</u>	<u>346,645</u>
NON CURRENT		
Long service leave	-	17,847
	<u>380,354</u>	<u>364,492</u>

NOTE 9: UNEARNED REVENUE

	2015 \$	2014 \$
Grant income to be returned	82,113	33,883
Enrolments in advance	27,058	125,332
Income in advance	330,636	-
	<u>439,807</u>	<u>159,215</u>

NOTE 10: OTHER PAYABLES

	2015 \$	2014 \$
Security Deposits	166,354	151,461
Men's Shed	8,043	3,942
	<u>174,397</u>	<u>155,403</u>

NOTE 11: BORROWINGS

	2015 \$	2014 \$
Harrison Loan – Current	74,430	74,430
Harrison Loan - Non-Current	762,962	1,504,137
	<u>837,392</u>	<u>1,578,567</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, including a redraw facility, over a 3 year period.

NOTE 12: RELATED PARTY TRANSACTIONS

No related party transactions were conducted during the financial year ending 30 June 2015.

NORTHSIDE COMMUNITY SERVICE LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

NOTE 13: KEY MANAGEMENT PERSONNEL COMPENSATION

Aggregate compensation of key management personnel of the Company is:

	2015 \$	2014 \$
Employee Benefits	607,371	551,879

NOTE 14: COMMITMENTS

	2015 \$	2014 \$
Commitments in relation to contracted programs funded by government grants received – due within 1 year	166,143	122,627

NOTE 15: 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
DIRECTOR'S DECLARATION

The Directors of Northside Community Service Limited declare that:

1. The financial statements and notes, are in accordance with the *Australian Charities and Not-for-Profit Commission (ACNC) Act 2012* and:
 - a. comply with Australian Accounting Standards Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position as at 30 June 2015 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.


..... Robert Knapp


..... Vicki Williams

15/10/15
..... DATE



 @northsideACT

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 Northside Community Service

Northside Community Service
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