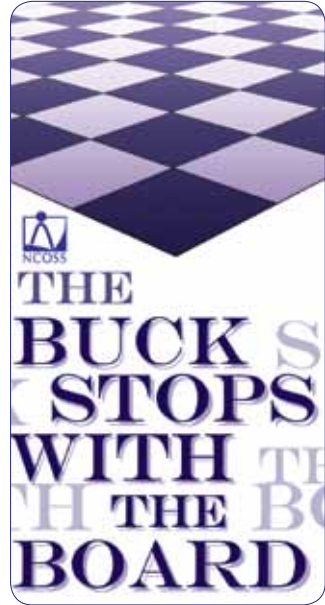
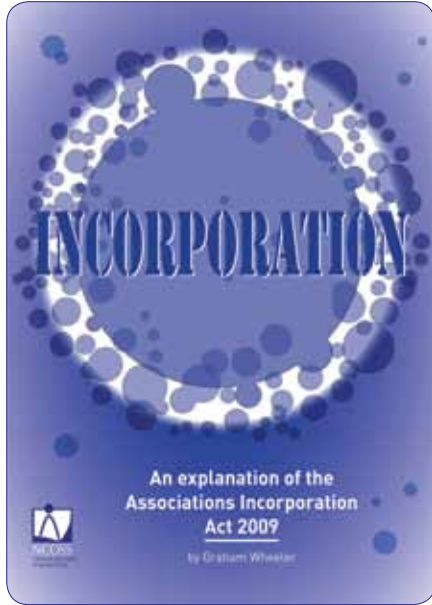
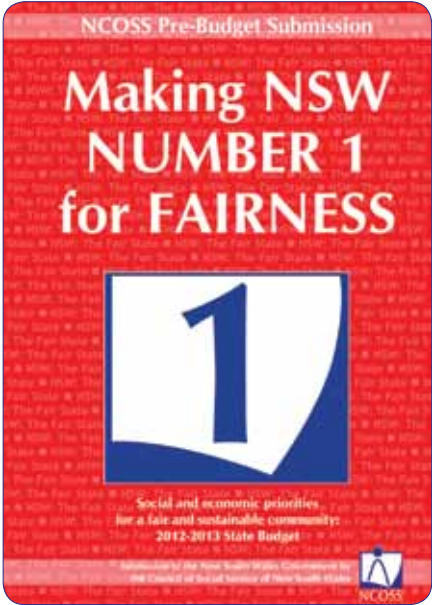


# Annual Report 2011-12



**Council of Social Service  
of New South Wales**



The Council of Social Service of New South Wales (NCOSS) is the peak body for the social and community services sector in New South Wales. NCOSS works with its membership on behalf of disadvantaged people and communities towards achieving social justice in New South Wales.

NCOSS was established in 1935 to promote cooperation in the provision of community services and influence social legislation. Today our constituents are:

- disadvantaged and low income people and communities in NSW
- our members
- other peak community service agencies in NSW
- service providers
- other agencies working in the social policy and social services field
- individual members interested in social policy and social service issues .

NCOSS provides an independent voice on welfare policy issues and social and economic reforms and is the major co-ordinator for non-government social and community services in NSW.

We act as a channel for consultation with government and between parts of the non-government sector with common interests and diverse functions.

NCOSS is a membership organisation. Members range from the smallest community services to the largest major welfare agencies, state and regional level peak councils, churches, hospitals, local government and consumer groups.

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# ■ Council of Social Service of New South Wales

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## Who we are

The Council of Social Service of New South Wales (NCOSS) is the peak body for the social and community sector in NSW. We were established in 1935 to promote cooperation in the provision of community services and influence social legislation.

Today NCOSS provides an independent voice on social and economic policy issues and reforms and is the major co-ordinator for non-government social and community services in NSW. We act as a channel for consultation with government and between parts of the non-government sector with common interests and diverse functions.

NCOSS also provides and facilitates organisational development services and products designed to improve the effectiveness and viability of not for profit human services organisations.

## Statement of Purpose

NCOSS will provide leadership to the social and community services sector in NSW by working with our members and others to influence public policy to achieve social justice for disadvantaged people and communities.

## Our vision

NCOSS has a vision for a society where there is social and economic equity, based on co-operation, participation, sustainability and respect.

## Our guiding principles

NCOSS is committed to:

1. Integrity and Respect
2. Collaboration, partnership and cooperation
3. Distinction through enterprise and initiative
4. Community partnership and mutual development
5. Diversity of cultures, ideas, organisations and peoples
6. Accountability, transparency and accessibility

## Our goals

1. Influence and advocate for public policy on social issues in NSW
2. Develop the knowledge and capacity in the community sector
3. Build a well resourced and capable organisation that is a recognised and respected leader on social issues

# ■ President's Message

It has been another exciting and demanding year for NCOSS and the Board with many significant reviews and proposals to consider, analyse and respond to at both a state and national level while also building robust relationships with a new State Government.

While this externally focussed work of NCOSS has continued, the year has also seen the NCOSS Board commence a strategic review of the organisation with the key purpose of addressing the challenges posed to NCOSS and the sector that have emerged over the past decade or so.

The political and policy environment has undergone significant change since the beginning of the 21st century and the NCOSS Board and the organisation itself must make changes if NCOSS is to continue to have impact and be a vibrant, energetic and relevant advocate for persons living with disadvantage in NSW.

This changed environment is characterised by:

- More organisations in the advocacy and policy space. Some of these are large and well resourced for policy and advocacy work and some have very specific interests or projects to advance. There are many advocates in the space that NCOSS occupies and this poses challenges to our influence.
- More policy and change is being driven by and from Canberra and NSW has a different agenda and differently arranged bureaucracies and agency relations than in the past.
- There is more engagement by the business sector in the social services sphere through corporate social responsibility initiatives or directly through partnerships with NGOs.

The Board has reaffirmed the core purpose and *raison d'être* of NCOSS as a policy advocacy organisation that has social justice, equity and human rights as its core values. We are clear that it is the Board's responsibility to give direction, leadership and support to the Director and the staff to best achieve the aims of NCOSS and to assist in translating how the core values and aims can best be advanced at different points in time, different contexts and with different groups.

NCOSS has a unique perspective and strength in its position between sector organisations and government departments,



between specific policy arenas and the broad sweep of government work. So NCOSS has a particular opportunity and obligation to develop a new way of approaching the social policy process – a policy process framework (development, analysis, implementation and evaluation) taking into account the cross sectoral nature of the contemporary context. This has been discussed by NCOSS over some time but now is the moment to respond to this challenge and reposition NCOSS to provide a cross-sectoral policy framework that no other organisation has the capacity or mandate to do. This

will be valuable to all our partners, members, government and the NSW community. With this in mind the Board and staff, are determined to reposition NCOSS in this strong and purposeful way.

This 'internal work' by NCOSS has opened the opportunity to reflect on how we operate as an organisation that is proud of our history and optimistic for our future. Although challenging, the Board and staff have engaged in this process in a co-operative and positive way seeking to build on our strengths and address our weaknesses. What is evident from the process so far is the strong and shared belief that NCOSS can and should be the best advocate for low income, vulnerable and disadvantaged people that it can be.

I am proud to be the President of a Board whose members are committed to the cause of social justice and to the work of NCOSS. Their support, wisdom and guidance are invaluable and I thank them for their tremendous contribution. The NCOSS Director and staff remain deeply dedicated to the organisation and their expertise and experience are reflected in the high regard with which NCOSS is held. On behalf of the Board I would like to acknowledge and thank them heartily for their efforts.

The social policy landscape is being reconstructed, with the gap between rich and poor growing and a reduction in the distribution of resources to the most in need. Cross portfolio policy understanding, development and analysis together with robust advocacy by organisations such as NCOSS are crucial to bringing about a fairer and just NSW. This annual report is a testament to our efforts in the past year.

Eileen Baldry  
**President**



# ■ Director's Message

*"We must resist the imposition by stealth of new social contracts that reduce civil society to low cost contractors providing public services rather than our roles as advocates for the excluded, incubators of policy innovations, watchdogs of the exercise of power and shapers of political will."*

Ingrid Srinath  
Secretary General, World Alliance  
for Citizen Participation



The ACOSS report, *Poverty in Australia*, shows that 1 in 8 Australians and 1 in 6 children live below the internationally accepted poverty line (of less than 50% of the median disposable income). NSW has a higher proportion of its residents below that line than any other state (14.3% compared to a national average of 12.8%). There is also evidence of a small but growing rate of inequality between our wealthiest households and those who are the least well off.

NCOSS supports the provision of high quality universal services as an important contributor to a fair and just society. NCOSS also recognises that treating everyone the same way will not address the many inequities in our society that are the result of complex systemic forces that have marginalised many people and communities over long periods of time. It is because of this that NCOSS advocates for targeted measures that address the factors leading to disadvantage and vulnerability. For us, we seek to make society fairer by focusing our attention and resources on those who most need it.

The work of NCOSS has in the period covered by this annual report been focussed on advocating for policies, programs and measures that will make a difference for low income, vulnerable and disadvantaged people and ensuring that the community sector has the resources and expertise it needs to be capable of providing the services and support that such policies require.

As governments and the broader community struggle with competing demands and limited budgets the community sector is often looked at for the value it delivers. Unfortunately this is often measured in purely financial terms and ignores the way we work which makes the sector effective in making a difference.

We do not see the sector, however, as mere contractors to government. We view the sector as an essential part of our democracy that gives voice to the needs of people and communities and so our work also focuses on building support for the policies and measures proposed by NCOSS and building the capacity of the sector to advocate for a fairer NSW.

With a new State Government, 2011-12 was a year of reviews as the Government sought to implement its election commitments. This offered great opportunities to engage with Government and other stakeholders on a range of matters important to improving social justice. It also posed many questions about the role of the sector and its capacity to be more than "low cost contractors". Much of the work undertaken by NCOSS in this period has been to navigate the politics, systems and context to ensure that decisions made by Government were based on achieving the best possible outcome for low income, vulnerable and disadvantaged

people and communities.

The NCOSS Annual Report can only capture highlights from what is a constantly evolving and developing environment in which we operate. The focus is often on high profile issues and responding to the agendas and priorities of Government. This is only part of our work. Much work is done to scan the environment, analyse what's happening and consider options for improving policies, programs and systems and ultimately, people's lives. This effort is constant and often happens without much public attention and recognition. It is, however, the critical foundation upon which our advocacy is based.

The work of NCOSS is a reflection of the commitment, expertise and judgment of the staff. The Annual Report is a tribute to their continuing efforts to make NCOSS the leading voice for a fairer and just NSW and I would like to thank them all for their ongoing efforts to make NCOSS the best it can possibly be. I would particularly like to acknowledge the contribution of Catherine Mahony who left her position as Deputy Director, Sector Development and Corporate Services, in March 2012. Catherine is passionate about the role of the sector and devoted much energy while at NCOSS to ensuring that the sector remains diverse, effective and an important and valued part of our society.

The work of the staff is complemented by the NCOSS Board who continue to offer their guidance, wisdom and support to our work. Likewise, the efforts of all who sit on the various NCOSS policy advice groups, consultative forums or who attend NCOSS consultations, workshops and seminars allow us to understand the implications of various policies from a range of perspectives. This provides NCOSS with its unique capacity to look at issues in a holistic and overarching way. The effectiveness of NCOSS is greatly enhanced by the willingness of many people and organisations to contribute their expertise and experience to the cause of social justice.

Alison Peters  
Director

# ■ NCOSS Board

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The NCOSS Board is a vital link between the social and community services sector as a whole and the NCOSS staff. Around half the Board is elected each year, with Directors' terms set at two years. During the year, additional Board members are co-opted to fill vacancies and to ensure that as many major community interests as possible are represented.

## **The members of our 2011-12 Board were:**

Eileen Baldry, President

Mary Perkins, Vice President, ShelterNSW

Bill Pritchard, Vice President (resigned 21 November 2011),  
Aboriginal Child, Family & Community Care State Secretariat (AbSec)

Denele Crozier, Treasurer, Women's Health Inc

Karen Bevan, Director, UnitingCare Children, Young People and Families

Matthew Bowden, Director, People with Disability Australia Inc

Michael Coffey, Director, Y Foundations

Tony Davies, Director, Northern Rivers Social Development Council

Laurel Draffen, Director

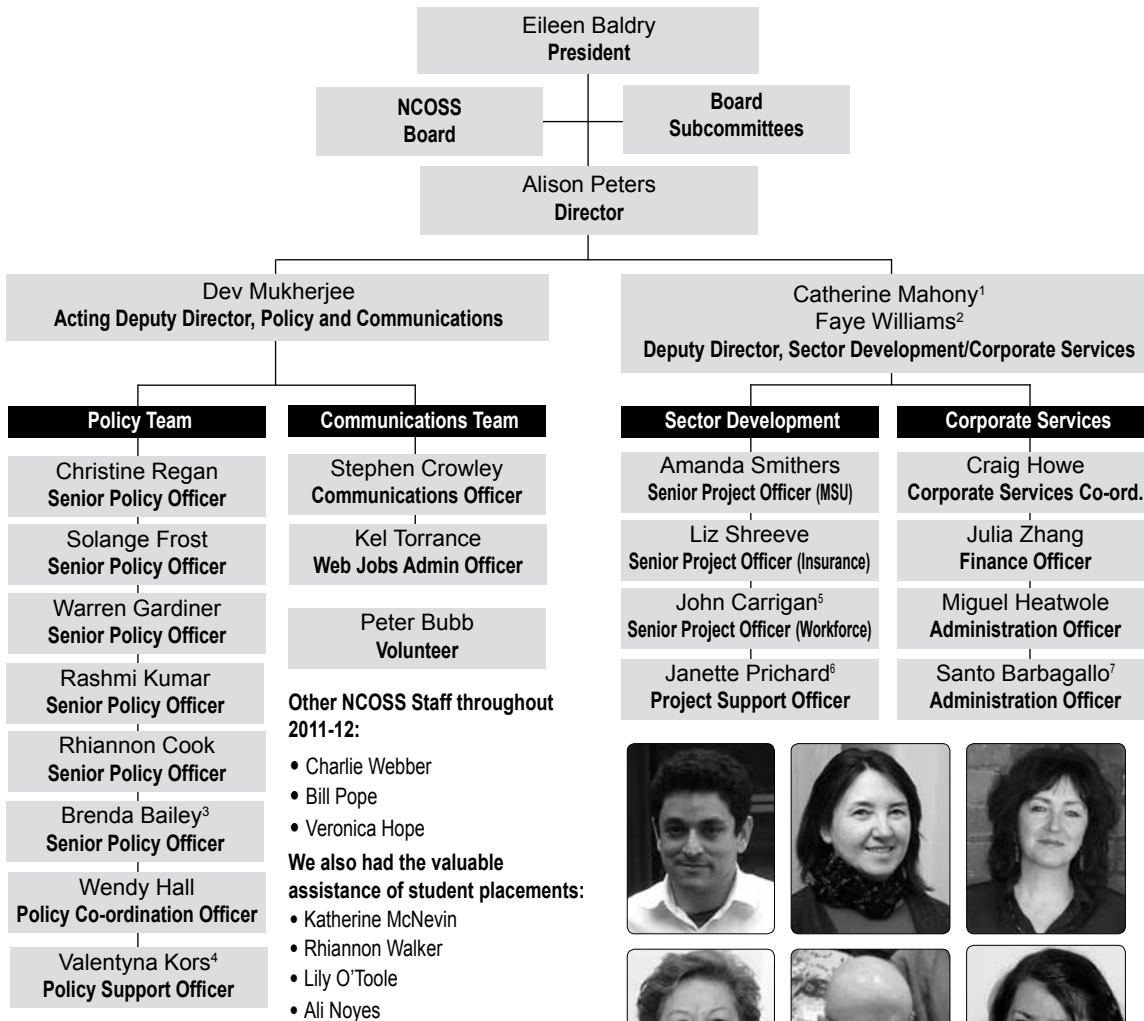
Susan Heyne, Director (resigned 21 November 2011), Blacktown Community Transport

Sarah Fogg, Director, The Benevolent Society

Elizabeth Priestley, Director, Mental Health Association NSW Inc



# NCOSS Staff 2011-12



<sup>1</sup> resigned March 2011; <sup>2</sup> locum, commenced April 2012; <sup>3</sup> locum, July 2011 to May 2012; <sup>4</sup> also Administration Officer July 2011 to January 2012; <sup>5</sup> November 2011 to May 2012; <sup>6</sup> also Senior Project Officer, Quality Improvement Project, April-June 2012; <sup>7</sup> locum, commenced March 2012



Top (l-r): Dev Mukherjee, Brenda Bailey, Catherine Mahony  
Above (l-r) Faye Williams, John Carrigan, Christine Regan



Back row (l-r): Julia Zhang, Rashmi Kumar, Amanda Smithers, Janette Prichard, Santo Barbagallo, Solange Frost, Stephen Crowley, Rhiannon Cook, Craig Howe, Valentyna Kors  
Front row (l-r): Warren Gardiner, Alison Peters, Ali Noyes, Wendy Hall, Sue Gillett (absent: Liz Shreeve, Miguel Heatwole)

# ■ 2011-12: The year in review

**N**COSS believes our society will be better if it is fairer. We believe in social justice and advocate for policies, programs and measures that are targeted to:

- Fair distribution of or access to resources (including quality of such resources).
- Recognition and respect of diversity.
- Participation by, and representation of, everyone in all aspects of their lives.

NCOSS supports a strong, dynamic and effective non-government community sector because of its capacity to address disadvantage and improve social justice outcomes. The sector is able to do this because it:

- Can take a long term view and is there for the long haul.
- Works within communities to build relationships and trust that are necessary to support people.
- Works collaboratively to support the particular needs of individuals or communities.
- Is independent of governments and partisan interests.

These convictions are reflected in the NCOSS strategic goals which are to:

1. Influence and advocate for public policy on social issues in NSW;
2. Develop the knowledge and capacity in the community sector; and
3. Build a well resourced and capable organisation that is a recognised and respected leader on social issues.

This annual report sets out our work in 2011-2012 towards achieving those goals.



**above:** The ASU and ACOSS respond to the Fair Work Australia Equal Pay decision in a media conference held in the courtyard at 66 Albion St. (February 2012)

## **Influence and advocate for public policy on social issues in NSW**

The period covered by this annual report started with a newly elected State Government who had been in power for three months. The O'Farrell Coalition Government was elected with a sizeable majority and what most commentators described as a mandate for change. The Government's focus was on local or decentralised decision making; greater transparency and accountability; fiscal responsibility so that expenditure does not exceed revenue and on improved service delivery.

A feature of the new Government was the many reviews undertaken or commenced across the breadth of Government responsibility. While there was some impatience with this approach, with many calling for less talk and more action, NCOSS welcomed the opportunity to properly canvass and consider a wide range of expertise and opinions to develop robust plans for action. Done well, engagement with stakeholders can help develop community understanding of issues and improve the chance of building broad consensus about the outcome rather than a partisan approach that has seen other plans flounder in the past. If there is one criticism it was short and competing timeframes that have stretched resources of those wishing to have input. This has also prevented NCOSS consulting as widely as we would have wished and taking into account the views of our diverse members and networks.

As well as providing input through the usual submission and feedback processes, NCOSS was also invited by the Government to participate in several advisory committees and processes. These included:

- The reform of the administration of the Isolated Patients Transport and Accommodation Assistance Scheme (IPTAAS);
- The Ministerial Taskforce on Dental Health;
- A Technical Reference Group (one of two) for the review of the Affordable Rental Housing State Environmental Planning Policy;
- The Ministerial Advisory Committee on a person centred approach in the provision of support and services to people with disability;
- The Consultative Committee to the Review of the delivery of legal assistance;
- The Community and Consumer Advisory Committee established to feed into the NSW Transport Masterplan; and
- The Independent Advisory Committee to the review of the Mobility Parking Scheme.

A full list of submissions made by NCOSS and committees on which we were represented is contained elsewhere in this report (see pages 11 and 19 respectively).

There were two State Government budgets delivered during the 2011-12 year. The Budget delivered in September 2011 was mostly focused on delivering election commitments but provided some investment in areas previously advocated for by NCOSS such as community transport, disability services and IPTAAS. We noted however, that there was still a need for a whole of Government priority to invest in a more strategic, joined-up approach to addressing disadvantage. The September Budget also saw the release of *NSW 2021: a Plan to Make NSW Number 1*. NCOSS provided analysis and advice to the sector and the public on both the budget and *NSW 2021* from a social justice perspective.

A major focus of work following the Budget was the development and ensuing advocacy around the NCOSS Pre-Budget Submission (PBS), *Make NSW Number 1 for Fairness*. The PBS followed on from the NCOSS election platform *Vote 1 Fairness* and sought to ensure budgetary measures were adopted to enhance the lives of those who are the most vulnerable and marginalised. Together with our other policy advocacy, the PBS sought to turn the intent of *NSW 2021* into concrete action that would make a real difference for those who are doing it tough. Recommendations included

investment to increase the supply of social and affordable housing over the next four years; increased funding for the NSW public dental system through additional Oral Health Fee for Service Scheme vouchers and other measures; and funding for pay equity.

The State Budget delivered in June 2012 provided little in the way of targeted measures for the most disadvantaged and vulnerable people. The focus was very much on reining in expenditure with future savings to be determined by government agencies. NCOSS sought clarification from the Government about how such decisions were to be made and how NCOSS and the sector should be involved to ensure the impact on low income and vulnerable people and communities could be minimised. Again, NCOSS provided timely advice and analysis to the sector and others on the impacts of the Budget. The Budget Briefing for the sector, held the day following the Budget delivery, was again well attended and was also webcast for those who were unable to attend.

Other significant issues and highlights were:

- NCOSS had an op-ed piece on the need for the Transport Masterplan to address transport disadvantage published in the *Sydney Morning Herald* and authored another op-ed on oral health that appeared under the ACOSS banner.
- Regional visits to Tamworth, Armidale, Port Macquarie, Taree, Kempsey, Wagga Wagga, Deniliquin and Albury to talk to the sector about the issues affecting those communities. While each community was quite different the lack of affordable housing, access to community mental health services and a lack of transport options to access services, particularly health were issues raised in most consultations.
- NCOSS made submissions to the Productivity Commission Inquiries into Caring for Older Australians and a National Disability Insurance Scheme either directly or in conjunction with NCOSS convened groups. The process also saw NCOSS convene meetings and forums to discuss the issues and to provide information and analysis regarding the final reports. Both reports continue to have ramifications as Governments consider the recommendations and how to implement them.
- Student interns have assisted with projects looking at health related transport and the review of care co-ordination in Health.
- The NSW Aboriginal Community Care Gathering Committee (the Gathering) finalised its updated Policy Position which has now been published.
- Agreement with the Director General of the Department of Premier and Cabinet (DPC) to meet on a six monthly basis to discuss broad whole of government strategies and their impact on disadvantaged people and communities.



**above:** Premier Barry O'Farrell, NCOSS President Eileen Baldry and NCOSS Director Alison Peters at the 74th NCOSS AGM, November 2011. Premier O'Farrell was the Guest Speaker.



## Develop the knowledge and capacity in the community sector

NCOSS seeks to support the community sector to provide good quality services and support to people and communities to advance social justice. This involves providing information, advice and analysis on the environment in which the sector operates. However, NCOSS also believes that the sector has an equally important role in giving voice to the needs and aspirations of the people and communities it works with and so we also seek to build the capacity of the sector to be effective advocates.

Through the Forum of Non-Government Agencies (FONGA) - the broadest and most diverse consultative mechanism convened by NCOSS - we developed a *Charter for the NSW Community Sector* which was launched in late 2011. The Charter promotes a unified sector with a shared identity, vision and values and helps explain who we are and our vital role and contribution to other sectors and the broader community. For NCOSS, the Charter is something for all in the sector to use in our work, whether delivering services and support or advocating for change at a systemic level to explain what we do and our motivations to governments, the private sector and other non-profit sectors as well as the general public. NCOSS has been encouraging members to sign up to the Charter with over 100 signatories so far.

In February, NCOSS welcomed the decision by Fair Work Australia to increase award pay rates in recognition of undervaluation of work in the sector. Fair wages has always been an important factor in building a viable and effective sector capable of providing support and services to the many people and communities that rely on them. Funding remained the critical issue and NCOSS was involved in advocating with both the Commonwealth and NSW Governments regarding the implementation of their commitments to fund their fair share. It was clear to NCOSS that the sector, whether boards of management, managers or workers, want and need good and clear advice about the ERO, its implementation and the transfer to the SCHCADS Modern Award. This was evident from work undertaken in the Workforce Development Project to look at the impact of the Pay Equity Case on small NGOs but was also apparent in all of our sector committees

and groups. To address this need for information NCOSS participated with NDS, the ASU, and Jobs Australia to provide information sessions funded by ADHC.

Funding for pay equity is, of course not the whole story about funding. Funding has been declining while funders' expectations and client demand have risen. The Productivity Commission found that for government funded services NGOs often receive only 70% of the cost of providing them. Failure to provide proper indexation also leaves the sector more vulnerable to rising cost pressures. This chronic and persistent underfunding will continue to pose serious challenges for the sector, despite the commitments to fund the equal pay case decision. NCOSS has been working with ACOSS and the COSS network to advocate for fair and proper funding with the Commonwealth as well as continued advocacy with the NSW Government.

NCOSS has also been working with ACOSS and the COSS Network on the Federal Government's Not for Profit Reform agenda which was in response to the 2010 Productivity Commission Report on the Contribution of the Not for Profit Sector. This agenda saw the establishment of the ACNC Implementation Taskforce in July 2011 and then the release of a number of discussion papers and other consultation processes to bring a national regulator for the sector into being. NCOSS has provided information and advice about these developments and processes and contributed to work by ACOSS on these issues.

Other highlights of the work undertaken by NCOSS to develop a strong sector included:

- The successful *The Buck Stops With The Board* conference which looked at the current governance challenges for the sector's boards of management.
- The continuation of the Parliamentary Inquiry workshops, held in partnership with the staff of the Legislative Council Inquiry staff.
- The publication and launch of the 7<sup>th</sup> edition of the *Incorporation Handbook* by Graham Wheeler.
- A series of workshops in conjunction with PILCH on incorporation, governance, performance management and the new Workplace Health & Safety laws



**right:** COSS Sector Development Network Meeting, Surry Hills (November 2011)  
Topics discussed included the work of individual COSSes, key sector industry issues underway at the national level and ways that the network can better share resources and explore opportunities for greater collaboration.

Back row: Anne Cursons (QCOSS), Tanya Hall (QCOSS), Elida Meadows (TasCOSS), Mary Taylor (NTCOSS), Natalie Oliver (ACTCOSS), Janine Sims (NTCOSS), Amanda Smithers (NCOSS), Liz Shreeve (NCOSS) Front row: Marina Henley (VCOSS), John Carrigan (NCOSS), Tim Tabart (TasCOSS), Dale Rahmanovic (TasCOSS), Catherine Mahony (NCOSS)

NCOSS Submissions and Reports	
July 2011	Joint COSS Submission to the Senate Finance and Public Administration Committee: Inquiry into the Commonwealth Government's administration of the Pharmaceutical Benefits Scheme (PBS)
	NCOSS and NSW Cancer Council recommendations to the NSW Government to improve the Isolated Patient Transport and Accommodation Assistance Scheme (IPTAAS)
	Summary: Disability and Ageing: lifelong planning for a better future - Senate Community Affairs References Committee report, July 2011
August 2011	Discussion Paper (revised) <i>The Infrastructure Agenda: a guide to the debate for the non-government sector in NSW to assist the sector meet this challenge</i>
	Submission to Inquiry into transition support for students with additional and/or complex needs and their families
	Submission to the Commonwealth Government on the PCEHR: Legislation Issues Paper
	Response to the NSW Office of Communities <i>Developing a NSW Volunteer Strategy</i> Discussion Paper
	Submission to the Committee on the Parliamentary Budget Office Inquiry into the Parliamentary Budget Office
	Summary on the National Carer Strategy
September 2011	Submission to Review of Access to Telecommunications Services by People with Disability
	NCOSS analysis of the 2011-2012 NSW State Budget
	Submission to the IPART 2011 Review of Rural and Regional Buses
October 2011	Submission to IPART Review of prices for Sydney Water Corporation's water, sewerage, stormwater and other services from 1 July 2012
	Submission to the National Transport Commission <i>Exploring the opportunities for reform: Discussion Paper</i>
	Submission to the Department of Attorney General and Justice regarding the Review of the Delivery of Legal Assistance Services to the NSW community
	NSW Community Sector Charter (developed by FONGA)
	Submission to Inquiry into Transition Support for Students with Additional and/or Complex Needs and their Families, Supplementary Response.
	NCOSS 2012-13 Pre-Budget Submission: <i>Making NSW Number 1 for Fairness</i>
November 2011	Submission on the Discussion Paper to inform and support the Health Professionals Workforce Plan 2012-2025
	Submission to Standing Committee on Law and Justice Inquiry into Opportunities to Consolidate Tribunals in NSW
	NSW Children's Services Forum Submission to the Review of NSW Government Funding for Early Childhood Education
December 2011	Submission to the Review of the Young Offenders Act 1997 and the Children (Criminal Proceedings) Act 1987
	NSW Disability Network Forum Submission to the National Disability Strategy
	Implementation Plan Exposure Draft <i>Laying The Groundwork 2011-2014</i>
	Submission to the Department of Planning and Infrastructure South West Growth Centre Austral and Leppington North Precincts
	Submission to Review of the Implementation Action Plan For the Associations Incorporations Act 2009
	Joint COSS Submission to Treasury Consultation Paper A Definition of Charity
	<i>Principles and Pillars of Social Inclusion</i> (developed by FONGA)
January 2012	Submission on proposed amendments to Clause 184 of the Passenger Transport Regulation 2007
	Briefing Paper: Medicare Locals and NGOs
	Submission to Department of Health and Ageing on the development of the Regionally Tailored Primary Health Care Initiatives through Medicare Locals Fund



Submissions and reports (cont.)	
February 2012	Briefing Paper: <i>Moving to the SCHCADS Modern Award</i>
	Submission on Transport for NSW determination on the release of annual taxi licences
	NSW Aboriginal Community Care Gathering Committee submission to the NSW Ageing Strategy 2012
	Submission to the NSW Ageing Strategy 2012
	Response to the Transport for NSW Community Transport Driver Authorisation Discussion Paper
	Response to the Ministerial Taskforce on Aboriginal Affairs
	Submission to Residential Parks Review on improving the governance of residential parks
	Response to Independent Hospital Pricing Authority's discussion paper on a draft pricing framework, <i>Activity based funding for Australian public hospitals: Towards a Pricing Framework</i>
March 2012	Response to the NSW Planning System Review Issues Paper <i>The way ahead for planning in NSW?</i>
	Submission to IPART 2012 Review of Taxi Fares in NSW
April 2012	Response to draft <i>Guidelines for Younger Onset Dementia Person Centred Packages</i>
	Submission to IPART Review of fares for Sydney Ferries' services from January 2013
	Response to Department of Health and Ageing <i>Personally Controlled Electronic Health Record (PCEHR): Proposal for regulations and rules</i>
	Overview of the Federal Government's Not-for-Profit Reform Agenda
	NSW Oral Health Alliance Call to Action on Oral Health
May 2012	Submission to Legislative Assembly's Committee on Community Services Inquiry into Outsourcing Service Delivery
	Submission to Standing Committee on Health and Ageing Inquiry into Dementia: Early diagnosis and intervention
	Submission to the NSW Long Term Transport Master Plan
	NSW Aged Care Alliance submission to the NSW Long Term Transport Master Plan
	Submission to IPART Review of Fares for CityRail Services from 2013
	NSW HACC Issues Forum submission to Standing Committee on Health and Ageing Inquiry into Dementia: <i>Early diagnosis and intervention</i>
June 2012	Response to the Draft NSW National Disability Strategy Implementation Plan June 2012
	NSW Disability Network Forum response to the National Disability Strategy NSW Implementation Plan 2012-2014
	Submission to the NSW Ministry of Health on the discussion paper: <i>Towards an Aboriginal Health Plan for NSW</i>
	NCOSS <i>Quality Improvement Project for Very Small Ministry of Health funded NGOs</i> Report to NSW Health
	Submission to the ADHC <i>Living Life My Way</i> Discussion Paper April 2012 on person centred approaches and individualised funding arrangements.

**Build a well resourced and capable organisation that is a recognised and respected leaders on social issues**

The NCOSS Board determined in February to undertake a strategic review of the organisation to ensure that NCOSS was well placed to continue our work over the coming years. This included a decision to seek new premises following increasing issues with 66 Albion St and a decision of the NSW Government to dispose of the property. This work has involved consideration of our systems and capacity regarding policy development and advocacy, communications, finances and organisational structure. WestwoodSpice have been engaged to assist with the review which is ongoing. The Board and staff looks forward to considering options to build a well resourced and capable organisation.

While NCOSS has been reviewing our own operations, as part of the COSS Network we have also been looking at how

we can work more effectively as a network. With many issues having both state and national importance and impact there is a need for greater collaboration and sharing of expertise and resources across the network. There is immense good will towards a more collaborative approach and to building collaborative practice in to our day to day work. There is agreement to prioritise work on:

- Membership strategy
- Common branding
- National campaigning and influencing the national policy agenda
- Sharing knowledge

Both efforts will lead to an organisation well placed to meet the challenges in coming years as we continue to advocate for a fair and just NSW.



# Significant meetings

## 2011-12

### July 2011

- The Hon Gladys Berejiklian, MP, Minister for Transport
- The Hon Jillian Skinner, MP, Minister for Health and Minister for Medical Research
- The Hon Brad Hazzard, MP, Minister for Planning and Infrastructure

### August 2011

- The Hon Pru Goward, MP, Minister for Family and Community Services
- The Hon Kevin Humphries MP, Minister for Mental Health, Minister for Healthy Lifestyles

### September 2011

- Meetings with Chartered Secretaries Australia (CSA) for Not-for-Profit Governance Initiative and Memorandum of Understanding between NCOSS and CSA

### December 2011

- NSW Aged Care Alliance meeting with The Hon Andrew Constance, MP, Minister for Ageing and Minister for Disability Services

### January 2012

- The Hon Penny Sharpe, MLC, Shadow Minister for Transport

### February 2012

- The Hon Gladys Berejiklian, MP, Minister for Transport
- Jim Moore, Director General, Department of Family and Community Services

### March 2012

- Office of The Hon Adrian Piccoli, MP, Minister for Education
- The Hon Tanya Plibersek, MP, Commonwealth Minister for Health (supporting ACOSS)
- NSW Treasury
- Office of The Hon Jillian Skinner, MP, Minister for Health and Minister for Medical Research
- The Hon Pru Goward, MP, Minister for Family and Community Services and The Hon Andrew Constance, MLC, Minister for Ageing and Minister for Disability Services
- Senator Matt Thistlethwaite
- The Hon John Kaye, MLC

### April 2012

- Bruce Barbour, NSW Ombudsman
- Maura Boland, Deputy DG Policy & Strategy, Department of Family and Community Services

- Les Wielinga, Director General, Transport for NSW
- Office of The Hon Gladys Berejiklian, MP, Minister for Transport, in partnership with Spinal Cord Injuries Australia and the Physical Disability Council of New South Wales.
- The Hon Kevin Humphries MP, Minister for Mental Health, Minister for Healthy Lifestyles
- The Hon Barbara Perry, MP, Shadow Minister for Family and Community Services; Aboriginal Affairs; Ageing; Disability Services
- Maree Walk, Chief Executive, Community Services
- The Hon Barry O'Farrell, MP, Premier, The Hon Andrew Constance, MP, Minister for Ageing and Minister for Disability Services and The Hon Pru Goward, MP, Minister for Family and Community Services
- The Hon Victor Dominello, MP, Minister for Citizenship and Communities, Minister for Aboriginal Affairs
- The Hon Pru Goward, MP, Minister for Family and Community Services



above: Minister for Fair Trading, Anthony Roberts and NCOSS Director Alison Peters. The Minister launched the 7th edition of the *Incorporation* handbook at a FONGA Meeting (April 2012)

- The Hon Jan Barham, MLC
- Jason Ardler, Chief Executive, Aboriginal Affairs
- The Hon Greg Smith, MP, Attorney General
- NSW Disability Network Forum meeting with The Hon Andrew Constance, MP, Minister for Ageing and Minister for Disability Services

**May 2012**

- Sam Haddad, Director General, Department of Planning
- Dr Rohan Hammett, Deputy Director General, NSW Health
- Prof Stephen Leeder, Chair, NSW Ministerial Taskforce on Preventive Health

**June 2012**

- Senator Sinodinos
- The Hon John Robertson, MP, Leader of the Opposition and The Hon Barbara Perry, MP, Shadow Minister for Family and Community Services; Aboriginal Affairs; Ageing; Disability Services
- Tim Reardon, Deputy Director General, Transport for NSW

- Roundtable on Commonwealth's approach to funding pay equity with The Hon Julia Collins, MP
- The Hon Linda Burney, MP, Shadow Minister for Planning, Infrastructure and Heritage
- Senator Lee Rhiannon
- Office of The Hon Jillian Skinner, MP, Minister for Health and Minister for Medical Research
- Chris Eccles, Director General, Department of Premier and Cabinet
- Mike Allen, Chief Executive, Housing NSW
- Office of the NSW Treasurer
- Larry Drewson, Team Manager, PS&CS Team WorkCover Australia
- Energy Assistance Unit, Department of Trade and Investment
- Dr Rohan Hammett Deputy Director, NSW Health
- NSW HACC Issues Forum presented evidence to the House of Reps Standing Committee on Health & Ageing



**above:** Launch of the Not-for-Profit Governance Initiative, a partnership between CSA and NCOSS (September 2011). This 'pro bono' scheme links small NFPs in need of hands-on governance support, with CSA members that can provide practical and intensive support to the Boards.

(l-r): Darren Fittler, Lawyer, Gilbert +Tobin; Catherine Mahony, Deputy Director- Sector Development NCOSS ; Robert Fitzgerald AM, Commissioner, Productivity Commission; Tim Sheehy, FCIS Chief Executive, Chartered Secretaries Australia.

# NCOSS events and activities

## August 2011

- NCOSS and NSW Legislative Council Workshop: *How to have your say and maximise your influence*, Canley Vale
- Two NCOSS and General Practice NSW information sessions, *Understanding and Working with General Practice in NSW*
- Windows on Economics Seminar 1: *Key concepts in economics*
- NCOSS and NSW Treasury Briefing on the 2011-12 NSW Budget Papers

## September 2011

- Windows on Economics Seminar 2: *What is social policy and what (do economists think) it is for?*
- Windows on Economics Seminar 3: *Work, unemployment and workfare*
- NCOSS briefing for the community sector on its analysis of the 2011-12 NSW State Budget
- NCOSS Rural Roadshow: *Good Governance Seminar*, Broken Hill, MSU and NCOSS Community Care
- Launch of NSW Disability Network Forum by The Hon Andrew Constance, MLC, Minister for Ageing and Minister for Disability Services
- Chartered Secretaries of Australia (CSA) launch of the Not-for-Profit Governance Initiative, a partnership between CSA and NCOSS

## October 2011

- Windows on Economics Seminar 4: *Privatising utilities*
- Windows on Economics Seminar 5: *Markets for social services*
- Launch of NCOSS 2012-13 Pre-Budget Submission: *Making NSW Number 1 for Fairness*

## November 2011

- Windows on Economics Seminar 7: *Costing the benefits of social services*
- NCOSS Regional visits to Armidale, Tamworth, Port Macquarie, Taree and Kempsey
- Sector Development COSS Network national meeting, supported by NCOSS
- NCOSS and NSW Legislative Council Workshop: *How to have your say and maximise your influence*, Bateau Bay
- NCOSS Annual General Meeting: Guest Speaker The Hon Barry O'Farrel, NSW Premier
- Aboriginal Community Care Gathering Committee 10<sup>th</sup> Anniversary celebration

## December 2011

- Windows on Economics Seminar 8: *Environmental sustainability and equity*
- NCOSS and PILCH *Good Governance Seminar*

## February 2012

- Workforce Development Project Equal Pay Case regional consultations, Ballina, Queanbeyan and Narooma
- Sponsor of Out of the Box Award for the ZEST Western Sydney Community Sector Awards

## March 2012

- Sector Development COSS Network national meeting, supported by NCOSS
- COSS Health Network meeting, supported by NCOSS
- COSS Collaboration Project meeting, supported by NCOSS
- COSS Transport Network meeting, supported by NCOSS
- NCOSS Management Support Unit Governance and Risk Management Seminar, Penrith



above: Gathering 10th Anniversary - The Hon Andrew Constance MP, Minister for Ageing and Minister for Disability Services (fifth from right) with past and present Gathering Committee members, guests and NCOSS staff. Taken at the Man O'War Steps, Sydney Opera House (November 2011)

**April 2012**

- NCOSS and NSW Legislative Council Workshop: *How to have your say and maximise your influence*, Sydney
- *Incorporation: An Explanation of the Associations Incorporation Act 2009 Handbook* launched by The Hon Anthony Roberts, MP, Minister for Fair Trading
- NCOSS and Jobs Australia Performance Management and Appraisals Seminar, Surry Hills

**May 2012**

- NCOSS Conference *The Buck Stops with the Board*
- NCOSS, ACWA, YAPA and FamS *Keep Them Safe* Forum
- NCOSS Regional visits to Wagga Wagga, Deniliquin and Albury
- NCOSS Seminar on how to read the Budget Papers

- NCOSS Health Transport Forum
- NCOSS Quality Improvement Project regional consultations
- NCOSS, PILCH and WorkCover WH&S and Risk Management Seminar, Surry Hills
- NCOSS, PILCH and WorkCover WH&S and Risk Management Seminar, Bathurst

**June 2012**

- NCOSS briefing for the community sector on its analysis of the 2012-13 NSW State Budget
- NCOSS and NSW Legislative Council Workshop: *How to have your say and maximise your influence*, NSW Parliament House
- Joint NCOSS and Regional Development Australia Forum on Shared Equity

## Resources, publications and other services

**New Fact Sheets and Publications**

- **Incorporation:** An explanation of the Associations Incorporation Act (2009) – 7th edition
- **A short guide to Transport Statistics**
- **NCOSS Community Cover Insurance Info Sheets:**
  - *How to Compare Insurance Quotes Update*
  - *Insurance and Driving as part of Volunteering (2012 update)*
- **NCOSS Management Support Unit Info Sheets:**
  - #28: *Probity and Governance*
  - #9: *Selecting a Consultant (2012 Update)*
  - #29: *Managing Risk*
  - #5: *Attracting Board Members (2012 Update)*
- **Quality Improvement Project Info Sheets:**
  - *Quality Improvement: resources and web links*
  - *Volunteers, WHS Act, Insurance: resources and weblinks*
  - *Template: Quality Improvement Plan*
- **Workforce Development Program, Information Sheet for Participants**

**Other current publications**

- **A Brief History of the Council of Social Service of NSW 1935-2010:** 75<sup>th</sup> Anniversary history guide
- **Community Connexions:** ICT Needs of the NSW NGO Human Services Sector
- **Insurance: What's it all about?:** A Guide for Not for Profit Organisations
- **Sharing Financial Administration:** A Feasibility Study of Potential Models for Small NGOs
- **Shifting Ground:** Competition and tendering in community services

**Newsletters**

- **NCOSS News:** monthly, printed resource, distributed to all NCOSS members, media and members of NSW Parliament with original articles of interest to community sector organisations
- **Health e-News Bulletin:** monthly electronic update of health policy news, issues and publications of interest to NGOs and other workers in the Health sector
- **Ageing and Disability Updates:** fortnightly electronic resource collating articles and news of interest to NGOs and other workers in the Aged, Disability and Home Care sector
- **Sector Development e-Bulletins:** bimonthly articles of interest for workers in the sector with an interest in Sector Development issues. Includes contributions from MSU, NCC Insurance and about the Information Communication Technology Strategy.
- **Interchange:** *NCOSS Transport Newsletter*, a monthly electronic compilation of transport-related news, publications, training and events in NSW and Australia for the social and community services sector.

**Resources and services**

- **NCOSS Community Jobs:** online listing of job vacancies in the community sector ([ncoss.org.au/jobs](http://ncoss.org.au/jobs))
- **NCOSS Community Cover Insurance:** Information and Referral Service
- **Management Support Unit (MSU):**
  - Training Directory
  - Consultants Directory
  - Board Vacancy Directory
  - Advice and Information Service
- **Information Communication and Technology Strategy:** information and resources



# ■ **NCOSS speeches and presentations**

## **July 2011**

- NCOSS Community Cover presentation to Granville Multicultural Community Centre, Granville: *Public Liability Insurance*
- Presentation on person centred approaches to the *Living Life My Way* Disability Summit at Acer Arena, Homebush
- Presentation on Disability Issues to Northcott Disability Services, Parramatta

## **August 2011**

- Presentation about NCOSS and NSW Oral Health Alliance to the NSW Dental and Oral Health Network
- Presentation *New approaches to homelessness and housing needs* to UTS NEXTGEN affordable housing symposium
- HACC DO Network Conference presentation on NCOSS and Productivity Commission *Caring for Older Australians* Report
- Presentation on the NSW Disability Network Forum to the NSW Disability Council

## **September 2011**

- Health reforms and Medicare Locals – implications for NGOs, Hepatitis NSW Business Planning Meeting
- Lecture: Health policy in Australia – a social justice approach, UNSW Social Work Course
- Cancer Council NSW and NCOSS Forum for community sector leaders on Smoking and Disadvantage
- Launch of the Chartered Secretaries of Australia: NFP Good Governance Program – *The Governance Needs of the Sector*
- Networking in the Community Sector: Meadowbank TAFE
- NCOSS Community Cover presentation to Insurance Council of Australia: National Consumer Reference Group

- Presentation on Person Centred Approaches and individualised funding arrangements in disability to the NSW Community Options AGM, Sydney
- Presentation on Person Centred Approaches and individualised funding arrangements in disability to the CatholicCare Strategic Planning Meeting, Terrigal
- Presentation on impact of power pricing on people with disability to the Physical Disability Council of NSW, Glebe

## **October 2011**

- Plenary Speech and workshop at Oceania Tobacco Control Conference Brisbane
- Annual TAFE Students conference: Valla Beach - Implications of the Equal Pay Case
- Presentation to Northern Sydney Regional HACC Forum on person centred approaches in disability and ageing
- Presentation at Macarthur Disability Services Leadership Program Campbelltown
- Presentation at Castle Hill TAFE Speakers Day: *NCOSS and Networking Creates Success*
- Presentation to Inner West HACC Forum on NSW HACC and ageing budget

- Presentation at Liverpool Council for Anti-Poverty Week event
- Enhancing Models of Care for Older Australians Forum, presentation on Enabling Approach in HACC

## **November 2011**

- Cosmopolitan Civil Society Symposium Measuring Social Impact
- City debate, Architecture UTS students and staff
- Presentation on Aged Care Reform to South West Sydney Institute TAFE Student Forum
- Presentation at IPART hearing on review of rural and regional bus fares
- Presentation at Philanthropy Australia workshop “The importance of Advocacy”
- Presentation on the role of information in decision support resources under Stronger Together II to IDEAS Staff and Board, Goulburn
- Presentation at IPART Public Hearing on Sydney Water Price Determination
- Presentation to COSS Sector Development Network on the possibility of a collaborative National NCC scheme



**above:** NCOSS Senior Policy Officer Solange Frost speaking along with facilitator, Julie McCrossin at the Smoking: A matter for social justice forum

**February 2012**

- NCOSS MSU presentation on *Best Practice for Management Committees*, Sutherland Shire Council
- NCOSS Community Cover presentation to Granville Multicultural Community Centre, Granville: *Findings of the NCOSS Community Cover survey of hall hire and local government policies*
- HACC DO Network Conference, presentation on aged care reforms, HACC transition, workforce issues, equal remuneration

**March 2012**

- Presentations to ACS and AAG *Ageing Well* Rural Conference on Transport for Older People
- Joint presentation with the MHCC to the Housing and Mental Health Agreement implementation workshop
- Joint presentation with NDS, the ASU and Jobs Australia, *Equal Pay Celebration and Briefing*, Town Hall Sydney
- Presentation on the importance of person centred approaches in disability to the NSW Anti-Discrimination Board International Women's Day Celebration

**April 2012**

- Presentation on Disability Issues to South Western Sydney Institute of TAFE, Macquarie Fields
- Presentation on the role of NCOSS and statewide issues to Castle Hill TAFE
- Presentation on *Moving the National Oral Health Agenda Forward* PHAA Oral Health Seminar

**May 2012**

- Presentation at UTS Local Government Social Planning and Development Shortcourse
- Presentation on aged care reforms and updates in HACC at NSW HACC Development Officers' Network meeting
- Presentation on transport and social inclusion at the Transport for NSW Customer and Community Transport Advisory Group meeting
- Presentation at Mid North Coast Housing and Homelessness Forum Port Macquarie
- Presentation on aged care reforms and updates in HACC at Macarthur Regional HACC Forum
- Presentation on National and NSW Disability Issues to the Association of Major Charitable Organisations ACMO

**June 2012**

- Presentation on *Insurance for community organisations* at Auburn City Council
- Presentation to Holroyd Regional Disability and Ageing Forum on aged care reforms
- Facilitation of Panel presentations on the changing role of caring within families at the Caring in the Future Conference, Northside Community Forum, Epping
- Macarthur HACC Forum, presentation on aged care reforms, equal remuneration



**Above:** Dev Mukherjee and Rashmi Kumar present at a Taree consultation (November 2011). Regional visits are an opportunity for NCOSS staff to hear directly from service providers in rural and regional areas about issues affecting their communities and the services they deliver.



# ■ NCOSS sector and other involvements

## **Committees and groups convened by NCOSS**

- Forum of Non-Government Agencies (FONGA)
- NCOSS AON Partnership Meeting
- NCOSS Health Policy Advice Group
- NCOSS Poverty Policy Advice Group
- NCOSS Regional Forum
- NCOSS Sector Development Forum
- NCOSS Transport Policy Advisory Group
- NGO Research Forum
- NSW Aboriginal Community Care Gathering Committee
- NSW Aged Care Alliance
- NSW Children's Services Forum
- NSW Disability Network Forum
- NSW HACC Issues Forum
- NSW Oral Health Alliance
- PADP Community Alliance – now known as the Assistive Technology Community Alliance NSW

## **NCOSS involvement in other community sector boards and committees**

- ACOSS Board
- CEDAW NGO Advisory Group
- Coalition for Appropriate Supported Accommodation for People With Disability CASA
- Community Justice Coalition
- Community Organisations Public Liability Insurance Group
- Cosmopolitan Civil Societies Research Centre Advisory Board, University of Technology
- FairWear NSW Policy Group
- GPNSW Stakeholder Network
- Health Consumers NSW
- IMPACT Committee
- In Control NSW
- Insurance Council of Australia – National Consumer Reference Group
- NDS "It's Your Business" Project Governance and Stakeholder Committees
- NDS Industry Development Fund Stakeholder Group
- NDS NSW Advisory Committee on people with disability who are ageing
- NESB DV Network
- Network of Alcohol and other Drug Agencies Policy and Advocacy Sub Committee

- NSW Cancer Council Smoking Cares Project Steering Committee
- NSW Cancer Council Tackling Tobacco Expert Advisory Group
- NSW Community Care Industry Council
- NSW Community Services and Health Industry Training Advisory Body (ITAB)
- NSW Disability Advocacy Network
- NSW Futures Alliance for people with disability who are ageing
- NSW Harm Reduction Alliance
- NSW Homelessness Community Alliance
- NSW Strategic Carers Action Network
- NSW Users & AIDS Association Policy and Advocacy Sub-Committee
- PIAC Energy and Water Consumers Advocacy Program Reference Group
- Public Interest Advocacy Centre Board
- Shut In NSW
- Tenants' Union Policy Council
- Women In Prison Advocacy Network
- Youth Justice Coalition

## **NCOSS involvement in government and private sector committees and advisory bodies**

### **FACS (Ageing, Disability and Home Care)**

- ADHC Ability Links NSW Reference Group
- ADHC Central Coast Community Care Access Point Stakeholder Advisory Committee
- ADHC Community Participation and Transition to Work Expert Advisory Group
- ADHC Cultural and Linguistic Diversity Expert Advisory Group
- ADHC Hunter Community Care Access Point Stakeholder Advisory Committee
- Ministerial Reference Group on Person Centred Approaches

### **Ausgrid**

- Ausgrid Customer Council

### **Corrective Services**

- Victims of Violent Crimes Grant Project Steering Group
- Women's Advisory Council Consultant's Group

#### Education and Training

- Department of Education and Training Early Childhood Reference Group

#### Energy and Water Ombudsman of NSW

- Energy and Water Ombudsman of NSW Council

#### Health Care Complaints Commission

- Health Care Complaints Commission Consumer Consultative Committee

#### Housing NSW

- Housing NSW Living Communities Consultative Committee
- Housing NSW NGO Housing Partners Reference Group
- Housing NSW Property Transfer Program Industry Briefing Forum

#### Industry and Investment NSW

- Industry and Investment Consumer Representative Consultative Committee

#### NSW Health

- Justice Health Consumer and Community Group
- NSW Health NGO Advisory Committee
- NSW Health NGO Chronic Disease Roundtable
- NSW Health Refugee Health Improvement Network (RHIN)
- NSW Ministerial Taskforce on Dental Health
- NSW Oral Health Promotion Network
- NSW Population Oral Health Research Committee

#### NSW Ombudsman

- NSW Ombudsman's Roundtable on Children Young People & Families
- NSW Ombudsman's Roundtable on Services to Older People and People with Disabilities

#### Premier and Cabinet

- Keep them Safe Evaluation Steering Committee
- Keep Them Safe Expanded Senior Officers Group

#### Sydney Water

- Sydney Water Customer Council

#### Transport for NSW

- Accessible Transport Advisory Committee
- Mobility Parking Scheme Independent Review Committee
- Transport Master Plan: Customer and Consumer Advisory Group

#### Treasury

- Social Impact Bond Expert Advisory Group

NCOSS sponsored the Out of the Box category in the **2012 ZEST Community Service Sector Awards** which celebrates achievements by individuals and organisations across Western Sydney. The Out of the Box Award which was awarded to the Food 4 Life Market. The award recognised individuals or projects that demonstrated they had made a significant change in the community utilising a unique or innovative approach. The Food 4 Life Market is a food cooperative where residents from Warwick Farm can buy basic and nutritious food at an affordable price.

**right:** Tiba Ruda and Borislav Imbronjev from Food 4 Life are awarded the Out of the Box by NCOSS Director, Alison Peters [February 2012]



## ■ Treasurer's report

NCOSS delivered a surplus of \$166, 179 for the 2011-12 financial year. This healthy result, following on from a surplus the previous year, reflects in part continued funding for projects and continuing efforts to reduce expenditure in a number of areas. While lower than the previous year, self-generated income remains over 20% of total revenue. Efforts to increase and diversify this source of revenue are important given the organisation's current reliance on Government funding.

The organisation's total equity remains healthy. However, as reported elsewhere in this annual report, the Board has decided to seek new premises for NCOSS. This is likely to reduce the level of equity currently held as cash and also the level of interest income received into the future. The impact is being closely monitored by the Board to ensure continuing financial soundness for the organisation.

It should be noted that this is the first time for a number of years that we have an unqualified audit. The qualification in previous years related to a management of cash issue. The removal of the qualification is due to the small amount of cash involved and new procedures for cash handling which have been implemented. The Assets Register has also been reviewed with many historical assets that have no value being removed. This has reduced the value of assets by

\$220,000 compared to previous years. This process will be done regularly to ensure the Assets Register reflects the true situation of the organisation.

NCOSS acknowledges the core recurrent and project grants received during the year from:

- Department of Family & Community Services, Community Services
- Department of Family & Community Services, Ageing, Disability and Home Care
- Ministry of Health
- Department of Finance and Services, NSW Fair Trading

I would like to thank the NCOSS staff and my colleagues on the Board for their support during the year. The staff, in particular, have again provided detailed and timely information and ensured that the day to day financial management is carried out in accordance with the usual high standards of probity and professionalism we expect from them.

I recommend our audited financial statements to the NCOSS membership.

Denele Crozier  
**Treasurer**

# Financial statements

Council of Social Service of New South Wales  
ACN 001 797 137  
Operating as NCOSS

## Directors Report

Your directors present this report on the company for the financial year ended 30 June 2012.

### Directors

The names of each person who has been a director during the year and to the date of this report are:

Baldry, Eileen	
Pritchard, Bill	resigned (21/11/2011)
Perkins, Mary	
Crozier, Denele	
Heyne, Susan	resigned (21/11/2011)
Coffey, Michael	
Priestley, Elizabeth	
Bowden, Matthew	
Bevan, Karen	
Fogg, Sarah	
Davies, Tony	
Draffen, Laurel	appointed (30/04/2012)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

### Company Secretary

The following person held the position of entity secretary at the end of the financial year: Perkins, Mary

### Principal Activities

The company acted during the course of the financial year, as the major coordinator of non-government welfare and various community sector organisations in New South Wales.

No significant changes in the nature of the entity's activity occurred during the financial year.

### Operating Results

The profit of the company for the year amounted to \$166,179 (2011: \$209,898).

### Dividends Paid or Recommended

NCOSS, as a not-for-profit community organisation, is not permitted to declare dividends at any stage.

### Review of Operations

A review of the operations of the entity during the financial year and the results of those operations show total revenue increased by 10.1% to \$2,151,048; expenses increased by 13.8% to \$1,984,869 resulting in the profit for the year.

### Significant Changes in State of Affairs

No significant changes in the entity's state of affairs occurred during the financial year.

### After Balance Date Events

No matters or circumstances have arisen since the end of the financial year, which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in subsequent financial years.

### Future Developments

The entity expects to maintain the present status and level of operations in future financial years.

### Environmental Issues

The entity's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state of territory.

### Information on Directors

#### Eileen Baldry: President

Qualifications: BA, Dip Ed (USYD), MWP PhD (UNSW)

Experience: Board member since November 2010

Special Responsibilities: Member of Management and Finance Committee, Chair of Risk and Compliance Committee, Chair of Human Resources Committee.

#### Bill Pritchard: Vice President from November 2009 until resignation on 21 November 2011

Qualifications: 30+ years working in community sector

Experience: Board member 2007-2011

Special Responsibilities: Member of Risk and Compliance Committee (November 2010 - November 2011)

#### Mary Perkins: Vice President

Qualifications: B.A. (History and Politics), DipEd, M.A. (Social Work, Social Policy and Sociology)

Experience: Board member since 2003

Special Responsibilities: Secretary, Member of Human Resources Committee

#### Denele Crozier: Treasurer

Qualifications: Diploma of Accounting, RPN (Registered Psychiatric Nurse), over 28 years working in community sector

Experience: Board member since 2003

Special Responsibilities: Chair of Management and Finance Committee, Member of Human Resources Committee

#### Michael Coffey: Director

Qualifications: B Ed (Hons).

Experience: Board member since 2008

Special Responsibilities: Member of Management and Finance Committee.

**Susan Heyne:** Director (resignation 21 November 2011)

Qualifications: B.A. (Welfare Studies), Graduate Certificate in Personnel Management, Master of Social Policy and Planning, over 24 years experience in the Community Transport sector

Experience: Board member from 2005 to 2011

Special Responsibilities: None

**Elizabeth Priestley:** Director

Qualifications: B.A. Associate Diploma in Welfare Studies, Advanced Certificate in Personnel Management

Experience: Board member since 2008

Special Responsibilities: Member of Risk and Compliance Committee

**Matthew Bowden:** Director

Qualifications: B.A.

Experience: Board member since 2006.

Special Responsibilities: Member of Human Resources Committee

**Karen Bevan:** Director

Qualifications: BA Communications (CSU) (1990) and Master - Legal Studies (UNSW) (2006).

Experience: Board member since 2009

Special Responsibilities: Member of Risk and Compliance Committee

**Sarah Fogg:** Director

Qualifications: BSc (Hons), MA (Public and Social Administration)

Experience: Board member since 2009

Special Responsibilities: Member of Management and Finance Committee

**Tony Davies:** Director

Qualifications: B.A, LLb (Hons 1), Graduate Diploma (Legal Practice)

Experience: Board member since November 2010

Special Responsibilities: None

**Laurel Draffen:** Director (Board member 1/7/11 to

27/4/12 re-appointed 30/4/12)

Qualifications: Master of Education, Australian Institute of Company Directors

Experience: 8 years in Community Housing

Special Responsibilities: Member of Risk and Compliance committee since April 2012

## Meetings of Directors

During the financial year, 6 meetings of directors were held.

Attendances by each director were as follows:

Directors' meetings	No. eligible to attend	No. attended
Baldry, Eileen	6	6
Pritchard, Bill	2	-
Perkins, Mary	6	5
Crozier, Denele	6	6
Heyne, Susan	2	1
Coffey, Michael	6	1
Priestley, Elizabeth	6	6
Bowden, Matthew	6	3
Bevan, Karen	6	6
Fogg, Sarah	6	5
Davies, Tony	6	4
Draffen, Laurel	4	4

## Directors' benefits

No director has received or has become entitled to receive, during or since the financial year, a benefit because of a contract made by the company or related body corporate with a director, a firm which a director is a member or an entity in which a director has a substantial financial interest. This statement excludes a benefit included in the aggregate amount of emoluments received or due and receivable by directors shown in the company's accounts, or fixed salary of a full-time employee of the company or related body corporate.

## Indemnifying Officers or Auditor

During or since the end of the financial year the company has paid or agreed to pay an insurance premium of \$11,812 to cover directors and officers for professional indemnity.

## Proceedings on Behalf of the Entity

No person has applied for leave of Court to bring proceedings on behalf of the entity or intervene in any proceedings to which the entity is a party for the purpose of taking responsibility on behalf of the entity for all or any part of those proceedings.

## Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2012 has been received and can be found on page 4 of the Financial Report.

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

Eileen Baldry

**President**

Date: 8 October 2012

## Auditor's Independence Declaration Under S 307c Of The Corporations Act 2001

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2012 there have been:

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

**Name of Firm:** Haywards Accountants

8/19-31 Pitt St., Sydney, NSW 2000

**Name of Partner:** John Newton

Date: 8 October 2012



### Statement of Comprehensive Income for the Year Ended 30 June 2012

	Note	2012 \$	2011 \$
Revenue	2	2,041,420	1,866,404
Other income	2	109,628	87,656
Employee benefits expense		(1,499,207)	(1,262,108)
Depreciation and amortisation expense		(14,896)	(17,748)
Rental expense	3	(6,834)	(7,989)
Administration expense		(43,406)	(36,022)
Office overheads		(78,270)	(92,812)
Consultants		(57,071)	(64,928)
Premises		(38,179)	(39,017)
Travel		(65,098)	(83,701)
Insurance		(29,491)	(32,509)
Conference		(52,746)	(67,509)
Other expenses		(99,671)	(39,819)
<b>Net current year surplus</b>		<b>166,179</b>	<b>209,898</b>
<b>Other comprehensive income</b>			
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year</b>		<b>166,179</b>	<b>209,898</b>

Net current year surplus attributable to members of the entity			
<b>Total comprehensive income attributable to members of the entity</b>		<b>166,179</b>	<b>209,898</b>

### Statement of Financial Position as at 30 June 2012

<b>Assets</b>			
<b>Current Assets</b>			
Cash and cash equivalents	4	2,290,507	2,363,455
Accounts receivable and other debtors	5	43,249	14,361
Other current assets	6	9,668	3,388
<b>Total Current Assets</b>		<b>2,343,424</b>	<b>2,381,204</b>
<b>Non-current Assets</b>			
Financial assets	7	20,000	20,000
Property, plant and equipment	8	38,898	48,705
<b>Total Non-Current Assets</b>		<b>58,898</b>	<b>68,705</b>
<b>Total Assets</b>		<b>2,402,322</b>	<b>2,449,909</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Accounts payable and other payables	9	1,336,078	1,574,644
<b>Total Current Liabilities</b>		<b>1,336,078</b>	<b>1,574,644</b>
<b>Non-Current Liabilities</b>			
Provision for employee benefits	10	64,179	39,379
<b>Total Non-Current Liabilities</b>		<b>64,179</b>	<b>39,379</b>
<b>Total Liabilities</b>		<b>1,400,257</b>	<b>1,614,023</b>
<b>Net Assets</b>		<b>1,002,065</b>	<b>835,886</b>
<b>Equity</b>			
Retained surplus		1,002,065	835,886
<b>Total Equity</b>		<b>1,002,065</b>	<b>835,886</b>

### Statement of changes in equity for the Year Ended 30 June 2012

	Retained Earnings \$	Total \$
<b>Balance at 1 July 2010</b>	<b>625,988</b>	<b>625,988</b>
<b>Comprehensive Income</b>		
<b>Surplus for the year attributable to members of the entity</b>	<b>209,898</b>	<b>209,898</b>
<b>Total comprehensive income attributable to members of the entity</b>	<b>209,898</b>	<b>209,898</b>
<b>Balance at 30 June 2011</b>	<b>835,886</b>	<b>835,886</b>
<b>Comprehensive Income</b>		
Surplus for the year attributable to members of the entity	166,179	166,179
<b>Total comprehensive income attributable to members of the entity</b>	<b>166,179</b>	<b>166,179</b>
<b>Balance at 30 June 2012</b>	<b>1,002,065</b>	<b>1,002,065</b>

### Statement of cash flows for the year ended 30 June 2012

	Note	2012 \$	2011 \$
<b>Cash flow from operating activities</b>			
Receipts of grants		1,381,650	2,068,773
Other receipts		587,619	615,013
Payments to suppliers and employees		(2,146,756)	(1,946,876)
Interest received		109,628	87,656
<b>Net cash generated from operating activities</b>	<b>14</b>	<b>(67,859)</b>	<b>824,566</b>
<b>Cash flow from investing activities</b>			
Payment for property, plant and equipment		(5,089)	(5,413)
<b>Net cash used in investing activities</b>		<b>(5,089)</b>	<b>(5,413)</b>
Net increase/(decrease) in cash held		(72,948)	819,153
Cash and cash equivalents at the beginning of the financial year		2,363,455	1,544,302
<b>Cash and cash equivalents at the end of the financial year</b>	<b>4</b>	<b>2,290,507</b>	<b>2,363,455</b>



## Notes to the financial statements

The financial statements cover Council of Social Service of New South Wales as an individual entity, incorporated and domiciled in Australia. Council of Social Service of New South Wales is a company limited by guarantee. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

### Note 1: Summary of significant accounting policies

#### ■ Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the Corporations Act 2001.

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 8 October 2012 by the directors of the company.

#### ■ Accounting policies

##### (a) Revenue

Grant revenue is recognised in the statement of comprehensive income 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.

When grant revenue is received in advance to the financial year to which it relates or prior to satisfying any conditions of its receipt the grant revenue is recognised in the statement of financial position as a liability (grants in advance).

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 (unearned grants) until the service has been delivered to the contributor.

When grant revenue is received and all obligations to which it relates have been completed and a surplus exists which under the term of the grant is refundable pending approval for

other use the surplus revenue is recognised in the statement of financial position as a liability (grants in trust).

Donations and bequests are recognised as revenue when received.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

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 (GST).

#### b) 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 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 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 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 freehold land, is depreciated on a straight-line basis over the asset's useful life to the entity commencing from the time the asset is available 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:

Plant and equipment 7.50% To 66.67%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

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

### **(c) Leases**

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the entity, are classified as finance leases.

Finance leases are capitalised, recognising an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the entity will obtain ownership of the asset. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are recognised as expenses on a straight-line basis over the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

### **d) Financial Instruments**

#### *Initial recognition and measurement*

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified 'at fair value through profit or loss', in which case transaction costs are expensed to profit or loss immediately.

#### *Classification and Subsequent Measurement*

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest rate method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense item in profit or loss.

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

#### *(i) Financial assets at fair value through profit or loss*

Financial assets are classified at 'fair value through profit or loss' when they are either held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

#### *(ii) Loans and receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

#### *(iii) Held-to-maturity investments*

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the company's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

#### *(iv) Available-for-sale financial assets*

Available-for-sale investments are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

They are subsequently measured at fair value with any remeasurements other than impairment losses and foreign exchange gains and losses recognised in other comprehensive income. When the financial asset is derecognised, the cumulative gain or loss pertaining to that asset previously recognised in other comprehensive income is reclassified into profit or loss.

Available-for-sale financial assets are classified as non-current assets when they are expected to be sold within 12 months after the end of the reporting period. All other available-for-sale financial assets are classified as current assets.

#### *(v) Financial liabilities*

Non-derivative financial liabilities other than financial guarantees are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

#### *Impairment*

At the end of each reporting period, the company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a 'loss event') has occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of available-for-sale financial assets, a significant or prolonged decline in the market value of the instrument is considered to constitute a loss event. Impairment losses are recognised in profit or loss immediately. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified to profit or loss at this point.

In the case of financial assets carried at amortised cost, loss events may include indications that the debtors or a group of debtors is experiencing significant financial difficulty, default or delinquency in interest or principal payments, indications that they will enter bankruptcy or other financial reorganisation and changes in arrears or economic conditions that correlate with defaults.

For financial assets carried at amortised cost (including loans and receivables), a separate allowance account is used to reduce the carrying amount of financial assets impaired by credit losses. After having taken all possible measures of recovery, if the management establishes that the carrying amount cannot be recovered by any means, at that point the writing off amounts are charged to the allowance account or the carrying amount of impaired financial assets is reduced directly if no impairment amount was previously recognised in the allowance accounts.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

#### *Derecognition*

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised when the related obligations are discharged, cancelled or expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the

transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

#### **e) Impairment of Assets**

At the end of each reporting period, the entity assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (e.g. in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment testing is performed annually for goodwill and intangible assets with indefinite lives.

#### **f) Employee benefits**

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows attributable to employee benefits.

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

#### **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. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

#### (h) Accounts receivable and other debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from customers for goods sold in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method, less any provision for impairment. Refer to Note 1(e) for further discussion on the determination of impairment losses.

#### (i) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

#### (j) 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.

#### (k) Provisions

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of reporting period.

#### (l) Comparative Figures

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

#### (m) Accounts Payable and Other Payables

Accounts payable and other payables represent the liabilities for goods and services received by the company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

#### (n) Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial statements 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 company.

#### *Key Estimates*

##### Impairment - General

Directors have concluded assumptions remain materially unchanged, and are satisfied that carrying value of the fixed assets does not exceed the economic benefit at 30 June 2012.

##### *Key Judgements*

##### Available-for-sale investments

The company maintains a portfolio of securities with a carrying value of \$20,000 at the end of the reporting period.

#### (o) Economic Dependence

Council of Social Service of New South Wales depends on the NSW Department of Family and Community Services for the majority 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 Council of Social Service of New South Wales.

#### **Note 2: Revenue and other income**

	Note	2012	2011
		\$	\$
<b>Revenue from (non-reciprocal) government grants and other grants</b>			
State/federal government grants	1,478,971	1,457,239	
Membership	249,142	243,760	
Services (includes webjobs, conference and commission)	264,508	320,352	
Earnings on grants transferred	(17,712)	-	
Unearned grants - prior year	393,932	336,030	
Unearned grants - current year	(313,050)	(393,932)	
Grants transferred to trust	(14,371)	(97,045)	
	<b>2,041,420</b>	<b>1,866,404</b>	
<b>Other income</b>			
Interest	109,628	87,656	
Total other income	109,628	87,656	
<b>Total revenue and other income</b>	<b>2,151,048</b>	<b>1,954,060</b>	

#### **Note 3: Surplus for the year**

##### **(a) Expenses**

##### **Employee Benefits Expense**

##### **Depreciation and amortisation:**

- furniture and equipment	14,896	17,748
<b>Total depreciation and amortisation</b>	<b>14,896</b>	<b>17,748</b>

##### **Rental expense on operating leases**

- minimum lease payments	6,834	7,989
<b>Total Rental Expense</b>	<b>6,834</b>	<b>7,989</b>

##### **Auditor fees**

- audit services	18,990	17,600
<b>Total Audit Remuneration</b>	<b>18,990</b>	<b>17,600</b>

#### **Note 4: Cash and cash equivalents**

##### **Current**

Cash at bank	2,290,007	2,363,395
Cash float	500	60

##### **Total cash and cash equivalents as stated in the**

**statement of financial position** 2,290,507 2,363,455

##### **Total cash and cash equivalents as stated**

**in the cash flow statement** 2,290,507 2,363,455



**Note 5: Trade and other receivables**

	Note	2012 \$	2011 \$
<b>Current</b>			
Accounts receivable		43,249	10,853
Other debtors		-	3,508
<b>Total current accounts and other receivables</b>	<b>15</b>	<b>43,249</b>	<b>14,361</b>

**Credit Risk - Accounts receivable and other debtors**

The company does not hold any financial assets whose terms have been renegotiated, but which would otherwise be past due or impaired.

The following table details the company's accounts receivable and other debtors exposed to credit risk (prior to collateral and other credit enhancements) with ageing analysis and impairment provided for thereon. Amounts are considered as 'past due' when the debt has not been settled within the terms and conditions agreed between the company and the customer or counter party to the transaction. Receivables that are past due are assessed for impairment by ascertaining solvency of the debtors and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the company.

The balances of receivables that remain within initial trade terms (as detailed in Table 1) are considered to be of high credit quality.

**Note 6: Other Current Assets**

Prepayments	9,668	3,388
	<b>9,668</b>	<b>3,388</b>

**Note 7: Financial assets****Non-Current**

Available-for-sale financial assets	7a,15	
- investments in Australian unlisted shares, available for sale	20,000	20,000
	<b>20,000</b>	<b>20,000</b>

**(a) Available-for-sale financial assets**

Available-for-sale financial assets comprise investments in the ordinary issued capital of various entities. There are no fixed returns or fixed maturity dates attached to these investments.

The financial asset is represented by Shares in Community 21 Limited which have been recorded at cost. Community 21 Limited was formed to fund the establishment of a community sector bank which would provide lower cost banking services and other financing opportunities to community based organisations. The investment represents an ultimate 2.5% share of Community Sector Banking. Bendigo Bank Ltd is a 50% shareholder in Community Sector Banking.

Based on an independent valuation dated 10 October 2008, the investment in Community 21 Ltd was valued at \$144,000. Given the volatile nature of the current financial climate and the fact that the independent valuation was carried out over approximately four years ago, the directors have elected to carry the investment at cost.

**Note 8: Plant and equipment**

	2012 \$	2011 \$
<b>Plant and equipment</b>		
At cost	156,196	374,124
Less accumulated depreciation	(117,298)	(325,419)
<b>Total plant and equipment</b>	<b>38,898</b>	<b>48,705</b>

**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:

	Plant and equipment \$	Total \$
<b>2011</b>		
Balance at the beginning of year	61,040	61,040
Additions at cost	5,413	5,413
Disposals	-	-
Depreciation expense	(17,748)	(17,748)
<b>Carrying amount at end of year</b>	<b>48,705</b>	<b>48,705</b>
<b>2012</b>		
Balance at the beginning of year	48,705	48,705
Additions at cost	5,089	5,089
Disposals	-	-
Depreciation expense	(14,896)	(14,896)
<b>Carrying amount at end of year</b>	<b>38,898</b>	<b>38,898</b>

Table 1: Credit risk (Note 5)

2012	Gross amount \$	Past due & impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31 - 60 \$	61 - 90 \$	>90 \$	
Trade and term receivables	43,249	-	31,700	2,896	2,336	6,317	31,700
<b>Total</b>	<b>43,249</b>	<b>-</b>	<b>31,700</b>	<b>2,896</b>	<b>2,336</b>	<b>6,317</b>	<b>31,700</b>
2011	Gross amount \$	Past due & impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31 - 60 \$	61 - 90 \$	>90 \$	
Trade and term receivables	10,853	-	7,550	1,857	505	941	7,550
<b>Total</b>	<b>10,853</b>	<b>-</b>	<b>7,550</b>	<b>1,857</b>	<b>505</b>	<b>941</b>	<b>7,550</b>



**Note 9: Accounts payable & other payables**

	Note	2012 \$	2011 \$
<b>Current</b>			
Accounts payable		143,704	125,719
Employee benefits		222,015	223,102
Grants in advance		421,580	609,294
Grants in trust		235,729	222,597
Unearned grants		313,050	393,932
	<b>9(a)</b>	<b>1,336,078</b>	<b>1,574,644</b>

(a) Financial liabilities at amortised cost classified as trade and other payables

**Accounts payable and other payables**

<b>Total current</b>		<b>1,336,078</b>	<b>1,574,644</b>
Less annual leave entitlements		(222,015)	(223,102)
<b>Financial liabilities as accounts payable and other payables</b>	<b>15</b>	<b>1,114,063</b>	<b>1,351,542</b>

**Note 10: Provisions****Non-Current****Long-term Employee Benefits**

Opening balance at 1 July 2011	39,379	42,481
Additional provisions raised during year	37,901	15,959
Amounts used	(13,101)	(19,061)
<b>Balance at 30 June 2012</b>	<b>64,179</b>	<b>39,379</b>

**Provision for Non-current Employee Benefits**

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits has been included in Note 1 of financial statements.

**Note 11: Capital and leasing commitments****(a) Operating Lease Commitments**

Non-cancellable operating leases contracted for but not recognised in the financial statements

<b>Payable – minimum lease payments</b>		
- not later than 12 months	6,932	6,932
- later than 12 months but not later than 5 years	13,286	20,218
	<b>20,218</b>	<b>27,150</b>

**Note 12: Events after the reporting period**

No matters or circumstances have arisen since the end of the financial year, which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in subsequent years.

**Note 13: Related Party Transactions****Key Management Personnel Compensation**

	Short-term benefits \$	Post employ- ment benefits \$	Total \$
<b>2012</b>			
<b>Total compensation</b>	127,161	11,240	<b>138,401</b>
<b>2011</b>			
<b>Total compensation</b>	120,259	10,717	<b>130,976</b>

**Note 14: Cash flow information**

	Note	2012 \$	2011 \$
<b>Reconciliation of cash flow from operations with profit after income tax</b>			
Profit after income tax		166,179	209,898
Non cash flows			
Depreciation and amortisation expense		14,896	17,748
Changes in assets and liabilities			
(Increase)/decrease in accounts receivable and other debtors		(28,888)	10,307
Increase/(decrease) in accounts payable and other payables		(238,566)	592,032
Increase in provisions for employee benefits		24,800	(3,102)
Decrease in prepayments		(6,280)	(2,317)
		<b>(67,859)</b>	<b>824,566</b>

**Note 15: Financial risk management**

The company's financial statements consist mainly of deposits with banks, local money market instruments, short-term investments and long-term investments, receivables and payables, and lease liabilities.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

**Financial Assets**

Cash and Cash equivalents	4	2,290,507	2,363,455
Accounts receivable and other debtors	5	43,249	14,361
Available for sale financial assets			
Investments in Australian unlisted shares, available for sale	7	20,000	20,000
<b>Total Financial Assets</b>		<b>2,353,756</b>	<b>2,397,816</b>

**Financial liabilities**

Financial Liabilities at amortised cost			
Accounts payable and other payables	9(a)	1,114,063	1,351,542
<b>Total Financial liabilities</b>		<b>1,114,063</b>	<b>1,351,542</b>

## Financial Risk Management Policies

The finance committee is responsible for monitoring and managing the company's compliance with its risk management strategy and consists of senior Board members. The finance committee's overall risk management strategy is to assist the company in meeting its financial targets whilst minimising potential adverse effects on financial performance. Risk management policies are approved and reviewed by the finance committee on a regular basis. These include credit risk policies and future cash flow requirements.

### Specific Financial Risk Exposures and Management

The main risks the company is exposed to through its financial instruments are credit risk, liquidity risk and market risk relating to interest rate risk and other price risk. There have been no substantive changes in the types of risks the company is exposed to, how these risks arise, or the Board's objectives, policies and processes for managing or measuring the risks from the previous period.

#### (a) Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss to the company.

The company does not have any material credit risk exposures as its major source of revenue is the receipt of grants. Credit risk is further mitigated as over 100% of the grants being received from Commonwealth, State and Local governments are in accordance with funding agreements which ensure regular funding for a period of 1 year.

#### Credit Risk Exposures

The maximum exposure to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying value and classification of those financial assets (net of any provisions) as presented in the statement of financial position.

Accounts receivable and other debtors that are neither past due nor impaired are considered to be of high credit quality. Aggregates of such amounts are detailed at Note 5.

The company has no significant concentrations of credit risk with any single counterparty or group of counterparties. Details with respect to credit risk of Accounts Receivable and Other Debtors are provided in Note 5.

Credit risk related to balances with banks and other financial institutions is managed by the finance committee in accordance with approved Board policy. Such policy requires that surplus funds are only invested with counterparties with a Standard and Poor's rating of at least AA-. The following table provides information regarding the credit risk relating to cash and money market securities based on Standard and Poor's counterparty credit ratings.

	Note	2012 \$	2011 \$
Cash and cash equivalents			
- AA Rated		2,290,507	2,363,455
	<b>4</b>	<b>2,290,507</b>	<b>2,363,455</b>

#### (b) Liquidity risk

Liquidity risk arises from the possibility that the company might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The company manages this risk through the following mechanisms:

- preparing forward looking cash flow analysis in relation to its operational, investing and financing activities;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

Table 2 (*following page*) reflects an undiscounted contractual maturity analysis for non-derivative financial liabilities. The company does not hold directly any derivative financial liabilities.

Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates.

#### (c) Market Risk

##### i. Interest rate risk

Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The company is also exposed to earnings volatility on floating rate instruments.

##### ii. Price risk

The entity is not exposed to any material commodity price risk.

#### Sensitivity analysis

The following table illustrates sensitivities to the company's exposures to changes in interest rates and equity prices. The table indicates the impact on how profit and equity values reported at the end of the reporting period would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	Profit \$	Equity \$
<b>Year ended 30 June 2012</b>		
+/- 2% in interest rates	45,810	45,810
<b>Year ended 30 June 2011</b>		
+/- 2% in interest rates	47,268	47,268

**Table 2:** Financial liability and financial asset maturity analysis (Note 15b)

	Within 1 year		1 to 5 years		Over 5 year		Total	
	2012 \$	2011 \$	2012 \$	2011 \$	2012 \$	2011 \$	2012 \$	2011 \$
<b>Financial liabilities due for payment</b>								
Accounts payable & other payables (excl. Est. Annual leave and deferred income)	1,114,063	1,351,542	-	-	-	-	1,114,063	1,351,542
<b>Total expected outflows</b>	<b>1,114,063</b>	<b>1,351,542</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,114,063</b>	<b>1,351,542</b>
<b>Financial assets - cash flows realisable</b>								
Cash and cash equivalents	2,290,507	2,363,455	-	-	-	-	2,290,507	2,363,455
Trade, term and loans receivables	43,249	14,361	-	-	-	-	43,249	14,361
Other investments	20,000	20,000	-	-	-	-	20,000	20,000
<b>Total anticipated inflows</b>	<b>2,353,756</b>	<b>2,397,816</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,353,756</b>	<b>2,397,816</b>
<b>Net (outflow) / inflow on financial instruments</b>	<b>1,239,693</b>	<b>1,046,274</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,239,693</b>	<b>1,046,274</b>

These sensitivities assume that the movement in a particular variable is independent of other variables.

No sensitivity analysis has been performed on foreign exchange risk as the company has no material exposures to currency risk.

There have been no changes in any of the assumptions used to prepare the above sensitivity analysis from the prior year.

#### *Fair values*

##### *Fair value estimation*

The fair values of financial assets and financial liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded. In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market

since their initial recognition by the company. Most of these instruments, which are carried at amortised cost (i.e. accounts receivables, loan liabilities), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the company.

(refer Table 3, following page)

#### **Note 16: Capital Management**

Management controls the capital of the entity to ensure that adequate cash flows are generated to fund its mentoring programs and that returns from investments are maximised within tolerable risk parameters. The finance committee ensures that the overall risk management strategy is in line with this objective.

The finance committee operates under policies approved by the Board of Directors. Risk management policies are approved and reviewed by the Board on a regular basis. These include credit risk policies and future cash flow requirements.

The entity's capital consists of financial liabilities, supported by financial assets.

Management effectively managed the entity's capital by assessing the entity's financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels.

There have been no changes to the strategy adopted by management to control the capital of the entity since the previous year.

The entity has no financial liabilities for the years ended 30 June 2012 and 30 June 2011 and hence no gearing.

**Table 3:** Financial instruments measured at fair value (Note 15c)

The financial instruments recognised at fair value in the statement of financial position have been analysed and classified using a fair value hierarchy reflecting the significance of the inputs used in making the measurements. The fair value hierarchy consists of the following levels:

- quoted prices in active markets for identical assets or liabilities (Level 1);
- inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices) (Level 2); and
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

	Level 1	Level 2	Level 3	Total
<b>2012</b>				
<b>Financial assets</b>				
Available-for-sale financial assets	-	20,000	-	20,000
<b>Total</b>	-	<b>20,000</b>	-	<b>20,000</b>
<b>2011</b>				
<b>Financial assets</b>				
Available-for-sale financial assets	-	20,000	-	20,000
<b>Total</b>	-	<b>20,000</b>	-	<b>20,000</b>

Included within Level 1 of the hierarchy are listed investments. The fair value of these financial assets has been based on the closing quoted bid prices at the end of the reporting period, excluding transaction costs.

In valuing unlisted investments, included in Level 2 of the hierarchy, valuation techniques such as those using comparisons to similar investments for which market observable prices are available have been adopted to determine the fair value of these investments.

No transfers between the levels of the fair value hierarchy occurred during the current or previous reporting period.

**Table 4:** Fair value estimation

	Foot-note	2012		2011	
		Net carry-ing value \$	Net fair value \$	Net carry-ing value \$	Net fair value \$
<b>Financial assets</b>					
Cash and cash equivalents	(i)	2,290,507	2,290,507	2,363,455	2,363,455
Trade and other receivables	(i)	43,249	43,249	14,361	14,361
Available-for-sale financial assets at fair value - unlisted investments available for sale	(ii)	20,000	20,000	20,000	20,000
<b>Total financial assets</b>		<b>2,353,756</b>	<b>2,353,756</b>	<b>2,397,816</b>	<b>2,397,816</b>
<b>Financial liabilities</b>					
Accounts payable & other payables	(i)	1,114,063	1,114,063	1,351,542	1,351,542
<b>Total financial liabilities</b>		<b>1,114,063</b>	<b>1,114,063</b>	<b>1,351,542</b>	<b>1,351,542</b>

The fair values disclosed in the above table have been determined based on the following methodologies:

- (i) Cash and cash equivalents, accounts receivable and other debtors and accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables excludes amounts relating to the provision of annual leave which is outside the scope of AASB 139.
- (ii) For listed available-for-sale and held-for-trading financial assets, closing quoted bid prices at the end of the reporting period are used. In determining the fair values of the unlisted available-for-sale financial assets, the directors have used inputs that are observable either directly (as prices) or indirectly (derived from prices).

## Note 17: Entity Details

The registered office of the entity is:

Council of Social Service of New South Wales  
66 Albion Street, Surry Hills NSW 2010

The principal place of business is:

Council of Social Service of New South Wales  
66 Albion Street, Surry Hills NSW 2010

## Directors' Declaration

In accordance with a resolution of the directors of Council of Social Service of New South Wales, the directors declare that:

1. The financial statements and notes, as set out on pages 5 to 19, 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 2012 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 company will be able to pay its debts as and when they become due and payable.

Eileen Baldry  
President

Date: 8 October 2012

## Independent Auditor's Report

### Report on the Financial Report

We have audited the accompanying financial report of Council of Social Service of New South Wales, which comprises the statement of financial position as at 30 June 2012, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

### Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation and fair presentation of the financial report that gives a true and fair value in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report 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 statements are 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 company's preparation of the financial report that gives a true and fair view 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.

### Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Council of Social Service of New South Wales on 30 June 2012, would be in the same terms if provided to the directors as at the date of this auditor's report.

### Auditor's Opinion

In our opinion, the financial report of Council of Social Service of New South Wales is in accordance with *Corporations Act 2001*, including:

- (i) giving a true and fair view of the company's and consolidated entity's financial position as at 30 June 2012 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

John Newton  
Haywards Accountants  
8/19-31 Pitt St.,  
Sydney, NSW 2000  
8 October 2012





	TOTALS	NCOSS Core	SDSP	NCOSS Community Cover	Transport Policy	HACC Policy	HACC 10/11 Surplus	Aged Care Alliance	HACC Aboriginal Gathering	Gathering SPO	Gathering Conference 2011	Disability Policy	Health Policy	Management Support Unit (NSW Ministry of Health)	QI Project (NSW Ministry of Health)	Management Support Unit (ADHC)	NCOSS Gathering Sharing our Way	Aboriginal Community Care Directorate	Incorporation Revision	NCOSS Sector Development Workforce	Indigenous Women's Leadership	HSNET IT Strategy	
Grant Received	1,478,971		631,579		90,851	150,392			5,000			256,375	132,400	80,300		45,814			16,290				
<b>Total Grant Received</b>	<b>1,478,970.87</b>	<b>0.00</b>	<b>631,578.68</b>		<b>90,851.09</b>	<b>150,391.99</b>			<b>5,000.00</b>	<b>0.00</b>		<b>256,374.99</b>	<b>132,400.00</b>	<b>80,300.00</b>	<b>0.00</b>	<b>45,814.12</b>			<b>16,260.00</b>				
Membership Fees	249,142	249,142																					
Webjobs	111,863	111,863																					
Newsletter advertising	5,370	5,370																					
Publication Sales	1,223	1,095		115																			23
Publishing Income	1,455	1,455																					
Conference Income	41,584	41,584																					
Training Services	77,436			77,436																			
Commission on Sales	295,779	295,779																					
Management Services	82,025	82,025																					
Project Recoveries - Overheads	16,968	16,968																					
Tenant Recoveries	1,892	1,892																					
Photocopying Income	1,890													1,890									
Consultant Registration Fees	1,160	1,160																					
Sitting Fees	1,750	1,750																					
Dividend Income	1,916	1,916																					
Miscellaneous Income	1,916	1,916																					
Interest Received	109,628	76,500	4,196									855			283								
<b>Total Income</b>	<b>248,005</b>	<b>888,176</b>	<b>6,577.4</b>	<b>77,551</b>	<b>90,851</b>	<b>151,652</b>	<b>317</b>	<b>5,000</b>	<b>283</b>	<b>283</b>	<b>1,647</b>	<b>1,055</b>	<b>640</b>	<b>1,890</b>	<b>1,012</b>	<b>8,382</b>	<b>12,370</b>	<b>16,283</b>	<b>7,291</b>	<b>2,391</b>	<b>30,815</b>	<b>2,941</b>	
Salary Costs	1,221,308	789,247	29,547	29,547	43,645	75,503			3,244	3,244	99,120	71,866	33,893	10,435	33,893	2,642							
Leave Expenses	153,238	116,232	2,764	2,764	3,431	6,965			202	202	10,527	6,592	2,642	900	2,642								
Superannuation	119,829	79,109	2,887	2,887	4,014	6,784			440	440	9,063	6,856	3,093	936	3,093								
Workers Compensation Insurance	12,273	348	7,322	348	486	842			53	53	1,173	830	375	113	375								
Other Staffing Costs	102,123	480	61,869	4,559	295	250			750	750	1,775	3,691											
Administration	27,350	27,350																					
Equipment	32,133	32,133																					
Insurance	17,215	17,215																					
Office Overheads	44,115	44,115																					
Premises	40,409	40,409																					
Conference Expenses	55,393	28,619																					
Activity Costs	60,082	43,134		118	1,139	1,747		1,992	84					10,005									
Newsletter Expense	27,575	27,575																					
Travel	54,528	22,101		61	4,015	1,828		8,198	188					2,034	1,873								
Project - Sundry	775			900	609	136		264	19					59	17								
Project Audit	11,984			92	900	900		188	984					900	900								
Project Management Services	12,195	12,195		12,195	18,814	30,487								15,244	3,814								
Project Administration Services	82,164	6,147	9,151	15,399	15,399									7,684	7,684								
Project Insurance	5,896	378	944	722	1,413	1,805								472	472								
Project Office Overheads	16,507																						
Project Functions	27,454			1,899	3,096	4,748								2,374	2,374								
Project Premises	32,168			1,812	4,529	4,529								2,285	2,285								
Project Operations	235,815	283,131	105,287	64,338	95,524	151,637		10,462	5,674					8,207	18,088								
<b>Total Expense</b>	<b>235,815</b>	<b>607,045</b>	<b>-417,105</b>	<b>13,214</b>	<b>-4,673</b>	<b>15,163</b>	<b>317</b>	<b>-5,462</b>	<b>-5,410</b>	<b>18,845</b>	<b>153,488</b>	<b>167,64</b>	<b>-18,598</b>	<b>2,303</b>	<b>18,088</b>	<b>58,190</b>	<b>7,482</b>	<b>11,470</b>	<b>43,986</b>	<b>59,585</b>	<b>671</b>	<b>887</b>	
<b>Operating Surplus/Deficit</b>	<b>121,940</b>	<b>607,045</b>	<b>-417,105</b>	<b>13,214</b>	<b>-4,673</b>	<b>15,163</b>	<b>317</b>	<b>-5,462</b>	<b>-5,410</b>	<b>18,845</b>	<b>153,488</b>	<b>167,64</b>	<b>-18,598</b>	<b>2,303</b>	<b>18,088</b>	<b>58,190</b>	<b>7,482</b>	<b>11,470</b>	<b>43,986</b>	<b>59,585</b>	<b>671</b>	<b>887</b>	
Grant Adjustments	4,599	4,599																					
Grants in from Trust	671			17,912																			
Unrecovered grants 2011-2012	375,087	545																					
InterProject Transfers	18,845																						
Less																							
Grants in to trust	14,889						14,889																
Grants in to Advance 2012/2013	18,952																						
InterProject Transfers	313,050	607,031	-417,105	31,126	-4,673	-75		1,985	38,991	17,599	18,845	170,252	-18,598	2,326	35,171	7,482	11,470	15,599	59,585	671	887		
<b>Unrecovered grants 2012-2013</b>	<b>165,179</b>	<b>607,031</b>	<b>-417,105</b>	<b>31,126</b>	<b>-4,673</b>	<b>-75</b>	<b>1,985</b>	<b>38,991</b>	<b>17,599</b>	<b>18,845</b>	<b>170,252</b>	<b>-18,598</b>	<b>2,326</b>	<b>35,171</b>	<b>7,482</b>	<b>11,470</b>	<b>15,599</b>	<b>59,585</b>	<b>671</b>	<b>887</b>			
<b>2011-2012 Surplus/Deficit</b>	<b>165,179</b>	<b>607,031</b>	<b>-417,105</b>	<b>31,126</b>	<b>-4,673</b>	<b>-75</b>	<b>1,985</b>	<b>38,991</b>	<b>17,599</b>	<b>18,845</b>	<b>170,252</b>	<b>-18,598</b>	<b>2,326</b>	<b>35,171</b>	<b>7,482</b>	<b>11,470</b>	<b>15,599</b>	<b>59,585</b>	<b>671</b>	<b>887</b>			

# ■ NCOSS members and affiliates

## Organisational Members - 512

- Ability Options Ltd  
 Aboriginal Child, Family & Community Care State Secretariat  
 Aboriginal Disability Network NSW  
 Aboriginal Early Childhood Support Unit  
 Accessible Arts  
 Accessible Bridge Services  
 ACON  
 Action For People With Disability Inc  
 Aged & Community Services Association NSW & ACT  
 Aged Care Rights Service  
 Aid for Africa Down Under  
 Albion Park Youth and Community Care  
 Albury Supported Accommodation Service Inc  
 Albury Wodonga Community Network Inc  
 Alice's Cottages Inc  
 Alt Beatty Consulting  
 Alzheimer's Australia NSW  
 Anglicare  
 Armidale Care For Seniors Inc  
 Asian Women At Work Inc  
 Association Of Children's Welfare Agencies  
 Association of Genetic Support of Australasia  
 Asylum Seekers Centre  
 Auburn Asian Welfare Centre Inc  
 Auburn Community Development Network  
 Auburn Diversity Services  
 Auburn Youth Centre Inc  
 Australian Association Of Social Workers NSW Branch  
 Australian Chapter of Batten Disease Support Research Association  
 Australian Red Cross - Head Office  
 B Miles Women's Foundation  
 Ballina Byron Family Centre Inc  
 Ballina District Community Services Association Inc  
 Ballina Shire Meals On Wheels  
 Bankstown Area Multicultural Network Inc  
 Bankstown Dementia Carers' Group Inc  
 Baptist Community Services - NSW & ACT  
 Barnardos Australia  
 Bathurst Information & Neighbourhood Centre  
 Bega Valley Meals On Wheels Co-operative  
 Benevolent Society - Head Office  
 Berrigan Children's Centre Association Inc  
 Best Employment Ltd  
 Blackheath Area Neighbourhood Centre Inc  
 Blacktown Community Transport  
 Bligh Park Community Services  
 Blue Mountains Intergrated Transport  
 Blue Mountains Women's Health Centre Inc  
 Blue Mountains Youth Accommodation & Support Service Inc  
 Bobby Goldsmith Foundation  
 Bondi Beach Cottage - Family Centre  
 Bonnie Women's Refuge Ltd  
 Boronia Multicultural Services  
 Botany Family & Children's Centre Inc  
 Boys' Town Engadine  
 Brain Injury Association NSW Inc  
 Bridge Youth Services Inc  
 Bridges  
 Broken Hill Community Inc  
 Broken Hill Youth Accommodation & Support Services  
 Burdekin Association Inc  
 Burwood Community Welfare Services  
 Byron Emergency Accommodation Project  
 Byron Youth Service Inc  
 Cabramatta Community Centre  
 Camden Community Connections  
 Campbell Page  
 Cancer Council NSW  
 Canterbury City Community Centre  
 Carers NSW Inc  
 CareWest Inc  
 Casino Family Support Service Inc  
 Cassia Community Centre Inc  
 Catholic Community Services - Meadowbank  
 Catholic Social Services NSW/ACT  
 CatholicCare - Wollongong  
 CCSA (formerly Community Connections Solutions Australia)  
 Centacare - Broken Bay  
 Centacare - Wagga Wagga  
 Central Coast Community Council  
 Central Coast Community Legal Centre  
 Central Coast Disability Network  
 Central Coast Family Support Service Inc  
 Central Coast Tenants Advice & Advocacy Service  
 Central West Community Care Forum  
 Central West Community College  
 Central West Women's Health Centre Inc  
 Centre Against Child Sexual Assault  
 Centre for Volunteering  
 Cessnock Community Transport Inc  
 Chester Hill Neighbourhood Centre Inc  
 Child & Adolescent Specialist Programs and Accommodation  
 Child Abuse Prevention Service  
 Chinese Parents Association - Children With Disabilities Inc  
 Churches Housing Inc  
 Clarence Family Day Care  
 Clarence River Women's Refuge  
 Coast Shelter  
 Coastwide Community Transport Inc  
 Coffs Harbour Home Modification & Maintenance Service Inc

Combined Pensioners & Superannuants Association  
 Of NSW Inc  
 Common Equity NSW  
 Community Activities Lake Macquarie Inc  
 Community Care Northern Beaches Inc  
 Community Child Care Co-operative Ltd  
 Community Compass  
 Community First Step - Fairfield Community  
 Resource Centre  
 Community Legal Centres NSW  
 Community Management Advisory Project Inc  
 Community Options Illawarra Inc  
 Community Programs Inc  
 Community Resource Network Inc  
 Community Restorative Centre Inc  
 Compassionate Friends (NSW)  
 Connect Child and Family Services Inc  
 Contact Inc  
 Council On The Ageing (NSW) Inc  
 Country Women's Association  
 Cowra / Grenfell Meals On Wheels  
 Cowra Neighbourhood Centre  
 Create Foundation  
 Creating Links Co-operative Ltd  
 Crossroads Community Care Centre  
 Cumberland Prospect Respite and Carelink  
 Cystic Fibrosis NSW  
 Disability & Aged Information Service Inc  
 Disability Information Advocacy Service Inc  
 Disability South West Inc  
 Disability Support Pensioners Australia Inc  
 Disability Trust  
 Diverse Community Care Inc  
 Drummoyne Community Centre Inc  
 Dubbo Neighbourhood Centre  
 Dundas Area Neighbourhood Centre Inc  
 Early Childhood Australia NSW Inc  
 Early Childhood Intervention Australia NSW  
 Eastern Suburbs Community Youth Association Ltd  
 Eastlakes Family Support Service Inc  
 ECHO Neighbourhood Centre  
 Edgeworth Memorial Neighbourhood Centre Inc  
 Elmore Vale Community Centre  
 Elizabeth Evatt Community Legal Centre  
 Ella Centre  
 Engadine Community Services  
 Engadine District Youth Services Inc  
 Enough Is Enough Anti-Violence Movement Inc  
 Erin's Place Women's Refuge  
 Essie Women's Refuge Inc  
 Eurobodalla Family Support Service Inc  
 Factory Community Centre Inc  
 Family Centre  
 Family Drug Support  
 Family Planning NSW  
 Family Services Illawarra Inc  
 Financial Counsellors Association of NSW Inc  
 Financial Counsellors Association Of NSW Inc  
 Food Distribution Network Inc  
 Foodbank NSW Ltd  
 Forrest Centre  
 Forster Neighbourhood Centre Inc  
 Foundation For Disabled Sportsmen & Sportswomen  
 Fraternal Society Of Tripoli and Mena  
 Gambling Impact Society NSW  
 Gender Centre  
 Gilgai Aboriginal Centre Inc  
 Glen Innes and District Community Centre  
 Goulburn Family Support Service Inc  
 Gowrie NSW  
 Graceades Community Cottage Inc  
 Granville Multicultural Community Centre  
 GREAT Community Transport Inc  
 Great Lakes Community Resources Inc  
 Greek Welfare Centre  
 Greenacre Area Neighbourhood Centre  
 Griffith Neighbourhood House Community Centre  
 GROW NSW  
 Guthrie House Co-operative  
 Gwydir HACC Services Inc  
 Gymea Community Aid and Information Inc  
 Handital NSW Inc  
 Harris Park Community Centre  
 Hawkesbury Nepean Community Legal Centre  
 Haymarket Foundation Ltd  
 HeadEast Eastern Sydney Acquired Brain Injury  
 Community Access  
 Headway Adult Development Program Inc  
 Healthy Cities Illawarra Inc  
 Hepatitis NSW  
 Highlands Community Centres Inc  
 HIV/AIDS Legal Centre  
 Holdsworth Street Community Centre and Services  
 Holroyd Community Aid and Information Service  
 Homelessness NSW  
 Housing Connection NSW Inc  
 Hume Community Housing Association Ltd  
 Hunter Tenants Advice and Advocacy Service  
 Hunter Valley Financial Counselling Project  
 Hunters Hill Ryde Community Services Inc  
 Huntington's NSW  
 IDEAS Inc (Tumut)  
 Illawarra Area Child Care Ltd  
 Illawarra Forum Inc  
 Illawarra Legal Centre Inc  
 Illawarra Multicultural Services (Wollongong)  
 Illawarra Women's Community Health Centre  
 Immigrant Women's Speakout Association NSW  
 Independent Living Centre NSW  
 Inner City Legal Centre  
 Inner South West Community Development  
 Organisation  
 Inner Sydney Regional Council  
 Inner West Community Transport Inc  
 Inner West Neighbour Aid  
 Inspiration House Services Inc  
 Institute For Family Advocacy  
 Integrated Living Australia Ltd  
 Integricare  
 Intellectual Disability Rights Service  
 Interaction Disability Services  
 Interchange Wingecarribee Inc  
 Intereach Limited - Deniliquin

- International Social Service Australia
- Jannali Neighbour Aid (Nightingale) Inc
- Jesmond Neighbourhood Centre Inc
- JewishCare
- Joan Harrison Support Services For Women Inc
- Junction Neighbourhood Centre
- Kamira Farm Inc
- Karabi Community and Development Services Inc
- Kariong Neighbourhood Centre Inc
- Katakudu Women's Housing Inc
- Katoomba Neighbourhood Centre
- Kempsey Neighbourhood Centre Inc
- Keystone Community Solutions
- Kings Cross Community and Information Centre Inc
- Kingsford Legal Centre
- Kingsgrove Community Aid Centre Inc
- Kooloora Community Centre
- Koorana Child and Family Services
- KU Children's Services
- Kulkuna Cottage Women's Refuge Ltd
- Ku-Ring-Gai Neighbourhood Centre Inc
- Ku-ring-gai Youth Development Service Inc
- Kurri Kurri Community Centre
- Kyogle Family Support Services Inc
- Lake Macquarie Support Services Inc
- Lane Cove and North Side Community Services
- Launchpad Youth Community Inc
- Learning Links - Head Office
- Leichhardt Community Transport Group
- Leichhardt Women's Community Health Centre Inc
- Life Without Barriers
- Lismore Neighbourhood Centre
- Lismore Women's and Childrens Refuge
- Little Bay Coast Centre For Seniors Inc
- Liverpool Migrant Resource Centre
- Local Community Services Association
- Lotus House
- Lower Mountains Neighbourhood Centre Inc
- Lower North Shore Community Transport Inc
- Macarthur Disability Services Ltd
- Macarthur District Temporary Family Care Inc
- Macarthur Diversity Services Inc
- Macarthur Home Modification Service
- Macedonian Welfare Association Inc
- MacKillop Family Services NSW
- MacKillop Rural Community Services
- Macquarie Legal Centre Inc
- Maitland Family Support Scheme Inc
- Make Today Count Inc
- Manly Drug Education and Counselling Centre
- Manly Warringah Pittwater Community Aid Service
- Manly Warringah Women's Resource Centre
- Manly Women's Shelter
- Manning Support Services Inc
- Marian Centre
- Marist Youth Care
- Marrickville Legal Centre
- Marrickville Youth Resource Centre Inc
- Matthew Talbot Homelessness Services
- ME Chronic Fatigue Syndrome Society (NSW)
- Mental Health Association NSW Inc
- Mental Health Carers ARAFMI NSW - Central Coast
- Mental Health Carers ARAFMI NSW - Sydney
- Mental Health Co-ordinating Council Inc
- Metro Migrant Resource Centre
- Mid North Coast RCSD
- Mirabel Foundation
- Mission Australia - NSW State Office
- Mobile Childrens Services Association Of NSW
- Molonglo Women's and Children's Services Ltd
- Monaro Crisis Accommodation Service
- Monaro Family Support Service Inc
- Moree Women's Refuge Ngala House Inc
- Mortdale Community Service Inc
- Moruya Women and Children's Service Inc
- Motor Neurone Disease Association of NSW Inc
- Mountains Community Resource Network Inc
- Mt Druitt Ethnic Communities Agency Inc
- Multicultural Disability Advocacy Association Of NSW
- Multicultural Support Network of Randwick
- Muswellbrook Carelink Inc
- Nagle Centre Family Care and Support
- National Council of Women of NSW Inc
- National Respite Association
- Neighbour Connections Inc
- Nepean Community and Neighbourhood Services
- Nepean Volunteers Support Program
- Network of Alcohol and Other Drug Agencies
- New England HACC Development Inc
- Newcastle Community Transport Group
- Newcastle Family Support Service Inc
- Newtown Neighbourhood Centre Ltd
- NF Australia Inc
- Noah's Ark Centre of Shoalhaven
- Non English Speaking Housing
- North and North West Community Legal Service
- North Richmond Community Centre Inc
- North St Marys Neighbourhood Centre Inc
- Northcott Disability Services
- Northern Beaches Community Services Ltd
- Northern Rivers Social Development Council
- Northside Community Forum Inc
- NSW Association for Youth Health
- NSW Community Housing Tenant Network
- NSW Community Options Projects Inc
- NSW Community Transport Organisation
- NSW Consumer Advisory Group Mental Health Inc
- NSW Council For Intellectual Disability
- NSW Family Day Care Association Inc
- NSW Family Services Inc
- NSW Federation of Housing Associations Inc
- NSW Meals On Wheels Association Inc
- NSW Rape Crisis Centre
- NSW Retired Teachers Association
- NSW Users and AIDS Association
- NSW Women's Refuge Resource Centre
- Oakdene House Foundation
- Occasional Child Care Association of NSW
- Odyssey House McGrath Foundation
- Older Women's Network NSW Inc
- On Track Community Programs
- One Step at a Time Counselling



- Orange Community Accommodation Service
- Our Community Place
- Ourcare Services Limited
- Outer Liverpool Community Services Inc
- Oxley Community Transport Service Inc
- Pacific Link Housing
- Paddington Uniting Church
- Pam's Place Crisis Accommodation Resource and Referral Service
- Pan Community Council
- Parke and District Information and Neighbourhood Centre
- Parkinson's NSW Inc
- Parklands Cottage Incorporated
- Parks Community Network Inc
- PATH Inc
- Pathfinders Inc
- Peninsula Community Centre Inc
- Penrith Women's Health Centre
- People with Disability Australia Inc
- Phoebe House Inc
- Phoenix House Youth Services
- Physical Disability Council NSW
- Picton Preschool Kindergarten
- Port Kembla Community Project Inc
- Port Macquarie Neighbourhood Centre Inc
- Positive Life NSW Inc
- Positive Support Network Incorporated
- Post-Polio Network (NSW) Inc
- Prisoners Aid Association Of NSW
- Project Youth Inc
- Protective Behaviours NSW
- Public Interest Advocacy Centre
- Quality Management Services
- Randwick-Waverley Community Transport
- Raymond Terrace Neighbourhood Centre
- Recreation and Peer Support
- Redfern Legal Centre
- Relationships Australia (NSW)
- Respite and Recreation Inc
- Richmond Community Services Inc
- Riverlink Interchange Inc
- Riverstone Neighbourhood Centre and Community Aid Service Inc
- Riverwood Community Centre Inc
- Rockdale Community Services Inc
- Rosebank Child Sexual Abuse Service Inc
- Rosemount Youth and Family Services Inc
- Rozelle Neighbourhood Centre
- Rural Dental Action Group
- Ryde Family Support Service Inc
- Salvation Army - Australia Eastern Territory
- Samaritans Foundation - Adamstown
- Save the Children of Iraq
- SDN Children's Services Inc
- Search Foundation
- Sector Connect
- Settlement Services International
- Share Care Inc
- Shelter NSW
- SHINE for Kids
- Shire Community Service
- Shoalcoast Community Legal Centre
- Shoalhaven Neighbourhood Services Inc
- Shopfront Youth Legal Centre
- Sisters of Charity Outreach
- South East Neighbourhood Centre
- South East Sydney Community Transport Inc
- South Sydney Community Aid Co-operative Ltd
- South West Child Adolescent and Family Services
- South West Sydney Legal Centre Inc
- South West Women's Housing Inc
- South Western Regional Tenants Association
- Southern Community Care Development Inc
- Southern Highlands Bereavement Care Service
- Southern Riverina Youth Support Services Inc
- Southern Sydney Youth Refuge
- Southern Youth and Family Services Association Inc
- Spanish and Latin American Community Organisation Inc
- St Clair Youth and Neighbourhood Team Inc
- St George Accommodation for Youth
- St George Advocates for Children Inc
- St George Community Housing Co-op Ltd
- St George Migrant Resource Centre
- St George Womens Housing Inc
- St George Youth Services Inc
- St Marys Area Community Development Project Inc
- St Michael's Family Centre
- St Vincent de Paul Society - Amelie House
- St Vincent de Paul Society - State Council
- St Vincent de Paul Society - Sydney
- Stanford House Inc
- Stepping Out Housing Program
- Stroke and Disability Information
- Surry Hills Neighbourhood Centre
- Sutherland Shire Carer Support Service
- Sutherland Shire Family Services Inc
- Sydney Food Fairness Alliance
- Sydney Legacy
- SydWest Multicultural Services Inc
- Tablelands Community Options
- Talinga Community Service
- Tamworth and Oxley Community Activities Network
- Taree Women and Children's Refuge
- Ted Noffs Foundation
- Temora Shire Council - Temora HACC Centre
- Tenants' Union Of NSW Co-op Ltd
- The Cottage
- The Cottage Family Care Centre
- The Deli Women and Children's Centre Inc
- The Hills Community Aid and Information Service
- The Junction Works Inc
- The Place: Charlestown Community Centre
- The Station Drop-In Centre
- Tomaree Neighbourhood Centre Inc
- Touching Base
- Toukley Women's Refuge
- TransCare Hunter Ltd
- TRI Community Exchange
- Tumut Regional Family Services Inc
- TURSA Employment and Training
- Tweed Valley Early Childhood Intervention Service Inc
- Ulladulla and Districts Community Resources Centre
- UnitingCare Children, Young People and Families
- UnitingCare NSW ACT



Veritas House Inc  
 Vincentian Social Action Centre  
 Volunteering Coffs Harbour Inc  
 Wagga Women's Health Centre  
 Walgett Aboriginal Medical Service Co-op  
 Walla Mulla Family and Community Support  
 War Widows' Guild of Australia NSW Ltd  
 Watershed Drug and Alcohol Recovery and Education Centre  
 Waybridge Ministries Inc  
 We Help Ourselves  
 Weave Youth Family Community  
 Wee Waa and District HACC Association  
 Welfare Rights Centre  
 Werrington Community Project Inc  
 Wesley Mission  
 Western NSW Community Legal Service  
 Western Suburbs Haven Inc  
 Western Sydney Community Forum  
 Western Sydney Drug and Alcohol Resource Centre Inc  
 Westir Ltd  
 Westside Community Centre  
 Wimlah Refuge  
 Windgap Foundation Limited  
 Wings of Hope Inc  
 Wirringa Baiya Aboriginal Women's Legal Centre  
 Wise Employment  
 Wollongong West Street Centre  
 Wollongong Women's Housing  
 Women in Prison Advocacy Network  
 Women's and Girls' Emergency Centre  
 Women's Activities and Self Help House  
 Women's Centre Albury-Wodonga Inc  
 Women's Domestic Violence Court Advocacy Service Network Inc  
 Women's Electoral Lobby NSW Inc  
 Women's Health NSW  
 Women's Housing Company  
 Women's Legal Services NSW  
 Women's Shelter Armidale Inc  
 Woodbine Neighbourhood Centre  
 Woodrising Neighbourhood Centre  
 Woodville Community Services Inc  
 Workers' Health Centre  
 Wyong Community Transport  
 Wyong Neighbourhood Centre Inc  
 Y Foundations  
 Yawarra Meamei Womens Group  
 Youth Action and Policy Association NSW Inc  
 Youth Off The Streets  
 Youth Solutions

## Affiliate Members - 67

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Age Communications  
 Australian Services Union (NSW)  
 Bankstown City Council  
 Bega Valley Shire Council  
 Blacktown City Council  
 Blue Mountains City Council  
 BRC Recruitment Pty Ltd  
 Broken Hill City Council  
 Camden Council  
 Campbelltown City Council  
 Campbelltown TAFE Library  
 Canterbury City Council  
 Charles Sturt University  
 City of Ryde  
 Cooma Monaro Shire Council  
 Department Of Community Services - Orange  
 Department Of Parliamentary Services  
 Department of Premier and Cabinet - North Coast  
 Disability Professionals Pty Ltd  
 Energy & Water Ombudsman NSW  
 Enhancing Community Business  
 Eurobodalla Shire Council  
 Gosford City Council  
 Hawkesbury City Council  
 Holroyd City Council  
 Hurstville City Council  
 Inner West Sydney Medical Local Ltd  
 Institute For Sustainable Futures  
 Kempsey Shire Council  
 Kiama Municipal Council  
 Kogarah City Council  
 Ku-Ring-Gai Council  
 Lake Macquarie City Council  
 Lane Cove Municipal Council  
 Legal Aid Commission of NSW  
 Leichhardt Municipal Council  
 Lismore City Council  
 Local Government and Shires Association  
 Marrickville Council  
 Mosman Municipal Council  
 Muswellbrook Shire Council  
 National Tertiary Education Union  
 North Sydney Council  
 NSW Fair Trading  
 NSW Ombudsman  
 NSW Teachers Federation  
 Parramatta City Council  
 Public Service Association Of NSW  
 Randwick City Council  
 Rockdale City Council  
 Shellharbour City Council  
 Shoalhaven City Council  
 South West Sydney Area Health Service  
 Southern Councils Group - Community Care Programs

St George College of TAFE  
Strathfield Municipal Council  
Sutherland Shire Council  
Sydney Institute Of Technology Ultimo TAFE  
Sydney West Area Health Service  
TAFE NSW - Illawarra Institute  
The Greens  
Tweed Shire Council  
United Voice  
Warringah Council  
Westwood Spice  
Wyong Shire Council, Corporate Library  
Yarrawonga District Health Service

**Individual Members - 60**

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