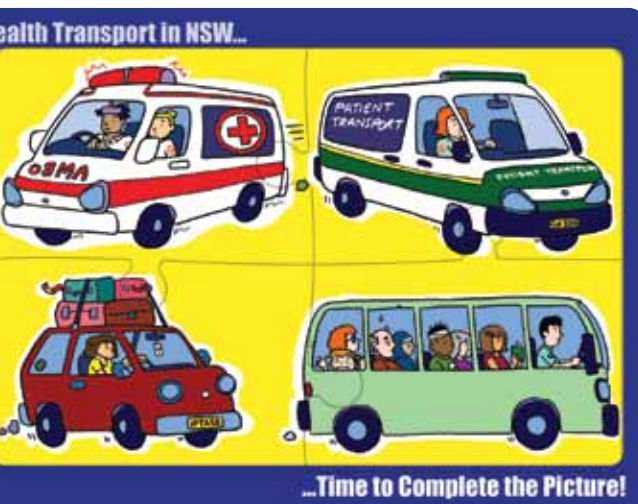
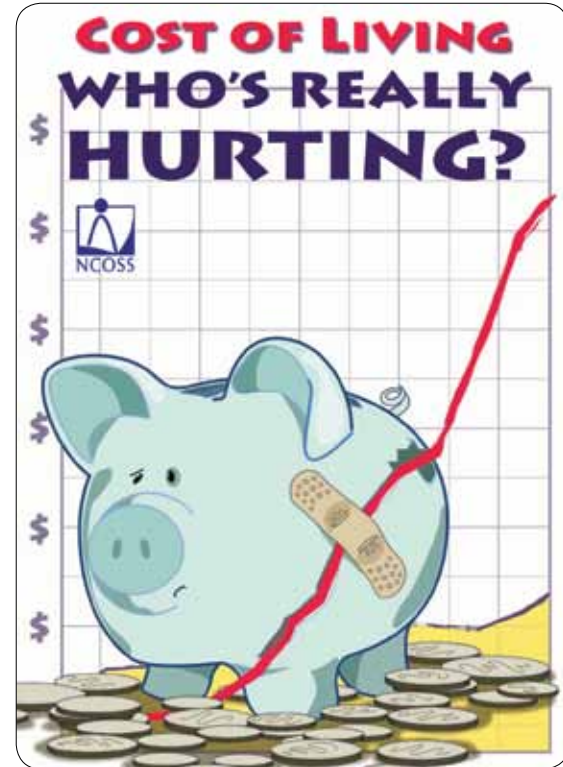


# NCOSS Annual Report

2013-14

Council of Social Service of New South Wales



NCOSS



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 NSW

## 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 advocates with and for people experiencing poverty and disadvantage and the community sector, and 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. Effective public policy that reduces disadvantage and inequality in NSW
2. Leadership in the community sector
3. An effective voice on social justice issues
4. A strong and robust organisation



# NCOSS President's Report

**T**o meet the challenges of a changed social, economic and NGO landscape, NCOSS has been undergoing significant changes over the past two years.

These changes are material, structural and conceptual. The Board has overseen changes in senior staff, NCOSS structure and direction and its premises.

A major change for NCOSS and the Board this year was the resignation of Alison Peters as Director of NCOSS and the appointment of Tracy Howe as CEO. The Board is extremely grateful to Alison for the leadership role she played over the almost 7 years of her Directorship. Of note, amongst many of her great accomplishments, was the extremely high regard in which she was held by politicians, senior bureaucrats, and leaders and staff in the social services sector. I urge you to visit the NCOSS website where you will find her wonderful farewell address as well as my farewell tribute.

The Board was delighted, in July, to welcome our equally talented new CEO. Tracy came to us from DV NSW and brings a deep knowledge of the sector and of social justice and equity issues. Earlier in the year the Board had also accepted also regretfully, the resignation of the Deputy Director, Joanna Quilty. It was decided that the position not be filled until after the appointment of the new CEO. A short time after Tracy's appointment the Board appointed a new Deputy CEO, John Mikelsons, who immediately prior had been Executive Director of the AIDS Council of Queensland with previous experience working with QCOSS. Tracy and John are working with the Board and staff to complete the structural changes initiated last year. Alison and Tracy's reports outline these in more detail.

The NCOSS offices in Albion St have for quite some time been unsuitable and not fit for NCOSS' needs. So it was with great relief that the Board approved entering into a rental agreement for offices in 52-58 William St East Sydney. The staff moved to the new premises in late October. The move is more than the physical change to safer, much more suitable and better equipped offices; it provides new opportunities for the staff to work together in different ways and configurations.

In 2014 NCOSS has launched a number of initiatives including most recently its 2015 Election Platform, addressing the causes and consequences of



**"It has been a privilege to be President of an organisation whose staff so wholeheartedly believe in and work towards social justice outcomes for disadvantaged people in NSW."**

disadvantage and inequality; begun to carve out a new overarching policy and advocacy position in the new landscape of NSW social and human services; begun to reshape its web presence and its approach to communications with members and the sector and; is restructuring its organisation and reworking its finances so that it can meet its financial obligations to staff and as a tenant (something NCOSS has not had to do for decades).

This is my final year as President. I cannot speak highly enough of the Board it has been my privilege to Chair for the past four years. Every Board member is dedicated to assisting NCOSS to fulfil its mission as the peak social justice policy and advocacy body for the social and human service sectors in NSW. They not only come to Board meetings and sit on subcommittees having read the Board papers and prepared themselves for the meeting but often are active in between

meetings. Board members take most seriously their responsibility to ensure the viability and integrity of NCOSS. I thank them. In particular I wish to thank those Board members who are retiring at this AGM: Mary Perkins, Mathew Bowden and Liz Priestly.

It has also been a privilege to be President of an organisation whose staff so wholeheartedly believe in and work towards social justice outcomes for disadvantaged people in NSW. NCOSS staff have needed to be flexible, understanding and agile over these two years of rapid change and the Board appreciates that they have risen to these challenges.

The coming year is likely to see even more rapid and radical changes in our sector. NCOSS must adapt to significant changes and in some cases reductions in Commonwealth as well as State funding and support for a range of services for the most disadvantaged, continued devolution to the not for profit and for profit sectors of large sections of social services and competitive tendering. NCOSS has been preparing to meet these changes and will be in an excellent position to do its job: to provide policy advice to its members and government, to advocate on behalf of its members and therefore on behalf of vulnerable and disadvantaged people in NSW and respond fearlessly to changes.

Eileen Baldry  
**President**



# NCOSS CEO's Report

**I**joined NCOSS shortly after it wrapped up the year that this Annual Report covers. It was an important year for us.

It solidified NCOSS as an organisation with a long and respected history of advocating for people experiencing disadvantage and poverty. It also ensured that NCOSS would continue to be a strong voice into the future.

This is in large part due to the excellent leadership of Alison Peters, who stepped down as CEO after seven years in the position. Her work for NCOSS, the great respect she inspired from government, stakeholders and members alike is a tribute to her, as are the outcomes she achieved for people experiencing poverty and disadvantage.

NCOSS must also farewell Eileen Baldry and Mary Perkins, who will be stepping down as NCOSS President and Vice-President respectively at the 2014 AGM. Eileen has been an invaluable Chair of the NCOSS Board, overseeing a number of the changes for NCOSS outlined in this report to ensure it can meet future challenges for the sector and for people experiencing poverty and disadvantage.

Mary has a long history with NCOSS. She was previously a member of staff and served on the board since 2003, bringing her significant expertise to the task of guiding the organisation for over a decade.

I am sure I speak for everyone at NCOSS in thanking Alison, Eileen and Mary for their work.

NCOSS has also farewelled a number of staff this year. We said goodbye to Joanna Quilty who left after an energetic time with the NCOSS team to take up the position of Director of Operations at Relationships Australia (NSW).



**“We have continual input of both information and real world experience from our membership... to make sure NCOSS gives the best policy advice possible.”**

Christine Regan, one of the longest serving employees at NCOSS, was instrumental in building up our advocacy for people with disability, which was widely recognised and esteemed by the sector and governments. This was particularly recognised in the establishment of the NSW Disability Network Forum.

Robyn Edwards did a magnificent job looking after the areas of transport, utilities and cost of living while Rhiannon Cook was away on maternity leave and Sue Gillett did fantastic work with the NSW Aboriginal Community Care Gathering Committee on some important projects before her departure.

We've said goodbye to staff but we've also welcomed new staff including Deputy CEO John Mikelsons who joins a fantastic team at NCOSS. This report showcases their hard work and

the achievements made in advancing the cause of social justice.

And, with an election early in 2015, I couldn't think of a better team to tackle the big job ahead advocating for policy that will reduce poverty and disadvantage in this state.

NCOSS is lucky that in this endeavour, we have continual input of both information and real world experience from our membership that generously give their time and expertise to make sure NCOSS gives the best policy advice possible. I thank everyone for their contribution; the effectiveness of NCOSS is greatly enhanced because of it.

Here's to a great year completed and to a big year ahead for NCOSS.

Tracy Howe  
**CEO**



# NCOSS Board 2013-14

**T**he **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 2013-14 Board were:

Eileen Baldry, President

Mary Perkins, Vice President, ShelterNSW

Vivek Prabhu, Treasurer

Denele Crozier, Director, Women's Health Inc

Karen Bevan, Director, Playgroup NSW

Matthew Bowden, Director, People with Disability Australia Inc

Tony Davies, Director, Northern Rivers Social Development Council

Sarah Fogg, Director, The Benevolent Society

Elizabeth Priestley, Director, Mental Health Association NSW Inc

Michael Perusco, Director, St Vincent de Paul Society



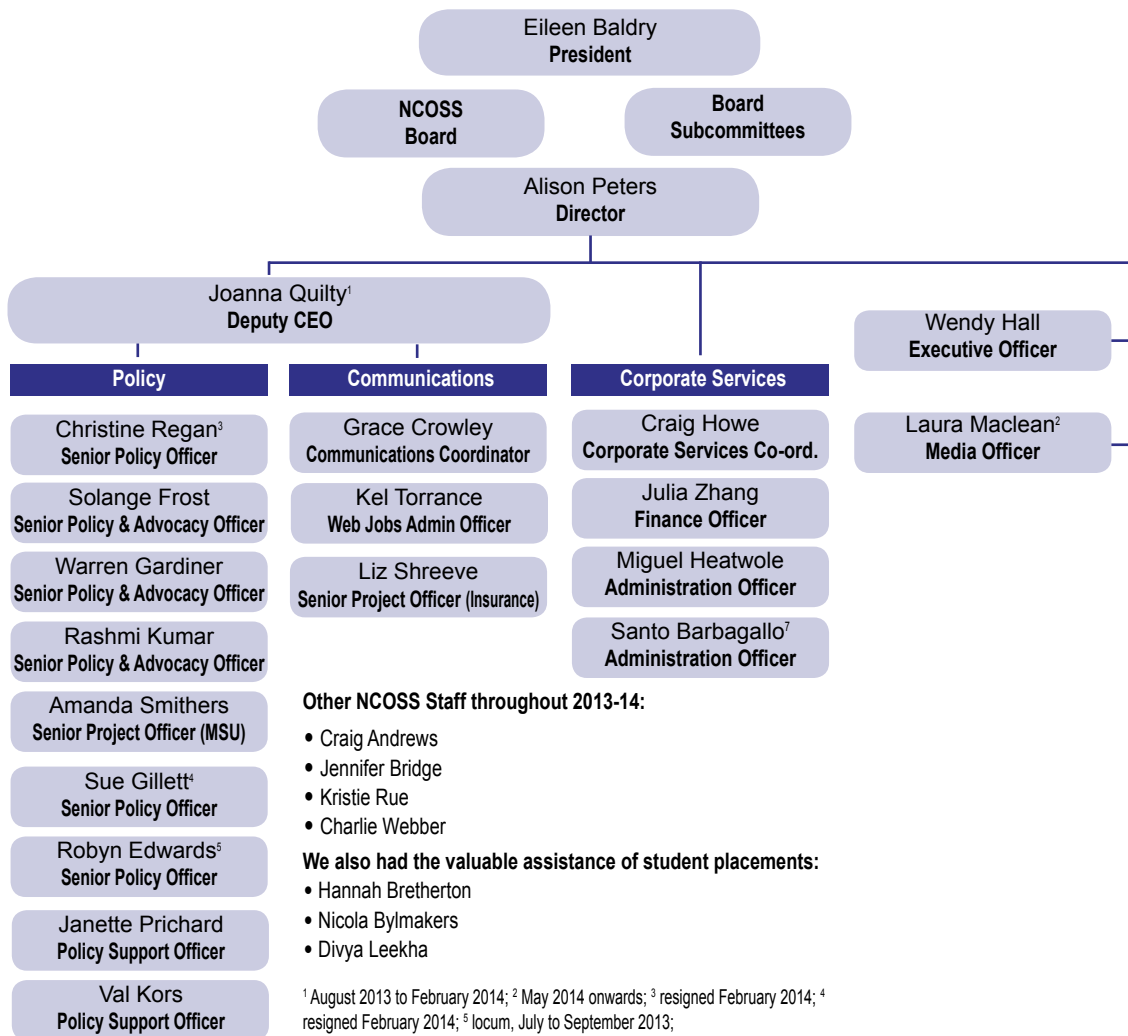
**Back row (l-r):** Sarah Fogg, Tony Davies, Karen Bevan, Vivek Prabhu

**Front row (l-r):** Denele Crozier, Liz Priestly, Eileen Baldry (President)

**Absent:** Mary Perkins, Matthew Bowden, Michael Perusco



# NCOSS Staff 2013-14



**Back row** (l-r): Warren Gardiner, Julia Zhang, Liz Shreeve, Santo Barbagello, Janette Prichard, Craig Howe, Rashmi Kumar, Laura Maclean, Rhiannon Cook, Solange Frost  
**Front row** (l-r): Amanda Smithers, Wendy Hall, Alison Peters, Tracy Howe, Grace Crowley  
**Absent:** Val Kors, Miguel Heatwole



# 2013-14: The year in review

**N**COSS has a vision for a fair and just NSW. Our contribution towards achieving that vision is based on:

- Effective public policy advocacy that reduces disadvantage and inequality.
- Providing leadership in the community sector.
- Being an effective voice on social justice issues.
- Being a strong and robust organisation.

It is always difficult to do justice to all of the work that NCOSS undertakes. Our public policy advocacy is the result of significant effort by the staff, board, members and many other people, often over considerable periods of time. This Annual Report only sets out a few highlights of our work over the previous twelve months towards a fair and just NSW.

## Effective public policy advocacy that reduces disadvantage & inequality

NCOSS is uniquely placed to look at issues to see the connections and gaps between policy, bureaucratic and program "silos" and to propose workable solutions that make a difference. Members, funders and other stakeholders recognise and value this capacity that NCOSS has to look at issues from an overarching perspective – to see the big picture and analyse the detail.

This capacity is evident in the NCOSS **Cost of Living Report - Who's Really Hurting?** - which was launched at a well attended forum in Parliament House in March. It's not uncommon to hear that the cost of living in Australia, and Sydney in particular, is among the highest in the world. In exploiting our fear of hip-pocket pain, politicians and the media have fuelled our sense that keeping up with day-to-day expenses is getting harder and harder.

Yet for many of us, increases in our incomes have counterbalanced increases in the cost of living. Having to cover the cost of additional 'essentials', or taking care of an unexpected expense can be dealt with by changing our spending patterns: we eat out less, don't buy that new outfit or forgo an expensive holiday. But for households who spend most – or even all – of their household budget on essential items, making such adjustments is not easy. For these households, cost of living pressures can mean difficult choices such as whether food, a school excursion or a visit to the doctor is more important.

The report, the first in an ongoing biannual series - focused on those most in need. It drew on data collected by the Australian Bureau of Statistics (ABS) to assess how living costs have changed over the last ten years, and how these changes impact people experiencing poverty and disadvantage. It looked at cost of living changes across six key categories of 'essential' expenditure: housing, food, transport, health, utilities and education. The report showed that there are different spending patterns for people in the lowest income quintile to those in higher income quintiles and that different cohorts within this quintile also had different spending requirements. This means that policy responses to reduce the impact of cost of living increases need to take account of such differences and be better targeted if they are to be effective.

Another important piece of work undertaken by NCOSS that crosses many issues is the annual **Pre-Budget Submission (PBS)**. This seeks to highlight to the NSW Government recommendations for spending and revenue measures that will make a real difference for people experiencing poverty, disadvantage and inequality. Recommendations cross Government agencies in recognition that policies, systems and programs impact on some people and communities differently and can therefore advance or hinder fair outcomes.

The NCOSS PBS for 2014-15, **Sharing the Benefits: Making NSW Fairer**, was launched in October at Parliament House. To set the context for the PBS, John Daly, the CEO of the Grattan Institute, spoke about the trends for the NSW State Budget, highlighting both the revenue pressures and the consequences for government funded programs and services.

While there were a range of recommendations about expenditure and revenue measures, NCOSS identified three priorities - investment in affordable housing, health related transport and early intervention for children and young people at risk – as the focus for **FAIRbruary**, a month of concentrated advocacy by NCOSS and our networks. FAIRbruary involved petitions, letter writing, visits by member organisations to their local politicians, spreading the word through social media and a dedicated website as well as the more traditional advocacy measures NCOSS undertakes around the PBS. Much was learned from the efforts about our networks willingness to engage on issues and how NCOSS can best support particular initiatives. These insights will be used in future advocacy work.

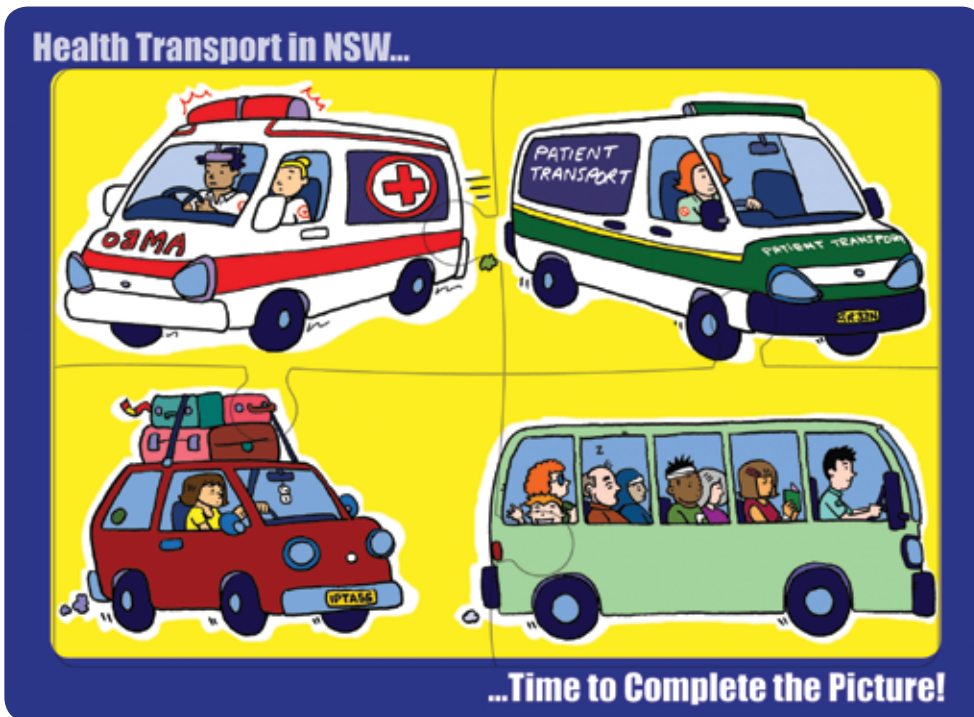


Housing affordability remained a major issue for NCOSS. The Auditor General released a report in July 2013 confirming what NCOSS and the sector already knew – social housing in NSW does not meet the demand for it, the existing stock is ageing, expensive to maintain and increasingly does not meet the needs of people who rely on it. The Report also cast doubt on the financial sustainability of the current system. The NSW Government agreed to develop a social housing strategy to address the recommendations in the Report. Unfortunately, the process by which the strategy would be developed was unclear and engagement with NCOSS and other stakeholders has been patchy. There was, therefore, much attention on the Legislative Council Select Committee Inquiry into social, public and affordable housing which was established in November. While NCOSS made a submission to the Inquiry and appeared at one of the hearings we were also able to support member organisations to understand the process and to develop their own submissions to the Inquiry.

While the focus has largely been on the public and community housing systems, NCOSS has continued to analyse and advocate for measures that will

address housing affordability more broadly. NCOSS has maintained our support for measures such as the National Rental Affordability Scheme and, along with ACOSS and other stakeholders, have expressed our disappointment at the winding back of this initiative by the Commonwealth. In a more positive note, we were pleased to co-convene a joint working group with RDA Sydney to consider how shared equity schemes might operate in the NSW context. This work saw a report, **Doors to Ownership**, launched in June that sets out a business case and guidelines for community housing associations to consider. NCOSS will continue to work with RDA Sydney and the working group to advance the development of shared equity schemes as one part of a suite of measures addressing housing affordability for low income households.

NCOSS has also begun the development of our Election Platform for the 2015 State Election. The election process gives NCOSS and the sector an opportunity to influence the priorities of the elected Government for the next four years. The Election Platform is designed to engage with candidates and political parties about the issues that will made a difference in reducing



**Above:** As part of our FAIRbruary campaign NCOSS focused on the issue of Community Health Related Transport. One of our strategies was to produce jigsaws to send to all State MPs and MLCs. The four piece jigsaw depicted three well funded forms of Health Transport with the fourth piece - Community Transport - represented as the missing piece needed to "Complete the Picture".



disadvantage and inequality. NCOSS has drawn on the experience and expertise of our members and other stakeholders through consultation as well as analysis by staff to identify the priority policies we want to see candidates and parties adopt in the lead up to the election. This preparation is critical to the development of the Platform which will be launched six months out from the election in October 2014.

Other significant matters during the year were:

- Work to develop a discussion paper on citizen engagement on government decision making focusing on marginalised people as part of a University of Sydney Social Justice Network Community Fellowship;
- Continued analysis and monitoring of the NDIS roll out with particular focus on the importance of advocacy and information as a key enabler of an effective client directed service system;
- Working with ACOSS and the COSS Network to understand the impact of and participate in processes arising from decisions by the Federal Government to review the welfare system, tax and transfer system and the current state of our Federation;
- Engagement in the development of the **Going Home Staying Home** reforms for specialist homelessness services as part of the Sector Reference Group;
- Publication of the **News from Newtown Transport Report** which stressed the importance of transport for social inclusion and improved wellbeing;
- Consideration of legislative reforms such as the **Disability Inclusion Bill** and changes to **Child Protection** legislation;
- Preliminary analysis and development of a framework to better target concessions to those who most need them; and
- Prepared submissions and produced reports on many issues (for a full list see page 20).

## Leadership in the Community Sector

NCOSS has long said that the community sector is not just a provider or deliverer of services but has an equally important role to advocate for what those services should be in the first place. NCOSS sees our role as being able to support the sector in its advocacy. We do this by analysing and informing the sector of the broader context in which we are operating and its potential impact as well as in developing the capacity of sector to engage effectively with decision makers and the general public on behalf of the needs and best interests of low income and vulnerable people and those experiencing disadvantage.

A major project for NCOSS this year has been the **FACS Engagement Project** which was designed to provide information and advice about the sector to FACS as it developed a whole of department NGO Engagement Strategy. The project involved several research components that looked at the sector's perspective on its current environment, its views about engagement with Government and what the sector needs to have a sustainable future. The research comprised:

- the **State of the Community Service Sector in NSW**, from the University of NSW's Social Policy Research Centre, which provides the most comprehensive snap shot of the NSW community sector compiled in years;
- three case studies, undertaken by Tim Childs Consulting, that analyse the experience of funding and programmatic reforms recently undertaken by the NSW Government; and
- a Literature Review which lists a range of resources that develop and consolidate understanding of the Community Services not-for-profit sector and its effectiveness.

Taken together, the research provides a strong evidence base about the sector in NSW that will allow for ongoing advocacy about what is needed to support a viable and effective sector that provides services and support that reduce inequality and disadvantage.

NCOSS also commissioned NetBalance to undertake research on the economic and social contribution of local community service organisations in partnership with a number of NCOSS Regional Forum members. This research will not only contribute to a better understanding of the sector's contribution to local communities but will build the capacity of the sector to undertake their own analysis of their contribution and how they can build on that.

This year also saw NCOSS undertake significant analysis of proposed new funding deeds and agreements in both FACS Community Services and NSW Health. This involved seeking pro bono legal advice from Arnold Bloch Liebler (sourced through Justice Connect) as well as providing advice and commentary to the sector about developments following discussions with the relevant Government agencies. NCOSS experience across many different tiers of government and government agencies meant we were well placed to draw on what was best practice and negotiate improvements to the proposed contracts.

Much time has also been taken up with significant reforms to sector programs in Health and for specialist homelessness services. The ongoing reform of the Health NGO program to a contestable funding framework continues and NCOSS continues to contribute constructively. The procurement process undertaken for specialist





**Above:** Panel from the 2014-15 NCOSS PBS Launch - (l-r) Prof Eileen Baldry, NCOSS President; Alison Peters, NCOSS CEO; John Daley, Grattan Institute CEO (keynote speaker); Michael Perusco, St Vincent de Paul Society NSW CEO & Anti-Poverty Week Committee Co-Chair

homelessness services has been challenging for the sector at many levels. A concern by Government regarding probity issues once the procurement process was underway meant that NCOSS and other peaks had less opportunity to raise and discuss issues, or propose alternative courses of action. NCOSS continued to provide advice about what support would be required for the sector in transitioning to the new contracts. It will be vital that we learn from these reform processes about how the sector can best prepare and contribute to the shaping of future reforms to programs and services.

Other significant highlights in 2013-14 have been:

- hosting a workshop for the sector on community owned primary health care enterprises;
- conducting information sessions about the work of the Royal Commission into Institutional Responses to Child Sexual Abuse and its processes in partnership with the Royal Commission;
- participating in a Public Service Commission advisory group on collaboration which saw the development of a collaboration "blueprint" that is useful for the sector in its own consideration of collaborative working;
- continuing the popular Parliamentary Inquiry workshops in partnership with the Legislative Council Inquiry staff;
- NCOSS appointment as co-chair of the newly established FACS NGO Peaks Committee;
- Working through a Forum of Non-Government Agencies (FONGA) working party to build a better understanding of and capacity to adopt effective measurement and evaluation processes within the sector; and
- Considering different approaches to social investment (including social impact bonds) through different advisory groups and keeping the sector informed about developments.

## An effective voice on social justice issues

For NCOSS, our work in analysing, researching and developing effective public policy to reduce disadvantage and inequality depends on our ability to be an effective voice on social justice issues. We strive to have productive and effective relationships with key decision makers and others who influence them. NCOSS also places a priority on engaging with our member organisations and other networks to both inform and be informed about developments and current issues.

This year, NCOSS concluded our review of our overall communications channels and processes. This will see the NCOSS website being substantially upgraded and a change to regular NCOSS publications to better meet the needs of members and the sector. NCOSS has also grown our social media presence to engage with members and



**Above:** The Gathering, with artwork presented to Christine Regan **Standing (l-r):** Sue Gillett (NCOSS), Sue Pinckham (Gathering Chair), Anthony Gillin, Michelle Bates, Joe Archibald, Jayde Kelly, Dianne Brookes **Sitting (l-r):** Sandra Kilby, Christine Regan (NCOSS), Eliza Pross, June Reimer **Absent:** Lynn Dickson, John Gilroy, Annette Finneran, Adelia Vale

others. We have also employed a Media Officer to focus on raising the NCOSS profile as the “go to” organisation on social justice in NSW.

NCOSS continues to convene a variety of consultative forums and committees (page 14). These are important two way sources of information and provide a mechanism to debate issues and give guidance to assist NCOSS in developing its policy advocacy priorities. During the year, NCOSS has been reviewing the various consultative forums and committees that NCOSS convenes or participates in to make sure this effort is effective and useful. For two of the longer standing NCOSS committees, the Ageing Alliance and the Community Care Issues Forum, this has seen NCOSS move away from being the convenor and secretariat to hand these roles over to Council on the Ageing (COTA NSW) and Aged & Community Services (ACS NSW) respectively. With changes to Government policy and programs the assessment was that others were better placed to undertake the convening and secretariat roles that NCOSS had previously undertaken. NCOSS will continue to contribute to both committees as a participant.

NCOSS is represented on many other sector, government and other advisory groups and committees (page 15). NCOSS staff have also spoken to many organisations, conferences and events (page 19). Participation in committees and speaking at events are important ways to build relationships and to advance the position of NCOSS.

## A Strong and Robust Organisation

In a fast changing and challenging environment, to be effective it is important that NCOSS focus on key priorities. This has led to decisions about how we operate and what issues we prioritise.

There will be a period of transition as new roles and responsibilities take effect. There is also further work underway to look at our corporate services and what changes and systems may be needed to support our core work.

NCOSS is also very close to securing new accommodation which would see us leave 66 Albion St after close to 30 years occupation. There have been a few disappointments along the way with one property falling through days before the lease was to be signed. However, while relocation will stretch the resources of NCOSS, the Albion St premises are not a suitable workplace.

NCOSS has also secured in principle agreement from FACS for a single funding agreement that will allow us to better prioritise our work across FACS client groups and FACS strategic priorities as these develop and change over time. Having such an agreement provides the flexibility to look more broadly at the issues affecting FACS client groups and to take an overarching perspective to reducing disadvantage and inequality.



# NCOSS Sector & other involvements

## Committees and groups convened by NCOSS

- Forum of Non-Government Agencies (FONGA)
- Forum of Non-Government Agencies (FONGA) Working Party – Measurement & Evaluation
- NCOSS AON Partnership Meeting
- NCOSS Cost-of-Living Reference Group
- NCOSS Health Policy Advice Group
- NCOSS Regional Forum
- NCOSS Sector Development Forum
- NCOSS Transport Policy Advisory Group
- NSW Aboriginal Community Care Gathering Committee
- NSW Aged Care Alliance
- NSW Children's Services Forum
- NSW Disability Network Forum
- NSW Community Care Issues Forum
- NSW Oral Health Alliance
- Shared Equity Working Group (convened jointly with RDA Sydney)
- Assistive Technology Community Alliance NSW (formerly PADP Community Alliance)
- NGO Research Forum

## NCOSS involvement in other community sector boards and committees

- ACOSS Board
- Anti Poverty Week NSW Working Party
- Coalition for Appropriate Supported Accommodation for People With Disability (CASA)
- Community Organisations Public Liability Insurance Group
- Cosmopolitan Civil Societies Research Centre Advisory Board, University of Technology
- IMPACT Committee
- Insurance Council of Australia – National Consumer Reference Group
- NDS Workforce Recruitment carecareers Stakeholder Reference Group
- NSW Community Services and Health Industry Training Advisory Body (ITAB)
- National Energy Consumer Roundtable
- 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 (SCAN)
- NSW Users & AIDS Association Policy and Advocacy Sub Committee
- PIAC Energy and Water Consumers Advocacy Program Reference Group
- Public Interest Advocacy Centre Board (until Nov 2013)
- Shut In NSW
- Specialist Homelessness Services Workforce Development Alliance
- Flinders University Social Determinants of Health Research Advisory Group
- Social Determinants of Health Alliance (SDOHA)
- UNSW Research Centre for Primary Health Care and Equity Advisory Committee
- CLC NSW CLC and Systemic Advocacy project steering committee
- Youth Justice Coalition

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

- **Ausgrid**  
Ausgrid Customer Council  
Endeavour Energy  
Customer Consultative Committee
- **Department of Attorney General & Justice**  
Attorney General's  
Corrective Services  
Women's Advisory Council
- **Department of Family and Community Services**  
FACS NGO Peaks Committee
- **Department of Family and Community Services**  
Ageing, Disability and Home Care  
ADHC Ability Links NSW Reference Group  
ADHC Central Coast & Hunter Community Care Access Point Stakeholder Advisory Committee  
ADHC Community Asset Building Steering Committee  
ADHC Cultural Diversity External Advisory Group  
ADHC Unit Costing Tool Steering Group  
ADHC Cash Flow Analysis Steering Group



Don't DIS My ABILITY Reference Group  
 Ministerial Reference Group on Person Centred Approaches  
 NGO Loans Financing Project Steering Committee  
 NSW Office for Ageing NGO Roundtable  
 Housing NSW  
 Going Home Staying Home Sector Reference Group  
 Housing NSW Living Communities Consultative Committee  
 Housing NSW NGO Housing Partners Reference Group  
 Housing and Mental Health Agreement Interagency Implementation Committee

■ **Department of Finance & Services**

Finance & Services

Enabling Information Sharing Working Party  
 Location Intelligence Advisory Committee  
 Sydney Water  
 Sydney Water Customer Council

■ **Department of Premier and Cabinet**

Infrastructure NSW

NSW Ombudsman  
 NSW Ombudsman's Roundtable on Children Young People & Families  
 NSW Ombudsman's Roundtable on Services to Older People and People with Disabilities  
 Community Living Consultation Group

Premier and Cabinet

Keep Them Safe Evaluation Steering Committee  
 Keep Them Safe Expanded Senior Officers Group  
 Event Access and Inclusion Leadership Network Group  
 Public Service Commission  
 Public Service Collaboration Project Reference Group

Commission

NSW Electoral Commission Equal Access to Democracy Reference Group

■ **Ministry of Health**

Ministry of Health

Justice Health Consumer and Community Group  
 NSW Health NGO Advisory Committee  
 NSW Health NGO Chronic Disease Roundtable  
 NSW Health NGO Strategic Purchasing Working Group  
 NSW Health Refugee Health Improvement Network (RHIN)  
 NSW Oral Health Promotion Network  
 NSW Oral Health Advisory Group  
 Health Care Complaints Commission  
 Health Care Complaints Commission Consumer Consultative Committee

■ **NSW Environmental Trust, Office of Environment and Heritage**

Lead Environmental Community Group  
 Technical Review Committee

Transport for NSW

Accessible Transport Advisory Committee

■ **Treasury**

NSW Treasury

Social Impact Bond Expert Advisory Group

■ **Department of Trade & Investment**

Office of Liquor Gaming and Racing

ClubGRANTS Fund Committee





# Speeches & presentations

## July 2013

- NCOSS facilitated workshop – DPC Events Disability Access Forum
- Presentation to Met West Community Transport Network on NDIS
- Presentation on Disability Person Centred approaches at Disability Services Australia Conference

## August 2013

- Presentation to NSW Community Health Directors Peaks Forum on NCOSS health priorities and emerging issues
- Presentations on Disability reforms and NDIS at Illawarra Disability Options Expo
- Presentations on disability reforms and NDIS at FRANS, Croydon
- Radio interview with ABC Central West (NSW) about Health NGO funding
- Presentation on disability reforms and NDIS to CASA Coalition on Supported Accommodation in Boarding Houses

- Presentation to Evolve Network members in Mid North Coast on partnerships, amalgamations and mergers.

## September 2013

- Presentation: Healthy Partnerships? NSW Medicare Locals' engagement with the NFP community sector to the Australian Social Policy Conference
- Presentation to Indonesian Local Government Delegation on the policy work of NCOSS
- Presentation: NSW Community Options conference – Person Centred Approaches in Community Care: Where to for the future?

## October 2013

- Participation on a panel at PIAC's Energy & Water Consumers' Advocacy Program conference on creating fairer utility markets
- NCOSS Presentation: Healthy Partnerships? NSW Medicare Locals' engagement with the NFP community sector to Menzies Emerging



**Above:** Alison Peters speaks at the launch of Doors to Ownership: A business case and guidelines for a shared homeownership scheme with NSW community housing associations

- Health Policy Research Conference
- Participation on a panel National Social Determinants of Health Forum
- Guest lecture to 3rd year Social Work students at UNSW on poverty, disadvantage and social security
- IPAA panel session on delivering public services

### November 2013

- Presentation on "Strategic Planning: Choosing the best way forward", to HACC Forum, Engadine
- Sydney Metro Specialist Domestic & Family Violence Network
- "Choosing the best way forward for your clients", Looking at Your Options Forum ADHC funded NGOs – St George & Sutherland areas
- Presentation to Western Sydney Community Forum 30th Anniversary Panel
- Presentation to Australian Genetic Support Assoc Leadership Group on NDIS and Person-Centred Approaches
- NSW Disability Council presentation
- Presentation to the NSW HACC Development Officers Network

### December 2013

- Presentation on "Partnerships, Mergers & Consortia" to Inner Sydney Regional Forum Council of Social Development, Redfern

### February 2014

- Presentation to the National Disability Services NSW State Conference
- Presentation on NDIS to Western Sydney Vocational Support Network
- Presentation on NDIS to Mountains Community Resource Network

### March 2014

- Presentation on "Working Together", Stand Up, Stand Out 2014 Conference, Illawarra
- Presentation on "Working Together", Sector Connect Presentation, Campbelltown
- Presentation on "Working Together", Northside Community Forum Presentation, North Sydney
- Presentation at Child Protection Forum, Parliament House

- Presentation at Launch of Financial Counselors Association of NSW resource DVD
- Presentation on the NDIS to the Australian Association of Gerontology and Aged & Community Services NSW & ACT Regional Conference, Port Macquarie
- NSW Legislative Council Inquiry into the Lifetime Care and Support Authority hearing - appearance

### April 2014

- Presentation on "Working Together", Western Sydney Mental Health Conference Presentation, Rooty Hill
- Public Service Commission and NSW Business Chamber Collaboration Forum, Wagga

### May 2014

- Presentation at Public Service Commission and NSW Business Chamber Collaboration Forum, Sydney and Wollongong
- Presentation to Slaters & Gordon Social Work Practice seminar on current issues
- Presentation at Public Service Commission and NSW Business Chamber Collaboration Forum, Penrith
- Presentation at UTS Graduation ceremony for B.A. (Communications)
- Presentation to the NSW HACC Development Officers Network
- Presentation to Delegation from the Bangladesh Ministry of Social Welfare

### June 2014

- Presentation as part of the closing panel for the CLC Symposium - Community Legal Centres: Advocates for Justice.
- Presentation to the IPART hearing on the Review of Regulated Gas Prices
- Presentation at the launch of the Wagga Impact Network Alliance
- Presentation as part of a panel on regulation of the Not For Profit sector at the Governance Institute conference.
- Presentation on the State of the Community Sector Survey to the NSW Health NGO Advisory Committee
- Presentation on NCOSS, NDIS & disability reforms to Samarpan Inc.



# Resources & publications

## September 2013

- Management Support Unit Information Sheet #22: Partnerships and Governance

## October 2013

- Management Support Unit Information Sheet #14: Managing Conflicts of Interest

## November 2013

- Management Support Unit Information Sheet #24: Strategic Planning
- Management Support Unit Information Sheet #3: Roles and Responsibilities of Office Bearers and General Members of Board of Management of Incorporated Associations
- Management Support Unit Information Sheet #27: Resources for Good Governance

## February 2014

- FAIRbruary resource: Meeting with your MP or Minister
- FAIRbruary resource: Engaging with a Community Cabinet Meeting in Your Local Area
- FAirbruary resource sheet: Affordable Housing Visits to local state MPs
- FAirbruary Letter Template to Ministers: Affordable Housing Campaign general letter
- FAirbruary resource sheet: Affordable Housing Legislative Council Inquiry
- FAirbruary resource sheet: Affordable Housing What we want & background resources
- FAirbruary resource sheet: NCOSS Background Paper Non-Emergency Health Transport
- FAirbruary resource sheet: Non-Emergency Health Transport Time to Complete the Picture
- FAirbruary resource sheet: Non-Emergency Health Transport Frequently Asked Questions

## March 2014

- NCOSS Community Cover Information Sheet: Motor Vehicles: Employee's ownership and insurance
- NCOSS Community Cover DL promotional flyer

## May 2014

- NCOSS Brief: Medicare Locals Review

## June 2014

- NCOSS Summary & Analysis: NSW Disability Inclusion Bill 2014

## Newsletters

- **NCOSS News:** monthly, printed resource, distributed to all NCOSS members, with original articles of interest to community sector organisations. Last edition March/April 2014
- **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 all workers in the sector with an interest in Sector Development issues. Includes contributions from Management Support Unit, from NCC Insurance, and about the Information Communication Technology Strategy. Received by over 670 subscribers.
- **Interchange:** The 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.
- **NSW Disability Network Forum Update:** monthly summaries of NSW DNF activities.



# NCOSS events & activities

## August 2013

- Keep Them Safe Evaluation NGO Forum (Department of Premier and Cabinet, NCOSS and LCSA)
- NCOSS and GPNSW Medicare Locals and NGO Community Sector Forum
- Aboriginal Community Care Gathering Committee Sharing Our Way in Community Roadshow, Bourke

## September 2013

- NCOSS and NSW Legislative Council workshop on Parliamentary Inquiries: How to have your say and Maximize your influence, Wollongong

## October 2013

- Launch of NCOSS 2014-15 Pre-Budget Submission **Sharing the Benefits: Making NSW Fairer**, Parliament House, Sydney
- Aboriginal Community Care Gathering Committee Sharing our Way in Community Roadshow, Merimbula

## November 2013

- Two NCOSS and Royal Commission on Child Sexual Assault community sector consultations
- NCOSS and NSW Legislative Council workshop on Parliamentary Inquiries: How to have your say and Maximize your influence, Parliament House, Sydney
- NCOSS and NSW Legislative Council workshop on Parliamentary Inquiries: How to have your say and Maximize your influence, Community Legal Centres Conference, Sydney
- NCOSS Annual General Meeting and end of year drinks with the sector
- NCOSS Regional Consultation, Ingleburn "Transport and social disadvantage: What's happening and what can we do about it?"

## February 2014

- **FAIRbruary**: a month of NCOSS advocacy on recommendations in the NCOSS 2014-15 Pre Budget Submission

## March 2014

- NCOSS Breakfast Forum and Launch of NCOSS Report **Cost of Living: Who's Really Hurting?**, NSW Parliament House
- NCOSS and NSW Legislative Council workshop on Parliamentary Inquiries: How to have your say and Maximize your influence, Community Legal Centres Conference, Sydney

## June 2014

- NCOSS 2014-15 NSW Budget Analysis Event, NSW Teachers Federation, Surry Hills
- Launch of Report: **Doors to ownership: a business case and guidelines for a shared homeownership scheme with the NSW community housing associations** published by Regional Development Australia in partnership with NCOSS



# NCOSS submissions & reports

## August 2013

- Submission on rezoning proposal for the Wentworth Point Urban Activation Precinct
- Submission to IPART Pricing VET under Smart and Skilled (Draft Report)
- NCOSS ClubGRANTS Committee Community Representative Resource Kit
- Submission to 2013 consultation Have Your Say: Strengthening Advocacy for NSW children and young people (0–17 years)
- Report: News from Newtown – NCOSS Transport Project
- NSW Children's Services Forum Platform for the 2013 Federal Election
- NSW Aged Care Alliance Federal Election Issues Kit 2013
- Submission to the NSW State Health Plan 2023 survey consultation

## September 2013

- Survey report: Not-for-profit community sector's engagement with NSW Medicare Locals

## October 2013

- Submission to the Review of the Exercise of the Functions of the Lifetime Care and Support Authority
- Submission to NSW Health on the NSW Rural Health Plan
- NCOSS 2014-15 Pre-Budget Submission Sharing the Benefits: Making NSW Fairer

## November 2013

- Submission to the IPART Review of Maximum Taxi Fares and Review of Annual Sydney Taxi Licences from July 2014
- Submission to IPART Review of Requirements for Early Termination Charges
- Submission to NSW Fair Trading in response to Improving governance within incorporated associations: Discussion paper
- NCOSS Annual Report 2012-13
- Submission to Community Services regarding the Community Services Draft Funding Deed
- Participant Report: NCOSS Regional Consultation in South West Sydney

## December 2013

- Submission to Community Services on Community Services Draft Funding Deed
- Submission to Medicare Local Review
- Submission to Public Health (Tobacco) Act 2008 Statutory Review Discussion Paper
- Submission to Productivity Commission's Inquiry into Public Infrastructure
- NSW Community Care Issues Forum Submission on HACC Transport Services
- Submission to Department of Trade and Investment on Energy Savings Scheme Rule Change Consultation 2013
- Submission to NSW Fair Trading in response to Improving Governance within Incorporated Associations Discussion Paper

## January 2014

- Campaign materials for FAIRbruary, the advocacy campaign for the NCOSS 2014-15 Pre Budget Submission
- Community Care Issues Forum response to National Aged Care Alliance's paper on the design of the Commonwealth Home Support Program
- Submission to Australian Law Reform Commission Issues Paper 'Equality, Capacity and Disability in Commonwealth Laws'
- NSW Children's Services Forum submission to the Productivity Commission's Inquiry into Childcare and Early Childhood Learning
- Submission to Senate Standing Committees on Rural and Regional Affairs and Transport Inquiry into the role of public transport in delivering productivity outcomes

## February 2014

- Submission to the NSW Department of Planning & Infrastructure's BASIX Target Review
- Submission to the NSW Disability Inclusion Bill
- Submission to the Legislative Council Select Committee on Social, Public and Affordable Housing
- Submission to the Review of Energy Efficiency Schemes or Low Income Households



## March 2014

- NCOSS Report "Cost of Living: Who's really Hurting?" (the first of a bi-annual series)
- Submission to the Review of the Energy Savings Scheme

## April 2014

- Submission to NSW Department of Planning and Infrastructure on Carter St Lidcombe Urban Activation Precinct
- Submission to Energy Market Commission on National Energy Retail Amendment (Retailer price variation in market contracts)

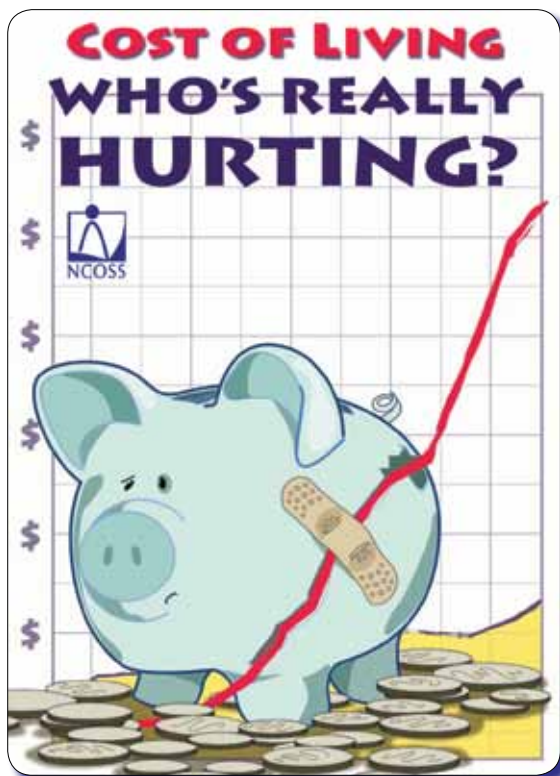
## May 2014

- Medicare Locals Review – NCOSS Briefing Paper
- 2014-15 Federal Budget: NCOSS Analysis of Health Measures
- NSW Community Care Issues Forum Report: "Keeping It Social The Importance of Social Connections in Community Aged Care"

- Submission to Independent Pricing and Regulatory Tribunal (IPART) Review of Requirements for Early Termination Charges: "Changes in regulated retail gas prices from 1 July 2014"
- Report: "Doors to ownership: a business case and guidelines for a shared homeownership scheme with the NSW community housing associations" published by Regional Development Australia in partnership with NCOSS

## June 2014

- NCOSS Submission to NSW Health: NSW Rural Health Plan
- NCOSS Summary & Analysis: Disability Inclusion Bill 2014
- NCOSS Analysis of the 2014-15 NSW State Budget



**Above:** The first NCOSS Cost of Living Report - *Who's Really Hurting?* - was launched in May 2014



# Meetings with ministers & departments

## July 2013

- John Macmillan, Director, Strategic Relations, Ageing, Disability and Home Care, Department of Family and Community Services
- Caroline Seagrove, Deputy Director General, Department of Premier and Cabinet
- Kathy Rankin, General Manager, TAFE NSW Training and Education Support, Office of Communities
- The Hon Jillian Skinner, MP, Minister for Health
- Planning White Paper moderated discussion session

## August 2013

- Maree Walk, Chief Executive, Community Services, Department of Family and Community Services
- Minister Piccoli and NSW Children's Services Forum delegation re education and care reforms
- The Hon Jillian Skinner, MP, Minister for Health re NSW Partnerships for Health
- Chris Eccles, Director General, Department of Premier and Cabinet
- Katherine McKernan, Manager Planning, Community Inclusion Directorate, Ageing, Disability and Home Care, Department of Family and Community Services
- Katherine Burchfield, Director, Integrated Care NSW Health
- Barbara Perry MP, Shadow Minister for Disability Services

## September 2013

- Peter Severin, Commissioner, Corrective Services, Department of Attorney General and Justice
- Katherine McKernan, Manager Planning, Community Inclusion Directorate, Ageing, Disability and Home Care, Department of Family and Community Services
- Ryan Talsma, Director, Major Projects Branch, Department of Premier and Cabinet
- Maura Boland, Deputy Director General, Department of Family and Community Services
- Michael Coutts-Trotter, Director General, Department of Family and Community Services
- Bronwyn Scott, Enable NSW & Conrad Groenwald, Healthshare NSW

## October 2013

- The Hon John Ajaka, MLC, Minister for Ageing, Minister for Disability Services and Minister for the Illawarra
- John Macmillan, Director, Strategic Relations, Ageing, Disability and Home Care, Department of Family and Community Services and Katherine McKernan, Manager Planning, Community Inclusion Directorate, Ageing, Disability and Home Care, Department of Family and Community Services
- Meredith Claremont, Executive Director, Information and Privacy Commission NSW
- Maree Walk, Chief Executive, Community Services, Department of Family and Community Services
- Hon Brad Hazzard, Minister for Planning and Infrastructure, briefing on the Planning Bill 2013

## November 2013

- Joint meeting with the Premier and Ministers Ajaka, Goward, Humphries, Skinner and Attorney General Smith
- The Hon Gladys Berejiklian, MP, Minister for Transport
- The Hon Victor Dominello, MP, Minister for Aboriginal Affairs
- FACS Engagement Leadership Group, Department of Family and Community Services
- Richard Pearson, Acting Director General, Department of Planning and Infrastructure

## December 2013

- Michael Woodhouse, Executive Director, Carers, Ageing & Disability Inclusion, Department of Family and Community Services
- Rick Sondolini, Executive Director, Education, Families and Communities Division, NSW Treasury
- Office of Minister for Roads and Transport
- Joint meeting with Office of Minister Robin Parker and Minister Chris Hartcher
- Chris Eccles, Director General, Department of Premier and Cabinet
- Mike Allen, Chief Executive, Housing NSW, Department of Family and Community Services
- Peter Severin, Commissioner, Corrective Services NSW
- John Feneley, Commissioner, Mental Health Commission of NSW



## January 2014

- The Hon Pru Goward, MP, Minister for Community Services, Minister for Women
- John Macmillan, Director, Strategic Relations, Ageing, Disability and Home Care and Suzanne O'Neill, Manager, Sector Relations, Department of Family and Community Services
- Chris Chippendale, Executive Director, Community Inclusion, Ageing, Disability and Home Care

## February 2014

- The Hon John Ajaka, MP, Minister for Ageing, Minister for Disability Services, Minister for the Illawarra
- Michael Coutts-Trotter, Director General, Family & Community Services and Maree Walk, Chief Executive, Community Services, Department of Family and Community Services
- Chris Chippendale, Executive Director, Community Inclusion, Ageing, Disability & Home Care, Department of Family and Community Services

## March 2014

- Jim Longley, Chief Executive, Ageing, Disability & Home Care, Department of Family and Community Services
- Office of the The Hon Kevin Humphries, MP, Minister for Mental Health
- Katherine McKernan, Manager Planning, Community Inclusion Directorate, Ageing, Disability and Home Care, Department of Family and Community Services
- Eleri Morgan Thomas, Executive Director, Service System Delivery, Community Services, Department of Family and Community Services
- Anne Campbell, Deputy Chief Executive, Policy, Programs & Strategy, Community Services, Department of Family and Community Services
- Kerry Boland, NSW Children's Guardian
- Minister Skinner (re: health related transport)
- Steve Kinmond Deputy NSW Ombudsman
- Jim Longley, Chief Executive, Ageing, Disability and Home Care, Department of Family and Community Services
- Michael Woodhouse, Executive Director, Carers, Ageing & Disability Inclusion, Department of Family and Community Services

## April 2014

- Samantha Taylor, Deputy Chief Executive People and Choice, Ageing, Disability & Home Care, Department of Family and Community Services
- Maree Walk, Chief Executive, Community Services, Department of Family and Community Services
- David Pitchford, Chief Executive Officer, UrbanGrowth NSW
- Georgina Harrison, Deputy Director General, Strategy and Policy, Department of Family and Community Services
- Mike Allen, Chief Executive, Housing NSW, Department of Family and Community Services

## May 2014

- Cathy Ellis, A/g Associate Director, Integrated Care Branch, NSW Health
- The Hon Gabrielle Upton, MP, Minister for Family and Community Services
- Alastair Hunter, Deputy Chief Executive, NSW Department of Family and Community Services, Ageing, Disability and Home Care

## June 2014

- John Macmillan, Director, Strategic Relations, Ageing, Disability and Home Care, Department of Family and Community Services
- Rebecca Falkingham, Deputy Director General, Department of Premier and Cabinet
- Eleri Morgan Thomas, Executive Director, Service System Delivery, Community Services, Department of Family and Community Services
- Carolyn McNally, Acting Secretary, Department of Planning and Environment
- Jill Reich, Deputy Secretary People & Business, Department of Planning and Environment





# Treasurer's Report 2013-14

**T**he financial position of NCOSS remains sound with a surplus of \$143,688 being achieved in the 2013-14 financial year. The organisation's total equity remains healthy. The result for 2013-14 reflects the ability of staff to attract additional project work whilst maintaining our efforts to keep expenditure within budget.

**"The financial position of NCOSS remains sound with a surplus of \$143,688 being achieved in the 2013-14 financial year."**

However despite the healthy result for 2013-14 NCOSS will come under considerable financial pressure in future years. From November 2014 the "peppercorn" rent tenancy of its premises at 66 Albion St Surry Hills will cease and the organisation will be required to fund market based rent at its new offices at William St East Sydney. While our recurrent funding from the NSW Government is largely secure for the near future, there is little prospect of this increasing in the near term to meet the increased costs.

Income from one off projects is unlikely to cover the shortfall and the Board are undertaking a program of cost reductions and pursuing numerous options to increase income from our self generated sources. This includes a revised investment strategy for generating returns from NCOSS accumulated funds as well as pursuing partnerships with other organisations to increase the revenue generated by member services such NCOSS community cover, Community Jobs and

a general increase in the size and revenue generated by the membership base.

The Board will continue to invest in developing the capacity of NCOSS to deliver on the organisation's strategic directions with a particular focus on the areas of communications and membership

outreach. The Board believes that these investments will help to deliver a more robust NCOSS revenue base in the future.

NCOSS acknowledges the 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;
- NSW Ministry of Health; and
- Department of Trade & Investment, Office of Liquor, Gaming & Racing.

I would like to thank the NCOSS staff and my colleagues on the Board for their support during the year.

I recommend our audited financial statements to the NCOSS membership.

Vivek Prabhu  
**Treasurer**



# Financial statements

## 2013-14

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 2014.

#### Directors

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

Baldry, Eileen  
Perkins, Mary  
Crozier, Denele  
Priestley, Elizabeth  
Bowden, Matthew  
Bevan, Karen  
Fogg, Sarah  
Davies, Tony  
Draffen, Laurel retired (18/11/2013)  
Michael Perusco appointed (18/11/2013)  
Vivek Prabhu appointed (23/09/2013)

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

#### 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.

#### 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 Human Resources Committee

**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 (from 25 November 2013 onwards), Member of Risk and Compliance Committee

**Denele Crozier:** Treasurer (until 18 November 2013), Director (18 November 2014 onwards)

Qualifications: Diploma of Accounting, Diploma of Business, RPN, 30 years working in community sector

Experience: Board member since 2003

Special Responsibilities: Chair of Management and Finance Committee (until 25 November 2013), Member of Management and Finance Committee (from 25 November 2013 onwards), Member of Human Resources Committee (until 25 November 2013)

**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 (until 25 November 2013), Member of Human Resources Committee

**Matthew Bowden:** Director

Qualifications: B.A.

Experience: Board member since 2006

Special Responsibilities: Member of Risk and Compliance Committee (from 25 November 2013), Member of Human Resources Committee (until 25 November 2013)

**Karen Bevan:** Director (until 18 November 2013), Vice President (18 November 2013 onwards)

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

Experience: Board member since 2009

Special Responsibilities: Member of Management Finance Committee (until 25 November 2013), Member of Human Resources Committee (since 25 November 2013)

**Sarah Fogg:** Director

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

Experience: Board member since 2009

Special Responsibilities: Member of Risk and Compliance Committee (from 25 November 2013)

**Tony Davies:** Vice President (to 18 November 2013), Director (18 November 2013 onwards)

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

Experience: Board member since November 2010

Special Responsibilities: Member of Management and Finance Committee

**Laurel Draffen:** Director (retired 18 November 2013)

Qualifications: Masters in Business Administration (UNSW), Masters in Education (University of South Australia), Australian Institute of Company Directors Diploma

Experience: Board member since November 2011



Special Responsibilities: Secretary (until 18 November 2013), Member of Risk and Compliance Committee (until 18 November 2013)

**Michael Perusco:** Director (from 18 November 2013)

Qualifications: B Business (Acc)

Experience: Board member since 18 November 2013

Special Responsibilities: Member of Human Resources Committee (since 25 November 2013)

**Vivek Prabhu:** Director (23 September to 18 November 2013) Treasurer (since November 2013)

Qualifications: B. Bus (Acc & Fin), F. Fin, FCA, MBA, GAICD

Experience: Board member since 23 September 2013

Special Responsibilities: Member of Management and Finance Committee (23 October 2013 to 25 November 2014), Chair of Management and Finance Committee (from 25 November 2013 onwards)

## Meetings of Directors

During the financial year, 7 meetings of directors were held. Attendances by each director were as follows:

### Directors' Meetings

	No. eligible to attend	No. attended
Baldry, Eileen	7	6
Perkins, Mary	7	4
Crozier, Denele	7	7
Priestley, Elizabeth	7	4
Bowden, Matthew	7	5
Bevan, Karen	7	6
Fogg, Sarah	7	7
Davies, Tony	7	7
Draffen, Laurel	3	3
Michael Perusco	4	3
Vivek Prabhu	6	5

## Operating Results

The profit of the company for the year amounted to \$143,688 (2013: \$177,309)

## Review of Operations

A review of operations of the entity during the financial year and the results of those operations show total revenue increase by 2.4% to \$2,150,794; expenses increased by 4.4% to \$2,007,106 resulting in the profit for the year.

## Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2014 has been received and can be found on page 4 of the financial report.

This directors' report is signed in accordance with a resolution of the Board of Directors.

Eileen Baldry  
**President**

**Date:** 2014

## Auditor's Independence Declaration Under S 307C of the Corporations Act 2001 to the Directors of NCOSS

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2014 there have been no contraventions of:

- the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- any applicable code of professional conduct in relation to the audit.

**Name of Firm:** Haywards Chartered Accountants

**Name of Partner:** John Newton

**Address:** Level 8, 19-31 Pitt Street Sydney 2000

**Date:** 29 September 2014

## Statement of Comprehensive Income for the Year Ended 30 June 2014

	Note	2014	2013
		\$	\$
Revenue	2	2,074,780	2,017,342
Other income	2	76,014	83,090
Employee benefits expense		(1,440,422)	(1,478,396)
Depreciation and amortisation expense	3	(8,195)	(13,069)
Rental expense	3	(7,989)	(7,292)
Administration expenses		(26,517)	(33,737)
Office overheads		(75,349)	(82,211)
Consultants		(197,709)	(119,354)
Premises		(32,409)	(38,513)
Travel		(47,551)	(46,033)
Insurance		(33,778)	(25,539)
Conference		(50,673)	(31,754)
Other expenses		(86,514)	(47,225)
<b>Net current year surplus</b>		<b>143,688</b>	<b>177,309</b>

### Other comprehensive income

Total other comprehensive income for the year

**Total comprehensive income for the year**

**143,688**      **177,309**



## Statement of Financial Position as at 30 June 2014

	Note	2014 \$	2013 \$
<b>Assets</b>			
<b>Current Assets</b>			
Cash on hand	4	2,572,792	2,785,820
Accounts receivable and other debtors	5	51,637	14,156
Other current assets	6	16,381	9,559
<b>Total Current Assets</b>		<b>2,640,810</b>	<b>2,809,535</b>
<b>Non-Current Assets</b>			
Financial assets	7	20,000	20,000
Property, plant and equipment	8	27,377	35,572
<b>Total Non-Current Assets</b>		<b>47,377</b>	<b>55,572</b>
<b>Total Assets</b>		<b>2,688,187</b>	<b>2,865,107</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Accounts payable and other payables	9	1,267,176	1,601,785
<b>Total Current Liabilities</b>		<b>1,267,176</b>	<b>1,601,785</b>
<b>Non-Current Liabilities</b>			
Employee provisions	10	97,949	83,948
<b>Total Non-Current Liabilities</b>		<b>97,949</b>	<b>83,948</b>
<b>Total Liabilities</b>		<b>1,365,125</b>	<b>1,685,733</b>
<b>Net Assets</b>		<b>1,323,062</b>	<b>1,179,374</b>
<b>Equity</b>			
Retained earnings		1,323,062	1,179,374
<b>Total Equity</b>		<b>1,323,062</b>	<b>1,179,374</b>

## Statement of changes in equity for the year ended 30 June 2014

	Retained Surplus \$	Total \$
Balance at 1 July 2012	1,002,065	1,002,065
<b>Comprehensive Income</b>		
Surplus for the year attributable to members of the entity	177,309	177,309
<b>Balance at 30 June 2013</b>	<b>1,179,374</b>	<b>1,179,374</b>
Balance at 1 July 2013	1,179,374	1,179,374
<b>Comprehensive Income</b>		
Surplus for the year attributable to members of the entity	143,688	143,688
<b>Balance at 30 June 2014</b>	<b>1,323,062</b>	<b>1,323,062</b>

## Statement of Cash Flows for the year ended 30 June 2014

	Note	2014 \$	2013 \$
<b>Cash flows from operating activities</b>			
Receipts from grants		1,494,703	1,972,633
Other receipts		464,518	562,348
Payments to suppliers and employees		(2,248,263)	(2,113,015)
Interest received		76,014	83,090
<b>Net cash generated from operating activities</b>	<b>14</b>	<b>(213,028)</b>	<b>505,056</b>
<b>Cash flows from investing activities</b>			
Payment for property, plant and equipment		-	(9,743)
<b>Net cash used in investing activities</b>		<b>-</b>	<b>(9,743)</b>
<b>Cash flows from financing activities</b>			
<b>Net cash used in financing activities</b>		<b>-</b>	<b>-</b>
Net increase/(decrease) in cash held		(213,028)	495,313
Cash on hand at beginning of the financial year		2,785,820	2,290,507
<b>Cash on hand at end of the financial year</b>	<b>4</b>	<b>2,572,792</b>	<b>2,785,820</b>

## Notes to the financial statements for the year ended 30 June 2014

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.

### Note 1 Summary of Significant Accounting Policies

#### Basis of Preparation

These general purpose financial statements have been prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. 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 29 September 2014 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.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied (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, otherwise the grant is recognised as income on receipt.

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 statement of financial position as a liability (grant 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 customer.

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 are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss in the financial period in which they are incurred.

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:

Class of Fixed Asset	Depreciation Rate
Computers	11.25%-50%
Administration equipment	11.25%-20%
Office furniture	7.5%-15%

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 recognised as income in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

### (c) Leases

Leases of property, plant and equipment 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 recognised as expenses in 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.

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.

##### ***(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 investments***

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 written-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 reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value.

Any excess of the asset's carrying value over its recoverable amount is recognised in profit or loss.

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 asset's class, the entity estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

### **(f) Employee Provisions**

#### **Short-term employee provisions**

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

#### **Other long-term employee provisions**

Provision is made for employees' long service leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss as a part of employee benefits expense.



The company's obligations for long-term employee benefits are presented as non-current employee provisions in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

**(g) Cash on Hand**

Cash on hand includes 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.

**(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.

When the company retrospectively applies an accounting policy, makes a retrospective restatement or reclassifies items in its financial statements, a third statement of financial position as at the beginning of the preceding comparative period in addition to the minimum comparative financial statements must be disclosed.

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

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. 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*

Directors have concluded that assumptions remain materially unchanged, and are satisfied that carrying value of the fixed assets does not exceed the economic benefit at 30 June 2014.

**Key Judgements**

*(i) 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 is dependent 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 & other income

	Note	2014 \$	2013 \$
<b>Revenue from (non-reciprocal) government grants and other grants</b>			
State/Federal government grants		1,605,368	1,463,652
Membership		243,995	243,378
Services (including web jobs, conference and commission)		258,004	241,132
Earnings on grants transferred		-	(4,122)
Unearned grants - prior year		29,986	313,050
Unearned grants - current year		(58,802)	(29,986)
Grants transferred to trust		(3,771)	(209,762)
<b>Total revenue</b>		<b>2,074,780</b>	<b>2,017,342</b>
<b>Other income</b>			
Interest		76,014	83,090
Total other income		76,014	83,090
<b>Total revenue and other income</b>		<b>2,150,794</b>	<b>2,100,432</b>

## Note 3 Expenses

<b>(a) Expenses</b>			
<b>Employee benefits expense</b>			
Total employee benefits expense		1,440,422	1,478,396
<b>Depreciation and amortisation:</b>			
- furniture and equipment		8,195	13,069
<b>Total depreciation and amortisation</b>		<b>8,195</b>	<b>13,069</b>
<b>Rental expense on operating leases:</b>			
- minimum lease payments		7,989	7,292
<b>Total Rental Expense</b>		<b>7,989</b>	<b>7,292</b>
<b>Auditor fees</b>			
- audit services		19,000	19,000
<b>Total Audit Remuneration</b>		<b>19,000</b>	<b>19,000</b>

## Note 4 Cash on Hand

Note	2014 \$	2013 \$
Cash at bank - unrestricted	2,572,292	2,785,320
Cash float	500	500
<b>Total cash and cash equivalents as stated in the statement of financial position</b>	<b>2,572,792</b>	<b>2,785,820</b>
<b>Total cash and cash equivalents as stated in the cash flow statement</b>	<b>2,572,792</b>	<b>2,785,820</b>

## Note 5 Accounts receivable & other debtors

<b>Current</b>		
Accounts receivable	50,102	13,863
Other debtors	1,535	293
<b>Total current accounts receivable and other debtors</b>	<b>51,637</b>	<b>14,156</b>

### (a) Credit Risk: Accounts receivable and other debtors

The company has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the company is considered to relate to the class of assets described as "accounts receivable and other debtors".

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

Table 1: Credit risk (Note 5)

2014	Gross amount \$	Past due & impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31 - 60 \$	61 - 90 \$	>90 \$	
Accounts receivable	50,102	-	38,699	2,472	1,304	7,627	38,699
<b>Total</b>	<b>50,102</b>	<b>-</b>	<b>38,699</b>	<b>2,472</b>	<b>1,304</b>	<b>7,627</b>	<b>38,699</b>
2013	Gross amount \$	Past due & impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31 - 60 \$	61 - 90 \$	>90 \$	
Accounts receivable	13,863	-	11,398	1,536	819	110	11,398
<b>Total</b>	<b>13,863</b>	<b>-</b>	<b>11,398</b>	<b>1,536</b>	<b>819</b>	<b>110</b>	<b>11,398</b>



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 the table below) are considered to be of high credit quality.

## Note 6 Other Current Assets

Note	2014 \$	2013 \$
Prepayments	16,381	9,559
	<b>16,381</b>	<b>9,559</b>

## Note 7 Financial Assets

Non-current	2014	2013
Available-for-sale financial assets	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 for 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 a prospectus dated 14 August 2014, the investment in Community 21 Ltd was valued at \$100,000. Given the non liquid nature (non listed) and purpose of the original investment, the directors have elected to carry the investment at cost.

## Note 8 Plant and Equipment

Plant and equipment	2014	2013
At cost	165,939	165,939
Less accumulated depreciation	(138,562)	(130,367)
<b>Total property, plant &amp; equipment</b>	<b>27,377</b>	<b>35,572</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>2013</b>		
Balance at the beginning of the year	38,898	38,898
Additions at cost	9,743	9,743
Disposals	-	-
Depreciation expense	(13,069)	(13,069)
<b>Carrying amount at end of year</b>	<b>35,572</b>	<b>35,572</b>
<b>2014</b>		
Balance at the beginning of the year	35,572	35,572
Additions at cost	-	-
Disposals	-	-
Depreciation expense	(8,195)	(8,195)
<b>Carrying amount at end of year</b>	<b>27,377</b>	<b>27,377</b>

## Note 9 Accounts payable & other payables

Note	2014 \$	2013 \$
<b>Current</b>		
Accounts payable	63,367	143,438
Employee entitlements	250,199	243,758
Grants in advance	534,951	812,517
Grants in trust	359,857	372,086
Unearned grants	58,802	29,986
	<b>9(a) 1,267,176</b>	<b>1,601,785</b>

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

### Accounts payable and other payables

<b>Total current</b>	<b>1,267,176</b>	<b>1,601,785</b>
Less employee entitlements	(250,199)	(243,758)
<b>Financial liabilities as trade and other payables</b>	<b>15 1,016,977</b>	<b>1,358,027</b>

## Note 10 Employee provisions

### Non-Current

Long-term Employee Benefits	2014	2013
Opening balance at 1 July 2013	83,948	64,179
Additional provisions raised during year	24,444	37,998
Amounts used	(10,443)	(18,229)
<b>Balance at 30 June 2014</b>	<b>97,949</b>	<b>83,948</b>

### Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave, long service leave and other leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for other leave entitlements that have vested due to employees having completed the required period of service. Based on past experience the company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However,



these amounts must be classified as current liabilities since the company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have vested but are not expected to be settled in the next 12 months. It also includes provisions for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

## Note 11

### Capital and Leasing Commitments

#### (a) Operating Lease Commitments

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

	Note	2014 \$	2013 \$
<b>Payable – minimum lease payments</b>			
- not later than 12 months		6,354	6,932
- later than 12 months but not later than 5 years		-	6,354
		<b>6,354</b>	<b>13,286</b>

## Note 12

### Events after the reporting period

The company has entered into a five year lease for new premises commencing from 1 July 2014.

## Note 13

### Related Party Transactions

#### (a) Key Management Personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the company, directly or indirectly, including any director (whether executive or otherwise) is considered key management personnel.

#### Key Management Personnel Compensation

	Short-term benefits \$	Post employ- ment benefits \$	Total \$
<b>2014</b>			
<b>Total compensation</b>	133,432	12,178	145,610
<b>2013</b>			
<b>Total compensation</b>	129,522	11,548	141,070

## Note 14

### Cash Flow Information

	Note	2014 \$	2013 \$
<b>Reconciliation of cash flow from operating activities with current year surplus</b>			
Profit after income tax		143,688	177,309
Non cash flows			
Depreciation and amortisation expense		8,195	13,069
Changes in assets and liabilities			
(Increase)/decrease in accounts receivable and other debtors	(37,481)		29,093
Increase/(decrease) in accounts payable and other payables	(341,050)		265,707
Increase/(decrease) in provisions for employee benefits	20,442		19,769
(Increase)/decrease in prepayments	(6,822)		109
		<b>(213,028)</b>	<b>505,056</b>

## Note 15

### Financial Risk Management

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

The carrying amounts 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:

<b>Financial assets</b>		
Cash on hand	2,572,792	2,785,820
Accounts receivable and other debtors	51,637	14,156
Available-for-sale financial assets		
investments in Australian unlisted shares, available for sale	20,000	20,000
<b>Total financial assets</b>	<b>2,644,429</b>	<b>2,819,976</b>
<b>Financial liabilities</b>		
Financial liabilities at amortised cost		
accounts payable and other payables	1,016,977	1,358,027
<b>Total financial liabilities</b>	<b>1,016,977</b>	<b>1,358,027</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 investment grade status. 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	2014 \$	2013 \$
-A - Cash on hand		2,572,792	2,785,820
	4	2,572,792	2,785,820

### (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.

The tables below reflect an undiscounted contractual maturity analysis for non-derivative financial liabilities. The company does not hold directly any derivative financial liabilities.

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

	Within 1 year		1 to 5 years		Over 5 year		Total	
	2014 \$	2013 \$	2014 \$	2013 \$	2014 \$	2013 \$	2014 \$	2013 \$
<b>Financial liabilities due for payment</b>								
Accounts payable and other payables (excluding estimated annual leave and deferred income)	1,016,977	1,358,027	-	-	-	-	1,016,977	1,358,027
<b>Total expected outflows</b>	<b>1,016,977</b>	<b>1,358,027</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,016,977</b>	<b>1,358,027</b>
<b>Financial assets - cash flows realisable</b>								
Cash on hand	2,572,792	2,785,820	-	-	-	-	2,572,792	2,785,820
Accounts receivable and other debtors	51,637	14,156	-	-	-	-	51,637	14,156
Other financial assets	20,000	20,000	-	-	-	-	20,000	20,000
<b>Total anticipated inflows</b>	<b>2,644,429</b>	<b>2,819,976</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,644,429</b>	<b>2,819,976</b>
<b>Net (outflow) / inflow on financial instruments</b>	<b>1,627,452</b>	<b>1,461,949</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,627,452</b>	<b>1,461,949</b>



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. Other 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.

	Profit \$	Equity \$
<b>Year ended 30 June 2014</b>		
+/- 2% in interest rates	51,456	51,456
<b>Year ended 30 June 2013</b>		
+/- 2% in interest rates	55,716	55,716

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.

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.

Table 3: Fair value estimation

	Note	2014		2013	
		Carrying amount \$	Fair value \$	Carrying amount \$	Fair value \$
<b>Financial assets</b>					
Cash on hand	(i)	2,572,792	2,572,792	2,785,820	2,785,820
Accounts receivable and other debtors		51,637	51,637	14,156	14,156
<b>Total financial assets</b>		<b>2,624,429</b>	<b>2,624,429</b>	<b>2,799,976</b>	<b>2,799,976</b>
<b>Financial liabilities</b>					
Accounts payable & other payables		1,016,977	1,016,977	1,358,027	1,358,027
<b>Total financial liabilities</b>		<b>1,016,977</b>	<b>1,016,977</b>	<b>1,358,027</b>	<b>1,358,027</b>

- (i) Cash on hand, 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 provided for annual leave which is outside the scope of AASB 139.



## 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 2014 and 30 June 2013 and hence no gearing.

## 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 of the company 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 of the company as at 30 June 2014 and its performance for the year ended on that date.

2. In the directors' opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

Eileen Baldry,  
President

29 September 2014

## Independent Auditor's Report to the members of Council of Social Service of New South Wales

### 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 2014, the statement of profit or loss, 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 of the financial report that gives a true and fair view 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 that is free from material misstatement, whether due to fraud or error. In Note 1, the directors also state, in accordance with Accounting Standard AASB 101: Presentation of Financial Statements, that compliance with the Australian equivalents to International Financial Reporting Standards (IFRS) ensures that the financial report, comprising the financial statements and notes, complies with IFRS.

### 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 about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, 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, which has been given to the directors of Council of Social Service of New South Wales, would be in the same terms if given to the directors as at the time of this auditor's report.

### **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 financial position as at 30 June 2014 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  
Level 8, 19-31 Pitt Street  
Sydney NSW 2000  
29 September 2014





# Financial statements 2013-14

	Core (AA021)	SOSP (AA001)	NCOS Community Cover (AB026)	Club Grants (AB1201)	Stat Directors (AB1301)	NGO Sector Engrage (AB1401)	Comm Sec Econ Value Proj (AB1403)	HACC Policy (BA021)	Allegiance (BA022)	HACC Abnormal Gathering (BA027)	Disability Policy (BA101)	NCOSS Gathering Sharing our Way (BA111)	Joint Care Directorate (BA121)	Disability Forum Surplus (BA1301)	Health Policy (CA021)	Management Support Unit (CA022)	Incorporation Revision (CA102)
Grant Received	1,605,367	674,028		298	2,955	188,838		162,359			273,532	21,282	64,490		141,278	86,722	595
Grant Returned	0																
<b>Total Grant Received</b>	<b>1,605,367</b>	<b>674,028</b>	<b>0</b>	<b>298</b>	<b>2,955</b>	<b>188,838</b>	<b>0</b>	<b>162,359</b>	<b>0</b>	<b>0</b>	<b>273,532</b>	<b>21,282</b>	<b>64,490</b>	<b>0</b>	<b>141,278</b>	<b>86,722</b>	<b>595</b>
Membership Fees	243,995																
Community Jobs	113,989																
Newsletter advertising	2,614																
Publication Sales	865		35														
Publishing Income	167																
Conference Income	11,174																
Commission on Sales	78,062																
Management Services	255,740		78,062														
Project Recoveries - Overheads	69,409																
Tenant Recoveries	15,539																
Photocopying Income	1,352																
Consultant Registration Fees	2,033																
Sponsorship	26,818						26,818										
Sitting Fees	778																
Recoupments	4,112																
Miscellaneous Income	502																
Interest Received	76,014	1,637		602	10,427			227			91	3,708	2,330	3,771	486	295	315
<b>Total Income</b>	<b>2,508,530</b>	<b>675,665</b>	<b>78,096</b>	<b>900</b>	<b>13,382</b>	<b>188,838</b>	<b>26,818</b>	<b>169,679</b>	<b>0</b>	<b>0</b>	<b>274,138</b>	<b>24,989</b>	<b>66,821</b>	<b>3,771</b>	<b>145,288</b>	<b>86,017</b>	<b>900</b>
Salary Costs	1,188,749	787,154	30,955					79,165			117,488		53,798		80,350	39,839	
Leave Expenses	132,802	96,482	3,439					7,211			9,114		5,701		7,261	3,605	
Supramutation	109,901	75,288	1,785					7,708			8,651		5,251		7,777	3,451	
Workers Compensation Insurance	9,169	5,930	235					609			1,029		441		588	327	
Other Staffing Costs	235,000	20,931						1,130			536		900		5,177	450	
Administration	30,847	900		900				900			1,440		900		900	900	
Equipment	20,307																
Insurance	18,862																
Office Overheads	31,059																
Premises	36,391																
Conference Expenses	61,255	15,048						1,703		1,188	20,930	24,089	247		595	687	
Activity Costs	86,678	83,170			99												
Newsletter Expense	21,077	21,077	177														
Travel	21,053	10,088															
Project Management Services	126,924		7,575					965		2,571	2,515		484		3,662	788	
Project Administration Services	128,816		10,028					18,938			40,062				18,938	11,506	
Project Insurance	5,714		508					25,070			40,112				25,070	12,535	
Project Office Overheads	11,119		988					2,471			2,032				1,270	635	
Project Functions	0							2,471			3,953				2,471	1,235	
Project Premises	23,040		2,048					5,120			8,192				5,120	2,560	
Project Operations	29,538		2,625					6,564			10,502				6,564	3,282	
<b>Total Expense</b>	<b>2,328,500</b>	<b>985,695</b>	<b>60,344</b>	<b>900</b>	<b>13,382</b>	<b>188,838</b>	<b>6,896</b>	<b>165,823</b>	<b>0</b>	<b>3,759</b>	<b>266,557</b>	<b>24,989</b>	<b>66,821</b>	<b>0</b>	<b>165,744</b>	<b>81,801</b>	<b>900</b>
<b>Operating Surplus/Deficit</b>	<b>180,331</b>	<b>-311,029</b>	<b>17,752</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-19,922</b>	<b>856</b>	<b>0</b>	<b>-3,759</b>	<b>7,581</b>	<b>0</b>	<b>3,771</b>	<b>0</b>	<b>-20,465</b>	<b>4216</b>	<b>0</b>
Less sick Leave Adjustment	3,957																
Plus																	
Grants If from Trust	0																
Unearned grants 2013/2014	29,866								1,985	27,047							
Less	0																
Grants If to trust	3,771												3,771				
Grants If to Advance 2014/2015	0																
Unearned grants 2014/2015	58,802								1,985	23,288							
<b>2013/2014 Surplus/Deficit</b>	<b>143,887</b>	<b>-311,029</b>	<b>17,762</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19,922</b>	<b>856</b>	<b>0</b>	<b>23,288</b>	<b>7,581</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-20,465</b>	<b>5,171</b>	<b>0</b>



# NCOSS members & affiliates

## Organisations [497]

Ability Options Ltd  
 Aboriginal Child, Family & Community Care State Secretariat  
 Aboriginal Disability Network NSW  
 Aboriginal Early Childhood Support Unit  
 Accessible Arts  
 Accessible Bridge Services  
 ACL Disability Services  
 ACON  
 Action For People With Disability Inc  
 Aged & Community Services Association NSW & ACT  
 Aged Care Rights Service, The  
 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 Blind Citizens Of NSW Inc  
 Association Of Children's Welfare Agencies  
 Association of Genetic Support Australasia Inc  
 Auburn Asian Welfare Centre Inc  
 Auburn Community Development Network  
 Auburn Diversity Services  
 Auburn Youth Centre Inc  
 Australian Chapter of Batten Disease Support Research Assn  
 Australian Kookaburra Kids Foundation Inc  
 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  
 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 Mts Youth Accommodation & Support Service Inc  
 Bobby Goldsmith Foundation  
 Bondi Beach Cottage - Family Centre  
 Bonnie Support Services 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  
 Campbell Page  
 Cancer Council NSW  
 Canterbury City Community Centre  
 Carers NSW Inc  
 CareWest Inc  
 Caringbah Neighbour Aid  
 Casino Family Support Service Inc  
 Cassia Community Centre Inc  
 Catholic Social Services NSW/ACT  
 Catholicare - Diocese of Broken Bay  
 CatholicCare - Wollongong  
 CatholicCare Social Services  
 CCSA (formerly Community Connections Solutions Australia)  
 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 Women's Health Centre Inc  
 Centre for Volunteering, The  
 Cessnock Community Transport Inc  
 Chester Hill Neighbourhood Centre Inc  
 Child & Adolescent Specialist Programs & 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  
 Coffs Harbour Home Mod & Maintenance Service Inc  
 Combined Pensioners & Superannuants Association Of NSW Inc  
 Common Equity NSW  
 Community Activities Lake Macquarie Inc  
 Community and Cultural Connections  
 Community Care Northern Beaches Inc  
 Community Child Care Co-operative Ltd  
 Community Compass  
 Community Connect Northern Beaches  
 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  
 Community Transport Central Coast Ltd  
 Compassionate Friends (NSW), The  
 Connected Communities Inc  
 Contact Inc  
 Coolaburoo Neighbourhood Centre  
 Cottage (The)  
 Cottage Family Care Centre (The)  
 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  
 Cystic Fibrosis NSW  
 Deli Women & Children's Centre Inc (The)  
 Disability & Aged Information Service Inc  
 Disability Information Advocacy Service Inc  
 Disability South West Inc  
 Disability Support Pensioners Australia Inc  
 Diverse Community Care Inc  
 Down Syndrome Association Of NSW 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  
 Edgeworth Memorial Neighbourhood Centre Inc  
 Elmore Vale Community Centre  
 Elizabeth Evatt Community Legal Centre  
 Engadine Community Services  
 Engadine District Youth Services 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  
 Family Support Newcastle Inc  
 Financial Counsellors Association Of NSW Inc  
 Food Distribution Network Inc  
 Foodbank NSW Ltd  
 Forbes/Bland Home Modification & Maintenance Inc  
 Forrest Centre  
 Forster Neighbourhood Centre Inc  
 Foundation For Disabled Sportsmen & Sportswomen  
 Fraternal Society Of Tripoli & Mena  
 Gambling Impact Society NSW  
 Gender Centre  
 Gilgai Aboriginal Centre Inc  
 Glen Innes & 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  
 Gynea Community Aid & Information Inc  
 Haemophilia Foundation of NSW Inc  
 Handital NSW Inc  
 Harris Park Community Centre  
 Hawkesbury Nepean Community Legal Centre  
 Haymarket Foundation Ltd  
 HeadEast Eastern Sydney Acquired Brain Injury C'ty Access  
 Headway Adult Development Program Inc  
 Healthy Cities Illawarra Inc  
 Hepatitis NSW  
 Highlands Community Centres Inc  
 Hills Community Aid & Information Service (The)  
 HIV/AIDS Legal Centre  
 Holdsworth Street Community Centre & Services  
 Holroyd Community Aid & Information Service  
 Homelessness NSW  
 Housing Connection NSW Inc  
 Hume Community Housing Association Ltd  
 Hunter Tenants Advice & 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  
 Interchange Wingecarribee Inc  
 Intereach Limited - Deniliquin  
 International Social Service Australia  
 Jannali Neighbour Aid (Nightingale) Inc  
 JewishCare  
 Joan Harrison Support Services For Women Inc  
 Junction Neighbourhood Centre, The  
 Junction Works Inc (The)  
 Justice Action  
 Kamira Farm Inc  
 Karabi Community & Development Services Inc  
 Kariong Neighbourhood Centre Inc  
 Katakudu Women's Housing Inc  
 Katoomba Neighbourhood Centre  
 Kempsey Neighbourhood Centre Inc  
 Key Assets Fostering NSW  
 Kings Cross Community & Information Centre Inc  
 Kingsford Legal Centre  
 Kingsgrove Community Aid Centre Inc  
 Kooloora Community Centre  
 KU Children's Services  
 Ku-Ring-Gai Neighbourhood Centre Inc  
 Kurri Kurri Community Centre  
 Kyogle Family Support Services Inc  
 Lake Macquarie Support Services Inc  
 Launchpad Youth Community Inc  
 Learning Links - City  
 Leichhardt Community Transport Group  
 Leichhardt Women's Community Health Centre Inc  
 Life Without Barriers  
 Lismore Neighbourhood Centre  
 Lismore Women's & Childrens Refuge  
 Little Bay Coast Centre For Seniors Inc  
 Liverpool Women's 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  
 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 & 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  
 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 Coast Communities  
 Mirabel Foundation  
 Mission Australia - NSW State Office  
 Mobile Childrens Services Association Of NSW  
 Monaro Crisis Accommodation Service  
 Monaro Family Support Service Inc  
 Moree Women's Refuge Ngala House Inc  
 Mortdale Community Service Inc  
 Moruya Women & 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 & Support  
 Narrabri & District Community Aid Service Inc  
 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 & Other Drug Agencies  
 Network Of Community Activities  
 New England HACC Development Inc  
 Newcastle Community Transport Group  
 Newtown Neighbourhood Centre Ltd  
 NF Australia Inc  
 Noah's Ark Centre Of Shoalhaven  
 Non English Speaking Housing



North & North West Community Legal Service  
 North Richmond Community Centre Inc  
 North St Marys Neighbourhood Centre Inc  
 Northcott Disability Services  
 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 & 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  
 Paddington Uniting Church  
 Pam's Place Crisis Accommodation Resource & Referral Service  
 Pan Community Council  
 Parkes & 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  
 Point Clare Community Hall  
 Polio NSW Inc  
 Port Kembla Community Project Inc  
 Port Macquarie Neighbourhood Centre Inc  
 Positive Life NSW Inc  
 Positive Support Network Incorporated  
 Prisoners Aid Association Of NSW  
 Project Youth Inc  
 Protective Behaviours NSW  
 Public Interest Advocacy Centre  
 Public Interest Law Clearing House Inc  
 Quality Management Services  
 Randwick-Waverley Community Transport  
 Raymond Terrace Neighbourhood Centre  
 Redfern Legal Centre  
 Relationships Australia - Canberra & Region  
 Relationships Australia (NSW)  
 Richmond Community Services Inc  
 Riverstone Neighbourhood Centre & Community Aid Service Inc  
 Riverwood Community Centre Inc  
 Rockdale Community Services Inc  
 Rosebank Child Sexual Abuse Service Inc  
 Rosemount Youth & Family Services Inc  
 Rozelle Neighbourhood Centre  
 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  
 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 & 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 & Family Services Association Inc  
 Spanish & Latin American Community Organisation Inc  
 St Clair Youth & 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 John Ambulance Australia  
 St Marys Area Community Development Project Inc  
 St Vincent de Paul Society - Amelie House  
 St Vincent de Paul Society - State Council



Stanford House Inc  
 Station Drop-In Centre (The)  
 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  
 Sylvanvale Foundation  
 Tablelands Community Options  
 Talinga Community Service  
 Taree Women and Children's Refuge  
 Ted Noffs Foundation  
 Temora Shire Council - Temora HACC Centre  
 Tenants' Union Of NSW Co-op Ltd  
 The Place: Charlestown Community 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 & Districts Community Resources Centre  
 UnitingCare Children Young People and Families  
 UnitingCare NSW ACT  
 Veritas House Inc  
 Verto  
 Vincentian Social Action Centre  
 Volunteering Coffs Harbour Inc  
 Wagga Women's Health Centre  
 Walgett Aboriginal Medical Service Co-op  
 Walla Mulla Family & Community Support  
 War Widows' Guild of Australia NSW Ltd  
 Watershed Drug & Alcohol Recovery & Education  
 Centre  
 Waybridge Ministries Inc  
 We Help Ourselves  
 Weave Youth Family Community  
 Wee Waa Community Care Services Inc  
 Welfare Rights Centre  
 Werrington Community Project Inc  
 Western NSW Community Legal Service  
 Western Suburbs Haven Inc  
 Western Sydney Community Forum  
 Western Sydney Drug & Alcohol Resource  
 Centre Inc  
 Westir Ltd  
 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 & Girls' Emergency Centre  
 Women's Activities & Self Help House  
 Women's Centre Albury-Wodonga Inc  
 Women's Domestic Violence Court Advocacy  
 Service NSW 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 Neighbourhood Centre Inc  
 Y Foundations  
 Yawarra Meamei Womens Group  
 Youth Action  
 Youth Off The Streets  
 Youth Solutions

## **Affiliates [59]**

Age Communications  
 Australian Services Union (NSW)  
 Bankstown City Council  
 Blue Mountains City Council  
 BRC Recruitment Pty Ltd  
 Broken Hill City Council  
 Camden Council  
 Campbelltown City Council  
 Canterbury City Council  
 Charles Sturt University  
 City of Ryde  
 Community Services - Metro Central Region  
 Community Services - Orange  
 Cooma Monaro Shire Council  
 Department Of Parliamentary Services  
 Disability Professionals Pty Ltd  
 Energy & Water Ombudsman NSW  
 Enhancing Community Business  
 Eurobodalla Shire Council  
 Gosford City Council  
 Hawkesbury City Council  
 Hurstville City Council  
 Inner West Sydney Medicare Local Ltd  
 Institute of Specialist Dispute Resolution  
 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 NSW  
Marrickville Council  
Mosman Municipal Council  
Muswellbrook Shire Council  
National Tertiary Education Union  
North Sydney Council  
NSW Ombudsman  
NSW Teachers Federation  
Orange City Council  
Parramatta City Council  
Public Service Association of NSW  
Randwick City Council  
Rockdale City Council  
Ron Flood Accounting  
Shellharbour City Council  
Shoalhaven City Council  
South West Sydney Area Health Service  
Southern Councils Group - Community Care  
Programs  
Strathfield Municipal Council  
Sydney Western Area Health Service  
The Greens  
Tweed Shire Council  
United Voice  
Warringah Council  
Westwood Spice  
Wyong Shire Council  
Yarrawonga District Health Service



