

Together in a fair community

ANNUAL REPORT

2011-2012



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NRSDCs transport
community development
workers Kate Geary and
Linda Wirf

WHO WE ARE

Northern Rivers Social Development Council (NRSDC) is a community-based not-for-profit organisation that promotes fairness and social inclusion in the Northern Rivers region of NSW. At NRSDC we work together for community wellbeing across the Northern Rivers. We represent and strengthen communities and services by:

- Providing opportunities and services to alleviate disadvantage
- Engaging in advocacy and promotion
- Informing and educating people, organisations and government
- Encouraging partnerships
- Researching and planning for future needs.

OUR VALUES

We apply the following values in our work:

- | | |
|-----------------------|--|
| Integrity: | We act honestly, openly, consistently and in accordance with the aims of NRSDC |
| Respect: | We value the expertise, knowledge and opinions of others |
| Empowerment: | We work to increase the capacity of individuals, communities and organisations to become more self-reliant |
| Fairness: | We promote equity and justice when dealing with others |
| Collaboration: | We work in partnership to promote the best result for everyone |
| Inclusion: | We value diversity and work to ensure that the benefits of prosperity are shared by all. |

OUR HISTORY

In 1976, a strong group of local people came together to identify ways of improving and developing communities in the Northern Rivers region, on the far north coast of NSW. Incorporated in 1985, NRSDC has developed into a recognised and credible organisation delivering direct services, community development projects, and regional advocacy across the Northern Rivers. Our head office is located in Lismore with service staff also located in Tweed, Ballina, Mullumbimby, Casino and Grafton.

ACKNOWLEDGMENT OF TRADITIONAL CUSTODIANS

NRSDC acknowledges the Bundjalung, Gumbainggir and Yaegl peoples who are the traditional custodians of the land that includes the Northern Rivers.

DIVERSITY STATEMENT

NRSDC will continue to build its capacity to work effectively and equitably to improve the quality of life of people across the region. We recognise the diversity of communities and respect their cultural, linguistic, sexual, ethnic and religious differences. We acknowledge, and will continue to work with, Aboriginal communities of the region to ensure that Aboriginal people can attend to their cultural business and build healthy communities.



Back row L to R:
Liz Gehring, Susan Howland,
Paul Cruikshank
Front row L to R:
Jennifer Harrison, Michelle
McCartney, Tony Davies
Absent: Russell Trebilcock



BOARD MEMBERS

30 JUNE 2012

Michelle McCartney	President
Susan Howland	Vice President
Paul Cruikshank	Treasurer
Russell Trebilcock	Ordinary Member
Jennifer Harrison	Ordinary Member
Liz Gehring	Ordinary Member
Tony Davies	Secretary

STAFF MEMBERS AS AT 30 JUNE 2012

Andrea Brooks	Family Planning Nurse
Ayla Garlick	Youth Programs Case Manager, Tweed
Bianca Bright	Youth Programs Case Manager, Switch
Brett Paradise	Manager Delivery & Client Services
Chris King	Youth Programs Case Work Trainee
Dr Christine Read	Family Planning Doctor
Damian Bozanic	Casework Leader, Switch Programs
Donna Byer	Training Coordinator
Eliza Gahan	Youth Programs Case Manager, Switch Lismore
Emma Ross	Administration Officer & Executive Assistant
Francina Williams	Administration Trainee
Gabrielle Le Bon	Project Officer, Development & Innovation
Gary Williams	Youth Programs Case Work Trainee
Dr Gillian Smith	Family Planning Doctor
Jan Ousby	Family Planning Nurse
Jane Henderson	Case Work Leader, Reconnect and Getting it Together
Jeannie O'Carroll	Youth Programs Case Manager, Switch Tweed
Kay Davison	Family Planning Receptionist
Kate Geary	Project Officer, Development & Innovation
Kate Taylor	Family Planning Receptionist
Dr Kerrie Stanwell	Family Planning Doctor
Liina Flynn	Communications Officer
Linda Mills	Project Officer, Development & Innovation
Linda Wirf	Project Officer, Development & Innovation
Meaghan Vosz	Project Officer, Development & Innovation
PJ Black Youth	Programs Case Manager, Casino
Pamela Ashton	Family Planning Receptionist
Robyn Colsis	Family Planning Receptionist
Shazz Gillett	Youth Programs Case Manager, Lismore
Sonya Mears-Lynch	Youth Programs Case Worker, Clarence
Steve, Askew-Smith	Services Development Officer
Tony Davies	Chief Executive Officer
Trish Evans	Project Officer, Development & Innovation
Trudi Fehrenbach	Youth Programs Case Manager, Ballina
Vivienne Watt	Finance Officer
Willie Hammond	Aboriginal Youth & Community Worker

STAFF MEMBERS WHO JOINED NRSDC AFTER 30 JUNE 2011-12

Anita Mansfield	Manager Family Referral Service
Danielle Notora	Research and Capacity Building Project Officer
Joanne Petrovic	Switch Team Leader
Leisa Hoffman	Lived Experience Project Peer Support Worker
Melinda Plesman	Family Referral Worker – Grafton
Nicola Lee	Family Referral Worker – Tweed Heads
Niki Gill	Family Referral Worker – Lismore
Tracey Schofield	Administration Officer and Executive Assistant



PRESIDENT'S REPORT 2012

It has been a great privilege to hold the position of President of NRSDC for the past year. It has been a year of change and growth as we have developed new programs, expanded existing ones and bedded down our new structure.

Our Development and Innovation Branch has worked to strengthen our community through our many established programs that aim to improve transport, community services, and home and community care in the region. Newer programs have included the Community Sector Leaders initiative that has helped build the next generation of leaders; a joint research project with Southern Cross University that examines the integration of our homelessness service system; and the Lived Experience Project that has helped to develop a professional role for consumers in delivery of quality mental health services across the region. We also had the pleasure of working with the Northern Rivers Youth Council and assisting them to conduct the first ever youth census, which helped to provide insight into the issues and concerns of young people across the region.

Our training program continued to ensure workers can access affordable professional development locally, providing 51 short courses and a range of accredited training options. Our fortnightly electronic newsletter, delivered to more than 900 subscribers across the region, helped to ensure that workers in our sector were abreast of key developments. In November 2011, we held the inaugural Community Sector Awards Night and Ball, which brought over 230 workers together to celebrate the contribution that our sector makes to the region and to recognise the outstanding contribution of the eight award winners.

The Delivery and Client Services Branch continued the delivery of vital support to vulnerable and at-risk young people and their families through the Reconnect and Getting it Together Programs. As part of the North Coast Homelessness Action Plan, we established a new program to assist young people leaving care to enter stable accommodation in partnership with YP Space Mid North Coast Inc. Lismore and Kyogle Family Planning Service also continued to provide free comprehensive reproductive health services to people on low incomes.

Further growth in our vital client services work has also commenced with the announcement in June that, in partnership with Interrelate Family Centres, NRSDC had been selected to establish a new regional referral service for families needing additional support.

The direct support that NRSDC's client services provide to vulnerable individuals is part of the essential work that all community service workers undertake daily to strengthen the social fabric of our region.

Over the past year we have worked hard to get action on key social issues for the region. We have had a great deal of media coverage of social issues such as homelessness and transport disadvantage, and campaigns such as the equal remuneration case for community services works and the campaign to establish a National Disability Insurance Scheme. We are grateful to the media, community members, local Members of Parliament and Councillors for supporting the work of our sector.

On behalf of the Board, I would like to thank everyone who contributed to our success. In particular, we are indebted to NRSDC staff, who have worked tirelessly over the past year to achieve great results for our community. A special thank you must go to all staff for their continuous efforts to strengthen the organisation and for their very visible media presence on behalf of NRSDC. I would also like to thank the many members of NRSDC for their support, and the agencies that fund our programs. We are also thankful for the support, assistance and enthusiasm of the many project partners who have been essential to the success of our work.

Finally I would like to take the opportunity to thank the Board for their assistance, advice and commitment to NRSDC throughout the year. Their support has been essential in ensuring that the organisation has strong and accountable governance. This will be my last year as President of NRSDC. I have learnt an extraordinary amount in my five years on the Board and I am deeply grateful to everyone who has assisted over that time. I look forward to following the future growth and development of this important organisation.



Michelle McCartney
PRESIDENT



CEO'S REPORT

It has been a significant year for NRSDC with continued growth and the introduction of exciting new programs. We have brought important projects to fruition and continued our focus on organisational improvements to deliver better outcomes for our communities.

As always, the focus of our work has been to ensure that vulnerable people and communities across the Northern Rivers are able to access the opportunities and choices that so many of us take for granted. Collaboration is essential to achieve meaningful social change. We have continued to work with existing partners and develop new partnerships to promote community wellbeing across the region. We are delighted to have had the opportunity to work with so many outstanding individuals and organisations.

Throughout this report, you will see our achievements and highlights over the year. I would like to thank the staff and Board of NRSDC for their hard work, commitment, energy and enthusiasm. It is through their exceptional contribution that we have been able to do so much. I would particularly like to thank our President, Michelle McCartney, for her extraordinary contribution to NRSDC over her five years on the Board.

We welcome feedback, comments and ideas on all aspects of our work. If you have any thoughts or ideas, please get in touch and let us know what you think.

Tony Davies
CEO



TREASURER'S REPORT

I am proud to present on behalf of the Board the 2012–2012 Financial Statements. NRSDC has again produced a strong financial result while delivering effective programs and services.

NRSDC's overriding financial objective as a not-for-profit organisation is to invest in social development in the Northern Rivers. At the same time we are obliged to maintain employee entitlements and the real value of our equity. NRSDC holds sufficient capital to meet all employee entitlements including potential redundancy entitlements, and has generated a small surplus that maintains the real value (after accounting for inflation) of our equity. This helps ensure that NRSDC is able to continue to work to the benefit of the community and our member organisations long into the future.

NRSDC produced a surplus of \$158,313 in 2012–2012, increasing member's equity to \$618,517. This is a positive result and compares to a surplus of \$89,203 for the previous year. The increase in surplus reflects substantial growth in income for NRSDC over the prior year. Deferral of some planned maintenance to our Cathcart St premises has also resulted in a final surplus being higher than originally budgeted.

Paul Cruickshank
Treasurer

2011-2012 ACTIVITIES SUMMARY

NRSDC's activities are reported against our Strategic Plan goals.

Goal	Achievements
<p>ADVOCATE</p> <p>A STRONG NORTHERN RIVERS COMMUNITY AND SECTOR</p>	<ul style="list-style-type: none"> • Responded to NSW Transport Master Plan Discussion Paper, IPART review of rural and regional bus fares, Inter-regional Public Transport Legislative Assembly Inquiry and IPART taxi fare review • Represented the Northern Rivers region on the NCOSS Transport Policy Advisory Group • Organised local National Disability Insurance Scheme rally • Made over 165 media appearances across radio, print and television on key social issues such as transport, housing, homelessness, youth issues, employment and education • Participated in State Plan regional consultations • Worked with local services and the Australian Bureau of Statistics to improve the Census count of homeless people in the region
<p>STRENGTHEN</p> <p>A VIBRANT, RESPONSIVE, DIVERSE, STRONG AND EFFECTIVE HUMAN SERVICES SYSTEM THAT MEETS LOCAL NEEDS</p>	<ul style="list-style-type: none"> • Provided 51 training courses to over 700 participants • Assisted 35 people to gain leadership skills through the Community Sector Leaders development and mentoring Project • Supported 80 participants to complete a range of accredited qualifications in management, training and Children's Services • Distributed 20 editions of e-news to 942 direct subscribers • Convened regular regional forums that provided services with opportunities to gain knowledge from local and visiting experts, share information and increase collaboration. • Convened the Sustain Transport working group as part of the Sustain Northern Rivers Collaboration

INNOVATE

OUR COMMUNITY HAS CAPACITY TO TRY NEW WAYS OF WORKING

- Held the inaugural Northern Rivers Community Sector Ball and Awards night, attended by more than 230 workers
- Our social innovation breakfast to showcase new approaches was attended by 60 participants from across the region
- In consultation with trainers and local services, we developed a learning transfer tool – a pre- and post-training assessment of learning expectations and outcomes
- Held a Social Indicators Workshop with Regional Development Australia Northern Rivers, bringing together more than 20 experts to find the best way to measure and report community wellbeing in the Northern Rivers.
- Conducted an Integrated Case Management ‘Do Tank’ to help promote better service delivery for people who are homeless
- Worked with schools and youth workers to deliver the Rock and Water anti-bullying program to 120 young people in the Lismore and Richmond Valley local government areas

DELIVER

1. NRSDC SERVICES WORK WITH CLIENTS TO MEET INDIVIDUAL NEEDS AND ASPIRATIONS
2. NRSDC IS A RESPECTED AND VALUED SERVICE PARTNER

- Lismore and Kyogle Family Planning Service delivered bulk billed, clinical and health promotion services in reproductive and sexual health to 1436 people
- Reconnect – Early intervention into Youth Homelessness worked with 152 young people and their families, built community capacity through project work and delivered participatory action research projects
- Getting it Together Intensive Case Management for Young People with Alcohol or other Drug misuse or issues worked intensively with 33 young people in groups and provided individual support to 47 young people. We also delivered group programs to students at Kyogle, Kadina, Evans River and Casino High Schools
- Switch – Young People Leave Care Support Service and the Switch Juvenile Justice Accommodation Support Project assisted 64 young people to access safe and secure accommodation options

IMPROVE

NRSDC HAS THE PEOPLE, SYSTEMS, PROCESSES AND FUNDS IN PLACE TO ACHIEVE OUR OBJECTIVES

- Progressed development of our Reconciliation Action Plan, lodging a statement of commitment with Reconciliation Australia and participating in NAIDOC Day activities
- Updated Constitution to meet requirements of new Associations Incorporation Act and improve Board succession planning
- Revised organisational structure to support growth in service delivery
- Undertook gaps analysis of organisational systems to help prepare for external accreditation
- Gained Public Benevolent Institution and Deductible Gift Recipient Status
- Membership increase to 77 (as of June 30, 2012)
- Organisational revenue rise (from \$1,989,900 to \$3,188,061) and net equity rise (from \$460,204 to \$618,517)

ADVOCATE ON BEHALF OF OUR COMMUNITY

RESULT: A STRONG NORTHERN RIVERS COMMUNITY AND SECTOR

NRSDC has worked to highlight important issues for the social development of communities across the Northern Rivers. Through the year NRSDC was often called upon to comment on community issues and we have seen growing media interest in our work.



↑ The NRYAC's Meaghan Vosz with Jacob Fitzroy and Macarthur Amey at the launch of Sustain Northern Rivers, where they spoke about what's important to young people.

Work with peer agencies is an important part of our advocacy activities. Over the past year NRSDC participated in a wide range of regional and state-wide forums, including the NCOSS Regional Forum, the NCOSS Federation of Non-Government Agencies (FONGA), a NCOSS HACC issues forum, the NSW HACC Development Officer Network, the NCOSS Transport Advisory Group, Sustain Northern Rivers, the North Coast Regional Managers Network, the North Coast Keep Them Safe Implementation Group, as well as local, regional and state meetings relating to ageing, disability, transport, housing and homelessness, families and children, youth, and generalist interagencies. We are always keen to discuss and advocate on issues of importance to the wellbeing of communities across the Northern Rivers.

YOUTH LEADERS BECOME REGIONAL ADVOCATES

The Northern Rivers Youth Advisory Council (NRYAC) was established in May 2011 by 11 young people representing the seven LGAs of the Northern Rivers region to provide a voice for youth through leadership, consultation, media, policy and political advocacy.

"Our dream is to raise awareness of youth issues and inspire young people to make their own changes." – Jacob Fitzroy, President

"Youth in general deserve and need a support team around them, whether that is their parents or friends. I would have loved someone to have (the skills I have learnt) when I was going through a tough time." – Youth Leader, Aura Withers at Youth Mental Health First Aid Training



In its first year the NRYAC participated in a leadership conference, established a vision, values and PATH for ongoing governance, and conducted the first ever Youth Census in the Northern Rivers region to understand the unique needs and strengths of youth in our region.

They also met with politicians Janelle Saffin, Greg Combet and Simon Crean, negotiated with YAPA (the peak organisation representing young people and youth workers in NSW), and hit the media countless times to talk about youth mental health, drug and alcohol issues, youth homelessness, the carbon tax, transport and recreation.

TRANSPORT DEVELOPMENT PROJECT: EXCITING YEAR FOR TRANSPORT PLANNING WITH THE RELEASE OF TRANSPORT MASTER PLAN

NRSDC was successful in getting key members of the Transport for NSW Master Plan team to Lismore to participate in our regional transport stakeholder forum in January. By initiating this exchange early in the planning process, we ensured that the Northern Rivers was informed about, and had strong input into the Master Plan. We hosted a further workshop after the release of the Discussion Paper to assist organisations with their submissions.



We were glad to be involved in the trial, promotion and launch of the new Nimbin bus route. This new route provides bus-dependent Nimbin residents a later bus home from Lismore, greatly increasing their work and study opportunities. 'I can now travel to Lismore twice a week for Senior's aquarobic classes and I feel so much healthier,' one of the regular users of the new bus service said.

A need was identified for information about accessible transport in the Northern Rivers region. Our Transport Development Project responded by collaborating with accessible transport providers to pro-

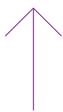
duce a 35-page booklet, *Accessible Transport in the Northern Rivers*. The Project also produced a range of straightforward fact sheets on the different transport modes, and linked in with the Lismore Transport Information Gala Day, demonstrating a range of accessible services and vehicles.

NRSDC Transport Development Program staff also conducted a transport needs survey in Kyogle Shire, one of our region's most transport-disadvantaged areas. An impressive 114 people responded to the survey and the rich qualitative and quantitative data we received is being used to support a submission to Transport for NSW for a new flexible, innovative service type to meet the needs of this rural area.

During the year we also organised Transport Information Expos in Tweed, Lismore, Clarence Valley and Kyogle. Many people experience limited transport options due to lack of information about what is available so such information days are important in reducing transport disadvantage.

Project funding: *Transport for NSW*

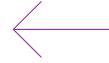
Project partners: *Transport for NSW, local councils, Sustain Northern Rivers, transport providers such as Community Transport Organisations, bus companies, taxi companies, NR Carpool, Health Transport Network and NCOSS Transport Policy Advisory Group*



Throughout the year, NRSDC worked with transport providers to promote new wheelchair accessible vehicles



Transport workers held transport information expos at shopping centres across the North Coast



NATIONAL DISABILITY INSURANCE SCHEME: THE TIME IS NOW

Working to support people with a disability who are fighting to receive fair levels of care and support through a proposed Disability Insurance Scheme, the HACC Development Project brought together people from across the Region to rally for the scheme's implementation. As one participant stated, 'The rally was great it brought people with a disability, their friends, families, carers and support workers out into the community and into the streets to fight for this.'



The Northern Rivers disability community rallies to support the National Disability Insurance Scheme



STRENGTHEN SECTOR RELATIONSHIPS AND CAPACITY

RESULT: A VIBRANT, RESPONSIVE, DIVERSE, STRONG, AND EFFECTIVE HUMAN SERVICES SYSTEM THAT MEETS LOCAL NEEDS

COMMUNITY SERVICES DEVELOPMENT

NRSDC's regional community services development project works to build and sustain the capacity of the not-for-profit social and community services sector through provision of advice and information, staff development, advocacy and policy development.

This work has included offering an extensive range of training and development through our Training Calendar; convening local and regional forums and working groups including the Northern Rivers Finance Officers Forum, Human Resource Managers Group, Northern Rivers Housing Forum and the Tweed Child and Family Forum; hosting events designed to increase knowledge, share information and strengthen connections; and providing wide-ranging information through our fortnightly e-news and website. Through this project we have also been able to respond to requests to contribute to local planning and service implementation initiatives (eg local housing strategies, Tweed community hub), collect and disseminate local data (eg quarterly Housing Reports, Youth Census) and better promote and facilitate local service system collaboration.

Project Funding: *NSW Department of Family and Community Services, Community Builders Program*

SECTOR DEVELOPMENT AND TRAINING OPTIONS EXPLODE IN 2011-12

In 2011–2012 the NRSDC Training Calendar provided short courses, in-house training and longer nationally accredited courses to community services and health sector employees to improve services to our community, generate innovation and build capacity in a vibrant regional sector.

We delivered 51 short courses to over 700 participants during the year, in addition to providing subsidies for 80 participants to achieve qualifications, including the Diploma of Management, Advanced Diploma in Community Sector Management, Certificate IV in Training and Assessment, and Certificate III in Children's Services.

“Excellent workshop provided better clarity around how and why supervision should be effective. Great tools to make this happen and empower staff.” –

Training participant, Non-Clinical Workplace Supervision for Managers

“Very informative sessions. Can't wait to utilise learnt knowledge. Actually, the best in-service I've been to in a long time because all info and resources have been useful for my son and the children I teach.” – Training participant, Working with Children with Autism Spectrum Disorder in educational settings

To increase the benefits of our training offerings to participants and their workplaces and to improve our training evaluation capability, we worked with trainers and local services and developed and implemented a learning transfer assessment tool.

Project funding: *NSW Department of Family Community Services, Ageing Disability and Home Care, Community Builders; National Workforce Development Fund*

Project partners: *Extraordinary trainers, YWCA NSW, ACE Community Colleges, Mental Health Coordinating Council*

ACCREDITED TRAINING FOR ABORIGINAL COMMUNITY WORKERS

The Communities for Children C4C Professional Development Project delivers training and professional development to people working with vulnerable children and families in Lismore and Murwillumbah.

Following a consultation process, NRSDC lobbied the Education Centre Against Violence to deliver its Certificate IV in Aboriginal Family Health (child protection, sexual assault and family violence) in Lismore in 2012. The course brought together 22 Aboriginal community services and health workers from around NSW for six full weeks of accredited training.

In 2011–2012 the project provided individual sponsorship, facilitation of professional development forums, six training sessions to 49 community workers in Lismore and four sessions to 39 participants in Murwillumbah.

“Thank you for organising this course here and for the opportunity to visit the Northern Rivers and to meet with and share experiences and knowledge with our colleagues who work here.” – Margaret Rasmussen, South East Sydney Illawarra Area Health Service, participant in the Certificate IV in Aboriginal Family Health

Project funding: *Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs; Communities for Children, managed by YWCA NSW*



THE SHIFTING SANDS OF SERVICE SUPPORT AND DEVELOPMENT

The Home & Community Care (HACC) Development activities of NRSDC provide a range of support, resource and information services to HACC funded agencies and other organisations providing for the benefit of the HACC target group. 2011–2012 has been a time of fundamental change for HACC-funded agencies, including changes to funding sources, reporting requirements, compliance processes, funding models, and philosophical and cultural changes to service delivery.

Key achievements

- Developed and delivered 26 Ageing & Disability Information digests
- Developed and delivered four quarterly HACC Development Officer Reports feeding back from the HACC DO Network, HACC Training Network & the HACC Issues Forum
- Participated in approximately 50 interagencies from Grafton to Tweed
- Developed and delivered a Regional Disability Forum
- Provided intensive service support to two organisations
- Delivered four Dementia Care Education sessions for carers
- Developed and facilitated a workshop on the Abuse of Older Adult reporting protocols
- Facilitated three interagency sessions aimed at increasing access to services for the Aboriginal Community
- Developed an orientation kit for the NSW HACC Development Officer Network.

Project funding: *NSW Department of Family And Community Services, Ageing, Disability And Home Care*

BUILDING FUTURE LEADERS

The Community Sector Leaders project provided 23 managers and leaders from NGOs around the region with the opportunity to gain an Advanced Diploma in Community Sector Management. The program also included mentoring and professional development. Evaluation indicated a high level of participant satisfaction with participants confirming they had developed their leadership capacity. Areas for future sector leadership development include reinforcing learning and building supervision capacity and skills for improved collaboration.

Project funding: *NSW Department of Family and Community Services, Community Builders Program*

Project Partners: *Mental Health Coordinating Council, participating agencies and mentors*

CONTRIBUTING TO NATIONAL HOMELESSNESS RESEARCH

NRSDC was funded by the Australian Government (under the National Homelessness Research Fund) to conduct a regional research project in partnership with Southern Cross University, to identify service integration strategies suited to a non-metropolitan setting. Approximately 100 people from across the region's human services sector participated in the project.

This local research adds to the very limited knowledge of non-metropolitan homelessness service system capacity and provides practical information on ways to improve the level of service integration within our homelessness support system. This work will be useful to other regions seeking a similar understanding of their homelessness service system and will also assist the processes of policy development and program administration in regional locations.

The project report has been published on the National Homelessness Clearinghouse website (www.homelessnessclearinghouse.govspace.gov.au/) and further publications are being developed by our research partners at Southern Cross University.

Project partner: *Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs*

Project partner: *Regional Futures Institute, Southern Cross University*



INNOVATE

SMARTER WAYS TO BUILD STRONG COMMUNITIES

RESULT: OUR COMMUNITY HAS CAPACITY TO TRY NEW WAYS OF WORKING

NORTHERN RIVERS PEER WORKERS SET A NEW STANDARD IN DELIVERY OF MENTAL HEALTH SERVICES THROUGH LIVED EXPERIENCE

The Lived Experience Project (LEP) provided support, training and employment for 32 people with a lived experience of mental illness and recovery to become Peer Support workers in community and health services.



Participants in the Lived Experience project at their graduation ceremony.

Participants surpassed the usual training retention rates, with 25 people completing a Certificate IV in Community Services with ACE Community Colleges in just seven months, after an average of 20 years out of formal training and employment. Participants also participated in a mentoring program, peer worker training and work placements with over 14 agencies including On Track Community Programs, Mission Australia, On-Q Human Resources, NRSDC, and Lismore Women's Health Centre. To support the development of Peer

Support worker positions in the region, our amazing Project Team also provided training, support and industry development sessions to 17 agencies.

To date, participants have been supported into 12 positions in the local sector. Nine participants have transitioned into work experience in local NGOs and Local Area Health Departments.

"My story started 16 years ago when I was at work and I collapsed on the floor comatose. With the diagnosis of a mental illness I lost my home, my husband, I lost my life. It took 10 years to work out a treatment regime, and I had over 60 ECTs. Someone told me about the Lived Experience Project; All I heard was 'community services training' and that someone was going to support me. I went in saying this was my very last chance.

"Through the course the support was there. We had to do a work placement and I decided to go to the hardest place – the Lismore Adult Mental Health Unit (LAHMU). From the first day I really felt I could make a difference. I talked to people who didn't think they could ever get a job and I was able to say 'Look at me'. Workers get self esteem; workers get pride. Workers get their life back. And that's what the LEP has done for me. It's given me my life back." – Leisa Hoffman, Peer Support Worker

Project funding: Australian Government Department of Education, Employment and Workplace Relations, Innovation Fund

Project partners: Australian Government Department of Education, Employment and Workplace Relations, ACE Community Colleges, State Training, On-Q Human Resources, On Track Community Programs, CRS

SOCIAL INNOVATION BREAKFAST – GROWING AND NURTURING INNOVATIVE LEADERSHIP

Over 60 people from across the region attended an early breakfast and presentation by Mark Creyton, the Director of Education, Research & Policy, from Volunteering Queensland. Mark provided inspirational stories and advice on attracting community leaders and supporting social innovation and leadership at a community level. This was followed by a panel discussion involving Lismore Mayor Jenny Dowell and Ms Elizabeth McGregor, North Coast TAFE focusing on local initiatives and opportunities to achieve social change.

INAUGURAL NORTHERN RIVERS COMMUNITY SECTOR BALL



In November 2011 we held the first ever Northern Rivers Community Sector Ball and Awards night at Byron Community Centre. More than 230 workers from across the region had the opportunity to celebrate their achievements, strengthen their networks, congratulate the eight Award winners and party into the night to the sounds of Laura Nobel and the Big Swing.

Project Sponsors: *North Coast Community Housing Company and Regional Development Australia Northern Rivers*

Project Partners: *ACON Northern Rivers, Byron Community Centre, Tropical Fruits Inc*

↑
The Community Sector Ball and Awards Night awards ceremony recognised the amazing work done by so many community sector workers and brought them together to celebrate at the ball, held at Byron Community Centre

ROCK AND WATER COORDINATION PROJECT – RICHMOND VALLEY

The Rock and Water Coordination Program is a two-year project funded to October 2013. Rock and Water is a psycho-physical social competency training program for young people that aims to reduce violence, bullying and abuse, while building social skills and self awareness. The project has provided facilitator training, supported its introduction or expansion in schools and youth services.

Over the past year we continued to support the teachers and workers from the youth sector to deliver the program to more than 120 students and young people in the Lismore and Richmond Valley local government areas. We also collaborated with Lismore PCYC and Mission Australia in the Post-Release Program to develop and deliver the program to young people disengaged with education.

Project funding: *NSW Department of Family and Community Services, Community Builders Program*

Project Partners: *Gadaku Institute, The Family Action Centre, The University of Newcastle, Goonellabah Public School, Evans River K-12, Lismore PCYC, Mission Australia*

DELIVER QUALITY AND EMPOWERING SERVICES

RESULTS:

- **NRSDC SERVICES WORK WITH CLIENTS TO MEET INDIVIDUAL NEEDS AND ASPIRATIONS;**
- **NRSDC IS A RESPECTED AND VALUED SERVICE PARTNER**

LISMORE AND KYOGLE FAMILY PLANNING SERVICE

Reproductive and sexual health clinical services were provided for 36 hours each fortnight, to 1,453 women or their partners during the year. NRSDC's longest running service provides bulk-billed and accessible services such as contraceptive advice and provision, sexual health screening, gynaecological treatment and promotion of health education.

Targeting the disadvantaged in our community, the service has a disability bed and this year engaged the services of a Sexual and Reproductive Health Specialist.



NORTHERN RIVERS RECONNECT

Reconnect provides case management support to vulnerable young people and their families who are homeless or at risk of homelessness, from Tweed Heads to Grafton. NRSDC has operated Northern Rivers Reconnect since the program was piloted in 1997, using the skills of six highly committed workers to provide a range of client-driven services. Some families require quick interventions consisting of brief counselling, mediation or parenting skills development, while other families require longer-term sustained interventions with a more holistic focus. This flexible approach has been a major strength for the Reconnect model. In 2011–2012, we assisted 152 young people and their families, exceeding our target benchmarks by 157%.

CASE STUDY

Reconnect has been working with 15 year old 'Fred' (not his real name), for nine months. Fred's case is complex, with issues of homelessness, cannabis use, mental health concerns, involvement with Juvenile Justice and long-term disengagement from school. Fred lives with his grandmother, Lola, in a household which includes various family members – sometimes up to 11 people living in a two-bedroom house. The family dynamic often involves conflict and yet there is an underlying blanket of unity, love and an overwhelming desire to change and improve their lives. This solid foundation of family kinship has allowed individual members to work through the difficult changes that have been necessary in building a stable and nurturing environment in which to live.

When Fred first engaged with Reconnect he was living on the street away from his home town. Fred was stealing clothes, food and electronic items to support his cannabis use and buy food until he was arrested and returned to his home town. Fred was reticent, angry and distrustful of services when he had his first meeting at Reconnect. It has taken time and consistency to build rapport and gain Fred's trust.

Reconnect has since supported Fred and his family in the following ways:

- Re-engaging in school
- Engaging with psychological help at the medical service
- Completing a Youth Justice Conference
- Engaging with Mental Health Services
- Supporting the family to find appropriate accommodation
- Supporting an influential Uncle who was incorrectly charged to gain a release from gaol
- Aiding with brokerage to purchase clothing
- Encouraging Fred to continue with his creative writing
- Exploring the use of natural foods and reducing the consumption of highly processed foods.

In a recent meeting Lola stated: "I wouldn't have survived without Reconnect. I tell all the other services that you've been there throughout, and now we're finally getting somewhere. Fred trusts you."

Reconnect also delivers group interventions. In partnership with the Mulumbimby Women's Service we facilitated weekly 'Breaking the Cycle' group meetings for parents of adolescents who are violent or abusive in the home. This program was developed in response to increasing numbers of young people with an Apprehended Domestic Violence Order taken out against them by their parents.

Examples of feedback from women as they progressed through the program include:

"This group was excellent; I think the most useful tip overall was to be reminded how important communication is – to listen actively whenever the moment arises. What I will be doing differently is to not take things so personally. It was very helpful to be made aware of adolescent brain development and it was important to recognise that violence is a choice."

"I learnt a deeper understanding of myself, my boundaries, how to negotiate rather than give advice and nag and the importance of listening."

"I felt so alone with my problem. Support from other parents in the group helped me get back my self-confidence that I wasn't a bad parent and that helped me take a stand against violence."

"I learnt that my parenting style has been hampered by the way I was brought up. To have this made so obvious will help me to parent into the future in a different way."

"It was good to be reminded to use humour when possible. I received helpful information for re-building relationships."

Project Funding: Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs



GETTING IT TOGETHER

The Getting it Together program provides early intervention into drug and alcohol use and case support to young people in the Richmond Valley region. When working with the very young we take a holistic approach to this problem.

CASE STUDY

'Annie' (not her real name), a 14-year-old girl, was referred by the home school liaison worker for not attending school. Annie explained that she had difficulties with school and admitted to smoking cannabis instead of staying at school. The case plan for Annie involved a reduction in her cannabis smoking and improved attendance at school.

Annie and her case manager discussed safe drinking. They also explored drug and alcohol counselling along with techniques to manage urges, psycho education, self-talk education, information on unhealthy friendships and anxiety management strategies. Through this process, Annie identified what triggered her to leave school and smoke cannabis. Solution-focused therapy was used to make strategies to get her to school on time. We then liaised with the school to set up a day of work experience in an aged care home.

The case manager met with Annie's mother and discussed parenting strategies, identified strengths, and set goals to include Annie in family activities. A family mediation session was convened to get support for the goals relating to getting to school.

Annie now attends school regularly, has stopped smoking cannabis, and is doing work experience at an aged care home. She is more involved with her family and is mixing with another peer group.

Project Funding: *NSW Department of Family and Community Services*



SWITCH PROGRAMS

2011-2012 represented the first full year of client delivery for our new Switch youth services. In partnership with YP Space Mid North Coast Inc, NRSDC provides intensive long-term case management services focused on accommodation support and transition to independent living for young people who:

- are in statutory or supported care and are at risk of placement breakdown
- are homeless or at risk of homelessness and have previously been in a care placement (statutory or supported)
- have been engaged with the Juvenile Justice System and are homeless or at risk of homelessness.

In 2011–2012, Switch supported 64 young people across the Northern Rivers, with outstanding results. A key achievement has been the development of positive relationships with real estate providers and housing services to overcome the difficulties that young people face finding appropriate, safe and stable accommodation. Estate agents and housing providers understand that the program will provide intensive support to maintain a tenancy. In some cases real estate agents now call our case workers to tell them that they have a property available if we have a client. The majority of our clients are then able to engage with education and employment opportunities and are planning and dreaming about the future.

CASE STUDY

Peter (not his real name) was referred to Switch by Juvenile Justice for assistance with housing, education and living skills. Peter and his sister had relocated to the area from a capital city and were temporarily living with relatives. He presented to the Switch office one morning with his sister and stated that his relatives had asked them to leave the house and they had nowhere to go. As a former ward of the state, Peter's sister was also eligible for assistance from Switch. Caseworkers assisted them both to access temporary accommodation through Housing NSW and helped them to look for a private rental. After several weeks of house hunting, and numerous moves through temporary accommodation, a suitable property was located. The landlord agreed to grant a lease to Peter and his sister on the basis that they receive continued support from Switch. Peter and his sister also received financial assistance to purchase furniture for their home. Switch continues to work with Peter to address his employment needs, health issues, relationship with family and other issues. He is also being supported to obtain a driver's license. Peter has maintained stable accommodation and has not reoffended.

Project Funding: *NSW Department of Family and Community Services and the NSW Department of Attorney General and Justice under the NSW North Coast Homelessness Action Plan*

Partners: *YP Space Mid North Coast Inc*

IMPROVE

INTERNALLY BY BECOMING MORE AND MORE EFFECTIVE AND EFFICIENT

RESULT: NRSDC HAS THE PEOPLE, SYSTEMS, PROCESSES AND FUNDS IN PLACE TO ACHIEVE OUR OBJECTIVES

NRSDC COMMITS TO RECONCILIATION ACTION PLAN

NRSDC considers real action to achieve reconciliation as being integral to all social priorities in the Northern Rivers Region. The RAP Working Group works with staff across our organisation, including Aboriginal and Torres Strait Islander staff, and with Aboriginal and Torres Strait Islander stakeholders to implement and improve our Reconciliation Action Plan. Our Statement of Commitment has been submitted to Reconciliation Australia.

TAXATION STATUS

During the year, NRSDC successfully applied to the Australian Taxation office for Public Benevolent Institution (PBI) and Deductible Gift Recipient (DGR) Status. This enables NRSDC to apply for corporate and philanthropic funds to support innovative projects and activities. As a PBI, we are also able to offer salary packaging benefits to help the organisation to attract and retain staff. We would like to thank Jo Cleary of Cleary and Bentley Taxation Specialists for her generous pro bono assistance with this application.

UPDATED CONSTITUTION

At the 2011 Annual General Meeting, NRSDC adopted a revised Constitution. Changes included a range of updates to ensure the Constitution meets the requirements of the Associations Incorporation Act 2009, which came into force in 2010. The revised Constitution also provided for two-year Board terms with half of the Board turning over each year and a maximum of three terms for Board membership. These changes are intended to provide for balance of continuity in Board membership from year to year and opportunities for new members to bring fresh ideas into the structure.

ORGANISATIONAL STRUCTURE

The Board undertook a review of the organisational structure adopted in 2011 and agreed to some revisions to accommodate subsequent growth. Following the review we developed a new role of Manager Operations and Corporate Support to ensure strategic management of organisational infrastructure and systems.

ACCREDITATION

In mid-2012 we commenced the process of gaining external quality accreditation, undertaking a gaps analysis of existing systems and starting work to address key gaps.

IT INFRASTRUCTURE

Over the year, NRSDC invested in new server infrastructure to support staff based in our offices across the region, including Tweed, Mullumbimby, Ballina, several sites in Lismore, Casino and Grafton. We also invested in a new electronic case management system for Youth Programs staff.

FINANCIAL PERFORMANCE

Organisational revenue increased from \$1,989,900 to \$3,188,061 and net equity rose to \$618,517 from \$460,204. This equity will help to ensure that NRSDC has sufficient reserves to meet future contingencies and will support our work into the future.

FINANCIAL STATEMENTS

NORTHERN RIVERS SOCIAL DEVELOPMENT COUNCIL INCORPORATED STATEMENT BY MEMBERS OF THE BOARD

The Board has determined that Northern Rivers Social Development Council Incorporated is not a reporting entity, however is required to comply with the Associations Incorporation Act 2009.

The Board has determined that this financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Board:

1. The financial report presents fairly the financial position of Northern Rivers Social Development Council Incorporated as at 30 June 2012 and the results of the entity for the year ended on that date in accordance with the accounting policies outlined in Note 1 to the financial statements.
2. At the date of this statement, there are reasonable grounds to believe that the entity will be able to pay its debts as and when they fall due.
3. Amounts received as grant funding have been expended in accordance with the terms of the funding agreements.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

Name:	<u>Paul Goodrich</u>	<u>R. J. TREBILCOCK</u>
Signature:	<u></u>	<u></u>
Position:	<u>Treasurer</u>	<u>BOARD MEMBER</u>

DATED AT LISMORE
DATE: 2 October 2012

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF
NORTHERN RIVERS SOCIAL DEVELOPMENT
COUNCIL INCORPORATED

Report on the Financial Report

We have audited the accompanying financial report of Northern Rivers Social Development Council Incorporated, which comprises the Statement of Financial Position at 30 June 2012, the Statement Of Comprehensive Income, Cash Flow Statement and Statement of Changes In Equity for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by members of the board.

Boards' responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Act (NSW). This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design 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.



Liability limited by the Accountants Scheme, approved under the Professional Standards Act 1994 (NSW)

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Ballina Telephone (02) 6686 5655

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PARTNERS

G.J. Smith B.Bus., LLB., C.A.
T.W. Graham B.Bus., C.A., FFin.
A.M. Jones B.Bus., C.P.A.
S.I. Trustum B.Bus., C.A.
A. Bazzana B.Bus., C.A.

INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF
NORTHERN RIVERS SOCIAL DEVELOPMENT
COUNCIL INCORPORATED

Independence

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

In our opinion, the financial report of Northern Rivers Social Development Council Incorporated is in accordance with the Associations Incorporation Act (NSW), including:

- giving a true and fair view of Northern Rivers Social Development Council Incorporated's financial position as at 30 June 2012 and of its performance for the year ended on that date, and
- complying with Australian Accounting Standards - Reduced Disclosure Requirements.

158 MOLESWORTH STREET
LISMORE NSW 2480

DATE: 2 October 2012

WAPPETT & PARTNERS
Chartered Accountants



TREVOR W GRAHAM - Partner
Registered Company Auditor
Number – 160017



COVER OF EXCELLENCE

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Northern Rivers Social Development Council Incorporated
Statement of Financial Position
As at 30 June 2012

Assets	2012	2011
	\$	\$
Current Assets		
Cash at Bank & On Hand		
Cash at Bank	1,087,209	769,519
Cash on Hand	2,890	2,440
	<u>1,090,099</u>	<u>771,959</u>
Trade Debtors	61,661	66,013
Other Assets	2,722	9,929
Stock	1,403	1,875
Total Current Assets	1,155,885	849,776
Non Current Assets		
Property, Plant & Equipment		
Plant & Equipment - At Cost	87,925	75,110
Accumulated Depreciation	-32,313	-23,094
	<u>55,612</u>	<u>52,016</u>
Motor Vehicles - At Cost	234,528	108,910
Accumulated Depreciation	-27,104	-8,043
	<u>207,424</u>	<u>100,867</u>
House @ 22 Cathcart Street - At Valuation 2005	300,000	300,000
House Additions - At Cost	14,632	14,632
Accumulated Depreciation	-1,829	-1,463
	<u>312,803</u>	<u>313,169</u>
Total Non Current Assets	575,839	466,052
Total Assets	1,731,724	1,315,828
Liabilities		
Current Liabilities		
Trade Creditors	77,002	54,752
GST Payable	25,132	27,854
Provision for Annual Leave	121,583	94,887
Provision for Long Service Leave	72,562	49,644
Accrued Expenses	45,736	37,546
Grants In Advance	748,662	563,413
Total Current Liabilities	1,090,677	828,096
Non Current Liabilities		
Provision for Long Service Leave	22,530	27,528
Total Non Current Liabilities	22,530	27,528
Total Liabilities	1,113,207	855,624
Net Assets	618,517	460,204
Members Equity		
Retained Earnings		
Beginning of financial year	285,390	195,687
Surplus/(Deficit)	158,313	89,703
	<u>443,703</u>	<u>285,390</u>
Asset Revaluation Reserve	174,814	174,814
Total Members Equity	618,517	460,204

Northern Rivers Social Development Council Incorporated
Statement of Comprehensive Income
For the year ended 30 June 2012

	Note	2012 \$	2011 \$
Revenue from ordinary activities	2	3,188,061	1,989,990
Expenses from ordinary activities excluding borrowing expenses	3	-3,029,748	-1,896,724
Borrowing expenses		-	-3,563
Profit/(loss) from ordinary activities before income tax		158,313	89,703
Income tax attributable to operating activities		-	-
Profit/(loss) from ordinary activities after income tax		158,313	89,703
Net profit/(loss)		158,313	89,703

Northern Rivers Social Development Council Incorporated
Statement Of Changes In Equity
For the year ended 30 June 2012

	2012	2011
	\$	\$
Total Retained Earnings at the beginning of the year	285,390	195,687
Net profit/(loss) for the financial year	158,313	89,703
Total Retained Earnings at the end of the financial year	<u>443,703</u>	<u>285,390</u>
Asset Revaluation Reserve	174,814	174,814
Total Equity at the end of the financial year	<u>618,517</u>	<u>460,204</u>

NORTHERN RIVERS SOCIAL DEVELOPMENT COUNCIL INCORPORATED
CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2012

	2012	2011
	\$	\$
Receipts from operating activities	457,809	311,556
Receipts from grant funding	2,873,648	2,015,059
Payments to suppliers and employees	(2,912,669)	(1,867,498)
Interest received	46,205	34,066
Interest paid	-	(3,563)
Net cash provided by (used in) operating activities	<u>464,993</u>	<u>489,620</u>
Cash flows From Investing Activities:		
Proceeds - sale of property, plant and equipment	-	-
Payment for property, plant and equipment	(146,853)	(114,466)
Net cash provided by (used in) investing activities	<u>(146,853)</u>	<u>(114,466)</u>
Cash flows From Financing Activities:		
Repayment of borrowings	-	(40,176)
Net cash provided by (used in) financing activities	<u>-</u>	<u>(40,176)</u>
Net increase (decrease) in cash	318,140	334,978
Cash and cash equivalents at the beginning of the financial period	771,959	436,981
Cash and cash equivalents at the end of the financial period	<u>1,090,099</u>	<u>771,959</u>

**NORTHERN RIVERS SOCIAL DEVELOPMENT
COUNCIL INCORPORATED
NOTES TO THE FINANCIAL STATEMENTS**

(b) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with entitlements arising from wages and salaries, annual leave and long service leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled, plus related on costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

(c) Receivables & Revenue Recognition

Trade debtors are recognised at the amounts receivable as they are due for settlement no more than 30 days from the date of recognition. Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised where some doubt as to collection exists.

(d) Trade & Other Creditors

These amounts represent liabilities for goods and services provided to the entity prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(e) Income Tax

The association is exempt from income tax.

(f) 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. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the Balance Sheet are shown inclusive of GST.

(g) Inventories

Inventories are valued at the lower of cost or net realisable value using the first in first out method of assigning costs.

(h) Australian Accounting Standards

The Association is required to prepare financial statements in accordance with accounting standards; this means that 2011 comparative figures will be presented in accordance with Australian Accounting Standards.

**NORTHERN RIVERS SOCIAL DEVELOPMENT
COUNCIL INCORPORATED
NOTES TO THE FINANCIAL STATEMENTS**

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act NSW 2009 (The Act) and Class Order 11/01.

The Class Order specifies the measurement and disclosure requirements of the Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board to be applied.

Early Adoption of Accounting Standards

In accordance with s334 (5) of the Corporations Act, the Board has early adopted the following accounting standards:

- AASB 1053 'Application of Tiers of Australian Accounting Standards'
- AASB 2010-02 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements

The Association satisfies the definition of a Tier 2 entity in accordance with AASB 1053.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets. The accounting policies have been consistently applied, unless otherwise stated.

The following is a summary of the material accounting policies adopted by the association in preparation of the financial report:

(a) Property, Plant & Equipment

Property, plant and equipment are included at cost or independent valuation. All assets are depreciated over their estimated useful lives.

**NORTHERN RIVERS SOCIAL DEVELOPMENT
COUNCIL INCORPORATED
NOTES TO THE FINANCIAL STATEMENTS**

(b) Employee Benefits

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**NORTHERN RIVERS SOCIAL DEVELOPMENT
COUNCIL INCORPORATED
NOTES TO THE FINANCIAL STATEMENTS**

2. Revenue, consisting of

	2012	2011
Grant Income	2,688,399	1,654,430
Contributions	92,538	86,345
Trading / Operating Income	178,195	117,044
Other Income	228,929	132,171
	<u>3,188,061</u> =====	<u>1,989,990</u> =====

3. Expenditure, consisting of

	2012	2011
Wage Payments	1,469,780	933,211
Superannuation Expense	116,027	81,126
Leave and Other Provisions	28,076	21,706
Consultants / Sub-contractors	372,147	220,632
Motor Vehicle Costs	126,942	84,301
Travel & Accommodation	34,799	23,859
Supervision	11,939	5,934
Audit Fee	13,200	11,015
Bank Fees	785	431
Bad debts	955	-
Board Costs	33,982	10,712
Building Maintenance	14,883	23,177
Cleaning	14,134	7,658
Client Support	53,178	5,115
Depreciation	34,959	19,691
Utilities & Rates	11,070	12,316
Equipment & Maintenance	18,410	22,571
Insurance	17,627	17,227
IT Support & Maintenance	43,181	26,911
O.H. & S.	800	616
Printing / Photocopying	22,385	15,748
Program, Training & Conference	156,008	108,777
Promotion / Advertising	13,065	3,818
Postage / Distribution	2,827	3,093

NORTHERN RIVERS SOCIAL DEVELOPMENT
COUNCIL INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS

5. Related Party Disclosures

	2012 \$	2011 \$
Key Management Personnel Compensation		
Short Term and post employment Benefits	241,251	244,782

Key management personnel is defined as the Chief Executive Officer and the Managers of the major program streams.



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