



NOSS

Tasmania

PROMOTING INDEPENDENCE

2022/23

ANNUAL REPORT

NOSS Tasmania Inc.

Treating everybody with **empathy and respect**, always being **ethical** in our work, **empowering and enriching** each others' lives and **striving for excellence**

Table of Contents

About Us Slide 3

Governance Slide 4

- Board and Directors

Report – Chairman of the Board Slide 6

Report – Chief Executive Officer Slide 7

- Organisational Chart

Strategic Priorities Slide 9

- Theory of Change, Balanced Score Card

Learning and Growth Slide 12

Internal Processes Slide 19

Client & Customer Perspective Slide 21

Finance Perspective Slide 27

Report – Treasurer Slide 29



About Us

At NOSS we are all about supporting people to enrich their quality of life and achieve their dreams. “Independence and a fulfilled life for everyone” is our mission!

We have been supporting Tasmanians in the greater Launceston community (including the West Tamar and George Town) to participate in social and economic life for over 30 years.

In 1991, we commenced operations with 8 clients and 6 support workers.

In 2023, we have over 140 clients and 77 support workers:

- Supporting individuals with disability at home and in their community
- Facilitating engaging programs at our vibrant activity centre, the Red Shed
- Employing people in our social enterprise, Bluegum Grounds Maintenance to deliver broadacre grounds maintenance service to Hydro Tasmania, West Tamar Council, Liberty Bell Bay and TasPorts, just to name a few.

We are now looking towards the next 30 years.

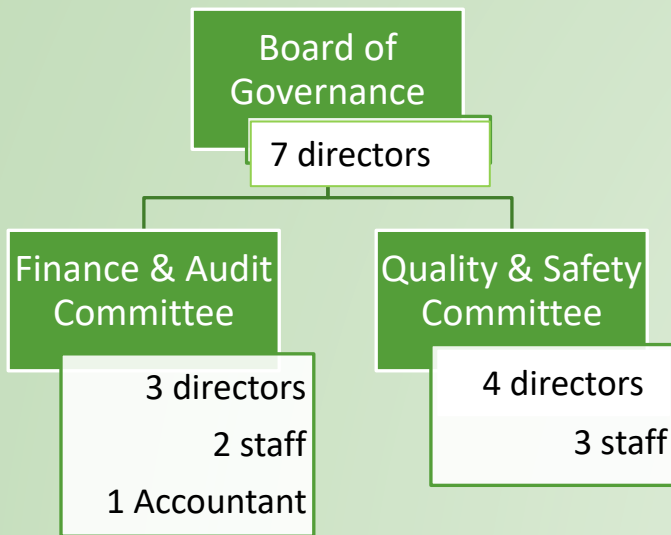


GOVERNANCE - BOARD

The board is skills-based with two sub-committees

Board Skills Matrix

Board Structure



- Corporate governance
- Risk & compliance
- Finance
- Legal
- Policy development
- Executive management
- Business
- Strategy
- Marketing
- ICT
- Community-based disability support
- Community & stakeholder engagement
- NDIS knowledge

Finance & Audit Committee

- Nathan Williams (Director)
- Tracey Mallett (Director)
- Zenobia Allie (Director)
- Melinda Whybrow (Office Manager)
- Jo Stirling (Accountant, MDH Accounting)
- Ruth Chalk (CEO)

Quality & Risk Committee

- Mark Broxton (Director)
- Peter Hatters (Director)
- Corey McGrath (Director)
- Marjana Bateman (Director)
- Ruth Chalk (CEO)
- Siena Norman (Service Manager)
- Michael McOwan (Service Manager)

GOVERNANCE – BOARD DIRECTORS



**Mark
Broxton**
Chairman



**Nathan
Williams**
Treasurer



**Tracey
Mallett**
Secretary



**Peter
Hatters**
Director



**Zenobia
Allie**
Director



**Corey
McGrath**
Director



**Marjana
Bateman**
Director

NOSS Tasmania Inc is governed by a board. There are seven out of a possible eight directors.

REPORT – CHAIRMAN of the BOARD



▶ Mark Broxton

GAICD, BAppSc(Med)

It gives me great pleasure, on behalf of the Board, CEO, and our wonderful team, to welcome readers to the NOSS Tasmania Inc. (NOSS) Annual Report.

I would first like to thank the amazing participants who make use of our support services, our dedicated Bluegum crew members, and all their families and carers. Without you there would be no NOSS!

I commend the Board, CEO (Ruth Chalk), her management team, and the whole of the NOSS workforce for their continued commitment, enthusiasm, and hard work. The work done with our participants is life changing for them (and often for us too) and you should all be very proud of what you do.

As you will glean from reading this Annual Report, 2022-23 was another successful year for NOSS. This success is based on our attitude of continually striving to do better by building on the

things we do well and learning from those things that might not have gone how we had planned - I am happy to say that we do not see much of the latter!

The greatest measure of success is seeing the happy faces and hearing the positive feedback that we regularly receive from the people who trust us to provide them with the services we deliver.

The upcoming Annual General Meeting will see the retirement of two Board members. Corey McGrath will be leaving us after over three years of service. Over this time Corey contributed strongly to the Board, his directorship knowledge, insight, and experience will be greatly missed. We wish Corey all the very best for his future endeavors.

After 5 years on the NOSS Board I have also made the difficult decision to step down. This provides me with the perfect moment to reflect on my time with this great organisation.

NOSS's current position is founded on 30 years of hard work within the Launceston region. The national roll-out of the National Disability Insurance Scheme (NDIS), which was completed in 2020, is the most significant change to occur within the disability sector since the deinstitutionalisation of people with disability in the 1970's. The NDIS brought with it major changes to the funding model for disability care and a related requirement to achieve registration with the NDIS Quality and Safeguards Commission.

This change meant that NOSS had to recalibrate its business model to ensure that it could remain financially viable and had the necessary processes to meet the NDIS accreditation standards.

Over the last five years the Board has worked closely with Ruth and her management team to consolidate the business through the development and implementation of a sound strategic plan that we believe has and will continue to build a strong platform to ensure a viable and sustainable future.

As the next year unfolds there is much to be excited about as the new NOSS premises in Boland Street take shape in readiness for the Admin, Community Support and Bluegum teams to take up residence.

In parting, I would like to say that I feel extremely privileged to have had a role in this important work and to know that NOSS will continue to:

- deliver participant centred and focused services,
- build on our excellent work culture, and
- have the wherewithal to maintain its rightful place as a leading organisation within the northern Tasmanian disability sector for many years to come.

REPORT – CHIEF EXECUTIVE OFFICER



▶ Ruth Chalk

GAICD, MBA,
MHlthServMgt, BSpThy

I am delighted to join with the board in presenting this NOSS Tasmania Inc. (NOSS) Annual Report for 2022/23. This is where we showcase our work to achieve our vision of "independence and a fulfilled life for everyone".

We know that people with disability experience barriers to social and economic participation and we are working to remove these barriers at both individual and community levels. Our theory of change is that engagement and employment enrich quality of life for people with disability.

NOSS made measurable progress in the 2023 financial year, and yet there is so much more to be done.

The community need for services to support Northern Tasmanians living with disability is continuing to grow. According to the NDIS:

- participant numbers in our region have grown at an average rate of 3.2% since December 2021 (NDIS, n.d.) – from 3285 to 3841;
- 66% of NDIS participants in Tasmania are not actively involved in a community group (National Disability Insurance Agency, n.d.).

Employment for people with a disability continues to be at unacceptably low levels. Only 25% of NDIS participants aged 15 years and over are in a paid job. We are addressing this by building capacity and options for people to participate in employment.

In 2022, we boldly purchased a site that will enable us to: continue achieving our mission and contribute to the Tasmanian Government's vision "for a connected community services industry that supports all Tasmanians to live a good life and enriches our state's social, cultural and economic wellbeing" (Community Services Industry Plan 2021 - 2031).

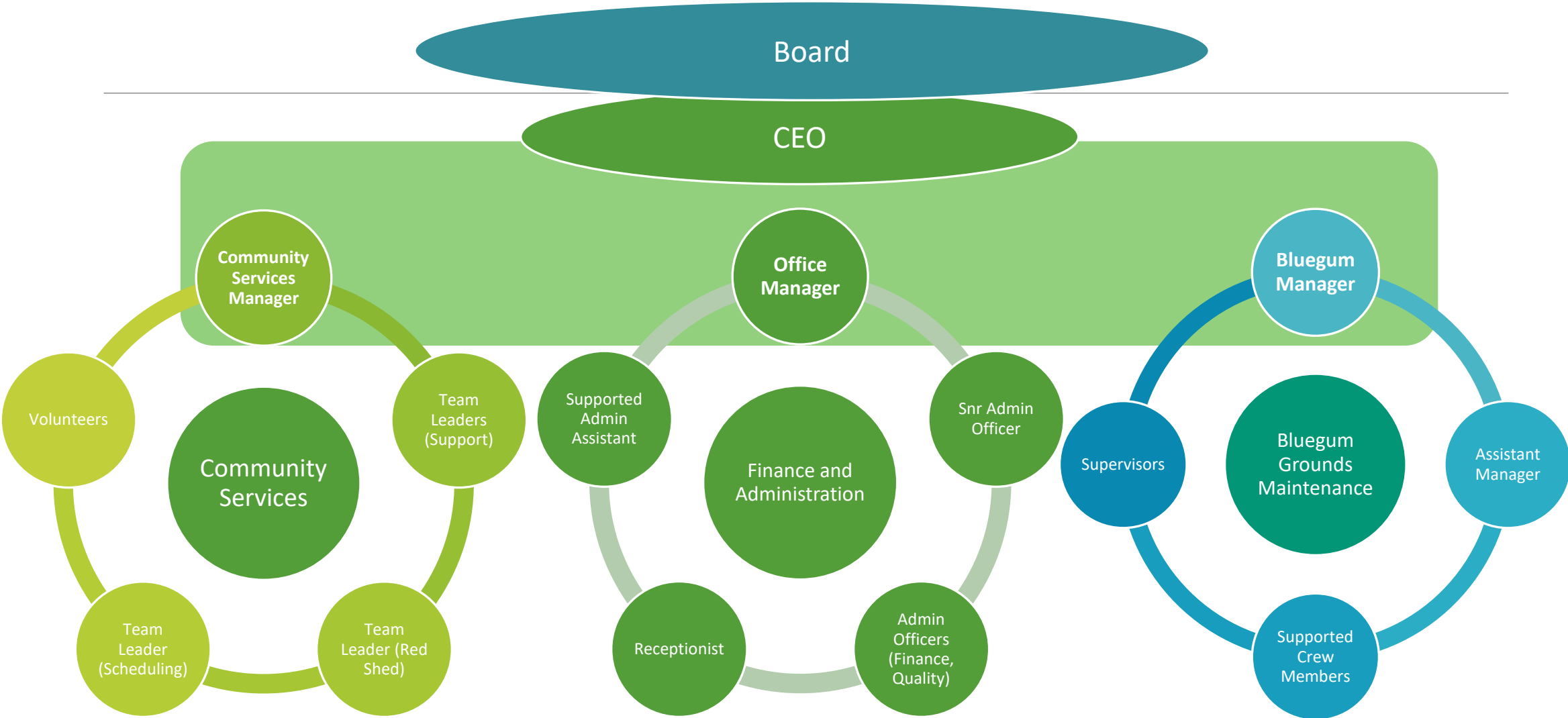
The NOSS main office and Bluegum Grounds Maintenance have always been situated in rental properties. We wanted a place where people (clients, families, staff, community members) feel welcome and empowered, and where we can better connect with our community and contribute to its wellbeing. 67- 69 Boland Street will be that place for us.

Find out about this and more achievements in this report.

Of course, none of these developments were possible without the dedicated and enthusiastic work of our board and staff.

My special thanks to the senior leadership team: Siena Norman (Community Services Manager), Mike McOwan (Bluegum Manager, and Melinda Whybrow (Office Manager); and to the members of our association and board directors under the leadership of Mark Broxton.

ORGANISATIONAL CHART





Client Success

Clients achieve their goals and Bluegum customers are delighted with the service.



People & Culture

Workers are engaged with NOSS and physically and psychologically safe.



Community Advocacy

Individuals have their voices heard and NOSS influences systemic change



Business viability & sustainability

Improved financial security and a fit-for-purpose site for all

Strategic Priorities

The Problem:

People with disability experience barriers to social and economic participation

- < 49% of NDIS participants are actively involved in a community, cultural or religious group (34% in Tasmania)
- 25% participants aged 15 years and over are in a paid job

Source: NDIS Data Downloads. <https://data.ndis.gov.au/data-downloads#participant>

Our Theory of Change:

Engagement & Employment Enrich Quality of Life for People with Disability



AIMING
for
IMPACT



NOSS Tasmania Inc.

Key Assumptions:

- The economic, political, social and environmental ecosystem is conducive to NOSS continuing to thrive.
- The most effective way of changing the lives of people with disability is to focus on promoting and developing opportunities for their increased independence through a human-rights-rights-based approach in partnership with the community.
- The NOSS workforce is highly engaged and skilled
- NOSS has the tools and infrastructure to support its support its work.



People with disability experience decent work and economic growth (SDG 8*)



People with disability experience equality (SDG 10*)

*Source: United Nations (n.d.). The 17 Goals. <https://sdgs.un.org/goals>



Clients will have a range of pathways to community involvement and paid employment through NOSS and its partners



NOSS will have influenced systemic change through its advocacy



NOSS will be recognised as contributing to the community through its values-based, purpose-driven work

10

BALANCED SCORECARD

Our Balanced Scorecard approach is used to drive and measure performance towards our strategic objectives.

FINANCIAL PERSPECTIVE

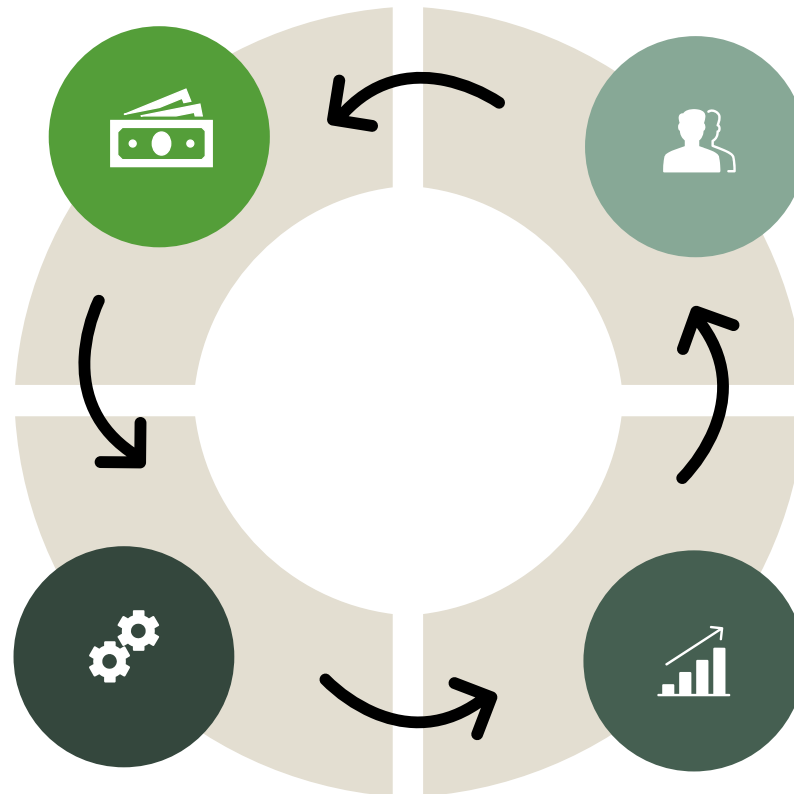
The financial performance that enables us to achieve our mission/purpose.

- Revenue
- Funding streams
- Loan

Building our capabilities and capacity.

- Infrastructure
- Staff retention
- Knowledge and skills

LEARNING & GROWTH PERSPECTIVE



CUSTOMER & CLIENT PERSPECTIVE

How our clients, customers and partners experience our service.

- Client retention
- Social footprint
- Customer satisfaction

How we go about our business:

- Program offerings
- Efficient systems and processes
- Environmental practices

INTERNAL PROCESS PERSPECTIVE

1. Learning & Growth Perspective

Highlights



Spotlight on Infrastructure

We purchased 67-69 Boland Street, Newstead (pictured) in 2022 to progress our mission.

The main office, currently in York Street, and Bluegum Grounds Maintenance, currently in Rocherlea, will co-locate at Boland Street. The Red Shed at Riverside will continue to be our venue for activities as it is now.

Boland Street was chosen for its many benefits. It is a suitable base for the mix of NOSS services, has level ground for accessibility, ample space for parking, close to other services such as a supermarket and sporting facilities and on a Metro bus route.

The plans for redevelopment of this site are informed by a co-design process. Client representatives identified key themes that were opportunities and challenges:

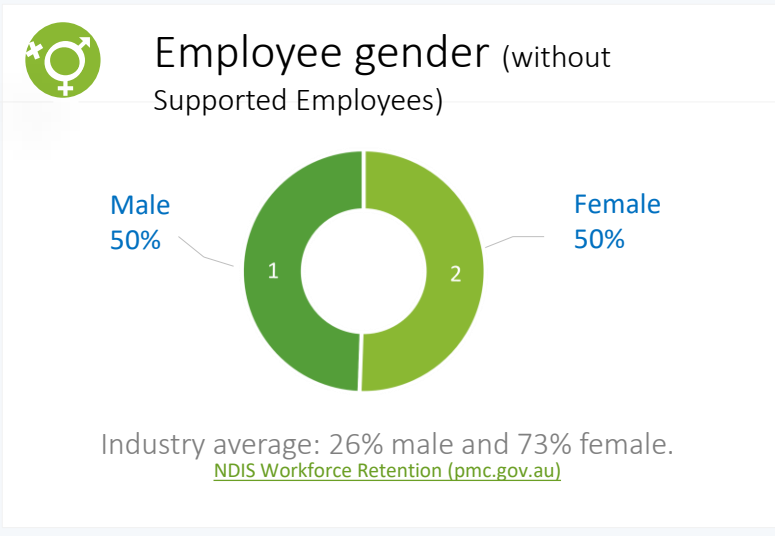
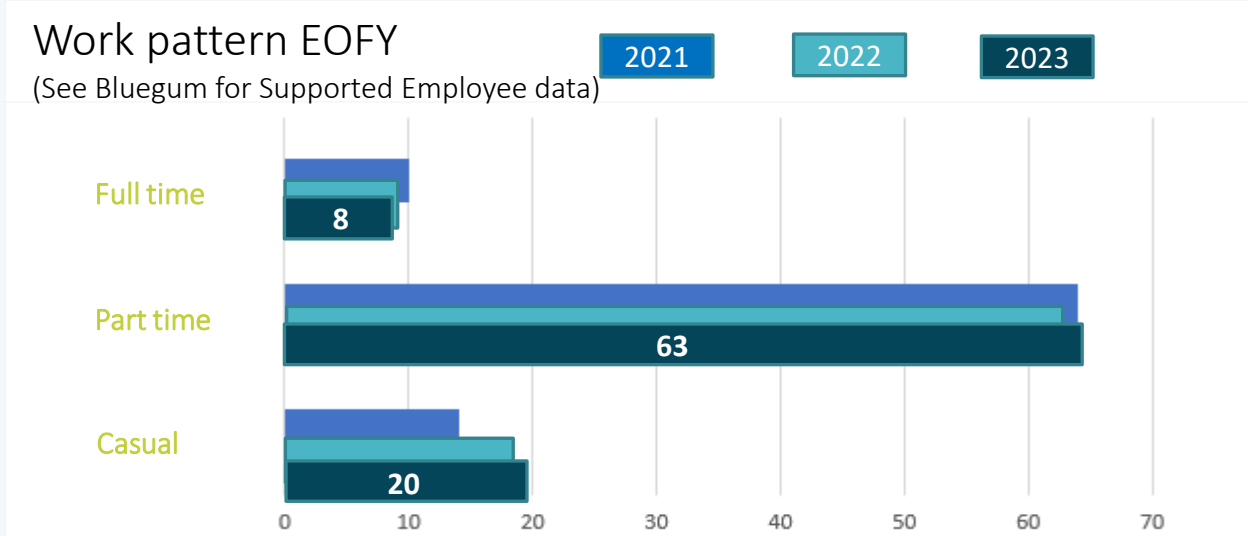
- opportunities for community connections with the community and a sense of togetherness for different parts of NOSS
- challenges include balancing the need for safety with the need to be non-restrictive.

The consultation process continues, and we hope to move in late 2024.

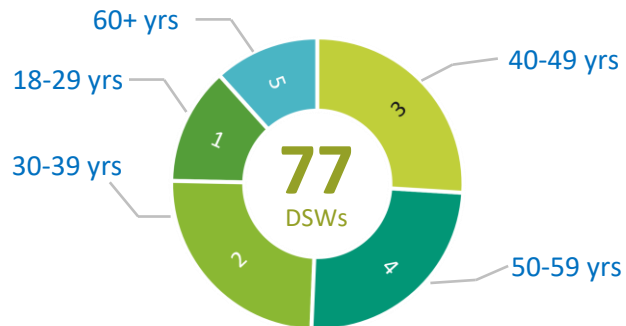
“A place where people feel welcome and empowered, ... connect with our community and contribute to its wellbeing”

EMPLOYEE DEMOGRAPHICS

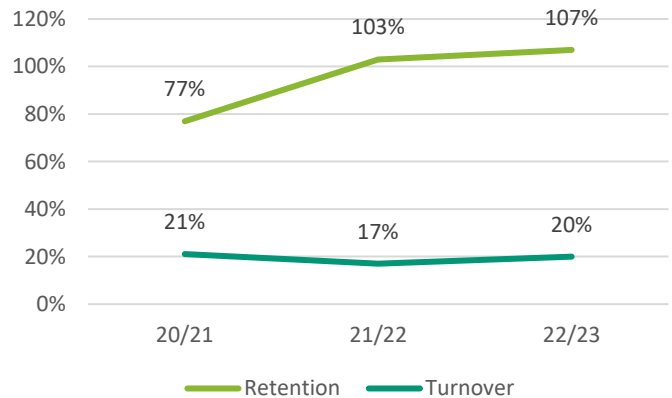
We have a competent, vibrant and diverse workforce



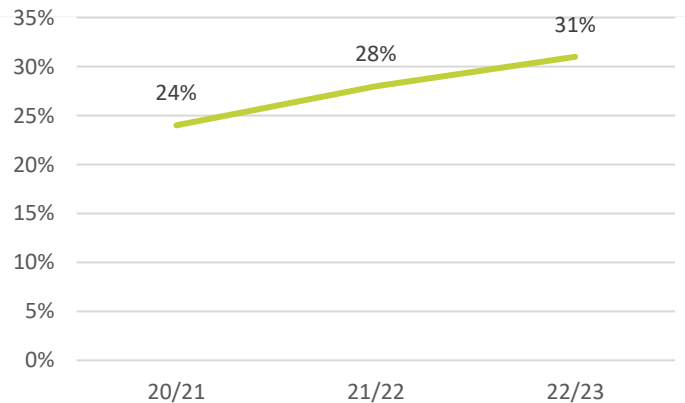
Disability Support Worker (DSW) numbers & ages



Employee engagement



Cultural & linguistic diversity





“NOSS is an exceptional organisation and I'm beyond proud to have worked with and for them ...

I'd like to formally express my gratitude for all the support, training, fun, and specifically the opportunity to work with the diverse and wonderful clients!”

**STEPHANIE,
SUPPORT WORKER**

BLUEGUM GROUNDS MAINTENANCE – a social enterprise



Economic Impact

\$360,831

Net economic benefit to the Australian economy generated by commercial activity.

Bluegum fulfills contracts with five key customers, in addition to NOSS itself.

Through this work, Bluegum contributes to fulfilling the NOSS mission. Our customers contribute to positive outcomes for people with disability and their communities.



Bluegum Work Crew

40 yrs

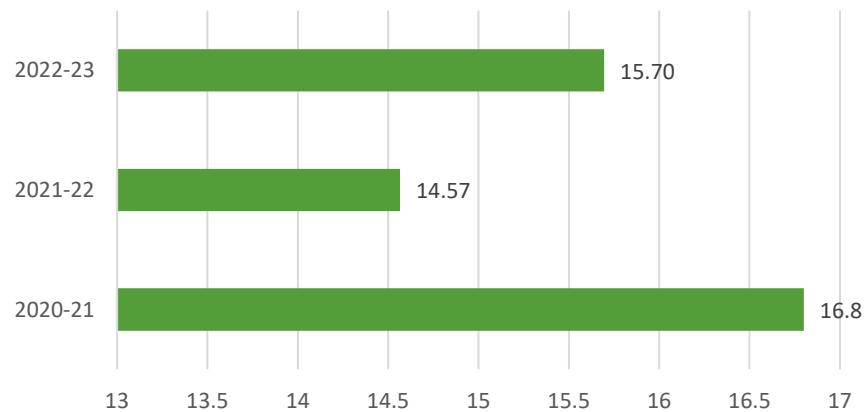
The average age

23

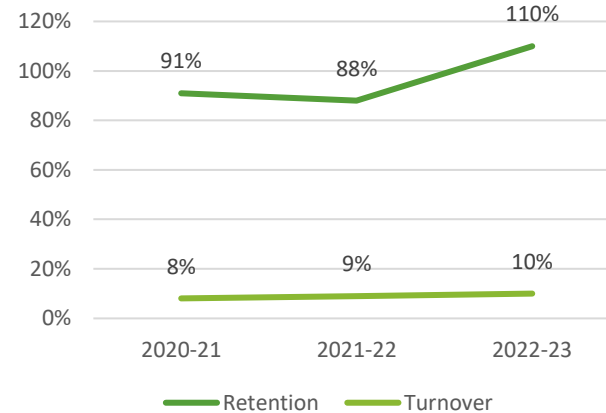
Number of Supported Employees

Supported employee ages range from 21 to 57 years

Average Hours / Week



Crew engagement



Length of Service

9 yrs

Average length of time a crew member works at Bluegum

30 yrs

Longest length of service.



CREW MEMBERS,
BLUEGUM GROUNDS MAINTENANCE

“I love working as a Bluegum crew member, we have lots of interesting contracts and it would be hard to pick a favourite one”.

“I have worked at many places, but Bluegum is the best”.

“Bluegum is a great place to work”.

“Working at Bluegum has changed my life, I have a good paying job that allows me to pay my own bills”.



Investing in our Employees



Psychosocial Safety

Participating in a national research project to build corporate Psychosocial Safety Climate (PSC) to promote the well-being of employees



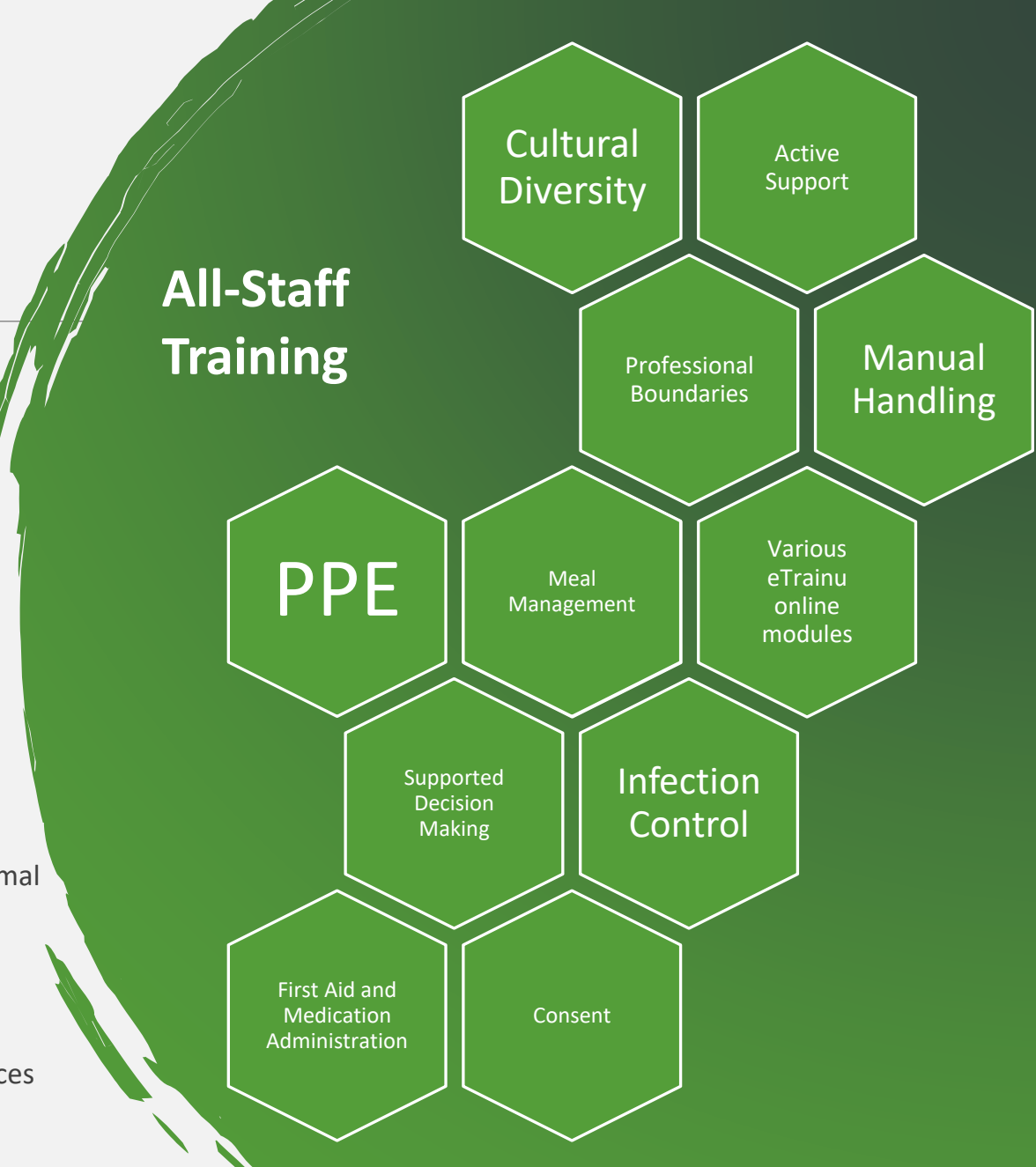
Tutoring

Bluegum Crew Members participating in Literacy and Numeracy tutoring program through Work & Training.



Training

- Employees engaged in formal training:
- Cert IV Individual Supports
 - Cert IV Business
 - Dip Community Services
 - Leadership and Management



2. Internal Processes Perspective

Highlights

INTERNAL PROCESSES PERSPECTIVE

NOSS focused on ensuring compliance with relevant legislation and further enhancing its governance framework.



Approved

Successfully passed mid-term NDIS Quality and Safeguards audit with no recommendations or issues.



Renewed

Reviewed and updated finance and administration processes, resulting in greater accuracy and efficiency.



Secured

NOSS became an international case study as an outstanding example of progress in information and cyber-security using DATTO Kaseya Compliance Manager platform

Working towards Essential 8

3. Client and Customer Perspective

Highlights

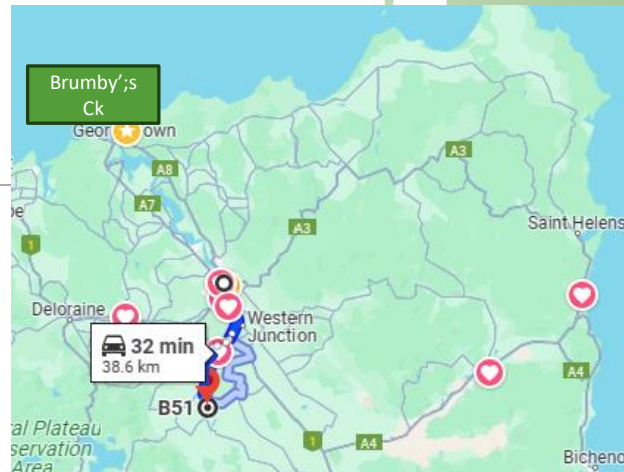
Bluegum Bluegum

Maintaining Brumby's Creek for Hydro Tasmania



Source: Google Maps,

<https://www.google.com/maps/dir/-41.438039,147.141189/-41.73154,147.08619/@-41.2232589,144.3351822,8.25z/data=!4m4!4m3!1m1!4e1!1m0?entry=ttu>



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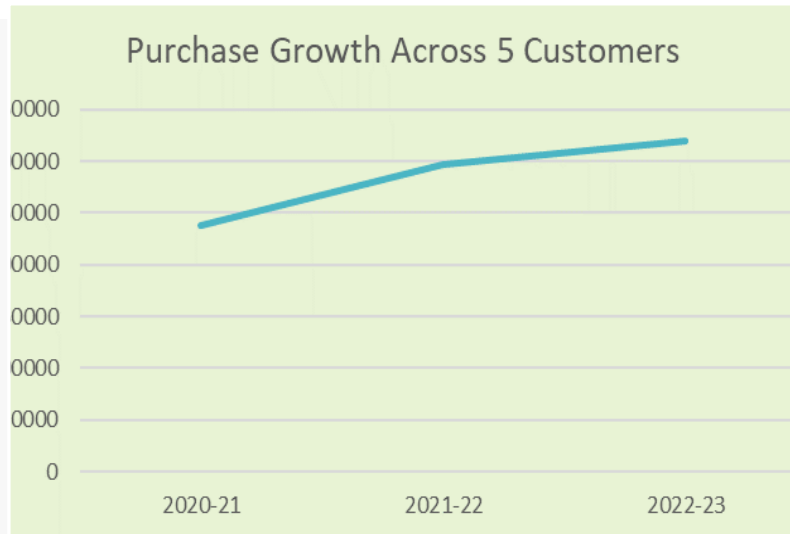
“I have not seen Brumby's Creek look better - Bluegum has done an excellent job preparing it for the Trout Expo 8 October”.

COUNCILLOR RICHARD GOSS,
NORTHERN MIDLANDS COUNCIL

Image source: Tasmanian Trout Expo, 2022,
Facebook,
<https://www.facebook.com/photo.php?fbid=468958715262120&set=pb.100064439869063.-2207520000&type=3>



Customer Service



Hydro Tasmania

LIBERTY Bell Bay

MEMBER OF GFG

West Tamar COUNCIL

DEMECON

TasPorts

COMMUNITY SNAPSHOTS

Friendship

Tas Fire Service at the Red Shed



Rather stylish!



On the tools -
Bunnings BBQ



Friday Bowling!



Teej Festival



Sharing the joy from the
Flower Program



A trip to the vet



Laughter

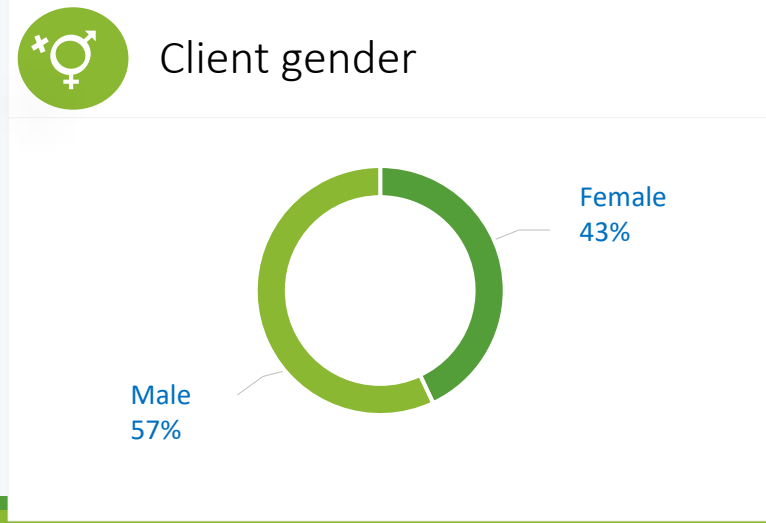
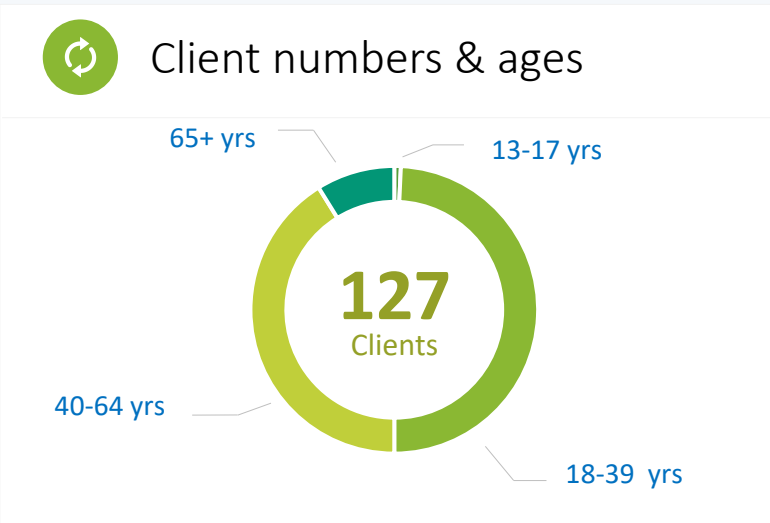
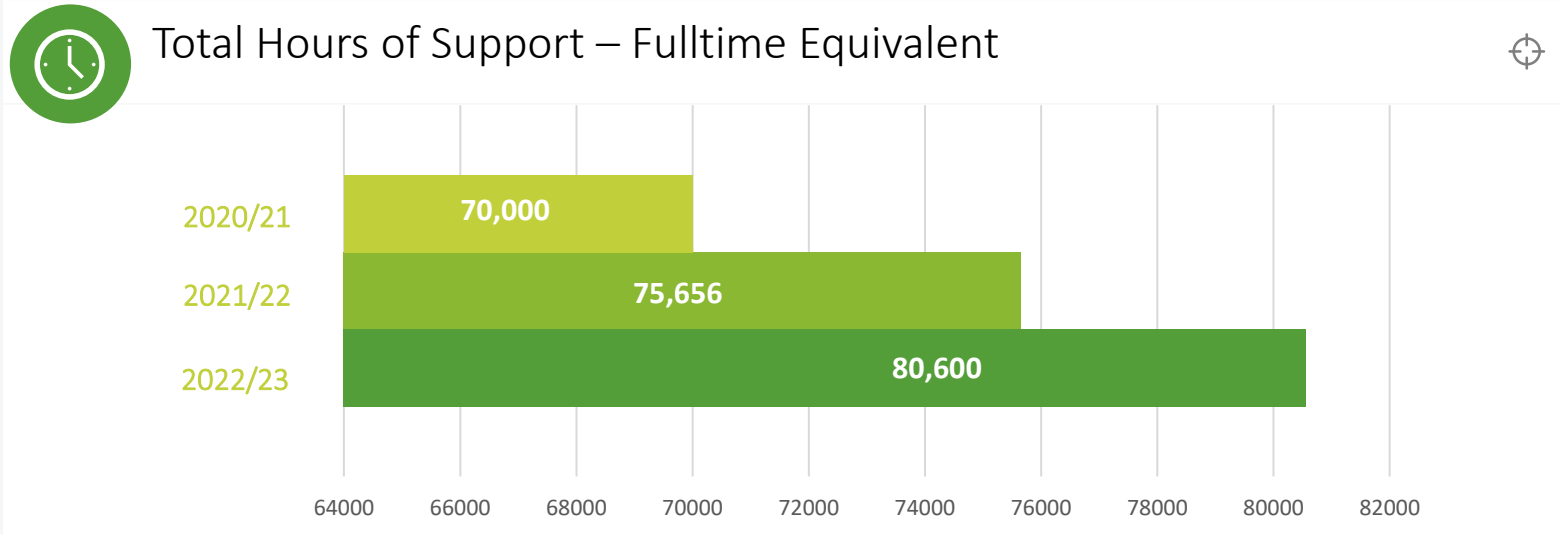


Artist in residence



Service with a smile

SUPPORTS and COMMUNITY CLIENT DEMOGRAPHICS



“ They let me make my own choices and provide a lot of different options. ”

▶ NOSS CLIENT

Communities Creating Opportunities

► Memberships



Our CEO is also a member of the NDS Tasmanian Divisional Committee



LAUNCESTON
CHAMBER *of* COMMERCE
The Voice of Business

► Partnerships



The Tailrace Centre, along with Jude's Café, is our key partner in hospitality training and employment for participants.



Learning to celebrate and enhance our cultural diversity.



Avidity is our key training partner

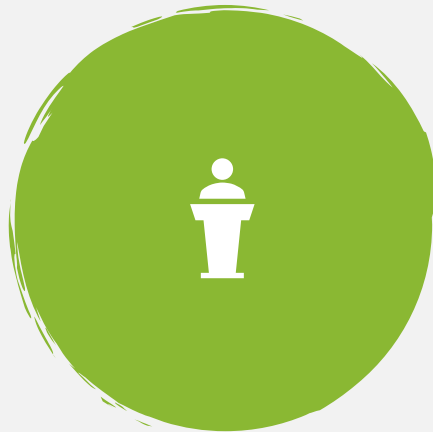
4. Finance Perspective

Financial Reports



Treasurer's Report

Nathan
Williams



Auditor's Report

Ben Coull,
Synectic



Financial Reports

MDH
Accounting

Contents

REPORT – TREASURER



▶ **Nathan Williams**
BComm, CA

Overview:

NOSS Tasmania (NOSS) finds itself in a strong financial position as at 30 June 2023, having returned a net surplus of \$372,739 for the year and with net assets of \$2,178,192.

Excitingly during the year NOSS purchased a property at 67-69 Boland St, Launceston using a mix of existing cash reserves and new borrowings. This property is being rented to existing tenants until NOSS moves into the property in the coming years. It is envisioned that Boland St will provide a long-term home for the organisation.

Statement of Financial Position:

As of June 30, 2023, NOSS Tasmania holds strong liquidity, capable of settling all current liabilities—including payments to creditors and staff obligations—using existing cash reserves and investments. Total assets has increased from \$2,514,295 at 30 June 2022 to \$4,089,665 primarily due to the purchase of the Boland St site, which is currently valued at over \$2.6m.

Total liabilities has increased from \$658,842 as at 30 June 2022 to \$1,911,473, primarily due to the \$1m loan used to facilitate the Boland St purchase – with the balance of funds used being existing cash reserves.

This has resulted in Net Assets increasing from \$1,855,454 as at 30 June 2022 to \$2,178,192

Statement of Financial Performance:

The net surplus for the year can be attributed to strong growth in both NDIA income, Bluegum revenue and the receipt of a one-off grant from the NDIS in recognition of NOSS' efforts ensuring participant safety during the pandemic.

Rental income received from Boland Street of over \$100,000 has provided an additional income stream during the year, which will continue until NOSS becomes the owner-occupier.

Decreasing reliance on NDIS income has been a key focus for both the Board and Management, and pleasing the percentage of total revenue for the year received as Support Income has decreased.

Acknowledgements:

We again engaged the services of MDH Accounting to provide onsite accounting assistance to the administration team which has proved to be very valuable, I would like to thank Jo Stirling for the assistance and guidance she has provided throughout the year.

Synectic Group once again conducted our annual financial audit, thank you to Ben Coull and the team for the timely completion and valuable feedback.

I want to extend my gratitude on behalf of the Board to our exceptional staff for their dedicated efforts throughout this year. I'd like to give special recognition to Ruth Chalk and Melinda Whybrow for their outstanding contributions in supporting the Board and their diligent attention to the financial management of NOSS.

INDEPENDENT AUDITOR'S DECLARATION

Auditor's Independence Declaration

To the Directors of NOSS Tasmania Inc

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as auditor of NOSS Tasmania Inc for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been:

- a) No contraventions of the auditor independence requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- b) No contraventions of any applicable code of professional conduct in relation to the audit.



Synectic Audit & Assurance Pty Ltd



Benjamin Coull
Director

Date: 16 November 2023

Independent Auditor's Report

To the Members of NOSS Tasmania Inc

Report on the Audit of the Financial Report

We have audited the financial report, being a special purpose financial report of NOSS Tasmania Inc (the Company), which comprises the statement of financial position as at 30 June 2023, the statement of income and expenditure, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

Opinion

In our opinion the accompanying financial report of NOSS Tasmania Inc has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* ('the Act'), including:

- (a) giving a true and fair view of the entity's financial position as at 30 June 2023 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Association's financial reporting responsibilities under the *ACNC Act*. As a result, the financial report may not be suitable for another purpose.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *ACNC Act* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of the Board for the Financial Report

The board of the Ass are responsible for the preparation of the financial report that gives a true and fair view in accordance with the accounting policies described in Note 1 and the *ACNC Act* and for such internal control as the board determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

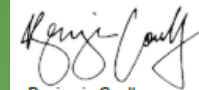
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the board.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the board with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



Synectic Audit & Assurance Pty Ltd



Benjamin Coull
Director

Date: 16 November 2023

Synectic Audit & Assurance Pty Ltd

Authorised Audit Company 385720 | AIN 30 346 220 215
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Liability limited by a scheme approved under Professional Standards Legislation

Financial Statements p.1

Statement of Financial Position as at 30 June 2023

Income and Expenditure Statement for the year ended 30 June 2023

	Note	2023 \$	2022 \$
Income			
Support Income	2	4,880,198	4,198,831
Bluegum income	3	319,993	276,895
Activity Centre income	4	3,541	21,714
Grant income	5	140,418	5,364
Interest earned	6	6,406	7,033
Other income	7	242,983	125,089
Total income		<u>5,593,539</u>	<u>4,634,926</u>
Expenses			
Program expenses	9	182,782	155,139
Operating expenses	10	299,461	235,895
Employment Costs	11	4,581,077	4,136,731
Occupancy costs	12	109,578	96,516
Depreciation and low cost assets	13	56,580	74,710
Interest expense	14	47,304	-
Total expenses		<u>5,276,782</u>	<u>4,698,991</u>
Operating surplus/(deficit) for the year		<u>316,757</u>	<u>(64,065)</u>
Non-Operating Income	8	5,982	-
Net surplus/(deficit)		<u>322,739</u>	<u>(64,065)</u>

	Note	2023 \$	2022 \$
Assets			
Current Assets			
Cash and deposits	15	367,308	1,653,400
Trade and other receivables	17	192,035	209,343
Prepayments	18	206,002	9,991
Total current assets		<u>765,345</u>	<u>1,872,734</u>
Non-current Assets			
Property, plant and equipment	19	3,324,320	641,561
Total non-current assets		<u>3,324,320</u>	<u>641,561</u>
Total assets		<u>4,089,665</u>	<u>2,514,295</u>
Liabilities			
Current Liabilities			
Trade and other payables	20	460,114	224,711
Provisions	21	344,322	336,604
Total current liabilities		<u>804,436</u>	<u>561,315</u>
Non-current Liabilities			
Provisions	21	107,037	97,527
Financial Liabilities	22	1,000,000	-
Total non-current liabilities		<u>1,107,037</u>	<u>97,527</u>
Total liabilities		<u>1,911,473</u>	<u>658,842</u>
Net assets		<u>2,178,192</u>	<u>1,855,453</u>
Members funds			
Accumulated surpluses		2,178,192	1,855,453
Total members funds		<u>2,178,192</u>	<u>1,855,453</u>

Financial Statements p.2

Statement of Changes in Equity for the year ended 30 June 2023

	Accumulated surpluses \$	Total \$
Balance as at 1 July 2021	1,919,518	1,919,518
Net surplus/(deficit)	(64,065)	(64,065)
Balance as at 30 June 2022	<u>1,855,453</u>	<u>1,855,453</u>
Net surplus/(deficit)	322,739	322,739
Balance as at 30 June 2023	<u><u>2,178,192</u></u>	<u><u>2,178,192</u></u>

Statement of Cash Flows for the year ended 30 June 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
NDIA Income received		4,897,506	4,151,018
Receipts from general operations		777,629	471,968
Interest received		6,406	7,033
Payments to suppliers for goods and services		(623,122)	(455,338)
Payments to and on behalf of employees		(4,563,849)	(4,088,757)
Other payments		<u>(47,304)</u>	<u>-</u>
Net cash inflow/(outflow) from operating activities	16	<u>447,265</u>	<u>85,924</u>
Cash flows from investing activities			
Proceeds from sale of plant and equipment		29,000	-
Payments for plant and equipment		<u>(2,762,357)</u>	<u>(4,586)</u>
Net cash inflow/(outflow) from investing activities		<u>(2,733,357)</u>	<u>(4,586)</u>
Cash flows from financing activities			
Proceeds from loans		2,000,000	-
Repayment of loans		<u>(1,000,000)</u>	<u>-</u>
Net cash inflow/(outflow) from financing activities		<u>1,000,000</u>	<u>-</u>
Net increase/(decrease) in cash held		(1,286,092)	81,338
Cash and cash equivalents - opening balance		<u>1,653,400</u>	<u>1,572,062</u>
Cash and cash equivalents - closing balance	15	<u><u>367,308</u></u>	<u><u>1,653,400</u></u>

Notes to the Financial Statements for the year ended 30 June 2023

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the *Associations Incorporation Act (Tas) 1964* and the *Australian Charities and Not-For-Profit Commission Act 2012*. The board has determined that the Association is not a reporting entity. There are no requirements to comply with Australian Accounting Standards under the act. The extent to which Australian Accounting Standards and other mandatory professional reporting requirements have or have not been adopted in the preparation of the special purpose financial report is as follows:

The financial report has been prepared in accordance with the requirements of the following Australian Accounting Standards:

AASB 101 Presentation of Financial Statements

AASB 107 Statement of Cash Flows

AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors

AASB 110 Events after the Reporting Period

AASB 1048 Interpretation of Standards

AASB 1054 Australian Additional Disclosures

The AASB has introduced *AASB 1060 General Purpose Financial Statements - Simplified Disclosure for For-Profit and Not-for-Profit Tier 2 Entities*. The board has decided not to early adopt this accounting standard. The board understands the requirement to provide comparative information for any changes made in adoption of this standard in FY2023 financial statements.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of the financial statements.

a. Cash and Deposits

Cash and deposits are recognised at their nominal amount. Cash and deposits include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

INDEPENDENT AUDITOR'S REPORT

p.1

b. Trade and other receivables

Receivables are carried at cost as amounts are typically expected to be received within 12 months. A provision for doubtful debts is recognised when there is objective evidence that an impairment loss has occurred at which point the impairment loss is recognised as an expense. Collectability of overdue accounts is assessed on an ongoing basis.

c. Property, Plant and Equipment

Property, plant and equipment are carried at cost less, where applicable, any accumulated depreciation.

Fixed assets with a cost of less than \$1,000 are not capitalised and are expensed to the income and expenditure statement.

The depreciable amount of all fixed assets are depreciated using the diminishing value method over the useful lives of the assets to the Association commencing from the time the asset is held ready for use.

Estimated useful lives are as follows:

Buildings	40 years
Motor Vehicles	10 years
Plant & Equipment	3 to 20 years
Computer Equipment	3 to 20 years

d. Trade and other payables

Liabilities are recognised for amounts to be paid in the future for goods and services provided to the Association as at balance date whether or not invoices have been received. General Creditors are unsecured, not subject to interest charges and are normally settled within 30 days of invoice receipt. Payables are not discounted as amounts are expected to be settled within 12 months.

INDEPENDENT AUDITOR'S REPORT

p.2

e. Provisions

Provisions are recognised when the association 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 are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

f. Employee Benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) due within twelve months of the end of the reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability, including superannuation on-cost.

The liability for long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using the Hobart CPI rate for the reporting date.

The association does not have any obligations under a defined contribution retirement benefit plan in relation to any of its employees.

g. Leases

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

There were no finance leases for the reporting period.

h. Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

i. Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

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

Revenue recognition relating to the provision of services is determined with reference to the stage of completion of the transaction at the end of the reporting period and where outcome of the contract can be estimated reliably. Stage of completion is determined with reference to the services performed to date as a percentage of total anticipated services to be performed. Where the outcome cannot be estimated reliably, revenue is recognised only to the extent that related expenditure is recoverable.

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

j. Gains

Gains and losses from disposal of assets are recognised when control of the asset has passed to the buyer.

INDEPENDENT AUDITOR'S REPORT p.3

k. 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 included in the Statement of Cash Flows on a gross basis. The GST component of cash flow arising from investing and financing activities which is recoverable from, or payable to, the ATO is classified as operating cash flows.

l. Income Tax

The Association is a not-for-profit organisation and the Board has determined that the association is income tax exempt, therefore, no provision for income tax has been made.

m. Critical Accounting Estimates and Judgements

The board evaluate estimates and judgements 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 association.

Key Estimates - Impairment

The board assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the association that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

n. Economic Dependency

The normal trading activities of the association depend to a significant degree on funding received from NDIA.

o. Distribution of income and capital

Under the association's constitution the income or capital of the association cannot be distributed to its members. In the event of a wind up the remaining capital must be transferred to an organisation with similar objectives.

	2023 \$	2022 \$
2 Support income		
NDIA Income	4,880,399	4,074,484
Other support income	-	5,642
Mileage income	(201)	118,705
	<u>4,880,198</u>	<u>4,198,831</u>
3 Bluegum income		
Bluegum earnings	319,993	276,895
	<u>319,993</u>	<u>276,895</u>
4 Activity Centre income		
Activity income	3,541	21,714
	<u>3,541</u>	<u>21,714</u>
5 Grant income		
Grants	140,418	5,364
	<u>140,418</u>	<u>5,364</u>
6 Interest received		
Interest received	6,406	7,033
	<u>6,406</u>	<u>7,033</u>
7 Other income		
Other income	862	1,604
Donations and Fundraising	5,851	692
Training & wage subsidy	127,675	109,867
Workers Compensation reimbursements	94	12,926
Rent received Boland St	108,501	-
	<u>242,983</u>	<u>125,089</u>
8 Non-Operating Income		
Profit from Sale of Assets	5,982	-
	<u>5,982</u>	<u>-</u>
9 Program expenses		
Activity centre materials	5,415	5,970
Bluegum materials	2,271	1,213
Protective clothing	-	511
Support expenses	10,711	4,088
Mileage support	164,385	143,357
	<u>182,782</u>	<u>155,139</u>

INDEPENDENT AUDITOR'S REPORT

p.4

	2023 \$	2022 \$
10 Operating expenses		
Accounting fees	15,730	-
Advertising	2,240	995
Audit fees	7,453	4,000
Bad debts/(recovery)	246	(16)
Bank fees	1,584	952
Business Development	643	4,426
Cleaning	17,128	14,459
Consultants	9,977	597
Functions	11,603	5,779
Fundraising expenses	391	-
Insurance	35,697	16,010
IT expenses	78,764	88,563
Licences and subscriptions	6,602	4,808
Motor Vehicle expenses	44,345	34,145
Office Supplies	10,280	11,833
Petty cash and sundry	9,150	3,380
Repairs	14,801	17,775
Small Tools and Equipment	7,312	9,068
Work health & safety	13,840	8,407
Telephone	11,675	10,714
	<u>299,461</u>	<u>235,895</u>
11 Employment Costs		
Wages & Salaries	3,958,409	3,597,174
Superannuation	426,385	356,021
Workers compensation insurance	157,906	128,021
Staff Development	9,754	8,732
Workers compensation expenses	11,395	12,186
Annual Leave Expense/(Reversal)	32,968	16,941
Long Service Leave Expense/(Reversal)	(15,740)	73,438
Sick Leave Expense/(Reversal)	-	(55,782)
	<u>4,581,077</u>	<u>4,136,731</u>
12 Occupancy costs		
Rates & Taxes	19,596	2,976
Rent paid	79,381	84,724
Power	10,524	8,768
Security	77	48
	<u>109,578</u>	<u>96,516</u>
13 Depreciation and low cost assets		
Depreciation	56,580	74,710
	<u>56,580</u>	<u>74,710</u>
14 Interest expense		
Interest Paid, MCMF	47,158	-
Interest Paid, ATO	146	-
	<u>47,304</u>	<u>-</u>

	2023 \$	2022 \$
15 Cash and deposits		
CBA Bank account	214,673	196,530
ME Bank Online saver	151,256	1,454,356
Debit card	87	1,765
Online saver	-	233
Petty cash	1,292	516
	<u>367,308</u>	<u>1,653,400</u>
16 Cash flow information		
Reconciliation of cash flows from operating activities to net surplus/(deficit):		
Net surplus/(deficit)	322,739	(64,065)
Depreciation and low cost assets	56,580	74,710
Profit on sales of assets	(5,982)	-
<u>Decreases/(increases) in assets:</u>		
Trade and other receivables (current)	17,308	(47,813)
Prepayments and accrued income	(196,011)	(9,991)
<u>Increases/(decreases) in liabilities:</u>		
Trade and other payables (current)	235,403	85,108
Provisions (current)	7,718	38,682
Provisions (non-current)	9,510	9,292
	<u>447,265</u>	<u>85,923</u>
Net cash inflow/(outflow) from operating activities	<u>447,265</u>	<u>85,923</u>
17 Trade and other receivables		
<u>Trade and other receivables (current):</u>		
Trade Debtors	192,035	209,343
	<u>192,035</u>	<u>209,343</u>
18 Prepayments		
Prepayments	206,002	9,991
	<u>206,002</u>	<u>9,991</u>
19 Property, plant and equipment		
Plant & Equipment - Bluegum	218,647	173,989
Less Accum. Depreciation - Bluegum	(102,484)	(120,483)
Building, Boland St, at cost	2,624,871	-
Work in Progress, Boland St	7,455	-
Plant & Equipment	62,899	52,594
Less Accum. Depreciation	(18,747)	(84,949)
Building, The Red Shed, at cost	607,692	607,692
Plant & Equipment - Red Shed	19,186	18,551
Less Accum. Depreciation - Red Shed	(95,199)	(5,833)
	<u>3,324,320</u>	<u>641,561</u>

INDEPENDENT AUDITOR'S REPORT

p.5

	2023	2022
	\$	\$
20 Trade and other payables		
<u>Trade and other payables (current):</u>		
Trade Creditors	229,916	27,433
Staff Christmas Saving	27,246	18,936
Accrued wages	167,122	112,687
PAYG Withholding Payable	45,345	63,116
Superannuation payable	5,644	4,380
GST Payable/(receivable)	<u>(15,159)</u>	<u>(1,841)</u>
Total trade and other payables	<u>460,114</u>	<u>224,711</u>
21 Provisions		
<u>Provisions (current):</u>		
Annual Leave Provision	247,170	214,202
Long Service Leave Provision	<u>97,152</u>	<u>122,402</u>
	<u>344,322</u>	<u>336,604</u>
<u>Provisions (non-current):</u>	2023	2022
	\$	\$
Long Service Leave Provision		97,527
Sick Leave Provision		-
25 Auditors remuneration		
Auditors fees	<u>7,453</u>	<u>4,000</u>
26 Business Details		
The registered office and principal place of business is:		
NOSS Tasmania Inc		
49 York Street		
Launceston TAS 7250		
The principal activities of the Association include:		
supporting, training and employing people with a disability.		
22 Financial liabilities		
Loan, MCMF		<u>1,000,000</u>
23 Key management personnel		
As there is only one key management person who is remunerated there is no requirement to declare the person's remuneration.		
24 Related party disclosures		
The board members of NOSS Tasmania Inc during the year were:		
Mark Broxton		
Peter Hatters		
Tracey Mallett		
Corey McGrath		
Nathan Williams		
Zenobia Allie		
Marjana Batean (from 15/6/2023)		
The aggregate of income paid or payable in respect of the financial year to board members, directly or indirectly, under a commercial arrangement.	<u>-</u>	<u>-</u>

	2023	2022
	\$	\$
25 Auditors remuneration		
Auditors fees	<u>7,453</u>	<u>4,000</u>
26 Business Details		
The registered office and principal place of business is:		
NOSS Tasmania Inc		
49 York Street		
Launceston TAS 7250		
The principal activities of the Association include:		
supporting, training and employing people with a disability.		



RESPONSIBLE PERSONS' DECLARATION

NOSS Tasmania Inc Responsible Persons' Declaration for the year ended 30 June 2023

The responsible persons' have determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

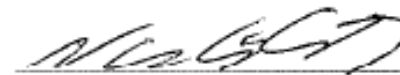
The responsible persons declare that in the responsible persons' opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013* by:



Chairperson: Mark Broxton




Treasurer: Nathan Williams

Dated: 16 November 2023

Registered NDIS Provider

NOSS Tasmania Inc 

(03) 6334 4911 

admin@nossinc.org.au 

www.nossinc.org.au 

NOSS Tasmania Inc 