



2015-2016

ANNUAL REPORT

Previously

WYOMING COMMUNITY CENTRE Inc.

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OUR MISSION

*Building a community rich in social capital, supporting
and responding to family and individual needs*

OUR VISION

To work together to create a community where all residents feel safe, valued, supported and encouraged to fully participate in all aspects of society.

OUR VALUES

RESPECT

We value the abilities and strengths of every person and recognise the uniqueness of the individual. We value good manners and lead by example. We treat every person with equal respect. We value our relationships and respect confidentiality. We observe professional boundaries. We take care of our shared resources and property.

INTEGRITY

We value openness and truthfulness and being honest and sincere in our dealings with people. We will treat every person with dignity and be sensitive to diversity and difference. We promote positive working relationships and resolve conflict in a respectful, timely and honest manner.

COOPERATION

We value the opportunities we have to work with others towards common goals with a common purpose. We actively look for opportunities to work collaboratively and in partnership. We recognise and value the strengths and expertise of other organisations and work with them to improve outcomes for all in our community. We share our knowledge, skills and resources.

COMMITMENT

We believe in our community. We follow through on decisions and promises we make. We don't give up easily. We are passionate about bringing our energy and skills into the workplace and the community. We value determination and fortitude in achieving our vision. We encourage everyone to achieve to their highest potential. We aim to break down barriers to assist people reach their goals.

CREATIVITY

We value dreams. We encourage ideas that are innovative and challenging. We look for different ways to do our work more effectively. We value imagination and ideas that are outside the square.

In the late 1980's, a group of passionate and committed local residents worked together to establish a local Community Centre in the Wyoming/North Gosford area. They collected statistics, undertook surveys, held community meetings and lobbied Federal, State and local government. Their efforts were finally rewarded in 1990 when a small grant was given to the group to formally establish the organisation. They worked with other local groups and identified a number of possible sites before the final site was chosen. The land at 147 Maidens Brush Rd was part of a larger development proposal submitted to Council which required the identification of land for community use.

The commitment to bring the community together is still evident today.

Work commenced in 1990 with funding being provided by Gosford City Council and the Department of Housing and was formally opened on 6 December 1991 by the then Mayor, Alderman Robert Bell and the then Premier, The Hon. Nick Greiner MP. Formal structures were put in place and a Management Committee elected. Funding was provided under the "Area Assistance Scheme", by the State Government to employ a Community Development worker and while the name of the funding programs has changed over the years, the organisation has been continually funded by the State Government since that date.

In the mid - 1990s it was evident the Centre was not big enough to meet the needs of the community. The Committee and volunteers again lobbied Council to extend the Centre and this was approved in the late 1990s with the extensions being opened in late 2000.

Over the past 25 years the Centre has worked with the local community to provide support and assistance, and to develop and enhance community resources. The programs that have been run from the Centre have been extensive and varied. The Centre was a founding member of both the Central Coast Community and Neighbourhood Centres Forum and the Central Coast Community Council. Both of these organisations still exist, working with organisations such as ours.

The two most significant undertakings were the establishment of the Central Coast Multicultural Project and the establishment of an Out of School Hours Care (OSHC) service. The former grew from a needs analysis report developed in 1993 and presented to the (then) Ethnic Affairs Commission. This grew into a multiservice project providing assistance to the growing Culturally and Linguistically Diverse (CALD) community. This service still exists today, auspiced by Northern Settlement Services.

The OSCH service expanded rapidly and by the late 1990s was providing a service to schools in Wyoming, Narara, Niagara Park, Lisarow and Ourimbah. In more recent times OSCH services

These two early projects have made a huge impact on the community and continue to this day.

are commonly run by independent organisations on school sites but our service, Wyoming Community OSCH, continues to provide an excellent standard of care for all our local families.

Over time, the organisation was an active participant in community activities including Naidoc Day, Harmony Day, Kids Day Out etc.; organised a number of community festivals and events; undertook a range of community building activities including Domestic Violence support groups; graffiti removal projects, supported playgroups etc.; and developed resources to support those working with Aboriginal and multicultural communities.

However, by late 2010 funding pressures, shifting needs and demographics, staffing changes saw the Centre face some difficult times. 2011 saw a complete change of management with a new Board and Executive Officer. Over the last five years the Centre has regained its position as a well-respected and vibrant part of the community sector.

No organisation ever stays exactly the same throughout its lifetime, as market conditions, customer demand and technology changes, organisations need to adapt to stay relevant and keep growing.

“**Wyoming Community Centre Inc.**” was the name chosen by the original committee in the late 1980s. It was common practice at the time for such organisations to have the same name as their physical location. The names Community Centre or Neighbourhood Centre were both used and there is no difference in organisational structure.

GEOGRAPHICAL COVERAGE

The organisation has no contractual arrangement that defines the area in which we work. Originally, clients were almost exclusively from the Wyoming & North Gosford area and the name was appropriate. That has changed significantly in the last five years with increasing numbers of people from as far afield as Springfield, Lisarow, Point Clare, and West Gosford.

BUILDING VS ORGANISATION

The building and the organisation share the same name. The building is owned by Central Coast Council and there is a view, constantly challenged, that the organisation is part of Council. The recent participation by the Executive Office in the Building Excellence Framework exercise with senior Council management revealed a very poor understanding of the difference between the organisation and the building, with the majority of Council staff thinking that our staff are employed by Council. This is a common view held by the wider community.

STRATEGIC PARTNERSHIPS

The perceived narrow reach of the organisation due to the name limits the opportunities for strategic partnerships, as other organisations focus on the suburb name rather than on the service delivery.

REASONS FOR CHANGE

In terms of service delivery, our services attract participants/customers/clients from across a wider area than just the Wyoming North Gosford area. We have Social Enterprise models for services that support our purpose are not limited to the Wyoming/ Nth Gosford area and need to be seen to have wider coverage to allow for further growth. In summary,

- The existing name longer reflects the organisation’s current direction or work
- A new name/logo could better communicate the organisations purpose and capture who we are and what we are becoming
- The organisation has expanded beyond its former geographic reach.

UPDATE

A resolution of members to adopt the new name “Gosford Regional Community Services” was passed at a Special General Meeting on 29 September 2016

We are committed to encouraging community engagement. For young people, their first communities are their schools and their neighbourhoods e.g. joining school and community clubs and teams, student government. There is evidence that shows

Research has consistently shown that when individuals participate in the life of their community, they experience substantial benefits.

that young people who are engaged in their school and neighbourhood communities are less likely to drop out of school, become a parent at a young age, be arrested for criminal activity, or abuse drugs or alcohol. One recent study showed that young people who were involved in only 1 or 2 organizations were two and a half times less likely to use marijuana than were youth who were not involved in these kinds of activities. They are less likely to suffer from depression, they have a greater sense of confidence and self-esteem, they get along better with their parents and their peers, and they are more likely to go on to higher education.

Adults who participate in their communities derive similar benefits to those experienced by young people. E.g. those who are members of community, cultural or religious organizations,

What is it about participating in one's community that produces such positive effects in people?

Probably the most important way in which civic participation yields such positive effects is that it increases and enhances our social networks – the people with whom we interact on a day-to-day basis.

work for a political party, or take part in the activities of a neighbourhood organization, develop feelings of self-esteem and empowerment, and feel a greater sense of connection to their communities. Not only do they live longer, but they feel healthier, both physically and emotionally. They are also less likely to suffer from depression, or to contemplate suicide.

Social scientists have known for a long time that the support of individuals in our social networks has powerful benefits. They give us a sense of belonging, provide guidance and emotional support in times of difficulty, and give us material or financial help. But

civic engagement does other things that promote health and well-being. It gives us a sense of identity and purpose. It helps us learn skills, such as how to organize our time, work with others, and resolve conflicts. It makes us more knowledgeable about the communities in which we live, and the institutions and organizations that help those communities become safer and healthier. In all these ways, participation in community not only prolongs our lives; it makes them worth living.¹¹

THE ORGANISATION

The organisation is an Incorporated Associationⁱⁱ and a Charitable Organisation.ⁱⁱⁱ It is registered for GST, is an endorsed Deductible Gift Recipient^{iv} and has Charitable Fundraising Authority.^v It is registered with the Australian Charities and Not-For-Profits Commission^{vi} (ACNC). The organisation employs 19 permanent full and part time staff and in 2015/16 had a turnover of \$810,000.

An organisation's legal structure determines the types of activities it is legally able to carry out and which government bodies it is required to report to or seek registration from.

GOVERNANCE

GRCS is governed by a voluntary Board and managed by a full time Executive Officer. The Board meets monthly and is responsible for setting the policy direction of the organisation, within the framework of its Constitution, and ensuring compliance with all relevant legislation. The Executive Officer is responsible for all facets of management of the organisation and reports to the Board.

FUNDING

Income comes from a variety of sources including fundraising and donations, Government and Philanthropic organisation grant programs. The organisation receives significant funding under the NSW Government's Community Builders Program as a Community Hub. Community Hubs are local centres that help improve the community's connectedness and capacity e.g. by providing information and referral on local services, access to the internet, access to skills training, and a place for local groups to meet. This funding, under various names, has been continuous since the early 1990s.

However, the majority of its funding comes from activities operating within a Social Enterprise model. A Social Enterprise can be broadly defined^{vii} as:

"A business activity: led by an economic, social, cultural or environmental mission, consistent with a public or community benefit".

Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved.

VICKI SCOTT. Vicki has lived on the Central Coast since 1983 and has had significant involvement in Parents and Citizens Associations (P&C) at a local and State level and has life membership of two local P&C associations. In 2004 Vicki was elected to Gosford City Council and served until the Council was amalgamated with Wyong in May 2016. Vicki is currently on one of the three community committees advising the Administrator of the amalgamated Central Coast Council. Previously she was on a number of Gosford Council's committees dealing with issues that she is passionate about including; playgrounds, libraries, the arts, women's issues, literacy etc. Vicki is currently the President of the NSW Branch of the Australian Local Government's Women's Association which supports and encourages women in local government. She is also a board member of Coast Shelter and a Kids Day Out committee member. Vicki has been a member of the Wyoming Community Centre Board since July 2011 and has been Chairperson since July 2015.

MICHAEL DALY. Michael has lived in the northern suburbs of Gosford and practiced law on the Central Coast for over 35 years. Michael has built a solid reputation over the past 3 decades, not only as a solicitor you can trust but also for his extensive involvement in Community organisations. Michael had many years involvement in the Gosford High School P&C; is honorary solicitor for the Vietnam Veterans Keith Payne VC Hostel Ltd., is a Public Notary and a Committee Member of the Central Coast Law Society. Michael has been on the Board of Wyoming Community Centre Inc. since September 2012 and has been Vice Chair since September 2015.

SUSAN CLEARY. Susan Cleary, JP, previously worked as the Director of Studies, June Dally Watkins Business Finishing College, and as the National Compliance Manager, Carrick Institute of Education. Susan also had her own businesses; Natural Health Sense and Multiversity College. Susan is now retired but is active in the community as Secretary of Lions Gosford Challenge Club and President of Henry Kendall Retirement Village Garden Club. Susan has been on the Board since 2014 and has been Treasurer since September 2015.

MARY PRITCHARD. Mary has lived on the Central Coast since early childhood and her always been in the travel industry. She commuted to Sydney for the majority of her working career but after having children, made the decision to live and work on the Central Coast. Mary is interested in extending her community involvement, is a member of Gosford City Rotary and has been a Board member since 2015.

JASON VAN RITTEN. Jason is employed as a Health Promotion Officer (Sexual Health) with Central Coast Local Health District having previously worked at the Ministry of Health. Jason was born on the Central Coast and lives in North Gosford with his family. He is very active with community activities both through employment and long-term involvement with Rotaract and Rotary. Jason was very active in youth organisations in the local area. Jason's interests include public health, community activity and politics. Jason has been on the Board since 2015 and, as part of his role, chairs the Northern Gosford Community Action Team.

RETIRING MEMBERS: Criselee Bambury, Kim Hopkins

The work of this community centre improves and expands each year and this year has been no exception.

We have seen Work for the Dole projects we have run which have delivered facilities to the community and facilities to the centre itself. Part of the Work with the Dole programs is of course the benefits to the workers and I believe efforts were taken by our staff to ensure that occurred.

There were periods of uncertainty relating to the change to Council's community licences program. There remains confusion and objections among other groups but I believe we weathered the changes as well as could be expected, thanks to the expertise of our manager.

As a consequence of the community licence changes this organisation was able to undertake the management of the Point Claire Community Centre facility, and we have been working with that community to partner in the best way to manage the hall. I am pleased that we have representation from the Point Clare residents coming onto our board of management.

One of our biggest changes this year has been the rebranding of our organisation to enable us to identify with a wider community. We are now called the Gosford Regional Community Services. We are not leaving Wyoming behind – we are sharing with the wider community what we do here in Wyoming.

I congratulate my fellow board members on their commitment to this centre, and acknowledge the work our volunteers do here.

Kathy Sock and her team of staff members have once again exceeded themselves in the work they do for this community. The improvements on the centre and the community activities only happen because of the commitment of the staff. The organisation is becoming known for its successes throughout the wider community and that is because of Kathy's innovations and strength in the job she does for us.

Vicki Scott

Chairperson, 2015-16

The strength of the team is each individual member. The strength of each member is the team.

EXECUTIVE OFFICER – KATHY SOKK

Kathy was appointed to the role of Executive Officer in January 2011. Kathy had over 30 years' experience in the Public Sector, both Federal and State. Her roles included; Contracts & Finance Manager, National Maritime Museum; Area Manager, Department of Health and Community Services; Multicultural Services Officer with Centrelink and Community Liaison with the Department of Education. Kathy has lived on the Coast with her family since 1987 and has always been involved in community activities. She was a board member of the Community Relations Commission; a member of Saratoga Progress Association; and is a life member of Gosford High P&C. Kathy set up the Multicultural Interagency and was on the organising committee for the inaugural Central Coast Harmony Day event in Kibble Park. Kathy is a passionate believer in human rights and advocate for those who have no voice in our community.

ADMINISTRATION & FINANCE. LYN MARTIN AND JILL SEGAERT

Lyn has been with the Centre since mid- 2011, starting as a volunteer, casual work in Childcare and is now the Administration Officer. Lyn manages the bookings for the Centre, reporting and general administration and is the Public Officer for the organisation.

Jill has many years' experience as a bookkeeper across a range of industries. She commenced in 2015 and is a valuable addition to the office team.

MANAGER CHILDREN'S SERVICES. AMANDA JEFFERYS

Amanda is a qualified teacher and ran her own Drama school on the Central Coast for many years. She took over as Manager of the Children's services program in 2012 and has built a strong and supportive team of educators. The service has gone from strength to strength under her guidance. Amanda's management team includes Alex Munday and Leigh Anne Burkett. Alex is the Assistant Coordinator and currently studying for her Diploma in Child Care, and Leigh-Anne is a qualified teacher (Special Needs) and the Educational Leader

OSCH Educators, Supervisors and support staff: Maria, Meagan, Eloise, Renee, Chayse, Luke, Natasha, Lauren, Kerry, Faye, Aimee, Jo, Mitch, Deb, Rosa, Tracey and Joanne. This dedicated team comes with a wide range of qualifications and backgrounds, including Certificate or Diploma level in Childcare or Community Services, Primary and Secondary Teaching Degrees, and Bachelor of Science.

COMMUNITY GREENING PROGRAM

This program has been running for the last two years and expanded rapidly in 2015/16. Our four supervisors, Carmel Killen, Nicole Heta, Phil Medew and Ben MacAndrew are responsible for managing the various aspects of the program and providing training to all our Community Work Experience participants and volunteers.

EXECUTIVE OFFICER REPORT

The organisation has continued to strengthen its position in the Community as a trusted organisation. We have a committed and enthusiastic staff, a Board that values integrity and good governance, and volunteers who give freely of their time to support their community.

We strive to ensure that each person we assist across all of our programs is treated with respect and dignity. We know that everyone has their own story, their own strengths and weaknesses and their own view of what they need from us. It is not our role to impose our views on our community but rather to ask what it is the community wants.

We have continued to consolidate our financial position and our move into a Social Enterprise model provides a more secure funding base which is not wholly reliant on government grants for survival. However, we faced two very significant challenges this year.

Firstly, the ongoing review by NSW Family and Community Services of the Community Builders program. This program, under various names, has provided funding to this and other Central Coast Community Centres for almost 30 years. Members will be aware that over the past few years a significant amount of government funding has been withdrawn or reduced. A few years ago, the impact on this organisation if the Community Builders funding was withdrawn would have been catastrophic. However, as we have grown and restructured we have been able to reduce the financial risk to the organisation should this funding cease. At time of writing our funding is secure until 30 June 2017 and we continue to have constructive discussion with the Department regarding future funding.

Secondly, our organisation has occupied and managed the Community Centre building for over 20 years with income from hire going towards maintenance and improvements under a relatively informal "Occupancy Agreement". This agreement required us to pay a modest rent and most outgoings in return for managing the building and its upkeep. In early 2016, Central Coast Council (then Gosford City Council) undertook a major review of property management with a view to bringing in a standardised licence or lease agreement. We were able to negotiate terms with Council and we have now entered into a formal lease of the property. While our annual "rent" has risen considerably and we are now liable for the payment of all rates and charges, we have been able to absorb those costs and keep our hire rates at an affordable level by maximising the usage of the Centre. We were also able to negotiate a favourable lease for the management of the Point Clare Hall. These two sites provide an opportunity to better manage community use of Council facilities and return income sufficient to cover costs and ongoing maintenance.

As noted elsewhere in this report, our footprint is no longer just the immediate Wyoming/North Gosford area and we have embraced this change. We have expanded our reach with no reduction in quality outcomes and consolidated our reputation as an organisation of good standing and reputation.

Kathy Sokk
Executive Officer

OUR SERVICES

The overarching aim of the organisation is to build resilience within families and strengthen community capacity. All activities and programs must meet this aim.

COMMUNITY HUB

The organisation has a contractual arrangement with the Department of Family & Community Services (NSW) under the Community Builders Program. Community building is people from the community, government, business and academia working together to take steps towards solutions to issues affecting their communities. It is about;

- understanding where the community is at;
- what the community aspirations are;
- what needs to happen to enable change to happen; and
- adapting what has worked elsewhere and enlisting support from government and other partners to act together to create change

Community building identifies and enhances the assets of community participants, engaging them as citizens rather than clients or customers, as people capable of originating and sustaining change rather than the recipient objects of a service system. Community strengthening therefore operates in a social space which precedes both prevention and early intervention.

As an organisation we conduct both formal and informal community consultations and surveys. We make referrals and provide information and advocate on behalf of our community. We welcome the opportunity to discuss issues of concern to the local community and work with community members to achieve long lasting outcomes.

SUPPORT SERVICES

There are many in our local communities who are struggling to cope with the challenges of everyday living. This can be caused by economic or social vulnerability and can have a negative impact on the lives of not only the individual and their family but also the wider community. While we are not a case management support organisation, assistance is offered to individuals through referral and information to access the services they need. In addition the following programs are run, by appointment, from the Wyoming Centre:

- Energy Accounts Payments Assistance (EAPA): Assistance to pay energy accounts.
- Work Development Orders (WDO): Allows eligible people to satisfy fines through voluntary work or by undertaking certain courses or treatment.
- Centrelink Mutual Obligation: Providing volunteer opportunities.
- Work placements: Student placements, work experience, return to work programs.
- Tax Help Program: Volunteers assist with the preparation of Tax Returns.
- A partnership with the Entrance Food Hub to provide affordable fruit and vegetables to local families.

SOCIAL ENTERPRISES

All Social Enterprises aim to provide employment and training opportunities while delivering a return to the organisation, to support its overall aims and objectives.

CHILDCARE SERVICES

The largest of our social enterprises, the Out Of School Hours Care (OSHC) program, is open to children from all local schools and is based at OLR Primary School in Glennie St. Wyoming. Up to 60 children attend before and after school care and vacation care.

- Income: fees paid by parents including childcare benefit payments; inclusion support subsidies to support children with special needs; minor government funding.
- Employment outcomes: 12 permanent part-time staff and a pool of 6-8 casual staff.
- Outcomes: the provision of an affordable OSCH service with service hours based on established community needs. Profits are directed towards family support programs including the Central Coast domestic violence committee, bubs & blooms playgroup and the breakfast club at Wyoming public school.

COMMUNITY FACILITIES

While owned by Central Coast Council, Wyoming Community Centre has been managed by the organisation since 1991. Printing, photocopying and office support services are available at low, or no cost. From August 2016 we will take over management of the Point Clare Community Hall.

- Income: rental fees paid by community groups, services and individuals for use of the premises. Fees for office support. Grants and fundraising.
- Employment outcomes: two permanent part-time staff and community work experience for long term unemployed.
- Outcomes: Significant improvements to community owned facilities which can be accessed by the community at low or no cost for a wide range of activities. Profits are directed back into employment opportunities to maintain these facilities.

COMMUNITY GREENING

The north Gosford eco-community project started in 2013 with the installation of a small community garden plot and has grown to provide a number of community garden spaces with individual plots being maintained by local residents. Recent activities include the upgrade to "Blueberry Park" Wyoming, the installation of a garden display in Gosford's CBD, significant bush regeneration along the Wingello creek tributary and a sustainability project offering information and resources through basic skills workshops.

- Income: work programs, sales of garden products, workshop fees and grant funding.
- Employment outcomes: four permanent part-time staff, community work experience for long term unemployed.
- Outcomes: enhanced community awareness on environmental issues, opportunities for children and families to participate in outdoor activities and increased awareness of healthy eating. Profits are directed back into supporting employment opportunities.

BALANCE SHEET		
CURRENT ASSETS	2016	2015
Cash	103,674	112,524
Receivables	40,243	6,508
Other Current Assets	855	
TOTAL CURRENT ASSETS	143,916	119,033
NON-CURRENT ASSETS		
Property, Plant and Equipment	28,297	26,010
TOTAL NON-CURRENT ASSETS	28,297	26,010
TOTAL ASSETS	172,213	145,043
CURRENT LIABILITIES		
Trade and Other Payables	47,086	41,577
Short-term Provisions	27,004	27,594
Loans	8,200	8,622
TOTAL CURRENT LIABILITIES	82,289	77,794
NON-CURRENT LIABILITIES		
Long-term Provisions	7,511	3,832
Loans		7,354
TOTAL NON-CURRENT LIABILITIES	7,511	11,186
TOTAL LIABILITIES	89,800	88,980
NET ASSETS	82,413	56,063
ACCUMULATED FUNDS & RESERVES		
Accumulated Funds	83,268	56,063
TOTAL ACCUMULATED FUNDS & RESERVES	83,268	56,063
RETAINED EARNINGS		
	2016	2015
Balance at 1 July	56,063.00	28,482.00
Operating Surplus	27,206.00	27,581.00
Balance at 30 June	83,268.00	56,063.00

STATEMENT OF CASH FLOWS

	2016 \$	2015 \$
Cash flows from operating activities		
Receipts from Grants	310,540	168,037
Receipts from other customers	462,397	425,604
Interest received	1,401	1,831
Payments to suppliers and employees (inclusive of goods and services tax)	(764,121)	(545,257)
Interest paid	(846)	(1,368)
Net cash inflow (outflow) from operating activities	9,371	48,847
Cash flows from investing activities		
Payments for Assets available for sale	-	-
Proceeds from sale of property, plant and equipment	-	-
Payments for property, plant and equipment	(10,445)	-
Net cash inflow (outflow) from investing activities	(10,445)	-
Cash flows from financing activities		
Proceeds from borrowings	-	-
Repayment of borrowings	(7,776)	(7,254)
Net cash inflow (outflow) from financing activities	(7,776)	(7,254)
Net changes in cash held		
Cash and cash equivalents at the beginning of the financial year	112,524	70,931
Cash and cash equivalents at end of year	103,674	112,524

STATEMENT OF PROFIT AND LOSS

INCOME	2016	2015
Grants (NSW) - Operating Recurrent	109,332	105,486
Grants (NSW) - Capital	9,454	-
Grants Local - Non Recurrent	5,273	-
Grants Local - Non Recurrent (Capital)	21,384	2,864
Commonwealth Subsidy	-	38,744
Inclusion Support Subsidy	6,538	6,309
Work for the Dole Subsidy	148,443	-
Restart Wage Subsidy	5,454	-
Medicare Local	-	3,006
Small Philanthropic	250	250
Westpac Foundation	7,500	2,500
Newcastle Permanent Charitable Fund	5,902	16,825
Donations - Tax Deductible	-	-
Donations - Not Tax Deductible	112	249
Donations - Public Collections	4	-
Contributions - Public	-	132
Contributions (Traders) Markets	-	211
Raffles	198	-
Sale of Goods	1,806	1,428
Workshop Income	443	-
Fees/Charges Restricted OSHC	202,214	165,175
Fees/Charges Unrestricted OSHC	234,680	197,320
Equipment Levy OSCH	4,530	2,095
Other Surcharges OSCH	4,024	2,145
Membership Fees	549	280
Garden Membership	245	-
Interest Received -Unrestricted	1,401	1,831
Rental Income	38,686	29,183
Commonwealth Traineeship Subsidies	1,083	5,328
Miscellaneous Income	807	8,271
Total Income	810,313	589,628

EXPENSES	2016 \$	2015 \$
Accounting/Bookkeeping	15,441	2,233
Advertising & Promotion	10,181	2,484
Assets Purchased < \$5,000	8,200	18,528
Audit Fees	3,825	3,460
Bad Debts	89	-
Bank Charges and Direct Debt Fees	3,620	2,431
Board and Governance Expenses	1,244	252
Capital Expenditure - Grant	22,147	-
Cleaning, Pest Control, Waste	8,102	6,621
Client Support Services	38,201	19,267
Client Support Consumables	35,599	23,346
Computer Operating Costs	5,548	6,641
Depreciation Plant & Equipment	3,238	-
Depreciation Motor Vehicle	4,920	4,510
Equipment Hire	5,524	1,596
Fees & Permits	94	917
Fines and Penalties	-	340
Fundraising Expenses	38	726
Health and Safety	9,390	2,824
Insurances	3,702	4,900
Interest Paid	846	1,368
Meeting & Miscellaneous Expenses	744	308
Membership Fees	4,345	2,532
Motor Vehicle Expenses	8,551	7,382
Postage, Printing & Stationery	3,794	5,739
Rent	1,187	1,182
Repairs & Maintenance	2,482	581
Annual Leave expense	34,379	33,127
Long Service Leave expense	3,679	498
Recruitment Expenses	-	727
Superannuation	45,573	34,579
Salaries	461,456	348,327
Workers Compensation Insurance	8,862	3,866
Security	1,035	308
Staff Amenities	960	824
Telephone, Fax and Internet	11,725	8,617
Staff Training	8,167	4,787
Mileage/Travel/Accommodation	738	1,486
Utilities	4,137	4,396
Volunteer Costs and Amenities	1,344	340
Total Expenses	783,107	562,047
Net Surplus	27,206	27,581

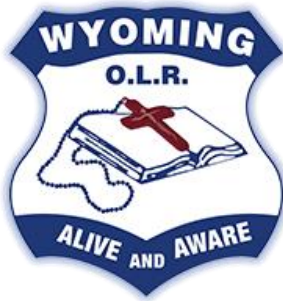
OUR PARTNERS



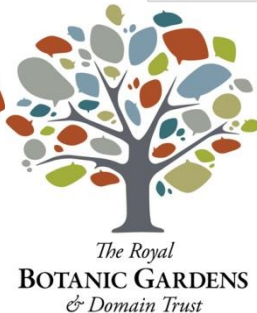
Early Childhood Education and Care



Australian Government
Australian Taxation Office



Matching people to jobs, free of charge



-
- i *Mark Pancer, Professor Emeritus of Psychology, Wilfrid Laurier University Ontario*
- ii *Associations Incorporation Act 2009 (NSW)* http://www.austlii.edu.au/au/legis/nsw/num_act/aia2009n7334.pdf
- iii *Australian Charities Act 2013* <https://www.legislation.gov.au/Details/C2013A00100/Download>
- iv *Australian Tax Office* [https://www.ato.gov.au/non-profit/getting-started/endorsement/deductible-gift-recipient-\(dgr\)-endorsement/can-you-be-endorsed-as-a-dgr/](https://www.ato.gov.au/non-profit/getting-started/endorsement/deductible-gift-recipient-(dgr)-endorsement/can-you-be-endorsed-as-a-dgr/)
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