

The Northern Futures story continues



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Cover photo

Rebecca had a difficult start in life. She did not attend formal schooling after Grade 3 and spent her childhood reading books. As she grew older, Rebecca lacked self-belief and wasn't optimistic about her future. However, things began to change for the better when she was linked with Northern Futures and undertook personal development and skills training. These courses led to an administration traineeship at the TAC then a HR/Corporate administration traineeship at Barwon Health, and culminated in Rebecca obtaining a full-time ongoing position.

Rebecca says, "If it wasn't for Northern Futures I would have given up the job search long ago. I thought that working full-time wasn't going to happen for me. I didn't have a lot of confidence and when I wasn't working I just stayed home. I was really unhappy and felt very self-conscious. I feel so much more fulfilled now. It's like I'm living, not just existing. I am hugely grateful for the help I've had from Northern Futures and my managers."



Statement of Purpose

With our partners, we create innovative solutions that build self-worth and life changing opportunities for our participants.

Our Values

To C R E A T E new futures

Collaboration	listening, planning and acting in partnership
Respect	diversity, choice, autonomy and contribution from all stakeholders
Engagement	discussion forum for community, business and governments
Achievement	making a tangible, measurable difference to our participants
Transparency	open, accessible and documented decision making
Enhancement	developing purposeful quality employment opportunities that reflect our values



Key Goals

Northern Futures Ltd will establish:

1. A gateway for people to connect with to achieve a better life through education, training and employment pathways
2. A series of partnerships to bridge the gap between local needs and available resources
3. Sustainable funding sources
4. Respected, transparent, and relevant governance structures
5. A positive and respectful culture that embraces diversity and innovation



Report from the Chair



Michael Betts

Chair, Board of Directors
Northern Futures Ltd

Northern Futures Ltd (NFL) was incorporated on 14th June, 2017 however much work had been done in preparation for transfer. For many years, whilst the Northern Futures programs were being developed, funding for these programs had been auspiced through likeminded community organisations, the most recent being Norlane Community Centre Inc (NCC). In late 2016 the Board of NCC and some members of the then Northern Futures Advisory Board developed a plan to create an independent entity to take responsibility for the Northern Futures programs. The plan was given greater impetus when the founder of the programs, Lou Brazier, indicated her desire to retire on 30th June, 2017. Under Lou Brazier's inspirational leadership, the Northern Futures programs had received national and international recognition for their capacity to deliver sustainable employment and training opportunities to people experiencing social disadvantage due to their lack of employment. Lou Brazier and her team had decided to make a stand against this disadvantage in their own backyard, postcode 3214.

Throughout early 2017 a steering committee invited people to form the initial board of directors of NFL. With the assistance of Harwood Andrews law firm, the necessary documentation for

incorporation was developed. The new board of NFL met for the first time following the formal incorporation on 14 June, 2017. Initially it was thought that the transfer of the operations of the Northern Futures programs into NFL could be achieved relatively quickly. However regulatory hurdles and re-negotiation of funding agreements delayed this transfer until 1st April, 2018. NFL acknowledges the practical support of NCC who continued in their auspice role throughout the period before 1st April, 2018.

One of the earliest tasks of the Board was the recruitment of a new EO which resulted in Lyn Morgan joining the NFL team in July, 2017. Lyn's work since her appointment has been exemplary as, despite the often chaotic corporate environment, she has maintained a clear focus aimed at and achieving three key outcomes. Firstly ensuring that NFL clients were not impacted in any way by the governance changes. Secondly, making sure her team at NFL were not impacted by those changes and also providing a higher level of personal and administrative support for staff. Thirdly, meeting all the key external stakeholders of NFL to ensure that any changes being made were understood by and were acceptable to our key external stakeholders. In turn I think the team at NFL has responded to these changes in a very positive way and I thank each of them for their valued support of Lyn and the board.

Earlier I mentioned re-negotiation of our funding agreements which brought with it some challenges. A change of funder at State Government level put tremendous pressure on both NFL and our partners

Skilling the Bay and The Gordon. We thank Skilling the Bay and The Gordon for their support throughout this process and remain optimistic that approaches at both State and Federal Government levels will see funding opportunities open in the current financial year. We are certainly knocking on doors! Our thanks to the Brotherhood of St Laurence who have assisted with a seamless transfer of the Work and Learning programs which continue to deliver results above the mandated levels. To both Alcoa and Viva Energy our thanks for providing significant funding which helps us to provide real assistance to people wishing to enter our programs but who fall outside government funding guidelines. Without this support a significant number of people could not benefit from the opportunities provided by Northern Futures.

To my fellow directors my sincere thanks for the work you have undertaken on behalf of NFL. Every director has contributed to the tasks allocated to them and has been very patient when bureaucratic fog has descended on our work. I want to pay particular thanks to two directors.

Nic Jarvis, whose work with the Northern Futures programs dates back before 2012, unfortunately left the board in June, 2018. Nic was very influential in keeping us focused on work needed not just for

the now but in particular the future strategic direction of NFL. We thank Nic for his efforts and wish Nic and his family all the best. To my reliable and astute Deputy Chairperson, Dr Joan Benjamin, I could not have asked for more support from Joan. She is I think totally immersed in the Northern Futures ethos and has done more than anyone else to identify and pursue funding justice for our clients.

The board has noticed that the new financial year has seen a real change from a focus on the mechanics of governance (which remain an absolute priority) to challenging ourselves to set a meaningful strategic direction for NFL. A significant step in this work was the recent meeting of the board's Community Advisory Committee (CAC). This important group of external supporters of NFL has been convened after about a year's hiatus of the previous advisory board. It is clear from its initial meeting that the CAC will have an integral role in the development of the NFL strategic direction and the achievement of our goals.

I look forward to the year ahead with great confidence.

M J Betts
Chairperson

Report from the Executive Officer



Lyn Morgan

Executive Officer
Northern Futures Ltd

What a privilege it has been to take up the role of Executive Officer of Northern Futures.

I'm inspired.

I'm inspired by our clients who set themselves to learn and grow through our supportive case management, personal development courses and skills training.

It's wonderful to see their efforts being rewarded by employers who open their doors and offer meaningful employment. This is when our clients begin to realise their dreams as they become valued members of organisations, carrying out vital roles and enjoying financial security.

I'm also inspired by our small but talented and dedicated team. Their passion to see clients reach their full potential has been a significant factor in the effectiveness of our programs. I would be lost without them.

The team has been extremely receptive to evaluating our practices and looking for ways to improve and innovate in order to offer the best program possible to the people of the north who are so often left behind.

I'm inspired by our many partners who support us as we adapt to the shifting job market to create new opportunities for our participants. For example, we replaced the warehousing skills training course with Engineering Studies thanks to the support of The Gordon. This change is in response to advice from industry about the skills and licenses that would prepare our clients for roles in their workplaces.

We are setting our sights on the opportunities that will come with the significant construction and engineering work planned for the north of Geelong. New partnerships are being forged in preparation to position ourselves for this change, and a new Civil Construction course is currently being negotiated.

The future looks bright. I've no doubt that our best years are yet to come. With the support of our amazing partners, we will continue to make a difference in our community.

Lyn Morgan
Executive Officer



Northern Futures' client at work
koala spotting for a local tourist
business.

Our Challenge

Significant job losses across Geelong's manufacturing sector have heavily impacted people in the northern suburbs. Site closures beginning with International Harvester in 1982 and continuing with the Federal Mills in 2001 and Ford Motor Company in 2010 have resulted in more than 5,500 jobs being lost creating generational disadvantage in the northern suburbs of Norlane and Corio.

Along with the lack of financial resources to meet basic living requirements, families living in generational poverty are focused on

surviving. Challenges they face daily often include money for food, finding a place to live, dealing with family members' issues, unresolved health concerns, and many more.

The cumulative effect of this lack of resources can create the most damaging outcome of all; the constant presence of hopelessness.

To break this cycle, people in Geelong's north need significant support and a safe environment in which to gain new skills and make long term changes.



People living in the north deserve better than this. (Photo of Labuan Square.)

At Northern Futures, we address disadvantage in Geelong's northern suburbs by delivering tailored education and employment opportunities in collaboration with industry, community and government.

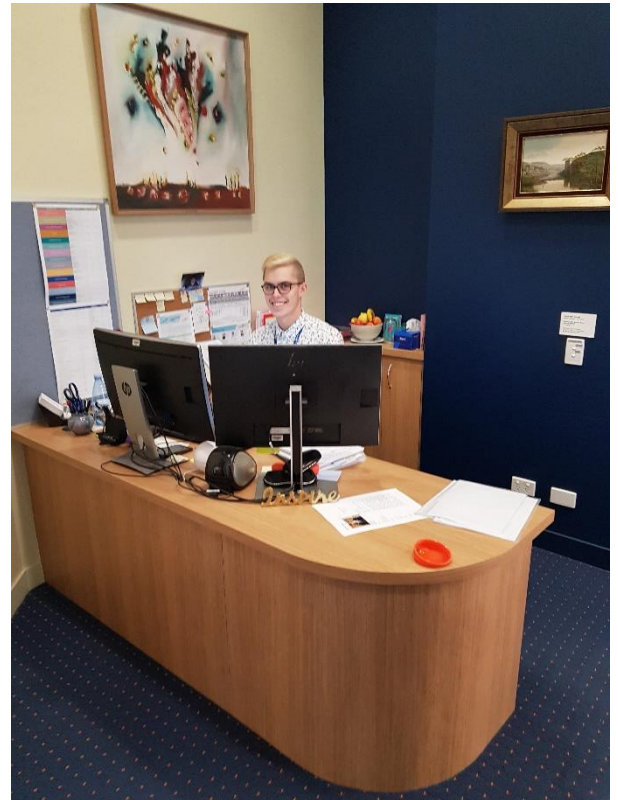
We do this by creating a personal pathway into employment for each individual that enters our program. We listen to our participants to learn what their aspirations are, then create a tailored plan for success in line with their capacity.

These pathways may include:

- Linking with services to address non vocational barriers to employment, such as unstable housing, addiction, family violence, mental health issues and the like.

“A dream doesn't
become reality
through magic;
it takes sweat,
determination and
hard work.”

Colin Powell.



- Personal growth through case management and our Getting Ahead course.
- Skills training courses offered in partnership with The Gordon.
- Employment with one of the businesses that partners with Northern Futures.
- Post placement support.

Our courses are created in collaboration with industry, so we can be certain that the skills acquired will lead to real jobs, and The Gordon, to ensure a high standard of training.

Our Courses

In partnership with The Gordon, Northern Futures offered the following courses during 2017-2018 year:

GETTING AHEAD - A good place to start planning pathways to further training and employment

ENGINEERING - Certificate II in Engineering Studies (22209VIC). Training for jobs in mechanical fitting and fabrication which includes crane ticket, forklift training and Construction Induction Card

MULTI TRADE TASTER - Tailored three week taster course in trades, e.g. bricklaying, painting, plastering and carpentry

BUSINESS BASICS - Certificate II Skills for Work and Vocational Pathways (FSK20113). Building skills to begin a career in business administration.

INDIVIDUAL SUPPORT - Certificate III in Individual Support (CHC33015). Skills for employment in personal care within the aged care, home and community care and disability services sectors.

Our courses are constantly being reviewed to ensure we respond to current skills gaps identified by industry and have the support of organisations who are willing to offer job opportunities to participants who complete training. For details of current courses being offered, see our website.





Good News Story

Client who needed an open door

When Nicole came to Northern Futures in her early 20s, she was addicted to drugs and gambling, had no formal work history and a recent conviction for drug dealing and weapons offences.

She had grown up in unstable households and describes her childhood as unsettled and frightening.

Her parents' marriage ended as a result of domestic violence and Nicole, along with her brother and sister, remained with their alcoholic father. The family moved to Corio, Geelong when Nicole was ten. Not long after, the children were left with a neighbour for the evening and the two girls were sexually assaulted.

Nicole was 12 when she and her siblings were removed from their father and placed with their mother,

Nicole's life began to spiral into a chaotic mix of alcohol and drug use

Nicole's life began to spiral into a chaotic mix of alcohol and drug use after two failed attempts at certificate level business courses at The Gordon. She began to carry out increasing amounts of drug dealing to fund her own ice addiction.

Her jobactive provider Matchworks referred her to Headspace at the height of her addiction when she was convicted of dealing and weapons charges and given a community-based sentence.

Matchworks then referred her to Northern Futures to study Business Basics. However, Northern Futures

advised that Getting Ahead would be a more suitable course for Nicole. The course, delivered by The Gordon at Northern Futures, uses the Bridges out of Poverty framework of understanding to help students identify and build the personal resources they need to take control of their lives.

Nicole says Getting Ahead changed her life. "I finished the course on such a high. It just made me want a better life, to stop using drugs and take control of my future. I realised my life didn't have to be like it was. Dealing drugs was hard work and I was sick of living under all that stress."



Nicole and her girlfriend, who had now also completed Getting Ahead, then decided to give up drugs. She said the decision was easy because she was in the right frame of mind.

“I just stopped using. We’d attempted a few times before but it was always such a struggle. This time, we were in the right head space.”

Nicole then completed the Certificate II Skills for Work and Vocational Pathways (Business Basics), also delivered by The Gordon at Northern Futures.

“I really enjoyed the classes at Northern Futures and I could not praise the staff more highly. Everyone is so real. There was no judgement, just lots of support and advice.

They believed in me and had more confidence in me than I had in myself.”

After graduating from Business Basics, Nicole successfully secured a 12 month Certificate IV Business Traineeship with the Department of Environment, Land, Water and Planning (DELWP). It was her first experience of financial stability and she loved it.

“It was so good to have a regular wage. I can’t describe the relief of not having to worry about money,” she says.

“Northern Futures is such a step up for people who need it. They have jobs



Nicole shares her story at a recent Business Basics graduation and explains her relief when someone finally saw her as more than her police record.

there ready to go. It just needs people to develop their skills. I would never have had the chance to do what I’m doing now without Northern Futures because admin jobs are hard to get without the right training.”

Finally, someone saw her as more than her police record

Nicole is now undertaking a two year cadetship in administration at DELWP. She admits

she still battles shyness and lacks confidence but has found that working in a supportive team environment has taught her to put herself forward and focus on building her skills.

“I love the stability of work. It is so different to living on Centrelink benefits and being bored at home. I think I would still be on the same old track without Northern Futures. My life has changed 100%.”

Good News Story continued

Employer who believes in second chances

In early 2016 Siobhan was asked by the Barwon South West Regional Director for DELWP to partner with Northern Futures to see how DELWP could create experiences and opportunities for individuals.

After successfully hosting a Certificate IV in Business Trainee in 2016, the organisation decided to continue to provide 12-month opportunities to individuals.

Siobhan was introduced to Nicole as a potential second trainee through the Northern Futures partnership. As part of DELWP's recruitment process everyone undergoes a Victorian Police Records check. Siobhan recalls an



I didn't see this as a barrier to me employing her, just a challenge to overcome

honest conversation with Nicole in the recruitment process where Nicole disclosed her past and alerted Siobhan to the fact that she would have a positive match to a police records check.

"I didn't see this as being a barrier to me employing her as a trainee, just a challenge to overcome. I don't believe that as an individual I have the right to deny another human being the

opportunity to start afresh and leave their old life behind. Sometimes people just need a second chance."

Siobhan saw in Nicole determination to make a change for good. Unfortunately, this view was not shared by everyone in her organisation. When the police record was reported, an internal investigations review determined that the risks associated with Nicole's offences were too significant to employ her. Siobhan would not accept this answer and sought to overturn the decision or have it reviewed.

Siobhan eventually learned that the committee who reviewed the risk was only authorised to provide advice, not mandate a decision. So, she thanked them for their diligence and proceeded to recruit Nicole. With the support of her Regional Director and Deputy Secretary, she was happy to accept the risk.

At the completion of her 12-month traineeship, DELWP offered Nicole a two-year Cadetship which involves studying for a Certificate IV in Government and learning more aspects of the business. She is also mentoring a new trainee.

are already able to do and builds skills from that point of success. When Nicole first joined the team she was enthusiastic, keen to learn and, with the support of the team, quickly built on the skills she had gained through the Business Basics course.

“Taking on a North Futures trainee has been great for our Department, my

Taking on a Northern Futures trainee has been great for us

Northern Futures offers support to trainees for personal and social

team and myself. Our Department gets to partner with a great organisation that helps us understand common barriers to employment and solutions to overcome them. My team has nurtured and mentored trainees, putting into practice their leadership skills. And I gain a sense of accomplishment as I support others to be the best they can be. “

challenges that affect work, freeing up Siobhan and her team to focus on work responsibilities.

To help trainees transition into the workplace, Siobhan finds out what they

Siobhan says she will always advocate for trainees to be part of DELWP’s team. “It’s important for an aging workforce to impart their skills and knowledge to the next generation, whilst assisting young people to be the best they can be, especially those who have had a difficult start in life.”

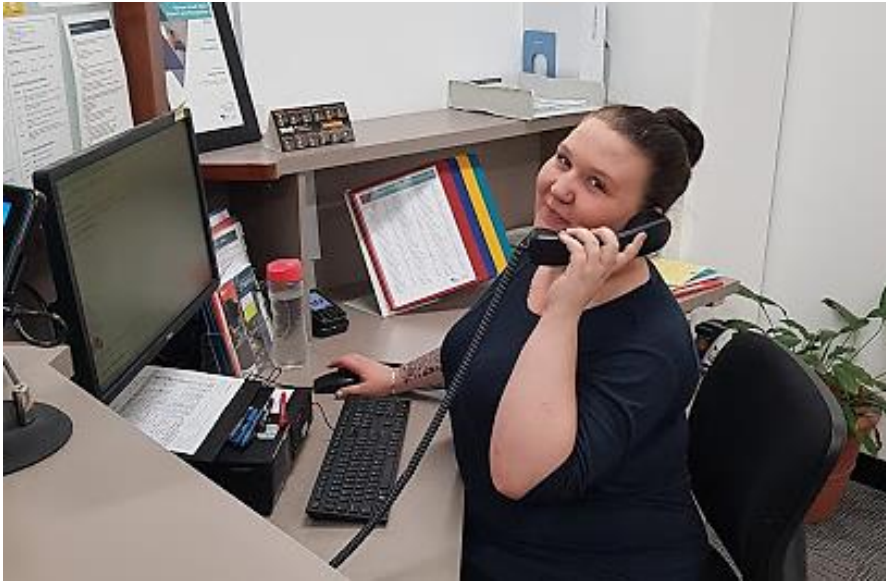


Our Outcomes

July 2017 to June 2018	Total
Participants in Accredited Training	86
Participants in Non-Accredited Courses	102
Employment Placements	90

Every number represents an individual.
Some with significant disadvantage.
All with a new hope for the future.





Northern Future's programs have led participants into a wide variety of roles including administration, personal care, dental assistance, car detailing, warehousing, tourism, leisure and lifestyle, bricklaying, call centre operations, retail, mechanics, executive assistance, electrotechnology apprenticeships, health service assistance, carpentry, and many more.



“Work vanishes
those three
great evils:
boredom, vice
and poverty.”

Voltaire



Employment

Our Partners and Supporters

Thank you

Northern Futures is successful in seeing disadvantaged jobseekers move into employment because of the engagement of our amazing partners and supporters.

We greatly appreciate the commitment of our many new supporters as well as those long term partners who have walked with us through various challenges and achievements.

The teams at the Brotherhood of St Laurence and Skilling the Bay have walked with us through many twists and turns, sharing their experience and insight, and supporting us as we seek to adapt to a changing jobs climate. These partnerships are in turn funded through Jobs Victoria and Regional Development Victoria respectively. We thank the Victorian Government for their support of our partners.

Long standing partner, Viva Energy, continues to fund scholarships, supply speakers for our classes, employ Northern Futures' clients and promote our work.

Many other businesses support us by offering work experience or employment opportunities to our clients, allowing our class participants to tour their sites and hear what it takes to be successful in the workplace, send staff to speak to our classes, refer into our programs, and give in-kind support to ensure the people of the northern suburbs of Geelong have a successful and vibrant program that offers the extra support needed to take people from being disengaged from education and work to engaged in meaningful employment.

We also appreciate those organisations who send a representative to our Local Advisory Committee meetings and Community Advisory Committee meetings. Your input and commitment is greatly appreciated.

- ABB
- Air Radiators
- Barrier Group
- Barwon Health
- Barwon Health Volunteer Services
- Barwon Water
- BCYF
- Blood Toyota
- Brotherhood of St Laurence
- Catholic Care
- Chamber of Commerce
- City of Greater Geelong
- Corio Waste Management
- Cotton On
- DELWP
- DHHS
- Diversitat
- Epworth
- G21
- Geelong Art Gallery
- Geelong Community Foundation
- Geelong Mazda
- GenU
- Gforce
- Give Where You Live
- GRLEN
- GROW
- Hamlan Homes
- Matchworks
- McKellar Centre Volunteer Services
- Mecwacare – Elstoft House
- Northern Bay College
- RPC
- Showerline
- Skilling the Bay
- TAC
- The Gordon
- Thornton Engineering
- Uniting AgeWell
- Vic Channels
- Viva Energy Pty Ltd
- Wathaurong
- WorkSafe
- Xtreme Technology

Xtreme Technology

When Xtreme Technology recruited a new Operations Manager they got more than they bargained for.

In a previous workplace, Neville Daffy had partnered with Northern Futures supporting trainees who had participated in a warehousing and logistics course. So when he commenced working with Xtreme Technology, which is situated in the north of Geelong, he told owners Lea and Cameron McBurnie about the work that was taking place in their own back yard. Lea and Cameron invited representatives of Northern Futures to their offices so they could learn more.

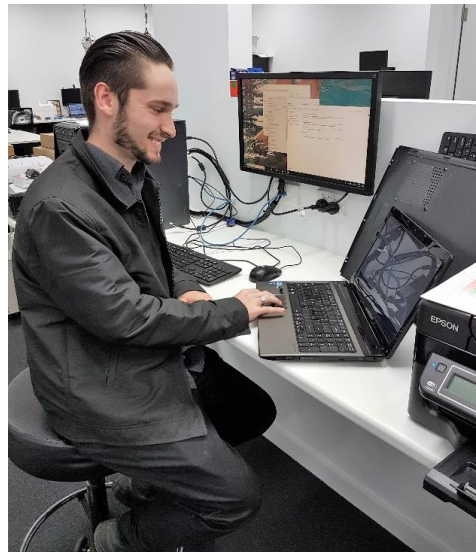
As soon as they understood the work that was happening in their local area, Xtreme Technology made the decision to become a partner.

This was not to be a token partnership. Xtreme have rolled up their proverbial sleeves and supported Northern Futures by:

- Supplying computer equipment and a new server along with IT support.
- Opening their workplace to site visits from Business Basics course students.
- Offering an IT traineeship to a graduate of a Business Basics course.

This commitment has been incredibly motivating for the Northern Futures team who had been struggling with aging computers with non standard formats and programs as well as a server that was well and truly on the way out.

It has also been great for our Business Basics class to gain some insight into an IT working environment, since many future roles for Northern Futures' participants will no doubt come from this sector.



Connor didn't know what to expect from a course at Northern Futures. He thought it might add an extra certificate to his resume. But it ended up being much more than that.

He had completed Year 11 at high school., but moving houses several times greatly affected his education and work goals.

He moved to Geelong after undertaking Year 11 and began looking for work, but he had no success.

The Business Basics course at Northern Futures which is offered in partnership with The Gordon helped build Connor's confidence and develop his speaking skills. He found the site visits to different workplaces useful because they taught him what day to day life might be for employees. The course gave insight into the culture of workplaces and advice about how to handle different situations.

Northern Futures were very supportive and treated all the students with acceptance and respect.

Connor was thrilled when Xtreme Technology offered him an IT traineeship. This was the type of job he wanted but he didn't expect the Business Basics course to lead him there.

He is very happy with his new role. He enjoys the work and finds Xtreme Technology to be a great employer.

New partner

Imagine what more could
be achieved





with your help

Governance Structure

Our Board

Norther Futures' Board comprises eight highly qualified individuals who each bring unique expertise and experience to their governance roles.

The Finance, Legal and Risk Sub-committee

The Finance, Legal and Risk Sub-Committee assists in monitoring and ensuring the integrity of our financial reporting and compliance with legal and regulatory requirements. The sub-committee is also tasked with ensuring an appropriate risk policy framework is embedded in the organisation along with processes and procedures to ensure effective governance practice.



The Strategic Planning Sub-Committee

The Strategic Planning Sub-Committee is tasked with developing strategic plans to be recommended to the Board. The sub-committee also oversees the management of our Community Advisory Committee meetings and communication. This includes integrating suggestions from CAC members into our strategic and business planning where appropriate.

Community Advisory Committee

The Community Advisory Committee is comprised of high level representatives of government, industry, community, and education organisations. Members share information and knowledge to ensure Northern Futures' service delivery reflects the changing needs of local labour markets and jobseekers alike. This group helps increase Northern Futures' awareness of local changes in employment needs and training opportunities and promotes the work of Northern Futures and its successes throughout the Geelong region.



Meet our Board



Michael Betts, Chair

Michael is a retired Chartered Accountant with over 37 years' experience in public practice, including 26 years as a Principal. Michael maintains some consultancy roles with former clients. Formerly a director and Chair of the Committee for Geelong Inc, a Director of The Geelong College Ltd and President of the Geelong College Foundation Ltd. Michael has over forty years' experience in not for profit organisations and has lead several large organisations in the Barwon Region.

Joan is a retired Academic, with over 40 years' experience teaching at all levels of education, from kindergarten to post-graduate. Joan has been active in community affairs, formerly chairing two school councils and the Youth Affairs Council of Victoria. Most recently Joan has been a regular member of Australian Health Regulation Agency Professional Performance and Standards panels.



Dr Joan Benjamin,
Deputy Chair



Matthew Grapsas, Treasurer

Matthew is a fully qualified financial advisor with over 22 years in the financial services industry, maintaining his Certified Financial Planner certification. Matthew is also a qualified Certified Practicing Accountant. Matthew is currently on the Geelong Chapter of the FPA committee and Chair of the Clairvaux Primary School parent advisory board.

Louise is Professor of Australian Studies and Geography at Deakin University. She has worked at Deakin for close to 40 years and has researched the Geelong region since arriving from Sydney in 1979. In particular, her PhD was on the changing gendered division of labour in the Geelong textile industry and subsequent research has examined displaced manufacturing workers, women in the service sector and the growth of the creative industries in the region. All of this work has led to over 60 academic publications, including five books, and been integrated into her teaching. In addition Louise sat on the Northern Futures Steering Committee for eight years and conducted three evaluations of its programs and organisation.



Dr Louise Johnson



John Giacchi

Whilst not a Geelong native, John has worked in Geelong since 2009 upon the move of the TAC from its previous Exhibition Street, headquarters. He is now the General Counsel of the City of Greater Geelong. John is an associate of the Governance Institute of Australia, a graduate of the Australian Institute of Company Directors and a Certified Risk Management Practitioner. His passion to contribute to the disadvantaged in the northern suburbs of Geelong commenced when he represented the TAC at Northern Futures' Steering Committee Meetings since 2015.

Fiona has worked in the Employment Services Industry since 1997. She has been with MatchWorks for the past 17 years and has Managed the Corio jobactive office for the past 10 years helping to address disadvantaged job seekers in Corio/Norlane. Fiona sat on the NF Advisory Board for many years long with the Local Advisory Panel for the Learning Centre.



Fiona McIntyre



Cheryl Woollard

Senior Executive with extensive experience in complex organisations, including multi-national manufacturing companies and large public sector organisations, Cheryl has lead major change and innovation initiatives by building the culture needed to ensure successful transformation. Cheryl has developed and delivered strategic and operational Change and HR initiatives in Asia Pacific, US and Europe.

Nic has over 13 years experience working in the Employment Services Industry and 9 of that in Leadership Positions. Prior to this Nic was employed in the travel industry, working for Qantas in Los Angeles and Lastminute.com in the United Kingdom. Nic is currently employed by SYC Ltd, as a Regional Manager for their employment services division, Job Prospects. Nic leads a team of 50 staff across multiple sites in Western Melbourne.



Nicholas Jarvis

[Nic Jarvis resigned from the Board on 4 July 2018.](#)

[Rob Birch was appointed to the board on 15 August 2018.](#)



Rob has been employed by Gforce Employment Solutions for 19 years and was appointed to the role of Chief Executive Officer in June 2012. Rob has extensive experience as a CEO and Senior Executive in the Apprenticeships and Recruitment sectors. Rob held the role of Executive Director – Operations at Gforce for 3 years prior to commencing his new role. He came to Gforce having held various roles in the Aviation sector working at Avalon Airport and throughout Australia over a 15 year period until 1999.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

Financial Report for the year ended 30 June 2018



NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

Your directors present this report on the entity for the financial year ended 30 June 2018.

Directors

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

Michael Betts
Joan Benjamin
Louise Johnson
Fiona McIntyre
Cheryl Woollard
Matthew Grapsas
Nicholas Jarvis (resigned 4 July 2018)
John Giacchi
Rob Birch (appointed 15 August 2018)

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

Company Secretary

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

Michael Betts

Principal Activities

Case management, skills training and brokering employment for individuals living in the northern suburbs of Geelong (post code 3214) who experience poverty and distress due to their becoming or remaining unemployed.

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

Review of Operations

The operating surplus of the entity amounted to \$13,239.

The entity commenced operations in April 2018 following agreement with Norlane Community Centre and the funding bodies of Northern Futures which was previously auspiced through Norlane Community Centre.

Significant Changes in State of Affairs

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

After Balance Date Events

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

Future Developments

Likely developments in the operations of the company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.

Environmental Issues

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

Options

Being a company limited by guarantee no share options can be issued.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

Information on Directors

Michael Betts

Qualifications: B Comm., MBA., M Tax Law

Michael is a retired Chartered Accountant with over 37 years' experience in public practice, including 26 years as a Principal. Michael maintains some consultancy roles with former clients. Formerly a director and Chair of the

Experience: Committee for Geelong Inc, a Director of The Geelong College Ltd and President of the Geelong College Foundation Ltd. Michael has over forty years' experience in not for profit organisations and has lead several large organisations in the Barwon Region.

Special Responsibilities: Michael chairs the Board of Northern Futures Ltd, the Community Advisory Committee, and is an ex-officio of all other Board Committees.

Joan Benjamin

Qualifications: B. Ed, Grad. Dip. Ed. Univ. Teaching and Learning, M. Ed, PhD. Joan is a retired Academic, with over 40 years' experience teaching at all levels of education, from kindergarten to post-graduate. Joan has been active in

Experience: community affairs, formerly chairing two school councils and the Youth Affairs Council of Victoria. Most recently Joan has been a regular member of Australian Health Regulation Agency Professional Performance and Standards panels.

Special Responsibilities: Joan is Deputy Chair of the Board of Northern Futures Ltd and chairs the Board's Strategy Planning sub-committee, and is a member of the Community Advisory Committee.

Louise Johnson

Qualifications: BA (Hons) University of Sydney, MA (Hons) University of Sydney, PhD Monash University

Louise is Professor of Australian Studies and Geography at Deakin University. She has worked at Deakin for close to 40 years and has researched the Geelong region since arriving from Sydney in 1979. In particular, her PhD was on the changing gendered division of labour in the Geelong textile industry and subsequent research has examined displaced manufacturing workers, women in the service sector and the growth of the creative industries in the region. All of this work has led to over 60 academic publications, including five books, and been integrated into her teaching. In addition Louise sat on the Northern Futures Steering Committee for eight years and conducted three evaluations of its programs and organisation.

Experience:

Special Responsibilities: Board Member of Northern Futures Ltd, a member of the Community Advisory Committee, and Strategic Planning Committee

Fiona McIntyre

Qualifications: Diploma in Management & Frontline Management

Fiona has worked in the Employment Services Industry since 1997. She has been with MatchWorks for the past 17 years and has Managed the Corio

Experience: jobactive office for the past 10 years helping to address disadvantage job seekers in Corio/Norlane. Fiona sat on the NF Advisory Board for many years along with the Local Advisory Panel for the Learning Centre.

Special Responsibilities: Board Member of Northern Futures Ltd, member of the Community Advisory Committee, member of the Finance & Audit, and Risk Committee

NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

Cheryl Woollard

Qualifications: Masters of Business in Industrial Relations and Human Resources Management, Graduate Diploma in Training and Development, Bachelor of Education

Experience: Senior Executive with extensive experience in complex organisations, including multi-national manufacturing companies and large public sector organisations, Cheryl has lead major change and innovation initiatives by building the culture needed to ensure successful transformation. Cheryl has developed and delivered strategic and operational Change and HR initiatives in Asia Pacific, US and Europe

Special Responsibilities: Board member of Northern Futures Ltd, and a member of the Community Advisory Committee, and the Strategic Planning Committee

Matthew Grapsas

Qualifications: B Comm., Grad Dip Applied Fin & Inv, CPA, CFP

Experience: Matthew is a fully qualified financial advisor with over 22 years in the financial services industry, maintaining his Certified Financial Planner certification. Matthew is also a qualified Certified Practicing Accountant. Matthew is currently on the Geelong Chapter of the FPA committee and Chair of the Clairvaux Primary School parent advisory board.

Special Responsibilities: Treasurer of Northern Futures Ltd, member of the Community Advisory Committee, and chairs the Finance & Audit, and Risk Committee.

Nicholas Jarvis

Qualifications: Bachelor of Management

Experience: Nic has over 13 years experience working in the Employment Services Industry and 9 of that in Leadership Positions. Prior to this Nic was employed in the travel industry, working for Qantas in Los Angeles and Lastminute.com in the United Kingdom. Nic is currently employed by SYC Ltd, as a Regional Manager for their employment services division, Job Prospects. Nic leads a team of 50 staff across multiple sites in Western Melbourne.

Special Responsibilities: Board of Northern Futures Ltd, member of the Community Advisory Committee, and the Strategic Planning Committee.

John Giacchi

Qualifications: Bachelor of Laws (LLB) University of Technology Sydney

Experience: Whilst not a Geelong native, John has worked in Geelong since 2009 upon the move of the TAC from its previous Exhibition St headquarters. He is now the General Counsel of the City of Greater Geelong. John is an associate of the Governance Institute of Australia, a graduate of the Australian Institute of Company Directors and a Certified Risk Management Practitioner. His passion to contribute to the disadvantaged in the northern suburbs of Geelong commenced when he represented the TAC at Northern Futures' Steering Committee meetings since 2015.

Special Responsibilities: Board member of Northern Futures Ltd, a member of the Community Advisory Committee, and the Finance & Audit, and Risk Committee

NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

Meetings of Directors

During the financial year, 11 meetings of directors were held. Attendances by each director were as follows:

	Directors Meetings	
	Number eligible to attend	Number attended
Michael Betts	11	10
Joan Benjamin	11	11
Louise Johnson	11	8
Fiona McIntyre	11	7
Cheryl Woollard	10	7
Matthew Grapsas	11	7
Nicholas Jarvis	11	9
John Giacchi	11	6

Indemnifying Officers or Auditor

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the entity.

Proceedings on Behalf of the Entity

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

The entity was not a party to any such proceedings during the year.

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2018 has been received and is attached to this report.

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


Chairperson
Michael Betts


Director
Joan Benjamin

Dated this 21st day of November 2018

AUDITORS' INDEPENDENCE DECLARATION
TO THE DIRECTORS OF NORTHERN FUTURES LTD
ABN: 44 619 310 520

As auditor for Northern Futures Ltd for the year ended 30 June 2018, I declare that, to the best of my knowledge and belief, there have been:

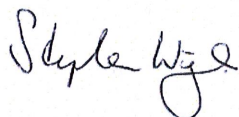
- (a) no contraventions of auditor independence requirements of the Corporations Act 2001, in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Northern Futures Ltd.

Dated this 9th day of November 2018

Davidsons Assurance Services Pty Ltd
Certified Practising Accountants

101 West Fyans Street
Geelong, Vic 3220



Stephen Wight

Director

/ GEELONG

101 West Fyans Street
PO Box 386
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/ TORQUAY

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Davidsons Assurance Services Pty Ltd
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/ DIRECTORS

Stephen Wight CA
Stephen Kirtley CA

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under Professional Standards Legislation

GMN International is an association of
legally independent accounting firms



NORTHERN FUTURES LTD

ABN: 44 619 310 520

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2018**

	Notes	2018 \$	2017 \$
Revenue			
Grants		147,507	-
Events		18,583	-
Support Services		8,576	-
Donations		300	-
Interest		24	-
Other Income		-	-
Expenses			
Program Expenses		(133,428)	-
Support Services		(14,671)	-
Administration		(13,652)	-
Net Operating Result		<u>13,239</u>	<u>-</u>
Other comprehensive income:		-	-
Total comprehensive income for the year		<u><u>13,239</u></u>	<u><u>-</u></u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2018**

	Notes	2018 \$	2017 \$
ASSETS			
Current Assets			
Cash and cash equivalents	2	54,279	-
Trade and other receivables	3	39,522	-
Total Current Assets		<u>93,801</u>	<u>-</u>
TOTAL ASSETS		<u>93,801</u>	<u>-</u>
LIABILITIES			
Current Liabilities			
Trade and other payables	4	47,447	-
Employee Entitlements		12,237	-
Income in Advance		20,878	-
Total Current Liabilities		<u>80,562</u>	<u>-</u>
TOTAL LIABILITIES		<u>80,562</u>	<u>-</u>
NET ASSETS		<u>13,239</u>	<u>-</u>
EQUITY			
Retained earnings	5	13,239	-
TOTAL EQUITY		<u>13,239</u>	<u>-</u>

The accompanying notes form part of these financial statements.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2018

	Retained Earnings \$	Total \$
2018		
Balance at beginning of year	-	-
Total Comprehensive Income for the year	<u>13,239</u>	<u>13,239</u>
Balance at end of year	<u><u>13,239</u></u>	<u><u>13,239</u></u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 \$	2017 \$
Cash flows from operating activities			
Receipts from customers		156,322	-
Payments to suppliers and employees		(102,067)	-
Interest received		24	-
Net cash provided by/(used in) operating activities	6	<u>54,279</u>	<u>-</u>
Cash flows from investing activities			
Proceeds from sale of plant & equipment		-	-
Payments for plant & equipment		-	-
Net cash provided by/(used in) investing activities		<u>-</u>	<u>-</u>
Net increase/(decrease) in cash held		54,279	-
Cash at the beginning of the year		-	-
Cash at the end of the year	2	<u>54,279</u>	<u>-</u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Australian Charities and Not-for-profits Commission Act 2012. The committee has determined that the company is not a reporting entity.

No other Australian Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

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

The company was incorporated on the 14th of June 2017.

The following specific accounting policy is consistent with the previous period unless otherwise stated and has been adopted in the preparation of this financial report.

(a) Fixed Assets

The depreciation amount of fixed assets is written off over the useful lives of the assets to the company commencing from the time the asset is held ready for use.

(b) Cash

For the purposes of the Statement of Cash Flows, cash includes cash on hand, at banks, and on deposit.

(c) Revenue

Revenue is generally recognised upon delivery of services to customers.

Grant revenue is recognised in the income statement when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

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

Interest revenue is recognised upon receipt.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

(d) Goods and Services Tax

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 Tax 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 statement of financial position are shown inclusive of GST.

The amount of GST recoverable from, or payable to, the ATO is included as a current asset or a current liability in the Balance Sheet.

(e) Employee Entitlements

Annual leave is accrued based on the employee's entitlement to leave calculated at the hourly rate for the employee as at the end of the financial year.

Long Service Leave is recognised as a liability when the employee becomes entitled which is generally after seven years of service.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

	2018 \$	2017 \$
NOTE 2: Cash and cash equivalents		
Cash at bank	54,274	-
Cash on hand	5	-
	<u>54,279</u>	<u>-</u>
Cash at the end of the period as shown in the cash flow statement is reconciled to items in the balance sheet as follows:		
Cash and cash equivalents	54,279	-
NOTE 3: Trade and other receivables		
Accounts Receivable	4,245	-
Loan NCC	35,277	-
	<u>39,522</u>	<u>-</u>
NOTE 4: Trade and other payables		
Trade and other payables	18,148	-
Payroll Liabilities	21,184	-
GST	8,115	-
	<u>47,447</u>	<u>-</u>
NOTE 5: Retained earnings		
Opening retained earnings	-	-
Profit/(loss) for the year	13,239	-
	<u>13,239</u>	<u>-</u>
NOTE 6: Cash flow information		
Reconciliation of cash flow from operations with operating result		
Surplus/deficit) for the year	13,239	-
<i>Non-cash flows in profit:</i>		
Depreciation	-	-
Loss on sale of plant & equipment	-	-
<i>Changes in assets and liabilities:</i>		
Decrease/(increase) in receivables	(39,522)	-
Increase/(decrease) in payables	68,325	-
Increase/(decrease) in employee entitlements	12,237	-
	<u>54,279</u>	<u>-</u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

NOTE 7: Entity Details

The registered office of the entity is:
Northern Futures Ltd

39A Rose Avenue
Windsor Park
Norlane Vic 3214

The principal place of business is:
Northern Futures Ltd

39A Rose Avenue
Windsor Park
Norlane Vic 3214

NOTE 8: Members Guarantee

The entity is incorporated under the Corporations Act 2001 and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of \$50 each towards meeting any outstandings and obligations of the entity. At 30 June 2018 the number of members was 8.

NOTE 9: Commencement of Operation

Up until 31 March 2018 Northern Futures was auspiced through Norlane Community Centre which was responsible for holding and disbursing funds under the programs. A deed has been entered into between Northern Futures Ltd and Norlane Community Centre whereby all responsibility for the conduct and financing of the programs will pass to Northern Futures Ltd.

The amount of funds remaining in respect of Northern Futures and held by Norlane Community Centre is in the process of being determined and will be brought to account in the 2019 year.

NORTHERN FUTURES LTD


ABN: 44 619 310 520

DIRECTORS DECLARATION

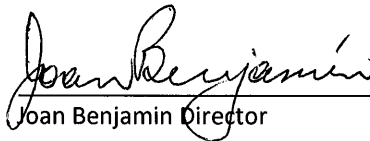
The directors of Northern Futures Ltd declare that:

1. The financial statements comprising the statement of financial position as at 30 June 2018, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements:
 - (a) comply with Australian Accounting Standards; and
 - (b) give a true and fair view of the financial position as at 30 June 2018 and of the performance for the year ended on that date of the entity.
2. In the directors' opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013 and a resolution of the Board of Directors.



Michael Betts Chair



Joan Benjamin Director

Dated this 21st day of NOVEMBER, 2018

INDEPENDENT AUDITOR'S REPORT

To the members of Northern Futures Ltd

Opinion

We have audited the financial report of Northern Futures Ltd (the Entity), which comprises the statement of financial position as at 30 June 2018, and the statement of comprehensive income, 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 committee declaration.

In our opinion, the accompanying financial report of the Entity is prepared, in all material respects, in accordance with Div 60 of the *Australian Charities and Not-for-profits Commission Act 2012* including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2018 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 , and Div 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013* .

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 Entity in accordance with 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 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.

Emphasis of Matter – Basis of Accounting

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 entity's financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

/ GEELONG

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Davidsons Assurance Services Pty Ltd
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/ DIRECTORS

Stephen Wight CA
Stephen Kirtley CA

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under Professional Standards Legislation

GMN International is an association of
legally independent accounting firms





In preparing the financial report, management is responsible for assessing the Entity'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 management either intends to liquidate the Entity or to cease operations, or has 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 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 the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stephen Wight
Director

Dated this 21st day of November, 2018

Davidsons Assurance Services Pty Ltd
101 West Fyans Street
Geelong, Victoria 3220



Northern Futures Limited

ABN 44 619 310 520

Operating from
Norlane Community Centre,
39A Rose Avenue
Norlane Vic 3214

[Incorporation and charitable status](#)

Public company limited by guarantee under the Corporations Act.

Members are our current directors.

Registered charity with the Australian Charities and Not-for-Profits Commission.

[Tax concessions and fundraising](#)

Public Benevolent Institution (PBI) and endorsed by the Australian Taxation Office as:

- Deductible Gift Recipient (DGR); and
- an income tax exempt charity (holding tax concessions and exemptions relating to income, goods and services, and fringe benefits taxes).

