

ANNUAL REPORT 2019

*growing
stronger
together*



NORTHERN
FUTURES

WELCOME

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

Lyn Morgan
Executive Officer



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STATEMENT OF PURPOSE

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

OUR VALUES

To **CREATE** 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 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



To all our partners that have shown faith in Northern Futures Ltd by employing our clients we express our profound thanks

Michael Betts
Chair, Board of Directors
Northern Futures Ltd



MESSAGE FROM OUR CHAIR

Michael Betts

Chair, Board of Directors
Northern Futures Ltd



On the 30th June, 2019 Northern Futures Ltd ("NFL") completed its first full financial year operating as an independent company. The smooth transition to this position is a testament to Lou Brazier, Norlane Community Centre Inc and most importantly the dedicated staff of NFL.

In particular I want to acknowledge the generous decision of Norlane Community Centre Inc to gift to NFL surplus funds which had been accrued through the operation of the previous Northern Futures programs under the auspice of Norlane Community Centre Inc. The receipt of these funds has been a significant contributor to the enhanced financial position of NFL at 30th June, 2019.

Throughout the year NFL has enjoyed the strong support of the State Government with funds received both directly from the Department of Education and indirectly through the Brotherhood of St Laurence's Work Learning Centres program and The Gordon's Skilling the Bay program.

Whilst NFL acknowledge and appreciate this support it is our strong belief that the relatively short-term nature of these funding arrangements makes it more difficult than necessary to build on the successful programs run by NFL. In my view too much of our limited resources are focused on the, albeit legitimate, demands of funding renewal due to the limited length of time of funding agreements.

The Board of NFL believe that the conduct of the Northern Futures programs are now more transparent and accountable than prior to the incorporation of NFL. This has been achieved through a combination of our formal Annual Report to stakeholders, the NFL Community Advisory Committee, a new and improved website and improved governance among other initiatives. The Board intend to improve NFL's transparency and accountability even further going forward.

The success of NFL is clearly tied to the development of partnerships with key employers in the Northern Suburbs. To all our partners that have shown faith in NFL by employing our clients we express our profound thanks. In particular, I acknowledge the continued direct financial support provided by Viva Energy, this funding is wholly directed to assist our clients with costs associated with their participation in our programs which otherwise could create impenetrable barriers for their transition into meaningful employment.

The Board express their thanks for the amazing efforts of our Executive Officer, Lyn Morgan, and her team and the outcomes that they deliver for NFL clients. Anyone who has been able to attend one

of our course graduation ceremonies will appreciate that lives are being changed and that our clients have great respect and appreciation for our staff.

As Chair my thanks to Deputy Chair, Dr Joan Benjamin, who has been an indefatigable source of energy and support to both NFL and myself. All directors have applied themselves with great diligence to the affairs of NFL attending many meetings and events throughout the year. Since the last AGM both John Giacchi and Cheryl Wollard have resigned from the Board due to significant changes in their external work commitments. John's work through the incorporation process for NFL was invaluable and Cheryl has used her considerable expertise to drive the strategic direction of NFL. In June NFL welcomed Simon Tait to the Board. Simon is a senior lawyer at Mast Lawyers so he brings these skills and the fact that his firm operates in the Northern Suburbs to his consideration of NFL matters. I continue to be humbled by the high level of commitment, energy and skill that all the NFL directors apply to the stewardship of NFL.

The Board of NFL believe the company is creating tangible results for its clients who are experiencing employment disadvantage in Geelong's Northern Suburbs. However the scale of the issues remains of gigantic proportions and NFL needs greater resources to expand its proven programs.

M J Betts
Chair

MESSAGE FROM OUR EXECUTIVE OFFICER

Lyn Morgan

Executive Officer
Northern Futures Ltd



What an amazing year it's been for Northern Futures Ltd. I have had the privilege of watching people walk away and leave us behind all year.

Many of these individuals came to us lacking resources and weighed down by disappointments associated with long term unemployment. Guided by supportive case managers, they set themselves to learn and grow through our personal development courses and skills training. The efforts of many were rewarded by employers who opened their doors and offered meaningful employment. This is when our clients began to realise their dreams as they became valued members of organisations, carrying out vital roles and enjoying financial security.

Happily moving into a stable, satisfying future they walked away with new found skills, confident in the knowledge that they don't need us anymore.

Our small, dedicated team hardly had the time to celebrate these changed lives, when a new group of under resourced individuals entered our program.

I am happy to report that Northern Futures has met its KPI targets this year. However, it's not pursuing these statistics that motivates the organisation to move forward. It's the team's passion to see individual clients reach their full potential that causes us to see great outcomes.

The talented team members at Northern Futures' are (in alphabetical order) Anna, Barbara, Bryan, Cherie, Doreen, Sarah and Sharon. These hardworking individuals are a constant source of inspiration for me and I'm extremely proud of their accomplishments.

I am also grateful to the many longstanding partners of Northern Futures who have helped to shape the organisation and guide it through challenges and new opportunities. I'm also appreciative of the many emerging partnerships with businesses that were previously unaware of Northern Futures' work. These new relationships present new possibilities.

With the support of our amazing partners, old and new, I'm looking forward to another year of impacting lives and making a real difference in the northern suburbs of Geelong.





OUR CHALLENGE

The closure of major manufacturing plants over a 25-year period resulted in the loss of over 6,000 jobs, starting in 1982.

Most workers in these plants – International Harvester, Ford Motor Company and the Federal Woollen Mills – lived in Geelong’s north and the volume of job losses was too great for the region to absorb.

Geelong has moved from being a manufacturing centre to a hub for health and allied services, education and research, advanced manufacturing, tourism, agribusiness and construction. However, the north is yet to benefit from these advancements.

While the rest of Geelong was reinventing itself, thousands of jobless families in the northern suburbs were slipping into survival mode. As long-term unemployment started to bite, another generation felt the impact of jobs lost before their time because they were born into struggling families.

Many residents of Geelong’s north are now impacted by elements of social disadvantage such as financial hardship, housing stress, family tensions, crime, social isolation, erosion of confidence and ill-health. Is it any wonder that illicit drug use and alcohol abuse are significant issues where hope is so low?

Geelong’s north is also home to many refugees with unique barriers to employment including trauma, separation from family, adjustments to Australian culture, low levels of education and language issues.

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

OUR COMMUNITY



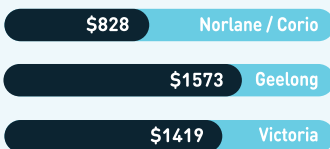
INCOME, EDUCATION/EMPLOYMENT



Corio Norlane 3214 median household income is

52%

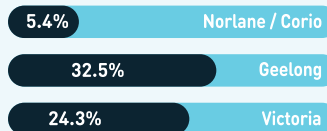
of Geelong 3220 median household income



(ABS Census 2016)



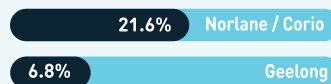
5.4%
of people hold a university degree



(ABS Census 2016)



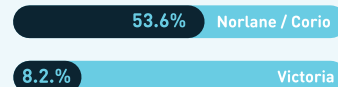
1 in 5
workers are unemployed



(ABS Catalogue No 6291.0.55.001)

DISENGAGED YOUTH IN PARTS OF CORIO

53.6%



(SEIFA index of disadvantage)

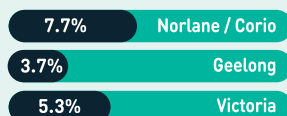


HEALTH



diabetes

The prevalence of diabetes in Corio Norlane 3214 is more than **DOUBLE** the rates in Geelong 3220



(National Diabetes Services Scheme, Australian Diabetes Map, Jan 2019)



LIFE EXPECTANCY
people with low socioeconomic status

46%

more likely to die before they are 85 years old

Dr Silvia Stringhini et al. The Lancet, Jan 2017



3RD MOST
DISADVANTAGED
suburb in the state

The most disadvantaged suburb in our region.

(SEIFA index of disadvantage)

OUR PROGRAM

Northern Futures is successfully creating pathways into employment for individuals who are disengaged from education and work, and would be unlikely to secure employment and fit into the workplace without our program.

Our program involves:

- Ascertaining what entry level skills gaps there are in the local workforce
- In partnership with The Gordon TAFE, developing certificate level skills training courses to prepare individuals for real jobs

- Incorporating personal development in all skills training courses
- Working with employers to ensure we meet their needs when preparing individuals for work
- Including as many hands-on components to courses as possible, along with guest speakers from industry and visits to worksites so the courses are fit for purpose

OUR COURSES

GETTING AHEAD

Some people who approach Northern Futures for help are not ready to participate in skills training courses due to the toll that long term unemployment and entrenched disadvantage has taken on them.

The purpose of Getting Ahead is to build the capacity of these people.

The course provides a supported environment for individuals to explore the factors that are impacting their lives. This

helps them realise they have the power to make choices that can change things for the better. They discover they can build on their strengths, identify and utilise resources available to them, lift their eyes to dream of a new future story, and create pathways that lead to where they want to be.

WHAT PARTICIPANTS SAY

- "Warm, welcoming environment where you can share your struggles and worries judgement free"
- "Who would I recommend the GA program to? Anyone that is having difficulty coping with the challenges of finding and maintaining employment, as well as people who have difficulty finding motivation to do some of the things for every day life, for reasons such as mental health, issues with depression and anxiety or social anxiety"

- "Some topics have been hard to talk about – in a way it has been like facing things in your life that you don't really want to face, but do – and try to move forward, concentrate on the future to benefit your life and to make it better in some way"



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During her time in this training program, her confidence and self-esteem grew allowing her bubbly personality to shine through.

BUSINESS BASICS

Certificate II Skills for Work and Vocational Pathways known as Business Basics assists clients to build the skills necessary to begin a career in business. Successful completion of this qualification usually leads to work in administration, IT and other related fields. The course also helps to develop essential employability skills, computer skills and self-confidence.

Classes are experiential and include visits to workplaces where students gain insight into the activities carried out by different organisations. They also learn what is required of employees, often interacting with Northern Futures' clients undertaking traineeships who were participants in Business Basics less than a year earlier.

CLIENT STORY

Merigona (Mez) faced many challenges in her early life.

These struggles fostered a determination to work hard and build a successful career. However, she found it impossible to find sustainable employment.

Employers required experience before she could get her foot in the door.

When Mez joined Northern Futures she had a casual job. Her hours were inconsistent, and it was not an opportunity to build a career; it was a 'survival' job. She hoped Northern Futures would help her find more suitable long-term employment.

Mez completed Certificate II in Skills for Work and Vocational Pathways (Business Basics) in 2018. During her time in this training program, her confidence and self-esteem grew allowing her bubbly personality to shine through. In fact, she was nominated by the group to speak at their graduation ceremony.

During the course, the class visited many workplaces to learn about the requirements of different employers and find out what it would be like to work for them. Mez always made the most of these visits, dressing professionally, actively listening and asking questions.

The Transport Accident Commission (TAC), a long-term partner of Northern Futures, was one of the businesses the group visited, and Mez was very interested in their work. She was fortunate enough to attain an interview with them for a Certificate III Business Administration Traineeship and was successful in securing the role. She commenced in November 2018.

Mez has worked hard and completed her Certificate III ahead of time. She loves her employer and can't speak more highly of the professionalism, support and commitment the team at the TAC provided to ensure she (and all trainees) receive the best training and professional development possible. This inspired her greatly. And surprised her. She had never been thanked or praised for doing her job before working at the TAC.

Mez has now been appointed to an ongoing position with the TAC in a newly created department. Her future looks bright; a far cry from how things were looking 18 short months ago.

Mez is very grateful for the opportunity.



I truly believe that Northern Futures runs a fantastic program which helps people like me who need support in finding employment. Without the engagement and support of Northern Futures and businesses like the TAC willing to provide opportunities, I would still be working as a casual employee looking for a chance to start a career. I wish I had done this earlier.

ENGINEERING STUDIES

Certificate II Engineering Studies builds entry-level skills for the engineering industry providing training in mechanical fitting and fabrication, crane ticket, forklift training and a Construction Induction Card. The course also increases potential for clients to gain an apprenticeship.

This hands-on course also incorporates visits to job sites where participants learn what it would be like to work in the industry and hear from potential employers. They have the opportunity to ask questions and start to discover what types of roles appeal to them.

CLIENT STORY

Phil was looking for a change. After hearing about Northern Futures through his jobactive, he took the step of coming to enquire about the Certificate II Engineering Studies. The course sounded interesting and Phil thought it was worth a try.

Then he considered the barriers he would need to overcome. He was dealing with an ice addiction, was homeless (sleeping at different friends' houses), had limited education, didn't have transport or a driver's licence, had limited contact with his immediate family, and suffered from anxiety and depression. Overcoming these barriers seemed insurmountable. But Phil had one major goal to strive for. He wanted to secure employment after the course so he could re-connect with his young daughter. Becoming part of her life and financially contributing to her upbringing was his major motivation to break the cycle.

Starting the Certificate II in Engineering Studies course was somewhat daunting for Phil, but he felt the routine of attending classes would be beneficial to him. However, his journey throughout the course was not always smooth. He thought he had thrown away this wonderful opportunity when he lost his temper in class one day and stormed out after shouting at the teacher.

Phil soon learned that Northern Futures does not give up on people and was delighted to discover he could continue with his course.

Engineering Studies includes visiting many worksites to see first-hand what it is like to work in an engineering workplace. One industry visit in particular played a big part in Phil's journey of self-improvement. Andrew Thornton from Thornton Engineering spoke to the group and emphasised how personal appearance and a positive attitude go a long way to securing employment. Phil decided then and there to have his somewhat long hair cut short to improve his appearance.

Though he felt more confident with his new look, he was still self-conscious because he had no front teeth. Northern Futures and his jobactive funded some

dental work for Phil. This gave him the confidence he needed to move forward. On completion of the course, Phil secured employment as a welder at Air Radiators. He has had 100% attendance since commencing and the feedback from Air Radiators has been fantastic.

Looking back at his initial concern about overcoming his barriers and turning his life around, Phil realises that he certainly has. His future is looking a lot brighter because he was determined to improve himself and strive for his goals when he was given an opportunity.

EMPLOYER STORY

Barrier Group has partnered with Northern Futures for seven years. Over that time, the organisation has opened its doors and employed seven Northern Futures clients both from the Warehousing Operations course and Engineering Studies course.

Three of these clients are still employed at Barrier Group. One has been with the organisation for three years and is a trusted and valued part of the team.

He has been given the responsibility of opening and locking the warehouse and is one of their key forklift operators.

The individual participated in Getting Ahead and then moved to a skills training course, Cert II Warehousing Operations, where he obtained his forklift licence.

Rick Hall, the Managing Director of Barrier Group, speaks very highly of this employee. He said, "not only has he been a strong contributor to the business, but he has also mentored other Northern Futures clients who have commenced with Barrier Group."

Rick believes the responsibility given to this client has enabled him to grow as

a person and completely turned his life around after serving some time on a Corrections Order.

Rick advised his staff had originally taken him under their wing but now his confidence has grown to a point where he sets the standard because of the belief and opportunities he was given.

Rick believes there are benefits to his workforce in taking on Northern Futures' clients. While his team were initially a little reluctant to get on board, through shared successes they have grown to be accepting and supportive. All of us are better for the experience.



INDIVIDUAL SUPPORT

Cert III Individual Support builds skills for employment in personal care within the aged care, home and community care and disability service sectors. The focus of this course is on empowering participants with the knowledge and competencies required to deliver individualised person-centred support.

Placement within an aged care facility takes place in three blocks, and often leads to employment with the Aged Care provider once Northern Futures' clients demonstrate their competence and reliability during placements.

CLIENT STORY

Navid arrived in Australia from Afghanistan in 2015 and spent time in detention camps on and off shore before being resettled in the Geelong area.

As part of his difficult history, Navid witnessed a lot of trauma which resulted in both mental health issues and a passion to help people.

A dream of working in the health field began to take root and he developed a long-term goal of becoming a qualified nurse. He didn't know how this would ever be possible as a refugee facing financial hardship with limited relevant employment experience and government restrictions. However, after hearing about Northern Futures, he decided to investigate the Certificate III Individual Support as a starting point towards a new career.

Northern Futures connected Navid with refugee resource workers so he could discuss his situation and long-term goals. Through this connection it was confirmed

that Navid was eligible to participate in a Certificate III study program, but there would be no funding available to assist him. Scholarship funding provided by Viva Energy was utilised to help Navid realise his dreams and commence the course.

His first work placement, which was part of the course, inspired him to pursue work as a Personal Carer giving him valuable experience and useful skills to build on when he later trained to become a nurse.

Navid now works two jobs within the healthcare sector. His main role as a Personal Carer is with the host employer where he did his first work placement in aged care. The employer was so impressed with Navid's gentle and compassionate nature, patience and genuine caring approach that he offered him a job as soon as he was qualified.

He also works on call as a Home and Community Care Worker – working with people with disabilities.

Despite Navid's significant barriers to employment, he is achieving his dreams because of his clear vision, determination, and an open door into education.

“Northern Futures connected Navid with refugee resource workers so he could discuss his situation and long-term goals.”

OUTCOMES

July 2018 to June 2019	Total
Participants in Accredited Training	75
Participants in Non-Accredited Courses	79
Employment Placements	84

Northern Futures is establishing new partnerships and new pathways to training and employment in an effort to broaden our reach and increase our impact.



OUR PARTNERS AND SUPPORTERS

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

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, continued to fund scholarships, employ Northern Futures’ clients, and send speakers to our classes. During their annual Good Deeds Week, a team of seven offered their services and carried out data entry work which was greatly appreciated.

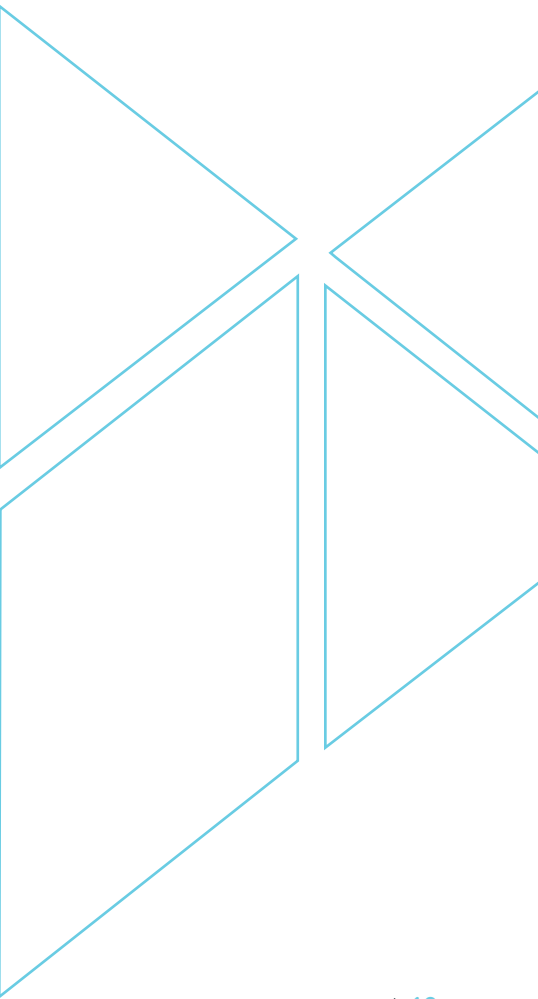
Many other businesses support us by offering work experience or employment opportunities to our clients; allowing our class participants to tour their sites and hear what it takes to succeed in the workplace; send staff to speak to our classes; refer individuals into our programs; and give in-kind support 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 valued.

A heartfelt ‘thank you’ to:

- ABB
- Air Radiators
- Anderson Engineering
- Barrier Group
- Barwon Health
- Barwon Health Volunteer Services
- Barwon Water
- Bernie Leen and Sons
- 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
- Farm Foods
- G21
- Geelong Art Gallery
- Geelong Community Foundation
- Geelong Mazda
- GenU
- Gforce
- Give Where You Live
- GRLLN
- GROW
- Hamlan Homes
- Hanlon Industries
- 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



GOVERNANCE STRUCTURE

Our Board

Norther Futures' Board currently comprises seven 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 Benjamin, Deputy Chair

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.

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 Practising Accountant. Matthew is currently on the Geelong Chapter of the FPA Committee and Chair of the Clairvaux Primary School parent advisory board.

Dr Louise Johnson

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.

Fiona McIntyre

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 Northern Futures Advisory Board for many years long with the Local Advisory Panel for the Learning Centre.

Rob Birch

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.

Cheryl Woollard

Senior Executive with extensive experience in complex organisations, including multi-national manufacturing companies and large public sector organisations, Cheryl has led major change and innovation initiatives by building the culture needed to ensure successful transformation. Cheryl has developed and delivered strategic and operational change and Human Resources initiatives in Asia Pacific, US and Europe. Cheryl Woollard resigned from the Board on 21 August 2019.

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. John Giacchi resigned from the Board on 24 April 2019.

Simon Tait

Simon is a commercial lawyer with over 15 years' experience in the legal industry. Simon has recently joined Mast Lawyers, a specialist business law firm located in the Federal Mills in North Geelong. Prior to joining the team at Mast, Simon worked with one of the world's largest international legal firms where he specialised in corporate finance and restructuring work and was regularly engaged to provide director and board advisory services. Simon was formerly a member of the committee of management for Geelong Adult Training & Education Inc. Simon Tait was appointed to the Board on 5 June 2019.

NORTHERN FUTURES LTD
ABN: 44 619 310 520
Financial Report for the year ended 30 June 2019



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 2019.

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 (resigned 21 August 2019)
Matthew Grapsas
Nicholas Jarvis (resigned 4 July 2018)
John Giacchi (resigned 17 May 2019)
Rob Birch (appointed 15 August 2018)
Simon Tait (appointed 5 June 2019)

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:

Matthew Grapsas

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 \$155,911.

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 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.

Michael chairs the Board of Northern Futures Ltd and is an ex-officio of all Board Sub-committees. Michael is also a member of the Community Advisory Committee.

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 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.

Joan is Deputy Chair of the Board of Northern Futures Ltd and chairs the Board's Strategy Planning sub-committee. Joan 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.

Member of Northern Futures Ltd Board and Strategic Planning Sub-Committee. Louise is also a member of the Community Advisory 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 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 long with the Local Advisory Panel for the Learning Centre.

Member of Northern Futures Ltd Board's Finance, Legal and Risk sub-committee. Fiona is also a member of the Community Advisory Committee.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

Cheryl Woollard

Qualifications: Masters of Business in Industrial Relations and Human Resources 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

Experience: Member of Northern Futures Ltd Board and Strategic Planning Sub-Committee. Cheryl is also a member of the Community Advisory Committee.

Matthew Grapsas

Qualifications: B Comm., Grad Dip Applied Fin & Inv, CPA, CFP Matthew is a fully qualified financial advisor with over 22 years in the financial services industry, maintaining his Certified Financial Planner certification.

Experience: 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. Matthew is the Treasurer of Northern Futures limited and chairs the Finance, Legal and Risk Sub-committee. Matthew is also a member of the Community Advisory Committee.

Nicholas Jarvis

Qualifications: Bachelor of Management 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.

Experience: Member of Northern Futures Ltd Board and Strategic Planning Sub-Committee. Nicholas is also a member of the Community Advisory Committee.

John Giacchi

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

Experience: Member of Northern Futures Ltd Board's Finance, Legal and Risk sub-committee. John is also a member of the Community Advisory Committee.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

Rob Birch:

- Qualifications: Rob has completed a Diploma of Business Management and the AICD Company Directors Course.
- Experience: Rob has been employed by Gforce Employment Solutions for 20 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 current 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. He is a serving Director of the Apprenticeship Employment Network (Victoria) and Gateways Support Services. Rob is also a Strategy & Policy Committee member of the Committee for Geelong.
- Special Responsibilities: Member of Northern Futures Ltd Board and Strategic Planning Sub-Committee. Rob is also a member of the Community Advisory Committee.

Simon Tait:

- Qualification: Bachelor of Laws (LLB) Monash University; Bachelor of Science (Bsc) University of Melbourne
- Experience: Simon is a commercial lawyer with over 15 years' experience in the legal industry. Simon has recently joined Mast Lawyers, a specialist business law firm located in the Federal Mills in North Geelong. Prior to joining the team at Mast, Simon worked with one of the world's largest international legal firms where he specialised in corporate finance and restructuring work and was regularly engaged to provide director and board advisory services. Simon was formerly a member of the committee of management for Geelong Adult Training & Education Inc.
- Special Responsibilities: Member of Northern Futures Ltd Board's Finance, Legal and Risk sub-committee. Simon is also a member of the Community Advisory Committee.

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	8	8
Joan Benjamin	8	8
Louise Johnson	8	8
Fiona McIntyre	8	6
Cheryl Woollard	8	8
Matthew Grapsas	8	8
Nicholas Jarvis	1	0
John Giacchi	7	4
Rob Birch	7	4
Simon Tait	0	0

NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

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 2019 has been received and is attached to

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


Director/Chairperson


Director

Dated this 9th day of October, 2019

NORTHERN FUTURES LTD

ABN: 44 619 310 520

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019**
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 2019, I declare that, to the best of my knowledge and belief, there have been:

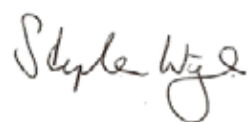
- (a) no contraventions of auditor independence requirements of the Corporations Act 2001, in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Northern Futures Ltd.

Dated this 9th day of October 2019

Davidsons Assurance Services Pty Ltd

101 West Fyans Street
Geelong, Vic 3220



Stephen Wight

Director

Notes	2019 \$	2018 \$
Revenue		
Grants	664,908	147,507
Events	9,847	18,583
Support Services	33,889	8,576
Donations	80,171	300
Interest	647	24
Other Income	-	-
Expenses		
Program Expenses	(566,273)	(133,428)
Support Services	(11,201)	(14,671)
Administration	(56,077)	(13,652)
Net Operating Result	<u>155,911</u>	<u>13,239</u>
Other comprehensive income:	-	-
Total comprehensive income for the year	<u><u>155,911</u></u>	<u><u>13,239</u></u>

/ GEELONG

101 West Fyans Street
PO Box 386
Geelong VIC 3220
PHONE 03 5221 6399

/ TORQUAY

6 Walker Street
PO Box 125
Torquay VIC 3228
PHONE 03 5261 2029

/ DIRECTORS

Stephen Wight CA
Stephen Kirtley CA

Davidsons Assurance Services Pty Ltd
ACN 123 098 662 / ABN 77 123 098 662
info@davidsons.com.au
davidsons.com.au

NORTHERN FUTURES LTD

ABN: 44 619 310 520

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019

	Notes	2019 \$	2018 \$
ASSETS			
Current Assets			
Cash and cash equivalents	2	232,699	54,279
Trade and other receivables	3	68,276	39,522
Total Current Assets		<u>300,975</u>	<u>93,801</u>
TOTAL ASSETS		<u>300,975</u>	<u>93,801</u>
LIABILITIES			
Current Liabilities			
Trade and other payables	4	29,471	47,447
Employee Entitlements		20,965	12,237
Income in Advance		81,389	20,878
Total Current Liabilities		<u>131,825</u>	<u>80,562</u>
TOTAL LIABILITIES		<u>131,825</u>	<u>80,562</u>
NET ASSETS		<u>169,150</u>	<u>13,239</u>
EQUITY			
Retained earnings	5	169,150	13,239
TOTAL EQUITY		<u>169,150</u>	<u>13,239</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 2019

	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>13,239</u>	<u>13,239</u>
2019		
Balance at beginning of year	13,239	13,239
Total Comprehensive Income for the year	<u>155,911</u>	<u>155,911</u>
Balance at end of year	<u>169,150</u>	<u>169,150</u>

The accompanying notes form part of these financial statements.

NORTHERN FUTURES LTD
ABN: 44 619 310 520

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019

	Notes	2019 \$	2018 \$
Cash flows from operating activities			
Receipts from customers		740,401	156,322
Receipts from donations		80,171	-
Payments to suppliers and employees		(642,799)	(102,067)
Interest received		647	24
Net cash provided by operating activities	6	<u>178,420</u>	<u>54,279</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 in cash held		178,420	54,279
Cash at the beginning of the year		54,279	-
Cash at the end of the year	2	<u>232,699</u>	<u>54,279</u>

NORTHERN FUTURES LTD
ABN: 44 619 310 520

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

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 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 2019

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 2019

	2019 \$	2018 \$
NOTE 2: Cash and cash equivalents		
Cash at bank	232,694	54,274
Cash on hand	5	5
	<u>232,699</u>	<u>54,279</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	232,699	54,279
NOTE 3: Trade and other receivables		
Accounts Receivable	68,276	4,245
Loan NCC	-	35,277
	<u>68,276</u>	<u>39,522</u>
NOTE 4: Trade and other payables		
Trade and other payables	4,060	18,148
Payroll Liabilities	12,363	21,184
GST	13,048	8,115
	<u>29,471</u>	<u>47,447</u>
NOTE 5: Retained earnings		
Opening retained earnings	13,239	-
Profit for the year	155,911	13,239
	<u>169,150</u>	<u>13,239</u>
NOTE 6: Cash flow information		
Reconciliation of cash flow from operations with operating result		
Result for the year	155,911	13,239
<i>Non-cash flows in profit:</i>		
Depreciation	-	-
Loss on sale of plant & equipment	-	-
<i>Changes in assets and liabilities:</i>		
Increase in receivables	(28,754)	(39,522)
Increase in payables	42,535	68,325
Increase in employee entitlements	8,728	12,237
	<u>178,420</u>	<u>54,279</u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

NOTE 7: Entity Details

The registered office of the entity is:
Northern Futures Ltd

The principal place of business is:
Northern Futures Ltd

39A Rose Avenue
Windsor Park
Norlane Vic 3214

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 2019 the number of members was 7.

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 2019, 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 2019 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.



Dated this 9TH day of OCTOBER, 2019

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 2019, 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 2019 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

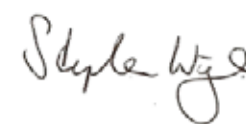
The directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits 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.

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 9th day of October, 2019

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

/ GEELONG

101 West Fyans Street
PO Box 386
Geelong VIC 3220
PHONE 03 5221 6399

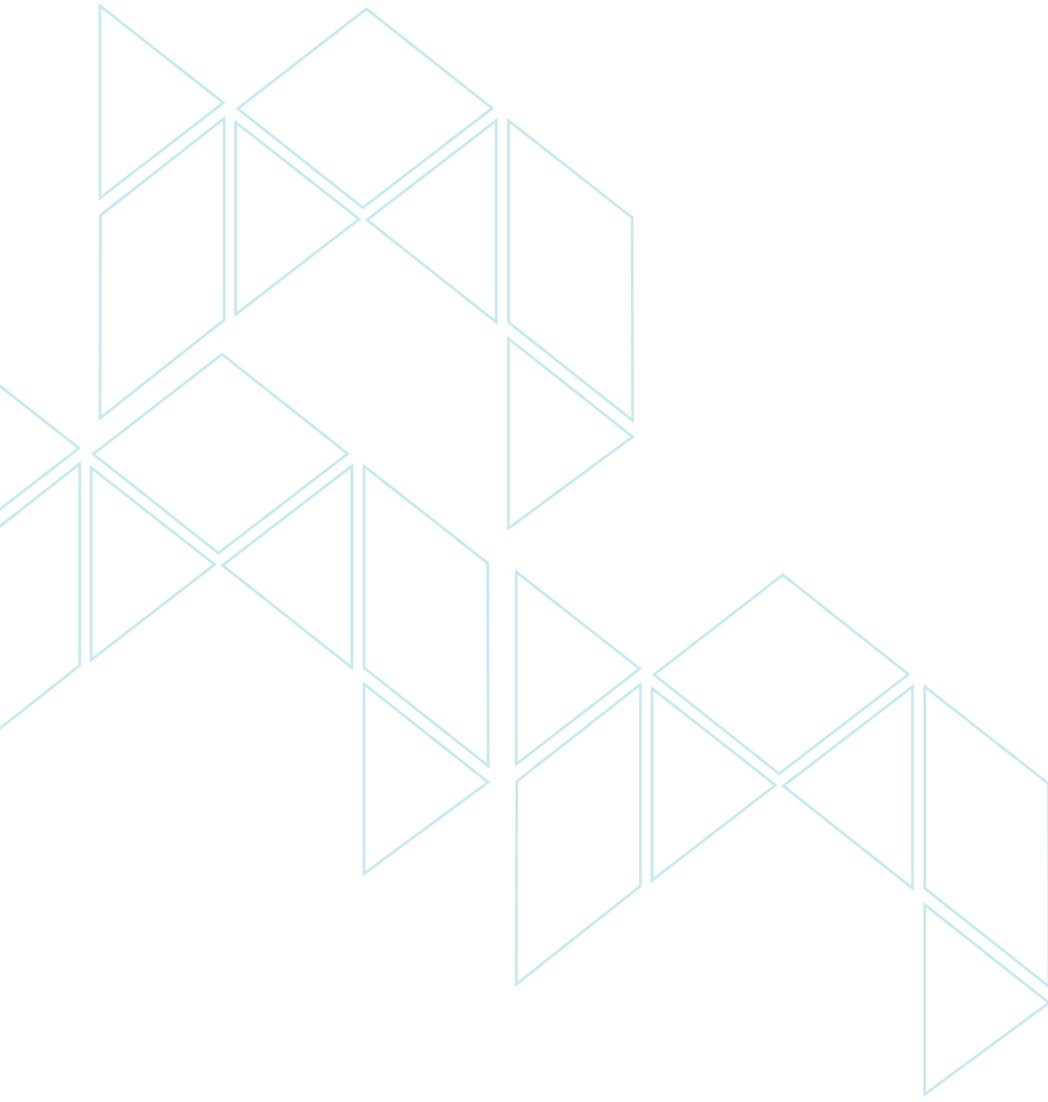
/ TORQUAY

6 Walker Street
PO Box 125
Torquay VIC 3228
PHONE 03 5261 2029

/ DIRECTORS

Stephen Wight CA
Stephen Kirtley CA

Davidsons Assurance Services Pty Ltd
ACN 123 098 662 / ABN 77 123 098 662
info@davidsons.com.au
davidsons.com.au



Norlane Community Centre,
39A Rose Avenue
Norlane Vic 3214

www.northernfuturesgeelong.com



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