

What do you see?

Norlane Community Centre,
39A Rose Avenue
Norlane Vic 3214

www.northernfuturesgeelong.com

Annual Report 2020

What do you see...?

What you see determines what you do.

And what you see is often determined by what you focus on and the perspective you are looking from.

Some look down and see failure. Weakness. Wasted potential or no potential at all.

Some look in the mirror and see the same thing.

But at Northern Futures we see something different.

We see valuable, unique individuals.

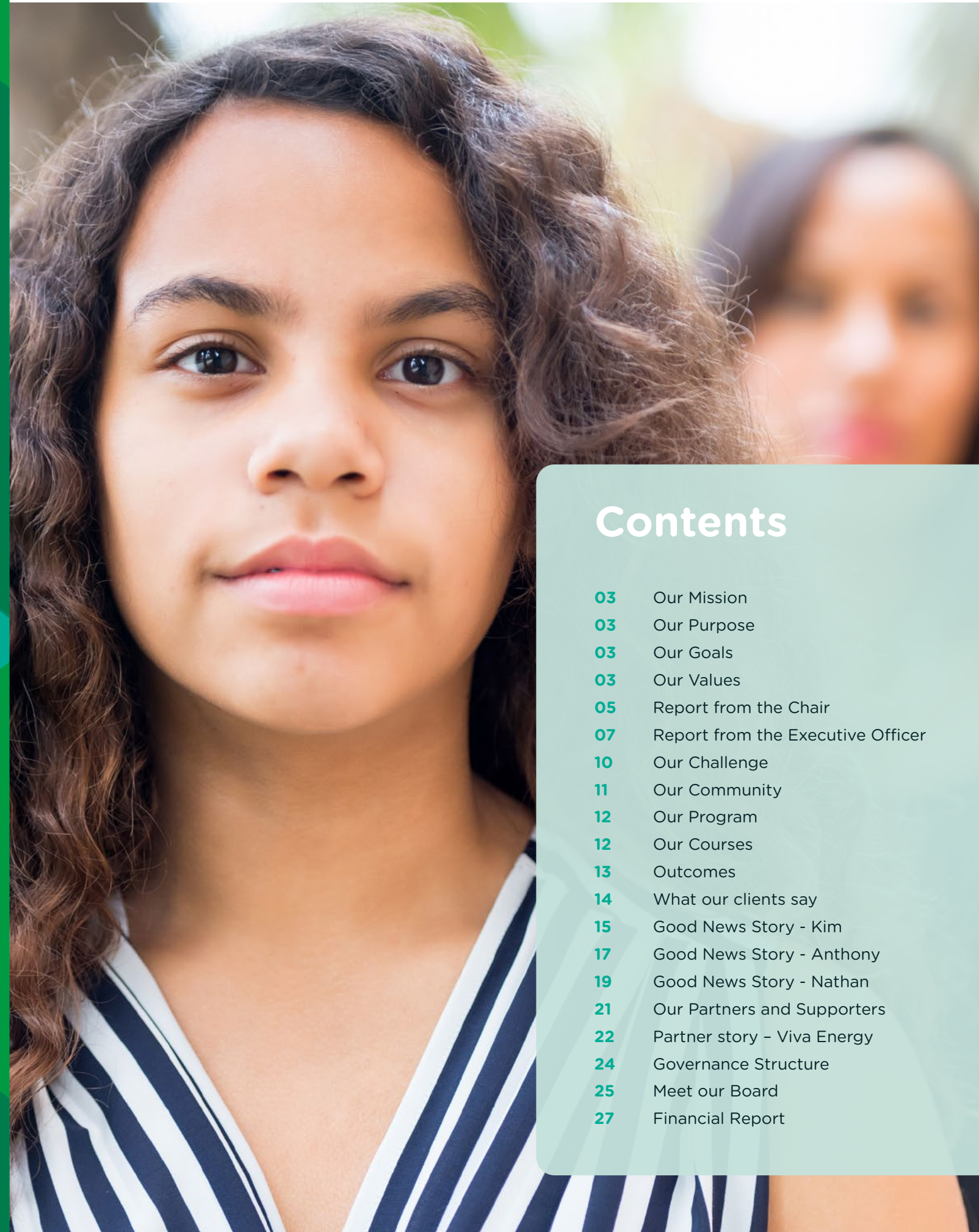
We see potential. Opportunities. Talent being discovered.

We see open doors. Growing confidence. Courage to try new things. Futures being created.

We see hope rising.

We are not dreaming. We see these things every day in the lives of our participants.

What do you see...?



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Our Mission

Northern Futures Ltd addresses disadvantage by partnering with industry, community and government to deliver tailored training and employment programs for jobseekers in Geelong's northern suburbs.

We connect, support and advocate for people to live a life beyond hardship.

Our Purpose

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

Our Goals

We are working to 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

Our Values

To CREATE new futures:

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

growing
stronger
together

Message from our Chair



It is hard to believe that we are approaching our third Annual General Meeting operating the Northern Futures programs as a separate not for profit company, Northern Futures Ltd (NFL).

In last year's report my major concern was the continuation of a range of short-term funding agreements which makes it nearly impossible to employ additional staff to meet the ever-growing needs of our clients.

As NFL operates a relationship model with its clients and continues to support them well after our clients move through our courses and enter the workforce, the demands on our resources grow with each graduation. However, it is this relationship model which we embrace strongly rather than a transactional model of letting people fend for themselves after they graduate.

We continue to feel that this key difference in our model, despite its proven effectiveness, is not appreciated by all levels of our government funders who continue to ask for reductions in funding. The constant pressure on funding will inevitably result in poorer social outcomes in the community we are proud to support.

If, however, I thought when I wrote my last report that funding was the greatest risk for NFL, I certainly had not factored in the COVID pandemic. I do not think that many organisations had a community health disaster of this magnitude on their risk registers. Calendar year 2020 will long be remembered for the way our whole assumptions about normal patterns of life have been shattered.

“ I am enormously proud of the fact that NFL through the hard work of its staff, the resilience of its clients, the loyalty and support of its employer partners has faced down the pandemic and found ways to continue to educate and assist clients into employment.”

NFL moved almost seamlessly into an on-line model of program delivery in a very significant way due to the technological support in both hardware and software provided by Xtreme Technology. Our thanks go to Lea and Cameron and their team at Xtreme Technology for making this possible.

It often seems that good leaders become great leaders in times of significant change. This is certainly the case for NFL as our EO, Lyn Morgan, has shown inspirational leadership and an unflinching resolve to make sure NFL remains relevant and supportive to its clients. The Board has recorded their recognition of Lyn and her team on several occasions over the year as they had met each challenge head on and crafted creative solutions.

Our financial results are very pleasing however, without the support of the Norlane Community Centre Inc in relation to the costs of running our facilities when they could not be accessed and several of the Government support packages the results would have been quite different.

2020/21 financial year will present many new challenges as we have not, at the date of this report, seen either Federal or State Budgets. However, our past financial management has provided NFL with some capacity to deal with these challenges.

In each of my reports as Chair of NFL I have rightly acknowledged the great support I have received right back from the steering committee days from the Deputy Chair, Joan Benjamin. She has been a fierce advocate for the NFL programs and has made sure our voice is heard in many places that we may otherwise have been unable to reach.

Of equal importance her clear vision for the company and understanding of NFL programs has assisted both the Board and Lyn and her team enormously. Joan is stepping down from her current role at the AGM but we are very pleased that she will continue as a director. On behalf of all who have an interest in NFL I thank Joan for her hard work and her effectiveness as Deputy Chair and we look forward to insightful questioning into the future.

The Board has been very stable this year with no changes of director. The three Board committees have been ably led by both Joan Benjamin and Matt Grapsas respectively and I thank them for the additional effort that chairing committees involved. All members of the Board continue to be very actively involved, each of them attending and contributing at a very high level.

To be honest we are not sure what the current financial year will be like for NFL. What I can assure all NFL stakeholders is that the NFL Board will continue to focus on optimising the outcomes for our clients and in doing so create a stronger and more resilient community in Geelong's North.

Michael Betts

Chair, Board of Directors
Northern Futures Ltd

What do you see?

What you see determines what you do.



Report from the Executive Officer

What a year of contrasts it's been! Back in July 2019, it looked like a great year was dawning. A year of new partnerships and expansion.

Our refreshed website went live, and delivery of our Getting Ahead personal development program was successfully transferred to Cloverdale Community Centre who now deliver it via Learn Local. This frees Northern Futures to consider offering more skills training courses. A great partnership developed between Northern Futures and Barwon Health North resulting in six clients being offered roles at their new facility in Norlane. Another new partnership with the North Shore Football and Netball Club enabled us to spread our wings and run our Business Basics course at their facility across the car park from the Norlane Community Centre. The club has since referred some of their team members into our program. New partnerships were also forged with sub-contractors involved in the Chisholm Road Prison build.

Our longstanding partners continued conducting worksite tours for our course participants as well as speaking at classes and offering employment to our clients. The future looked promising.

Then COVID-19 changed the world. As Northern Futures responded to the challenges of the pandemic, I was struck by two things. Firstly, the team at Northern Futures is incredible.

“Without complaint, they sprang into action focussed only on the needs of clients and what it would take for them to achieve future success.”

Classes were swiftly moved to a remote learning format via Zoom and mentoring was carried out via phone, video conferencing and social media, along with contactless drop-offs of materials and resources to enable clients to participate. Staff and teachers remained positive and encouraging for clients, ensuring none of the students were left behind. This support for clients was impressive considering the challenges each staff member was facing as they set themselves up to work from home and devise new ways of performing their tasks. (The transition to working from home was made possible through the generosity of Xtreme Technology who had previously supplied Northern Futures' staff with laptops and other equipment.)

“I am beyond grateful for the adaptability, willingness to learn, teamwork, and diligence of Anna, Barb, Bryan, Cherie, Doreen and Sharon as we faced this challenging time together. Amazing!”

The other thing that struck me was the way the COVID-19 restrictions revealed just how under resourced many of our clients are.

Materials is one example. Transferring from a classroom environment to learning from home was easier for Business Basics students because they were able to take home the laptops they routinely used in their classes. These laptops were donated to Northern Futures by WorkSafe, for which we remain very grateful.

However, when we asked our Individual Support students to bring their devices to the last face to face class so we could set them up on Zoom and explain how assessments would work, they brought an assortment of tablets and laptops, though some did not have a computer or tablet to bring. When primary schools moved to remote learning, we discovered a couple of the iPads brought in by students were the family's iPad and were assigned to the children for their schoolwork.

Others in the class only had a mobile phone making it difficult to fully access classes and near impossible to meet basic study requirements. Fortunately, we were able to distribute laptops and dongles to all who needed them, and they were able to continue their studies.

Despite the challenges, Northern Futures is moving forward and looking ahead.

Our program is not a short project but a long-term commitment to prepare under resourced jobseekers for employment with our incredible employer partners. We will continue to develop innovative ways to assist our clients with pathways and opportunities that bring lasting change.

In this annual report, you will read about former clients whose lives have been transformed. No longer Northern Futures' clients, they are now employees who are part of a team contributing to their workplace. With continued commitment from our partners, and a willingness of our clients to take hold of the opportunities offered to them, we will see many more transformations like those that have taken place for Kim, Anthony and Nathan.

Lyn Morgan

Executive Officer
Northern Futures Ltd





Our Challenge

The closure of major manufacturing plants over a 25-year period resulted in the loss of over 6,000 traditional manufacturing jobs. Most workers in these plants – International Harvester, Ford Motor Company and the Federal Woollen Mills – lived in Geelong's north and the sheer volume of job losses was too great for the region to absorb.

“ 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.

Many residents of Geelong's north are now impacted by financial hardship, housing stress, family tensions, social isolation, erosion of confidence and ill-health. Many have turned to unhealthy ways of coping with life.

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.

What do you see?

At Northern Futures we see something different.

Our Community



INCOME, EDUCATION/EMPLOYMENT



Corio Norlane 3214 median household income is

52%

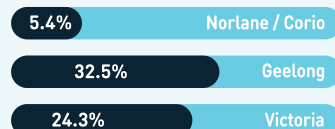
of Geelong 3220 median household income



(ABS Census 2016)



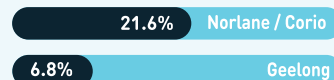
5.4%
of people hold a university degree



(ABS Census 2016)



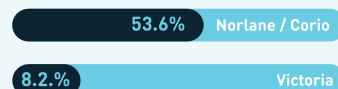
1 in 5
workers are unemployed



(ABS Catalogue No 6291.0.55.001)

DISENGAGED YOUTH IN PARTS OF CORIO

53.6%



(SEIFA index of disadvantage)



HEALTH

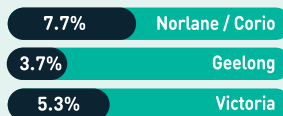


diabetes

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

NORLANE
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 face various barriers and would be unlikely to secure employment and fit into the workplace without our program.

Our model

- Identifying entry level skills gaps in the local workforce
- Developing 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 in courses as possible, along with guest speakers from industry and visits to worksites so the courses are fit for purpose
- Working with partner employers to place course graduates into appropriate roles once courses have been completed
- Providing support for as long as it's needed to both employers and clients as individuals adapt to their new roles and workplaces

Our Courses

As the education and jobs environment changes, Northern Futures will always adapt to give our clients the best preparation possible for current employment opportunities.

From time to time this will mean courses previously offered are replaced with new ones. Below is a summary of courses offered over the past 12 months.

- **Cert II Engineering Studies**
Participants are taught how to produce technical drawings, basic fabrication techniques and machining processes. They learn how to use hand and power tools and how to handle basic engineering projects. Overall, it gives entry-level skills for the engineering industry.
- **Cert III - Individual Support**
The focus of this course is to empower participants with the knowledge and competencies required to deliver individualised person-centred care to people requiring assistance due to ageing or disability in community or residential settings.
- **Cert II Skills for Work and Vocational Pathways (Business Basics)**
This course helps to develop essential employability skills, computer skills and self-confidence. With the inclusion of business electives, it also equips participants to work in administration, IT and other related fields.

- **Getting Ahead (pre accredited)**
Getting Ahead provides a supported environment for individuals to explore the factors that impact their lives. This helps them realise 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. Previously offered in partnership with The Gordon, the course was piloted as a Learn Local course and offered in partnership with Cloverdale Community Centre. The transition was so successful that Cloverdale has taken on the course completely allowing Northern Futures to look at the possibility of offering more skills training courses in future.

Outcomes

<i>July 2019 to June 2020</i>	<i>Total</i>
Successful completions – Accredited Training Courses	57
Successful completions – Non-Accredited Courses	105
Employment Placements	106

What Our Clients Say

Northern Futures is a client-focused enterprise. The pathways we create to enable people with complex barriers to enter the workforce take a lot of time and planning.

They also require the engagement of referring agencies, educators, community organisations, government, and employers. These pathways work. We routinely see lives transformed and satisfying employment obtained.

But why do our pathways work? What are the critical parts of the process that cause disheartened individuals who no longer believe in a positive future to become so motivated they put in the hard work necessary to complete skills training and enter the workforce?

Northern Futures has surveyed clients quite often over the years, but we never asked that crucial question. So, in April this year we sought the answer from several clients who came to Northern Futures with significant barriers and left with satisfying jobs and a positive view of the future.

We were surprised by the overwhelming number who answered in similar terms. The critical success factor according to clients is the ongoing personal support they receive.

Clients commented, “Whenever I feel or face hard times, I find Northern Futures helpful and next to me. Really appreciate their support and assistance”, and “Workers taking time to have a chat or catch-up, that sort of one-on-one communication and acknowledgement. It helps a lot when you feel like a person rather than just an employment statistic”.

When one client commented “I would recommend Northern Futures to anyone” and was asked why, he responded, “Because of the support to get through”.

Opportunities through Northern Futures and exposure to and connection with industry were also highlighted as factors that clients found helpful along their journey and useful in consolidating their learning experience.

When these clients reflected on their feelings and thoughts when they first came to Northern Futures, they used terms such as “hopeless”, “stuck”, “depressed”, and “unsure of direction”. Some were desperate for change. “Left behind in life and stagnating was a terrible thing to think about... Not being independent and having minimal government provided finances sucked”.

Some were optimistic saying they were, “hopeful for personal change” and “trying to better myself, remain optimistic, determined to listen and succeed”.

Fortunately, the lives of these clients were transformed, and their views of life changed radically. When asked about their current feelings and thoughts about the future the responses included, “confidence built”, “happy, secure, positive, able to provide”. Regarding their jobs many comments were like this one, “love what I am doing”. Even more pleasing were the number of optimistic comments like, “looking forward to my future,” “I have so much motivation to continue to do my best” and “I’m better, more open, safe, free, confident in my ability and in myself”.

As Northern Futures plans to adapt to the changing jobs and education environment, we will not move away from the crucial parts of our program. When new people come to us, we will always look beyond their barriers and see valuable, unique individuals with potential and talent to be discovered.

What do you see?

We see valuable, unique individuals.

Client Story:

Where are they now?



Kim has been working at Barwon Health North for the past ten months. Her manager, Kirsty, says,

“Kim is continually going above and beyond to ensure all the staff that come into Corio CHC or Barwon North feel they’re part of the team.”

She added, “Kim has an ongoing commitment to her development and understanding of Barwon Health services”.

When Gforce referred Kim to Northern Futures back in 2015, she had been out of the workforce for more than 20 years. She married young and had her three children while in a relationship filled with conflict, disorder and instability leaving her with low self-esteem and a compulsion to put others before herself.

Kim’s Northern Futures journey commenced with the Getting Ahead personal development program.

Through the course she explored the idea of building her resources to create a better life for herself and her family. Kim committed herself to the program even though some of the topics being explored were confronting and painful. By the time she completed the course, she was determined to change her future story. The first step would be further education.

Kim completed a Certificate III in Community Services with a local Registered Training Organisation but couldn’t undertake the practical placement required to complete the course due to a family loss.

Not wanting to let go of the knowledge she acquired through the Getting Ahead course, Kim returned to Northern Futures. She commenced a Certificate II Skills for Work and Vocational Pathways (Business Basics) course offered by Northern Futures in partnership with Gordon TAFE.

Through this course she updated her business and work readiness skills. She also developed a resume and brushed up on her interview and job application skills.

With assistance from the Northern Futures’ team, and financial support from VIVA Energy’s scholarship program, Kim was able to undertake a six-week internship with the City of Greater Geelong. This opportunity gave her hands-on work experience and built her confidence through positive reinforcement and routine.

There have been ups and downs, trials and missteps, along the way. However, one thing remained consistent for Kim. She knew the team at Northern Futures would never give up on her. So, she refused to give up on herself.

However, after facing disappointments, it was difficult to believe that she was successful in securing a role at Barwon Health North. Kim says, “My self-doubts kicked in during my training period, not knowing if I could cope with it all. However, my amazing team at Northern Futures had kept in contact with me all the way through my interviews, my training and ultimately starting my position.”

Kim’s determination to keep moving towards a positive future was certainly rewarded. “I’m thriving and continuously learning new things every day”, she says.

Kirsty at Barwon Health is equally positive about Kim. “We are excited for the future when thinking about the role Kim will play in the expansion and growth of Barwon North and Corio CHC; she is a key player in this.”

Kim’s experience demonstrates that no matter what barriers, age, length of time and experience an individual has, there is always hope for a brighter future.

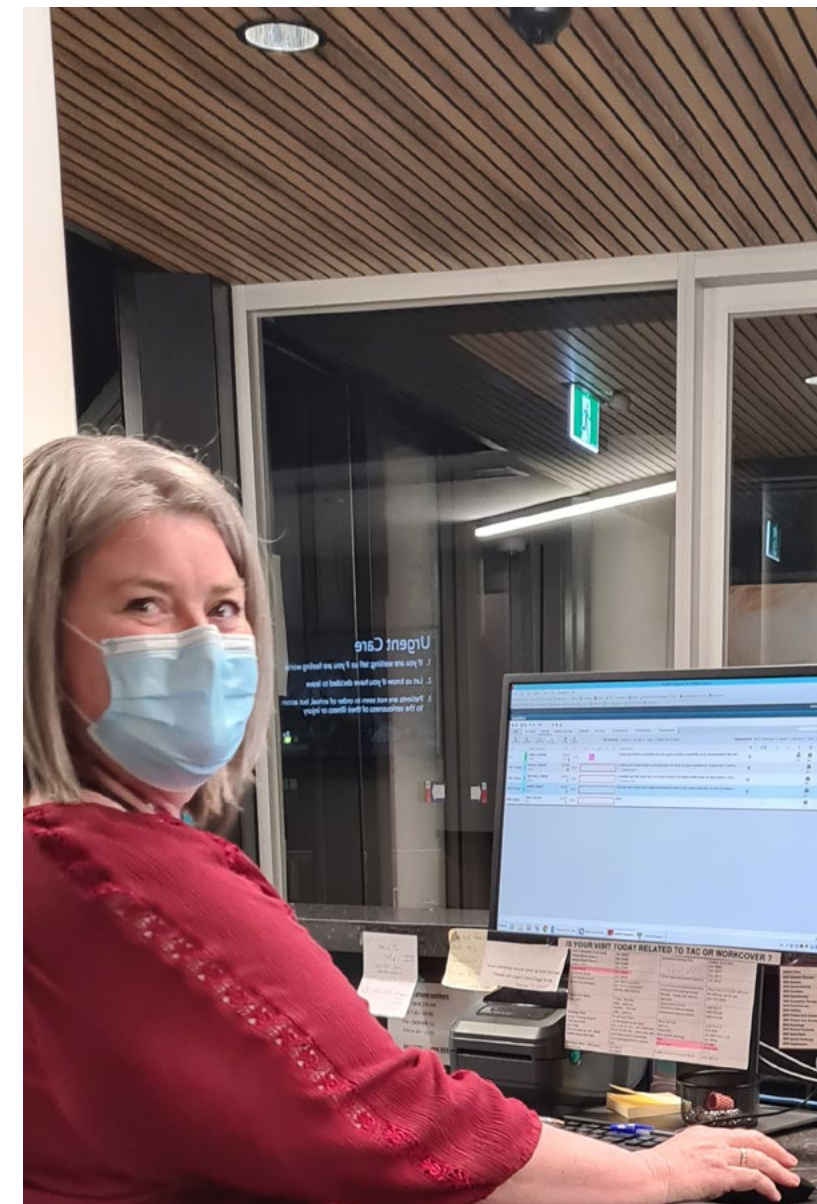
Kim.

Northern Futures graduate

CERTIFICATE II SKILLS FOR WORK AND VOCATIONAL PATHWAYS

This Nationally Recognised qualification will assist participants prepare for work and develop essential employability skills, computer skills and self-confidence.

The course is very practical and hands-on. Visits to different Geelong industries is also a popular part of the program where participants get to see how various industries operate.



What do you see?

**We see potential.
Opportunities.**

Client Story:

Where are they now?



Anthony has been employed by Quality Wool for the last four years and is aiming to buy a home of his own one day. His Manager, Jen Jenkins, has nothing but praise to report.

"He is a great worker and a great kid. He will be with us as long as he wants to." Jen added, "The support and mentoring offered by Northern Futures was important to his development", but Anthony's commitment to succeed was evident from the start.

When Anthony came to Northern Futures in 2016, he was 20 years old and had recently relocated to Geelong to support his sister who was facing tough personal challenges. He was eager to gain a qualification and develop the skills necessary to secure full-time ongoing work, because he had disengaged from education early to take up a mechanic apprenticeship. However, due to problems in the workplace, he was unable to complete. The decision to move also left Anthony without some much-needed resources.

Back in Melbourne Anthony's parents had been helping him build up his required driving practice hours but he had nobody to help with this in Geelong. His social network and connections had been left behind.

Referred by Matchworks, Anthony enrolled in a Certificate II in Warehousing Operations offered by Northern Futures in partnership with The Gordon TAFE. He applied himself diligently to his study and his attendance was impressive. By the time Anthony had completed the course he had developed skills, earned a qualification and had a forklift licence in his possession. He was also on his way to building up his driving hours again because Northern Futures referred him to the "L2P" (Learners 2 Probationary) program.

After the course, Anthony successfully secured a six-week internship at Cotton On, where Anthony's Manager said he was working independently quite quickly and proving to be an asset to the team. Anthony's commitment and determination continued to shine as he rode his bicycle to work early every morning.

In September 2016 a wonderful succession of events took place. Anthony was interviewed for a Machine Operator position at Quality Wool on the 13th and commenced work the following Monday, the 19th. During his first week of work he successfully obtained his driver's licence. Anthony was able to purchase a car with money he had saved, and Matchworks supported him with funds to help with the roadworthy certificate and registration of the vehicle.

Anthony says, "Northern Futures opened doors for me through their contacts. I probably wouldn't be here if it wasn't for them". The truth is that Anthony worked hard and took hold of the opportunities he was offered. We're hopeful that one day Anthony will realise his dream of buying his own home and will invite the Northern Futures' team to the housewarming party.

Anthony.

Northern Futures graduate

CERT II WAREHOUSE OPERATIONS

Anthony enrolled in a Certificate II in Warehousing Operations offered by Northern Futures in partnership with The Gordon TAFE. He applied himself diligently to his study and his attendance was impressive. By the time Anthony had completed the course he had developed skills, earned a qualification and had a forklift licence in his possession.



What do you see?

Talent being discovered.

Client Story:

Where are they now?



Nathan has been employed by GenU since November 2018 and is currently working from home due to COVID-19.

Nathan has come full circle - he was initially referred to Northern Futures by Matchworks which is part of GenU.

Although he was very academic, Nathan's social skills and confidence were low. His Matchworks' consultant advised he was "A lovely young guy who performed well in his studies but did not have work readiness skills".

Before connecting with Northern Futures, Nathan had completed impressive qualifications in Information Technology and says he "had been applying for many, many jobs online, was able to get phone interviews and a few in-person interviews, but (was) unsuccessful in actually getting work". He says, "I was trying to better myself and give myself as many opportunities as I could, and I saw this (connection with Northern Futures) as an invaluable opportunity to get a job due to Northern Futures' partnership with different employers".

With the support of a scholarship from the Niall Family, Nathan completed a Certificate II in Skills for Work and Vocational Pathways (Business Basics) offered through a partnership between Northern Futures and The Gordon TAFE. During the course, he was highly motivated and attended every class and worksite visit. He was also focused on building his confidence and had a goal of obtaining his licence and a car of his own in readiness for future employment.

When the course finished, Nathan completed a six-week, paid internship with Barwon Child Youth & Family Services, and afterwards was offered a traineeship with the support of Gforce which included a Certificate III in Information Digital Media and Technology. This provided Nathan with the hands-on experience he needed to secure ongoing employment.

The traineeship was interrupted when Nathan underwent treatment for a serious illness. During this time, he was supported by Barwon Child Youth & Family Services, Northern Futures, Gforce, and Matchworks.

Nathan completed the qualification and secured a six-month contract with Barwon Child Youth & Family Services, further developing his confidence and skills which prepared him well for his current role with GenU. He was also successful in obtaining his licence and was able to purchase a new car with the well-earned cash he had saved. He is on target to achieve his next goal of buying his own home.

Nathan is grateful for all the support and mentoring he received along his journey. "If it wasn't for Northern Futures, I think I'd still be looking for a job. I thought I was doing the right thing studying Information Technology; however, without work experience, I couldn't get my foot in the door". Nathan says, "I feel pleased with my life, myself, and future. I now have the job I love, and it also enables opportunities for growth by enabling me to upskill and complete higher qualifications".

Nathan.

Northern Futures graduate

We see open doors.



Our Partners and Supporters

Northern Futures is successful in seeing jobseekers with complex barriers 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 challenges and successes, with COVID-19 ranking as one of the biggest challenges any of us has faced. These partnerships were funded through Jobs Victoria and Regional Development Victoria respectively and we are thankful to the Victorian Government for their support of our partners.

Many Geelong 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, sending staff to speak to our classes, informing the content of our courses, referring individuals into our programs, and giving other 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 move people from survival mode to financial security through satisfying, ongoing employment.

We also appreciate those organisations who send representatives to our Local Advisory Panel meetings and our Community Advisory Committee meetings. Your insight, support and commitment are greatly valued.

A heartfelt ‘thank you’ to all our partners, including:

- ABB
- Air Radiators
- Anderson Engineering
- Baptcare Coasthaven Community
- Barrier Group
- Barwon Health
- Barwon Health North
- Barwon Health Volunteer Services
- Barwon Water
- BCYF
- Bernie Leen Industrial Demolition & Contracting
- Blood Toyota
- Brentwood Aged Care
- Brotherhood of St Laurence
- CatholicCare
- CDC Plumbing
- Chamber of Commerce
- City of Greater Geelong
- Civilex
- Civilmart
- Cloverdale Community Centre
- Cotton On
- Devlinks
- DELWP
- DHHS
- Diversitat
- Farm Foods Australia
- G21
- Geelong Art Gallery
- Geelong Community Foundation

- Geelong Mazda
- GenU
- Gforce
- Give Where You Live
- Go Traffic
- GRLEN
- GROW
- Hamlan Homes
- Hanlon Industries
- John Holland
- Matchworks
- McKellar Centre Volunteer Services
- Mecwacare – Elstoft House
- Norlane Community Initiatives
- Northern Bay College
- Norris Construction Group
- Percy Baxter Lodge, Barwon Health
- RPC
- Showerline
- Skilling the Bay
- TAC
- The Gordon
- Thornton Engineering
- Uniting AgeWell
- Vic Channels
- Viva Energy Pty Ltd
- Wathaurong
- WorkSafe
- Xtreme Technology

Partner Story:

Viva Energy Australia

Viva Energy recognises the importance of being an active contributor to the communities in which it operates.

Here in Geelong, the Viva Energy refinery is a proud partner with local organisations like Northern Futures as part of its commitment to make a positive difference to the lives of people in the region.

Viva Energy has certainly made a material difference to the lives of many under-resourced jobseekers in the northern suburbs through their partnership with Northern Futures.

One of the ways Viva Energy has supported these jobseekers is by providing scholarships enabling individuals who were not financially supported by a jobactive agency to participate in Northern Futures’ programs.

The purpose of these scholarships is to empower recipients to develop the life skills and job skills necessary to move beyond hardship into employment and to become positive role models in the community.

The types of barriers experienced by scholarship recipients include anxiety, alcohol and drug issues, low self-esteem and issues related to past trauma. Single parents with mental health issues that resulted in long term unemployment and refugees experiencing depression and anxiety due to PTSD have also benefited.

Viva Energy’s Role Model Scholarships helped individuals by covering costs of transport, forklift licences, white cards, PPE, police checks, tutoring, interview and work clothing, The Gordon fees, childcare for work placement, safe food handling certificate, case management and short trade taster courses for school leavers at risk of long-term unemployment. Between March 2016 and July 2020, the following outcomes were achieved:

- 143 disadvantaged jobseekers received significant support in their journey towards employment.
- 131 were empowered to participate in skills training and personal development courses, with 114 completing those courses.
- 12 were given support to transition directly into work.
- 89 clients moved into employment and another 15 went on to further study

In addition to providing scholarships, Viva Energy has shown its support of Northern Futures by conducting site tours for course participants, sending representatives, including the refinery manager, to speak to classes, sending a team to carry out data entry in their Good Deeds Week and being actively involved in Northern Futures’ Community Advisory Committee.

Viva Energy has also recruited numbers of Northern Futures’ clients over the years. In fact, five of the current apprentices at their Geelong refinery came through Northern Futures’ program.

With the backing of partners like Viva Energy, Northern Futures can continue to support individuals in their journey towards a positive future where they are confident, happy employees and role models in the community.





*Growing
confidence.*

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 (CAC) 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.

What do you see?

Futures being created.
We see hope rising.

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. Currently a Director of the Geelong Community Foundation Ltd and 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 led 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 23 years in the financial services industry, maintaining his Certified Financial Planner Certification. Matthew is also a qualified Certified Practising Accountant. Matthew is an Associate Principal at LBW Business + Wealth Advisors. Matthew is currently on the Geelong Chapter of the FPA committee.

Dr Louise Johnson

Louise is Professor of Australian Studies and Geography at Deakin University. She has worked at Deakin for 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 18 years and has Managed the Corio jobactive office for the past 11 years helping to address disadvantaged job seekers in Corio/Norlane. Fiona sat on the NF Advisory Board for many years and has also been on the Local Advisory Panel for the Work and Learning Centre.

Rob Birch

Rob has been employed by Gforce Experience: Rob is currently providing consultancy services to the National Apprenticeship Employment Network. Until July 2020 he was employed by Gforce Employment Solutions for 21 years, including the last 8 years as Chief Executive Officer. Rob has extensive experience in the apprenticeship, recruitment and training sectors. He is also a Director of Gateways Support Services. Rob was formerly a Director of the Apprenticeship Employment Network (Vic) for 9 years and Past President of the Geelong Business Club. Prior to Rob's time at Gforce he held various roles in the Aviation sector working at Avalon Airport and throughout Australia over a 15-year period until 1999.

Simon Tait

Simon is a commercial lawyer with over 15 years' experience in the legal industry. Simon works for 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.

We are not dreaming.
We see these things
every day in the lives
of our participants.

What do you see...?

NORTHERN FUTURES LTD

ABN: 44 619 310 520

Financial Report for the year ended 30 June 2020



**NORTHERN
FUTURES**
growing stronger together

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 2020.

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
Matthew Grapsas
Rob Birch
Simon Tait
Cheryl Wollard (resigned 21 August 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 \$20,053.

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. Currently a director of the Geelong Community Foundation Ltd and 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.

Special Responsibilities: 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.

Special Responsibilities: 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 an Honorary at Deakin University and now officially retired. Louise worked at Deakin for 40 years and 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

Experience: service sector and the growth of the creative industries in the region. All of this work has led to over 100 academic publications and chapters, including five books. Louise is also on the City of Greater Geelong Affordable Social Housing Advisory Committee. In addition Louise sat on the Northern Futures Steering Committee for eight years and conducted three evaluations of its programs and organisation.

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

NORTHERN FUTURES LTD

ABN: 44 619 310 520

DIRECTORS REPORT

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 19 years and has Managed the Corio

Experience: jobactive office for the past 13 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.

Special Responsibilities: Member of Northern Futures Ltd Board's Finance, Legal and Risk sub-committee. Fiona 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 23 years in the financial services industry, maintaining his Certified Financial Planner Certification.

Experience: Matthew is also a qualified Certified Practicing Accountant. Matthew is an Associate Principal at LBW Business + Wealth Advisors. Matthew is currently on the Geelong Chapter of the FPA committee.

Special Responsibilities: 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.

Rob Birch:

Qualifications: Diploma of Business Management and the AICD Company Directors Course.

Rob is currently providing consultancy services to the National Apprenticeship Employment Network. Until July 2020 he was employed by Gforce Employment Solutions for 21 years, including the last 8 years as Chief Executive Officer. Rob has extensive experience in the apprenticeship, recruitment and training sectors. He is also a Director of Gateways Support Services. Rob was formerly a Director of the Apprenticeship Employment Network (Vic) for 9 years and Past President of the Geelong Business Club. Prior to Rob's time at Gforce he held various roles in the Aviation sector working at Avalon Airport and throughout Australia over a 15 year period until 1999.

Experience:

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

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

Experience: 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.

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	7	7
Joan Benjamin	7	7
Louise Johnson	7	6
Fiona McIntyre	7	6
Matthew Grapsas	7	6
Rob Birch	7	7
Simon Tait	7	7
Cheryl Woollard	1	1

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 2020 has been received and is attached to

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

Director/Chairperson



Director



Dated this

27th

day of OCTOBER, 2020

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 2020, 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 26th day of October 2020

Davidsons Assurance Services Pty Ltd

101 West Fyans Street
Geelong, Vic 3220



Stephen Wight

Director

/ 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 COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

Notes	2020 \$	2019 \$
Revenue		
Grants	633,266	664,908
Events	-	9,847
Support Services	20,815	33,889
Donations	25	80,171
Interest	189	647
Government Cash Flow Boost	24,872	-
Expenses		
Program Expenses	(511,352)	(566,273)
Support Services	(26,694)	(11,201)
Administration	(121,068)	(56,077)
Net Operating Result	<u>20,053</u>	<u>155,911</u>
Other comprehensive income:	-	-
Total comprehensive income for the year	<u>20,053</u>	<u>155,911</u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Notes	2020 \$	2019 \$
ASSETS			
Current Assets			
Cash and cash equivalents	2	319,969	232,699
Trade and other receivables	3	7,205	68,276
Total Current Assets		<u>327,174</u>	<u>300,975</u>
TOTAL ASSETS		<u>327,174</u>	<u>300,975</u>
LIABILITIES			
Current Liabilities			
Trade and other payables	4	23,052	29,471
Employee Entitlements		31,185	20,965
Income in Advance		83,734	81,389
Total Current Liabilities		<u>137,971</u>	<u>131,825</u>
TOTAL LIABILITIES		<u>137,971</u>	<u>131,825</u>
NET ASSETS		<u>189,203</u>	<u>169,150</u>
EQUITY			
Retained earnings	5	189,203	169,150
TOTAL EQUITY		<u>189,203</u>	<u>169,150</u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2020

	Retained Earnings \$	Total \$
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><u>169,150</u></u>	<u><u>169,150</u></u>
2020		
Balance at beginning of year	169,150	169,150
Total Comprehensive Income for the year	<u>20,053</u>	<u>20,053</u>
Balance at end of year	<u><u>189,203</u></u>	<u><u>189,203</u></u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020**

	Notes	2020 \$	2019 \$
Cash flows from operating activities			
Receipts from customers		742,369	740,401
Receipts from donations		25	80,171
Payments to suppliers and employees		(655,313)	(642,799)
Interest received		189	647
Net cash provided by operating activities	6	<u>87,270</u>	<u>178,420</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		87,270	178,420
Cash at the beginning of the year		232,699	54,279
Cash at the end of the year	2	<u>319,969</u>	<u>232,699</u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

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. Special purpose Financial Statements continue to be prepared by the Company as the disclosure requirements of accounting standards are in the view of the Board not warranted for an Company of this size.

Material differences between accounting policies adopted by the company and the measurement requirements of accounting standards are outlined below. There are also various disclosure requirements such as key personnel compensation which have not been included in this report.

- Accounting for leases – AASB 16 requires lease of property to be disclosed on the balance sheet as a right of use asset with a liability for future lease payments. The profit and loss is impacted by depreciation and interest expense whilst the current rent payments would be reclassified to a repayment of the lease liability.
- Employee entitlements – no provision has been made for long service leave due to employees not having met 7 years of service. This would normally be calculated on a net present value basis allowing for the probability of employees reaching 7 years. Annual leave entitlements under accounting standards would normally include on-costs such as superannuation and workcover in the calculation.

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.

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

(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.

(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 2020

	2020 \$	2019 \$
NOTE 2: Cash and cash equivalents		
Cash at bank	319,965	232,694
Cash on hand	4	5
	<u>319,969</u>	<u>232,699</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	319,969	232,699
NOTE 3: Trade and other receivables		
Accounts Receivable	7,205	68,276
	<u>7,205</u>	<u>68,276</u>
NOTE 4: Trade and other payables		
Trade and other payables	999	4,060
Payroll Liabilities	10,805	12,363
GST	11,248	13,048
	<u>23,052</u>	<u>29,471</u>
NOTE 5: Retained earnings		
Opening retained earnings	169,150	13,239
Profit for the year	20,053	155,911
	<u>189,203</u>	<u>169,150</u>
NOTE 6: Cash flow information		
Reconciliation of cash flow from operations with operating result		
Result for the year	20,053	155,911
<i>Changes in assets and liabilities:</i>		
Decrease/(increase) in receivables	61,071	(28,754)
Increase/(decrease) in payables	(4,074)	42,535
Increase in employee entitlements	10,220	8,728
	<u>87,270</u>	<u>178,420</u>

NORTHERN FUTURES LTD

ABN: 44 619 310 520

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

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 2020 the number of members was 7.

NOTE 9: COVID-19

In response to coronavirus, the Northern Futures Office has been closed until further notice and staff are working from home. Basics classes have been delivered online and some classes are on hold.

Northern Futures continues to be supported by the community with funding in place for the next 6 months. There have been no significant financial impacts as a result of COVID-19 with the government cash-boost assisting with some shortfalls in anticipated revenue.

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 2020, 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 2020 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 17th day of OCTOBER, 2020

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 2020, 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 2020 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.

/ GEELONG

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/ TORQUAY

6 Walker Street
PO Box 125
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/ DIRECTORS

Stephen Wight CA
Stephen Kirtley CA

Davidsons Assurance Services Pty Ltd
ACN 123 098 662 / ABN 77 123 098 662

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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 27th day of October, 2020

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