

# ANNUAL REPORT 2021



NORTHERN  
FUTURES



WE CONNECT,  
SUPPORT AND  
ADVOCATE  
FOR PEOPLE  
TO LIVE A  
LIFE BEYOND  
HARDSHIP.

*connect . change . adapt . grow*

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# OUR PURPOSE

Working with our partners, we aim to create innovative solutions through training and employment pathways that build self-worth and life-changing opportunities for our participants.

# OUR GOALS

To be recognised and funded as a primary model for the community to seek opportunities for success through education, training and employment pathways.

We are working to establish:

- A go-to destination people connect with to achieve a better life through education, training and employment pathways.
- A series of partnerships to bridge the gap between local needs and available resources.
- An advocacy mechanism for our community. We will do this by creating opportunity, reducing stigma, and addressing our client's individual and unique employment disadvantage.
- Sustainable funding sources.
- Respected, transparent and relevant governance structures.
- A positive and respectful culture that embraces diversity and innovation.

# 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

*connect.*

# MESSAGE FROM THE CHAIR

## Resilience and Relationships are words that immediately come to mind when I reflect on the last 12 months for Northern Futures Ltd.

The 2020/21 year has continued to present challenges from a lack of clarity on core funding for NFL, well into the current year. However, I am very pleased that Northern Futures funding agreements for the Skills for Success funding via the Department of Jobs, Precincts and Regions and Work & Learning Centre funding via the Brotherhood of St Laurence and Jobs Victoria are now in place. We are extremely thankful to the Victorian Government that NFL has been enabled to continue its outstanding work.

The wait on confirmation of funding was exacerbated by the continuation of the COVID pandemic into 2021, that had already caused great disruption in 2020. NFL through the hard work of Executive Officer (EO) Lyn Morgan and her staff continued to find ways to educate and assist clients into employment.

NFL operates a model of relationship-based mentoring and support, providing strong outcomes for our clients. This intensive support model is a key difference to many other employment service models and has been embraced by the many businesses that support NFL clients through work placements and ongoing employment opportunities, including apprenticeships and traineeships.

NFL has shown great leadership during challenging times and the last 18 months have certainly required many changes to the operations of the organisation. Our EO, Lyn Morgan, has shown great leadership and an unfailing resolve to make sure NFL remains relevant and supportive to its clients.

On a strategy note, Lyn and the Board undertook a workshop in early 2021 and developed a new NFL Strategic Plan 2021 – 2025. Much of our discussion that day can be summed up in our overall goal - to be recognised and funded as a primary model for the community to seek opportunities for success through education, training, and employment pathways. I would like to take this opportunity to thank Frank Kelloway of Kelloway Lonsdale, who provided his expert facilitation of the NFL Strategic Planning process pro-bono.

I wish to thank the Board of NFL Louise Johnson (Deputy Chair), Matt Grapsas (Treasurer), Joan Benjamin, Fiona McIntyre, Simon Tait, and Elaine Carbines for their contribution to the organisation and enabling the staff to continue to achieve great outcomes.

It would be remiss when reflecting on the 2020-21 year to not pay tribute to the previous Chair of NFL, Michael Betts. Michael's leadership and commitment in overseeing the significant transition of Northern Futures from an organisation under auspice, to a not-for-profit company successfully serving the residents of Geelong's northern suburbs, with training and employment opportunities. On behalf of the Board, staff and all clients we say a sincere thank you Michael and wish you well in your future endeavours.

**In closing, I can assure all NFL stakeholders 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.**

**ROBERT BIRCH**

Board Chair

Northern Futures Ltd

# MESSAGE FROM THE EXECUTIVE OFFICER

## What can we do?

**Over the past 18 months, I'm sure many people threw their hands in the air and asked in frustration, "what can we do?". The limitations and isolation of COVID-19 restrictions have certainly taken a toll.**

However, that's not the way Northern Futures asked that question. When COVID restrictions prevented us from running our program as planned we asked, "what CAN we do?" We looked for different ways to move forward.

We adapted a personal development course and successfully delivered it in a remote learning setting as an introduction to skills training. The course which was created utilising feedback from former clients had been conceived as a face-to-face experience, but the Zoom version helped clients ease into online learning and build relationships within the groups.

When we could no longer visit worksites as part of skills training courses, we invited guest speakers from those workplaces to speak to the classes via Zoom.

When programs were delayed, we took the opportunity to present conversational English lessons via Zoom to CALD clients awaiting the commencement of their course.

When Individual Support students were not permitted to undertake practical modules in a face-to-face indoor setting, they rugged up, met at a picnic ground, and undertook the units there carefully distanced from each other. This exercise authorised them to undertake work placements.

When we couldn't attend worksites for the purpose of creating a new video highlighting the stories of our clients, we commissioned an animation to convey the work of Northern Futures.

If there's anything that COVID restrictions have taught us, it's that we can still evolve, improve, and explore new ways to connect with our clients and partners. The pandemic has pushed us to be more innovative, and it has proven to me just how strong the team is. While many things changed over the past 18 months, the team's unconditional commitment to our clients didn't. Regrettably, some businesses have been forced to abandon their purpose. However, the pandemic only served to amplify ours.

In last year's Annual Report, I wrote, "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!" That statement is still true and even more amazing since the headwinds we faced then have continued for another year.

Since our last Annual Report, our team has grown. Ellie and Reem joined the team early in 2021 and Janelle, a Jobs Victoria Advocate, has also been hosted by the team since then. More recently, we welcomed Jeremy and Michael. I am delighted to report that all our staff, new and longstanding, are hardworking and committed to the success of our clients and our program.

**With all these additions, we are bursting at the seams and will soon move to new premises.**

Without the partnership and commitment of like-minded organisations, along with the determination and hard work of clients wishing to change their lives, Northern Futures would not succeed. I would like to express my heartfelt thanks to all of you.

I hope you enjoy reading the articles in this report written by clients, partners, and staff. I thank each one for being willing to share their stories and insights in their own words.

**LYN MORGAN**

Executive Officer

Northern Futures Ltd



# OUR CHALLENGE

COVID-19 has certainly changed the employment landscape. Many in the accommodation, food service, university and travel industries have lost their jobs. For the most part, these employees are highly resourced, skilled workers who are likely to go to the front of the queue with their experience and ability to compete in the job market.

This means many unemployed individuals living in survival mode in the northern suburbs of Geelong are likely to be overlooked as they try to enter the workforce. This is certainly the experience of many young people.

The impact of major manufacturing plants that closed over 25-years ago still reverberates in Corio and Norlane. The sheer volume of job losses was too great for the region to absorb, and the flow on effects are still evident.

Many residents of Geelong's north continue to be impacted by financial hardship, housing stress, family tensions, social isolation, erosion of confidence and ill-health. Some 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.

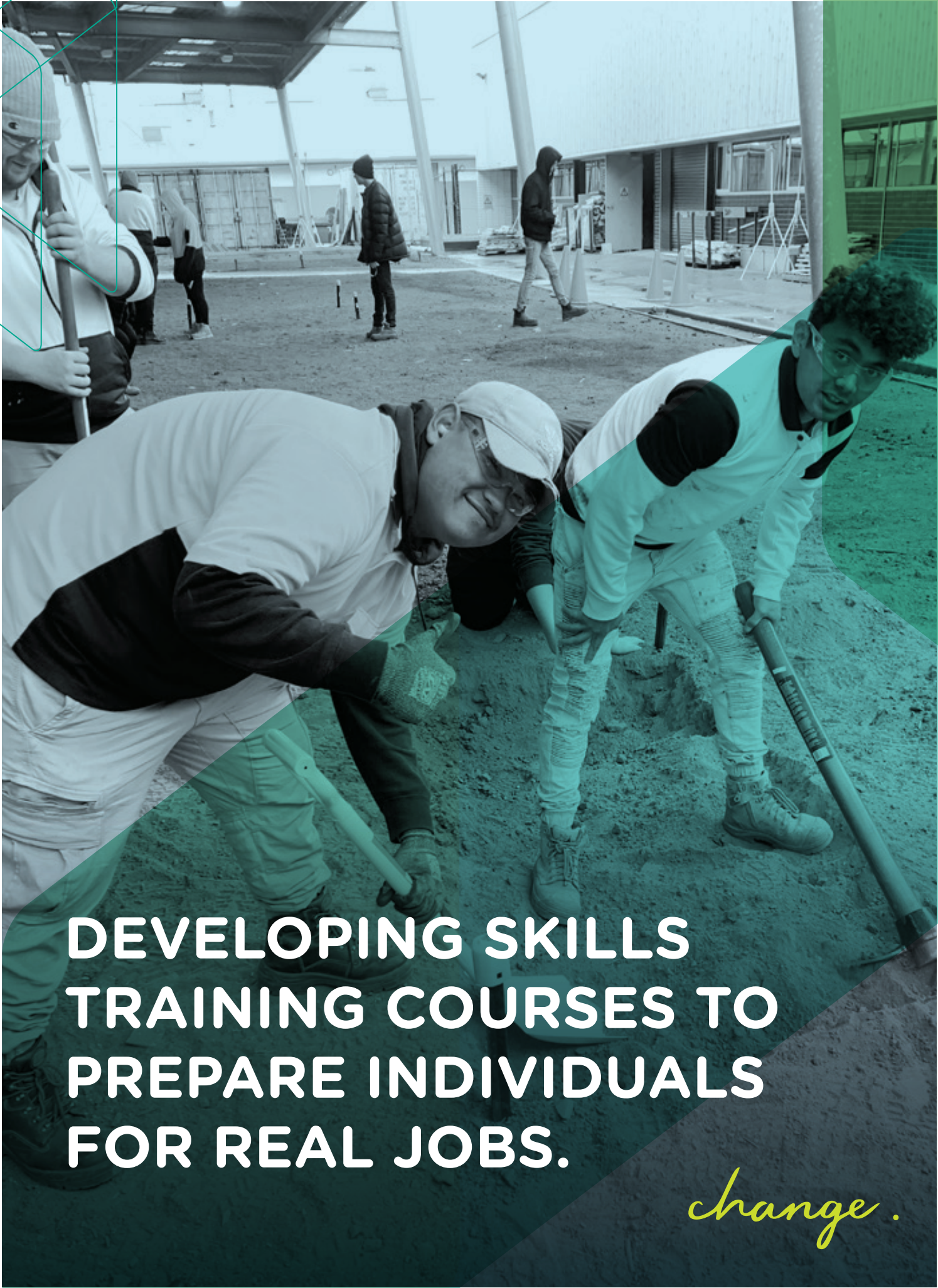
Our challenge, which was great, is now even more pressing.

# 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



DEVELOPING SKILLS  
TRAINING COURSES TO  
PREPARE INDIVIDUALS  
FOR REAL JOBS.

*change.*

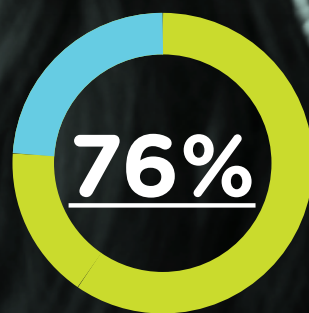


# COURSE COMPLETION RATE IS 76% EMPLOYMENT RATE IS 86%

NORTHERN FUTURES:  
COURSE COMPLETION AND EMPLOYMENT 2018 -2020

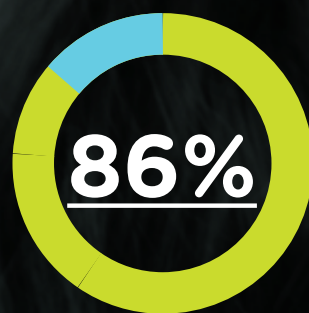
## COURSE COMPLETION

- 166 commenced
- 126 completed



## EMPLOYMENT

- 126 Course Completion
- 108 employed



Employment figure includes clients that were unable to complete their course in 2020 due to COVID-19 restrictions.  
Course completion in 2020 was impacted by COVID-19 restrictions.

## 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.

### • Business Essentials

This Learn Local course helps to develop essential employability skills, computer skills and self-confidence to prepare participants to work in administration, IT and other related fields. Though this is a pre accredited course, the facilitator has solid secondary school and TAFE teaching experience and adequately prepares students who wish to move to a Certificate III traineeship. The course has a practical focus with hands-on learning and activities including industry visits with local employers.

### • 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 II Civil Construction

This course provides training in the industry skills needed to start a career in civil construction. The modules incorporate into the course were requested by local Civil Construction businesses. Construction induction card and control traffic with stop-slow bat are included.

### • 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.

*adapt.*



# *In their own words:* CLIENTS

**I came to Northern Futures through recommendations from both my sister and my worker at Matchworks. I had been unemployed for quite a few years and had struggled with some mental health issues, as well as a particularly bad lack of motivation.**

I felt a little lost and wasn't entirely sure what to do; everything I tried seemed like it would lead nowhere, and only diminished my confidence even more. With both a seemingly empty future and my mental health weighing down on me, I was half-way to giving up and floating aimlessly through life rather than trying anymore.

When I heard about the course, I had a little more faith in it than other ones that had been recommended to me in the past - mostly because my sister had attended the exact same course years earlier, and she found a great opportunity to get into the workplace through it herself.

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***During the course, I learned that maybe I wasn't a lost cause like I thought I was - I also learned that I had to put more of a conscious effort towards a good outcome, and that I already had the potential - I just hadn't been able to make use of it yet.”***

- Morgan Vanos

That being said, I was wary that the course wasn't going to work, so I put a little more effort into it than I normally would have. I decided that if this course didn't work out, I'd be lost and out of options (even if that wasn't true).

The course was easier than I was expecting it to be in the work side, but the social side was a big hurdle for me. This didn't come as a surprise, because the social side of anything is usually what I struggle with most; getting extremely nervous and stuttering when speaking being two of the largest problems that I constantly faced in any situation.

Adding onto the list of factors making me nervous was the fact that this was the first time I came out to strangers, albeit subtly, as a transgender woman and asked if they could use my preferred name and pronouns. There was no conflict as a result of this, and everyone seemed friendly, so I didn't regret using the course as my first coming-out experience. I felt like I was able to act more like myself than I usually did, even though I was quiet most of the time.

The highlights of the course were the industry visits, however, we got many visitors from all sorts of places, such as Volunteering Geelong, the Department of Environment, Land, Water and Planning, and the TAC. I can't really think of any part of the course that sticks out as bad; while most of the work wasn't particularly hard or challenging for me, I can see how it would help some other people.

## MY PLANS ARE TO DO AS BEST I CAN IN THIS TRAINEESHIP AND TAKE AWAY FROM IT AS MUCH KNOWLEDGE, EXPERIENCE, AND DEVELOPMENT AS POSSIBLE.

During the course, I learned that maybe I wasn't a lost cause like I thought I was - I also learned that I had to put more of a conscious effort towards a good outcome, and that I already had the potential - I just hadn't been able to make use of it yet.

Upon completing the course, I was extremely happy knowing that the Transport Accident Commission offered me a traineeship. I felt like I had finally found a pathway forward, and I was determined not to squander this opportunity. For the first time in a while, I didn't feel hopeless - though I didn't feel particularly deserving, either (despite others being encouraging and saying otherwise), so I was also determined to work hard until I personally had felt I earned the opportunity.

It's been a little complicated since I officially started - COVID has made things difficult, and I haven't begun properly working in the office yet. I am scheduled to begin working and studying from home relatively soon and have regular Zoom meetings with my manager and worker at GForce, along with other employees from the TAC. I'm still very eager to get to work properly, however!

To anyone else starting work, I would probably advise them to remember as best they can that most of the people you meet are as nervous - or have been as nervous, at some point - as you are when you're starting out. Nobody will expect you to know how to do everything from the get-go, so if you pay attention and ask whenever you have questions, maybe even take notes, you'll be more than suited for your position in no time.

I've developed much better social skills during the course and the Zoom meetings than I had before I started the course. While I'm still self-conscious, I'm able to fight through it much easier and it doesn't affect me as much as before.

I can feel myself improving slowly but surely in many areas, such as social interaction and presentation.

***If there's one big answer I've taken away from this experience so far, it's that even when things seem hopeless and even irredeemable, it's usually just your fears and insecurities keeping you down.***

Everything is worth a shot, and having an actual position - an opportunity - to make something of myself has really sparked interest for me in a lot of things I had since lost interest in. My situation doesn't feel nearly as heavy anymore, but there's still a weight of expectation; a weight that I feel like I can bear without breaking now.

For the immediate future, my plans are to do as best I can in this traineeship and take away from it as much knowledge, experience, and development as possible. I've always known that I wanted to be able to apply my knowledge and skills in ways that make a difference for people and help them - so my eventual aspirations are to combine that need for change with something I can both enjoy and be good at. Before, I thought it would be pointless to even try; now I know that I can eventually find such a position, so long as I keep trying.

**MORGAN VANOS**

Business Trainee  
Transport Accident Commission

*grow.*

“

***I aspire to keep getting better and better at my job. Getting more familiar with my duties and gaining more qualifications in the process.***

- Jack Clarke

**Northern Futures was brought to my attention through my Job Provider. I had been assigned a new case worker and the first thing they did for me was sign me up with Northern Futures for the Civil Construction course at The Gordon. Before this I was just looking for work online, with little luck. So, I was very happy to be doing something productive.**

The course was a wonderful learning experience. It opened my eyes to how big the construction/demolition field can be, and how anyone can be successful in it if they're willing to put in the work. It was a little daunting to be back in a classroom setting but the friendly and informative staff quickly put my worries at ease. Everyone there seemed keen to learn and experience new things. It was great.

The course made me more confident in myself when it came to asking questions about topics that interested me. Upon completing the course, I felt a great sense of achievement. But it was just the beginning of my education, be it in the workplace or further study.

Starting work at Perry Demolition was great, and it continues to be great. It feels awesome to get up in the morning and feel motivated. Working towards set goals and completing tasks has been extremely rewarding. As well as the pay cheque of course. That's always nice.

Advice I would give to people starting work is to always ask questions about things you're unsure of and don't be afraid to try new things. Pretty standard advice, but that's all you can really do, I feel.

Since starting work I've gained an understanding of how to service and maintain machinery. I've also continued growing confidence in myself. The whole thing has been great for my mental well-being.

I aspire to keep getting better and better at my job. Getting more familiar with my duties and gaining more qualifications in the process.

#### **JACK CLARKE**

Trade Assistant  
Perry Demolition

**I commenced a Certificate II in Skills for Work and Vocational Pathways with Northern Futures in September 2020. I felt anxiety undertaking the course, not only due to any language barriers, as English is my second language, but it was the first time I was studying via Zoom. Everything was done online.**

Given the difficulties of learning online and the challenges of COVID-19 I was very happy to successfully complete the course, and pleased to have gained new knowledge and made new friends.

The experience was not just about studying and undertaking a course but also for you to discover your abilities. Northern Futures opens the doors for you to improve yourself, the NFL team is always with you, to support you, and never gives up until you reach your goal and can be a successful person in society.

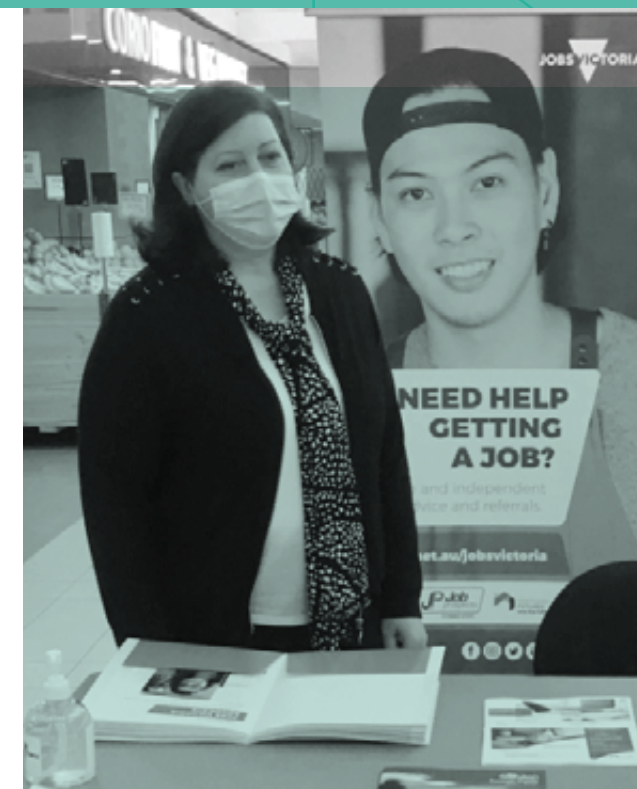
In April this year I commenced work at Northern Futures as a Job Advocate Assistant. I was so very excited to be starting work, but also worried, especially about the language challenges, but the team always supported me and has encouraged me to keep challenging myself. I am proud to be part of the team.

I came to Australia five years ago from a country with a different culture, language, and society. One of my greatest challenges has been to adapt to the Australian society and become an effective member in the community. I found my opportunities, they are always there, and you just have to grab them. I have learnt that I can achieve what ever I want as long as I put hard work and effort into it.

I am so grateful to Northern Futures, and to Australia for these opportunities and for the help in realising these. To someone else starting a course, or work I would say never give up, keep working hard, do your best, there is always an opportunity for you.

#### **REEM AL LOOS**

Job Advocate Assistant  
Northern Futures Limited



“

***Northern Futures opens the doors for you to improve yourself, the NFL team is always with you, to support you, and never gives up until you reach your goal and can be a successful person in society.***

- Reem Al Loos

*connect.*



## *In their own words:* **STAFF**

“

*It has been pleasing to see our model, a tried-and-true process that has adapted to various challenges throughout the year, attain a greater level of respect. Local industry believes in our process.”*

- Bryan Moore

**In what was a really challenging year, the ability of our staff and clients to change and adapt to a new way of learning was a standout for me. The introduction of remote learning, which isn't necessarily the best way for the people we work with to learn, was not only a success, but enabled our clients to connect and build resilience, and our courses to continue.**

Without doubt, trying to work from home during a pandemic, the stopping and starting of courses, and the subsequent loss of momentum for our clients was the greatest challenge. Through this our team has become a lot more flexible. We've adapted well to a new way of working as we've navigated the changing environment to get the best results for our clients and achieve our goals. This happened because everyone in the team pitched in.

I have learnt this past year that some community expectations are not appropriate for people living in survival mode. 'You are not working from home, you are at home during a crisis trying to work' may have been a helpful message for many, but it does not necessarily apply to our clients. They already have numerous barriers and to add another barrier has made difficult situations even more difficult.

For me personally, to finally get our first Civil Construction Certificate II course started, let alone seeing it finish under stop/start conditions, was extremely satisfying. The support of our industry partners has been amazing. At the completion of the course, nine of our twelve students were given employment opportunities. These opportunities gave them choices and changed their lives. This is why we do what we do.

It has been pleasing to see our model, a tried-and-true process that has adapted to various challenges throughout the year, attain a greater level of respect. Local industry believes in our process.

If I've learnt something over these past months, it is to be grateful for what we have, in particular, for the stability that employment brings to our lives. Humans as a whole need choices and don't fare as well when choice is taken away. Even though it has been an extremely challenging year I know that I have become more resilient and will never take life for granted again.

**BRYAN MOORE**

Business Development Coordinator  
Northern Futures Limited

*change.*

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***“It’s a privilege to be part of the NFL team, to serve the people and the community we do. This is what has kept us fuelled throughout the past year.”***

- Sharon Cutajar

**When I packed my office documents into boxes in March 2020, I had no idea I’d still be working from those boxes as I write this in September 2021.**

As the novelty of working from home, Zoom meetings and remote learning has worn off, and I have come to realise that this new normal, whatever normal ever really meant, is upon us.

An enormous amount of gratitude has rarely left me this past year, except of course for the moments of frustration and helplessness that I’m sure we’ve all felt when life gets upended at short notice and those around us are suffering. Gratitude for where I live in the world, whom I live with, our community, where I work and those I work with.

Our work environment has challenged us to look at what we’re doing, how we’re doing it, or more to the point how we can do it given our constraints. We’ve had to draw on our resilience and our creativity to keep showing up and to keep giving.

The team I work with has been incredible at this. I’ve learnt so much about teamwork this past year. Lyn has a saying that I always get wrong, but it goes something like this, ‘none of us is as smart as all of us’ and I’ve experienced this repeatedly in our team this year. With no shortage of problems to solve, Lyn has brought problems to the table for us to work through that I’ve thought very courageous and shows much faith in us. We are free to speak our minds without the fear of judgment. It can get messy, but it works.

On a morning walk recently I realised that we are not a group of likeminded individuals. Far from it. We have many different attitudes and beliefs between us, but we are connected by something far deeper and more powerful; by our hearts. We’re all committed to our work, the work we do, the work our organisation does. The care and the love shows itself daily.

It’s a privilege to be part of the NFL team, to serve the people and the community we do. This is what has kept us fuelled throughout the past year.

Thank you, Lyn, for creating the ‘virtual workplace’ you have, and for the belief and leadership you show us daily.

Thank you to the community who has worked with us this past year to create the opportunities and change we have seen in the lives of many and in ourselves. It’s been a truly incredible\* year when you stop to think about it. All of it.

Definition of incredible: impossible to believe.

**SHARON CUTAJAR**  
Finance Officer  
Northern Futures Ltd

## “OVER-AND-ABOVE”

**One overarching thought comes to my mind when I reflect on 2021, and that is our team’s tremendous efforts to continually find ways in which to operate. Not the ‘job description’ kind of tasks, but their remarkable abilities to see beyond; to search out solutions and answers; to create pathways, connections, and opportunities; to make sure we continue to offer services to the very best our resources will allow despite hurdles, hardship, and challenges.**

There are a myriad of ways they have persevered that frankly inspire me. They are each driven by their own passion and ethics, from different backgrounds and cultures, with specific expertise and knowledge, and each dedicated relentlessly to creating, providing, and maintaining equitable opportunities for people in our communities. Their voices have been both realistic and optimistic with no cry of ‘can this be done?’ but more a resounding ‘HOW can this be done?’.

They have embraced technology as necessity and learnt new skills to stay connected to industry partners, stakeholders, and participants. They have brokered employment opportunities and conditions via device screens and ‘takeaway

coffee’ meetings in public spaces. Conducted interviews online. Organised alternate ‘classroom’ locations such as an outdoor park or other venue so students could continue. Advocated vehemently on placements and conditions in an ever-changing landscape. Resourced and educated on impacting covid vaccines and employment thereof, assisted in booking and attending vaccines. They have provided class materials and delivered them to participants doors in the face of potential class discontinuation or disengagement. They have created and commenced new inclusive programs to further skill and equip participants for success. They have embraced roles outside of written requirements. Delivered food to homes, encouraged and fostered activities for safe connectivity, advocated and attended childcare meetings to assist participants in arranging funding so they could upskill themselves into employment, arranged additional modules of training externally so participants were best equipped for roles. All in addition to what each of them understand to be their ‘usual’ roles.

When I asked each of our team to reflect on their work this year, not one of these magnificent and dedicated people considered what they do to be “over and above”. Not one.

My reflection of 2021 therefore is more of a consolidated projection into 2022, of the ways in which we will only continue to adapt, grow, create and embrace challenges as they arise. Where each of us will inspire one another through our actions, not roles, to continue to uplift and best equip our community.

**CHERIE LONGSTAFF**  
Work and Learning Advisor  
Northern Futures Limited





# *In their own words:* **PARTNERS**



“

*The difference between Excellence and Mediocrity is the way we answer the customers call for help”*

- Rick Hall

## **Barrier Group PTY LTD**

### **What is Excellence?**

As an industry partner of Northern Futures for the best part of the last ten years, I am always amazed at the level of support, commitment, and passion the staff continue to show towards the communities of the northern suburbs, their clients and the industry partners of Northern Futures.

In my own business I have a creed.

“The difference between Excellence and Mediocrity is the way we answer the customers call for help”

It would work equally as well for Northern Futures, even during these last few years where funding security and Covid 19 have mounted daunting challenges you have maintained the passion. Excellence personified.

Congratulations and well done.

### **RICK HALL**

Managing Director  
Barrier Group Pty. Ltd.

## **CLOS**

CLOS was formed locally in Geelong in 2017 to deliver offsite and prefabrication solutions for the general construction sector.

We build wall, floor and roof components from timber that are delivered to site and installed using our cranes. Saving up to 50% on construction times frames

We have worked closely with Lyn, Bryan and the team at Northern Futures to provide opportunities for some of their students to achieve long term employment within CLOS

Currently we have two very enthusiastic team members that are thriving in a supportive environment. They will be onboarded as apprentices and trainees.

We will continue to support Northern Futures at every opportunity we can and look forward to what the future brings.

Congratulations to you all on a very challenging 12 months.

### **JOHN FITZGIBBON**

Founder and Director  
CLOS

*grow.*





# OUR PARTNERS, SUPPORTERS AND DONORS

Northern Futures is successful in seeing jobseekers with complex barriers move into employment because of the engagement of our amazing partners, supporters, and donors.

The team at the Brotherhood of St Laurence has journeyed with us through many challenges and successes, with COVID-19 continuing to be one of the biggest challenges we have faced together.

I am grateful to the Victorian Government for their continued funding which enables us to offer our program to jobseekers living in survival mode. Through the Work & Learning Centre and Skills for Success funds, we are confident our program can grow and adapt further to meet the needs of our community.

Xtreme Technology and Viva Energy have been generous in their support of Northern Futures, enabling parts of our program to operate that wouldn't be possible without them.

I would also like to thank Kylie Paatsch who has been an amazing encouragement to many of our vulnerable clients and Collier Charitable Fund for their generous support of our program.

**We are also grateful for individual donors who choose to support our program. Their funds are always applied directly to meeting the needs of individual clients.**

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
- Associated Rigging
- Air Radiators
- Anderson Engineering
- Asphalt Paving Services
- Baptcare Coasthaven Community
- Barrier Group
- Barwon Health
- Barwon Health North
- Barwon Health Volunteer Services
- Barwon Water
- BCYF
- Bernie Leen Industrial Demolition & Contracting
- Brotherhood of St Laurence
- CatholicCare
- CDC Plumbing
- City of Greater Geelong
- Civilex
- Civilmart
- CLOS
- Cloverdale Community Centre
- Collier Charitable Trust
- Cotton On
- Devlinks
- DELWP
- DFFH
- Diversitat
- Farm Foods Australia
- Fully Promoted
- G21
- Geelong Art Gallery
- Geelong Community Foundation
- GenU
- Gforce
- Give Where You Live
- Go Traffic
- GRLLLEN
- GROW
- Hamlan Homes
- Hanlon Industries
- John Holland
- Keystone Civil
- Kylie Paatsch
- Matchworks
- McKellar Centre Volunteer Services
- Mecwacare – Elstoft House
- Nicholson Construction
- Norlane Community Initiatives
- Northern Bay College
- Norris Construction Group
- Percy Baxter Lodge, Barwon Health
- Perry Demolition
- RPC
- Showerline
- Skilling the Bay
- TAC
- The Gordon
- Thornton Engineering
- Uniting AgeWell
- Vic Channels
- Viva Energy Pty Ltd
- Wathaurong
- Wise Employment
- WorkSafe
- Xtreme Technology

*connect.*



# 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.





JOBS VICTORIA

JOBS VICTORIA  
WORK AND  
LEARNING  
GEELONG

NOR  
FUT

**Cobie McPhee**  
**Northern Futures Graduate**  
**Certificate II Civil Construction Graduation**

## MEET THE BOARD

### Rob Birch

#### CHAIR

Rob has worked in the Recruitment, Apprenticeship and Employment Services sector since 1999. He commenced his current role as Business Project Manager with IntoWork Australia in December 2020. Until July 2020 he was employed by Gforce Employment Solutions in Geelong for 21 years, including the last 8 years as Chief Executive Officer. 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.

### Dr Louise Johnson

#### DEPUTY CHAIR

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.

### 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 Joan Benjamin

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.

### Elaine Carbines

Elaine Carbines AM (BA Monash, Dip Ed Monash, GAICD, FIPAA (Vic)) is the former CEO of G21 – The Geelong Region Alliance, a position she held for ten years. G21 is the Regional Strategic Planning Committee covering the municipalities of Greater Geelong, Surf Coast, Colac Otway, Golden Plains and Queenscliffe in Victoria, Australia.

### 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 along with the Local Advisory Panel for the Learning Centre.

### 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.

*adapt.*



# FINANCIAL REPORT 2021



## DIRECTORS REPORT

Your directors present this report on the entity for the financial year ended 30 June 2021.

### 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  
Rob Birch  
Matthew Grapsas  
Simon Tait  
Elaine Carbines

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 \$57,789.

### 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.

### Information on Directors

#### Rob Birch

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

Rob has worked in the Recruitment, Apprenticeship and Employment Services sector since 1999. He commenced his current role as Business Project Manager with IntoWork Australia in December 2020. Until July 2020 he was  
Experience: employed by Gforce Employment Solutions in Geelong for 21 years, including the last 8 years as Chief Executive Officer. 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.

Special Responsibilities: Rob is the Chair of the Board of Northern Futures Ltd and ex-officio member of all Board Sub-Committees.

#### 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.

Special Responsibilities: Matthew is the Treasurer of Northern Futures Limited and chairs the Board's Finance, Legal and Risk Sub-committee.

#### Louise Johnson

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

Louise was Professor of Australian Studies and Geography at Deakin University. She is now an Honorary Professor having 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. Louise is now also Honorary Professorial Fellow at Melbourne University.

Special Responsibilities: Louise is Deputy Chair of the Board of Northern Futures Ltd and chairs the Board's Strategy Planning Sub-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 18 years and has Managed the Corio  
Experience: 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 along with the Local Advisory Panel for the Work and Learning Centre.

Special Responsibilities: Fiona is a member of the Board of Northern Futures Ltd and the Finance, Legal and Risk Sub-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 and remains a regular contributor to The University of Melbourne's EXCITE Program for clinical teachers. Joan has been active in community affairs, formerly chairing two school councils and the Youth Affairs Council of Victoria, and has been a member of the Australian Health Regulation Agency Professional Performance and Standards panels.

Experience: teachers. Joan is a member of the Board of Northern Futures Ltd and the Strategic Planning Sub-Committee.

**Simon Tait**

Qualifications: 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 works with 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.

Experience: Simon is a member of the Board of Northern Futures Ltd and the Finance, Legal and Risk Sub-Committee

**Elaine Carbines**

Qualifications: AM (BA Monash, Dip Ed Monash, GAICD, FIPAA (Vic))

Elaine is the former CEO of G21 – The Geelong Region Alliance, a position she held for ten years. Elaine's diverse career includes working as a humanities teacher in Victorian State Schools during the 80s and 90s before entering State Parliament.

Experience: Elaine is a member of the Board of Northern Futures Ltd and the Strategic Planning Sub-Committee

**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 led several large organisations in the Barwon Region.

Experience: Michael was the chair of the Board of Northern Futures Ltd and an ex-officio member of all Board Sub-committees before retiring from the Board on 17 February 2021.

**Meetings of Directors**

During the financial year, 6 meetings of directors were held. Attendances by each director were as follows:

	Directors Meetings	
	Number eligible to attend	Number attended
Rob Birch	6	6
Matthew Grapsas	6	6
Louise Johnson	6	6
Fiona McIntyre	6	5
Joan Benjamin	6	4
Simon Tait	6	5
Elaine Carbines	3	3
Michael Betts	4	4

**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 2021 has been received and is attached to this report.

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



Director/Chairperson



Director

Dated this 15th day of October 2021



**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 2021, 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 15<sup>th</sup> day of October 2021



Stephen Wight

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

**NORTHERN FUTURES LTD**  
**ABN: 44 619 310 520**  
**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2021**

Notes	2021 \$	2020 \$
<b>Revenue</b>		
Grants	844,834	633,266
Support Services	14,673	20,815
Donations	614	25
Interest	60	189
Government Cash Flow Boost	37,364	24,872
<b>Expenses</b>		
Program Expenses	(667,587)	(511,352)
Support Services	(8,070)	(26,694)
Administration	(164,099)	(121,068)
<b>Net Operating Result</b>	<u>57,789</u>	<u>20,053</u>
<b>Other comprehensive income:</b>	-	-
<b>Total comprehensive income for the year</b>	<u>57,789</u>	<u>20,053</u>

The accompanying notes form part of these financial statements.



# NORTHERN FUTURES LTD

ABN: 44 619 310 520

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	Notes	2021 \$	2020 \$
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents	2	740,745	319,969
Trade and other receivables	3	-	7,205
<b>Total Current Assets</b>		<u>740,745</u>	<u>327,174</u>
<b>TOTAL ASSETS</b>		<u>740,745</u>	<u>327,174</u>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Trade and other payables	4	16,296	23,052
Employee Entitlements		31,743	31,185
Income in Advance		433,586	83,734
<b>Total Current Liabilities</b>		<u>481,625</u>	<u>137,971</u>
<b>Non-Current Liabilities</b>			
Employee Entitlements		12,128	-
<b>Total Current Liabilities</b>		<u>12,128</u>	<u>-</u>
<b>TOTAL LIABILITIES</b>		<u>493,753</u>	<u>137,971</u>
<b>NET ASSETS</b>		<u>246,992</u>	<u>189,203</u>
<b>EQUITY</b>			
Retained earnings	5	246,992	189,203
<b>TOTAL EQUITY</b>		<u>246,992</u>	<u>189,203</u>

## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2021

	Retained Earnings \$	Total \$
<b>2020</b>		
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>189,203</u>	<u>189,203</u>
<b>2021</b>		
Balance at beginning of year	189,203	189,203
Total Comprehensive Income for the year	<u>57,789</u>	<u>57,789</u>
Balance at end of year	<u>246,992</u>	<u>246,992</u>

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	Notes	2021 \$	2020 \$
<b>Cash flows from operating activities</b>			
Receipts from customers		1,253,928	742,369
Receipts from donations		614	25
Payments to suppliers and employees		(833,826)	(655,313)
Interest received		60	189
Net cash provided by operating activities	6	<u>420,776</u>	<u>87,270</u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of plant & equipment		-	-
Payments for plant & equipment		-	-
Net cash provided by/(used in) investing activities		<u>-</u>	<u>-</u>
<b>Net increase in cash held</b>		420,776	87,270
Cash at the beginning of the year		319,969	232,699
<b>Cash at the end of the year</b>	2	<u>740,745</u>	<u>319,969</u>

The accompanying notes form part of these financial statements.



## NORTHERN FUTURES LTD

ABN: 44 619 310 520

### NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

#### 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.

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 2021

#### 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. On-costs such as superannuation and Workcover have not been included in the calculation.

Long Service Leave is recognised as a liability when it is probable the employee will become entitled to be paid which is generally after seven years of service.



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

	2021 \$	2020 \$
<b>NOTE 2: Cash and cash equivalents</b>		
Cash at bank	740,741	319,965
Cash on hand	4	4
	<u>740,745</u>	<u>319,969</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	740,745	319,969
<b>NOTE 3: Trade and other receivables</b>		
Accounts Receivable	<u>-</u>	<u>7,205</u>
	<u>-</u>	<u>7,205</u>
<b>NOTE 4: Trade and other payables</b>		
Trade and other payables	6,583	999
Payroll Liabilities	7,525	10,805
GST	2,188	11,248
	<u>16,296</u>	<u>23,052</u>
<b>NOTE 5: Employee entitlements</b>		
<b>Current</b>		
Annual Leave	31,743	31,185
<b>Non-Current</b>		
Long Service Leave	<u>12,128</u>	<u>-</u>
	<u>43,871</u>	<u>31,185</u>
<b>NOTE 5: Retained earnings</b>		
Opening retained earnings	189,203	169,150
Profit for the year	<u>57,789</u>	<u>20,053</u>
	<u>246,992</u>	<u>189,203</u>
<b>NOTE 6: Cash flow information</b>		
<b>Reconciliation of cash flow from operations with operating result</b>		
Result for the year	57,789	20,053
<i>Changes in assets and liabilities:</i>		
Decrease in receivables	7,205	61,071
Increase/(decrease) in payables	343,096	(4,074)
Increase in employee entitlements	<u>12,686</u>	<u>10,220</u>
	<u>420,776</u>	<u>87,270</u>
	13	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2021**

**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 2021 the number of members was 8.

**NOTE 9: COVID-19**

In response to coronavirus, Northern Futures' employees have been working from the office and remotely inline with the state government requests. Basics classes have been delivered online and some classes are on hold due to the restrictions.

Northern Futures continues to be supported by the community with funding in place for the next 2 financial years. 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.

**DIRECTORS DECLARATION**

The directors of Northern Futures Ltd declare that:

- The financial statements comprising the statement of financial position as at 30 June 2021, 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:
  - comply with Australian Accounting Standards; and
  - give a true and fair view of the financial position as at 30 June 2021 and of the performance for the year ended on that date of the entity.
- 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.

  
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Dated this 15th day of October 2021

## 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 2021, 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 2021 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 18<sup>th</sup> day of October, 2021

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





*connect . change . adapt . grow*

[www.northernfuturesgeelong.com](http://www.northernfuturesgeelong.com)