



2015–2016 Annual Report

*Believe in
Transformation*



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Message from the Chair



Virginia Howard

Chair

The past year has seen the culmination of two years of hard work and the restructure of Taldumande Youth Services is now complete.

Two years ago Taldumande accommodated 13 young people each night with seven staff and one government contract worth approximately \$700,000. In two years we have more than quintupled to 64 young people a night, 40 staff and almost \$3 million in four government contracts.

If we heard of a business successfully doubling in size in two years we would be impressed but increasing five-fold can only be described as extraordinary. It has been a challenging and often difficult time but our CEO, Lisa Graham, and her staff have been simply wonderful. Every problem has been approached as an issue to be solved, staff morale has been high, and in an industry that has on average a staff turnover of 40 per cent each year, the retention rate has been high.

Taldumande is functioning smoothly and coping

with unexpected crises. It has taken me a while to realise that crises, and coping with them, have to be viewed as normal in an organisation that deals with so many vulnerable and traumatised young people. The professionalism of the staff in such instances is outstanding.

Community support has been excellent with \$376,000 raised this past year from fundraising with three stand-out events. In October 2015 our very enjoyable fundraising dinner “Dreams Come True” raised over \$77,000. Run by volunteers, these dinners take an enormous amount of time and require dedication and detailed work. Heather Skeen ably led the Fundraising Committee who all worked tirelessly to make the night a success.

We were delighted to be the unexpected recipient of a very generous \$40,000 from the Office Products Charitable Fund 2015 Christmas Lunch and Taldumande again expresses its grateful thanks to all those involved in organising it. The Taldumande Foundation Members, pledging to donate at least

\$2,000 each year over three years, have been a great support again raising over \$120,000 this last 12 months.

The organisations that support Taldumande are too numerous to list here (please see pages 20–21) but we are so grateful to all of them for their support as we are to the many generous individuals who support us. It seems ridiculous, but it is true, that government funding does not cover all our needs and we have to rely on the kindness of individuals and organisations to keep functioning.

Looking after victims of forced marriage has emerged as an unfunded area of need and during the year discussions were held with our Vice Patron, the Minister for Health, Jillian Skinner, with Trent Zimmerman, the Federal Member for North Sydney and with John Ajaka, NSW Minister for Multiculturalism. This lobbying will be a bigger focus in the 2016/2017 year.

The Directors have been wonderful, each giving of their expertise to Taldumande and working together strongly as a Board. We farewelled Kelly Slessor and David Mackenzie who both left the Board due to the pressure of work and on behalf of Taldumande I thank them for their commitment and contribution.

We welcomed as Directors, The Hon Justice Hilary Hannam, a Judge of the Family Court of Australia; Dr Donald Hannam, an Emergency Medicine Specialist at Royal North Shore Hospital and Manly Hospital; Noel Phelan, a former IBM Executive who is now heading a program for Rotary clubs to adopt a Taldumande property; and Jane Jeffes, an ABC Radio Content Director. It is a big Board with eleven Directors but each brings specialist expertise in areas that Taldumande needs and I have always

liked diversity of opinion, strongly believing that the best decisions are made in consultation with people who are able to see issues from a variety of angles.

Our Patron, Professor The Honourable Dame Marie Bashir, has continued to support us as has our Vice Patron, Jillian Skinner MP, who always makes time to give us advice and assistance as required.

The new, expanded Taldumande is a major achievement for our CEO, Lisa Graham. She has worked tirelessly and has done more than could have been expected of her. The result speaks for itself. She is a pleasure to work with and I thank her most gratefully on behalf of the Board. Lisa leads professional and deeply committed staff at all levels of the organisation and the Board thanks each one of them.

Virginia Howard .

Virginia Howard
Chair

Message from the CEO



Lisa Graham

Chief Executive Officer

We have had a really exciting year at Taldumande Youth Services with some incredible achievements. Perhaps what has stood out most for me since I came to Taldumande in December 2012 and in particular this year is the authenticity and the integrity of our staff. It is through this authentic and sincere platform that services to children, young people and their families are delivered and outcomes are achieved. The dedication and collaborative culture of the team at Taldumande has seen our vision for our young people, "...to achieve their dream circumstances and lead fulfilled lives", actually realised. I am very proud to be able to lead such a strong and skilled team.

Our dedication to our clients continues with a key strategic focus on delivering improved client results. We are focusing on delivering services to our clients to the highest standards. We are in the process of embedding an evidence-based practice framework through the introduction of a robust and mandatory training program for all staff. We are also strengthening our reporting processes against Key

Performance Indicators (KPIs) to ensure improved efficiency and effectiveness.

We continue to grow through attracting additional government funding which we could not have achieved without the partnership of our already established funding bodies and our other service partners. This year we have continued to deliver two Specialist Homelessness Services (SHS) contracts funded by Family and Community Services (FACS), one in the Northern Sydney East Region and one in the Northern Sydney West Region. We continue to deliver both SHS contracts with our dedicated partner, Mission Australia, who I would like to thank for all their support in the Northern Sydney Region. We would also like to thank and acknowledge our Housing Partners, Link Housing and My Foundations Youth Housing, for their ongoing support of our team and clients.

We were successful this year with the Joint Support Program (JSP) contract for Crisis Accommodation in Northern Sydney. The JSP program is funded

by the Department of Justice and we deliver the program in partnership with Marist Youth Care (MYC). I would like to thank MYC for their support in establishing and assisting us in the delivery of the JSP contract. We also were selected to deliver the Homelessness Youth Assistance Program (HYAP) for young people under the age of 16 which will be the first of its kind in Northern Sydney. While the HYAP program has a residential service within it the focus is on reducing family breakdown and seeing young people remain with their family. Taldumande is looking forward to starting the delivery of the HYAP program in September 2016.

As a response to the 2015/2018 Strategic Plan we changed our structure this year. With a strong strategic focus on diversifying funding and wanting to offer our clients a wrap-around service model, we saw the need to adjust particular areas of the organisation. Our Service Delivery Managers are now Program Managers and have responsibility for particular contracts whereas in the past the contracts were shared with one manager focused on clients and the other on housing. Kevin Watene is the Program Manager for our largest contract, SHS Northern Sydney East and Alison Clentsmith is the Program Manager for several smaller contracts which are SHS Northern Sydney West, the JSP contract and the Intensive Family Support Program (IFSP), a program funded by our wonderful individual donors. Alison will take on Management of the HYAP program in September 2016.

We also restructured our Marketing and Fundraising area with the introduction of two new roles: we now have Kate Marsden in the role of Marketing and Revenue Manager and Kevin Tran in the role of Projects, Events and Volunteers Coordinator. As a result of our continued expansion we also saw

the need to expand and build our Finance and Administration area and this saw the introduction of a new Finance and Administration Manager, Kylie Berry, and a new Finance Assistant, Rachel Cunningham. We are very confident that this new structure will enable Taldumande to reach its strategic goals and ensure excellence in service delivery to our clients.

Over the past year the Taldumande Board has worked extremely hard to ensure Taldumande continues to strengthen its capacity and capability across all areas of the business. The 2015/2018 Strategic Plan was developed by the Taldumande Board to ensure the safeguarding of our organisation into the long term future and I am very confident that with its support this will be achieved. I would like to thank the Taldumande Board for their continued support of the Taldumande team and in particular your support of me in my role of CEO. I would also like to thank our Chair Virginia Howard for her continued dedication to Taldumande and constant willingness to advocate for all vulnerable and homeless young people.

A handwritten signature in black ink that reads "L. C. Graham". The signature is written in a cursive, flowing style.

Lisa Graham
Chief Executive Officer

Program Managers' Report



Alison Clentsmith

Program Manager, Northern Sydney West Specialist Homelessness Services, Intake, IFSP, JSP

It has been another huge year in Taldumande Youth Services 40 year history. The organisation has consolidated as Northern Sydney's leading homelessness service provider for youth, and through our Intensive Family Support Program (IFSP), we are the specialist case management services provider for young people and their families experiencing crisis or breakdown. As an organisation we remain committed to "going the extra mile" and to the best practice support of clients who are extremely vulnerable and have complex needs. We are continually looking forward in our program planning with a focus on what is truly useful to better meet the needs of our community of young people and their families.

Across contracts and the four core service responses of: early intervention and prevention; supported



Kevin Watene

Program Manager, Northern Sydney East Specialist Homelessness Services

crisis and transitional accommodation; rapid rehousing; and intensive responses for complex needs, we have supported 425 children, young people and family members across the low, medium and high effort cohorts. We accommodated 182 young people in total, 60 of those within our Crisis Refuge, and of these 20 young people moved through the continuum to our semi-independent and supported transitional properties.

Currently, and as is the case on any given day, we have 64 young people in accommodation across crisis, Juvenile Justice Crisis Placement, semi-independent, and supported transitional properties. With intensive support, 40 of these young people have demonstrated engagement in meaningful education/training and work activities including full and part-time employment, apprenticeships,

"We are the specialist case management services provider for young people and their families experiencing crisis or breakdown."

Years 10, 11 or 12 schooling, university and TAFE courses.

The remaining 24 young people are linked in with specialist streams of job network agencies, as well as mental health teams at Royal North Shore Hospital (Child Youth Mental Health Services and Sexual Assault Counsellors), psychologists attached to other youth services, co-case managed by Red Cross and Salvation Army, and counselling and programs provided by Manly Drug Education Counselling Centre (MDECC). Young people also attend Planet X Youth Centre and Youth Reach several times a week for further intensive employment and/or education/training option support.

While there are of course multiple reasons for seeking assistance the main reasons are family/relationship breakdown, mental health issues, domestic and family violence, problematic drug or substance use, transition from custodial arrangements, and lack of family and/or community support. These complexities, coupled with the range of services we offer and the staffing required, provide both challenges and opportunities for the development of our growing organisation and the upskilling of the team. We have met the challenges head-on through a variety of evidence-based compulsory learning and training modules that provide staff at "the coal face" with increased skills and confidence to support clients throughout their time with our service. All staff including casual

youth workers attend the following training days/workshops delivered throughout the year and tracked via a training register:

- Trauma Informed Practice
- Brief Solution Focussed Therapy Approaches
- Therapeutic Crisis Intervention
- Responding to Self-Harm and Suicidal Behaviours
- Responding to Clients experiencing Mental Health Issues
- Professionalism, Boundaries and Confidentiality
- Responding to Young Clients who use/misuse Drugs and/or Alcohol.

The Crisis Refuge continues to provide accommodation and support to the most marginalised, abused, and vulnerable young people aged 12 to 18 years of age. While the focus is for those from the Northern Sydney area, we also provide support to many clients from outside the local area. Often young people are forced to leave their childhood locales due to serious and complex risk factors and there are simply not enough crisis beds across Sydney or the state to meet their needs. Adding to the complexity, more than ever before we are also attempting to meet the immediate and medium term care needs of emerging client cohorts yet to be provided with an appropriate specialist response from State and Federal governments.

New case manager and youth worker recruitment now evidences a diversity of skilled staff from

various ethnic and cultural backgrounds. This will add value to the team as they engage with young people also from a variety of backgrounds and increase the likelihood of positive outcomes for these clients.

Particularly over the last decade the culture of Taldumande has valued the extensive evidence base which guides program design and staff behaviour in case management practices. We provide a holistic flexible approach in working towards successful outcomes for youth. We focus on supporting family members as well as the young person whenever possible, with the aim of returning young people home to live or re-establishing and reconciling young people's relationships with these significant others.

Thanks to our generous and loyal donor base and tireless fundraising efforts we were able to re-establish our Intensive Family Support Program (IFSP) late last year. This program has provided specialist crisis support services for nine young people, six male and three female, and their family members. Of these clients, two have been provided with respite accommodation within the Refuge and one has since returned home to the family environment. A total of four families have exited the program after successful achievement of all desired outcomes. Intensive, flexible, skilled and customised support has been coordinated and delivered by a Senior Case Manager specialising in targeting family breakdown and achieving improved relationships at home. Extensive coordination between Taldumande and our community partners and network agencies has played an integral role in the advocacy of the young people and families of the IFSP program.

“We provide a holistic flexible approach in working towards successful outcomes.”

As always, appreciation and thanks go to our tireless Board members, CEO Lisa Graham, and our amazing staff team.

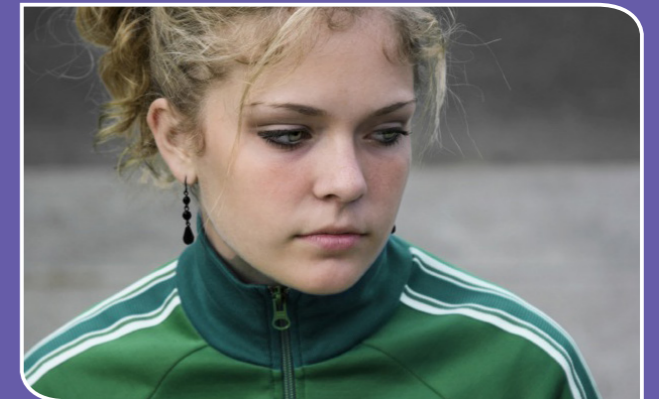
Most importantly, thank you to the young people, parents and other family members who come to us for support. We recognise that you have bravely shared your personal story with us in seeking assistance and we greatly appreciate your honesty and willingness to make positive changes. It is humbling and continually inspiring to be a part of your journey.



Alison Clentsmith
Program Manager, Northern Sydney West
Specialist Homelessness Services, Intake, IFSP, JSP



Kevin Watene
Program Manager, Northern Sydney East
Specialist Homelessness Services



We are committed to supporting children, young people and their families through challenging times to achieve their dream circumstances and lead fulfilled lives.

Our Mission & Values

Our Partners



Mission

- to offer services that are designed to enhance family relationships and prevent youth homelessness
- to respond to the changing needs of families and young people in crisis or at risk in the local community
- to provide quality short-term and medium-term accommodation, case management and support services
- to operate within the guidelines set by current SAAP agreements and pursue active networking with other agencies
- to promote the professionalism and quality of service provision through on-going education of staff and the community
- to embrace the principles of non-discrimination, understanding, compassion, diversity and acceptance.

Values

We believe:

- young people and their families are the essence of Taldumande
- all young people and their families can be society's greatest resource
- our relationships with young people and their families must be based on mutual trust and respect
- life skills, education and employment are the foundation of a self-sufficient and independent life
- respecting the needs and development of everyone in the Taldumande community is essential
- continually striving for best practice in all our services will lead to the greatest possible outcomes for young people and their families.



Our Programs



Accommodation Services

Specialist Homelessness Services Crisis Accommodation Program

The Crisis Accommodation Program is an emergency/short-term service, accommodating young people aged 12–18 years. We provide a range of support and services aimed at meeting the individual young person's needs.

Semi-Independent Housing Program

This program offers semi-supported shared housing for young people aged 16–18 years who are in transition to independent housing. We provide case manager support and youth workers are onsite delivering structured household initiatives to increase independent living skills.

Supported-Independent Housing Program

When our young people are almost ready to make it on their own, they can move into our supported independent housing which could be within shared houses, shared units or single bedroom units. Young people in this program aged 16–21 years are provided with case management support.



Homeless Youth Assistance Program (HYAP)

Our Homeless Youth Assistance package delivers support and accommodation for unaccompanied children and young people aged 12–15 years who are homeless or at risk of homelessness.

The Young Offenders Joint Support Program

This program supports homeless young people who are under the supervision of Juvenile Justice and is delivered in partnership with Juvenile Justice and Marist Youth Care. It provides up to a month's crisis accommodation alongside specialist intensive casework support to assist the young person to find secure, stable accommodation and to have a better chance to remain offence free.



Support Services

Specialist Homelessness Services — Support Services

This program is delivered in partnership with Mission Australia. It provides a range of supports to young people under the age of 25 including case management, counselling, referral, advocacy and tenancy support.

Intensive Family Support Program

Supports families during a crisis or breakdown. This program provides specialist case management services to young people aged 16–18 years and their families who are in crisis.

We aim to help preserve family relationships and offer intensive, flexible and practical support with the intention of reducing family breakdown.

Outreach Program

Helps young people find accommodation with other services. We provide direct support to young people aged 12–21 years in the community who are seeking assistance in maintaining or moving to stable accommodation.



After Care Program

Support for young people in the community once they have left our accommodation services.

Case Study One

Hannah* is a 16 year old female who has endured a series of complex and unfortunate events throughout her childhood and adolescent years. From the age of five, Hannah experienced sexual abuse by an immediate family member which continued for several years. Following this, Hannah experienced prolonged physical and emotional abuse while her family unit began to break down.

Hannah was removed from the family home at age 11 to reside with her father and his new partner. Due to their heavy addiction to drugs, Hannah became a parental figure to the two younger children living in the home who suffered from chronic neglect. Hannah attempted to provide emotional support particularly for the eldest child, a seven year old boy, who was presenting with suicidal tendencies. All three children were eventually removed from the home and placed into foster care.

This placement further traumatised Hannah as she then experienced multiple sexual assaults. On returning to her mother's care, Hannah began to prostitute herself in order to fund her own drug addiction. During this time, Hannah experienced several bouts of homelessness, sleeping rough in local parks, couch surfing and in and out of refuges.

By the age of 16, Hannah was diagnosed with depression, anxiety, adjustment disorder, complex post-traumatic stress disorder and borderline personality disorder. Hannah was on a self-destructive spiral, frequently self-harming and idealising the act of suicide. She entered a Juvenile Justice Centre in 2015 due to an incident of retaliation against her mother. This experience was a wake-up call for Hannah and provided her with the drive to create a better life for herself.

Hannah transitioned into Taldumande Youth Services' Crisis Refuge in May 2016. Within two days of her arrival, an intensive support plan was created, identifying key goals to accomplish throughout her placement. She was connected with several support networks, both community and mental health based. Hannah engaged in weekly appointments with a Child and Youth Mental Health Service psychologist, a Sexual Assault Services counsellor, her Taldumande Case Manager and a local Youth Centre. The collaborative efforts of this support network assisted Hannah in sourcing and implementing strategies to reduce her negative thoughts and behaviours. Due to the complex nature of her trauma, her ongoing thoughts of suicide however remained present. As Taldumande is not a specialised mental health service, our capabilities were limited in regards to providing the specialised care she required. Hannah exited Taldumande in late June 2016 after two consecutive attempts of suicide.

Taldumande provided Hannah with ongoing outreach support to source a more appropriate service equipped to manage her needs. Placing her in a stable and suitable environment proved difficult, as many alternate accommodation services were either at capacity or unable to cater for such a high needs client. As she faced the likelihood of returning to homelessness, Taldumande made the decision to rapidly re-house her and she transitioned into one of Taldumande's semi-independent properties in July 2016.

Upon returning to Taldumande, Hannah has demonstrated significant motivation and initiative to achieve her goals. She has reconnected with her mental health and community support networks, engaging with these networks on a daily basis. She now volunteers at a local Youth Centre and is on her



“Upon returning to Taldumande, Hannah has demonstrated significant motivation and initiative to achieve her goals.”

way to completing a Certificate II in Foundations for Vocational and Further Study. She also plans to further her education by beginning her Higher School Certificate in 2017. Hannah is utilising her new found strategies to self-manage her needs which has emphasised her ability to achieve her goals and assisted her to significantly reduce her self-harm and suicidal tendencies. Both Taldumande and Hannah are proud of her achievement of reaching the three months milestone of being sober from her drug addiction. Taldumande has encouraged her to continue to utilise her creative talent in the form of poetry and song writing and she is currently working towards submitting a short story to a Young Writer's

competition. Hannah has shown immense gratitude towards Taldumande which is best said through her words “thank you for never giving up on me”.

**Hannah's name has been changed to protect the young person's privacy.*

Case Study Two

Taldumande Youth Services has been involved in Steven's* support network since December 2011 when he was accommodated in our emergency residential unit at the age of 15. Steven was significantly vulnerable due to breakdown in his family relationships and had been disengaged from school for a lengthy period of time. Furthermore, he was engaging in at-risk behaviours with a negative peer group and was spending a lot of his time hanging around the streets and parks in his local area.

As a result, Steven had his first contact with the legal system when he was 14 years old. Even though he was not directly involved with the charges relating to a serious incident involving numerous young people, he was required to attend interviews and provide evidence. Importantly, it was from this time that the police became familiar with Steven and his ongoing contact with the legal system began.

Throughout his time at Taldumande, Steven's illegal activity was predominantly characterised by minor but frequent offences in relation to graffiti, including possession of graffiti paraphernalia, tagging public property and spray painting. He was also charged for a 'resist arrest' and an alleged 'common assault' of a police officer, which occurred when he was running from police after being caught for a graffiti offence. Lastly, he was also cautioned after being found in possession of marijuana and was required to be a part of a Youth Justice Conference.

Even though the majority of Steven's offences were minor, the time and resources needed to support him with his legal issues were significant. The following is a summary of the case management

required to ensure that Steven was well supported throughout his time at Taldumande:

- Support provided at each of his approximately 20 court appearances where his caseworker was often required to be present and, at times, speak on his behalf in court.
- His caseworker was required to support Steven and be a party to his Youth Justice Conference which involved ongoing liaison with the youth justice convenor, taking him to his appointments, attending the Youth Justice Conference and supporting him to complete the tasks outlined from his Youth Justice Conference.
- Consistent liaison with legal support services, lawyers/solicitor, and barristers on Steven's behalf including Taldumande Director and barrister, Philip Wallis, who represented him pro bono. This liaison involved a significant advocacy component to ensure he received the support he required and was entitled to.
- On numerous occasions, workers at Taldumande would need to attend the police station, often out of business hours, after an incident in which Steven was involved. Further, workers were required to liaise with police and advocate for him to the legal system.

Taldumande also engaged with Steven on a therapeutic level regarding his behavioural and emotional responses to trauma as it is these responses that were leading to his criminal behaviour. Even though change was slow, and he resisted at times, over the lengthy time he resided and was supported at Taldumande, these



“Even though change was slow, and he resisted at times, over the lengthy time he resided and was supported at Taldumande, these behaviours began to decrease.”

behaviours began to decrease. Now, Steven is 20 years old and has not had any contact with the Juvenile Justice, or legal system in general for over a year. He indicates that he does not seek enjoyment or a 'thrill' anymore from graffiti because he feels settled within himself and has hit other milestones that now take precedence, such as working full-time and maintaining his tenancy.

Overall, the unconditional regard, firm boundaries and persistent, therapeutic support offered by Taldumande has worked to support Steven to take a more positive path away from criminal behaviour.

**Steven's name has been changed to protect the young person's privacy.*

Our Supporters



Left to Right: Belinda Connoly, Mark Paterson & Val Whimp



Left to Right: Anne O'Sullivan & Garry O'Sullivan



Left to Right: Sandra Nelson, John Nelson, Lisa Graham & Heather Skeen



Left to Right: Shahla Jalili, John Jalili & Liz Summers

- 4 Paws Veterinary Neutral Bay
- Anglican Parish of St John the Evangelist
- Anglican Parish of St Luke's Mosman
- Asquith RSL
- Café Bolle
- Cammeray Golf Club
- Caretakers Cottage
- Challenger
- Chatswood RSL
- Chatswood Toyota
- Commonwealth Bank
- Community Building Partnership Program
- Dee Why RSL
- Department of Education and Communities
- Department of Family and Community Services
- Department of Human Resources Northern Region
- Elton Ward Creative
- Entertainment Australia
- EnVie Fitness Neutral Bay
- Ethos BeathChapman
- Folk & Decorative Arts Association
- Fourth Village Providore
- Grill'd Crows Nest
- Grill'd Neutral Bay
- HomeRite Handyman Services

- Homestyle Flooring Solutions
- Hornsby RSL
- Inner Wheel A53 District
- Inner Wheel Club of Northern Beaches
- Inner Wheel Club of West Harbour
- Inner Wheel of Hawkesbury
- Jones Day
- Key College
- Kids Giving Back - Cook For Kids
- Laing O'Rourke
- Lane Cove Council
- Liberty International Underwriters
- Lions Club of Balgowlah
- Lodge Southern Cross No.91
- Luna Park
- Manly Drug Education & Counselling Centre
- Marist Youth Care
- MLC Community Foundation
- Mosman Bendigo Community Bank
- Mosman Bowling Club
- Mosman Council
- Mosman Preparatory School
- Mosman-Neutral Bay Inter-Church Council
- My Little Cupcake
- Naremburn High
- Neutral Bay Medical Practice
- North Ryde RSL

- North Shore Building Design Group
- North Sydney Council
- North Sydney Leagues Club
- North Sydney RSL
- Northbridge Plaza
- Office Products Charitable Fund
- Owen Lodge Lawyers
- Oz Harvest
- Phoenix House Youth Services
- Planet X
- Police Citizens Youth Clubs (PCYC), Hornsby
- Police Citizens Youth Clubs (PCYC), North Sydney
- Property Industry Foundation
- Queenwood School for Girls
- Ray White Allambie Heights & Dee Why
- Rhino-Rack
- Rotary Club of Brookvale
- Rotary Club of Chatswood
- Rotary Club of Epping
- Rotary Club of Mosman
- Rotary Club of Neutral Bay
- Rotary Club of Northbridge
- Rotary Club of Turramurra
- Rotary Club of West Pennant Hills and Cherrybrook
- Ryde Family Services

- Salvation Army Corps Chatswood
- Shopfront Legal Services
- SPUN & Architect Alex Chistiakoff
- St Mary's Church North Sydney
- St Peter's Anglican Church Cremorne
- StreetSmart Australia
- StreetWork
- Sydney Side Pest Control
- TAFE, Brookvale
- TAFE, Crows Nest
- TAFE, Hornsby
- The Beach School
- The Gender Centre
- The Oaks Hotel
- The Presbyterian Chapel Ladies Group
- Twenty10
- United Way
- Vicki Skarratt Photography
- Warringah Women's Bowling Club
- Westpac
- Willoughby City Council

Taldumande Foundation Members

Service Delivery Statistics



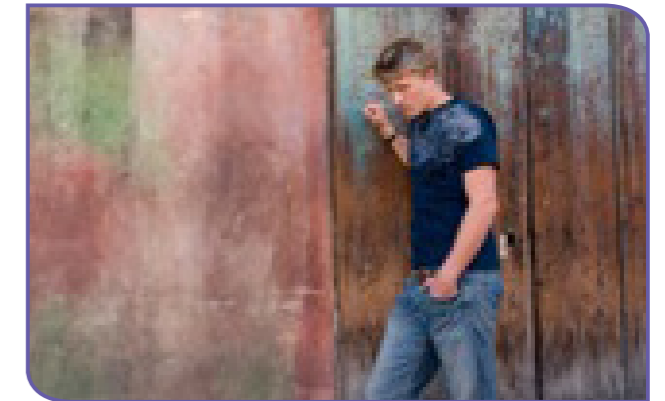
Left to Right: Virginia Howard & Julia Franklin



Left to Right: Ken Hyman & John Turner

- Sarah & Mark Ashhurst
- Marcia & David Atchison
- Jenny Conradi & Pieter Franzen
- Glenn & Sally Farquharson
- Roseanne & Alf Field
- Julia & Mark Franklin
- Susan Gosling & Gordon Schmidt
- Amanda & Malcolm Halstead
- Virginia Howard & Bill Taylor
- Josephine & Clive Howie
- Maïke & Ken Hyman
- Karen & Darren Keogh
- Beau, Judith, Kerr & Paris Neilson
- Pauline & Alan Plumb
- Jane Recny & Nigel Stoke
- Cecilia Rice & Phillip Cornwell
- Bryan Riddell
- Gay & Keith Saines
- Tim O'Halloran & Mark Smith
- Sasha Wright-Neville
- Julie & Kevin Wright

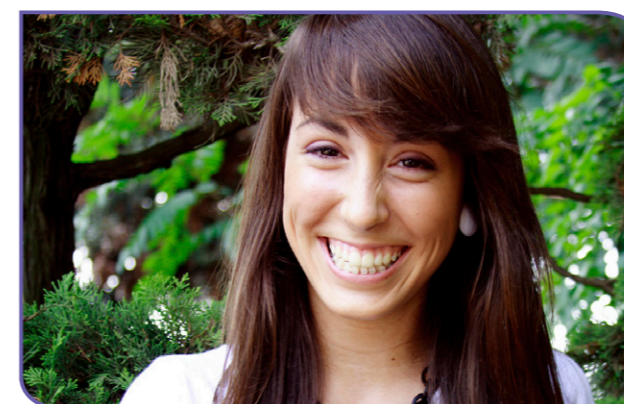
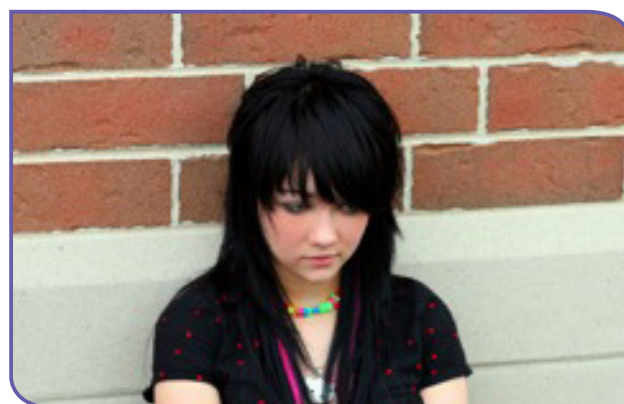
If you would like to find out about becoming a Taldumande Foundation Member please contact fundraising@taldumande.org.au or phone 02 9460 3777.



| Status at Time of Referral | | |
|---|------------|-------------|
| Escaping domestic violence | 3 | 1% |
| Rehabilitation | 9 | 2% |
| Victim of forced marriage | 10 | 2% |
| Rough sleeping | 11 | 3% |
| Detention | 12 | 3% |
| Department of Housing temporary accommodation | 14 | 3% |
| Private rental | 17 | 4% |
| FACS/Out of Home Care | 21 | 5% |
| Psychiatric hospital | 27 | 6% |
| Extended family | 39 | 9% |
| Specialist Homelessness Services | 39 | 9% |
| Parent/legal guardian | 104 | 24% |
| Couch surfing | 119 | 28% |
| Total | 425 | 100% |

| Accommodated Clients | East | West |
|---|-------------|-------------|
| Crisis | 36% | 19% |
| Semi-independent and transitional housing | 64% | 81% |
| Total | 100% | 100% |

Service Delivery Statistics Continued...



| Total Client Referrals By Age | | |
|-------------------------------|------------|-------------|
| 24 years + | 14 | 3% |
| 10 – 14 years | 18 | 4% |
| 15 years | 32 | 8% |
| 20 – 24 years | 59 | 14% |
| 16 years | 81 | 19% |
| 17 years | 102 | 24% |
| 18 – 19 years | 119 | 28% |
| Total | 425 | 100% |

| Source of Referral Totals | | |
|--|------------|-------------|
| Drug and alcohol service | 6 | 1% |
| School/other education institution | 10 | 2% |
| Hospital | 10 | 2% |
| Centrelink or employment service case worker | 11 | 3% |
| Youth/Juvenile Justice correctional centre | 12 | 3% |
| Telephone/crisis referral agency | 14 | 3% |
| Mental health service | 18 | 4% |
| Family and child support agency | 22 | 5% |
| Child protection agency | 27 | 6% |
| Other agency (government or non-government) | 39 | 9% |
| Family and/or friends | 39 | 9% |
| Other | 110 | 26% |
| Specialist Homelessness Agency/outreach worker | 113 | 27% |
| Total | 425 | 100% |

| Client Engagement in Education and/or Employment | | |
|---|--|-------------|
| Part time work | | 5% |
| Full time university | | 6% |
| Full time high school - Years 11 and 12 | | 8% |
| Part time TAFE/Vocational courses and part time work | | 9% |
| Full time work including apprenticeships | | 10% |
| Full time high school and part time work | | 11% |
| Full time TAFE/Vocational courses and part time work | | 12% |
| Mental health programs/support, Alternative Education/Employment support programs, alcohol and other drugs programs/support (AOD) | | 39% |
| Total | | 100% |

| Main Reason for Seeking Assistance for Accommodation | | |
|--|------------|-------------|
| Housing affordability stress | 20 | 6% |
| Domestic and family violence | 43 | 13% |
| Problematic drug and/or alcohol use | 57 | 17% |
| Mental health issues | 74 | 22% |
| Relationship/family breakdown | 140 | 42% |
| Total | 334 | 100% |

| Client Referral by Gender | | |
|---------------------------|------------|-------------|
| Male | 189 | 44% |
| Female | 233 | 55% |
| Trans & Non-Binary | 3 | 1% |
| Total | 425 | 100% |



Virginia Howard BA, MA (Hons), Dip Ed, MAICD Chair

Virginia joined our Board in 2008 after serving on Mosman Council for 16 years, including three years as Mayor and one year as Deputy Mayor. She currently holds Board positions with the Bendigo Bank Mosman, Dougherty Retirement Village & Care Home, Mosman Community Services and Uniting Care Ageing Sydney North. Virginia was previously the Executive Director of the Wenona Foundation and has been the Administrator for Mosman Meals on Wheels, School Projects Officer for Australian Red Cross in NSW, taught English at Loreto Kirribilli and undertook Community Relations at Queenwood School.



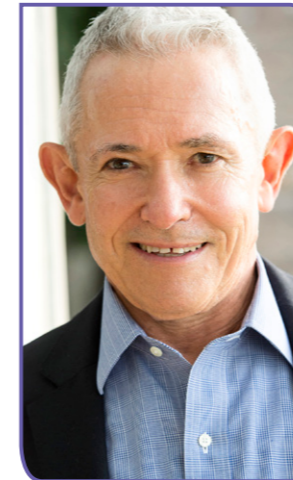
Anne Pender BA, MA Vice Chair, Public Officer and Secretary

Anne was a Partner at PricewaterhouseCoopers and led its Change Management and Organisational Development team. She was responsible for 20 consultants and advised clients on mergers, commercial strategies and systems implementation. Her areas of expertise include performance management and development, employee and community surveys, operational reviews, restructuring, recruitment and counselling. Since retiring, Anne has volunteered to support disadvantaged young people through mentoring, English tutoring, developing new programs and evaluating service delivery.



Dr Susan Gosling BSc, MA, PhD Chair, Finance Committee

Susan holds a PhD in Economics from London University and is currently the Head of Capital Markets Research at MLC Investment Management. She has over 25 years' experience in the funds management industry, with expertise in asset allocation, scenario analysis and risk management across both private equity and listed markets. Susan has held a number of senior positions in the funds management industry, including Chief Investment Officer at Advance Asset Management and United Funds Management, Founder and Director of United Funds Management, Director of Wilson Asset Management Limited and Director of the Australian Investment Managers Association.



Ken Hyman B Com, Grad Dip Fin Chair, Audit and Risk Committee

Ken is an investment manager at Antares Fixed Income, a specialist funds management company within the MLC Group. He has over 40 years' experience in financial markets and investment management, specialising in identifying optimal risk/return opportunities for investors in the bond and money markets, particularly under challenging market conditions. Ken is a committed member of the Australian Wildlife Conservancy.



Dr Donald Hannam MBBS (Hons) Director (appointed 26 November 2015)

Don is an Emergency Medicine Specialist at Royal North Shore Hospital and Manly Hospital. He has almost 35 years' experience as a General Practitioner and is a Fellow of the Australasian College for Emergency Medicine. Don has a keen interest in Aboriginal Health and has previously worked in central Australia as a District Medical Officer and Aeromedical Coordinator with the Royal Flying Doctor Service (RFDS). He continues to support the RFDS from Sydney, where he provides telephone-based advice on emergency retrievals and patient care.



The Hon Justice Hilary Hannam BA, LLB (Hons) Director (appointed 26 November 2015)

Hilary has more than 33 years' experience in law and is currently a Judge of the Family Court of Australia. She began her career as a solicitor in private practice and as a prosecutor with the Commonwealth Director of Public Prosecutions, before becoming a Magistrate of the Local Court of NSW. Hilary was formerly the Chief Magistrate of the Northern Territory and presided over the Children's Court of NSW for a number of years, where she developed an interest in the law as it relates to children. She has extensive experience in youth justice, child protection and other parenting matters.

Board Continued...



**Jane Jeffes BA (Hons)
Director (appointed 21 January 2016)**

Jane has 30 years' experience in radio, film, television and print in the UK and Australia. She was Head of Programs at the UK's largest radio production company and her award winning production company Firefly Productions has produced documentary and factual television for a range of domestic and international broadcasters. Jane is currently ABC Radio Content Director for Religion & Ethics. She has travelled widely, worked extensively on the Indian sub-continent and closely with the UN Under-Secretary General for Children Affected by Armed Conflict. She has been living on Sydney's Lower North Shore for the last 16 years and is married with two teenage daughters.



**David Mackenzie MBA, MCouns&PsychTh, CPA, GAICD
Director (resigned 26 November 2015)**

David runs a boutique strategy consulting business, Mackenzie & Noble. Prior to establishing M&N in 2002 David worked with several tier one consulting firms on an international basis, advising and supporting businesses on strategic and transformational matters and has strong strategy, financial management and governance skills. He combines his business experience with a passion for helping others and holds a Masters in Counselling and Applied Psychotherapy. Having 3 daughters and being resident on the North Shore, David is delighted to contribute as a member of the Taldumande Board.



**Noel Phelan DipT
Director (appointed 26 November 2015)**

Noel is a retired IBM executive who spent 25 years in various technical and management positions before working as a management consultant for organisations including ABC, NRMA, Commonwealth Bank of Australia and GIO. He is a former guest lecturer at Melbourne Business School and the Executive Program for senior managers in Canberra. Since retiring, Noel has volunteered for the Australian National Maritime Museum as a guide and is also the team leader for the speakers program, which provides talks on important maritime events to community clubs and organisations. Noel is a former President of Rotary Club of Northbridge.



**Kelly Slessor BA (Hons)
Director (resigned 23 July 2015)**

Kelly is the Director and founder of BanterMob, a mobile marketing strategy and implementation company and has worked with clients including David Jones, Diageo, Rebel Sports and Nova radio to develop and implement marketing campaigns. She has over 15 years' experience in marketing and the telecommunications industry and specialises in technology marketing. Kelly previously worked for British Telecom in the UK and is Co-Chair of the AIMIA Mobile Industry Group and a founding member of the Mobile Marketing Research Association.



**Liz Summers BA, MAICD
Director**

Liz is a Director of SAL Consulting (Operations and Business Development) and has more than 15 years' experience in human services. She specialises in the areas of complexity and vulnerability, working with organisations and individuals to develop clinically-informed strategic management, operational planning, training and development, policy and framework, quality assurance and improvement processes. Liz is a passionate advocate for young people who have experienced trauma in their lives. She is a member of the Neuroleadership Institute and is also a Director of the I AM Fellowship, a not-for-profit organisation that provides therapeutic services for people who have experienced trauma.



**Mark Wallis
Director**

Mark is a senior sales and marketing executive in the IT and telecommunications industry, representing global organisations including Oracle, Arista Networks and Violin Memory. He has previously worked for technology companies including NEC, Toshiba, Telstra, MCI Worldcom and more. Mark is passionate about the welfare of young people and used to own and manage a children's play centre. He is now a Justice of the Peace and Chair of a local childcare centre, in addition to his role as Founding Director of Bendigo Bank in Mosman.



Philip Wallis LLB, LLM Director

Philip is a Barrister who specialises in commercial and corporate law and equity. He has previously served on the Board of the Australian Corporate Lawyers Association, including one year as National President. Philip worked for many years as a solicitor in private practice and as an in-house lawyer, where he also served as President of the NSW Law Society (Young Lawyers) and other committees within the society.

We have pleasure in presenting the Audited Accounts and accompanying reports for the year ended 30 June 2016. Over the past three years Taldumande's expenditure has trebled, while net assets have increased by over \$400k. These outcomes are indicative of a carefully managed period of growth which has ensured maintenance of a robust financial base from which to build further expansion of services.

We have recorded a \$161,000 deficit for the year, larger than the smaller deficit expected at the start of the year. A key driver of the larger deficit has been the conservative approach to provisioning for Building Maintenance over the next three years.

Looking forward, partly due to on-going funding uncertainty, we expect higher volatility in budget outcomes as we use accumulated funds to smooth the expansion of services and offset fluctuations in government funding. This is achievable given Taldumande's robust balance sheet which has been positioned to withstand periods in which growth service expenditure runs ahead of income support.

The 2016 financial year has seen continued expansion of services which are increasingly supported by Taldumande's fundraising program. Total expenditure for the year exceeded \$2 million; 15 per cent of these funds were generated by the fundraising program. Our ability to support more young people and to maintain a high standard of care is increasingly reliant on our ability to generate a higher proportion of income through our fundraising program. We expect that the proportion of expenditure sourced from our fundraising program will continue to rise. To meet this challenge we have added a head of marketing and fundraising, Kate Marsden, to our management team. With Kate on board we plan to improve communication with our existing supporter base and also broaden our fundraising initiatives into the corporate market.

We are pleased to report that the Intensive Family Support Program, established last year, had a productive year and is entirely supported by fundraising. This key program receives no government support, but is critical to directly support young people and their families through difficult times, re-build relationships and reduce risk of homelessness

The on-going expansion in Taldumande's services has made it efficient to employ bookkeeping/accounting resources directly, rather than relying on mainly external service providers. This provides for a higher level of efficiency, flexibility and control.

A handwritten signature in black ink, appearing to read 'Susan Gosling', written in a cursive style.

**Dr Susan Gosling
Chair, Finance Committee**

Committee Report

Your committee members submit the financial report of Taldumande Youth Services Inc. for the financial year ended 30 June 2016.

Committee Members

The following persons were committee members of the Incorporated Association during the whole of the financial year and up to the date of this report, unless otherwise stated:

Virginia Howard (Chairperson)
Anne Pender (Public Officer)
Susan Gosling (Treasurer)
Lisa Graham (Executive Officer)
Kenneth Hyman
Mark Wallis
Philip Wallis
David Mackenzie
Elizabeth Summers
Donald Hannan (appointed December 2015)
Hilary Hannan (appointed December 2015)
Noel Phelan (appointed January 2016)
Jane Jeffes (appointed February 2016)

Objectives

The main objective of the Incorporated Association is to provide accommodation options and support services to homeless young people in Northern Sydney. Our services are designed to enhance family relationships and prevent youth homelessness.

The Incorporated Association would like to thank the Department of Family and Community Services for their generosity and for continuing to be the primary sponsor.

Principal Activities

During the financial year the principal continuing activities of the incorporated association were the provision of accommodation options and support services to homeless young people in Northern Sydney with our services designed to enhance family relationships and prevent youth homelessness.

Results from General Operations

The joint initiatives with Mission Australia have resulted in increased government funding for general operations over three years, commencing this financial year, allowing Taldumande Youth Services Inc. to provide a much larger program of accommodation options and support to homeless young people. These general operations continue to run at a deficit with a current year deficit of \$357,964 (prior year deficit: \$8,820).

Results for Non-Government Fundraising

The Committee is pleased to report an excellent result from increased fundraising activities resulting in a net surplus of \$196,289 arising for the year (prior year surplus: \$331,864). These much needed funds have enabled Taldumande Youth Services Inc. to commence two important programs costing \$340,000 over the next two years; a youth and family program for \$180,000 and a going home staying home program for \$160,000.

Performance Measures


Taldumande Youth Services Inc. measures its performance on the quantity and quality of youth housing and support services it provides to the community.

General Information

The financial report is a special purpose financial report that covers Taldumande Youth Services Inc. as an individual entity. The financial report is presented in Australian dollars, which is also the functional and presentation currency.

The financial report consists of the financial statements, notes to the financial statements and the committee members' declaration.

Signed in accordance with a resolution of the Members of the Committee:



Virginia Howard
Chairperson



Ken Hyman
Assistant Treasurer

Dated this 15th day of November 2016

Statement of Comprehensive Income

| | Note | 2016 | 2015 |
|--|------|------------------|----------------|
| | | \$ | \$ |
| Revenue | 2a | 2,246,836 | 1,964,413 |
| Net non-government fundraising income | 2b | 196,289 | 331,864 |
| Employee benefits expense | | (2,068,295) | (1,484,697) |
| Depreciation and amortisation expense | | (6,025) | (5,162) |
| Accounting and advisory fees | | (35,650) | (74,854) |
| Advertising and recruitment | | (1,780) | (16,079) |
| Client support consumables | | (76,190) | (45,432) |
| Computer equipment and software | | (29,038) | (55,372) |
| Insurance | | (15,009) | (17,590) |
| Motor vehicle expenses | | (19,764) | (22,417) |
| Printing and stationery | | (25,348) | (37,383) |
| Rent | | (118,251) | (88,714) |
| Telephone and internet | | (19,109) | (20,368) |
| Other expenses | | (190,342) | (105,165) |
| Profit (Loss) before income tax | | (161,676) | 323,045 |
| Income tax expense | 1a | - | - |
| Profit (Loss) from operations | | (161,676) | 323,045 |
| Other comprehensive income, net of tax | | - | - |
| Net Comprehensive Income | | (161,676) | 323,045 |

Statement of Financial Position

| | Note | 2016 | 2015 |
|--------------------------------------|------|------------------|------------------|
| | | \$ | \$ |
| CURRENT ASSETS | | | |
| Cash and cash equivalents | 4 | 855,407 | 1,051,027 |
| Trade and other receivables | 5 | 135,553 | 39,075 |
| TOTAL CURRENT ASSETS | | 990,960 | 1,090,102 |
| NON-CURRENT ASSETS | | | |
| Property, plant and equipment | 6 | 32,185 | 11,821 |
| TOTAL NON-CURRENT ASSETS | | 32,185 | 11,821 |
| TOTAL ASSETS | | 1,023,145 | 1,101,923 |
| CURRENT LIABILITIES | | | |
| Trade and other payables | 7 | 140,526 | 223,942 |
| Other liability | 8 | 60,000 | - |
| Provision for employee entitlements | 9 | 89,933 | 98,140 |
| TOTAL CURRENT LIABILITIES | | 290,459 | 322,082 |
| NON-CURRENT LIABILITIES | | | |
| Other liability | 8 | 120,000 | - |
| Provision for employee entitlements | 9 | 4,881 | 10,360 |
| TOTAL NON-CURRENT LIABILITIES | | 124,881 | 10,360 |
| TOTAL LIABILITIES | | 415,340 | 332,442 |
| NET ASSETS | | 607,805 | 769,481 |
| EQUITY | | | |
| Accumulated funds | | 607,805 | 769,481 |
| TOTAL EQUITY | | 607,805 | 769,481 |

Statement of Changes in Equity

| | Accumulated Surplus | Total |
|---------------------------------------|---------------------|-----------|
| | \$ | \$ |
| Balance at 1 July 2014 | 446,436 | 446,436 |
| Net comprehensive income for the year | 323,045 | 323,045 |
| Balance at 30 June 2015 | 769,481 | 769,481 |
| Net comprehensive income for the year | (161,676) | (161,676) |
| Balance at 30 June 2016 | 607,805 | 607,805 |

Statement of Cash Flows

| | Note | 2016 | 2015 |
|--|------|-------------|-------------|
| | | \$ | \$ |
| CASH FLOW FROM OPERATING ACTIVITIES | | | |
| Receipts from continuing operations | | 2,878,960 | 2,495,916 |
| Payments to suppliers and employees | | (3,045,765) | (2,028,091) |
| Interest received | | 652 | 18,814 |
| Net cash provided by operating activities | 11 | (166,153) | 486,639 |
| CASH FLOW FROM INVESTING ACTIVITIES | | | |
| Purchase of property, plant and equipment | | (29,467) | - |
| Net cash from investing activities | | (29,467) | - |
| Net increase in cash and cash equivalents | | (195,620) | 486,639 |
| Cash and cash equivalents at beginning of year | | 1,051,027 | 564,388 |
| Cash and cash equivalents at end of year | 4 | 855,407 | 1,051,027 |

Notes to the Financial Statements

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The financial statements are special purpose financial statements that have been prepared for the purposes of complying with the New South Wales legislation, the Associations Incorporations Act 2009, the Charitable Fundraising Act 1991 and associated regulations. The Committee has determined that the Association is not a reporting entity.

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

Accounting Policies

a. Income Tax

The Association is registered as a Deductible Gift Recipient and is exempt from income tax.

b. Plant and Equipment

All property, plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated using both the prime cost and diminishing balance methods. The periods generally applicable are based on the assets' useful lives, which are reviewed, and adjusted if appropriate, at each reporting date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income and expenditure statement.

c. Impairment of Assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

d. Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave. The current portion for this provision includes the total amount accrued for annual leave entitlements that have been vested due to employees having completed the required period of service. Based on past experience, the Association does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the company does not have an unconditional right to defer settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

e. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of twelve months or less and bank overdrafts.

f. Revenue

Revenue is recognised when it is probable that the economic benefit will flow to the Incorporated Association and the revenue can be reliably measured.

Grants and Donations

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of the receipt.

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

Interest Income

Interest income is recognised when received.

All revenue is stated net of the amount of goods and services tax.

g. Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet. Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

Notes to the Financial Statements

Continued...

h. Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

i. Comparatives

When required, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

NOTE 2: REVENUE

| | 2016 | 2015 |
|--|------------------|------------------|
| | \$ | \$ |
| A) REVENUE APPLIED TO GENERAL OPERATIONS | | |
| Government program funding and grants | 2,643,060 | 2,263,121 |
| Less: Proportion payable to: Mission Australia | (450,174) | (357,640) |
| Rental income | 53,290 | 53,104 |
| Membership fees | 8 | 14 |
| Interest Received | 652 | 5,814 |
| Total Revenue for General Operations | 2,246,836 | 1,964,413 |
| B) NON-GOVERNMENT FUNDRAISING REVENUE APPLIED TO SPECIAL PROJECTS | | |
| Community group donations and grants | 77,027 | 77,622 |
| Individual donations | 143,935 | 64,662 |
| Corporate funding | 117,050 | 23,500 |
| Fundraising events revenue | 84,381 | 159,227 |
| Interest received | 24,855 | 13,000 |
| Total Non-government fundraising income | 447,248 | 338,011 |
| Less: | | |
| Special Project expenditure | (70,959) | (6,147) |
| Building Maintenance Fund | (180,000) | - |
| Net non-government fundraising income | 196,289 | 331,864 |

NOTE 3: AUDITOR'S REMUNERATION

| | 2016 | 2015 |
|---|---------------|---------------|
| | \$ | \$ |
| Remuneration of the auditor of the association for: | | |
| - Auditing the financial report | 12,000 | 12,000 |
| - Accounting services | - | 14,970 |
| | 12,000 | 26,970 |

NOTE 4: CASH AND CASH EQUIVALENTS

| | 2016 | 2015 |
|-----------------------------------|----------------|------------------|
| | \$ | \$ |
| Cash at bank - general account | 68,238 | 27,931 |
| Cash at bank - investment account | 25,666 | 556,166 |
| Cash on hand | 6,104 | 9,950 |
| Term deposits | 755,397 | 456,981 |
| | 855,405 | 1,051,027 |

NOTE 5: TRADE AND OTHER RECEIVABLES

| | 2016 | 2015 |
|-------------------|----------------|---------------|
| | \$ | \$ |
| Trade Receivables | 97,946 | - |
| Prepayments | 2,442 | 7,462 |
| Rental bonds | 31,613 | 31,613 |
| Other | 3,552 | - |
| | 135,553 | 39,075 |

Notes to the Financial Statements

Continued...

NOTE 6: PROPERTY, PLANT AND EQUIPMENT

| | 2016 | 2015 |
|----------------------------------|---------------|---------------|
| | \$ | \$ |
| Plant and equipment at cost | 46,190 | 66,118 |
| Less: accumulated depreciation | (31,384) | (54,297) |
| | 14,806 | 11,821 |
| Leased assets at cost | 13,508 | 13,508 |
| Less: accumulated depreciation | (13,508) | (13,508) |
| | - | - |
| Motor vehicles at cost | 18,857 | - |
| Less: accumulated depreciation | (1,478) | - |
| | 17,379 | - |
| Total Plant and Equipment | 32,185 | 11,821 |

Movements in Carrying Amounts

Movement in the carrying amounts of each class of property, plant and equipment between the beginning and the end of the current financial year.

| | Motor vehicle | Plant and Equipment | Total |
|--|---------------|---------------------|---------------|
| | \$ | \$ | \$ |
| Balance at 1 July 2015 | - | 11,821 | 11,821 |
| Additions (net of disposals, where applicable) | 18,857 | 7,532 | 26,389 |
| Depreciation expense | (1,478) | (4,547) | (6,025) |
| Balance at 30 June 2016 | 17,379 | 14,806 | 32,185 |

NOTE 7: TRADE AND OTHER PAYABLES

| | 2016 | 2015 |
|----------------------------|---------|---------|
| | \$ | \$ |
| Trade payables | 29,083 | 35,928 |
| Accruals | 12,000 | 12,000 |
| GST payable | 17,885 | 48,763 |
| Payroll liabilities | 78,889 | 82,032 |
| Income received in advance | - | 43,782 |
| Other | 2,669 | 1,438 |
| | 140,526 | 223,942 |

NOTE 8: OTHER LIABILITY

| | 2016 | 2015 |
|---|---------|------|
| | \$ | \$ |
| CURRENT | | |
| Provision for Building Maintenance Fund | 60,000 | - |
| | 60,000 | - |
| NON-CURRENT | | |
| Provision for Building Maintenance Fund | 120,000 | - |
| | 120,000 | - |

The provision for building maintenance fund represents expected future expenditure in relation to maintenance and repair of leased properties.

NOTE 9: PROVISIONS

| | 2016 | 2015 |
|--------------------|--------|--------|
| | \$ | \$ |
| CURRENT | | |
| Annual leave | 16,677 | 22,864 |
| Long service leave | 89,933 | 98,140 |
| | | |
| NON-CURRENT | | |
| Long service leave | 4,881 | 10,360 |
| | 4,881 | 10,360 |

Notes to the Financial Statements

Continued...

NOTE 10: CAPITAL AND LEASING COMMITMENTS

| | 2016 | 2015 |
|---|----------------|----------------|
| | \$ | \$ |
| Operating Lease Commitments | | |
| Annual amounts payable - minimum lease payments | | |
| - leases expiring within 12 months | 118,702 | - |
| - leases expiring between 12 months and 5 years | - | 118,702 |
| | <u>118,702</u> | <u>118,702</u> |

NOTE 11: CASH FLOW INFORMATION

| | 2016 | 2015 |
|---|------------------|----------------|
| | \$ | \$ |
| Reconciliation of Cash Flow from Operating Activities: | | |
| Net comprehensive income/(deficit) for the year | (161,676) | 323,045 |
| Non-cash flow items: | | |
| - Depreciation | 6,025 | 5,162 |
| - Loss on disposal | 3,079 | - |
| Changes in assets and liabilities | | |
| - (Increase)/decrease in other assets | (96,478) | (34,604) |
| - Increase/(decrease) in trade and other payables | (83,417) | 107,074 |
| - Increase/(decrease) in other liability | 180,000 | 43,783 |
| - Increase/(decrease) in employee provisions | (13,686) | 42,179 |
| Net cash provided by operating activities | <u>(166,153)</u> | <u>486,639</u> |

NOTE 12: FINANCIAL INSTRUMENTS

The Association's financial instruments consist mainly of deposits with banks, short-term investments and accounts payable. The Association does not have any derivative instruments as at 30 June 2016.

Interest Rate Risk

During the year, cash and certain current investments were invested with recognised financial institutions. The weighted average interest rate receivable for the year was 2.1% (2015: 1.99%).

NOTE 13: ASSOCIATION DETAILS

The registered office of this Association is:
Taldumande Youth Services Inc.
168 Pacific Highway
North Sydney NSW 2060

NOTE 14: SUBSEQUENT EVENTS

No matter or circumstance has arisen since the end of the financial year that would significantly affect the Association's operations in future financial periods.

Statement by the Members of the Committee

Auditor's Report

In the Committee members' opinion:

1. the Incorporated Association is not a reporting entity because there are no users dependent on the general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purpose of complying with the New South Wales legislation the Associations Incorporations Act 2009 and associated regulations;
2. the attached financial statements and notes thereto comply with the Accounting Standards as described in note 1 to the financial statements;
3. the attached financial statements and notes thereto give a true and fair view of the Incorporated Association's financial position as at 30 June 2016 and of its performance for the financial year ended on that date; and
4. there are reasonable grounds to believe that Taldumande Youth Services Inc. will be able to pay its debts as and when they fall due and payable.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

Virginia Howard

Virginia Howard
Chairperson

Ken Hyman

Ken Hyman
Assistant Treasurer

Dated this 15th day of November 2016

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Taldumande Youth Services Inc (the association), which comprises the committee's report, statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies, other explanatory notes and other explanatory information, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

Committee's Responsibility for the Financial Report

The committee of Taldumande Youth Services Inc. is responsible for the preparation and fair presentation of the financial report, and has determined that the basis of preparation as described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act 2009 and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the members of Taldumande Youth Services Inc., would be in the same terms if given to the members as at the date of this auditor's report.

Basis for Qualified Opinion

In common with many not-for-profit organisations, Taldumande Youth Services Inc. derives revenue from donation and

Auditor's Report Continued...



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Auditor's Independence Declaration



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fundraising revenue, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, verification of this revenue was limited to the amounts recorded in the financial records of the organisation. We are therefore unable to express an opinion as to whether Taldumande Youth Services Inc. donation and fundraising revenue is complete for the year under review.

Qualified Opinion

In our opinion, except for the possible effects, if any, of the matter described in the Basis for Qualified Opinion paragraph, the financial report gives a true and fair view of the financial position of Taldumande Youth Services Inc. as at 30 June 2016 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Act 2009.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist Taldumande Youth Services Inc. to meet the requirements of the Associations Incorporation Act 2009. As a result, the financial report may not be suitable for another purpose.

KMB Auditing Pty Limited

Robert Berman
Director
Sydney

Dated this 15th day of November 2016
Sydney

Auditors Independence Declaration under Section 307C of the Corporations Act 2001

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2016 there have been no contraventions of:

- (i) the auditor's independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

KMB Auditing Pty Limited

Robert Berman
Director

Dated this 15th day of November 2016
Sydney

Auditor's Disclaimer to the Members



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Concise Financial Information

The additional financial information, being the attached Concise Financial Information and the Detailed Income and Expenditure Statement, is in accordance with the books and records of the association which have been subjected to the auditing procedures applied in our statutory audit of the association for the year ended 30 June 2016. It will be appreciated that our statutory audit did not cover all details of the additional financial information. Accordingly, we do not express an opinion on such financial data and we give no warranty of accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than Taldumande Youth Services Inc.) in respect of such data, including any errors of omissions therein however caused.

KMB Auditing Pty Limited

Robert Berman

Director

Dated this 15th day of November 2016

Sydney

| | 2016 | 2015 |
|--|------------------|------------------|
| | \$ | \$ |
| BALANCE SHEET | | |
| Current assets | 990,960 | 1,090,102 |
| Non-current assets | 32,185 | 11,821 |
| TOTAL ASSETS | 1,023,145 | 1,101,923 |
| Current liabilities | 290,459 | 322,082 |
| Non-current liabilities | 124,881 | 10,360 |
| TOTAL LIABILITIES | 415,340 | 332,442 |
| NET ASSETS | 607,805 | 769,481 |
| EQUITY | | |
| Accumulated funds | 607,805 | 769,481 |
| | 607,805 | 769,481 |
| INCOME STATEMENT | | |
| <i>Operational</i> | | |
| Revenue | | |
| Government program funding and grants | 2,184,659 | 1,905,482 |
| Membership fees | 8 | 14 |
| Other grants received for general operations | 8,227 | - |
| Rental income | 53,290 | 53,104 |
| Donations | - | - |
| Interest received | 652 | 5,814 |
| | 2,246,836 | 1,964,413 |
| Expenditure | | |
| Administration expenses | 361,553 | 378,286 |
| Employment expenses | 2,068,295 | 1,484,697 |
| Motor expenses | 19,764 | 22,417 |
| Other Operational Expenses | 155,188 | 87,832 |
| | 2,604,800 | 1,973,233 |
| DEFICIT FROM GENERAL OPERATIONS | (357,964) | (8,820) |

Concise Financial Information Continued...

| | 2016 | 2015 |
|--|-----------|---------|
| | \$ | \$ |
| SPECIAL PROJECTS | | |
| Revenue | 447,248 | 338,011 |
| Expenditure | 250,959 | 6,146 |
| NET SPECIAL PROJECT SURPLUS FROM FUNDRAISING AND SPECIAL PROJECTS | 196,289 | 331,864 |
| NET (DEFICIT)/SURPLUS | (161,676) | 323,045 |

Detailed Income and Expenditure Statement

| | 2016 | 2015 |
|--|------------------|------------------|
| | \$ | \$ |
| OPERATIONS | | |
| Revenue | | |
| Government program funding and grants | 2,021,090 | 1,841,152 |
| Government grants receivable via Mission Australia | 613,743 | 421,969 |
| Rental income | 53,290 | 53,104 |
| Other grants, donations and fundraising | - | - |
| Membership fees | 8 | 14 |
| Other income | 8,227 | - |
| Interest received | 652 | 5,814 |
| Total Revenue | 2,697,010 | 2,322,053 |
| Less: Proportion payable to Mission Australia | (450,174) | (357,640) |
| Gross Revenue | 2,246,836 | 1,964,413 |
| Expenditure | | |
| Administration Expenses | | |
| Advertising and recruitment | | 16,079 |
| Audit fees | | 11,000 |
| Bank fees and charges | | 1,064 |
| Accountancy and advisory services | | 74,854 |
| Business planning, reporting and evaluation costs | | 16,650 |
| Computer equipment & software | | 55,372 |
| Consulting | | 3,201 |
| Depreciation expense | | 5,162 |
| Insurance | | 17,590 |
| Legal expenses | | 3,588 |
| General expenses | | 4,123 |
| Office rent | | 88,714 |
| Printing, postage & stationery | | 37,383 |
| Staff amenities | | 3,602 |
| Subscriptions and memberships | | 5,340 |
| Special projects expense | | - |
| Telephone and internet | | 20,368 |
| Training | | 10,883 |
| Travel expenses | | 3,313 |
| Website costs | | - |
| Total Administration Expenses | 361,553 | 378,286 |

Detailed Income and Expenditure Statement Continued...

| | 2016 | 2015 |
|--|------------------|----------------|
| | \$ | \$ |
| Employment Expenses | | |
| - Superannuation | 161,082 | 116,533 |
| - Wages & salaries | 1,822,446 | 1,333,056 |
| - Agency staff | 24,612 | 13,150 |
| - Recruitment | 5,353 | 6,899 |
| - Workers' compensation | 54,802 | 15,060 |
| Total Employment Expenses | 2,068,295 | 1,484,697 |
| Motor Vehicle Expenses | 19,764 | 22,417 |
| Other Operational Expenses | | |
| - Cleaning and sanitation | 6,866 | 4,722 |
| - Client support consumables | 76,190 | 45,432 |
| - Repairs and maintenance | 25,507 | 15,574 |
| - Security monitoring | 2,754 | 2,216 |
| - Utilities | 27,270 | 16,482 |
| - Fringe benefits tax | 6,310 | 3,407 |
| - Loss on disposal of fixed asset | 3,079 | - |
| - Other costs | 7,212 | - |
| Total Operational Expenses | 155,188 | 87,832 |
| Total Expenditure | 2,604,800 | 1,973,233 |
| Net Surplus/(Deficiency) for Operations | (357,964) | (8,820) |
| SPECIAL PROJECTS | | |
| Revenue | | |
| Community group donations and grants | 77,027 | 77,622 |
| Individual donations | 143,935 | 64,662 |
| Corporate funding | 117,050 | 23,500 |
| Fundraising events revenue | 84,381 | 159,227 |
| Interest received | 24,855 | 13,000 |
| | 447,248 | 338,011 |

| | 2016 | 2015 |
|---|------------------|----------------|
| | \$ | \$ |
| Expenditure | | |
| Project expenses | 23,125 | 2,007 |
| Building maintenance fund | 180,000 | - |
| Fundraising events expense | 47,834 | 4,139 |
| Total Special Projects | 250,959 | 6,146 |
| Net Surplus for Special Projects | 196,289 | 331,864 |
| Net (Deficit)/Surplus for the year | (161,676) | 323,045 |

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