

Annual report 2006



NCOSS



**Council of Social Service
of New South Wales**



The Council of Social Service of New South Wales (NCOSS) is the peak body for the social and community services sector in New South Wales. NCOSS works with its members on behalf of disadvantaged people and communities towards achieving social justice in New South Wales.

NCOSS was established in 1935 to promote cooperation in the provision of community services and influence social legislation. Today our constituents are:

- our members
- other peak community service agencies in NSW
- service providers
- other agencies working in the social policy and social services field
- individual members interested in social policy and social service issues
- disadvantaged and low income people and communities in NSW.

NCOSS provides an independent voice on welfare policy issues and social and economic reforms and is the major co-ordinator for non-government social and community services in NSW.

We act as a channel for consultation with government and between parts of the non-government sector with common interests and diverse functions.

NCOSS is a membership organisation. Through current membership forums, NCOSS represents more than 7000 NSW social and community services and over 85,000 consumers and individuals. Members range from the smallest community services to the largest major welfare agencies, state and regional level peak councils, churches, hospitals, local government and consumer groups.

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■ Council of Social Service of New South Wales

Who we are

The Council of Social Service of New South Wales (NCOSS) is the peak body for the social and community sector in NSW. We were established in 1935 to promote cooperation in the provision of community services and influence social legislation.

Today NCOSS provides an independent voice on social and economic policy issues and reforms and is the major co-ordinator for non-government social and community services in NSW. We act as a channel for consultation with government and between parts of the non-government sector with common interests and diverse functions.

NCOSS also provides and facilitates organisational development services and products designed to improve the effectiveness and viability of not for profit human services organisations.

Our vision

NCOSS has a vision for a society where there is social and economic equity, based on co-operation, participation, sustainability and respect.

Our values

1. Social justice, access and equity for all individuals and communities
2. NCOSS acknowledges the Traditional Land Owners
3. Active participation of people and communities in decisions that impact on their lives
4. Cooperation and shared responsibilities for sustainable community well being
5. Openness, ethical practices and accountability
6. Quality services and safe, productive workplaces

Our key goals

1. Positively influence key policies of government, actions of business and attitudes in the community that affect disadvantaged people and communities.
2. Support and resource the ongoing development of a high quality and effective community sector.
3. Work to continually improve the capacity and operation of the organisation, ensuring its viability, effectiveness, quality of service and excellence of workplace practice.

President's Message

Despite some significant changes in leadership, with the mid-year departures of Director, Gary Moore, and President, Chris Dodds, in many ways 2006 was business as usual for NCOSS. This is a tribute both to Gary and Chris' legacy and also to the ongoing, high quality work of the NCOSS staff and Board.

As a new President, one of my most important jobs is to maintain, and I hope strengthen, the ability of NCOSS to deliver on its central role as a strong and credible voice for disadvantaged people and communities in NSW. NCOSS has a proud history of over 70 years as the peak body for the social and community services sector in this state. We have a well deserved reputation as an effective advocate, advocating in government circles, in the media, with business and with the community generally. A key strength of NCOSS, which underpins our reputation, is that we are a membership organisation. Effective consultation, active engagement and strong partnerships with our members, ensure that we effectively represent the interests of some 7,000 organisations and over 85,000 consumers and individuals.

In mid 2004, as part of our Strategic plan, NCOSS identified nine key social performance indicators for NSW. These were set as benchmarks of individual and community disadvantage, which would help us identify priorities and monitor the effectiveness of our work. These social performance indicators were:

- housing affordability
- unemployment rates among disadvantaged groups and locations
- incidence of domestic violence and child abuse
- level of early school leaving and year 12 retention rates
- mental health spending and outcomes
- level and affordability of preschool places
- level of spending on gaming machines per capita
- trends in aboriginal mortality and major health problems rates compared to non-Aboriginal population
- level of recidivism in correctional services.

Some three years later, a review of these indicators provides a measure of some successes and sadly also some



of the areas of ongoing and increasing disadvantage in our state.

The recently released NSW Productivity Commission Report on Government Services 2007 identifies that:

- The level of housing stress for low and moderate income renters and home buyers is increasing. NSW has the second highest level of any state of Commonwealth Rental Assistance recipients paying more than 30% of their income on housing. This proportion has increased from 64% in 2003 to 69.3% in 2006.
- In the area of education, there has been an ongoing increase over the last eight years in the recurrent expenditure on government schools in NSW. Retention rates have not improved, however. In NSW, in Years 10 and 12, retention rates are still lower than the national average.
- NSW has the lowest suicide rate of any state. This rate has also fallen since 2002. Welcome announcements of significantly increased funding for mental health services in the 2006 State Budget have not yet had a significant impact on the mental health outcomes of NSW citizens, however.
- NSW continues to be the lowest spending state on children's services for the 0-12 age group. This is notwithstanding a recent funding increase for community based preschools. Whilst this funding boost is welcome, NSW parents still experience out of pocket child care costs, which are above the national average.
- The indigenous infant mortality rate has substantially decreased in NSW over the last 6 to 8 years and NSW has the lowest rate compared to any other state. However NSW's indigenous infant mortality rate is still nearly double the NSW total infant mortality rate.
- Whilst the average life expectancy for indigenous males and females in NSW continues to slowly increase, it still remains considerably lower than the total national average. Indigenous males in NSW are likely to live 16 years less, and indigenous females 17 years less, than the average for the Australian population as a whole.

- The level of recidivism in NSW prisons remains well above the national average. The gap between the NSW and national imprisonment rates also continues to grow.

The recently published report, *Dropping off the Edge: the distribution of disadvantage in Australia*, written by Tony Vinson, identifies specific communities across Australia with entrenched and multiple disadvantages. In NSW, 1.7% of all postcodes account for 12.5% of the top 40 rankings of indicators of disadvantage - factors such as low income, long term unemployment, child abuse, early school leaving, limited computer and internet access, and physical and mental disabilities. The two key factors which underpin these high levels of disadvantage are intergenerational poverty and low educational attainment.

These two reports highlight some of the key areas for ongoing work as NCOSS pursues a vision of a society where co-operation and respect, and equity and sustainability, are fundamental. In 2007, we will continue to work on behalf of, and in partnership with, our member organisations, supporting their diverse contributions to the lives of disadvantaged NSW citizens.

Chris Dodds stepped down at our Annual General Meeting after serving four years as President and over 14 years as an NCOSS Board member. In these roles Chris was a strong advocate for the inclusion of rural and regional issues and concerns and for the unmet needs of people

with disabilities and their families. Chris brought his well thought out personal and professional commitment to social justice to our policy and strategic deliberations, and a rich sense of the history of our sector, providing valued wisdom at key points.

Gary Moore left NCOSS mid-year after some 10 years as Director. During this time Gary provided well respected leadership for both NCOSS and for the community services sector across NSW. His high profile advocacy for disadvantaged people positively influenced public debate and government policy in NSW. Gary's style was to work collaboratively with a wide range of stakeholders both in our sector and within government, politics, the media and business. His leadership gave a high level of credibility to our ongoing work, and provided a strong and sustainable base for NCOSS.

I would like to thank the staff for their strong contributions to NCOSS in the last year, and in particular the spirit of flexibility and collegiality with which they have approached changes in personnel and the challenges of advocacy in the lead up to the NSW election. Personally I would particularly like to thank the NCOSS Board members for their passion, their commitment to robust discussions and cooperative resolutions, and their strategic leadership of NCOSS.

Pam Batkin
President

■ Director's Message

2006 was a year of change for NCOSS. It presented some significant challenges for our organisation and also some very sweet victories.

In June 2006 a milestone in community sector and government relationships was reached when we held the first implementation meeting under the Working Together for NSW Agreement. NCOSS led the delegation from the Forum of Non-Government Agencies (FONGA) at this meeting with the Human Services CEOs. The two priority issues presented to the meeting were Strengthening NGOs and Regional Integrated Human Services Planning. A joint communiqué was issued after the meeting.

NCOSS, along with FONGA has been doing ongoing work around the implementation of these projects. In particular, the negotiation of a generic service specification for peak bodies. The value of the Working Together Agreement was clearly evidenced in these negotiations, enshrining the principles of independence, respectful partnership and the value of advocacy in the service specification.

NCOSS also undertook significant work on the issue of an effective and fair funding policy for NSW using the rubric of Working Together. The discussion paper - *Working Together: Good Funding Policy and Practice*, was published mid-2006 after detailed consultation with the sector. It sets out the principles NCOSS believes should apply to how funding of NGOs is administered across all government human service agencies.

Following the updating of the Social and Community Service Award (SACS) in March 2006 NCOSS worked closely with the Australian Services Union, and other peak bodies to negotiate common indexation increases across all NSW funding programs as part of the NSW Budget. This success was largely down to the local efforts of NGOs lobbying their local members and highlighting the need to pay award increases. Unfortunately the indexation did not make up for historic under-funding, nor did it cover the Commonwealth contribution. That fight continues.

In other budget highlights, we very much welcomed the announcement of \$1.3 billion additional funding for disability services under the Stronger Together package. NCOSS, along with other disability service and consumer organisations had been lobbying for that type of investment for several years.



Similarly, we welcomed increased funding for community based preschools, noting however that the dollars promised will not deliver the much promised affordability for every child in the year before school. More details on these can be found in the Policy and Communication Team report at page 10.

After three years of work on Government social performance reporting, we finally saw the State Government take the leap into developing a State Plan. Although the plan does not include everything we would have liked to have seen, and is

certainly open to some improvement, we recognise that its adoption is a fundamental shift in the way government does its business. As a tool of public policy, the State Plan offers our sector a unique opportunity to improve government policy and especially Treasury decisions. In this regard the sector has positioned itself extremely well – actively engaging with the development of the plan, and clearly influencing its priorities.

As ever, much of our work was stopping bad policy being made in the first place. Our efforts to resist co-payments in the public dental scheme paid off, with the Minister for Health withdrawing that proposal. Unfortunately, the more fundamental issue around the sustainability of the dental system was not addressed adequately, despite the recommendations of the Upper House Inquiry and ongoing lobbying by NCOSS and other groups for proper resources to save that system.

A quick look at the list of submissions, evidence to Parliamentary Inquires, working groups and committees and the report of the Policy and Communications team will give you some idea of the breadth and scope of NCOSS advocacy.

Needless to say just keeping an eye on the legislative program, State Budget, Review of Government Services as well as the hundreds of policy directions papers issued by departments every year is a job in itself. However NCOSS has once again shown that it is possible to go on the front foot on policy and advocacy through its various discussion papers, policy seminars and conferences. We also worked in partnership with universities and other advocacy bodies on research and position papers on transport disadvantage; the impacts of Workchoices on the community sector; Concession Pricing

for Household Energy, Water and Transport in NSW; Health Related Transport and a two year ARC project on advocacy in the age of Compacts.

Strategic partnerships also influenced our work in sector development. With the support of Zurich Insurance, we commissioned Matrix on Board to research models of sharing back office functions. The *Sharing Financial Administration* report is now being used for ongoing development work at a local and regional level.

The work of our Sector Development and Corporate Services Team shifted significantly in 2006, following a survey of members as regards our future directions. NCOSS is now taking a more strategic approach to industry development, focusing on big picture issues such as workforce development, sustainability and sector visibility and profile. In addition we continue to provide key products and services including NCOSS Community Cover and the Management Support Unit.

The Sector Development conference "The New Business of Human Services" was a huge success with over 300 participants. Similarly our seminar "Building Value in the Human Services Sector" was thought provoking and challenging. As our industry grapples with fundamental issues about our future direction and capacity to deliver human services in a climate of increased competition, open discussion and debate are vital if we are to avoid losing sight of our fundamental identity and principles as a sector.

These are the challenges that face all community organisations and NCOSS is not alone in grappling with them. NCOSS is in many ways a microcosm of our sector. In that regard we faced a challenge facing many other groups - a significant turnover of staff as people seek better pay, more security and new opportunities for a career path.

NCOSS said goodbye to quite a few staff in 2006. This meant that remaining staff often had to cover two, and sometimes

three positions to meet the very high volume and standard of work which NCOSS is renowned for.

In June 2006 our long serving Director, Gary Moore left NCOSS to take up the position of Director of Community Services at Marrickville Council. During his ten years at NCOSS (with a two year break from April 2001 to April 2003) Gary made an enormous contribution to our sector.

Gary played a pivotal role in growing the credibility of NCOSS and its impact upon decision makers in NSW. As a high profile voice for disadvantaged people and the community sector, Gary's influence was enormous - helping to keep the issues that really matter at the forefront of public debate and policy making.

As a leader of our sector and of NCOSS, Gary's style was always one of listening, thinking and offering a balanced view. In this he showed a great respect for everyone around him, providing the best possible role model for everyone at NCOSS. Gary was always stimulating new ideas and inspiring us all to act for a socially just future.

We miss Gary's support and wise counsel and have worked hard since he left to maintain a rigorous and considered approach to all our work. I believe that we have succeeded in doing that- not only because Gary taught us so well, but also because we have a fantastic staff team at NCOSS, which is second to none in knowing its subject and putting forward credible, workable solutions to difficult problems.

2006 was a hard year, but also a great year at NCOSS. It was my great pleasure to act in the role of Director during that time, with the support of our members, Board and staff. I commend this annual report to you.

Michelle Burrell
Acting Director

■ NCOSS Board

The NCOSS Board is a vital link between the social and community services sector as a whole and the NCOSS staff. Around half the Board is elected each year, with Directors' terms set at two years. During the year, additional Board members are co-opted to fill vacancies and to ensure that as many major community interests as possible are represented.

The members of our 2006 Board were:

Chris Dodds, President (term expired 29 May 2006)

Pam Batkin, Vice-President (elected President 29 May 2006), Baptist Community Services NSW&ACT

Mary Perkins, Vice-President, Shelter NSW Co-Op Inc.

Bernard Boerma (elected Director 29 May, appointed Vice President 10 July 2006) Centacare Sydney

Peter Connie, Treasurer (retired 9 October 2006), We Help Ourselves

Paul Drielsma, Director (term expired 29 May, appointed Director 10 July, then Treasurer 9 October 2006), UnitingCare Burnside

Beverley Baker, Director (appointed Secretary 19 June 2006), Public First Ltd.

Jane Allen, Director, Community Programs Inc.

Matthew Bowden, Director, People with Disability, Australia Inc.

Kath Brewster, Director, Council on the Ageing

Denele Crozier, Director, Women's Health NSW

Kristy Delaney, Director, Youth Action & Policy Association

Sheree Fairburn, Director, Carers NSW

Susan Heyne, Director, Lower North Shore Community Transport Inc.

Lisa Foster, Director, St Mary's Area Community Development Project Inc.

Simon Fox, Director, Local Government Community Services Association

Helen Campbell, Director, Redfern Legal Centre

Tirrania Suhood, Director, Blacktown Alcohol and Other Drugs Family Services Inc.

Barbel Winter, Director, Multicultural Disability Advocacy Association of NSW

Laurence Kerr, Director (term expired 29 May 2006), Western Sydney Community Forum

George Varughese, Director (term expired 29 May 2006), Multicultural Support Network Randwick

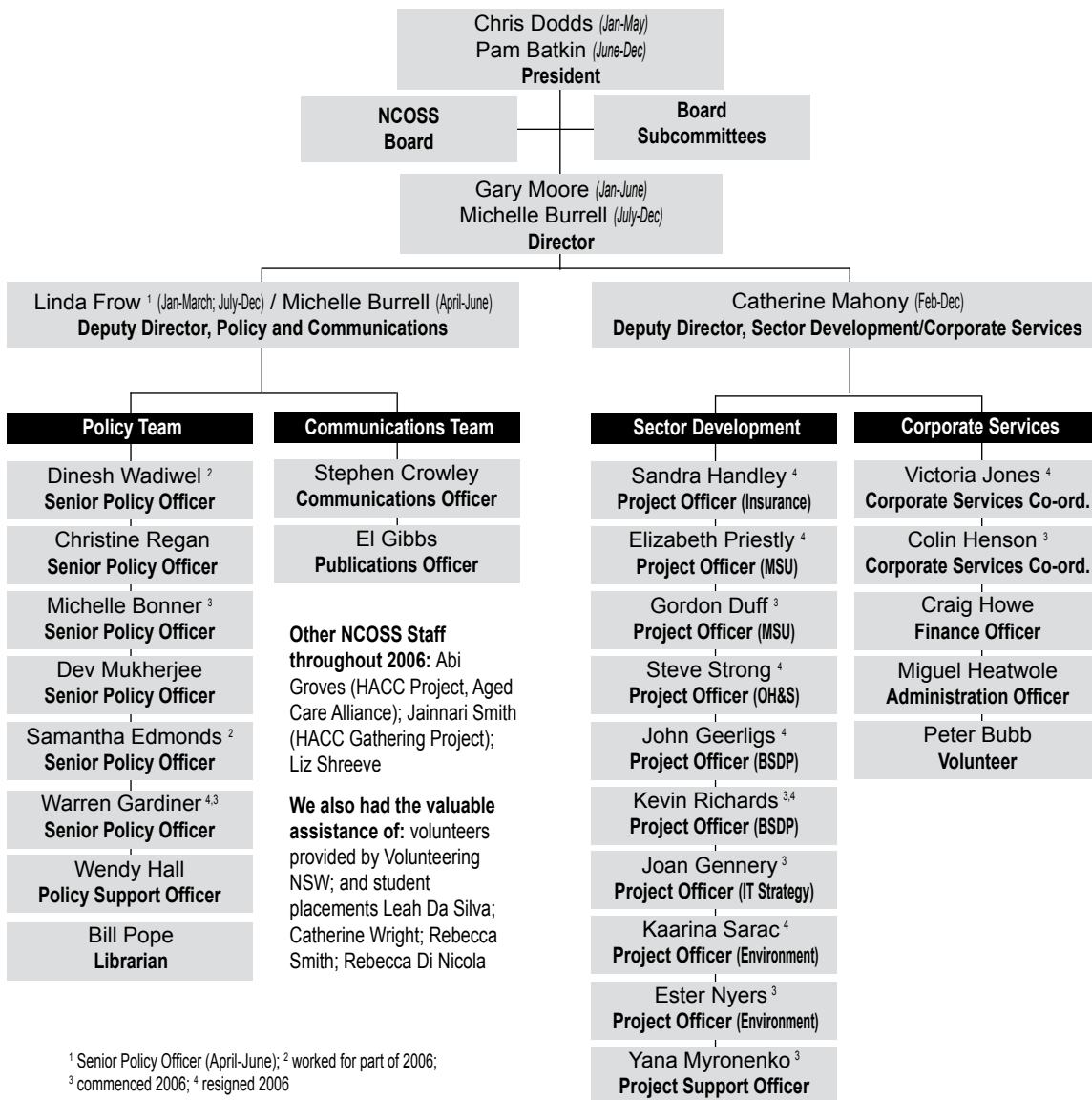
Roger West, Director (resigned 30 May 2006)

Alanna Clohesy, Director (resigned 11 July 2006), People With Disability, Australia Inc.

Janis Redford, Director (resigned 10 July 2006) Mission Australia

Tony Barnden, Director (resigned 9 October 2006), Local Government Community Services Association

NCOSS Staff 2006



Policy and Communications Team

Back (l-r): Dinesh Wadiwel, Linda Frow, Michelle Bonner;
Front: El Gibbs; Wendy Hall, Warren Gardiner;
Absent: Michelle Burrell, Christine Regan, Stephen Crowley, Bill Pope



Sector Development and Corporate Services Team

Back (l-r): Craig Howe, Gordon Duff, Ester Nyers; Joan Gennery
Front: Yana Myronenko; Catherine Mahony, Miguel Heatwole

■ Policy and Communications

As always it has been a busy year for the policy and communications team, but one that has finally seen some rewards for long term advocacy in areas such as disability policy and preschool funding. The breadth of coverage by NCOSS policy staff belies the smallness of the team (five Senior Policy Officers and the Deputy Director, Policy) and is amply demonstrated in the list of submissions and reports made this year (see page 12), and the list of committees and working groups on which they have represented NCOSS and the sector with passion and commitment.

Policy

With most of our work made publicly available on the NCOSS website, it only remains to highlight some major achievements of the year.

Preschool funding

In the period March to May 2006, we finally saw movement on preschool funding. In March the Coalition announced a preschool funding policy that adopted the work done by NCOSS and the NSW Children's Services Forum as the basis of a substantial commitment to viability, affordability and expansion of the community based preschool sector. By May the Government had also moved to increase funding to preschools for viability and expansion with the announcement of an additional \$77.2m over four years. Ongoing media coverage, grass roots action by parents and preschool staff, and continued lobbying by the children's services sector has ensured that affordable early childhood education will remain on the political agenda.

NCOSS now sits on the Preschool Investment and Reform advisory group.

None of this would have happened without the long term commitment of the NSW Children's Services Forum (convened by NCOSS) to this issue and the production of two major reports – *Who Sank the Boat?* in December 2002, which resulted in the affordability review, and *There's a Hole in the Bucket*, a survey of the viability of community based preschools undertaken in 2005 and released in February 2006. This report was based



on responses from 452 out of 798 community based preschools –one of the best survey response rates we have ever achieved. The detailed information contained in this report presented a convincing case for the urgent funding of NSW community based preschools.

Disability policy and funding

In May, the much anticipated Stronger Together 10 year Plan for Disability Services was launched by the Premier and Minister Della Bosca. This Plan is accompanied by five years of projected new spending measures to the value of more than \$1.3 billion with identified annual targets for achievement. The Plan is very welcome and necessary to address many years' unmet demand and NCOSS continues to work towards appropriate implementation strategies for the Plan, eg supported accommodation, the devolution of disability institutions and services to Aboriginal and Torres Strait Islander communities.

NCOSS had contributed to the development of this Plan through advocacy, consultations and membership of the Minister's Disability Accommodation Reference Group, and will monitor outcomes. There are several areas of work not covered by the Plan for people with disabilities, including people in boarding houses, increases in aids and appliances and the long-awaited finalisation of the Disability Advocacy and Information Review. A strong and coordinated workforce strategy will need to underpin any success of the Stronger Together Disability Plan.

Importantly, the Stronger Together Plan also restores and even improves the outcomes for young people and school leavers with disability. NCOSS and the disability sector had conducted a two year campaign to restore the formerly known ATLAS program after the cuts of July 2004. After public action and delegations to the Minister and the Department of Ageing, Disability and Home Care, announcements in May restored and increased the funding to this program – now split into the Transition to Work and Community Participation programs. NCOSS and other sector advocates continue an intensive policy development process with DADHC to implement the new programs towards optimum outcomes for people with disabilities.

A Fairer NSW

The launch of the NCOSS election policy and website – A Fairer NSW – in November marked the culmination of months of consultation, debate, discussion and policy development. It followed a conference held with NCOSS members to ensure that the platform represented widely held views within the sector. The election platform represents the best endeavours of the policy team to condense and consolidate the current

NCOSS Conferences, seminars and workshops 2006	
February	NSW Health - Health Priority Taskforce Consumer and Community Representatives Forum
	Forum to discuss the Review of the Children and Young Persons (Care and Protection) Act 1998 (with ACWA, NSW Family services and AbSEC)
March	Affordable Water and Energy Efficiency Training- Chester Hill
April	The New Business of Human Services Conference
	Affordable Water and Energy Efficiency Training- Raymond Terrace, Sutherland
May	Building Value in the Human Services Sector Seminar
	NCOSS/Treasury NSW State Budget Seminar
	Affordable Water and Energy Efficiency Training- Campbelltown, Gladesville, Marrickville. Parramatta
	OHS Risk Management and Workers Compensation Seminar
June	NSW State Budget: NCOSS/community sector analysis event
	NSW Aboriginal Community Care Gathering Committee Conference "Leading our way in community care", Dubbo
July	"What's the deal?" Joint ACOSS/NCOSS Welfare to Work Forum
August	Visit by UN Special Rapporteur on Adequate Housing - Forum for NSW housing related NGOs
September	A Fairer NSW: Bold Solutions and Real Results Conference
	Joint NCOSS/NSW Council for Intellectual Disability Conference Pathways to Employment: "Towards meaningful employment for people with intellectual disability"
	Changes to Workers Compensation seminar
October	Anti-Poverty Week Forum "Towards Social Justice: The lemma Government's Plans for a Fairer NSW"
	Anti-Poverty Week: Joint launch of EveryKid Campaign
	Anti-Poverty Week: Joint launch of the "Transport Disadvantage" report
November	Community Development Support Expenditure Scheme (CDSE) Forum
December	Social Accounting and Auditing- introductory workshops

priorities of the NSW community sector into one document, with twenty-one priorities set out under eight themes.

The launch was followed by follow-up meetings with ministers, ministerial advisers, shadow cabinet members, other political leaders and independents, seeking to explain the rationale for the priorities presented, and seeking endorsement of, or commitment to, them. The website for the election was specially created for easy access by the sector and the community, and to enable individuals to send letters endorsing the NCOSS platform to political leaders and local members. It represents a big step forward in the use of sophisticated technology to engage support and spread our message.



The State Plan

Having in recent years called on the Government to adopt a measurable approach to its own performance across key portfolio areas, NCOSS welcomed the development of a State Plan for NSW in 2006. While the consultation timeframe was short, NCOSS prepared a quick response to the plan which it circulated to members and urged those involved in the consultation phase to draw on.

As a result of strong lobbying by NCOSS and the sector, a number of changes were made to the document, including the significant inclusion of a theme around Fairness and Opportunity, Rights were included in the theme that originally looked only at Respect and Responsibility and a new section on Strengthening Aboriginal Communities was included in the document. The full NCOSS response to the State Plan is available on the NCOSS website.

While there still appear to be some glaring omissions – oral health, homelessness and locational disadvantage, for example – we now have something to work with in measuring Government performance and calling government to account.

Policy reports and submissions	
January	Report to Department of Family and Community Services on achievements of the Emergency Relief Volunteer Training Project
	Submission on Draft NSW Housing and Human Services Accord
	Submission to Review of NSW Health Program of Appliances for Disabled People
	Submission to the Minister for Planning on the Draft Lower Hunter Regional Strategy
	Submission to the NSW Department of Ageing, Disability and Home Care New directions for Community Participation
February	Report: There's a hole in the bucket: Challenges for NSW community-based preschools
	Submission on the content and structure of the NSW Personal Health Record
	Submission to Inquiry into the Electoral and Referendum Amendment (Electoral Integrity and Other Measures) Bill 2005
	Submission to the Committee on the Health Care Complaints Commission Review of the Unregistered Health Practitioners: the Adequacy and Appropriateness of Current Mechanisms for Resolving Complaints Report
	Submission to the Inquiry into Australia's future oil supply and alternative transport fuels
	Submission to the IPART Investigation into the Burden of Regulation in NSW and improving regulatory efficiency
	Submission to the Legislative Assembly Public Bodies Review Committee Inquiry into the Allocation of Social Housing
	Submission to the Review of the Children and Young People (Care and Protection) Act 1998,
	Submission to NSW Sentencing Council
March	Submission to Draft Redfern Waterloo Built Environment Plan - Stage 1
	Submission to the IPART Review into the Skills Base in NSW
	Submission to the Review of the NSW Integrated Primary and Community Health Policy – Draft
	Submission to the IPART NSW CityRail Fare Review
April	Submission to the NSW Legislative Council Joint Select Committee on Tobacco Smoking
	Submission to the IPART Review of Fares for Taxis in NSW
May	NCOSS and Shelter NSW Submission to the Review of State Environmental Planning Policy (SEPP)(Seniors Living) 2004
	Report : Partnering Under Pressure on the Survey regarding the experiences of community organisations of the Expression of Interest process for the DoCS Early Intervention Program
	Submission to Standing Committee on Social Issues Inquiry into the impact of Commonwealth WorkChoices Legislation
	Submission to the Attorney General's Department re NSW Criminal Justice Research Agenda
June	Additional comments to IPART in relation to the Review of Taxi Fares 2006: Issues Paper
	Discussion Paper: Working Together for NSW: Good Funding Policy and Practice
	Submission on Reshaping Public Housing Targeting and Tenure Reforms: Proposed Access, Allocation and Tenure Framework
July	Submission to the Access Card Consumer and Privacy Taskforce
	Submission to Fit for the Future: NSW Health 2025
	Submission on the second draft NSW Health NGO Policy Framework
	Submission to The NSW Public Accounts Committee Inquiry into HACC and Home Care
	Discussion Paper: Who Uses Public Transport: Quantifying low income public transport use in Greater Metropolitan Sydney
	Discussion Paper: Smart Move: An Integrated Day Fare for Public Transport in NSW
August	Briefing paper on the Draft State Plan
	Submission to the Australian Senate Community Affairs Reference Committee Inquiry into the Commonwealth State Territory Disability Agreement

Policy reports and submissions (cont)	
September	Submission on the use of photo-documentation for sexual assault and child physical abuse medical and forensic examinations - Draft Policy and Procedures
	Submission to Healthy People 2010 - The Population Health Plan for NSW
	Submission to NSW Government "A New Direction for NSW: State Plan"
	Submission to the 2006 Review of Ferry Fares (including TravelPass)
	Call for a Homelessness Strategy
	Submission to the 2006 IPART Review of Bus Fares
October	NCOSS 2007 State Election Policy : A Fairer NSW: Bold Solutions, Real Results (Full report, Executive Summary and Call to Parties)
	Submission on Population Health Priority Taskforce Planning Day Background Paper: Best Buys for Population Health Action in NSW
	Submission to the Review of the Mental Health Act 1990
	Submission to the IPART Review of regulated Retails Tariffs and Charges for Electricity 2007 to 2010
	Supplementary Submissions for Questions on Notice to NCOSS regarding the Upper House Inquiry into HACC and Home Care
November	Submission on Draft Infrastructure State Environmental Planning Policy 2006
	Submission on the Concept Plan for the East Darling Harbour Development
	Submission on the CUB Site Draft Affordable Housing Planning Agreement
	Submission to Draft Redfern-Waterloo Human Services Plan – Phase 2
December	Joint One Year Report Card on Metropolitan Strategy for Sydney
	Submission on the proposed changes to the Community Development and Support Expenditure (CDSE) Scheme Guidelines

Funding Policy Paper

In response to increasing concern about the directions of government funding policy, at both a state and federal level, the NCOSS policy team developed a discussion paper on funding policy and its relationship to the *Working Together for NSW Agreement* between the NSW Government and the community sector.

The paper sought to locate funding policy within the principles espoused by the Agreement. It argued that while we have to acknowledge and work with current preferences for contestable funding processes, these do not always produce the best result and that funding policy is "better grounded in planning, collaboration and negotiation to add value to renewable funding arrangements than in the manipulation of partnerships or competition."

The paper has certainly resonated with the sector and it will now be our challenge to convince governments to re-examine the costs and benefits of competitive processes, and to look at the value, including value for money, that might be added through cooperation, trust and demonstrated best practice within a service framework that can still measure results and performance.

Communications

In addition to establishing the election website, the communications team continued to extend the capacity of NCOSS to provide services to its members. All of our major submissions, reports and media releases have been uploaded to the website shortly after release and the Sector Development section of the website continues to grow. On-line surveys, the special website established to give immediate support to services participating in the Department of Community Services' expression of interest process for the Early Intervention Program, a new look newsletter and continued growth and use of Community Jobs Online, have all contributed to the successful resourcing of the sector in 2006.

■ Sector Development and Corporate Services

The Sector Development Unit continued to provide high need industry support services to the non-government community sector during 2006. These included the following discreet projects;

- Management Support Unit;
- The Affordable Water and Energy Efficiency Project;
- HSNet-Client Management Systems Subsidy Scheme;
- Occupational Health and Safety Project;
- NCOSS Community Cover- Insurance scheme.

The Unit developed and delivered a comprehensive range of workshops and contracted services, often in partnership with other peak NGOs, government agencies and consultants. These included intensive management and governance support services to Board members, change management support, need assessments, performance management training and an OHS Risk Management course specifically for small NGOs.

For a complete list of the resources and services provided please see the Sector Development- Resources, Workshops, Publications list in the annual report on page 15.

Management Support Unit (MSU)

The MSU provides a 'clearing house' function to the sector through the provision of up to date information, advice and resources on best practice management and governance. This includes phone/email advice, monthly updates through the training and consultants directories, fact sheets and other resources.

As a part time service with a state wide brief, the MSU seeks to maximise the services it can provide to members and the sector. One of our key strategies to enable this is through contract partnerships. From the commencement of the year the MSU was engaged in three contracts to assist specific Boards of management through difficult change management processes. In partnership with the Network of Alcohol and Other Drug Agencies (NADA), the MSU also delivered intensive governance support to selected health NGOs during the second half of 2006.

Occupational Health and Safety (OHS) Project

This project played a significant role in representing the sector on several WorkCover working parties and OHS industry reference groups. The development and delivery of several "plain-English" Alert bulletins, information sheets, check lists and seminars also kept the sector up to date with the major changes to the NSW Workers Compensation system. An OHS Risk Management Course, specifically for small NGOs, was also developed, with the intention of delivering this training in 2007.

NCOSS Community Cover - Insurance Project

While this unfunded project commenced the year with a deficit, by the end of the year we had generated funds from commission and used these to continue to provide a part time advice service to the sector.

In addition, NCOSS Community Cover grew substantially during 2006, with strong demand for public liability insurance and 'volunteer friendly' policies.

HSNet IT Strategy

Throughout 2006 NCOSS continued to administer the HSNET Client Management Systems Subsidy Scheme. Of the 156 applications received, 109 NGOs were approved for this small subsidy to assist with the costs of purchasing a CMS.

In response to concerns raised by the sector, NCOSS developed a web based Client Management System "How to" guide. The guide is designed to assist services through the selection, costing and planning processes involved in purchasing a CMS.

The IT Strategy Project commenced working with the non-government sector and other stakeholders to develop an overarching IT Strategy for the sector. This will include a needs analysis of the medium to long term support and development requirements of the sector. This six month project is due for completion in May 2007.

Affordable Water and Energy Efficiency Project

This project aims to increase the community sector's understanding of energy and water efficiency issues as they impact on the needs of their low income clients. Nine training sessions were delivered to staff and volunteers working in the areas of Financial Counselling, Emergency Relief and SAAP. In addition, energy audits and \$5,000 worth of energy retrofits were provided to several SAAP services during the year.

Partnerships

From a modest and 'shifting' resource base, the Sector Development team have delivered a surprisingly large volume of resources, workshops and support services to the sector. Partnerships are critically important in enabling NCOSS to maximise the breadth and depth of expertise we can make available to the sector.

During 2006 some of our key sector development partners were the Network of Alcohol and Other Drug Agencies, Zurich Financial Services, AON Insurance and Management Support on Line (MSO).

Research

Feasibility study for small NGOs:

The Sharing Financial Administration research, a partnership between NCOSS, Matrix on Board and Zurich Financial Services Australia Ltd, assessed the feasibility of small NGOs sharing financial administration and critiqued various models to support these arrangements.

The *Sharing Financial Administration* report was completed in December 2005 and is already informing a number of other 'shared services' initiatives within the sector and across human service government agencies.

Sector development strategic planning:

In consultation with the sector, a conceptual framework for sector development was created to provide a 'common language' and facilitate improved needs analysis and strategic planning. The framework consists of the following eight interrelated categories:

- Workforce Development
- Regulation and Compliance
- Research
- Resources
- Profile and promotion
- Networks and communication
- Funding
- Relationships

A substantial literature review of sector development trends, issues and findings, at the state, national and international levels, was undertaken. This has enabled us to develop a comprehensive evidence base to inform the future development of NCOSS sector development initiatives.

The review, together with the findings of the member survey, has in turn substantially informed the new three year strategic plan for the unit (2007-2010).

The Sector Development Strategic Plan, a first for NCOSS, will provide the blueprint for our work in this area until 2010 and enable us to proactively support the non-government sector; its viability, sustainability and future growth.

Corporate Services

With significant changes to NCOSS finances and human resources the past 12 months have been extremely busy for corporate services staff and the senior management team.

Reflecting the stark realities of attracting and retaining staff within an increasingly competitive community sector employment market our recruitment process has been a major task throughout the year. As the ACOSS Community Sector Survey demonstrates, NCOSS is not alone in facing higher than average levels of staff turnover. These challenges, combined with identifying and managing the evolving impacts of the federal WorkChoices legislation, have been very ably supported by the Corporate Services team throughout the year.

Sector Development resources, publications and services

Resources

- A Short Course in OHS Risk Management for Small NGOs - training package for small NGOs
- Management and Back Office Services for Not for Profit Sector in NSW Directory
- Occupational Health and Safety Management System-sample template
- Workers Compensation and Injury Management Systems - audit tools
- Policy and Procedures Manual - Management & Governance - sample
- "Is Your Home a Saver or Guzzler?" Survey

Fact Sheets

- Workers Compensation / Injury Management checklist
- Home Visit / Call-out Safety checklist
- Managing Conflicts of Interest
- External Environment Safety and Security
- Electrical testing and tagging fact sheet
- Changes to NSW Workers compensation systems
- Ethical Decision Making
- Selecting a Consultant

Publications

- Sharing Financial Administration: A Feasibility Study of Potential Models for small Non-Government Organisations.
- Short Guide to Choosing, Costing and Implementing a Client Management System

Other Services

- Management Support Unit - Training Directory
- Management Support Unit - Consultants Directory
- Management Support Unit - Board Vacancy Register
- Insurance, OHS and Management Support – advice and information lines
- OHS Risk Assessment and Safety Audits
- Energy audits and retrofits for NGO premises

■ NCOSS sector and other involvements

Committees and groups convened by NCOSS

- Forum of Non-Government Agencies (FONGA)
- NCOSS Health Policy Advice Group
- NCOSS Insurance Program Reference Group
- NCOSS Regional Forum
- NCOSS Supported Accommodation Assistance Program Policy Advice Group
- NCOSS Transport Policy Advisory Group
- NSW Aboriginal Community Care Gathering Committee
- NSW Aged Care Alliance
- NSW Children's Services Forum
- NSW Emergency Relief Forum
- NSW HACC Issues Forum
- NSW SACS Working Group

NCOSS involvement in other community sector boards and committees

- ACCORD Board
- ACOSS Board
- Anti-Poverty Week NSW Steering Group
- Association for the Promotion of Oral Health
- Beyond Bars Alliance
- Blacktown Alcohol and Other Drugs Family Service Management Committee
- Charities Aid Foundation
- Chronic Illness Alliance
- Coalition for Appropriate Supported Accommodation for People With Disability
- Community 21 (Community Sector Banking)
- Department of Gaming and Racing Community Benefit Fund NGO Expert Reference Group
- Disability Advocacy and Information Network
- Disability Supported Accommodation Working Group
- Every Kid Campaign
- Food Safety Forum
- Gulaymaldhaany Network for Statewide Aged and Disability Organisations
- Home Modification and Maintenance Information Project Advisory Committee
- Mental Illness in Prisons Network
- NGO IT Network
- NSW Cancer Council Tobacco Control and Social Equity Strategy Expert Advisory Committee
- NSW Carers Coalition

- NSW Charter Group
- NSW Community Services and Health Industry Training Advisory Body (ITAB)
- NSW Farmers Mental Health Network
- NSW Industry Group on people with disability who are ageing
- NSW Network of Women with Disability
- NSW Quality Management Services Management Committee, and NGO Standards Sub-Committee
- Public Health Association NSW Branch Executive Committee
- Public Health Association Special Interest Groups: Mental Health; Oral Health; Women's Health
- Public Interest Advocacy Centre
- Public Interest Law Clearing House
- Quality Management Services (QMS) Board
- Refugee Health Improvement Network
- Save Medicare Alliance
- Shelter NSW Board
- Social Determinants of Health Action Group
- UCAP/PIAC Community Home Energy Efficiency Partnership (CHEEP) Committee
- Utility Consumers Advocacy Program Reference Group
- Victims of Violent Crimes Grant Project Steering Group
- Voice for Song
- Women's Report Card NSW Steering Group
- Workers Health Centre
- Younger People out of Nursing Homes Working Group

NCOSS involvement in government and private sector committees and advisory bodies

- Australian Health Minister's Advisory Council
- National Oral Health Plan Implementation Monitoring Group
- CD-Rom Training Resource for Management Committees and Boards Project Reference Group
- Community Development Support Expenditure Steering Committee
- Community Services Grants Program Round Table
- DADHC Community Participation Stakeholders Group
- DADHC Grants Expert Reference Group
- DADHC Stakeholders Forum
- Department of Education and Training Community Grants Advisory Committee

- Department of Energy, Utilities and Sustainability Consumer Consultative Committee
- Department of Environment and Conservation Integrated Environmental Education Program (IEEP) Steering Committee
- Department of Family and Community Services Families Forum
- Department of Health CACHPT
- Department of Housing Community Housing Advisory Committee Planning for the Future Sub-Group
- Department of Housing Community Regeneration Expert Advisory Group
- Department of Housing ICHOSS Program Management Group
- Department of Housing Living Communities Consultative Committee
- Department of Housing New Products and Services NGO Forum
- Department of Housing Partnership Action Resource Group (Partnership Against Homelessness)
- Department of Housing Reshaping Public Housing NGO Reference Group
- Disability Services OHS Project
- DoCS Costings Manual Working Group
- DoCS Early Intervention Stakeholders Reference Group
- DoCS Minimum Data Set Committee
- DoCS NSW Preschool Investment and Reform Plan Working Group
- DoCS Stakeholders Forum
- Energy Accounts Payments Assistance Working Group
- Energy and Water Ombudsman Council
- Energy Australia Customer Council
- Energy Disconnections Working Group
- Green Capital Advisory Committee
- Health Care Complaints Commission Consumer and Community Consultative Committee
- Health NGO Advisory Committee
- Insurance Council of Australia- Consumer Consultative Committee
- Integral Energy Customer Council
- IT Strategic Planning Roundtable
- Justice Health Consumer and Community Advisory Group
- Metro Strategy Alliance
- Minister for Community Services Ministerial Advisory Committee
- Ministry of Transport Wheelchair Accessible Taxi Taskforce
- National e-Health Transition Authority Consumer and Clinician Discussion Group
- NSW Alliance of Peak Councils
- NSW Health Carers Program Advisory Group
- NSW Health Electronic Health Records Health e-Link Steering Committee
- NSW Ombudsman's Roundtable on Services to Older People and People with Disabilities
- NSW Oral Health Fee for Service Review Group
- NSW Oral Health Promotion Network (including the Advocacy Working Group)
- NSW Oral Health Research Committee
- NSW Refugee Health Liaison Committee
- NSW State Oral Health Strategic Advisory Committee
- Office of Community Housing Shared Services Project Advisory Group
- Office of Liquor Gaming and Racing: Quality Improvement Accreditation Project, Responsible Gambling Fund, Expert Reference Group
- Our Environment, It's a Living Thing Integrated Sustainability Education Partnership
- Parramatta City Council Community Capacity Building Partnership Steering Committee
- Premier's Department Review of Grants Administration Operations, Planning and Applications Groups
- State Rail Authority Stakeholder Group
- Supported Accommodation Assessment Tool work party: Homelessness NSW
- Sydney Water Customer Council
- Telstra Consumer Consultative Council, NSW
- Transport Safety Advisory Committee
- University of Sydney Planning Research Centre Data Advisory Group
- WorkCover Violence in Accommodation Project
- WorkCover Health and Community Service Industry Reference Group
- WorkCover Psychological Injury Project
- WorkCover Industrial Reference Group (HACCs IRG)
- WorkCover Working at External locations work party
- Working Together for NSW Implementation Group
- Youth Justice Advisory Committee

● Treasurer's report

This year has had its challenges due to staff turnover and vacant positions and the staff have done a great job to keep key functions (including the accounts) maintained to a high standard.

A major issue, highlighted from our attempts to appoint a new Director in 2006, is the levels of remuneration that we offer NCOSS staff. The significant task for the coming year is for the Board to make a determination about, and then manage any decisions made, to address this issue. We have undertaken a review of all position role descriptions using a validated 'job value' methodology (with the pro-bono assistance of the Baptist Community Services Human Resources team).

NCOSS ended the year with a surplus of \$109,793 after allowing for grants held as future liabilities (encumbered funds). This result is based on accrual accounting principles and includes non-cash expenditure on items such as depreciation and provision of employee entitlements. This operating surplus can be attributed to vacant staff positions (including that of the Director) for parts of the year, as well as prudent financial management, better than expected membership income, the better than expected performance of Community Jobs Online, and productivity improvement impact on project recoveries.

Our end of year equity position remains healthy at \$604,872 (unencumbered), giving us some reserves to call on, if required, in determining our strategy to handle adjustments to salaries in the short to medium term. Beyond that it will be critical for NCOSS to negotiate more appropriate funding levels if we are to remain viable at current activity levels. Discussions and negotiations with our funders will need to include argument for a more realistic cover of our true costs for all projects, which of course includes the principle of salaries and wages paid at a reasonable level to reflect sector and market standards.

The other major task ahead is our transition to a July-June Financial Year cycle. This move is well overdue – and will remove the administrative difficulties of accounting a calendar year when government funders and other bodies all work to the July-June cycle. The Board has endorsed this move and we will be moving to achieve the transition as soon as possible.

NCOSS Board would like to express our appreciation to Matrix on Board for again handling our financial management in 2006. This arrangement is currently under review – driven by a cost-benefit analysis – with a possible move to again bring these tasks in-house by the middle of 2007.

NCOSS again acknowledges the core and recurrent grants from the NSW Department of Community Services; NSW Department of Health; and the NSW Department of Ageing, Disability and Home Care. We also acknowledge non-recurrent funding received from the NSW Ministry of Transport; the NSW Department of Commerce; Workcover NSW; and the NSW Department of Environment and Conservation. Zurich Financial Services and Clubs NSW also funded specific projects.

I wish to personally thank the staff of NCOSS for their support and efforts throughout 2006.

I would also like to acknowledge and give thanks to the retiring Treasure – Peter Connie – for his years of service to NCOSS as a Board Director and as Treasurer. My tenure as Treasurer only began towards the end of 2006 and I am indebted to Peter for carrying the torch for much of the year.

I recommend our Audited Financial Statements to the NCOSS membership.

Paul Drielsma
Treasurer

Financial statements

Council of Social Service of New South Wales
ACN 001 797 137
Operating as NCOSS

Directors Report

Your directors present this report on the company for the financial year ended 31 December 2006.

Directors

The names of the directors in office at any time during or since the end of the year are:

Batkin, Pam	President/Vice-President
Dodds, Chris	President (retired 29 May 2006)
Perkins, Mary	Vice-President
Winter, Barbel	Appointed 10 July 2006
Clohesy, Alanna	Member (retired 14 July 2006)
Boerma, Bernard	Member (appointed VP position 10 July 2006)
Baker, Beverly	Secretary
Crozier, Denele	Member
Varughese, George	Member (retired 29 May 2006)
Campbell, Helen	Member (appointed 29 May 2006)
Allen, Jane	Member
Redford, Janis	Member (retired 10 July 2006)
Bateman, Jenna	Member (appointed 10 July 2006)
Brewster, Kath	Member
Delany, Kristy	Member
Kerr, Laurence	Member (retired 29 May 2006)
Foster, Lisa	Member (appointed 10 July 2006)
Bowden, Matthew	Member (appointed 10 July 2006)
Drielsma, Paul	Member (retired 29 May 2006, appointed Member 10 July 2006, appointed Treasurer 9 October 2006)
Connie, Peter	Treasurer (retired 9 October 2006)
West, Roger	Member (retired 30 May 2006)
Freeburn, Sheree	Member
Fox, Simon	Member (appointed 20 November 2006)
Heyne, Susan	Member
Suhood, Tirrانيا	Member (appointed 29 May 2006)
Barnden, Tony	Member (retired 9 October 2006)

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

Directors' Meetings

Name of Director	Attended Meetings	Possible Meetings
Batkin, Pam	6	8
Dodds, Chris	2	3
Perkins, Mary	4	8
Winter, Barbel	3	3
Clohesy, Alanna	2	3
Boerma, Bernard	4	8
Baker, Beverly	4	8
Crozier, Denele	7	8
Varughese, George	3	3
Campbell, Helen	5	5
Allen, Jane	6	8
Redford, Janis	3	4
Bateman, Jenna	2	3
Brewster, Kath	4	8
Delany, Kristy	5	8
Kerr, Laurence	3	3
Foster, Lisa	2	3
Bowden, Matthew	3	3
Drielsma, Paul	4	6
Connie, Peter	6	7
West, Roger	2	3
Freeburn, Sheree	4	8
Fox, Simon	0	0
Heyne, Susan	8	8
Suhood, Tirrانيا	5	8
Barnden, Tony	2	6

Operating result

The profit of the company for the financial year amounted to \$109,793. (2005: \$130,294)

A review of the operations of the company during the financial year and the results of those operations show changes in market demand and funding have seen a decrease in revenue of 6.97% to \$2,218,253 with a corresponding decrease in net surplus.

Significant changes in the state of affairs

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

No significant changes in the nature of these activities occurred during the financial year.

Balance sheet as at 31 December 2006

	Note	2006	2005
		\$	\$
Current Assets			
Cash and cash equivalents	5	1,757,559	2,050,426
Trade and other receivables	6	32,022	18,958
Other current assets	7	6,847	8,489
Total Current Assets		1,796,428	2,077,873
Non-current Assets			
Financial assets	1(d), 8	20,000	20,000
Plant and equipment	1(b), 9	67,572	83,023
Total Non-current Assets		87,572	103,023
Total Assets		1,884,000	2,180,896
Current Liabilities			
Trade and other payables	10	1,103,262	1,495,605
Short-term provisions	1(f), 11	143,175	146,527
Total Current Liabilities		1,246,437	1,642,132
Non-current Liabilities			
Long-term provisions	1(f), 11	32,691	43,685
Total Non-current Liabilities		32,691	43,685
Total Liabilities		1,279,128	1,685,817
Net Assets		604,872	495,079
Equity			
Retained earnings	12	604,872	495,079
Total Equity		604,872	495,079

Cash flow statement for the year ended 31 December 2006

	Note	2006	2005
		\$	\$
Cash flow from operating activities			
Receipts from customers		435,142	413,001
Government and other grants		1,369,188	2,590,929
Payments to suppliers and employees		(2,182,265)	(2,451,489)
Interest received		97,281	92,891
Net cash provided by (used in) operating activities	13	(280,654)	645,332
Cash flow from investing activities			
Payment for property, plant and equipment		(12,213)	(24,977)
Net cash used in investing activities		(12,213)	(24,977)
Net increase in cash held		(292,867)	620,355
Cash at beginning of year		2,050,426	1,430,071
Cash at end of year	1(h), 5	1,757,559	2,050,426

Notes to the financial statements

Note 1: Statement of Accounting Policies

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Urgent Issues Group Interpretations and other

authoritative pronouncements of the Australian Accounting Standards Board.

The financial report is for the Council of Social Service of New South Wales (NCOSS) as an individual entity. NCOSS is a public company limited by guarantee, incorporated and domiciled in Australia.

In the event of NCOSS being wound up, the maximum liability of each member both during the time that they are a member of NCOSS and for one year thereafter is limited to ten dollars each.

The number of members of NCOSS as at 31 December 2006 was:

Individuals	100
Organisations	663
Affiliates	117
Total	880

The following is a summary of the material accounting policies adopted by the economic entity in the preparation of the financial report. These accounting policies have been consistently applied unless otherwise stated.

■ Basis of preparation

The financial report of Council of Social Service of New South Wales has been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AIFRS) in their entirety.

The accounting policies set out below have been consistently applied to all years presented. The company has elected to adopt the exemptions available under AASB 1 relating to AASB 132: Financial Instruments: Disclosure and Presentation, and AASB 139: Financial Instruments: Recognition and Measurement.

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, financial assets and financial liabilities for which the fair value basis of accounting has been applied.

■ Accounting Policies

a) Income Tax

NCOSS is exempt from company income tax.

b) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

c) Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash

flows, which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining the recoverable amount.

Depreciation

The depreciable amount of all fixed assets are depreciated on a diminishing value basis over their useful lives to the company commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable asset are:

Plant and equipment 7.50% to 40.00%

c) Leases

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not legal ownership, are transferred to the company are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a diminishing-value basis over their estimated useful lives where it is likely that the economic entity will obtain ownership of the asset or over the term of the lease.

Lease payments for operating leases, where subsequently all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised on a diminishing value over the life of the lease term.

d) Financial Assets

Financial assets are initially measured on the cost basis. The carrying amount of investments is reviewed annually to the fair value of these investments. The fair value is assessed from the quoted market value for shares in listed companies or the underlying net assets for other non-listed corporations. The expected net cash flows from investments have not been discounted to their present value in determining the recoverable amounts.

e) Grants

Grants are only taken into account as income to the extent that they relate to the current financial year. If funding is received for a subsequent period, it is included under Grants in Advance as a Current Liability in the Balance Sheet.

Where a grant has been received for a project, which has not been completed, a calculation has been made of the amount

considered to relate to the unexpired funded period and the amount is included under Unearned Grants as a Current Liability in the Balance Sheet.

Where a project has been completed and a surplus exists or a project has not commenced, the unused funding is included under Grants in Trust as a Current Liability in the Balance Sheet.

f) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

g) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

h) 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 three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the balance sheet.

i) Revenue

Revenue from the sale of goods is recognised upon the delivery of good to customers.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

All revenue is stated net of the amount of good and services tax (GST).

j) Goods and Services Tax (GST)

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 Taxation 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 balance sheet are shown inclusive of GST.

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.

k) Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

l) Critical accounting estimates and judgements

The directors evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the group.

Note 2: Revenue

	2006	2005
	\$	\$
Operating activities		
Grants	1,713,512	1,891,737
Membership	192,887	188,951
Sponsorship	2,000	-
Publications	59,888	44,792
Conference	81,530	121,836
Interest	97,281	92,891
Recoveries	13,453	5,260
Commission – Insurance (NCOSS Community Cover)	9,291	33,453
Training	6,555	3,000
Miscellaneous	11,856	2,639
Total revenue	2,218,253	2,384,559

Note 3: Profit from Ordinary Activities

Expenses		
Depreciation of property, plant and equipment	27,664	27,633
Remuneration of auditor – audit review	10,000	12,375
Rental expense on operating leases - minimum lease payments	17,199	19,073

Note 4: Income Tax Expense

NCOSS is exempt from company tax.

Note 5: Cash and Cash Equivalents

Current		
Cash at bank	300,873	113,049
Cash on hand	300	266
Term deposits	1,456,386	1,937,111
	1,757,559	2,050,426

Reconciliation of cash

Cash at the end of the financial year as shown in the cash flow statement is reconciled to items in the balance sheet as follows:

Cash and cash equivalents	1,757,559	2,050,426
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Note 6: Trade and Other Receivables

	Note	2006	2005
		\$	\$
Current			
Trade receivables		32,022	18,958

Note 7: Other Assets

Current		
Prepayments	6,847	8,489

Note 8: Financial Assets

Non Current		
Shares in other corporations at cost	20,000	20,000

Shares in Community 21 Limited have been recorded at cost. Community 21 Limited was formed to fund the establishment of a community sector bank which would provide lower cost banking services and other financing opportunities to community based organisations. This investment represents an ultimate 2.5% share of Community Sector Banking. Bendigo Bank Ltd is a 50% shareholder in Community Sector Banking.

We have been unable to verify the carrying value of this investment.

The directors have determined that the valuation of the investment at original cost represents the future economic benefit of the asset.

Note 9: Plant and Equipment

Plant and Equipment		
Plant and equipment at cost	298,988	286,775
Less accumulated depreciation	(231,416)	(203,752)
	67,572	83,023

Note 10: Trade and Other Payables

Current		
Trade payables	30,401	61,251
Sundry payables	56,483	61,616
Grants in Advance	1(e) 176,604	609,814
Grants in Trust	1(e) 614,359	748,979
Unearned Grants	1(e) 225,415	13,945
	1,103,262	1,495,605

Note 11: Provisions

Long-term Employee Benefits		
Opening balance at 1 January 2006	190,212	
Additional provisions	100,810	
Amounts used	(115,156)	
Balance at 31 December 2006	175,866	
Analysis of Total Provisions		
Current	143,175	146,527
Non-current	32,691	43,685

Included in the above entitlements are provisions, not covered under industrial awards, for extended leave and staff accident fund totaling \$61,507 which is referred to in the conditions of the Enterprise Agreement.

Note 12: Retained Earnings

	2006	2005
	\$	\$
Retained earnings at beginning of period	495,079	364,785
Profit attributable to members	109,793	130,294
Retained earnings at the end of the period	604,872	495,079

Note 13: Cash Flow Information**Reconciliation of Cash Flow from Operations with Profit from Ordinary Activities after Income Tax**

Profit after income tax	109,793	130,294
Non-cash flows in profit:		
Depreciation	27,664	27,633
Changes in assets and liabilities		
(Increase)/decrease in receivables	(13,064)	13,070
(Increase) decrease in prepayments	1,642	(6,201)
Increase (decrease) in payables	(392,343)	455,702
Increase (decrease) in provisions	(14,346)	24,834

Net cash provided by/(used in)

operating activities	(280,654)	645,332
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Note 14: Financial Instruments**a) Financial Risk Management**

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable.

The main risks the group is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk.

i) Interest rate risk

Interest risk rate is limited to change in interest rate market fluctuations.

ii) Liquidity risk

The group manages liquidity risk by monitoring forecast cash flows and ensuring that adequate unutilised borrowing facilities are maintained.

iii) Credit Risk

The economic entity does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the economic entity.

b) Interest Rate Risk

The economic entity's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

Financial Assets:	Weighted Average Effective Interest Rate			
	2006 %	2005 %	2006 \$	2005 \$
Cash and cash equivalents	5.00	4.50	301,173	113,315
Term deposits	5.75	5.55	1,456,386	1,937,111
			1,757,559	2,050,426
Trade receivables	-	-	32,022	18,958
Investments	-	-	20,000	20,000
	-	-	52,002	38,958

Financial Liabilities

Trade and other payables	-	-	1,103,262	1,495,605
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c) Net Fair Values

For all assets and liabilities net fair value approximates their carrying value. No financial assets and financial liabilities are readily traded on organised markets in a standardised form other than listed investments. Financial assets where the carrying amount exceeds net fair values have not been written down as the company intends to hold these assets to maturity.

The aggregate net fair values and carrying amount of financial assets and financial liabilities are disclosed in the balance sheet and in the notes to the financial statements.

Note 15: Capital and Leasing Commitments**Operating Lease Commitments**

Non-cancellable operating leases contracted for but not capitalised in the financial statements

	2006 \$	2005 \$
Payable – minimum lease payments		
- not later than 12 months	18,106	18,106
- between 12 months and 5 years	40,738	58,845
	58,844	76,951

Note 16: Events Subsequent to Balance Sheet

There were no material events subsequent to the balance date which were not reflected in the balance sheet or income statement.

Note 17: Key Management Personnel Compensation

	Salary	Super Confs	Termination Payment	Total
	\$	\$	\$	\$
2006				
Total compensation	82,507	7,763	24,032	114,302
2005				
Total compensation	79,369	7,086	-	86,455

Directors' Declaration

The directors of the company declare that:

- 1 The financial statements and notes, as set out on pages 6 – 17, present fairly the company's financial position as at 31 December 2006 and its performance for the year ended on that date in accordance with Accounting Standards and other mandatory professional reporting requirements;
- 2 In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Pam Batkin Paul Drielsma
Director (President) Director (Treasurer)

Date: 13 April 2007

Independent Audit Report

Scope

We have audited the financial report of Council of Social Service of New South Wales for the financial year ended 31 December 2006 being the Income Statement, Balance Sheet, Cash Flow Statement, Notes to the Financial Statements and Directors' Declaration. The company's directors are responsible for the financial report. We have conducted an independent audit of the financial report in order to express an opinion on it to the members of the company.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included examination in a test basis of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with Accounting Standards and other mandatory profession reporting requirements and statutory requirements so as to present a view which is consistent with our understanding of the company's financial position, and performance as represented by the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

Independence

In accordance with ASIC Class Order 05/83, we declare to the best of our knowledge and belief that the auditor's independence declaration, set out on page 5 of the financial report, has not changed as at the date providing our audit opinion.

Qualification

As is common for organisations of this type, it is not practicable for the Council of Social Service of New South Wales to maintain an effective system of internal control over membership fees, publication and conference income, until their initial entry in the accounting records. Accordingly, our audit in relation to these items was limited to amounts recorded.

Qualified Audit Opinion

In our opinion, except for the effects of such adjustments, if any, as might have been determined to be necessary had the limitation discussed in the qualification paragraph not existed.

The financial report Council of Social Service of New South Wales is in accordance with:

- a) The Corporations Act 2001, including
 - i. Giving a true and fair view of the company's financial position as at 31 December 2006 and of its performance for the year ended on that date in accordance with the account policies described in Note 1; and
 - ii. Complying with Accounting Standards in Australia to the extent described in Note 1 and the Corporations Regulations 2001; and
- b) Other mandatory professional reporting requirements to the extent described in Note1.

Haywards Chartered Accountants

John G. Newton - Partner
Sydney, 13 April 2007.



	TOTALS	NCOSS Core	CSPG	GAMING	Parents North Coast 2006	DOCS EOJ 2006	Public Liability Insurance	HACC	Aged Care Alliance	HACC Aboriginal Gathering	Health Policy Officer	Management Support Unit	NADA Governance Project	Aboriginal SD	Law Foundation Handbook	Aboriginal NGO Capacity Building	BSPD Change Management
Grant Received	1,648,397	104,545	540,936	60,000	13,636	40,000		125,059	158	90,909	98,563	14,437	10,000	8,688	23,032		2,640
Adj to agree Audit Report Note 2	65,115							2,475									
Total Grant Received	1,713,512	104,545	540,936	60,000	13,636	40,000		127,534	158	90,909	98,563	14,437	10,000	8,688	23,032		2,640
Membership Fees	192,887	192,887															
Sponsorship	2,000									2,000							
Webjobs																	
Publication Sales	2,680	1,736					682								262		
Publishing Income	57,470	57,470															
Conference Income	81,530	77,139								4,391							
Training Services	6,655											5,955					
Commission on Sales	39,291						39,291										
Management Services	182,242		182,242														
Project Recoveries - Overheads	84,718	84,718															
Tenant Recoveries	11,922	11,922															
Photocopying Income	1,531	1,531															
Cleaning Recruitment																	
Sector Development: Consult Fees	3,182								273		700	3,182					
Miscellaneous Income	8,675	6,792										910					
Interest Received	97,281	59,745					820			1,548	693	539					
Total Income	2,485,475	597,486	723,178	60,000	13,636	40,000	128,354	431	98,848	98,956	85,021	10,000	8,688	262	23,032		2,640
Salary Costs	855,406		626,494														8,002
Leave Expenses	77,254		57,630				36,180	55,667			45,228	26,508					427
Superannuation	79,665		99,164				2,090	5,949			4,113	2,092					
Workers Compensation Insurance	11,019		8,312				2,362	5,188			4,530	2,405					714
Other Staffing Costs	272,521		33,838		13,182	11,205	288	640	431	21,514	290	412					108
Administration	54,434	46,906				622	1,044				1,696	1,126					210
Depreciation	27,664	27,664															
Equipment	25,887	20,716									1,349						
Insurance	35,968	28,671					496	1,692			1,692	819					339
Office Overheads	95,091	73,899					1,242	3,117		3,190	3,023	1,480					620
Premises	34,012	33,557															
Conference Expenses	66,896	55,910								10,431							
Activity Costs	84,308	58,349					144	1,106		12,300	1,343	464					99
Newsletter Expense	31,379	31,379			455												
Travel	63,753	33,154					60	4,463		21,531	1,580	514					343
Management Services	89,652					2,745	3,541	12,072			12,072	15,892	3,182				2,415
Administration Services	95,771					2,633	6,371	21,720			21,720	10,498					4,344
Premises	18,357						1,248	4,260			4,260	2,059					852
Operations	38,868					1,511	2,545	8,676			8,676	4,194					1,734
Total Expense	2,067,934	410,205	785,338	60,000	13,636	18,716	56,875	127,675	431	68,965	110,714	72,442	10,000	600	23,032		20,207
Operating Surplus/Deficit	427,541	187,281	-62,160	0	0	21,284	-16,302	680	29,883	29,883	-10,757	12,579	0	8,088	262	0	-17,567
Unearned grants 2005	13,945						19,057			32,328							7,793
InterProject Transfers																	
Income Project Equipment	5,171	5,171															
Less																	
Grants trf to trust(diff bs 06 less 05)	111,447					21,284											
Unearned grants 2006	225,415						679			62,211		12,579					
2006 Surplus/Deficit	109,794	192,452	-62,160	0	0	-0	2,755	0	0	0	-10,757	0	0	0	0	0	-9,784



	BSDP Regional Implementation	OHS Project	Our Environment	Client Management - BSDP	BSDP - FC/ISP Install	BSDP - NGO's HSNA Train	Financial Management & Small NGOs	HSNET Strategic
Grant Received	75,000	196,536	196,536	3,809	3,316	144,544	20,000	75,227
Adj to agree Audit Report Note 2								
Total Grant Received	75,000	196,536	196,536	3,809	3,316	144,544	20,000	75,227
Membership Fees								
Sponsorship								
Webjobs								
Publication Sales								
Publishing Income								
Conference Income								
Training Services								
Commission on Sales								
Management Services								
Project Recoveries - Overheads								
Tenant Recoveries								
Photocopying Income								
Cleaning Recoupment								
Sector Development Consult Fees								
Miscellaneous Income	249							
Interest Received		2,062		22,115	1,962	5,575	287	2,655
Total Income	249	198,628	198,628	26,924	6,279	160,119	20,287	77,882
Salary Costs	26,654	26,181						4,511
Leave Expenses	2,312	2,445						295
Superannuation	2,546	2,360						345
Workers Compensation Insurance	349	320						42
Other Staffing Costs	7,111	900		900	0	144,544	23,000	2,415
Administration	1,092	1,462						
Depreciation								
Equipment		2,473						1,349
Insurance	762	1,366						141
Office Overheads	1,358	3,585			3,316			252
Premises		455						
Conference Expenses		555						
Activity Costs	222	6,877		2,909				41
Newsletter Expense								
Travel	1,280	828						
Management Services	6,036	9,660						1,006
Administration Services	9,774	17,376						1,335
Premises	1,914	3,408						355
Operations	3,903	6,936						723
Total Expense	56,203	93,417	93,417	3,809	3,316	144,544	23,000	12,810
Operating Surplus/Deficit	249	105,211	105,211	22,115	1,962	5,575	-2,713	65,073
Unearned grants 2005		-45,223						
InterProject Transfers								
Income Project Equipment								
Less								
Grants trf to trust(diff bs 06 less 05)	249			22,115	1,962	5,575		
Unearned grants 2006	-28,426	105,211						65,073
2006 Surplus/Deficit	-0	0	0	0	0	-0	-2,713	0

■ NCOSS members and affiliates

Organisational members

Aboriginal Early Childhood Support Unit
ACT Eden Monaro Cancer Support Group Inc
Action Respite
Advocates For Survivors Of Child Abuse
Aged & Community Services Association NSW & ACT
Aged & Disability Support Services Inc
AIDS Council Of NSW - Sydney
Albury Supported Accommodation Service Inc
Alices' Cottages Inc
Allowance Incorporated
Alt Beatty Consulting
Alzheimer's Australia NSW
Anglicare
Anglicare - Goulburn
Anglicare - North Coast
Anglicare - South East
Anglicare Shoalhaven
ARAFMI - Central Coast
ARAFMI - Newcastle
ARAFMI - North Ryde
Armidale Care For Seniors Inc
Armidale Women's Housing Group Inc
Armidale Youth Refuge Inc
Asian Women At Work Inc
Association For Children With A Disability
Association For Genetic Support Australasia Inc
Association For The Welfare Of Child Health
Association Of Blind Citizens Of NSW Inc
Association Of Children's Welfare Agencies
Association Of Civilian Widows
Association of Self Help Organisations & Groups
Association To Resource Co-op Housing Ltd
Auburn Asian Welfare Centre Inc
Auburn Community Development Network
Auburn Youth Centre Inc
Australian Association of Yoga in Daily Life
Australian Families For Children
Australian Huntington's Disease Association (NSW) Inc
Autism Spectrum Australia (Aspect)
B Miles Womens Housing Scheme
Ballina & District Community Services Assoc Inc
Ballina Byron Family Centre Inc
Bankstown Area Multicultural Network
Bankstown Dementia Carers' Group Inc
Baptist Community Services - NSW & ACT
Barnardos Australia
Bathurst Women's Housing Program Inc
Bega Valley Meals On Wheels Co-operative
Bega Women's Refuge
Bellingen Neighbourhood Centre
Benevolent Society of NSW
Berrigan Children's Centre Association Inc
Bingara HACC Inc
Blackheath Area Neighbourhood Centre Inc
Blacktown Alcohol & Other Drugs Family Services Inc
Blue Mountains Community Legal Centre
Blue Mountains Community Options
Blue Mountains Commuter & Transport Users Association
Blue Mountains Women's Health Centre Inc
Bobby Goldsmith Foundation
Bondi Beach Cottage - Family Centre
Bonnie Women's Refuge Ltd
Boys' Town Engadine
Brain Injury Association NSW Inc
Bridge Youth Services Inc
Broken Hill Community Inc
Broken Hill Youth Accommodation & Support Services Inc
Brown Nurses Inner City Ministry Ltd
Bulli Community Centre
Burdekin Association Inc
Burwood Community Welfare Services
Byron Bay Community Association Inc
Byron Emergency Accommodation Project
Byron Youth Service Inc
Cabramatta Community Centre
Campbell Page
Campbelltown Family Support Service Inc
Campbelltown Youth Services
Canterbury Bankstown Migrant Resource Centre
Canterbury City Community Centre
Canterbury Community Options Project
Canterbury Multicultural Aged & Disability Support Service
Canterbury-Earlwood Caring Association Ltd
Carers NSW Inc
Casino Neighbourhood Centre Inc
Casino/Kyogle HACC Flexible Service
Cassia Community Centre Inc
Catholic Commission For Employment Relations
Catholic Healthcare Ltd
Catholic Social Services NSW/ACT
Centacare - Broken Bay
Centacare - Newcastle
Centacare - Sydney
Centacare - Wagga Wagga
Centacare - Wollongong
Central Coast Community Council
Central Coast Disability Network
Central Coast Emergency Accommodation Services
Central Coast Voluntary Treasurers Support Service
Central Illawarra Youth Services Inc
Central Sydney Community Transport Group Inc
Central West Community Care Forum
Central West Community Options
Central West Women's Health Centre Inc
Centre for Volunteering
Cessnock Community Transport Inc



- Charmian Cliff Cottages Inc
- Chester Hill Neighbourhood Centre Inc
- Child & Adolescent Specialist Programs & Accommodation
- Chinese Parents Association - Children With Disabilities In
- Churches Community Housing Ltd
- Churches Of Christ CareWorks
- City Women's Hostel Inc
- Clarence Family Day Care
- Clarence River Women's Refuge
- Clarence Valley Community Options
- Coastwide Community Transport Inc
- Coffs Harbour Home Mod & Maintenance Service Inc
- Coffs Harbour Neighbourhood Centre Inc
- Combined Community Legal Centres NSW
- Combined Pensioners & Superannuants Association of NSW Inc
- Communicare Sydney
- Community Activities Lake Macquarie Inc
- Community Care Northern Beaches Inc
- Community Care Services Central Coast Ltd
- Community Child Care Co-operative Ltd
- Community Connections Australia
- Community Health For Adolescents In Need
- Community Independence Support Services Inc
- Community Links Wollondilly
- Community Management Advisory Project Inc
- Community Options Illawarra Inc
- Community Options Program - Hunter New England Health
- Community Programs Inc
- Community Resource Network Inc
- Community Restorative Centre Inc
- Community Transport Group Of Port Stephens Inc
- Community Transport Organisation
- Community Youth Homes
- Compassionate Friends (NSW)
- Conference Of Leaders Of Religious Institutes Contact Inc
- Cooma Meals On Wheels
- Council On The Ageing (NSW) Inc
- Country Children's Services Association
- Country Women's Association
- Cowra / Grenfell Meals On Wheels
- Cowra Information & Neighbourhood Centre Inc
- Creating Links Co-operative Ltd
- Crossroads Community Care Centre
- Cystic Fibrosis NSW
- Deli Women & Children's Centre Inc
- Delvena Women's Refuge
- Disability & Aged Information Service Inc
- Disability Advocacy Network Inc
- Disability Information & Referral Centre
- Disability Information Advocacy Service Inc
- Dolores Single Womens Refuge
- Down Syndrome Association Of NSW Inc
- Drummoyne Community Centre Inc
- Dubbo Neighbourhood Centre
- Dubbo Women's Housing Programme
- Dundas Area Neighbourhood Centre Inc
- Dympna House Child Sexual Assault Counselling Service
- Early Childhood Australia NSW
- Eastern Area Tenants Service Inc
- Eastlake Skills Centre Ltd
- Eastlakes Family Support Service Inc
- ECHO Bondi Junction Neighbourhood Centre
- Edel Quinn Shelter
- Edgeworth Memorial Neighbourhood Centre Inc
- Edmund Rice Community Services
- Elermore Vale Community Centre
- Ella Community Centre Haberfield
- Elsie Women 's Refuge Inc
- Engadine District Community Aid & Information Service
- Engadine District Youth Services Inc
- Enough Is Enough Anti-Violence Movement Inc
- Enterprise & Training Company Of Coffs Harbour
- Erin's Place Inc
- Erskineville Youth Housing Inc
- Essie Women's Refuge Inc
- Ethnic Child Care Family & Community Services
- Ethnic Communities Council Of Newcastle & Hunter Region Inc
- Ethnic Communities Council of NSW Inc
- Eurobodalla Family Support Service Inc
- Eva's Project Inc
- Evans Community Options
- Factory Community Centre Inc
- Fairfield Community Resource Centre
- Fairfield Youth Accommodation Service
- Family Drug Support
- Family Planning of NSW
- Family Resource and Network Support
- Family Services Illawarra Inc
- Food Distribution Network Inc
- Forrest Community Services
- Forster Neighbourhood Centre Inc
- Foster Care Association (NSW) Inc
- Foundation For Disabled Sportsmen & Sportswomen
- Fraternal Society Of Tripoli & Mena
- Freeman House - St Vincent De Paul Society
- Friends Of Pastoral Care Inc
- Friends Of Woodstock Disability Services Inc
- Gay & Lesbian Counselling Service NSW
- Georges River Community Service Inc
- Gilgai Aboriginal Centre Inc
- Gladesville Community Aid & Info Service Inc
- Glen Innes Family & Youth Support Service Inc
- Glenmore Park Community Projects Inc
- Goulburn Family Support Service Inc
- Goulburn Youth Projects Inc
- Graceades Community Cottage Inc
- Granville Multicultural Community Centre
- GREAT Community Transport Inc
- Great Lakes Community Resources Inc
- Greek Welfare Centre
- Greenacre Area Neighbourhood Centre
- Griffith Neighbourhood House
- GROW NSW
- Gunnedah Oxley Community Options
- Gunning District Community & Health Service Inc
- Guthrie House Co-operative
- Handital NSW Inc
- Harbord Kindergarten

- Harris Park Community Centre
 Hawkesbury Area Women & Kids Services Collective Inc
 Hawkesbury Earthcare
 Hawkesbury Nepean Community Legal Centre
 Haymarket Foundation Ltd
 HeadEast Eastern Sydney Acquired Brain Injury Community Acc
 Headway Adult Development Program Inc
 Healthy Cities Illawarra Inc
 Hepatitis C Council Of NSW Inc
 Hewitt House Neighbourhood Centre Inc
 Highlands Community Centres Inc
 Holdsworth Street Community Centre Inc
 Holroyd Community Aid & Information Service
 Holroyd Parramatta Migrant Services Inc
 Holy Family Centre
 Homelessness NSW ACT
 Horizons Central Coast Family Services Inc
 Hornsby Challenge Foundation
 Horsley Community Centre
 Hume Community Housing Association Ltd
 Hunter Community Legal Centre
 Hunter Council Of Social Service
 Hunter Integrated Care Incorporated
 Hunter Region No Interest Loans Scheme Inc
 Hunter Tenants Advice & Advocacy Service
 Hunters Hill Respite Care Centre
 Illawarra Area Child Care Ltd
 Illawarra Community Services Inc
 Illawarra Forum Inc
 Illawarra Legal Centre Inc
 Illawarra Multicultural Services (Wollongong)
 Illawarra Women's Community Health Centre
 Immigrant Women's Speakout Association NSW
 Independent Community Living Association Inc
 Independent Living Centre NSW
 Information & Cultural Exchange Inc
 Information Disability Equipment Access Services Inc
 Inner City Legal Centre
 Inner South West Community Development Organisation
 Inner Sydney Regional Council For Social Development
 Inner West Community Transport Inc
 Inner West Cultural Services
 Inner West Neighbour Aid
 Innerskill
 Institute For Family Advocacy
 Intellectual Disability Rights Service
 Interaction Disability Services
 Interchange Respite Care (NSW)
 Interchange Respite Care - Lismore
 Interchange Wingecarribee Inc
 International Social Service (Australia)
 Jannali Neighbour Aid (Nightingale) Inc
 Jean's Place / Marrickville Women's Refuge
 Jesmond Neighbourhood Centre Inc
 JewishCare
 Joan Harrison Support Services For Women Inc
 Josephite Foundation No Interest Loans Scheme
 Justice Action
 Justice and Peace Promoter
 Kamira Farm Inc
 Karabi Community & Development Services Inc
 Kariong Neighbourhood Centre Inc
 Karumah Positive Living Centre Inc
 Katakudu Women's Housing Inc
 Katoomba Neighbourhood Centre
 Kempsey Neighbourhood Centre Inc
 Kent House
 Kings Cross Community & Information Centre Inc
 Kingsford Legal Centre
 Kooloora Community Centre
 Koonawarra Area Residents Association
 Koorana Child and Family Centre
 KU Children's Services
 Ku-Ring-Gai Neighbourhood Centre Inc
 Kulkuna Cottage Women's Refuge Ltd
 Kurri Kurri Community Centre inc
 Kyogle Family Support Services Inc
 Lady Gowrie Child Centre
 Lake Macquarie Neighbourhood Information Centre
 Lane Cove Community Aid Service
 Law & Justice Foundation Of NSW
 Learning Links - Head Office
 Leichhardt Community Transport Group
 Leichhardt Women's Community Health Centre Inc
 Lifeline - Broken Hill Inc
 Lifeline - Central West Inc
 Lifeline - Macarthur
 Lifeline - South Coast
 Links Youth & Disability Services
 Lismore Women's & Childrens Refuge
 Lithgow Information & Neighbourhood Centre
 Little Bay Coast Centre For Seniors Inc
 Liverpool District Neighbourhood Centres Assn
 Liverpool Migrant Resource Centre
 Liverpool Womens Resource Centre
 Local Community Services Association
 Local Government Community Services Association
 Lone Parent Family Support Service Northern Beaches
 Lorna Hodgkinson Sunshine Home
 Lotus House
 Lower North Shore Community Transport Inc
 Lupus Association Of NSW Inc
 Macarthur Community Forum
 Macarthur District Temporary Family Care Inc
 Macarthur Home Modification Service
 Macarthur Legal Centre Inc
 Macedonian Welfare Association Inc
 MacKillop Rural Community Services
 Macquarie Legal Centre Inc
 Maitland Family Support Scheme Inc
 Maitland Youth Crisis Service Inc
 Make Today Count Inc
 Manly Warringah Pittwater Community Aid Service Inc
 Manly Warringah Women's Resource Centre
 Manning District Emergency Accommodation Inc
 Manning Support Services Inc
 Manning Valley Food Services Inc
 Manning Valley Neighbourhood Services Inc
 Manning Valley Respite Care Service Inc
 Marian Centre
 Marist Youth Care
 Maronite Community & Social Services



- Marrickville Youth Resource Centre Inc
 MCS Alternative Ltd
 ME Chronic Fatigue Syndrome Society (NSW)
 Mental Health Association NSW Inc
 Mental Health Co-ordinating Council Inc
 Mental Illness Education Australia (NSW) Inc
 Mercy Foundation
 Mid North Coast RCSD
 Mid Richmond Neighbourhood Centre Inc
 Midwest Community Care Inc
 Migrant Network Services
 Miller Group - Social Policy Consultants
 Ministry to Solo Parents & Their Families -
 Parramatta Dioc
 Mirabel Foundation
 Mission Australia - NSW State Office
 Mission Australia - Verity House
 Mobile Childrens Services Association Of NSW
 Molonglo Women's And Children's Services Ltd
 Monaro Crisis Accommodation Service
 Monaro Family Support Service Inc
 Monaro Regional Interagency
 Moomba Accommodation Services Inc
 Moree Women's Refuge Ngala House Inc
 Moruya Women's Refuge
 Motor Neurone Disease Association Of NSW Inc
 Mountains Community Resource Network Inc
 Mt Druitt Ethnic Communities Agency Inc
 Multicultural Disability Advocacy Association Of NSW
 Multicultural Home Respite Inc
 Multicultural Support Network Of Randwick
 Muscular Dystrophy Association Of NSW
 Muswellbrook Neighbourhood Service
 Nagle Centre Family Care & Support
 Nambucca Valley Community Services Council Inc
 Nambucca Valley Neighbourhood Centre
 Narrabri & District Community Aid Service Inc
 Narrabri Community Housing
 Narrama Multi Services Aboriginal Corporation
 National Association for Loss and Grief NSW Inc
 National Council Of Women Of NSW Inc
 Neighbourhood Development Team - Erskine Park
 Inc
 Neighbourhood House
 Nepean Volunteer Training
 Network of Alcohol And Other Drug Agencies
 Network Of Community Activities
 Neurofibromatosis Association of Australia Inc
 New England HACC Development Inc
 Newcastle Community Transport Group
 Newcastle Family Support Service Inc
 Newmacq Community Housing Company Ltd
 Newtown Neighbourhood Centre Co-op Ltd
 Ngambaga Bindarry Girrwa Community Service Inc
 Nicholii Cottage Neighbourhood Centre
 Nimbin Neighbourhood & Information Centre Inc
 Non English Speaking Housing
 North & North West Community Legal Service
 North Kiama Neighbourhood Centre
 North Richmond Community Centre Inc
 North Ryde Community Aid & Information Centre
 North St Marys Neighbourhood Centre Inc
 Northcott Society
 Northern Area Tenants Service Inc
 Northern Beaches Interchange
 Northern Beaches Neighbourhood Service Inc
 Northern Community Centre
 Northern Rivers Community Transport
 Northern Rivers Social Development Council
 Northside Community Forum Inc
 NSW Association for Adolescent Health
 NSW Cancer Council
 NSW Community Options Projects Inc
 NSW Council For Intellectual Disability
 NSW Disability Discrimination Legal Centre Inc
 NSW Family Day Care Association Inc
 NSW Family Services Inc
 NSW Federation of Housing Associations Inc
 NSW Meals On Wheels Association Inc
 NSW Montessori Association Inc
 NSW Neighbour Aid & Social Services Assoc Inc
 NSW Rape Crisis Centre
 NSW Reconciliation Council Inc
 NSW Retired Teachers Association
 NSW Users & Aids Association
 NSW Women's Refuge Referral & Resource Centre
 Occasional Child Care Association Of NSW
 Odyssey House McGrath Foundation
 Older Women's Network NSW Inc
 On Track Community Programs
 Open House Youth Accommodation Services Inc
 Orange & District Youth Refuge
 Orange Community Accommodation Service
 Outer Liverpool Community Services Inc
 Oxley Community Transport Service Inc
 Pacific Link Community Housing Association Ltd
 Paddington Children's Centre
 Paddington Uniting Church
 Pam's Place Crisis Accommodation Resource &
 Referral Service
 Pan Community Council
 Parkes Aged & Disabled Support Scheme
 Parkes Information & Neighbourhood Centre Inc
 Parkes/Forbes Community Transport
 Parkes/Lachlan Home Modification & Maintenance
 Service
 Parkinson's NSW Inc
 Parklands Cottage Incorporated
 PATH Inc
 Peninsula Community Centre Inc
 Penrith Disabilities Resource Centre
 Penrith Skills For Jobs Ltd
 Penrith Women's Health Centre
 Penrith Youth Accommodation Network
 People Living With HIV & AIDS (NSW)
 People with Disability Australia Inc
 Phoebe House Inc
 Phoenix House Youth Services
 Physical Disability Council NSW
 Picton Neighbour Aid
 Playgroup NSW Inc
 Pole Depot Neighbourhood Centre
 Port Kembla Community Project Inc
 Port Macquarie Neighbourhood Centre Inc
 Positive Insights
 Positive Support Network Incorporated
 Post Adoption Resource Centre
 Post-Polio Network (NSW) Inc



- Prisoners Aid Association Of NSW
- Protective Behaviours NSW
- Public & Community Housing Access And Support
- Public Interest Advocacy Centre
- Quakers Hill Community Project
- Quality Management Services
- Randwick-Waverley Community Transport
- Raymond Terrace Neighbourhood Centre
- Redfern & Inner City Home Support Service Inc
- Redfern Legal Centre
- Regional Extended Family Services Inc
- Regional Social Development Group Inc
- Regional Youth Support Services
- Relationships Australia (NSW)
- Resamen Community Housing Association
- Respite & Recreation Inc
- Respite Volunteers For Palliative Care In Maitland Inc
- Retirement Village Residents Association Inc
- Richmond Community Services Inc
- Riverlink Interchange Inc
- Riverwood Community Centre Inc
- Rockdale Community Services Inc
- Rosebank Child Sexual Abuse Service Inc
- Rosemount Youth & Family Services Inc
- Rosie's Place Inc
- Rozelle Neighbourhood Centre
- RPR Consulting Pty Ltd
- Rural Dental Action Group
- Ryde Family Support Service Inc
- SaintsCare
- Salvation Army - Australia Eastern Territory
- Samaritans Foundation - Adamstown
- Samaritans Foundation - The Entrance
- Save The Children Of Iraq
- Schizophrenia Fellowship Of NSW
- SDN Children's Services Inc
- Search Foundation
- Settlement Services International
- Share Care
- Shelter NSW Co-op Inc
- SHINE For Kids
- Shire Wide Youth Services Inc
- Shoalcoast Community Legal Centre
- Shoalhaven Community Options
- Shopfront Youth Legal Centre
- Singleton Home And Community Care
- Sisters Of Charity Outreach
- Social Entrepreneurial Ventures Asia International
- South East Neighbourhood Centre
- South Penrith Youth & Neighbourhood Services Inc
- South Sydney Community Aid Co-operative Ltd
- South Sydney Community Transport Inc
- South West Alternative Program
- South West Child Adolescent & Family Services
- South West Inner Sydney Housing Co-op Ltd
- South West Womens Housing Inc
- South Western Regional Tenants Association
- Southern Highlands Bereavement Care Service
- Southern Highlands Youth Accommodation
- Southern Riverina Youth Support Services Inc
- Southern Sydney Therapy Centre
- Southern Youth & Family Services Association Inc
- Southlake Neighbourhood Centre Inc
- Spinal Cord Injuries Australia
- St Clair Youth & Neighbourhood Team Inc
- St George Accommodation For Youth
- St George Backstop Family Support Service Inc
- St George Community Housing Co-op Ltd
- St George Community Services Inc
- St George Migrant Resource Centre
- St George Womens Housing Inc
- St George Youth Services Inc
- St Lawrence & Associates Consulting Services
- St Marys Area Community Development Project Inc
- St Michael's Family Centre
- St Vincent de Paul Society - Amelie House
- St Vincent de Paul Society - Petersham
- St Vincent de Paul Society - Redfern
- Stanford House Inc
- Stepping Out Housing Program
- Sutherland Shire Community Care Network
- Sutherland Shire Family Support
- Sutherland Shire Home Modification & Maintenance Service In
- Sutherland Shire Information & Community Services
- Sydney Legacy
- Tablelands Community Options
- Taldumande Youth Services Inc
- Talinga Community Service
- Tamworth & Oxley Community Activities Network
- Tanderra Women's Refuge
- Technical Aid To The Disabled
- Ted Noffs Foundation
- Temora HACC Centre
- Tenants' Union Of NSW Co-op Ltd
- Tenterfield Family & Youth Support Service
- The Cottage
- The Crows Nest Centre
- The Family Centre
- The Gender Centre
- The Hills Community Aid & Information Service
- The Housing Connection NSW Inc
- The Junction Neighbourhood Centre
- The Junction Works Inc
- The Parks Community Network Inc
- The Smith Family - Sydney
- The Station Drop-In Centre
- Theba Young Women's Service
- Tomaree Neighbourhood Centre Inc
- Toukley Neighbourhood Centre
- Toukley Women's Refuge
- TRI Community Exchange
- Tumut & District Women's Support & Housing
- TURSA Employment And Training
- Tweed Training and Enterprise Co Ltd
- Tweed Valley Early Childhood Intervention Service Inc
- Tweed Valley Respite Service
- Twenty Ten Association
- Ulladulla & Districts Community Resources Centre
- United Way Sydney
- UnitingCare Burnside - Parramatta
- UnitingCare Children's Services
- UnitingCare NSW ACT
- Upper Hunter Community Care
- Uralla Home & Community Care - HACC
- Veritas House Inc

Vietnamese Community In Australia (NSW Chapter)
 Vincentian Social Action Centre
 Vinnies Youth Housing Macarthur
 Wagga Women's Health Centre Inc
 Walgett Aboriginal Medical Service Co-op
 Walgett SAAP Services
 Walla Mulla Family & Community Support
 War Widows' Guild of Australia NSW Ltd
 Warilla Women's Refuge
 Warlga Ngurra Women & Children's Refuge
 Warrawong Residents Forum Inc
 Waverley Action for Youth Services
 Wayback Committee Ltd
 We Help Ourselves
 Wee Waa & District Home & Community Care Association
 Welfare Rights Centre
 Werrington Community Project Inc
 West Wyalong Neighbour Aid Service
 Western NSW Community Legal Service
 Western Suburbs Haven Inc
 Western Sydney Community Forum
 Western Sydney Drug & Alcohol Resource Centre Inc
 Western Sydney Intellectual Disability Support WESTHIRN
 Westir Ltd
 Westlakes Macquarie Family Support Service Inc
 Westside Community Centre
 Wimlah Refuge
 Windgap Foundation Limited
 Wollondilly Senior Friendship Group Inc
 Wollongong Crisis Centre
 Wollongong Emergency Family Housing
 Wollongong West Street Centre
 Wollongong Women's Centre
 Wollongong Women's Housing
 Women's & Girls' Emergency Centre
 Women's Activities & Self Help House
 Women's Electoral Lobby NSW Inc
 Women's Health NSW
 Women's Housing Company
 Women's Incest Survivors Network
 Women's Legal Services NSW
 Women's Shelter Armidale Inc
 Woodbine Neighbourhood Centre
 Woodrising Neighbourhood Centre
 Woodville Community Services Inc
 Woollahra Waverley Home Maintenance
 Workability Personnel
 Workers' Health Centre
 Woy Woy Youth Cottage
 Wruwallin House
 Wyoming Community Centre Inc
 Wyong Community Transport
 Wyong Neighbourhood Centre Inc
 Yawarra Meimea Womens Group
 Young Neighbourhood Centre Inc
 Youth Accommodation Association
 Youth Action & Policy Association - Surry Hills
 Youth Angle Inc
 Youth Connections Inc
 Youth Off The Streets

Youth Solutions
 YWCA NSW

Affiliate members

ACT Government & Assembly Library
 Age Communications
 Ashfield Municipal Council
 Australian Association Of Occupational Therapists NSW
 Australian Services Union (NSW)
 Bankstown City Council
 Baulkham Hills Shire Council
 Bega Valley Shire Council
 Blacktown City Council
 Bland Shire Council
 Blue Mountains City Council
 Broken Hill City Council
 Burwood Council
 Camden Council
 Campbelltown City Council
 Campbelltown TAFE Library
 Canterbury City Council
 Cessnock City Council
 Charles Sturt University
 City Of Botany Bay
 City Of Canada Bay Council
 City of Ryde
 City Of Ryde Community Services
 City Of Sydney Council
 Clarence Valley Council - Grafton Office
 Department Of Community Services - Broadmeadow
 Department Of Community Services - Epping
 Department of Community Services - Far North Coast
 Department Of Community Services - Orange
 Department Of Education & Training
 Department Of Families, Community Services & Indigenous Affairs
 Department Of Infrastructure, Planning & Natural Resources
 Department Of Juvenile Justice - Haymarket
 Department Of Local Government
 Department of Veterans' Affairs
 Disability Council Of NSW
 Dubbo City Council
 Energy & Water Ombudsman NSW
 Eurobodalla Shire Council
 Fairfield City Council
 Gosford City Council
 Great Lakes Council
 Hawkesbury City Council
 Holroyd City Council
 Hunter Institute of TAFE
 Hurstville City Council
 Institute For Sustainable Futures
 Kempsey Shire Council
 Kiama Municipal Council
 Kogarah Municipal Council
 Ku-Ring-Gai Council
 Lake Macquarie City Council
 Landcom
 Lane Cove Municipal Council
 Leichhardt Municipal Council

Lgov NSW
 Lismore City Council
 Maitland City Council
 Marrickville Council
 Marrickville Greens
 Muswellbrook Shire Council
 National Tertiary Education Union
 Nexus
 North Sydney Council
 Northern Sydney Health Promotion
 NSW Commission For Children And Young People
 NSW Office of Liquor Gaming and Racing
 NSW Ombudsman Community Services Division
 NSW Teachers Federation
 Office For Ageing
 Office Of Fair Trading
 Office Of Industrial Relations NSW Dept Of
 Commerce
 Orange City Council
 Parramatta City Council
 Parramatta City Council CSDU
 Pegasus Training Services
 Penrith City Council
 Pittwater Council
 Port Macquarie College of TAFE
 Port Macquarie Hastings Council
 Premier's Department - North Coast
 Public Service Association Of NSW
 Randwick City Council
 Rockdale City Council
 Ron Flood Accounting
 Serial Section - Parliamentary Library
 Shellharbour City Council
 Shoalhaven City Council
 Shore Personnel Inc
 South West Sydney Area Health Service
 Star City Pty Ltd
 Strathfield Municipal Council
 Sutherland Shire Council
 Sydney Institute Of Technology Ultimo TAFE

Sydney South West Area Health - Community &
 Allied Health
 Sydney South West Area Health Service
 Sydney Western Area Health Service
 TAFE - Equity & Outreach Unit
 TAFE NSW - Illawarra Institute
 TAFE NSW Wagga Campus
 Tamworth City Council
 The Greens
 The Joey Club
 Tweed Shire Council
 University of New South Wales
 University Of NSW - School of Social Work
 University Of Technology - CACOM
 Wagga Wagga City Council
 Waverley Council
 Waverley Municipal Library
 Western Sydney ROC
 Westmead Hospital
 Willoughby City Council
 Wollondilly Shire Council
 Wollongong City Council
 Wyong Shire Council

