The NSW Council of Social Service (NCOSS) works with and for people experiencing poverty and disadvantage to see positive change in our communities.

When rates of poverty and inequality are low, everyone in NSW benefits. With 80 years of knowledge and experience informing our vision, NCOSS is uniquely placed to bring together civil society to work with government and business to ensure communities in NSW are strong for everyone.

As the peak body for health and community services in NSW we support the sector to deliver innovative services that grow and evolve as needs and circumstances evolve.
The community sector is growing and vibrant. At NCOSs we are able to harness the energy, passion and innovation of our colleagues across the sector, while reaching out to government and other sectors to work towards addressing the impact of poverty and disadvantage on people in NSW.

Our focus on reconnecting with our members and growing membership engagement through activities such as the election campaign and pre-budget submission has provided NCOSs with even greater insights into the work of the sector and the issues they and the people of NSW are facing.

This work will continue to inform our strategy and development, particularly as we head into a new strategic planning cycle in 2016.

We commenced the year with a Board review of our strategic directions. While we reaffirmed the directions, some tweaking of our focus on impact provided important impetus for our strong external engagement work in this, our 80th year.

Recognising and celebrating the 80 year anniversary of NCOSs has been a major highlight for organisation. NCOSs brings a legacy of significant impact on social policy in NSW and we have been strongly focused as a Board and in the organisation on protecting previous gains, while ensuring that we make a difference now and set the stage for that to continue into the future.

This year commenced with the most significant change in Board composition that NCOSs has experienced in a number of years. We welcomed four new Board members, bringing new skills and experience to the governance of NCOSs. At the end of the year we farewell a number of experienced Board members and I thank them for their hard work. The combination of stability and renewal on the Board will be key to our success.

The NCOSs team, inspirationally led by CEO Tracy Howe, has created many new opportunities for social change through policy, advocacy, member engagement and sector support. Not least the development of the new Social and Affordable Housing Fund, which will direct new resources to key infrastructure in NSW.

My thanks to Tracy and the team for their hard work and persistence.

I’d like to acknowledge the commitment of the Board as a whole and in particular the support of the Board Executive, Vice Presidents Tony Davies and Adam Farrar and Treasurer Vivek Prabhu.

Looking forward to kicking off the next 80 years with a wonderful, transformative year in 2016.

Karen Bevan
President
In 2015 NCOSS reached its 80th Anniversary. That’s 80 years of advocating for and with people experiencing disadvantage and poverty and 80 years of working with our member services to contribute to a strong civil society in NSW.

80 years is a big milestone and in the lead up to this, we have gathered feedback from members and stakeholders about the future direction of NCOSS to ensure we remain a strong, effective, vibrant organisation.

They told us they wanted a refreshed NCOSS, with a regional presence and a strong advocacy approach and we set about making it happen this year.

This year has seen NCOSS continue to develop the sound policy positions we are known for but also work with the sector to build capacity and be on the front foot with emerging influences, such as social investment, philanthropic partnerships and collective impact.

We’ve worked with members to ensure key issues for people experiencing disadvantage and poverty are kept on the agenda right up to the March Election and beyond.

There’s been some great success with a commitment to establish a $1billion social and affordable housing fund from the NSW government and some movement on improving access to concessions and health services through a boost to the Isolated Patients Transport and Accommodation Assistance Scheme.

But this year has also had its challenges. The end of the year delivered devastating news of funding cuts to crucial services across the country. NCOSS worked closely with ACOSS and the Council of Social Service network to combat these cuts and there will be more work to do in this area.

We know that when individuals are given a chance to participate in civil society we have stronger communities and a strong community and strong services to support it are crucial to achieving better outcomes for people experiencing disadvantage and poverty.

This year we’ve rolled our projects to boost the capacity of the sector through training and support services, we’ve got a renewed focus on broad consultation in cities and in our regions to ensure they can bring the voices of people experiencing poverty and disadvantage to the table when we look to new ideas and policy initiatives, and we’ve boosted our engagement through FONGA, regional forum and other key consultative groups.

Next year will see this engagement heightened further and I look forward to the work we can do together with our stakeholders. I know it will be great.

Tracy Howe
CEO
Poverty affects nearly 900,000 people in New South Wales – more than in any other state or territory. More than one in five of those people are children. The rate of poverty in NSW is 14.6% - also among the highest of any state or territory, and well above the national average. In addition to the million people living in poverty in NSW, a further 7% are near, or at risk of poverty.

Sydney has a higher rate of poverty (15%) than any capital city in Australia – largely due to our high cost of housing.

We know that Aboriginal people, people from CALD backgrounds, people with disability, people who are unemployed, people with mental health concerns, older people and young people are at greater risk of experiencing poverty and disadvantage.

We also know that everyone has different experiences, needs and aspirations, depending on the place they live, their culture and identity and their life experiences.
NCOSS works every day towards a NSW free from poverty and disadvantage, towards achieving better outcomes for people experiencing poverty and disadvantage. Our contribution towards achieving that vision is based on:

- Effective public policy advocacy that reduces disadvantage and inequality in NSW
- Leadership in the community sector
- An effective voice on social justice issues
- A strong and robust organisation

This Annual Report outlines the highlights of our work over the past twelve months towards achieving this vision.
2014-15 highlights

Social and affordable housing fund: delivering a $1 billion boost to housing stock in NSW

Election 2015: 13 recommendations for action to reduce poverty, disadvantage and marginalisation in NSW

NCOSS Training: 22 sessions in 7 cities and regional centres across NSW to 382 people.

New accessible offices: saying goodbye to the Children’s Court
Working together for a fairer NSW
In the lead up to the 2015 NSW Election, NCOSS wanted to see everyone speak about the issue of poverty and disadvantage in our state, plan for a fairer NSW and act to address poverty, disadvantage and marginalisation.

The NCOSS Election Platform, One Step Away, was launched in October and provided an agenda to start that discussion. It was based around four themes that shaped the development of 13 specific proposals for action. These were:

- Bridging the divide to reduce inequality
- Ensuring everyone has access to universal services
- Planning so that communities flourish
- A fair say in decision making

The product of extensive consultation with the sector, the recommendations provided a roadmap to improve the wellbeing, resilience and opportunities for people experiencing poverty, disadvantage and marginalisation and have the capacity to contribute to building a stronger, fairer state. This included a recommendation developed with Aboriginal community controlled member organisations.

NCOSS worked with its members, with government and with other key stakeholders to take action before the Election that would help end poverty and disadvantage in NSW.

The election saw commitments from all parties in relation to:

- increasing social and affordable housing;
- investing in mental health and access to health care;
- alleviating cost of living pressures, including boosts to rebates and concessions for transport, council and energy bills; and
- reducing the prevalence of domestic and family violence.

Labor and the Greens made commitments to continue support for independent advocacy, information, and representation for people with disability.

While there is still more work to be done to see improved policies for people experiencing poverty and disadvantage, it was good to see some key issues receive traction during the election campaign with solid commitments that followed.
$1 billion social and affordable housing fund

During our 2015 NSW Election consultations NCOSS members told us that the lack of social and affordable housing in NSW was the issue of most concern to them and their clients – and we listened.

NCOSS made achieving a result in this area a high advocacy priority. We developed policy, engaged in advocacy, developed partnerships and built on the extensive work of the community sector to deliver a genuine solution to his growing problem.

Following extensive advocacy Premier Baird committed during this year’s election campaign to establishing a fund to that will result in $1 billion in social and affordable housing growth in NSW.

It is envisaged that the fund will:

- Provide new housing stock, particularly through the facilitation of social and affordable housing proposals that might otherwise not be viable;
- Seek to leverage additional contributions;
- Fast-track or facilitate proposals in which proponents have land or other assets to be leveraged; and
- Be implemented in accordance with appropriate standards of probity and not give rise to any exclusive, favourable treatment or undue advantage.

NCOSS and IPA have since assisted the NSW Government in consultations with the community sector, housing proponents and the financial sector to inform the final structure of the fund. The consultations included three workshops. Workshop 1 focused on the structure of the Fund, including financing, and other structural and delivery options. The focus of workshops 2 and 3 on was social policy, social need and potential principles for the Fund, with workshop 3 having a specifically regional focus.

A summary of outcomes from these consultation sessions will build a set of principles to support the design of the Fund, including the following:

- Ways to promote fund growth and sustainable social outcomes for housing residents;
- Innovation in design and service delivery;
- Improved collaborative partnership opportunities in relation to the Fund; and
- Leveraging improved pathways into the mainstream housing market for low income households.
Training: building the capacity of the community sector

This year NCOSS developed a comprehensive training program designed to support community sector organisations in the areas of governance and management with an emphasis on training areas relevant to current reform processes.

Over the past year we have delivered 32 sessions, in 7 key cities and regional centres and were attended by 382 people. The sessions were held in Sydney, including Western and South Western Sydney, the Central West, Northern Rivers, Illawarra and the Hunter.

Topics included:

- Confident Board Member
- Windows on Economics
- Moving into a Person Centred Practice world
- Planning for non-planners
- Working with other organisations
- Writing winning funding proposals
- Parliamentary Inquiries: How to have your say and Maximize your influence, Parliament House, Sydney

The training received excellent feedback from participants who said it was of real value to their ongoing work:

I came back with new knowledge and network and refreshed ideas about writing submissions.

Fancy being able to develop reports that actually reflect what you want and need with a program you can afford!

I particularly liked the scenario planning – where you can develop budgets for the ‘what if’ situation and for a variety of submissions. I also liked being able to choose the content of the reports – that was refreshing. Oh, and I did learn about unit costing…
New, accessible offices

NCOS was very excited to move to new offices in October 2014, saying goodbye to the old Children’s Court building in Albion Street Surry Hills and establishing more modern, accessible premises in William Street at the eastern edge of the CBD.

There is much history attached to the Children’s Court and it served NCOS well as its office over the years.

Our new offices, however, are better suited to their purpose, present significantly fewer safety risks to visitors and staff and enable us to welcome people to our offices who use wheelchairs or have other mobility issues.

They also offer the opportunity to provide board room space and hot desks for community sector organisations and others in the city. This service is being developed and will be up and running in the upcoming financial year.
Our work
Effective public policy advocacy that reduces disadvantage and inequality in NSW

Goal: NCOSS has a clear, cohesive public policy agenda that we advocate for and evidence based strategies that focus on addressing the causes and consequences of disadvantage and inequality.

Anti-Poverty Week statement

New research conducted by ACOSS in the lead up to 2014 Anti-Poverty Week showed Sydney had the highest rate of poverty compared to all other capital cities.

NCOSs produced a snap shot of the data in NSW through its Poverty in NSW: any one of us is just one step away report. Poverty and disadvantage are not just about a lack of money. They limit people’s life chances and inhibit their opportunity to participate fully in economic, cultural and social life.

NCOSs used the report to highlight the need for action to reduce the experience of poverty in NSW in the lead up to the election.

The report showed how the cost of living was pushing low income households to the limit. These are households who spend most, or even all, of their weekly budget on essential items. When they have unexpected rises in the cost of living they are facing increasingly difficult decisions about what is more essential – food, a school excursion, or a trip to the doctor?

It also highlighted the impact of a lack of available social and affordable housing in NSW. 56% of people who are eligible for social housing in NSW are missing out. It showed that without a stable roof over their head finding a job, getting kids off to school every day and managing major health issues becomes almost impossible for people.

The lease of the electricity networks

During the 2015 NSW election the proposed leasing of the electricity networks was a hot topic. NCOSS was concerned, however, that the effect on consumers of the lease was not being given adequate attention.

NCOSS commissioned a piece of work that showed without adequate safeguards, consumers would bear the long term costs of the lease.
The report, Consumer Power: The lease of the NSW Electricity Networks from an electricity consumer’s perspective, showed previous privatisation processes demonstrated how consumers risked having costs passed on to them down the track.

NCOSS argued that too much focus was on the funds to be raised from the lease and the infrastructure projects they will pay for and that little attention was being given to how the Government plans to ensure that all ‘costs of sale’ are paid for by the lease proceeds so electricity consumers aren’t left to pick up the bill.

The report showed there was also a risk of losing efficiencies gained from integrating operations of the three electricity distribution networks together under Networks NSW and from having to pay damages to whomever takes on the leases if projected targets outlined at the time of the lease are not met down the track.

NCOSS advocated that adequate protection for consumers in the lease of the electricity network must include:

- consideration of the impact of a lease of an essential service on the state’s consumers;
- structuring the lease in a way that manages risk and minimises negative consumer impacts; and
- developing consumer protections where these risks cannot be managed effectively.

Cost of living and concessions

A particular focus of NCOSS work in the past year was cost of living pressures and their effect on low income earners and people experiencing poverty.

In its cost of living report, Cost of living: Are concessions doing their job NCOSS argued the concessions system was in desperate need of review as low income households struggled to afford the basic essentials.

It showed how spending on essentials consumed a much larger proportion of the weekly budget for people on very low incomes. That housing accounts for 27% of expenditure for renting households, food consumes 18.6% of weekly expenditure for low income earners, and some households spend more than 10% of their disposable income on energy bills.

NCOSS argued while various rebates and financial supports are available in NSW they are not always providing the right support to those most in need.

Many concessions are not keeping pace with prices rises, they are not well targeted and many low income households are missing out on the most important concessions available.

In addition to a full review of concessions the report identified three priority actions for the NSW government in this area:

1. The Low-Income Household Rebate and the Family Energy Rebate should be combined into a new energy rebate calculated as a percentage of a household’s bill.
2. Public transport concessions should be made available to all people on low-incomes.
3. The NSW Government should develop a central point of access for information about concessions.
Transport concessions extended to asylum seekers

NCOSS has long been arguing for acute gaps in transport concession and subsidy schemes respectively. These include the lack of concession entitlements for low paid working households, jobseekers and asylum seekers.

NCOSS has been one of several organisations pushing for access to transport concessions for asylum seekers including Settlement Services International, Sydney Alliance, Asylum Seeker Centre, Jesuit Refugee services, Refugee Council of Australia, Amnesty International NSW, STARTSS and House of Welcome.

It was excellent to see that policy and advocacy work come to fruition this year with Premier Baird announcing access to transport concessions at the same rate as the Gold Pensions Concession for asylum seekers who meet particular criteria.

Budget Analysis

NCOSS delivered its annual budget analysis shortly after the Budget was handed down at an event attended by the Treasurer Gladys Berejiklian.

While the NSW Government’s 2015/16 Budget had a focus on fiscal strength and infrastructure spending, it also provided for a welcome expansion of a number of key social services.

The Budget included a number of new initiatives which will benefit the not-for-profit sector and, most importantly, many of the people we represent and serve. This includes:

- 770 new social housing dwellings and a new Social Housing Improvement Fund;
- More funding for energy rebates, including the introduction of new rebates; and
- Enhancements to Isolated Patients Travel and Accommodation and Assistance.

However, there were some shortcomings in the Budget, such as:

- Forecasted increases in property values, which will exacerbate housing affordability issues;
- A less-than expected increase in domestic violence support; and
- Ongoing uncertainties in relation to disability advocacy funding beyond 2015/16.

Of particular concern are projections concerning Federal Government’s decision to reduce National Partnership funding to NSW. This has already led to a cut in Aboriginal Health and by 2017/18 will see expense growth stall at just 1.5%, with $2.8 billion cut from health and education funding.

Disability policy and advocacy

NCOSS has continued to play an active role in disability policy this reporting period. We’ve had a voice on key NSW disability policy issues, for example strongly advocating that the rights of consumers were protecting in the sale of Home Care, and that Aboriginal Homecare remained a separate entity.

The NSW Disability Network Forum (DNF), chaired by NCOSS, has had two main focuses:

- Highlighting the importance of safeguarding independent advocacy, information and representation services under the NDIS.
- Assisting NSW Government Department in the development of their Disability Action Plans.
The DNF has hosted guests including the Minister and Shadow Minister for Disability Services and the Secretary of FACS, and have made numerous submissions on State and Federal issues relating to people with disability.

NCOSS also chairs the Assistive Technology Community Alliance NSW (ATCAN), which has aimed to ensure people with disability have choice and control over the assistive technology they needs.

Our Ageing and Disability Updates are a valuable source of news and events in these changing times.

Transition to the NDIS: identifying the needs of Aboriginal and CALD people with disability

NCOSS is currently in the process of completing a project that aims to develop an evidence base about the needs of Aboriginal and CALD people with disability, who may confront a range of barriers in accessing the NDIS.

The project focuses on various processes relating to the NDIS, including information about the application phase, assessment, planning and reviews. The project will investigate the experiences of a range of agencies involved in supporting people with a disability to engage with the NDIA, and provide feedback to the NDIA, NSW Family and Community Services, and the non-government sector about how to support people with disability to overcome these barriers.

The project will use this evidence base to build capacity amongst agencies involved with people with disability to support access and ongoing engagement with the NDIS. This will be complete in the upcoming year.

A strong focus on the health of people experiencing poverty, and health NGOs

We know that people experiencing poverty and disadvantage want quality health services that are affordable and meet their needs.

NCOSS has had a strong focus on influencing health policy and programs throughout the year, including advocating for community based mental health services, improved non-emergency health transport, approval of new Hepatitis C drugs, campaigning against the Commonwealth’s funding cuts to health and hospitals, and across a range of other issues.

Our Health Policy Advice Group is our strongest and most effective PAG, and includes representatives from across the sector. Throughout the year we have shared information and worked together to promote better health services for people experiencing poverty, but also lobbied together for a fair deal for non-government organisations funded by NSW Health.

We look forward to working together with government and our members to ensure that NSW has sufficient revenue to meet the challenge of an ageing population and the increased costs associated with new treatments and technology that improve and lengthen our lives.

Transport to treatment for people living with a chronic disease

For many of people with a chronic disease, health transport is a lifeline, reducing the burden of travel and improving access to healthcare services.

NCOSS produced a report that focused on the unmet health transport needs associated with two of the most prevalent chronic diseases impacting individuals, families, communities in our society: cancer and chronic kidney
There are gaps in the current system which result in inequities in access to these services but the level of unmet need for non-emergency health transport services in NSW is currently not known. In response to this gap in the evidence-base, NCOSS produced a report examining the level of need for community transport services for people with cancer or chronic kidney disease.

The findings were based on a national survey of health professionals engaged in cancer and kidney disease care during the period between May 2014 and July 2014.

NCOSS welcomed recent announcements to increase funding to the Isolated Patients Travel and Accommodation Assistance Scheme (IPTAAS) by the NSW Government. This will make a significant difference to remedying this issue. NCOSS will, however, continue work to ensure transport to health services is better at meeting demand for those who most need it.

Public participation

Effective public participation leads to better policy outcomes, more efficient public services and increased decision legitimacy.

NCOSS released a report Have your say...but how? Improving public participation in NSW, exploring the benefits, the challenges and the success stories of public participation in NSW.

While there is strong commitment in NSW to give the community a say in decisions that affect them, there are also a number of challenges to achieving effective public participation.

Overcoming these challenges is increasingly important with public service outsourcing and person-centred approaches.

NCOSS outlined a number of strategies to overcome these challenges. Government and the community sector must work together so everyone, particularly people with lived experience of poverty and disadvantage, have the opportunity to have a say in their own lives, their community, and the future of NSW.
Leadership in the community sector

Goal: NCOS is seen as an authoritative, respected peak for the community sector, providing information, solutions and demonstrating vision and leadership.

State of the sector 2015

NCOS delivered the second round of research into the state of the community service sector this year.

The research, conducted by the University of NSW’s Social Policy Research Centre looks at the characteristics of community services and the trends in their experiences working within the sector and with government.

This report presents information collected in early 2015 about the characteristics of non-government, not-for-profit community service organisations operating in NSW, and the issues and challenges they face.

The research paints a picture of a resilient, collaborative sector. A sector that places great importance in good governance, in the value for money it delivers. Our focus is first and foremost on delivering outcomes for people.

It also shows community service organisations are important employers, and their workforce reflects principles of diversity and inclusion.

There are, however, challenges that we face. Our sector is changing and, with change comes new ways of working and often teething problems. The sector and government must constantly be assessing what works and what doesn’t and how we can do better.

In response to this research NCOS will start conversations with the sector and with government about what good reform looks like, what a good working relationship looks like and shape a framework that ensures services can continue to deliver the best support possible for people experiencing poverty and disadvantage.

NCOS will be talking to its members and stakeholders about this in the coming year and look forward to this being the catalyst for some constructive ideas for the future.

Reform of the Federation

NCOS attended the Reform of the Federation White Paper consultation roundtable in Sydney, facilitated by the Department of Prime Minister and Cabinet. The purpose of the proposed White Paper is to seek to clarify roles and responsibilities of the states and territories vis-à-vis the Commonwealth.

Key issues raised by NCOS at the roundtable included:

1. Concern that the White Paper process might be used to justify further cuts in state funding for health, education and family and community services – reference was made to the 2013/14 Federal Budget Papers, which had made such a justification;
2. The need to maintain adequate Commonwealth funding to the states for essential social services, like hospitals, schools and family support;
3. The need to increase funding to the states for social housing, especially in light of the Commonwealth’s role in population policy and the necessarily consequent flow-on effects to housing demand, and hence, overall affordability;
4. Concern that the High Court’s decision in Williams No 2 had or might be used by the Commonwealth to explain reductions or removal of community grants funding.

In relation to (1) and (2), representatives from DPMC provided clear assurance that the White Paper process would not be used as a means to bring about further cuts.

In relation to (3), representatives from the NSW Department of Premier and Cabinet (DPC) indicated their agreement and attraction to the argument that control over population policy required ongoing Commonwealth involvement in support for social and affordable housing.

**Tax discussion paper**

NCOS also be participated in consultation surrounding the Commonwealth’s Tax Discussion Paper. As a state-based body, NCOS focused on the following issues:

- The link between stamp duty and federal Capital Gains Tax (CGT) concessions (i.e., ‘negative gearing’) and housing affordability;
- The need for ongoing, secure and growing revenue sources for the states to meet growing funding demands in health, education and family services; and
- The need to widen and simplify the availability of tax concessions for not-for-profit organisations, with more consistent decision-making in relation to eligibility.

**How to have your say and maximize your influence with the Legislative Council**

NCOS has worked closely with the Legislative Council one training for non-government organisations who want to know more about parliamentary inquiries, how they can effectively take part and influence policy.

The course provides practical tips for effective participation, including:

- What inquiries can achieve
- How inquiries are initiated
- The steps of an inquiry
- Maximizing the impact of a submission
- Giving effective evidence at a hearing

Demand for this training is always high and it’s great to see the sector developing these skills in this area.

**Windows on Economics**

NCOS believes it is critical that the community sector is well-equipped to engage in, and to critique, processes driven from an economic perspective; to ensure that core social justice principles are not compromised, and to shape change in ways that lead to a more equitable – not just a more efficient – society.
It developed its Windows on Economics seminar series featuring eminent professors, prominent academics and senior Treasury officials guiding participants through key economic concepts to arrive at a clearer understanding of how economics influences our society.

The series was very well received and attendee feedback showed they felt the course gave them some a new skill set to help inform their future analysis and advocacy work.

**Disability Inclusion Action Plan resource**

The Disability Network Forum developed a new resource to help organisations develop a Disability Inclusion Action Plan (DIAP) after new laws passed which require NSW Government departments and local councils to commit to improving access and participation for people with disability.

Although DIAPs are currently only compulsory for public authorities, the DNF encouraged all organisations and businesses to put an effective action plan in place.

An effective plan can encourage broader participation and inclusion, boost reputation and can lead to increased consumer and client satisfaction. As they work to eliminate discrimination, they’ll also reduce complaints.

The resource includes strategies to ensure access to buildings, events and facilities, access to information and services, specific needs are accommodated, complaints are handled appropriately, employment is supported and new funding agreements promote inclusion.

**Forum of Non Government Agencies**

FONGA works actively to improve the circumstances and life opportunities of disadvantaged people and communities and advocate for a more just, fair and inclusive society.

In the past year NCOS has welcomed Ministers as guests to FONGA to discuss key issue for the sector and for people experiencing disadvantage and poverty.

This includes:

- then Minister for Family and Community Services, Gabrielle Upton
- Minister for Innovation and Better Regulation, Victor Dominello

These meetings have proved productive, with good initiatives stemming from these initial meetings. The Social Innovation Council, a partnership between NSW Government agencies and NGO leaders and led by Minister Dominello, has been established to drive sectoral reform in human service delivery.
An effective voice on social justice issues

Goal: NCOSS has a high public profile as a thought leader and effective influencer in social justice

Communications and member engagement strategy

In the past 12 months NCOSS developed a communications and member engagement strategy that will lift the profile of the organisation and its mission with key stakeholders and more effectively engage its membership in its policy development and advocacy work.

NCOSS was a strong voice for people experiencing poverty and disadvantage in the lead up to the 2015 Election, was a regular commentator in media, spoke at numerous events and worked with many members and stakeholders to highlight key issues. This work continued after the election with important analysis commentary regarding the NSW Budget that followed.

NCOSS is now poised to roll out a comprehensive consultation process to develop its recommendations for the next Budget in its Pre-Budget Submission. Consultations are scheduled around the state to ensure we hear from as many members as possible on what is affecting them and the people they serve on the ground.

Planned campaign and policy work for the rest of 2015 will also allow NCOSS to continue its proactive story generation and the closer work between the Policy and Advocacy Team and the Media and Communication Manager will allow NCOSS to build more nimble responses to announcements and public debate.

Pre-Budget Submission

NCOSS is about to start work in the development of its next Pre-Budget Submission [PBS]. Over the years the NCOSS PBS has been the culmination of research, analysis, consultation, discussion and debate, and has reflected the skills, expertise, judgement and commitment of NCOSS staff and members. In 2015 we will retain this overall approach, but will add more extensive participation of members and community stakeholders in determining the focus of the recommendations.

We will travel widely across NSW and hold multiple conversations with members and community stakeholders to gain a deep understanding of what they envisage as the appropriate focus of this year’s PBS. We hope to hear about the type of community that members wanted for their clients, the barriers they experienced in attaining this, and the possible solutions that could improve the lives of people experiencing poverty and disadvantage.

We look forward to presenting the next PBS in the coming year.
Working effectively with government

NCOSS continues to build on its strong relationships with key members of parliament and bureaucrats to provide advice and guidance on policy initiatives as they develop and to highlight where gaps are or are emerging in the delivery of much needed services and support.

NCOSS CEO Tracy Howe is a member of the NSW Government’s Social Impact Investment Expert Advisory Group which is made up of experts in both public and private sectors to advise the NSW Government on growing the social impact investing market in NSW and to raise awareness of social impact investment.

She is also appointed to the NSW Domestic and Family Violence Council and the NSW Premier’s Council on Homelessness.

A new look NCOSS

NCOSS is close to finalising a full rebrand and new website.

Following a communications assets audit it was decided to streamline and recategorise the website, to make it more appealing and easier to navigate for our membership and the general public. The NCOSS website is a key portal for the NSW Community Sector. We utilise it for dissemination of our various reports and submissions, for general information and news, and to run campaigns. It is a busy site with new content being uploaded every day.

The new website will provide a more accessible portal for the sector. NCOSS has engaged web developers with a focus on producing website that meet key accessibility standards.

The new branding is being developed following consultation with members and key stakeholders and reflects the new direction of NCOSS. This will be reflected in the new website and across all NCOSS communications and content.

Participating in the conversation

Participation in committees and speaking at events are important ways that NCOSS engages in important discussions and debates on the key issues affecting people experiencing poverty and disadvantage.

NCOSS convenes a variety of consultative forums and committees. These explore what the solutions are to some of these key issues and how we can best see those solutions become a reality.

NCOSS also participates in many sector and government advisory groups and committees.
A strong and robust organisation

Goal: NCOS is a dynamic, contemporary organisation that is well resourced.

Well organised system of management and governance

This year saw significant changes to how NCOS was governed and managed, and in the leadership of our organisation. While we said goodbye to President Eileen Baldry and long-time NCOS Director Alison Peters, we also welcomed our new President Karen Bevan, and new CEO Tracy Howe.

NCOS has also reshaped its management team to refocus on our work on the best way to make a difference. We have now appointed a new Media and Communications Manager Laura Maclean, and a new Campaigns Manager Mel Fernandez, to ensure we are well positioned to shape the public debate on issues that affect people experiencing poverty in NSW, and mobilise our members and stakeholders to take action and achieve positive change.

Skilled and well supported staff

NCOS has a capable and effective team, with a mix of skills, that is well positioned to make change happen for people experiencing poverty and disadvantage in NSW. This year we undertook a comprehensive skills audit that benchmarked the Policy Advocacy team against the Queensland and NSW public service capability frameworks and provided detailed feedback about areas for development. Our capability was boosted by several new staff joining NCOS this year, and the team now includes experts in social science, public health, law, communications and business.

We also said farewell to some long time staff who left us to pursue new opportunities, or due to organisational change implemented throughout the year. During the year we saw Liz Shreeve retire, Solange Frost, Warren Gardiner and Rashmi Kumar depart for greener pastures, as well as Communications Coordinator Grace Crowley, Finance Officer Julia Zhang, Admin Support Miguel Heatwole, Kelly Torrance and Santo Barbagallo also saying goodbye. We wish them well in the next phase of their journey, and thank them for their remarkable work at NCOS over many years.

NCOS has been a proud supporter of pay equity in our sector, and has continued to implement the Equal Remuneration Order of the Fair Work Commission. NCOS has had no industrial disputes, and no workers compensation claims during the 2014/2015 financial year.

Clear reporting, accountability and communications systems

During the year NCOS entered a partnership with Accounting for Good to deliver financial management services to NCOS, reducing our overheads, improving our systems, and enhancing our reporting. We have also developed an Investment Strategy to improve our return on surplus cash, and better manage our assets.
Recognising that good decision making requires good information, we have completely reformed how we provide information to the Board, with the focus now on tracking and reporting our performance against plans and key indicators, discussing risks and challenges and celebrating success. This has resulted in better decision making, improved collaboration between Board and staff and stronger internal lines of communication.

**Increased collaboration with the COSS network**

During the year NCOSS has continued to collaborate effectively with the COSS network, including through our representation on the ACOSS Board and our participation in COSS Director collaborative meetings. NCOSS has led on joint COSS projects throughout the year, including coordinating the research component of the Payment adequacy: a view from those relying on social security payments project of the COSSes, participating in the Tax Reform working group with SACOSS, VC OSS and ACOSS, and the joint campaign against the cuts to services, social security and family payments in the 2014 Commonwealth Budget.
NCOSS engagement
Committees and groups convened by NCOSS

Assistive Technology Community Alliance NSW (formerly PADP Community Alliance)
Forum of Non-Government Agencies (FONGA)
NCOSS AON Partnership Meeting
NCOSS Cost-of-Living Reference Group
NCOSS Health Policy Advice Group
NCOSS Regional Forum
NCOSS Sector Development Forum
NCOSS Transport Policy Advisory Group
NGO Research Forum
NSW Aboriginal Community Care Gathering Committee
NSW Children’s Services Forum
NSW Disability Network Forum
NSW Oral Health Alliance

NCOSS involvement in other community sector boards and committees

ACOSS Board
Anti Poverty Week NSW Working Party
Coalition for Appropriate Supported Accommodation for People With Disability (CASA)
Community Organisations Public Liability Insurance Group
Flinders University Social Determinants of Health Research Advisory Group
IMPACT Committee
Insurance Council of Australia – National Consumer Reference Group
National Energy Consumer Roundtable
NDS Workforce Recruitment carecareers Stakeholder Reference Group
NSW Ageing Alliance
NSW Community Services and Health Industry Training Advisory Body (ITAB)
NSW Electoral Commission Equal Access to Democracy Reference Group Meeting
NSW Futures Alliance for people with disability who are ageing
NSW Harm Reduction Alliance
NSW Homelessness Community Alliance
NSW Strategic Carers Action Network (SCAN)
NSW Users & AIDS Association Policy and Advocacy Sub Committee
PIAC Energy and Water Consumers Advocacy Program Reference Group
Social Determinants of Health Alliance (SDOHA)
UNSW Research Centre for Primary Health Care and Equity Advisory Committee
Youth Justice Coalition
NCOSS involvement in government and private sector committees and advisory bodies

**Agency**
- Ausgrid
- Department of Attorney General & Justice
- Department of Family and Community Services
- Ageing, Disability and Home Care
- Housing NSW
- Department of Finance & Services
- Sydney Water
- NSW Ombudsman
- Ministry of Health
- Health Care Complaints Commission
- NSW Environmental Trust
- Transport for NSW
- Office of Liquor Gaming and Racing

**Committee**
- Ausgrid Customer Council
- Endeavour Energy Customer Consultative Committee
- Women’s Advisory Council
- FACS NGO Peaks Committee
- ADHC Central Coast & Hunter Community Care Access Point Stakeholder Advisory Committee
- ADHC Community Asset Building Steering Committee
- ADHC Cultural Diversity External Advisory Group
- ADHC Unit Costing Tool Steering Group
- NGO Loans Financing Project Steering Committee
- NSW Office for Ageing NGO Roundtable
- Going Home Staying Home Sector Reference Group
- Housing NSW Living Communities Consultative Committee
- Enabling Information Sharing Working Party
- Sydney Water Customer Council
- Community Living Consultative Group
- Justice Health Consumer and Community Group
- NSW Health NGO Advisory Committee
- NSW Health NGO Chronic Disease Roundtable
- NSW Health NGO Strategic Purchasing Working Group
- NSW Health Refugee Health Improvement Network (RHIN)
- NSW Oral Health Promotion Network
- NSW Oral Health Advisory Group
- Health Care Complaints Commission Consumer Consultative Committee
- Lead Environmental Community Group Technical Review Committee
- Accessible Transport Advisory Committee
- ClubGRANTS Fund Committee
The NCOSS Board guides and monitors the business and affairs of NCOSS on behalf of the members. The Board is elected from the membership at the annual general meeting and is accountable to members.

Around half the Board is elected each year, with Directors’ terms set at two years.

Candidates for the Board are drawn from a wide cross-section of expertise within the social and community sector in NSW. 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.

Board Members for the year 2014-2015 were:

**President**
Karen Bevan

**Vice President**
Adam Farrar

**Vice President**
Tony Davies

**Treasurer**
Vivek Prabhu

**Directors**
Michael Perusco

**Directors**
Ngila Bevan

**Directors**
Eamon Waterford

**Directors**
Cecily Michaels

**Directors**
Denele Crozier

**Directors**
Sarah Fogg
Treasurer’s report
The financial position of NCOSs remains sound with a surplus of $88,905 being achieved in 2015 (2014: $147,644), bringing the organisation’s total equity to $1.52 million (2014: $1.43 million). This solid result was achieved in a challenging environment, where competition for funding remains high and the relocation of our office premises resulted in significant relocation costs and a permanent increase in occupancy costs.

During the year, I led the formalisation of NCOSs’s investment and audit policies to further strengthen our governance processes. Subsequently, a search and tender process was conducted, with Deutsche Bank being appointed NCOSs’s investment manager and Moore Stephens (now Pitcher Partners, following their merger) being appointed as our auditors.

The relocation of our office premises, resulted in NCOSs entering into a five year lease, incurring market based rent for the first time in over three decades. From November 2014 the “peppercorn” rent tenancy of our offices at 66 Albion St, Surry Hills ceased and the organisation began incurring commercial rates of rent at our new offices in William St, East Sydney. Whilst we were fortunate to receive some one off funding assistance from the NSW State Government towards the cost of relocation, we don’t anticipate additional ongoing funding to meet this increase in occupancy costs. Consequently, NCOSs has taken measures to strengthen the organisation’s financial sustainability to meet this ongoing increase in operational costs.

These initiatives have included a program of cost reductions and strategies to increase income from self-generated sources. This included outsourcing much of our accounting and finance to Accounting for Good, a revised investment strategy for generating returns from NCOSs accumulated funds as well as pursuing partnerships with other organisations to increase the revenue generated by member services such NCOSs community cover, Community Jobs and a general increase in the size and revenue generated by the membership base.

The Board will continue to invest in developing the capacity of NCOSs to deliver on the organisation’s strategic directions with a particular focus on the areas of communications and membership outreach.

The Board believes that these investments will help to deliver a more robust NCOSs revenue base in the future.

I would like to acknowledge the financial assistance received from the Commonwealth and NSW Governments, on which NCOSs heavily relies, representing 79.9% (2014: 77.4%) of total revenues.

I would like to thank the NCOSs staff and my colleagues on the Board for delivering a solid financial result for 2015 and strongly positioning the organisation to manage the challenges that lay ahead.

I recommend our audited financial statements to the NCOSs membership.

Vivek Prabhu
Treasurer
Finances
Your directors present this report on the Council of Social Service of New South Wales (“the Company”) for the financial year ended 30 June 2015.

Directors

The names of each person who has been a director during the year and to the date of this report are:

Bevan, Karen
Prabhu, Vivek
Crozier, Denele
Fogg, Sarah
Davies, Tony
Perusco, Michael
Farrar, Adam Appointed 19 November 2014
Bevan, Ngila Appointed 19 November 2014
Waterford, Eamon Appointed 19 November 2014
Michaels, Cecily Appointed 19 November 2014
Baldry, Eileen Resigned 19 November 2014
Perkins, Mary Resigned 19 November 2014
Priestley, Elizabeth Resigned 19 November 2014
Bowden, Matthew Resigned 19 November 2014

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

Company Secretary

Howe, Tracy

Objectives: Short-Term and Long-Term

The Company advocates with and for people experiencing poverty and disadvantage and the community sector, and provides an independent voice on social and economic policy issues and reforms and is the major co-ordinator for nongovernment social and community services in NSW. The Company acts as a channel for consultation with government and between parts of the nongovernment sector with common interests and diverse functions.

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

Principal Activities

The Company acted during the course of the financial year, as the major coordinator of non-government welfare and various community sector organisations in New South Wales.

Key Performance Measures

The Company measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the Directors to assess the financial sustainability of the Company and whether the Company’s short-term and long-term objectives are being achieved.

Information on Directors

Karen Bevan
Qualifications: BA Communications (CSU) (1990), Master - Legal Studies (UNSW) (2006)
Experience: Board member since 2009
Special Responsibilities: Member of Human Resources Committee

Vivek Prabhu
Qualifications: B. Bus (Acc & Fin), F. Fin, FCA, MBA, GAICD
Experience: Board member since September 2013
Special Responsibilities: Chair of Management and Finance Committee

Denele Crozier
Qualifications: Diploma of Accounting, Diploma of Business, RPN, 30 years working in community sector
Experience: Board member since 2003
Special Responsibilities: Member of Management and Finance Committee
Sarah Fogg: Director
Qualifications: BSc (Hons), MA (Public and Social Administration)
Experience: Board member since 2009
Special Responsibilities: Member of Risk and Compliance Committee

Tony Davies: Director
Qualifications: B.A, LLB (Hons 1), Graduate Diploma (Legal Practice)
Experience: Board member since November 2010
Special Responsibilities: Member of Management and Finance Committee

Michael Perusco: Director
Qualifications: B Business (Acc)
Experience: Board member since November 2013
Special Responsibilities: Member of Human Resources Committee

Adam Farrar: Vice President (Appointed 19 November 2014)
Qualifications: BA (hon), MA (quall), Drama, Philosophy, MA (hon), Philosophy
Experience: Board member since November 2014
Special Responsibilities: Member of Risk and Compliance Committee

Ngila Bevan: Director (Appointed 19 November 2014)
Qualifications: BScEcon, MscEcon, International relations and security studies, LLB & BVC, Barrister
Experience: Board member since November 2014
Special Responsibilities: Member of Risk and Compliance Committee

Eamon Waterford: Director (Appointed 19 November 2014)
Qualifications: Bachelor, International Studies (Globalisation Studies); Masters of Political Economy
Experience: Board member since November 2014
Special Responsibilities: Member of Management and Finance Committee

Cecily Michaels: Director (Appointed 19 November 2014)
Qualifications: Bachelor of Music in Education, Masters of Arts (Development and Community Organisation), Masters of Public Health
Experience: Board member since November 2014
Special Responsibilities: Member of Human Resources Committee

Eileen Baldry: President (Resigned 19 November 2014)
Qualifications: BA, Dip Ed (USYD), MWP, PhD (UNSW)
Experience: Board member since November 2010
Special Responsibilities: Member of Management and Finance Committee, Chair of Human Resources Committee

Mary Perkins: Vice President (Resigned 19 November 2014)
Qualifications: B.A. (History and Politics), DipEd, M.A. (Social Work, Social Policy and Sociology)
Experience: Board member since 2003
Special Responsibilities: Secretary, Member of Risk and Compliance Committee.
Elizabeth Priestley:  
Director (Resigned 19 November 2014)  
Qualifications: B.A. Associate Diploma in Welfare Studies, Advanced Certificate in Personnel Management  
Experience: Board member since 2008  
Special Responsibilities: Member of Human Resources Committee

Matthew Bowden:  
Director (Resigned 19 November 2014)  
Qualifications: B.A.  
Experience: Board member since 2006  
Special Responsibilities: Member of Risk and Compliance Committee

Meetings of Directors

During the financial year, 7 meetings of directors were held. Attendances by each director were as follows:

<table>
<thead>
<tr>
<th>Director</th>
<th>No. Eligible to attend</th>
<th>No. Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bevan, Karen</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Prabhu, Vivek</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Crozier, Denele</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Fogg, Sarah</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Davies, Tony</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Perusco, Michael</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>Farrar, Adam</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Bevan, Ngila</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Waterford, Eamon</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Michaels, Cecily</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Baldry, Eileen</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Perkins, Mary</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Priestley, Elizabeth</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Bowden, Matthew</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>

Member Contributions

The Company is incorporated under the Corporations Act 2001 and is limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of $10 towards meeting any outstanding obligations of the Company.

Auditor’s Independence Declaration

The lead auditor’s independence declaration for the year ended 30 June 2015 has been received and can be found on page 5 of the financial report.

This directors’ report is signed in accordance with a resolution of the Board of Directors.

Karen Bevan  
President  
Date: 28 September 2015

AUDITOR’S INDEPENDENCE DECLARATION

TO THE DIRECTORS OF COUNCIL OF SOCIAL SERVICE OF NEW SOUTH WALES

I declare that to the best of my knowledge and belief, during the year ended 30 June 2015, there have been no contraventions of:

1. The auditor’s independence requirements as set out in the Australian Charities and Not-for-Profits Commissions Act 2012 in relation to the audit; and

2. Any applicable code of professional conduct in relation to the audit.

Moore Stephens Sydney  
Melissa Alexander
**STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015**

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
<th>Restated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Revenue</td>
<td>2,437,525</td>
<td>2,074,780</td>
<td></td>
</tr>
<tr>
<td>Other income</td>
<td>68,473</td>
<td>76,014</td>
<td></td>
</tr>
<tr>
<td>Expenses:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration expenses</td>
<td>(90,379)</td>
<td>(26,156)</td>
<td></td>
</tr>
<tr>
<td>Conference</td>
<td>(45,418)</td>
<td>(50,556)</td>
<td></td>
</tr>
<tr>
<td>Consultants</td>
<td>(245,064)</td>
<td>(197,709)</td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortisation expense</td>
<td>(101,980)</td>
<td>(8,195)</td>
<td></td>
</tr>
<tr>
<td>Employee benefits expenses</td>
<td>(1,541,754)</td>
<td>(1,436,465)</td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td>(22,628)</td>
<td>(33,778)</td>
<td></td>
</tr>
<tr>
<td>Office overheads</td>
<td>(15,829)</td>
<td>(75,339)</td>
<td></td>
</tr>
<tr>
<td>Premises</td>
<td>(82,602)</td>
<td>(32,410)</td>
<td></td>
</tr>
<tr>
<td>Rental expenses</td>
<td>163,650</td>
<td>(7,989)</td>
<td></td>
</tr>
<tr>
<td>Travel</td>
<td>(37,556)</td>
<td>(47,551)</td>
<td></td>
</tr>
<tr>
<td>Unrealised loss on financial assets held at fair value through profit or loss</td>
<td>(24,775)</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Other expenses</td>
<td>(45,458)</td>
<td>(87,002)</td>
<td></td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>88,905</td>
<td>147,644</td>
<td></td>
</tr>
</tbody>
</table>

Total comprehensive income

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
<th>Restated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other comprehensive income</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Total comprehensive income for the year</td>
<td>88,905</td>
<td>147,644</td>
<td></td>
</tr>
</tbody>
</table>

*The accompanying notes form part of these financial statements.*

**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015**

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
<th>Restated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>933,376</td>
<td>2,572,792</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>5</td>
<td>252,789</td>
<td>51,637</td>
</tr>
<tr>
<td>Financial assets</td>
<td>7</td>
<td>666,046</td>
<td>-</td>
</tr>
<tr>
<td>Other current assets</td>
<td>6</td>
<td>65,384</td>
<td>16,381</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>1,917,595</td>
<td>2,640,810</td>
<td></td>
</tr>
<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial assets</td>
<td>7</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Plant and equipment</td>
<td>8</td>
<td>656,474</td>
<td>27,377</td>
</tr>
<tr>
<td>Other assets</td>
<td>6</td>
<td>43,241</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td>719,715</td>
<td>47,377</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>2,637,310</td>
<td>2,688,187</td>
<td></td>
</tr>
</tbody>
</table>

**LIABILITIES**
Finances

CURRENT LIABILITIES
Trade and other payables 9 980,730 1,159,003
TOTAL CURRENT LIABILITIES 980,730 1,159,003

NON-CURRENT LIABILITIES
Provisions 10 136,440 97,949
TOTAL NON-CURRENT LIABILITIES 136,440 97,949

TOTAL LIABILITIES 1,117,170 1,256,952

NET ASSETS 1,520,140 1,431,235

EQUITY
Accumulated surplus 1,520,140 1,431,235
TOTAL EQUITY 1,520,140 1,431,235

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from grants</td>
<td>1,654,283</td>
<td>1,494,703</td>
</tr>
<tr>
<td>Other receipts</td>
<td>556,519</td>
<td>464,518</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(2,539,051)</td>
<td>(2,248,263)</td>
</tr>
<tr>
<td>Interest received</td>
<td>65,888</td>
<td>76,014</td>
</tr>
<tr>
<td>Dividends received</td>
<td>2,585</td>
<td>-</td>
</tr>
<tr>
<td>Net cash used in operating activities</td>
<td>(259,776)</td>
<td>(213,028)</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus for the year</td>
<td>147,644</td>
<td>147,644</td>
</tr>
<tr>
<td>Other comprehensive income</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Balance at 30 June 2014 (Restated)</td>
<td>1,431,235</td>
<td>1,431,235</td>
</tr>
<tr>
<td>Comprehensive income:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>88,905</td>
<td>88,905</td>
</tr>
<tr>
<td>Other comprehensive income</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Balance at 30 June 2015</td>
<td>1,520,140</td>
<td>1,520,140</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus for the year</td>
<td>147,644</td>
<td>147,644</td>
</tr>
<tr>
<td>Other comprehensive income</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Balance at 30 June 2014 (Restated)</td>
<td>1,431,235</td>
<td>1,431,235</td>
</tr>
<tr>
<td>Comprehensive income:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>88,905</td>
<td>88,905</td>
</tr>
<tr>
<td>Other comprehensive income</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Balance at 30 June 2015</td>
<td>1,520,140</td>
<td>1,520,140</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
## CASH FLOWS FROM INVESTING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchases of financial assets</td>
<td>(1,170,821)</td>
<td>-</td>
</tr>
<tr>
<td>Proceeds from withdrawals of term deposits</td>
<td>480,000</td>
<td>-</td>
</tr>
<tr>
<td>Payment for plant and equipment</td>
<td>(645,578)</td>
<td>-</td>
</tr>
<tr>
<td>Increase in other non-current assets</td>
<td>(43,241)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Net cash used in investing activities</strong></td>
<td>(1,379,640)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Net decrease in cash held</strong></td>
<td>(1,639,416)</td>
<td>(213,028)</td>
</tr>
</tbody>
</table>

Cash and cash equivalents at the beginning of the year: 2,572,792
Cash and cash equivalents at end of the year: 4,933,376

The accompanying notes form part of these financial statements.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

### NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements cover the Council of Social Service of New South Wales ("the Company") as an individual entity incorporated and domiciled in Australia. The Company is limited by guarantee.

**Basis of Preparation**

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and Interpretations issued by the Australian Accounting Standards Board (‘AASB’), other authoritative pronouncements of the AASB and the Australian Charities and Not-for-profits Commission Act 2012.

The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified where applicable by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to nearest dollar.

The financial statements were authorised for issue on 28 September 2015 by the directors of the Company.

**Accounting Policies**

(a) **Revenue**

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied (grants in advance).

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability (unearned grants) until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

When grant revenue is received and all obligations to which it relates have been completed and a surplus exists which under the term of the grant is refundable pending approval for other use the surplus revenue is recognised in the statement of financial position as a liability (grant in trust).

Donations and bequests are recognised as revenue.
Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

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

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

(b) Plant and Equipment

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

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present.

Subsequent costs are included in the asset’s carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss in the financial period in which they are incurred.

Plant and equipment that have been contributed at no cost, or for nominal cost are recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets but excluding freehold land, is depreciated on a straight-line basis over the asset’s useful life to the entity commencing from the time the asset is available 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 assets are:

<table>
<thead>
<tr>
<th>Class of Asset</th>
<th>Useful Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computers</td>
<td>11.25%-50%</td>
</tr>
<tr>
<td>Administration equipment</td>
<td>11.25%-50%</td>
</tr>
<tr>
<td>Office furniture</td>
<td>7.5%-15%</td>
</tr>
<tr>
<td>Lease improvements</td>
<td>20 %</td>
</tr>
</tbody>
</table>

The assets’ residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised as income in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

For non-financial assets, the fair value measurement also takes into account a market participant’s ability to use the asset in its highest and best use or to sell it to another market participant that would use the asset in its highest and best use.

(c) Leases

Leases of property, plant and equipment where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the entity, are classified as finance leases.

Finance leases are capitalised, recognising an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values.

Leased assets are depreciated on a straight-line basis
over their estimated useful lives where it is likely that the entity will obtain ownership of the asset. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are recognised as expenses on a straight-line basis over the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

(d) Financial Instruments

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the Company commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified ‘at fair value through profit or loss’, in which case transaction costs are recognised as expenses in profit or loss immediately.

Classification and Subsequent Measurement

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest rate method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

(i) Financial assets at fair value through profit or loss

Financial assets are classified at ‘fair value through profit or loss’ when they are either held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

(ii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Company’s intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(d) Financial Instruments (continued)

(iii) Available-for-sale investments

Available-for-sale investments are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

They are subsequently measured at fair value with any remeasurements other than impairment losses and foreign exchange gains and losses recognised in other comprehensive income. When the financial asset is derecognised, the cumulative gain or loss pertaining to that asset previously recognised in other comprehensive income is reclassified into profit or loss.

Available-for-sale financial assets are classified as non-current assets when they are not expected to be sold within 12 months after the end of the reporting period. All other available-for-sale financial assets are classified as current assets.

Impairment

At the end of each reporting period, the Company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment
as a result of one or more events (a ‘loss event’) has occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of available-for-sale financial assets a significant or prolonged decline in the market value of the instrument is considered to constitute a loss event. Impairment losses are recognised in profit or loss immediately. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified to profit or loss at this point.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the Company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised when the related obligations are discharged, cancelled or expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(e) Impairment of Assets

At the end of each reporting period, the entity reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset’s fair value less costs to sell and value in use, is compared to the asset's carrying value.

Any excess of the asset’s carrying value over its recoverable amount is recognised in profit or loss.

Where the future economic benefits of the asset are not primarily dependent upon the asset’s ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an asset’s class, the entity estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(f) Employee Provisions

Short-term employee provisions

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be wholly settled within 12 months after the end of the annual reporting period are measured at the (undiscounted) amounts expected to be paid when the liabilities are settled. The Company’s provision for annual leave is recognised as part of trade and other payables in the statement of financial position.

Other long-term employee provisions

The liabilities for annual leave and long service leave not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on high quality Australian corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows. Remeasurements as a result of experience adjustments and changes in actuarial assumptions
are recognised in profit or loss in the period of the remeasurement. The Company’s provision for long service leave is recognised as provisions in the statement of financial position.

(g) 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 statement of financial position.

(h) Trade and Other Receivables

Trade and other receivables include amounts due from members as well as amounts receivable from customers for goods sold in the ordinary course of business. Trade and other receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Trade and other receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method, less any provision for impairment.

(i) 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 (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

(j) Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(k) Provisions

Provisions are recognised when the entity 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. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of reporting period.

(l) Trade and Other Payables

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

(m) Comparative Figures

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

(n) Critical Accounting Estimates and Judgments

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

Key Estimates - Impairment

Directors have concluded that assumptions remain materially unchanged, and are satisfied that carrying value of the fixed assets does not exceed the economic benefit at 30 June 2015.

(o) New, Revised or Amending Accounting Standards and Interpretations Adopted

The Company has adopted all of the new, revised or
amending Accounting Standards and Interpretations issued by the AASB that are mandatory for the current reporting year.

NOTE 2: REVENUE AND OTHER INCOME

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue from (non-reciprocal) government grants and other grants</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>State/Federal government grants</td>
<td>1,947,387</td>
<td>1,605,368</td>
</tr>
<tr>
<td>Membership</td>
<td>227,666</td>
<td>243,995</td>
</tr>
<tr>
<td>Service (including web jobs conference and commission)</td>
<td>264,457</td>
<td>258,004</td>
</tr>
<tr>
<td>Unearned grants - prior year</td>
<td>(58,802)</td>
<td>29,986</td>
</tr>
<tr>
<td>Unearned grants - current year</td>
<td>56,817</td>
<td>(58,802)</td>
</tr>
<tr>
<td>Grants transferred to trust</td>
<td>-</td>
<td>(3,771)</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td><strong>2,437,525</strong></td>
<td><strong>2,074,780</strong></td>
</tr>
</tbody>
</table>

(b) Other Income

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest</td>
<td>65,888</td>
<td>76,014</td>
</tr>
<tr>
<td>Dividends</td>
<td>2,585</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total other income</strong></td>
<td><strong>68,473</strong></td>
<td><strong>76,014</strong></td>
</tr>
<tr>
<td><strong>Total revenue and other income</strong></td>
<td><strong>2,505,998</strong></td>
<td><strong>2,150,794</strong></td>
</tr>
</tbody>
</table>

NOTE 3: EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Superannuation :</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Defined contribution superannuation expense</td>
<td>114,161</td>
<td>110,326</td>
</tr>
<tr>
<td>Rental expense on operating leases:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Minimum lease payments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Auditor fees:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Audit services</td>
<td>16,500</td>
<td>19,000</td>
</tr>
<tr>
<td>Employee Benefits Expense:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Total employee benefits expense</td>
<td>(a) 1,541,754</td>
<td>1,436,465</td>
</tr>
</tbody>
</table>

(a) The 2014 closing balance has been restated as a result of the identification of a prior period error. The error relates to the incorrect accounting for non-vesting sick leave entitlements and has been adjusted to be compliant with the applicable accounting standards.


COUNCIL OF SOCIAL SERVICE OF NEW SOUTH WALES ACN 001 797 137 OPERATING AS NCOSS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

NOTE 4: CASH AND CASH EQUIVALENTS

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank - unrestricted</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Cash float</td>
<td>932,999</td>
<td>2,572,292</td>
</tr>
<tr>
<td><strong>Total cash and cash equivalents as stated in the statement of financial position</strong></td>
<td><strong>933,376</strong></td>
<td><strong>2,572,792</strong></td>
</tr>
<tr>
<td><strong>Total cash and cash equivalents as stated in the statement of cash flows</strong></td>
<td><strong>933,376</strong></td>
<td><strong>2,572,792</strong></td>
</tr>
</tbody>
</table>
NOTE 5: TRADE AND OTHER RECEIVABLES

Current

<table>
<thead>
<tr>
<th></th>
<th>Gross</th>
<th>Past due and impaired</th>
<th>Past due but not impaired</th>
<th>Within initial trade terms</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Amount</td>
<td>&lt;30</td>
<td>31 - 60</td>
<td>61 - 90</td>
</tr>
<tr>
<td>2015 Trade receivables</td>
<td>220,838</td>
<td>-</td>
<td>13,930</td>
<td>21,085</td>
</tr>
<tr>
<td>Total</td>
<td>220,838</td>
<td>-</td>
<td>13,930</td>
<td>21,085</td>
</tr>
<tr>
<td>2014 Trade receivables</td>
<td>50,102</td>
<td>-</td>
<td>38,699</td>
<td>2,472</td>
</tr>
<tr>
<td>Total</td>
<td>50,102</td>
<td>-</td>
<td>38,699</td>
<td>2,472</td>
</tr>
</tbody>
</table>

)(a) Credit Risk : Trade receivables

The Company has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for above. The main source of credit risk to the Company is considered to relate to the class of assets described as “trade and other receivables”.

The following table details the Company’s trade receivables exposed to credit risk (prior to collateral and other credit enhancements) with ageing analysis and impairment provided for thereon. Amounts are considered as ‘past due’ when the debt has not been settled within the terms and conditions agreed between the Company and the customer or counterparty to the transaction. Trade and other receivables that are past due are assessed for impairment by ascertaining solvency of the debtors and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the Company.

The balances of trade receivables that remain within initial trade terms (as detailed in the table below) are considered to be of high credit quality.
NOTE 6: OTHER ASSETS

CURRENT
Prepayments $65,384 $16,381
Total Other Current Assets $65,384 $16,381

NON-CURRENT
Lease guarantee deposit $43,241 -
Total Other Non-Current Assets $43,241 -

NOTE 7: FINANCIAL ASSETS

CURRENT
Held at fair value through profit or loss
- Listed hybrids $186,367 -
- Equity securities $479,679 -
Total Financial Assets $666,046 -

NON-CURRENT
Available-for-sale financial assets $20,000 $20,000
- Unlisted equity securities $20,000 $20,000
Total Financial Assets $686,046 $20,000

(a) Listed hybrids
These financial assets are represented by investments in fixed income instruments listed on the Australian Securities Exchange.

(b) Equity securities
These financial assets are represented by investments in Australian managed funds and international exchange traded funds.

(c) Unlisted equity securities
The financial asset is represented by Shares in Community 21 Limited which 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. The investment represents an ultimate 2.5% share of Community Sector Banking. Bendigo Bank Ltd is a 50% shareholder in Community Sector Banking.

Based on a prospectus dated 14 August 2014, the investment in Community 21 Ltd was valued at $100,000. Given the non liquid nature (non listed) and purpose of the original investment, the directors have elected to carry the investment at cost.

NOTE 8: PLANT AND EQUIPMENT

Leasehold Improvements
At cost $569,994 -
Accumulated depreciation (85,265) -
Total $484,729 -

Plant and Equipment
At cost $241,523 $165,939
Accumulated depreciation (155,277) (138,562)
Total $86,246 $27,377

Make Good Asset
At cost $85,499 -
Accumulated depreciation - -
Total $85,499 -

Total Plant and Equipment $656,474 $27,377

 Movements in carrying amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial period.
<table>
<thead>
<tr>
<th></th>
<th>Leasehold Improvements</th>
<th>Plant and Equipment</th>
<th>Make Good Asset</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at the beginning of the year</td>
<td>-</td>
<td>27,377</td>
<td>-</td>
<td>27,377</td>
</tr>
<tr>
<td>Additions at cost</td>
<td>569,994</td>
<td>75,584</td>
<td>85,499</td>
<td>731,077</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(85,265)</td>
<td>(16,715)</td>
<td>-</td>
<td>(101,980)</td>
</tr>
<tr>
<td>Carrying amount at end of year</td>
<td>484,729</td>
<td>86,246</td>
<td>85,499</td>
<td>656,474</td>
</tr>
</tbody>
</table>

2015 2014

NOTE 9: TRADE AND OTHER PAYABLES
CURRENT
Trade payables 180,293 63,367
Deferred rent liability 34,095 -
Employee entitlements [a] 102,074 142,026
Grants in advance 339,953 534,951
Grants in trust 267,498 359,857
Unearned grants 56,817 58,802
Total Trade and Other Payables 980,730 1,159,003

[a] The 2014 closing balance has been restated as a result of the identification of a prior period error. Refer to Note 3(a) for further information.

NOTE 10: PROVISIONS

LONG-TERM
Employee Benefits

Opening balance at 1 July 2014 97,949 83,948
Additional provision raised during the year 16,073 24,444
Amount used (63,081) (10,443)
Balance at 30 June 2015 (a) 50,941 97,949

Provision for Make Good

Opening balance at 1 July 2014 - -
Additional provision raised during the year 85,499 -
Amount used - -
Balance at 30 June 2015 (a) 85,499 -
Total Provisions 136,440 97,949
[a] Long-Term Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave, long service leave and other leave.

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

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have vested but are not expected to be settled in the next 12 months. It also includes provisions for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

NOTE 11: CAPITAL AND LEASING COMMITMENTS

2015 2014

(a) Operating Lease Commitments

<table>
<thead>
<tr>
<th>Payable – minimum lease payments</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>- not later than one year</td>
<td>171,104</td>
<td>6,354</td>
</tr>
<tr>
<td>- between two and five years</td>
<td>513,313</td>
<td>-</td>
</tr>
<tr>
<td>- over five years</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>684,417</td>
<td>6,354</td>
</tr>
</tbody>
</table>

NOTE 12: EVENTS AFTER REPORTING PERIOD

No matters or circumstances have arisen since the end of the financial period which significantly affected or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years.

NOTE 13: RELATED PARTY TRANSACTIONS

(a) Key Management Personnel

Any person[s] having authority and responsibility for planning, directing and controlling the activities of the company, directly or indirectly, including any director (whether executive or otherwise) is considered key management personnel.

Key Management Personnel Compensation

<table>
<thead>
<tr>
<th></th>
<th>Short-term benefits</th>
<th>Post employment benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015 Total</td>
<td>$152,790</td>
<td>$14,027</td>
<td>$166,817</td>
</tr>
<tr>
<td>2014 Total</td>
<td>$133,432</td>
<td>$12,178</td>
<td>$145,610</td>
</tr>
</tbody>
</table>

NOTE 14: CONTINGENT LIABILITIES

The Company has no contingent liabilities as at 30 June 2015.

NOTE 15: MEMBER CONTRIBUTIONS

The Company is incorporated under the Corporations Act 2001 and is limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of $10 towards meeting any outstanding obligations of the Company.
NOTE 16: COMPANY DETAILS

The registered office and principal place of business of the Company is:

Council of Social Service of New South Wales
Level 3, 52-56 William Street
Woolloomooloo NSW 2011

1. The financial statements and notes, as set out on pages 6 to 21, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
   a) comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
   b) give a true and fair view of the financial position of the Company as at 30 June 2015 and of its performance for the year ended on that date.

2. 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, and is signed in accordance with subsection 60.15(2) of Australian Charities and Not-for-profit Commission Regulation 2013.

Karen Bevan
President
Dated this 28th day of September 2015.

INDEPENDENT AUDITOR’S REPORT TO THE MEMBERS OF COUNCIL OF SOCIAL SERVICE OF NEW SOUTH WALES

We have audited the accompanying financial report of Council of Social Service of New South Wales ("the Company"), which comprises the statement of financial position as at 30 June 2015, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors’ declaration.

Directors’ Responsibility for the Financial Report

The Directors are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the financial reporting requirements of the Australian Charities and Not-for-profits Commission Act 2012.

The Directors’ responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

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

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

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

Independence

In conducting our audit, we have complied with the independence requirements of the Australian Charities and Not-for-profits Commission Act 2012.

Opinion

In our opinion, the financial report of Council of Social Service of New South Wales is in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

(a) giving a true and fair view of the Company’s financial position as at 30 June 2015 and of its performance for the year ended on that date; and

(b) complying with Australian Accounting Standards – Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the financial reporting requirements of the Australian Charities and Not-for-profits Regulation 2013.

Moore Stephens Sydney
Melissa Alexander
Partner

Dated in Sydney this 28th day of September 2015
NCOSS membership
Ability Options Ltd
Aboriginal Child, Family & Community Care State Secretariat
Access Sydney Community Transport
Accessible Arts
ACL Disability Services
ACON
Action For People With Disability Inc
Advance Diversity Services Inc.
Age Communications
Aged & Community Services Association NSW & ACT
Aged Care Rights Service, The Aid for Africa Down Under
Albury Wodonga Community Network Inc
Alexander Appointments
Alice’s Cottages Inc
Alt Beatty Consulting
Alzheimer’s Australia NSW Anglicare
Armidale Care For Seniors Inc
Asian Women At Work Inc
Association Of Blind Citizens Of NSW Inc
Association Of Children’s Welfare Agencies
Auburn Asian Welfare Centre Inc
Auburn Community Development Network
Auburn Diversity Services
Auburn Youth Centre Inc
Australian Association Of Social Workers NSW Branch
Australian Chapter of Batten Disease Support Research Assn
Australian Huntington’s Disease Association
Australian Kookaburra Kids Foundation Inc
Australian Red Cross Society
Australian Services Union (NSW)
B Miles Women’s Foundation
Ballina Byron Family Centre Inc
Ballina District Community Services Association
Ballina Shire Meals On Wheels
Bankstown City Council
Bankstown Dementia Carers’ Group Inc
BaptistCare NSW & ACT
Barnardos Australia
Bega Valley Meals On Wheels Cooperative
Benevolent Society - Paddington
Best Employment Ltd
Blackheath Area Neighbourhood Centre Inc
Blacktown Area Community Centre
Blacktown Community Transport
Bligh Park Community Services
Blue Mountains City Council
Blue Mountains Integrated Transport
Blue Mountains Women’s Health & Resource Centre Inc
Bobby Goldsmith Foundation
Bondi Beach Cottage - Family Centre
Bondi Youth Accommodation
Bonnie Support Services Ltd
Boronia Multicultural Services
Botany Family & Children’s Centre Inc
Boys’ Town Engadine - Dunlea Centre
BRC Recruitment Pty Ltd
Bridge Housing
Bridge Youth Services Inc
Bridging the Gap Sydney West Inc
Broken Hill City Council
Broken Hill Community Inc
Broken Hill Youth Accommodation & Support Services
Buddist Library and Meditation Centre
Burdekin Association Inc
Burwood Community Welfare Services
Byron Youth Service Inc
Cabramatta Community Centre
Camden Council
Campbell Page
Campbelltown City Council
Campbelltown Family Support Service Inc
Cancer Council NSW
Canterbury City Community Centre
Canterbury City Council
Carers NSW
CareWest Inc
Caringbah Neighbour Aid
NCOSS membership

Casino Family Support Service Inc
Cassia Community Centre Inc
Catholic Social Services NSW/ACT
CatholicCare - Canberra and Goulburn
CatholicCare - Diocese of Broken Bay
CatholicCare - Wollongong
CatholicCare Social Services CCSA (formerly Community Connections Solutions Australia)
Cecil Hills Community Carers
Central Coast Community Council
Central Coast Disability Network
Central Coast Family Support Service Inc
Central Coast Tenants Advice & Advocacy Service
Central West Community Care Forum
Central West Women’s Health Centre Inc
Centre for Volunteering, The
Cessnock Community Transport Inc
Chester Hill Neighbourhood Centre Inc
Child & Adolescent Specialist Programs & Accommodation
Child Abuse Prevention Service
Chinese Parents Association - Children With Disabilities Inc
Churches Housing Inc
City Of Sydney Council
Clarence River Women’s Refuge
Coast Community Connections
Coast Shelter
Coffs Harbour Home Mod & Maintainance Service Inc
Combined Pensioners & Superannuants Association Of NSW Inc
Common Equity NSW
Community & Cultural Connections
Community Activities Lake Macquarie Inc
Community Care Northern Beaches Inc
Community Child Care (NSW)
Community Compass
Community Connect Northern Beaches
Community Disability Alliance Hunter
Community First Step - Fairfield Community Resource Centre
Community Gateway Illawarra
Community Options Illawarra Inc
Community Legal Centres NSW
Community Management Advisory Project Inc
Community Options Australia
Community Resource Network Inc
Community Restorative Centre Inc
Community Services - Metro Central Region
Community Transport Central Coast Ltd
Community Transport Organisation
Compassionate Friends (NSW), The Connected Communities Inc
Contact Inc
Coolaburra Neighbourhood Centre
Cooma Monaro Shire Council
Cottage [The] Narrabri Family Crisis Centre Inc
Cottage Family Care Centre [The] Council On The Ageing [NSW] Inc
Country Women’s Association
Cowra & Grenfell Meals On Wheels Food Services Inc
Cowra Neighbourhood Centre
CRANES Community Support Programs
Create Foundation
Creating Links NSW Ltd
Crossroads Community Care Centre
Cystic Fibrosis NSW
DeafBlind Association NSW
Deli Women & Children’s Centre Inc [The]
Department Of Parliamentary Services
Dianne Pentland Consultant
Disability & Aged Information Service Inc
Disability Information Advocacy Service Inc
Disability South West Ltd
Domestic Violence NSW
Domestic Violence NSW Service Management
Down Syndrome Association Of NSW Inc
Drummoyne Community Centre Inc
Dubbo Neighbourhood Centre
Dundas Area Neighbourhood Centre Inc
Early Childhood Australia NSW Inc
Early Childhood Intervention Australia NSW
Eastlakes Family Support Service Inc
Edgeworth Memorial Neighbourhood Centre Inc
Elizabeth Evatt Community Legal Centre
Energy & Water Ombudsman NSW
Engadine Community Services
Engadine District Youth Services - Merged with memb0770
Essie Women’s Refuge Inc
Eurobodalla Family Support Service Inc
Eurobodalla Shire Council
Factory Community Centre Inc
Family Advocacy
Family Centre
Family Drug Support
Family Planning NSW
Family Services Illawarra Inc
Family Support Newcastle Inc
Financial Counsellors Association Of NSW Inc
Food Distribution Network Inc
Foodbank NSW Ltd
Forbes/Bland Home Modification & Maintenance Inc
Forrest Centre
Forster Neighbourhood Centre Inc
NCOS membership

Foundation For Disabled Sportsmen & Sportswomen
Fraternal Society Of Tripoli & Mena
Gambling Impact Society NSW
Gender Centre
Genetic Alliance Australia (formerly AGSA)
Gilgai Aboriginal Centre Inc
Glen Innes & District Community Centre
Global Disability & Health Care Services Pty Ltd
Gosford City Council
Goulburn Family Support Service Inc
Gowrie NSW
Grace Mutual
Graceades Community Cottage Inc
Granville Multicultural Community Centre
GREAT Community Transport Inc
Great Lakes Community Resources Inc
Greenacre Area Community Centre Inc
Greystanes Disability Services - Leura
Griffith Neighbourhood House Community Centre
Guardian Youth Care
Guthrie House Co-operative
GWC Community Services
Gwydir HACC Services Inc
Haemophilia Foundation of NSW Inc
Handial NSW Inc
Harris Park Community Centre
Hawkesbury City Council
Haymarket Foundation Ltd
HeadEast Eastern Sydney Acquired Brain Injury C’ty Access
Health Consumers NSW
Healthy Cities Illawarra Inc
Hepatitis NSW
Highlands Community Centres Inc
Hills Community Aid & Information Service (The)
Holdsworth Street Community Centre & Services
Holroyd Community Aid & Information Service
Homelessness NSW
Hume Community Housing Association Ltd
Hunter Tenants Advice & Advocacy Service
Hunter Valley Financial Counselling Project
Hunters Hill Ryde Community Services Inc
IDEAS Inc (Tumut)
Illawarra Area Child Care Ltd
Illawarra Forum Inc
Illawarra Legal Centre Inc
Illawarra Multicultural Services (Wollongong)
Illawarra Women’s Health Centre
Immigrant Women’s Speakout Association NSW
Independent Living Centre NSW
Inner City Legal Centre
Inner South West Community Development Organisation
Inner Sydney Regional Council
Inner West Community Transport Inc
Inner West Neighbour Aid
Inner West Sydney Medicare Local Ltd
Inspiration House Services Inc
Integrated Living Australia Ltd
Integricare
Intellectual Disability Rights Service
Interactive Community Care
Interchange Wingecarribee Inc
Intereach Limited - Deniliquin
International Social Service
Australia
Jannali Neighbour Aid (Nightingale) Inc
Jean’s Place / Marrickville Women’s Refuge
JewishCare
Jubilee Community Services Inc.
Junction Works Ltd (The)
Justice Action
Justice Connect
Kamira Farm Inc
Karabi Community & Development Services Inc
Katoomba Neighbourhood Centre
Kempsey Neighbourhood Centre Inc
Key Assets Fostering NSW
Kiama Municipal Council
Kings Cross Community & Information Centre Inc
Kingsford Legal Centre
Kingsgrove Community Aid Centre Inc
Kogarah City Council
Koolooora Community Centre
KU Children’s Services
Ku-Ring-Gai Council
Ku-Ring-Gai Neighbourhood Centre Inc
Kurri Kurri Community Centre
Kyogle Family Support Services Inc
Lake Macquarie City Council
Lane Cove Municipal Council
LBW & Partners
Learning Links - Head Office
Legal Aid Commission of NSW
Leichhardt Marrickville Community Transport Group
Leichhardt Municipal Council
Leichhardt Women’s Community Health Centre Inc
Life Without Barriers
Lismore Women’s & Childrens Refuge
Little Bay Coast Centre For Seniors Inc
Liverpool Migrant Resource Centre
Liverpool Women’s Resource Centre
Local Community Services Association
Local Government NSW
Lower Mountains Neighbourhood Centre Inc

55
Lower North Shore Community Transport Inc
Lyndon Community, The
Macarthur Disability Services Ltd
Macarthur District Temporary Family Care Inc
Macarthur Diversity Services Inc
Macedonian Australian Welfare Association
Macedonian Welfare Association Inc
MacKillop Family Services NSW
MacKillop Rural Community Services
Macquarie Legal Centre Inc
Maitland Family Support Scheme Inc
Make Today Count Inc
Manly Drug Education & Counselling Centre
Manly Warringah Pittwater Community Aid Service
Manly Warringah Women’s Resource Centre
Manning Support Services Inc
Marian Centre
Marist Youth Care
Marrickville Council
Marrickville Legal Centre
Marrickville Youth Resource Centre Inc
Marymead Child & Family Centre
Mental Health Association NSW Inc
Mental Health Carers ARAFMI NSW - Central Coast
Mental Health Carers ARAFMI NSW Inc - Sydney
Mental Health Co-ordinating Council Inc
Mercy Services (formerly Newcastle Community Transport)
Metro Assist
Mid Coast Communities
Mirabel Foundation
Mission Australia - NSW State Office
Mobile Childrens Services Association Of NSW
Monaro Family Support Service Inc
Moree Women’s Refuge Ngala House Inc
Mosman Municipal Council
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 Support Network Of Randwick
Murwillumbah Community Centre Inc.
Muswellbrook Carelink Inc
Muswellbrook Shire Council
Nagle Centre Family Care & Support
Narrabri & District Community Aid Service Inc
National Association for Loss & Grief NSW Inc
National Council Of Women Of NSW Inc
National Respite Association
National Tertiary Education Union
Neighbour Aid and Social Support Association
Neighbour Connections Inc
Nepean Blue Mountains Local Health District
Nepean Community and Neighbourhood Services
Nepean Volunteer Services Inc
Network Of Alcohol & Other Drug Agencies (NADA)
New England HACC Development Inc
Newcastle Temporary Care
Newtown Neighbourhood Centre Ltd
Noah’s Ark Centre Of Shoalhaven Noffs Foundation
North & North West Community Legal Service
North Coast Community Housing Company - Lismore
North Coast Institute Of TAFE
North Richmond Community Centre Inc
North St Marys Neighbourhood Centre Inc
North Sydney Council
Northcott Disability Services
Northern Rivers Community Gateway
Northern Rivers Social Development Council
Northside Community Forum Inc
NSW Community Housing Tenant Network
NSW Consumer Advisory Group
Mental Health Inc
NSW Council For Intellectual Disability
NSW Family Day Care Association Inc
NSW Family Services Inc
NSW Federation of Housing Associations Inc
NSW Meals On Wheels Association Inc
NSW Ombudsman
NSW Retired Teachers Association
NSW Teachers Federation
NSW Users & AIDS Association
Occasional Child Care Association Of NSW
Odyssey House McGrath Foundation
Older Women’s Network NSW Inc
On Track Community Programs
One Step At A Time Counselling Orana Inc
Orange City Council
Our Community Place
Ourcare Services Limited
Outer Liverpool Community Services Inc
Oxley Community Transport
Service Inc
Pan Community Council
Parkes & District Neighbourhood &
Community Information Centre
Parkinson’s NSW Inc
Parklands Cottage Incorporated
Parks Community Network Inc
Parramatta City Council
PATH Inc
Pathfinders Inc
Penrith City Council
Penrith Women’s Health Centre
People with Disability Australia Inc
Phoebe House Inc
Physical Disability Council NSW
Platform Youth Services
Playgroup NSW Inc
Point Clare Community Hall
Polio NSW Inc
Port Kembla Community Project
Inc
Port Macquarie Neighbourhood
Centre Inc
Positive Life NSW Inc
Positive Support Network
Incorporated
Prisoners Aid Association Of NSW
Project Youth Inc
Protective Behaviours NSW
Public Interest Advocacy Centre
Public Service Association Of NSW
Quality Innovation Performance Ltd
Randwick City Council
Randwick-Waverley Community
Transport
Rape & Domestic Violence Services
Australia
Raymond Terrace Neighbourhood
Centre
Regional Youth Support Services
Relationships Australia [NSW]
Relationships Australia - Canberra
& Region
Richmond Community Services Inc
Riverstone Neighbourhood Centre
& Community Aid Service Inc
Riverwood Community Centre Inc
Rockdale City Council
Rockdale Community Services
Rosebank Child Sexual Abuse
Service Inc
Rosemount Good Shepherd Youth &
Family Services
Ryde Family Services
Salvation Army - Australia Eastern
Territory
Samaritans Foundation -
Adamstown
SDN Children’s Services
Search Foundation
Sector Connect
Settlement Services International
Shellharbour City Council
Shelter NSW
SHINE For Kids
Shoalhaven Community Legal
Centre
Shoalhaven City Council
Shoalhaven Neighbourhood
Services Inc
Shopfront Youth Legal Centre
SIDS And KIDS NSW
Sisters Of Charity Outreach
South East Neighbourhood Centre
South Sydney Community Aid Co-
operative Ltd
South West Child Adolescent &
Family Services
South West Sydney Legal Centre
Inc
South Western Regional Tenants
Association
South Western Sydney Local Health
District
Southern Councils Group -
Community Care Programs
Southern Highlands Bereavement
Care Service
Southern Riverina Youth Support
Services Inc
Southern Youth & Family Services
Association Inc
Spanish & Latin American
Community Organisation Inc
St Clair Youth & Neighbourhood
Team Inc
St George Accommodation For
Youth
St George Community Housing Co-
op Ltd (SGCH)
St George Womens Housing Inc
St George Youth Services Inc
St John Ambulance Australia
St Mary’s Area Community
Development Project Inc
St Vincent de Paul Society - State
Council
Stanford House Inc
Station Drop-In Centre (The)
Stepping Out Housing Program
Strathfield Municipal Council
Stroke And Disability Information
Surry Hills Neighbourhood Centre
Survivors & Mates Support
Network
Sutherland Shire Carer Support
Service
Sutherland Shire Family Services
Inc
Sydney Legacy
SydWest Multicultural Services
Synapse (formerly Brain Injury
Association NSW Inc)
Tablelands Community Options
Talinga Community Service
Taree Women and Children’s
Refuge
Temora Shire Council - Temora
HACC Centre
Tenants’ Union Of NSW Co-op Ltd
The Greens
The Multicultural Network
The Neighbourhood Centre
The Place: Charlestown Community
Centre
Thiyama-Li Family Violence Service
Tomaree Neighbourhood Centre Inc
Touching Base
Toukley Women’s Refuge
TransCare Hunter Ltd
TRI Community Exchange
Tumut Regional Family Services Inc
TURSA Employment And Training
Tweed Shire Council
Tweed Valley Early Childhood Intervention Service Inc
Ulladulla & Districts Community Resources Centre
United Voice
UnitingCare Children, Young People and Families
UnitingCare NSW ACT
University of New South Wales
Veritas House Inc
Verto
Vincentian Social Action Centre
Volunteering Coffs Harbour Inc
Wagga Women's Health Centre
Walgett Aboriginal Medical Service Co-op
Walla Mulla Family & Community Support
War Widows’ Guild of Australia NSW Ltd
Warringah Council
Watershed Drug & Alcohol Recovery & Education Centre
Waybridge Ministries Inc
We Help Ourselves
Weave Youth & Community Services Inc
Wee Waa & District Preschool Association Inc
Wee Waa Community Care Service Inc
Welfare Rights Centre
Werrington Community Project Inc
Western NSW Community Legal Service
Western Suburbs Haven Inc
Western Sydney Community Forum
Western Sydney Drug & Alcohol Resource Centre Inc
Westir Ltd
Westwood Spice
Windgap Foundation Limited
Wirringa Baiya Aboriginal Women's Legal Centre
Wise Employment
Wollongong West Street Centre
Women in Prison Advocacy Network
Women's Activities & Self Help House
Women's Centre Albury-Wodonga Inc
Women's Domestic Violence Court Advocacy Service NSW Inc
Women's Electoral Lobby NSW Inc
Women's Health NSW
Women's Housing Company
Women's Legal Services NSW
Women's Shelter Armidale Inc
Woodbine Neighbourhood Centre
Woodrising Neighbourhood Centre
Woodville Community Services Inc
Workers' Health Centre
Wyong Gosford Community Legal Centre
Wyong Neighbourhood Centre Inc
Wyong Shire Council
Y Foundations
Yawrawonga District Health Service
Yawarra Meamei Womens Group
Yes Youth and Family Services (formerly Albury Supported Accomm Service Inc)
Youth Action
Youth Off The Streets
Youth Solutions
YWCA NSW
NCOSS has a capable and effective team, with a mix of skills, that is well positioned to make change happen for people experiencing poverty and disadvantage in NSW. Thank you to all NCOSS staff who have contributed to the work NCOSS has done this year. Below is a list of staff as at 30 June 2015.

**CEO** - Tracy Howe

**Deputy CEO** - John Mikelsons

**Executive Officer** - Wendy Hall

**Corporate Services Co-ordinator** - Craig Howe

**Administration Coordinator** - Valentyna Kors

**Media and Communications Manager** - Laura Maclean

**Campaigns Manager** - Melanie Fernandez

**Senior Policy & Advocacy Officers** - Amanda Smithers, Carolyn Hodge, Mike Bailey, Rhiannon Cook

**Policy and Research Officers** - Jed Horner, Ya’el Frisch

**Policy Support Officer** - Janette Prichard