

ANNUAL REPORT 2016



ncoss
NSW Council of Social Service



	Pg
About NCOSS _____	3
President's Report _____	4
Message from the CEO _____	5
Highlights _____	6
NCOSS Strategic Plan _____	8
Our work _____	10
Governance _____	24
Treasurer's Report _____	26
Finances _____	28
NCOSS engagement _____	45
NCOSS membership _____	50

Contents

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.

Join us to work towards a NSW free from poverty and inequality, and a stronger civil society.

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About NCOSS

President's Report

This year we celebrated NCOSS's 80 year anniversary. Our ability to continue to take such a strong role in influencing government policy and driving other initiatives to improve the lives of vulnerable people is in itself an important milestone. But our willingness to innovate, to change and grow, to respond to our members and the changing conditions facing people who experience poverty and disadvantage is something more important yet for us to celebrate.

With some key work behind the scenes NCOSS used its 80th birthday to:

- Engage deeply with our members and with communities
- Bring a range of expected (and unexpected) stakeholders together at our Sydney Festival for Civil Society
- Launch new campaigns to drive social change
- Launch our refreshed brand identity and online presence

Member engagement has been a strategic focus this year. Our membership has continued to grow and with new categories enabling our supporters (such as Members of Parliament) and partners (including business colleagues) to join us in associate membership, we have a vibrant community of people and organisations engaged in our work. Our membership have been critical in informing and influencing key NCOSS campaigns and initiatives and I thank them for their time and energy.

Our key member Forums and consultation mechanisms have been revitalised and continue to strongly bring together coalitions of key agencies to make a difference.

At the same time, NCOSS has continued to bring the voice of people experiencing poverty and disadvantage into the debate, with strong projects such as the Cost of Living Report. These projects fairly and squarely remind us all about the why of our work – eliminating poverty and disadvantage is our task.

NCOSS was successful this year in growing and diversifying our work through winning the opportunity to lead a consortium to take The Collective into the next

phase and being contracted to deliver critical sector capacity building to support transition to the National Disability Insurance Scheme.

Our new strategic Plan was completed at the end of the year and sets the stage for an exciting future for NCOSS.

I'd like to acknowledge Tracy Howe's visionary leadership, ably supported by the management team and the staff of NCOSS. The NCOSS Board has been continually challenged to enable the organisation to grow and this is a hallmark of excellence.

After seven years on the NCOSS Board I am standing down this year, but leave the organisation and the Board in an excellent position to continue to grow and create the social change we need to see in NSW.

Thank you to NCOSS Board members, including Treasurer Vivek Prabhu who resigned from the Board in April 2016, for your support and willingness to work hard on behalf of our members and the purpose we serve.

Karen Bevan
President



Message from the CEO

This has been a year where NCOSS has focussed strongly on our communities in NSW.

Our communities face constant challenges but they also have immense strength, resilience and an ability to respond effectively to those challenges if we are willing to support them.

This year NCOSS reached out to communities in a way it hasn't done in quite some time. We held 21 consultations in 18 communities across NSW and asked them what they wanted for their community and what would be needed to get them there.

These conversations were rich, productive and insightful. And they informed so much of the work NCOSS has done this year.

It has directly informed each recommendation that NCOSS made as part of its Pre-Budget Submission and all the advocacy work that comes with it.

The persistent concerns about rates of poverty in NSW, particularly among children, and the impact this is having on their opportunities informed the 1 in 7 campaign.

And our Fair Deal for our Community Services campaign stems directly from ongoing and widespread belief that the working relationship between government and services can be vastly improved.

The most important part of all of this is the amazing work communities did in support of this work. They wrote to and visited their local MPs, held events and involved their local media to begin the change they want to see.

They were the real strength of the advocacy around each campaign and are the reason we have started to see such positive outcomes as a result.

We have continued to learn from this experience and will make these consultations and direct engagement with communities an ongoing part of NCOSS work into the future.

This work around the state will now be business as usual with a view to widening our scope and knowledge and empowering new and existing members to be advocates.

We are also exploring other ways we can support and empower communities which is why I was incredibly excited this year to successfully tender as the lead of a broader consortium for The Collective project, initiated within FACS in 2014.

I believe this project can transform the way we work. We are still in the early stages but our key focus will be to bring tools to local communities that will empower them to take action to solve their challenges, their way. So watch this space.

Of course we can't do this work without a strong and robust organisation and I'd like to thank the NCOSS Board for their support and continued hard work to ensure NCOSS is the best organisation it can be.

I'd particularly like to acknowledge the hard work and leadership from Karen Bevan, our outgoing President and thank her for her service to the organisation.

Finally I'd like to thank the staff at NCOSS for their ideas, commitment to making change with me and their very hard work.

I look forward to another exciting year working all together to make some change!

Tracy Howe
CEO



Highlights



Sydney Festival for Civil Society: Celebrating 80 years of NCOSS



Pre-Budget Submission: making change in partnership with communities



1 in 7 campaign: ensuring children experiencing poverty have the best possible start in life



Social and Affordable Housing Fund: bedding down innovative projects to boost social and affordable housing stock



Fair Deal for our Community Services: building a stronger partnership between government and our sector



The Collective: empowering local communities to develop local solutions

Highlights



Secured fee free training: delivering opportunities for people experiencing domestic and family violence



Funding extension for Disability Advocacy: ensuring the voice of people with disability is heard in the transition to the NDIS



Plan first, don't 'retrofit': delivering on the promise of the NDIS for Aboriginal and CALD people in NSW



New Year for Women: delivering economic empowerment for women



Cost of Living report: Highlighting the financial pressures children and families face



Land Tax report: boosting housing affordability and jobs



NCOSS Strategic Plan 2016 – 2019

NCOSS Strategic Plan 2016 – 2019

In 2016 the NCOSS Strategic Plan was due for review and a new plan was developed in close consultation with NCOSS members and key stakeholders.

Thanks to their constructive and thoughtful input the new vision and strategic directions provide a clear coherent strategy for how NCOSS can make positive change that moves towards a NSW free from poverty and inequality.

VISION:

A NSW free from poverty and inequality

MISSION:

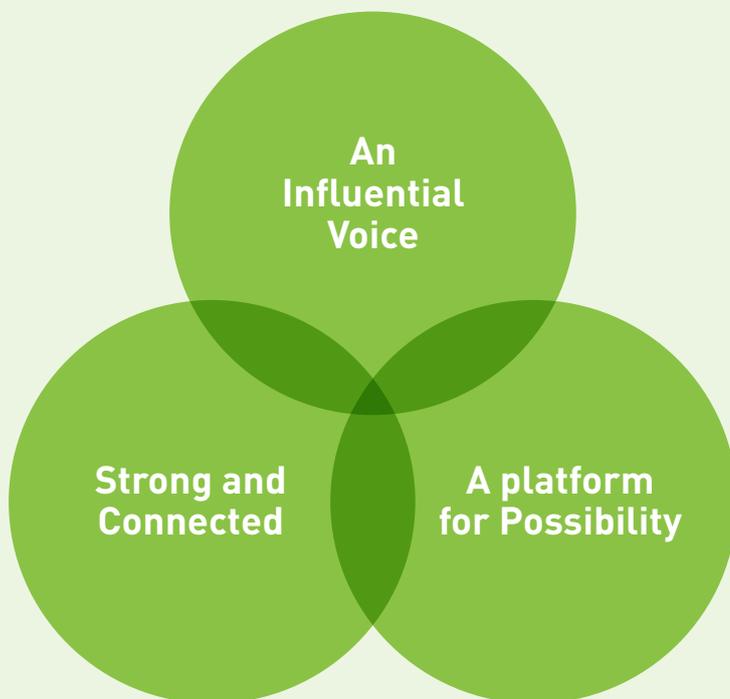
We advocate, collaborate and mobilise for change to end poverty and inequality in NSW

COURAGE

INTEGRITY

FAIRNESS

INCLUSION



AN INFLUENTIAL VOICE:

NCOSS is an influential voice for and with people experiencing poverty and inequality in NSW, and the community organisations that work with them

A PLATFORM FOR POSSIBILITY:

NCOSS is a place where people and organisations come together to create change, opportunity and knowledge for and with people experiencing poverty and inequality

STRONG AND CONNECTED:

NCOSS has a talented and cohesive team that is resourced to do its work; and connected and responsive to both our members and people experiencing poverty and inequality in NSW.



Our work

Our work

NCOSS 80th Celebrations

In Anti-Poverty Week 2015, NCOSS held the Sydney Festival for Civil Society to shine a light on the causes of poverty and disadvantage, share the work that civil society organisations are doing across the state to reduce poverty and disadvantage and identify action that the sector, business and government can take.

This was an occasion to mark the 80th Anniversary of NCOSS, reflect on its 80 years of work and look at how NCOSS could effectively continue its work to end poverty and disadvantage in NSW.

The Festival brought a diverse range of people together.

Professor Gillian Triggs shared her thoughts on the role of civil society in advancing human rights and reducing poverty in our communities.

Comedian Corey White spoke about his experience in out of home care and helped launch the NCOSS 1 in 7 child poverty campaign.

NCOSS launched a report looking into the particular experience of poverty and disadvantage of the lesbian, gay, bisexual, transgender and intersex community.

Premier Mike Baird also addressed the Festival about the work the Government is doing to improve the lives of people experiencing poverty and disadvantage.

Most importantly, the event brought together a variety of civil society organisations, ran workshops featuring innovative work and research they've been doing to address disadvantage and encouraged further collaborative work to address some of the state's most persistent problems.

LGBTI people more likely to experience social disadvantage

NCOSS released a report during Anti-Poverty Week 2015 that revealed lesbian, gay, bisexual, transgender and intersex (LGBTI) people in NSW are experiencing higher levels of disadvantage than other Australians, putting them at greater risk of falling into poverty.

The report, *Beyond the myth of 'pink privilege': Disadvantage and poverty amongst LGBTI people in NSW,*

reviews recent population-level and LGBTI community studies, and concludes that LGBTI people are more likely to experience social disadvantage across their lives. Persistent discrimination on the basis of sexual orientation, gender identity or intersex status, can lead to spells of unemployment, workplace discrimination and salary gaps, in spite of evidence of higher levels of education.

As a result LGBTI people are more likely to experience a reduced asset-base to draw on later in life; poor self-reported health status, barriers to accessing some forms of healthcare (including primary care) and, in some cases, to experience homelessness during their lives. There needs to be a dual focus on preventing the disadvantage in the first place before it leads to poverty and on ensuring support is available for LGBTI people who experience poverty.

NCOSS' report identifies a number of improvements that could be made in order to tackle the challenges and has informed NCOSS advocacy in this area moving forward.

NCOSS 2016-17 Pre-Budget Submission

The NCOSS Pre-Budget submission identified the top seven actions the NSW State Government could take to make the biggest difference in the lives of people experiencing poverty following a state-wide consultation with health and community service organisations.

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 this approach was retained overall, but more extensive participation of members and community stakeholders was added in determining the focus of the recommendations.

For the first time NCOSS travelled widely across NSW and held multiple conversations with members and community stakeholders to gain a deep understanding of what they envisaged as the appropriate focus of this year's PBS. These conversations outlined the type of community that members wanted for their clients, the barriers they experienced in providing this, and the

Our work

possible solutions that could improve the lives of people experiencing poverty and disadvantage.

At the conclusion of this process seven key actions were identified based on the things our members and other stakeholders had consistently raised right across the State.

The seven recommendations focussed on investment in housing and homelessness, Domestic and Family Violence, a Disability Inclusion Fund, Children, Youth and Families, a Local Jobs Partnerships program, mental health services and improved access to transport.

These recommendations informed ongoing advocacy and policy work for NCOSS over the year towards the June Budget.

The consultations also raised several factors that became guiding principles in the development of the PBS recommendations and their costings. These included the need for better designed service delivery models and procurement processes so as to facilitate and enhance the diversity of the sector, its ongoing sustainability, and its ability to collaborate; and funding policies, pricing models, and future avenues to support a sustainable sector.

These guiding principles informed the development of the Fair Deal for our Community Services campaign.

Mental health services

NCOSS advocated in our Pre-Budget Submission for an additional \$469 million over four years into community based mental health services that offer a range of sub-acute, clinical and non-clinical services across NSW.

Mental illness is a major cause and consequence of poverty and disadvantage. The budget went some way to providing the investment that NCOSS and its members believe is required to tackle this issue, with a more than \$106 million increase in spending compared to last year – including a substantial increase in funding for mental health NGOs.

Domestic and Family Violence

NCOSS advocated for an investment of \$106 million over three years in specialist, trauma-informed and trauma specialist responses to sexual assault and domestic and family violence in the Pre-Budget Submission.

The investment identified in the recommendation was in line with the NSW Women's Alliance blueprint to end sexual assault and domestic and family violence - A Safer State.

NCOSS welcomed the NSW Government's announcement in October of a \$60 million package to target perpetrators and support women, men and children who have experienced domestic and family violence. This package also started the process of developing the NSW Domestic and Family Violence Blueprint. NCOSS is one of many organisations now contributing to its development.

This announcement came off the back of concerted advocacy from the sector to improve funding for these services.

1 in 7 Campaign and Children, Youth and Families

During Anti-Poverty Week 2015, NCOSS launched the 1 in 7 campaign with five ways to ensure the 1 in 7 children experiencing poverty in NSW are not left behind but have the best possible start in life.

The campaign was the result of talking with members and other stakeholders across the state to hear about what solutions would make a difference to the life chances of children experiencing poverty. The recommendations were also informed by feedback from 400 families across NSW with children experiencing or at risk of poverty.

The recommendations were to invest in the state-wide roll-out of a nurse-led home visiting program, in early childhood education and care, in programs such as school breakfasts and other healthy food initiatives, in activities and programs that ensure children and young people are connected to their families and communities and in social and affordable housing stock in NSW.

Our work

The recommendations were championed by Aboriginal Child, Family and Community Care State Secretariat, Association of Children's and Welfare Agencies, Anglicare, Benevolent Society, CREATE Foundation, Early Childhood Australia, Early Childhood Intervention Australia, NSW Family Services Inc, Foodbank, Multicultural Youth Affairs Network, Playgroup NSW, UnitingCare Children, Young People and Families. Y foundations, Youth Action and YWCA NSW.

Following the launch of the report NCOSS members wrote to their local Members of Parliament in support of the 1 in 7 campaign and many of them followed up with a meeting. This resulted in 42 MPs being contacted by a local delegation.

NCOSS joined forces with KU Children's Services to hold a 1 in 7 event to highlight the importance of early childhood education. The event showcased KU Children's Services photographic exhibition celebrating 120 Years of Early Education and featured speeches from Minister for Early Childhood Education, Leslie Williams and from Shadow Minister, Kate Washington.

NCOSS also partnered with the Parenthood to launch a petition aimed at parents to allow them to show their support for the campaign and with the NSW Nurses Association to demonstrate their support for the nurse home visits recommendation.

Following extensive advocacy the budget delivered \$382 million for early childhood education services. While this investment was welcome this 14.8% increase relates only to Commonwealth payments, unspent funds from previous years, and implementation of earlier commitments.

NCOSS also welcomed:

- an extra \$7 million for programs to tackle childhood obesity;
- the investment of \$55 million in the Future Directions social housing strategy, with initiatives including early childhood centres in social housing areas, and the delivery of a home visiting program for parents with babies in social housing areas; and



Our work

- an additional \$10 million for youth homelessness initiatives that prioritise young people leaving care (\$40 million over four years), as well as \$10 million for support and accommodation under the Homeless Youth Assistance Program.

Cost of Living report: highlighting challenges for low and middle income families

Cost of living remains a key source of anxiety for people on low incomes and experiencing poverty and this is particularly the case in a city like Sydney.

NCOSS cost of living reports aim to shine a light on key areas that are putting pressure on people's budgets and offer solutions.

The NCOSS children and families cost of living report released in July revealed the key pressures families faced and provided a platform to launch NCOSS work around the 1 in 7 campaign to ensure children experiencing poverty have the best possible start in life.

The findings were based on a survey conducted by Essential Media Communications and Research Now and showed that many households are living pay check to pay check and this means many are compromising on the basics.

Over the past ten years, basic household expenses like electricity have more than doubled, while rents in Sydney have gone up a whopping 60%. To meet these costs, many parents are forced to cut back or delay paying for other essentials like going to the dentist, going for medical appointments or buying new clothes.

The report gained widespread media attention and helped raise awareness of the level of child poverty in NSW and was an important motivator for involvement and engagement with the development of the 1 in 7 campaign.

Social and affordable housing

A lack of social and affordable housing both in Sydney and across NSW remains a key concern for NCOSS members.

Following an agreement in March 2015 between

the NSW Government, NCOSS and Infrastructure Partnerships Australia the process to develop a \$1 billion fund to invest in new social and affordable housing stock to support vulnerable people was started.

NCOSS agreed to assist the NSW Government by undertaking consultations with housing proponents and the financial sector.

Throughout 2015 NCOSS facilitated this consultation and coordinated its outcomes.

NCOSS conducted three consultation workshops. Workshop 1 focussed 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 was completed and circulated to participants and a Report of Outcomes was produced and provided to an Expert Advisory Panel (EAP).

The Report was then used to build a set of Social Sector 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.

The EAP provided feedback on the Report of Outcomes and provided further input to the Department of Family and Community Service to inform the development of the SAHF and its first phase.

NCOSS also aimed to help stakeholders prepare to be a part of the SAHF, holding well attended networking events, briefings and workshops to assist organisations with partnership building and proposals. The Sydney networking event had 100 attendees and NCOSS partnered with Mid Coast Communities to host an event in Coffs Harbour with 50 attendees and the Parliamentary Secretary.

Our work

Outcomes so far are:

- Phase 1 of the SAHF was opened to expressions of interest in January 2016 and nine parties are now shortlisted to deliver up to 3000 social and affordable housing dwellings, with associated wrap around services to support tenants.
- \$14 million over four years in operational funding was provided in the NSW Budget to support operations for the SAHF.

NCOSS will continue advocacy around the SAHF to work towards a second Phase of the fund that continues to build on the feedback it receive about how the initiative can achieve the best results for the community.

Fair Deal for Community Services



In November, NCOSS launched its *Fair Deal for our Community Services* campaign to build a stronger partnership between government and our sector in order to develop fair and reasonable reform and procurement processes.

The campaign is the result of extensive feedback received from NCOSS members and stakeholders during its Pre-Budget Submission consultations. It advocated what needed to be done to ensure the relationship between government and the sector lives up to its potential, and delivers the outcomes for communities and people across NSW that everyone wants to see.

It made recommendations for all agencies that fund community organisations, and for the NSW Government

as a whole. It took a problem solving approach and aimed to create an even stronger partnership.

The recommendations looked at how to improve reform processes, policy and project design, procurement and commissioning, contracts, red tape and regulation and communication and engagement.

NCOSS was pleased to have Minister for Innovation and Better Regulation, Victor Dominello at the launch of the campaign who was supportive of the aims of the campaign and has been keen to work with NCOSS and its members to progress some of these issues.

Establishment of the Social Innovation Council

The Social Innovation Council, which NCOSS co-chairs, was established in June 2015 to form a strategic partnership between the NSW Government and the Forum of Non-Government Agencies (FONGA) to help foster innovation in the way human services are developed, delivered and measured.

The objective of the Social Innovation Council is to improve human services outcomes by:

- promoting the use of technology and collaborative work practices to optimise service delivery
- improving the quality and accessibility of human services data for government and NGOs
- driving strategic engagement of the NGO sector
- making it easier for NGOs and government to do business together.

Representatives on the Social Innovation Council include a range of government departments as well as member organisations of FONGA who expressed an interest in attending.

Legislative Council Social Affairs Committee Inquiry into Service Co-ordination in communities with high social needs

NCOSS CEO Tracy Howe gave evidence at the Inquiry on 28 August 2015 emphasising the recommendations of the Fair Deal Campaign and that the sector works together in a co-ordinated way to respond to need in the communities they work in.

Our work

However, the capacity of services to do this effectively is made difficult by funding constraints, insecure funding and the competitive tendering model.

The Committee acknowledged the sector's concerted push for longer funding terms (preferably 5 year terms) and was responsive to the idea of a weighting for an organisation's local knowledge.

On 11 December last year, the Committee tabled the Report of its inquiry. The Report made some excellent recommendations, in line with those proposed by NCOSS.

The recommendations had potential to create significant improvements for NCOSS members and the people they support.

In June, the Government released its response to the Inquiry, providing in-principle support to a range of measures.

Positive aspects of the response include:

- Support for a review of competitive tendering, a process which NCOSS emphasised can threaten

relationships of trust in the sector. This work is being done by the Social Innovation Council, which NCOSS co-chairs.

- Agreement for longer lead times for tenders in recognition that effective collaboration between organisations is a complex process which takes time.
- A commitment to publishing a whole-of-Government report on community wellbeing based on Community Indicators Victoria, which will strengthen the evidence base of our work.

In-principle support was given for the development of Privacy Guidelines to facilitate information sharing and collaboration between organisations, as well as ongoing consideration of a national centre to evaluate and promote best practice.

The Government did not support minimum funding periods of 5 years which will be a continued focus for future NCOSS advocacy.



Our work

Proposed Standardised Contracts for the NSW Sector

In May, the Department of Premier and Cabinet released a draft standardised contract and funding schedule and provide NCOSS and the Forum of Non-Government Agencies the opportunity to give feedback.

17 organisations attended the NCOSS Fair Deal Contract Forum, representing a range of services, sizes, including regional and metropolitan, they helped shape our response to the Department of Premier and Cabinet.

The Forum included a panel discussion where Marion Bennett (Mission Australia), Kelvin Chambers (Drug and Alcohol Multicultural Education Centre) and Savi Manii (Justice Connect) looked at how these documents could impact on both large and small NGOs.

The group welcomed the opportunity to provide feedback and agreed that in general these were better documents in their draft form than similar documents from other states. The plain English drafting, the format itself and the fact that advocacy was acknowledged and accepted as legitimate was valued.

NCOSS pulled together this feedback into a submission: *Standardised Contracts for NSW Community Organisations*.

Training and employment

Domestic violence survivors given access to fee free training

Education is a key component for many domestic violence survivors in regaining their independence, but often leaving their attacker also means leaving the person they are financially dependent on. Although survivors and their social workers may recognise the need for re training to empower them in re-joining employment, previously they may not have had access to funding to achieve this goal.

To change this, NCOSS advocated to make survivors of domestic and family violence eligible for fee-free vocational training and this year the NSW Government committed to implementing this.

Community members who may have come from a financially disadvantaged situation now have the

opportunity to start a new life with support finding work and financial security. These scholarships will be provided through a recommendation letter from crisis accommodation services, peak bodies or other support services.

This qualifier shows the NSW Governments recognition of the vital role that social services play in providing support.

Local Jobs Partnerships program

Unemployment remains a persistent and serious issue in some regions of NSW. The Richmond-Tweed area was of a particular concern at the time with a rate of 8.8%. It also had the fourth highest rate of youth unemployment at 17.1% and the Aboriginal unemployment rate for the region was 20.4%, which is significantly above the state average of 16%.

NCOSS advocated for \$83 million each year for three years in a comprehensive Local Jobs Partnerships program, that resources local councils and community organisations to work with the most disadvantaged jobseekers to get them into work.

To progress this objective NCOSS launched a three-part plan in Lismore, which would see community, business and government sectors work together to create opportunities for some of the most disadvantaged jobseekers.

In the Budget the government committed new funding of \$100 million to the Smart, Skilled and Hired initiative that will target the State's highest areas of youth unemployment, including Western Sydney, the Central Coast, New England/North West and the North Coast and support young job seekers to find employment in the high demand construction and disability sectors.

Transitioning to the NDIS

Plan first, don't 'retrofit': NDIS implications for Aboriginal and CALD communities

NCOSS' Plan first, don't retrofit report highlighted that delivering on the NDIS outcomes presents additional challenges for people from CALD and Aboriginal

Our work

communities. This comes from a range of factors including language barriers, the way people access information, social and economic disadvantage, varying levels of informal support, isolation and how various communities think about and relate to the concept of disability. Overcoming these barriers and ensuring communities have fair access to the NDIS requires a strategic approach.

NCOSS recommended that before the roll out commences organisations should build their cultural competence and understanding, plan with communities, develop person centred approaches that encourage engagement, and hold a focus on planning, leadership and timing. Our report also included broad practical steps which we committed to developing into specific actions to be implemented at all levels.

To follow through with this commitment NCOSS held a think tank in March with representatives from the community sector and government. The day was focused on identifying practical strategies and actions that would empower Aboriginal and CALD engagement with the NDIS. These included identifying key decision structures, processes and bodies that need to be engaged to influence outcomes for these communities, and forming ongoing partnerships, plans and strategies to ensure continued support.

Members of the think tank spoke on their experience and learnings to provide a rich context of understanding. Actions were then created on themes of transparency; community consultations beginning at least 6 months prior to the roll out, planned funding for capacity building and ensuring any plans are developed with inbuilt flexibility and adaptability.

NCOSS will continue working with these organisations as well as government and communities to ensure that all people affected by these changes are empowered to engage be heard.

Skilled to Thrive

NCOSS has been awarded a grant from Ageing, Disability and Home Care to deliver a comprehensive program of sector development and capacity building, targeted at advocacy and information organisations that will ensure they are prepared for the new environment they face.

The Skilled to Thrive program's long term aim is to ensure that people with disability are empowered to exercise choice and control in their lives. In the medium term, this would be achieved by ensuring that people with disability, especially the most vulnerable, have uninterrupted access to opportunities to build their skills, exercise their rights, make informed choices and successfully navigate the change that the NDIS will bring including building skills as consumers.

People with disability will benefit from ongoing contact with and support from organisations that are trusted in the rapidly changing environment brought on by the implementation of the NDIS.

Disability Network Forum

Initiated in June 2011, the NSW Disability Network Forum (DNF) comprises non-government, non-provider peak representative, advocacy and information groups whose primary aim is to promote the interests of people with disability. The aim of the NSW Disability Network Forum is to build capacity within and across all organisations and groups so that the interests of people with disability are advanced through policy and systemic advocacy.

Advocacy funding extension achieved

After the NSW and Commonwealth Government Agreement to establish the National Disability Insurance Scheme (NDIS), NSW committed all disability funding under NSW Ageing, Disability and Home Care (ADHC) to the NDIS from 1 July 2018.

This left independent advocacy, independent information and representative organisations with an uncertain future about their funding arrangements and how these services would be maintained with the introduction of the NDIS.

The DNF, NCOSS and its members have been very concerned about this and campaigned for 18 months for certainty over the funding future of disability advocacy, information and representative organisations.

This advocacy has resulted in the NSW Government confirming funding will be extended until 30 June 2018.

Our work



Our work

This benefits organisations providing services that are likely to fall into the NDIS Information, Linkages and Capacity Building (ILC) Framework. Funding certainty gives organisations the ability to offer continuous service during the NDIS implementation period, enables them to continue vital work fostering greater inclusion of people with disability in NSW and continue linking people with the benefits of the NDIS.

Event empowers residents to speak out

NSW and Federal Government members joined housing and disability organisations to hear from residents and share learnings at the Disability Network Forum's (DNF) event *Beyond Accommodation; Housing that works for people with disability*. Discussions highlighted how, with the right support, people with disability can access an array of housing options that will give them real choice

and control in their lives. Attendees gained access to new networks and learnt directly from people with disability about what is important to them in housing.

The event highlighted the DNF's vision of safe, secure, affordable and accessible housing, independent of disability support. Traditionally if a person wanted to change support provider they had to move, and if a person wanted to move location, they had to give up their existing support. Changing this is critical to give residents tenancy rights and control over their support.

Four people, each with significant disability, spoke about their current situations and what worked for them. Enablers of autonomy, choice and control included proximity to transport and relationships in community.

Complementing this were discussions on the context of housing policy and research on people with disability



Our work

successfully transitioning to living in the community. The day ended with a service's story of devolution to person centred support, demonstrating a best practice example for others.

New Year for Women

Gender equality is a social and economic problem that affects all of us. Achieving equality makes social and moral sense, but it also makes good economic sense. Recent studies have shown that if gender equality was achieved, so that women in every country played an identical role to men in labour markets, an estimated \$37 trillion would be added to the global economy by 2025. Instead, globally women and girls continue to earn less, have fewer economic assets, bear the primary burden of unpaid work and caring responsibilities, and are largely concentrated in insecure and low-paying jobs. These gaps constrain women's socio-economic rights and stifle economic growth and productivity.

In 2016, NCOSS brought together key thinkers and stakeholders from across the community sector, business, academia, unions and government to develop a plan. NCOSS also produced a Discussion Paper highlighting four key areas that impact the economic wellbeing of women and girls across their lifetimes: financial literacy, employment, housing and superannuation. The Discussion Paper provided an overview of the issues affecting women in each of the areas and asked what government, business and civil society could do to improve gender equality in each.

NCOSS then held a series of roundtables and consultations in both metropolitan and regional parts of NSW hearing from over 100 organisations and key stakeholders. These brought together women from diverse backgrounds and experiences, with first-hand and expert knowledge of what is needed in communities across the state to financially empower women and prevent economic hardship.

As part of these consultations NCOSS has also met with business leaders and leading industry bodies to find common ground for action. We heard of effective and innovative practices employers are adopting to progress gender equity and improve women's participation.

NCOSS also brought together young women from around the State to talk women and girls' economic empowerment across their life cycle. Inspirational and impressive young women who have great insight into the key concerns for young women built a vision and contributed to ideas on the solutions for their own economic empowerment.

NCOSS has now secured funding from the NSW Government to progress the future of the campaign and its priorities.

The Collective

The Collective was launched in July 2014 by NSW Family and Community Services Minister Gabrielle Upton, Minister for Disability Services John Ajaka and Treasurer Andrew Constance, to bring together cross-sector stakeholders with shared values and common interest to leverage the social capital in communities to support the most vulnerable and disadvantaged.

In 2016 NCOSS led the successful tender of a Collective Consortium to transition The Collective out of FACS and to deliver a sustainable model for collaborative engagement for the future. The consortium led by NCOSS, includes University of Technology Sydney (the Design Institute & the Centre for Local Government) and Community Builders Australia, with support from a number of converging partners including FAMS, LCSA, SSI, and the Miller Group among others.

The Collective aims to transform the way we work; to support the most vulnerable and break the cycle of disadvantage. By bringing tools that empower local communities working together in genuinely collaborative ways, the Collective facilitates action identified by the community to solve their own problems, and reduce dependence on government.

NCOSS has a strong history in engaging at the community level, providing an independent, influential voice to people experiencing disadvantage in NSW, and the community organisations that work with them. We have considerable experience in building cross-sector partnerships, and through the Consortium bring access to a responsive, flexible, affordable suite of tools and resources for the communities we work with.

Our work

To date, The Collective team have engaged with local stakeholders, community organisations, local and state government, and potential collaborators who are looking to become involved with this new way of building solutions from the community out. This gives certainty of community support and engagement before commencing our project work, and will ensure that each project is well networked and championed.

Further support for The Collective and its projects will be developed through the establishment of an expert advisory board, the recruitment of converging partners and the engagement of funding partners.

Tax reform

Stamp duty or land tax?

Tax reform was a huge issue on the national and state agenda during 2015 and 2016. Of particular interest to NCOSS was whether enough revenue was being raised in the most efficient way but most importantly whether the overall tax system was fair.

To add to the debate around these issues NCOSS and the NSW Business Chamber undertook an innovative partnership to produce the report Taking on Tax: Reforming NSW Property Taxes. It shows how making the switch from stamp duty to land tax would not only lower the cost of housing and reduce rents, but could also boost Gross State Product by more than 1 per cent and create up to 10,000 jobs.

Improving housing affordability in NSW requires a number of strategies. Switching from stamp duty to land tax would remove the disincentive for people to buy and sell property, making it easier for households to move as their needs change over time, enabling better use of the existing housing stock and reducing the upfront costs of home ownership. It would also place downward pressure on rents over time as investors seek less return on their investment to cover their costs.

The report received wide-spread media coverage and contributed to ongoing debate around potential action to improve taxes in NSW as well as improve housing affordability.

Raising the GST

One of the most contentious issue discussed during the tax reform debate was a raise in the GST. As part of its Cost of Living report on the challenges for low and middle income families, NCOSS did some research on their attitudes to a possible raise in the GST.

The results showed that while people understand it is essential that state governments can raise the revenue they need to pay for the services that everyone relies on, sensible tax reform is what is needed. At a time when almost 1 in 7 children in NSW are experiencing poverty, and low to middle income families are struggling to meet the rising cost of living, increases to regressive taxes like the GST should be the last place governments should look for revenue – not the first.

The report gained widespread media attention and helped ensure fairness was part of shaping the debate around tax reform.

Sector Development

NCOSS has rolled out a comprehensive sector capacity building and training program over the past 12 months with resources and information to on the website and a Management and Governance Help Line to provide ongoing support.

Training has focussed on addressing gaps and upskilling that members themselves have identified as useful for working in the changing environment that services are encountering.

The Love My Tender webinars, a joint project of the COSS network, was particularly well received as services need to get “tender ready” in the contemporary NGO funding environment.

Webinars:

- Love My Tender webinar series: 2 sessions
- Effective Boards Need Good Governance webinar series
- Introduction to Unit Costing
- Advanced Unit Costing: 2 sessions

Our work

Workshops:

- Introduction to Unit Costing: 5 sessions
- Advanced Unit Costing: 3 sessions
- Develop an IT plan
- Exploring Social Value
- Working with other organisations: 4 sessions
- Confident Board Member: 4 sessions
- Expanded Confident Board Member
- Writing Winning Funding Proposals
- Community Engagement

NCOSS also provides secretariat for the NGO Research Forum presentations which in 2015/16 included:

- **NDIS Evaluation**
Kostas Mavromaras, Professor of Economics and Director, National Institute of Labour Studies, Faculty of Social and Behavioural Sciences, Flinders University
- **The state of the community services sector in NSW: Research Project by SPRC**
Amanda Smithers NSW Council of Social Service and Natasha Cortis, & Social Policy Research Centre
- **Do's and don'ts of managing external evaluators– a panel discussion**
Dr Bronwen Dalton, Director, Cosmopolitan Civil Societies Research Centre; Coordinator, Not-for-Profit and Community Management Program; Chair, Australian and New Zealand Third Sector Researchers Executive Committee; UTS Business School
- **Accountability in Not-for-profits: Challenges for practice and policy**
Dr Dale Tweedie, Senior Research Fellow, International Governance and Performance (IGAP) Research Centre, Macquarie University
- **The Smith Family's experience with Theory of Change: Lessons, challenges and opportunities**
Dr Bridget Suthers, Policy Manager and Harriet Davidson, Policy Analyst, The Smith Family

Responses to the training and resources available have been overwhelmingly positive:

"It clarified my understanding and expectations of the role of the board; stressed the importance of performing due diligence as a board member; also provided links to resources/templates that will be useful..."

"As more government tenders require "working together" with organisations it will help me in the process of developing joint organisational tender arrangements."

"Absolutely of value to my workplace. I will share and disseminate this information within my team and from there to interested parties in the community. Many thanks..."

"Quick even pace meant info could be received quickly - respectful of our intelligence and need for knowledge. A really great workshop, thank you."

"I feel much better prepared for the tender process."





Governance

Governance

NCOSS Board

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.

Board Members for the year 2015-2016 were:



Karen Bevan
President



Denele Crozier
Vice President



Adam Farrar
Vice President



Christine Truong
Treasurer



Ngila Bevan
Director



Marianna Brungs
Director



Kellie Checkley
Director



Gillian Cohen
Director



Benedict Gallen
Director



Cecily Michaels
Director



Eamon Waterford
Director

Members who stepped down this year:



Tony Davies
Vice President



Vivek Prabhu
Treasurer



Sarah Fogg
Director



Michael Perusco
Director



Treasurer's Report

Treasurer's Report

2016 was a year of financial transition for NCOSS, being the first full financial year we've incurred market based rents since the relocation of our office premises to William Street, East Sydney in late 2014. Whilst NCOSS was fortunate to receive one off funding assistance from the NSW State Government towards the cost of relocation, no ongoing funding was provided to meet the permanent increase in occupancy costs. Consequently, NCOSS recorded a modest deficit in 2016 of \$65,650 (2015: \$88,905 surplus), a sound outcome in a challenging year.

NCOSS has taken measures to strengthen the organisations financial sustainability to meet the ongoing increase in operational costs. These initiatives have included a program of cost reductions and strategies to increase income from self-generated sources, including:

- outsourcing much of our accounting and finance;
- formalising and broadening our investment strategy for generating returns from accumulated funds;
- pursuing partnerships with other organisations to increase the revenue generated by member services such as NCOSS community cover and Community Jobs; and
- a revision to the membership pricing structure, combined with a more targeted focus on membership renewals and growth.

The Board believes that these initiatives will help to deliver a more robust NCOSS revenue base for the future. I would also like to acknowledge the financial assistance received from the Commonwealth and NSW Governments, on which NCOSS heavily relies, representing 69.4% (2015: 79.8%) of total revenues.

I would like to thank the NCOSS staff and my colleagues on the Board for delivering such a commendable result for 2016 in what has been a year of transition and for strongly positioning the organisation to manage the challenges that lay ahead.

I recommend our audited financial statements to the NCOSS membership.

Vivek Prabu
NCOSS Treasurer





Finances

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 2016.

Information on Directors

Karen Bevan:	President
Qualifications:	BA Communications (CSU) (1990), Master - Legal Studies (UNSW)
Experience:	Board member since 2009
Special Responsibilities:	Chair of Human Resources and Board Nominations Subcommittees, Member of Management & Finance Subcommittee
Vivek Prabhu:	Treasurer - Resigned 19 April 2016
Qualifications:	B. Bus (Acc & Fin), F. Fin, FCA, MBA, GAICD
Experience:	Board member since September 2013, Resigned 19 April 2016
Special Responsibilities:	Former Chair of Management and Finance Committee
Denele Crozier:	Director, elected as Vice President on 16 November 2015
Qualifications:	Diploma of Accounting, Diploma of Business, RPN, 30 years working in community sector
Experience:	Board member since 2003
Special Responsibilities:	Member of Human Resources Subcommittee
Sarah Fogg:	Director (resigned 16 November 2015)
Qualifications:	BSc (Hons), MA (Public and Social Administration)
Experience:	Board member since 2009, Resigned 16 November 2015
Special Responsibilities:	Former Member of Risk and Compliance Subcommittee
Tony Davies:	Director (resigned 16 November 2015)
Qualifications:	B.A, LLB (Hons 1), Graduate Diploma (Legal Practice)
Experience:	Board member since November 2010, Resigned 16 November 2015
Special Responsibilities:	Former Vice President and Former Member of Management and Finance Subcommittee
Michael Perusco:	Director (resigned 16 November 2015)
Qualifications:	B Business (Acc)
Experience:	Board member since November 2013, Resigned 16 November 2015
Special Responsibilities:	Former Member of Human Resources Subcommittee
Adam Farrar	Vice President
Qualifications:	BA (hons); MA (qual), Drama, Philosophy, MA (hons), Philosophy
Experience:	Board member since November 2014
Special Responsibilities:	Company Secretary and Chair of Risk and Compliance Subcommittee
Ngila Bevan	Director
Qualifications:	BscEcon, MscEcon, International relations and security studies, LLB & BVC, Barrister
Experience:	Board member since November 2014
Special Responsibilities:	Member of Risk and Compliance Subcommittee
Eamon Waterford	Director
Qualifications:	Bachelor, International Studies (Globalisation Studies); Masters of Political Economy
Experience:	Board member since November 2014
Special Responsibilities:	Member of Management and Finance Subcommittee
Cecily Michaels	Director
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 Subcommittee

Finances

Marianna Brungs	Director (Appointed 16 November 2015)
Qualifications:	Bachelor of Science/Law (USYD), MPhil, Development Studies University of Cambridge
Experience:	Board member since November 2015
Special Responsibilities:	Member of Management and Finance Subcommittee
Ben Gallen	Director (Appointed 16 November 2015)
Qualifications:	Bachelor of Arts, Griffith University Master of Arts, Monash University
Experience:	Board member since 2015
Special Responsibilities:	Member of Risk and Compliance Subcommittee
Gillian Cohen	Director (Appointed 16 November 2015)
Qualifications:	Bachelor of Applied Science, University of Technology Sydney Master of Public Health, Sydney University
Experience:	Board member since 2015
Special Responsibilities:	Member of Risk and Compliance Subcommittee
Kellie Checkley	Director (Appointed 16 November 2015)
Qualifications:	Bachelor of Social Science, Charles Sturt University Experience: Board member since 2015
Special Responsibilities:	Member of Human Resources Subcommittee
Christine Truong	Director (Appointed 20 June 2016)
Qualifications:	Bachelor of Business (Accounting), University of Western Sydney Experience: Board member since June 2016
Special Responsibilities:	Treasurer, Chair of Management and Finance Subcommittee

Meetings of Directors

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

	No. Eligible to attend	No. Attended
Cecily Michaels	7	6
Michael Perusco	3	1
Ngila Bevan	7	3
Denele Crozier	7	6
Adam Farrar	7	6
Sarah Fogg	3	3
Vivek Prabhu	6	6
Eamon Waterford	7	4
Karen Bevan	7	7
Tony Davies	3	3
Marianna Brungs	4	4
Ben Gallen	4	4
Gillian Cohen	4	3
Kellie Checkley	4	3
Christine Truong	1	1

Finances

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 2016 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

Dated in Sydney, this 26th day of September 2016

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

	Note	2016 \$	2015 \$
Revenue	2	2,292,773	2,437,525
Other income	2	53,414	68,473
Expenses:			
Administration expenses		(106,739)	(90,379)
Conference		(73,962)	(45,418)
Consultants		(160,473)	(245,064)
Depreciation and amortisation expense		(161,025)	(101,980)
Employee benefits expenses		(1,431,175)	(1,541,754)
Insurance		(24,253)	(22,628)
Office overheads		(17,942)	(15,829)
Premises		(61,144)	(82,602)
Rental expenses	3	(163,901)	(163,650)
Travel		(62,525)	(37,556)
Unrealised loss on financial assets held at fair value through profit or loss		(28,058)	(24,775)
Other expenses		(120,640)	(45,458)
(Deficit)/Surplus for the year		(65,650)	88,905
Other comprehensive income		-	-
Total comprehensive (loss)/income for the year		(65,650)	88,905

The accompanying notes form part of these financial statements.

Finances

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

ASSETS	Note	2016 \$	2015 \$
CURRENT ASSETS			
Cash and cash equivalents	4	2,747,086	933,376
Trade and other receivables	5	120,559	252,789
Financial assets	7	707,009	666,046
Other current assets	6	33,616	65,384
TOTAL CURRENT ASSETS		3,608,270	1,917,595
NON-CURRENT ASSETS			
Financial assets	7	20,000	20,000
Plant and equipment	8	518,841	656,474
Other assets	6	45,122	43,241
TOTAL NON-CURRENT ASSETS		583,963	719,715
TOTAL ASSETS		4,192,233	2,637,310
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	2,601,659	980,730
TOTAL CURRENT LIABILITIES		2,601,659	980,730
NON-CURRENT LIABILITIES			
Provisions	10	136,084	136,440
TOTAL NON-CURRENT LIABILITIES		136,084	136,440
TOTAL LIABILITIES		2,737,743	1,117,170
NET ASSETS		1,454,490	1,520,140
EQUITY			
Accumulated surplus		1,454,490	1,520,140
TOTAL EQUITY		1,454,490	1,520,140

Finances

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2016

	Accumulated Surplus	Total
	\$	\$
Balance at 1 July 2015	1,431,235	1,431,235
Comprehensive income:		
Surplus for the year	88,905	88,905
Other comprehensive income	-	-
	88,905	88,905
Balance at 30 June 2015	1,520,140	1,520,140
Comprehensive income:		
Deficit for the year	65,650	65,650
Other comprehensive income	-	-
	65,650	65,650
Balance at 30 June 2016	1,454,490	1,454,490

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2016

CASH FLOWS FROM OPERATING ACTIVITIES	Note	2016 \$	2015 \$
Receipts from grants		3,253,818	1,654,283
Other receipts		884,514	556,519
Payments to suppliers and employees		(2,283,572)	(2,539,051)
Interest received		9,363	65,888
Dividends received		43,881	2,585
Net cash provided by/(used in) operating activities		1,908,004	(259,776)
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchases of financial assets		(82,186)	(1,170,821)
Proceeds from withdrawals of term deposits		13,166	480,000
Payment for plant and equipment		(23,393)	(645,578)
Increase in other non-current assets		(1,881)	(43,241)
Net cash (used in) investing activities		(94,294)	(1,379,640)
Net increase/(decrease) in cash held		1,813,710	(1,639,416)
Cash and cash equivalents at the beginning of the year		933,376	2,572,792
Cash and cash equivalents at the end of the year	4	2,747,086	933,376

Finances

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

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 26 September 2016 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 when received.

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.

Finances

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:

Class of Asset	Useful Life
Computers	11.25%-50%
Administration equipment	11.25%-50%
Office furniture	7.5%-15%
Lease improvements	20%

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.

Finances

(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.

(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

Finances

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.

Finances

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 2016.

(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

		2016 \$	2015 \$
(a)	Revenue from (non-reciprocal) government grants and other grants		
	State/Federal government grants	1,591,252	1,945,402
	Membership	290,043	227,666
	Service (including web jobs conference and commission)	411,478	264,457
	Total revenue	2,292,773	2,437,525
(b)	Other Income		
	Interest	9,363	65,888
	Dividends	38,114	2,585
	Other income	5,937	-

Finances

	Total other income	53,414	68,473
	Total revenue and other income	2,346,187	2,505,998

NOTE 3: EXPENSES

(a)	Expenses		
	Rental expense on operating leases:		
	Minimum lease payments	163,901	163,650
	Employee Benefits Expense:		
	Total employee benefits expense	1,431,175	1,541,754
	Superannuation:		
	Defined contribution superannuation expense	119,598	114,161

NOTE 4: CASH AND CASH EQUIVALENTS

	Cash at bank - unrestricted	2,745,910	932,999
	Cash float	1,176	377
	Total cash and cash equivalents as stated in the statement of financial position	2,747,086	933,376
	Total cash and cash equivalents as stated in the statement of cash flows	2,747,086	933,376

NOTE 5: TRADE AND OTHER RECEIVABLES

	2016	2015
	\$	\$
Current		
Trade receivables	113,340	220,838
Other receivables	7,219	31,951
Total trade and other receivables	120,559	252,789

(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 counter party 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.

Finances

	Gross amount	Past due and impaired	Past due but not impaired				Within initial trade terms
			< 30	31 - 60	61 - 90	> 90	
	\$	\$	\$	\$	\$	\$	\$
2016							
Trade receivables	113,340	-	39,512	35,706	29,572	8,550	39,512
Total	113,340	-	39,512	35,706	29,572	8,550	39,512
2015							
Trade receivables	220,838	-	13,930	21,085	1,505	184,318	13,930
Total	220,838	-	13,930	21,085	1,505	184,318	13,930

NOTE 6: OTHER ASSETS

	2016 \$	2015 \$
CURRENT		
Prepayments	33,616	65,384
Total Other Current Assets	33,616	65,384
NON-CURRENT		
Lease guarantee deposit	45,122	43,241
Total Other Non-Current Assets	45,122	43,241

NOTE 7: FINANCIAL ASSETS

CURRENT			
Held at fair value through profit or loss			
Listed hybrids	(a)	217,688	186,367
Equity securities	(b)	489,321	479,679
		707,009	666,046
NON-CURRENT			
Available-for-sale financial assets			
Unlisted equity securities	(c)	20,000	20,000
		20,000	20,000
Total Financial Assets		727,009	686,046

(a) Listed hybrids

These financial assets are represented by investments in fixed income instruments listed on the Australian Securities Exchange.

Finances

(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	569,994
Accumulated depreciation	(199,264)	(85,265)
	370,730	484,729
Plant and Equipment		
At cost	264,913	241,523
Accumulated depreciation	(185,201)	(155,277)
	79,712	86,246
Make Good Asset		
At cost	85,499	85,499
Accumulated depreciation	(17,100)	-
	68,399	85,499
Total Plant and Equipment	518,841	656,474

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.

	Leasehold Improvements	Plant and Equipment	Make Good Asset	Total
	\$	\$	\$	\$
2016				
Balance at the beginning of the year	484,729	86,246	85,499	656,474
Additions at cost	-	23,392	-	23,392
Depreciation expense	113,999	29,926	17,100	(161,025)
Carrying amount at end of year	370,730	79,712	68,399	518,841

Finances

NOTE 9: TRADE AND OTHER PAYABLES

	2016 \$	2015 \$
CURRENT		
Trade payables	305,479	180,293
Deferred rent liability	34,094	34,095
Employee entitlements	100,474	102,073
Grants in advance	1,927,144	339,953
Grants in trust	197,574	267,499
Unearned grants	36,894	56,817
Total Trade and Other Payables	2,601,659	980,730

NOTE 10: PROVISIONS

	Note	2016 \$	2015 \$
NON-CURRENT			
Long-Term Employee Benefits			
Opening balance at 1 July		50,941	36,940
Additional provision raised during the year		16,073	24,444
Amount used		(16,429)	(10,443)
Balance at 30 June 2015	(a)	50,585	50,941
Provision for Make Good			
Opening balance at 1 July		85,499	85,499
Additional provision raised during the year		-	-
		85,499	85,499
Total Provisions		136,084	136,440

(a) Long-Term Employee Benefits

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

The current portion of employee benefits 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 (included in Note 9). 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.

Finances

NOTE 11: CAPITAL AND LEASING COMMITMENTS

	2016 \$	2015 \$
(a) Operating Lease Commitments Non-cancellable operating leases contracted for but not capitalised in the financial statements:		
Payable – minimum lease payments		
not later than one year	176,408	171,104
between two and five years	352,816	513,313
over five years	–	–
	529,224	684,417

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

	Short-term benefits	Post employment benefits	Total
	\$	\$	\$
2016			
Total compensation	162,383	15,129	177,512
2015			
Total compensation	152,790	14,027	166,817

NOTE 14: CONTINGENT LIABILITIES

The Company has no contingent liabilities as at 30 June 2016 (2015: nil).

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

Finances

**COUNCIL OF SOCIAL SERVICE OF NEW SOUTH WALES
ACN 001 797 137 OPERATING AS NCOSS
DIRECTORS' DECLARATION FOR THE YEAR ENDED 30 JUNE 2016**

- 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 2016 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 in Sydney, this 26th day of September 2016.

NSW DISABILITY NETWORK FORUM

Beyond Accommodation



#beyondaccom

NCOSS engagement

NCOSS engagement

Committees and groups convened by NCOSS

- Assistive Technology Community Alliance NSW (formerly PADP Community Alliance)
- Anti-Poverty Week State Facilitating Group
- Children, Young People and Families Alliance
- Forum of Non-Government Agencies (FONGA)
- Forum of Non-Government Agencies (FONGA) Working Party – Measurement & Evaluation
- NCOSS AON Partnership Meeting
- NCOSS Health Policy Advice Group
- NCOSS Regional Forum
- NCOSS Sector Development Forum (disbanded February 2016)
- NCOSS Transport Policy Advisory Group
- NGO Research Forum
- NSW Children's Services Forum
- NSW Disability Network Forum
- The Collective NSW Consortium
- Young Women's Roundtable

NCOSS involvement in other community sector boards and committees

- ACOSS Board
- Anti Poverty Week National Facilitating Group
- ACOSS NEMP Community Sector Advisory Group
- Australian Centre for Leadership for Women
- 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
- Insurance Australia Group Consumer Advisory Board
- National Energy Consumer Roundtable
- NSW Ageing Alliance
- NSW Community Care Issues Forum (CCIF)
- NSW Community Services and Health Industry Training Advisory Body (ITAB)
- NSW Electoral Commission Equal Access to Democracy Reference Group Meeting
- NSW Harm Reduction Alliance
- NSW Homelessness Community Alliance
- 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
- ANZ Third Sector Research Conference Advisory Committee
- NSW Women's Alliance

NCOSS engagement

NCOSS involvement in government and private sector committees and advisory bodies

Agency

Ausgrid

Department of Attorney General & Justice

Department of Family & Community Services

Ageing, Disability and Home Care

Committee

Ausgrid Customer Council

Endeavour Energy Customer Consultative Committee

Women's Advisory Council

FACS NGO Peaks Committee

Disability Inclusion Plan Implementation Committee

Living Communities Consultative Committee

Premier's Council on Homelessness

ADHC Central Coast & Hunter Community Care Access Point
Stakeholder Advisory Committee

ADHC Community Asset Building Steering Committee



NCOSS engagement



Agency

Ageing, Disability and Home Care

Housing NSW

Department of Finance, Services & Innovation

Energy & Water Ombudsman NSW (EWON)

Sydney Water

NSW Ombudsman

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

SHS Monitoring & Evaluation Advisory Group

Housing NSW Living Communities Consultative Committee

Enabling Information Sharing Working Party

Social Innovation Council

Social Innovation Council NGO Benchmarking Sub Committee

Social Innovation Council Outcomes Framework Sub Committee

Location Intelligence Industry Advisory Committee

Consultative Council

Sydney Water Customer Council

Community Living Consultation Group

Disability Roundtable

NCOSS engagement

Agency

Ministry of Health

Health Care Complaints Commission

NSW Environmental Trust

Prime Minister and Cabinet

Transport for NSW

Treasury

Office of Liquor Gaming and Racing

Women NSW

Committee

Justice Health Consumer and Community Group

NSW Health NGO Advisory Committee

NSW Health Refugee Health Improvement Network (RHIN)

NSW Oral Health Advisory Group

Enable NSW Stakeholder Reference Group

Partnerships for Health

Health Care Complaints Commission Consumer Consultative Committee

Lead Environmental Community Group Technical Review Committee

COAG Advisory Panel (Business Engagement Roundtable)

COAG DV Panel Sub Committee on Women's Services

COAG Panel on Reducing Violence Against Women and their children (Prime Minister & Cabinet)

COAG Women's Safety Working Group (Housing and Refuges)

Accessible Transport Advisory Committee

Social and Affordable Housing Fund EAP

Social Impact Expert Advisory Committee

ClubGRANTS Fund Committee

NSW Council for Women's Economic Opportunity

NSW Domestic and Family Violence Council





CHURCHES HOUSING

Helping churches housing.

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Does ... now
its deve ... ?

Donna Fairhope
Member - Housing
Member - Housing

NCOSS membership

NCOSS membership



NCOSS has a variety of membership categories. Below is a list of the organisation members of NCOSS:

- | | | |
|---|--|--|
| Aboriginal Child, Family and Community Care State Secretariat (AbSec) | Australian Association Of Social Workers NSW Branch | Blue Mountains Family Support Service Inc |
| Access Sydney Community Transport | Australian Chapter of Batten Disease Support Research Assn | Bobby Goldsmith Foundation |
| Accessible Arts | Australian Kookaburra Kids Foundation Inc | Boronia Multicultural Services |
| ACL Disability Services | Australian Red Cross Society | Bridge Housing |
| ACON | Bankstown Dementia Carers' Group Inc | Bridges Inc |
| Action For People With Disability Inc | BaptistCare NSW & ACT | Bridging the Gap Sydney West Inc |
| Adele House Inc | Barnardos Australia | Burdekin Association Inc |
| Advance Diversity Services Inc. | Bathurst Information & Neighbourhood Centre Inc. | Burwood Community Welfare Services |
| Aged & Community Services Association NSW & ACT | Be There Care | Byron Youth Service Inc |
| Anglicare - North Coast | BEINGI Mental Health and Wellbeing Consumer Advisory Group | Cabramatta Community Services |
| Anglicare - Sydney | Best Employment Ltd | Campbell Page |
| Armidale Care For Seniors Inc | Blackheath Area Neighbourhood Centre Inc | Cancer Council NSW |
| Asian Women At Work Inc | Blacktown Area Community Centre | Canterbury City Community Centre Inc. |
| Association Of Blind Citizens Of NSW Inc | Blacktown Community Transport | Carers NSW |
| Association Of Children's Welfare Agencies | Bligh Park Community Services Inc | CareWest Inc |
| Auburn Asian Welfare Centre Inc | | Carrie's Place Domestic Violence and Homelessness Services Inc |
| Auburn Diversity Services Inc | | Cassia Community Centre Inc |
| Auburn Youth Centre Inc | | Catholic Social Services NSW/ACT |

NCOSS membership



CatholicCare - Canberra and Goulburn

CatholicCare - Diocese of Broken Bay

CatholicCare - Wollongong
CCSA

CentaCare - New England North West

Central Coast Community Council

Central Coast Community Legal Centre

Central Coast Disability Network

Central Coast Family Support Service Inc

Central Coast Tenants Advice & Advocacy Service

Central West Women's Health Centre Inc

Centre for Children & Young People Southern Cross University

Centre for Volunteering, The

Chester Hill Neighbourhood Centre Inc

Child Abuse Prevention Service

Chinese Parents Association

Christian Community Aid Service

Churches Housing Inc

Coast Community Connections Ltd

Combined Pensioners & Superannuants Association Of NSW Inc

Common Equity NSW

Community & Cultural Connections

Community Child Care (NSW)

Community Compass

Community Legal Centres NSW

Community Management Advisory Project (CMAP)

Community Management Advisory Project Inc

Community Resource Network Inc

Community Restorative Centre Inc

Community Transport

Central Coast Ltd

Community Transport Organisation

Community Work PTY LTD

Compass Housing Services Co Ltd

Compassionate Friends (NSW), The

Connectability Australia Inc.

Coolaburoo Neighbourhood Centre

CORE Community Services Ltd

Council On The Ageing (NSW) Inc

Country Women's Association of NSW

Cowra Information & Neighbourhood Centre Inc.

Creating Links NSW Ltd

DeafBlind Association NSW

Deli Women & Children's Centre Inc (The)

Disability South West Ltd

NCOSS membership



Domestic Violence NSW
Domestic Violence NSW
Service Management
Drummoyne Community Centre Inc
Dubbo Neighbourhood Centre
Dunlea Centre
Early Childhood Australia NSW Inc
Early Childhood Intervention
Australia NSW
Eastcoast Granny Flats Pty Ltd
Eastlakes Family Support Service Inc
Edgeworth Memorial
Neighbourhood Centre Inc
Engadine Community Services
EthicalJobs.com.au
Eurobodalla Family
Support Service Inc
Eurobodalla Family
Support Service Inc.
Family Advocacy

Family Drug Support
Family Services Illawarra Inc
Family Support Newcastle Inc
Far West Community
Legal Service Inc
Financial Counselling
Hunter Valley Project Inc
Financial Counsellors'
Association of NSW Inc
Food Distribution Network Inc
Foodbank NSW Ltd
Forbes/Bland Home Modification
and Maintenance Service
Forster Neighbourhood Centre Inc
Fraternal Society Of Tripoli & Mena
Gilgai Aboriginal Centre Inc
Glen Innes & District
Community Centre
Good Shepherd Australia
New Zealand
Good Shepherd Microfinance

Goodstart Early Learning
Gowrie NSW
Grace Mutual Ltd
Graceades Community Cottage Inc
Granville Multicultural
Community Centre Inc.
GREAT Community Transport Inc
Great Lakes Community
Resources Inc
Greystanes Disability Services
Guthrie House Co-operative
Haemophilia Foundation of NSW Inc
Handital NSW Inc
Hawkesbury Area Women &
Kids Services Collective Inc
Haymarket Foundation
Health Consumers NSW
Hepatitis NSW Inc
Highlands Community Centres Inc
Hillsong CityCare Ltd

NCOSS membership



Holroyd Community Aid & Information Service
Home in Queanbeyan
Homelessness NSW
Hume Community Housing Association Ltd
Hunter Tenants Advice & Advocacy Service
Huntington's NSW
IDEAS NSW
Illawarra Forum Inc
Illawarra Legal Centre Inc
Illawarra Multicultural Services (Wollongong)
Illawarra Women's Health Centre
Infrastructure Partnerships Australia
Inner City Legal Centre
Inner South West Community Development Organisation
Inner Sydney Voice

Inner West Neighbour Aid Inc
Integricare
Intereach Limited - Deniliquin
Jarjum Centre
Jewish House
Jubilee Community Services Inc.
Junction Works Ltd (The)
Justice Action
Kamira Farm Inc
Karabi Community & Development Services Inc
Katoomba Neighbourhood Centre Inc
Kempsey Family Support Service Inc
Kempsey Neighbourhood Centre
Key Assets - The Childrens Services Provider
Kings Cross Community & Information Centre Inc

Kingsgrove Community Aid Centre Inc
Kooloora Community Centre
KU Children's Services
Leep
Leichhardt Marrickville Community Transport Group
Life Without Barriers
Link Housing
Linking Communities Network Ltd
Lithgow Community Transport
Liverpool Migrant Resource Centre
Local Community Services Association
Lower Mountains Neighbourhood Centre Inc
Lyndon Community, The
Macarthur Family and Youth Services
Macarthur NILS

NCOSS membership



Macedonian Australian
Welfare Association

MacKillop Family Services NSW

MacKillop Rural Community Services

Manly Warringah Pittwater
Community Aid Service

Marist Youth Care

Marrickville Legal Centre

Marrickville Youth Resource Centre

Marymead Child & Family Centre

Meals on Wheels Dubbo

Men's Health Forum NSW Inc

Mental Health Carers ARAFMI
NSW - Central Coast

Mental Health Carers
Arafmi NSW Inc

Mental Health Co-
ordinating Council Inc

Mid Coast Communities

Mirabel Foundation

Mission Australia - NSW State Office

Monaro Family Support Service Inc

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 Youth Affairs
Network of NSW

Murrumbidgee Primary
Health Network

Murwillumbah Community
Centre Inc.

Namatjira Haven Ltd

National Association for
Loss & Grief NSW Inc

National Council Of
Women Of NSW Inc

Neighbour Connections Inc

Neighbourhood Central

Nepean Community and
Neighbourhood Services

Nepean Volunteer Services Inc

Network Of Alcohol & Other
Drug Agencies (NADA)

New England & Western Tenants
Advice & Advocacy Service

New England Credit Union

New England Sector Support
Team (New England HACC
Development Inc)

Newtown Neighbourhood Centre Inc

Noah's Ark Centre Of Shoalhaven

North & North West
Community Legal Service

North Coast Community
Housing Company - Lismore

Northcott Disability Services

NCOSS membership



Northern Beaches
Community Services Ltd
Northern Rivers Community Gateway
Northern Rivers Community
Legal Centre
Northern Rivers Women &
Childrens Services 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 Retired Teachers Association
Odyssey House
Older Women's Network NSW Inc
OneVisionProductions

Orana Support Service Inc
Our Community Place
Outer Liverpool Community
Services Inc
Oxley Community
Transport Service Inc
Parkinson's NSW Inc
Parklands Cottage Incorporated
Pathfinders Inc
Penrith Women's Health Centre
People with Disability Australia Inc
Phoebe House Inc
Physical Disability Council of NSW
Platform Youth Services
Playgroup NSW Inc
Polio NSW Inc
Port Stephens Family &
Neighbourhood Services Inc
Positive Life NSW Inc

Prisoners Aid Association Of NSW
ProCare Personnel (AUST) Pty Ltd
Project Youth Inc
Protective Behaviours NSW
Public Interest Advocacy Centre
Quality Innovation Performance Ltd
Queen of Hearts Community
Foundation
Rape and Domestic Violence
Services Australia
Regional Youth Support Services
Rekindling the Spirit
Relationships Australia -
Canberra & Region
Relationships Australia NSW
Richmond Community Services Inc
Rights & Inclusion Australia
Riverstone Neighbourhood Centre
& Community Aid Service Inc

NCOSS membership



Riverwood Community Centre Inc
Ryde Family Services
Salvation Army - Australia
Eastern Territory
Samaritans Foundation
SAMSN
SDN Children's Services
Sector Connect
Seniors Rights Service
Settlement Services International
SGCH
Shelter NSW
SHINE For Kids
Shoalcoast Community Legal Centre
Shoalhaven Neighbourhood
Services Inc
Shopfront Youth Legal Centre
Sisters Housing Enterprises Inc
Sisters Of Charity Outreach

Social Futures (NRSDC)
South East Women &
Children's Services
South West Child Adolescent
and Family Services - CAFS
South West Sydney Legal Centre Inc.
Southern Highlands
Bereavement Care Service
Southern Youth & Family
Services Association Inc
St Benedict's Community Centre
St George Youth Services
St Marys Area Community
Development Project Inc
St Vincent de Paul Society NSW
Station Drop-In Centre (The)
Stepping Out Housing Program
Surry Hills Neighbourhood Centre
Sutherland Shire Carer
Support Service Inc

Sutherland Shire Family Services Inc
Sydney Multicultural
Community Services
Sydney Women's Counselling Centre
SydWest Multicultural Services
Synapse
Ted Noffs Foundation NSW
Temora Shire Council -
Temora HACC Centre
Tenants' Union of NSW
The Benevolent Society
The Canopy Inc
The Family Centre
The Gender Centre Inc
The Multicultural Network
The Neighbourhood Centre Bathurst
The Place: Charlestown
Community Centre
Tomaree Neighbourhood Centre Inc

NCOSS membership



Touching Base
Tumut Regional Family Services Inc
Tweed Shire Council
Ulladulla & Districts Community Resources Centre
Uniting
UnitingCare Children, Young People & Families
Urunga Neighbourhood Centre Incorporated
Wagga Wagga Family Support Service inc.
Wagga Women's Health Centre
Watershed Drug & Alcohol Recovery & Education Centre
Way Ahead - Mental Health Association NSW Inc
Waybridge Ministries Inc

Weave Youth and Community Services Inc
Wee Waa & District Preschool Association Inc
Welfare Rights Centre
Wellington Multi Service Centre Inc.
Western NSW Community Legal Service
Western Suburbs Haven Inc
Western Sydney Community Forum
Western Sydney Community Legal Centre
Westir Ltd
Women in Prison Advocacy Network
Women's Activities and Self Help House (WASH House)
Women's Centre for Health and Wellbeing 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 Ltd
Woodbine Neighbourhood Centre
Wyoming Community Centre Inc
Yfoundations
YMCA NSW
Youth Action
YWCA NSW

