



PALS INC.

Annual Report 2022-23

PALS^{INC}

PROVIDING ALL
LIVING SUPPORTS

LIVE YOUR LIFE WITH PALS

Our Vision is for a fully inclusive community where all people achieve their potential.

Our Mission is to coordinate, strengthen and improve services which connect people to their community

PALS Inc acknowledge the Traditional Custodians of the land on which we work and live, and recognise their continuing connection to land, water, and community. We pay our respects to Aboriginal and Torres Strait Islander cultures and to Elders past, present and emerging.

PALS Inc celebrate the richness of diversity in our community. We respect and support all people in equal measure, irrespective of their disability, ethnicity, faith, sexual orientation, and gender identity.

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PALS Strategic Plan 2022-2024

1

PALS Pillar Business Sustainability

Strategic Priority
**Implementing helpful
systems and processes**

Deliverables

- To reduce manual processing and duplication, leading to a reduction in processing time and cost.
- To increase data accuracy and create an easily accessible “single point of truth”.
- To have systems that enable better accountability, efficiency and security for the PALS team.

2

PALS Pillar Maximising Potential

Strategic Priority
**Creating a supportive
environment with clear
delegations**

Deliverables

- More efficient decision making and improved service delivery, so that every person who has a budget has the authority to spend it.
- To create clarity on roles and responsibilities for decision making, so that frontline workers can either solve client issues or know who can, and ultimately lead to improved staff satisfaction.
- To have a workforce strategy that is clear, empowering and will reduce team churn.

3

PALS Pillar

Communication & Engagement

Strategic Priority

Seeking out insights from the Voice Of Our Customer

Deliverables

- To listen and understand more about our customers, resulting in an increased percentage of customers with a support plan and goals.
- To identify a high priority customer segment for growth.
- To utilise the client voice in creating future strategies and service provisions, leading to a higher client retention rate, higher client satisfaction and new client growth.
- To tailor the business model to suit our target client's needs, so that we thoroughly understand all of our customers and how our work supports them.

4

PALS Pillar

Inclusive Community Partnerships

Strategic Priority

Revisiting our housing strategy

Deliverables

- To review how PALS can best connect clients to appropriate housing.
- To make decisions on current houses and how they can best serve the organisation's mission.
- Create an investment strategy for how PALS capital can best support its mission.

PALS Board of Management 2022-23



Mick Leyden · Chairperson to Apr 2023

Mick is a program manager with 20 years' experience in both corporate and not for profit organisations. He is experienced in designing, developing and evaluating innovative multi-year community service projects and programs. Mick has a Master of Politics and Policy. He has been a carer of a family member with disability for 15 years.



Bronwyn Stanley · Chairperson

Bronwyn is an experienced NDIS Support Coordinator with a demonstrated history of working in the disability sector for over 15 years. Bronwyn is a proud foster carer and grew up in the district. She has worked in several areas including Quality Management, Business Management, Finances, Project Coordination and NDIS planning.



Therese O'Beirne · Deputy Chairperson

Therese is a senior leader with over ten years' experience in community and human services. She has led small and large multi-disciplinary teams in disability, aged, employment services, mental health, family violence, and child protection services. Her passion for diversity, equity and inclusion drives her work to support organisations to deliver excellent outcomes for their clients, customers, and the wider community.



Brian Hardy · Treasurer

Brian has 30+ years' experience in disability services within Victorian Government and large non-government organisations, including Scope and Vision Australia. His areas of expertise include financial management, business strategy, marketing, service design and innovation. Brian is a Graduate of the Australian Institute of Company Directors and holds a Master of Entrepreneurship and Innovation from Swinburne University.



Barry Small · Secretary

Barry is an experienced non-executive director, serving on the boards of a palliative care provider and multiple disability service providers. He is a Certified Member of the Governance Institute of Australia and has been in the role of Secretary at PALS since December 2021. His professional expertise and experience include risk management, governance, strategy development, process improvement, quality systems and compliance.

Welcome to our newest Board Members!



Anna Graham · Board Member

Anna is an innovative, engaged and driven senior professional with experience in leading operations, community and professional advocacy and governance for small business and not-for-profit organisations. She is adept at using transparent and collaborative approaches to build trust among a diverse range of internal and external stakeholders.



Sarah Morgan · Board Member

Sarah is an experienced senior adviser in the public sector and has previously worked in Deloitte's risk advisory service line. She holds a Bachelor of Law and Commerce, majoring in Actuarial Studies. Sarah's experience ranges across strategic planning, data and analytics, risk, regulatory policy and stakeholder management. Sarah is driven by a desire to create a positive impact on society.



Alex Kalff · Board Member

With over 20 years' expertise in quality assurance, risk management, governance, research, and clinical services within the fields of speech pathology and specialist behaviour support, Alex has been dedicated to empowering organisations, disability professionals, and individuals with disabilities to flourish. Currently Executive Director at Trellis Australia, Alex brings a wealth of experience from her previous roles at Scope Australia and Cerebral Palsy Australia.



Shazia Haider · Board Member

Holding a master's degree in business management, specialising in human resources, with a bachelor's degree in computer applications, Shazia is a human resource professional with over 20 years' experience. She has worked with ASX listed companies including IBM, Telstra, Australia Post, RMIT University and Government. A stroke survivor with physical and cognitive disability, Shazia is passionate about the role that people with disability can play in their communities.



Joanne Ryan · Board Member

Joanne holds a Bachelor of Business (finance) degree and is a graduate of the Australian Institute of Company Directors. With 25+ years' experience in the finance industry, she achieves success by implementing efficient financial systems and streamlining financial processes. Her previous senior management roles include assistant CEO, corporate and business services manager, and finance manager positions, as well as extensive experience in voluntary and community roles.

Message from the Chair

It has been another busy year of growth and development at PALS that has seen the appointment of a new CEO, Mark, and a new look Executive to help guide the organisation.

The Tri-State games were a resounding success, and our Op Shops remain impactful. Through our day to day work, we continue to support our clients at home and in their community.

I proudly returned as Chair in March 2023 due to the resignation of our previous Chair, Mick Leyden, in April 2023. Mick was a valued board member for 2.5 years and professionally contributed and guided the Board and CEO through the Covid years.

This year, we have appointed Mark Currie to the CEO position in November 2022. Mark brings a wealth of experience and a fresh vision and direction for the organisation.

We said goodbye to Julie, our previous CEO, whose contribution over 15 years was greatly valued by the team. Thanks also to Brian Hardy for undertaking the interim CEO role and Paige Comensoli and Barry Small for their contribution as board members.

We have welcomed five new board members, Sarah, Shazia, Alex, Anna, and Joanne, to our team to assist PALS and who bring a wealth of knowledge and lived experience to help guide PALS mission. The board appointed an external secretary, Edna, who has provided vital support. Brian and Therese have continued to be valued members of the team.

The board met in person in November 2022 to revise and streamline the strategic priorities over the next year. These priorities will strengthen systems and processes, improve performance, and embed the voice of our clients into how we deliver services and supports.

I want to thank the Board members for volunteering their time to attend early morning board and committee meetings and contributing to robust discussions for the future of PALS.

I also want to thank the staff and volunteers who work hard in the corporate services and service delivery areas to deliver effective and efficient internal processes and much-needed support to our clients.

The year ahead will see new challenges with the Royal Commission Report to be finalised, the NDIS review continuing and the introduction of PACE at NDIS. We will endeavour to continue to provide local quality support to our clients.

It also brings exciting opportunities to continue to support people to live their best life in our area.

Bronwyn Stanley
Chair

Activity Snapshot!

Tristate Games were held in November in Cobram. PALS were on the organising committee. The games were very successful and it was wonderful to see the delight on participants faces, the support they showed to others, and also to see the Cobram community embracing the games.



Message from the CEO

On commencement with PALS as CEO in November 2022, I was warmly welcomed and supported by the PALS team; I felt privileged to have been appointed to lead a dedicated and committed team of staff and volunteers on the next stage of PALS journey and continuing to co-ordinate, strengthen and improve services which connect people to their community.

The 2022/23 financial year has seen the revision of the Strategic Plan for the purpose of refocusing on the top priorities and to allow us to be adaptable to the NDIS changes ahead. Key activity has commenced under the four pillars of Business Sustainability, Maximizing Potential, Communication and Engagement, and Inclusive Community Partnerships.

This has included:

- a restructure of operations, providing growth opportunities for staff and supporting retention.
- the completion of a cybersecurity audit and implementing actions to keep our data secure.
- the implementation of several systems to streamline processes and better manage information: Visual Care (client management), Xero (financial management), Employment Hero – HR

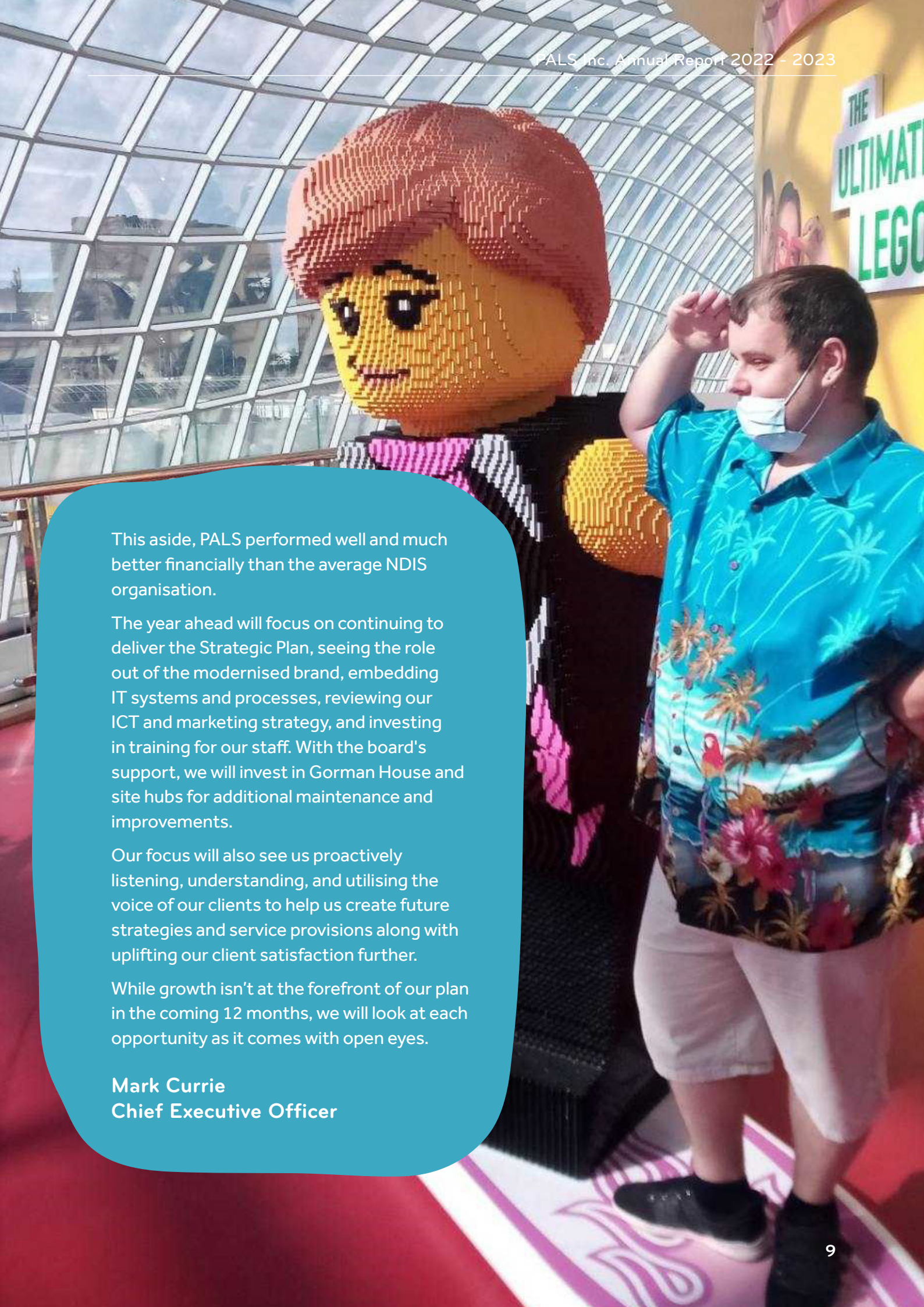
(human resource management) and Your Payroll (payroll).

- supporting team Leaders and other key staff through rapid transformation by providing an external coach, training in systems and involvement in changes with internal functions and processes.

In November 2022, PALS actively participated in the 2022 Tri-state Games held in Cobram as a representative on the organising committee and our DSWs supporting and encouraging participants' training throughout the year in the lead-up to and on the week. The event was successful, with all attendees having a wonderful time.

I want to thank the dedicated teams across Corporate Services and Service Delivery for their contribution and professionalism. I also want to thank Paul Quinane and Suzanne Vile for their service at PALS and support while I settled into the role. While we have experienced a loss of operational knowledge, it has created an opportunity to bring in new skills and ideas to support the modernisation of PALS, supporting the change needed to evolve into the modern NDIS working environment.

The 2022/23 Financials will show a minor loss. However, this was due to some matters needing to be addressed from prior years.



This aside, PALS performed well and much better financially than the average NDIS organisation.

The year ahead will focus on continuing to deliver the Strategic Plan, seeing the role out of the modernised brand, embedding IT systems and processes, reviewing our ICT and marketing strategy, and investing in training for our staff. With the board's support, we will invest in Gorman House and site hubs for additional maintenance and improvements.

Our focus will also see us proactively listening, understanding, and utilising the voice of our clients to help us create future strategies and service provisions along with uplifting our client satisfaction further.

While growth isn't at the forefront of our plan in the coming 12 months, we will look at each opportunity as it comes with open eyes.

Mark Currie
Chief Executive Officer

Meetings of Board Members

Attendance by each Board Member was as follows.

BOARD OF MANAGEMENT		Meetings Attended	
Name	Membership Period	Eligible to Attend	Present
Bronwyn Stanley	Full year	11	10
Mick Leyden	01/07/2022 – 24/04/2023	8	7
Therese O'Beirne	Full year	11	10
Paige Comensoli	01/07/2022 – 27/10/2022	3	3
Barry Small	Full year	11	11
Brian Hardy	Full year	8	7

AUDIT AND FINANCE COMMITTEE		Meetings Attended	
Name	Membership Period	Eligible to Attend	Present
Brian Hardy	Full year	4	4
Bronwyn Stanley	Full year	4	4
Mick Leyden	Ex officio	3	1

QUALITY AND RISK COMMITTEE		Meetings Attended	
Name	Membership Period	Eligible to Attend	Present
Barry Small	20/08/2021 – 30/06/2022	4	4
Therese O'Beirne	Full year	2	2
Paige Comensoli	20/08/2021 – 30/06/2022	2	2
Mick Leyden	Ex officio	2	1

Activity Snapshot!

The Events Management group once again organised the Biggest Morning Tea at Cobram Opportunity Shop. Participants showed their learning of skills in cooking and hospitality, and raised \$750 for the Cancer Council.



Activity Snapshot!

The Barooga Library Craft Group worked on a new project: making a dress out of old books due to be thrown away. They took such pride in this process.





The Barooga Library Craft Group came in First Place at the Cobram Show for their table and chair design!



Providing All Living Supports (PALS) Inc.

ABN 38 788 328 554

Special Purpose Financial Statements

For the year ended 30 June 2023

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Providing All Living Supports (PALS) Inc.

Statement of profit or loss and other comprehensive income

For the year ended 30 June 2023

	Notes	2023 \$	2022 \$
Revenue & Income	4	6,836,492	5,914,214
Employee benefits expense		5,798,227	4,809,212
Administration expenses		448,409	271,648
Rent, rates and utilities		155,099	177,667
Program and client expenses		338,134	96,910
Depreciation expense	6	140,038	142,818
Motor vehicle expense		85,925	55,253
Cost of goods sold		38,247	16,448
Loss/(gain) on sale of property, plant & equipment		(545)	(297,640)
		<u>7,003,534</u>	<u>5,404,166</u>
Surplus/(Deficit) before income tax expense		<u>(167,042)</u>	<u>510,048</u>
Income tax expense	1(c)	-	-
Net surplus/(deficit)		<u>(167,042)</u>	<u>510,048</u>
Other comprehensive income		-	-
Total comprehensive result for the year		<u>(167,042)</u>	<u>510,048</u>

The statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

Providing All Living Supports (PALS) Inc.

Statement of financial position

As at 30 June 2023

	Notes	2023 \$	2022 \$
ASSETS			
Current assets			
Cash and cash equivalents	3	4,488,427	4,679,626
Trade and other receivables	4	592,274	445,310
Other current assets	5	210,466	261,778
Total current assets		5,291,167	5,386,714
Non-current assets			
Property, plant and equipment	6	3,040,390	3,062,908
Total non-current assets		3,040,390	3,062,908
Total assets		8,331,557	8,449,622
LIABILITIES			
Current liabilities			
Trade and other payables	7	473,466	368,430
Other Liabilities	8	61,427	126,178
Provisions for employee entitlements	9	540,709	530,594
Total current liabilities		1,075,602	1,025,202
Non-Current liabilities			
Provisions for employee entitlements	10	11,597	13,020
Total non-current liabilities		11,597	13,020
Total liabilities		1,087,199	1,038,222
Net assets		7,244,358	7,411,400
EQUITY			
Accumulated surpluses		7,244,358	7,411,400
Total Equity		7,244,358	7,411,400

The statement of financial position should be read in conjunction with the accompanying notes.

Providing All Living Supports (PALS) Inc.

Statement of changes in equity

For the year ended 30 June 2023

	Notes	Accumulated Funds \$	Total \$
Balance at 30 June 2021		6,901,352	6,901,352
Net Surplus		510,048	510,048
Other comprehensive income		-	-
Balance at 30 June 2022		7,411,400	7,411,400
Net Surplus/(Deficit)		(167,042)	(167,042)
Other comprehensive income		-	-
Balance 30 June 2023		7,244,358	7,244,358

The statement of changes in equity should be read in conjunction with the accompanying notes.

Providing All Living Supports (PALS) Inc.
Statement of cash flows
 For the year ended 30 June 2023

	Notes	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from customers and government funding		6,573,560	5,502,064
Payments to suppliers and employees		(6,747,700)	(5,502,505)
Interest received		99,916	9,483
Net cash inflow/(outflow) from operating activities	11	<u>(74,224)</u>	<u>9,042</u>
Cash flows from investing activities			
Payments for property, plant and equipment		(127,051)	(168,862)
Proceeds from Sale of Non-Current Assets		10,076	571,240
Net cash inflow/(outflow) from investing activities		<u>(116,975)</u>	<u>402,378</u>
Net increase/(decrease) in cash and cash equivalents held		(191,199)	411,420
Cash at the beginning of the financial year		<u>4,679,626</u>	<u>4,268,206</u>
Cash at the end of the financial year	3	<u>4,488,427</u>	<u>4,679,626</u>

The statement of cash flows should be read in conjunction with the accompanying notes.

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 1. Summary of significant accounting policies

(a) Basis of accounting

In the Board of Management's opinion, Providing All Living Supports (PALS) Inc. (the 'Association') is not a reporting entity because there are no users dependent on general purpose financial statements.

These special purpose financial statements that have been prepared for the sole purpose of complying with the requirements of the *Australian Charities and Not for Profits Commission Act 2012* to prepare and distribute financial statements to the members and must not be used for any other purpose. The Board of Management has determined that the accounting policies adopted are appropriate to meet the needs of the members.

Under AIFRS, there are requirements that apply specifically to not-for-profit entities that are not consistent with International Reporting Standards (IFRS) requirements. The entity has analysed its purpose, objectives and operating philosophy and determined that it does not have profit generation as a prime objective. Consequently, where appropriate the Association has elected to apply options and exemptions within the AIFRS which are applicable to not-for-profit entities.

The following is a summary of material accounting policies adopted by the entity in preparation of the financial statements. The financial statements have been prepared in accordance with applicable Accounting Standards and Australian Accounting Interpretations and other authoritative pronouncements with the exception of the following:

- AASB 7 – Financial Instruments - Disclosures
- AASB 9 – Financial Instruments
- AASB 13 – Fair Value Measurement
- AASB 16 – Leases
- AASB 102 – Inventories
- AASB 119 – Employee Benefits
- AASB 124 – Related Party Disclosures
- AASB 132 – Financial Instruments - Presentation

The financial statements are prepared in accordance with the historical cost convention. Unless otherwise stated, the accounting policies adopted are consistent with those of the previous year. Comparative information has been reclassified where appropriate to enhance comparability.

(b) Revenue & Income

(i) Grants and other government funding

Under AASB 15 operating grant revenue and other government funding which have enforceable obligations and specific performance obligations, is recognised either at a point-in-time or over-time as and when specific performance obligations are met. Where specific performance obligations are not met, the grant revenue is deferred on the balance sheet as a contract liability (refer to note 8).

Where operating grants and other government funding do not have enforceable obligations attached or do not have sufficiently specific performance obligations required to be fulfilled these grants are recognised in accordance with AASB 1058. Grants accounted for under AASB 1058 are recognised as income at a point-in-time at the earlier of receipt of the related funding or when an unconditional right to the income is established.

Capital grants received to enable the Association to acquire or construct a recognisable non-financial asset to be controlled by the entity are accounted for under AASB 1058. The transfers received are initially recognised as an unexpended grant liability (refer to note 8), which is released as income over time as obligations are met. For most capital grants, the obligations are deemed to have been met in accordance with the stage of completion of the underlying non-financial asset.

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 1. Summary of significant accounting policies (continued)

(ii) Sales revenue, Client fees and brokerage

Sales revenue, Client fees and brokerage income are recognised as revenue under AASB 15 at the point-in-time the performance obligation is delivered, being when the services are provided to the client or the sale is made.

(iii) Donations, fundraising income & other contributions

Donations, fundraising income and other contributions are recognised as income under AASB 1058 upon receipt, except where a donation involves a specific performance obligation in which case the donation is deferred on the balance sheet as a liability (refer to note 8) and released to revenue as performance obligations are fulfilled.

(iv) Rental revenue

Rental income is recognised over-time as it becomes due by the tenant. Any rental income received in excess of rents owing is treated as a contract liability called rent received in advance (refer note 8).

(v) Interest

Interest income is recognised on an accrual basis taking into account the interest rates applicable to the financial assets.

(c) Income tax

Income tax is not provided for in the financial statements as the Association is recognised as tax exempt under the Income Tax Assessment Act and therefore not subject to tax.

(d) Maintenance and repairs

Maintenance and repairs are charged as expenses as incurred, except where they relate to the replacement of a component of an asset, in which case are capitalised and depreciated in accordance with note 1(i).

(e) Goods and services tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

(f) Cash and cash equivalents

For the purposes of the statement of cash flows, cash includes deposits at call, which are readily convertible to cash on hand and are subject to an insignificant risk of change in value, net of any outstanding bank overdrafts.

(g) Trade and other receivables

Debtors are brought to account at their nominal amounts. A provision is brought to account for expected credit losses.

(h) Inventory

The Association receives items of donated inventory for sale within its op shop. These donated inventory items are not brought to account and therefore are held at a nil value.

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 1. Summary of significant accounting policies (continued)

(i) Property, plant and equipment

Each class of property, plant & equipment is carried at cost as indicated, less where applicable, any accumulated depreciation. Assets acquired at nominal or no costs are brought to account at their fair value.

Property

Land & buildings are measured at cost, less depreciation for buildings.

Plant and Equipment

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

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. Plant and equipment that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets including buildings, but excluding land, is depreciated on a diminishing-value basis over the asset's useful life to the Association commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful life of the improvements.

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

Buildings	2.5%
Leasehold improvements	2.5% - 20%
Plant & Equipment	2.5% to 67%
Furniture & Fixtures	5% to 50%
Motor Vehicles	7.5% - 25%

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

An asset's carrying amount is written down immediately to its recoverable amount if the assets carrying amount exceeds its estimated recoverable amount. Gains and losses on disposal of assets are determined by comparing proceeds with the carrying amount of the assets disposed. The gains/losses are included in the statement of comprehensive income.

(j) Impairment of assets

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of the asset's fair value less costs to sell and value in use. As the Association is a not-for-profit entity for accounting purposes, the value in use is the depreciated replacement cost of the asset.

(k) Trade and other payables

These amounts represent liabilities for goods and services provided to the Association prior to the end of the financial year and which are unpaid. These amounts are unsecured and are usually paid within normal trading terms.

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 1. Summary of significant accounting policies (continued)

(l) Provisions for employee entitlements

(i) Employee benefits

A provision is made for the Association's liability for employee benefits arising from services rendered by employees to balance date. All employee benefits have been measured at the nominal value accrued as a balance date plus on costs where applicable. Where an employee's long service leave is yet to vest (i.e. 7 years' service has not been reached), the long service leave provision is adjusted for the estimated probability that the employees service will reach 7 years and long service leave will vest. Where employees are subject to the Victorian Portable Long Service Leave Benefits Scheme the provision has been reduced by amounts estimated to be recoverable from the Portable Long Service Authority. An employee benefit liability is classified as a current liability if the Association does not have an unconditional right to defer settlement of the liability for at least 12 months. This includes all annual leave and unconditional long service leave, irrespective of when the liability is expected to be settled.

(ii) Superannuation

The Association contributes in accordance with the Government Superannuation Levy as a minimum, together with an additional contribution for some employees in line with contractual arrangements. Contributions are recognised as an expense as they become payable.

(m) Leases

Lease costs are expensed in the period to which they relate.

(n) Critical Accounting Estimates and Judgements

The board evaluates 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 Association.

(o) Comparative Figures

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

(p) Economic dependence

The Association is dependent on the National Disability Insurance Scheme (NDIS) for the majority of its revenue used to operate the business. At the date of this report the Board of Management has no reason to believe NDIS funding will not continue for the foreseeable future.

(q) New Accounting Standards and Interpretations

A number of Australian Accounting Standards and interpretations have been issued or amended since the last reporting date and are applicable to the entity but are not yet effective. The Board has assessed the impact of these amendments and they are immaterial to the Association. They have not been adopted in the preparation of the Financial Statements at balance date.

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 2. Revenue & Income

	2023	2022
	\$	\$
Revenue from Contracts with Customers (AASB 15)		
<i>Recognised at a point in time:</i>		
NDIS Commonwealth government funding:		
- Client – Individual activity	1,789,500	1,215,100
- Client – Group activity	1,398,651	1,349,185
- Client – Residential	2,057,444	1,996,099
- Support Co-ordination	178,026	155,448
- Travel Income	299,108	215,809
Disability Support for Older Australians Funding	299,510	283,593
Op shop sales revenue	369,444	338,986
Grants & Other Income	30,522	32,239
<i>Recognised over time:</i>		
Interest revenue	156,938	9,483
	6,579,143	5,595,942
Income of Not-for-Profit Entities (AASB 1058)		
Donations and fundraising	1,747	26,144
NDIS COVID support funding	14,400	209,482
Other grant funding	235,916	45,746
Other income	5,286	36,900
	257,349	318,272
Total Revenue & Income	6,836,492	5,914,214

Government funding by body

The ACNC recommends separate disclosure of the revenue generated from government funding, which are set out as follows (noting that the funding disclosed in this table reflects both "Revenue from Contracts with Customers" and "Income of Not-for-Profit Entities" per the sections above):

<i>Commonwealth Government funding:</i>		
National Disability Insurance Agency (NDIS payments)	5,722,729	4,931,641
Department of Health and Aged Care	299,510	283,563
Department of Employment and Workplace Relations	235,916	45,746
	6,258,155	5,260,950

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 3. Current assets - Cash and cash equivalents

	2023	2022
	\$	\$
Cash at bank	1,710,526	891,641
Term deposits	2,776,751	3,786,805
Cash on hand	1,150	1,180
	<u>4,488,427</u>	<u>4,679,626</u>

Note 4. Current assets – Trade and other receivables

Trade debtors	579,406	450,070
Less: Provision for expected losses	-	(12,749)
Other receivables	3,300	-
BAS refundable	9,568	7,989
	<u>592,274</u>	<u>445,310</u>

Note 5. Current assets – Other current assets

Contract assets	114,496	195,048
Prepayments	33,613	54,443
Yarrowonga Office – security deposit	3,030	4,890
Other assets	59,327	7,397
	<u>210,466</u>	<u>261,778</u>

Note 6. Non-current assets - Property, plant and equipment

Land at cost	551,000	551,000
Buildings at cost	2,250,000	2,250,000
Less: Accumulated depreciation	(364,252)	(315,900)
	<u>1,885,748</u>	<u>1,934,100</u>
Leasehold Improvements at cost	533,411	529,075
Less: Accumulated depreciation	(242,321)	(224,604)
	<u>291,090</u>	<u>304,471</u>
Plant & Equipment at cost	513,275	483,953
Less: Accumulated depreciation	(454,156)	(430,797)
	<u>59,119</u>	<u>53,156</u>
Furniture & Fixtures at cost	337,774	314,568
Less: Accumulated depreciation	(247,539)	(231,986)
	<u>90,235</u>	<u>82,582</u>
Motor Vehicles at cost	606,488	578,795
Less: Accumulated depreciation	(445,040)	(441,196)
	<u>161,448</u>	<u>137,599</u>
Work in Progress	1,750	-
Total Property, plant and equipment	<u>3,040,390</u>	<u>3,062,908</u>

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 6. Non-current assets - Property, plant and equipment (continued)

Reconciliations

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current financial year are set out below:

	Carrying amount 1 July 2022	Additions	Disposals	Depreciation	Carrying amount 30 June 2023
	\$	\$	\$	\$	\$
Land	551,000	-	-	-	551,000
Buildings	1,934,100	-	-	(48,352)	1,885,748
Leasehold Improvements	304,471	4,336	-	(17,717)	291,090
Plant & Equipment	53,156	29,322	-	(23,359)	59,119
Furniture & Fixtures	82,582	23,206	-	(15,553)	90,235
Motor Vehicles	137,599	68,437	(9,531)	(35,057)	161,448
Work in Progress	-	1,750	-	-	1,750
	<u>3,062,908</u>	<u>127,051</u>	<u>(9,531)</u>	<u>(140,038)</u>	<u>3,040,390</u>

Note 7. Current liabilities – Trade and other payables

	2023	2022
	\$	\$
Trade creditors & accrued expenses	79,037	73,334
Payroll liabilities	394,084	293,306
Credit Cards	-	1,790
Other payables	345	-
	<u>473,466</u>	<u>368,430</u>

Note 8. Current liabilities – Other Liabilities

	2023	2022
Contract Liability (Grants in advance)	35,301	99,462
Client Monies Held in Trust	26,126	26,716
	<u>61,427</u>	<u>126,178</u>

Note 9. Current liabilities – Provisions for employee entitlements

	2023	2022
Annual leave	372,618	314,102
Long service leave	168,091	216,492
	<u>540,709</u>	<u>530,594</u>

Note 10. Non-current liabilities – Provisions for employee entitlements

Long service leave	<u>11,597</u>	<u>13,020</u>
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Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 11. Reconciliation of profit to net cash inflow from operating activities

	2023	2022
	\$	\$
Surplus/Deficit) after income tax	(167,042)	510,048
Depreciation	140,038	142,818
Net (profit)/loss on sale of property, plant & equipment	(545)	(297,640)
Changes in assets and liabilities:		
(Increase)/Decrease in trade and other receivables	(146,964)	(161,712)
(Increase)/Decrease in other current assets	51,312	(226,035)
Increase/(Decrease) in trade and other payables	105,036	25,444
Increase/(Decrease) in other liabilities	(64,751)	(19,667)
Increase/(Decrease) in provisions for employee entitlements	8,692	35,786
Net cash inflow from operating activities	<u>(74,224)</u>	<u>9,042</u>

Note 12. Commitments

The Association held the following lease expenditure commitments as at balance date:

Within one year	40,745	34,335
Later than one but not later than 5 years	23,601	20,261
	<u>64,346</u>	<u>54,596</u>

Note 13. Contingent Liabilities and Contingent Assets

The Board of Management is not aware of any other contingent liabilities or contingent assets that may exist as at 30 June 2023.

Note 14. Key Management Personnel Remuneration

Key Management Personnel (KMP) are defined as people with authority and responsibility for planning, directing and controlling the activities of the entity. The Board has identified KMP as the members of the Board of Management and the CEO.

As the Board are appointed on a voluntary basis there is only one KMP who receives remuneration for their services. As there is only one KMP who is remunerated the Association has applied the exemption provided by the ACNC not to disclose this KMP's remuneration. This determination has been applied on a position basis as opposed to an individual staff member basis as more than one staff member filled the position of CEO during the financial year.

Note 15. Related Party Transactions

The entities related parties consist of key management personnel, close family members of key management personnel and entities that are controlled or jointly controlled by those key management personnel, individually or collectively with their close family members.

During the year ended 30 June 2023 a board member, Brian Hardy, was appointed acting CEO on a contract basis for a period of time until a permanent CEO could be recruited. Contract fees of \$25,608 were paid for these services.

No other related party transactions were identified for the year ended 30 June 2023.

Providing All Living Supports (PALS) Inc.

Notes to and forming part of the financial statements

For the year ended 30 June 2023

Note 16. Events occurring after the balance date

No matters have arisen in the period between the end of the financial year and the date of these financial statements that would affect significantly the operations of the Association, the results of those operations, or the state of affairs of the Association, in future financial years.

Providing All Living Supports (PALS) Inc.

Board of Management's declaration

For the year ended 30 June 2023

As stated in Note 1(a) to the financial statements, in the opinion of the Board of Management, the Association is not a reporting entity because there are no users dependent on general purpose financial statements. These are special purpose financial statements that have been prepared to meet the requirements of the *Australian Charities and Not for Profits Commission Act 2012*.

The financial statements have been prepared in accordance with applicable accounting standards and mandatory professional reporting requirements to the extent described in Note 1(a).

The Board of Management declares that the financial statements and notes set out on pages 2 to 14:

- a) comply with the Accounting Standards, as detailed above, and the *Australian Charities and Not for Profits Commission Act 2012*; and
- b) give a true and fair view of the Association's financial position as at 30 June 2023, and of its performance, as represented by the results of its operations and its cash flows, for the financial year ended on that date.

In the opinion of the Board of Management, there are reasonable grounds to believe that the Association 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 Management.



Bronwyn Stanley
Chair



[Brian Hardy \(Nov 9, 2023 14:02 GMT+11\)](#)

Brian Hardy
Treasurer

Yarrawonga, VIC
27th October 2023

Providing All Living Supports (PALS) Inc.

Auditors' Independence Declaration

For the year ended 30 June 2023

Auditors' Independence Declaration

As lead auditor for the audit of Providing All Living Supports Inc. for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been:

- a) No contraventions of the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- b) No contraventions of any applicable code of professional conduct in relation to the audit.



Ryan Schischka
Director
Johnsons MME

Albury
27 October 2023



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Independent auditor's report to the members of Providing All Living Supports (PALS) Inc.

Opinion

We have audited the financial statements, being a special purpose financial statements, of Providing All Living Supports (PALS) Incorporated (the Association), which comprise the statement of financial position at 30 June 2023, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of accounting policies, other explanatory notes and the Board of Management's declaration.

In our opinion the financial statements of the Association is in accordance with:

- a) the *Australian Charities and Not for Profits Commission Act 2012*, including:
 - (i) giving a true and fair view of the Association's financial position as at 30 June 2023 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
 - (ii) complying with Australian Accounting Standards to the extent described in Note 1 and complying with the *Australian Charities and Not-for-profits Commission Regulation 2022*.
- b) there are reasonable grounds to believe the Association will be able to pay its debts as and when they fall due; and
- c) other mandatory professional reporting requirements.

Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial statements which describes the basis of accounting. The financial statements have been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the *Australian Charities and Not for Profits Commission Act 2012*. As a result the financial statements may not be suitable for another purpose.

Independent auditor's report to the members (continued)

Responsibilities of the Board of Management for the Financial Statements

The Board of Management of the Association are responsible for the preparation and fair presentation of the financial statements and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial statements which are appropriate to meet the requirements of the *Australian Charities and Not for Profits Commission Act 2012* and are appropriate to meet the needs of the members.

The Board of Management are also responsible for such internal control as the Board determine necessary to enable the preparation of the financial statements that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The directors are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Johnsons MME
Chartered Accountants



Ryan Schischka
Director

Albury
27 October 2023

PALS^{INC}

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