

COMMUNITY MANAGEMENT SOLUTIONS

**Annual Report
for 2023 Year**



Community Management Solutions

Financial Year Ended
31 December 2023

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Vision

Vision

To provide personalised assistance and practical advice on a range of management issues faced by boards and committees of community organisations.

Our Purpose

We understand that most community groups are run by volunteers, who are often challenged by the demands of operating their community-based business including employing and managing staff.

We support community groups employers to ensure that they do the right thing and that their organisations are run well, by using our professional expertise to provide personalised knowledge and support.

Our Strategic Pillars

I. Trusted Partner

We are the trusted partner of community group employers, providing accurate and practical expertise and advice.

II. Expert Knowledge

We are renowned for providing accurate, timely and relevant knowledge to support our Members.

III. Personalised Service

We support our members with valued services, advice and guidance that meets the needs of busy volunteers.

IV. Strong Association

We are a strong, ethical organisation that is modernising and adapting to stay ahead of the field.

Your trusted partner, providing the safety net in the tough times and peace of mind at all times.

President's and Treasurer's Report

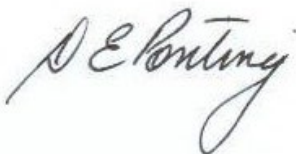
CMS celebrated 50 years of providing support and service to the Not-for-Profit sector. We have seen many changes. Childrens Services Employment Association Queensland (CSEAQ), now known as CMSolutions, was the major respondent for the Early childhood sector in most of the Union claims for improvement in wages and conditions in the "Childcare and Kindergarten Employees Award" since 1973. There have been major changes in society with more women joining the workforce and major changes around childcare policy. In 1987, CSEAQ introduced Occupational Superannuation for the Childcare and Kindergarten industry in Queensland. In partnership with QATIS (Queensland Association of Teachers in Independent Schools), covering teachers, and one representative of the LHMWU (Liquor, Hospitality and Miscellaneous Workers Union) representing assistants in Kindergartens and Childcare Employees. It was the "Childcare and Kindergarten Employees Superannuation Trust" and a Corporate Trustee called "CAKE Super Pty Ltd. The first contributions were taken from 1 January 1989, making CAKE Super one of the first Industry Super Funds established in Queensland. In 1990, QATIS and the LHMWU agreed for kindergarten teachers to be represented by Queensland Independent Education Union and the fund became QIEC Super. In 2019 QIEC merged with NGS Super (Non-Government Schools) and continues to support educators around Australia. CMS continues to support its members with the same vision for the future.

2023 was another challenging but productive year for CMSolutions with management and staff continuing to assist and support our members facing new challenges with the economy. Throughout this year, the organisation continued to support our members by providing a wide range of services.


The Finance team has continued to grow our audits, payroll, and bookkeeping services and the HR team have continued to provide personal support where needed and deliver guidance on new legislation via webinars. Membership services have been expanded and include Coaching and Mentoring Services, online learning and development modules and Workplace Health and Safety and Workplace Rehabilitation modules and audits which have been welcomed by many of our members. Kevin and the team have made changes to modify and improve our Facebook, social media presence, newsletters, and website to better facilitate our membership base.

We thank our past and present staff, past and present board members and past and present members for their contributions and loyalty.

The Board would like to thank Kevin and his team for their tireless efforts and continued dedication as we meet the increasing challenges in our sector.



Deborah Ponting
President



Lyanna George
Treasurer

CEO Report

Dear Members

2023 was a very productive year for Community Management Solutions where we very proudly celebrated our 50th year anniversary providing services to our members.

50 years is a remarkable achievement and we have achieved this by ensuring that we are always relevant, listen carefully to our members and adjust when necessary, our service delivery model to ensure that we not only meet but exceed the expectations of our members.

This is the key to our longevity when so many other similar organisations fall to the wayside.

What we have continued to do is to work on our infrastructure and internal knowledge base with the capacity to respond to our members quickly and with confidence and to deal with complex and problematic problems that our members bring to us with expertise to protect their legal position.

This capacity and ability to deal with the complex as well as the routine is our point of differential to similar organisations and this year, we certainly demonstrated that capacity on multiple occasions dealing with complex responses to matters in the Commission including but not limited to responses to adverse action, unfair dismissal, sexual harassment, wage theft, respect at work and a multitude of other situations that our members had to respond to.

The feedback that we received was extremely positive and this shows the importance of membership is in having an organisation which is ready and available to respond on your behalf if and when these situations occur as time is of the essence in providing the proper responsible response as often, we are dealing with strict and delicate timelines.

Our philosophy is one of continuous improvement and to continue to provide five-star customer service to our members we must change accordingly and as a result we have now expanded our value-added member services to offer more value for money than ever before.

In 2023 we extended our capacity to deliver all aspects of workplace health and safety support including workplace rehabilitation and performed over 70 health and safety audits for our members. We also increased the number of investigations, performance management, settlement conferences, coaching and mentoring sessions, facilitated discussions and a marked increase in our recruitment function.

Our Finance team were extremely busy with audits and payroll and bookkeeping duties providing excellent support for our members in meeting their responsibilities.

Our staffing this year remained constant with little turnover which provided stability and reassurance to our members when dealing with sensitive and confidential issues.

In addition, we continued to add to our members library with an enormous number of new webinars and valuable content for our members to meet their day-to-day requirements within the HR space.

This year we also looked to expand our membership base geographically to aid those members in remote locations.

Community Management Solutions

As always, our Board Members were a constant provider of support in all aspects of our business providing direction and guidance which was invaluable to our organisation.

I would like to sincerely thank the Board for their commitment and dedication and thank our staff for their relentless drive in providing support for our members.

Kind Regards

A handwritten signature in black ink, appearing to read 'K. Prendergast', with a stylized flourish at the end.

Kevin Prendergast
Chief Executive Officer

Community Management Solutions

Board of Management

Deborah Ponting – President

Deborah Ponting joined the CMSolutions Board in 1991 and has served as President since 2015. Deborah had previously served as President between 2003 and 2008 and Vice President between 2008 and 2015. In 2019 Deborah was appointed to the marketing committee of NGS Super, and in 2022 a board member of NGS super. Deborah's associations with kindergartens and childcare, including Linfield, Vice-president of Beenleigh Family Day Care and life membership of Bethlehem Lutheran Kindergarten. Deborah holds Bachelor of Arts, Bachelor of Educational Studies and Post Graduate Diploma of Education degrees from the University of Queensland and a Master of Information Management degree from Queensland University of Technology. Deborah is also an Associate Member of ALIA and an Associate Fellow of the Higher Education Academy. She has extensive experience as a Secondary School teacher and librarian, and sessional lecturer and researcher at Queensland University of Technology.

Jennifer O'Brien – Vice President

Jenny O'Brien has been a Board member since 2007 and was appointed Treasurer in 2008. In 2018 Jenny was appointed Vice President. Jenny has previously been a Board Member of Lifeline Brisbane. Jenny was employed as a Senior Manager in the accounting and advisory firm, KPMG. She was with KPMG for more than 24 years. Jenny brings a wealth of accounting experience to the Board, but also has experience serving on a C&K Kindy Committee for three years and a School Age Child Care Service Committee. Jenny graduated with a Bachelor of Commerce from James Cook University in Townsville and is a Chartered Accountant.

Kim Teague – Secretary

Kim Teague has been on the board for many years. He became a Board Member when involved in his daughter's kindergarten (more than 20 years ago) and has remained involved with Community Management Solutions at the Board level for many years since then and is a Life Member of Community Management Solutions. Kim has a Bachelor of Law from QUT and has been practising law for more than 30 years until his retirement in 2023.

Lyanna George – Treasurer

Lyanna George has been an Associate Board member since 2016 and was appointed Treasurer in 2018. Lyanna is employed as a portfolio administrator in the DNR Capital firm, since February 2016. Lyanna graduated with a Bachelor of Arts (Pure Mathematics) from the University of Sydney and also holds Masters degrees in Applied Science (Macquarie University) and Business (Queensland University of Technology).

Peter Hoens – Board Member

Peter Hoens joined the Community Management Solutions Board as an ex-officio member in 2017 and was elected to the board in 2018. Peter was a Secondary School English teacher for 16 years and taught in Government, Catholic and Independent sectors. He sat on the management committee of ETAQ (English Teachers Association Queensland) in 2003 and 2011 and between 2004 and 2010 he was Secretary of ETAQ's Townsville Branch. Peter graduated from the University of Queensland in 2002 with a dual Bachelor degree of Arts and Education and with a Masters of Education Studies, specialising in Leadership, in 2015. In 2020 he Graduated from Griffith University with a Graduate Certificate of Human Resource Management.

Community Management Solutions

Chris Hutton – Board Member

Chris Hutton joined the board as an ex-officio member in 2019 and elected to the board in 2022. He is a senior Investment Adviser and Partner at Wilsons Advisory and Stockbroking. Chris has been with Wilsons for 14 years, and brings a wealth of experience in financial markets, superannuation and more broadly, client engagement and service. Chris completed a Bachelor of Psychology in 2002 and a Masters of Applied Finance in 2006 from Queensland University of Technology.

Christine Yates – Board Member

Christine Yates is self-employed and has over 5 Years of experience operating a small business that provides academic editing, proofreading and research services to students and academics throughout Australia and internationally. Before 2016, Christine worked in the university sector for 6 Years as a Research Assistant and Project Manager and has over 8 Years of experience working in government and the community sector in grant administration and social housing management. Christine's degree qualifications were awarded by Queensland University of Technology (QUT) and include a Doctor of Philosophy (PhD), Master of Information Technology (Information Management), and a Bachelor of Business (International Business).

Georgina Peereboom - Board Member

Georgina is a Solicitor working primarily in Family Law. Georgina has a keen interest in complex parenting matters and the impacts of childcare on the development and wellbeing of Young children. Georgina holds a Bachelor of Laws (Honours) and a Bachelor of Business Management from the University of Queensland and has also completed a Graduate Diploma in Legal Practice

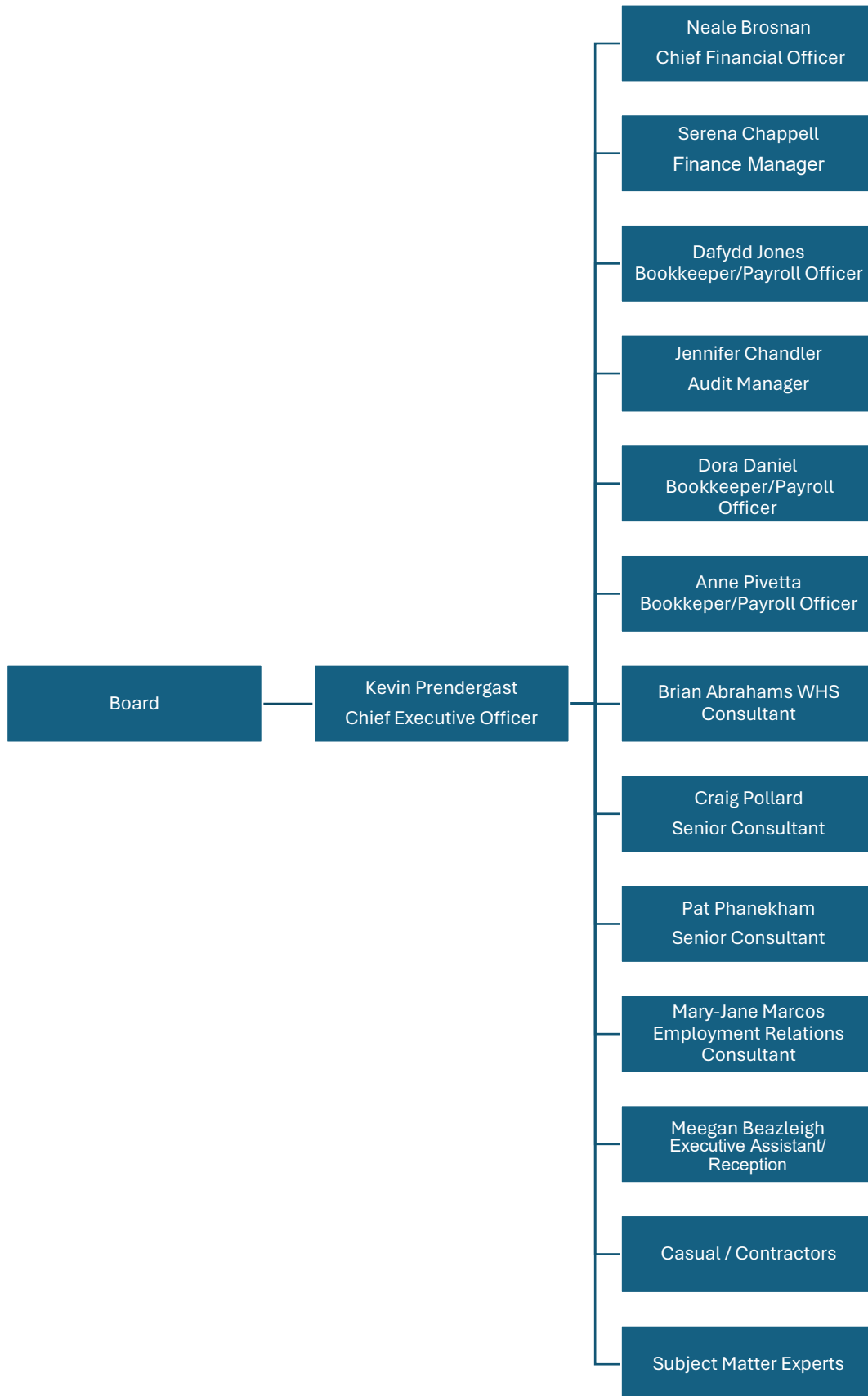
James Ponting - Board Member

James graduated with a Bachelor of Information Technology from Queensland University of Technology. James is employed as a Principal Engineer as software company Atlassian and brings 15 Years of computing experience and technology experience.

CMSolutions Organisation Chart

Current as of 22nd May 2024

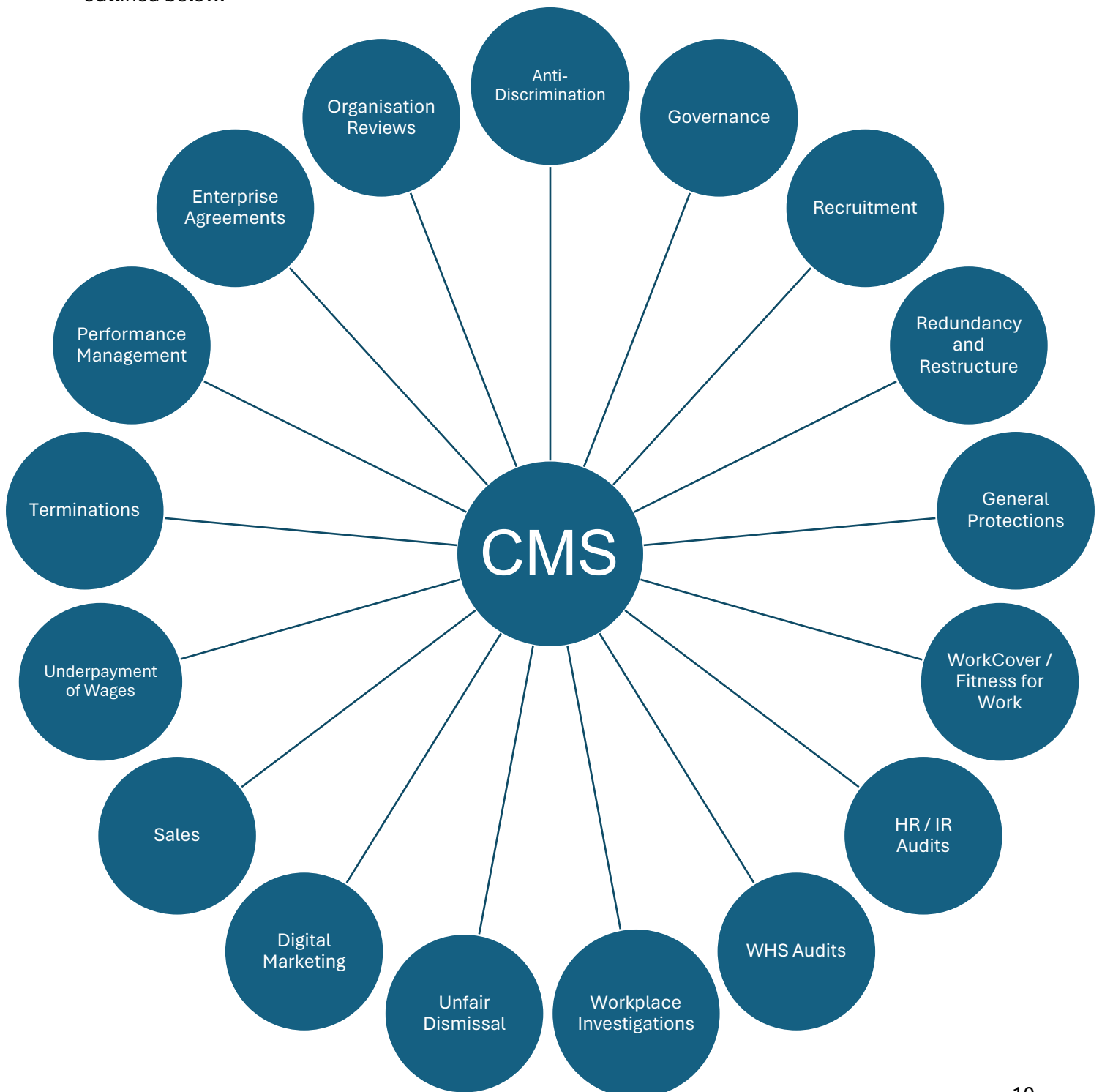
Key Staff



Services – Human Resources | Industrial Relations | Work Health & Safety | Training

The Human Resources and Industrial Relations team have provided substantial assistance and advice to our members, and we have also represented members on human resources management and industrial relations issues. We also continued to deliver in-house training and various site visits throughout 2024.

CMSolutions HR/IR Team have represented and assisted members in significant matters during 2024 as outlined below.



Services Financial – Audits | Bookkeeping | Payroll

The Financial Services team have provided substantial assistance and performed some comprehensive work for our members.

CMSolutions Financial Services team provide the following services to our members in 2024.



Financial Statements Appendix

COMMUNITY MANAGEMENT SOLUTIONS

ABN: 68 150 310 815



Annual Financial Statements

for the year ended 31 December 2023

Presented at the Annual General Meeting

Community Management Solutions

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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Postal Address: PO Box 3252
NEWMARKET QLD 4051

Registered Office: Unit 5/321 Kelvin Grove Road
KELVIN GROVE QLD 4059

Telephone: +61 7 3852 5177

Email: info@cmsolutions.org.au

Registration: The Association is registered as an Industrial Union of Employers under the provisions of the Fair Work (Registered Organisations) Act 2009 ("RO").

Community Management Solutions

OPERATING REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

The Committee of Management presents its operating report on the Association for the year ended 31 December 2023.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

The principal activity of the business is providing guidance, advice and support to our members. There has been no significant change in the nature of these activities during the year. The results of these activities include Industrial Relations & Human Relations services and support activities for our members. A review of the results of these activities shows they have achieved the objectives of the Association.

Significant changes in financial affairs

There were no significant changes in the financial affairs of the Association during 2023.

Right of members to resign

Members may resign from the Association in accordance with R.9 (s.254 (2) (c)).

Officers or members who are superannuation fund trustee(s) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position

One board member, Deborah Ponting, held the position of director of NGS Super, a superannuation entity since 1 January 2022.

Number of members

The number of members who, at the end of the reporting period, were recorded on the Register of Members of the Association was 374.

Number of employees

The number of full time equivalent employees as at 31 December 2023 was 8.8 employees (2022: 10.13).

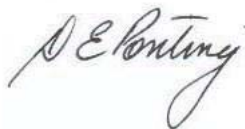
Names of Committee of Management members and period positions held during the financial year

The persons who held office as members of the Committee of Management of the Association during the reporting period are:

Deborah Ponting	President
Jennifer O'Brien	Vice President
Kim Teague	Secretary
Lyanna George	Treasurer
Peter Hoens	Board member
Chris Hutton	Board member
Christine Yates	Board member
Georgina Peereboom	Board member
James Ponting	Board member

Unless otherwise indicated each person held office for the full period of the financial year.

Signature of designated officer:



Name and title of designated officer: Deborah Ponting, President

Dated: 24 May 2024

**COMMITTEE OF MANAGEMENT STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023**

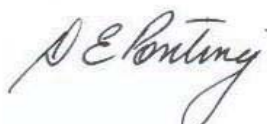
On the 24th May 2024 the Committee of Management of the above named Association passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 31 December 2023:

The Committee of Management declares that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Association for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation; and
 - (ii) the financial affairs of the Association have been managed in accordance with the rules of the organisation; and
 - (iii) the financial records of the Association have been kept and maintained in accordance with the RO Act; and
 - (iv) the organisation consists of only one reporting unit;
 - (v) no information has been sought in any request by a member of the Association or the Commissioner duly made under section 272 of the RO Act; and
 - (vi) no order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act.

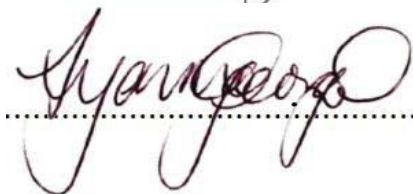
This declaration is made in accordance with a resolution of the Committee of Management.

Signature of designated officer:



President- Deborah Ponting

Signature of designated officer:



Treasurer - Lyanna George

Community Management Solutions

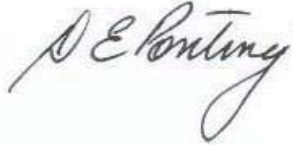
REPORT REQUIRED UNDER SUBSECTION 255(2A) FOR THE YEAR ENDED 31 DECEMBER 2023

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Association for the year ended 31 December 2023.

Descriptive form

	2023	2022
	\$	\$
Categories of expenditures		
Remuneration and other employment-related costs and expenses - employees	1,043,228	1,026,275
Advertising	-	-
Operating costs	524,375	544,314
Donations to political parties	-	-
Legal costs	-	-

Signature of designated officer:



Name of designated officer: Deborah Ponting

Title of designated officer: President

Dated: 24 May 2024

Community Management Solutions

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 \$	2022 \$
REVENUE FROM CONTRACTS WITH CUSTOMERS			
Membership revenue		386,585	425,596
Capitation fees and other revenue from another reporting unit		-	-
Levies		-	-
Services rendered income		954,917	887,340
Manuals and awards sales income		4,536	686
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	3	1,346,038	1,313,622
INCOME FOR FURTHERING OBJECTIVES			
Grants and donations	3b	1,200	1,200
Income recognised from volunteer services		-	-
TOTAL INCOME FOR FURTHERING OBJECTIVES		1,200	1,200
OTHER INCOME			
Investment income	3a	26,219	37,018
Revenue from recovery of wages activity		-	-
Rental and facilities income	3c	-	10,000
Net gain/(loss) on disposal of investments		25,966	(50,677)
Gain on lease modification		2,565	-
Unrealised profit/(loss) on financial assets held for trading		39,234	(66,203)
Other revenue		2,455	6,950
TOTAL OTHER INCOME		96,439	(62,912)
TOTAL INCOME		1,443,677	1,251,910
EXPENSES			
Employee expenses	4a	1,043,228	1,026,275
Capitation fees and other expense to another reporting unit		-	-
Affiliation fees		-	-
Administration expenses	4b	314,508	363,805
Grants or donations		-	-
Depreciation	4c	46,594	46,421
Finance costs	4d	5,873	5,348
Legal costs		-	-
Other expenses	4e	-	-
Audit fees	14	15,210	14,560
Brokerage & stamp duty		12,693	16,174
Insurance expense		18,062	15,796
Loss/(profit) from scrapping of asset		-	-
Doubtful debts		15,000	-
Membership, subscriptions & member seminars		8,202	10,187
Project & recoverable costs		88,233	72,023
TOTAL EXPENSES		1,567,603	1,570,589
SURPLUS / (DEFICIT) FOR THE YEAR		(123,926)	(318,679)
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE YEAR		(123,926)	(318,679)

The above statement should be read in conjunction with the notes.

Community Management Solutions

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5a	558,245	611,317
Trade and other receivables	5b	108,004	169,183
Financial assets	5c	484,957	561,139
TOTAL CURRENT ASSETS		<u>1,151,206</u>	<u>1,341,639</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6a	509,890	535,892
Right of use asset	6b	43,967	23,212
TOTAL NON-CURRENT ASSETS		<u>553,857</u>	<u>559,104</u>
TOTAL ASSETS		<u>1,705,063</u>	<u>1,900,743</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade payables	7a	17,128	34,149
Other payables	7b	451,959	540,268
Employee provisions	8a	149,520	136,125
Lease liability	6b	10,073	16,505
Contract liabilities	5b	241,681	164,929
Other current liabilities	9	-	15,397
TOTAL CURRENT LIABILITIES		<u>870,361</u>	<u>907,373</u>
NON-CURRENT LIABILITIES			
Employee provisions	8a	2,117	1,239
Lease liability	6b	34,289	8,046
Contract liabilities	5b	-	424
Other non-current liabilities	9	-	61,439
TOTAL NON-CURRENT LIABILITIES		<u>36,406</u>	<u>71,148</u>
TOTAL LIABILITIES		<u>906,767</u>	<u>978,521</u>
NET ASSETS		<u>798,296</u>	<u>922,222</u>
EQUITY			
Accumulated funds	10	798,296	922,222
TOTAL EQUITY		<u>798,296</u>	<u>922,222</u>

The above statement should be read in conjunction with the notes.

Community Management Solutions

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Accumulated funds \$	Total equity \$
Balance as at 1 January 2022		1,240,901	1,240,901
Deficit		(318,679)	(318,679)
Other comprehensive income		-	-
Closing balance as at 31 December 2022	10	<u>922,222</u>	<u>922,222</u>
Deficit		(123,926)	(123,926)
Other comprehensive income		-	-
Closing balance as at 31 December 2023	10	<u><u>798,296</u></u>	<u><u>798,296</u></u>

The above statement should be read in conjunction with the notes.

Community Management Solutions

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 \$	2022 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from members and customers		1,552,160	1,444,730
Receipts from grants		-	-
Dividends		21,959	36,022
Interest		4,260	996
Cash used			
Suppliers		(548,728)	(795,924)
Employees		(1,028,955)	(1,011,022)
Lease payments for leases of low-value assets	6b	(5,895)	(7,330)
Finance costs		(5,082)	(4,546)
GST		<u>(88,366)</u>	<u>(80,404)</u>
Net cash from/(used by) operating activities	11a	<u>(98,647)</u>	<u>(417,478)</u>
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of investments		428,158	676,491
Cash used			
Purchase of plant & equipment		(5,259)	(3,077)
Payments for investments		<u>(286,776)</u>	<u>(369,479)</u>
Net cash from/(used by) investing activities		136,123	303,935
FINANCING ACTIVITIES			
Cash used			
Repayment of borrowings		(76,836)	(15,042)
Repayment of lease liabilities		<u>(13,712)</u>	<u>(15,884)</u>
Net cash from/(used by) financing activities		(90,548)	(30,926)
Net (decrease)/increase in cash & cash equivalents held		(53,072)	(144,469)
Cash & cash equivalents at the beginning of the reporting period		<u>611,317</u>	<u>755,786</u>
Cash & cash equivalents at the end of the reporting period	5a	<u><u>558,245</u></u>	<u><u>611,317</u></u>

The above statement should be read in conjunction with the notes.

Community Management Solutions

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies

1.1 Basis of preparation of financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009 (RO Act)*. For the purpose of preparing the general purpose financial statements Community Management Solutions (the Association) is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standards and amendments

No accounting standard has been adopted earlier than the application date stated in the standard.

The accounting policies adopted are consistent with those of the previous financial year except for the following accounting standard and amendments which have been adopted for the first time this financial year.

AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current

This Standard amends AASB 101 *Presentation of Financial Statements* to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. For example, the amendments clarify that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period. This Standard applies to annual reporting periods beginning on or after 1 January 2023.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.4 New Australian Accounting Standards (continued)

Future Australian Accounting Standard Requirements

There are no new standards, amendments to standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods that are expected to have a potential future financial impact on the Association.

1.5 Current versus non-current classification

The Association presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- expected to be realised or intended to be sold or consumed in the normal operating cycle;
- held primarily for the purpose of trading;
- expected to be realised within twelve months after the reporting period; or
- cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- it is expected to be settled in the normal operating cycle;
- it is held primarily for the purpose of trading;
- it is due to be settled within twelve months after the reporting period; or
- there is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

The Association classifies all other liabilities as non-current.

1.6 Revenue

The Association enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, grants and donations.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.6 Revenue (continued)

Revenue from contracts with customers

Where the Association has a contract with a customer, the Association recognises revenue when or as it transfers control of goods or services to the customer. The Association accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Association.

If there is only one distinct membership service promised in the arrangement, the Association recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Association's promise to stand ready to provide assistance and support to the member as required.

For member subscriptions paid annually in advance, the Association has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less. The Association has considered the impact of members where the goods or services transferred to the customer will be one year or greater. The Association has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because it is not considered to have a material impact on the financial statements. The annual membership revenue is recognised on a straight line basis over the year consistent with the delivery of services rendered to members. Members who do not renew their membership are removed from the Association's member register.

When a member subsequently purchases additional goods or services from the Association at their standalone selling price, the Association accounts for those sales as a separate contract with a customer.

Income of the Association as a not-for-profit entity

Consideration is received by the Association to enable the entity to further its objectives. The Association recognises each of these amounts of consideration as income when the consideration is received (which is when the Association obtains control of the cash), because based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- the Association's recognition of the cash contribution does not give to any related liabilities.

During the year, the Association did not receive cash consideration from government grants.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.6 Revenue (continued)

Interest revenue

Interest revenue is recognised on an accrual basis using the effective interest method.

Dividend revenue

Dividend revenue is recognised when the Association has established that it has a right to receive a dividend.

Service revenue

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

Rental income

Leases in which the Association, as a lessor, does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the relevant lease term. Contingent rents are recognised as income in the period in which they are earned.

Gains on disposal of financial assets

Gains from the disposal of financial assets is recognised as other income in the period in which the financial asset is disposed of.

Sales made on credit are included in "Trade Debtors" and are recorded at the balance due less any provision for impairment for amounts estimated to be un-collectable. Trade debtor amounts are due within 30 days of invoice.

The organisation by its nature and location has a concentration of credit risk in that all of its trade debtors are due from customers in Queensland who operate in the education and child care industry.

Gains

Sale of assets

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of comprehensive income when the asset is derecognised.

Capitation fees

Where the Association's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Association recognises the capitation fees promised under that arrangement when or as it transfers.

In circumstances where the criteria for a contract with a customer are not met, the Association will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member (or other party) in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Association transfers the goods or services that will transfer as part of its sufficiently specific promise to the branch/other reporting unit.

In circumstances where the criteria for a contract with a customer are not met, the Association will recognise levies as income upon receipt.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.7 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits in the circumstances set up below.

Liabilities for short-term employee benefits (as defined in AASB 119 *Employee Benefits*) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Association in respect of services provided by employees up to reporting date.

1.8 Leases

The Association assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Association as a lessee

The Association applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Association recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

Right of use assets

The Association recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

	2023	2022
Plant and equipment	4 years	5 years

The right of use asset is also subject to impairment.

For leases of low-value assets the Association has applied the optional exemptions to not recognise right-of-use assets but to account for the lease expense on a straight line basis over the remaining lease term.

Lease liabilities

At the commencement date of the lease, the Association recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Association and payments of penalties for terminating the lease if the lease term reflects the Association exercising the option to terminate. Variable lease payment that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Association uses the incremental borrowing rate. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments or a change in the assessment of an option to purchase the underlying asset.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.8 Leases

Short-term leases and leases of low-value assets

Lease payments on short-term leases and leases of low-value assets are recognised on a straight-line basis over the lease term. The Association's short-term leases are those that have a lease term of 12 months or less from the commencement. It also applies the lease of low-value assets recognition exemption to leases of assets that are below \$8,000.

1.9 Financial instruments

Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions of the instrument.

1.10 Financial assets

Initial Recognition and Measurement

The Association's financial assets include trade receivables.

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Association's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Association initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Association's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e.. the date that the Association commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- (other) financial assets at amortised cost
- (other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (other) financial assets at fair value through profit or loss
- (other) financial assets designated at fair value through profit or loss

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.10 Financial assets (continued)

Financial assets at Amortised Cost

The Association measures financial assets at amortised cost if both of the following conditions are met:

- the financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Association's financial assets at amortised cost includes trade receivables.

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value.

Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in profit or loss.

Derecognition

A financial asset is derecognised when the rights to receive cash flows from the asset have expired. For receivables, the Association directly reduces the gross carrying amount of a receivable when it has no reasonable expectations of recovering the receivable in its entirety or a portion thereof.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if the Association currently has a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.10 Financial assets (continued)

Impairment

Expected credit losses

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses (ECLs) at each reporting date. A provision matrix that is based on historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment has been established.

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Association applies a simplified approach in calculating ECLs.

Therefore, the Association does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Association has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

Trade receivables and other receivables are non-interest bearing and receipt is normally on 30 - 60 days terms. Therefore, the carrying value of trade receivables and other receivables approximates its fair value.

(ii) Debt instruments other than trade receivables

The Association recognises an allowance for ECLs for all receivables and any other financial assets measured at amortised cost. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the reporting unit expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

1.11 Financial Liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost unless at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Association's financial liabilities include trade and other payables.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.11 Financial Liabilities (continued)

Subsequent measurement

Financial liabilities at fair value through profit or loss (including designated)

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Gains or losses on liabilities held for trading are recognised in profit or loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in AASB 9 *Financial Instruments* are satisfied.

Financial liabilities at amortised cost

After initial recognition, trade payables and interest-bearing loans and borrowings are subsequently measured at amortised cost using the effective interest (EIR) method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in profit or loss.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

1.12 Liabilities relating to contracts with customers

Contracts liability

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Association transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Association performs under the contract (ie. transfers control of the related goods or services to the customer).

1.13 Land, Buildings, Plant and Equipment

Asset Recognition Threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the Statement of Financial Position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Land and buildings

Land and buildings are measured at cost less accumulated depreciation and impairment losses.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.13 Land, Buildings, Plant and Equipment (continued)

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

Class of assets	2023	2022
Furniture and equipment	3 to 10 years	3 to 10 years
Computer equipment	3 years	3 years
Strata Title Office	5 to 40 years	5 to 40 years

Derecognition

An item of land, buildings, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

1.14 Impairment of non-financial assets

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated, and an impairment adjustment made if the asset's recoverable amount is less than the carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Association were deprived of the asset, its recoverable amount is its fair value.

In other cases, for the purposes of determining recoverable amount, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

1.15 Non-current assets held for sale

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the non-current asset is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification.

Non-current assets classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs of disposal.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.16 Taxation

The Association is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the Statement of Cash Flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office is classified within operating cash flows.

1.17 Fair value measurement

The Association measures financial instruments, such as, financial assets as at fair value through the profit and loss, financial assets at fair value through other comprehensive income, and non-financial assets such as land and buildings, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are considered in Note 16(a) Financial assets and liabilities.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

The principal or the most advantageous market must be accessible by the Association. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1—Quoted market prices in active markets for identical assets or liabilities
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Association determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 1: Summary of material accounting policies (continued)

1.17 Fair value measurement (continued)

External valuers are involved for valuation of significant assets, such as land and buildings.

Note 2: Events after the reporting period

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Association, the results of those operations, or the state of affairs of the Association in subsequent financial periods.

	2023	2022
	\$	\$
Note 3: Revenue and other income		
Disaggregation of revenue from contracts with customers		
A disaggregation of the Association's revenue by type of arrangement is provided on the face of the statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer:		
Type of customer		
Members	1,346,038	1,313,622
Other parties	-	-
Total revenue from contracts with customers	1,346,038	1,313,622
Disaggregation of income for furthering activities		
A disaggregation of the Association's revenue by type of arrangement is provided on the face of the statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:		
Income funding sources		
Government	1,200	1,200
Other parties	-	-
Total income for furthering activities	1,200	1,200
3(a) Investment income		
Interest		
Deposits	4,260	996
Loans	-	-
Dividends	21,959	36,022
Total investment income	26,219	37,018

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 3: Revenue and other income (continued)		
3(b) Grants or donations		
Grants	-	-
Government grants	1,200	1,200
Donations	-	-
Total grants or donations	1,200	1,200
3(c) Rental income		
Office rental	-	10,000
	-	10,000
Note 4: Expenses		
4(a) Employee expenses		
Holders of office:		
Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses holders of office	-	-
Employees other than office holders		
Wages and salaries	922,775	878,636
Superannuation	98,346	87,743
Leave and other entitlements	14,273	15,253
Separation and redundancies	-	-
Other employee expenses	7,834	44,643
Subtotal employee expenses other than office holders	1,043,228	1,026,275
Total employee expenses	1,043,228	1,026,275

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 4: Expenses (continued)		
4(b) Administration expenses		
Total paid to employers for payroll deductions of membership subscriptions	-	-
Compulsory levies	-	-
Fees/allowances- meeting and conferences	-	-
Conference and meeting expenses	6,681	2,867
Contractors/consultants	216,131	251,192
Property expenses	30,729	29,824
Office expenses	25,385	39,283
Information communications technology	13,741	16,581
Other	15,946	16,728
Subtotal administration expense	<u>308,613</u>	<u>356,475</u>
Lease rentals:		
Short term, low value lease payments	5,895	7,330
	<u>5,895</u>	<u>7,330</u>
Total administration expenses	<u>314,508</u>	<u>363,805</u>
4(c) Depreciation		
Strata title office	26,177	26,177
Right of use asset	15,332	15,489
Property, plant and equipment	5,085	4,755
Total depreciation	<u>46,594</u>	<u>46,421</u>
4(d) Finance costs		
Finance charges	5,285	4,072
Lease interest	588	1,276
Total finance costs	<u>5,873</u>	<u>5,348</u>
4(e) Other expenses		
Penalties - via RO Act or the <i>Fair Work Act 2009</i>	-	-
Total other expenses	<u>-</u>	<u>-</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 5: Current assets		
5(a) Cash and cash equivalents		
Cash at bank	230,168	217,329
Cash at bank - held in trust	327,577	393,488
Cash on hand	500	500
Total cash and cash equivalents	558,245	611,317

Other comments: The "cash at bank - held in trust" relates to funds received from payroll and/or bookkeeping clients which is held and used on their behalf for their payroll and/or bookkeeping activities. Refer to Note 7b for the corresponding liability.

5(b) Trade and other receivables

Receivables from other reporting unit(s)	-	-
Total receivables from other reporting unit(s)	-	-
Less: allowance for expected credit losses	-	-
Total allowance for expected credit losses	-	-
Receivable from other reporting unit(s)- net	-	-

Other receivables

Trade receivables	75,712	93,491
Less: Allowance for expected credit losses	(15,000)	-
	60,712	93,491
Other debtors	47,292	75,692
Total trade and other receivables- net	108,004	169,183

The movement in the allowance for expected credit losses of trade and other receivables is as follows:

At 1 January	-	-
Provision for expected credit losses	(15,000)	-
At 31 December	(15,000)	-

Credit risk

Refer to Note 15(d) for assessment of credit risk.

The Association has recognised the following liabilities related to contracts with customers:

Other contract liabilities- total	241,681	165,353
Contract liabilities- current		
Membership fees received in advance	241,257	163,729
Deferred revenue	424	1,200
	241,681	164,929
Contract liabilities- non-current		
Deferred revenue	-	424

The significant changes between opening and closing balances of contract liabilities primarily relates to the timing of receipts relating to membership subscriptions.

Revenue recognised in the reporting period that was included in the contract liability balance at the beginning of the period was \$65,250.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
5(c) Financial assets		
Financial assets held for trading:		
- shares in listed corporations at market value	484,957	561,139
Total financial assets	484,957	561,139

Note 6: Non-current assets

**6(a) Property, plant and equipment
2023**

	Furniture & equipment	Computer equipment	Strata title office	Total
	\$	\$	\$	\$
Property, plant and equipment:				
Carrying value	52,565	66,785	697,735	817,085
Accumulated depreciation	(45,215)	(61,232)	(200,748)	(307,195)
Total Property, Plant & Equipment	7,350	5,553	496,987	509,890

Reconciliation of opening and closing balances of property, plant and equipment

Net book value 1 January 2023	8,109	4,619	523,164	535,892
Additions:				
By purchase	1,060	4,200	-	5,260
Depreciation expense	(1,818)	(3,266)	(26,177)	(31,262)
Net book value 31 December 2023	7,350	5,553	496,987	509,890

Net book value as of 31 December 2023 represented by:

Gross book value	52,565	66,785	697,735	817,085
Accumulated depreciation and impairment	(45,215)	(61,232)	(200,748)	(307,195)
Net book value 31 December 2023	7,350	5,553	496,987	509,890

2022

	Furniture & equipment	Computer equipment	Strata title office	Total
	\$	\$	\$	\$
Property, plant and equipment:				
Carrying value	37,242	42,995	697,735	777,971
Accumulated depreciation	(29,133)	(38,376)	(174,571)	(242,080)
Total Property, Plant & Equipment	8,109	4,619	523,164	535,892

Reconciliation of opening and closing balances of property, plant and equipment

Net book value 1 January 2022	10,154	4,251	549,342	563,747
Additions:				
By purchase	-	3,077	-	3,077
Depreciation expense	(2,045)	(2,709)	(26,177)	(30,932)
Net book value 31 December 2022	8,109	4,619	523,164	535,892

Net book value as of 31 December 2022 represented by:

Gross book value	37,242	42,995	697,735	777,971
Accumulated depreciation and impairment	(29,133)	(38,376)	(174,571)	(242,080)
Net book value 31 December 2022	8,109	4,619	523,164	535,892

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 6: Non-current assets (continued)

6(b) Leases

The Association as a lessee

Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

	Plant & equipment	Total
	\$	\$
As at 1 January 2022	38,701	38,701
Depreciation expense	(15,489)	(15,489)
As at 31 December 2022	23,212	23,212
Additions	44,362	44,362
Disposal	(8,275)	(8,275)
Depreciation expense	(15,332)	(15,332)
As at 31 December 2023	43,967	43,967

	2023	2022
	\$	\$
Net book value as at 31 December represented by:		
Gross book value	44,362	77,487
Accumulated depreciation and impairment	(395)	(54,275)
Net book value 31 December	43,967	23,212

Set out below are the carrying amounts of lease liabilities (included under interest-bearing loans and borrowings) and the movements during the period:

As at 1 January	24,551	40,435
Additions	44,362	-
Disposals	(10,839)	-
Accretion of interest	588	1,276
Payments	(14,300)	(17,159)
As at 31 December	44,362	24,551
Current	10,073	16,505
Non current	34,289	8,046

The maturity analysis of lease liabilities is disclosed in note 15(e).

The following are the amounts recognised in profit or loss:

Depreciation expense of right-of-use asset	15,332	15,489
Interest expense on lease liabilities	588	1,276
Gain on lease modification	(2,565)	-
Expense relating to leases of low-value assets (included in administrative expenses)	5,895	7,330
Total amount recognised in profit or loss	19,250	24,095

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 7: Current liabilities		
7(a) Trade payables		
Unsecured liabilities:		
Trade creditors	17,128	34,149
Subtotal trade creditors	<u>17,128</u>	<u>34,149</u>
Payables to other reporting unit(s)	<u>-</u>	<u>-</u>
Total trade payables	<u>17,128</u>	<u>34,149</u>
Settlement is usually made within 30 days.		
7(b) Other payables		
Liability - Funds held in trust	326,549	392,961
Fees received in advance	1,049	-
Other payables	93,463	93,644
Wages and salaries	15,728	18,153
Superannuation	15,170	35,510
Payable to employers for making payroll deductions of membership subscriptions	-	-
Legal costs		
Litigation	-	-
Other legal costs	-	-
Total other payables	<u>451,959</u>	<u>540,268</u>
Total other payables are expected to be settled in:		
No more than 12 months	451,959	540,268
More than 12 months	-	-
Total other payables	<u>451,959</u>	<u>540,268</u>
Note 8: Provisions		
8(a) Employee Provisions		
Office holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions-office holders	<u>-</u>	<u>-</u>
Employees other than office holders:		
Annual leave	102,616	85,009
Long service leave	49,021	52,355
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions- employees other than office holders	<u>151,637</u>	<u>137,364</u>
Total employee provisions	<u>151,637</u>	<u>137,364</u>
Current	149,520	136,125
Non current	2,117	1,239
Total employee provisions	<u>151,637</u>	<u>137,364</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 9: Other current and non-current liabilities		
Current		
Loan	-	15,397
	<u>-</u>	<u>15,397</u>
Non current		
Loan	-	61,439
	<u>-</u>	<u>61,439</u>
 Note 10: Equity		
10(a) Accumulated funds		
Balance as at start of year	922,222	1,240,901
Surplus/(deficit) attributable to members	<u>(123,926)</u>	<u>(318,679)</u>
Balance as at end of year	<u>798,296</u>	<u>922,222</u>
10(b) Other funds		
Compulsory levy/voluntary contribution fund	-	-
Other fund(s) required by rules		
Balance as at start of year	-	-
Transferred to reserve	-	-
Transferred out of reserve	-	-
Balance as at end of year	<u>-</u>	<u>-</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 11: Cash flow		
11(a) Cash flow reconciliation		
Reconciliation of cash and cash equivalents as per Statement of Financial Position to Statement of Cash Flows:		
Cash and cash equivalents as per:		
Cash flow statement	558,245	611,317
Balance sheet	558,245	611,317
Difference	<u>-</u>	<u>-</u>
Reconciliation of surplus/(deficit) to net cash from operating activities:		
Deficit for the year	(123,926)	(318,679)
<i>Adjustments for non-cash items</i>		
Depreciation	46,594	46,421
Loss/(gain) on sale of investments	(25,966)	50,677
Unrealised (profit)/loss on financial assets held for trading	(39,234)	66,203
Loss/(gain) on lease modification	(2,565)	-
<i>Changes in assets and liabilities</i>		
(Increase)/decrease in trade and other receivables	61,179	(12,878)
Increase/(decrease) in trade and other payables	(29,002)	(264,475)
Increase/(decrease) in provisions	14,273	15,253
Net cash (used by) /from operating activities	<u>(98,647)</u>	<u>(417,478)</u>
11(b) Cash flow information		
Cash inflows		
The Association	2,006,537	2,158,239
Total cash inflows	<u>2,006,537</u>	<u>2,158,239</u>
Cash outflows		
The Association	2,059,610	2,302,709
Total cash outflows	<u>2,059,610</u>	<u>2,302,709</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 12: Contingent liabilities, assets and commitments		
12(a) Commitments and contingencies		
Operating lease commitments- as lessee		
The operating leases are for office related equipment including a photocopier, printers, phone messages service and postal franking machine with lease terms ranging from 2 to 5 years.		
Future minimum rentals payable under non-cancellable operating leases as at 31 December are:		
- within one year	18,608	25,335
- After one year but not more than five years	44,539	17,856
	63,146	43,191
Other contingent assets or liabilities		
There are no contingent assets or contingent liabilities at the date of this report.		
Note 13: Related party disclosures		
13(a) Key Management Personnel Remuneration for the reporting period		
Short-term employee benefits		
Salary (including annual leave taken)	323,318	290,832
Annual leave accrued	59,743	58,547
Performance bonus	-	-
Total short-term employee benefits	383,061	349,379
Post-employment benefits:		
Superannuation	36,236	31,124
Total post-employment benefits	36,236	31,124
Other long-term benefits:		
Long service leave	36,183	33,352
Total other long-term benefits	36,183	33,352
Termination benefits	-	-
Total	455,480	413,855

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 14: Remuneration of Auditors		
Value of the services provided		
Financial statement audit services	14,210	13,660
Other services	1,000	900
Total remuneration of auditors	15,210	14,560

Other services performed by the auditors is the preparation and lodgement of the annual Fringe Benefits Tax return.

Note 15: Financial instruments

Financial risk management

The Association's financial instruments consist of deposits with banks, accounts receivables and payable, external borrowings and investments in shares in companies listed on the Australian Stock Exchange.

The Association does not have any derivative instruments at 31 December 2023.

Material accounting policies

Details of material accounting policies and methods adopted, including the criteria for recognition, the basis for measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument are disclosed in Note 1 to the financial statements.

Financial risk exposures and management

The main risks the Association is exposed to through its financial assets and liabilities are interest rate risk, liquidity risk and credit risk. The Association's risk management program focuses on the unpredictability of the financial markets and seeks to minimise the potential adverse effects of the financial performance of the Association, by way of various measures detailed below. There have been no changes in the Financial Risk Management Strategies from 2022.

The Board of the Association analyses interest rate exposure and evaluates treasury management strategies in the context of the most recent economic conditions and forecasts.

Risk management is carried out by the board and key management personnel.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023	2022
	\$	\$
Note 15: Financial instruments (Continued)		
15(a) Categories of Financial Instruments		
<i>Financial assets</i>		
Fair value through profit or loss:		
- Shares in listed corporations	484,957	561,139
<i>Loans and receivables:</i>		
- Trade and other receivables	108,004	169,183
- Cash and cash equivalents	558,245	611,317
Total	666,249	780,500
Carrying amount of financial assets	1,151,206	1,341,639
<i>Financial liabilities</i>		
<i>Other Financial liabilities:</i>		
- Trade and other payables	469,087	574,417
- Lease liability	44,362	24,551
- Loan	-	76,836
Carrying amount of financial liabilities	513,449	675,804
15(b) Net income and expense from financial assets		
Financial assets at fair value through profit and loss		
Held for trading:		
Change in fair value	39,234	(66,203)
Dividend revenue	21,959	36,022
Net gain/(loss) at fair value through profit and loss	61,193	(30,181)
Loans and receivables		
Interest revenue	4,260	996
Net gain from loans and receivable	4,260	996
Net gain/(loss) from financial assets	65,453	(29,185)
15(c) Net income and expense from financial liabilities		
At amortised cost		
Interest expense	5,873	5,348
Net gain/(loss) from financial liabilities	5,873	5,348

All investments held are level one investments (quoted securities).
The fair value is measured through the quoted price of the investment in the active market.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 15: Financial instruments (Continued)

15(d) Credit risk

Credit risk refers to the risk that counterparty will default on its contractual obligations resulting in financial loss to the Association. The Association does not have any significant credit risk exposure to any single counterparty or any group of counterparties having similar characteristics.

The carrying amount of financial assets recorded in the financial statements, net of any allowances for losses, represents the Association's maximum exposure to credit risk without taking account of the value of any collateral obtained.

The following table illustrates the entity's gross exposure to credit risk, excluding any collateral or credit enhancements.

	2023	2022
	\$	\$
Financial assets		
Trade and other receivables	60,712	93,491
Total	<u>60,712</u>	<u>93,491</u>
Financial liabilities		
Trade and other payables	469,087	574,417
Deferred revenue	424	1,624
Loan	-	76,836
Total	<u>469,511</u>	<u>652,877</u>

Collateral held as security

No collateral is held as security for any of the trade and other receivables balance.

Set out below is the information about the credit risk exposure on financial assets using a provision matrix:

31 December 2023

	Trade and other receivables				Total
	Current	Days past due			
		<30 days	30 - 60 days	61 - 90 days	
	\$	\$	\$	\$	\$
Expected credit loss rate	0%	0%	0%	0%	
Estimate total gross carrying amount at default	44,293	6,928	5,244	19,247	75,712
Expected credit loss	-	-	-	(15,000)	(15,000)
	<u>44,293</u>	<u>6,928</u>	<u>5,244</u>	<u>4,247</u>	<u>60,712</u>

31 December 2022

	Trade and other receivables				Total
	Current	Days past due			
		<30 days	30 - 60 days	61 - 90 days	
	\$	\$	\$	\$	\$
Expected credit loss rate	0%	0%	0%	0%	
Estimate total gross carrying amount at default	62,010	18,894	2,132	10,455	93,491
Expected credit loss	-	-	-	-	-

The Association's maximum exposure to credit risk for the components of the statement of financial position at 31 December 2023 and 2022 is the carrying amounts as illustrated above.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 15: Financial instruments (Continued)

15(e) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.

The Association manages liquidity risk by monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities and ensuring that adequate funds are maintained.

Trade payables are short-term in nature.

The Association is not exposed to any significant liquidity risk.

The table below analyses the Association's trade and other payables and borrowings into relevant maturity groupings based on the remaining period at the reporting date to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash-flows.

Contractual maturities for financial liabilities- As at 31 December 2023

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Trade and other payables	-	469,087	-	-	-	469,087
Deferred revenue		424	-	-	-	424
Loan	-	-	-	-	-	-
Total	-	469,511	-	-	-	469,511

Contractual maturities for financial liabilities- As at 31 December 2022

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Trade and other payables	-	574,417	-	-	-	574,417
Deferred revenue		1,200	424	-	-	1,624
Loan	-	15,397	15,397	46,042	-	76,836
Total	-	591,014	15,821	46,042	-	652,877

Lease liability maturities- As at 31 December 2023

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
Plant & equipment	-	10,073	11,421	22,868	-	44,362

Lease liability maturities- As at 31 December 2022

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
Plant & equipment	-	16,505	8,046	-	-	24,551

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 15: Financial instruments (Continued)

15(f) Market risk

Interest rate risk

Interest rate risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Association is exposed to interest rate risk through its variable rate borrowings and through its cash and cash equivalents.

Cash flow sensitivity analysis for variable rate instruments

The Committee of Management have considered the impact of the disclosure requirements of AASB 7 "Financial Instruments Disclosures", most specifically paragraphs 40 – 41 and does not consider that these disclosures are necessary given the impact of any variations in the interest rates and the required disclosure thereof is not considered material.

Price risk

The Association is not exposed to any material commodity price risk.

Foreign currency risk

The Association does not have any exposures to foreign currencies at the reporting date.

15(g) Capital risk management

The Association manages its capital to ensure that it will be able to continue as a going concern and maximise the return to the Association to enable it to provide its ongoing services to its members. The maximisation of the return is achieved through the optimisation of its financial assets, debt and equity.

The capital structure consists of cash and cash equivalents, investments in companies listed on the Australian Stock Exchange and accumulated surplus. The Association's board reviews the composition of the capital structure on a regular basis to ensure that an optimal return is generated.

This strategy remains unchanged from 31 December 2022.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Note 16: Fair value measurements

16(a) Financial assets and liabilities

Management of the Association assessed that cash, trade receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short term maturities of these instruments.

The fair value of financial assets and liabilities is included at the amount which the instrument could be exchanged in a current transaction between willing parties. The following methods and assumptions were used to estimate the fair values:

- Fair values of the Association's interest-bearing borrowings and loans are determined by using a discounted cash flow method. The discount rate used reflects the issuer's borrowing rate as at the end of the reporting period. The own performance risk as at 31 December 2023 was assessed to be insignificant.
- Fair value of available-for-sale financial assets is derived from quoted market prices in active markets.
- Long-term fixed-rate and variable-rate receivables/borrowings are evaluated by the Association based on parameters such as interest rates and individual credit worthiness of the customer. Based on this evaluation, allowances are taken into account for the expected losses of these receivables. As at 31 December 2023 the carrying amounts of such receivables, net of allowances, were not materially different from their calculated fair values.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the Statement of Financial Position and in the notes to the financial statements.

All fair value measurements have been categorised as Level 1 in the fair value hierarchy.

Note 17: Section 272 Fair Work (Registered Organisations) Act 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or Commissioner:

- 1) A member of a reporting unit, or the Commissioner, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- 2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- 3) A reporting unit must comply with an application made under subsection (1)

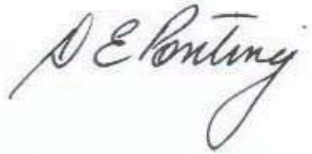
OFFICER DECLARATION STATEMENT

I, Deborah Ponting, being the President of the Association, declare that the following activities did not occur during the reporting period ending 31 December 2023:

The Association did not:

- agree to receive financial support from another reporting unit to continue as a going concern
- agree to provide financial support to another reporting unit to ensure they continue as a going concern
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- provide cash flows to another reporting unit and/or controlled entity
- receive cash flows from another reporting unit and/or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

Signed:



Name of officer: Deborah Ponting

Title of officer: President

Dated: 24 May 2024

Independent Auditor's Report

To the Members of Community Management Solutions

Opinion

We have audited the financial report of Community Management Solutions (the Company), which comprises the statement of financial position as at 31 December 2023, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, Committee of Management Statement, Officer Declaration Statement and the subsection 255(2A) report.

In our opinion, the accompanying financial report of Community Management Solutions are:

- (a) Giving a true and fair view of the Company's financial position as at 31 December 2023 and of its financial performance for the year then ended.
- (b) Complying with Australian Accounting Standards and any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

Basis for 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 Report* section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report 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.

Other Information

The members are responsible for the other information. The other information comprises the information contained in the Company's Operating Report for the year ended 31 December 2023 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

Some of the Crowe personnel involved in preparing this document may be members of a professional scheme approved under Professional Standards Legislation such that their occupational liability is limited under that Legislation. To the extent that applies, the following disclaimer applies to them. If you have any questions about the applicability of Professional Standards Legislation to Crowe's personnel involved in preparing this document, please speak to your Crowe adviser.

Liability limited by a scheme approved under Professional Standards Legislation.

The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is external audit, conducted via the Crowe Australasia external audit division and Unison SMSF Audit. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

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In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members for the Financial Report

The members of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting and for such internal control as the members determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is 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 this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.



We communicate with the members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

Crowe Audit Australia

Crowe Audit Australia

Wicus Wessels

Wicus Wessels

Partner

ROC number: AA202/1

28 May 2024

Brisbane