



**far north**  
community services



# Annual Report 2018/19

We believe that communities are enriched  
through the inclusion of all people.



# About Far North

We heard that families want a local service provider, with staff who live and work in the region.

Families told us the service has to be flexible to their needs and they wanted strong relationships with our staff where trust is built over many years of continuity and reliability.

We commenced delivering services on the 24th October 2016 with a shared vision of quality services in the Kimberley and access to more services. We attracted Board members and Senior staff with lived experience of disability, many years of caring for a person with a disability, or experience working alongside people with disabilities and their families and those passionate about quality services.

Our offices are in Broome, Derby, Fitzroy Crossing, Halls Creek and Kununurra however we deliver services all across the Kimberley.

At Far North we believe in inclusion, keeping families strong, respecting and celebrating culture and constantly learning so we can support you in the proper way.



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# Our Vision

Communities enriched through the inclusion of all people

# Mission

Partnering with people, families and communities to deliver practical, flexible services and support

# Our Objectives

- Service Outcomes**  
Quality outcomes for individuals and families
- Excellent Staff**  
Diverse, skilled and motivated workforce
- Strong Governance**  
Effective systems, resourcing and decision-making
- Influential Relationships**  
Strategic partnerships and relationships that change lives for the better



# Our Values

- Understanding**  
We understand people are faced with real challenges
- Integrity**  
We do what we say we will do and be accountable for the outcomes
- Inclusion**  
We work to the strength of all people
- Respectful**  
We are sensitive to the potential impact we have on the lives of people
- Responsive**  
We are flexible in delivering the best outcomes for families and individuals
- Consistency**  
We are skilled, reliable and dependable







# Chairperson's Report

The 2018/19 financial year has been another year of change and growth for Far North. The transfer from the WANDIS to the nationally administered NDIS has occurred and this has brought considerable change within the organisation, most notably to our structure and service streams.

Far North has recently undergone a Policy and Procedure Quality Evaluation and I'm pleased to report Far North meets all 6 National Standards for Disability Services. We received 3 commendations for good practices, including the work we have done to translate information into Easy Aboriginal English, our connections and partnerships in the community and our person centred approach. This is our third positive evaluation in 3 years, meeting all standards, and is a clear demonstration of the professionalism and values of our organisation.

Our vision of a community enriched by the inclusion of all people is achieved through the implementation of strategies in our four key priority areas. These include good governance, positive outcomes for the people we support, excellent staff and influential relationships. We have adapted our organisation and the services we offer to ensure we can meet this vision and this has led to the addition of therapy services, plan management and service coordination to our suite of services offered.

During 2020, the Board will be preparing the organisation for the transfer to the National Quality and Safeguarding Commission with an organisation wide review of policy and procedure and developing a new strategic plan. This will involve extensive consultation with the people we support, our staff and other stakeholders.

Cherie Sibosado, one of our founding directors retired last year from her position, and on behalf of my fellow Directors I would like to acknowledge Cherie and the wonderful contributions she has made to the development of Far North.

I would also like to extend my thanks to the staff, led by our CEO Kathy and commend them on their resilience and commitment to our values during this time of constant change. The efforts made by the whole team are demonstrated in the number of people choosing us as their preferred provider, our positive reputation and partnerships in the community.

**Chris Maher**  
Chairperson

# Thank you to our dedicated board members



**Chris Maher**  
Chairperson



**Justin Mortley**  
Secretary



**Hayley Haas**  
Director



**Jennifer Payne**  
Director



**Mark Luca**  
Director





## CEO Report

Whilst we are all still getting used to the new systems and ways of working in the nationally administered NDIS, we are also seeing many benefits for people who live in the Kimberley. The number of people who are eligible for and receiving services continues to grow and people are receiving a broader range of services. Access to low cost technology solutions to help people be more independent and an increase in therapy is wonderful to see.

The NDIS is about choice and control and we are constantly focusing on how we can achieve this for people we deliver a service for. The growth in services available and the number of people choosing our service has meant our HR team are recruiting constantly. They are working to match staff and people supported with involvement and decision making from families to the degree they wish.

I'm really pleased that the increase in services being delivered has created opportunities for career progression for staff and we have filled many of our growth positions based in the office with support staff who have demonstrated leadership, values in action and capability. We were also thrilled to welcome Peter Martin into the Finance and Asset Manager position. Peter brings a wealth of experience and is a welcome addition to our team.

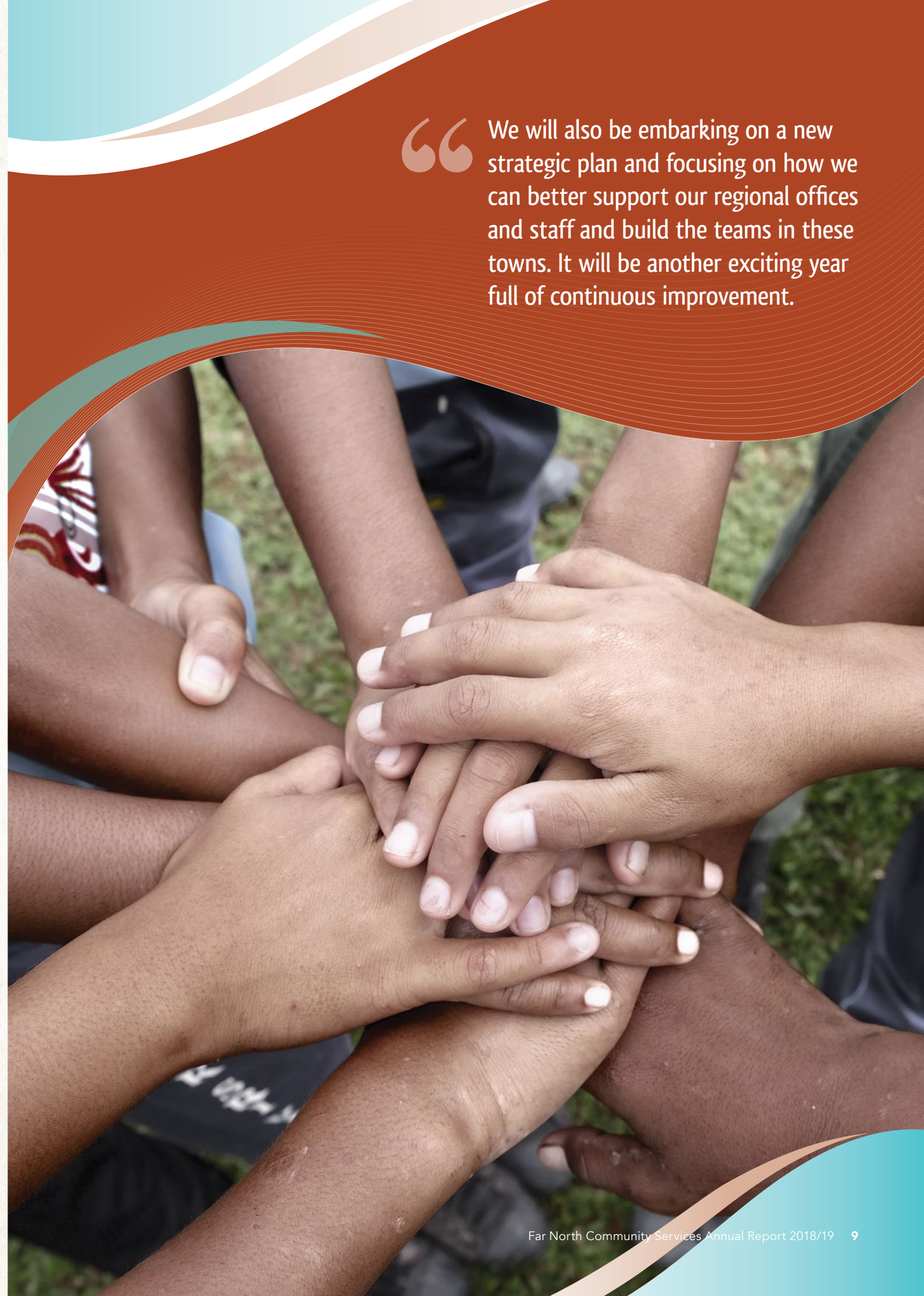
Stories of people achieving their goals, growing in confidence and developing new skills, friendships and community connections are what Far North is about. Our team love to celebrate with the people we support, walk alongside them when needed and give space for new found independence when required. We are thankful that we get to play a part in people's lives and the stories they are creating.

Over the coming year we will be preparing to transfer to the new Quality and Safeguarding Commission and in preparation we are reviewing all of our policies and procedures. We underwent a Policy and Procedure Quality Evaluation during October and thrilled that for the third time in 3 years met all 6 on the National Standards for Disability Services with commendations for good practice.

We will also be embarking on a new strategic plan and focusing on how we can better support our regional offices and staff and build the teams in these towns. It will be another exciting year full of continuous improvement.

**Kathy Hough**  
CEO

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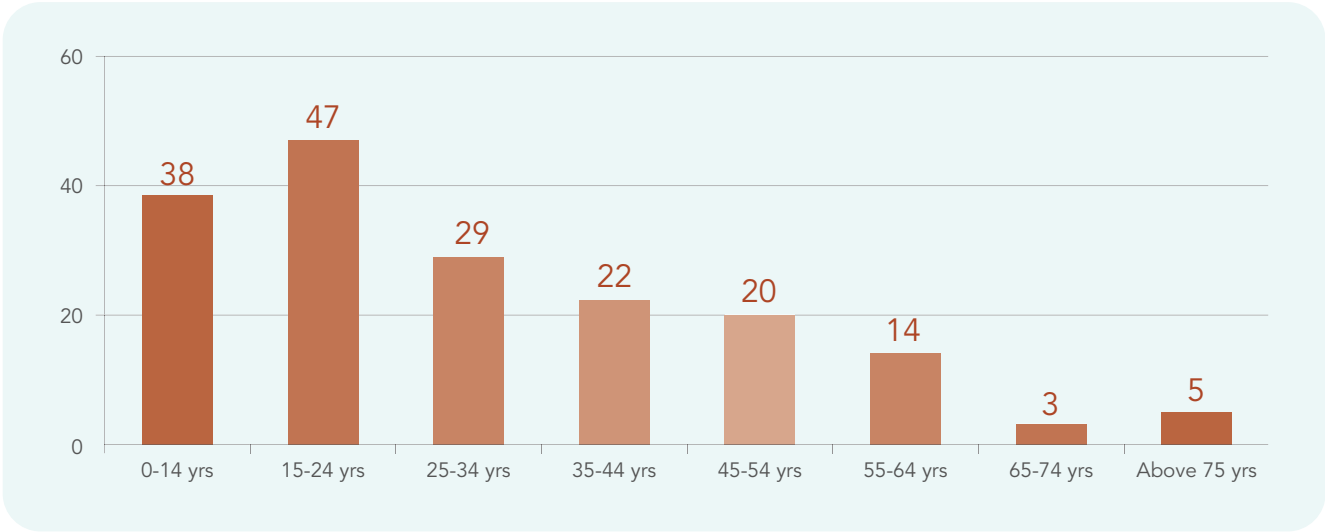




# Service Delivery



## Service Delivery by Age



## West Kimberley Overview

What an exciting and busy year it has been for Far North. As the Disability Services Manager for the West Kimberley, I am extremely proud of what our team has achieved. With the roll out of the NDIS, Far North has welcomed tremendous growth. This has given us the wonderful opportunity and privilege to connect with and support many new people and their families to live the best life possible.

Far North prides itself on ensuring quality services are delivered to the people we support. A key component of this is building strong relationships and ensuring the people, we support have full choice and control over how they would like to achieve their goals and outcomes. I am truly honoured to witness this throughout the regions and to hear the positive feedback from the families on how supports have made a significant impact to their lives.

Making connections with the community is an integral part of what we do at Far North. The aim of this is to enrich the lives of the people that we support. A great example of this is in Broome. Kelly Cookson, Broome Coordinator and I made contact with Rachel Kelly, Behavioural Specialist with the Department of Communities to identify how we can best support people through Positive Behaviour Support.

As a result, Far North were able to reach out to the community with the aim of learning and supporting one another to gain a deep understanding of Positive Behaviour Support. From this, the Community of Practice group was established and takes place every month with members and support organisations within the community. Positive Behaviour Support is key component in providing quality support and ensuring the person's needs are met. I am proud of the Broome Team for making the commitment to learn, grow, and gain a deeper understanding of Positive Behaviour Support. We are now starting to introduce the Derby and Fitzroy team to the group. I am excited to see where this leads and the strong connections we are and will make with the overall community.

Continuing with the theme of making connections and partnerships, Kevin Smith and Donna Butler played an integral role in setting up a partnership with TAFE out in Fitzroy Crossing. As a result, the people we support are now able to access TAFE, to learn, and develop new skills. This is such an exciting opportunity and I look forward to hear the changes and impact this will have on the lives of people we support.



## West Kimberley Overview *(cont...)*

I would also like to welcome back Donna Butler, Coordinator to the Fitzroy team. Donna is instrumental to the delivery of supports out in Fitzroy and the connections she has made with the families is invaluable. Donna shows such compassion to everyone she supports and is an asset to our team.

Kevin Smith has joined the Broome team as Coordinator for accommodation supports. Kevin brings a wealth of knowledge in supporting people to live independently in their own home. With the growth of the NDIS it has allowed for more and more people to be supported to live Independently in their own home. In the next couple of months, we will be supporting a young woman to return to country and live in supported accommodation. This is her overall dream to return to Broome as she has lived in Perth for several years. We are honoured to support her on this journey and support her to live the best possible life.

Equality and opportunity in the workplace is something Far North is passionate about especially supporting people with disabilities to have the same opportunity to have a job and develop their skills in the workplace. In the last 12 months, Tahlia Davey has joined our team as Admin Assistant in the Broome Far North office. Tahlia is an asset to the team and has a great eye for detail in the tasks she undertakes.

Our Coordinators are passionate in assisting people that we support to find employment and help them with their professional development. This is evident where some of the people we support are now in paid employment. I would like to welcome Janet O'Connor back to the coordination team in Broome. Janet has a wealth of experience in supporting people work disabilities and is passionate in helping people to achieving their goals and aspirations.

Derby has seen extensive growth and I would like to honour the commitment and dedication of Corinna, Derby Coordinator and Edwin Kosgey, Team leader in supporting people with complex needs. Two men in Derby now have secure accommodation with the supports in place to support them to live independently as possible in a safe and secure environment. The team have supported them to reconnect with their culture by reaching out to the local community groups and connecting with other indigenous men.

Far North's Therapy Manager, Dylan Grogan has been instrumental in supporting a person that we support to reconnect with his passion of horses. He was a stockman and has not had the opportunity to ride a horse since having to have both his legs amputated. With the support of Dylan, the support staff will have the opportunity to support this gentleman to explore his passion and love of horses. The Derby Team is growing and the commitment of the leadership team and support staff in providing quality support is to be commended.

Lastly but certainly not least, nothing can be achieved without the hard work and dedication from our support staff. I would like to acknowledge the great work that they do in supporting people to achieve their goals and empower them to live an independent life.

I am looking forward to the next 12 months and being part of this wonderful journey in providing meaningful and quality supports to families and people that we support.

**Elaine Clarke**  
Disability Services Manager  
West Kimberley

## East Kimberley Overview

People continue to choose Far North as their provider and the East Kimberley team, based in Kununurra has really grown in recent months under the leadership of Yvonne Benson.

Lizzy Stanger was our inaugural shining Star winner, receiving a \$3000 personal scholarship for professional development. Lizzy is truly a shining star and a leader and she donated her scholarship back to the team in Kununurra. Lizzie is passionate about nature based play, a way for people to learn in a fun and experiential way. A work shop was held for staff and people we support at the Celebrity Tree Park.





East Kimberley Overview (cont...)

**Markus Campbell, Brendon Britain and (Junior) Kim Philips** participated in a program called The Life We Lead. They all told their life story and achievements then had a full day of filming the to put their story in to a 3 minute clip that will be presented on the internet site The Life We Lead in December 2019. All three men, along with their support workers have been invited for a fundraising Gala event in Perth for the presentation of all involved. This has been very exciting for all. Markus Campbell will be joining the Far North Team as an employee to be able to raise funds toward going to Perth for the Gala.

Below are some behind the scene photos as they all worked very hard...



We were really happy to be supporting Carmen who has recently moved from Kalumbaru. Carmen has settled into her new home and is very happy with her new volunteering role at the pre-school at our local school in Kununurra. Great work Carmen, we know you are a great help at the pre-school. Carmen is also a talented artist and has enjoyed having a space at her home where she can focus on creating some beautiful works.

We have had several participants join our ILC project called the **Big Bang Events** some of whom were already accessing Far North services. They undertook workshops, mentoring and built skills to end up holding four of their own events here in Kununurra to showcase the abilities and contributions those with disabilities make in our communities. This has been coordinated by Tegan Parker with the assistance of Lockie McDonald from Full Sky.

At Far North we support people of all ages and we are excited that we can support a family, and more importantly young twins to be reconnected and spend time together. Our youngest participant is only 13 months old and it is very exciting that through the block funded support services from Dept Communities we can support him to spend time out of hospital and at home with his family. This is so important for his and his families wellbeing, it is wonderful to be able to offer this support.

The services in Kununurra are growing very quickly and it's lovely to have such amazing people in our team, both staff and the individual participants. Every-one works hard to achieve their goals. Thank you to all that have helped with getting us to where we are today. There is so much more in the pipe line to come and I can't wait to work with you all to achieve these goals.

**Yvonne Benson**  
Disability Services Manager  
East Kimberley





# Personal Stories

## Broome Personal Story: Isaac's Employment

Far North are extremely proud to be supporting Isaac at his new places of work. With the great work of Brooke Tagell from Kimberley Personnel finding placements for Isaac to work, we are delighted that Isaac is a part of a team and working very hard every day.

Isaac has been welcomed by everybody at the Aboriginal Short Stay Accommodation, Red Cross and Pearl Art Gallery. Special thanks to all.

He attends to different jobs, from room service, gardening, hanging clothes and making frames.

Everybody loves having Isaac around as he is extremely helpful and works very hard.



## Perth Personal Story: Vincent's Trip

For a while Vincent has wanted to have a trip to Perth the original plan was that Vincent was going down to see his favourite band Metalica. Unfortunately the concert was cancelled so a quick get together with Vincent and family members was arranged and plan B was put into place using the same flights and accommodation. Vincent and Kevin boarded an flight to Perth with an air of excitement with a new plan to go to the Perth Wild Cats game at Perth Arena on a Friday night.

Game day gave Vincent and Kevin the opportunity to head out to Kings Park in the morning to check out the spring wild flowers, which did not disappoint. The park was in full flower and was visually spectacular and with the great weather some fantastic photos were taken. It was then back to the city for lunch and then some sightseeing and shopping.

The new Perth arena now called the RAC arena was only minute's s from the hotel so a quick dinner at the historic old pub across the road from the hotel was ideal. The staff at the RAC arena were fantastic and made Vincent and myself welcome and assisted us to our seats. Vincent, usually a man of few words was cheering on the Wild cats with great gusto and excitement encouraged by the music and spectacle of the event. Sadly the Wild cats didn't win but that didn't dampen our enthusiasm or enjoyment and I'm sure Vincent will be planning his next trip very soon. All I have left to say is a picture or pictures speak a thousand words.

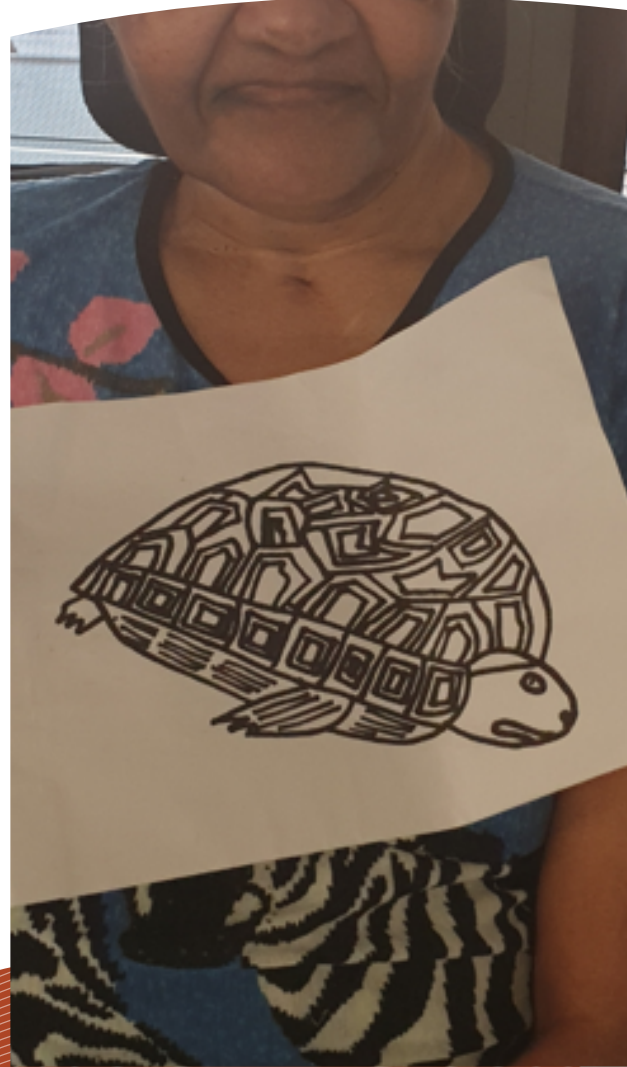




## Derby Personal Story: Mary Anne

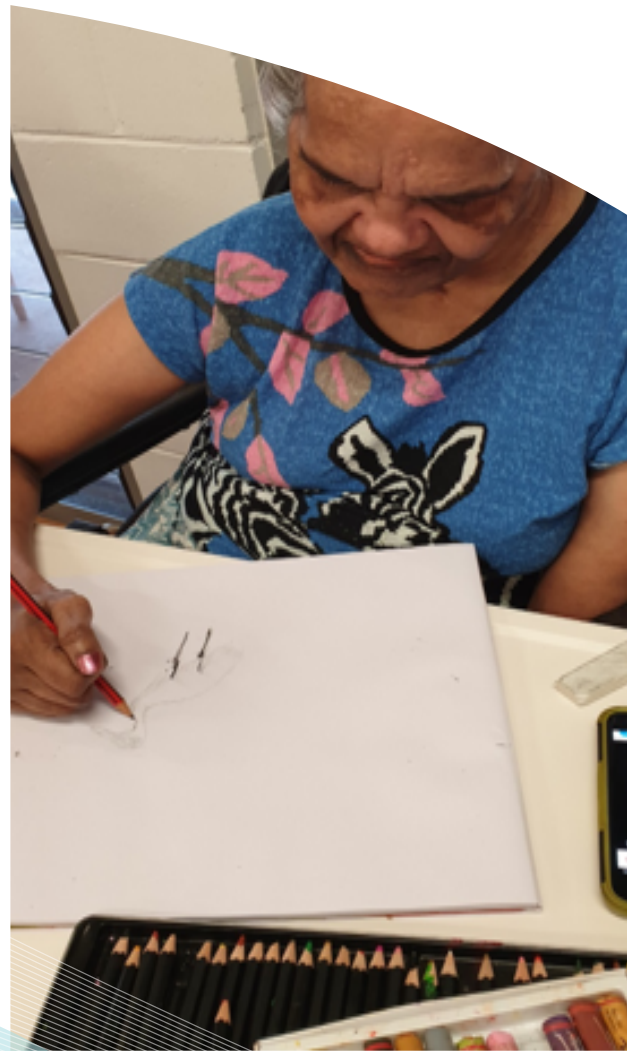
Mary Anne has been attending Ngunga Women Designs for the past year and looks forward to seeing people she knows including the staff who she has built a strong trusting relationship with. May-Anne's motor skills are improving with each drawing she does and she is building up her self-esteem and motivation.

Turtles, gum trees, crayfish, and other local wildlife is what Mary Anne loves to draw, although she also enjoys looking at other people's work and admiring the beauty that art beholds. Mary Anne continues to sell her artwork on bags and other merchandise that they are printed on.



Mary Anne is also learning to build her technology skills by using her tablet to google ideas of what to draw next, listen to her music and take scenic pictures of the Derby Jetty. Her love for drawing has grown so immensely that Mary Anne sometimes prefers to spend it indoors on a hot day drawing and sharing memories with her support workers.

At first, it was difficult communicating for Mary Anne. But with the consistent support worker, and the connection they have built together, Mary Anne is more comfortable expressing herself and her goals that she would like to achieve.



## Fitzroy Crossing Personal story

One of the highlights for people in Fitzroy Crossing has been the partnership with TAFE that has enabled people we support attend TAFE. Every-one is thoroughly enjoying their TAFE program here, they are now in their 2nd term.

Sharlene has now enrolled in the programme, which is great to see and is now joining in with April, Rosalie, Latoya, Geraldine, Charlie, Leonis, along with April's mother Doris and Leonis' mother Delphine. Staff and Volunteers Marcus, Stephen and Donna really enjoy being part of the TAFE Crew and also learning a few things. All are well engaged in the programme and have lots of fun. The curriculum is designed so that participants learn a range of skill in fun, practical and meaningful ways. For example, numeracy was learnt by counting the amount of ingredients to make a chocolate cake and weighing amounts and learning the step by step way of cooking and following a recipe). Geraldine and Latoya were very keen in displaying their mixing bowl techniques. Everyone also learnt the different values of money and what they could spend with their various amounts.

After lunch was computer fun, again learning values of money and counting puzzles. Charlie blitzed it in this department and was very pleased with himself and didn't want to go home as he was having such a great time. Salad sandwiches were made for lunch, and the chocolate cake for afternoon tea before heading home.

The TAFE Program is a great success story for our individuals who look forward to it every Thursday.

Guwardi Aged Care held a fashion show during October. Young women from the community modelled garments which they made at Marnin Art Centre here in Fitzroy Crossing, which also was a huge success. It's a great incentive for the young women of the Fitzroy Valley to inspire and create their individual styles.





## Halls Creek Personal story

Our goal to establish services in Halls Creek was realised in the last year, with our accessible office and respite home set up. We offer the sincerest and appreciative thanks to Jungarni Jutiya for the use of office space while we waited for our office to be ready. Jenny Hemsall, our Coordinator has now moved to Kununurra into a HR role, however we acknowledge and thank Jenny for establishing services and developing lots of local community partnerships.

Marieeta Howard has now moved back to Halls Creek with her family and looking to build on the great foundations laid by Jenny. Marieeta is proud that she is now supporting her people and has a leadership opportunity to make sure people get the right services locally.



We wanted to share some stories...

### Rachel

We have opened the doors of our respite house and it was fantastic to have Rachel visit from Kununurra. Rachel was able to spend time having a break and enjoying our newly renovated house. This was an affordable break/holiday for Rachel who has strong connections to the region.

In the coming year, we hope to have many more people come and stay at our respite home. It is wheelchair accessible and we are setting it up so it is family friendly.

### Junior

Junior stated his NDIS plan with a goal to get his licence, and with some help from his support worker he has achieved this. WUNAN assisted with driving lessons and Junior had his test at the Department of Transport in Halls Creek. Junior achieved his automatic licence is now saving for a car and to move to Kununurra where he wants to focus on his future goals of living in his own home and adding to his group of friends. Junior really likes going to the Desert Yard for Boxing exercises every Thursday. With assistant with East Kimberley Job Pathways CEO Shaun Fowler and Billy Johnson Junior has received a hand peddle bike donated by EKJP. Life is going really well and Junior is also in the process of commencing employment with EKJP bike upcycling with old bikes as a mentor with youth.

Great work Junior, we are thrilled to see you set goals and achieve so much in the last year.

### Ricketta

Ricketta is growing in confidence all the time and enjoys going to EKJP Women's Activity Centre, to do pottery, drawing and painting. Ricketta also enjoys going to the Shire Park and is a great help around the office / respite house where she waters the garden and the raised vegetable garden bed.

### Jerisha

Partnerships are so important in small communities and by partnering with other organisations and groups people are connected get to join in activities in the community. Jerisha wants to do work experience or get a job and the IGA, Family Centre and school have all supported her. With her support worker Jerisha enjoys music, and having her hair and nails done.



# Staff and Training

## HR Update

Over the last 12 months there has been considerable growth within Far North which has meant the staffing numbers have also increased. We have a total of 103 staff within the organisation who all work tirelessly to ensure quality services are provided and delivered to all the individuals we support across the Kimberley region.

The HR team has expanded to include a Full Time Rostering Coordinator and 2 HR Advisors, one in Broome and one based in Kununurra. We have also seconded a second person into rostering.

The HR team have been working hard to keep up with recruitment needs and have maintained a primary focus towards increasing the local Aboriginal care workforce. Far North were able to participate in a pilot program with NDS to develop an organisational cultural competency toolkit. Our participation in the project was to assess our cultural competency and develop an action plan for improvements. The toolkit is now being used across the state to assist organisations take a whole of organisation approach when determining cultural competence and to demonstrate cultural competence and readiness when looking to recruit Aboriginal people into the workforce.

We are delighted to report that Far North has quickly become an employer of choice for Aboriginal people across both the east and west Kimberley with over 22% of our workforce having Aboriginal or Torres Strait Islander heritage. This is a significant increase since October 2016 where only 3% of our workforce were Aboriginal or Torres Strait islander people. Our goal now is to see Aboriginal people working in leadership roles with in our organisation.

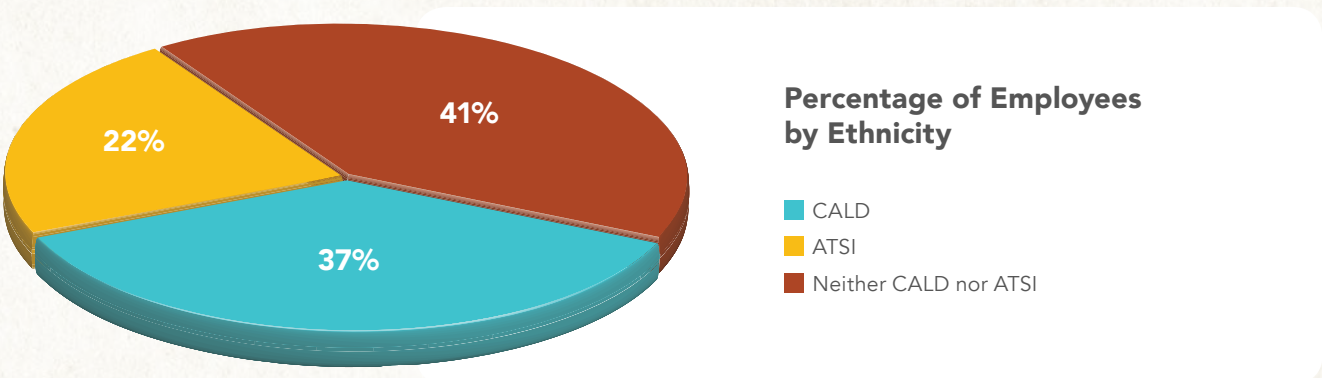
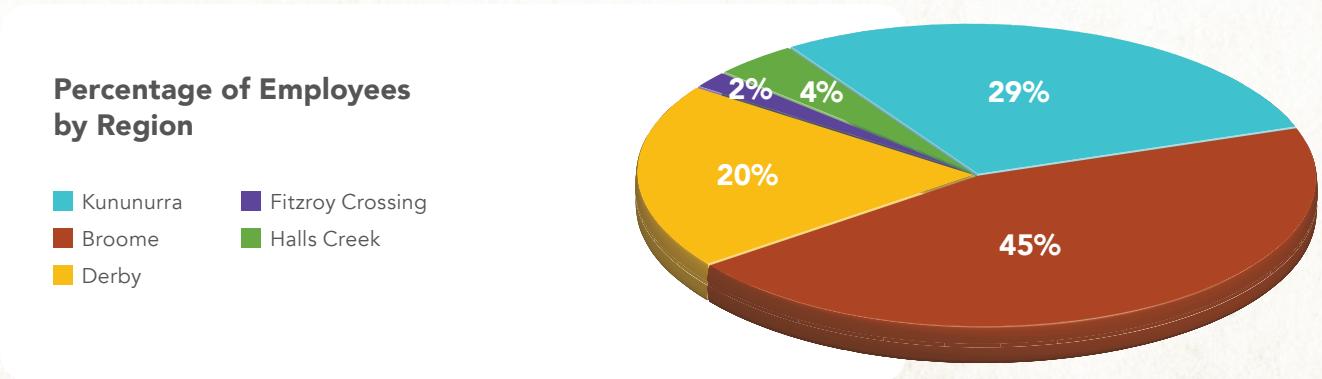
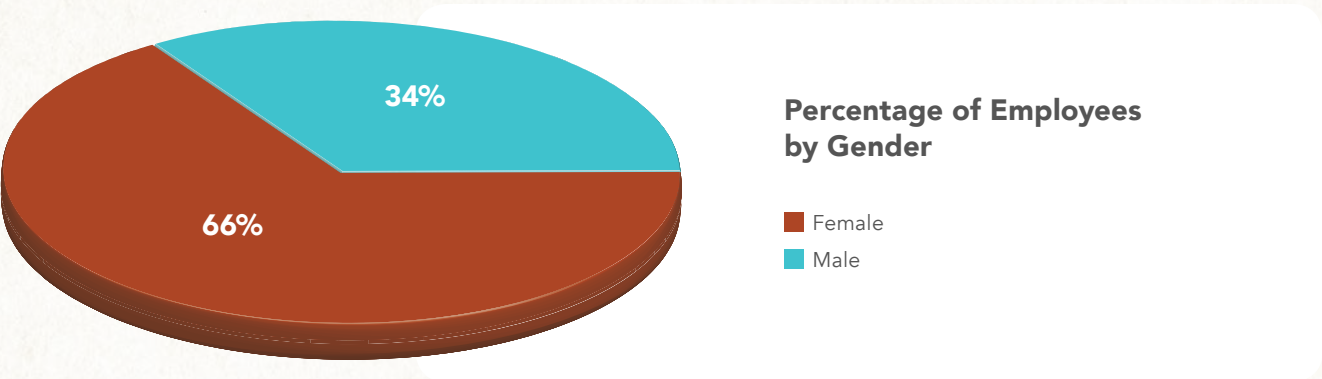
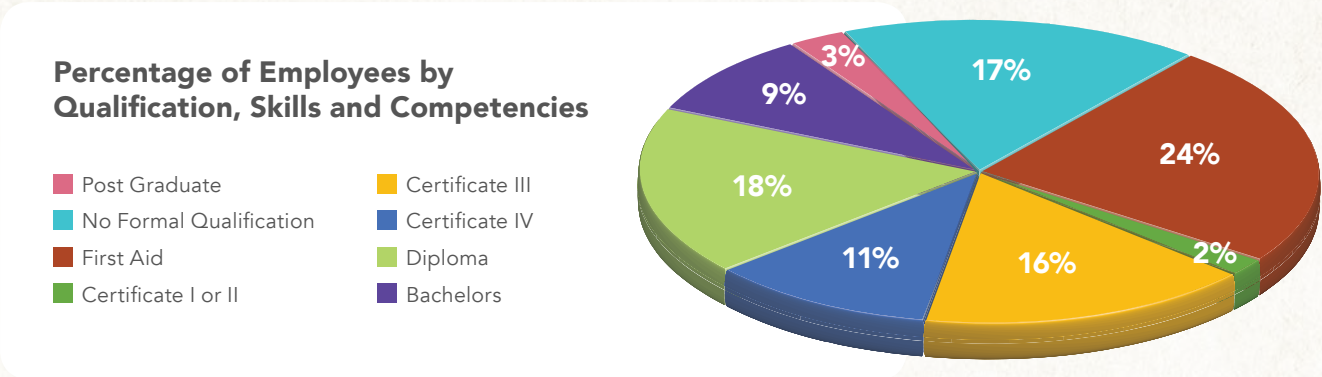
At Far North we know that quality services are dependent upon having a skilled and competent workforce who are values driven. Training workshops have been delivered around positive behaviour support, leadership and communication, medication administration, dysphagia – meal time management along with 8 staff members undertaking a full Certificate III in Individual Support.

Far North are proud that Cyril Yeeda, one of our support workers was a joint winner for the Excellence in Regional Support Category at the Annual WA Disability Support Awards night. A team of staff travelled to Perth to attend the awards night and we are all were very proud of Cyril, who has worked with individuals in Derby, Halls Creek and Kununurra.

We are now preparing for the transition to the National Quality and Safeguarding Commission from July 2020, where new worker screening will be introduced and all staff have to complete the NDIS Orientation module. This is mandatory training required by the NDIA and our ongoing registration. This training and an online module on Zero Tolerance to violence, abuse, neglect and exploitation for people with disabilities have now been introduced as mandatory training before staff commence their first shift. We have reviewed and updated our staff induction and included training on restrictive practices and positive behaviour support.

During 2020 we will be focusing on recruitment and growing our teams in the regions, delivering more training and reviewing our supervision and staff appraisal processes.

**Fiona Hart**  
HR Manager







## Derby

It has been an unbelievable and spectacular year in Derby and we have seen so many members of our team grow and develop new skills and confidence. Our growth has also included the number of people choosing Far North to provide the services and we have welcomed many new people and their families to our organisation. We are really pleased that we are now recruiting a lot more local people to join our team and to meet the growth in our services and we know this will continue.

We are very proud that we have all grown as a team through connecting, understanding and listening not just to one another, but the people we support and their families, carers and guardians. We were thrilled when Edwin joined our team, bringing a wealth of experience and we think he is an amazing team leader. Thanks to our new team members who are settling in and building connections in the community, we are proud of our team.

This resilient team has kept their chins up and a smile on their faces despite many obstacles that have confronted us. We have learned that's changes are aplenty but we are ready to face them together and confidently. In Derby, we strive towards meeting our Far North values; understanding families have challenges ahead of them and respecting their values and beliefs, listening to what people want in their plans and working together to achieve success and being consistent.

**I am pleased with the support that Eileen is getting and the help she is getting from her support worker. She seems happier now that staff are coming around and she is able to go out.**

Richard Webb



## Far North's Shining Star of the Year Award

Lizzie Stanger was the Inaugural winner of our Annual Shining Star Award in November 2018. Lizzie won a \$3000 scholarship for professional development anywhere in Australia in an area that she is passionate about. Lizzie donated her prize back to her team and used the scholarship to pay for a day's training in nature based play.

### Stories of others who we believe are shining stars are below.

Leni Koureskas is one of our shining stars. Leni is a support worker who has constantly demonstrated professionalism and maturity. Leni is currently based in the office, working on policy and procedure review and her attention to detail and knowledge in policy development is a huge asset to the organisation.

Kevin Smith brings a wealth of knowledge from his nursing and employment services background. He quickly earned a reputation as a leader and became a team leader, then acting Coordinator in Fitzroy Crossing. Senior staff from the NDIA have visited Fitzroy Crossing to meet the people we support attending the TAFE course Kevin initiated and they were very impressed. Recently Kevin has secured a role as a Coordinator in Broome.

Marieeta Howard joined Far North as a support worker and was soon recognised for her admin background and strong skill set in this area. It wasn't long before Marieeta's dream of making a difference as a leader for Aboriginal people was realised and Marieeta and her family have relocated to Halls Creek where Marieeta will be the Coordinator.

Laura Charallam started with Far North as a support worker and it was soon evident that Laura is a very competent and values driven young woman. Similar to Kevin's story, Laura soon became a team leader and is now working as Coordinator in Kununurra with people who have very complex needs.

These stories demonstrate that not only does Far North employ great people, we demonstrate our belief in creating career paths and opportunities for our staff. Other examples include our office based staff being given opportunities to learn new skills and try different roles. Lucy Leeder is well known for being across about 100 things at once, completing them all with efficiency and a smile. Lucy has recently learnt how to do the NDIA billing and is showing the same level of skill and efficiency and willingness to get the job done with such a positive attitude.

Tahlia Davey, our part time admin assistant and receptionist is constantly seeking new opportunities to learn and is very skilled on the database. Tahlia is now setting up support staff mobile phones and gaining confidence every day.



## WA Disability Support Awards

Staff from each region and Far North nominee Cyril Yeeda attended The WA Disability Support Awards in May. The event's purpose is to celebrate the significant contribution of individuals and teams who support people with disability to achieve their goals.

**We are thrilled to share that Support Worker Cyril Yeeda was a joint winner of the 'Excellence in Regional Support' Award! Congratulations Cyril, we are very proud of you and are thankful for the terrific work you do for Far North and the people that we support.**

Cyril worked closely with an individual who resided in the remote community of Billiluna preparing him for the transition into supported accommodation. Cyril spent many weeks getting to know the individual, learning how to communicate with him, building trust and rapport while assisting with his daily routines. Cyril was able to assist the individual in smoothly transitioning into supported accommodation in Derby where he now lives with another Aboriginal male. Cyril also helped train other staff in getting to know the individual and in providing care for him in culturally appropriate ways.





## Thank you to our wonderful staff



### Therapy Services Overview

We have worked intensive in the development and implementation of therapy services in the Kimberley. With a drive to reflect the strong values that are distilled in Far North, therapy is an exciting area of growth that provides flexible, person-centred and creative solutions to meet goals and outcomes for individuals who we support.

In the East Kimberley, Far North have excellent Occupational Therapy being delivered by Ashleigh Purcher. Ashleigh has grown a strong reputation in her relatively short time of being part of the team since July, 2019. Ashleigh demonstrates the Far North values in all aspects of her endeavours and shows initiative, a drive for excellence and an approach that is friendly, professional and with a calmness that gravitates people of all walks of life toward her practice. Ashleigh provides consistent and flexible therapy to the people she engages with in the Kununurra and Halls Creek respective communities. We look forward to continuing to hear of Ashleigh's development and work in the East.

"Ashleigh has been such a great blessing in our lives. She has been so supportive and caring not just to Isaac but to the whole family. I can discuss any concerns that I have about Isaac with her even though sometimes they are not related to what Ashleigh is doing. Ashleigh has also had sessions with me and John when we were in need for some guidance on how to manage Isaac at home.

Isaac enjoys his time with Ashleigh and look forward to it. He has improved in many areas as a result of the therapy provided by Ashleigh. She has also taken the initiative to meet with his teacher at school and provide feedback and support from time to time without me requesting it. She also coordinates Isaac's care with others involved like the speech therapist.

Ashleigh regularly provides me with hand outs and printed information sheets about what she does with Isaac and other important information.

We are indeed blessed by the contribution she is making in Isaac's life."

#### **Kununurra Family**

Complement for Ashleigh Purcher

Occupational Therapy is being implemented in the Broome and Derby areas. With a creative and flexible approach, therapy is being developed to meet the need in the respective areas of the west, with a similar drive as the east. The west is also growing and a positive reflection on practice is being heard. We are keen to develop our therapy services to meet complex areas of need. More and more people who live in the regions now have access to therapy after years of this being a significant gap, prior the NDIS. We will expand the service to include therapy assistants.

We aim to expand our team with other disciplines within allied health during 2020. We want to continue our hard work in being flexible, responsive, respectful and to actively listen to what families, individuals and the community need to create functional and person-centred initiatives. Our aim purpose is to meet the person's goals, ambitions and desired outcomes.

We look forward to sharing our continued growth and ability to be flexible and active in responding to the unique need in the wonderful Kimberley.

#### **Dylan Grogan**

Therapy Services Manager



## Support Coordination Overview



Another exciting part of Far North is its' growing service delivery in a changing sector. Support Coordination is a service funded by the National Disability Insurance Agency (NDIA) aimed at providing the support for families and individuals to meet their person-centred outcomes and goals in their NDIA plan.

A large component of Support Coordination is to assist families and individuals who are accessing the National Disability Insurance Scheme (NDIS) to:

- understand and access their NDIA plan,
- link in with mainstream and informal services,
- ensure outcomes are being met, process requests such as complaints,
- provide an external resource for individuals accessing the NDIA to problem solve and be creative in their plan development and, but not limited to,
- assist in crisis to ensure safety and the individual is able to achieve their goals.

“A large component of Support Coordination is to assist families and individuals who are accessing the National Disability Insurance Scheme





# Information, Linkages and Capacity (ILC)

At Far North we celebrate the contributions that people with disability make in our community, so we were thrilled when our application for ILC funding was successful. Our vision was to support a group of people with disability to build their individual and collective capacity to coordinate and host a series of events that promote contributions in the social, political, cultural and economic spheres of our community.

We engaged Lockie McDonald from Fullsky to write a curriculum for developing team work, leadership, media and events management skills. In Broome the "Bring It On Gang" and in Kununurra, 'Xray Events' were created.

## Kununurra ILC project

The program aimed to challenge the participants thinking and the first workshop was just the beginning of testing our team work and problem solving skills. We had fun and a few laughs as we worked through the experiential learning activities. Natural leadership qualities shone through and quickly understood that a team needs all of to succeed. We learnt how to overcome challenges and the problem solving activities became easier as we learnt to band together and work as a team.

We came up with the name X-ray events, and as a squad we explored the different forms of media, including print, paper and internet publications with an afternoon at the Kimberley Echo. This ended with an interview and will result in our first publication as group locally in the newspaper.



We made our voices heard around the East Kimberley as the team from x-ray events made waves on the radio with interviews both on Waringarri and ABC radio in relation to our project and of course some great footy banter to stir up the listeners.

Visiting venues across Kununurra with the intent to host events made people talk but put our skills to the test. Ruling out venues that were not physically accessible, when discussing our events with locals also made our community more aware not only us but some limitation in facilities.

Four workshops were run in Kununurra for the participants to develop the skills to coordinate and host the events. Each time the participants gained more skills and built belief in themselves. Our first workshop everyone was shy, reserved and lacking in confidence. We slowly came to learn how to talk on a microphone and with some practice and mentoring now have professional recordings and are ready to face a crowd.

The gang hit the ground running getting costings for all the possibilities and worked collaboratively to make decisions.

Our first of four events is not far off and we are ready to host a world famous artist and businessman, Daniel ink not only does he run a successful business he also happens to have cerebral palsy.

We will also be running a sunset event showcasing a local flying fox man displaying his culture during a corroboree, a sight not to be missed.

The outdoor picture gardens has also been an event our group are looking forward too and can't wait for all the community to support.

The progression not only as a team but individuals has really stood out and they have taken every challenge in their stride.



## Transfer to the nationally administered NDIS

Far North appreciated the support of the State government with a grant to assist with transfer to the NDIS. We completed the NDIS Readiness Toolkit and developed an action plan to ensure we met the NDIS Code of Conduct and Practice Standards.

The transfer to the NDIS has resulted in a higher admin burden for Far North and additional admin roles required to managed the funding process and billing. The project has given Far North the confidence to accept growth in the number of people supported, resulting in improved economy of scale.

Further, the project has supported the development of new service models such as therapy, support coordination and plan management.



Annual General Meeting  
2018/19



AGM  
Annual General Meeting





# General Purpose Financial Report - Reduced Disclosure Requirements

Far North Community Services Ltd  
ABN 82 614 438 658  
For the year ended 30 June 2019

## Directors' Report

### Far North Community Services Ltd For the year ended 30 June 2019

The Directors of Far North Community Services Ltd present their report together with the financial statements for the financial year ended 30 June 2019 and the Independent Audit Report thereon.

#### Director Details

The following persons were Directors throughout the year and at the date of this report:

Name	Position	Date Started	Date Resigned
Chris Maher	Chairperson	25th August 2016	
Justin Mortley	Secretary	25th August 2016	
Andrew Coopes	Director	25th August 2016	23rd July 2018
Cherie Sibosado	Director	25th August 2016	27th May 2019
Hayley Haas	Director	25th August 2016	
Mark Luca	Director	22nd October 2018	
Jennifer Payne	Director	17th December 2018	

#### Qualifications, Experience and Special Responsibilities of Directors and Key Personnel

##### Chris Maher

Chris has significant experience in disability services having worked for the Disability Services Commission (DSC) from 1982 to 2005 including a role as the Local Area Supervisor in Broome. Chris brings a wealth of local knowledge, high levels of social capital and commitment to quality supports and services for people with disability that are led by the individuals and families. He is currently the Director IT Strategies at Unique Kimberley, an innovative tourism consulting service based in Broome, President of Shinju Matsuri and a Director of Art House Framing and Picture Supplies.

##### Justin Mortley

Justin has over 10 years experience working in specialised facilities and mainstream schools assisting students with disability to access meaningful learning. In 2011, he helped fund and establish an education support style centre in Winterton, South African. Since moving to Australia in 2012 he has worked in the Individual Learning Centre based at Cable Beach Primary School and managed the Kimberley Disability Coordination Team which assisted schools to access training, specialists, diagnosis, funding models etc. He is now based in Kununurra.

##### Andrew Coopes - resigned 23/7/18

Andrew is a Project Manager, specialising in Infrastructure Projects, Schools, Hospitals, Health facilities, Technology and systems deployment. Andrew has a background in Mechanical, Electrical, Construction, Business Development, Financial Management, TAFE Training and multiple trades. He also has experience across Government & Private sectors including Infrastructure, Industrial, Commercial, Transport, Mining and Marine industry sectors.

##### Cherie Sibosado - resigned 27/5/19

Cherie is a local Indigenous woman with strong family connection and community networks throughout the Kimberley region. She has 20 years' work experience in areas such as Social Justice, Community Development, Social Housing, Education, Employment & Training, Children & Youth Services, Disability Support, Management, Governance and Leadership and is also actively involved in a number of community organisations as either a Committee member or Mentor across areas such as Childcare, Early Childhood Learning & Development, Women's Refuge, Suicide Prevention & Support and Social Welfare. Cherie has worked within both the Government and Non-Government sector across urban, rural and remote areas in Western Australia.



**Hayley Haas**  
Hayley is an experienced legal practitioner in complex commercial dispute resolution and brings human rights advocacy and capacity building experience to her role, having advised several international human rights organisations with consultative status to the Economic and Social Council of the United Nations. She currently practices as Special Counsel for KRED Legal, a Broome based legal service provider that is wholly owned by Aboriginal native title groups. Hayley works on large scale negotiations to secure high benchmarks for Aboriginal cultural heritage protection and strong employment, contracting and commercial outcomes for native title parties faced with resource development in the Kimberley.

**Jennifer Payne - appointed 17/12/18**  
Jennifer is a teacher and psychologist who has called the Kimberley home for 12 years. Jennifer is currently managing director of Potentium Psychology, a private psychology practice in Broome, and of Rypple Ltd, a not for profit research organisation focussing on evaluating impacts of Positive Behavioural Interventions and Supports throughout Western Australia. Jennifer’s main areas of experience are in education, Positive Behaviour Support and suicide prevention. She is passionate about Australians in remote locations having equity of access to the very best supports.

**Meetings of Directors**

During the financial year, a number of meetings were held. Attendances by each person were as follows:

Name	Number Eligible to Attend	Number Attended
Chris Maher	9	8
Justin Mortley	9	9
Andrew Coopes	0	0
Cherie Sibosado	7	1
Hayley Haas	9	6
Mark Luca	7	5
Jennifer Payne	5	3

**Mark Luca - appointed 22/10/18**  
Mark is an engineer and business analysis practitioner who is skilled at designing data models as well as managing and embedding operational processes within organisations. Mark has delivered tangible outcomes at Tier 1 companies and many Health Services. Mark currently works as a Senior Manager at PwC in their Actuarial team which largely deals with making meaning from data. Mark has professional and personal experience dealing with disability and has a sincere commitment to making a positive impact in the industry.

**Kathy Hough (CEO)**  
Kathy has over 30 years’ experience working alongside and with people with disabilities in paid and voluntary roles. Kathy has worked as a Social Trainer, was a host family for 13 years for a lady with a profound intellectual disability, epilepsy and acquired brain injury and has held CEO roles for over 20 years. In addition, Kathy has been involved in many industry working parties, civic and Board roles within the sector and led the development of three regional disability service providers. Kathy was the Deputy Chairperson of the Disability Services Commission Board from 2014 to June 2017. Kathy has a proven track record in delivery of quality supports and services for people with disability in regional WA. Kathy has a Bachelor of Social Science (Human Services), Master of Regional Development and Grad Certificate in Australian Rural Leadership.

**Principal Activities**

The principal activities of the Company during the financial year were the provision of supports and services for people with disability in the Kimberley region.

The Company transferred into the nationally administered National Disability Insurance Scheme (NDIS) during the last financial year and added three new service streams. These include therapy services, plan management and support coordination. Services delivered under the NDIS have moved from a grants in advance model of funding to a payment in arrears business model.

There have been no other significant changes in the nature of these activities during the year.

**Financial Result**  
The net surplus for the year amounted to \$740,314 (2018: \$200,004).

**Objectives**  
The Company’s short-term objectives are to deliver on four key priority areas, in partnership with people, families and communities to deliver practical, flexible services and support:

- service outcomes - quality outcomes for individuals and families
- excellent staff - diverse, skilled and motivated workforce
- strong governance - effective systems, resourcing and decision making
- influential relationships - strategic partnerships and relations that change lives for the better

The Company’s long-term objectives are to:

- establish and maintain an environment based on the values of understanding, inclusion, integrity, respect, responsiveness and consistency; and
- become a service provider that people are highly satisfied with and an employer of choice for staff; and
- be sustainable and strive for continuous improvement so as to offer the best possible outcomes for people with disability and their families.
- to offer supported community living opportunities to those people in need.
- to assist in locating suitable accommodation/housing according to the needs and desires of people registered with the Company.
- to engage in community development activities that promote the objects of the Company.
- to help arrange appropriate in-home supports for people registered with the Company
- to promote self-sufficiency in people with disabilities, their families and the community.
- to secure such services or supports as are necessary to carry out any of the objects of the Company.
- to offer advice to government and non-government bodies and to promote community living for persons with disabilities and the rights of people with disabilities to remain in their families and their communities.
- to do all such other things as are incidental or conducive to the attainment of the objects of the Company or to the exercise of these powers.

**Strategy for Achieving Objectives**

To achieve these objectives the Company has adopted the following strategies:

- Registration as an NDIS provider.
- Regular consultation with families, review of referrals and demographic profiling to identify trends.
- Maintaining delivery systems that are responsive to individual needs and offer a complementary mix of services.
- Monitoring and evaluating service delivery by developing regular feedback opportunities with links to service improvements.
- Recruiting and retaining skilled and committed staff, developing staff capability and culture with training and professional development opportunities and maximising the effective utilisation of available staff.
- Maintaining a skilled and engaged Board supported by sound financial and operational reporting.
- Developing optimal systems, structures and acquiring physical resources to enable efficient operations and support organisational growth.
- Partnering with relevant organisations to expand service in the region, identifying and participating in collaborative opportunities that build awareness in the community, representing and advocating the needs of people with disability and their families and communicating and sharing information about the organisation.
- Securing grants to achieve outcomes at individual, family and community level.



### Contribution in Winding Up

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. If the Company is wound up, the Constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity. At 30 June 2018<sup>9</sup> the total amount that members of the Company are liable to contribute if the Company wound up is \$50 (2018: \$50).

### Indemnifying Officers or Auditor

During the year, the Company paid a premium to insure officers of the Company, including directors, the company secretary, public officers and employees. The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the Company, to the extent permitted by law. Details of the amount of the premium paid in respect of the insurance policies is not disclosed as such disclosure is prohibited under the terms of the contract.

No indemnities have been given during or since the end of the financial year for any person who is or has been an officer or auditor of the Company, except to the extent permitted by law.

### Auditor's Independence Declaration

The auditor's independence declaration for the financial year ended 30th June 2019 has been received and can be found as an addendum to this financial report.

Signed in accordance with a resolution of the Directors. Dated this 30th day of October 2019.



**Justin Mortley**  
Director/Secretary



**Mark Luca**  
Director

## Directors' Declaration

### Far North Community Services Ltd For the year ended 30 June 2019

In the opinion of the Directors of Far North Community Services Ltd:

1. The financial statements and notes of the Company are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:
  - a. Giving a true and fair view of its financial position as at 30 June 2019 and of its performance for the financial year ended on that date; and
  - b. Complying with Australian Accounting Standards – Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and the Australian Charities and Not-for-profits Commission Regulation 2013; and
2. There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

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

Dated this 30th day of October 2019.



**Justin Mortley**  
Director/Secretary



**Mark Luca**  
Director



## Statement of Profit or Loss and Other Comprehensive Income

Far North Community Services Ltd  
For the year ended 30 June 2019

	Notes	2019	2018
<b>Operating Income</b>			
Revenue	<u>2</u>	7,839,635	4,787,610
Other Income	<u>3</u>	37,471	30,051
<b>Total Operating Income</b>		<b>7,877,106</b>	<b>4,817,661</b>
<b>Operating Expenses</b>			
Employee Benefits Expense	<u>4</u>	5,134,048	3,367,131
Depreciation Expense	<u>9</u>	124,823	162,451
Amortisation Expense	<u>10</u>	12,000	12,000
Brokered Respite		62,299	143,944
Labour Hire		421,147	89,035
NDIA Support Services		132,677	-
Motor Vehicle Expenses		158,712	133,535
Rent & Utilities		450,238	232,105
Travel & Accommodation		149,596	113,859
Other Operating Expenses		1,117	-
<b>Total Operating Expenses</b>		<b>7,136,792</b>	<b>363,597</b>
			4,617,657
<b>Operating Surplus/(Deficit) for the Period</b>		<b>740,314</b>	<b>200,004</b>
<b>Net Surplus before Income Tax</b>		<b>740,314</b>	<b>200,004</b>
<b>Income Tax Expense</b>		<b>-</b>	<b>-</b>
<b>Net Surplus after Income Tax</b>		<b>740,314</b>	<b>200,004</b>
<b>Other comprehensive Income for the Period</b>		<b>-</b>	<b>-</b>
<b>Total Comprehensive Income for the Period</b>		<b>740,314</b>	<b>200,004</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

## Statement of Financial Position

Far North Community Services Ltd  
As at 30 June 2019

	Notes	2019	2018
<b>Assets</b>			
<b>Current Assets</b>			
Cash & Cash Equivalents	<u>5</u>	3,050,340	2,877,969
Trade & Other Receivables	<u>6</u>	565,107	18,748
Other Current Assets	<u>7</u>	233,494	143,555
<b>Total Current Assets</b>		<b>3,848,941</b>	<b>3,040,272</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	<u>9</u>	206,026	322,064
Intangible Assets	<u>10</u>	7,000	19,000
<b>Total Non-Current Assets</b>		<b>213,026</b>	<b>341,064</b>
<b>Total Assets</b>		<b>4,061,967</b>	<b>3,381,336</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Borrowings	<u>11</u>	10,067	-
Trade & Other Payables	<u>12</u>	787,428	655,352
Other Current Liabilities	<u>13</u>	1,069,646	1,417,600
Provisions	<u>14</u>	294,805	190,448
<b>Total Current Liabilities</b>		<b>2,161,946</b>	<b>2,263,400</b>
<b>Non-Current Liabilities</b>			
Provisions	<u>14</u>	89,428	47,657
<b>Total Non-Current Liabilities</b>		<b>89,428</b>	<b>47,657</b>
<b>Total Liabilities</b>		<b>2,251,374</b>	<b>2,311,057</b>
<b>Net Assets</b>		<b>1,810,593</b>	<b>1,070,279</b>
<b>Equity</b>			
Retained Earnings		1,805,593	1,065,279
Reserves	<u>15</u>	5,000	5,000
<b>Total Equity</b>		<b>1,810,593</b>	<b>1,070,279</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.



## Statement of Changes in Equity

Far North Community Services Ltd  
For the year ended 30 June 2019

	Notes	2019	2018
<b>Equity</b>			
<b>Retained Earnings</b>			
Opening Balance		1,065,279	820,894
Total Comprehensive Income		740,314	200,004
Appropriations from/(to) Reserves		-	44,381
<b>Total Retained Earnings</b>		<b>1,805,593</b>	<b>1,065,279</b>
<b>Reserves</b>			
Opening Balance		5,000	49,381
Appropriations (to)/from Retained Earnings		-	(44,381)
<b>Total Reserves</b>	15	<b>5,000</b>	<b>5,000</b>
<b>Total Equity</b>		<b>1,810,593</b>	<b>1,070,279</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

## Statement of Cash Flows

Far North Community Services Ltd  
For the year ended 30 June 2019

	Notes	2019	2018
<b>Cash flows from Operating Activities</b>			
Receipts from grants		7,428,538	5,710,141
Receipts from customers		713,170	46,398
Cash receipts from other operating activities		8,827	28,746
Interest received		717	-
Interest paid		(1,158)	-
Grants repaid		(1,025,366)	-
Payments to clients, suppliers and employees		(6,952,522)	(4,165,110)
<b>Total Cash flows from Operating Activities</b>	5	<b>172,206</b>	<b>1,620,175</b>
<b>Cash flows from Investing Activities</b>			
Acquisition of property, plant and equipment		(12,175)	(11,425)
Proceeds from sale of property, plant and equipment		2,273	-
<b>Total Cash flows from Investing Activities</b>		<b>(9,902)</b>	<b>(11,425)</b>
<b>Net increase/(decrease) in cash held</b>		<b>162,304</b>	<b>1,608,750</b>
<b>Cash Balances</b>			
Opening cash balance		2,877,969	1,269,219
Closing cash balance	5	3,040,273	2,877,969
<b>Movement in cash</b>		<b>162,304</b>	<b>1,608,750</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.



# Notes to the Financial Statements

**Far North Community Services Ltd**  
**For the year ended 30 June 2019**

## 1. Summary of Accounting Policies

The financial report includes the financial statements and notes of Far North Community Services Ltd, a not-for-profit public company limited by guarantee. This is a general purpose financial report prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012.

The financial statements for the year ending on 30 June 2019 were approved and authorised for issue by the Board of Directors on 30th October 2019.

The following significant accounting policies have been adopted in the preparation of these financial statements.

### Revenue and Other Income

Revenue comprises revenue from the sale of goods, government grants, fundraising activities and client contributions.

Revenue is measured at the fair value of the consideration received or receivable for goods supplied and services provided, excluding sales taxes, rebates and trade discounts. Revenue is recognised when the amount of revenue can be measured reliably, collection is probable, the cost incurred or to be incurred can be measured reliably, and when the criteria for each of the Company's different activities have been met.

Grant and donation income, including cash and goods for resale, is recognised when the entity obtains control over the funds, economic benefit are probable and the amount can be measured reliably. If conditions are attached to a grant, recognition as revenue is deferred until those conditions are satisfied. Where a grant is received on the condition that specified services are delivered, revenue is recognised as services are performed and at year end a liability is recognised until the service is delivered.

Fees charged for care or services provided to clients are recognised when the services is performed.

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

### Operating Expenses

Operating expenses are recognised in profit or loss upon utilisation of the service or at the date of their origin.

### Income Tax

The Company is exempt from income tax under Division 50-B of the Income Tax Assessment Act 1997.

Accordingly, no income tax expense has been charged to revenue and expenses and no provision for income tax payable has been allowed for in the statement of financial position.

### Cash and Cash Equivalents

Cash and cash equivalents includes cash at bank, cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts and credit card accounts are shown in current liabilities on the statement of financial position.

### Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from trade debtors as well as other amounts receivable. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

### Property, Plant and Equipment

Property, plant and equipment include leasehold improvements, motor vehicles, furniture and fittings and other plant and equipment which are carried at cost less, where applicable, any accumulated depreciation and impairment losses. Acquisition costs include those directly attributable to bringing the assets to the location and condition necessary for it to be capable of operating in the manner intended by the Company. Assets donated in kind have been recognised at their transferred written down value which approximates fair market value.

The depreciable amount of all property, plant and equipment is depreciated over the useful lives of the assets to the Company commencing from the time the asset is held ready for use.

### Depreciation

The depreciation method and useful lives used for items of property, plant and equipment reflects the pattern in which their future economic benefits are expected to be consumed by the Company:

- Plant and equipment: 3-10 years (straight-line)
- Motor vehicles: 3 years (diminishing value)
- Leasehold improvements: life of lease (straight-line)
- Computer equipment: 3 years (straight-line)

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Material residual value estimates, depreciation methods and useful lives of assets are reviewed annually to ensure they are still appropriate.

### Intangible Assets

#### Acquired Intangible Assets

Acquired computer software licences are capitalised on the basis of the costs incurred to acquire and install the specific software and amortised on a straight-line basis over their estimated useful lives. Residual values and useful lives are reviewed at each reporting date. In addition, these assets are subject to impairment testing.

### Impairment of Assets

At the end of each reporting period, the Directors review the carrying amounts of its assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the statement of profit or loss.

### Accounts Payable and Other Payables

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



### Goods and Services Tax (GST)

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

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST components of investing and financing activities, which are disclosed as operating cash flows.

### Employee Benefits

Provision is made for employee benefits arising from services rendered by employees to the end of the financial year.

#### Short-term employee benefits

Short-term employee benefits are benefits, other than termination benefits, that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. Examples of such benefits include wages and salaries, non-monetary benefits, annual leave and personal leave. Short-term employee benefits are measured at the undiscounted amounts expected to be paid when the liabilities are settled, including on-costs and anticipated wage increases.

#### Long-term employee benefits

Liabilities for long service leave are included in other long-term benefits as they are not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. They are measured at the present value of the expected future payments to be made to employees. The expected future payments incorporate anticipated future wage and salary levels, experience of employee departures and periods of service, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the timing of the estimated future cash outflows. Any re-measurements arising from experience adjustments and changes in assumptions are recognised in profit or loss in the periods in which the changes occur.

### Provisions and Contingent Liabilities

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the financial year.

No liability is recognised if an outflow of economic resources as a result of present obligation is not probable. Such situations are disclosed as contingent liabilities, unless the outflow of resources is remote in which case no liability is recognised.

### Leases

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

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

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the year in which they are incurred.

### Financial Instruments

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the financial instrument, and are initially recognised at cost, which includes transaction costs, and subsequently measured at fair value, which is equivalent to their market bid price at the end of the financial year. Movements in fair value are recognised in other comprehensive income and reported within in equity reserves.

All other income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs or finance income, except for impairment of trade receivables which is presented within other expenses.

### Deferred Income

The liability for deferred income is the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within 12 months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is discounted and presented as non-current.

### Economic Dependence

The Company is dependent upon the ongoing receipt of State Government grants and Commonwealth grants, including those from the Department of Communities - Disability Services, NDIS participants choosing Far North as their provider, the NDIA, community and corporate donations to ensure the ongoing continuance of its programs. At the date of this report, management has no reason to believe that this financial support will not continue.

### Significant Management Judgement in applying Accounting Policies

When preparing the financial statements, management undertakes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses. Information about those that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below.

### Impairment

In assessing impairment, management estimates the recoverable amount of each asset, based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate.

### Useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain software and IT equipment.

### Long service leave

The liability for long service leave is recognised and measured at the present value of the estimated cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.



	2019	2018
<b>2. Revenue</b>		
<b>Operating Revenue</b>		
Government Grants	6,649,399	4,729,531
Fees for Service	1,190,236	53,079
Gifts & Donations	-	5,000
<b>Total Operating Revenue</b>	<b>7,839,635</b>	<b>4,787,610</b>
<b>Total Revenue</b>	<b>7,839,635</b>	<b>4,787,610</b>

	2019	2018
<b>3. Other Income</b>		
Gain on Sale of Assets	-	1,091
Interest Income	717	-
Sundry Income	36,745	28,960
<b>Total Other Income</b>	<b>37,471</b>	<b>30,051</b>

	2019	2018
<b>4. Employee Benefits Expense</b>		
Wages, Salaries & Allowances	4,482,477	2,988,626
Superannuation	385,269	255,530
Workers Compensation Insurance	120,174	55,336
Employee Benefit Provisions Expense	146,128	67,639
<b>Total Employee Benefits Expense</b>	<b>5,134,048</b>	<b>3,367,131</b>

	2019	2018
<b>5. Cash and Cash Equivalents</b>		
Cash at Bank	3,026,998	2,855,469
Cash on Hand	2,625	2,500
Short Term Deposits	20,717	20,000
<b>Total Cash and Cash Equivalents</b>	<b>3,050,340</b>	<b>2,877,969</b>

	2019	2018
<b>Reconciliation of Cash as shown in the Statement of Cash Flows</b>		
Cash and Cash Equivalents	3,050,340	2,877,969
Credit Card Liabilities	(10,067)	-
<b>Total Reconciliation of Cash as shown in the Statement of Cash Flows</b>	<b>3,040,273</b>	<b>2,877,969</b>

	2019	2018
<b>Reconciliation of Net Surplus to Net Cash Flows from Operating Activities</b>		
Net Surplus for the Period	740,314	200,004
Depreciation and Amortisation Expense	136,823	174,451
Loss on Sale of Assets	1,117	-
Property, Plant & Equipment Donated in Kind	-	(5,000)
Increase in Trade & Other Receivables	(546,359)	(15,005)
Increase in Other Assets	(89,939)	(101,355)
Increase in Trade & Other Payables	132,076	318,831
Increase in Other Liabilities	(347,954)	980,610
Increase in Provisions	146,128	67,639
<b>Total Reconciliation of Net Surplus to Net Cash Flows from Operating Activities</b>	<b>172,206</b>	<b>1,620,175</b>

	2019	2018
<b>6. Trade and Other Receivables</b>		
Trade Debtors	509,989	14,642
GST Receivable	33,406	-
Other Debtors	21,712	4,106
<b>Total Trade and Other Receivables</b>	<b>565,107</b>	<b>18,748</b>

	2019	2018
<b>7. Other Assets</b>		
<b>Current</b>		
Prepaid Expenses	197,065	123,555
Accrued Income	12,469	-
Other Current Assets	20,000	20,000
Other Financial Assets	3,960	-
<b>Total Current</b>	<b>233,494</b>	<b>143,555</b>
<b>Total Other Assets</b>	<b>233,494</b>	<b>143,555</b>

	2019	2018
<b>8. Financial Assets and Liabilities</b>		
<b>Financial Assets</b>		
Cash & Cash Equivalents	3,050,340	2,877,969
Trade & Other Receivables	565,107	18,748
Other Assets	3,960	-
<b>Total Financial Assets</b>	<b>3,619,407</b>	<b>2,896,717</b>
<b>Financial Liabilities</b>		
Borrowings	10,067	-
Trade & Other Payables	787,428	655,352
Other Liabilities	1,069,646	1,417,600
<b>Total Financial Liabilities</b>	<b>1,867,141</b>	<b>2,072,952</b>



	2019	2018
<b>9. Property, Plant &amp; Equipment</b>		
<b>Plant &amp; Equipment</b>		
Plant & Equipment	94,146	94,196
Less: Accumulated Depreciation on Plant & Equipment	(83,357)	(80,485)
<b>Total Plant &amp; Equipment</b>	<b>10,789</b>	<b>13,711</b>
<b>Motor Vehicles</b>		
Motor Vehicles	507,137	515,937
Less: Accumulated Depreciation on Motor Vehicles	(328,371)	(243,245)
<b>Total Motor Vehicles</b>	<b>178,766</b>	<b>272,692</b>
<b>Buildings &amp; Leasehold Improvements</b>		
Buildings & Leasehold Improvements	90,325	78,150
Less: Accumulated Depreciation on Buildings & Leasehold Improvements	(73,854)	(42,489)
<b>Total Buildings &amp; Leasehold Improvements</b>	<b>16,471</b>	<b>35,661</b>
<b>Total Property, Plant &amp; Equipment</b>	<b>206,026</b>	<b>322,064</b>

	2019	2018
<b>Reconciliation of Property, Plant &amp; Equipment</b>		
<b>Property, Plant &amp; Equipment</b>		
Opening Balance	322,064	468,090
<b>Additions</b>		
Assets Donated in Kind	-	5,000
Assets Purchased During the Year	12,175	11,425
<b>Total Additions</b>	<b>12,175</b>	<b>16,425</b>
<b>Disposals</b>	<b>(3,390)</b>	<b>-</b>
<b>Total Property, Plant &amp; Equipment</b>	<b>330,849</b>	<b>484,515</b>
<b>Depreciation Expense</b>	<b>(124,823)</b>	<b>(162,451)</b>
<b>Total Reconciliation of Property, Plant &amp; Equipment</b>	<b>206,026</b>	<b>322,064</b>

	2019	2018
<b>10. Intangibles</b>		
Intangibles	39,000	39,000
Less: Accumulated Amortisation on Intangibles	(20,000)	(20,000)
<b>Total Intangibles</b>	<b>7,000</b>	<b>19,000</b>

Intangible assets consist of software licences registered in the Company's name which were purchased by Kimberley Individual Family Support Association (KIFSA) and donated in kind.

	2019	2018
<b>Reconciliation of Intangibles</b>		
Opening Balance	19,000	31,000
Additions	-	-
Disposals	-	-
Amortisation Expense	(12,000)	(12,000)
<b>Total Reconciliation of Intangibles</b>	<b>7,000</b>	<b>19,000</b>

	2019	2018
<b>11. Borrowings</b>		
<b>Current</b>		
Credit Card Liabilities	10,067	-
<b>Total Current</b>	<b>10,067</b>	<b>-</b>
<b>Total Borrowings</b>	<b>10,067</b>	<b>-</b>

	2019	2018
<b>12. Trade &amp; Other Payables</b>		
Trade Payables	559,060	458,515
Other Creditors & Accruals	228,368	196,837
<b>Total Trade &amp; Other Payables</b>	<b>787,428</b>	<b>655,352</b>

	2019	2018
<b>13. Other Liabilities</b>		
<b>Current</b>		
Grant Received in Advance	814,923	1,238,312
Unexpected Grants	254,723	179,288
<b>Total Current</b>	<b>1,069,646</b>	<b>1,417,600</b>
<b>Total Other Liabilities</b>	<b>1,069,646</b>	<b>1,417,600</b>

	2019	2018
<b>14. Provisions</b>		
<b>Current</b>		
Annual Leave	243,856	159,327
Personal Leave	50,949	31,121
<b>Total Current</b>	<b>294,805</b>	<b>190,448</b>
<b>Non-Current</b>		
Long Service Leave	89,428	47,657
<b>Total Non-Current</b>	<b>89,428</b>	<b>47,657</b>
<b>Total Provisions</b>	<b>384,233</b>	<b>238,105</b>



	2019	2018
<b>15. Reserves</b>		
<b>Special Purpose Reserve</b>		
Special Purpose Reserve - LWB Gifting	5,000	5,000
<b>Total Special Purpose Reserve</b>	<b>5,000</b>	<b>5,000</b>
<b>Total Reserves</b>	<b>5,000</b>	<b>5,000</b>

	2019	2018
<b>16. Auditor Remuneration</b>		
Audit and review of financial statements	18,900	18,000
Other fees and charges	1,309	3,213
<b>Total Auditor Remuneration</b>	<b>20,209</b>	<b>21,213</b>

## 17. Leases

The Company's future minimum operating lease payments are as follows:

	2019	2018
<b>Minimum Lease Payments Due</b>		
Within 1 year	371,635	141,800
1 to 5 years	678,382	94,428
After 5 years	-	-
<b>Total Minimum Lease Payments Due</b>	<b>1,050,017</b>	<b>236,228</b>

## 18. Contingent Liabilities

There are no contingent liabilities that have been incurred by the Company during the financial year ended 30 June 2019 or at the date of this report.

## 19. Related Party Transactions

The Company's related parties include its key management personnel and related entities. Unless otherwise stated, none of the transactions incorporate special terms and conditions and no guarantees were given or received. Outstanding balances are usually settled in cash.

### Interest in Contracts

No contracts have been entered into with related parties during the financial year.

### Transactions with Related Parties

Sarah Kay who is employed as a Human Resource Advisor in Broome is related to the Chief Executive Officer. She is paid at normal commercial rates and her contract of employment was approved by the Board.

## Transactions with Key Management Personnel

Key management represent executive members of the Board of Directors of the Company including the Chief Executive Officer. Remuneration of key management personnel for the financial period includes the following expenses:

	2019	2018
<b>Remuneration</b>		
Short term employee benefits	141,069	138,154
Long term employee benefits	4,633	2,170
<b>Total Remuneration</b>	<b>145,702</b>	<b>140,324</b>

## 20. Capital management policies and procedures

Management controls the capital of the Company to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised. The Board and management ensure that the overall risk management strategy is in line with this objective. The Company's capital consists of financial liabilities, supported by financial assets. Management effectively manages the Company's capital by assessing the Company's financial risk and responding to changes in these risks and in the market.

## 21. Capital commitments

The Company has no capital commitments in relation to the financial year ended 30 June 2019.

## 22. Post-reporting date events

No adjusting or significant non-adjusting events have occurred between the reporting date and the date of authorisation.

## 23. Member's guarantee

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum \$10 each towards meeting any outstanding obligations of the entity. At 30 June 2019, the total amount that members of the Company are liable to contribute if the Company wound up is \$50 (2018:\$50).



# AUSTRALIAN AUDIT

DIRECTORS:  
ROBERT CAMPBELL CA, CPA, RCA, MSW  
VIRAL PATEL CA, CPA, FCCA (UK), RCA  
ALASTAIR ABBOTT CA, RCA, M.FORENSIC ACCOUNTING

## AUDITOR'S INDEPENDENCE DECLARATION

To the Board of Directors of Far North Community Services Ltd

In relation to our audit of the financial report of Far North Community Services Ltd for the year ended 30 June 2019, to the best of my knowledge and belief, there have been:

- No contraventions of the auditor independence requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Corporations Act 2001* in relation to the audit; and
- No contraventions of any applicable code of professional conduct in relation to the audit



**Robert John Campbell, CA CPA**  
Registered Company Auditor number 334773  
**Director**  
**Australian Audit**  
Perth, Western Australia

**Dated: 31 October 2019**

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# AUSTRALIAN AUDIT

DIRECTORS:  
ROBERT CAMPBELL CA, CPA, RCA, MSW  
VIRAL PATEL CA, CPA, FCCA (UK), RCA  
ALASTAIR ABBOTT CA, RCA, M.FORENSIC ACCOUNTING

## INDEPENDENT AUDITOR'S REPORT

To the members of Far North Community Services Ltd

### Report on the Audit of the Financial Report Opinion

We have audited the financial report of Far North Community Services Ltd (the Company), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

In our opinion, the accompanying financial report of Far North Community Services Ltd is in accordance with the requirements of Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- giving a true and fair view of the company's financial position as at 30 June 2019 and of its performance for the year then ended; and
- complying with Australian Accounting Standards - Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and the Australian Charities and Not-for-profits Commission Regulation 2013

### 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 auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial 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.

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### Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the *ACNC Act*. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a 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 directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors 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 Australian Auditing Standards, we exercise professional judgment 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 directors.
- Conclude on the appropriateness of the directors' 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 directors 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 our audit.

### Report on Other Legal and Regulatory Requirements

In our opinion, Far North Community Services Ltd has complied with 60-30(3)(b), (c) and (d) of the *ACNC Act*:

- by providing us with all information, explanation and assistance necessary for the conduct of the audit;
- by keeping financial records sufficient to enable a financial report to be prepared and audited; and
- by keeping other records required by Part 3-2 of the *ACNC Act*, including those records required by Section 50-5 that correctly record its operations, so as to enable any recognised assessment activity to be carried out in relation to the entity.



**Robert John Campbell, CA CPA**

Registered Company Auditor number 334773

**Director**

**Australian Audit**

Perth, Western Australia

**Dated: 31 October 2019**



# Annual Report 2018/19

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