

A black and white photograph of two men sitting side-by-side. They are both wearing white long-sleeved shirts and black face masks. The man on the left has dark, wavy hair and is looking directly at the camera. The man on the right has straight hair and is also looking at the camera. The background is a plain, light-colored wall. The image is partially overlaid by a green vertical bar on the left side, which contains the text 'ANNUAL REPORT 2020'.

ANNUAL REPORT 2020

**GLENELG &
SOUTHERN
GRAMPIANS LLEN**



The Glenelg and Southern Grampians LLEN acknowledges the Gunitjmarra people, on whose land we conduct the business of the LLEN. GSGLLEN respectfully acknowledges their Elders, past, present and emerging. We also acknowledge the Traditional Custodians and their Ancestors of the lands and waters across Victoria where we conduct our business

CHAIR REPORT

As with the rest of the world, 2020 saw a period of uncertainty for the Glenelg and Southern Grampians LLEN. It was important from a committee perspective that we maintained our strategic direction to continue our focus on inclusion and support for the most vulnerable young people within our communities, in addition to improving the career pathways for our students. Given the significant impact of COVID it was even more crucial to adhere to our plan. More than ever COVID exposed existing inequities and increased the breadth of vulnerability across the region.

The impacts of COVID have been far reaching, and unfortunately young people have felt the true brunt of the pandemic, they are the generation who have lived through remote learning, and have felt the impact on the economy with many working in the sectors, hardest hit, in this time. Without considerable collaboration, work and local based solutions young people and the communities they live in will face the impacts for many years to come. The GSGLLEN has been extremely nimble and innovative to recognise and address the needs as they arose,

implementing local strategies and leading a number of regionally based groups to identify collaborative strategies to address these impacts and to advocate for further supports. It has also provided most of its planned programs, often utilising flexible, innovative, and exciting formats.

I would like to congratulate the staff on an exceptional year responding to these challenging times with extreme care, passion, and a willingness to learn. A special thanks to Anne for always being supportive and leading the GSGLLEN in such a nurturing way.

Thank you to our committee who as always have demonstrated their commitment to the LLEN and work extremely hard to plan and monitor our LLEN performance and to the other members of the Executive Committee; David and Sarah for their leadership, financial stewardship and support.

I would like to thank the retiring members of the committee this year and wish them the best for the future.



- Lee-Anne Nelson
Chair

Executive



Lee-Anne
Nelson
Chair



Sarah Franks
Deputy Chair



David Stafford
Treasurer

Committee of Management Members



Ursula Murphy



Rose Wombwell



Rowena Wylie



Paul Drew



Cathryn Walder



Michelle Kearney



Ann Kirkham



Jody Duckworth



Anna Impey



Lisa Grayland



Jane Young

EO REPORT

Oh, the best laid plans! Who could have predicted that a global pandemic would come out of nowhere and turn them upside down in 2020?

Remote learning, working from home, cancellation of face to face meetings and key events, missing your colleagues and partners, the fear of the unknown and the dreaded face masks! All this coupled with significant stress and worry for the wellbeing of your friends and loved ones! But through it all we experienced a renewed community spirit, selfless acts of kindness and probably a re-calibrating of what is really important!

On a professional level, the LLEN pivoted on a sixpence, making every effort to ensure that the activities and programs to support pathways for young people could continue throughout the year. We very quickly built our online capacity to provide online career and pathway options for students. We modified our existing plans, provided additional support to schools in this very challenging time, and offered a number of important programs to support the well being and resilience of students in our region.

In partnership with other agencies, we participated in, and shared our expertise with, other community sector organisations to build our information technology capacity and became quite the experts in Zoom and Microsoft Teams. Our staff team, while juggling working from home, family commitments and home learning managed to excel in their efforts by providing a range of innovative school/business partnerships and despite the challenges of numerous business closures and restrictions, managed to place over 84 young people into quality work placements and school-based apprenticeships and traineeships. As a team we kept in touch through daily virtual coffee catch ups and weekly Friday debriefs which kept us sane and on track. On behalf of you all, I would like to thank our fabulous staff who have worked tirelessly with grace and enthusiasm to achieve the excellent results of the LLEN in 2020; Marg, Janelle, Scott, Lilja and Tiana. I am so proud to lead this wonderful, hardworking and professional team! Thank you.

2020 ANNUAL REPORT

I also wish to thank our committee of management, and in particular our executive committee; Lee Anne, David and Sarah for their strategic leadership and support which has never been more evident, and welcome, than in these challenging times.

As we progress into a less stressful world in 2021, we will use our renewed skills, technologies and ways of working developed during COVID, to maintain our valued partnerships with schools, industry and community, to continue our collective work to improve the opportunities and pathways for the young people in Glenelg and Southern Grampians region. Thank you to all our partners who have worked with us in this journey.



**- Anne Murphy
Executive Officer**

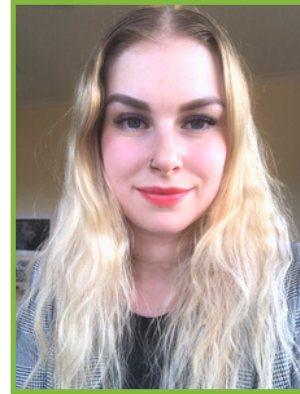


OUR STAFF

Across the region



Executive Officer
Anne Murphy

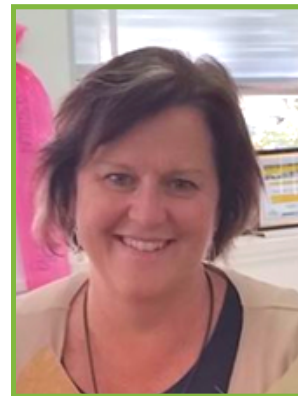


Youth Leadership Co-ordinator
Natasha Kohlman

Hamilton



Pathways Broker
Marg Wagner



SWL Coordinator
Janelle Tooley

Portland



Pathways Broker
Tiana Richardson



SWL Coordinator and Finance Officer
Scott Taylor

PIVOTING OUR WORK

WORKING REMOTELY

**BUILT STAFF IT CAPACITY AND
KNOWLEDGE**

**NEW HEALTH AND
WELLBEING PROGRAMS
FOR STUDENTS**

**ADDITIONAL VCAL
SUPPORT
FOR SCHOOLS**

**STRONG OUTCOMES
DESPITE COVID**

2020 VIRTUAL DELIVERY

**MAINTAINED TEAM
SUPPORT**

LLEN WORK IN A COVID WORLD

THE past year proved the team of the GSGLLEN were adaptable, innovative and resilient!

At the start of 2020, staff were busy planning a year full of face-to-face activities under the new DET contract, setting up numerous SWL placements and learning to navigate the new Event section of the SWL portal.

By mid-March all workers in Australia had been directed to work from home where possible and with LLEN staff no different, we packed up our laptops, keyboards and even desk chairs from our respective offices in Portland and Hamilton. From there home offices were set up with optimistic hopes of being back at work offices in a month or so.

Well, hindsight now gives us the ability to know that a month or so turned into most of 2020!

While it felt frustrating to not be able to work face-to-face, the LLEN team got on with their work and through great teamwork and learnings from our partners and networks, we quickly pivoted to deliver online and remotely where possible. We went from Zoom novices to fairly competent within a short time frame! And what we didn't know we asked and were able to troubleshoot together.

By May we were running career webinars and were able to reach students and families across the state that we wouldn't have normally been able to work with. We continually learnt and adapted to the online world and used each other as sounding boards and guinea pigs!

We were also able to share unique career information sessions to our region's students run by different LLEN's across Victoria, which wouldn't have been possible in a pre-COVID world.

Staff were able to deliver these amazing outcomes all while juggling their own home lives, which included for some staff supervising remote learning for their children, maintaining a good work life balance and supporting their own and their family's mental health.

While LLEN staff were still able to deliver the huge range of differing careers events and SWL opportunities, it was the congeniality and teamwork that really stood out.

An online coffee catch up was scheduled for 11am each morning to replace the in-person office banter, there were regular Friday evening Zoom sessions to maintain social connection and the team even managed to celebrate two 50th birthday during lockdowns.



PATHWAYS BROKERS

Click Onto Your Career

Click Onto Your Career was a GSGLLEN initiative in response to Covid and the shift to Remote Learning during Term 2, 2020.

Students across Victoria were forced to learn from home and the delivery of all education programs, including delivery of Career and Pathways information, shifted to online platforms including webinars via Zoom and Webex.

National Careers Week during May 2020 included a broad range of opportunities for students however our aim was to coordinate and conduct a range of localised online career related opportunities to the students and parents in our regions engaging a cross section of workers from education, employment, industries and services.

Click Onto Your Career was delivered as a four part series of webinars:

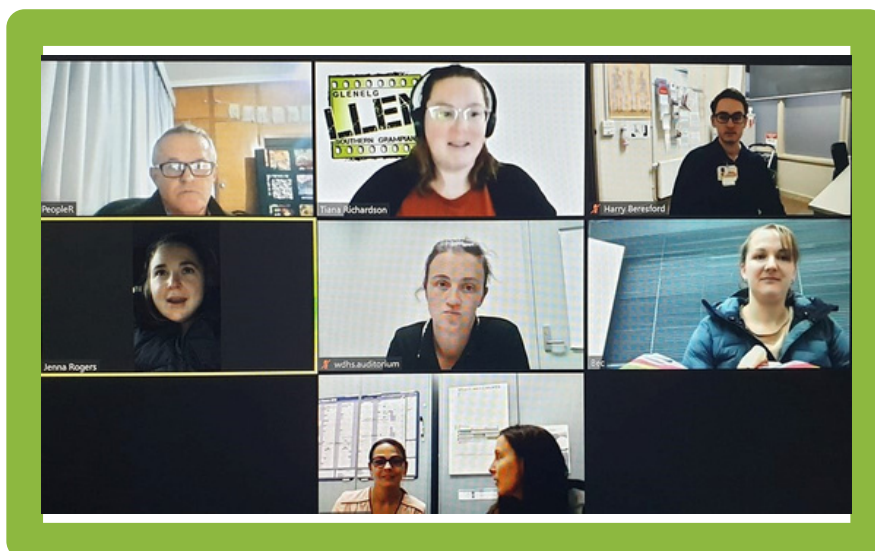
1. “Unjumbling the Jargon” aimed to explain what all those acronyms mean and where they fit on your career pathway – SWL, VCAL, VCE, VETDSS, VET, SBAT and to develop a deeper understanding of the opportunities that are the stepping stones on the pathway through school into the workforce.

Fifteen attendees gained greater clarity to inform their pathway options.

2. “Key Note Presentation by Alex Snow”, Foundation for Young Australians, who talked about the changing nature of work; the skills young people need to succeed and some of the work opportunities available in South West Victoria. There were 22 attendees.

3. “Spotlight on Health Careers” featured a number of workers from the health industry, including clinical and non-clinical staff, giving a taste of some the career opportunities within the industry as well as local training opportunities. Twenty-five attendees gained a greater insight into the industry.

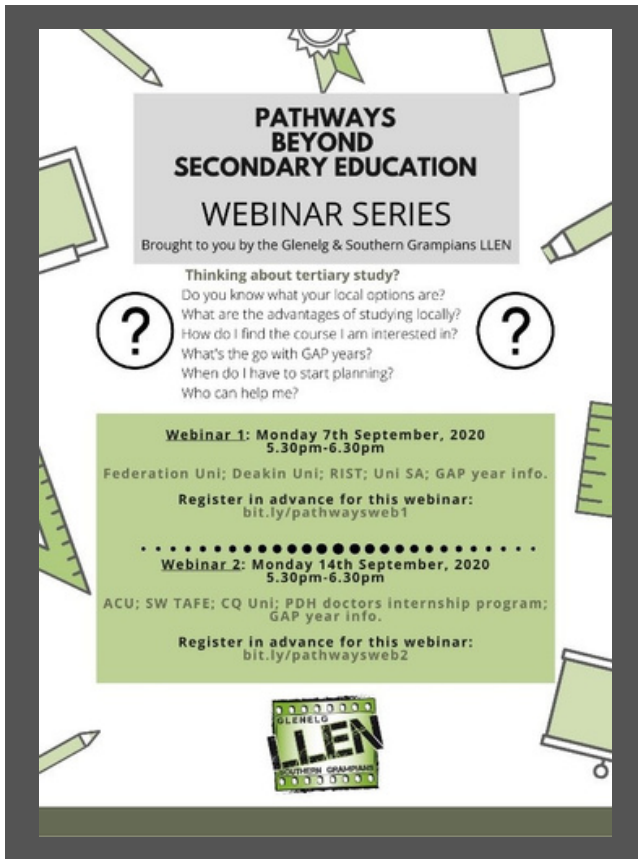
4. “Careers in Ag – more than just cows and bulls” engaged a number of industry representatives from the agriculture (and horticulture) sector who spoke about a broad range of career opportunities. The speakers shared their career journey story, provided some insight into their particular field and described the types of jobs and careers that the industry includes, including local training options. There were 30 attendees.



LEFT: Guest speakers at the Spotlight in Health Careers webinar gave a wonderful insight into the varied roles available in the field

PATHWAYS BROKERS

Pathways Beyond Secondary Education webinar series



Our students were unable to attend University Open Days in person due to COVID so the GSGLLEN responded by bringing all local tertiary providers together for this two-part webinar series which was held in September, 2020.

Our aim was to build the aspiration of local young people, create an awareness of what's available locally and the advantage of studying locally.

Providers were able to clarify supports on offer, discuss any special considerations in relation to COVID, and outline the timeline of decision making (when do I decide, which subjects do I choose, how can I find more information, etc). The session also included discussion about the pros and cons of taking a gap year.

Across both webinars there were 39 people in attendance.

Here and Now First Job Webinar

After initial consultation with schools in early 2020, a session to help support students aged 15 and over to secure their first job was identified as a need. This turned into an online webinar and in December 2020 we had Michael Absalom from the Jobs and Skills Centre and Kathryn Parsons from WDEA Works share their knowledge on landing your first job.



PATHWAYS BROKERS

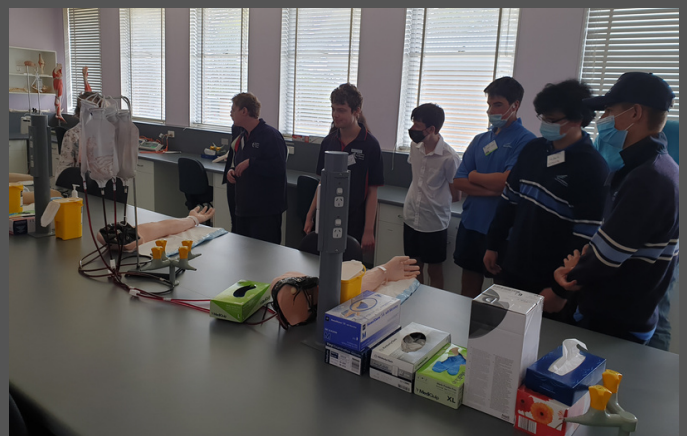
Passport 2 Employment in Southern Grampians

Passport 2 Employment (P2E) is a program to prepare, support and assist students with a disability or multiple barriers for the transition into life after school. This eight-week program is one of the most highly valued programs offered by the Pathways Brokers, and its delivery was severely impacted by Covid in 2020. The group of students – five from Balmoral K-12 Community College, three from Hamilton Parklands School and two from Baimbridge College, were eager for the opportunity to participate after what had been a tough three terms of learning from home or at school with restricted flexibility, and so it was masks on and full steam ahead!

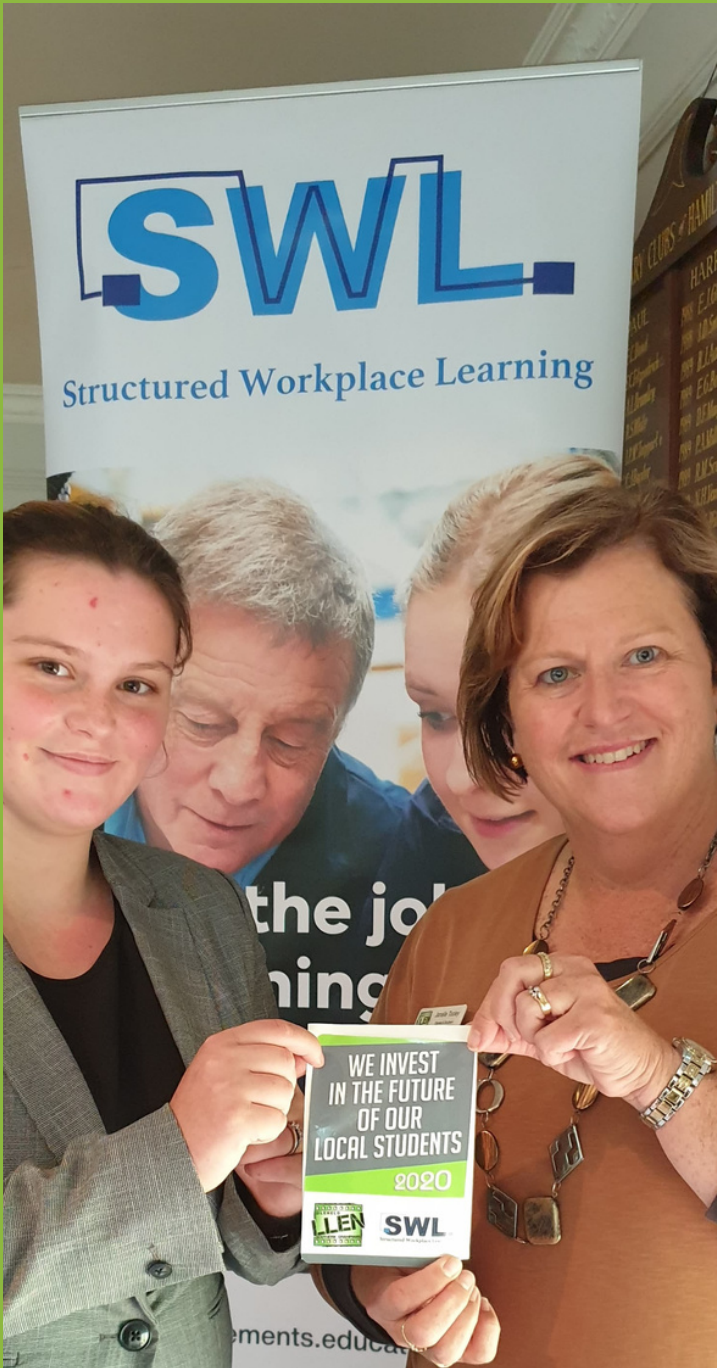
With significant modification to the schedule and facilitation arrangements the Passport 2 Employment program went ahead in Hamilton during Term 4. Our major partner was the Southern Grampians Shire Council with various organisations and individuals engaging in the delivery in our new Covid-way.

Covid-safe practises included remaining in one venue for six of the eight sessions with facilitators coming to the group rather than vice versa; engaging a catering company to provide the meal for the graduation; wearing of masks and use of hand sanitizer; altering the activities to limit any physical contact (eg no 'hand shake' lesson); increased cleaning routines and plenty of social distancing without compromising the integrity of the program.

Because of the persistence and determination to make the program happen despite the Covid-related restrictions, the 2020 P2E program proved to be the best ever!



STRUCTURED WORKPLACE LEARNING



The Structured Workplace Learning program is focused on supporting our senior secondary students with work placements to support their VCE, VCAL and VET studies and was certainly impacted by COVID 19 throughout 2020.

However after the initial shock of how to move forward without the ability to engage with employers and have students out on placement, we were able to focus our support to the students in our region that were dependent on placements to achieve their study outcomes, particularly those in Year 12 and looking ahead as school leavers. We were able to engage with employers that were still trading and negotiate opportunities that were in place. We connected the students by phone in order to be able to jump into action once restrictions were lessened.

Despite the challenges of 2020 we were still able to finish the year with a total of 84 placements.

During Term 4 there was a huge request from students going forward in 2021 wanting to ensure they were ready to commence placements as soon as the year started to ensure they didn't miss out!

In order to recognize all of our wonderful Host Employers who supported the local youth providing quality work placements throughout the year, the LLEN designed of a "sticker" that allows the business to display their support for the young people in our region. Look out for these employers who support pathways for local youth!

SWL CASE STUDY

Maddi Beveridge

Janelle first connected with Maddi Beveridge during the 2018 Passport 2 Employment (P2E) program.

Maddi was in Year 9 at Baimbridge College at the time and very quiet and unsure about her career pathway aspirations, but embraced the program and graduated successfully. Maddie continued to engage in opportunities offered following the program, such as volunteer waiting at a Shire Community event, she undertook Work Experience at The Rox Café in Hamilton and even went on and gained a job at McDonalds when she turned 15 years old!

Janelle supported Maddi with arranging a Structured Workplace Learning (SWL) placement that would complement her school VET studies in hospitality with Eventide Aged Care Facility in the food services where she commenced at the beginning of 2020 undertaking her placement each Tuesday as a VCAL student.

Maddi received a great review from the kitchen staff for not only her ability but also her work ethic and compassion, but then COVID-19 restrictions came and we were unable to continue the placement due to the risk in Aged Care facilities.

Maddi then required a new placement which was becoming increasingly difficult to find as the pandemic escalated, but Nat Kalms, owner of the local Java Jive Mobile Coffee business was happy to give Maddi an opportunity.

This placement turned out to be a perfect match as Maddi flourished and found a flair for Barista work, and Nat embraced Maddi's enthusiasm and commitment to her work. COVID restrictions then forced schools into remote learning and hence unable to have students "placed" under the SWL Arrangement due to the risk. Instead Nat negotiated casual employment with a full COVID plan, with Maddi to fit in around her studies to ensure her skills would continue to build.

By the end of 2020 Maddi was undertaking additional work at events as the Java Jive work started to rebuild after COVID restrictions lifted and was also supported by Nat with building her hours as a Learner Driver.

By the end of 2020 Maddi was undertaking additional work at events as the Java Jive work started to rebuild after COVID restrictions lifted and was also supported by Nat with building her hours as a Learner Driver.

Maddi is now undertaking 2 days per week as SWL Placement as she has successfully completed her Cert II in Kitchen Operations, and has been offered a position with Java Jive upon completion of her secondary schooling this year. She has also recently successfully obtained a part time position with Eventide Food Services for the Dinner hours which will compliment her work with Java Jive going forward as a school leaver. Well done Maddi!

Nat is to be commended for her support as not only a Host Employer but wonderful Mentor to the young people she supports in the region with work placements.



“Offering an opportunity to a student allows me to meet wonderful people like the ever reliable, eager and easy to please Maddi, who has just been wonderful for my business”

- Nat Kalms, Host Employer

SWL CASE STUDY

Caleb Creasey

Kempe Engineering were looking to recruit a new apprentice to add to their workshop.

To assist in recruiting the right person, Robert Logan from Kempe met with Glenelg SWL Coordinator Scott Taylor to work out a plan.

After discussion it was decided to make 2 positions available as a Structured Work placement to see if there was a “best fit” for the role.

Scott the opportunities to all Glenelg schools and the GSGLLEN received 4 applications from students wishing to apply.

After being interviewed, two placements were appointed with the successful candidates having completed work experience in the past. This proves beyond any doubt the value of work experience for any students who were in doubt of their value!

Robert Logan of Kempe Engineering stated that **“SWL placements are a good way of deciding who makes a good fit for our business, it allows us to see how these students are in the workshop”**

The work placements were completed just before Christmas 2020. As a result of his placement Caleb Creasey was offered an apprenticeship with Kempe. Caleb has commenced his apprenticeship and is currently working hard at building his skills and his supervisors are full of praise. We wish him well for the future!



YOUTH LEADERSHIP



"Future Leaders brought forward a series of guests to speak with us online, each one bringing us different perspectives and ways of life but all with one trait in common. To inspire us!"
JADE BEATTIE, 2020 Future Leader

As with most plans for 2020, Future Leaders didn't proceed quite as expected. Instead we launched into what has been discussed at our "Future World of Work" sessions in the past and moved the program to a virtual delivery format (a few years earlier than expected!)

It's been an amazing journey, with 22 sessions, brilliant presenters, in depth discussions and immense personal development experienced by all involved, all during a time which has been incredibly disruptive, challenging and also empowering and inspirational!

Every fortnight or so, this inspirational group of students have met virtually, sometimes to share in the knowledge and experience of presenters, local leaders and sometimes just to catch up, explore ideas and share study gripes and tips!

Thank you to the Sponsors, presenters, schools and parents for all their support in what has been a very different year. We greatly appreciate the opportunity to deliver the Future Leaders Program and continuing to support our local students and our community.

MAJOR SPONSORS



FUTURE LEADERS IS COORDINATED BY



GOLD AND SILVER SPONSORS



YOUTH LEADERSHIP

Farewell Lil!



After four years working with the LLEN as the Future Leaders Co-ordinator, Lilja Sigurpals has moved to other employment with Glenelg Shire in early 2021. We thank her for her passionate support for the program and wish her well for her future endeavours!

CONGRATULATIONS!



"I'm grateful for this year's Future Leaders program because I was able to have fun and expanded my knowledge on a wide range of areas such as the local community, future of jobs and personal growth.." TINA BOYER, 2020 Future Leader



In 2020, GSGLLEN in partnership with schools, community, industry and Southern Grampians shire council, commenced planning for a youth leadership and industry mentoring program for local Year 11 students based on Future Leaders to commence in 2021. Thanks to all who have helped this program come into fruition!

REGIONAL WORK

GREAT SOUTH COAST REGIONAL PARTNERSHIP

As part of her role as a member of the Regional Partnership, our Executive Office has been instrumental in the establishment of two local working groups designed to address the impact of COVID 19 on the opportunities and well being of young people across the Great South Coast: Careers, Pathways and Employment and the Youth Engagement and Participation groups comprise of over 40 key stakeholders, community members and young people from across the region.

These groups established in Mid-2020, have been working tirelessly to identify key gaps and strategies to improve the well-being and opportunities for young people across the region.

Successes include a successful HEY grant for "Gender Free Haircut Clubs" across the region to provide safe and supportive environments for members of the LGBTIQ+ community to receive an experience aligning with their gender. By building capacity of our industry partners we build

multiple safe gender affirming spaces for young LGBTIQ+ people in our rural region. The group has also prioritised an environmental scan of the region to map the existing services for young people across the region as well as devised strategies for advocacy for local youth needs. The careers, pathways and employment group has developed a survey of all agencies across the region who provide careers and employment services to identify current gaps in provision for our young people.

NAVIGATOR PROGRAM

In partnership with Anglicare Victoria and neighbouring Local Learning and Employment Networks in the Wimmera South West Region, GSGLLEN has heavily supported the roll out of the Navigator program in our region. Two navigator staff, Ellen Gannon and Kate Milne, are based in our region providing intense case management support for students aged 12-17 who have less than 30% attendance.

While still relatively a new program, which commenced in the middle of COVID, they have provided significant support to 112 students in the Wimmera South West (including 41 from our region) facing barriers to school engagement. Despite the impact of COVID restrictions, numbers have grown significantly during the period.

BEYOND THE BELL

GSGLLEN has continued its strong support for Beyond the Bell, with greater emphasis on the implementation of local projects in our region. We have been a strong contributor to projects initiated in our region including the Stepping Stones to School project, including participation on the steering group and executive, in addition to supporting the roll out of the project into other shires; Corangamite, Moyne and Southern Grampians through the Positive Transition to School. GSGLLEN are heavily supporting the commencement of the “Superheroes” animation project which aims through the development and distribution of an engaging animated film to build awareness of the developmental milestones of children to support their readiness and transition in the early years. This project is well underway with the film to be developed by the end of 2021.

We are a regular participant in the Project Control Group of the Youth Conversations Project, a comprehensive research project to hear the challenges and opportunities of the region as determined by over 700 young people across the Great South Coast.

In partnership with other key stakeholders we have been instrumental in driving the “Early Disengagement from Primary School” research in participation with all primary schools in Glenelg.

This research identified the extent of disengagement in the region and identified the current strategies implemented by local schools to address the issue. The project is currently investigating other funding sources to implement phase two of the project where we will hear the views of families and students as to the causes of disengagement, and to develop a local strategy to address the issues.



FINANCIALS

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

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GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
COMPREHENSIVE INCOME STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 \$	2019 \$
INCOME			
Revenue	8	651,563	517,465
EXPENDITURE			
Depreciation expenses	8	(4,409)	(5,291)
Employee benefits expense	8	(396,293)	(368,283)
Other expenses	8	(158,008)	(207,059)
		<hr/>	<hr/>
		92,853	(63,168)
Comprehensive Income		<hr/> <hr/>	<hr/> <hr/>
		92,853	(63,168)

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	2	539,821	721,434
Accounts Receivable		30,370	65,446
TOTAL CURRENT ASSETS		570,191	786,880
NON-CURRENT ASSETS			
Property, Plant and Equipment			
Motor vehicles		21,164	21,164
Less: Accumulated depreciation		(21,164)	(16,755)
		-	4,409
Total Property, Plant and Equipment		-	4,409
TOTAL NON-CURRENT ASSETS		-	4,409
TOTAL ASSETS		570,191	791,289
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables		3,806	993
Grants Received in Advance	3	-	287,670
Short Term Employee Benefits		51,311	52,698
GST & PAYG Payable		6,885	39,775
Accrued expenses		24,027	18,294
TOTAL CURRENT LIABILITIES		86,029	399,430
Non-Current Liabilities			
Long Term Employee Benefits		9,125	9,674
TOTAL NON-CURRENT LIABILITIES		9,125	9,674
TOTAL LIABILITIES		95,154	409,104
NET ASSETS		475,037	382,185
MEMBERS FUNDS			
Retained surplus		475,037	382,185
TOTAL MEMBERS FUNDS		475,037	382,185

The accompanying notes form part of the financial statements

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 \$	2019 \$
Accumulated Funds 1 January		382,185	445,353
Comprehensive Result		92,853	(63,168)
Accumulated Funds 31 December		<u>475,037</u>	<u>382,185</u>

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 \$	2019 \$
Cash Flow From Operating Activities			
Receipts from funding body and customers		398,367	764,377
Payments to Suppliers and Employees		(547,692)	(576,648)
Interest received		602	2,047
Net GST paid		(32,890)	15,998
Net cash provided by/(used in) operating activities	4	<u>(181,613)</u>	<u>205,774</u>
Net increase/(decrease) in cash held		(181,613)	205,774
Cash at the beginning of the year		721,434	515,660
Cash at the end of the year	2	<u>539,821</u>	<u>721,434</u>

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

Note 1. Summary of Significant Accounting Policies

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 (Vic). The Committee has determined that the Association is not a reporting entity.

The financial statements have been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of these financial statements.

(a) Income Tax

The Association is exempt from income tax under Section 50-10 of the Income Tax Assessment Act.

(b) Property, Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses. The carrying amount of plant and equipment is reviewed annually by management to ensure it is not in excess of the recoverable amount from these assets.

Depreciation - The depreciable amount of all fixed assets is depreciated on a straight-line basis over their useful lives commencing from the time the asset is held ready for use.

(c) Impairment of Assets

At the end of each reporting period, the association reviews the carrying value of its tangible and intangible assets to determine whether there is any indication that those assets may be impaired.

(d) Employee Benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for long service leave not expected to be settled within 12 months of the reporting date are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and year's of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Portable Long Service Leave

Employees entitled to the portable long service leave scheme will have their Long Service Leave entitlement held by the scheme from 1 November 2019.

(e) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less and bank overdrafts.

(f) Superannuation

The Association contributes employer superannuation on behalf of permanent employees receiving greater than \$450 per month. The Association is not legally obligated to contribute greater than 9.5% superannuation guarantee levy.

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
A.B.N. 31 982 647 933
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

Note 1. Summary of Significant Accounting Policies (cont.)

(g) 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.

(h) Revenue and Other Income

The Association has applied AASB 15: Revenue from Contracts with Customers (AASB 15) and AASB 1058: Income of Not-for-Profit Entities (AASB 1058) using the cumulative effective method of initially applying AASB 15 and AASB 1058 as at 1 July 2019. Therefore the comparative information has not been restated and continues to be presented under AASB 18: Revenue and AASB 1004: Contributions.

Operating Grants, Donations and Bequests

When the Association receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Association:

- identifies each performance obligation relating to the grant
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards;
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from contract with customer)
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Capital grants

When the Association receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The association recognises income in profit or loss when or as the association satisfies its obligations under the terms of the grant.

Interest Income

Interest income is recognised using the effective interest method.

(i) Leases

At inception of a contract, the Association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and corresponding lease liability are recognised by the Association where the Association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Association uses the incremental borrowing rate.

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NOTES TO THE FINANCIAL STATEMENTS
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(i) Leases (cont.)

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentive;
- variable lease payments that depend on an index or rate, initially measured using the index or the rate at the commencement date;
- the amount expected to be payable by the lessee under the residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

All leases held by the Association are either short term or low value leases. Leases are disclosed under Note 6.

	2020 \$	2019 \$
Note 2. Cash and Cash Equivalents		
Cash At Bank	413,217	655,231
Petty Cash Float	509	656
Investment - Term Deposit	126,095	65,547
	539,821	721,434

Note 3. Income in Advance

DET Grants	-	281,430
Other Income	-	6,240
	-	287,670

Note 4. Cash Flow Information
Reconciliation of Cash Flow from Operations with Profit from Ordinary Activities

	2020 \$	2019 \$
Profit/(loss) for the year	92,853	(63,168)
Depreciation	4,409	5,291
Changes in assets and liabilities:		
(Increase)/decrease in accounts receivable	35,076	(38,711)
Increase/(decrease) in trade creditors and accruals	(24,345)	13,171
Increase/(decrease) in income received in advance	(287,670)	287,670
Increase/(decrease) employee entitlements	(1,936)	1,521
	(181,613)	205,774

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NOTES TO THE FINANCIAL STATEMENTS
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Note 5. Contingent Assets and Liabilities

The Association has no contingent asset or liabilities at balance date.

Note 6. Leasing Commitments

Payable - minimum lease payments:
 - not later than 12 months

	17,125	16,144
	17,125	16,144

Note 7. Events after the Reporting Period

The Committee is not aware of any events which have occurred subsequent to reporting date which would materially affect the financial statements as at 31 December 2020.

Note 8. Detailed Income Statement for the year ended 31 December 2020

	2020	2019
	\$	\$
Income		
Operational Grants	402,043	344,545
Future Leaders of Industry	40,005	10,000
Local projects	114,972	153,801
COVID19 Cashflow Boost	92,140	-
Interest	603	1,479
Other Income	1,800	7,640
Total income	651,563	517,465

Expenses

Other Expenses

Accommodation - Staff	967	2,730
Accounting	6,278	3,540
Administration/Office Expenses	1,491	283
Advertising	-	1,719
Amenities	320	61
Annual General Meeting expenses	1,800	3,430
Audit Services	5,300	5,150
Bank Fees & Charges	299	199
Bad & Doubtful Debts	36	-
Consultancy Fees	1,646	5,755
Donations	777	1,490
Insurance - Contents Insurance	757	721
Insurance - WorkCover	3,643	3,371
Fringe Benefit Tax	2,486	2,487
Newspapers/Publications	981	410
Memberships	4,131	1,523
Meetings & Community Functions	2,184	3,652
Motor Vehicle Expenses	4,140	5,785
Office Rental inc. Cleaning	9,895	11,800
FLOI	12,837	15,114
P2E Evaluation Project	617	7,368

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

Note 8. Detailed Income Statement for the year ended 31 December 2020 (cont.)

	2020	2019
	\$	\$
Projects - KPI	-	4
Projects - SWL Careers	-	1,707
Projects - SWL Program	-	285
Projects - Stepping Stone	52,852	65,030
Projects - Live4Life	2,000	25,889
Projects - P2E	4,957	7,114
Projects - Beyond the Bell (EDP)	15,100	
Projects - Other	4,769	443
Permits, licences & fees	227	1,175
Postage & Couriers	405	619
Printing & Photocopying	360	967
Professional Development & Training	2,410	4,808
Stationary	1,134	398
Telephone/Internet	5,294	6,017
Travel Board	-	42
Travel Staff	4,805	13,875
Web Page	1,110	120
State Network Fees	2,000	2,000
Total Other Expense	<u>158,008</u>	<u>207,059</u>
Employee Benefits Expense		
Salary	328,844	299,862
Salary - Leave Expenses	34,242	37,772
Superannuation	33,207	30,649
Total Employee Benefits Expense	<u>396,293</u>	<u>368,283</u>
Depreciation Expense		
Depreciation - Motor Vehicles	4,409	5,291
Total Depreciation Expense	<u>4,409</u>	<u>5,291</u>
TOTAL EXPENSES	<u>558,710</u>	<u>580,633</u>
Current year surplus/(loss)	<u>92,853</u>	<u>(63,168)</u>

GLENELG & SOUTHERN GRAMPIANS LLEN INC.
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STATEMENT BY MEMBERS OF THE COMMITTEE
~~FOR THE YEAR ENDED 31 DECEMBER 2020~~

The Committee has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies prescribed in Note 1 to the financial statements.

In the opinion of the committee the financial report:

1. Presents a true and fair view of the financial position of Glenelg & Southern Grampians LLEN Inc. as at 31 December 2020 and its performance for the year ended on that date
2. At the date of this statement, there are reasonable grounds to believe that Glenelg & Southern Grampians LLEN Inc. will be able to pay its debts as and when they fall due.

This Statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:


Director


Director

Dated in ~~Hamilton~~ on
~~PERTH~~

9TH MARCH 2020



Glenelg and Southern Grampians LLEN Inc.
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