



Leadership⁺ Plus

ANNUAL REPORT 2020



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Chairman's Report

Dear members, on behalf of the Leadership Plus Board of Directors, I am very pleased to present the Annual Report for 2020.

This year has been very eventful for Leadership Plus. Our main challenge has been to continue providing high quality advocacy services whilst adhering to lockdown restrictions and COVID-19 safety guidelines. The Board together with management developed a new Pandemic Policy to keep everyone safe.

The advocacy services offered by Leadership Plus have made a real difference to the lives of people with disabilities especially during Victoria's lockdown. Leadership Plus has continued to support individuals with their submissions to the Disability Royal Commission and with National Disability Insurance Scheme (NDIS) appeals.

We are happy to report that we have been successful in obtaining funding from the Transport Accident Commission (TAC) to set-up regional peer support groups for TAC clients.

I would like to thank Geoff Southwell and his incredible team for working to ensure

Leadership Plus was one of the first disability advocacy services able to provide remote advocacy.

The Board has welcomed Tiffany Vague and Satu Aho to complement our current Board skills. The Board is committed to seeing Leadership Plus grow and we will be updating our Strategic Plan next year.

My thanks to the Federal Department of Social Services, the Victorian Department of Health and Human Services for providing funding to support people with disabilities.

On behalf of the Board, I would like to express our sincere gratitude to Geoff Southwell for his leadership and our highly dedicated and talented team for their outstanding work this year. I would also like to thank all the Board members for their professionalism and giving up their valuable time to guide and direct the organisation.

My very best of wishes to all our members for their commitment to support us during these trying times.

Robbert Roos
Chairperson

Case Study: Alerting the Disability Royal Commission

Greg was a carer concerned about a family's care practices and needed advice on alerting the Royal Commission to use of chemical constraints. .

Greg found work privately as a live-in carer after recovering from serious illness. James, the middle-aged man he supported, lived in his late mother's home, which was signed over to a family friend.

James had an intellectual disability, autism, and was obese. James was seated in a chair all day, was fed junk food, and was doubly incontinent. He was also given daily psychotropic medication, which kept him sedated, and was not related to a mental health condition.

Greg saw the evidence of neglect and abuse immediately. Through his efforts, Greg helped James learn independent living skills, gain healthy eating habits and exercise, and assisted him to start communicating and socialising.

These efforts were met with some resistance by the

family friend who took over the estate, and it led to a falling out and ultimately an end to the live-in carer arrangement.

Greg knew James's treatment was "criminal", but was unsure how to share his story, or whether it was safe to do so. He feared retribution from the exploitative family member who employed him, and there were also concerns raised surrounding "consent", and the fact that it was James's story to tell, not Greg's.

Through engaging with the available legal resources and after a few conversations with the advocate, it was concluded that a de-identified written submission would be the most appropriate way to tell his story. It was explained that the DRC encouraged carers to share their experiences, as well as individuals with disability.

Greg shared his story with the advocate, who drafted a submission, refined and submitted after Greg reviewed it several times.

Solicitors for the Royal Commission contacted Leadership Plus soon after the submission. Greg's story had grabbed their attention. They were investigating

restrictive practices and the use of chemical restraints, which was a feature of Greg's story.

The solicitors requested further information about the use of the chemical restraints on James and suggested that Greg may be interested in contributing further, possibly as a de-identified witness at a planned public hearing on chemical restraints.

The advocate then liaised with Greg, discussing the use of chemical restraints further and detailing the contact received from the DRC. Greg then agreed to be put in touch with the solicitors and continue his engagement with the DRC.

Greg has been contacted by the solicitors and more information has been gathered, and the case has contributed to this area of the Commission's investigations. Should Greg testify, he is aware of the free independent legal support available.

Chief Executive's Report

In March this year, we moved from a conventional office operation to working completely from home. Everybody in Melbourne had to do the same, but the Leadership Plus team managed the transition almost overnight with an overwhelmingly positive attitude and barely a hitch. We managed to continue to advocate for people with disability, to operate our files completely electronically and to take on new clients, running in ways unimaginable only days before, even interviewing, recruiting and inducting new members of the team without ever meeting face to face.

We're all immensely proud of the work that Leadership Plus does and grateful for the opportunity to do it. In the months since lockdowns began we have considered ourselves fortunate to not be among those whose employment is tenuous and proud to continue our advocacy work. While the work can be challenging and our battles with bureaucracy frustrating, ensuring the rights of people with disability are protected and upheld is vital and the work is rewarding.

The year 2019-2020 saw the start of the NIDS Quality and Safeguard Commission operating in Victoria.

Advocacy agencies were given an introduction to the Commission and welcomed both the principle of there being an independent body to scrutinise and hold service providers to account and supported the standards and legislative foundation behind it. While there have been adverse findings and some service providers banned by the Commission since it began, more needs to be done. Events such as the death of Ann Marie Smith in South Australia demonstrate that more active scrutiny and intervention is necessary for safeguarding to be truly effective. The Commission could make much more effective use of advocates as eyes and ears in the community, and we continue to advocate for it to be more effective.

During the year we contributed to a review of the NDIS legislation, the Tune Review, which delivered its report in late 2019, with many recommendations to improve the NDIS, including streamlining access, simplifying the planning process and clarifying some jurisdiction issues around reviews and appeals. While

some operational changes have been made at the NDIS, the major response so far has been the proposed introduction of independent assessments, which were recommended to be optional, but are proposed to be mandatory, along with many other deviations from the recommendations. Leadership Plus, along with many other disability and advocacy organisations, are pushing for more equitable access and planning processes, and implementing many of the recommendations would go a long way towards improvement.

The Department of Social Services continues to be our main source of funding and support. DSS funds our largest individual advocacy program under the National Disability Advocacy Program. Our NDAP covers many issues, but those related to the NDIS continue to increase in number and time taken. DSS also funds our work assisting people going to the Administrative Appeals Tribunal to have NDIS access or planning decisions reviewed by the AAT. These cases often take many months to resolve, although the NDIS has been working on streamlining processes to resolve some cases more quickly.

The Decision Support program to assist people with significant cognitive or communication issues to access the NDIS continues to be very important, and DSS have recognised the value of what was initially a pilot program and extended funding to June 2022.

DSS funding for advocacy support for people potentially submitting to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability commenced in October 2019 and we have recruited to provide this service which complements legal and mental health support services provided to people wanting their stories heard.

The Advocacy Innovation project we run in conjunction with United Brains, funded by the Victorian Department of Health and Human Services went into full operation early in the 2019-20 year, launching regional peer-led self-advocacy groups for people with Acquired Brain Injury in Warragul, Bendigo and Ballarat. The groups have run information sessions on a range of relevant topics as well as regular meetings to exchange experience and provide mutual supports. We were able to transition

these groups to full online operation in response to the pandemic, and their continued function has proved even more vital to counter the isolation brought on by the pandemic lockdowns.

This year we and United Brains have received funding from the Transport Accident Commission to provide remote information and peer support groups for people with ABI and spinal cord injury in rural Victoria. These will strengthen links with local rehabilitation units and support services, and consolidate existing self-advocacy groups.

The quality of the advocacy work Leadership Plus does, the enthusiasm and persistence in the pursuit of human rights would not be the same without Melanie Muir's dedication to the work and careful mentoring, and the advocacy sector is stronger with Mel's participation in the DAV board and the initiatives it undertakes directly and through DARU.

The Leadership Plus team is amazing. Everybody on the team is passionate about the work, dedicated to fairness and justice and determined to see results. Never in doubt, this remarkable year has just

demonstrated again the team's enthusiasm, patience and humour that makes it all work so well.

The Leadership Plus board, as always, have volunteered their time and energy and have been a source of support and careful oversight of all that the organisation does, and I am grateful for their encouragement and advice throughout the year.

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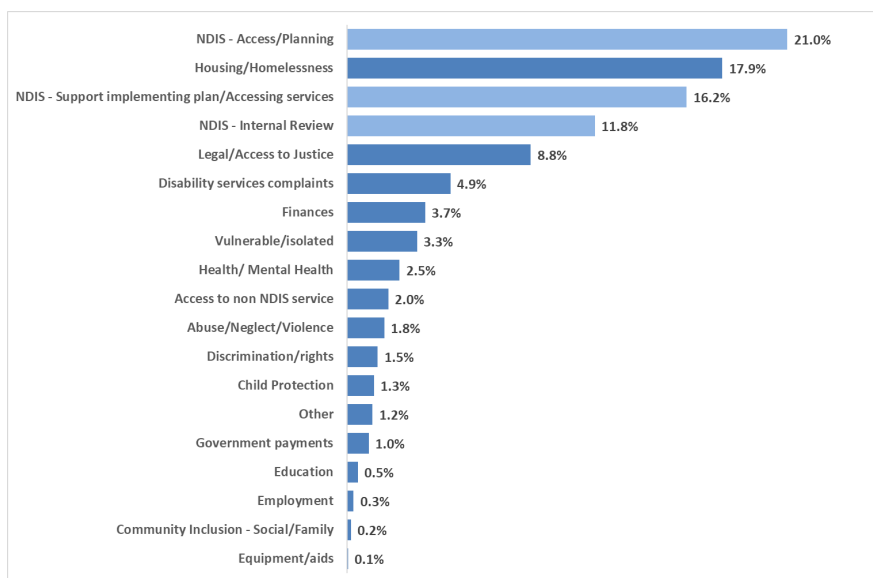
Vale Tilly Houghton - Tilly was only with us a year, but blew us away with her fiercely passionate advocacy, her deep empathy, her crackling intellect and devastating humour. A bright light we all miss.

Geoff Southwell
Chief Executive Officer

The 2019-2020 Year in Review

Individual Disability Advocacy

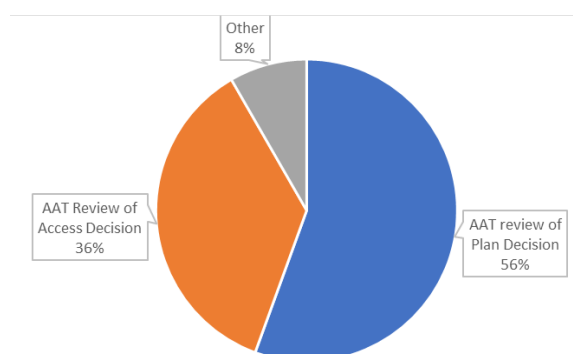
The year has gone well for our largest activity, disability advocacy funded by the Department of Social Services under the National Disability Advocacy Program. We advocated for 211 clients under this program with 273 matters across a wide range of advocacy issues. We had an average of 130 cases in progress throughout the year, totalling nearly 10, 000 interactions with clients, their families and carers, support services, government services and other agencies ensuring the protection and upholding of our clients' rights. The NDIS continues to be the



largest single source of issues, accounting for 49% of our NDAP activity. Housing and homelessness remain significant problems for people with disability and this is reflected in the fact that such issues are the second highest number of advocacy activities.

NDIS Appeals

The work we do assisting people to have National Disability Insurance Scheme decisions reviewed by the Administrative Appeals Tribunal continues to be important. It helps to ensure fair access to the scheme and equity in the amount of funding individuals obtain in their NDIS plans. We assisted 36 people with their NDIS matters during the year, with seven achieving access and ten gaining improved plans as a result of taking the issue to the AAT.



Assistance with AAT review of NDIS Access Decision

Achieved Access	58%
Withdrawn	25%
Referred to other service	17%

Assistance with AAT review of NDIS Plan Decision

Plan amended successfully	59%
Found support with other service	24%
Withdrawn	12%
Referred to other service	6%

We remain concerned that decisions are not actually made by the Tribunal but are most often arrived at through negotiation with potential for power imbalances during negotiation, and that there is no transparency over the results of NDIS matters going to the AAT.

Decision Support

Since 2018 we have been running a pilot program for DSS providing supported decision making to people seeking to access the NDIS who have challenges with cognition or communication and who do not have other suitable supports. This year we undertook 48 matters for 37 clients providing supported decision making through the cycle of obtaining access to the NDIS, plan preparation and implementing their NDIS plan.

Access	13
Planning	7
Implementation	22
Other	6
	48

We have drawn on the work on Supported Decision Making done by the Living with Disability Research Centre at LaTrobe University in developing the practice guide for this program, ensuring a research-based approach to this important work. We are grateful for the assistance and support from Prof. Christine Bigby of Latrobe University, Paul Newland of the Office of the Public advocate and neuropsychologist Samantha Burns and thanks to Jane Lewis for her invaluable help in developing and preparing materials.

Disability Royal Commission

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability commenced in 2019 and Leadership Plus is one of the advocacy agencies DSS has funded to provide advocacy support for people who may wish to provide evidence to the Royal Commission. In this role we have assisted 12 people to make decisions about whether to submit to the Commission, advised on how to submit and provided support preparing individual submissions.

ABI self-advocacy groups

This project, funded by the Victorian Department of Health and Human Services under its Advocacy Futures funding, kicked off in late calendar 2019 with recruiting a coordinator and leaders of the self-advocacy groups. We have established new groups in Ballarat, Bendigo and Warragul, and in the process we have liaised with other groups in regional Victoria, drawing in members or revitalising existing groups resulting in dozens of people with Acquired Brain Injury having access to self-advocacy support, information on advocacy and a range of other relevant topics. The groups commenced regular meetings over the period February-March, then moved to online operation via Zoom as a result of lockdowns.

A conference available to all members of the groups is planned for early 2021.

Systemic advocacy and strengthening advocacy

Leadership Plus has engaged in efforts to make improvements to the systems of supports for people with disabilities and to issues more generally relevant to people with disabilities, and consistent with our strategic goal of strengthening disability advocacy, Leadership Plus has participated in and led many activities to support, promote and improve advocacy. Activities include:

Membership and representation on the board of **Disability Advocacy Network Australia**, which helps to coordinate the voice of advocacy in Australia and lobby government for advocacy across the country

Board representation on **Disability Advocacy Victoria**, a unified voice for advocacy organisations in the state, regardless of funding sources, and helping to direct the activities of the **Victorian Disability Advocacy Resource Unit**

Convening **monthly NDIS Appeals conference calls** of Victorian advocacy agencies providing advocacy assistance with to compare notes, identify emerging issues and provide mutual support for those supporting AAT applicants.

Hosting **monthly Decision Support Pilot conference calls** for the national agencies across Australia providing supported decision-making service to NDIS applicants

Board membership of the **Disability Worker Registration Board Victoria**, establishing a registration, accreditation and complaints management system for disability workers

Submission as Leadership Plus and jointly submitted with Disability Advocacy Victoria to the Parliament's **Joint Standing Committee Inquiry into the NDIS Planning process**

Submission to the **Tune Review NDIS Act**, otherwise known as the Participant Service Guarantee review.

Contributed to Victorian Council of Social Services submissions on the **National Disability Agreement** between the states and the Commonwealth, the **Victorian Disability Platform** and the Tune Review 's **Participant Service Guarantee**

Case Study: Decision Support in action

Karen had an NDIS funded plan, but needed decision support to choose the services to deliver her plan

Karen has PTSD after early childhood abuse, anxiety, depression, autism, bipolar effective disorder and schizophrenia. She lives in supported accommodation and while she is verbal, can write her name and read limited words, she has significant communication challenges. Mostly comprehending what is said, due to her autism and PTSD she has repetitive speech patterns and constantly talks to herself. Karen uses body language and verbal sounds to indicate when she would like her own space. She frequently engages in aggressive self-talking and telling people off.

Our decision support advocate spent several months of visits with Karen, becoming familiar with her patterns of communicating, interactions, mannerisms and body language. This is essential to understanding her will and preferences for decision making and helps develop trust. Many things can trigger a hostile reaction, making it important to learn to gauge signs of triggers or distress.

Obtaining the details of Karen's NDIS plan was difficult. Her accommodation was being taken over by another agency, the NDIS was resistant to

responding to written approval for the advocate to have the plan, and even DHHS was unable to obtain it. The time was well spent however, with the advocate developing supporting materials for the decision process. For example, a Communication Dictionary captured the many ways Karen would express herself: verbal, physical movement, facial expressions, body language, hand signs, all gained through spending time learning how she expresses her will and preferences.

Through this process, Karen selected a support coordinator for her plan. But only the NDIS planner was able to enact the referral to activate that support and two months of the advocate repeatedly contacting the planner failed to deliver a result. A subsequent complaint to the NDIS finally resulted in the planner making the referral for the support coordination service to commence.

Unfortunately, the new accommodation service made it difficult for the advocate to secure a visit to introduce the support coordinator to Karen. The facility was being taken over by a new agency, and there was a chaotic transition underway resulting in obstruction and delay. A complaint to the new agency's head office finally resulted in an initial meeting.

Shortly after that the support coordinator left her role and it was necessary to assist Karen to select another agency. The decision support advocate

continues to work with the support coordinator on implementing Karen's plan

Supported decision making is an essential part of NDIS engagement in some situations. Advocacy is often also needed to ensure a successful outcome.

Treasurer's Report

Audited income for the financial year 2019-20 totalled \$1,381,467 (\$1,015,867 in 2018-19) and expenditure totalled \$1,312,189 (\$1,014,015 in 2018-19). Leadership Plus reported a net surplus for the 2020 financial year of \$69,278 after deferring some unspent grant income to 2020/21. This is a commendable achievement considering the organisation transitioned completely to a remote working arrangement due to the implications of COVID-19.

The Department of Social Services continues to be our largest funder with \$657,580 in NDAP funding, \$178,152 in NDIS Appeals funding, \$270,000 for providing Decision Support services. The Department has also funded advocacy support for the Disability Royal Commission, \$151,832 in 2020. We thank DSS for their ongoing support for all these programs.

This year we obtained \$50,000 in funding from the Victorian Department of Health and Human Services Advocacy Futures fund to run rural peer support groups for people with acquired brain injury. We also obtained \$50,000 in COVID-19 stimulus funding.

We have managed our expenditures well and are confident of meeting our outgoings in the next financial year. We are committed to diversifying our funding sources and working in partnership with other organisations to apply for funding. This year we applied for an Information Linkages and Capacity Building (ILC) grant together with a consortium of other not-for profit organisations.

I would like to thank Geoff Southwell for his financial expertise, commitment to financial transparency and reporting as well as his leadership during Covid-19 pandemic. I would also like to thank Robbert Roos for his excellent leadership during the COVID-19 pandemic and my fellow Board members for their financial expertise and engagement in overseeing the finances of Leadership Plus.

James Ryan
Treasurer

Staff 2019 - 2020

Geoff Southwell	Chief Executive Officer
Melanie Muir	Team Leader
Giovanna Cusmano	Individual Advocate /Program Coordinator /Administration
Andreas Cassinides	Individual Advocate
Saskia Doherty	Individual Advocate
Jean Ellerby-Mutu	Advocate / Decision Supporter
Ron Harmer	Peer Worker
Lisa Haynes	Peer Worker
Tilly Houghton	NDIS Appeals Advocate
Paul Hume	Individual Advocate
Marlea Hutson	Individual Advocate / Decision Supporter
Simon Judd-Mole	Individual Advocate/ Royal Commission
Kate McDonald	Advocate / Decision Supporter
Leigh Meyer	Individual Advocate
Amanda Roe	Individual Advocate
Brendan Ryan	Peer Worker
Lara Wallis	Project Support Worker

Leadership Plus Incorporated

Financial Statements

For the Year Ended 30 June 2020

Leadership Plus Incorporated

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For the Year Ended 30 June 2020

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Leadership Plus Incorporated

Committee's Report For the Year Ended 30 June 2020

The committee members submit the financial report of the Association for the financial year ended 30 June 2020.

Committee members

The names of the directors in office at any time during, or since the end of, the year are:

Names	Position	Appointed/Resigned
Robert Roos	Chairperson	
James Ryan	Secretary to November 2019 Treasurer From November 2019	
Marija Maher	Treasurer to November 2019	Resigned November 2019
Peter Birleson		Resigned December 2019
John Evans	Deputy Chairperson	
John Wakefield		
Jacqui Weatherill		Resigned December 2019
Tiffany Vague	Secretary - From January 2020	Appointed December 2019
Satu Aho		Appointed December 2019

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal activities

The principal activities of the Association during the financial year were to provide individual advocacy and support clients seeking to appeal decisions taken by the National Disability Insurance Agency (NDIA) to the Administrative Appeals Tribunal.

Significant changes

No significant change in the nature of these activities occurred during the year.

Operating result

The profit of the Association for the financial year after providing for income tax amounted to \$ 69,278 (2019: \$ 1,852).

Events after the reporting date

On March 11 2020, the World Health Organisation announced that COVID-19, also known as coronavirus, was now a pandemic. As the virus affects general economic activity there is likely to be an impact on the Association. However, at this time the committee members are unable to quantify the financial impact on the company due to the uncertainties surrounding the pandemic and the impact it may have on the world and local economies

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

Leadership Plus Incorporated

Committee's Report

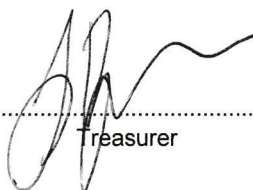
For the Year Ended 30 June 2020

Indemnity and insurance officers

The Association has paid a premium to insure the committee members in their capacity as committee members against liabilities which they may be held as personally liable.

Signed in accordance with a resolution of the Members of the Committee:

Robert Roos: 
Chairperson

James Ryan: 
Treasurer

Dated: 18/11/2020

Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
INCOME			
Grant income	4	1,327,317	1,011,862
Interest received		1,487	3,653
Gain on sale of plant and equipment		909	-
Other income		1,754	352
Government Stimulus - Cashflow Boost		50,000	-
Total income		1,381,467	1,015,867
EXPENDITURE			
Accounting & bookkeeping fees		(25,665)	(21,326)
Administration expenses		(5,894)	(6,406)
Advertising & recruitment		(149)	(37,145)
Client support		(900)	(786)
Consumables		-	(10,605)
Depreciation		(5,720)	(4,293)
Employee remuneration costs		(1,079,653)	(755,083)
Equipment		(11,272)	(542)
Insurance		(6,841)	(6,095)
IT expenses		(27,556)	(22,994)
Meeting expenses		(3,776)	(4,279)
Memberships & subscriptions		(4,916)	(4,345)
Motor vehicle expenses		(6,234)	(3,207)
Occupancy costs		(43,017)	(45,913)
Promotions & events		(309)	(2,562)
Printing and stationary		(6,048)	(10,073)
Professional fees		(31,146)	(45,940)
Staff & development costs		(26,881)	(8,290)
Telephone and internet		(13,356)	(14,486)
Travel expenses		(12,856)	(9,645)
Total expenditure		(1,312,189)	(1,014,015)
Profit before income tax		69,278	1,852
Income tax expense		-	-
Total comprehensive income for the year		69,278	1,852

The accompanying notes form part of these financial statements.

Leadership Plus Incorporated

Statement of Financial Position

30 June 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents		388,950	292,663
Trade and other receivables	5	12,120	6,988
Prepayments		9,362	409
TOTAL CURRENT ASSETS		<u>410,432</u>	<u>300,060</u>
NON-CURRENT ASSETS			
Plant and equipment	6	28,000	4,133
TOTAL NON-CURRENT ASSETS		<u>28,000</u>	<u>4,133</u>
TOTAL ASSETS		<u><u>438,432</u></u>	<u><u>304,193</u></u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	62,864	90,523
Employee benefits	9	107,890	80,713
Contract liability	8	140,599	80,011
TOTAL CURRENT LIABILITIES		<u>311,353</u>	<u>251,247</u>
NON-CURRENT LIABILITIES			
Employee benefits	9	17,720	12,865
TOTAL NON-CURRENT LIABILITIES		<u>17,720</u>	<u>12,865</u>
TOTAL LIABILITIES		<u>329,073</u>	<u>264,112</u>
NET ASSETS		<u><u>109,359</u></u>	<u><u>40,081</u></u>
EQUITY			
Accumulated surplus		109,359	40,081
TOTAL EQUITY		<u><u>109,359</u></u>	<u><u>40,081</u></u>

The accompanying notes form part of these financial statements.

Leadership Plus Incorporated

Statement of Changes in Equity

For the Year Ended 30 June 2020

2020

	Accumulated Surplus	Total
	\$	\$
Balance at 1 July 2019	40,081	40,081
Accumulated Surplus during the year	69,278	69,278
Balance at 30 June 2020	109,359	109,359

2019

	Accumulated Surplus	Total
	\$	\$
Balance at 1 July 2018	38,229	38,229
Accumulated Surplus during the year	1,852	1,852
Balance at 30 June 2019	40,081	40,081

The accompanying notes form part of these financial statements.

Leadership Plus Incorporated

Statement of Cash Flows For the Year Ended 30 June 2020

	2020	2019
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from Government Grants	1,563,959	1,113,435
Payments to suppliers and employees	(1,440,480)	(1,040,869)
Interest received	1,487	3,653
Net cash provided by operating activities	14 124,966	76,219
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(28,679)	(780)
Net cash used by investing activities	(28,679)	(780)
Net increase in cash and cash equivalents held	96,287	75,439
Cash and cash equivalents at beginning of year	292,663	217,224
Cash and cash equivalents at end of financial year	388,950	292,663

The accompanying notes form part of these financial statements.

Leadership Plus Incorporated

Notes to the Financial Statements

For the Year Ended 30 June 2020

The financial statements cover Leadership Plus Incorporated as an individual entity.

Leadership Plus Incorporated is a not-for-profit Association incorporated in Victoria under the *Associations Incorporation Reform Act 2012*.

The principal activities of the Association for the year ended 30 June 2020 were to provide individual advocacy and support clients seeking to appeal decisions taken by the National Disability Insurance Agency (NDIA) to the Administrative Appeals Tribunal.

The functional and presentation currency of Leadership Plus Incorporated is Australian dollars.

The financial report was authorised for issue by the Committee on 30 September 2020.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The Association applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: *Application of Tiers of Australian Accounting Standards*.

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards Reduced Disclosure Requirements and Interpretations issued by the Australian Accounting Standards Board (AASB) and the requirements of the Associations Incorporation Reform Act 2012 (Vic) and the Australian Charities and Not-for-profits Commission Act 2012 (Cth).

The Association is a not-for-profit entity for financial reporting purposes under the Australian Accounting Standards.

Material accounting policies adopted in the preparation of these financial statements have been consistently applied from previous years unless otherwise stated. Refer to Note 2 (k) for new accounting standards adopted during the period.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

2 Summary of Significant Accounting Policies

(a) Income Tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(b) Leases

The Association has applied the short-term exemption under AASB 16 and therefore does not recognise a right-of-use asset and leave liability for the lease of its building, as the contractual lease term is for a period of only 12 months.

Lease payments are therefore expensed on a straight-line basis over the life of the lease term.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(c) Revenue

Accounting policy under the old standard (AASB 118- Revenue)

Interest revenue

Interest is recognised using the effective interest method.

Grant revenue

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the Association obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is received whereby the Association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Accounting policy under the new standards (AASB 15 - Revenue from contracts with customers and AASB 1058 - Income of Not-for-Profit Entities)

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(c) Revenue continued

Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Association are:

Grant income

Where grant income arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligations is satisfied.

The performance obligations are varied based on the agreement but may include performance targets such as client outcomes, client meetings/ presentations or department reporting obligations.

Each performance obligation is considered to ensure that the revenue recognition reflects the transfer of control and within grant agreements there may be some performance obligations where control transfers at a point in time and others which have continuous transfer of control over the life of the contract.

Where control is transferred over time, generally the input methods being either costs or time incurred are deemed to be the most appropriate methods to reflect the transfer of benefit.

Amounts arising from grants that fall within the scope of AASB 1058 include those where no consideration is provided by the Association and the funds are principally awarded to the Association to further its objectives. Such grants are recognised as income when receipted.

Statement of financial position balances relating to revenue recognition

Contract assets and liabilities

Where the amounts billed to customers are based on the achievement of various milestones established in the contract, the amounts recognised as revenue in a given period do not necessarily coincide with the amounts billed to or certified by the customer.

When a performance obligation is satisfied by transferring a promised good or service to the customer before the customer pays consideration or the before payment is due, the Association presents the contract as a contract asset, unless the Association's rights to that amount of consideration are unconditional, in which case the Association recognises a receivable.

When an amount of consideration is received from a customer prior to the entity transferring a good or service to the customer, the Association presents the contract as a contract liability.

Contract cost assets

The Association recognises assets relating to the costs of obtaining a contract and the costs incurred to fulfil a contract or set up / mobilisation costs that are directly related to the contract provided they will be recovered through performance of the contract.

Other income

Other income is recognised on an accruals basis when the Association is entitled to it.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(d) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(e) Plant and equipment

Each class of plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Plant and equipment

Plant and equipment are measured using the cost model.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Furniture, Fixtures and Fittings	33%
Motor Vehicles	20%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(f) Financial instruments

Categories of financial assets

i. Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the Association to collect the contractual cash flows; and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interests.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(f) Financial instruments continued

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

The Association recognises the following assets in this category:

- Cash and Cash Equivalents; and
- Accounts Receivable and Other Debtors (excluding statutory receivables).

Categories of financial liabilities

iv. Financial liabilities at amortised cost

Financial liabilities at amortised cost are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in the profit and loss over the period of the interest bearing liability, using the effective interest rate method. The Association recognises the following liabilities in this category:

- Payables; and
- Deferred income.

Derivative financial instruments are classified as held for trading financial assets and liabilities. They are initially recognised at fair value on the date on which a derivative contract is entered into. Derivatives are carried as assets when their fair value is positive and as liabilities when their fair value is negative. Any gains or losses arising from changes in the fair value of derivatives after initial recognition are recognised in the consolidated comprehensive operating statement as an 'other economic flow' included in the net result.

v. Offsetting financial instruments

Financial instrument assets and liabilities are offset and the net amount presented in the balance sheet when, and only when, the Association has a legal right to offset the amounts and intend either to settle on a net basis or to realise the asset and settle the liability simultaneously.

Some master netting arrangements do not result in an offset of balance sheet assets and liabilities. Where the Association does not have a legally enforceable right to offset recognised amounts, because the right to offset is enforceable only on the occurrence of future events such as default, insolvency or bankruptcy, they are reported on a gross basis.

vi. Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired; or
- the Association retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement; or

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(f) Financial instruments continued

- the Association has transferred its rights to receive cash flows from the asset and either:
 - has transferred substantially all the risks and rewards of the asset; or
 - has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

Where the Association has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the Association's continuing involvement in the asset.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an 'other economic flow' in the comprehensive operating statement.

vii. Derecognition of financial liabilities

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

viii. Reclassification of financial instruments

Subsequent to initial recognition reclassification of financial liabilities is not permitted. Financial assets are required to be reclassified between fair value through net result, fair value through other comprehensive income and amortised cost when and only when the Association's business model for managing its financial assets has changes such that its previous model would no longer apply. If under rare circumstances an asset is reclassified, the reclassification is applied prospectively from the reclassification date and previously recognised gains, losses or interest should not be restated. If the asset is reclassified to fair value, the fair value should be determined at the reclassification date and any gain or loss arising from a difference between the previous carrying amount and fair value is recognised in net result.

Impairment

A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a loss event) having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

Impairment of financial assets

Amounts that are subject to AASB 9 impairment assessment includes the Association's contractual receivables and statutory receivables.

Equity instruments are not subject to impairment under AASB 9. Other financial assets mandatorily measured or designated at fair value through net result are not subject to impairment assessment under AASB 9. While cash and cash equivalents are also subject to the impairment requirements of AASB 9, the identified impairment loss was immaterial.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(f) Financial instruments continued

Impairment continued

Contractual receivables at amortised cost

The Association applies AASB 9 simplified approach for all contractual receivables to measure expected credit losses using a lifetime expected loss allowance based on the assumptions about risk of default and expected loss rates. The Association has grouped contractual receivables on shared credit risk characteristics and days past due and select the expected credit loss rate based on the Association's past history, existing market conditions, as well as forward-looking estimates at the end of the financial year.

The expected credit loss has been assessed as 0%. No loss allowance was recognised at 30 June 2020 (30 June 2019: Nil).

Credit loss allowance is classified as other economic flows in the net result. Contractual receivables are written off when there is no reasonable expectation of recovery and impairment losses are classified as a transaction expense. Subsequent recoveries of amounts previously written off are credited against the same line item.

In prior years, a provision for doubtful debts is recognised when there is objective evidence that the debts may not be collected, and bad debts are written off when identified. A provision is made for estimated irrecoverable amounts from the sale of goods when there is objective evidence that an individual receivable is impaired. Bad debts considered as written off by mutual consent.

Statutory receivables at amortised cost

The Associations' non-contractual receivables arising from statutory requirements are not financial instruments. However, they are nevertheless recognised and measured in accordance with AASB 9 requirements as if those receivables are financial instruments.

The statutory receivables are considered to have low credit risk, taking into account the counterparty's credit rating, risk of default and capacity to meet contractual cash flow obligations in the near term. As the result, the loss allowance recognised for these financial assets during the period was limited to 12 months expected losses. No loss allowance recognised at 30 June 2020 (30 June 2019: Nil).

(g) Impairment of non-financial assets

At the end of each reporting period the Association determines whether there is an evidence of an impairment indicator for non-financial assets.

At the end of each reporting period, the Association assesses whether there is any indication that an asset may be impaired. The assessment will consider both external and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of that asset, being the higher of the asset's fair value less costs of disposal and its value in use, to the asset's carrying amount. For non-cash generating specialised assets measured using the cost basis, the recoverable amount is determined using current replacement cost in AASB 13 Fair Value Measurement. Any excess of the asset's carrying amount over its recoverable amount is immediately recognised in profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the Association estimates the recoverable amount of the cash-generating unit to which the asset belongs. Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(g) Impairment of non-financial assets continued

Where an impairment loss on a revalued asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(h) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand and demand deposits which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(i) Employee benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

(j) Economic dependence

Leadership Plus Incorporated is dependent on the Commonwealth and State Government for the majority of its revenue used to fund the operations of the organisation. At the date of this report the committee members have no reason to believe the Commonwealth and State Government will not continue to support the association and its operations.

(k) Adoption of new and revised accounting standards

AASB 16 Leases

The Association has adopted AASB 16 *Leases* from 1 July 2019.

This standard replaces AASB 117 *Leases* and related Interpretations. AASB 16 introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

The main changes introduced by the new Standard are as follows:

- recognition of a right-of-use asset and liability for all leases (excluding short-term leases with less than 12 months of tenure and leases relating to low-value assets);
- depreciation of right-of-use assets in line with AASB 116: Property, Plant and Equipment in profit or loss and unwinding of the liability in principal and interest components;
- inclusion of variable lease payments that depend on an index or a rate in the initial measurement of the lease liability using the index or rate at the commencement date;

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(k) Adoption of new and revised accounting standards continued

- application of a practical expedient to permit a lessee to elect not to separate non lease components and instead account for all components as a lease; and
- inclusion of additional disclosure requirements.

The transitional provisions of AASB 16 allow a lessee to either retrospectively apply the Standard to comparatives in line with AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors or recognise the cumulative effect of retrospective application as an adjustment to opening equity on the date of initial application.

Refer to Note 2(b) which details the Association's application of AASB 16.

AASB 15 Revenue from contracts with customers

The Association has adopted AASB 15 *Revenue from contracts with customers* from 1 July 2019.

This Standard replaced the prior accounting requirements applicable to revenue with a single, principles-based model. Apart from a limited number of exceptions, including leases, the new revenue model in AASB 15 will apply to all contracts with customers as well as non-monetary exchanges between entities in the same line of business to facilitate sales to customers and potential customers. The core principle of the Standard is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for the goods or services. To achieve this objective, AASB 15 provides the following five-step process:

- identify the contract(s) with a customer;
- identify the performance obligations in the contract(s);
- determine the transaction price;
- allocate the transaction price to the performance obligation in the contracts; and
- recognise revenue when (or as) the performance obligations are satisfied.

The transitional provisions of this Standard permit an entity to either: restate the contracts that existed in each prior period presented per AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors (subject to certain practical expedients in AASB 15); or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application. There are also enhanced disclosure requirements regarding revenue.

AASB 15 establishes a single comprehensive model for entities to use in accounting for revenue arising from contracts with customers. Refer to Note 2(c) which details the Association's application of AASB 15.

AASB 1058 Income of Not-for-Profit Entities

The Association has adopted AASB 1058 *Income of Not-for-Profit Entities* from 1 July 2019.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Summary of Significant Accounting Policies continued

(k) Adoption of new and revised accounting standards continued

This Standard is applicable to transactions that do not arise from enforceable contracts with customers involving performance obligations. The significant accounting requirements of AASB 1058 are as follows:

- Income arising from an excess of the initial carrying amount of an asset over the related contributions by owners, increases in liabilities, decreases in assets and revenue should be immediately recognised in profit or loss. For this purpose, the assets, liabilities and revenue are to be measured in accordance with other applicable Standards.
- Liabilities should be recognised for the excess of the initial carrying amount of a financial asset (received in a transfer to enable the entity to acquire or construct a recognisable non-financial asset that is to be controlled by the entity) over any related amounts recognised in accordance with the applicable standards. The liabilities must be amortised to profit or loss as income when the entity satisfies its obligations under the transfer.

An entity may elect to recognise volunteer services or a class of volunteer services as an accounting policy choice if the fair value of those services can be measured reliably, whether or not the services would have been purchased if they had not been donated. Recognised volunteer services are measured at fair value and any excess over the related amounts (such as contributions by owners or revenue) immediately recognised as income in profit or loss. The Association did not elect to recognise volunteer services during the year.

The transitional provisions of this Standard permit an entity to either: restate the contracts that existed in each prior period presented in accordance with AASB 108 (subject to certain practical expedients); or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application. For this purpose, a completed contract is a contract or transaction for which the entity has recognised all of the income in accordance with AASB 1004 Contributions. Refer to Note 2(c) which details the Association's application of AASB 1058 in relation to grant income.

3 Critical Accounting Estimates and Judgments

The Committee make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key judgements - Identifying performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services.

In making this assessment, management includes the nature/ type, cost/ value, quantity and the period of transfer related to the goods or services promised.

Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Critical Accounting Estimates and Judgments continued

Key judgments - determination and timing of revenue recognition under AASB 15

For each revenue stream, the Association applies significant judgement to determine when a performance obligation has been satisfied and the transaction price that is to be allocated to each performance obligation.

Grant income

The association has a range of funding agreements with Commonwealth and State Government which require the association to deliver services to members of the community. Revenue from government grants is recognised over time as outputs/targets are satisfied, being the time of which promised goods and services are transferred to customers.

Where the association has not fulfilled a sufficiently specific output/target under a contract with a customer, the association recognises a liability in the statement of financial position to reflect its obligation to transfer promised goods and services at balance date. The obligation is recognised as revenue as and when promised goods and services are transferred, or on the date a contract modification is entered into with the funding body, waiving the association's obligation to transfer promised goods and services to customers. Where the parties to a contract have not approved a contract modification at balance date, the association continues to apply AASB 15 to the existing contract until the contract modification is approved.

Key judgments

Employee Benefits

For the purpose of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service.

As the association expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the association believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

Notes to the Financial Statements

For the Year Ended 30 June 2020

4 Grant income

	2020	2019
	\$	\$
DSS: NDAP funding	657,580	611,277
DSS: NDIS Appeals funding	178,152	181,170
DHHS: Office for disability funding	-	61,775
DSS: Decision support funding	270,000	157,640
DSS: DRC advocacy support	151,832	-
DHHS: Advocacy futures	69,753	-
	<u>1,327,317</u>	<u>1,011,862</u>

5 Trade and Other Receivables

Trade receivables	1,683	-
GST receivable	6,002	3,389
Sundry receivables	-	3,599
ATO Integrated Client Account	4,435	-
	<u>12,120</u>	<u>6,988</u>

6 Plant and equipment

PLANT AND EQUIPMENT		
Furniture, fixtures and fittings		
At cost	31,709	24,025
Accumulated depreciation	(24,139)	(19,892)
Total furniture, fixtures and fittings	<u>7,570</u>	<u>4,133</u>
Motor vehicles		
At cost	21,904	20,604
Accumulated depreciation	(1,474)	(20,604)
Total motor vehicles	<u>20,430</u>	<u>-</u>
Total property, plant and equipment	<u>28,000</u>	<u>4,133</u>

Notes to the Financial Statements

For the Year Ended 30 June 2020

6 Plant and equipment continued

(a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Furniture, Fixtures and Fittings \$	Motor Vehicles \$	Total \$
Year ended 30 June 2020			
Balance at the beginning of year	4,133	-	4,133
Additions	7,683	21,904	29,587
Depreciation expense	(4,246)	(1,474)	(5,720)
Balance at the end of the year	7,570	20,430	28,000

	Furniture, Fixtures and Fittings \$	Motor Vehicles \$	Total \$
Year ended 30 June 2019			
Balance at the beginning of year	7,646	-	7,646
Additions	780	-	780
Depreciation expense	(4,293)	-	(4,293)
Balance at the end of the year	4,133	-	4,133

7 Trade and Other Payables

	2020 \$	2019 \$
Trade payables	3,767	44,737
Accrued expenses	36,893	21,397
Salary sacrifice payable	-	4,434
PAYGW payable	22,204	8,207
Superannuation payable	-	11,748
	62,864	90,523

Notes to the Financial Statements

For the Year Ended 30 June 2020

8 Contract Liability

	2020	2019
	\$	\$
DHHS: Advocacy Futures	74,684	56,330
DSS: DRC Advocacy Support	44,995	-
NDIS Appeals	15,035	2,829
DSS: NDAP	5,885	20,852
	<u>140,599</u>	<u>80,011</u>

9 Employee Benefits

CURRENT		
Long service leave	48,974	44,086
Annual leave	58,916	36,627
	<u>107,890</u>	<u>80,713</u>
NON-CURRENT		
Long service leave	17,720	12,865
	<u>17,720</u>	<u>12,865</u>

10 Capital and Leasing Commitments

(a) Operating Leases

Minimum lease payments under
non-cancellable operating leases:
- not later than one year

55,829	55,829
<u>55,829</u>	<u>55,829</u>

An operating lease has been taken out for the organisation's building. Amounts disclosed above are inclusive of GST.

11 Key Management Personnel Disclosures

The totals of remuneration paid to the key management personnel of Leadership Plus Incorporated during the year are as follows:

Short-term employee benefits	121,888	118,373
Long-term benefits	11,471	11,223
	<u>133,359</u>	<u>129,596</u>

Other key management personnel transactions

For details of other transactions with key management personnel, refer to Note 13: Related Party Transactions.

12 Contingencies

In the opinion of the Board, the Association did not have any contingencies at 30 June 2020 (30 June 2019: None).

Notes to the Financial Statements

For the Year Ended 30 June 2020

13 Related Parties

(a) The Association's main related parties are as follows:

(i) Key management personnel:

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity are considered key management personnel.

For details of remuneration disclosures relating to key management personnel, refer to Note 11: Key Management Personnel Disclosures.

(ii) Other related parties include close family members of key management personnel and entities that are controlled.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

14 Cash Flow Information

(a) Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2020	2019
	\$	\$
Surplus for the year	69,278	1,852
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	5,720	4,293
- net gain on disposal of property, plant and equipment	(909)	-
Changes in assets and liabilities:		
- increase in trade and other receivables	(5,132)	(6,988)
- (increase)/decrease in other assets	(8,953)	3,771
- increase/(decrease) in trade and other payables	(27,658)	34,391
- increase in deferred income	60,588	18,236
- increase in employee benefits	32,032	20,664
Cashflow from operations	<u>124,966</u>	<u>76,219</u>

15 Events after the end of the Reporting Period

The financial report was authorised for issue on 30 September 2020 by the Committee.

On March 11 2020, the World Health Organisation announced that COVID-19, also known as coronavirus, was now a pandemic. As the virus affects general economic activity there is likely to be an impact on the Association. However, at this time the committee members are unable to quantify the financial impact on the company due to the uncertainties surrounding the pandemic and the impact it may have on the world and local economies.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

Notes to the Financial Statements
For the Year Ended 30 June 2020

16 Association Details

The registered office of the association is:

Level 4 Anzac House

4 Collins Street

Melbourne VIC 3000

Leadership Plus Incorporated

Certificate by Members of Committee

Annual statements give true and fair view of financial performance and position of incorporated association

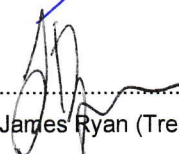
We, the Committee of the Leadership Plus Incorporated, certify that -

The statements attached to this certificate give a true and fair view of the financial performance and position of Leadership Plus Incorporated during and at the end of the financial year of the association ending on 30 June 2020.

Dated



Robert Roos (Chairperson)



James Ryan (Treasurer)

Audit Report

To the members of Leadership Plus:

Report on the Financial Report

We have audited the accompanying financial report, being a general purpose financial report of the Leadership Plus: (the association), which comprises of the Balance Sheet as at 30 June 2020, the Income Statement, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Committee's Report.

Committee's Responsibility for the Financial Report

The Committee of the association are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the *Associations Incorporation Reform Act 2012*. The Committee's responsibility also includes such internal control as the Committee determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation of the financial report that gives a true and fair view, in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Australian professional ethical pronouncements.

Audit's Opinion

In our opinion the financial report of the association has been prepared in accordance with the *Association Incorporation Reform Act 2012* including:

- a) giving a true and fair view of the entity's financial position as at 30 June 2020 and of its performance for the year ended on that date; and
- b) complying with Australian Accounting Standards as referred to in Note 1 to the financial statements.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Leadership Plus: to meet the requirements of the *Associations Incorporation Reform Act 2012*. As a result, the report may not be suitable for another purpose.



05/11/2020

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Stephen George Le Couilliard

ASIC Registered Company Auditor No.8579

471 Princes Highway Narre Warren Vic 3805

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Facsimile: 03 9796 6711