The Jobs Australia Foundation’s 2013-14 Indigenous Youth Leadership Program (IYLP) Participants
“EACH BLOCK OF THE PROGRAM WE HAD TO SET SMART GOALS. THIS WAS A REALLY GOOD TOOL FOR ME AS EACH GOAL I SET I WAS ABLE TO ACHIEVE AND BY THE NEXT BLOCK I WAS FORCED TO PUSH MYSELF FURTHER BY SETTING NEW MORE SPECIFIC GOALS.”

KESHIA CLARKE
YOUNG LEADER
NORTHERN TERRITORY

“MY BIGGEST LEADERSHIP LEARNING OVER THE PROGRAM HAS BEEN ABOUT MY ABILITY TO GET OUTSIDE MY COMFORT ZONE AND PUSH MY OWN BOUNDARIES, EXPAND MY SKILLS AND ABILITIES AND MAKE LASTING CONNECTIONS WITH LIKE-MINDED PEOPLE FROM ACROSS AUSTRALIA.”

TAWLIA LLOYD
YOUNG LEADER
SOUTH AUSTRALIA

DIRECTORS’
David Thompson, AM - Director and Chair from June 2004 to June 2014; Secretary from April 2014
Peter Quarmby - Director from June 2004 to June 2014
Paul Vandenbergh - Director from September 2010 to June 2014
Leah Armstrong - Director from June 2010 to April 2014 (resigned as of 16 April, 2014)

MEETINGS OF DIRECTORS’
There were 4 meetings for the year not including the Annual General Meeting held on 31 October, 2013.

Mr David Thompson AM    David attended 3 meetings.
Mr Peter Quarmby          Peter attended 1 meeting.
Ms Leah Armstrong         Leah attended 2 meetings.
Mr Paul Vandenbergh       Paul attended 2 meetings.
PURPOSE OF THE COMPANY

THE OBJECTIVES AND FOCUS THAT INITIATIVES, PROJECTS OR PROGRAMS DELIVERED BY THE FOUNDATION MUST ADHERE TO ENSURE COMPLIANCE WITH THE OBJECTS OF THE COMPANY:

▸ providing assistance for the direct relief of those in the community that suffer from such poverty, lack of financial or other resources, sickness, suffering, distress, misfortune, disability, destitution or helplessness as arouses pity or compassion in the community (generally described as “those disadvantaged”);

▸ providing scholarships and fellowships to those in the community so disadvantaged;

▸ creating focus to and on those so (very) disadvantaged in the community including but not limited to the indigenous communities in Australia;

▸ providing research, educational and other scholarship assistance for the benefit of those so disadvantaged;

TO MEET THESE OBJECTIVES, THE PRINCIPAL ACTIVITIES OF THE FOUNDATION FOR THE 2013/14 FINANCIAL YEAR INCLUDED:

Ongoing development and delivery of the second Indigenous Youth Leadership Program including:

▸ Development of 2013/14 IYLP Certificate IV in Community Development curriculum

▸ Delivery of 4 of the 6 blocks of training for the IYLP

▸ Assessing of all participant’s course work

▸ Case management of participants when issues arose that impacted on their participation in the program

▸ Implementation of the Kokoda Leadership Trek Fundraising Campaign raising a net total of $93,000.

▸ Working with specialist organisations to assist with the ongoing development, delivery and evaluation of the IYLP:
  • Australian Catholic University, Centre for Indigenous Excellence & Research, 2013/14 evaluation
  • Kangan Institute, Indigenous Education Centre, auspice of the Certificate IV in Community Development.

NET SURPLUS OF THE COMPANY

THE NET SURPLUS FOR 2013/14 WAS NEGATIVE $266,244.

The Company is not liable to pay income tax and has been endorsed as an Income Tax Exempt Charity and a Deductible Gift Recipient by the Australian Taxation Office.

PARTICIPANTS TRAVELLED TO ALICE SPRINGS FOR THE LARAPINTA TREK ON 23 AUGUST WITH JUNGALA ENTERPRISES BELOW IS AN ACCOUNT OF THE GROUPS EXPERIENCE.

Early this year, Royston Prasad marked a big red cross on his calendar next to a Monday in May. That was D-day, he says: time to start preparing himself for the physical demands of walking the Larapinta Trail. As one of seven mentors selected for the 2013/2014 Indigenous Youth Leadership Program (IYLP), Royston was determined to set a strong example. Over the next three months the 35-year-old Takalik man from Noraville in New South Wales walked in his lunch breaks, joined a gym and cut out sugar entirely. By the time he joined his IYLP colleagues at the second block of training in Alice Springs in August, he had shed 15 kilograms.

A core tenet of the program is providing young community leaders with opportunities to know who they are. That’s why the IYLP group found itself in Alice Springs in August: the Larapinta Trail walk was a chance for the participants to immerse themselves in culture and reflect on their own Indigenous identities. For many, Alice Springs was itself a revelation. Dylan Damon, a 20-year-old man from...
NSw, ‘it was just amazing how gamilaroi woman from Bathurst, Jacqueline gibbs, a 22-year-old and the lore is key.’ For remote Indigenous communities different the way of life is in a chance to experience how ‘giving those young leaders Belyea, Foundation Manager. urban environments, says Jodie especially powerful for young This eye-opening experience is more of an honour to be involved in.’

This eye-opening experience is especially powerful for young people who have grown up in urban environments, says Jodie Belyea, Foundation Manager. ‘Giving those young leaders a chance to experience how different the way of life is in remote Indigenous communities and the lore is key,’ For Jacqueline Gibbs, a 22-year-old Gamilaroi woman from Bathurst, NSW, ‘it was just amazing how the traditional people sit around in the community, there on the grass... it’s totally different ways to what we’re like in Bathurst. Alice is one of the most spiritual places in the whole of Australia very different. I loved every minute I was there.’

After workshops devoted to problem-solving, communication and practising leadership skills, the 19 young leaders, with their 7 mentors and the YILP ‘leadership delivery team’, participated in a cleansing smoking ceremony before going out on country. Then the walk began. Some found the conditions pretty tough. ‘Having the endurance to continue is the main challenge,’ says Royston, whose preparation had paid off. ‘As I kept reminding my mentees, true leadership is discovered at your weakest moment.’ Coming from a cool climate in Bathurst, Jacqueline struggled with the heat. Even though Larapinta provided a goal that helped her overcome a lifelong aversion to gyms, and she’d arrived fitter than she’d ever been, she suffered nose bleeds and sometimes felt shaky. ‘I was so happy when Royston offered to take my bag one day I could have cried,’ she says. ‘He’s an awesome mentor in so many ways.’

Dylan’s challenge was his horror of snakes. ‘I was scared of snakes the whole trek. I was really sketchy! Sort of ridiculous…’

‘There were situations where you had to have a little think about how you could help people out, especially when it’s so hot and people have a short fuse because of the weather. As a group we did that pretty well I think.’

Dylan revelled in the heat and the glorious open country of the West MacDonnell Ranges, and like many others, relished the opportunity to learn more about the relationship between the ancestors and the natural world. ‘There were two ladies who came and sung to us in their language,’ Jacqueline remembers. ‘That was captivating, really moving. The stories they were singing were really relevant to being young leaders and changing the way. For me, you couldn’t get anything better than sitting out under the wide open stars with these two ladies singing their songs that meant everything to them. It was a profound experience for someone who, until recently, had felt a painful ambivalence about her Indigenous heritage. ‘But those ladies, and people in Alice too – they’re so connected with their community and the land. I was just in awe.’

Royston grew up in Normanton, on the Gulf of Carpentaria, and he sees sharing his experiences of growing up in pretty strong culture as a key part of his role. He wants to help young leaders understand the richness of their inheritance, and the responsibilities that come with living – and leading – ‘in two worlds’. For him, some of the most powerful learning was done around the campfire. ‘When you have had a long day and your guard is dropped and you’re relaxed, people find they can really talk. We had some great discussions about what it takes to step up and take responsibility for your power, influence change and then direct change.’

These informal yarns are hugely valuable, Jodie says. ‘It’s wonderful to see these young leaders leading debates about how to progress the group, being really proactive and thoughtful about how to get the most out of the experience.’ ‘What works really well is being immersed in culture, but also in the leadership space: it’s the theory, and then the opportunity to practise your own leadership style. We saw so many different examples of leadership across the week, what works and what doesn’t. This gave the young people a reference point in terms of, ‘well, how do I want to lead?’ Sometimes the small things resonate loudest. Jacqueline remembers being struck by something another young woman said during such a discussion. ‘She just said: “It’s okay to step back and let other people lead. To be a leader you have to be a follower as well.”’ It really hit me... It was really touching for me. Because that’s like me! I used to be very reserved and now I feel like I can speak up.’

On the last day the young leaders assumed command, and, in small unescorted groups, led the expedition back to base. By then, Jacqueline says, people were drawing on the strength of powerful bonds formed on country. ‘Getting to know each other on a personal level, and their stories and why they want to be here,’ she says. ‘It touches on your own experience and makes you realise how much we have in common… I felt like everyone had my back when I struggled mentally at times on the trek.’

For now, the young mother wants to continue working on her fitness and is already reading...
up on Kokoda to prepare herself mentally, and physically. Dylan has signed up at a gym. ‘We’re just going to have to step up with our fitness,’ he says. But he’s not daunted by what lies ahead. ‘The assignments can be head-flooding,’ he adds — ‘sometimes it goes over my head. But I know I can ask for help.’

There’s still plenty to do before Kokoda. In September IYLP launches a Kokoda Trek fundraising campaign in which each of the young leaders and mentors is expected to raise $4,000 each towards the cost of the trek. This is now core IYLP syllabus: taking responsibility for what they want to achieve by raising the money to do it is a crucial learning experience for future community leaders. Then, in October, the group heads to the National Centre for Indigenous Excellence in Redfern for Block 3, where new and different challenges await.

And in fact, the staff from Jungala Enterprises who ran the five days out on country told me that watching our group had inspired them, and given them hope for the future of this country.

THORNTON MCCAMISH - WRITER

IN OCTOBER 2013, THE INDIGENOUS YOUTH LEADERSHIP PROGRAM (IYLP) ARRIVED AT THE NATIONAL CENTRE FOR INDIGENOUS EXCELLENCE IN REDFERN. UPON ARRIVAL AT THE CENTRE, THE GROUP WAS GREETED BY THE FRIENDLY AND EXPERIENCED STAFF THAT MADE THE STAY A TRULY MEMORABLE ONE. CATERING FOR ALL NEEDS, NOTHING WAS TOO BIG OR SMALL AN ASK.

During the weeklong stay, the group of 18 young leaders and 7 mentors began their day with early fitness sessions at the state of the art EORA Fitness Centre and jogs along the streets of Redfern. The group participated in sessions and completed assessment associated with the 12 units of competency delivered as part of the Certificate IV in Community Development. Guest speakers that assisted in delivering the content included: Peter Dawson from the Recognise Campaign, local elder Aunty Sheeren, and Sean Callanan of SC Creative Communications. Each participant also delivered a moving account of their personal story line and each team presented their fundraising raising strategy to the group.

Another highlight of the week was the Tribal Warrior cruise on Sydney Harbour which included a moving welcome to country and cultural dance.
THE GROUP RETURNED TO ANGLESEA FROM 2ND TO 7TH FEBRUARY TO BEGIN THE SECOND YEAR OF THE PROGRAM. IT WAS A GREAT LOCATION FOR DELIVERING A DIVERSE RANGE OF ACTIVITIES THAT WERE CHALLENGING AND ENJOYABLE. EACH DAY STARTED AT 6.30AM WITH A FITNESS SESSION ON THE BEACH, FOLLOWED BY COURSE ROOM ACTIVITIES INCLUDING PRESENTATIONS FROM GUEST SPEAKERS, LARGE AND SMALL GROUP WORK AND TEAM BUILDING ACTIVITIES SUCH AS SURFING.

Aidan Grimes from Our Spirit (the Trekking company who took the group along the 96km Larapinta track) also delivered the Kokoda briefing. This briefing included a 10km walk to Pt Addis in preparation for the Kokoda Trek in June.

During the week, as part of the Certificate IV in Community Development, participants also learned about a community project that they planned on implementing in Papua New Guinea. They also provided an update on their fundraising efforts for the Trek.

FROM THE 3RD TO THE 13TH OF JUNE 22 PARTICIPANTS COMPLETED THE KOKODA TREK WITH AIDAN GRIMES AND THE OUR SPIRIT LEGENDS (PORTERS).

The Trek was a success. However, the journey and the outcomes were different from the 2010 Trek. The group had a larger percentage of young leaders that were somewhat unprepared and some with pre-existing injuries. As a result the group ended up being quite dispersed across the track. There was at times up to 1.5 hours between the front and back end of the group. Some participants and LTD members were on the Trek for up to 11 hours a day. The participants who walked in small groups worked through some intense emotions which resulted in them actually having to dig deep not only physically but also mentally and emotionally to get them through. There was some deep personal learning that took place for people on the Trek which came from being more disconnected as a ‘pack’.

The experience with Aidan Grimes and his Legends from Our Spirit was excellent in terms of the history lessons, the support provided by the Legends and Aidan’s capacity to lead and mentor the individuals and the group in line with our program principles. This Trek provided a deeper cultural experience with the group staying with a local family on the night before the Trek and having expectations placed on them to learn as much as they could about difference and diversity and the PNG culture, a culture different from their own.

Visits to a local town and hospital at Popendetta were eye opening and moving experiences for one and all. Along with the opportunity to learn some skills in building and construction and make significant donations to the young children at the Orphanage in Launuma. There were many lessons learned on the track with journals written along the Trek providing an insight into the depth of the learning and development for each person. Kokoda provides an incredible learning platform for the IYLP - deep opportunities for leadership and personal development along with the capacity to understand our country’s history, difference and diversity within cultures, respect and humility. It is also a great experience to explore and understand reconciliation and recognition.

8

9
The IYLP was established by the Jobs Australia Foundation in 2010. It targets young Indigenous Australians 18-25 who have the capabilities to create lasting change in their lives and their communities. The 50 strong group was led by Aidan Grimes from Our Spirit. We were a culturally diverse mob with ancestors drawn from Indigenous Australia, Papua New Guinea, England, Scotland, America, Uruguay and Italy just to name a few. Aidan, from Our Spirit, is an Irishman who told the history of the Kokoda Campaign with incredible passion and reverence leaving many of us feeling shame at our lack of knowledge and understanding of our history.

As this group trekked across the track, we walked in the spirit of reconciliation as our forefathers did. United by a common cause to complete the trek we learnt about and paid our respects to battles lost and won. We used the stories that demonstrated mateship, sacrifice, courage and endurance to motivate and inspire us as we took each step on the muddy terrain in humidity and rain and worked through our personal battles of tiredness and pain.

Being part of this melting pot of cultures and walking together as one demonstrated reconciliation - the capacity for a diverse group of people from all walks of life to come together to achieve a goal, similar to the unification of the Indigenous and non-Indigenous Australians who fought and worked with the Fuzzy Wuzzy Angels on the track in 1942. It was a time and place where culture and ancestry saw people work together to rise above adversity and diversity to achieve great things.

Tahlia Lloyd, from Murray Bridge, South Australia, commented that “the Trek taught me many things not only about myself but about another Indigenous culture, about how little I know about the war and Australian soldiers both Indigenous and non-Indigenous, about how much more I want to learn and how much more history needs to be taught not only in classrooms but at home and in our communities.”

This recognition and respect for the past helped us achieve our goals as individuals and as a group in the end we all returned home more resilient, more courageous and determined to create change in our lives and the communities we belong to.

Jacqueline Gibbs from Bathurst New South Wales stated: “Walking the Kokoda Track was amazing, absolutely incredible and I think it’s highly important that we recognise the Australian soldiers in particular the many Aboriginal Diggers who so bravely fought for our country.

I carried thoughts about Indigenous soldiers, men like Private Harry Saunders with me across the track to inspire and motivate me through the tough times.

Completing the IYLP Kokoda Trek has made me understand the importance of knowing Australian history before and after colonisation, getting educated and ensuring I am healthy and well. My hope is that we, Aboriginal people of Australia, keep focusing on developing our knowledge and our skills to show the Diggers that what they fought for was not wasted or taken for granted.”

As I reflected on all that I learnt on my second trek of Kokoda, I sensed a parallel with the Recognise Campaign. The Recognise Campaign is an opportunity for us all to unite. As we the IYLP group did on the Kokoda Trek when we acknowledged the Diggers and Fuzzy Wuzzy Angels who embraced difference and diversity and united to achieve something remarkable in World War II.

“I walked the Trek with my amazing Legend who became my friend gave me the opportunity to understand how rich and diverse the culture is in Papua New Guinea. Trekking with people from different backgrounds and walk in the spirit of reconciliation by respecting everyone’s culture, beliefs and values.” Tahlia Lloyd

Following my experience on the Trek it is my deep belief that it is possible and it is time to reconcile and recognise what all cultures have contributed to making this country the AMAZING place, in particular this land’s First People, our nation’s ancestors and be part of a defining moment in this country’s great history just as our ancestors did at Kokoda during World War II.

Jacqueline affirmed “…We are so lucky to have the country we have today thanks to the Australian Diggers from cultures far and wide and their selfless acts of bravery. Each generation of Australians needs to remember our history that in all that we do and help share the stories that make Australian what it is to keep the history of our wonderful country alive. Lest we forget!”
INDIGENOUS YOUTH LEADERSHIP PROGRAM PARTICIPANT UPDATE

AS OF 30TH JUNE THERE WERE A TOTAL OF 22 PARTICIPANTS ENGAGED IN THE IYLP, 16 YOUNG PEOPLE AND SIX MENTORS.

Four participants left the Program over 2013/14. Two of the four completed the first year of the Program. Reasons for people withdrawing from the Program included:

- Two participants left the Program due to personal issues;
- One a significant injury; and
- One received an undergraduate university scholarship.

PARTICIPANT SUPPORT

Each team of two young leaders was provided with a mentor to support them on their journey. In addition to this each Mentor was supported by a member of the Leadership Delivery Team. Despite the well thought out support plan developed to ensure everyone was provided with appropriate and timely assistance mentors and young leaders experienced personal and professional issues during the 12 month. This required the provision of case management support by the Manager and LD Team.

The effort and energy required to sustain a group of people in a Program of this nature over and above the support provided by the mentors has been very significant making it very clear that a Program of such nature regardless of how old or experienced participants may be must provide case management support.

MARKETING AND PROMOTION ACTIVITIES

Marketing activities, implemented over the 12 months included:

- Publication of 18 articles in local, regional and national newspapers.
- IYLP Facebook updated weekly. This page was used by the Foundation to communicate regularly with family, friends and colleagues connected to the Program and its participants.
- It was a fantastic medium for engaging the general public and has attracted nearly 1000 friends to the page.
- Reconciliation Australia published an article in September, 2014 Newsletter on the IYLP Kokoda Trek journey and lessons learnt about reconciliation and recognition.
- Production of a YouTube fundraising clip to help promote the Program.
- Two half-yearly Foundation Newsletters.
- The Foundation website was also refreshed and updated after each block.

2014 KOKODA TREK FUNDRAISING CAMPAIGN

In September 2013, the ‘Kokoda Leadership Trek 2014’ fundraising campaign was launched by Royston Prasad and Jacqueline Gibbs at the Jobs Australia National Conference in Sydney. This campaign was supported by GoFundraise. The young leaders and their mentors were responsible as part of their leadership training for raising $4,000 each towards the costs of their Trek of the Kokoda Track.

The campaign ran until April 2014 and we are delighted that the group exceeded their target of $92,000. With the support of the community, friends, family and corporate donations they raised a total of $97,000.

The group was very pleased about their achievement and would like to thank everyone who made a donation and supported the campaign. The additional monies raised were contributed to a Graduation Event to be held at the end of the 2013/14 Program in October 2014.

Several participants raised above their target which was a fantastic effort:

- Zac Romogalini-Townsend, Young leader, Tasmania, $16,000
- Mike Westerman, Mentor, Queensland, $10,000
- Jacqueline Gibbs, Young Leader, New South Wales: $6,153
- Tahila Lloyd, Young Leader, South Australia: $5,415
- Royston Prasad, Mentor, New South Wales: $5,130
- Danielle Williams, Young Leader, Victoria: $5,040

PARTNERSHIPS

Three significant partnerships where in place to support the ongoing development, delivery and evaluation of the IYLP:

- Australian Red Cross
- Aileen Traynor continued to be seconded to the role of Leadership Delivery Team and also contributed significant voluntary time. Her commitment and energy to the Program development and delivery and participants has been exceptional.
- Australian Catholic University (ACU)
- Professor Noreeda White and Leon Appo, from ACU continued to evaluate the Program and participant learning and development at the conclusion of each block of training. Key findings from the evaluation will be summarised in a final report due by December 2014.

Kangan Institute

Linc Yow Yeh, Manager of the Indigenous Education Centre continued to support the Foundation by overseeing the delivery of the Certificate IV in Community Development and accessing training subsidies to help offset some of the costs of the Program over the two years.

FUTURE DIRECTIONS: THINK TANK

The Jobs Australia Foundation Directors agreed to hold a Think Tank to deconstruct and reconstruct the work of the Foundation and the IYLP in August, 2014. This Think Tank will be attended by experts in the education, training and community sector including some of the Foundation’s Directors and current partners. The outcomes of the Think Tank will be used to formulate a plan of action for consideration by the Jobs Australia Foundation Board.

ACKNOWLEDGEMENTS

During 2014 Ray South, Company Director since 2005 and Leah Armstrong, Director since 2010 resigned from their positions on the Foundation Board.

Both Ray and Leah will be missed by the Foundation and we wish them well with their future endeavours.

The Foundation’s capacity to deliver a Program of this nature has required significant personal commitment and financial support from a number of people and organisations. Directors of the Foundation would like to thank the following organisations for their financial support during across 2013/14:

- Jobs Australia Ltd $110,000 plus substantial in-kind support
- Allianz Insurance $30,000 over 2013 & 2014
- The Tim Fairfax Family Foundation $20,000

Leah has provided steady counsel and support to the Foundation and the development of the Indigenous Youth Leadership Program. The Foundation has been very fortunate to have Leah’s support of the development of the 2010-2011 and 2013-2014 Indigenous Youth Leadership Program. Both Ray and Leah will be missed by the Foundation and we wish them well with their future
**CHANGE IN STATE OF AFFAIRS**

Ray South, Company Secretary resigned from his role on 16th April 2014 due to ill health. David Thompson, AM was appointed to the role of Company Secretary by the Board of Directors.

No other significant changes in the entity’s state of affairs occurred during the financial year.

**AFTER BALANCE DATE EVENTS**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the entity, the results of those operations or the state of affairs of the entity in future financial years.

**FUTURE DEVELOPMENTS AND RESULTS**

The entity will deliver one block of the Indigenous Youth Leadership Program during the 2014/15 financial year with the Program concluding on October 2014.

**DIRECTORS’ BENEFITS**

No Directors received any direct or indirect payment for their services as Directors during the course of the year.

Relevant Directors received payments being reimbursement of out-of-pocket expenses incurred in attending to Board business.

**INDEMNIFYING OFFICERS OR AUDITOR**

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the entity.

**PROCEEDINGS ON BEHALF OF THE ENTITY**

No person has applied for leave of Court to bring proceedings on behalf of the entity or intervene in any proceedings to which the entity is a party for the purpose of taking responsibility on behalf of the entity for all or any part of those proceedings.

**DIRECTORS OF THE FOUNDATION WOULD ALSO LIKE TO ACKNOWLEDGE THE CONTINUING SUPPORT AND DEDICATION OF A NUMBER OF PEOPLE AND THEIR ORGANISATIONS OVER THE PAST 12 MONTHS:**

- Zac Ashkanazy, Nous Group
- Leon Appo, Australian Catholic University
- Karen Delvin, Building Bridges Consulting Practice
- Emelda Davis - Onyx Management
- Peter Dawson, Recognise
- Gofundraise
- Aidan Grimes, Our Spirit
- Jungala Enterprises
- Lauren Malkin, JLT Insurance
- Julie Phillips, IYLP Leadership Delivery Team member and graduate of the 2010/11 IYLP
- National Centre for Indigenous Excellence (NCIE)
- Thornton McCamish
- Aileen Traynor, Australian Red Cross Victoria and member of the IYLP Leadership Delivery Team
- Tribal Warriors
- Duane Vickery, ETM Perspectives, and member of the IYLP Leadership Delivery Team
- Professor Nereda White, Australian Catholic University
- YMCA Anglesea
- Linc Yow Yeh, Kangan Bendigo Institute
- Sean Callanan, SC Creative Communications
- Rob Walls, 42 Degrees South

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**AUDITOR’S INDEPENDENCE DECLARATION**

The lead auditor’s independence declaration for the year ended 30 June 2014 has been received and can be found on page 18 of the directors’ report.

Signed in accordance with a resolution of the Board of Directors.

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David Thompson AM
Chair
9 October 2014

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Paul Vandenbergh
Director
9 October 2014
The Directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the company declare that:

1. the financial statements and notes, as set out on pages 1 to 6, are in accordance with the Corporations Act 2001 and:
   (a) comply with the Australian Accounting Standards; and
   (b) give a true and fair view of the financial position as at 30 June 2014 and of the performance for the year ended on that date in accordance with the accounting policies described in Note 1 of the financial statements.

2. In the Director’s opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

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

David Thompson AM  
Chair  
9 October 2014

Paul Vandenbergh  
Director  
9 October 2014

### FINANCIAL STATEMENTS

**STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2013**

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
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<tbody>
<tr>
<td>Revenue from ordinary activities</td>
<td>145,191</td>
<td>144,592</td>
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<tr>
<td>Interest income</td>
<td>25,172</td>
<td>32,659</td>
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<tr>
<td>Other income</td>
<td>14,545</td>
<td>-</td>
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<tr>
<td>Total Income</td>
<td>185,908</td>
<td>177,251</td>
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<td>Less: expenses</td>
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<tr>
<td>Audit Fees</td>
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<td>1,500</td>
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<td>Bank Charges</td>
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<td>Legal &amp; Professional Fees</td>
<td>4,416</td>
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<tr>
<td>Printing and Design costs</td>
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<td>Travel costs</td>
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<td>Consultancy Fees</td>
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<td>Equipment Expenses</td>
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<td>Amortisation</td>
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<td>Bad Debts Expenses</td>
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<td>Venue Hire</td>
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<td>Insurance Costs</td>
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<td>Fundraising Expenses</td>
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<td>Other</td>
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<td>Total</td>
<td>447,152</td>
<td>147,047</td>
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</table>

- Net profit/(deficit) for the year: (266,244) 10,190
- Items that will not be reclassified to profit or loss - -
- Items that will be reclassified subsequently to profit or loss when specific conditions are met - -

Total comprehensive income for the year: (266,244) 10,190

The accompanying notes form part of these financial statements.
STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2013

BALANCE AS AT 30 JUNE 2013  826,562 10,190 836,752

Net assets transferred from trust 9 - - -
Deficit for the year  - (266,244) (266,244)
Other comprehensive income - - -

Balance as at 30 June 2014 826,562 (256,054) 570,508

The accompanying notes form part of these financial statements

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2013

CASH FLOW FROM OPERATING ACTIVITIES
Donations 105,230 147,948
Interest Received 21,172 32,659
Payments (455,031) (183,858)
Other Receipts 14,545 1,106

Net cash provided by/(used in) operating activities  8 (314,084) (2,145)

CASH FLOWS FROM FINANCING ACTIVITIES
Contributed Capital (191,933) 23,097

Net cash provided in Financing activities (191,933) 23,097

Net increase in cash held (75,272) 89,584

Cash at beginning of the financial year  89,584 -

Cash at the end of the financial year  2 14,312 89,584

The accompanying notes form part of these financial statements
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The directors have prepared the financial statements of the company on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the needs of members. The financial statements have been prepared in accordance with the significant accounting policies disclosed below which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of this report are as follows:

a. Cash and Cash Equivalents

Cash and cash equivalents includes 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. Bank overdrafts are shown within borrowings in current liabilities in the balance sheet.

c. 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 Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

d. Comparatives

The directors of Jobs Australia Foundation Limited ATF Jobs Australia Foundation Trust resolved to amend the trust deed and discharge all the assets and liabilities of the Jobs Australia Foundation Trust and transfer any surplus gift funds to Jobs Australia Foundation, effective the beginning of the period. This is the first year of operations for Jobs Australia Foundation and hence there are no comparatives.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2013

NOTE 2: CASH AND CASH EQUIVALENTS

Cash at Bank 14,312 89,584

NOTE 3: TRADE AND OTHER RECEIVABLES

Trade Receivables 47,271 7,310

NOTE 4: OTHER FINANCIAL ASSETS

Term deposits 213,230 643,975

NOTE 5: INTANGIBLE ASSETS

Software 2,599 2,599

NOTE 6: TRADE AND OTHER PAYABLES

Trade Creditors 1,876 6,836

NOTE 7: RETAINED EARNINGS

Retained Earnings at 1 July 10,190 -

NOTE 8: RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING RESULT

Operating Deficit (266,244) 10,190

NOTE 9: TRANSFER OF ASSETS

Transfer of surplus gift funds from Jobs Australia Foundation Trust as follow:

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<thead>
<tr>
<th>Assets</th>
<th>2014</th>
<th>2013</th>
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<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
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<tr>
<td>Trade and Other Receivables</td>
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<tr>
<td>Other Financial Assets</td>
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<tr>
<td>Intangible Assets</td>
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<tr>
<td>Liabilities</td>
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<tr>
<td>Net Assets Transferred</td>
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<td>826,562</td>
</tr>
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