

COMMUNITY MANAGEMENT SOLUTIONS

**Annual Report
for 2024 Year**



CMS

Community Management Solutions

**Financial Year Ended
31 December 2024**

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Vision

Vision

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

Our Purpose

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

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

Our Strategic Pillars

I. Trusted Partner

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

II. Expert Knowledge

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

III. Personalised Service

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

IV. Strong Association

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

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

President's and Treasurer's Report

Community Management Solutions celebrated its 51st year providing services to our members in this ever changing and dynamic sector.

As part of our continuous improvement strategy, we sought extensive feedback from our valued members and focussed on those issues which were most concerning to our members. The general feedback and testimonials that we have received from our members was very encouraging.

Kevin and his team provided a number of webinars on some very pertinent topics which could be utilised as management training exercises on topics including Recruitment, Performance Management, Advanced Investigative Practices and HR best practice which were recorded for repeat viewings by our members and were very well received.

Regular newsletters were published with information articles which were on topics specifically requested by our members to provide advice and guidance on a wide range of topics. The staff continued to be only a phone or email away to answer all the routine and very complex inquiries from our members on all human resource, industrial relations and safety inquiries.

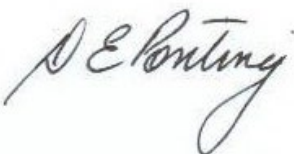
We represented our members in numerous conciliation conferences responding on behalf of our members to unfair dismissals, discrimination, and adverse action claims and achieved some wonderful results for our members.

The finance team provided extensive services to our members which included complex audits and reporting for our members and general payroll and bookkeeping services.

The team also provided an ever-growing range of extra discounted services for our members including investigations, recruitment, performance management, health and safety audits, human resource and payroll audits, assistance with return-to-work inquiries, coaching and mentoring, learning and development and assistance with all general HR inquiries. A full HR service was introduced this year to those members who required additional support.

On behalf of the Directors and Staff, we acknowledge the contribution to our organisation and the childhood sector of Allan Daniel Fazldeen OAM who played a major role in the establishment of our organisation. He was a life member and the Australia Day honours recognised his service to early childhood care. He will be greatly missed by all who worked with him.

We would like to thank Kevin and his team for their tireless efforts and continued dedication to our members.



Deborah Ponting
President



Lyanna George
Treasurer

Community Management Solutions

CEO Report

Dear Members

2024 was a wonderful year for Community Management Solutions as we entered our 51st year in providing our services to our valued members.

To continue in business in this ever-challenging environment with economic pressures is a tremendous achievement, which could only be accomplished by having a dedicated and supportive board and committed and motivated staff to service our members.

Our members certainly gave us some challenges to respond to in 2024.

Our organisation took over 1300 initial telephone calls and an enormous number of emails and personal interactions on a wide variety of topics, problems and concerns pertaining to human resource, industrial relations, health and safety, finance, payroll and bookkeeping, audits and general business which we responded to in a timely and professional manner, and we are achieving some remarkable results for our members.

We concentrated on providing up to date additional information and advice for our members by seeking feedback from them as to what they wished us to focus on as far as webinars, newsletters and regular advice and correspondence to keep them informed and aware of what constitutes best practice.

As part of our learning and development framework, we conducted over 15 webinars on topics such as HR Best Practice, Employee of Choice, Advanced Investigative Practices, Performance Management for Managers, Employee Induction and Right to Disconnect as well as regular IR and Safety Webinars which were extremely well attended and available for repeat viewings free for our members.

We also conducted our annual 2024 Membership Survey, and thank our members for their enthusiasm in responding. The highlights included very high percentages in how well our service suits their needs, response time, value for money and customer service.

We have expanded several of our services this year, including but not limited to executive recruitment, investigations, and payroll audits. We have also focussed on visiting our members at their locations when possible and delivering face to face training sessions for both staff and management.

Our focus on safety and rehabilitation has also continued with a number of our members seeking advice on how to induct staff in relation to safety, how to manage complex work cover claims and our staff have also conducted a number of health and safety audits, which has resulted in our members premises increasing their health and safety for their customers.

Representation was high on the agenda this year with a lot of our members facing some very serious potential consequences both monetary and reputationally. So as a result, we provided advice, guidance and actual representation in matters such as unfair dismissal, adverse action, discrimination and workplace bullying to name a few all with very positive results for our members which aided them tremendously during challenging times.

Furthermore, we also began the offering of a full HR service for members who required this to navigate the HR landscape and ensure HR best practice.

Community Management Solutions

This was also a very busy year for our Finance Team, who in addition to their auditing and payroll and bookkeeping services, had an increase in members returning, guided and assisted those members affected by the new Not for profit Tax office self-review reporting requirements.

Additionally, the finance team added a number of new community sporting associations and a number of new kindergartens. They have also assisted members with updating their constitution rules to reflect legislative changes to make their rules more manageable.

I am always surprised how easy my role is in relation to the supervision and management of staff. I have been extremely fortunate to work with professional and motivated staff who are all on the same page, and have great work ethics, as sincere thank you to all our staff.

On behalf of all the staff, a sincere thank you to all our members who put their faith and trust in us to help them navigate difficult situations from time to time.

I can assure you as CEO that the team and I at Community Management Solutions will respond and assist you quickly and thoroughly with advice, guidance and representation, we do not fear complexity and are always a phone call or email away to assist you.

Our team cannot provide the service that we do without support, knowledge and understanding from our skilled, experience and valued President and Board Members who assist me and always provide direction to enable us to deliver a five-star service to our members.

They provide the strategic direction and specific expertise to enable us to be successful.

A sincere thank you to our Board for their valued diligence and contribution.

All the best to our members and thank you once again.

Kind Regards,

A handwritten signature in black ink that reads "Kevin Prendergast". The signature is written in a cursive, flowing style.

Kevin Prendergast

Chief Executive Officer

Community Management Solutions

Board of Management

Deborah Ponting – President

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

Jennifer O'Brien – Vice President

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

Kim Teague – Secretary

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

Lyanna George – Treasurer

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

Peter Hoens – Board Member

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

Community Management Solutions

Chris Hutton – Board Member

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

Christine Yates – Board Member

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

{Information Management), and a Bachelor of Business (International Business).

Georgina Peereboom - Board Member

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

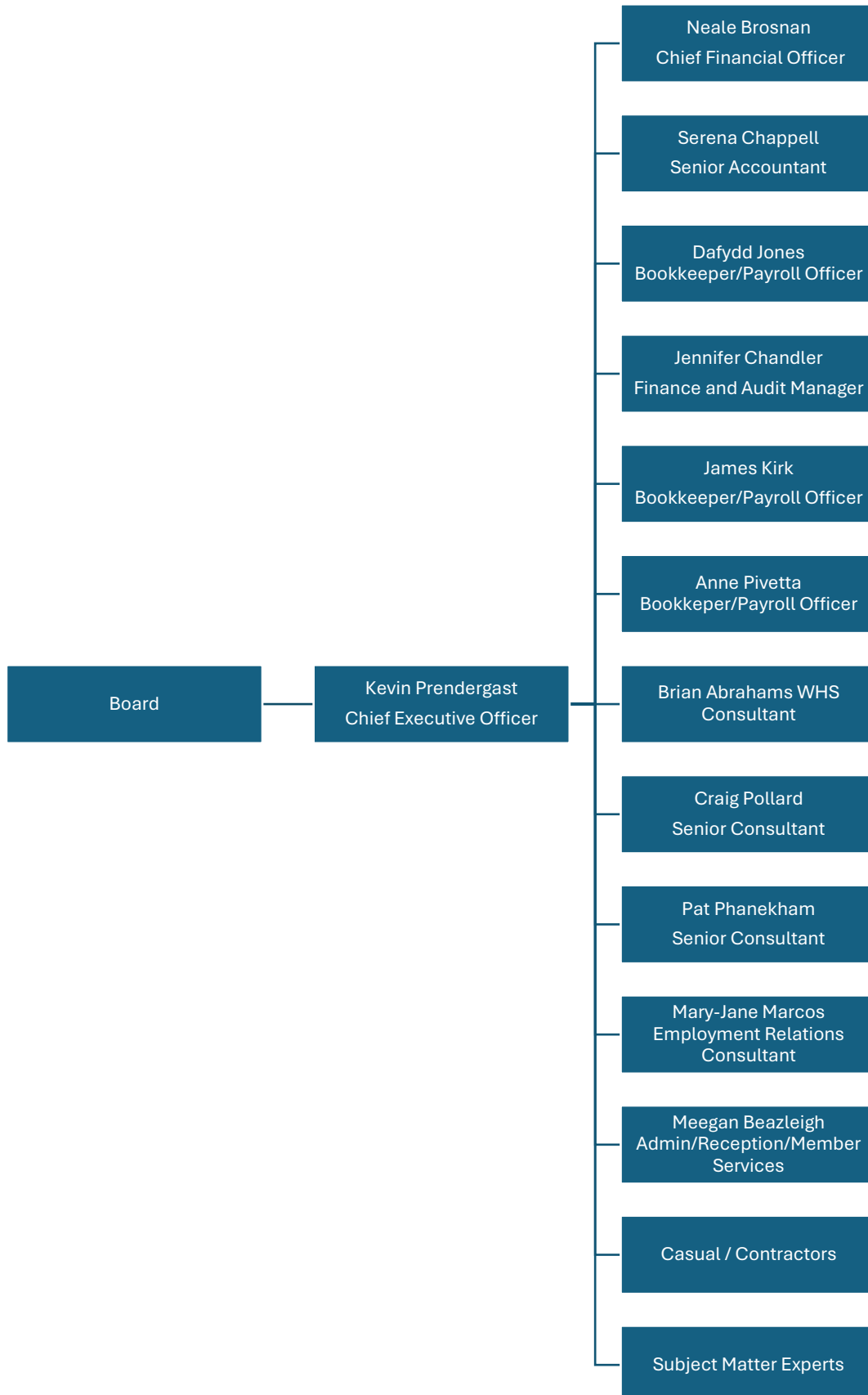
James Ponting - Board Member

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

CMSolutions Organisation Chart

Current as of June 2025

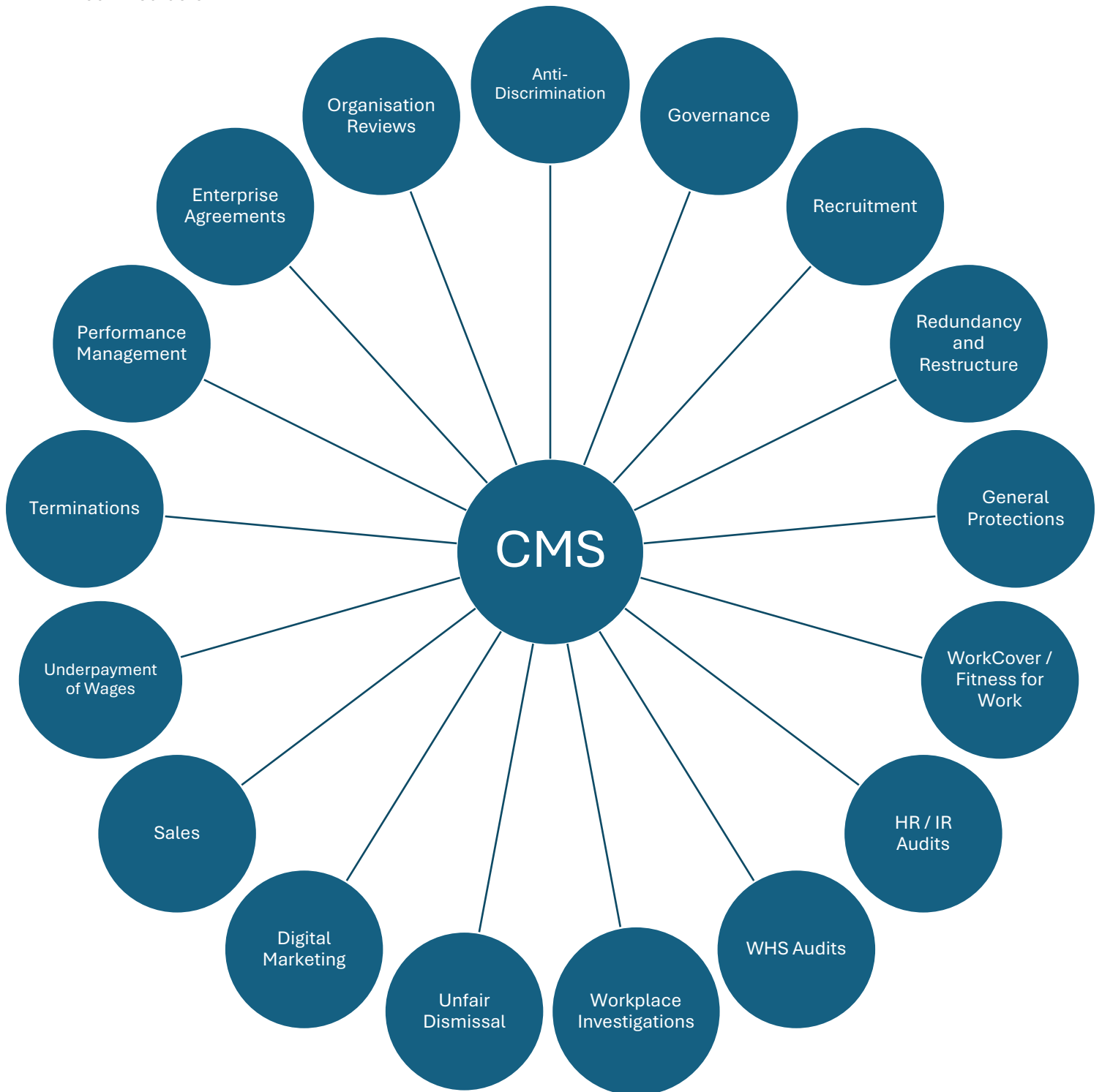
Key Staff



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

The Human Resources and Industrial Relations team have provided substantial assistance and advice to our members, and we have also represented members on human resources management and industrial relations issues. We also continued to deliver in-house training and various site visits throughout 2025.

CMSolutions HR/IR Team have represented and assisted members in significant matters during 2025 as outlined below.



Services Financial – Audits | Bookkeeping | Payroll

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

CMSolutions Financial Services team provide the following services to our members in 2025.



Community Management Solutions

Financial Statements Appendix

COMMUNITY MANAGEMENT SOLUTIONS

ABN: 68 150 310 815



Annual Financial Statements

for the year ended 31 December 2024

Presented at the Annual General Meeting

Community Management Solutions

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

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NEWMARKET QLD 4051

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

Telephone: +61 7 3852 5177

Email: info@cmsolutions.org.au

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

Community Management Solutions

OPERATING REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The Committee of Management presents its operating report on the Association for the year ended 31 December 2024.

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

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

Significant changes in financial affairs

There were no significant changes in the financial affairs of the Association during 2024.

Right of members to resign

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

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

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

Number of members

The number of members who, at the end of the reporting period, were recorded on the Register of Members of the Association was 312.

Number of employees

The number of full time equivalent employees as at 31 December 2024 was 8.74 employees (2023: 8.80).

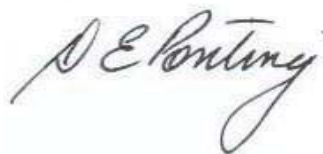
Names of Committee of Management members and period positions held during the financial year

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

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

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

Signature of designated officer:



Name and title of designated officer: Deborah Ponting, President

Dated: 09 May 2025

**COMMITTEE OF MANAGEMENT STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024**

On the 9th May 2025 the Committee of Management of the above named Association passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 31 December 2024:

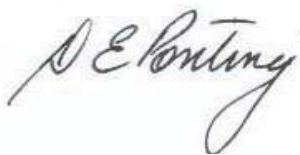
The Committee of Management declares that in its opinion:

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

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

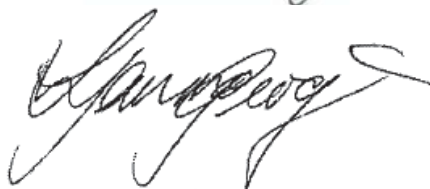
Signature of designated officer:

President- Deborah Ponting



Signature of designated officer:

Treasurer - Lyanna George



Community Management Solutions

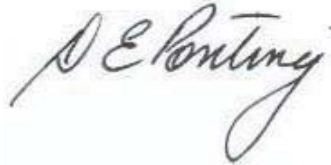
REPORT REQUIRED UNDER SUBSECTION 255(2A) FOR THE YEAR ENDED 31 DECEMBER 2024

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Association for the year ended 31 December 2024.

Descriptive form

	2024	2023
	\$	\$
Categories of expenditures		
Remuneration and other employment-related costs and expenses - employees	1,069,234	1,043,228
Advertising	-	-
Operating costs	414,325	524,375
Donations to political parties	-	-
Legal costs	-	-

Signature of designated officer:



Name of designated officer: Deborah Ponting

Title of designated officer: President

Dated: 09 May 2025

Community Management Solutions

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 \$	2023 \$
REVENUE FROM CONTRACTS WITH CUSTOMERS			
Membership revenue		366,446	386,585
Capitation fees and other revenue from another reporting unit		-	-
Levies		-	-
Services rendered income		930,880	954,917
Manuals and awards sales income		259	4,536
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	3	1,297,585	1,346,038
INCOME FOR FURTHERING OBJECTIVES			
Grants and donations	3b	424	1,200
Income recognised from volunteer services		-	-
TOTAL INCOME FOR FURTHERING OBJECTIVES		424	1,200
OTHER INCOME			
Investment income	3a	17,551	26,219
Revenue from recovery of wages activity		-	-
Net gain/(loss) on disposal of investments		17,215	25,966
Gain on lease modification		-	2,565
Gain on insurance settlement		3,774	-
Unrealised profit/(loss) on financial assets held for trading		69,950	39,234
Other revenue		2,500	2,455
TOTAL OTHER INCOME		110,990	96,439
TOTAL INCOME		1,408,999	1,443,677
EXPENSES			
Employee expenses	4a	1,069,234	1,043,228
Capitation fees and other expense to another reporting unit		-	-
Affiliation fees		-	-
Administration expenses	4b	258,698	314,508
Grants or donations		-	-
Depreciation	4c	40,954	46,594
Finance costs	4d	2,042	5,873
Legal costs		-	-
Other expenses	4e	-	-
Audit fees	13	16,130	15,210
Brokerage & stamp duty		8,530	12,693
Insurance expense		18,338	18,062
Loss/(profit) from scrapping of asset		-	-
Doubtful & bad debts		(7,312)	15,000
Membership, subscriptions & member seminars		7,398	8,202
Project & recoverable costs		69,547	88,233
TOTAL EXPENSES		1,483,559	1,567,603
SURPLUS / (DEFICIT) FOR THE YEAR		(74,560)	(123,926)
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME / (DEFICIT) FOR THE YEAR		(74,560)	(123,926)

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

Community Management Solutions

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5a	676,511	558,245
Trade and other receivables	5b	134,470	108,004
Financial assets	5c	445,118	484,957
TOTAL CURRENT ASSETS		<u>1,256,099</u>	<u>1,151,206</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6a	485,553	509,890
Right of use asset	6b	32,854	43,967
TOTAL NON-CURRENT ASSETS		<u>518,407</u>	<u>553,857</u>
TOTAL ASSETS		<u>1,774,506</u>	<u>1,705,063</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade payables	7a	28,292	17,128
Other payables	7b	572,512	451,959
Employee provisions	8a	176,180	149,520
Lease liability	6b	11,421	10,073
Contract liabilities	5b	232,687	241,681
TOTAL CURRENT LIABILITIES		<u>1,021,092</u>	<u>870,361</u>
NON-CURRENT LIABILITIES			
Employee provisions	8a	6,810	2,117
Lease liability	6b	22,868	34,289
TOTAL NON-CURRENT LIABILITIES		<u>29,678</u>	<u>36,406</u>
TOTAL LIABILITIES		<u>1,050,770</u>	<u>906,767</u>
NET ASSETS		<u>723,736</u>	<u>798,296</u>
EQUITY			
Accumulated funds	9	723,736	798,296
TOTAL EQUITY		<u>723,736</u>	<u>798,296</u>

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

Community Management Solutions

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	Accumulated funds \$	Total equity \$
Balance as at 1 January 2023		922,222	922,222
Deficit		(123,926)	(123,926)
Closing balance as at 31 December 2023	9	<u>798,296</u>	<u>798,296</u>
Deficit		(74,560)	(74,560)
Closing balance as at 31 December 2024	9	<u><u>723,736</u></u>	<u><u>723,736</u></u>

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

Community Management Solutions

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 \$	2023 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from members and customers		1,405,274	1,552,160
Dividends		12,773	21,959
Interest		4,778	4,260
Cash used			
Suppliers		(285,655)	(548,728)
Employees		(1,037,881)	(1,028,955)
Lease payments for leases of low-value assets	6b	(6,022)	(5,895)
Finance costs		(1,469)	(5,082)
GST		<u>(88,733)</u>	<u>(88,366)</u>
Net cash from/(used by) operating activities	10a	<u>3,065</u>	<u>(98,647)</u>
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of investments		163,007	428,158
Proceeds from insurance claim on plant and equipment		4,802	-
Cash used			
Purchase of plant & equipment		(6,532)	(5,259)
Payments for investments		<u>(36,003)</u>	<u>(286,776)</u>
Net cash from/(used by) investing activities		<u>125,274</u>	<u>136,123</u>
FINANCING ACTIVITIES			
Cash used			
Repayment of borrowings		-	(76,836)
Repayment of lease liabilities		<u>(10,073)</u>	<u>(13,712)</u>
Net cash from/(used by) financing activities		<u>(10,073)</u>	<u>(90,548)</u>
Net (decrease)/increase in cash & cash equivalents held		118,266	(53,072)
Cash & cash equivalents at the beginning of the reporting period		<u>558,245</u>	<u>611,317</u>
Cash & cash equivalents at the end of the reporting period	5a	<u><u>676,511</u></u>	<u><u>558,245</u></u>

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

Community Management Solutions

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies

1.1 Basis of preparation of financial statements

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

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

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

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

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standards and amendments

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

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

AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

This Standard amends *AASB 7 Financial Instruments: Disclosures*, to clarify that information about measurement bases for financial instruments is expected to be material to an entity's financial statements; and *AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors*, to clarify how entities should distinguish changes in accounting policies and changes in accounting estimates. These amendments have not had a material impact on the Association. This Standard applies to annual reporting periods beginning on or after 1 January 2024.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.4 New Australian Accounting Standards (continued)

Future Australian Accounting Standard Requirements

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

1.5 Current versus non-current classification

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

An asset is current when it is:

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

All other assets are classified as non-current.

A liability is current when:

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

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

The Association classifies all other liabilities as non-current.

1.6 Revenue

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.6 Revenue (continued)

Revenue from contracts with customers

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

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

Membership subscriptions

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

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

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

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

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

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

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

During the year, the Association did not receive cash consideration from government grants, or donations and voluntary contributions from members (including whip arounds).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.6 Revenue (continued)

Interest revenue

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

Dividend revenue

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

Service revenue

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

Gains on disposal of financial assets

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

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

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

Gains

Sale of assets

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

Capitation fees

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

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

Levies

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.7 Employee benefits

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

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

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

1.8 Leases

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

The Association as a lessee

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

Right of use assets

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

	2024	2023
Plant and equipment	4 years	4 years

The right of use assets are also subject to impairment.

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

Lease liabilities

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.8 Leases

Short-term leases and leases of low-value assets

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

1.9 Cash

Cash is recognised at its nominal amount. Cash and cash equivalents include cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

1.9 Financial instruments

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

1.10 Financial assets

Contract assets and receivables

A contract asset is recognised when the Association's right to consideration in exchange for goods or services that has transferred to the customer when that right is conditioned on the Association's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer.

Initial Recognition and Measurement

The Association's financial assets include trade receivables.

The Association's financial assets are classified as financial assets subsequently measured at amortised cost because both of the following conditions are met:

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

The classification of financial assets is performed at an instrument level at initial recognition of the financial asset.

The Association initially measures a financial asset at its fair value plus transaction costs. However contract assets and trade receivables that do not contain a significant financing component are measured at the transaction price as determined in accordance with the revenue policy in note 1.6.

Subsequent measurement

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.10 Financial assets (continued)

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

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

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

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

Derecognition

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

Offsetting

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

Impairment

Expected credit losses (ECLs)

(i) Debt instruments other than trade receivables

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

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

(ii) Trade receivables and contract assets

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.11 Financial Liabilities

Initial recognition and measurement

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

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

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

Subsequent measurement

Financial liabilities at amortised cost

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

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

Derecognition

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.12 Liabilities relating to contracts with customers

Contracts liability

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

1.13 Contingent liabilities and contingent assets

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is greater than remote.

1.14 Land, Buildings, Plant and Equipment

Asset Recognition Threshold

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

Land and buildings

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.14 Land, Buildings, Plant and Equipment (continued)

Depreciation

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

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

Class of assets	2024	2023
Furniture and equipment	3 to 10 years	3 to 10 years
Computer equipment	3 years	3 years
Strata Title Office	5 to 40 years	5 to 40 years

Derecognition

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

1.15 Impairment of non-financial assets

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

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

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

1.16 Non-current assets held for sale

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.17 Taxation

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

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

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

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

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

1.18 Fair value measurement

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

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

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

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

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1: Material accounting policies (continued)

1.18 Fair value measurement (continued)

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

Note 2: Events after the reporting period

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

	2024	2023
	\$	\$
Note 3: Revenue and other income		
Disaggregation of revenue from contracts with customers		
A disaggregation of the Association's revenue by type of arrangement is provided on the face of the statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer:		
Type of customer		
Members	1,297,585	1,346,038
Other parties	-	-
Total revenue from contracts with customers	1,297,585	1,346,038
Disaggregation of income for furthering activities		
A disaggregation of the Association's revenue by type of arrangement is provided on the face of the statement of comprehensive income. The table below also sets out a disaggregation of income by funding source:		
Income funding sources		
Government	424	1,200
Other parties	-	-
Total income for furthering activities	424	1,200
3(a) Investment income		
Interest		
Deposits	4,778	4,260
Dividends	12,773	21,959
Total investment income	17,551	26,219

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 3: Revenue and other income (continued)		
3(b) Grants and donations		
Grants	-	-
Government grants	424	1,200
Donations	-	-
Total grants or donations	424	1,200
Note 4: Expenses		
4(a) Employee expenses		
Holders of office:		
Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Other employee expenses	-	-
Subtotal employee expenses holders of office	-	-
Employees other than office holders		
Wages and salaries	923,874	922,775
Superannuation	105,547	98,346
Leave and other entitlements	31,353	14,273
Separation and redundancies	-	-
Other employee expenses	8,460	7,834
Subtotal employee expenses other than office holders	1,069,234	1,043,228
Total employee expenses	1,069,234	1,043,228

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 4: Expenses (continued)		
4(b) Administration expenses		
Total paid to employers for payroll deductions of membership subscriptions	-	-
Compulsory levies	-	-
Fees/allowances- meeting and conferences	-	-
Conference and meeting expenses	5,443	6,681
Contractors/consultants	158,356	216,131
Property expenses	28,317	30,729
Office expenses	29,728	25,385
Information communications technology	13,843	13,741
Other	16,989	15,946
Subtotal administration expense	<u>252,676</u>	<u>308,613</u>
Lease rentals:		
Short term, low value lease payments	6,022	5,895
	<u>6,022</u>	<u>5,895</u>
Total administration expenses	<u>258,698</u>	<u>314,508</u>
4(c) Depreciation		
Strata title office	25,406	26,177
Right of use asset	11,113	15,332
Property, plant and equipment	4,435	5,085
Total depreciation	<u>40,954</u>	<u>46,594</u>
4(d) Finance costs		
Finance charges	573	5,285
Lease interest	1,469	588
Total finance costs	<u>2,042</u>	<u>5,873</u>
4(e) Other expenses		
Penalties - via RO Act or the <i>Fair Work Act 2009</i>	-	-
Total other expenses	<u>-</u>	<u>-</u>
Note 5: Current assets		
5(a) Cash and cash equivalents		
Cash at bank	360,378	230,168
Cash at bank - held in trust	315,633	327,577
Cash on hand	500	500
Total cash and cash equivalents	<u>676,511</u>	<u>558,245</u>

Other comments: The "cash at bank - held in trust" relates to funds received from payroll and/or

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024 \$	2023 \$
5(b) Trade and other receivables		
Receivables from other reporting unit(s)	-	-
Total receivables from other reporting unit(s)	-	-
Less: allowance for expected credit losses	-	-
Total allowance for expected credit losses	-	-
Receivable from other reporting unit(s)- net	-	-
Other receivables		
Trade receivables	73,393	75,712
Less: Allowance for expected credit losses	(5,000)	(15,000)
	68,393	60,712
Other debtors	66,077	47,292
Total trade and other receivables- net	134,470	108,004
The movement in the allowance for expected credit losses of trade and other receivables is as follows:		
At 1 January	(15,000)	-
Provision for expected credit losses	-	(15,000)
Debt recovered	7,312	-
Write-off	2,688	-
At 31 December	(5,000)	(15,000)
<i>Credit risk</i>		
Refer to Note 14(d) for assessment of credit risk.		
The Association has recognised the following liabilities related to contracts with customers:		
Other contract liabilities- total	232,687	241,681
Contract liabilities- current		
Membership fees received in advance	232,687	241,257
Deferred revenue	-	424
	232,687	241,681
The significant changes between opening and closing balances of contract liabilities primarily relates to the timing of receipts relating to membership subscriptions.		
Revenue recognised in the reporting period that was included in the contract liability balance at the beginning of the period was \$92,724.		
5(c) Financial assets		
Financial assets held for trading:		
- shares in listed corporations at market value	445,118	484,957
Total financial assets	445,118	484,957

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 6: Non-current assets

**6(a) Property, plant and equipment
2024**

	Furniture & equipment \$	Computer equipment \$	Strata title office \$	Total \$
Property, plant and equipment:				
Carrying value	52,565	68,160	698,147	818,872
Accumulated depreciation	(46,894)	(63,988)	(222,437)	(333,319)
Total Property, Plant & Equipment	5,671	4,172	475,710	485,553

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

Net book value 1 January 2024	7,350	5,553	496,987	509,890
Additions:				
By purchase	-	1,375	5,157	6,532
Disposal due to insurance claim	-	-	(1,028)	(1,028)
Depreciation expense	(1,679)	(2,756)	(25,406)	(29,841)
Net book value 31 December 2024	5,671	4,172	475,710	485,553

Net book value as of 31 December 2024 represented by:

Gross book value	52,565	68,160	698,147	818,872
Accumulated depreciation and impairment	(46,894)	(63,988)	(222,437)	(333,319)
Net book value 31 December 2024	5,671	4,172	475,710	485,553

2023

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

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

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

Net book value as of 31 December 2023 represented by:

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 6: Non-current assets (continued)

6(b) Leases

The Association as a lessee

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

	Plant & equipment	Total
	\$	\$
As at 1 January 2023	23,212	23,212
Additions	44,362	44,362
Disposal	(8,275)	(8,275)
Depreciation expense	(15,332)	(15,332)
As at 31 December 2023	43,967	43,967
Depreciation expense	(11,113)	(11,113)
As at 31 December 2024	32,854	32,854

	2024	2023
	\$	\$
Net book value as at 31 December represented by:		
Gross book value	44,362	44,362
Accumulated depreciation and impairment	(11,508)	(395)
Net book value 31 December	32,854	43,967

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

As at 1 January	44,362	24,551
Additions	-	44,362
Disposals	-	(10,839)
Accretion of interest	1,469	588
Payments	(11,542)	(14,300)
As at 31 December	34,289	44,362
Current	11,421	10,073
Non current	22,868	34,289

The maturity analysis of lease liabilities is disclosed in note 14(e).

The following are the amounts recognised in profit or loss:

Depreciation expense of right-of-use asset	11,113	15,332
Interest expense on lease liabilities	1,469	588
Gain on lease modification	-	(2,565)
Expense relating to leases of low-value assets (included in administrative expenses)	6,022	5,895
Total amount recognised in profit or loss	18,604	19,250

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 7: Current liabilities		
7(a) Trade payables		
Unsecured liabilities:		
Trade creditors	28,292	17,128
Subtotal trade creditors	<u>28,292</u>	<u>17,128</u>
Payables to other reporting unit(s)	-	-
Total trade payables	<u>28,292</u>	<u>17,128</u>
Settlement is usually made within 30 days.		
7(b) Other payables		
Liability - Funds held in trust	453,466	326,549
Fees received in advance	-	1,049
Other payables	79,907	93,463
Wages and salaries	23,759	15,728
Superannuation	15,380	15,170
Payable to employers for making payroll deductions of membership subscriptions	-	-
Legal costs		
Litigation	-	-
Other legal costs	-	-
Total other payables	<u>572,512</u>	<u>451,959</u>
Total other payables are expected to be settled in:		
No more than 12 months	572,512	451,959
More than 12 months	-	-
Total other payables	<u>572,512</u>	<u>451,959</u>
Note 8: Provisions		
8(a) Employee Provisions		
Office holders:		
Annual leave	-	-
Long service leave	-	-
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions-office holders	<u>-</u>	<u>-</u>
Employees other than office holders:		
Annual leave	124,111	102,616
Long service leave	58,879	49,021
Separations and redundancies	-	-
Other	-	-
Subtotal employee provisions- employees other than office holders	<u>182,990</u>	<u>151,637</u>
Total employee provisions	<u>182,990</u>	<u>151,637</u>
Current	176,180	149,520
Non current	6,810	2,117
Total employee provisions	<u>182,990</u>	<u>151,637</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 9: Equity		
9(a) Accumulated funds		
Balance as at start of year	798,296	922,222
Surplus/(deficit) attributable to members	<u>(74,560)</u>	<u>(123,926)</u>
Balance as at end of year	<u>723,736</u>	<u>798,296</u>
9(b) Other funds		
Compulsory levy/voluntary contribution fund	-	-
Other fund(s) required by rules		
Balance as at start of year	-	-
Transferred to reserve	-	-
Transferred out of reserve	<u>-</u>	<u>-</u>
Balance as at end of year	<u>-</u>	<u>-</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 10: Cash flow		
10(a) Cash flow reconciliation		
Reconciliation of cash and cash equivalents as per Statement of Financial Position to Statement of Cash Flows:		
Cash and cash equivalents as per:		
Cash flow statement	676,511	558,245
Balance sheet	676,511	558,245
Difference	<u>-</u>	<u>-</u>
Reconciliation of surplus/(deficit) to net cash from operating activities:		
Deficit for the year	(74,560)	(123,926)
<i>Adjustments for non-cash items</i>		
Depreciation	40,954	46,594
Loss/(gain) on sale of investments	(17,215)	(25,966)
Unrealised (profit)/loss on financial assets held for trading	(69,950)	(39,234)
Loss/(gain) on insurance claim on plant and equipment	(3,774)	-
Loss/(gain) on lease modification	-	(2,565)
Bad debts written off	2,688	-
<i>Changes in assets and liabilities</i>		
(Increase)/decrease in trade and other receivables	(26,466)	61,179
Increase/(decrease) in trade and other payables	122,723	(29,002)
Increase/(decrease) in provisions	28,665	14,273
Net cash (used by) /from operating activities	<u>3,065</u>	<u>(98,647)</u>
10(b) Cash flow information		
Cash inflows		
The Association	1,590,634	2,006,537
Total cash inflows	<u>1,590,634</u>	<u>2,006,537</u>
Cash outflows		
The Association	1,472,368	2,059,610
Total cash outflows	<u>1,472,368</u>	<u>2,059,610</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 11: Contingent liabilities, assets and commitments		
11(a) Commitments and contingencies		
Operating lease commitments- as lessee		
The operating leases are for office related equipment including a photocopier, printers and postal franking machine with lease terms ranging from 1 to 4 years.		
Future minimum rentals payable under non-cancellable operating leases as at 31 December are:		
- within one year	16,005	18,608
- After one year but not more than five years	28,929	44,539
	44,935	63,146
Other contingent assets or liabilities		
There are no contingent assets or contingent liabilities at the date of this report.		
Note 12: Related party disclosures		
12(a) Key Management Personnel Remuneration for the reporting period		
Short-term employee benefits		
Salary (including annual leave taken)	351,035	323,318
Annual leave accrued	63,906	59,743
Performance bonus	-	-
Total short-term employee benefits	414,941	383,061
Post-employment benefits:		
Superannuation	41,002	36,236
Total post-employment benefits	41,002	36,236
Other long-term benefits:		
Long service leave	42,959	36,183
Total other long-term benefits	42,959	36,183
Termination benefits	-	-
Total	498,902	455,480

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 13: Remuneration of Auditors		
Value of the services provided		
Financial statement audit services	15,030	14,210
Other services	1,100	1,000
Total remuneration of auditors	16,130	15,210

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

Note 14: Financial instruments

Financial risk management

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

The Association does not have any derivative instruments at 31 December 2024.

Material accounting policies

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

Financial risk exposures and management

The main risks the Association is exposed to through its financial assets and liabilities are interest rate risk, liquidity risk and credit risk. The Association's risk management program focuses on the unpredictability of the financial markets and seeks to minimise the potential adverse effects of the financial performance of the Association, by way of various measures detailed below. There have been no changes in the Financial Risk Management Strategies from 2023.

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 14: Financial instruments (Continued)		
14(a) Categories of Financial Instruments		
<i>Financial assets</i>		
Fair value through profit or loss:		
- Shares in listed corporations	<u>445,118</u>	<u>484,957</u>
<i>Loans and receivables:</i>		
- Trade and other receivables	134,470	108,004
- Cash and cash equivalents	<u>676,511</u>	<u>558,245</u>
Total	<u>810,981</u>	<u>666,249</u>
 <i>Carrying amount of financial assets</i>	 <u>1,256,099</u>	 <u>1,151,206</u>
 <i>Financial liabilities</i>		
<i>Other Financial liabilities:</i>		
- Trade and other payables	600,804	469,087
- Lease liability	<u>34,289</u>	<u>44,362</u>
 <i>Carrying amount of financial liabilities</i>	 <u>635,093</u>	 <u>513,449</u>
 14(b) Net income and expense from financial assets		
Financial assets at fair value through profit and loss		
Held for trading:		
Change in fair value	69,950	39,234
Dividend revenue	<u>12,773</u>	<u>21,959</u>
Net gain/(loss) at fair value through profit and loss	<u>82,723</u>	<u>61,193</u>
 Loans and receivables		
Interest revenue	<u>4,778</u>	<u>4,260</u>
Net gain from loans and receivable	<u>4,778</u>	<u>4,260</u>
 Net gain/(loss) from financial assets	 <u>87,501</u>	 <u>65,453</u>
 14(c) Net income and expense from financial liabilities		
At amortised cost		
Interest expense	<u>2,042</u>	<u>5,873</u>
Net gain/(loss) from financial liabilities	<u>2,042</u>	<u>5,873</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 14: Financial instruments (Continued)

14(d) Credit risk

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

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

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

	2024	2023
	\$	\$
Financial assets		
Trade and other receivables	68,393	60,712
Total	68,393	60,712
Financial liabilities		
Trade and other payables	600,804	469,087
Deferred revenue	-	424
Total	600,804	469,511

Collateral held as security

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

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

31 December 2024

	Trade and other receivables				Total
	Days past due				
	Current	<30 days	30 - 60 days	61 - 90 days	
	\$	\$	\$	\$	\$
Expected credit loss rate	0%	0%	0%	0%	
Estimate total gross carrying amount at default	66,003	1,616	4,268	1,506	73,393
Expected credit loss	(1,174)	-	(3,826)	-	(5,000)
	64,829	1,616	442	1,506	68,393

31 December 2023

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

The Association's maximum exposure to credit risk for the components of the statement of financial position at 31 December 2024 and 2023 is the carrying amounts as illustrated above.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 14: Financial instruments (Continued)

14(e) Liquidity risk

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

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

Trade payables are short-term in nature.

The Association is not exposed to any significant liquidity risk.

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

Contractual maturities for financial liabilities- As at 31 December 2024

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Trade and other payables	-	600,804	-	-	-	600,804
Deferred revenue		-	-	-	-	-
Total	-	600,804	-	-	-	600,804

Contractual maturities for financial liabilities- As at 31 December 2023

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

Lease liability maturities- As at 31 December 2024

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
Plant & equipment	-	11,421	11,889	10,979	-	34,289

Lease liability maturities- As at 31 December 2023

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 14: Financial instruments (Continued)

14(f) Market risk

Interest rate risk

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

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

Cash flow sensitivity analysis for variable rate instruments

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

Price risk

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

Foreign currency risk

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

14(g) Capital risk management

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

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

This strategy remains unchanged from 31 December 2023.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 15: Fair value measurements

15(a) Financial assets and liabilities

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

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

- Fair values of the Association's interest-bearing borrowings and loans are determined by using a discounted cash flow method. The discount rate used reflects the issuer's borrowing rate as at the end of the reporting period. The own performance risk as at 31 December 2024 was assessed to be insignificant.
- Fair value of available-for-sale financial assets is derived from quoted market prices in active markets.
- Long-term fixed-rate and variable-rate receivables/borrowings are evaluated by the Association based on parameters such as interest rates and individual credit worthiness of the customer. Based on this evaluation, allowances are taken into account for the expected losses of these receivables. As at 31 December 2024 the carrying amounts of such receivables, net of allowances, were not materially different from their calculated fair values.

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

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

Note 16: Section 272 Fair Work (Registered Organisations) Act 2009

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

Information to be provided to members or Commissioner:

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


OFFICER DECLARATION STATEMENT

I, Deborah Ponting, being the President of the Association, declare that the following activities did not occur during the reporting period ending 31 December 2024:

The Association did not:

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

Signed:



Name of officer: Deborah Ponting

Title of officer: President

Dated: 09 May 2025

Independent Auditor's Report

To the Members of Community Management Solutions

Opinion

We have audited the financial report of Community Management Solutions (the Association), which comprises the statement of financial position as at 31 December 2024, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, Committee of Management Statement, Officer Declaration Statement and the subsection 255(2A) report.

In our opinion, the accompanying financial report represents fairly, in all material aspects, the financial position of Community Management Solutions as at 31 December 2024, and its financial performance and its cash flows for the year ended on that date in accordance with:

- (a) the Australian Accounting Standards; and
- (b) any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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

Liability limited by a scheme approved under Professional Standards Legislation.

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

Findex (Aust) Pty Ltd, trading as Crowe Australasia is a member of Crowe Global, a Swiss Verein. Each member firm of Crowe Global is a separate and independent legal entity. Findex (Aust) Pty Ltd and its affiliates are not responsible or liable for any acts or omissions of Crowe Global or any other member of Crowe Global. Crowe Global does not render any professional services and does not have an ownership or partnership interest in Findex (Aust) Pty Ltd. Services are provided by Crowe Audit Australia, an affiliate of Findex (Aust) Pty Ltd.

Other Information

The committee of management is responsible for the other information. The other information obtained at the date of this auditor's report is in the Association's Operating Report and Officer Declaration statement for the year ended 31 December 2024 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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

Responsibilities of Committee of Management for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If

we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

Declaration by the auditor

I, Mori Fathallah, declare that I am an auditor registered under the RO Act/a member of a firm where at least one member is an auditor registered under the RO Act/a member of a company where at least one of whose directors, officers or employees is an auditor registered under the RO Act. In accordance with the requirements of section 257(7) of the RO Act, I am required to describe any deficiency, failure or shortcoming in respect of the matters referred to in section 252 and 257(2) of the RO Act. No matters were raised, we have nothing to report.

Crowe Audit Australia

Crowe Audit Australia

M Fathallah

Mori Fathallah
Associate Partner

Brisbane 23 May 2025

Registration number (as registered by the Commissioner under the RO Act): AA2024/7
Registered Company Auditor No. 550370