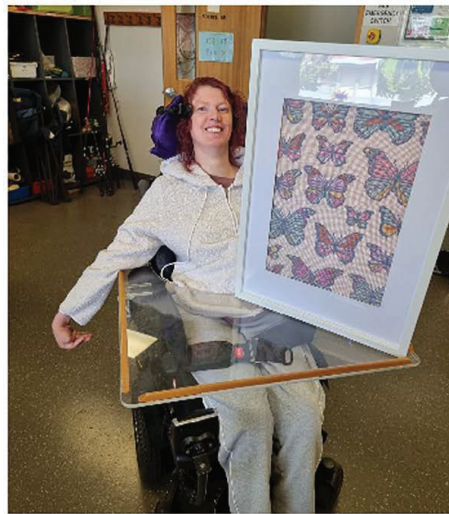


# Annual Report

2023

By St Michael's Association





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## President's Report



It is once again my great pleasure to present to you St Michael's Association's Annual Report for the 2022-2023 financial year.

This past year has been a great year for the Association, full of both achievements and challenges.

With respect to our achievements we have seen the construction of sixteen independent living units in Devonport, the implementation MYP as our new fully integrated operating system, our participants representing the State in the Special Olympics and winning medals, the introduction of a new staff recognition program, as well as the delivery of all the strategic initiatives outlined in our Strategic Plan.

The Association has also faced a number of challenges, including the legacy of various historic underpayments to staff dating as far back as 2015.

The Board, through our vigilant CEO, has been working through these various issues and has redressed some and is continuing to redress the remaining monies owed to our current and former employees.

Our staff, deserve commendation for their continued dedication and professionalism. Despite the challenges we have faced this year, their unwavering commitment to our participants has been truly inspiring.

I extend my sincere appreciation to the participants and their families for their continued trust in St Michael's to provide the ongoing support and development of independence and life skills for our participants.

Your faith in St Michael's empowers us to provide the highest quality supports and assistance.

The synergy between our participants and our staff is what truly makes St Michael's the great support provider that it is.

I also extend my gratitude to our dedicated donors, whose valued support continues to assist in uplifting and positively transforming the lives of our participants.

To my fellow volunteer Board members, your commitment and dedication is appreciated and has been invaluable.

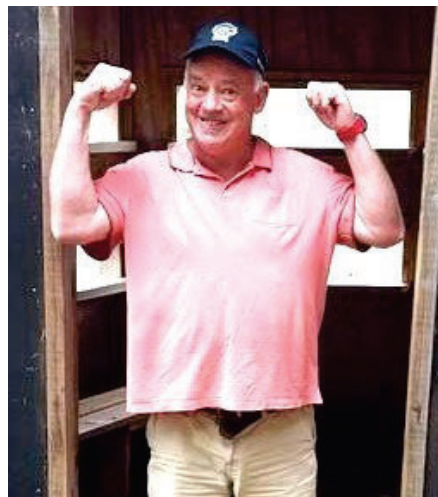
Collectively, along with our management team ably lead by our CEO, we have not only fortified the foundations of our Association but propelled us towards increased innovation and growth.

Looking ahead, we are committed to building upon our successes and overcoming challenges together.

In closing, I extend my deepest gratitude to each and every individual who has contributed to the success of St Michael's over the past year.

Our journey is a shared one, and it is together that we shall continue to create positive change in the lives of those we support.

**Colin Foon - President**





## CEO's Report



While the scourge of COVID is still present I am happy to report that our operations and the lives of our participants and staff have, throughout FY23, settled into a new normal. While we still feel its economic costs, both directly and through the broader inflation costs, St Michael's has managed to get on with providing its full suite of supports and programs.

This is largely due to the wonderful team of support workers and their leaders. The team has been brilliant at adapting to changing conditions and supporting each other by jumping in and lending a hand when needed. I believe this is a significant factor that sets St Michael's apart from other disability service providers.

I can happily report that during the past financial year St Michael's passed its mid-term registration audit by the NDIA. This demonstrated that we have the correct policies, procedures, systems and training in place that enables us to meet all the regulatory and compliance obligations that the Association is subject to as a registered NDIS services provider.

During FY23 my team and I have continued to build a supportive environment for both our participants and support team members to continue the development and adoption of an environment where building independence, confidence and capacity is the primary focus.

### Our Services

Overall revenue from our services and support increased in FY23. We were able to be proactive and fill all the vacancies in our Supported Independent Living (SIL) properties over the course of the year. This assisted with the growth in our annual revenue. Chugg House, which was vacant for most of FY22, had an established participant in the property throughout most of FY23 while we also saw growth in participant numbers in both Merton House and Hawthorn Street.

The NDIA continues to be a challenge for all parts of our business. The increases in NDIA pricing were not in line with increases in wages costs, electricity, fuel and the inflation attributed to other operating expenses of the business. St Michael's will continue to explore new ways to increase revenue streams to offset the shortfall from NDIA funding. One particular area of concern is Support Coordination, which for the fourth year in a row has had no increase in pricing. Given the growth in this area of the business it is disappointing.

Devonport is going through an exciting expansion with the construction of the 16 independent living units which will be occupied in the last quarter of 2023.

This is projected to bring in more NDIA revenue, through a forecast projected increase in IHTS hours being delivered to the new residents. Devonport continued to be a profitable cost centre for St Michael's and provides program options for participants on the North-West Coast.

Lyne House Respite Centre continues to grow the number of participants attending and their capacity and independence. We had five of our regular participants in respite move into Supported Independent Living within St Michael's during the financial year.

We pride ourselves on assisting participants to learn life and living skills in our Respite Centre, which allows them to then move into their own homes. This is very much in line with our values of helping participants develop their independence.

Technology has also been a major focus in FY23. We implemented a new whole-of-enterprise operating system called MYP. The new system allows us to capture all the data for our participants, allows staff to log in and out of shifts, take notes, complete incidents and have access to important documents about the participant they are supporting. We are progressing the system to allow families to access information directly from MYP later in 2023.

We have many opportunities for growth in FY24 and we look forward to continuing to provide active support at a high level to assist all our participants to achieve their individual goals through the person-centred approach we model.

### Our People

The past year has seen our continued commitment towards empowering our employees with several initiatives implemented to enhance professional growth, engagement and well-being.

Recognising the importance of continuous learning and development, we invested in the implementation of an organisation-wide training matrix.

This matrix has enabled us to identify role-specific training requirements for each employee, ensuring that they have access to the necessary resources and opportunities to enhance their skills and knowledge. By aligning training programs with individual roles, we have witnessed a significant improvement in employee performance, productivity and job satisfaction.



## CEO's Report - cont.

To streamline and enhance our learning and development initiatives, we introduced a Learning Management System (LMS). The LMS provides a centralised platform for employees to access a wide range of training materials, courses and resources. The system has not only increased the accessibility of training materials but also improved tracking and evaluation of employee progress, enabling us to identify areas for further improvement and targeted development opportunities.

We invested in our leaders in FY23 by providing leadership training to all leaders with the Association. This training was invaluable to the team and we have seen vast improvements in the culture of St Michael's because of this ongoing training.

Creating a positive and inclusive work culture is paramount to our Association's success. In the pursuit of fostering an environment where every employee feels valued and heard, we integrated the Culture Amp platform.

This platform provides a comprehensive suite of tools to measure employee engagement, gather feedback, and assess organisational culture. We rolled out our first Culture Amp survey in June.

The data-driven insights obtained from this platform will empower us to make informed decisions and implement initiatives to enhance employee satisfaction, well-being and overall workplace experience.

As part of our commitment to fair and equitable employment practices, we have embarked on developing a new Enterprise Agreement. Bargaining for this agreement will take place in the upcoming financial year, reflecting our dedication to fostering a collaborative and mutually beneficial relationship with our employees. This new Enterprise Agreement will encompass various aspects including wages, working conditions and employee benefits, which are all aimed at

ensuring a harmonious and supportive work environment for all.

Moving forward, we remain dedicated to continuously improving our people and culture initiatives, fostering an inclusive work environment and creating opportunities for all employees to thrive and excel. With the support and collaboration of our talented workforce, we are confident in achieving even greater milestones in the years to come.

### Our Finances

This financial year saw St Michael's realise an EBITDA surplus of just over \$800K, and with depreciation and interest factored in the trading result was a profit of \$88K. This result is a culmination of an increase in NDIS revenue, Grant and Respite incomes, along with increases in property rental income.

The cost of labour has continued to be impacted by COVID-related workforce issues, and the need to engage casual labour to meet the staffing requirements while also paying the permanent staff their personal leave while either quarantining or recovering from COVID.

In FY22 we provisioned \$150K for the payment of historical underpayments to current and former employees. In FY23 we have made a further provision for \$14K.

Throughout FY23 we have made payments to current and former staff for unpaid annual leave loading (dating back to 2015), for annual incremental rises in position classification that were not previously recognised (dating back to 2018) and underpayments associated with sleepover shifts that were either under or over the mandated eight hours.

Work has also been ongoing to identify, since the commencement of FY15, by manually going through every timesheet and identifying and tabulating each instance of sleepover shifts that were either under or over the

mandated eight hours, every broken shift and any unpaid overtime due to the either of the two practices. This work was completed at the end of FY23 and payments have commenced, and will continue throughout FY24, to all current and former staff members that have been underpaid.

### Other Developments

As mentioned previously, we have commenced the construction of 16 independent living units at our Devonport site to meet the needs on the North-West Coast. These have been funded through a combination of grant and loan income provided by the State Government. In our accounts this income was recorded as Non-Operating Income, and as Capital Works in Progress on our Balance Sheet. It is anticipated that these units will be tenanted by 1 October 2023.

Devonport though is not the only location to see the Association undertake building and improvement works.

On our Newstead site we have undertaken a significant lighting upgrade to improve the safety and security of both our participants/residents and staff. Further lighting and security work is still needed, but this will occur as and when resources are available.

We also undertook a total upgrade to our fire detection systems throughout the site. These works involved the upgrading of our fire panels and the replacement, and installation of additional fire sensors throughout all our buildings and units.

Our Chant Street property, from where we deliver our day programs under the auspices of Independent Services, saw significant remediation work to eliminate the frequent toilet blockages and the installation of laundry facilities.

This is enabling some participants to build their laundry and washing skills.



## CEO's Report - cont.

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While on the topic of skills and training, this year has seen the RTO nominated for the Tasmanian Small Training Provider of the Year.

This comes off the back of St Michaels Training being named as the Tasmanian Training Provider of the Year at the Tasmanian Training Awards back in September 2021. In FY23 the RTO has seen great growth throughout the year, in the number of students and revenue.

In closing, I would like to take this opportunity to thank the Board for their ongoing support and collaborative

approach. Their strong support and confidence is truly appreciated.

I am a strong believer in teamwork, and I am extremely proud to lead such a dynamic and dedicated executive team comprised of Andy Gower, Ann-Louise Young, Kim Dean and Darrin Geard.

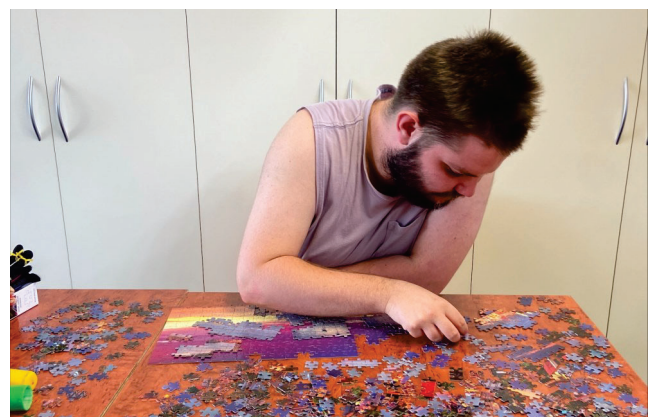
As I said previously, their hard work, commitment and collaboration makes us a formidable team that has truly demonstrated its capacity to tackle any challenge that comes our way.

Lastly, I would like to again thank our participants, their loved ones and their broader support networks for the trust they place in us every single day to provide the services and supports that enable the development of capability, confidence and most importantly independence.

**Mike Thomas - Chief Executive Officer**

## Things We Do

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## Board of Management



**Colin Foon** is a long-time member of the St Michael's Board and a life member of several organisations including the Old Launcestonians Football Club, being that club's first NTFA living legend. He has been a practising lawyer for over four decades and is now a consultant to his former law firm.



**Simone Woodruff** has 30 years' experience working in disability services. She was President of Independent Services for 22 years and has spent 22 years at Housing Tasmania as a Tenancy Officer for public housing.



**Keith Watson** has been an accountant in Launceston for more than 15 years. Keith has completed his CPA professional qualifications and in addition is a Chartered Tax Advisor with the Tax Institute of Australia. He Chairs the Audit and Risk Sub-Committee.



**Brian Dunham** is currently Co-Chair of the Parent Liaison Sub-Committee. He has a son who is a residential participant at St Michael's. Brian is a Life Member of the Association.



**Cheryl Scott** is a Speech Pathologist who has four decades of experience in the public sector. She has had many years of involvement with St Michael's through her son, who was a participant of the Day Program and a resident of a Supported Independent Living unit. She is keen to work with parents and St Michael's to improve outcomes for all participants.



**Chris Cooper** is very familiar with the Association being the son of former long-serving Board member and life member Jill. He also has two brothers who attend St Michael's. Chris brings a wealth of talent to the Board through his long career in the financial and government sectors.



**Robyn Wallace** is a physician, researcher and educator from Hobart with experience and interest in optimising healthcare for adults with intellectual disability and in ensuring the quality and safety of disability supports provision.

**Grayson Genders**  
Resigned 01/10/2022.

**Roger Tyshing**  
Resigned 23/03/2023.



## Board of Management - Meetings

The Board met on eleven (11) occasions during the financial year.

Each meeting achieved a quorum of five (5) members or more.

There were six (6) active members for the whole year.

Two (2) members resigned from the Board during the course of the year and one (1) new member elected.

The following table indicates the attendance by each member and the total number of Board Meetings for 2022-2023.

Member	Office	Board Meetings Eligible	Total Board Meetings Attended
Colin Foon	President	11	10
Simone Woodruff	Vice President	11	7
Keith Watson	Treasurer	11	11
Brian Dunham	Member	11	11
Cheryl Scott	Member	11	10
Chris Cooper	Member	11	10
Robyn Wallace^	Member	9	9
Roger Tyshing~#	Member	5	3
Grayson Genders*	Member	2	2

~ Appointed 06/09/2022

^ Elected 29/09/2022

\* Resigned 01/10/2022

# Resigned 23/03/2023

## Life Membership

Life membership at St Michael's is awarded for long, distinguished and voluntary contribution to the organisation.

The following people have been awarded Life Membership for their contribution since the organisation began 57 years ago.

**“Recognised for long, distinguished and voluntary contribution to the Association.”**

St Michael's Association Inc. Life Membership Honour Board	
Alan Baker	Dr Joan Rowlands (deceased)
Margaret Chugg	Dorothy Smith
Clare Clark (deceased)	Norm Smith (deceased)
David Merrington	Dorothy Wise (deceased)
Pam Merrington	Donald Richards
Brian Dunham	Jill Cooper



## Management Team

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**Mike Thomas**  
**CEO**

Mike joined St Michael's in 2021, bringing with him over 25 years of leadership and management experience. Mike has had a diverse career across many sectors including scientific research, politics, transport, financial services and healthcare.



**Andy Gower**  
**Executive Director of Disability Services**

Andy has been with St Michael's for more than seven years and has a vast level of experience in finance. Moving to a new role in direct disability support two years ago, Andy has broadened his knowledge in the disability sector. Andy brings a team-based knowledge approach to the group being heavily involved in coaching cricket and AFL umpiring groups.



**Ann-Louise Young**  
**Director of People & Culture**

Ann-Louise has more than 15 years of human resources and learning and development experience. Ann-Louise has a passion for people and is committed to creating and nurturing a positive employee experience and culture for St Michael's team members.



**Darrin Geard**  
**Director of Finance & Administration**

Darrin joined St Michael's in 2022, bringing with him over 30 years of leadership and management experience. He has had employment experience in corporate banking, employment, sporting administration and most recently as operations management of a commercial laundry. Darrin is also involved in football coaching and cricket administration.



**Kim Dean**  
**RTO Manager**

Kim manages St Michaels Training, our Registered Training Organisation (RTO). With 14 years working in an RTO, Kim has extensive knowledge of the Vocational Education and Training sector and has high level leadership skills in RTO management, compliance, training and assessment practices. Her focus is on achieving positive outcomes for all learners and clients.

## Highlights Throughout the Year



Several of our participants competed in the Burnie Ten in 2022 and they are eagerly waiting for the 2023 event in October this year.



During the year Antony has been working on his fitness by undertaking regular gym sessions.



Allen was overjoyed to get to meet some friends when they visited the Devonport campus.



## Highlights Throughout the Year



*John visited many tourist attractions on the Gold Coast during a holiday late last year.*



*After about two years out of the water, Aron has taken the plunge again with encouragement from his Smith House support team.*



*Alice loves to show her card collection to her housemates.*



*Vickie was delighted to catch up with Hawka during a visit to an AFL game last season.*



## Highlights Throughout the Year



*Ben was one of many participants who jumped at the chance to get a photograph with Santa at the Participant and Family Christmas Dinner.*



*Nick and Kevin participated in a Sailability event last year.*



*Stewart has developed his gardening skills during day program activities at Independent Services.*



## Highlights Throughout the Year



*Over the last year Mitchell has worked hard to improve his cooking skills.*



*Paul celebrated a milestone birthday this year.*



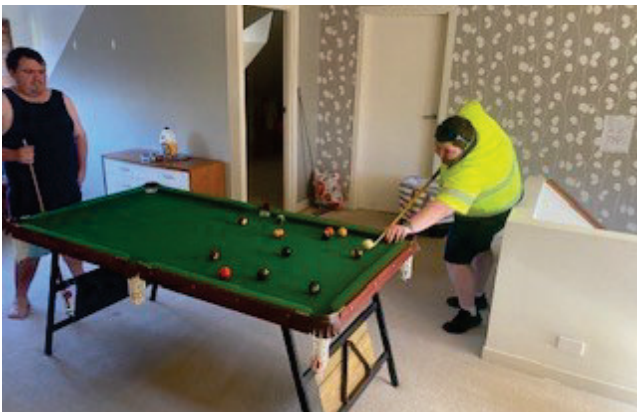
*Anusa has shown her artistic side this year.*



*Paula has made the most of every opportunity to explore the local area.*



## Things We Do





## RTO Report

Registered Training Organisation ID 60067



Our vision is to achieve excellence in supporting diversity for people with disability and those working in the Disability Sector as support workers.

We are committed to providing quality customised training programs that impact learners' growth and development, allowing them to maximise their potential. Tailoring our training programs to meet individual needs and preferences has enhanced engagement, motivation and the overall learning outcomes for our learners.

The past 12 months have been very productive for St Michaels Training.

We secured over \$750,000 in funding from The Department of State Growth, Tasmania (Skills Tasmania) to deliver the following programs:

- CHC33021 Certificate III in Individual Support (Disability)
- CHC43115 Certificate IV in Disability
- CHCSS00081 Induction to Disability
- CHCSS00098- Individual Support - Disability Skill Set
- Leadership Development
- Report Writing
- Mental Health/Suspected Abuse
- Food Safety/Cookery
- First Aid/CPR
- Manual Handling

Internally for the Association we had a large number of learners undertaking

training in Food Safety/Cookery, Healthy Body Systems, First Aid refreshers and Certificate III and IV level qualifications.

We successfully delivered programs to 26 employees at St Vincent Industries including Manual Handling, First Aid and Food Safety/Cookery. The cookery program had a language, literacy and numeracy component which included reading recipes and weighing and measuring ingredients.

We successfully completed The Pathway to Employment project which was a collaboration between Café Next Door and St Michaels Training. The Pathway to Employment project was supported by the Tasmanian Government through the Department of State Growth to provide people with disability an opportunity to engage in vocational training and develop sound pre-employment skills in a flexible and supported learning environment.

The learners should be very proud of their achievements. With the support provided by Brett and Vanessa from the Café Next Door and our trainer

Mick Brodie, all 10 learners successfully completed the course and most are looking forward to further training and securing employment.

The key to the success of our programs is the expertise, passion and commitment of our trainers. They play a crucial role in imparting knowledge, motivating learners and creating positive learning environments.

Our ability to be flexible and to make reasonable adjustments to suit the needs of individual learners and those of our employer partners contributes to our quality outcomes.

We would like to thank our partner organisations for their continued support and for choosing St Michaels Training as their preferred training provider.

**Kim Dean - RTO Manager**



## Financial Report

## Overview

Your Board Members submit the financial report of St Michaels Association Inc. for the financial year ended 30 June 2023.

### Principle Activities

The principle activities of the Association during the financial year were the provision of Accommodation & Community Service Programs for Tasmanians & families living with intellectual and or physical disabilities:

- NDIS funded programs
- Respite accommodation
- S.I.L. funded group homes
- Supported transitional accommodation
- Independent living units
- Community Access Program
- Recreational Program
- Individual Funding agreements
- In Home Tenancy Support
- Youth Break – respite support program
- Emergency Accommodation/Respite Services
- Registered Training Organisation

### Significant Changes

As reported previously, grants received under the CHP (04-05, 06-07, 09 & 14) are held as an amortising mortgage that is forgiven over 30 years. In the year ended 30 June 2014 a grant of land was received by way of an amortising mortgage that is forgiven over 10 years. In the year ended 30 June 2023 a grant was partially received under a funding agreement from Homes Tasmania for the construction of 16 independent living units in Devonport, with the balance to be receipted and expended in FY24, with this to then to be amortised over 30 years. These contingent liabilities have been recorded in the Financial Report Notes section.

### Trading Results and Review of Operations

The operations from ordinary activities amounted to \$87,750 and these funds were vested and utilised in the Association. This result is a culmination of an increase in NDIS, Grant and Respite incomes, along with increase in property Rental Income. The cost of labour has continued to be impacted by COVID-related workforce issues, and the continual engagement of casual labour to meet the staffing requirement of our core business. Cash reserves increased by \$548,252, albeit this was inclusive of Grant income for the capital expenditure for the construction of 16 units at the Devonport site, and also includes the repayment of \$646,235 in loan funds during the year.

### Board Member Benefits

Since the end of the previous financial year, no Board Member has received, or become entitled to receive, a benefit by reason or a contract made by the organisation with the Board Member.

### Likely Developments

The Board is not aware of any like developments in the operation of the organisation, which would affect the expected operation of the organisation.

This Statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board, dated 12 September 2023 by:



Colin Foon  
President



Keith Watson  
Treasurer



## Responsible Persons' Declaration

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As per section 60.15 of the *Australian Charities and Not-for-profits Commission Regulations 2013* for the financial year ended 30 June 2023.

The responsible persons declare that in the responsible persons' opinion:

- a) There are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- b) The financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with the subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulations 2013*.

A handwritten signature in black ink, appearing to read 'Colin Foon', with a stylized flourish at the end.

Colin Foon  
President  
12 September 2023



## **Independent Auditor's Report to the members of St Michael's Association Inc.**

### **Report on the Audit of the Financial Report**

#### *Opinion*

I have audited the financial report, being a special purpose financial report, of St Michael's Association Inc, which comprises the statement of financial position as of 30 June 2023, the general operating statement and statement of cash flows for the financial year then ended, notes to and forming part of the accounts, and the responsible person's declaration.

In my opinion, the financial report of St Michael's Association Inc for the financial year ended 30 June 2023 has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Presenting fairly the Entity's financial position as of 30 June 2023 and of its financial performance for the financial year then ended; and
- (ii) Complying with Australian Accounting Standards to the extent described in Note 1 to the financial statements, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

#### *Basis for Opinion*

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.



## Financial Report

## Independent Auditor's Report (cont'd)

I draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report is prepared to assist the Entity for the purpose of fulfilling the Entity's financial reporting responsibilities under the *ACNC Act* and the Constitution. As a result, the financial report may not be suitable for another purpose. My report is intended solely for the Entity and should not be distributed to or be used by parties other than the Entity. My opinion is not modified in respect of this matter.

### *Responsibilities of Management and Those Charged with Governance*

The responsible persons of the Entity are responsible for the preparation of the financial report that presents fairly and have determined that the basis of preparation described in Note 1 to the financial statements is appropriate to meet the requirements of the *ACNC Act*, the Constitution and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that presents fairly and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible persons are responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

### *Auditor's Responsibilities for the Audit of the Financial Report*

My 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 my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with 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 the financial report.

A handwritten signature in blue ink that reads 'Salmon'.

**Luke Salmon**  
**Registered Company Auditor**

Date: 13 September 2023

## Board Member Details

As at 30 June, 2023

**ASSOCIATION INCORPORATION ACT  
SECTION 24B(d)  
ST MICHAEL'S ASSOCIATION INC.  
MEMBERS OF THE BOARD OF MANAGEMENT AS AT 30 JUNE 2023**

Name	Address	Position
Colin Foon	23 Gloucester Street WEST LAUNCESTON TAS 7250	President
Simone Woodruff	2/31 Lantana Avenue NEWSTEAD TAS 7250	Vice President
Keith Watson	16 Elizabeth Street PERTH TAS 7300	Treasurer
Brian Dunham	10 Kootara Place TREVALLYN TAS 7250	Board Member
Cheryl Scott	25 Essendon Street LAUNCESTON TAS 7250	Board Member
Chris Cooper	8 Tremal Court WEST LAUNCESTON TAS 7250	Board Member
Dr Robyn Wallace	93 King Street SANDY BAY TAS 7304	Board Member

I, Luke Salmon, being the auditor of the above Association hereby confirm that the foregoing is a list of the names and residential addresses of all the members of the Board of Management of the Association at 30 June 2023.

A handwritten signature in blue ink that reads 'Salmon'.

**Luke Salmon  
Registered Company Auditor  
13 September 2023**



## Financial Report

## General Operating Statement - Year End 30 June, 2023

### St. Michael's Association Inc. General Operating Statement for Period Ended 30 June 2023

	Jun-23	Jun-22
	\$	\$
<b>Operating Income</b>		
Grants Received (Cth) Recurrent	470,420	189,789
NDIA (Cth) Funded Participants	12,731,894	11,294,888
Grants Received (State) Non-recurrent	0	0
Grants - Other	5,000	787
Fundraising	7,548	6,456
Donations Received	13,557	8,517
Contributions	705	1,233
Trading Activities - Day Program	43,927	38,728
Trading Activities - Transport Fees	152,129	106,741
Fee for Service - Community Access	27,545	29,581
Fee for Service - Respite	52,959	41,055
Fee for Service - Medec	13,000	76,040
Fee for Service - RTO	940	0
Rental Income - Properties	533,309	481,180
Rental Income - Maintenance Scheme	6,457	14,956
Rental Income - Power Reimbursement	50,878	59,727
Rental Income - Phone Reimbursement	1,638	1,631
Rental Income - Insurance Reimbursement	1,533	0
Rental Income - R & M Reimbursement	2,762	3,958
Rental Income - Hire of Facility	960	0
Board Fees - Student Accommodation	0	1,691
Board Fees - Merton House	71,280	34,865
RTO Fees	768,628	1,101,681
Interest Received	82,398	69,528
L/hold Premium - Newstead Unit	0	1,982
Sundry Income	132,094	391,500
Workers Comp. Reimbursement	93,904	80,722
Insurance Premiums Recouped	3,150	2,500
Traineeship Wage Subsidies	195,166	315,384
<b>Total Operating Income</b>	<b>15,463,782</b>	<b>14,355,120</b>
<b>Operating Expenses</b>		
Wages & Salaries	13 11,505,519	10,788,404
Employee Leave Provisions	(4,578)	284
Superannuation	1,195,519	1,036,114
Workers Compensation Insurance	375,921	449,031
Health & Safety	49,603	64,478
Staff Amenities	8,649	9,110
Staff Training & Development	121,193	61,296
Uniforms	40,095	3,843
Industrial Relations	6,955	2,522
Recruitment Expenses	21,152	18,985
Client Activities	36,268	26,889
Medical - Client Support	808	127
Groceries - Client Support	46,277	41,186
Materials & Supplies - Client Support	3,500	4,768
Telephone	60,544	58,807
Internet	11,750	9,515
Meeting Expenses	16,016	13,561
Travel & Accommodation	5,109	1,940
Hydro & Heating	119,802	121,138

## Financial Report

### General Operating Statement - Year End 30 June 30, 2023 (cont'd)

#### St. Michael's Association Inc. General Operating Statement for Period Ended 30 June 2023

	Jun-23	Jun-22
	\$	\$
Advertising, Marketing & Promotion	31,431	27,628
Fundraising Expenses	3,494	8,504
Postage, Freight & Courier	4,067	3,653
Printing & Stationery	50,586	59,965
Cleaning & Rubbish Removal	53,442	51,813
Rates & Land Tax	121,354	114,695
Repairs & Maintenance	150,942	275,298
Security & Fire Alarm	16,321	16,082
Laundry	0	885
Hire of Facilities	53,026	59,889
Fees, Licences & Permits	43,699	41,557
Publications, Subscriptions & Resources	122,729	32,897
Membership Fees	18,377	246
Motor Vehicle	155,451	146,641
Computer Maintenance	18,619	40,348
Plant & Equipment Hire	12,705	11,765
Plant & Equipment Replacements	39,712	71,280
Audit Fees	10,208	2,944
Consultancy Fees	6,000	5,000
Legal Fees	34,136	1,496
Depreciation - Buildings	472,813	470,506
Depreciation - Motor Vehicles	38,876	48,599
Depreciation - Plant & Equipment	9,544	7,212
Insurance	74,933	53,045
Bank Fees & Charges	5,247	5,758
Bad Debts	40	632
Borrowing Costs	0	1,419
Interest Paid	191,423	142,111
Loss on Shares/Investment	4,978	0
Sundry Expenses	685	473
RTO Training Fees	11,090	546,466
<b>Total Operating Expenses</b>	<b>15,376,031</b>	<b>14,960,805</b>
<b>Operating Profit / (Loss)</b>	<b>87,750</b>	<b>(605,685)</b>
<b>Non-Operating Income / (Expenses)</b>		
Building Grant Income	2,305,000	0
<b>Total Non-Operating Income / (Expenses)</b>	<b>2,305,000</b>	<b>0</b>
<b>Net Profit / (Loss)</b>	<b>2,392,750</b>	<b>(605,685)</b>



## Financial Report

## Statement of Financial Position - As at 30 June, 2023

### St. Michael's Association Inc. Statement of Financial Position as at 30 June 2023

	Notes	Jun-23 \$	Jun-22 \$
<b>Current Assets</b>			
Cash & Cash Equivalents	2	1,756,692	1,208,440
Trade & Other Receivables	3	853,570	978,196
		<b>2,610,263</b>	<b>2,186,636</b>
<b>Non-Current Assets</b>			
Financial Assets	4	404,531	568,495
Land & Buildings	5	21,527,268	19,834,862
Plant & Equipment	5	58,004	35,044
Motor Vehicles	5	155,451	194,327
		<b>22,145,254</b>	<b>20,632,727</b>
<b>Total Assets</b>		<b>24,755,516</b>	<b>22,819,364</b>
<b>Current Liabilities</b>			
Trade & Other Payables	6	995,761	780,556
Provisions	7	637,334	644,373
Funds Held in Trust	8	48,504	69,493
		<b>1,681,599</b>	<b>1,494,422</b>
<b>Non-Current Liabilities</b>			
Borrowings	9	3,795,959	4,442,194
Provisions	7	109,564	107,104
		<b>3,905,523</b>	<b>4,549,298</b>
<b>Total Liabilities</b>		<b>5,587,122</b>	<b>6,043,720</b>
<b>Net Assets</b>		<b>19,168,394</b>	<b>16,775,644</b>
<b>Accumulated Funds</b>			
Retained Earnings as at 1 July		8,828,238	9,433,923
Net Profit / (Loss)		2,392,750	(605,685)
		<b>11,220,988</b>	<b>8,828,238</b>
Asset Revaluation Reserve	11	7,947,406	7,947,406
<b>Total Funds</b>		<b>19,168,394</b>	<b>16,775,644</b>

## Financial Report

## Statement of Cash Flows - Year End 30 June, 2023

### St. Michael's Association Inc. Statement of Cash Flows for Period Ended 30 June 2023

	Notes	Jun-23 \$	Jun-22 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from members		705	1,233
Receipts from clients		2,148,630	1,791,314
Grants received		15,512,314	11,876,964
Insurance Recoveries		97,053	83,222
Traineeship Wage Subsidies		195,165	315,384
Donations received		21,105	14,972
Interest Received		82,398	71,510
		<b>18,057,370</b>	<b>14,154,600</b>
Payment to suppliers		2,505,050	2,341,023
Payment to employees		12,696,460	11,824,802
		<b>15,201,510</b>	<b>14,165,825</b>
<b>NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES</b>		<b>2,855,860</b>	<b>(11,225)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for non-current assets		(1,657,724)	(191,471)
<b>NET CASH USED IN INVESTING ACTIVITIES</b>		<b>(1,657,724)</b>	<b>(191,471)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Loan funds repaid during the year	10	(629,676)	(638,141)
Movement in funds held for Clients during year		(20,208)	(10,227)
<b>NET CASH USED IN FINANCING ACTIVITIES</b>		<b>(649,884)</b>	<b>(648,368)</b>
<b>NET INCREASE / (DECREASE) IN CASH HELD FOR THE YEAR</b>		<b>548,252</b>	<b>(851,064)</b>
<b>CASH AND CASH EQUIVALENTS AT START OF YEAR</b>		<b>1,208,440</b>	<b>2,059,504</b>
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>		<b>1,756,692</b>	<b>1,208,440</b>
<b>RECONCILIATION TO FINANCIAL STATEMENTS</b>			
Cash on Hand	2	1,756,692	1,208,440
		<b>1,756,692</b>	<b>1,208,440</b>



## Financial Report

## Notes to and forming part of the Accounts - Year End 30 June, 2023

### St. Michael's Association Inc. Notes to and forming part of the accounts for Period Ended 30 June 2023

#### Note 1: Summary of Accounting Policies

##### BASIS OF PREPARATION

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the *Australian Charities and Not-For-Profit Commission Act 2012*. The Committee has determined that the Association is not a reporting entity because in their opinion there are unlikely to exist users of the financial report who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs.

The report has been prepared in accordance with the following Australian Accounting Standards and Australian Accounting Interpretations only, which is consistent with the requirements of the Australian Charities and Not-for-Profit Commission for large charities:

- AASB 101 Presentation of Financial Statements
- AASB 107 Statement of Cash Flows
- AASB 108 Accounting policies, changes in accounting estimates & errors
- AASB 110 Events after the Reporting Period
- AASB 119 Employee Benefits
- AASB 124 Related Party Disclosures
- AASB 1004 Contributions
- AASB 1048 Interpretation of Standards
- AASB 1054 Australian Additional Disclosures

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

The financial statements were approved on 12 September 2023.

##### SIGNIFICANT ACCOUNTING POLICIES

Accounting policies are selected and applied in a manner, which ensures that the resultant financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substances of the underlying transactions and other events is reported.

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

##### a. Income Tax

The Association being a charitable entity is exempt from Income Tax under Section 50-45 of the ITAA1997.

##### b. Property, Plant and Equipment

Plant & equipment and motor vehicles are stated at historical cost less accumulated depreciation.

Depreciation is calculated on a straight line or reducing balance basis to write off the net cost of each item over their expected useful lives.

The most recent official revaluation of all of the Association's land & buildings, was finalised in the 2022 financial year with effect as at 30 June 2022. All buildings are depreciated over their expected useful lives.

##### c. Impairment of Assets

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

##### d. Employee Benefits

###### *Wages & Salaries and Annual Leave*

Liabilities for wages & salaries, including non-monetary benefits, and annual leave expected to be settled within 12 months of the reporting date are recognised in current liabilities in respect of employee's services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

## Financial Report **Notes to and forming part of the Accounts - Year End 30 June 30, 2023 (cont'd)**

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### St. Michael's Association Inc. Notes to and forming part of the accounts for Period Ended 30 June 2023

#### **Note 1: Summary of Accounting Policies (cont'd)**

##### *Long Service Leave*

The liability for long service leave is recognised in current and non-current liabilities, depending on the unconditional right to defer settlement of the liability for at least 12 months after the reporting date. The liability is measured as the present value of expected future payments to be made in respect of services provided to employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national Government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

##### *Defined Contribution Superannuation Expense*

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

#### **e. Provisions**

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

#### **f. Cash and Cash Equivalents**

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

#### **g. Trade & Other Receivables**

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

#### **h. Revenue and Other Income**

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt. If conditions are attached to the grant or donation that must be satisfied before the association is eligible to receive the contribution, recognition as revenue will be deferred until those conditions are satisfied.

A portion of income recorded in the disclosure in the general operating statement named 'fundraising' represents net amounts of cash physically collected from events such as garage sales. The controls surrounding the collection of this cash, monitoring of this cash, subsequent recording of this cash in the accounting system, and banking thereof, is inherently limited.

#### **i. Leases**

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

#### **j. Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with current liabilities. Boarding fees have been ruled by the ATO as being a GST free supply.

#### **k. Financial Instruments**

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition.



## Financial Report

## Notes to and forming part of the Accounts - Year End 30 June 30, 2023 (cont'd)

### St. Michael's Association Inc. Notes to and forming part of the accounts for Period Ended 30 June 2023

#### Note 1: Summary of Accounting Policies (cont'd)

##### I. Financial Assets

All regular way purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace. All recognised financial assets are measured subsequently in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

##### m. Trade & Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid at or before their due date.

	Jun-23 \$	Jun-22 \$
<b>2. Cash &amp; Cash Equivalents</b>		
Cheque Account	50,883	25,384
ANZ Interest Bearing Account	529,521	170,828
ANZ Interest Bearing Account - LSL	758,191	42,814
Offset Account Penquite Rd	32,860	50,794
Retained Funds Account	196,925	0
Offset Account Hawthorn St	187,150	202,476
Cash on Hand	1,163	1,173
TPT Building Account	0	714,971
	<b>1,756,692</b>	<b>1,208,440</b>
<b>3. Trade &amp; Other Receivables</b>		
Trade Debtors	843,458	617,759
Accrued Revenue	0	350,325
Bonds Paid	2,200	2,200
Borrowing Costs	2,924	4,988
Prepayments	4,988	2,924
	<b>853,570</b>	<b>978,196</b>
<b>4. Financial Assets</b>		
Listed Shares	325,000	355,000
Listed Unit Trusts	11,906	11,906
TPT Managed Funds	0	133,964
Unlisted Unit Trust	67,624	67,624
	<b>404,531</b>	<b>568,495</b>
<b>5. Non-Current Assets</b>		
<b>Land &amp; Buildings</b>		
- opening balance (at cost)	16,176,966	15,985,494
- additions for year	2,165,219	191,472
Total Cost	18,342,185	16,176,966
- valuation increment pre 2003	548,926	548,926
- valuation increment 2007	1,345,212	1,345,212
- valuation decrement 2008	(44,260)	(44,260)
- valuation decrement 2015	(264,231)	(264,231)
- valuation increment 2022	6,361,759	6,361,759
Total Revaluation	7,947,406	7,947,406
Less Accumulated Depreciation	4,762,323	4,289,510
	<b>21,527,268</b>	<b>19,834,862</b>

All land & buildings owned as at 30 June 2022 were accounted for at independent valuation.

## Financial Report

### Notes to and forming part of the Accounts - Year end 30 June, 2023 (cont'd)

#### St. Michael's Association Inc. Notes to and forming part of the accounts for Period Ended 30 June 2023

	Jun-23 \$	Jun-22 \$
<b>5. Non-Current Assets (cont'd)</b>		
<b><i>Plant &amp; Equipment opening balance (at cost)</i></b>	649,255	649,255
Additions for year	32,504	0
	681,759	649,255
Less Disposals	0	0
	681,759	649,255
Less Accumulated Depreciation	623,755	614,211
	<b>58,004</b>	<b>35,044</b>
<b><i>Motor Vehicles opening balance (at cost)</i></b>	523,005	523,005
Additions for year	0	0
	523,005	523,005
Less Disposals	0	0
	523,005	523,005
Less Accumulated Depreciation	367,554	328,678
	<b>155,451</b>	<b>194,327</b>
<b>6. Trade &amp; Other Payables</b>		
ANZ Credit Card	9,641	9,626
Trade Creditors	68,828	108,772
Superannuation Payable	96,068	125,820
Parental Leave Payable	812	0
Australian Taxation Office	115,911	296,251
Capital Grant to be Spent in 2023/24	540,000	0
Accrued Expenses	164,500	240,087
	<b>995,761</b>	<b>780,556</b>
<b>Accrued Expenses</b>		
During FY22 a number of historical underpayment issues were identified. These primarily pertain to sleepover shift allowances, annual leave loading and annual incremental rises in position classification. In FY23, a sum of \$93,586 has already been paid in restitution to employees in Launceston for sleepover, annual leave loading and incremental increases. Based on the known scale of outstanding payments a provision has been made of \$164,500 to exhaust existing restitution obligations. Capital Grant to be Spent in 2023/24 was the Grant/Loan income received for the East Devonport units under construction.		
<b>7. Provisions</b>		
<b><i>Current</i></b>		
Provision for Annual Leave	559,692	559,756
Provision for Long Service Leave	77,642	84,617
	<b>637,334</b>	<b>644,373</b>
<b><i>Non-Current</i></b>		
Provision for Long Service Leave	<b>109,564</b>	<b>107,104</b>
<b>8. Funds Held in Trust</b>		
Current	48,504	69,493
	<b>48,504</b>	<b>69,493</b>
<b>9. Borrowings</b>		
Bonds Held	0	17,340
Loan - ANZ Penquite Road	32,700	50,998
Loan - ANZ Hawthorn Street	187,122	202,608
Loan - ANZ Chant Street	301,509	332,437
Loan - ANZ North Caroline Street	675,900	739,091
Loan - ANZ NRAS Units (Formerly Commercial Bill)	320,636	597,199
Loan - ANZ New Units	1,715,335	1,908,881
Loan - ANZ George Street	452,981	484,644
Advance - Participants with ANZ	100,000	100,000
Advance - Participants	9,776	8,996
	<b>3,795,959</b>	<b>4,442,194</b>



## Financial Report Notes to and forming part of the Accounts - Year End 30 June, 2023 (cont'd)

### St. Michael's Association Inc. Notes to and forming part of the accounts for Period Ended 30 June 2023

	Jun-23 \$	Jun-22 \$
<b>10. Cash Flows from Financing Activities</b>		
<u>Loan - ANZ Penquite Road</u>		
Opening Balance	50,998	69,242
Loan Funds Repaid (after interest expense)	(18,297)	(18,244)
Closing Balance	<b>32,700</b>	<b>50,998</b>
<u>Loan - ANZ Hawthorn Street</u>		
Opening Balance	202,609	218,645
Loan Funds Repaid (after interest expense)	(15,487)	(16,036)
Closing Balance	<b>187,122</b>	<b>202,609</b>
<u>Loan - ANZ Chant St</u>		
Opening Balance	332,437	378,496
Loan Funds Repaid (after interest expense)	(30,928)	(46,059)
Closing Balance	<b>301,509</b>	<b>332,437</b>
<u>Loan - ANZ North Caroline St</u>		
Opening Balance	739,091	793,122
Loan Funds Repaid (after interest expense)	(63,191)	(54,031)
Closing Balance	<b>675,900</b>	<b>739,091</b>
<u>Loan - ANZ New Units</u>		
Opening Balance	1,908,881	2,104,334
Loan Funds Received	0	0
Loan Funds Repaid (after interest expense)	(193,545)	(195,453)
Closing Balance	<b>1,715,335</b>	<b>1,908,881</b>
<u>Loan - ANZ George Street</u>		
Opening Balance	484,644	515,205
Loan Funds Received	0	0
Loan Funds Repaid (after interest expense)	(31,663)	(30,561)
Closing Balance	<b>452,981</b>	<b>484,644</b>
<u>Loan - ANZ NRAS Units (Formerly Commercial Bill)</u>		
Opening Balance	597,200	874,957
Loan Funds Repaid (after interest expense)	(276,564)	(277,757)
Loan Funds Received		
Closing Balance	<b>320,637</b>	<b>597,200</b>
<b>Summary:</b>		
Loan Funds Received from ANZ	0	0
Loan Funds Repaid from ANZ (after interest expense)	(629,676)	(638,141)
Net Loan (Reduction) / Increase	<b>(629,676)</b>	<b>(638,141)</b>
<u>Advance - Participants</u>		
Opening Balance	8,996	8,216
Loan Funds Repaid (after interest expense)	0	0
Loan Funds Received	780	780
Closing Balance	<b>9,776</b>	<b>8,996</b>

## Financial Report Notes to and forming part of the Accounts - Year End 30 June, 2023(cont'd)

### St. Michael's Association Inc. Notes to and forming part of the accounts for Period Ended 30 June 2023

	Jun-23 \$	Jun-22 \$
<b>11. Asset Revaluation Reserve</b>		
Revaluation pre 2003	548,926	548,926
Revaluation 2007 Buildings	1,415,600	1,415,600
Revaluation 2007 Sheds	9,543	9,543
Revaluation 2007 Newstead Units	(79,931)	(79,931)
Revaluation Newstead Units 2008	(44,260)	(44,260)
Revaluation 2015 Buildings	(264,231)	(264,231)
Revaluation 2022 Buildings	6,361,759	6,361,759
	<b>7,947,406</b>	<b>7,947,406</b>

#### **12. Capital Grants (AASB1004 Contributions)**

##### **Capital Grant 1**

A capital grant totalling \$313,200 for unit development Stage 1 is repayable to the Commonwealth in the event that the Association ceases to operate under the terms of the Grant. The amount payable reduces proportionately over 30 years (expiry date). As at the date of this report the amount is \$135,897.48. This contingent liability has not been recognised in the accounts in accordance with the Association's policy of accounting for capital grants.

##### **Capital Grant 2**

A capital grant totalling \$765,050 for unit development Stage 2 is repayable to the Commonwealth in the event that the Association ceases to operate under the terms of the Grant. The amount payable reduces proportionately over 30 years (expiry date). As at the date of this report the amount is \$153,622.04. This contingent liability has not been recognised in the accounts in accordance with the Association's policy of accounting for capital grants.

##### **Capital Grant 3**

A capital grant totalling \$1,450,000 for unit development Stage 3 is repayable to the Commonwealth in the event that the Association ceases to operate under the terms of the Grant. The amount payable reduces proportionately over 30 years (expiry date). As at the date of this report the amount is \$821,666.67. This contingent liability has not been recognised in the accounts in accordance with the Association's policy of accounting for capital grants.

##### **Capital Grant 4**

A capital grant totalling \$517,400 for unit development Stage 4 is repayable to the State in the event that the Association ceases to operate under the terms of the Grant. The amount payable reduces proportionately over 10 years (expiry date). As at the date of this report the amount is \$43,093.00. This contingent liability has not been recognised in the accounts in accordance with the Association's policy of accounting for capital grants.

##### **Capital Grant 5**

A capital grant totalling \$2,700,000 for unit development Devonport is repayable to Homes Tasmania in the event that the Association ceases to operate under the terms of the Grant. The amount payable reduces proportionately over 30 years (expiry date). As at the date of this report the amount is \$2,700,000. This contingent liability has not been recognised in the accounts in accordance with the Association's policy of accounting for capital grants.

#### **13. Executive Salaries**

Total salaries paid to the senior executive group were \$685,193.



## Services Offered at St Michael's

## All NDIA Registered Supports

**Support Coordination** - Support Coordination is designed to minimise the complexity of negotiating with service providers, government agencies and accommodation providers.

**Community Access** - The program incorporates support to enable a participant to independently engage in community, social and recreational activities during the week and operates from 9am to 3pm Monday to Friday from our City, Newstead and Devonport Campuses.

**Merton House** - Support incorporates assistance with and/or supervising tasks of daily life in a shared living environment, which is either temporary or ongoing, with a focus on developing the skills of each individual to live as autonomously as possible. This program operates from our accommodation facility from 3pm to 9am Monday to Friday and 24 hours Saturday and Sunday.

**In-Home Tenancy Support** - Supports provide assistance with and/or supervising personal tasks of daily life to develop skills of the participant to live as autonomously as possible. This program operates seven days a week.

**Lyne Building** - Short term respite services include integrated support for self-care, accommodation, food and activities for short periods. This program operates 5 nights per week. This is a short term respite program which provides 24 hour support.

**Youthbreak** - This program is a respite program provided to young people from the ages of 15-25 and operates out of the

Lyne Building from 3pm Friday to 3pm Sunday. Conditions apply for eligibility.

**Individual Support** - This type of support is specific to the needs of the individual and may include enabling a participant to independently engage in community, social and recreational activities, personal care, educational assistance, living and life skills. Support can be provided 24/7 365 days a year and can be delivered in home or at STMA.

**Supported Independent Living and Group Homes** - There are a number of facilities located on site and in the broader community. Services provided incorporate assistance in meeting daily life requirements and to develop the skills of an individual with standard support needs to live autonomously as possible. These programs operate 7 days a week and conditions apply for eligibility.

**Social Club** - Social Club is being held in the hall at STMA at various times throughout the year. These evenings are arranged around a time of year or special event. This is a time for clients to get together for a meal, socialise and engage with each other.

**Independent Living Units** - The 53 Independent Living Units are currently fully occupied with a tenant/landlord agreement in place. The units provide independent living in a safe, supported environment. The units are more suited to clients with higher skills, requiring minimal assistance and can incorporate assistance with self-care activities (see In-Home Tenancy Support). Please note there is a specific criteria that is required

to be eligible for this service.

**St Michaels Training (Registered Training Organisation 60067)** - St Michaels Training provides accredited training for Tasmanians with a disability and individuals working in the disability sector.

Offering the following qualifications:

- CHC33015 Certificate III in Individual Support
- CHC43121 Certificate IV in Disability Support
- TLI11321 Certificate I in Supply Chain Operations

Skill sets offered include:

- CHCSS00133 Induction to Disability Support
- CHCSS00130 Individual Support - Disability
- CHCSS00070 Assist Clients with Medication Skill Set
- HLTAID009 Provide cardiopulmonary resuscitation
- HLTAID011 Provide first aid
- Report Writing
- Leadership
- Mental Health

For further information visit:  
<https://stmichaelstraining.tas.edu.au>  
 Email: [info@stmichaelstraining.tas.edu.au](mailto:info@stmichaelstraining.tas.edu.au)  
 Telephone: 03 6333 2600.





## Contact Details

**St Michael's Association Inc.**

**22 Hoblers Bridge Road**

**PO Box 306 Newstead Tas 7250**

**Phone (03) 6331 7651 Fax (03) 6334 2132**

**admin@stmichaels.asn.au**

**www.stmichaels.asn.au**

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