



**aspire**  
SUPPORT SERVICES



**Annual Report 2021**





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## OUR VISION

**A community where all people are supported to achieve their goals and empowered to live their best life.**

# 2021 - WHAT A YEAR TO CELEBRATE!

Although 2021 has posed many challenges; mostly due to the COVID pandemic and its impact to daily life, 2021 has also very much been a year to celebrate as we have had so many positive achievements. There have been many new opportunities and many rewarding and happy times.

This year, our new Values – Excellence, Understanding, Integrity and Inclusive have been put into action, but the Value that we have truly enjoyed putting into action the most has been Connection. The central meaning of our new Value Connection is that we are not in this alone. We are at our best when we have bonded because of an understanding that we are stronger when we support each other. How wonderful it has been to practice and promote this value both internally and externally. All of us at Aspire have felt both supportive and supported as together we have made this Value shine.

Let's reflect on some of the wonderful things we have achieved in 2021.

## PARTNERSHIPS

We have developed and strengthened our partnerships this year. We expect our partnerships will continue to broaden and grow into the future, but this year we have especially enjoyed our partnerships with:

- **Murray Conservatorium** – We have worked with the Conservatorium and with their help and support have seen music and drama come to life in our programs. We enjoyed working with the Conservatorium on several projects including with their Youth Council. One of our groups was delighted to write their own song and then play and record their work! We look forward to working with Murray Conservatorium into the future.
- **Wodonga TAFE** – Wodonga TAFE continues to support Aspire in the development of our staff and also our customers. We worked with the TAFE on one of their new pilot projects which includes virtual reality training. This is an extremely exciting way of training that we are sure will be seen more and more in our Industry. Work has already started to work more with the TAFE in 2022 and beyond.
- **The Centre** – The Centre partnered with us this year to support our customers with transition to work education and transition to work courses. We enjoyed working with The Centre and look forward to working with them again.





## OUR PEOPLE AND OUR COMMUNITY

This year we have lost some staff who have moved on to different locations, or to explore new opportunities. We thank all of these wonderful people for all of their hard work and contribution to Aspire and wish them every success for the future. Who knows, maybe we will see some of them back with us again at some stage.

We have also welcomed many new staff to Aspire this year. Some have been in our industry for many years, and some are brand new. We are extremely grateful for all of our staff and no matter what their role is, we are thankful and appreciative of the work that they do.

Whether new or seasoned in the industry, we have all worked together this year to better understand our NDIS Quality and Safeguards Practice Standards and Code of Conduct and what they mean in terms of knowledge and practice for us in our respective roles. By working alongside each other, together we successfully completed an external audit which is conducted to see how well the organisation understands and adheres to the Practice Standards and Code of Conduct. We would like to thank and congratulate staff for their demonstrated knowledge of the industry they work in and all of its compliance elements. Well done!

The mutual support between Aspire and our community continues. Whether it be inviting us to information sessions so that we can be a voice for the people we support or inviting us to share community venues, donating money to support better outcomes for people, including us to celebrate in community achievements, or asking us to guest speak at local events, we would truly like to thank our community for the work we have done together this year. By working alongside each other, we hope to realise our Vision of a community where people with disabilities and their families are able to achieve their goals and live the life they choose.





## OUR CUSTOMERS

The whole reason we exist is to work alongside people, support people to achieve and see people live the life they choose. We are so thankful and grateful for all the people we support.

This year we started our CAN Group or Customer Advisory Network Group. The group was established so that we could hear first hand from our customers what we do well, what we don't do well, what we need to improve, what we need to do more of and what we need to do less of. This has not replaced our regular feedback forums, but is just another way of making sure our customers have a great experience with Aspire and that we truly understand what people require from us.

Working with our customers in solving issues together and to hear how we can improve in all of our activities has been truly wonderful. To see the world from other people's perspective is eye opening and helps us gain a much better understanding.

We would like to acknowledge and thank all of our customers. We know it has been a really challenging year, but we have thoroughly enjoyed working with you and feel privileged to be a part of your lives!

We look forward to working alongside you into the future. Thank you for all for supporting us!



## OUR SERVICES

COVID has made it terribly difficult at times to provide consistent services due to all those new things we have learned about and navigated together such as border bubbles, border permits, border closures, lockdowns, isolations, close and casual contact tracing, tiered sites, exposure sites and the list goes on!

Even through these difficult times, we celebrate new and expanded services. This year we have opened 4 new Supported Independent Living houses. We have also expanded our Behaviour Support Services, Support Coordination Services and Plan Management Services.

One of the most difficult areas to run consistent services in has been our Lifestyle and Learning areas. This year saw the first time that Government Health Departments ruled that group Day Programs were to be suspended with only 1:1 service allowed to continue. This was heartbreaking for us and lots of customers, but safety and compliance must come first, and so we arranged for our services to take place within the suspension order guidelines. We are so pleased to celebrate that even through these difficult times, we have worked on new programs and services and have trialed some of these. We cannot wait to start some of our new group programs, they are going to support people to reach new heights!

We are truly thankful to everyone who has contributed to making our services successful!





## OUR BRAND

This year we reviewed and refreshed our brand. The purpose of us doing this was:

- To create a new Aspire Brand that rejuvenates the business, driving a new sense of purpose and connection with all stakeholders.
- To create a brand that is strongly identified as positive for being trustworthy, respectful innovative and thriving on strong relationships.
- To play a role in establishing a long-term strategy for the broader Aspire business, with a strong foundation that helps drive day to day operations, services, marketing and communications.

We developed new Values and are learning across the organisation what it means to be driven by our Values and Purpose.

Our Purpose is to work alongside people with disabilities and their families to achieve their goals and aspirations.

Our Values are:

**Excellence, Understanding, Integrity, Connection, Inclusive.**

It has been an exciting year as we learn how to be driven by our Purpose and Values and to see these come to life in practice!

We look forward to continuing to improve to reflect our purpose and values in everything that we do!

**aspire**  
SUPPORT SERVICES





# BOARD CHAIR AND CEO'S REPORT

Whilst 2020/21 was full of challenges for Aspire, we achieved some great outcomes. For a second year we faced lockdowns and uncertainty that posed many challenges operationally for our staff and for our customers. In some respects this year was more difficult than the last given the different rules between the two States, different lockdown rules, different health rules and ongoing uncertainty. However, our pre-planning, thinking two steps ahead and being prepared helped us to navigate those difficulties to ensure that we continued to support our customers. Aspire had to look at alternative methods of service delivery, from alternative locations to creative service options for customers. Despite the uncertainty, we again observed with awe the Aspire staff rise to all the challenges before them and to exceed our expectations. Through adversity Aspire staff continued and continue to support our customers in a professional, understanding and positive manner, often putting their own difficulties second and allowing our customers to thrive. Even through these tough times we were able to partner with small communities such as Henty to ensure customers were still able to access services when needed.

Throughout the year we launched our new values:

- Excellence
- Understanding
- Connection
- Integrity
- Inclusive

These values form the foundation for our decision making and all that we do. Our journey to identify these values has taken some time but we are very proud of what we have identified as being the core principles of our organisation.

In March 2021 the Aspire Board engaged industry consultant Alan Hough to enhance our knowledge on the fundamental components that underpin the NDIS, in particular the Human Rights elements. Alan also reminded us of the responsibilities of the Board and the risks associated with being an NDIS provider and the obligations that sit under the Quality and Safeguarding Commission. Alan has also assisted the Board in modernising our Governance Policy along with reviewing the Constitution.

Finally, in 2021 we commenced to build our new facility at Hoffmann Rd Thurgoona. After careful consideration and a competitive tender process Connolly Construction was identified as being the preferred tender. The project at Hoffmann Rd is a fit for purpose facility designed to be modern, flexible and adaptable that will suit the needs of our customers and staff both now and into the future. This facility remains on track to be completed in April 2022 and we can't wait to share with our community the final product.



Another key decision made by the Board in 2021 was to endorse a strategy to expand Aspire's role in the accommodation market and source housing in the local market. Aspire successfully purchased 4 properties in the region which will now be used to offer accommodation to customers. We have seen a growth in demand for accommodation services in the Albury/Wodonga region and we saw this as an opportunity to support families to have a better quality of life.

Looking to the future, Aspire will continue to leverage its strong foundation to grow and establish its position as a leading service provider in the Albury Wodonga area. We will continue to strive to for excellence in our delivery of services and be an employer of choice whilst ensuring that our values align with where we want the organisation to be for our customers.

Belinda Fenn  
Board Chair

Nigel Stone  
Chief Executive Officer

# QUALITY ASSURANCE, SAFEGUARDING AND CLINICAL GOVERNANCE COMMITTEE REPORT

## INTRODUCTION

In July 2020 the Board commenced development of a Quality Assurance, Safeguarding and Clinical Governance Committee. During the period from 1 July 2020 – 30 November 2020 the Board as a whole worked on the development and constitution of this Committee which is based on the NDIS Practice Standards and Safeguarding Framework. After endorsement of the Terms of Reference, the first meeting was held in December 2020, at which quarterly meetings were scheduled across 2021.

A major focus for this Committee is to encourage and facilitate direct input from Aspire participants to enhance the Board's knowledge and understanding of the human rights impacts of the services and supports delivered to participants.

The Committee identified two focus areas for its first year of operation - an examination of the way that communication with participants and their carers and families affected the degree to which they could exercise choice and control; and improvements in the way that performance measures for human rights, quality and safeguarding are reported to the Board.

## ROLE

A key element of this Committee is that the membership includes representatives of the participant community, as well as Board members and relevant Aspire staff. The role of the Committee is to:

- Oversee development, implementation and evaluation of Clinical Governance and Quality Assurance systems
- Oversee development and review of policies pertaining to Clinical Governance and Quality Assurance
- Review serious clinical issues arising from practice or data analysis in accordance with policies
- Make recommendations to the Board related to operational or strategic issues related to Clinical Governance, Quality Assurance and Safeguards
- Review, monitor and report on performance against relevant key performance indicators

## MEMBERSHIP

Board members of the Quality Assurance, Safeguarding and Clinical Governance Committee are:

**Chair – Susan Hanson** 1 December 2020 - 30 June 2021

**Member – Belinda Fenn** 1 December 2020 - 30 June 2021

**Member – Emma Reid** 1 December 2020 - 30 June 2021



## MAJOR TASKS FOR 2020/21

- Developing the Terms of Reference and standing up the Committee
- Developing a model to support committee membership and participation by Aspire participants
- Identifying key themes for the Committee to ensure a balance between direct input from Aspire service and support participants, and oversight of the Quality Framework and work of the operational quality committee
- Overseeing and supporting organisational preparation for the mid-term Accreditation review due in the second half of 2021
- Development of a report to the Committee that focuses on evidence indicators for human rights, quality assurance and safeguarding.

## KEY ACHIEVEMENTS

- Work undertaken by Aspire staff to support participants as active members of the QASCG Committee coincided with the development of a Customer Advisory Network (CAN). CAN members will be participating in the September meeting of the QASCG, with a view to extending their participation to every meeting
- Improved opportunities for participants to directly share with the Board their experiences of Aspire services and supports and their suggestions for change and improvements
- Improved reporting to the Board on human rights, quality and safeguarding.

## MEETING ATTENDANCE

Member	Attended	Eligible to Attend
Susan Hanson	3	3
Belinda Fenn	3	3
Emma Reid	0	3



# AUDIT, FINANCE AND RISK COMMITTEE REPORT

## ROLE

The role of the Sub-Committee is to assist the Board in fulfilling its corporate governance responsibilities in regards to audit, financial management and risk management including:

- Monitor the financial performance of Aspire and escalate significant issues to the Board
- Provide advice on matters which could have a significant financial impact upon the business of Aspire, and to consider the organisation's position in relation to same.
- Oversight that there are adequate financial management systems and internal control structures to discharge their corporate governance and financial management responsibilities.
- Oversight and performance monitoring of the external and internal audit functions.
- Complies with accounting policies and standards, applicable laws and regulations and with Aspire's policies and procedures.
- Strengthen the oversight of risk management through the monitoring of internal control systems and an annual review of the risk management framework

## MEMBERSHIP

**Chair – Michael ter Haar** (Audit, Finance and Risk Committee) from XX Nov 2020

**Member - Matthew Fagence** (Audit, Finance and Risk Committee) from 26 Nov 2019

**Member - Wolfgang Schwarz** (Audit, Finance and Risk Committee) from 26 Nov 2019

## MAJOR TASKS FOR 2020/21

Audit Finance and Risk Committee

- Reviewed Annual Insurance Program
- Reviewed and Endorsed 2019-20 Financial Statements
- Reviewed and the Draft Budget 2020-21
- Reviewed Year End External Audit Closing Report and management letter 2019-20





# Aspire Support Services Ltd

ABN 26 154 156 215

Financial Statements for the  
year ended  
30 June 2021

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## Directors' report

The Directors present their report together with the financial statements of Aspire Support Services Ltd (the Company) for the year ended 30 June 2021 and the auditor's report thereon.

### Directors

The Directors of the Company at any time during or since the period are:

**Belinda Fenn – Chair**  
Appointed: 26/07/2016  
Occupation: Solicitor

**Susan Hanson – Deputy Chair**  
Appointed: 30/04/2019  
Occupation: Retired

**Wolfgang Schwarz**  
Appointed: 08/11/2011  
Occupation: Retired

**Elizabeth Pogson**  
Appointed: 02/04/2012  
Occupation: Preschool  
Teacher

**Michael ter Haar**  
Appointed: 27/06/2017  
Occupation: Contract Delivery  
Manager

**Matthew Fagence**  
Appointed: 27/06/2017  
Occupation: Director of Finance

**Emma Reid**  
Appointed: 14/04/2018  
Occupation: Manager of  
Aged Care Facility

**Elissa Baillie**  
Appointed: 30/06/2020  
Occupation: Sales and Product  
Director

**Kerry May**  
Appointed: 08/11/2011  
Resigned: 30/11/2020  
Occupation: Property Officer

### Company secretary

The CEO, Nigel Stone was appointed to the position of Company Secretary on the 27 November 2018 and continues to act in this capacity post 30 June 2021.

### Public Officer

The CFO, Max Wang was appointed to the position of Public Officer on the 27 November 2018 and continues to act in this capacity post 30 June 2021.

### Principal activities

The objects for which the Company is established are:

- To provide services for individuals or groups of individuals with intellectual and/or physical disabilities; and
- To provide services to disadvantaged members of the community such as, the aged, youth groups or other groups as the Directors may identify from time to time.

## Directors' report (continued)

### Indemnification and insurance of officers and auditors

The Company has agreed to indemnify its Directors and Officers in respect of liabilities that may arise from their position as directors and officers of the Company. The Company has not indemnified its auditors, Crowe Albury.

### Directors' meetings

The number of Directors' meetings and number of meetings attended by each of the Directors of the Company during the financial period are:

#### Ordinary Board Meetings

	No. of Meetings Attended	No. of Meetings Held*
Belinda Fenn	9	9
Susan Hanson	9	9
Wolfgang Schwarz	8	9
Elizabeth Pogson	4	9
Michael ter Haar	8	9
Matthew Fagence	7	9
Emma Reid	7	9
Elissa Baillie	7	9
Kerry May	2	4

\* reflects the number of meetings held during the time the Director held office during the period.

### Review of operations

The comprehensive income attributed to the entity for the year ended 30 June 2021 was \$1,547 (rounded to the nearest thousand).

### Dividends

The Company is a not-for-profit public company limited by guarantee and is prevented by its constitution from paying dividends.

### State of affairs

In the opinion of the Directors, there were no significant changes in the state of affairs that occurred during the financial period under review, not otherwise disclosed in this report or the financial statements.

## **Directors' report (continued)**

### **Short and long term objectives**

The short term objectives of the Company are:

- Build capability to operate in a NDIS environment

The long term objectives of the Company are:

- Quality Services
- Sustainability in a competitive market
- Improve the quality of life for people with disability in our community

### **Likely developments**

There are no significant likely developments not otherwise disclosed in this report.

### **Events subsequent to reporting date**

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while it has not been financially negative for the Company up to 30 June 2021, it is not practicable to estimate the potential impact, positive or negative, after the reporting date. The situation is rapidly developing and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided.

Other than the above, there has not arisen in the interval between the end of the financial period and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the Company, the results of those operations, or the state of affairs of the Company in subsequent financial years.

### **Lead auditor's independence declaration**

The Lead auditor's independence declaration is set out on page 6 and forms part of the Directors' report for the financial year ended 30 June 2021.

### **Directors' benefits**

During or since the end of the financial year, no Director of the Company has received or become entitled to receive a benefit.

### **Rounding**

The amounts contained in the financial report have been rounded to the nearest \$1,000 (where rounding is applicable) where noted (\$000's) under the option available to the Company under ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191.

## Directors' report (continued)

### Members guarantee

The Company is limited by guarantee. If the Company is wound up, clause 10 of the Constitution states that each member is required to contribute a maximum of \$5 each towards meeting any outstanding obligations of the Company. As at 30 June 2021 the number of members was 9.

This report is made in accordance with a resolution of the Directors :



Chair of the Board



Chair Audit Finance and Risk  
Sub-Committee

Dated at Albury this 9<sup>th</sup> day of December 2021

**LEAD AUDITOR'S INDEPENDENCE DECLARATION  
UNDER THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT  
2012**

To: the Directors of Aspire Support Services Ltd

I declare that, to the best of my knowledge and belief, in relation to the audit for the financial year ended 30 June 2021 there have been:

- no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.



**CROWE ALBURY**



**BRADLEY D BOHUN**  
Partner

Dated at Albury this 9<sup>th</sup> day of December 2021.

*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 Albury, an affiliate of Findex (Aust) Pty Ltd. 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 the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.*

## Statement of profit or loss and other comprehensive income for the year ended 30 June 2021

	Note	2021 \$ (000's)	2020 \$ (000's)
Income	2	14,990	13,719
Expenditure		(13,458)	(12,477)
Net financing income	4	15	47
<b>Result for the period</b>		<b>1,547</b>	<b>1,289</b>
Other comprehensive income		-	-
<b>Total comprehensive income for the year</b>		<b>1,547</b>	<b>1,289</b>

## Statement of changes in equity for the year ended 30 June 2021

	Retained Earnings \$ (000's)	Asset Revaluation Reserve \$ (000's)	Equity \$ (000's)
Balance at 1 July 2019	7,775	1,667	9,442
Surplus/(deficit) for the year	1,289	-	1,289
Other comprehensive income	-	-	-
<b>Balance at 30 June 2020</b>	<b>9,064</b>	<b>1,667</b>	<b>10,731</b>
Balance at 1 July 2020	9,064	1,667	10,731
Surplus/(deficit) for the year	1,547	-	1,547
Other comprehensive income	-	-	-
<b>Balance at 30 June 2021</b>	<b>10,611</b>	<b>1,667</b>	<b>12,278</b>

The above statements should be read in conjunction with the notes to and forming part of the financial statements set out on pages 10 to 21.

## Statement of financial position as at 30 June 2021

	Note	2021 \$ (000's)	2020 \$ (000's)
<b>Current Assets</b>			
Cash and cash equivalents	5	7,148	5,900
Trade and other receivables	6	987	1,527
Other assets	7	103	101
<b>Total Current Assets</b>		<b>8,238</b>	<b>7,528</b>
<b>Non Current Assets</b>			
Property, plant and equipment	8a	4,403	4,398
Investment properties	8b	403	411
Intangible assets	8c	544	629
Work in progress assets	8d	158	-
Other assets	7	190	210
Right of use asset	9	214	200
<b>Total Non Current Assets</b>		<b>5,912</b>	<b>5,848</b>
<b>Total Assets</b>		<b>14,150</b>	<b>13,376</b>
<b>Current Liabilities</b>			
Trade and other payables	10	434	829
Other liabilities	11	42	469
Employee benefits	12	1,018	939
Lease liability	13	135	130
<b>Total Current liabilities</b>		<b>1,629</b>	<b>2,367</b>
<b>Non Current liabilities</b>			
Employee benefits	12	168	202
Lease liability	13	75	76
<b>Total Non Current liabilities</b>		<b>243</b>	<b>278</b>
<b>Total Liabilities</b>		<b>1,872</b>	<b>2,645</b>
<b>Net Assets</b>		<b>12,278</b>	<b>10,731</b>
<b>Equity</b>			
Asset revaluation reserve		1,667	1,667
Retained earnings	14	10,611	9,064
<b>Total Equity</b>		<b>12,278</b>	<b>10,731</b>

The statement of financial position should be read in conjunction with the notes to and forming part of the financial statements set out on pages 10 to 21.

## Statement of cash flows for the year ended 30 June 2021

	Note	2021 \$ (000's)	2020 \$ (000's)
<b>Cash flows from operating activities</b>			
Cash receipts from customers		15,618	14,165
Cash paid to suppliers and employees		(13,790)	(12,361)
Interest received		31	64
Interest paid		(14)	(10)
<b>Net cash from/(used in) operating activities</b>	17	<b>1,845</b>	<b>1,858</b>
<b>Cash flows from investing activities</b>			
Purchase of property, plant & equipment and WIP		(352)	(157)
Purchase of Intangible asset (software)		(64)	(279)
Proceeds from sale of property, plant & equipment		25	13
<b>Net cash from/(used in) investing activities</b>		<b>(391)</b>	<b>(423)</b>
<b>Cash flows from financing activities</b>			
Repayment of leases		(206)	(113)
<b>Net cash from/(used in) financing activities</b>		<b>(206)</b>	<b>(113)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>1,248</b>	<b>1,322</b>
<b>Cash at the beginning of the financial period</b>		<b>5,900</b>	<b>4,578</b>
<b>Cash at the end of the financial period</b>	6	<b>7,148</b>	<b>5,900</b>

The statement of cash flows should be read in conjunction with the notes to and forming part of the financial statements set out on pages 10 to 21.



## Notes to and forming part of the financial statements

### 1. Statement of significant accounting policies

Aspire Support Services Ltd (“the Company” or “Aspire”) is a company limited by guarantee domiciled in Australia.

The financial report was authorised for issue by the Directors on 9 December 2021.

#### a) **Rounding**

The amounts contained in the financial report have been rounded to the nearest \$1,000 (where rounding is applicable) where noted (\$000's) under the option available to the Company under ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191.

#### b) **Statement of compliance**

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accrual basis in accordance with the historical cost convention and, except where stated, do not take into account changing money values or fair value of assets.

Where necessary comparative information has been reclassified to achieve consistency in disclosure with current year amounts and other disclosures.

The accounting policies which have been adopted are as set out below.

#### **Not-for-profit status**

Under AIFRS, there are requirements that apply specifically to not-for-profit entities that are not consistent with International Financial Reporting Standards (IFRS) requirements. The Company has analysed its purpose, objectives and operating philosophy and determined that it does not have profit generation as a prime objective. Consequently, where appropriate the Company has elected to apply options and exemptions within AIFRS that are applicable to not-for-profit entities.

#### c) **Revenue recognition**

##### **Accounting policy applicable from 1 July 2019**

#### **Government Grants**

Revenues from grants and subsidies are recognised when received or due for receipt, unless there is a performance obligation contractually attached to those monies from external parties. Where there is a contractual performance obligation attached to monies, AASB 15 *Revenue from Contracts with Customers* applies, and unspent funds are held as contract liabilities as described in Note 11.

#### **Interest Revenue**

Interest revenue is recognised as it accrues.

## Notes to and forming part of the financial statements (continued)

### d) Tax

#### **Goods and services tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of the GST incurred is not recoverable from the Australian Tax Office (ATO). Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the Statement of Financial Position. Cash flows are included on the cash flow statement on a gross basis. The GST components of cash flows arising from investing and financing activities that are recoverable from, or payable to, the ATO are classified as operating activities.

#### **Income tax**

The Company is exempt from income tax.

### e) Fixed assets

Items of property, plant and equipment greater than \$5,000 are capitalised at cost or deemed cost less accumulated depreciation.

Items of property, plant and equipment are depreciated/amortised over their estimated useful lives from the date of acquisition. All property, plant and equipment are depreciated/amortised using the straight-line method.

Estimated useful lives for the current and comparative periods are as follows:

• Buildings	40 years
• Intangibles	5 years
• Motor vehicles	5 years
• Office equipment	2.5 - 5 years
• Plant and equipment	5 - 20 years
• House furniture and fittings	10 years
• Leasehold Improvements	10 years

The Company has recognised land and buildings at fair value on the basis of independent valuation. An independent valuation was conducted by IPN Valuers Albury Wodonga on 4<sup>th</sup> of July 2019 in relation to the year ended 30 June 2019.

### f) Employee benefits

#### **Annual leave**

The provision for annual leave has been calculated on the basis of pro-rata entitlements under appropriate awards, based on current wage rates and includes related on-costs.

#### **Long service leave**

Liability for long service leave (LSL) is recognised in the provision for employee benefits.

## Notes to and forming part of the financial statements (continued)

Unconditional LSL (representing greater than 7 years for Victoria and 10 years for NSW of continuous service) is disclosed in the notes to the financial statements as a current liability, even where the Company does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at:

- undiscounted value - if the Company expects to wholly settle within 12 months; or
- present value - if the Company does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non-current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL liability is measured at present value.

### **g) Critical Accounting Estimates and Judgements**

The Directors evaluate estimates and judgements incorporated in the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the entity.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected. In particular, information about significant areas of estimation, uncertainty and critical judgments in applying accounting policies that have the most significant effect on the amount recognised in the financial statements are described in note 11 – contract liabilities and note 8(a) and 8(b) fair value of land and buildings.

#### **Key estimates**

##### **Impairment**

The Company assesses impairment at the end of each reporting period by evaluating conditions and events specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

##### **Fair value**

The Company has engaged independent property valuers to assist with establishing fair value of land and buildings held by the Company. Per AASB 13 *Fair Value Measurement* fair value has been determined on a highest and best use basis taking into account some of the buildings are specialised in nature.

##### **Employee benefits provision**

The liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases and inflation have been taken into account.

### **h) Investment Properties**

Investment properties principally comprise of freehold land and buildings held for long-term rental and capital appreciation that are not occupied by the Company. Investment properties are recognised at fair value. Movements in fair value are recognised directly to profit or loss.

Transfers to and from investment properties to property, plant and equipment are determined by a change in use of owner occupation. The fair value on the date of change of use from investment properties to property, plant and equipment are used for the subsequent accounting.

## Notes to and forming part of the financial statements (continued)

### *j) Right-of-use assets*

At inception, a right-of-use assets and a lease liability is recognised. Right-of-use assets are included in the statement of financial position within a classification relevant to the underlying asset.

Right-of-use assets are initially measured at cost, comprising of the following:

- the amount of the initial measurement of the lease liability
- Any lease payments made at or before the commencement date, less any lease incentives received
- Any initial direct costs incurred
- An estimate of costs to be incurred in dismantling and removing the underlying asset, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease, unless those costs are incurred either at the commencement date or as a consequence of having used the underlying asset during a particular period.

Subsequently, right-of-use assets are measured using a cost model. The right-of-use asset is depreciated to the earlier of the useful life of the asset or the lease term using the straight-line method and is recognised in the statement of profit or loss and other comprehensive income in "Depreciation and amortisation".

The Company tests for impairment where there is an indication that a right of use asset may be impaired. An assessment of whether there is an indication of possible impairment is done at each reporting date. Where the carrying amount of a right of use asset is greater than the estimated recoverable amount, it is written down immediately to its recoverable amount. The resulting impairment loss is recognised immediately in surplus or deficit, except where the decrease reverses a previously recognised revaluation increase for the same asset.

The resulting decrease is recognised in other comprehensive income to that extent and reduces the amount accumulated in equity under revaluation surplus, and future depreciation charges are adjusted in future periods to allocate the revised carrying amount, less its residual value, on a systematic basis over its remaining useful life.

### **Leases**

A lease is a contract, or part of a contract, that conveys the right to use an asset for a period of time in exchange for consideration.

At inception of a contract, it is assessed to determine whether the contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. If the terms and conditions of a contract are changed, it is reassessed to once again determine if the contract is still, or now contains, a lease.

The term of a lease is determined as the non-cancellable period of the lease, together with the periods covered by an option to extend the lease where there is reasonable certainty that the option will be exercised, and periods covered by an option to terminate the lease if there is reasonable certainty that the option will not be exercised.

The assessment of the reasonable certainty of the exercising of options to extend the lease, or not exercising of options to terminate the lease, is reassessed upon the occurrence of either a significant event or a significant change in circumstances that is within the Company's control and it affects the reasonable certainty assumptions. The assessment of the lease term is revised if there is a change in the non-cancellable lease period.

## **Notes to and forming part of the financial statements (continued)**

The Company does not recognise leases that have a lease term of 12 months or less or are of low value as a right-of-use asset or lease liability. The lease payments associated with these leases are recognised as an expense in the statement of profit or loss and other comprehensive income on a straight-line basis over the lease term.

The Company has nil low value leases and 2 short-term leases which have been disclosed in note 13 accordingly.

### ***j) New or Amended Accounting Standards and Interpretations Adopted***

The Company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

## Notes to and forming part of the financial statements (continued)

2. INCOME	2021 \$ (000's)	2020 \$ (000's)
NDIS	9,486	8,343
Government funding	2,678	3,548
Clients	49	100
Rent	96	86
Other	201	175
Government subsidies	2,480	1,467
	<b>14,990</b>	<b>13,719</b>
<b>3. OPERATING RESULTS</b>		
The operating result has been arrived at after charging the following items:		
Depreciation and amortisation of property, plant & equipment and right of use assets	542	438
Salaries & wages	11,218	10,214
	<b>11,760</b>	<b>10,652</b>
<b>4. NET FINANCING INCOME</b>		
Finance income	29	57
Finance expense	(14)	(10)
	<b>15</b>	<b>47</b>
<b>5. CASH AND CASH EQUIVALENTS</b>		
Cash on hand	-	-
Cash at bank	7,148	5,900
	<b>7,148</b>	<b>5,900</b>

## Notes to and forming part of the financial statements (continued)

6. TRADE AND OTHER RECEIVABLES	2021 \$ (000's)	2020 \$ (000's)
Accounts receivable	982	1,050
(less provision for doubtful debts)	(65)	(119)
Other debtors	70	596
	<b>987</b>	<b>1,527</b>
7. OTHER ASSETS		
<i><b>CURRENT</b></i>		
Prepayments	103	101
<i><b>NON-CURRENT</b></i>		
Prepayments	190	210
	<b>293</b>	<b>311</b>

## Notes to and forming part of the financial statements (continued)

8.a. PROPERTY, PLANT & EQUIPMENT	2021 \$ (000's)	2020 \$ (000's)
Land		
<i>At valuation</i>	1,721	1,721
	<b>1,721</b>	<b>1,721</b>
Buildings		
<i>At valuation</i>	2,479	2,479
<i>Additions</i>	75	59
<i>Transfers</i>	(31)	-
<i>Accumulated depreciation</i>	(141)	(69)
	<b>2,382</b>	<b>2,469</b>
Plant and equipment		
<i>At cost</i>	33	33
<i>Accumulated depreciation</i>	(33)	(33)
	-	-
Motor vehicles		
<i>At cost</i>	697	560
<i>Accumulated depreciation</i>	(510)	(473)
	<b>187</b>	<b>87</b>
Office equipment		
<i>At cost</i>	272	460
<i>Accumulated depreciation</i>	(179)	(351)
	<b>93</b>	<b>109</b>
House furniture and fittings		
<i>At cost</i>	68	57
<i>Accumulated depreciation</i>	(56)	(55)
	<b>12</b>	<b>2</b>
Leasehold improvements		
<i>At cost</i>	143	183
<i>Accumulated amortisation</i>	(135)	(173)
	<b>8</b>	<b>10</b>
<b>Total property, plant &amp; equipment</b>	<b>4,403</b>	<b>4,398</b>



## Notes to and forming part of the financial statements (continued)

### 8.a. PROPERTY, PLANT AND EQUIPMENT (continued)

	Land	Buildings	Plant & Equipment	Motor Vehicles	Office Equipment	House Furniture & fittings	Leasehold Improvements	Total
	\$ (000's)	\$ (000's)	\$ (000's)	\$ (000's)	\$ (000's)	\$ (000's)	\$ (000's)	\$ (000's)
<b>Carrying amount at 1 July 2019</b>	1,721	2,479	-	119	63	-	11	4,393
Additions	-	59	-	31	95	2	-	187
Revaluation	-	-	-	-	-	-	-	-
Disposals	-	-	-	(4)	-	-	-	(4)
Depreciation/amortisation	-	(69)	-	(59)	(49)	-	(1)	(178)
<b>Carrying amount at 30 June 2020</b>	<b>1,721</b>	<b>2,469</b>	<b>-</b>	<b>87</b>	<b>109</b>	<b>2</b>	<b>10</b>	<b>4,398</b>
<b>Carrying amount at 1 July 2020</b>	1,721	2,469	-	87	109	2	10	4,398
Additions	-	15	-	165	33	11	-	224
Revaluation	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-
Transfers	-	(32)	-	-	(15)	-	-	(46)
Depreciation/amortisation	-	(70)	-	(65)	(34)	(1)	(2)	(172)
<b>Carrying amount at 30 June 2021</b>	<b>1,721</b>	<b>2,382</b>	<b>-</b>	<b>187</b>	<b>93</b>	<b>12</b>	<b>8</b>	<b>4,403</b>

An independent valuation was conducted by IPN Valuers Albany Wodonga on 4<sup>th</sup> of July 2019 in relation to the year ended 30 June 2019. The valuation was only performed on all properties owned by Aspire. The valuation was determined, as per AASB 13 *Fair Value Measurement* and AASB 116 *Property, Plant and Equipment*. This resulted in an increment of \$870,000.

## Notes to and forming part of the financial statements (continued)

	2021 \$ (000's)	2020 \$ (000's)
<b>8.b. INVESTMENT PROPERTIES</b>		
<b>Fair value at 1 July 2020</b>	<b>420</b>	<b>420</b>
Revaluations	-	-
Impairment	(17)	(9)
<b>Fair value at 30 June 2021</b>	<b>403</b>	<b>411</b>
<i>Lessor commitments</i>		
Minimum lease commitments receivable but not recognised in the financial statements:		
Within one year	22	22
One to five years	-	-
	<b>22</b>	<b>22</b>
<b>8.c. INTANGIBLE ASSETS</b>		
<b>Carrying amount at 1 July 2020</b>	<b>629</b>	<b>523</b>
Transfers	17	-
Acquisitions	64	248
Amortisation	(166)	(142)
<b>Carrying amount at 30 June 2021</b>	<b>544</b>	<b>629</b>
<b>8.d. WORK IN PROGRESS ASSETS</b>		
<b>Cost at 1 July 2020</b>	-	-
Transfers	31	-
Acquisitions	127	-
<b>Cost at 30 June 2021</b>	<b>158</b>	-
<b>9. RIGHT OF USE ASSETS</b>		
Right of Use Assets	519	309
Less: Accumulated depreciation	(305)	(109)
	<b>214</b>	<b>200</b>
<b>10. TRADE AND OTHER PAYABLES</b>		
Trade creditors and accruals	444	821
GST/PAYG payable / (receivable)	(10)	8
	<b>434</b>	<b>829</b>
<b>11. OTHER LIABILITIES</b>		
Contract liabilities	42	469
	<b>42</b>	<b>469</b>

## Notes to and forming part of the financial statements (continued)

	<b>2021</b> <b>\$ (000's)</b>	<b>2020</b> <b>\$ (000's)</b>
<b>12. EMPLOYEE BENEFITS</b>		
<b><i>CURRENT</i></b>		
Annual leave	637	584
Long service leave	381	355
	<b>1,018</b>	<b>939</b>
<b><i>NON-CURRENT</i></b>		
Long service leave	168	202
	<b>168</b>	<b>202</b>
<b>13. LEASE LIABILITY</b>		
<b><i>CURRENT</i></b>		
Lease liability	135	-
Lease liability – transfer from loans and borrowings	-	130
	135	130
<b><i>NON-CURRENT</i></b>		
Lease liability	75	-
Lease liability – transfer from loans and borrowings	-	76
	75	76
<i>Short term lease payment recognised in statement of profit or loss and other comprehensive income for the current reporting period</i>		
Short-term lease payments	76	55
<i>Minimum lease commitments payable but not recognised in the financial statements:</i>		
<i>Within one year</i>	40	80

The Company is a party to several lease agreements that are considered short term due to practical expedient applied given less than 12 months. As such, at the end of the current reporting period the minimum short term lease payment committed to is \$40 (thousand).

## Notes to and forming part of the financial statements (continued)

	2021 \$ (000's)	2020 \$ (000's)
<b>14. RETAINED EARNINGS</b>		
Balance at beginning of the year	9,064	7,775
Profit/(loss) for the period	1,547	1,289
<b>Retained profit at end of the year</b>	<b>10,611</b>	<b>9,064</b>

### 15. RELATED PARTIES

From time to time the Directors of the Company and/or key management personnel may purchase services from the Company on behalf of the persons under their care. These purchases are on the same terms and conditions as those entered into by other employees or customers on an arm's length basis. Other than such purchases, no related party has entered into a material contract with the Company since the end of the previous financial year and there were no material contracts involving related party interests at year end.

### 16. SUBSEQUENT EVENTS

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while it has had a financial impact for the Company up to 30 June 2021, it is not practicable to estimate the potential impact, positive or negative, after the reporting date. The situation including the Company's ability to trade continues to evolve and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided.

No other matter or circumstance has arisen since 30 June 2021 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

### 17. NOTES TO THE CASH FLOW STATEMENT

#### Reconciliation of operating profit to net cash from operating services

	2021 \$ (000's)	2020 \$ (000's)
<b>Operating profit/(loss)</b>	<b>1,547</b>	<b>1,289</b>
<b>Add/(less) non-cash items</b>		
Depreciation & amortisation	542	438
(Profit)/loss on sale of property, plant and equipment	(25)	(8)
<b>Net cash from operating activities before change in assets and liabilities</b>	<b>2,064</b>	<b>1,719</b>
<b>Changes in assets/ liabilities during the financial year</b>		
(Increase)/decrease in trade and other receivables	540	(397)
(Increase)/decrease in other assets	18	2
Increase/(decrease) in employee benefits	45	118
Increase/(decrease) in trade and other payables	(395)	82
Increase/(decrease) in other liabilities	(427)	334
<b>Net cash from/(utilised in) operating activities</b>	<b>1,845</b>	<b>1,858</b>

## Directors' declaration

In the opinion of the Board, the financial statements are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and comply with Australian Accounting Standards - Reduced Disclosure Requirements including:

1. Presenting a true and fair view of the financial position of Aspire Support Services Ltd as at 30 June 2021 and its performance for the financial period ended on that date; and
2. At the date of this statement, there are reasonable grounds to believe that Aspire Support Services Ltd will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board.



Chair of the Board



Chair Audit Finance and Risk  
Sub Committee

Dated at Albury this 9<sup>th</sup> day of December 2021.

## Independent Auditor's Report to the Members of Aspire Support Services Ltd

### Opinion

We have audited the financial report of Aspire Support Services Ltd (the Company), which comprises the statement of financial position as at 30 June 2021, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a description of significant accounting policies and other explanatory notes and the directors declaration.

In our opinion, the accompanying financial report of the Company has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2021 and of its financial performance and cash flows for the year then ended; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

### 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 Company in accordance with the auditor independence requirements of the *Corporations Act 2001* 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 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.

### Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2021, 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 the Directors for the Financial Report**

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and for such internal control as the directors 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 directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company 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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' 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 Company'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 Company 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 directors 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.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

A handwritten signature in blue ink, appearing to read "Bradley D Bohun".

**CROWE ALBURY**

A handwritten signature in blue ink, appearing to read "Bradley D Bohun".

**BRADLEY D BOHUN**

Partner

Dated at Albury this 9<sup>th</sup> day of December 2021.

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*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 the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.*





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**DISCLAIMER**

The additional financial data presented on pages 27 to 28 is in accordance with the books and records of Aspire Support Services Ltd which have been subjected to the auditing procedures applied in our audit of the Aspire Support Services Ltd for the period ended 30 June 2021. It will be appreciated that our statutory audit did not cover all details of the additional financial information. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given.

In accordance with our firm policy, we advise that neither the firm nor any member or employee of the firm undertakes responsibility arising in any way whatsoever to any person in respect of such information, including any errors or omissions therein, arising through negligence or otherwise however caused.

A blue ink signature of the word "Crowe" in a cursive, handwritten style.

**CROWE ALBURY**

A blue ink signature of "Bradley D Bohun" in a cursive, handwritten style.

**BRADLEY D BOHUN**

Partner

Dated at Albury this 28<sup>th</sup> day of October 2021.

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## Detailed income and expenditure statement

### For the year ended 30 June 2021

	<b>2021</b> <b>\$ (000's)</b>	<b>2020</b> <b>\$ (000's)</b>
<b>Income</b>		
NDIS	9,486	8,343
Government funding	2,678	3,548
Clients	49	100
Rent	96	86
Other	201	175
Government subsidies	2,480	1,467
<b>Total income</b>	<b>14,990</b>	<b>13,719</b>
<b>Less: expenditure as per statement</b>	<b>(13,458)</b>	<b>(12,477)</b>
Interest income	29	57
Interest expense	(14)	(10)
<b>Net financing income</b>	<b>15</b>	<b>47</b>
<b>Operating surplus/(deficit)</b>	<b>1,547</b>	<b>1,289</b>

## Detailed income and expenditure statement

### For the year ended 30 June 2021 (continued)

	<b>2021</b>	<b>2020</b>
	<b>\$ (000's)</b>	<b>\$ (000's)</b>
<b>Expenditure</b>		
Advertising and promotion	81	22
Accounting, audit and bookkeeping	29	53
Client Activities Expense	122	210
Computer, server, phone and fax expenses	283	245
Consultancy fees	92	117
Depreciation & impairment	542	438
Employee expenses	11,530	10,536
Legal fees	30	16
Motor vehicle expenses	191	205
Printing and stationary	41	66
Rent & Lease expense	76	124
Repairs & maintenance	227	173
Travel and accommodation	2	8
Other	212	264
<b>Total expenditure</b>	<b>13,458</b>	<b>12,477</b>



aspire  
SUPPORT SERVICES