

Fitzroy Learning Network



Fitzroy Learning Network Inc. Annual Report 2020

Working together to support our community.



Our mission is a strong, fair, inclusive and engaged community. A community where everyone understands and can exercise their rights and responsibilities. Where they are able to access the resources, networks and the support they need to realise their aspirations.

Fitzroy Learning Network Incorporated.

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Above: Term 3 School Holiday Program - "The Big Bake Off"

Fitzroy Learning Network acknowledges the traditional owners of the land on which we provide our services, the Wurundjeri Willam Clan of the Kulin Nations. We pay our respects to their elders past and present, and express our hope for reconciliation, justice and the recognition of the ongoing living culture of all aboriginal people.

Cover photos: Clockwise from top left, Youth Programs Nail workshop, photo of proofs for the FLN cookbook, Over lockers knitting group and Accredited English Language classes with volunteer support.

Fitzroy Learning Network Inc. is endorsed by the Australian Taxation Office as a deductible gift recipient for donations of \$2 or more.

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Above: One of FLN's response to the pandemic was to establish a Food Bank to support local residents and students.

About Us

Our Vision

A strong, fair inclusive and engaged community. A community where everyone understands and can exercise their rights and responsibilities. Where they are able to access the resources, networks and support they need to realise their aspirations.

Our Values

Leadership - We are leaders in our community. We support and defend human rights. We work to reduce racism and discrimination. We advocate on behalf of and support our community to shape policies, laws and services.

Respect - We acknowledge that members of our community hold diverse perspectives and beliefs. We respect that diversity is a fundamental part of what makes Fitzroy and FLN special.

Collaboration - We are committed to working as a team, sharing knowledge and understanding, and supporting each other, whatever our roles. We recognise that partnerships are the best way to reach our objectives.

Belonging - We are open and welcoming. Fitzroy Learning Network is a safe space, where people feel they belong.

Integrity - We are committed to acting with honesty, openness and goodwill. We work transparently, meaning what we say and saying what we mean.

What We Do

Education Programs - These range from pre-accredited skill development to nationally accredited and recognised certificated courses. We specialise in beginners' and intermediate English as an Additional Language.

Community and Refugee Support - We provide referral and support services to refugees and other community members so that those facing barriers to successful settlement and social inclusion can establish themselves in their new environment and use their skills and strengths to meet their own needs and achieve their aspirations.

Youth Programs - Our youth programs provide a creative, safe learning environment for young people from diverse backgrounds. We encourage them to build their skills and confidence by exploring their own ideas and creativity, particularly through technology, music and the arts.

Community Engagement and Empowerment Programs - We open doors in the community by providing a welcoming environment where people can make new friends. People who come to the Fitzroy Learning Network interact with and support each other, and have access to learning, skills development and other practical support. Community participation builds social connections and networks and helps create a stronger and more inclusive society.

Volunteering Program - Through which builds bridges and forges a sense of community through involvement in the delivery of our services and programmes that aim to make a difference to people's lives.

The Board



Board Members 2019/2020	
Mark Madden	Chair
Jane Stephens	Deputy Chair
Andrew Cresswell	Treasurer
Annie Chapman	Secretary
Christine Hrynevich	Member
Danielle Meyer Joined February 2020	Member
Susanne Parkes	Member
Alastair Pharo	Member
Cameron Smith Resigned April 2020	Member

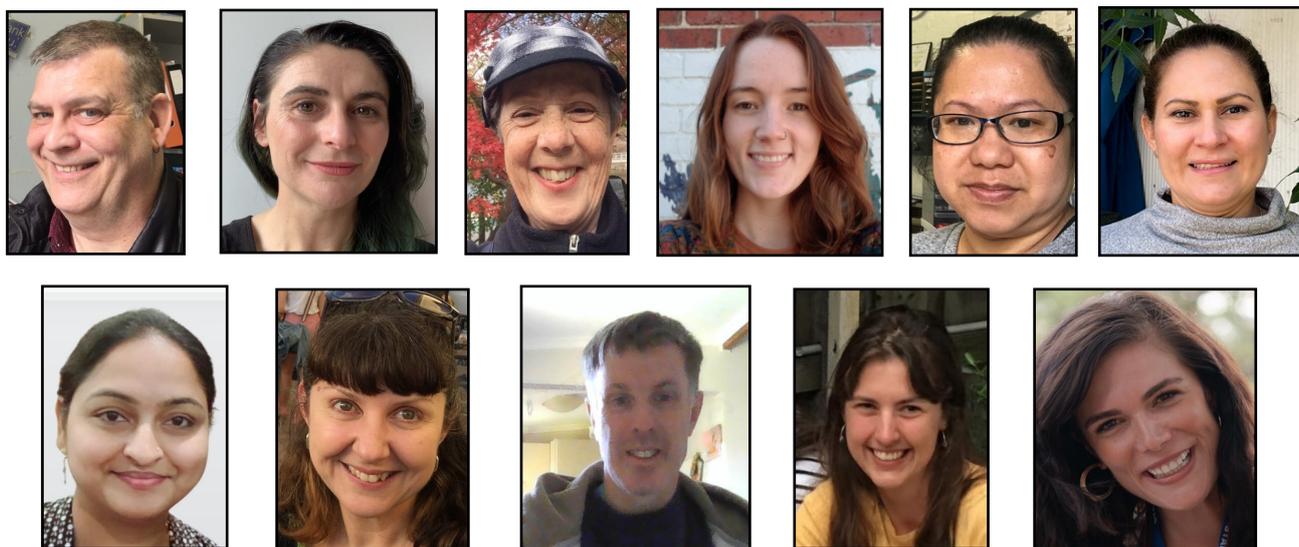


New Board Members from July 2020	
Jennifer Freshwater Joined September 2020	Member
Julia Gregg Joined October 2020	Member
Jeannine Jacobson Joined August 2020	Member
Rachna Muddagouni Joined October 2020	Member



Above: Board Members: Top right clockwise Mark Madden Chair, Jane Stephens Deputy Chair, Andrew Cresswell Treasurer, Annie Chapman Secretary, Christine Hrynevich, Danielle Myer, Susanne Parks, Alastair Pharo, Cameron Smith, Jennifer Freshwater, Julia Gregg, Jeannine Jacobson and Rachna Muddagouni.

Our Team



Left to right: top row - Robert Menzies, Nicole Adornetto, Chris Sammut, Ruby Foley, Thuy Ngo, Fabiola Escalante; bottom row - Swaruparani Sooragani, Christine Pendleton, Mathew Noonan, Rebecca Strong and Alysia Antonucci.

Our Team for the 2019/20 Financial Year

The Team			
Thuy Ngo	RTO Administration	Robert Menzies	CEO
Christobel Elliott	Youth Worker Sewing	Sasha Hodge	Sewing Teacher
Christine Sammut	Community Programs Coordinator	Mathew Noonan	EAL Teacher
Nicole Adornetto	Accredited Training Manager	Michael (Kim) Bessant	EAL Teacher
Joseph Aklilu	CCH Youth Worker	Ruby Foley	Youth Programs
Fabiola Escalante	Cleaner	Nemo Cahill	EAL Teacher
Rebecca Strong	Teacher (Photography, Computer)		
Welcome		Farewell Continued	
Ronnie Elazary	EAL Teacher	Alysia Antonucci	Community Support & Volunteer Coordinator
Swaruparani Sooragani	Computer Teacher	Patricia Morales	RTO Administration
Christine Pendleton	Administration Backfill	Claire Taylor	Teacher (English for All, Jewellery)
Judith Fleurisson	EAL Teacher	Sue Jacka	EAL Teacher
Neva Yekenkuru	EAL Teacher	Jeanette Kairouz	Relief Teacher
Farewell		Gayelene Carbis	EAL Teacher
Astrid Amado	Bookkeeper		
Maryam Mortezaei	Computer Teacher		
Milia Simielli Rocha	Sewing Teacher		

Chair's Report International Year of Resilience and Zoom

Chair's Report

To mark particular events or to promote its objectives, the United Nations designates individual years and decades. In the normal scheme of things 2020 was designated the International Year of Plant Health and the International Year of the Nurse and the Midwife.

Given that 2019/20 has been far from normal, starting with the bushfires and continuing with Covid-19, the UN should go back and add a third designation - International Year of Resilience.



2020 will be remembered for many things but perhaps most importantly it will be remembered for the extraordinary resilience we have demonstrated as a nation, a community and as an organisation. Thanks to the commitment of staff, volunteers and Board and with the support of Commonwealth, State and local governments as well as philanthropic partners and donors, FLN has been able to maintain most of its programs and services. It has been an extraordinary effort.

It has involved radical changes in the way we work and in the way we have delivered programs and services. Our management and staff team worked together effectively to create a new learning environment for FLN students and clients. It has involved putting together a comprehensive Covid-safe plan. It has involved unravelling the complexity of the JobKeeper program. It has involved critical investment in information technology. It has involved numerous virtual meetings.

But not everything has been about Covid-19. FLN achieved a successful RTO audit and re-registration, the IT system was replaced, our marketing effort improved and we continued to strengthen our relationship with other community organisations and job network providers. We strengthened our financial management processes, reporting and decision-making, as well as our governance and administrative processes. We reset our strategic priorities.

A major disappointment has been the failure to progress FLN's refurbishment program supported by \$2.1m in funding from the Victorian Government through the Community Support Fund. FLN has been unable to secure a long-term lease for the current site and must now look for alternative options.

However, it must be said that without the grant, FLN would not have had the funds to upgrade its out-of-date IT system and would not have been able to move into the virtual world in which it now operates.

This will be my last report. After six years at FLN I am stepping down as Chair and also from the Board. I would like to thank the Board members who have served with me over that period. No matter what issues we faced Board meetings were always a pleasure to attend because of the knowledge, values and good humour you brought and the way in which we discussed and decided issues.

I would also like to thank our management team and staff. It has been great working with you, witnessing your commitment and dedication and seeing the difference you make. Then of course, there are our volunteers. I had the pleasure of meeting many of you at an end-of-year year function in the 'shabby-shic' surroundings of the back hall.

That event, along with the presentation of certificates and celebration of student achievement, were highlights of 2019. To all our volunteers I simply say thanks. You make us a better organisation and our community a better place. Given that the AGM will be held virtually for the first time, perhaps the UN should add yet another designation to 2020 - the International Year of Zoom.

Mark Madden
Chair - Board of Fitzroy Learning Network

Treasurer's Report - Year Ending 30 June 2020

FLN has made tremendous progress improving the accuracy and timeliness of its financial accounts & understanding drivers of financial outcomes in its business.

Over the last year I have often referred to FLN as a small business with big business obligations & expectations. This was particularly obvious during the RTO audit process we went through late last year.

At a planning day in January this year I spent some time redefining FLN not as a Not-For-Profit but as a Not-For-Loss with a clear reminder that FLN must operate within a framework of understanding how & where its revenue is generated and how it is funded.

Equally understanding costs and how they relate to programs enables the critical assessment of financial performance together with enlightened budgeting.

This is not to say that FLN approaches all programs from a commercial profit-making perspective but drives home the need to actively consider how programs are funded; namely direct revenue, cross subsidisation or reserves. It's a continuous process.

Compared to now, this time last year our operations were pretty "normal". Indeed we started the 2020 calendar year with some positive enrolments and were sharing great expectations.

Covid-19 appeared and suddenly uncertainty exploded culminating in the lockout of staff & students from FLN leaving remote learning/teaching as our only option. Fortunately a rapid rollout of a number of Federal & State Government programs has saved FLN & its staff and enabled a level of continued operation.

Our CEO (Robert), the administration and teaching staff should be congratulated for how they've embraced the working-from-home, remote learning disruption and even enhanced FLN's technical capability to deliver programs into the future.

The results that are presented cover the year to 30 June 2020 and we're now almost halfway through the next year. Covid will continue to impact FLN, and government is signalling its intention to turn down support levels. A strong post-Christmas recovery is necessary to achieve a favourable outcome in 2021.

Andrew Cresswell
Treasurer FLN



Student Graduation December 2019



Above: Graduation ceremony 2019, from left clockwise Nicole Adornetto, Jane Stephens, Nimmo Cahill and Michael Bessant, with Nicole Adornetto.

CEO's Report - An Exceptional Year

Thinking back over the reporting period this year I am not sure where to begin. As we are all aware it has been an “exceptional year”, a now all too familiar phrase that has been ringing in our ears for most of 2020. As in previous years I use this opportunity to report on and reflect on our achievements. It is however with a different perspective that I focus on the period's achievements.



I believe that FLN has demonstrated its true values and concern for its community in meeting the challenges that Covid-19 has and will continue to present. FLN mobilised early to respond to the pandemic by establishing an incident management team and in delivering a range of actions during a very uncertain period to address the multiple issues it presented.

Our initial and continued focus has been to maintain contact, provide support and keep our clients and students safe; informing and educating them, and adapting the delivery of our services to meet their needs, in a consultative, highly flexible manner across a range of existing and new service areas. Achieving this has required a capable, dedicated team and volunteers working with an active and supportive Board. The Board and team have made decisions to facilitate the required actions to meet the challenges and to anticipate flexibly what actions needed to be undertaken in an unscripted, rapidly changing landscape, working with various community and government stakeholders. This has included:

- Development, implementation and follow up of pandemic plans, including completion of a risk audit and actions to remediate risks. Online education of all team members in Covid-19 infection control, management, and prevention.
- Survey and ongoing follow up of students. The outcomes which were used to inform the development of services, directly responding to the issues raised and caused by the pandemic to support students.
- Delivery of our community support service via phone, through telephone appointments and extended service delivery to younger people. Development of a triage system to meet increased demand and additional service support through volunteers, including the development of online support to clients.
- Development of flexible learning options, including student learner packs facilitated through direct teacher support, and use of various online platforms to conduct online classes. This has included accredited, non-accredited courses, social sessions, and development of Tik Tok videos to support young people, including the production by the Video Club of an offsite video.
- Establishment of a Foodbank early in the pandemic in partnership with Yarra Libraries and Cultivating Communities.
- Development of craft packs to support the community and provide relief from stress during lockdown.
- Successful application for various grants and government provisions aimed at supporting the community and the organisation during the pandemic, with the application of new grants used for the expansion and development of new services.

These achievements, I believe, have made a genuine difference to the community during the pandemic. I take this opportunity to thank all those concerned who contributed to these efforts to ensuring FLN was able to meet and will continue to manage the challenge as we move toward a Covid-19 normal world.

While the pandemic has overshadowed much of 2020, I also would like to note the many achievements in the second half of 2019, including:

- Reregistration of FLN as an RTO in November 2019 with no major non compliances. The audit involved a massive amount of work and it has led to a significant modernisation of FLN's policy framework, administration and compliance systems which will hold it in good stead moving into the future. It was a great achievement; a credit to the hard work and collaboration by all those involved. I sincerely take this opportunity to thank the team and board members involved.

CEO's Report—An Exceptional Year

- An IT upgrade was completed, moving FLN's IT functions off the server onto the cloud, and updating of the computers, including the training computers which all now operate on the latest version of windows and MS software.
- Marketing enhancements that include a refresh of the FLN website, enhanced social media output, delivery of pop up marketing sessions in the community and update of FLN's databases on Mail Chimp. The development of new publicity material and regular term-based distribution of promotional material.
- Development of all our courses, especially the development of our Adult and Community Education Programs (ACFE), that have been expanded and developed, to access a broader range of students and to directly support highly disadvantaged members of the community.
- The financial management systems have been significantly modernised, and the use of our accounting software extended to significantly improve and streamline FLN's, budgeting, financial accounting, recording and reporting practices.
- We were successful in gaining grants from Clifton Hill/North Fitzroy Bendigo Bank to support young people during the pandemic, from Readings Foundation to develop a computer literacy course, through the Ewing Trust to publish a cookbook and the ECSTRA Foundation to run support services through the pandemic.
- Evaluation and review of the Community Support and Volunteer program resulting in a new focus on developing the services and incorporating youth programs into a revised position. Ruby Foley moved into the new role in late June 2020.

As in previous years FLN undertook its annual planning day in January but with the outbreak of the pandemic the plan was updated and modified to adapt to the changing operating environment, see planning summary of the Action Plan Priorities on page 11. As in previous years FLN continues to achieve the actions noted as per its planning agenda.

In October I informed the Board of my intention to stand down from the role as CEO at the end of 2020. The reason for this is to seek a change to the direction of my career in gaining a new role with a greater emphasis on Community Development and to undertake study in 2021. During the period I have been with FLN there have many achievements which would not have been possible without the support of the Board, team, volunteers, and local colleagues.

While it is difficult to single out any person or group for their contribution, I would like to thank our retiring Chair Mark Madden for his personal support and significant work over the last six years. My sincere appreciation and thanks for the significant contribution of the Board, team and volunteers who have been the foundation in FLN achieving so much during the period. I also thank my various colleagues in the community who have been incredible support with special mention to the Yarra's elected representatives, City of Yarra Council Officers, North Eastern Neighbourhood House Network, Clifton Hill-North Fitzroy Bendigo Bank, Inner North Community Trust, and Yarra Libraries.

I am sure that FLN as it adapts to the new normal it will continue to be a significant provider in the Fitzroy and Collingwood communities in being an accessible community hub that provides a safe place, a range of support and educational services that make a difference to people's lives in them being able to achieve their personal aspirations. It has been great to be a part of this at FLN as CEO and to have had the opportunity to provide leadership to contribute to develop and grow the organisation in providing services to the local community. I wish all those involved with FLN every success in the future.

Robert Menzies
CEO Fitzroy Learning Network

Action Plan Priorities 2020 - 2021

The annual planning of FLN's strategic actions are based on three priority principles. The key actions from the 2020 strategic planning day held in January were revised due to the pandemic to meet the new operating environment as required.

Action Plan Priorities: 2020 - 2021
Priority 1 - Make Fitzroy Learning Network strong and sustainable.
COVID-19 Response - Action and Business Continuity Plan - Development and implementation
Finances and Compliance (FRACC) - Develop business model/financial frameworks/systems that: Provides accurate revenue projections (determine students hours) for core programs; Allows accurate costing of delivery of core programs; Ensures all programs contribute to FLN sustainability/surplus or strategic reserve. Maintain accurate reporting and monitoring processes and systems ensure compliance standards. Financial Develop internal financial management systems that support administration of finances to required standards and allow for clear authorizations for the Team, CEO for expenditure and the Board
Marketing - Maintain short term marketing activities/raise awareness of FLN/Develop partnerships to increase student registrations. Investigate options to hire FLN facilities and increase efficient use of the premises
Priority 2 - Improve our facilities, infrastructure and systems
Resolve building/refurbishment program (site) (MM/RM) Review Volunteer and Community Support Services RM/Board Develop long-term marketing plan and vision for FLN to inform: Design of building, Organisational structure, Programs and Marketing activities, Financial planning, Grants/Fundraising strategy. (That consider issues including RTO and the future of Neighborhood House (in the inner city and a framework for identifying community needs.) (Board/RM/Volunteers)
Risk Management - Implement FLN Risk Management Assessment Sustainability - Develop environmental sustainability practices Governance - Ensure ongoing governance of FLN that meets required legislative and NFP standards: <ul style="list-style-type: none"> • Review and document the role of the Board in relation to CEO and develop a process to support a sustainable workflow for the Board and CEO. • Establishment of Education Subcommittee • Develop a performance plan and review process for the CEO and process to negotiate annual salary increases • Develop governance calendar. • Development of SharePoint to improve communication and systems to develop spaces for shared, centralized documentation and ensure business and operational Continuity
Priority 3 - Continue to provide high-quality integrated program and services respond to community need.
Maximise potential of IT system and administrative systems (Team/Board/Volunteers) Realise the potential of the IT platform to improve administrative systems and compliance Blended learning/Teaching Resources (NA/RM/CS/Volunteers) Realise the potential of the IT platform to support program delivery, including for: <ul style="list-style-type: none"> • Blended learning programs/multi-mode delivery/remote delivery: • Identification/creation of new content. • Implementation of new systems for enhance telephony and information and communication to meet NBN requirements
Programs Implement FLN Youth Programs Report Develop opportunities for new activities and programs Improve participation of teachers and students to increase student retention rates and quality of FLN courses. Development of Community, Student Support and Volunteer program report to determine a new structure of and sustainable delivery of these programs that: <ul style="list-style-type: none"> • Develops models that utilize local community services and lead volunteers • Established policies that meet the legal and functional requirement of delivering services in these areas • Revise the current position description to be in keeping with the new service delivery model • Review new service delivery model through the Education Subcommittee • Maintain ongoing funding application and seek opportunities to maintain this role as it is unfunded
Policy Development and Implementation Maintain policy manual and implement policies

Accredited Training Manager's Report Achieving Quality Accredited Education

Overview

The 2019/2020 financial year was an incredibly busy and exciting time for FLN's Accredited Training Programs. With the efforts of our fantastic teaching staff, we have continued to grow and fine-tune our Certificate in Spoken and Written English (CSWE) classes, and have effectively adapted to the circumstances thrust upon us in 2020 by the Covid-19 pandemic. We also participated in an RTO Re-registration audit, continued to work with community groups to support our students, and have reflected on the importance of community, and the necessity of organisations such as FLN during our recent trying times.



RTO Re-Registration Audit

In this period, FLN undertook a successful RTO Re-registration audit, a requirement from the Victorian Registration and Qualifications Authority (VQRA), our RTO governing body. All RTOs are required to participate in re-registration audits every five years, and after our last successful audit in 2015, our time came up in November 2019.

Preparing for the audit involved a great deal of effort from both staff, volunteers, and Board members, and was a long and involved process, I am very proud we were able to undertake it successfully. I would like to thank everyone who contributed to the process; we learned a lot and will be in very good stead for the next iteration in 2024, where we can build on the strong foundation that was built by this audit.

Programs

As in previous years, FLN delivered CSWE classes across four levels:

- Preliminary which is for those who speak no English whatsoever
- Certificate I – Beginner
- Certificate II – Post beginner/Pre intermediate
- Certificate III – Intermediate

Our students come to us from two government funded streams; the federally administered migrant settlement program, the AMEP, and the State funded Skills First program. Two different streams means two different systems and reporting mechanisms, which always provides challenges, but over the past year our staff have worked tirelessly to ensure that the administration of both programs is efficient and meets our compliance requirements.

Our students and teachers showed commitment and dedication to ensure the best possible results for our students, and our graduation celebration in December 2019 saw an increased number of students achieve successful completion of their full certificates. Of course, certificate completion is not the only measure of success, and the gains that all our students have made in their studies are recognised and celebrated. Learning as an adult is a complex and often challenging experience, and FLN takes great pains to ensure that the learning experience is tailored to the needs and goals of the individual.

The pre-accredited ACFE classes in literacy and computer studies allow us to provide extra instruction and assistance for those who require or request it. We continue to be aided by the excellent work of our volunteers, who dedicate their time and effort to work with our students to help them achieve their goals.

Pandemic Response

We started 2020 on a very strong footing: class numbers were higher than in previous years, and our students and teachers were gearing up for a fantastic year in the classroom. However, the end of term one saw FLN say goodbye to classroom teaching with the onset of the Covid-19 pandemic.

Remote learning was always going to be a challenge, and while many institutions moved into Zoom and conference based learning, after surveying our students, we quickly realised that such an approach would not suit the majority of our cohort, with many of our students lacking the physical IT equipment, or the digital literacy to utilise it.

Accredited Training Manager's Report Achieving Quality Accredited Education

So we quickly moved to a telephone and paper-based system, where students would receive their work in the mail, and complete it with their teachers during individual weekly phone calls.

Although it was difficult at first, we worked through the teething problems, and have been able to maintain a program that, while not ideal, has produced many successful outcomes, and provided us with a new perspective on flexibility in pedagogy and practice for our learners. Since its inception, we have been able to gradually introduce more digital access for the students.

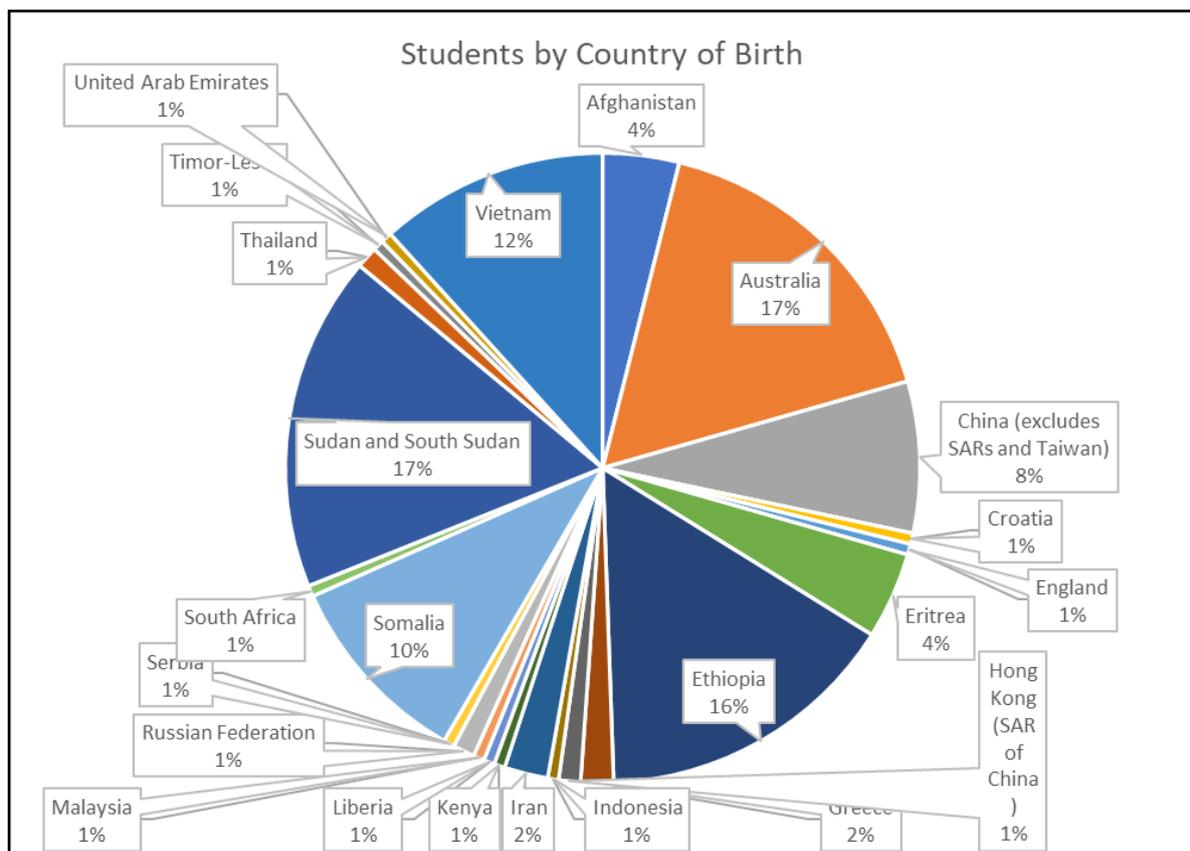
Through that immense amount of work by both students and staff, we have been able to ensure our students have maintained connections with their community, and have continued quality learning, using a medium that is both effective and accessible to them. I would like to thank all involved for undertaking such a challenging enterprise and congratulate all on the hard work and resilience that you have shown in the face of our unusual circumstances.

Staffing

Of course, nothing would be possible without the tireless efforts of our staff, both teaching and administrative. Thuy Ngo continues her excellent work as our admin officer, supported by Christine Pendleton, and we say goodbye to Patricia Morales. Our teaching program grew under the efforts of Kim Bessant, Nemo Cahill, Matthew Noonan and Sue Jacka, and the new faces of Judith Fleurisson and Neva Yekenkurul. We said goodbye to Gayelene Carbis, and welcomed Ronnie Elazary and Kathryn Janka back into the fold.

Students and Statistics

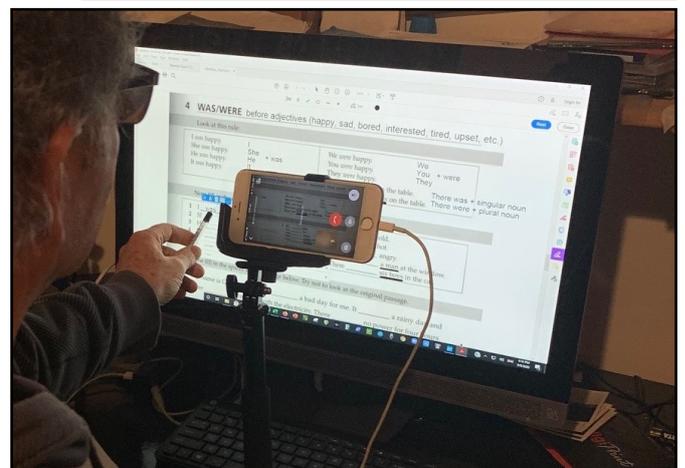
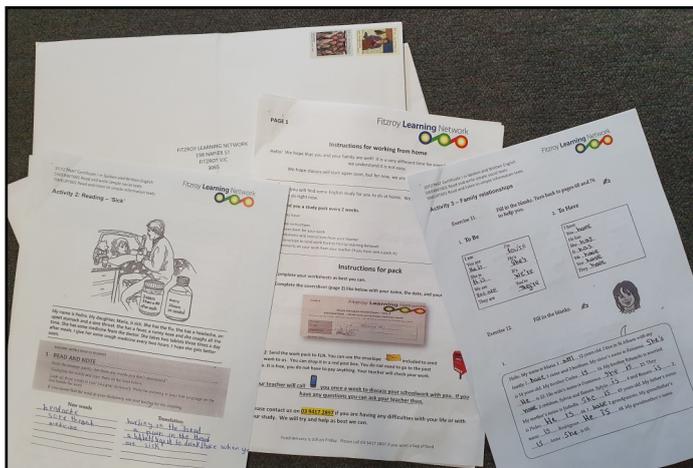
Across all programs (including pre-accredited), 2019/20 saw FLN service 180 different students. As always, diversity is at our core, with our students coming from 26 different countries and representing many different cultural groups. Our gender breakdown continues to favour women 68%, and 32% men. Student ages ranged from 21 to 79, with the majority (58%) being aged between 40 to 60.



Accredited Training Manager's Report Achieving Quality Accredited Education

As we close out this financial year and consider the challenges we have and will continue to face, I can honestly say that although everything has been different, our collective efforts have ensured the best possible outcomes for our students, and for FLN. Once again, thank you all for your efforts, especially in what has been very trying times in the last six months, and I look forward to the new year.

Nicole Adornetto
Accredited Training Manager



Above: Clockwise from top left FLN Accredited Education students, Small Business Class via Zoom, teaching with phone on What's App, Student English Language Packs sent to students, student packs to supported accredited education with teacher support and presentation of the Readings grant.

Community Programs Coordinator's Report

Building Bridges to Further Education and Training

Community Education Programs – Adult Community & Further Education

It has been an interesting year of challenges and surprises. FLN finished off 2019 strongly, with a significant increase in the number of student enrolments for the Community Education Programs. All of the programs grew in popularity and ranged from a cooking program delivered at a local male residential detox facility to the Friday Reading group a great support to the ESL students who make up the majority of the students at FLN.



2020 started out well with the introduction of a Summer School program to keep students engaged and socially connected during the holiday period. As we have all experienced Covid-19 has changed the way we did things, globally. It took a while for the Community programs to adjust, and that time possibly worked in our favour. The staff at FLN conducted several surveys to see if it was possible to see what could be delivered online and utilising which platforms.

The first thing we discovered was that not a lot of our families have computers at home. If they do, the children were given priority as they were studying from home. The Digital divide became evident at this time. The issue of data not so problematic; it was more about connectivity. It turns out that Fitzroy has had problems with this for over 20 years. On a more positive note people donated laptops which have been passed onto students.

As time passed more students signed up for classes. The majority of these were via Zoom. This included Computers for Beginners, Small Business Start Up, Creative Industries – Sewing and a new group, The castaways; a virtual crafters group which involves learning to knit and crochet, exchange patterns, ideas and be a social connection.

In 2020 an Introduction to gardening class has commenced covering all the basics from propagation to compost and healthy eating. This will also assist in the development in the student's English language skills. The classes were also a great way of improving the student's digital literacy in becoming more confident in using Zoom as well as What's App.

A new volunteering role, digital classroom assistants was developed for volunteers to support the educators and students. It all was a bit strange at first as we were first timers on Zoom, learning how to use this technology and deliver a service at the same time. Well done to all of you that accepted the challenge.

The Board and Department for Adult Community and Further Education were extremely supportive during this time. They have run several training events for staff across the state of Victoria, including the Adult Literacy and Numeracy Practitioner Program, digital education and provided regular opportunities for ACFE funded organisations to exchange ideas through learning forums.

I would like to thank the educators, staff, and volunteers at FLN for the great effort they have put in over this period. They have demonstrated that they are a resilient, adaptive group of people, and have always put the needs of the students front and centre.

Christine Sammut
Community Programs Coordinator

Community Support and Volunteer Coordinator's Report Building Community

Our community support and volunteer program thrived this year, with the volunteer program growing and the support services continuing to expand in their capacity to assist the community.

Volunteer Program

FLN depends on the ongoing support of our volunteer team. This year we interviewed 143 new volunteers and each week had 57 weekly volunteers assisting as; classroom assistants, community support, creative class leaders, graphic design, tutors, employment support, citizenship support, financial counselling, events and fundraising volunteers.



This year saw a focus on increasing our ability to support volunteers, by introducing a Volunteer wellness program that offers volunteers affordable access to health services in Fitzroy. We focused on fostering greater connections by hosting volunteer dinners and training events aimed at upskilling our volunteer team on issues we believe are important to our work. Topics included, working with multicultural community groups, responding to grief and family violence and workplace wellness.

For the third year our volunteers, once again, threw their support behind our Fitz Ritz Festival, adding an after party to the event's repertoire this year. Our volunteer team organised everything from sound and audio to serving drinks on the night, and due to the horrible bush fire season, it was an especially impressive turnout during tough times. The event continued to be supported through our formal community partnership with Triple R.

Community Support Program

Our Community Support program continued to offer support appointments to address issues faced by our students and those in the wider community. We pride ourselves on opening the door to anyone in need and doing our best to assist new migrants to adjust and thrive in their new home. We offer assistance by:

- Assisting with Housing and Homelessness issues
- Offering Visa and Citizenship application support
- Offering Citizenship Test practice drop-ins
- Offering Employment support
- Advocate for clients on a range of issues
- Direct referrals to appropriate services and programs
- Support clients to understand their Rights and Responsibilities in their new communities
- Offer a friendly and safe place where clients can ask questions and seek advice

Each week we offer over ten one-on-one support appointments, addressing a wide variety of issues. We also offer Volunteer support sessions to assist community members with form filling and everyday assistance.

We also grew to offer an employment drop-in service for any members of the community wishing to find help creating CV'S, applying for a job or just generally discussing their employment options. Our services continued to be offered despite Covid-19 restrictions, and were adapted to a phone support service, that was able to reach people in an especially difficult time.

Alysia Antonucci

Community Support And Volunteer Coordinator

Youth Engagement and Training Coordinator's Report

Young People apart of Our Community

Community Support and Referral Service

We pride ourselves in offering a friendly and safe place where anyone in need can ask questions and seek support to help them thrive in the community. This year we continued to offer Community Support and referral appointments to address barriers faced by our students and members of the wider community. We assisted clients with issues such as housing applications, citizenship, visas, employment, advocacy and direct referrals.



In addition to appointments with the Community Support Worker, many clients booked a time with one of our specialised volunteers for matters such as form filling and everyday assistance. This year we also grew to offer an employment drop-in service called Step into Work for any members of the community wishing to create a CV, apply for a job, or just discuss their employment options.

Early in 2020 we adapted our services to continue supporting our clients despite Covid-19 restrictions. It came with some challenges, but with determination and flexibility we were able to safely continue providing all of our usual services by 1:1 phone appointments and contactless document drop offs, ensuring our clients were supported in a time when many needed it most.

In May 2019 we said goodbye to Alysia and welcomed Ruby to the redeveloped Community Support and Development role, encompassing community support, volunteer coordination and a focus on youth. We have begun a process of strengthening volunteer roles in the support program, better tracking service delivery data, and reaching out to more organisations for referral pathways and partnerships. We look forward to continuing to grow our support program to meet community needs in the coming year.

Youth Programs

This year we continued to deliver programs for local young people aged 12-25. The participants of our Video Club program produced a range of comedy skits, music videos, and other short films. They were supported and mentored to write scripts, direct sets, act, edit, showcase their work, and even use their experience to secure some paid event filming jobs.

Our Youth Sewing Club participants also worked on a wide range of projects, building their practical skills and their self-confidence. The group also offered a safe environment with trusted adults and peers, where the participants could discuss issues that affect them as young women of colour growing up in Fitzroy and surrounding suburbs. We also ran school holiday sessions including a nail art workshop and a sunset cinema screening in Condell Park.

When Covid-19 hit we were able to quickly take our programs online. Thanks to Covid-19 response funding from Yarra City Arts as well as funding from the Clifton Hill/North Fitzroy Bendigo Bank, both Youth Sewing Club and Video Club continued via take-home activity packs, videocalls, Instagram chat groups, and phone check-ins.

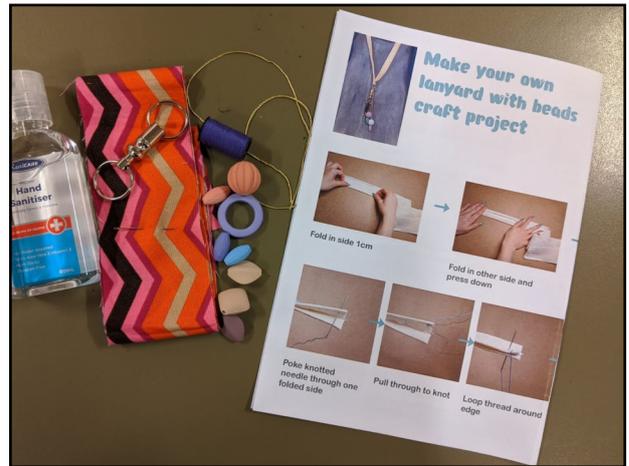
The sewing group branched out into new mediums including embroidery and jewellery making, and in Term 3 we partnered with the drum youth service to deliver Craft Club along with young people from Richmond and Collingwood. The Video Club took to Zoom and their mobile phone cameras, managing to make a cohesive short film together for entry into the Lido Short Film Festival contest, despite not being able to meet in person. We also began offering youth specific appointments as part of our Community Support and Referral Service, addressing the increased need for support in this cohort at this difficult time.

Youth Engagement and Training Coordinator's Report Young People Apart of Our Community

The pandemic had a profound impact on our whole community, including our volunteers. Many have expressed that they greatly miss coming in and seeing the students and staff each week, and we have certainly missed their presence in the building each day and all the amazing work they do. However, many have continued to assist throughout the pandemic, taking on roles such as virtual classroom assistants, phone-based community support volunteers, assisting with research projects, and helping out with our Foodbank program.

Thank you to all our volunteers for your support, and we look forward to welcoming all you back in person!

Ruby Foley
Community Support and Volunteer Coordinator



Above: From left clockwise youth programs, school holiday program, learning how to apply spectacular nails, video club, Covid-19 craft packs funded with the support of Yarra Libraires and Ewing trust. Incudes sewing kits and making lanyard to hold sanitiser and bottom sunset cinema event at Condell Park.

Funding Providers and Community Partners

We take this opportunity to acknowledge the support of our funding providers, FLN would not be able to operate without your support. Special thanks to the Portland House Foundation for their many years of support to FLN. To all our Community Partners your support and donations allow us to achieve so much more. Thank you all for your support.



Fitzroy Learning Network Inc.
ABN 93 394 556 254
Annual Financial Report
For the Year Ended
30 June 2020

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

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Annual Financial Report
For the year ended 30 June 2020

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

	Note	2020	2019
Revenue	4(a)	900,630	667,110
Other income	4(b)	75,482	77,211
Interest income		1,444	299
Total Revenue		<u>977,556</u>	<u>744,620</u>
Staffing expenses	4(d)	661,775	609,433
Program expenses		141,480	152,270
Leasehold rental		38,464	38,464
Impairment		21,864	-
Depreciation & Amortisation expense		6,136	7,134
Total Expenses		<u>869,718</u>	<u>807,301</u>
Surplus/(deficit) for the year		<u>107,838</u>	<u>(62,682)</u>
Other comprehensive income			
Other comprehensive income for the year			
Total comprehensive income/(loss) for the year		<u>107,838</u>	<u>(62,682)</u>

The notes on pages 5 to 12 are to be read in conjunction with these financial statements.

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Statement of Financial Position
As at 30 June 2020

<u>Current Assets</u>	Note	2020	2019
Cash and Cash Equivalents	13(a)	339,262	346,946
Receivables	5	101,699	33,642
Other Assets	6	29,425	23,088
<u>Total Current Assets</u>		<u>470,386</u>	<u>403,675</u>
<u>Non-Current Assets</u>			
Equipment and Property Improvements	7	20,755	27,538
<u>Total Non-Current Assets</u>		<u>20,755</u>	<u>27,538</u>
<u>Total Assets</u>		<u>491,141</u>	<u>431,213</u>
<u>Current Liabilities</u>			
Payables	8	54,483	60,832
Employee Benefits	9	35,347	24,117
Deferred Income	10	194,683	247,474
<u>Total Current Liabilities</u>		<u>284,513</u>	<u>332,423</u>
<u>Non-Current Liabilities</u>			
Employee Benefits	9	-	-
<u>Total Non-current Liabilities</u>		<u>-</u>	<u>-</u>
<u>Total Liabilities</u>		<u>284,513</u>	<u>332,423</u>
<u>Net Assets</u>		<u>206,628</u>	<u>98,791</u>
<u>Members Funds</u>			
Accumulated Funds		<u>206,629</u>	<u>98,791</u>
<u>Total Members Funds</u>		<u>206,629</u>	<u>98,791</u>

The notes on pages 5 to 12 are to be read in conjunction with these financial statements.

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Statement of Changes in Equity
For the Year Ended 30 June 2020

	2020	2019
Note	Accumulated Funds \$	Accumulated Funds \$
Balance at beginning of period	98,791	161,473
Total comprehensive income/(loss) for the period	<u>107,838</u>	<u>(62,682)</u>
Balance at end of period	<u><u>206,629</u></u>	<u><u>98,791</u></u>

The notes on pages 5 to 12 are to be read in conjunction with these financial statements.

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Statement of Cash Flows
For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
Cash flows from operating activities			
Receipts from Government Grants & Subsidies		631,641	555,591
Receipts from Other Operating Activities		313,686	361,587
Payments to Suppliers & Employees		(933,238)	(874,585)
Net cash from/(used in) operations		<u>12,089</u>	<u>42,593</u>
Interest received		1,444	299
Net cash from/(used in) operating activities	13(b)	<u>13,533</u>	<u>42,892</u>
Cash flows from investing activities			
Acquisition of equipment	7	(21,217)	(1,079)
Net cash from/(used in) investing activities		<u>(21,217)</u>	<u>(1,079)</u>
Net increase/(decrease) in cash and cash equivalents		(7,683)	41,814
Cash and cash equivalents at 1 July 2019		346,945	305,132
Cash and cash equivalents at 30 June 2020	13(a)	<u><u>339,262</u></u>	<u><u>346,945</u></u>

The notes on pages 5 to 12 are to be read in conjunction with these financial statements.

Fitzroy Learning Network Inc.

Annual Financial Report

For the year ended 30 June 2020

Notes to the Financial Statements

Note 1 Reporting entity

Fitzroy Learning Network Inc. (the "Association") is a community based not for profit organisation domiciled in Australia. The address of the Association's registered office is 198 Napier Street, Fitzroy, Victoria 3065. The Association is governed by the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-profit Commission Act 2012*, and is primarily involved in providing educational programs to communities in Fitzroy.

The financial report has been prepared in accordance with the requirements of the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-profit Commission Act 2012*, which requires compliance with certain Australian Accounting Standards.

Note 2 Basis of preparation

(a) Statement of compliance

In the opinion of the Board, the Association is not a reporting entity. The financial report of the Association has been drawn up as a special purpose financial report for distribution to the Board and for the purpose of fulfilling the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the Constitution

The special purpose financial report has been prepared in accordance with the requirements of the recognition and measurement aspects of all applicable Australian Accounting Standards ("AASBs") adopted by the Australian Accounting Standards Board ("AASB"), and other authoritative pronouncements of the AASB that have a material effect.

(b) Going concern

The financial statements have been prepared on the basis that the entity is a going concern, which contemplates the continuity of normal business activity, realisation of assets and the settlement of liabilities in the normal course of business. Notwithstanding the deficiency in working capital and continued losses, the Board believe this basis is appropriate based on the Association's continuing agreements for donations and Government funding.

(c) Basis of measurement

The financial statements have been prepared on the historical cost basis.

(d) Functional and presentation currency

The financial statements are presented in Australian dollars, which is the Association's functional currency.

(e) Use of estimates and judgements

The preparation of a financial report in conformity with the AASBs require management to make judgements, estimates and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income and expenses. Actual amounts may differ from these estimates.

The estimated 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.

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Notes to the Financial Statements

Note 3 Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements.

(a) Income tax

The Organisation is exempt from income tax by virtue of Subdivision 50-B of the *Income Tax Assessment Act 1997*.

(b) Provisions

A provision is recognised if, as a result of a past event, the Association has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability.

(c) Financial instruments

(i) Non-derivative financial instruments

Non-derivative financial instruments comprise trade and other receivables, cash and cash equivalents and trade and other payables.

Non-derivative financial instruments are recognised initially at fair value plus, for instruments not at fair value through profit or loss, any directly attributable transaction costs. Subsequent to initial recognition non-derivative financial instruments are measured as described below.

Cash and cash equivalents comprise cash balances and call deposits.

Accounting for interest income is discussed in note 3(h).

(ii) Other

Other non-derivative financial instruments are measured at amortised cost using the effective interest method, less any impairment losses.

(d) Impairment

(i) Financial assets

A financial asset is assessed at each reporting date to determine whether there is any objective evidence that it is impaired. A financial asset is considered to be impaired if objective evidence indicates that one or more events have had a negative effect on the estimated future cash flows of that asset.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount, and the present value of the estimated future cash flows discounted at the original effective interest rate.

Individually significant financial assets are tested for impairment on an individual basis. The remaining financial assets are assessed collectively in groups that share similar credit risk characteristics.

All impairment losses are recognised in profit or loss.

An impairment loss is reversed if the reversal can be related objectively to an event occurring after the impairment loss was recognised. For financial assets measured at amortised cost, the reversal is recognised in profit or loss.

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Notes to the Financial Statements

Note 3 Significant accounting policies (continued)

(d) Impairment (continued)

(ii) Non-financial assets

The carrying amounts of the Association's non-financial assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists then the asset's recoverable amount is estimated.

The recoverable amount of an asset or cash-generating unit is the greater of its value in use and its fair value less costs to sell. Value in use is determined as the depreciated replacement costs of the assets. For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (the "cash-generating unit").

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its recoverable amount. Impairment losses are recognised in profit or loss. Impairment losses recognised in respect of cash-generating units are allocated first to reduce the carrying amount of any goodwill allocated to the units and then to reduce the carrying amount of the other assets in the unit (group of units) on a pro rata basis.

In respect of other assets, impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

(e) Employee benefits

(i) Defined contribution plans

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution plans are recognised as a personnel expense in profit or loss when they are due.

(ii) Other long-term employee benefits

The Association's net obligation in respect of long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior period plus on-costs; that benefit is discounted to determine its present value. The discount rate is the yield at the reporting date on Commonwealth Government bonds that have maturity dates approximating the terms of the Association's obligations.

(iii) Short-term benefits

Short-term employee benefit obligations are measured on an undiscounted basis, at the amounts the Association expects to pay, and are expensed as the related service is provided.

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Notes to the Financial Statements

Note 3 Significant accounting policies (continued)

(f) Revenue

(i) Government funding

Revenue from Government funding is recognised in the income statement upon the achievement and progress of specific objectives detailed in the funding agreements.

Grants that compensate the Association for expenses incurred are recognised as revenue in the income statement on a systematic basis in the same periods in which the expenses are incurred. Funding for capital projects is recognised in profit or loss in the financial year in which the work being funded is carried out. Any funding received for services which have not been performed is recorded as deferred income in the balance sheet.

(f) Revenue (continued)

(ii) Donations

Donations are received into the bank account and comprises amounts received from individuals or commercial institutions. Donations are recorded as revenue either immediately if unspecified or upon completion of specified conditions.

(g) Lease payments

Payments made under operating leases are recognised in profit or loss on a straight-line basis over the term of the lease. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

(h) Interest income

Interest income comprises interest income on funds invested. Interest income is recognised as it accrues, using the effective interest method.

(i) Goods and services tax

Revenue, expenses and assets are recognised net of the amount of goods and services tax ("GST"), except where the amount of GST incurred is not recoverable from the Australian Taxation Office ("ATO"). In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

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 balance sheet.

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

(j) Property, plant and equipment

(i) Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset.

When part of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Gains and losses on disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment and are recognised net within other income in surplus or deficit.

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Notes to the Financial Statements

Note 3 Significant accounting policies (continued)

(j) Property, plant and equipment (continued)

(ii) Depreciation

Depreciation is calculated over the depreciable amount, which is the cost of an asset, or other amount substituted for cost, less its residual value.

Depreciation is recognised in the statement of profit or loss and other comprehensive income on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment, since this most closely reflects the expected pattern of consumption of the future economic benefits embodied in the asset.

The estimated useful lives for the current period are as follows:

* equipment 3 years

* property improvements 4 years

Depreciation methods, useful lives and residual values are reviewed at each financial year-end and adjusted if appropriate.

(k) New standards and interpretations for application in future periods

The Association does not anticipate any change in accounting policy resulting from changes to accounting standards in the future year that will have any material effect on the Association's financial statements

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Notes to the Financial Statements

	2020	2019
	\$	\$
Note 4 (a) Revenue		
Government Funding	574,219	505,083
Government Covid Support Programs	216,166	-
Student Fee Income	7,148	11,303
Donations Received	103,097	150,724
	<u>900,630</u>	<u>667,110</u>
(b) Other income		
Sundry income from various programs	75,482	77,211
Total revenue and other income	<u>976,112</u>	<u>744,320</u>
(c) Program expenses		
(d) Expenses		
Staffing expenses		
Salaries and wages	520,454.76	501,597
Provision for annual leave	40,081.45	48,545
Provision for long service leave	-	-
Superannuation	49,923.97	48,022
JobKeeper Top-up payments	41,689.41	-
Other associated personnel expenses	9,625.38	11,268
Total staffing expenses	<u>661,774.97</u>	<u>609,433</u>
Note 5 Receivables		
Sundry Debtors	31,903	10,735
Accrued Income	69,796	22,907
	<u>101,699</u>	<u>33,642</u>
Note 6 Other Assets		
Prepayments	29,425	23,088
	<u>29,425</u>	<u>23,088</u>
Note 7 Equipment and Property Improvements		
Furniture & Equipment	81,026	82,311
Less accumulated Depreciation	(60,271)	(63,433)
Total furniture & Equipment	<u>20,755</u>	<u>18,878</u>
Leasehold improvements	-	82,920
Less Accumulated Impairments	-	(74,260)
Total Leasehold Improvements	<u>-</u>	<u>8,660</u>
Balance at 1 July	27,538	33,593
Additions	21,217	1,079
Deletions - Leasehold Improvements Cost	(105,421)	-
Deletions - Accum Amortisation Leasehold Improvements	83,557	-
Depreciation	(6,136)	(7,134)
Balance at 30 June	<u>20,755</u>	<u>27,538</u>
Note 8 Payables		
Creditors	51,644	42,627
Accrued expenses	1,290	7,978
Net GST Payable	1,549	10,227
Total Payables	<u>54,483</u>	<u>60,832</u>

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Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Notes to the Financial Statements

	2020 \$	2019 \$
Note 9		
Employee Benefits		
Current		
Annual leave	35,347	24,117
Total Current Employee Benefits	<u>35,347</u>	<u>24,117</u>
Non-Current		
Long service leave	-	-
Total Non-current Employee Benefits	<u>-</u>	<u>-</u>
Note 10		
Deferred Income		
Funds received in advance	194,683	247,474
	<u>194,683</u>	<u>247,474</u>
	Deferred income consists of donations and income for specific purposes, the services for which have yet to be provided at balance date.	
Note 11		
Operating Leases		
Leases as lessee		
Operating lease expenditure under contract or agreement is payable as follows:		
<i>Rent</i>		
Not later than one year	-	25,421
Later than one year but no later than five years	-	-
	<u>-</u>	<u>25,421</u>
Note 12		
Remuneration of Auditors		
<i>Audit services</i>		
Audit and review of financial report	3,200	3,000
	<u>3,200</u>	<u>3,000</u>

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Notes to the Financial Statements

	2020	2019
	\$	\$
Note 13 (a) Cash and Cash Equivalents		
Bank balances	339,262	346,221
Petty cash	-	724
	<u>339,262</u>	<u>346,946</u>
Note 13 (b) Reconciliation of Cash flows from Operating Activities		
Cash flows from operating activities		
Surplus/(deficit) for the period	107,838	(62,682)
Add/(less) non-cash items:		
Leasehold Improvement Impairment	21,864	-
Depreciation	6,136	7,134
	<u>135,837</u>	<u>(55,547)</u>
Operating surplus/(deficit) before changes to working capital	135,837	(55,547)
Change in receivables and other assets	(74,394)	(21,858)
Change in payables	(6,349)	9,712
Change in employee benefits	11,230	(2,207)
Change in deferred income	(52,791)	112,792
Net cash from/(used in) <u>Operating</u> activities	<u><u>13,533</u></u>	<u><u>42,892</u></u>

Note 14 Related party transactions

There have been no related party transactions during the period ended 30 June 2020.
(2019: Nil)

Fitzroy Learning Network Inc.
Annual Financial Report
For the year ended 30 June 2020

Statement by the Board

The Board has determined that Fitzroy Learning Network Incorporated is not a reporting entity and that this Special Purpose Financial Report be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements. Accordingly, this special purpose financial report has been prepared to satisfy the Board of Management's reporting requirements under the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-profits Commission Act 2012*.

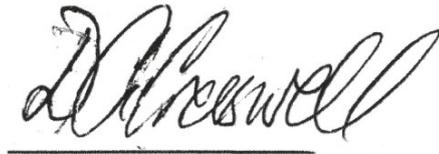
In accordance with a resolution of the Board of Fitzroy Learning Network Incorporated, the members of the Board declare that the financial statements:

- (a) Present a true and fair view of the financial position of Fitzroy Learning Network Incorporated as at 30 June 2020 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-profits Commission Act 2012*; and
- (b) At the date of this statement, there are reasonable grounds to believe that Fitzroy Learning Network Incorporated will be able to pay its debts as and when they fall due.

This statement is signed in accordance with a resolution of the Board made pursuant to s60.15 of the *Australian and Charities and Not-for-profits Commission Regulations 2013* and is signed for and on behalf of the members of the Board by:



Chairperson



Treasurer

Dated at Melbourne this 8th day of NOVEMBER, 2020

Fitzroy Learning Network Inc.

Independent Auditors Report to the members of Fitzroy Learning Network Inc.

Scope:

We have audited the Financial Statements of Fitzroy Learning Network Inc. (the "Association") comprising Statement of Financial Position, Statement of Financial Performance and Cash Flow Statement as set out on the attached pages for the year ended 30th June 2020. The Committee is responsible for the financial statements. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members.

The financial report has been prepared for the purpose of fulfilling the requirements of the Associations Incorporation's Reform Act 2012 Vic. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members or any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Standards and other mandatory professional reporting requirements, so as to present a view, which is consistent with our understanding of the Association's financial position, the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion:

In our opinion the financial report of Fitzroy Learning Network Inc. presents a true and fair view with Australian Accounting Standards and other mandatory professional reporting requirements the financial position of Fitzroy Learning Network Inc. as at 30th June 2020 and of the results of its operations and for the year then ended in accordance with the accounting polices described in the notes to the financial statements.

Dated 14th October 2020.



Stephen George Le Couilliard

ASIC Registered Company Auditor No:8579

JP Hardwick & Associates

Unit 7, 617-643 Spencer Street, West Melbourne VIC 3003

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