

ANNUAL REPORT 2021

Easylink Community Services Limited

ABN 45 293 348 239







99%

Customer Satisfaction

5,105

Registered Customers

46,053

Passenger Trips in FY21

CONTENTS

Chairpersons Report	1
General Managers Report	3
Customer Experience	5
Review of Operations	7
Volunteering Update	11
FY21 Audited Financials	14
Thanks to our Sponsors	25



CHAIRPERSON'S REPORT



It is again, with great pleasure, and with unending pride, that I write this report as Chairperson of Easylink Community Services Limited (Easylink).

Well, another year has passed, and what a year it has been, as I write this report, on day 93 of our current lockdown. This is, of course, the third lockdown that we have experienced on the Northern Beaches, but by all accounts, the light at the end of the tunnel is getting brighter.

The last 12 months, COVID-19 has been by far the biggest drain on our community. The continuing health (physical and mental) and economic crisis has impacted us all in ways many of us have never experienced before. We are an incredibly resilient community but unlike every other natural disaster, such as the bushfires and drought of the previous year, we cannot come together in the usual ways to offer support and assistance to those doing it tough. To that end it's been tough on all of us and is likely to be so in the weeks ahead, but as vaccination rates continue at such a rapid rate, our way of life will slowly return to something resembling normal.

For the older and more vulnerable in our community, COVID-19 has changed the care and support they receive, and their ability to stay socially connected. Whilst we have always known what a great community service Easylink provides, it is in these lockdowns that you realise the importance of our services which allow our most vulnerable to lead independent lives, attend to medical needs, as well as connect with others and attend some amazing social events.

Our priority at Easylink is supporting the health, safety and wellbeing of our staff, volunteers and customers. There have been a few silver linings on the pandemic cloud this year, however the way our management and staff went into action to again enforce COVID safety measures, check on the welfare of all our customers and to ensure everyone was still able to attend medical appointments, was nothing short of amazing. On behalf of the board, I would like to take this opportunity to extend my thanks to all for their hard work and client focus through these challenging times. We are so proud of the care and dedication you have shown to the community.

Our business and performance, like all businesses, was hampered by the pandemic, however, we still managed to complete 46,053 trips, with our fleet of 10 vans, 6 coaster buses, 4 wagons, and 1 utility, which collectively travelled 430,345kms. As is I said last year, and particularly after we changed our branding in 2017, it is hard to drive around the Northern Beaches without admiring our beautiful fleet, on all sorts of outings, mystery drives, shopping trips and hospital, medical and other appointments.

VISION

"To be a transport service of choice, connecting people and communities to reduce social isolation & increase independence"



Financially, Easylink is in a sound position, with satisfactory solvency indicators. Our primary funding from Transport for NSW has been extended through until the end of June 2022. We are also thankful for the support we receive from local organisations, including the Northern Beaches Council and the Dee Why RSL who partner with us in delivering Community Transport for the Northern Beaches.

Thank you to Dan Giles and all our staff and volunteers for their unwavering dedication and agility in this unprecedented time. You have made me and the board so proud. Thank you all for all your hard work and support, we could not deliver this amazing service without you.

Sadly, we had one of our directors, Huong Le Dao stand down during the year, due to a heavy work schedule. On behalf of the board, we wish Huong well and thank her for her dedication, governance expertise and volunteering her time.

I would also like to thank my fellow voluntary board colleagues for their support and commitment to Easylink and our community. As a board, they excelled in a difficult time for all, to ensure our duty of care for our staff, volunteers and customers were of the utmost importance.

Easylink looks forward to servicing our community and setting ourselves the challenge to meet the new normal. As vaccination rates rise and restrictions are eased, we look forward to doing what we do best, reducing isolation and again creating social and enjoyment for our community.

It has again been a privilege to chair this amazing organisation

Deborah Organ Chairperson

MISSION

"Connecting People and Communities We provide Transport with care"



GENERAL MANAGER'S REPORT



The Financial Year 2021 (FY21) has been one of resilience and recovery. In 2020 COVID-19 came into our world and gave us fear, anxiety and lockdowns. At Easylink, we were part of the critical few 'essential services' and continued to operate through the pandemic. We were however not immune and did suffer side effects, with our transport activity dropping away by around 90%.

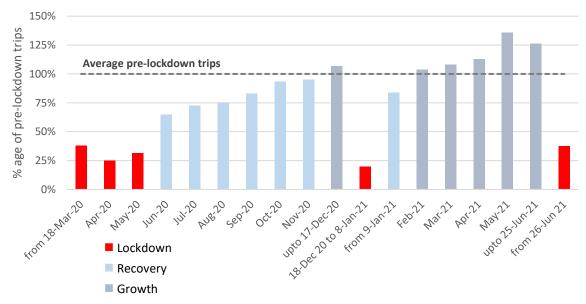
Throughout the pandemic we have been managing to a carefully devised COVID-19 safety plan with a host of control measures to protect our team,

our passengers and the community. Masks, hand sanitiser, temperature checks, social distancing and careful trip design were key instruments to our navigation through the past year.

During the initial lockdown, we did find ourselves with latent capacity which we used wisely. For our customers, the team continued making welfare calls to check in on the community and provide all manner of alternative supports, from toilet paper deliveries to personal shopping services and even just a friendly chat. For our organisation, we immersed ourselves in recovery planning. Designing a staged approach to bringing the organisation back to a performing level that was safe, engaging and supporting of the uncertain times we were living in.

As expected, the recovery took time. Fortunately though, we were able to bring the organisation back to full strength by the beginning of December, only six months after the country was lifted from lockdown. This was short-lived as the Northern Beaches was thrown into lockdown once again at the end of December. With this second lockdown lasting only three weeks, and spanning the quieter Christmas period, the impacts were limited and we were back to 100% of pre-lockdown levels of activity by February 2021. But it didn't stop there. The recovery trajectory continued, and by May 2021 we were seeing a level of customer activity not seen before in Easylink's history, and were completing record levels of trips. This continued right up until the last week of June when we were once again thrown into lockdown.

Impact of COVID-19 lockdowns on average weekday trips





Flexibility

Integrity

Respect

Customer

Safety

Teamwork

With the recovery tracking well ahead of plan, through the second half of the year we put in place a number of plans to support the organisations continued growth.

- We conducted a comprehensive review of our services, and service delivery model. As a result we have functionally aligned our organisation to deliver on our customer first promise and introduced new flexible services to better align with customer needs and expectations.
- We reviewed our fleet make up and made several changes to vehicle types, expanded our fleet to meet growing demands of NDIS, and forward ordered another vehicle to support continued growth in FY22.
- We continued to build on the technology enablement program commenced in 2020 with enhancements to existing technologies and introduction of new technologies including workforce planning, predictive modelling and cashless payment channels.

Understandably, FY21 has been quite a challenging year, on our customers, our volunteers, and our workforce. We have tried our utmost to ensure everyone associated with the service has been supported through the past year.

We have kept in regular contact with our customers to ensure they have received the support they needed to navigate through COVID-19, and are so blessed to have such a wonderful team of staff and volunteers supporting the organisation, our customers, and our community at large through this particularly challenging time.

We are however very much looking forward to shaking COVID-19 and getting back to doing what we do best in FY22.

Dan Giles General Manager



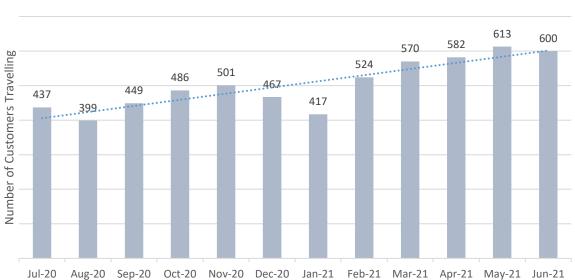
CUSTOMER EXPERIENCE

FY21 saw an additional 1,055 Northern Beaches residents signing up with Easylink for transport and social support. This is a massive 54% increase on the previous year. Despite COVID-19 lockdowns, new customer interest remained roughly in line with long-run averages during the first half of the year, before lifting to record highs during the second half.



New Customers Joining Easylink

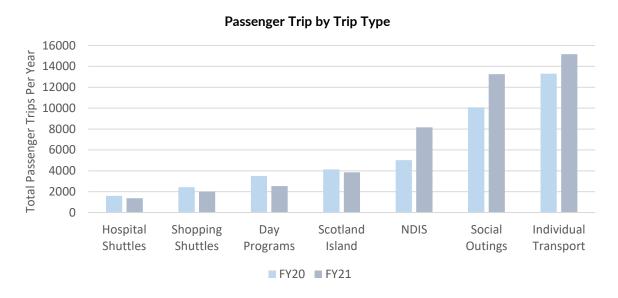
Customer activity also trended steadily upwards through the year and culminated in a record number of unique customers travelling in May 2021.



Unique Customers Travelling with Easylink

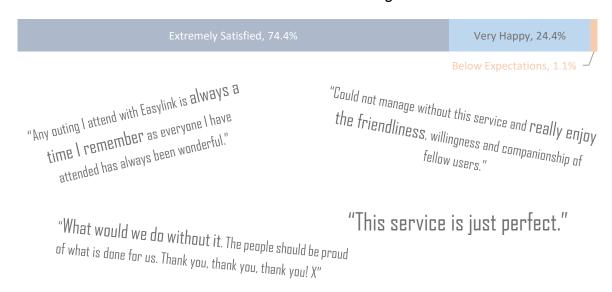


Social Outings, NDIS Transportation and Individual Transport were areas of material demand growth through FY21. These three service areas alone contributed to a 20% increase in Easylink's overall trips. Day Programs for Seniors remained closed through the first half of the year though reopened in the second half resulting in a spike in transport demand. Demand for shopping and hospital shuttles continued to decline as passengers opted for individual transport rather than group shuttle services amidst COVID-19 concerns.



Across both individual and group transport, and during a period of recovery from one of the most challenging periods in our organisations history, the team has worked hard to ensure the safety and comfort of all passengers. As a result, 99% of Easylink customers indicated that they were either extremely satisfied or very happy with the organisations performance in FY21.

Customer Satisfaction Ratings





REVIEW OF OPERATIONS

Community Transport

Jul

Sep

When lockdowns lifted in May 2020, recovery plans shifted into high gear and by early December, the organisation was completing trip levels aligned to the same time pre-COVID.

The Northern Beaches lockdown over December and January did set the recovery back though this was short-lived. From February 2021, the organisation was back in full swing and by March 2021 trip levels were exceeding pre-pandemic levels. This upward trend continued for some months, with May 2021 recording Easylink's highest ever monthly trip count. This run came to an end when Greater Sydney was locked down once again from the 26th of June 2021.

6000 5000 **Total Trips Completed** 4000 FY20 3000 ■ FY21 2000 1000 0 Aug Oct

Easylink passenger trips by month

Despite COVID-19 challenges, demand for NDIS support continued to grow through FY21 and we provided record levels of support almost every month through the year.

Dec

Jan

Feb

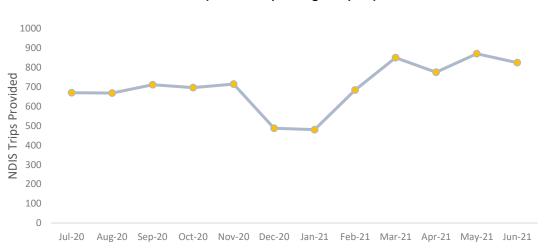
Mar

Apr

May

Jun

Nov



Easylink NDIS passenger trips by month



Fleet Activity

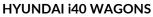
While COVID-19 lockdowns did slow things down through the first half of the year, this did provide an opportunity to consolidate, prepare and ultimately slingshot us into the second half of the year. In fact, through FY21 the Easylink fleet travelled a total of 430,345 kilometres which is 23% more than the previous year.

Our fleet was one of those areas where we were able to capitalise on the downtime and prepare for the future. Faced with increasing demand, through FY21 a new van specifically tailored to the needs of NDIS passengers was added to the fleet, with plans put in place for another vehicles to be added in FY22 to meet continued demand growth in the NDIS space.

With support from Transport for NSW, two brand new Toyota commuter vans were received through the year to replace an older member of the fleet, and thanks to continued support from the Northern Beaches Council, one of Easylink's older coaster buses and the community vehicle on Scotland Island were also replaced through the year.

Easylink now has a modern fleet of 21 vehicles to support the Northern Beaches Community.







MITSUBISHI TRITON UTILITY



In March 2021, Easylink received their new NDIS Toyota Hiace Commuter van and we were thrilled to receive fantastic and clever suggestions for the vehicles name. The winning suggestion was submitted by Alison, one of Easylink's regular passengers and "Vincent Van Go" was welcomed to the family.



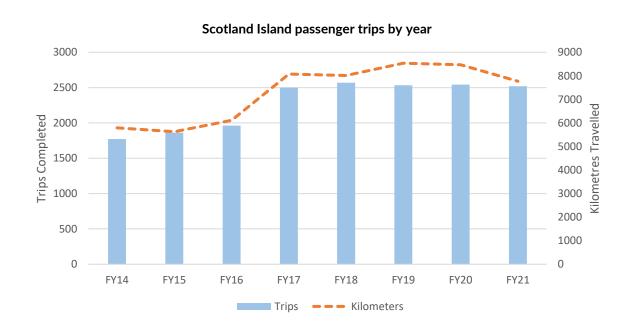


Scotland Island Transport

The Scotland Island community vehicle was another part of the fleet getting a refresh in FY21. After six years of dedicated service travelling unforgiving terrain the Scotland Island Community vehicle was retired and replaced with a brand new Mitsubishi Triton. Many thanks to the Northern Beaches Council for their continued support for this service.



Demand for transport on the island was down slightly on the previous year due to multiple COVID-19 disruptions, though the service still completed 3,835 passenger trips through FY21.





Travel Training

In 2016 Transport for NSW initiated the travel training program to help NSW residents learn to catch public transport safely and confidently. Easylink managed this program across the Northern Sydney region and provided this free service for both children and adults.

This program came to conclusion at the end of December 2020 though not before seeing 394 learners progress through the individual travel training program and 2,150 attend group travel training sessions. That's over 2,500 Northern Sydney residents that are now able to utilise Sydney's public transport network and live full and independent lives thanks to Easylink's Travel Training Program.

Whilst it is disappointing to see the end of this program, it is satisfying to know how many people have been helped by travel training and the social and economic benefits that come from their independence. It is also pleasing to know that although the Transport for NSW program has come to conclusion, Easylink's travel trainer has continued to offer travel training services under the NDIS through their 'Living Skills Training' company. Easylink also continues to partner with Living Skills Training on Travel Training outings for seniors.





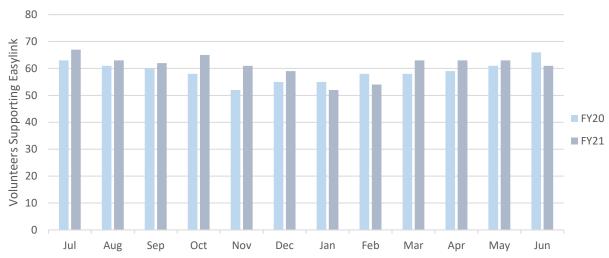
VOLUNTEERS

To volunteer is an amazing thing. These wonderful individuals donate their valuable time for the betterment of others. The significance of this cannot be overstated and the power of this to those they help cannot be underestimated.

For Easylink, it would not be possible to support those in need on the Northern Beaches without the support of our amazing volunteers. In FY21 Easylink was fortunate to be supported by around 61 active volunteers, which was up around 5% on the previous year. The roles on by these volunteers varied from drivers, to bus assistants, to admin support, reception support, IT consultancy, and company directors.

To all who have given their time so willingly, thank you, from Easylink and the 5,105 Northern Beaches Residents whose faces you have put a smile on and lives you have lifted through the last year.

Number of volunteers supporting Easylink





Sadly, this year we did lose a true superstar of our volunteering family, Tony Davis.

Tony started his volunteering journey with Easylink in March 2009 and celebrated his 12th anniversary this year. He was an amazing person who always had a smile on his face and loved helping others.

In 2014 Tony's contribution to the community was recognised by being awarded NSW volunteer of the year for the Sydney North Region, and in 2019 he was awarded Easylink's volunteer of the year.

In loving memory of our dear friend, rest in peace.



BOARD

Antony Gosling Huong Le-Dao Kylie Ferguson
Deborah Organ Jane Mulroney Margaret Hardy

DRIVERS

Grant Emanuel

Bill Anderson Ian Redfearn Roger Perkins **Brian Keating** John Gillings Richard Parbury **Bruce Overton** Janene Hill Simon Rowley-Bates Clive Finemore Ken Wong Steve Lydiate Chris Bowen Steve Vonk Larry McKittrick Chris O'Neil Liz McCracken Steve Witte David Dale Mark Betts Tony Davis **Denice Conyard** Michael Bullen Tony Dowse **Greg Tivey** Oliver Britz **Tony Juras** Peter Fiedler Ian Leeson

BUS ASSISTANTS

Alan Howes Irene Holynski Mary Tulloch Alison French Jacquie Mayall Margaret Loveday Amanda Taylor Jan Cambourne Nan Rose Julie Diaz Ann Ballantine Nancy Formica Bromwyne Martin Kristine Maloney Vivienne Rawson Viviene Stewart **Christine Barnard** Laurelei Moore Christine Ockerby Lyndal Cooper Warren Cupitt Gaye McLindin Mary Gerrard Yvonne Vodanov Helena Tanuwidjaja

RECEPTION/ADMINISTRATION

Carolyn Rolfe Heather Bone
Cheryl Nunn Karey Payne
Erica Bilton Kerry Sullivan
Fiona Smith Sandra Kulhan

FLEET MANAGEMENT

Bruce Overton

Hayat Sallama

INFORMATION TECHNOLOGY

Mark Rankin

"Remember that the happiest people are not those getting more but those giving more!"

- H. Jackson Brown Jr







FINANCIAL REPORT

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2021	
Directors' Report	15
Directors' Declaration	16
Auditors Independence Declaration	17
Statement of Financial Position	18
Statement of Financial Performance	19
Statement of Cashflow	21

23



DIRECTORS' REPORT

FOR THE YEAR ENDED 30 JUNE 2021

Your directors submit the financial report of the Easylink Community Services Limited for the financial year ended 30 June 2021.

Directors

The names of directors throughout the year and at the date of this report are:

Deborah Organ (Chairperson)
Antony Gosling (Treasurer)
Margaret Hardy (Public Officer)
Kylie Ferguson
Jane Mulroney
Grant Emanuel
Lan-Huong Le-Dao (Retired July 2021)

Principal Activities

The principal activities of the company during the financial year were the provision of community transport services for the frail, aged and people with disabilities and their carers.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The surplus for the year was \$50,341, 2020 \$109,192.



DIRECTORS' DECLARATION

FOR THE YEAR ENDED 30 JUNE 2021

The directors of the entity declare that:

1. The financial statements and notes are in accordance with the Australian Charities and Not-for profits Commissions Act 2012 and the Corporations Act 2001 and:

a) comply with Australian Accounting Standards – Reduced Disclosure Requirements (including the Australian Accounting Interpretations); and *The Australian Charities and Not-for-profits Commissions Act* 2012

b) give a true and fair view of the financial position as at 30 June 2021 and of the performance for the year ended 30 June 2021 of the entity.

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

This declaration is made in accordance with a resolution of the Board of Directors in accordance with subs 60.15(2) of *The Australian Charities and Not-for-profits Commissions Act 2012*.



AUDITOR'S INDEPENDENCE DECLARATION

UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

I declare that, to the best of my knowledge and belief, during year ended 30 June 2021 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit and Australian Charities and Not-for-profits Commissions Act 2012; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

John A McCann

Chartered Accountant

Registered Company Auditor 3413

Address: 17B, 818 Pittwater Road,

Dee Why NSW 2099

Dated: 30th August 2021



STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2021			
	Note	FY21 (\$)	FY20 (\$)
CURRENT ASSETS			
Cash & Investments	2	1,642,069	1,493,096
Receivables	3	70,792	31,250
Other	4	15,730	15,730
Total Current Assets	- -	1,728,591	1,540,076
NON-CURRENT ASSETS			
Property, Plant and Equipment	5	403,461	516,948
Other	6	5,310	5,310
Total Non-Current Assets	-	408,771	522,258
TOTAL ASSETS	-	2,137,362	2,062,334
CURRENT LIABILITIES			
Payables	7	331,904	376,754
Provisions	8	140,477	73,915
Total Current Liabilities	-	472,381	450,669
NON-CURRENT LIABILITIES			
Provisions	9	69,411	66,436
TOTAL LIABILITIES	-	541,792	517,105
NET ASSETS		1,595,570	1,545,229
MEMBERS FUNDS			
Reserves	10	597,076	549,942
Retained Surplus		998,494	995,287
MEMBERS FUNDS	-	1,595,570	1,545,229
	=		



STATEMENT OF FINANCIAL PERFORMANCE

FOR THE YEAR ENDED 30 JUNE 2021

	FY21 (\$)	FY20 (\$)
INCOME		
Community Home & Care Support	1,223,069	1,341,190
CTP Funding - Recurring	107,627	108,618
Scotland Island Funding	23,340	23,579
Travel Training Funding	87,249	149,597
Motor Vehicles Hire	50,500	55,612
Donations and Grants	27,759	36,087
Client Fees	305,009	291,200
Other Income	6,650	11,051
NDIS Income	318,113	189,077
Interest Received	15,218	17,267
Profit on Sale of Assets	5,837	(21,734)
	2,170,371	2,201,544
LESS EXPENSES		
Advertising	24,709	7,164
Assets under \$1,000	8,551	17,951
Audit Fee	3,761	3,500
Bank Charges	2,927	2,155
Cleaning	12,430	9,398
Computer Supplies & Accessories	1,475	1,570
Consultancy Fees	(7,082)	1,490
Depreciation - Motor Vehicles	357,851	115,315
General Expenses	-	1,557
Group Outing Expenses	58,376	38,045
Hire of Equipment & Maintenance	2,341	3,442
Insurance	7,657	6,557
IT & Website Expenses	12,829	7,347
Light & Power	(911)	3,930
Legal Expenses	6,953	10,250
Long Service Leave & Annual Leave	2,975	25,088
Make Good Obligations	-	7,875
Motor Vehicle Expenses	181,831	207,109
Scotland Island Expenses	51,082	45,721
Travel Training Expenses	68,607	106,867
Office Amenities	8,583	4,061
Postage	10,103	4,914



	FY21 (\$)	FY20 (\$)
Printing & Stationery	17,057	8,768
Recruitment	5,057	-
Rent	62,222	59,261
Salaries & Wages	993,422	1,215,780
Staff Allowance	16,880	13,910
Staff Training, Conference & Room Hire	12,348	12,305
Subscriptions	9,212	5,510
Superannuation	122,463	119,097
Taxi Hiring Expense	48,212	13,623
Telephone	13,395	21,057
Uniform Expenses	2,995	1,907
Travelling Expenses	(2,552)	4,364
Volunteer Expenses	24,519	11,583
Workers Compensation	29,752	23,881
Total Expenses	2,170,030	2,142,352
OPERATING PROFIT (LOSS) FOR THE YEAR	341	59,192
NON-OPERATING INCOME		
Cash Flow Boost	50,000	50,000
NET PROFIT (LOSS) FOR THE YEAR	50,341	109,192



STATEMENT OF FINANCIAL PERFORMANCE

FOR THE YEAR ENDED 30 JUNE 2021		
	FY21 (\$)	FY20 (\$)
Operating Surplus for the Year	50,341	109,192
Operating Surplus for the Year	50,341	109,192
Retained Surplus brought forward	995,287	959,558
Total Available for Appropriation	1,045,628	1,068,750
Amounts Transferred To Motor Vehicles Replacement Reserve	47,134	73,463
RETAINED SURPLUS AT END OF FINANCIAL YEAR	998,494	995,287



STATEMENT OF CASH FLOW

FOR THE YEAR ENDED 30 JUNE 2021		
	FY21 (\$)	FY20 (\$)
Cash Flows from Operating Activities		
Receipts from customers	2,299,612	2,408,429
Payments to suppliers and employees	(1,888,641)	(2,146,381)
Payments re other operating activities	(75,722)	(86,880)
Total Cash Flows from Operating Activities	335,249	175,168
CASH FLOWS FROM OTHER ACTIVITIES		
Payments for property plant and equipment	(253,540)	(83,277)
Other Cash Items	67,264	57,233
Total Cash Flows from Other Activities	(186,276)	(26,044)
NET CASH FLOWS	148,973	149,124
NET CASITIES WS	140,773	
CASH BALANCES		
Cash and cash equivalents at beginning of period	1,493,096	1,343,972
Cash and cash equivalents at end of period	1,642,069	1,493,096
Net change in cash for period	148,973	149,124



NOTES TO AND PART OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

1. STATEMENT OF ACCOUNTING POLICIES

(a) Basis of Accounting

These financial statements are a special purpose financial report prepared for use by the Board and members of the Company. The Board has determined that the Company is not a reporting entity. The statements have been prepared in accordance with the requirements of the following applicable Accounting Standards and other mandatory professional reporting requirements:

AASB 101: Presentation of Financial Statements

AASB 107: Statement of Cash Flows

AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors

AASB 110: Events after the Balance Sheet Date

AASB 1031: Materiality

AASB 1048: Interpretation of Standards

AASB 1054: Australian Additional Disclosures

No other applicable Accounting Standards or mandatory professional reporting requirements have been applied. The statements have been prepared on an accruals basis using historical cost and do not take into account changing money value or, except where specifically stated, current valuations of non-current assets. The following specific accounting policies, which are consistent with the prior year unless otherwise stated, have been adopted in preparing these financial statements:

(b) Property, Plant and Equipment

Property, plant and equipment are included at cost or, where indicated, at independent or directors' valuation. All assets are depreciated at rates estimated to write off the cost of those assets over their estimated useful life.

(c) Employee Entitlements

The amounts expected to be paid to employees for their pro-rata entitlement to long service and annual are accrued annually in respect of all employees with more than five years of service.

(d) Income Tax

No provision has been made for income tax as the entity is exempted under Section 50-B of the Income Tax Assessment Act, 1997.

(e) <u>Directors' Liabilities</u>

The entity is incorporated under the Corporations Act 2001 and is an entity limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity.

(f) Events after the Balance Sheet Date

No events have occurred after the Balance Sheet Date which require adjustment to the financial statements.



2. CASH & INVESTMENTS	FY21 (\$)	FY20 (\$)
Cash at Bank	1,642,069	1,493,096
	1,642,069	1,493,096
3. RECEIVABLES - CURRENT		
Debtors	65,409	25,020
Fuel Tax Credits	800	259
Prepayments	4,583	5,971
	70,792	31,250
4. OTHER ASSETS - CURRENT		
Bond- Lease	15,730	15,730
5. PROPERTY, PLANT AND EQUIPMENT		
Motor Vehicles	1,389,333	1,191,295
Less: Accumulated Depreciation	(996,168)	(690,534)
Furniture and Office Equipment	40,616	66,754
Less: Accumulated Depreciation	(30,320)	(50,567)
	403,461	516,948
6. OTHER ASSETS - NON CURRENT		
Trademark	5,310	5,310
	5,310	5,310
7. PAYABLES - CURRENT	-	
Trade Creditors	262,919	263,468
HACC Non Rec Funding Prototype	15,509	15,509
Travel Training Funding	-	10,000
Grants - TAP2	5,000	4,980
NDIS Subsidy	1,244	12,448
Other Creditors & Accruals	41,893	49,659
GST Account	5,339	20,691
	331,904	376,753
8. PROVISIONS - CURRENT		
Provision for Annual Leave	80,162	73,915
Provision for Contingencies	60,315	-
	140,477	73,915
9. PROVISIONS - NON CURRENT	-	
Provision for Long Service Leave	69,411	66,436
	69,411	66,436
10. RESERVES	· · · · · · · · · · · · · · · · · · ·	<u> </u>
Motor Vehicle Replacement Reserve	597,076	549,942
·	597,076	549,942
		· ·



THANKS TO OUR SPONSORS AND PARTNERS







D E E W H Y R S L





Australian Government

Department of Industry, Science, Energy and Resources









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