



ANNUAL REPORT 2017







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# CHAIRPERSON'S REPORT



**Prof. Colleen Hayward AM**  
**CHAIRPERSON**  
**GLASS JAR AUSTRALIA**

I am delighted to deliver the Chairwoman's Report for Glass Jar Australia for 2017.

2017 was a year that saw us continue to solidify our strong governance practices, as well as our relationships with a range of stakeholders from a number of industries, including corporate entities and government, both at a State and Federal level.

For the Shooting Stars program itself, the year proved to be another one of exponential growth, with more than 300 participants now engaged in the program across six delivery sites. Excitingly, a seventh site in Narrogin is set to be launched in 2018.

From the outset, Shooting Stars has taken a co-design approach, working alongside organisations wherever possible, that operate within a similar space. Our relationships with the Western Australian Aboriginal Leadership Institute (WAALI) and the Girls from Oz program, and a number of other community service providers have continued to flourish across the year.

Perhaps one of the most significant achievements to date was fully staffing our program, with 65% of those employees being Indigenous, surpassing our target of 50% Indigenous employees. More importantly, it's a wonderful demonstration of the possibilities that the future holds for our participants who continue to look up to these wonderful women as role models.

The work of Shooting Stars would simply not be possible without the invaluable support of the Department of Prime Minister and Cabinet, who first contributed to Shooting Stars in 2015, and who have been steadfast in their support of the program since. Late last year, DPMC reaffirmed its support of the program, for a further three years, including \$1.5m in funding committed in the first year. The Hon. Julie Bishop MC delivered the news to myself, Shooting Stars Executive Officer Fran Haintz and Netball WA Chief Executive Officer Simon Taylor during a visit to the State Netball Centre.



We have also seen the continued support of the corporate and philanthropic communities of Western Australia, with Horizon Power, Sandfire Resources NL, The Coca Cola Australia Foundation, the Department of Communities, Lotterywest and Aurizon all backing the program throughout 2017 and beyond.

I would like to take this opportunity to thank the Glass Jar Australia Board for their continued support. We are fortunate to call on the knowledge of Dr Richard Walley OAM, Robyn Smith Walley, Dr Glenda Kickett, Sasha Pandal, Simon Taylor and Emma Chinnery to provide a wonderful level of strategic guidance, with their knowledge and experience pivotal to the continued successes of the program.

We are affecting genuine change in the lives of young Aboriginal and Torres Strait Islander girls living in remote and rural Western Australia, and I am incredibly proud of what we have achieved in 2017.



# EXECUTIVE OFFICER'S REPORT



**Fran Haintz**  
**EXECUTIVE OFFICER**  
**GLASS JAR AUSTRALIA**

This year has seen Glass Jar Australia and Shooting Stars broaden its reach across Western Australia to help create genuine change in the lives of more than 300 participants. 2017 has allowed us to continue our mission to encourage greater engagement and school attendance for young Aboriginal and Torres Strait Islander girls in areas such as Halls Creek, Derby, Carnarvon, Meekatharra, Wiluna and Mullewa. This year has helped boost our impact across Western Australia and strengthen our foundations moving forward.

Glass Jar Australia and Shooting Stars strongly believe in our program, that is guided by Aboriginal women, staffed by Aboriginal women, for Aboriginal young women. Glass Jar Australia's established governance structure firmly supports this with 50% Aboriginal representation, as does our Aboriginal Employment Strategy. At the end of 2017 Shooting Stars was fully staffed with **65% of employees being Aboriginal**. It is pleasing to report that after undertaking a recruitment phase in late 2017, we will see this level increase to **77%** moving forward, all of whom are women living and working in their own communities.

The three key critical foundations to the Shooting Stars program are:

- Our commitment to collaboration and co-design of tailored program delivery with schools, communities, and local service providers.
- Employing local Aboriginal women where possible while growing our own role models through traineeships and the Shooting Stars Pathways Model.
- Developing site specific programming that is driven by local steering committees and program participants.

In conjunction with these key critical foundations are the Shooting Stars program delivery essentials, which comprise: MOUs between GJA and host schools, strategic partnership frameworks, place-based programming, and the GJA modus operandi. Belonging to a supportive, inclusive team is a key component of both the Shooting Stars philosophy and success. Shooting Stars is committed to site-specific processes that enhance cultural and community wellbeing.

Shooting Stars staff, who are on the ground every day, work with local, regional, and national service providers in order to reduce duplication and share resources.

A great example of collaboration is the formalised support from the **Department of Education**



providing approval for Shooting Stars staff to drive school owned vehicles across all sites. Practically this is an extremely valuable form of in-kind support, The overall commitment by each school site has been terrific and a reflection on the value the partnering schools put on the Shooting Stars program. It is estimated that the dollar value of the in-kind support such as the vehicles, access to classrooms, computers and management support is \$100,000 per site.

The media exposure of the Shooting Stars program has been a great success highlighting the partnership with the Department of Prime Minister and Cabinet and other partners. This includes two feature articles in the Business News Magazine and a page five article in The Australian Newspaper. Shooting Stars was also featured on GWN7 news in combination with the inaugural Midwest NAIDOC Netball Carnival, as well as a piece on Channel 9 News. Significantly, in November 2017 the ABC Sideliners program aired a feature on Shooting Stars and the success the program has achieved to date.

Significant reach has been achieved on the Shooting Stars **Facebook** page which has attracted great interest from both its local and regional communities. With **over 1,900 people liking the page** and tracking the program's progress, the Shooting Stars Facebook page has allowed the sharing of positive activities and messages for the program, and is increasing the program's profile throughout the state.

The Shooting Stars **Business Model** continues to guide and drive the staff and clearly demonstrates how the Shooting Stars program methodology is committed to integrating appropriate and effective evaluation tools. The Business Model provides a matrix by which the relationship between inputs, outputs, and outcomes for the program are assessed, and is proving a useful tool for future planning and program implementation.

Clearly linked to the Business Model, the Shooting Stars **Yarning Circles** is used as a unique longitudinal study for the program, adopting Indigenous research models. Over 30 yarns have been conducted since November 2016. At each site, the participants and steering committees have identified barriers and solutions for girls attending school, with some common themes emerging. The Yarning Circles continue to be informative and once analysed, provide great insight into what is and isn't working at each particular site. Coordinators use the information to inform decision making around modifications to

program delivery.

Belonging to a supportive, inclusive team is a key component of both the Shooting Stars philosophy and our success. Shooting Stars is committed to site-specific processes that enhance cultural and community wellbeing with many of the reward trips and program activities reflecting this approach.

We are privileged to have the leadership of such an abundantly qualified Board guiding our current progress and future growth.

I would like to thank our Chairperson Professor Colleen Hayward for all of her hard work and support, as well as her fellow Directors, not only for their tireless efforts to date, but also for the ongoing contribution they will continue to make in order to see the reach of Shooting Stars expand to where it is most needed.

I would also like to thank my staff for their unwavering commitment to Shooting Stars, and specifically their students. It can be a difficult job at times, particularly in remote and regional areas, but their resilience, attitude and passion for our cause is a source of constant inspiration for myself.

I am very proud of what we have collectively achieved across this reporting period, and have no doubt that the very best of Shooting Stars is yet to come.



# 2017 BOARD MEMBERS



## PROFESSOR COLLEEN HAYWARD AM (FROM DEC 2016)

For more than 30 years, Colleen has provided significant input to policies and programs on a wide range of issues, reflecting the needs of minority groups at community, state and national levels. She draws on her qualifications including Bachelor of Education, Bachelor of Applied Science in Aboriginal Community Management and Development and a Post Graduate Certificate in Cross Sector Partnerships from Cambridge University. She won the 2008 National NAIDOC Aboriginal Person of the Year Award, and was also named a finalist in the national Deadlys Awards in the category of Outstanding Achievement in Aboriginal and Torres Strait Islander Health in the same year. Colleen is also a recipient of the Premier of WA's prestigious Multicultural Ambassador's Award for advancing human rights and anti-racism in the community and was inducted into the WA Women's Hall of Fame in 2012.



## DR RICHARD WALLEY OAM

A proud Nyoongar man, Richard was born in Meekatharra in 1953 and grew up in bush camps south of Perth. At 23 he was chairing the Aboriginal Advisory Board and was actively involved in the formation or operation of the Aboriginal Housing Board, Aboriginal Medical Service, Aboriginal Legal Service, Aboriginal Alcoholism Committee, Aboriginal Sports Foundation and the New Era Aboriginal Fellowship. In 1991, he was named the NAIDOC Aboriginal Artist of the Year and two years later, he was awarded a Medal of the Order of Australia for his contribution to the arts and promotion of Nyoongar culture. In 2010, Richard was awarded Citizen of the Year in the Indigenous Leadership category and the following year, he performed a Welcome to Country for the Queen during the Commonwealth Heads of Government Meeting in Perth.



## ROBYN SMITH WALLEY

Robyn is a Nyoongar woman, with family connections throughout Wilman, Kaneang and Bibbelman regions in Nyoongar country. She is a Director within her family owned business Aboriginal Productions and Promotions (APP), for the past twenty three years. Robyn has Degree in Community Development from Murdoch University and has worked within the fields of Anthropology, Adult Education, Events and Production Management.



## DR GLENDA KICKETT

Glenda has played a vital role in developing social work practice and policy to benefit the various Aboriginal sectors with which she has worked. Her professional commitments and community activities are extensive and her work has been recognised by awards and scholarships. Her achievements also include academic success in social work and history research, undertaken alongside her work and other commitments, and she is a published author. She has been the Chairperson of the National Aboriginal and Islander Observance Day Committee (NAIDOC Perth) since 2008 and along with the Committee has built up NAIDOC Perth as a renowned cultural festival; including reviving the Miss NAIDOC Perth presentation from 2011.





### **SASHA PENDAL**

Sasha is the Executive General Manager, Member Relationships Division at HBF and has accountability for the performance of over 500 employees, leading all revenue and Member-facing functions to deliver on HBF's national growth strategy. Prior to joining HBF, Sasha worked at Woodside Energy Ltd for ten years, as a Senior Adviser to the CEO, General Manager Commercial, with accountability for Woodside's Western Australian and Canadian pipeline gas business. Sasha has a Master in Business Administration from the Australian Graduate School of Management, UNSW and a Bachelor of Arts (Honours) from the University of Western Australia. She is an Associate Fellow of AIM, a graduate of the Australian Institute of Company Director's Program and a Director for Lifeline WA.



### **SIMON TAYLOR**

Simon has more than 20 years experience working in a wide variety of roles in Community, Commercial and Executive positions within a number of Sporting organisations including Australian University Sport, Queensland Rugby Union and the Reds, and Swimming WA where he was CEO. In his current role as CEO of Netball WA, Simon is responsible for driving the strategic direction of the sport in Western Australia with the many and varied key stakeholders of the organisation.



### **EMMA CHINNERY**

Emma Chinnery is a commercial lawyer at Jackson McDonald with almost 10 years' experience working with a broad range of clients including corporate and government organisations, the not-for-profit sector, Indigenous trusts and corporations and private clients. A netballer herself for over 20 years, Chinnery is a life member of UWA Netball Club having played over 12 seasons, as well as contributing back to her club as a committee member, and is currently on the selection committee. Chinnery's legal experience brings a wealth of knowledge and expertise to the Netball WA Board and she is passionate for the development of female leaders in sport as well as her experience across governance and commercial issues



### **FRAN HAINTZ – EXECUTIVE OFFICER/COMPANY SECRETARY**

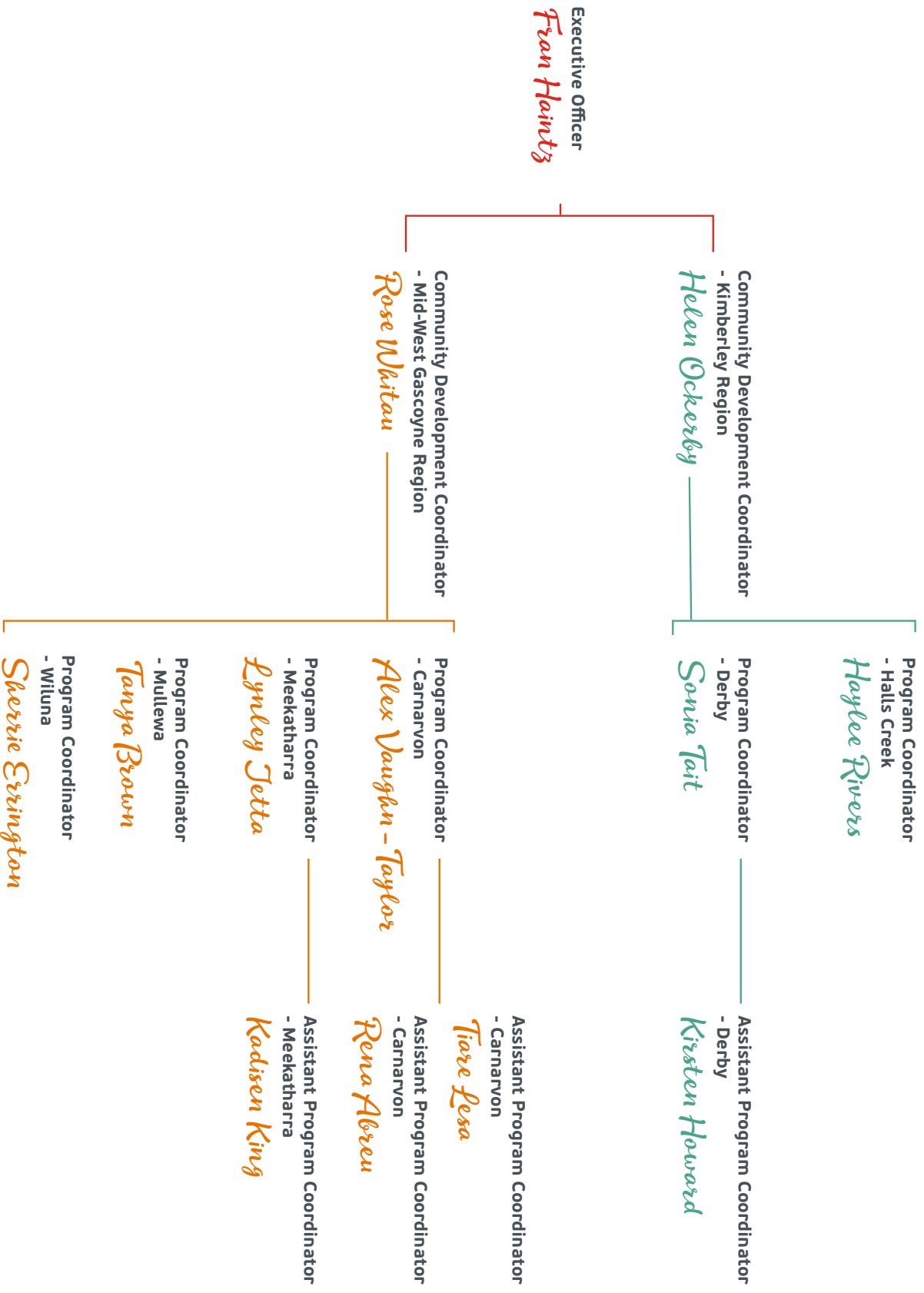
With over 25 years' experience in rural and remote Indigenous communities, non-government organisations, small business and corporate Australia, Fran has extensive experience in community development, success in program delivery, strategic and financial planning across Western Australia and the Northern Territory. Fran has lead Wangka Maya Pilbara Aboriginal Language Centre from a three staff organisation to a thriving 30 plus in its peak, all working out of the purpose-built facility project managed by Fran. In her role at BHP Billiton, Fran lead the strategic development, implementation and management of the Education and Development Strategy and Programs for Indigenous and non-Indigenous stakeholders including strategy development, legacy project design, and infrastructure project management, contract and financial management and provision of business support for community partners, in particular NGOs.



### **STUART GILSEAN – COMPANY SECRETARY (RESIGNED 4/12/2017)**

The current Chief Operations Officer of Netball WA, Stuart is a professional sports administrator with over 12 years experience in both the Australian domestic and International sporting arenas with national sporting bodies including Football Federation Australia, Swimming Australia and the Asian Football Confederation. Stuart played an integral role in the creation of the international BHP Billiton Aquatic Super Series and has worked on multiple football tournament and competition formats including the World Cup, Asian Cup, Asian Champions League and Hyundai A-League to name but a few.

# 2017 SHOOTING STARS STAFF STRUCTURE

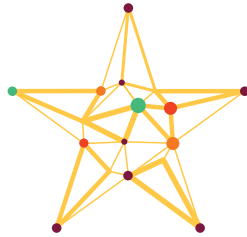


## COMMUNITY PARTNERS





# SHOOTING STARS KEY STATISTICS



ShootingStars

Education through netball



Total number of participants



Average attendance improvement across all sites



Girls improving attendance in 2017



Girls maintain greater than 80% attendance



Facebook Likes



Indigenous Staffing

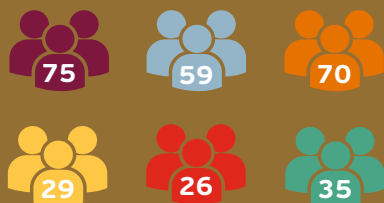


Average annual cost per participant \$5000

30

Yarning Circles Conducted

## Participants



The overall attendance of Derby participants improved across the terms with **75% of the students attending school over 80% of the time**. More than 75% of the participants are improving their attendance term on term.

DERBY STORM

HALLS CREEK STARLETS

**Over 50% of the participants are attending school over 80% of the time across 2017.** Comparison of participant data from 2016 to 2017 sees a consistent improvement across all terms in 2017 compared to 2016 with an average across the year of 21%.

The average overall attendance of Carnarvon participants improved overall by **21% from Term 1 2016 to Term 1 2017 with over 55% of all participants increasing their attendance term by term.**

CARNARVON BREAKERS

WILUNA MARTU GIRLS

Our Wiluna program stays focused on community engagement strategies using netball and other engagement tools encourage school participation and improved attendance. **Wiluna participants attended the Meekatharra Awards night in December to celebrate their successful year.**

MEEKATHARRA QUEENS

MULLEWA MAGIC

The year on year comparison also demonstrates the positive effect Shooting Stars is having on attendance, **Term 3, 2016 to Term 3, 2017 improvement of 58% followed by 63% in Term 4.**

**Mullewa participants showed a 35% attendance improvement from Term 4, 2016 to Term 4, 2017.** A consistent trend sees **attendance increases** from the Shooting Stars participants each term, with **80% of participants improving** their attendance term on term.







# FINANCIAL REPORT

For the year ended 31 December 2017

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# DIRECTORS REPORT

For the period ended 31st December 2017

## Glass Jar Australia Limited

(A company Limited by guarantee and registered with the ACNC)

**ABN:** 11 609 851 283

## Operating result

The company's surplus for the financial year was \$16,245 due to sponsorship and fundraising.

## Review of Operations

A review of the company's operations during the financial year, and the results of those operations, is that the company's operations during the year performed as expected in the opinion of the directors.

## Objectives

The short term objective of the company is to support up to 300 Indigenous girls to attend school more regularly through Netball.

The long term objective is to increase participating schools to 20 engaging up to 1000 Indigenous girls across regional and remote Australian communities to attend school more regularly, through Netball and other engagement strategies.

## Strategy for achieving the objectives

The company has received government funding from DPMC to enable the short term objective to be achieved.

The company is working closely with DPMC and alternative funders including philanthropists and corporate Australia to secure additional funding agreement to enable the long-term objectives to be achieved.

## Performance measures

The company measures its performance in both the percentage of days participants attend school and the positive engagement of the students when at school. The key performance measures are minimum 80% school attendance and the results of the Yarning Circles measuring the changed behaviours of students.

## Registered office and principal place of business

200 Selby Street  
Jolimont, WA 6014

## Banker

ANZ  
6/464 Hay Street  
Subiaco, WA 6008

## Auditor

PKF Mack  
Level 4, 35 Havelock Street  
West Perth, WA 6005

## Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this director's report.

## Auditor

PKF Mack continues in office in accordance with section 327 of the Corporations Act 2001.

## Directors

The following directors were in office at any time during or since the end of the year are:

		<b>BOARD MEETINGS</b>	
		1 Jan 2017 - 31 Dec 2017	
		Total number of meetings	Number of meetings attended
<b>Prof Colleen Hayward</b>		4	3
<b>E Chinnery</b>		4	4
<b>S Pandal</b>		4	4
<b>R Walley</b>		4	4
<b>S Taylor</b>		4	3
<b>G Kickett</b>	(commenced 9 March 2017)	3	2
<b>R Smith-Walley</b> (alternate director)		0	0
<b>Company secretary</b>			
<b>S Gilsenan</b>	(resigned 4 December 2017)	3	3
<b>F Haintz</b>	(commenced 4 December 2017)	1	1

The directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## Significant changes in the state of affairs

Glass Jar Australia Limited commenced as an operating entity from 1 July 2016, due to DPMC varying the Provider in the Deed of Novation of Head Agreement and Project Agreement from Netball WA (Inc) to Glass Jar Australia Limited in June 2016.

In 2017, the Department of Prime Minister and Cabinet (DPMC) provided the funding for the projects within Glass Jar Australia Limited.

As per the terms of the agreement with DPMC an audited grant acquittal for the period 1 July 2016 to 30 June 2017 was undertaken by PKF Mack and forwarded to DPMC, who have accepted the audited financial statements. Further funding has been secured from DPMC for the calendar year 2018 with a further 2 years subject to a whole of program review.

## Principal activities

The principal activities of the company during the financial year were:

- improve the self-esteem and confidence of Aboriginal youth through participation, achievement and recognition of effort
- encourage and improve attendance of Aboriginal students at school and other education
- help improve education and social outcomes for Aboriginal youth

- help improve the transition of Aboriginal youth from school to vocational or higher education and then to the workplace
- encourage Aboriginal youth to embrace a more purposeful and healthy lifestyle and increase their physical activity
- develop life and social engagement skills amongst Aboriginal youth
- help engage parents, families and the wider community to improve education outcomes for Aboriginal youth.

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

## After balance date events

No matters or circumstances have arisen since the end of the financial year which significantly affected, or may significantly affect, the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

Likely developments in the operations of the company, and the expected results of those operations in future financial years, have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.



# DIRECTORS REPORT

For the period ended 31st December 2017

## Glass Jar Australia Limited

(A company Limited by guarantee and registered with the ACNC)

ABN: 11 609 851 283

### Information on directors

**Name:** Prof Colleen Hayward, A.M.

**Title:** Non-Executive Chairperson

**Qualifications:** B.Ed, BAppSc (Indigenous Community Management and Development), PCCP (Cambridge)

**Experience and expertise:** Professor Hayward is a senior Noongar woman with extensive family links throughout the south-west of Western Australia (WA). For more than 30 years, Colleen has provided significant input to policies and programs on a wide range of issues, reflecting the needs of minority groups at community, state and national levels. She has an extensive background in a range of areas including health, education, training, employment, housing, child protection and law and justice, as well as significant experience in policy and management.

Colleen is the 2008 National NAIDOC Aboriginal Person of the Year, has been inducted to the WA Women's Hall of Fame in 2012 and into the WA Department of Education's Hall of Fame for Achievement in Aboriginal Education.

**Special responsibilities:** None

**Name:** Emma Chinnery

**Title:** Non-Executive Director

**Qualifications:** LLB (UWA), BA (UWA)

**Experience and expertise:** Emma Chinnery is a commercial lawyer with 13 years experience working with a broad range of clients including corporate and government organisations, the not-for-profit sector, Indigenous trusts and corporations and private clients.

**Special responsibilities:** None

**Name:** Sasha Pental

**Title:** Non-Executive Director

**Qualifications:** B.A (Hons), MBA (UNSW)

**Experience and expertise:** Sasha has over 25 years

experience with a broad range of skills that aide in the long-term strategic and operational planning of Glass Jar Australia. Sasha has expertise in management, performance and financial reporting including compliance issues, deliverables on strategy and operational plans as well as government advocacy..

**Special responsibilities:** None

**Name:** Dr. Richard Walley, O.A.M.

**Title:** Non-Executive Director

**Qualifications:** Hon. DLitt. (Arts and Culture) (UWA), Hon. D.A. (Culture and Arts) (Murdoch)

**Experience and expertise:** Richard has spent more than 40 years educating Australia and the world on Noongar culture and identity through the arts. Over the past ten years, Richard has been working with Australian, European and American companies as a cultural consultant, lecturer and presenter. Richard has been awarded the Citizen of the Year in the Indigenous leadership category and awarded the Medal of the Order of Australia for his contribution to the Arts and the promotion of the Nyoongar culture.

**Special responsibilities:** None

**Name:** Dr Glenda Kickett (commenced 9 March 2017)

**Title:** Non-Executive Director

**Qualifications:** PhD (Autoethnography); MA (Indigenous research & development); BSocWk; BA(History & Anthropology)

**Experience and expertise:** Glenda has played a vital role in developing social work practice and policy to benefit the various Aboriginal sectors with which she has worked. Her professional commitments and community activities are extensive and her work has been recognised by awards and scholarships. Her achievements also include academic success in social work and history research, undertaken alongside her work and other commitments, and she is a published

author. She has been the Chairperson of the National Aboriginal and Islander Observance Day Committee (NAIDOC Perth) since 2008 and along with the Committee has built up NAIDOC Perth as a renowned cultural festival; including reviving the Miss NAIDOC Perth presentation from 2011.

**Special responsibilities:** None

**Name:** Simon Taylor

**Title:** Executive Director

**Qualifications:** BScApp (HMS) (QUT)

**Experience and expertise:** Simon has more than 20 years experience working in a wide variety of roles in Community, Commercial and Executive positions within a number of Sporting organisations including Australian University Sport, Queensland Rugby Union and the Reds, and Swimming WA where he was CEO. In his current role as CEO of Netball WA, Simon is responsible for driving the strategic direction of the of the sport in Western Australia with the many and varied key stakeholders of the organisation.

**Special responsibilities:** None

**Name:** Stuart Gilsenan

**Title:** Company Secretary

**Qualifications:** BA

**Experience and expertise:** Stuart, the former Chief Operations Officer of Netball WA, is a professional sports administrator with over 12 years experience in both the Australian domestic and International sporting arenas with national sporting bodies including Football Federation Australia, Swimming Australia and the Asian Football Confederation. Stuart played an integral role in the creation of the international BHP Billiton Aquatic Super Series and has worked on multiple football tournament and competition formats including the World Cup, Asian Cup, Asian Champions League and Hyundai A-League.

**Special responsibilities:** Public Officer

**Name:** Robyn Smith Walley

**Title:** Alternate Director

**Qualifications:** BA (Community Development)

**Experience and expertise:** Robyn is the Administrative Director within her family owned business 'Aboriginal Productions and Promotions' (APP), for the past 23 years. APP has a range of services including - cultural education/leadership workshops/cultural performances/events administration/cultural advisory/art design/production design and management.

**Special responsibilities:** None

**Name:** Fran Haintz

**Title:** Company Secretary

**Qualifications:** DipEd; GradDipVis&PerfArts; GradDipMngt (Arts)

**Experience and expertise:** With over 25 years experience in rural and remote Indigenous communities, non-government organisations, small business and corporate Australia, Fran has extensive experience in community development, success in program delivery, strategic and financial planning across Western Australia and the Northern Territory.

Fran has lead Wangka Maya Pilbara Aboriginal Language Centre from a three staff organisation to a thriving 30 plus in its peak, all working out of the \$3M purpose-built facility. In her role at BHP Billiton, Fran lead the strategic development, implementation and management of the Education and Development Strategy and Programs for Indigenous and non-Indigenous stakeholders including strategy development, legacy project design, and infrastructure project management, contract and financial management and provision of business support for community partners, in particular NGOs. .

**Special responsibilities:** Executive Officer

# DIRECTORS REPORT

For the period ended 31st December 2017

## Glass Jar Australia Limited

(A company Limited by guarantee and registered with the ACNC)

**ABN:** 11 609 851 283

## Contributions in winding up

The Company is registered under the Corporations Act 2001 and is a Company limited by guarantee. If the Company is wound up, the constitution states that any remaining assets, after all debts and liabilities are dispersed, must be distributed in furtherance of the Company's objects to the Member.

Signed in accordance with a resolution of the Directors:



**Date:** 29 March 2018

**Name:** Professor Colleen Hayward

**Position:** Chair and Director



**Date:** 29 March 2018

**Name:** Simon Taylor

**Position:** Director



**AUDITOR'S INDEPENDENCE DECLARATION**  
**TO THE MEMBERS OF GLASS JAR AUSTRALIA LIMITED.**

In relation to our audit of the financial report of Glass Jar Australia Limited, for the year ended 31 December 2017, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct including the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants.

PKF Mack

PKF MACK

Simon Fermanis

SIMON FERMANIS  
PARTNER

29 MARCH 2018  
WEST PERTH,  
WESTERN AUSTRALIA

# STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For The Period 1 January 2017 To 31 December 2017

	2017 1/1/17 - 31/12/17	2016 16/12/15 - 31/12/16
<b>Revenues from operating activities</b>	<b>\$</b>	<b>\$</b>
Grants	1,728,943	838,483
General / other	2,000	3,450
Donations	4,840	-
Sponsorship	57,071	10,125
<b>Total</b>	<b>1,792,854</b>	<b>852,058</b>
<b>Expenditure relating to operations</b>		
Audit fees	10,050	19,000
Contributions	313,000	233,155
General/other	27,703	2,897
Printing/stationery/phone/postage	9,690	3,453
Program costs	219,117	131,985
Promotion	15,071	9,613
Subsidies	13,716	16,136
Travel	132,931	61,851
Workforce	1,035,331	373,968
<b>Total</b>	<b>1,776,609</b>	<b>852,058</b>
<b>Surplus / (deficit) for the period before income tax</b>	<b>16,245</b>	<b>-</b>
Income tax	-	-
<b>TOTAL SURPLUS FOR THE YEAR</b>	<b>16,245</b>	<b>-</b>
<b>Other comprehensive Income</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive Income for the year</b>	<b>16,245</b>	<b>-</b>

This statement should be read in conjunction with the accompanying notes.

# STATEMENT OF FINANCIAL POSITION

As at 31 December 2017

	Note	2017 1/1/17 - 31/12/17	2016 16/12/15 - 31/12/16
<b>CURRENT ASSETS</b>		\$	\$
Cash and cash equivalents	2	989,263	334,965
Trade and other receivables	3	25,951	26,635
<b>TOTAL CURRENT ASSETS</b>		<b>1,015,214</b>	<b>361,600</b>
<b>NON-CURRENT ASSETS</b>			
Property plant & equipment		-	-
<b>TOTAL NON CURRENT ASSETS</b>		<b>-</b>	<b>-</b>
<b>TOTAL ASSETS</b>		<b>1,015,214</b>	<b>361,600</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	4	175,959	141,990
Income received in advance	5	776,212	200,792
Provisions	6	46,798	18,818
<b>TOTAL CURRENT LIABILITIES</b>		<b>998,969</b>	<b>361,600</b>
<b>NON - CURRENT LIABILITIES</b>			
Provision for long service leave		-	-
<b>TOTAL NON - CURRENT LIABILITIES</b>		<b>-</b>	<b>-</b>
<b>TOTAL LIABILITIES</b>		<b>998,969</b>	<b>361,600</b>
<b>NET ASSETS</b>		<b>16,245</b>	<b>-</b>
<b>FUNDS</b>			
Accumulated funds		-	-
Current earnings		16,245	-
<b>TOTAL FUNDS</b>		<b>16,245</b>	<b>-</b>

This statement should be read in conjunction with the accompanying notes.



# STATEMENT OF CASH FLOWS

For The Period 1 January 2017 To 31 December 2017

	Note	2017 1/1/17 - 31/12/17 \$	2016 16/12/15 - 31/12/16 \$
<b>Cash flows from operating activities</b>			
Receipts from grants		2,304,364	1,012,640
Receipts from other activities		60,904	3,450
Payments to suppliers		(893,808)	(346,263)
Payment to employees		(817,162)	(334,862)
Net cash flows from operating activities	7	654,298	334,965
<b>Cash flow from investing activities</b>			
Purchase of property plant & equipment		-	-
Proceeds from sale of property, plant and equipment		-	-
Net cash flows from investing activities		-	-
<b>Cash flow from financing activities</b>			
Transfer to reserves		-	-
Net cash flows from financing activities		-	-
<b>Net increase for the year</b>		654,298	334,965
Cash at the beginning of the year		334,965	-
Cash at the end of the year	7	989,263	334,965

This statement should be read in conjunction with the accompanying notes.

# STATEMENT OF CHANGES IN EQUITY

For The Period 1 January 2017 To 31 December 2017

	Retained Earnings \$	Total \$
<b>Balance at 16 December 2015</b>	-	-
Surplus for the year	-	-
<b>Balance at 31 December 2016</b>	-	-
	Retained Earnings \$	Total \$
<b>Balance at 1 January 2017</b>	-	-
Surplus for the year	16,245	16,245
<b>Balance at 31 December 2017</b>	16,245	16,245

# NOTES TO THE FINANCIAL STATEMENTS

For The Period 1 January 2017 To 31 December 2017

## 1. Statement of significant accounting policies

This special purpose financial report has been prepared for distribution to the members to fulfil the financial reporting requirements under the Australian Charities and Not-for-profit Commission Act 2012 and the Corporations Act 2001. The accounting policies used in the preparation of this report as described below are consistent with the financial reporting requirements under the organisation's Constitution and are, in the opinion of the Director's appropriate to meet the needs of members.

The Director's have determined that the organisation is not a reporting entity.

All amounts within the financial statements are presented in Australian dollars, and rounded to the nearest dollar.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values, or except where specifically stated, current valuations of non-current assets.

### **New Accounting Standards and Interpretations not yet mandatory or early adopted**

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by Glass Jar Australia Limited for the annual reporting period ended 31 December 2017. Glass Jar Australia Limited

will continue to assess the impact of these new or amended Accounting Standards and Interpretations.

### **Significant accounting judgements, estimates and assumptions**

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and other various factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

### **Significant accounting estimates and assumptions**

The key estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of certain assets and liabilities within the next annual reporting period are:

#### *Provisions for Employee entitlements*

Provision is made for the liability for employee entitlements accrued and arising from services rendered by employees to balance date. Employee entitlements, together with entitlements arising from wages and salaries, and annual leave have been measured at their nominal amounts.

#### *Contributions*

Contributions include overheads which comprise the cost of using resources for carrying on the operations of the company that are not directly attributable to categories of expenditure. These costs include administration costs, insurance, rental, and other operational costs. In 2017 overhead has been calculated using a fixed percentage of revenue as per a service



# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

For The Period 1 January 2017 To 31 December 2017

agreement between Glass Jar Australia and Netball WA (Inc). In 2016 overhead has been calculated using the percentage, derived from payroll expenditure in Glass Jar Australia divided by total Netball WA (Inc) payroll expenditure, on the total actual overhead expenditure in Netball WA (Inc).

## Taxation

### *Income tax*

Glass Jar Australia Limited is a charitable institution for the purposes of Australian taxation legislation and is therefore exempt from Income Tax. This exemption has been confirmed by the Australian Taxation Office.

### *Deductible gift status*

The company holds deductible gift receipt status.

### *Fringe Benefit tax*

Glass Jar is a Public Benevolent Institution, as such it is also exempt from Fringe Benefits Tax on fringe benefits paid to employees up to a maximum of \$30,000 grossed up in a fringe benefits tax year.

### *Goods and Services Tax*

Revenues, expenses and assets are recognised net of the amount of GST except where the amount of GST incurred is not recoverable from the Australian Taxation Office, in which case it is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

Receivables and payables are recognised inclusive of GST.

The net amount of GST recoverable from or payable to the Australian Taxation Office is included as part of receivables or payables.

## Events after the reporting period

No adjusting or significant non-adjusting events have occurred between the reporting date and the date of authorisation.

## Revenue

### *Grants*

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the association obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the association and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

### *In-kind donations*

No amounts are included in the financial statements for services provided by volunteers.

## Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources.

Overhead costs are those costs directly incurred in supporting the objectives of the organisation and include management carried out by central administration.

Management and administration costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

### **Cash and cash equivalents**

Cash and cash equivalents in the statement of financial position comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purposes of the cash flow statement, cash and cash equivalents consist of cash and cash equivalents as defined above.

### **Trade and other receivables**

Trade receivables comprise of amounts due from sales of merchandise and grants, are recognised and carried at original invoice amount.

### **Trade creditors and other payables**

Trade payables and other payables represent liabilities for goods and services provided to the company prior to the end of the financial year that are unpaid. These amounts are usually settled in 30 days. The carrying amount of the creditors and payables is deemed to reflect fair value.

### **Income received in advance**

The liability for income received in advance is the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within 12 months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is discounted and presented as non-current.

### **Comparative amounts**

There are no comparative figures, being for the 2015 year, as the company commenced trading as a separate entity 1 July 2016

### **Capital risk management**

The company's objective is to manage working capital so as to ensure that liabilities can be settled as and when they fall due.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

For The Period 1 January 2017 To 31 December 2017

	2017 1/1/17 - 31/12/17 \$	2016 16/12/15 - 31/12/16 \$
<b>2. Cash and cash equivalents</b>		
Cheque account		
Cash at bank	989,263	331,434
Cash on hand	–	3,531
<b>Cash on hand</b>	<b>989,263</b>	<b>334,965</b>
<b>3. Trade and other receivables</b>		
Sundry debtors	22,272	19,265
GST paid	2,919	4,770
Bonds	760	2,600
<b>Total Receivables</b>	<b>25,951</b>	<b>26,635</b>
<b>4. Trade and other payables</b>		
Trade creditors	80,733	133,304
Other payables	95,226	8,686
<b>Total payables</b>	<b>175,959</b>	<b>141,990</b>
<b>5. Income received in advance</b>		
Grant - DPMC	750,000	200,792
Grant - other	26,212	–
<b>Total Income in advance</b>	<b>776,212</b>	<b>200,792</b>
<b>6. Provisions</b>		
Provision for employee benefits	46,798	18,818
<b>Total provisions</b>	<b>46,798</b>	<b>18,818</b>

# NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

For The Period 1 January 2017 To 31 December 2017

	2017 1/1/17 - 31/12/17 \$	2016 16/12/15 - 31/12/16 \$
<b>7. Cash flows information</b>		
(a) Reconciliation of cash		
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to related items in the statement of financial position as follows:		
Cash on hand	-	3,531
Cash at bank	989,263	331,434
	<b>989,263</b>	<b>334,965</b>
(b) Reconciliation of surplus from ordinary activities to net cash from operating activities		
Surplus from ordinary activities	16,245	-
Non-cash flows in surplus from Adjusted depreciation	-	-
Gain/Loss on disposal of assets	-	-
Changes in assets and liabilities	-	-
(Increase)/decrease in receivables	(3,007)	(26,635)
Increase/(decrease) in payables	35,820	141,990
Increase/(decrease) in provisions	27,980	18,818
Increase/(decrease) in bonds	1,840	-
Increase/(decrease) in income in advance	575,420	200,792
Net cash provided by operating activities	654,298	334,965

## 8. Auditors Remuneration

During this period \$10,000 was paid or payable for services provided by PKF Mack, the auditor of the company.

## 9. Contingencies

There are no known contingencies at reporting date.

## 10. Subsequent Events

No matter or circumstances have arisen subsequent to the reporting date that has significantly affected or may significantly affect the Company's operations, results or state of affairs in future financial years.



## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GLASS JAR AUSTRALIA LIMITED

### Report on the Audit of the Financial Report

#### Opinion

We have audited the special purpose financial report of Glass Jar Australia Limited (the Company), which comprises the statement of financial position as at 31 December 2017, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities' declaration.

In our opinion, the financial report of Glass Jar Australia Limited, is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), including:

- (a) giving a true and fair view of the Company's financial position as at 31 December 2017 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

#### Basis for Opinion

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

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

We have provided an auditor's independence declaration to the directors.

#### Material Uncertainty Related to Going Concern

We draw attention to Note 1 in the financial report that states the grant agreement the Company has signed with the Department of Prime Minister and Cabinet (DPMC) has as the project ending date 31 December 2018, and the last fund to be paid to the company in October 2018. This condition indicates the existence of a material uncertainty that may cast significant doubt about the Company's ability to continue as a going concern and therefore, the Company may be unable to realise its assets and discharge its liabilities in the normal course of business.

Our opinion is not modified in respect to this matter.

## Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to meet the requirements of the Company's constitution and as a result the financial report may not be suitable for another purpose.

Our opinion is not modified in respect to this matter.

## Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

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

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

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

PKF Mack

PKF MACK

Simon Fermanis

SIMON FERMANIS  
PARTNER

29 MARCH 2018  
WEST PERTH,  
WESTERN AUSTRALIA

## Glass Jar Australia Limited

(A company Limited by guarantee and registered with the ACNC)

**ABN:** 11 609 851 283

# RESPONSIBLE ENTITIES' DECLARATION

For the period ended 31st December 2017

In the directors' opinion:

- the company is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and the Corporations Act 2001 requirements to prepare and distribute financial statements to the members of Glass Jar Australia Limited;
- the attached financial statements and notes comply with the Corporations Act 2001, the Accounting Standards as described in note 1 to the financial statements, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the company's financial position as at 31 December 2017 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001.

On behalf of the directors



**Date:** 29 March 2018

**Name:** Professor Colleen Hayward

**Position:** Chair and Director







**Glass Jar Australia Limited**

(A company Limited by guarantee and registered with the ACNC)

**ABN 11 609 851 283**

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