



ANNUAL REPORT 2016





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CHAIRPERSON'S REPORT



Emma Chinnery
INTERIM CHAIRPERSON
GLASS JAR AUSTRALIA

As interim Chairperson of Glass Jar Australia, I am delighted to deliver the entity's inaugural Annual Report. 2016 represented a year of firsts for Glass Jar Australia, none more so than the start of the traditional financial year marking the beginning of the entity officially operating as a Public Company Limited by Guarantee, separately from Netball WA.

Two years in the making, this transition is significant for the governance of the entity, empowering Glass Jar Australia to meet the terms of its existing contracts with the Shooting Stars program, as well as grow its reach moving forward by attracting further funding support from philanthropic and corporate partners.

For the Shooting Stars program itself, it has been another exponential period of growth as we expanded the program into two new regional areas; namely Wiluna and Mullewa. The addition of these two delivery sites sees Shooting Stars now firmly entrenched within six separate communities, engaging more than 230 young Indigenous women across Western Australia.

An increase in students walks hand in hand with the need for further staff, and I am proud to report that Shooting Stars now employs 11 full time staff, of which 60% identify as Indigenous Australians. These women not only serve as wonderful role models for our students, but are a daily reminder to the young girls of the endless opportunities education can provide.

Since its inception, Shooting Stars has been committed to a partnership approach working alongside organisations and community providers operating in a similar space, and this period has certainly proved prosperous from that perspective.

Shooting Stars has continued to foster its significant relationship with Netball WA, as well as the newly developed alliance with the Australian Girls Choir program 'Girls from Oz'. The program has also established new working models with the likes of the WA Cricket Association (WACA) and Foodbank. The collaboration of these partners has helped grow our program and we look forward to working with these groups in the future.

The work of Shooting Stars would simply not be possible without the invaluable support of the Department of the Prime Minister and Cabinet (DPMC). DPMC first contributed to Shooting Stars last year, and has been steadfast in its assistance since. We certainly look forward to continuing our relationship with DPMC in the years to come in order to broaden the reach of this wonderful program.

With the transition toward operating as a separate entity, the need for an independent Board of Directors became clear and I am delighted with the group of exceptionally qualified, experienced, renowned and respected individuals we have assembled as Glass Jar Australia's inaugural Board.

We are fortunate to call on the knowledge of Dr. Richard Walley OAM, Robyn Smith Walley, Sasha Pandal, Marita Somerford, Simon Taylor and company secretary Stuart Gilsenan to guide and shape the future of this important initiative.

Most excitingly though was the election in late December of Professor Colleen Hayward AM as Glass Jar Australia's new Chairwoman. Colleen has provided significant input to policies and programs on a wide range of issues at community, state and national levels for more than 30 years, and will be a game changing addition to our Board, particularly in such an important leadership role. While it has been a privilege for me to serve as the interim Chair, I look forward to working alongside Colleen and my fellow Board Directors into the future.

Words can barely express my pride in what we have achieved in such a short space of time and I am certainly excited by all of the growth and progress that lies ahead of us.



EXECUTIVE OFFICER'S REPORT



Fran Haintz
EXECUTIVE OFFICER
GLASS JAR AUSTRALIA

With Shooting Stars having now been operational for 18 months, it is a poignant time to pause, reflect and celebrate the outstanding achievements of the program to date, especially the reporting period of this past six months which has been particularly successful.

When we first set out upon this journey of establishing and implementing a program to improve the educational outcomes of young Indigenous girls living in Western Australia's remote and regional communities, I'm certain not even the most optimistic of us would have foreseen the success we've enjoyed in the foundational period of the program.

In the past six months, Shooting Stars has expanded into its fifth and sixth delivery sites respectively, namely Wiluna and Mullewa, and, in conjunction with the program running in Halls Creek, Derby, Meekatharra and Carnarvon, now engages more than 230 participants across the State, with that number anticipated to grow well beyond 300 in 2017.

Significantly, of those 230 students, over 50% have improved their school attendance by more than 10% in the past 12 months, equivalent to an extra week of school per term, with over 50% maintaining or improving their attendance over the reporting period.

Continuing to evolve and improve, Shooting Stars has developed some innovative tools to assist in the day to day delivery, and future expansion, of the program.

In the past six months an Activation Model has been established, documenting the necessary steps to establish a new Shooting Stars delivery site. The Activation Model allows time for community and school engagement, motivating and setting clear expectations for students, and allowing an appropriate amount of time to recruit the right staff.

Similarly, Shooting Stars has created its first Logic Model. A working document, the Logic Model provides a useful matrix by which the relationship between inputs, outputs, and outcomes for the program can be assessed. The model will be used to ensure that the evaluation processes clearly link with program outputs, and should prove a useful tool for future planning and implementation.

In a world first, Shooting Stars has also developed and commenced implementation of a unique longitudinal study for the program in the form of Yarning Circles, adopting Indigenous research methods in place of the more traditional survey system.

The first 'yarn' was held during the most recent school term and focused on the barriers that girls face in coming to school, with the second 'yarn', scheduled for Term 1 next year, set to expand on this theme in order to help identify ways in which the program delivery may be altered to offer solutions to the barriers identified.

This process is open to feedback from steering committees, students, and Shooting Stars staff, and will be repeated each year, creating a qualitative record of progress.

Most significant though was the implementation of the inaugural five-year Strategic Plan for Glass Jar Australia.

This Strategic Plan is the culmination of a year's worth of tireless planning and research from a number of parties to ensure we set Shooting Stars on a course for success that will benefit countless young Indigenous girls.

The Plan will guide the development of our business across the next five years as we not only look to lead innovation across all areas of a sustainable organisation, but also empower the local communities within which our programs exist to lead social change.

In order for us to keep pace with the ever increasing transition to the digital space from our participants, as well as a need to keep our stakeholders informed, a significant investment was also made in the Shooting Stars social media and online presence.

The Shooting Stars Facebook page has attracted great interest from both its local and regional communities, with almost 1000 people liking the page and tracking the program's progress. The 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 website has also seen further developments in the past six months. Staff and participants have been actively using the back end of the site for student's performance management, while the front end of the site is used to provide up to date information on upcoming events and to share good news stories.

As a program, 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 Interim Chairperson Emma Chinnery for all of her hard work, 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.



2016 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 Deadly 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.



MARITA SOMERFORD

Having been welcome to the Netball WA Board at the 2014 AGM, Marita Somerford brings a wealth of netballing experience and a desire to make a difference. Recently working professionally at Chevron as a Social Investment Analyst and Executive Officer for Australian Little Athletics, Marita was previously President of Perth Netball Association, a role she held for more than eight years, and currently runs Wembley Netball Club.



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

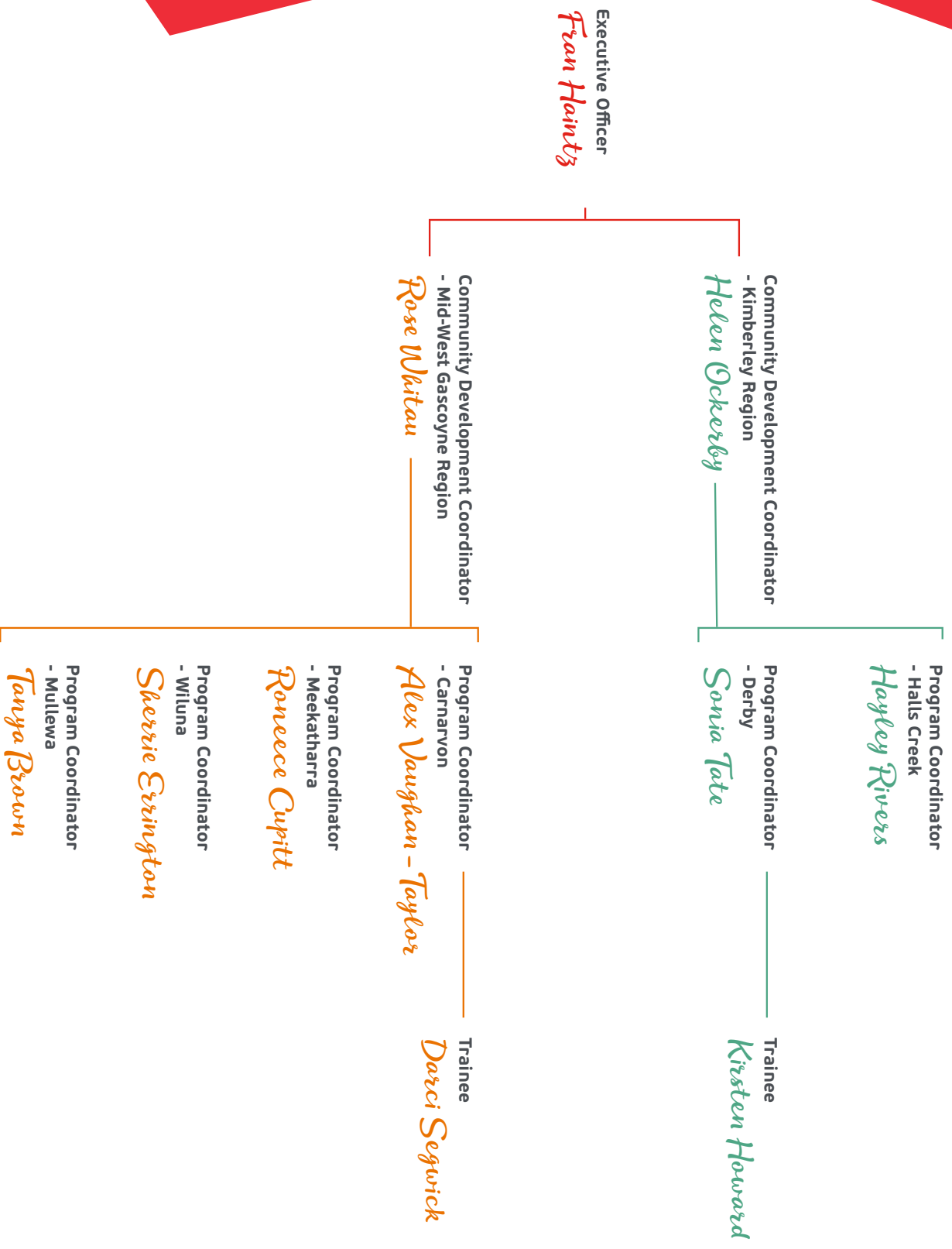
Emma Chinnery is a commercial lawyer at Jackson McDonald with almost 10 years' experience working with a broad range of clients including corporate and government organisations, the not-for-profit sector, Indigenous trusts and corporations and private clients. A netballer herself for over 20 years, Chinnery 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.



STUART GILSEMAN – COMPANY SECRETARY

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.

SHOOTING STARS STAFF STRUCTURE



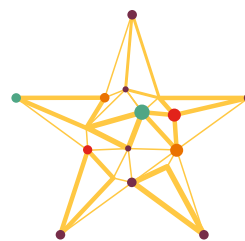


"It is not often that you see an initiative that has originated from outside the school, blend into the school setting so effectively and through this successful integration develop into a truly valuable and powerful wrap around service to the students." Julie McLaren, Principal Meekatharra District High School

"The Shooting Stars staff have developed fantastic relationships with family members that are beneficial to our school developing positive relationships with parents and the community." Scott George, Deputy Principal Derby District High School

"The Shooting Stars program has, in its first year, improved the attendance of targeted girls and also increased their engagement in school. The program represents an integral part of the service that we offer to our students and our community and I respectfully ask that you consider supporting them into the future so that they can continue, and expand upon, the good work they have started." David Bryant, Associate Principal Carnarvon Community College





ShootingStars

Education through netball

OVERVIEW

An initiative of Glass Jar Australia, Shooting Stars uses netball and other incentives to encourage Aboriginal girls to attend school, engage with their education, and develop their self-esteem. Since its inception in 2015, Shooting Stars is now established in six remote Indigenous communities and regional towns across Western Australia: Carnarvon, Derby, Halls Creek, Meekatharra, Mullewa, and Wiluna. Reaching over 250 girls across the state, to date over 20% of Shooting Stars participants have improved their attendance by more than 10%, effectively attending school an additional five days per term. Current data indicate an average attendance rate in +80% per student, with over 60% of the participants maintaining or improving their attendance from Term 4 in 2015 to Term 4 in 2016.

Based within schools, Shooting Stars is an education program comprising netball training, the Shooting Stars health and wellbeing curriculum, and reward activities. Reward activities, which are for participants who attend school and demonstrate positive behaviours, vary between sites and regions, and include: community netball carnivals, bush trips, and special events with family and the broader community. Operating by a site specific model, Shooting Stars collaborates with communities and local service providers wherever possible. Each program is governed by a localised steering committee, with program delivery and content driven by steering committees and participants via yarning circles.

Pivotal to the success of Shooting Stars is our team. We have a team of 14 staff located in schools across the state delivering the program on the ground. Of this team, 50% are Indigenous, providing positive role models for our participants. We also grow our own role models, with the Shooting Stars' traineeship model ensuring that Indigenous women gain the skills necessary to coordinate their local program.

VISION

Using netball to enable girls and women in Western Australia's Aboriginal communities to drive social change

VALUES

Pride Respect Success

- * Use netball as a vehicle to increase school attendance rates
- * Improve wellbeing and social outcomes of young Indigenous women
- * Support the transition between school and higher education, or the workplace and;
- * Build the capacity of young Indigenous women to sustain meaningful, positive change in themselves and their communities


PURPOSE

Participation in the program enables girls to have a taste of success to improve their self-image and develop hope and aspirations about their future, while providing motivation to attend school to achieve those aspirations. Across all sites we are seeing significant changes in both school attendance and behaviours, with participants engaging positively with their learning.

While we have enjoyed significant success to date, we continue to plan ahead to ensure the sustainability of our existing sites, as well as the opportunity to continue to expand the reach of Shooting Stars. Central to this goal was the development of the program's five-year Strategic Plan. The Plan will guide the development of our business across the next five years as we look to lead innovation across all areas of a sustainable organisation, while empowering the local communities within which our programs exist to lead social change, ultimately benefiting countless Indigenous girls.

OUTCOMES

2016 was a huge year for the Shooting Stars program. The number of staff grew from three to 14, the number of sites grew from one to six, our first Indigenous trainee completed her Cert IV in Sport and Recreation, and Professor Colleen Hayward AM was appointed Chair of the Glass Jar Australia Board. Professor Colleen Hayward AM is the 2008 National NAIDOC Aboriginal Person of the Year and Member of the Order of Australia. Professor Hayward brings a wealth of experience to the role, with an extensive



background in a range of areas including Indigenous health, education, training, employment, housing, child protection and law and justice.

Shooting Stars has developed some great tools that assist in the program delivery. In the past six months the Program Activation Model has begun to take shape. This model documents the steps taken to establish a new Shooting Stars site, steps which include: fostering community and school engagement, motivating and setting clear expectations for students, and allowing appropriate time to recruit the right staff.

Shooting Stars has also created its first Logic Model for the program. A working document, the Logic Model provides a useful matrix by which the relationship between inputs, activities, and outcomes for the program might be assessed. The model will be used to ensure that the evaluation processes clearly link with program outputs, and should prove a useful tool for future planning and implementation.

Shooting Stars has also developed and commenced implementation of a unique longitudinal study for the program in the form of Yarning Circles. The program has adopted Indigenous research methods, in the form of yarning circles, instead of the more traditional survey system. The yarning circles serve a dual purpose, they enable evaluation of the progress and efficacy of the program and provide a platform for communities and participants to drive the direction and content of their local program by creating activities that directly influence outcomes. Repeated several times each year, the yarning circles will create a qualitative record of progress.

The Shooting Stars Health and Wellbeing Framework for the Program Coordinators is used to deliver the Health and Wellbeing components of the program. This framework enables Shooting Stars to meet with the required outcomes of the Project Schedule and to be accountable to these through structured session plans, while embedding the Health and Wellbeing sessions within each school's programming.

Site Specific Outcomes

All programs provide both in school and after school programming. In Carnarvon there are morning training sessions prior to school, whilst in Derby and Meekatharra there are after school training sessions. A key component of the Shooting Stars program are the dedicated classroom at each delivery site for our participants. Each site manages the girls' rooms differently, in Halls Creek and Meekatharra the younger participants come into the room at morning recess and the senior students have access to the room at lunchtimes. In Carnarvon the early morning training sessions are followed by a cooked breakfast, which leads into form time, encouraging participation and creating tangible links between the program, wellbeing and school.

The targeted participant range is Years 5—12, with the agreed exception of Derby, where the program has been established for the Year 3—6 contingent at the request of both school and community. Over 50 young girls are engaged in the program at Derby, where participants, some of whom live over 50 km from school, undertake weekly wellbeing sessions and after school netball training.

"Shooting Stars staff seek to establish a two-way approach to communication, taking into consideration the unique cultural intricacies of our community. Halls Creek DHS is privileged to work in partnership with Shooting Stars and we hope this relationship is maintained long into the future." Jarrad Ritchie, Acting Principal, Halls Creek District High School

The overall attendance of Derby participants improved across the year with 58% of the students improving in the past 12 months.

The focus in the Carnarvon program is primarily on the Year 7—12 students, with lunchtime primary group sessions during the week, in conjunction with focused restorative practice workshops, for the Year 5 and 6 students. Including the primary group there are almost 70 participants in Carnarvon. The average overall attendance of Carnarvon participants improved by 6% from Term 4 2015 to Term 4 2016. Another significant figure is the attendance of the Shooting Stars participants in comparison to the students across the school, at all levels Shooting Stars participants are attending school at least 10% more on average.

The Meekatharra program has seen success to date in engaging the younger students from Years 4—7. There have been over 35 students registered in the program throughout the year, with the drop in numbers an effect of the particularly transient nature of the Meekatharra community.

The Halls Creek program has had a huge six months with over half participants increasing their attendance by 20% over the year, with over half of the participants attending school more than 80% of the time.







FINANCIAL REPORT 2016

For the year ended 31 December 2016

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DIRECTORS REPORT

For the period ended 31st December 2016

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/(deficit) for the financial year amounted to zero, due to the nature of the funding received.

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 remote WA communities to attend school more regularly, through Netball.

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 to receive further funding 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 and attitudes 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.

Your directors presents this report on the company for the period to 31st December 2016 and state that:

- the Company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the Financial Statements.
- the Financial Statements and Notes presents fairly the Company's financial position as at 31 December 2016 and it's performance for the year ended on that date
- in accordance with the accounting policies described in Note 1 to the Financial Statements.
- in the Director's opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due.

Directors

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

		BOARD MEETINGS 16 Dec 2015 - 30 June 2016		BOARD MEETINGS 1 July 2016 - 31 Dec 2016	
		Total number of meetings	Number of meetings attended	Total number of meetings	Number of meetings attended
Prof Colleen Hayward	commenced as Chair 5 December 2016	-	-	1	1
E Chinnery	resigned as Chair 5 December 2016, remained as Board member	2	2	2	2
S Pandal		1	1	2	2
R Walley		1	1	2	2
S Taylor		2	2	2	2
M Somerford	(resigned 14 October 2016)	2	2	1	1
R Smith-Walley (alternate director)		0	0	0	0
Company secretary					
S Gilsenan		2	2	2	2

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

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 2016

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. (commenced as Chair 5 December 2016)

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 (resigned as Chair 5 December 2016, remained as Board member)

Title: Non-Executive Director

Qualifications: LLB (UWA), BA (UWA)

Experience and expertise: Emma Chinnery is a commercial lawyer with 12 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 Pendal

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 Noongar culture.

Special responsibilities: None

Name: Marita Somerford (resigned 14 October 2016)

Title: Non-Executive Director

Qualifications: Dip Ed.; Grad. Dip. Bus. Mngt

Experience and expertise: Marita is a current Board member of Netball WA (Inc). Recently working professionally at Chevron as a Social Investment Analyst and Executive Officer for Australian Little Athletics, Marita was previously President of Perth Netball Association, a role she held for more than eight years, and currently runs Wembley Netball Club.

Special responsibilities: Member of the Audit and Finance Committee

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 Gilsonan

Title: Company Secretary

Qualifications: BA

Experience and expertise: 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.

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

DIRECTORS REPORT

For the period ended 31st December 2016

Glass Jar Australia Limited

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

ABN: 11 609 851 283

Environmental issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

Likely developments and expected results of operations

Information on likely developments in the operations of the consolidated entity and the expected results of operations have not been included in this report because the directors believe it would be likely to result in unreasonable prejudice to the consolidated entity.

Indemnity and insurance of auditor and officers

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

Proceeding on behalf of company

No person has applied for leave of Court to bring proceedings on behalf of the company, or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

The company was not a party to any such proceedings during the year.

Signed in accordance with a resolution of the Directors:



Date: 4 April 2017

Name: Professor Colleen Hayward

Position: Chair and Director



Date: 4 April 2017

Name: Simon Taylor

Position: Director

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Period 16 December 2015 to 31 December 2016

	2016
Revenues from operating activities	\$
Grants	838,483
General / other	3,450
Sponsorship	10,125
Total	852,058
Expenditure relating to operations	
Audit fees	19,000
Contributions	233,155
General/other	2,897
Printing/stationery/phone/postage	3,453
Program costs	131,985
Promotion	9,613
Subsidies	16,136
Travel	61,851
Workforce	373,968
Total	852,058
Surplus / (deficit) for the period before income tax	-
Income Tax	-
TOTAL SURPLUS FOR THE YEAR	-
Other comprehensive Income	-
Total comprehensive Income for the year	-

STATEMENT OF FINANCIAL POSITION

As at 31 December 2016

	Note	2016
CURRENT ASSETS		\$
Cash and cash equivalents	2	334,965
Trade and other receivables	3	26,635
TOTAL CURRENT ASSETS		361,600
NON-CURRENT ASSETS		
Property plant & equipment		-
TOTAL NON CURRENT ASSETS		-
TOTAL ASSETS		361,600
CURRENT LIABILITIES		
Trade and other payables	4	141,990
Income received in advance	5	200,792
Provisions	6	18,818
TOTAL CURRENT LIABILITIES		361,600
NON - CURRENT LIABILITIES		
Provision for long service leave		-
TOTAL NON - CURRENT LIABILITIES		-
TOTAL LIABILITIES		361,600
NET ASSETS		-
NON - CURRENT LIABILITIES		
Accumulated funds		-
Current earnings		-
TOTAL FUNDS		-

STATEMENT OF CASH FLOWS

For the Period 16 December 2015 to 31 December 2016

	Note	2016
Cash flows from operating activities		\$
Receipts from grants		1,012,640
Receipts from other activities		3,450
Payments to suppliers		(346,263)
Payment to employees		(334,862)
Net cash flows from operating activities	7	334,965
Cash flow from investing activities		
Purchase of property plant & equipment		-
Proceeds from sale of property, plant and equipment		-
Net cash flows from investing activities		-
Cash flow from financing activities		
Transfer to reserves		-
Net cash flows from financing activities		-
Net increase for the year		334,965
Cash at the beginning of the year		-
Cash at the end of the year	7	334,965

STATEMENT OF CHANGES IN EQUITY

For the Period 16 December 2015 to 31 December 2016

	Retained Earnings		Total
	\$		\$
Balance at 16 December 2015	-	-	-
Surplus for the year	-	-	-
Transfer to reserves	-	-	-
Transfer from reserves	-	-	-
Balance at 31 December 2016	-	-	-

NOTES TO THE FINANCIAL STATEMENTS

For the Period 16 December 2015 to 31 December 2016

1. Statement of significant accounting policies

This special purpose financial report has been prepared for distribution to the members to fulfill the financial reporting requirements under the Constitution 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.

Conventional rounding to the whole dollar has been used to present the financial statements.

The financial report has been prepared in accordance with the requirements of the Australian Charities and Not-for-profit

Commission and the following Australian Accounting Standards:

AASB: 101 Presentation of Financial Statements

AASB: 107 Cash Flow Statements

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

AASB: 1048 Interpretation of Standards

AASB: 1054 Australian Additional Disclosures

No other applicable Accounting Standards, or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

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.

The following significant accounting policies have been adopted in the preparation and presentation of the financial statements.

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 2016. Glass Jar Australia Limited has not yet assessed 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 benefits

Provisions for employee benefits payable after 12 months from the reporting date are based on future wage and salary levels, experience of employee departures and periods of service. The amount of these provisions would change should any of these factors change in the next 12 months.

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, long service leave, sick leave and annual leave have been measured at their nominal amounts.

Both liabilities are measured at the amounts expected to be paid when the liabilities are settled.

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Consideration is given to anticipated future wage and salary levels, experience of employee departures, and periods of service.

Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currencies that match, as closely as possible, the estimated future cash outflows.

Overheads

Overheads 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. 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 organisation holds deductible gift recipient 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.

NOTES TO THE FINANCIAL STATEMENTS

For the Period 16 December 2015 to 31 December 2016

Fees

Fees charged for services provided are recognised when the service is provided.

Asset sales

The gain or loss on disposal of all non-current assets is determined as the difference between the carrying amount of the asset at the time of the disposal and the net proceeds on disposal.

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 16 December 2015 to 31 December 2016

	2016 \$
2. Cash and cash equivalents	
Cheque account	
Cash at bank	331,434
Cash on hand	3,531
Cash on hand	334,965
3. Trade and other receivables	
Sundry debtors	19,265
GST paid	4,770
Bonds	2,600
Total Receivables	26,635
4. Trade and other payables	
Trade creditors	133,304
Other payables	8,686
Total payables	141,990
5. Income received in advance	
Grant - DPMC	200,792
Total Income in advance	200,792
6. Provisions	
Provision for employee benefits	18,818
Total provisions	18,818
7. Cash flows information	
(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:	19,265
Cash on hand	3,531
Cash at bank	331,434
	334,965

NOTES TO THE FINANCIAL STATEMENTS

For the Period 16 December 2015 to 31 December 2016

(b) Reconciliation of surplus from ordinary activities to net cash from operating activities

Surplus from ordinary activities	-
Non-cash flows in surplus from Adjusted depreciation	-
Gain/Loss on disposal of assets	-
Changes in assets and liabilities	-
(Increase)/decrease in receivables	-
Increase/(decrease) in payables	(26,635)
Increase/(decrease) in provisions	141,990
Increase/(decrease) in reserve transfers	18,818
Increase/(decrease) in income in advance	-
Net cash provided by operating activities	200,792

8. Related Party Disclosures

Recipient	Position	Amount Paid	Detail
Netball WA (Inc)	Member	\$337,286	Expensed overhead, administration and associated services
Netball WA (Inc)	Member	\$111,701	Payable at 31 December 2016
Netball WA (Inc)	Member	\$19,265	Receivable at 31 December 2016

9. Auditors Remuneration

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

10. Contingencies

There are no known contingencies at reporting date.

11. 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 2016, 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 directors' declaration.

In our opinion, the accompanying special purpose 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 2016 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 auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (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 Regarding Continuation as a Going Concern

Without modifying our opinion in respect of the following, 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 2017, and the last fund to be paid to the company in October 2017. 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

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, 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 ACNC Act and as a result the financial report may not be suitable for another purpose.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 31 December 2016, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, the Corporations Act 2001 and the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act) and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the 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:

- a) 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.
- b) 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.

- c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- d) 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.
- e) 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

4 APRIL 2017
WEST PERTH,
WESTERN AUSTRALIA

AUDITOR'S INDEPENDENCE DECLARATION
TO THE DIRECTORS 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 2016, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of the Corporations Act 2001 or any applicable code of professional conduct.

PKF Mack

PKF MACK

Simon Fermanis

SIMON FERMANIS
PARTNER

4 APRIL 2017
WEST PERTH,
WESTERN AUSTRALIA



Glass Jar Australia Limited

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

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