



STEPPING STONE HOUSE  
HELPING YOUTH BUILD THEIR FUTURE

# 2018 ANNUAL REPORT









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MEASURE
Complete Year 10 (ROSA)
Complete Year 12 (HSC)
Complete Tertiary Education
School Attendance
Accommodated at 19 years old
Employed on graduation
Wellbeing
Transition to Foster Care
Restored to Family

## EVIDENCE BASED OUTCOMES & OUTPUTS

### 2013-2018

#### Foster Care

60%

42%

2%

60%

40%

TBC

?

na

TBC

#### Stepping Stone House

82%

64%

33%

83%

100%

100%

Up 43%

8%

8%

#### Stepping Stone House Graduates

100%

100%

100%

83%

100%

100%

Up 43%

8%

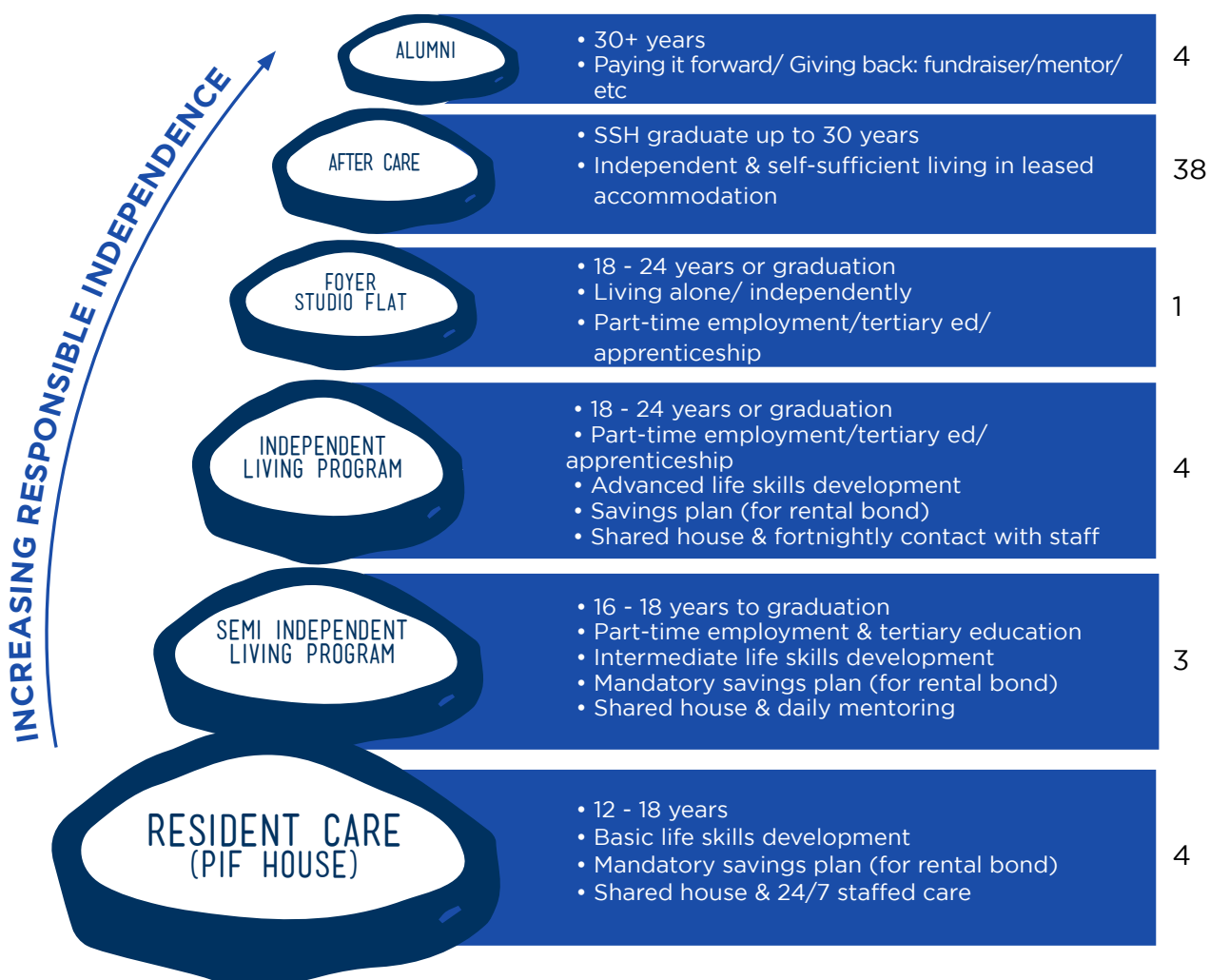
17%

## HELPING YOUTH BUILD THEIR FUTURE

Sydney Stepping Stone Inc. operating as Stepping Stone House (SSH) was founded in 1989. SSH is a community-based charity providing accommodation and personal development for homeless and at-risk children and young people aged 12-25 years old so that they can fulfil their potential.

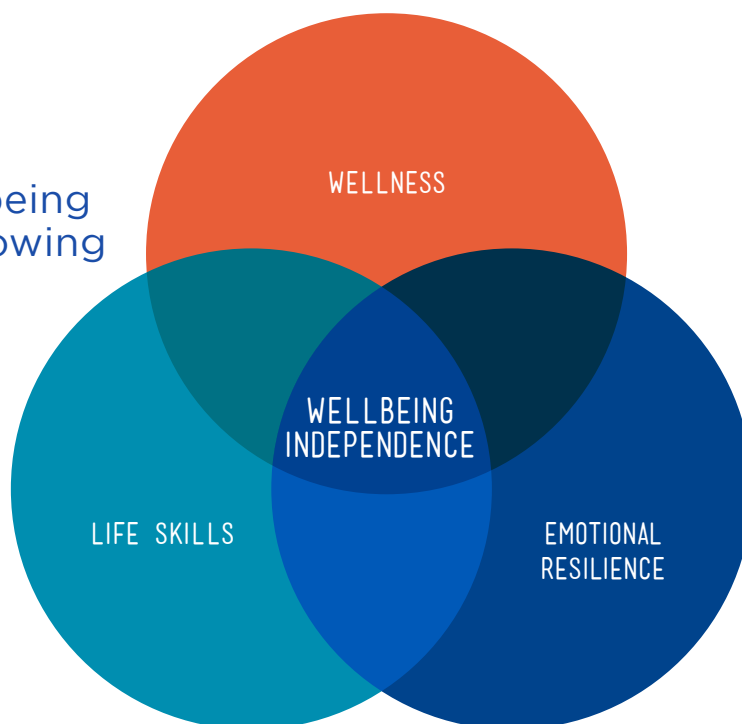
SSH provides support for 50 youth with 12 living in 4 homes across 2 properties and a further 38 being supported in the aftercare program.

The children and young people of Stepping Stone House are supported through a progressive set of programs within the “Stepping Stones to Independence”:





**Stepping Stone House** supports children and young people to achieve independence and well being through focus in the following three key areas:



Stepping Stone House provides support for homeless and at-risk youth with:

- Accommodation
- Therapeutic care
- Adventure Education to build emotional resilience
- School and Tertiary Education support
- Practical Employment and Career Development Programs
- Restoration to their families or significant others
- Life skills workshops
- Confidence-building Empowerment camps
- Cultural Competence camps
- Mental Health
- Duke of Edinburgh Award Scheme
- Volunteering
- Mentors
- Financial management

*SSH was incorporated under the Association Incorporation Act 1984. SSH is governed by a Board and its Constitution is in accordance with the new Associations Incorporation Act of 2009.*

## PHILOSOPHY OF CARE

SSH supports young people on their journey to independent living and improved wellbeing.

- We pursue every opportunity to INSPIRE youth to have the confidence to pursue their dreams and purpose.
- We aim to give children and young people wonderful childhood memories.
- We engage young people with passion, energy and creativity, focusing and building on individual strengths and experiences.
- We believe community is key to the success of young people thus actively integrating both our service and young people into the local and broader community is paramount in all we do.
- We support young people to be the best they can be by providing professional casework practice, a nurturing therapeutic environment focusing on strengths and positive role modelling.
- We value education and provide opportunities to learn about life and decision making.
- We provide a safe, stable and consistent environment with individual focus on the physical and emotional needs of young people.

## CHAIRMAN'S MESSAGE

Simon Bird

### MET FINANCIAL CHALLENGES

In this my first year as Chair, it gives me great pleasure to report on how Sydney Stepping Stone Inc. has come through what has been a challenging year.

Fortunately for us, since establishing Stepping Stone House nearly 30 years ago, Max Connery was adamant we should never be too reliant on Government support.

This was put to the test when NSW Government funding dried up in December 2017. As this financial report shows, through a combination of increased fundraising and cost reductions, we recorded a surplus again this year.

All this was achieved while maintaining our high standard of care and focus on long term strategies to deliver our model of care to more young people in need.

### Continued to deliver quality care

Providing quality care for our young people remains at the core of what we do, much as we would for our own children. Their wellbeing is paramount to everything we do and stand for.

Thanks to Huber Social, who have worked with us since their inception, we are able to measure the progress of their wellness overtime and provide empirical evidence to support the quality of care we provide.

I encourage you to read their annual Social Impact Report in conjunction with this report. This quality of care was further endorsed with a recent award for service excellence.





## Mapped an exciting way forward

Over the past year we have refined our 5 year strategic plan to ensure we deliver on our mission. We are determined to extend our unique model of care to more young people.

Key elements of this plan involve;

- Growing sustainable and diverse funding sources
- Managing costs while retaining skilled staff and maintaining our quality of care
- Working with partners and Foundations to extend our reach
- Expanding our programmes to include an increased proportion of Aboriginal youth

Our goal is to have 200 young people in our care by 2023.

With the team we now have, partnerships we are developing and ongoing support of our key Foundations, we are confident we can achieve this goal.

In 2017, the Australian Bureau of Statistics projected that 5.5% of the total of all children aged 0-17 years living in Australia, were of Aboriginal and/or Torres Strait Islander descent. Despite this low overall percentage, Aboriginal and/or Torres Strait Islander children accounted for an overwhelming 36.9% of all children placed into out-of-home-care during the 2016/17 period.

In response, Stepping Stone House is working to help reduce this significant over-representation. In 2017 for example, 8% of all youth living in our homes identified as Aboriginal while in 2018, this figure now sits at 25%. We expect to raise this to a projected 36% in the near future.

## Thank you

None of this could have been achieved without the army of volunteers associated with Stepping Stone House. To them and all our wonderful supporters and sponsors we say thank you. The young people who respond to our unique model of care and dedicated staff who deliver this care, thank you.

I would like to personally thank my fellow directors for their invaluable contributions and our CEO Jason for his efforts this year. 2018/19 will be another challenging year, but I have every confidence it will be bigger and better for this wonderful charity, as we do our part to end youth homelessness in Australia.



**SIMON BIRD**

Stepping Stone House, Chair

# Wellbeing Report

## 2017 Results

### +44%

SHIFT IN WELLBEING  
FOR CURRENT SSH  
RESIDENTS  
COMPARED TO  
BASELINE

### 5.5/7

AVERAGE  
WELLBEING SCORE  
OF GRADUATES  
WITH A 96%  
INCREASE AGAINST  
SSH BASELINE

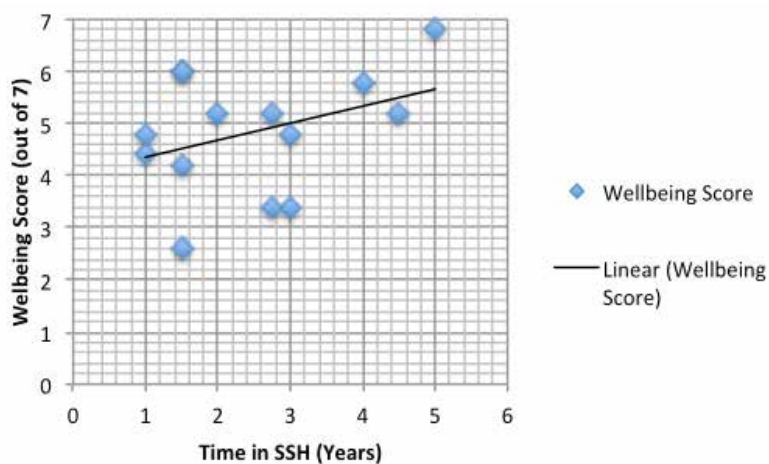
### HIGHEST SCORING FACTORS

- Self Acceptance
- Communication Skills
- Relationships
- Mental Health
- Education and
- Employment

The measurement plan is tracking progress of individuals in each program at Stepping Stone House and showing strong positive shifts for the current residents.



Initial data supports the SSH model that offering long term care (time in SSH) creates higher levels of Wellbeing (positive correlation).



### LOWEST SCORING FACTORS

- Money Management
- Vulnerability with Others





## Life After Stepping Stone House

# 5.3/7

AVERAGE  
WELLBEING SCORE

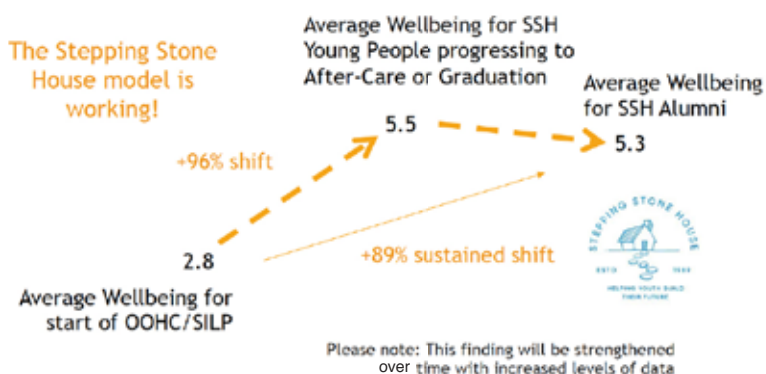
# +89%

HIGHER LEVELS OF  
WELLBEING COM-  
PARED  
TO SSH BASELINE

### SUSTAINED POSITIVE OUTCOMES OVER

- 33% home owners and 45% renting
- 78% are currently employed
- 56% report earning enough income to live comfortably
- 89% completed higher education qualifica-

In November 2017, Huber Social and Stepping Stone House reached out to a sample of former Stepping Stone House residents to measure how their lives are tracking since leaving Stepping Stone House.



Results will be strengthened with additional data. This sample only included 9 alumni compared with the current SSH residents.

### HIGHEST SCORING FACTORS

- Financial Management
- Housing
- Employment
- Health Management
- Daily Life Skills

*"I am scared to think where my life would have ended up if I didn't meet the family at Stepping Stone House"*

*"They have set real foundations for me to excel in life. I have just bought a house in"*

## CEO'S REPORT

Jason Juretic

What an excellent year we have enjoyed with our children and young people in 2018. Many have gone from strength to strength as they address their past and build their compelling future through a focus on education and employment whilst enjoying a lot of FUN during the journey.

I am a great believer that our memories of life are made up of moments and it has been excellent to see our employee team and volunteers work so hard to ensure that some of those moments are profound enough to become wonderful childhood memories.

I wholeheartedly agree with the theory espoused by Richard Branson; "Clients do not come first. Employees come first. If you take care of your employees, they will take care of the clients".

I have had the pleasure of leading some excellent teams over the last 30 years but at Stepping Stone House the average staff satisfaction score of 4.6 from 5 is the highest I have seen and we are happy to report our children and young people's well-being has improved by 43% since their arrival at our service.

As you will have read in the Chairman's report, we have raised our quality of service to a very high standard and are now entering the second key phase of our strategic plan by scaling our operations to increase the number of youth we support from 50 to 200 by the year 2023. It is a very ambitious goal which we are well on the way to achieving.

Even more ambitious is our strategic plan to end youth homelessness in Australia together with the support of many organisations and experts in this field. We are building the roadmap to achieve this and look forward to sharing the details in the near future.

A recent survey showed that of all youth exiting out of home care, 63% were not yet ready to face life unsupported and on their own, these young people slide into homelessness.

**“ I passionately believe all kids should be given the opportunity to complete their education & receive support & accommodation past their 18th birthday. ”**

This is a travesty. Just like our own children, I passionately believe all kids should be given the opportunity to complete their education and receive support and accommodation past their 18th birthday. So on behalf of Stepping Stone House,

I have personally been an active member of a multi-agency committee called the Homestretch Campaign working to convince the NSW government that an option should be available for youth in the Out-of-Home Care system to remain in care until the age of 21.

We launched a compelling report supporting this recommendation in October and we dearly hope action will be taken to reduce the number of youth ending up homeless.

Thanks to a grant provided by Adobe Inc, this year we have increased our resources and emphasis on restoring our children and young people with their families as soon as possible where it is considered safe and appropriate for them to do so.

*\*Name changed to protect her identity*





The reality is despite the evidence that proves we are doing a very effective job at Stepping Stone House it is far better that our youth are restored to their loving family or foster family care environment.

The fruits of our efforts and the Adobe investment are already being realised with 17% of our youth being restored to their family in the last year versus living in a shared residential service. We shall continue to place emphasis in this area.

Despite the loss of 50% of our income in 2017 when the NSW government rationalised residential providers from 26 to 8 agencies, we at Stepping Stone House swiftly addressed the revenue shortfall. This was achieved by effective cost cutting coupled with outstanding community support at our fundraising events and generous donations by donors, corporates and Foundations. The Sleep Under the Stars campaign has become our signature event with an income of \$275k in 2017 and the 2018 Regatta and Bridge Day bringing in a further \$102k. We look very well positioned to scale this income further in 2018-19.

## KEY ACHIEVEMENTS

- Increased the number of aboriginal youth supported within the SSH programs from 8% to 25%
- Introduced an aboriginal cultural competency program and employed an aboriginal youth worker
- Successfully transitioned to supporting children and young people in Voluntary Out of Home Care and Supported Out of Home Care with the loss of FACS funding for out of home care youth
- Diversified our non-government income through multiple income streams with a particular focus on significantly lifting the Sleep under the Stars event income from \$125k (2016) to \$275k (2017)
- Introduced an end of year revue delivered by our children and young people to thank our key donors and share their future plans
- Further refined our restoration program to support our young people in returning to their families or to a significant person in their life
- Introduced coming of age "The Making of Men" and "Girls to Women" programs, designed to support boys and girls to successfully make a safe, healthy transition from children to young adults, with a particular focus on creating coming of age Rites of Passage
- Reviewed and selected an evidence based model of care to ensure consistent care for our children and young people in the years to come
- Introduced technology management systems to manage our resident details

## Personal Achievements: Sindi\*

It is worth reflecting on the achievements of one of our recent graduates, Sindi\* who has lived at Stepping Stone House for 2.5 years. In this time she has achieved the following:

- Main speaker at 2017 Sleep Under the Stars fundraiser
- Completing her Diploma in Nursing in Oct 2018
- Only 10 hours from passing her driving test thanks to the 'Drive to Freedom' program
- Active participant in SSH adventure education programs, including summiting Mt Kosciusko, camping in zero degrees Celsius, abseiling and learning to ski
- Now plans to start a Bachelor in Nursing in Jan 2019
- Addressed the emotional challenges she had prior to coming to SSH
- Learnt over 300 life skills
- Engaged with a mentor
- Moved into Foyer Flat which is Stepping Stone Houses' most independent accommodation option

We are encouraged by Sindi's attitude as she absorbs everything we teach her

As has been our focus for the last 29 years; in addition to therapeutic care, Stepping Stone House continues to develop the resilience and independence of our young people through an active adventure education program, personal development and life skills focus. This year we secured support and funding from the Duke of Edinburgh Award scheme to role the scheme out across our youth so as to raise their self-confidence and self-esteem to become the very best they can be.

I am also grateful and privileged to work with a contemporary and supportive board. My thanks to Simon and all our board members.

Finally, I would like to take this opportunity to express my deepest gratitude to all of our employees and volunteers for their dedication and ability to inspire our young people to become independent and build brighter futures.



**JASON JURETIC**  
Chief Executive Officer





## **OUR FRIENDS**

**Stepping Stone House Foundation**

**Kennards Hire • Property Industry Foundation**

**Kennards Self Storage • Goodman Foundation**

**DHL Express • Seek • Sustainability Consulting**

**Adobe • BGC Partners • Mulford Plastics**

**Huber Social • Manning & Co**

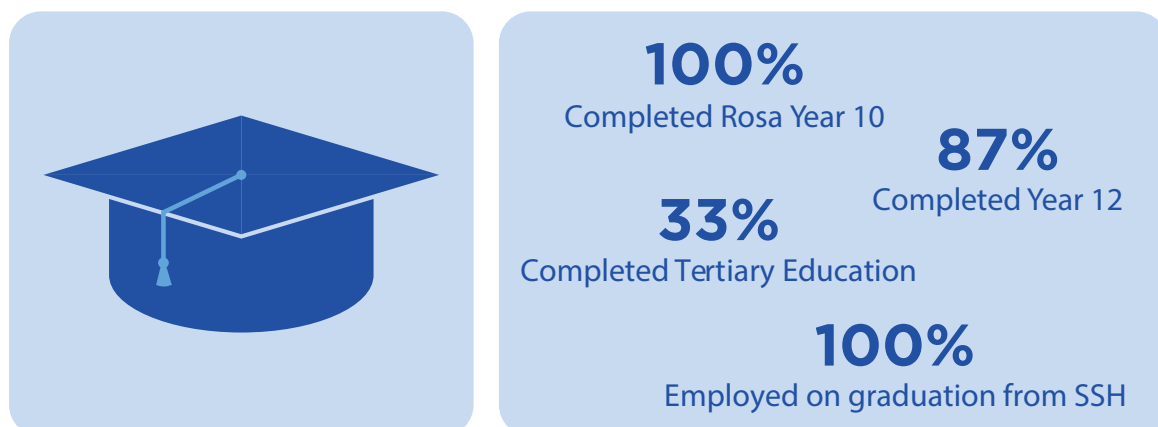
## Residential Services Manager Report

Shana Lewis

Another year has flown by and we here at Stepping Stone House continue to be inspired by the resilience and determination of the young people we support.

This year has brought lots of change with the loss of our Government funding. We didn't let this stop us though and we have continued to provide our service with an increase of beds for homeless and disadvantaged youth, along with Voluntary Out Of Home Care placements.

These changes have really made us stop and reflect on how we do things here, with continued refining and improvements as we go. Despite the loss we still continue to see evidence of incredible outcomes over the last 5 years as follows:



I am particularly happy to see our children's average school attendance reach 87% which eclipses the 60% achieved by children in Foster care.

It has also been heart-warming to see the dedication from our whole staff team who banded together to contribute to the fundraising. The team morale has remained high resulting in our high staff retention rate of 94%.

We know that continuity of relationship is a key component to creating a safe and secure environment for our residents so retaining our staff and ensuring they are connected and satisfied with their work is always a key focus for us.

Another way we ensure consistency for our residents is well trained staff who respond sensitively to the needs of our young people.

To ensure this we have selected and rolled out a new evidence based practise model. The model we selected was the ARC model which provides building blocks to work on the Attachment, Regulation and Competency skills of our residents.

Using our new online client database CTARs we have also really increased our monitoring of progress and outcomes for all our young people. This helps us track trends and notice changes for our young people much more efficiently so that we can be quicker with interventions and support when required.

“ **Retaining our staff & ensuring they are connected & satisfied with their work is always a key focus for us.** ”

Each young person that comes to us goes through an intensive program of self-development to help them achieve responsible independence.

Some of the programs that make up the work we do are:

- 440 living skills
- Duke of Edinburgh awards,
- Adventure Education
- Dress for Success workshops,
- Achieve your dreams workshops.
- Drive to Freedom program, Empower U Self-development course and Raise

Mentoring program. A sincere thanks to Goodman Foundation for funding these 3 important programs.

The first step to achieving our strategy to support 200 young people by 2023 is the planned opening of another Independent Living Program in 2019 with the increased ability to support Aboriginal young people.

To maintain their connection to culture we have employed an Aboriginal youth worker and placed a great emphasis on building our cultural competency skills throughout the year. All our young people got to experience the incredible culture of the Aboriginal people on a foundation funded cultural competency trip to Uluru. For some of our young people this was the first time they had ever been on a plane.

The feedback was overwhelmingly positive with our young people reporting a much more respectful and understanding view of the Aboriginal people's connection to the land.

On top of that we have also increased the training for our staff and are in the process of developing a partnership with one of NSW's largest providers of Out of Home Care for Aboriginal people. We are also now a member of AbSec which is the peak body for Aboriginal young people in care.

All in all it has been another year full of hard work and determination by the staff and the young people who make our community the success that it is. I am so proud to have watched it go from strength to strength and continue to work towards our goal of eradicating youth homelessness.



**SHANA LEWIS**  
Residential Services Manager





## BOARD MEMBERS

All board members are volunteers

### SIMON BIRD - THE CHAIR

Simon Bird is a Fellow of the Australian Institute of Company Directors and former Director and Fellow of CPA Australia. Simon has accumulated over 30 years corporate experience. This includes roles as Chief Executive Officer and Chief Financial Officer with large public companies together with Directorships on listed company boards and not-for-profit organisations. As part owner of two child care centres and parent of two adult children, he has a keen interest in the welfare of our youth. Simon joined the Board in February 2016.

### SUSAN ALEXANDER OAM - VICE CHAIR

Susan Alexander majored in Psychology and Philosophy in her Arts degree at Sydney University and then obtained a Master of Arts (Psychology) and was awarded the Simmet Prize. She has worked in Child Welfare and Youth & Community Services as District Manager and CEO of Western Sydney Development Disability Service and was responsible for three large Residential Centres with 530 clients, 789 staff and an operating budget of \$32 million. She worked as a private consultant and was contracted as Regional Director for various DOCS Centres. For 8 years she worked in the NSW Office of the Children's Guardian as Principal Policy Officer.

### MELANIE LEIJER - TREASURER

Melanie Leijer is a Chartered Accountant and has a Bachelor of Economics, a Master in Business Administration and is a Graduate of the Institute of Company Directors. She has over 20 years experience in finance, treasury, strategy and operations. Most recently Melanie was Head of Business Operations for Lendlease Retirement Living and previously the Assistant Treasurer for Lendlease Corporation. Melanie joined the Board in April 2015.

### JEROEN BOLLUIJT

Jeroen Bolluijt is a global entrepreneur with more than two decades of business experience that extends across Australia, The Netherlands, USA and Europe. From running his own tech start-ups to co-founding an incubator with Deloitte in The Netherlands and advisory roles with industry associations in the areas of best practice standards; Jeroen brings a comprehensive range of skills and experience to assist businesses solve their most complex and challenging problems.



## VERA RANDALL

Vera Randall founded Knitwit, an Australian home sewing franchise which encourages women to overcome fear, build up self confidence and share success. Vera has served on Government and Not for Profit Boards including Australia Post, Quality Australia and Habitat for Humanity Australia and International. She currently co-owns Just Better Care Northern Suburbs, a business providing in-home and share house support to people who are frail aged, living with disability or dementia. Vera is Australia's Inaugural Business Woman of the year.

## JOHN WARBURTON

John Warburton is a Trustee of Stepping Stone Foundation and joined the Board in 2015. John is a retired solicitor having practised with a major Australian law firm for over 40 years. He is currently an Associate Member of the Whale Beach Surf Club and is on the Committee of the Palm Beach & Whale Beach Association Inc.

## JIM BATCHELOR

Jim Batchelor is Managing Director of Universal Sony Pictures Home Entertainment; a Joint Venture that distributes film and TV content for a number of Major Hollywood and Local Studios. Jim has worked both in Australia and Internationally in a number of Senior Commercial Roles. Jim's experience is broad across Sales, Buying, Marketing and Change Management.

## TREASURER'S REPORT

For the year ending 30th June 2018

Attached are the Audited Profit and Loss & Balance Sheet for the year ending 30 June 2018. I say:

1. That all monies due to the company have been collected and received and that all payments authorised by the company have been made; and
2. Correct books and accounts have been kept showing the financial affairs including the



**MELANIE LEIJER**

Treasurer

October 2018





## FINANCIAL REPORT

For the year ended 30 June 2018

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**Incite Accountants & Advisors**

Level 8, 99 Elizabeth St  
SYDNEY NSW 2000

# Sydney Stepping Stone Inc.

## PROFIT AND LOSS STATEMENT

For the year ended 30th June 2018

NOTE	2018	2017
	\$	\$
<b>INCOME</b>		
Interest Received	3,295	1,869
Other Income	2,441	4,495
Family and Community Services	443,265	1,014,719
Donations	133,328	178,229
Institutional Donations	381,090	258,439
Fund Raising Events	380,956	256,501
Residents Contributions	32,925	33,109
SS Foundation	410,878	394,970
<b>Total Income</b>	<b>1,788,178</b>	<b>2,142,331</b>
<b>EXPENDITURE</b>		
Accountancy Fees	4,984	10,724
Advertising	29,834	-
Auditor's Remuneration	900	900
Consultancy/Agency Staff	25,220	88,899
Depreciation	-	14,899
Depreciation - Property Improvements	4,961	-
Depreciation - Motor Vehicles	4,099	-
Depreciation - Office Furniture & Equipment	7,087	-
Resident Expenses	74,646	120,382
General Expenses	15,205	20,177
Insurance	42,621	47,253
Legal Costs	2,816	2,462
Motor Vehicle Expenses	23,265	17,917
Property Rental	161,196	240,046
Property Expenses	54,053	-
Salaries	1,056,272	1,146,807
Annual Leave Expense	28,301	24,138
Staff Training & Welfare	18,447	27,004
Superannuation Contributions	96,093	103,166
Computer Expense	18,987	13,000
Fundraising Expenses	61,904	50,199
<b>Total Expenditure</b>	<b>1,730,891</b>	<b>1,927,973</b>
<b>Profit</b>	<b>57,287</b>	<b>214,358</b>

# Sydney Stepping Stone Inc.

## BALANCE SHEET

As at 30th June 2018

	NOTE	2018	2017
<b>CURRENT ASSETS</b>		<b>\$</b>	<b>\$</b>
Cash and Cash Equivalents	2	846,896	705,645
Trade and Other Receivables	3	5,578	12,127
Total Current Assets		852,474	717,772
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	6	159,251	167,676
Other Non-Current Assets	5	880	2,240
Total Non-Current Assets		160,131	169,916
<b>Total Assets</b>		<b>1,012,605</b>	<b>887,688</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	7	25,082	13,636
Current Tax Liabilities	4	13,010	18,105
Financial Liabilities	8	18,254	25,883
Short Term Provisions	9	91,694	86,119
Other Current Liabilities	10	141,678	67,335
<b>Total Current Liabilities</b>		<b>289,718</b>	<b>211,078</b>
<b>Total Liabilities</b>		<b>289,718</b>	<b>211,078</b>
<b>Net Assets</b>		<b>722,887</b>	<b>676,610</b>
<b>EQUITY</b>			
Reserves	11	364	364
Retained Profits	12	722,523	676,246
<b>Total Equity</b>		<b>722,887</b>	<b>676,610</b>





# Sydney Stepping Stone Inc.

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30th June 2018

### NOTE 1: SIGNIFICANT ACCOUNTING POLICIES

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the needs of members.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

### BASIS OF PREPARATION

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of the statements are as follows:

#### (a) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

#### (b) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

#### (c) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected

to be paid when the liability is settled, plus related oncosts.

#### (d) Property, Plant and Equipment

Property, plant and equipment are carried at cost, independent of management valuation. All assets, excluding freehold land and buildings held for investment, are depreciated over their useful lives.

The depreciation method and useful life used for items of property, plant and equipment (excluding freehold land) reflects the pattern in which their future economic benefits are expected to be consumed by Sydney Stepping Stone Inc. Depreciation commences from the time the asset is held ready for use. Any leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The useful lives used for each class of depreciable asset are considered to fall within standard parameters. Standard rates of depreciation have been used for each class of asset.



### (e) Borrowings

Loans are carried at their principal amounts which represent the present value of future cash flows associated with servicing the debt. Interest is accrued over the period it becomes due and is recorded as part of current payables.

### (f) Trade and Other Receivables

Trade receivables are recognised initially at the transaction price (i.e. cost) and are subsequently measured at cost less provision for impairment.

At the end of each reporting period, the carrying value of trade and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognised immediately in the financial statements.

### (g) Revenue and Other Income

Revenue is measured at the value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

All revenue is stated net of the amount of goods and services tax (GST).

### (h) Trade and Other Payables

Trade payables are obligations on the basis of normal credit terms and do not bear interest. They are recognised at their transaction price.

## NOTE 2: CASH AND CASH EQUIVALENTS

Cash and Cash Equivalents	2018	2017
	\$	\$
Petty Cash	1,952	1,809
Cash at Bank		
SSH Everyday #252769	324,015	313,813
Fuel the Individual #252777	19	19
FACS a/c #952061	25	86,146
Theatre Fund & Burwood Council 227	17,357	18,091
227 OOHc Rent #386	20,500	30,635
WBC Petty Cash #053	761	97
SSH Bonus Interest #785	482,238	111,926
Property Improvement & Maintenance	29	143,109
<b>Total Cash And Cash Equivalents</b>	<b>846,896</b>	<b>705,645</b>
<b>Cash Reconciliation</b>		
<b>Cash and Cash Equivalents</b>	<b>846,896</b>	<b>705,645</b>
	<b>846,896</b>	<b>705,645</b>

## NOTE 3: TRADE AND OTHER RECEIVABLES

	2018	2017
	\$	\$
Sundry Debtors	-	11,928
Trade Debtors	5,578	119
	<b>5,578</b>	<b>12,127</b>
<b>Total Trade And Other Receivables</b>	<b>5,578</b>	<b>12,127</b>

## NOTE 4: TAX ASSETS AND LIABILITIES

Current	2018	2017
	\$	\$
Liabilities		
PAYG Payable	13,010	18,105
<b>Net Tax Liabilities</b>	<b>(13,010)</b>	<b>(18,105)</b>

**NOTE 5: OTHER ASSETS**

<i>Non-Current</i>	2018	2017
<b>Rental Bond</b>		
Canterbury Road	880	880
Wardell Road	-	1,360
	<u>880</u>	<u>2,240</u>
<b>Total Other Assets</b>	<b>880</b>	<b>2,240</b>

**NOTE 6: PROPERTY, PLANT AND EQUIPMENT**

	2018	2017
	\$	\$
Property Improvements	133,968	133,968
Less Accumulated Depreciation & Impairment	(19,213)	(14,252)
	<u>114,755</u>	<u>119,716</u>
<b>Total Land And Buildings</b>	<b>119,716</b>	<b>79,239</b>
Motor Vehicles	63,597	63,597
Less: Accumulated Depreciation	(45,8123)	(41,713)
	<u>17,785</u>	<u>21,884</u>
Office Furniture & Equipment	106,813	99,585
Less: Accumulated Depreciation	(80,102)	(73,509)
	<u>26,711</u>	<u>26,076</u>
<b>Total Plant And Equipment</b>	<b>44,496</b>	<b>47,960</b>
<b>Total Property, Plant And Equipment</b>	<b>159,251</b>	<b>167,676</b>

**NOTE 7: TRADE AND OTHER PAYABLES**

<i>Current</i>	2018	2017
	\$	\$
<b>Trade Creditors</b>	-	190
<b>Other Creditors</b>	25,082	13,446
	<u>25,082</u>	<u>13,636</u>
<b>Trade and Other Payables</b>	<b>25,883</b>	<b>13,636</b>

**NOTE 8: FINANCIAL LIABILITIES**

<i>Current</i>	2018	2017
	\$	\$
Resident Savings	18,254	28,883
<b>Total Current</b>	<b>18,254</b>	<b>25,883</b>
<b>Total Financial Liabilities</b>	<b>18,254</b>	<b>25,883</b>



**NOTE 9: PROVISIONS**

Current	2018	2017
	\$	\$
GST Payable	(5,800)	15,502
Provision For Holiday Pay		
Provision for Holiday Pay	84,943	57,753
Provision For Long Service Leave		
Provision for Long Service Leave	4,701	3,590
Superannuation Contributions Surcharge		
Superannuation Contributions Surcharge	7,850	9,274
	91,694	86,119
<b>Total Provisions</b>	<b>91,694</b>	<b>86,119</b>

**NOTE 10: OTHER LIABILITIES**

Current	2018	2017
	\$	\$
Income In Advance	141,678	67,335
	141,678	67,335
<b>Total Other Liabilities</b>	<b>141,678</b>	<b>67,335</b>

**NOTE 11: RESERVES**

General Reserve	2018	2017
	\$	\$
Opening Balance	364	364
Closing Balance	364	364
<b>Total Reserves</b>	<b>364</b>	<b>364</b>

**NOTE 12: RETAINED PROFITS I ACCUMULATED LOSSES**

	2018	2017
	\$	\$
Retained Profits at Beginning of Financial Year	665,236	461,888
Add		
Net profit attributable to members	57,287	214,358
<b>Retained Profits At 30 June 2017</b>	<b>722,523</b>	<b>676,246</b>

**NOTE 13: COMPANY DETAILS****The principal place of business is:**

Sydney Stepping Stone Inc. 227 Wardell Rd Dulwich Hill NSW

**The principal activities of the company include:**

Stepping Stone House provides an accredited out-of-home-care residential service providing medium to long term accommodation in a Federation house at Dulwich Hill, Sydney.

# Sydney Stepping Stone Inc. **DIRECTORS' DECLARATION**

For the year ending 30th June 2018

The Directors have determined 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 the Notes to the Financial Statements.

The Directors of the Company declare that:

1. The financial statements and notes, as set out in the financial report present fairly the Company's financial position as at 30 June 2018 and its performance for the reporting period ended on that date in accordance with the accounting policies described in the Notes to the Financial Statements; and
2. In the Directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



**MELANIE LEIJER**

Treasurer

October 2018

*Dated this 10 day of December 2018*



# Sydney Stepping Stone Inc.

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SYDNEY STEPPING STONE INC.

We have audited the accompanying financial report, being a special purpose financial report, of Sydney Stepping Stone Inc. (the Company), which comprises the Balance Sheet as at 30 June 2018, and the Income Statement for the Year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Directors' Declaration.

### Directors' Responsibility For The Financial Report

The Directors of the Company are responsible for the preparation of the financial report, and have determined that the accounting policies described in the Notes to the Financial Statements are appropriate to meet the requirements of the company's constitution 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 a financial report that is free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view, 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Independence

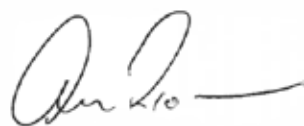
In conducting our audit, we have complied with the independence requirements of the Australian Professional Ethical Pronouncements.

### Opinion

In our opinion, the financial report presents fairly, in all material respects the financial position of Sydney Stepping Stone Inc. as at 30 June 2018 and of its financial performance for the Year then ended in accordance with the accounting policies described in the Notes to the Financial Statements.

### Basis Of Accounting

Without modifying our opinion, we draw attention to the Notes to the Financial Statements, which describe the basis of accounting. The financial report has been prepared for distribution to members for the purpose of fulfilling the Directors' financial reporting obligations under the company's constitution. As a result, the financial report may not be suitable for another purpose



### ANDREW RIORDAN

Incite Accountants & Advisors  
Level 8, 99 Elizabeth St  
SYDNEY NSW 2000

*Dated this 10 day of December 2018*





**BOARD OR DONATION ENQUIRIES**

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