



Annual Report

2023





Helping Youth Build Their Future

Established in 1989, the **Stepping Stone House (SSH)** mission is as follows:

"SSH provides a safe place for children and young people at risk or experiencing homelessness so they can begin to heal, build resilience, create connections and become the very best they can be".

The **SSH vision** is ambitious, but it must happen.

"End Youth Homelessness in Australia."

This profit-for-purpose charity develops the self-esteem, emotional resilience, self-confidence and good health of children and young people aged 12 to 24 years old. Development is achieved through a combination of counselling, careers and employment coaching, education, life skills, and outdoor adventure education. SSH is unique in that young people who live at its homes will often stay for years, giving them a sense of permanency and the time necessary to undo the impact that trauma has had in their young lives.

Young people are generally referred to SSH from all over Australia via Community Services, Juvenile Justice, crisis accommodation services and self-referrals. A specific focus is placed on giving the young people a FUN living environment, ensuring that they leave with wonderful childhood memories and improved wellbeing.

The SSH model of care is person-centred, meaning our Care Team builds each young person's development plan around their unique circumstances, challenges, and strengths. Quality care remains at the core of this process, and as such we have refined our mission statement to reflect this commitment.

Our values are:



Fun



Creativity



Allyship



Trustworthiness



Connection



Self-Determination



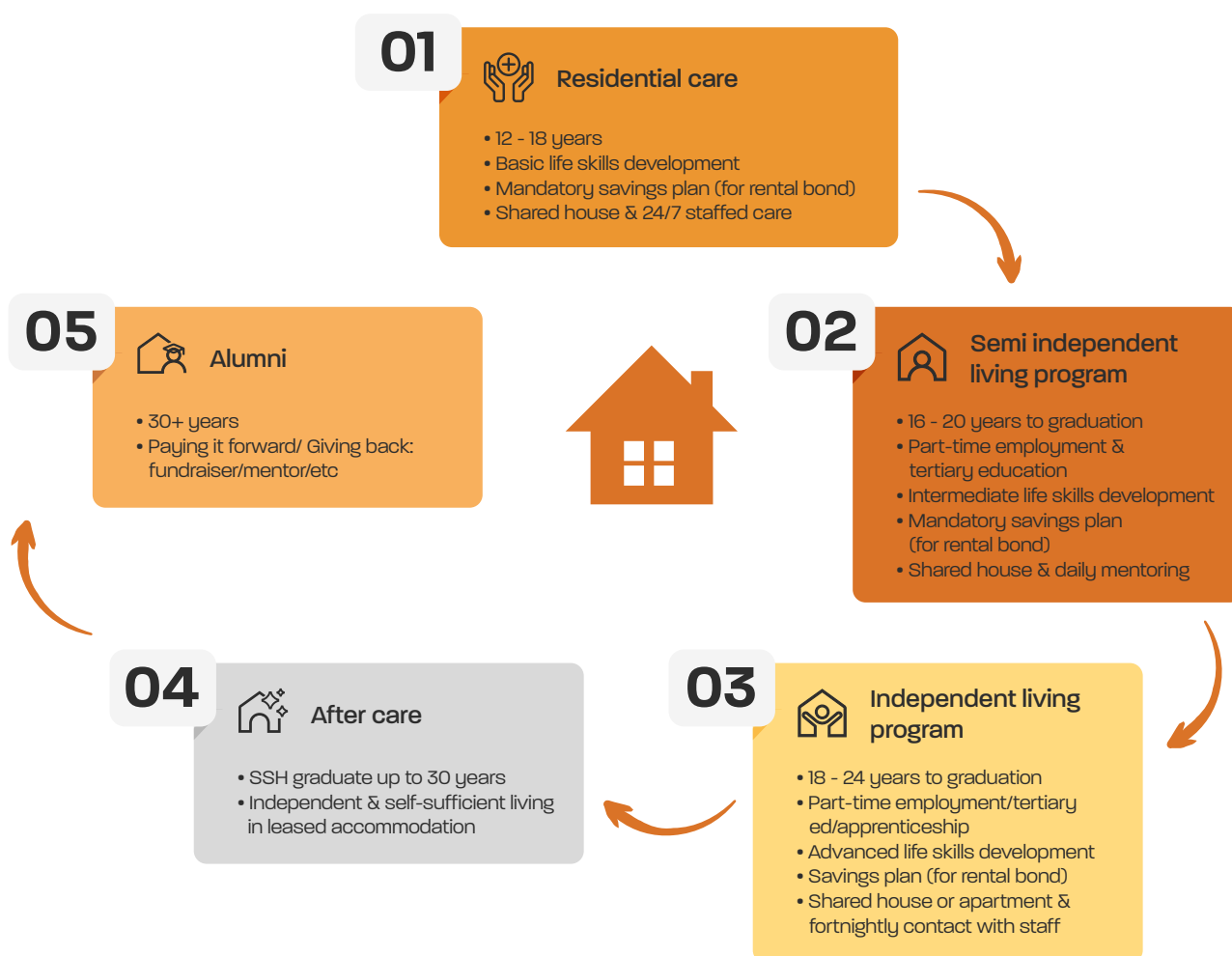
Helping Youth Build Their Future continued

Stepping stone House provides support for young people experiencing or at-risk of homelessness through:

- ✓ 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 healthcare
- ✓ 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.

STEPPING STONES TO INDEPENDENCE



Chair's Message

Simon Bird

It is my privilege to report on another big year at SSH. Our organisation and the young people we support have continued to achieve fantastic outcomes despite significant challenges.

August's JBWere NAB Charitable Index (CGI) report paints a clear picture of the current outlook for fundraising in the not-for-profit sector. The last 12 months has seen a cost-of-living crisis deepen the impacts of the COVID-19 years, with donations only now beginning to return to the levels we saw pre-2020. The figures from JBWere report a combined fundraising gain of a mere 7% for CGI in the four years to December 2022, with this slow recovery pointing to an estimated \$3 billion drop in donations.

At SSH, this has resulted in the difficult decision to pause our strategic expansion and extend the timeline of supporting 200 young people from 2024 to 2026. The next financial year will see SSH continue a phased plan to amalgamate two of our accommodation programs, as well as reduce administration costs and overheads. In addition to lowering our operating expenses, our decision to not replace young people who moved out from the houses has allowed SSH to prepare these beds for a significant government contract, the outcome of which we are patiently awaiting.

SSH has also decided to pause Helios, our evidence-based scaling project which looks at systems-level solutions to ending youth homelessness. Despite these challenges, I am confident that this period of planned contraction will be brief and have minimal impact on the existing young people, and our organisation remains committed to our vision of ending youth homelessness.

While our investment in Helios and capacity building meant that we had planned to deliver a net profit loss in FY2022-23, our final balance sheet shows a greater loss than was initially planned. This was due to SSH relying on our financial reserves to ensure this planned restructure is conducted smoothly, and that no young person is put at-risk of homelessness.

My sincere thanks to the Goodman Foundation, Stepping Stone Foundation, Kennards Hire Foundation, The Chappell Foundation, the Macquarie Foundation, and more who provided increased stability to SSH during these financially challenging times.

SSH now currently support 67 young people, which is down from 87 last year. We have 24 young people supported in accommodation, with 43 in our Aftercare program. The Bawaga program continues to be a place of safety for First Nations young people, with SSH supporting 10 Aboriginal young people with accommodation. Despite the drop in numbers, it has been particularly satisfying to see that no young person has been adversely affected by the changes to the SSH service model.



Chair's Message - Simon Bird continued

As cost-of-living pressures have escalated, SSH has welcomed the public's vocal support for young people experiencing homelessness. I would like to congratulate Jason and the rest of the NSW Home Stretch campaign on their work to #makeit21 and provide extended care to 21 years in NSW. The ages between 18 and 21 years are some of the most formative in our lives, and it is great to see recognition at the State level that that these young people need additional support.

I would like to extend my thanks to the Board of Directors for their loyalty and positivity during this challenging period. Many thanks to this year's Board observers, Jeff Robinson of Minter Ellison, and Lauren Hill from the Westpac Foundation. As in prior years I sincerely thank the efforts of my fellow directors, management, our staff, and the army of volunteers for their contributions towards our achievements this year.

Before I conclude, there's an important update to share. SSH has officially altered its legal status to a company structure and changed our name to Stepping Stone House Limited. This decision was made to enhance governance practices and to prepare for our renewed efforts in providing support to a greater number of young people in the coming years.

Thank you to every individual that makes up our community, for together you are the village that empowers SSH young people to become the very best they can be.

I look forward to updating you on an even greater year in my next report.

Thank you, all.



SIMON BIRD
Stepping Stone House, Chair

CEO's Report

Jason Juretic

I want to start this report by expressing my deepest thanks to the SSH team, as well as the Board and Foundation for their tireless work in supporting our young people. It's been a mixed year at SSH, with the young people achieving some fantastic outcomes in education and employment as Shana outlines in the following update.

Encouraging our residents to leave their rooms and embrace the great outdoors proved to be a significant hurdle, especially after months of confinement during the COVID years. I particularly enjoyed this year's Achieve Your Dreams workshop, supporting young people to create a bucket list and set two key goals for life.

As Simon shares in his message, it has been a tough 12 months for the sector in general. As we predicted, the numbers of children and young people experiencing homelessness have increased, with the 2021 Australian Bureau of Statistics data showing an additional 3000 young people experiencing homelessness on Census night. Looking forward, we are unfortunately anticipating another surge in the numbers of young people experiencing homelessness. Higher levels of family and domestic violence, coupled with interest rate hikes and reduced donations from the public, it looks as if the situation will get worse before it gets better.

In more positive news, I would like to congratulate the NSW Government who have committed to supporting the Home Stretch campaign to #makeit21. I have spent five years in my role as Chair of the Home Stretch campaign, and it is immensely satisfying to see this hard work pay off. When fully implemented, these changes will see an estimated 200 fewer young people entering adult homelessness after "ageing out" of care on their 18th birthday.

A large focus for me over the last 12 months has been to diversify our funding, and I am pleased to report we have begun to target alternate revenue streams. In addition to our pursuit of ongoing government contracts, we have established new multi-year funding agreements to increase stability and reduce cash flow challenges.



CEO's Report - Jason Juretic continued

The 2022 Sleep Under the Stars fundraiser was an overwhelming success. Our first year back after the virtual events during the COVID years could not have gone any better at Taronga Zoo, raising \$1.4 million to support our yearly operations. Thanks again to the amazing teams who show up every year to raise funds and awareness for youth homelessness. It was a magical night, complete with a beautiful Sydney sunset, and lions roaring us awake in the early hours of the morning – the experience made all the more exciting by the fact that these lions escaped their enclosure not a week later!

In a similar vein, the 2023 Regatta was a great success again. Many thanks to the boat captains, the teams who signed up, as well as those who donated prizes for the auction and raffle.

Staff retention has dropped to 69% over the last 12 months, however it has been satisfying to see high levels of internal promotion as existing staff have stepped up into greater responsibility.

Volunteering remains vital to the success of our organisation, and I would like to personally thank Paul Cragg and Geoff Denman for their contributions towards improving the state of the houses. Congratulations also to Paul for his recognition as one of the Inner West Council's Volunteers of the Year.

The Bawaga House continues to provide culturally safe care for First Nations young people, with 75% of occupants being of Aboriginal descent. Many thanks to Princess Polly for sponsoring the development of our First Nations staff to take on leadership of this house.

A clear highlight for me has been witnessing young Patrick complete his Duke of Edinburgh Gold Award in June. I suspect that he may be the first young person from a care background to finish this prestigious program. The whole team at SSH is looking forward to Patrick being presented with his award by His Royal Highness Prince Edward who is the new Duke of Edinburgh.

My Skills for Life is now live, with the innovative eLearning platform now supporting young people in the SSH homes to develop their life skills. Many thanks to Adobe, Equity Trustees, the QBE Foundation, the Danks Trust, and the Department of Communities and Justice who have supported its creation through grants as well as Westpac Digital who will be supporting the next stage of development through pro-bono support. I look forward to the long-term goal of rolling this solution out to as many refugees and community organisations as possible.

“ Over the past nine years, SSH has expanded our capacity from 9 young people in our care, to 67. ”

CEO's Report - Jason Juretic continued

As in previous years, I would like to share four key goals for the coming 12 months:

1. Further develop SSH's strategy to include immediate and tangible contributions to our vision of ending youth homelessness, including the development of My Skills for Life version two, and seeing it rolled out to five other refuges.
2. Maintain stability for the 67 young people we currently support, increasing the number of First Nations young people we support and furthering our cultural awareness as an organisation by enshrining the Uluru Statement of the Heart at SSH.
3. Build up the SSH financial reserves and further diversify our revenue.
4. Deliver extended care for all young people in residential care through the Home Stretch campaign, ensuring the support provided is adequate and genuinely impactful.

To our dedicated staff, board of directors, volunteers, and generous donors, I extend my deepest gratitude for your unwavering support. Your collective grit and commitment continue to be the driving force behind our success, and we are immensely thankful for your steadfast dedication. Let's keep at it and achieve even more next year.



JASON JURETIC
Chief Executive Officer

General Manager's Report

Shana Lewis

The last 12 months have been a whirlwind, but I am pleased to report that our young people continue to achieve fantastic outcomes, with 87% of residents engaged in employment, and 73% in education. We also had two young people complete their HSC in 2022. Well done to all our young people for an outstanding year.

As Jason and Simon mention, economic pressures have resulted in our decision to undertake a phased plan to amalgamate two of our programs. I am confident that no young people will be adversely impacted by this restructuring.

Despite the challenges of increased cost-of-living pressures, our young people have continued to grow into more independent young adults. The last 12 months has seen five young people move into their own rentals as part of the Independent Living Program. Our partnerships with community housing providers and Rent Choice Youth continue to be effective at supporting young people into the rental market.

It has also been wonderful to see greater numbers of young people participating in our Youth Advocacy Program, stepping up for public speaking opportunities at key events. In addition to nurturing their growth, these occasions serve our wider advocacy goals by allowing young people to have their say in sector conversations such as the Home Stretch campaign. I would like to once again thank Dr Emma Collins who continues to provide psychological assessment pro-bono to prospective young people in this program.

My Skills for Life has seen a surge in life skills education by our young people, with one resident completing all 809 skills using the online platform – well done!

This year's Winter Camp was held in Anna Bay and was a huge success. These camps allow young people to connect with staff and have FUN through shared experiential activities outside the typical environment of the SSH houses. A personal highlight was watching the whales breaching off the coast with one young person in our ILP program who had never seen a whale before.

Thank you to all of our staff, volunteers, and supporters. It is a privilege to work with such like-minded and collaborative people.

I look forward to sharing more news, stories, and outcomes from our houses in my message next year.



SHANA LEWIS
General Manager

Board Members

All board members are volunteers

SIMON BIRD

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 a former part owner of two childcare centres and parent of two adult children, he has a keen interest in the welfare of our youth.

VICKY AVERKIOU

Vicky Averkiou has an honours degree in Psychology from UNSW and a V. Grad. Cert. in Developmental Trauma from the Australian Childhood Foundation. She has worked 13 years within statutory child protection. Six of those years was as a caseworker, working across the spectrum from intake to out-of-home care. It was her work with high-needs adolescents in care that sparked her passion for trauma informed practice.

She worked for seven years as a Casework Specialist, supporting field staff across three districts and two adolescent units with consultation, reviews, coaching, and training. She now works as a private consultant across the NGO and government sectors. She incorporates mindfulness and meditation in her private practice with clients.

SHEN WILSON

After growing through the adversity of poverty and youth homelessness, Shen now lives in Sydney, NSW with her four children and partner Bec.

After working in Youth Work and Education, Shen now works with Transport NSW.

She attributes her success to her inner strength and the support, guidance and education she received whilst living in the residential premises of Stepping Stone House.

Shen is a Stepping Stone House Ambassador and an Advocate for Ending Youth Homelessness.



Board Members continued

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 cofounding 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 solving their most complex and challenging problems.

CATE SYDES

Cate Sydes is a registered Psychologist and a member of the Australian Institute of Company Directors and has over 30 years of experience working with at risk young people and their families. This experience includes working with children and young people under the care of the Minister of the NSW Government in Residential Care and Out of Home Care.

Cate, until her retirement in 2022, was CEO of a newly established organisation Loreto Ministries Australia and South East Asia (2017-2022).

She worked closely with the Board and the leadership team implementing the strategic objectives for the organisation which involved improving risk compliance, including child safety in Australia and South East Asia. Prior to this, Cate was CEO of Marist 180 (2006-2017) a specialist provider of services for youth at risk with operations and programs across approximately forty sites, 350 FTE staff, and a \$47 million annual budget. Primarily operating in Western Sydney also with sites in Newcastle, Melbourne, Brisbane, and Canberra. Both Cate's working and personal life has focused on the development, safety and care of children and young people. She joined the Board at the end of 2022.

“ A clear highlight for me has been witnessing young Patrick complete his Duke of Edinburgh Gold Award in June. ”

Supporters

Stepping Stone House only exists through the efforts of many. We believe community problems are best solved by communities themselves. It means working together across private and public sectors, profit and not-for-profit enterprise, through both individual and collective efforts. Without all of those who support us we wouldn't be able to help young people become independent and be the best they can be. Here we acknowledge just some of the many who make it all possible.

Thanks to all of you who partner with us, fund aspects of our work, make donations, work side by side with us, provide opportunities for our young people, pitch in and help day to day, provide in-kind support of all types and advocate for what we do. Every contribution, no matter how large or small, is greatly appreciated. Thank you also to our anonymous supporters.

CORPORATES AND FOUNDATIONS

AAPC Limited
 Adobe ANZ
 Adobe Foundation
 Henry & Aida Ang Charitable Trust
 Be Kind Sydney
 Clitheroe Foundation
 Coca Cola Australia Foundation
 Commbank Staff Foundation
 Commonwealth Bank of Australia
 DHL Express
 Equity Trustees
 Federal Gov – Office for Women
 R A Gale Foundation
 Goodman Group
 Goodman Foundation
 David & Fee Hancock Foundation
 Harper Bernays Charitable Trust
 EA & N Hulak Foundation P/L
 Keneco Property P/L
 Kennards Hire
 Kennards Hire Foundation

Kennards Self Storage
 Lady Mary Fairfax Charitable Trust
 Lord Family Foundation
 Lotus People
 Macquarie Foundation Makinex
 Matana Foundation (multi-year)
 William McIlraith Foundation
 Nexia Sydney
 Pratten Foundation
 Princess Polly
 Property Industry Foundation
 QMS Media
 RS Foundation
 St George Foundation
 Stepping Stone Foundation
 SustainRecruit
 The Chappell Foundation
 The Carol Nance Trust
 Transurban Limited
 Waratah Education Foundation
 Westpac Foundation

Supporters continued

INDIVIDUAL & COMMUNITY DONORS: WHO HAVE GIVEN \$1000 OR MORE

Ahrens, Michael	Glenny, Guy	Perry, Debrah
Alahakoon, Krish	Goldentree Asset Management	Perry, Steve
Bailador	Goldspink, Jill	Pitts, Howard
Baragry, Barbara	Griffith, David	Planum Partners
Bennett, William	Gyles, Roger	Pollard, Ian
Bird, Simon	Hearl, Peter	Rafferty, Luci
Brook, Wendy	Henry, David & Jill	Padden, Vera & Mike
Caringbah Rotary	John Hill & Co	Rendle, John & Carolyn
Carmichael, Karen	Kennard, Cam & Anna	Rennie Bros Tree Services
Clarkson, Anthony	Kennard, Sam	Rossi, Philip
Cloney, John	Kissane, Michael	Rostirolla, Adrian
Connery, Joan	Larke, Robert	Salgo, Andrew
Connery, Max	Leibowitz, Margaret	Saxon, Christopher
Connery, Paul	LNP Audit & Assurance	The Small Family Bequest
Cozzupoli, Frank	Lowry, Peter	Smith, Rosalie
Davis, Beth	Macarthur, Margaret	Southwood, Philip
Denison, Nick	Manettas Seafood	Spring, Mark
Dolden, Stuart	Matthews, Katrina	Spring, Selena
Draper, Alan	McCann, Matthew	Stoke, Nigel
Drew, David	Mills, Richard	Swiss Reinsurance
Duong, Xan	Moles, Geoff	Unlimited Options P/L
Edmonds, John	Moore, Charles	Wells, David
Enestrom, Suellen	Morrison, John & Cheryl	White, Judith
Essey, Dianne	Murchison, James	Wilcken, Bridget
Europa Constructions	Muhary, John	Willcocks, Deborah
Fergusson, Annie	Nielsen, Elizabeth	Xpansiv
FitzSimons, Peter	Nomchong, Kylie	Yan, Amy
Ford, Matt	Norman, Alan	
Frantel P/L	Paramor, Greg	
Frilen P/L	Parker, Michael	

Financial Report

For the year ended 30 June 2023

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INCITE ACCOUNTANTS & ADVISORS

ABN 94 386 439 902

Level 9, 31 Market Street, Sydney NSW 2000 Australia
GPO Box Q176, Queen Victoria Building NSW 1230 Australia

Sydney Stepping Stone Inc.

Directors' Report

FOR THE YEAR ENDED 30 JUNE 2023

Your Directors present their report on the Company for the Year ended 30 June 2023.

DIRECTORS

The names of the Directors in office at any time during or since the end of the reporting period are:

- Simon Bird
- Jeroen Bolluijt
- Vicky Averkiou
- Cate Sydes
- Shen Wilson

Directors have been in office since the start of the reporting period to the date of this report unless otherwise stated.

REVIEW OF OPERATIONS

The loss of the Company for the financial year after providing for income tax amounted to -\$1,033,402. A review of the Company operations during the financial year and the results of those operations are as follows:

- The Company's operations during the reporting period performed as expected in the opinion of the Directors.

SIGNIFICANT CHANGES IN STATE OF AFFAIRS

No significant changes in the Company's state of affairs occurred during the reporting period.

PRINCIPAL ACTIVITIES

The principal activities of the Company during the reporting period were:

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

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

EVENTS SUBSEQUENT TO THE END OF THE REPORTING PERIOD

Details of matters or circumstances which have arisen since the reporting date which significantly affected or may significantly affect the Company's operations, the results of those operations or the state of affairs of the Company in subsequent reporting periods are as follows;

- On the 18th July 2023 Sydney Stepping Stone Inc. converted to a company limited by guarantee and amended its name to Stepping Stone House Limited. All associated registrations will be transferred to the new company.

LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

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

Director's Report continued

ENVIRONMENTAL REGULATION

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

DIVIDENDS

Dividends paid or declared since the start of the reporting period are as follows:

- There were no dividends paid during the reporting period.
- There were no dividends or distributions recommended or declared for payment to members during the reporting period that have not been paid or credited to the member throughout the period.

OPTIONS

No options over issued shares or interests in the Company were granted during or since the end of the reporting period and there were no options outstanding at the date of this report.

INDEMNIFICATION OF OFFICERS

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

PROCEEDINGS ON BEHALF OF THE 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 reporting period.

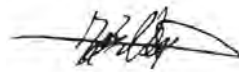
AUDITOR'S INDEPENDENCE DECLARATION

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is included with the financial reports.

Signed in accordance with a resolution of the Board of Directors:



SIMON BIRD
Director



JEROEN BOLLUIJT
Director

Sydney Stepping Stone Inc.

Profit and Loss Statement

FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	2023	2022
		\$	\$
Income	4		
Dividends Received		-	14,980
Interest Received		719	137
Movement in Net Market Values		8,774	(125,324)
Other Income		38,597	2,318
Donations		204,784	263,853
Institutional Donations		1,089,956	2,069,819
Fundraising Events		1,632,843	1,306,265
Contracted Care		358,104	179,158
Residents Contributions		20,020	16,551
Total Income	2	3,353,797	3,727,757
Expenditure	5		
Accountancy Fees		185	1,461
Advertising		99,581	42,498
Auditors Remuneration		3,000	1,000
Adviser Charges		-	3,968
Consultancy/Agency Staff		19,159	197,125
Depreciation - Property Improvements		3,760	3,803
Depreciation - Motor Vehicles		5,297	1,788
Depreciation - Office Furniture & Equipment		3,872	4,817
Resident Expenses		119,650	84,814
General Expenses		62,760	58,854
Insurance		97,350	138,291
Legal Costs		395	-
Long Service Leave		28,095	28,327
Motor Vehicle Expenses		27,163	21,718
Property Rental		161,152	110,192
Property Expenses		62,052	56,816
Salaries & Wages		3,124,507	2,569,504
Leave Provisions		(40,426)	21,057
Staff Training & Welfare		31,117	35,307
Superannuation Contributions		322,767	252,597
Computer Expense		17,674	19,571
Fundraising Expenses		142,234	261,821
Helios end youth homelessness project		95,855	-
Total Expenditure	3	4,387,199	3,915,329
Loss		(1,033,402)	(187,572)

Sydney Stepping Stone Inc.

Income Statement

FOR THE YEAR ENDED 30 JUNE 2023

	NOTE	2023	2022
		\$	\$
Revenue		1,720,954	2,421,492
Expenses excluding Finance Costs		2,754,356	2,609,064
Loss Attributable To Members Of The Company		(1,033,402)	(187,572)

Sydney Stepping Stone Inc.

Balance Sheet

AS AT 30 JUNE 2023

	NOTE	2023	2022
		\$	\$
Current Assets			
Cash and Cash Equivalents	7	393,085	919,740
Trade and Other Receivables	8	38,838	2,400
Financial Assets		-	385,697
Total Current Assets		431,923	1,307,837
Non-Current Assets			
Property, Plant and Equipment	11	153,642	163,047
Other Non-Current Assets	10	64,943	64,671
Total Non-Current Assets		218,585	227,718
Total Assets		650,508	1,535,555
Current Liabilities			
Trade and Other Payables	12	968	60
Current Tax Liabilities	9	38,857	44,526
Financial Liabilities	13	16,927	7,622
Short Term Provisions	14	279,483	299,609
Other Current Liabilities	15	408,637	244,700
Total Current Liabilities		744,872	596,517
Total Liabilities		744,872	596,517
Net (Liabilities)/Assets		(94,364)	939,038
Equity			
Reserves	16	364	364
Accumulated Losses)/Retained Profits	17	(94,728)	938,674
Total Equity		(94,364)	939,038

Sydney Stepping Stone Inc.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2023

NOTE 1: SIGNIFICANT ACCOUNTING POLICIES

The directors have prepared the financial statements on the basis that the company is a nonreporting 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. Going Concern

Notwithstanding the deficiency of net assets in the company, the financial report of the company has been prepared on a going concern basis. This basis has been applied as the directors have received a guarantee of continuing financial support and it is the directors' belief that such financial support will continue to be made available.

b. 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.

c. 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.

d. 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.



Notes to the Financial Statements continued

e. 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.

The carrying value of plant and equipment is reviewed annually to ensure it is not in excess of the recoverable amount. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have not been discounted in determining recoverable amounts.

f. 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.

g. 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.

h. 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).

i. 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.

Notes to the Financial Statements continued

NOTE 2: REVENUE

OTHER INCOME	2023	2022
	\$	\$
Interest Recieved	-	14,980
Other Income	719	137
Govt Subsidies - Jobkeeper/Cash Flow Boost	8,774	(125,324)
Donations	38,597	2,318
Institutional Donations	204,784	263,853
Fund Raising Events	1,089,956	2,069,819
Contracted Care	1,632,843	1,306,265
Residents Contributions	358,104	179,158
SS Foundation	20,020	16,551
	3,353,797	3,727,757

NOTE 3: EXPENSES

	2023	2022
	\$	\$
Employee Benefits Expense	3,447,274	2,822,101
Depreciation and Amortisation Expenses	12,929	10,408
Advertising	99,581	42,498
Adviser Charges	-	3,968
Insurance	97,350	138,291
Other Expenses	730,065	898,063
	4,387,199	3,915,329

Notes to the Financial Statements continued

NOTE 4: INCOME DETAILS

INCOME	2023	2022
	\$	\$
Dividends Received		
Dividends Received	-	14,570
- Other Corporations - Foreign Income	-	410
	-	14,980
Interest Received		
Interest Received	719	137
Movement in Net Market Values		
Movement in Net Market Values	9,303	-
- Movements	-	(35,752)
- Investments Realised	-	(89,572)
- Plant & Equipment	(529)	-
	8,774	(125,324)
Other Income		
Other Income	38,597	2,318
Donations	204,784	263,853
Institutional Donations		
Institutional Donations	1,089,956	2,069,819
Fundraising Events	1,632,843	1,306,265
Contracted Care	358,104	179,158
Residents Contributions	20,020	16,551
Total Income	3,353,797	3,727,757

NOTE 5: EXPENSES DETAILS

OVERHEAD EXPENSES	2023	2022
	\$	\$
Auditor's Remuneration		
Auditor's Remuneration	3,000	1,000
Total Expenses	3,000	1,000

NOTE 6: PROFIT FOR THE YEAR

Profit before income tax expense from continuing operations includes the following specific expenses:

INCOME	2023	2022
	\$	\$
Charging As Expense :		
Movements In Provisions :		
Depreciation :		
- Property Improvement	3,760	3,803
- Motor Vehicles	5,297	1,788
- Office Furniture and Equipment	3,872	4,817
Other Provisions :		
Net Expenses Resulting From Movement In Provisions	41,024	38,735

Notes to the Financial Statements continued

NOTE 7: CASH AND CASH EQUIVALENTS

CASH AND CASH EQUIVALENTS	2023	2022
	\$	\$
Petty Cash - C1	322	475
Petty Cash - C2	624	358
Cash at Bank		
SSH Everyday #769	331,344	535,261
Westpac #386	26,223	19,523
Theatre Account #889	15,713	15,555
SSH Bonus Interest #785	10,503	340,042
WBC Petty Cash	7,131	1,526
Credit Cards		
Visa	1,225	7,000
Total Cash And Cash Equivalents	393,085	919,740
Cash Reconciliation		
Cash and Cash Equivalents	393,085	919,740
	393,085	919,740

NOTE 8: TRADE AND OTHER RECEIVABLES

CURRENT	2023	2022
	\$	\$
Bills Receivable	244	-
Trade Debtors	4,151	1,100
Other Debtors	34,443	1,300
Ssi Share Investment Account		
SSI Share Investment Account	-	253,128
SSI Share Investment Cash	-	132,569
	38,838	388,097
Total Trade And Other Receivables	38,838	388,097

NOTE 9: TAX ASSETS AND LIABILITIES

LIABILITIES	2023	2022
	\$	\$
PAYG Payable	38,857	44,526
Net Tax Liabilities	(38,857)	(44,526)

Notes to the Financial Statements continued

NOTE 10: OTHER ASSETS

NON-CURRENT	2023	2022
	\$	\$
Rental Bond		
Rental Bond	64,943	64,671
	64,943	64,671
Total Other Assets	64,943	64,671

NOTE 11: PROPERTY, PLANT AND EQUIPMENT

	2023	2022
	\$	\$
Property Improvements	148,162	148,162
Less Accumulated Depreciation & Impairment	(38,911)	(35,045)
	109,251	113,117
Total Land And Buildings	109,251	113,117
Motor Vehicles	12,300	68,924
Less: Accumulated Depreciation	(2,983)	(55,841)
	9,317	13,083
Office Furniture & Equipment	146,715	145,262
Less: Accumulated Depreciation	(111,641)	(108,415)
	35,074	36,847
Total Plant And Equipment	44,391	49,930
Total Property, Plant And Equipment	153,642	163,047

NOTE 11: PROPERTY, PLANT AND EQUIPMENT

	2023	2022
	\$	\$
Property Improvements	148,162	148,162
Less Accumulated Depreciation & Impairment	(38,911)	(35,045)
	109,251	113,117
Total Land And Buildings	109,251	113,117
Motor Vehicles	12,300	68,924
Less: Accumulated Depreciation	(2,983)	(55,841)
	9,317	13,083
Office Furniture & Equipment	146,715	145,262
Less: Accumulated Depreciation	(111,641)	(108,415)
	35,074	36,847
Total Plant And Equipment	44,391	49,930
Total Property, Plant And Equipment	153,642	163,047

Notes to the Financial Statements continued

NOTE 12: TRADE AND OTHER PAYABLES

CURRENT	2023	2022
	\$	\$
Other Creditors	968	60
Total Trade And Other Payables	968	60
	968	60

NOTE 13: FINANCIAL LIABILITIES

CURRENT	2023	2022
	\$	\$
Resident Bonds	16,927	7,622
Total Current	16,927	7,622
Total Financial Liabilities	16,927	7,622

NOTE 14: PROVISIONS

CURRENT	2023	2022
	\$	\$
GST Payable	804	(6,355)
Provision For Holiday Pay		
Provision for Holiday Pay	149,634	190,060
Provision For Long Service Leave		
Provision for Long Service Leave	120,539	92,444
Superannuation Contributions Surcharge		
Superannuation Contributions Surcharge	8,506	23,460
	279,483	299,609
Total Provisions	279,483	299,609

NOTE 15: OTHER LIABILITIES

CURRENT	2023	2022
	\$	\$
Income In Advance	408,637	244,700
Total Other Liabilities	408,637	244,700
	408,637	244,700

NOTE 16: RESERVES

GENERAL RESERVE	2023	2022
	\$	\$
Opening Balance	364	364
Closing Balance	364	364
Total Reserves	364	364

Notes to the Financial Statements continued

NOTE 17: RETAINED PROFITS / ACCUMULATED LOSSES

	2023	2022
	\$	\$
Retained Profits at Beginning of Financial Year	938,674	1,126,246
Less		
Net loss attributable to members	1,033,402	187,572
(Accumulated Losses)/Retained Profits At 30 June	(94,728)	938,674

NOTE 18: COMPANY DETAILS

The registered office of the company is:

Sydney Stepping Stone Inc.
Level 9, 31 Market St SYDNEY NSW 2000

The principal place of business is:

Sydney Stepping Stone Inc.
Level 9, 31 Market St SYDNEY NSW 2000

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 house at Dulwich Hill, Sydney.

Sydney Stepping Stone Inc.

Directors' Declaration

FOR THE YEAR ENDED 30 JUNE 2023

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:

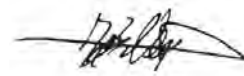
1. The financial statements and notes, as set out in the financial report present fairly the Company's financial position as at 30 June 2023 and its performance for the reporting period ended on that date in accordance with the accounting policies described in the Notes to the Financial Statements; and

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.



SIMON BIRD
Director



JEROEN BOLLUIJT
Director

Sydney Stepping Stone Inc.

Independent Auditor's Report to the Members of Sydney Stepping Stone Inc.

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

28 SEPTEMBER 2023

OPINION

We have audited the financial report of Sydney Stepping Stone Inc., which comprises the statement of financial position as at 30 June 2023, the statement of comprehensive income, statement of changes in equity for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities declaration.

In our opinion, the accompanying financial report of Sydney Stepping Stone Inc., is in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- a. giving a true and fair view of the registered entity's financial position as at 30 June 2023, and of its financial performance for the year 30 June 2023 then ended; and
- b. complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the Australian Charities and Not-for-profits Commission Regulations 2022.

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 registered entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (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.

EMPHASIS OF MATTER - BASIS OF ACCOUNTING

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the registered entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

RESPONSIBILITY OF THE RESPONSIBLE ENTITIES FOR THE FINANCIAL REPORT

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

Independent Auditor's Report continued

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

The responsible entities are responsible for overseeing the registered entity's financial reporting process.

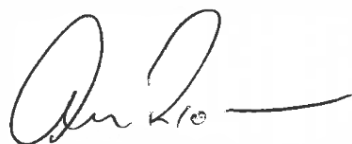
AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL REPORT

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 the financial report.

INDEPENDENCE

We confirm that the independence declaration required by the ACNC Act, which has been given to the responsible entities of Sydney Stepping Stone Inc., would be in the same terms if given to the responsible entities as at the time of this auditor's report.



ANDREW RIORDAN

Incite Accountants & Advisors
Level 9, 31 Market Street, Sydney NSW 2000

...I am
Forever
Grateful.”

I am 31, earning \$110,000, studying postgrad law and have bought and sold two properties in the last 5 years. The programs and resources and support offered by SSH is what led me to become the person I am today and I am forever grateful.

*Former Resident,
Stepping Stone House*



steppingstonehouse.com.au

Board, Donation & House Enquiries
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