

Annual Report

2016-2017



InComPro

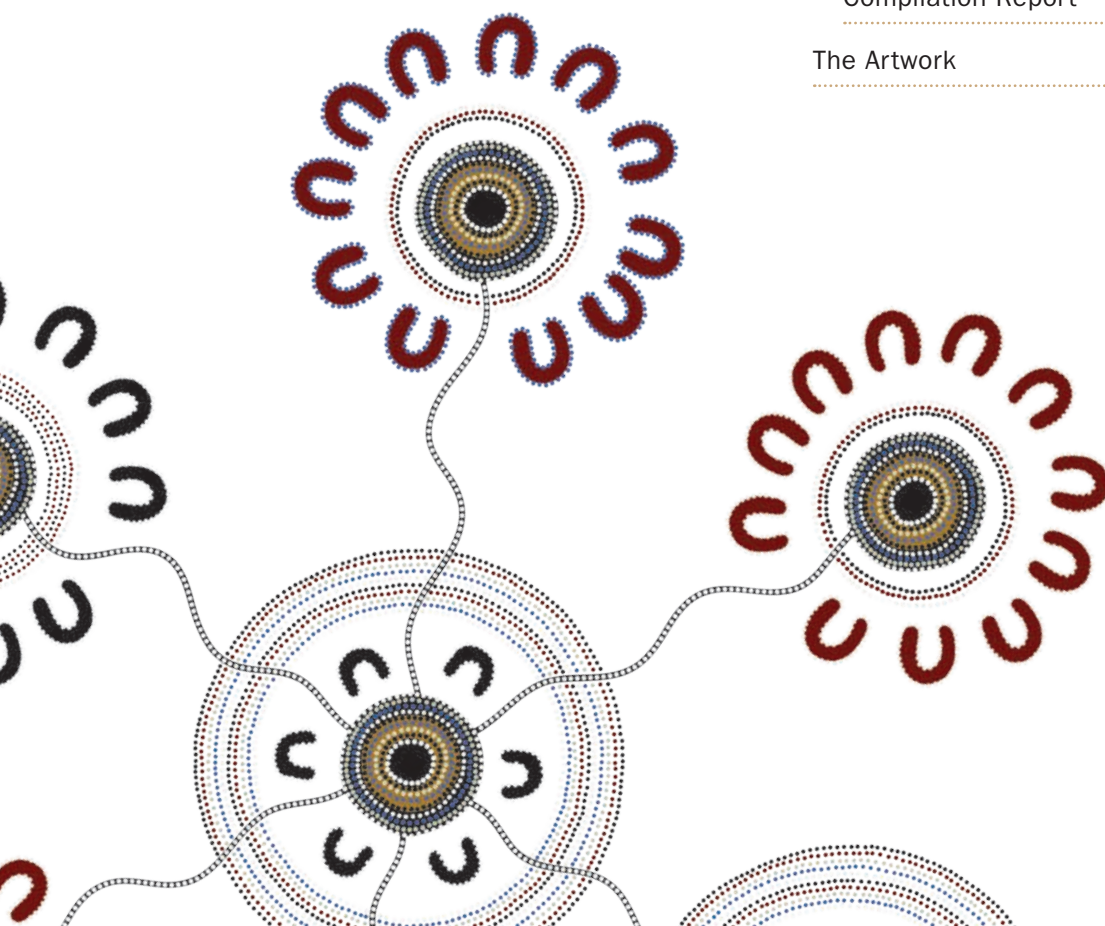
Cultural Services for Aboriginal People

Providing disability, mental health, and youth services



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Acknowledgement of Traditional Owners

We would like to acknowledge the Kurna peoples who are the Traditional Custodians of the Adelaide Region.

We would also like to pay respect to the Elders both past and present and that our office is situated on the land of the Kurna Peoples.

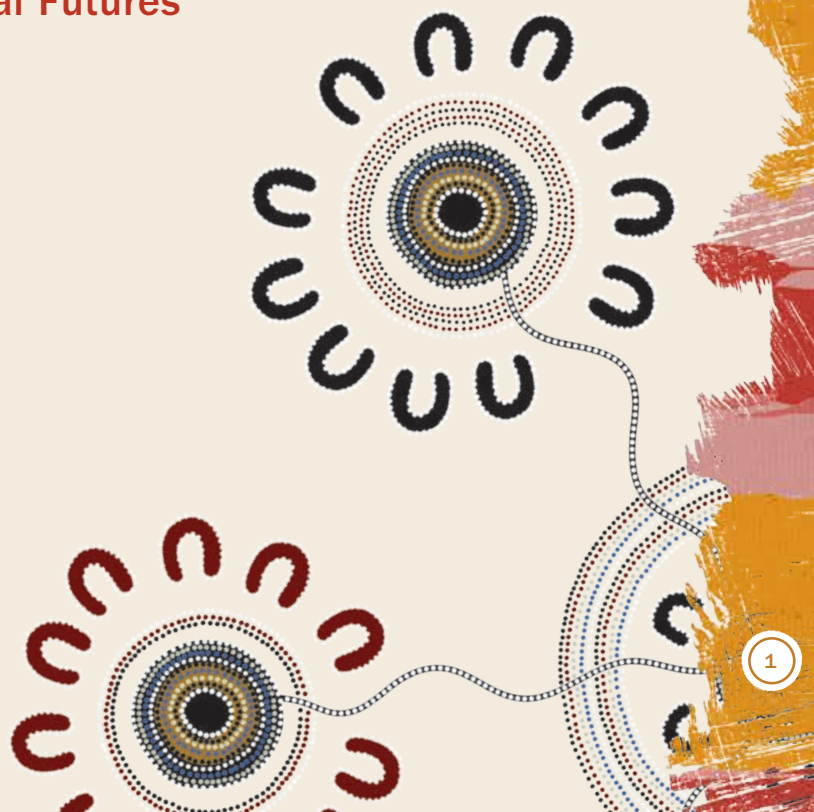
Mission statement

InComPro is a group of Aboriginal Community Professionals providing a range of focussed and expert services and products designed to achieve desired outcomes for Aboriginal people.

[#WeMakeItHappen.](#)

Vision

Leading the way for Aboriginal Futures



Aims

- To improve the standard of living of immediate and extended family, and community members.
- To support Aboriginal community organisations and other non-Government organisation.
- To improve effectiveness, value for money and the cultural appropriateness of services delivery.
- To foster collaboration and cooperation of all service providers

Streams

- Service Delivery
- Consultancy
- Organisational Effectiveness
- Business Development

Priorities

During 2016 – 2020 InComPro Association's key priorities are to:

- 1 Attain additional premises to further conduct and promote Disability Services, Mental Health, Youth and Aged Care services to Aboriginal community members.
- 2 Pursue economic development activities to increase revenue and support employment and business opportunities for community members.
- 3 Develop organisational & HR capacity
- 4 Develop partnerships with key Stakeholders
- 5 Progress the concept of providing affordable and supported accommodation to our community members.

Principles

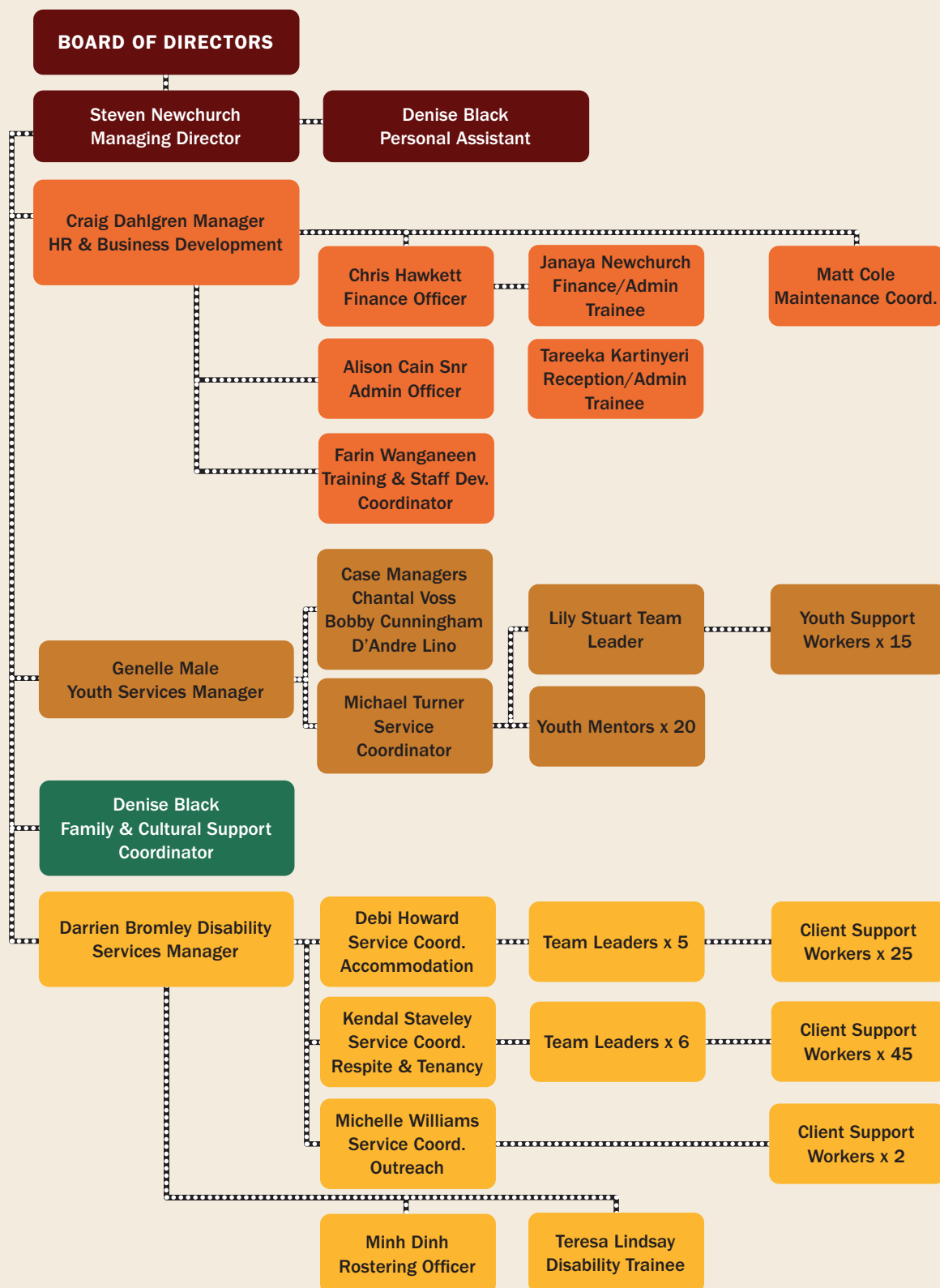
InComPro Inc. is committed to achieving high quality programs and services in a culturally safe and respectful manner to Aboriginal people, communities and organisations. This includes:

- Creating greater access, equity and cultural inclusiveness in service delivery
- Supportive environments for workers both professionally and culturally
- Accountability to the Aboriginal communities through consultation and feedback
- Learning approaches to improve services
- Sustainable partnerships through collaboration, cooperation and communication

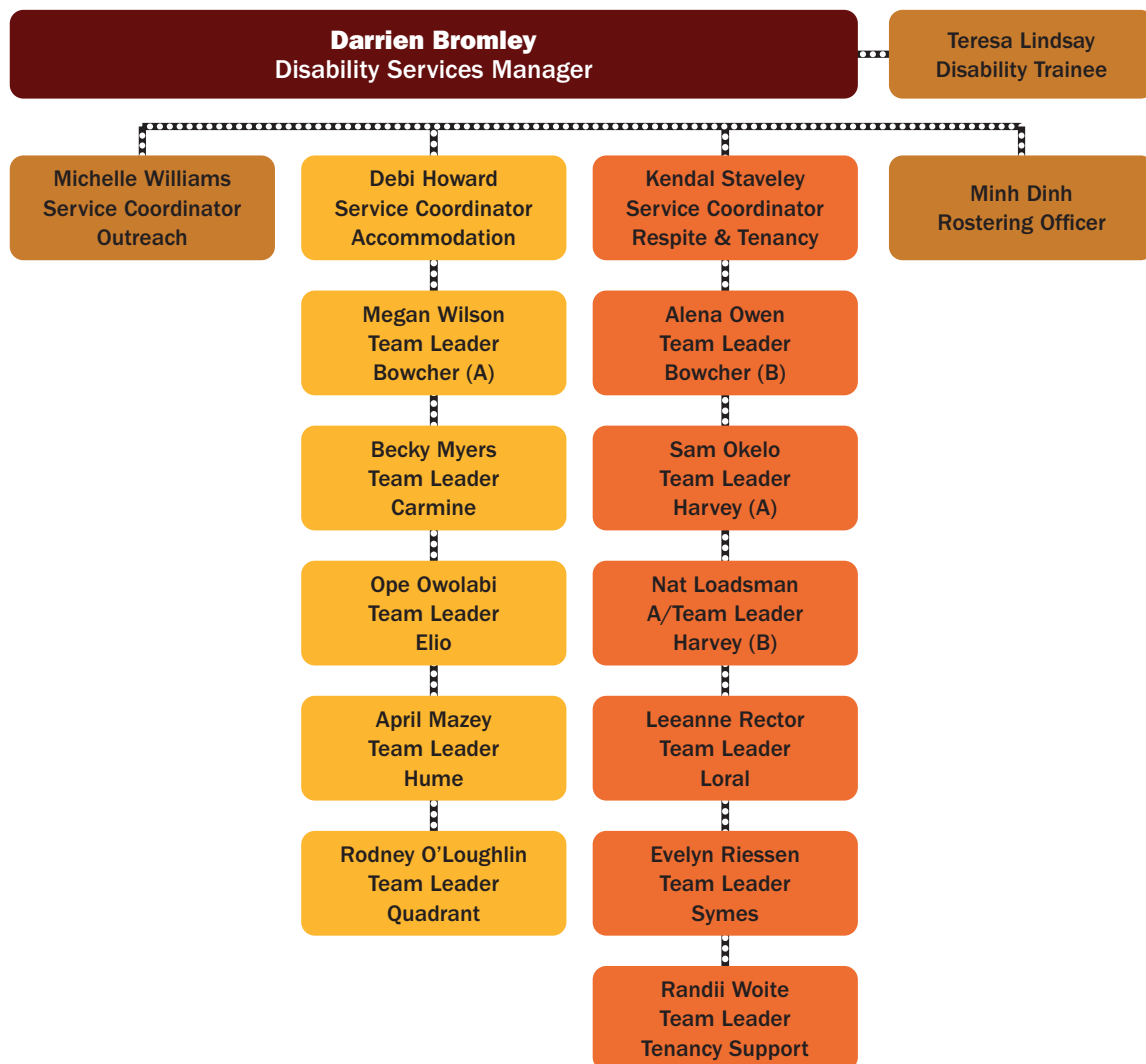
Critical Issues

- Facilities / Accommodation
- Partnerships (in funding)/Collaboration (in marketing)
- Funding and sustainability
- Viability/credibility/advocacy
- Staff capacity/ability to “grow our own”
- Marketing, outreach and communication
- Maintain and increase programs (disability, youth, mental health, aged care, counselling and family unity, tutoring, FLO programs, housing, small business, technical assistance, entrepreneurship)
- Maintain Aboriginal culture and facilitate cultural resilience (preserve, celebrate, practice, grow it)
- Improve health (disability, youth, mental health, aged care, diabetes, alcohol recovery, prenatal health, mental health, physical health and spiritual health)
- Risk Management

Organisation Structure



Disability Services Program Structure



Our Board

Steven Newchurch – Managing Director/Chairperson

Tim Ritchie – Public Officer

Darrien Bromley – Treasurer

Ron Newchurch

Klynton Wanganeen

Joanne Newchurch

Director/ Chairperson's Report

It is my pleasure to present to you the InComPro Aboriginal Association Incorporated Annual Report for 2016-2017.

InComPro Inc. is a not for profit and charitable Aboriginal organisation, established in 2001, to provide a range of culturally appropriate services focused on family support to Aboriginal people, organisations and communities in South Australia.

Despite some difficult challenges, InComPro had a reasonably successful, positive and prosperous year.

Financially, the organisation had an improved operating result compared to last year. This was due to the development and growth of our disability and youth accommodation services to 16, which resulted in the employment of more residential, management and corporate staff.

InComPro aims to be the leading provider of culturally appropriate and suitable 24/7 accommodation, outreach and community services for Aboriginal people in South Australia. Therefore, it is critical for us to adapt to changing needs and resource capacity. These improvements have begun to be implemented and will continue into the future.

The highlights for this year included:

- 24/7 disability and youth accommodation services - expanding current services and establishing new services across the northern metropolitan region for Aboriginal people with disabilities, mental health, youth and other complex issues.
- Youth empowerment grant - provided to Aboriginal youth in the northern area to gain the skills, knowledge and education they require to gain employment post school.
- ICAN/FLO - increased number of Aboriginal students coming into the program with positive engagement and completion, in addition to growth in school, community and other stakeholder involvement.
- Department of State Development and Department of the Prime Minister and Cabinet - pre and post-employment specific education and training designed to increase the skills and employability of Aboriginal people to enter the workforce.
- Partnerships - established with Tauondi, TAFE, UnitingCare Wesley Bowden, Metropolitan Aboriginal Youth and Family Services, Department for Communities and Social Inclusion, Department of State Development, Department of the Prime Minister and Cabinet, and Salisbury Council.



- Cultural awareness sessions - delivered across the government and non-government sector.
- Transition back to homelands - provided a number of return to homelands for clients who have lived in and have family in their country e.g. Yalata, Amata, Ceduna, Port Augusta etc.
- Family and cultural support – supported local high schools and primary schools to increase Aboriginal participation and enrolment.
- Training and development - partnered with TAFE and Tauondi College to deliver Cert 3 Disability, Cert 4 Youth Training and other specialist support to further enhance the skills and knowledge of staff to support current and future clients.

InComPro recognises that our most important resource is our employees. We depend on them to deliver the best possible service which has been demonstrated this year with exceptional results. Their commitment, passion, understanding and skill in delivering outstanding services to clients, families and the community makes this organisation what it is today.

Management's dedication to planning, implementing, evaluating and working to cultural best practice models, developed with the service development team, has seen the models used to gain further ground in our day to day operations. We are committed to ensuring that clients are involved in the design and delivery of services, and that we are transparent in our actions and evaluation so that clients experience improved outcomes.

InComPro's success in the operational area this year can be directly attributed to the drive, commitment and hard work of the service development team which includes Service Coordinators, Team Leaders, Accommodation and office staff. Seven new accommodation services were established so this has been a very busy, productive and positive year for the team.

I would like to thank the Board of Management for their time, direction, management, leadership and its work, commitment and dedication. The Board will continue to search for new initiatives and opportunities to undertake vital service delivery in an environment that will continue to test us in ways we have not seen previously. Our focus will be on strategic planning, seeking and consolidating new partnerships and ventures, reviewing and improving our services, and delivering measurable outcomes both as a Board and leading Aboriginal community organisation.

We look forward to the challenges and opportunities that will be offered to InComPro in the future as we endeavour to guarantee positive and successful outcomes for our clients.

Finally, I would like to sincerely thank all those organisations that have been involved and networked with us throughout this year. We are very happy to openly acknowledge their contribution which has often allowed us to be more innovative and diverse.

Steven Newchurch
Director / Chairperson



Treasurer's Report

In the 2016-17 financial year, InComPro experienced a rapid expansion in client numbers and service delivery, resulting in a significant increase in income and expenditure for programs, services and corporate operations.

The youth programs also expanded into supported accommodation with two new clients while youth mentoring and ICAN/FLO continued steady.

InComPro's total income for 2016-2017 was \$6,331,018, an increase of \$3,557,796 from the last financial year. The total expenses for 2016-2017 were \$5,871,129, an increase of \$3,164,048 on last year's expenditure.

This resulted in a surplus of \$459,889, raising total equity from \$79,747 to \$538,522.

Areas of significant change in expenditure include operating expenses \$281,313, up by \$120,723; employment expenses \$4,472,276, up by \$2,533,592; consultants \$395,081, up by \$383,556; client support services \$193,122, significantly up by \$192,025 due to the separation of client expenses from general operating expenses.

The increase in clients resulted in a significant increase in staff numbers which required additional office space at InComPro's existing premises in Salisbury North. This resulted in office and building expenses of \$15,897.

There were some decreased expenses related to client residences with repairs and maintenance \$39,918, down by \$15,353; and rates and taxes \$71,531, down by \$100,882. Utilities which included office utilities were \$71,720, up by \$30,606.

With the introduction and implementation of the NDIS, InComPro is demonstrating its capacity to be responsive to the needs of disability and youth support sectors as well as the people who rely on organisations who provide support in the industry.

I am proud to be part of an Aboriginal organisation that provides these much needed services within our community.

On behalf of the Directors of InComPro Aboriginal Association Incorporated, I present the Financial Statements for the 2016-2017 financial year.

Darrien Bromley

Treasurer



Corporate Services

In 2016-17, InComPro continued to build on the corporate services function to support organisational growth in the service areas. The increased volume in service delivery, focus on service delivery continuous improvement, and the need to manage more complex and diverse risk resulted in the development of a more robust function to support activities.

Human Resources

Maintaining and building a workforce to meet growing organisational needs continued to present challenges. Rapid growth in disability services saw staffing numbers increase significantly with the total number now approaching 150.

In building on the work undertaken in the previous year to establish more formalised human resource processes, InComPro undertook workforce development initiatives including:

- Policy and procedure development.
- Resourcing and developing recruitment and induction processes for new staff.
- Establishing more formalised staff development programs including continuing to partner with Tauondi College and facilitating AQF certificate training and minimum/mandatory training requirements.
- Increasing general human resource support with the employment of a Human Resource Officer and Workforce Coordinator.

Financial Management

Organisational growth resulted in the need to develop greater financial management resources. This included partnering with MLCS Corporate to assist with accounting and establishment of the finance team to manage day to day activities. The review of InComPro's finance and payroll systems will also increase capacity to manage increasingly complex finances, in addition to providing management with accurate and timely reporting.

Risk Management

As in previous years, the organisation continued to manage risk in a number of areas whilst pursuing risk opportunities in support of strategic objectives and service development. Growth in service areas, whilst generating risk, also allowed the organisation to invest in strategies and systems to further enhance InComPro's ability to manage risk in those areas.

Initiatives assisting with risk mitigation this year included:

- Growing the service areas to reduce financial risk and build organisational capacity.
- Reviewing strategic and operational planning to prepare for National Disability Insurance Scheme (NDIS) implementation.
- Greater resourcing of the Corporate Services area.
- Development of internal systems including those associated with client and staff information management.



Work Health & Safety (WHS)

Minimising injury rates and managing compliance issues associated with WHS remained a focus. With continued growth of the organisation and increased service delivery volume and complexity, this provided for potential increases in WHS related issues. However, despite this growth, the number of reported injuries remained relatively unchanged when compared with the previous year. There were no notifiable or serious injuries for the reporting period, and the number of workers compensation claims remained comparable with the previous year.

Training (Safety)

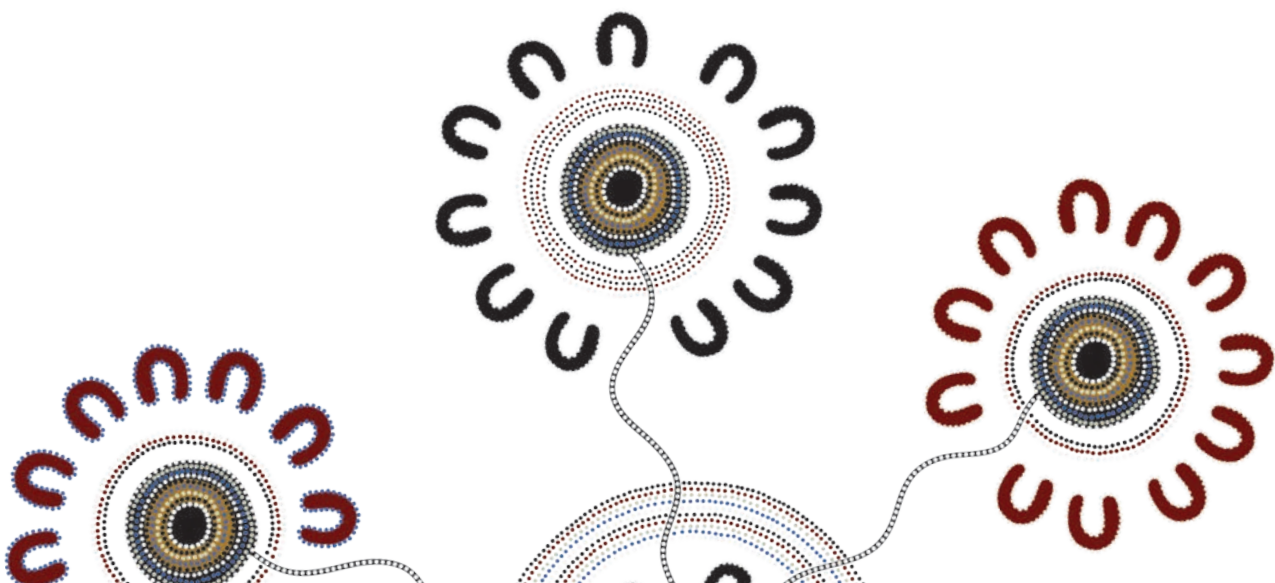
Mandatory training for staff in various areas continued to be a strategy to reduce the potential for workplace injury. InComPro ensured that all staff have a base level of training.

Occupational Health, Safety and Welfare Committee

Initial planning for the establishment of a Work Health Safety Committee was undertaken toward the end of the year with implementation to follow.

Craig Dahlgren

HR & Business Development Manager





Disability Services

At the start of 2016-17, Disability Services had expanded to include Supported Accommodation Services, Respite Services, In-Home Tenancy Support and Outreach Programs. By the end of the year, the number of clients accessing Disability Services had risen to 23.

Supported Accommodation Services

InComPro currently manages five community based houses, supporting people with different levels of care needs. This includes people with disability and/or mental health issues and older persons. Focusing on 'Client Centred Care', we provide a range of evening, overnight and morning support as well as 24 hour support. The assistance provided is based on the individual resident's needs, depending on their support requirements.

Accommodation Services is the main hub for the health and wellbeing of residents, advocating for positive outcomes for their ever changing needs. We support the rights of people with disability to live in a safe environment and encourage independent living. Our services are also designed to ensure

residents can access all cultural, medical and mental health services.

Some of our services include:

Daily Living Support

- Personal care
- Personal development
- Shopping assistance
- Medical appointments
- Social activities
- Employment/work programs
- Transport

Cultural Support

- Cultural activities
- Community home visits
- Cultural inclusion
- Kinship and family
- Cultural outreach programs

Staff are committed to providing a high quality of service to all residents and to enhance a culturally safe and respectful environment for all people in our care.

Respite Care Services

Respite Care Services is similar in nature to Accommodation Services, however, provide long and short term accommodation options for disability clients who live in rural and remote areas and need support accessing services in the metropolitan area. Respite care is also offered to clients and families in the metropolitan area who need short term support.

InComPro also provides respite support to those who are deemed 'at risk' in the community including people with a disability who are experiencing issues with:

- Justice support - home detention
- Behavioural and mental health support
- Health and general welfare assistance
- Community based program assistance

Tenancy Support

InComPro works closely with key stakeholders to provide assistance to individuals to sustain independent living at home. As part of the Tenancy Support Service, there is key criteria to the successful support of our clients including:

- Client empowerment
- Local knowledge and trust within community settings
- Culturally diverse support workers
- Case management
- External support linkages

With a focus on culture and traditions, workers understand and support clients with cultural and kinship obligations, and have an indepth knowledge and understanding of family relationships and their importance.

Daily support to maintain clients' independent living can include:

- Medication assistance
- Bowel care
- Continence management
- Domestic assistance
- Meal preparation
- Community support
- Cultural support

Tenancy Support can also address a range of housing and non-housing client needs including mental health, drug and alcohol dependency, relationship breakdowns, domestic and family violence, poor knowledge of tenancy responsibilities, lack of coping and financial management skills, social isolation and locational disadvantages.

Outreach Programs (Capacity Building and Cultural Connectivity)

The Outreach Program was initiated by the founder of InComPro and Managing Director, Steven Newchurch and his Uncle, Wayne Newchurch in 2011. The program supports people in their own homes, supported care facilities, people living with other agencies, mental health hospitals, people displaced from their traditional lands and remote communities, Supported Residential Facilities, Detention Centres, prison, people on home detention, and people recently released from secure facilities.

InComPro's purpose is to support Aboriginal and non-Aboriginal people with disabilities and/or mental health concerns or under restrictions from the criminal justice system to live in the community in a culturally appropriate, safe and respectful manner.

The Outreach Programs' success is having senior Aboriginal staff supporting Aboriginal people in need.



We offer a variety of support options including:

- Culturally appropriate programs and services
- Interpreting services
- Transport and support to health, legal and financial appointments and reviews
- Advocacy
- Drug and alcohol support
- Domestic assistance
- Support with shopping and banking
- Reconnections with family
- Independent living skills
- Appropriate communication techniques
- Social skills
- Personal hygiene and grooming
- Role modelling and mentoring
- Referrals to allied health professionals
- Support to engage Ngangkari services

- Empowering people to make their own choices and decisions
- Support to social, recreational and developmental external programs such as:
 - o Swimming
 - o Gym
 - o Fishing/crabbing
 - o Music lessons
 - o Walking groups
 - o Numeracy and literacy programs
 - o Football
 - o Basketball and other sporting events

Programs are designed to increase people's self-esteem, dignity, pride, social norms and connections to culture and country through the following activities:

- Work skills program
- Monthly cultural camps and day trips
- Return to lands initiative
- Computer skills
- Art therapy
- Colouring/drawing Conversation Circle (social skills program)

Programs can be individualised to a person's goals and objectives.

InComPro is currently exploring future programs designed to develop the skills of individuals through:

- Music and sound
- Horticulture
- Women's Circle (handicrafts)
- Woodwork
- Recycling
- Revegetation and land management

Darrien Bromley

Disability Services Manager.





Youth Services

Owing to demand, the number of staff in the Youth Services Team increased to include a Service Coordinator, 3.5 FLO Case Managers, 22 Youth Support Workers, 12 Mentors and 2 Program Facilitators in 2016-17.

Youth Services cover four program areas as follows.

ICAN-FLO (Innovative Community Action Networks – Flexible Learning Options)

ICAN-FLO increased from 60-65 students in 2016 to 81 students in 2017. In 2016, InComPro worked with three schools and in 2017 this increased to 11 schools. The majority of referrals are young people who are chronic non-attenders which becomes challenging for FLO Case Managers. To support young people, InComPro have utilised a range of specialist providers and formalised partnerships to add value and enhance local engagement opportunities.

These partners are:

- Tauondi
- Twelve 25 Youth hub - Driver's Program
- Metropolitan Aboriginal Youth and Family Services (MAYFS)
- Whyalla Plaza Youth
- Department for Communities and Social Inclusion - Youth Justice
- Northern Health
- Aboriginal Sobriety Group - Boxing Training
- Parks Gym
- Local Liaison Group - Salisbury Police
- Exceptional Needs Unit
- Department of Child Protection
- Salvation Army
- Shine SA
- Aboriginal Drug and Alcohol Council
- Child and Adolescent Mental Health Service

There were some great outcomes among the 81 FLO students, ranging from obtaining their probationary license to completing Certificate I and II training in various qualifications, and also gaining employment.

During the year, a Youth Hub was established to help FLO students engage in activities and build capacity to attend other learning environments. The Youth Hub provides an opportunity for students to overcome the barriers they face due to low literacy and numeracy by providing a safe space for them to work through these issues. This contributes to them engaging in further learning opportunities.

Youth Accommodation

In January 2017, InComPro established and opened two accommodation services, one in the northern suburbs and one in the southern suburbs. The Department of Child Protection referred two clients to InComPro under executive orders; one client was allocated to each accommodation site.

Due to the challenging behaviours displayed by these clients, InComPro conducted an assessment of employees to identify those who possessed the necessary skills and experience to work with them and provide the support needed for transition into adulthood. This ensured the provision of a quality, client focused support service.

The Therapeutic Care Model introduced to Accommodation Services proved to be successful due to the de-escalation in client behaviour, which at times involved emergency services. The teams worked vigorously together to ensure stability and consistency to support the clients.

Throughout the year, management worked with the Department of Child Protection to be on the Preferred Provider Panel for accommodation services. InComPro hopes to be receiving referrals early in 2018.

Mentoring

During the year, InComPro had approximately 10 mentees. This decreased due to staff retainment, the youth sector requiring additional staff, and existing staff being at capacity.

Youth Empowerment Project

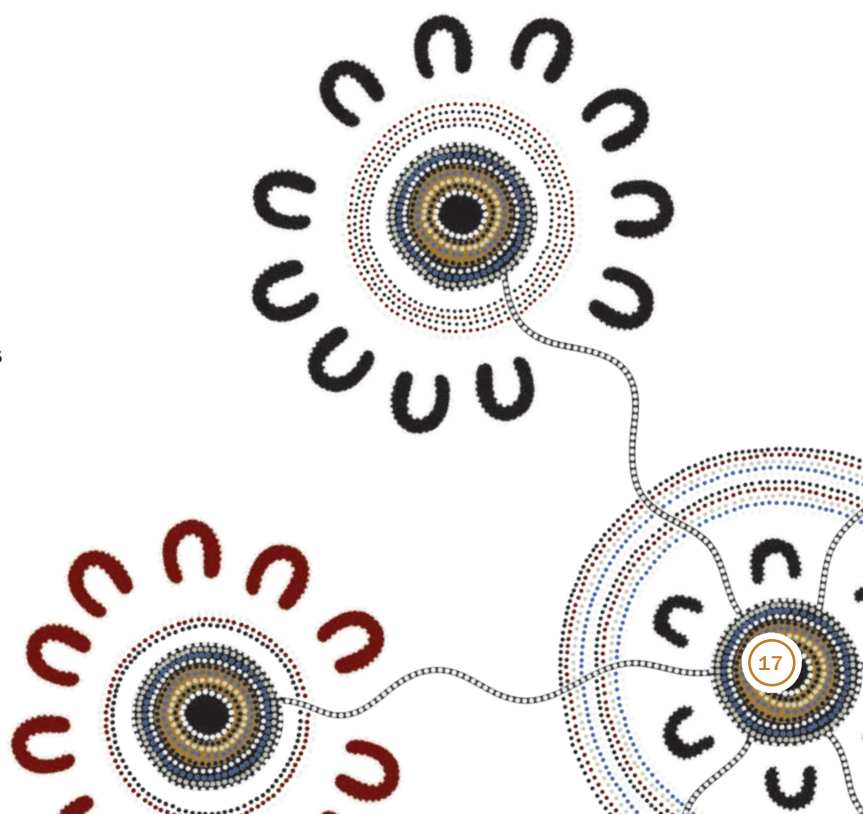
InComPro were successful in obtaining a \$100,000 grant from the Attorney General's Office with support from the Department for Communities and Social Inclusion.

This Crime Prevention and Community Safety Grant aims to reduce the number of Aboriginal young people (10-18 years) in Northern Adelaide from engaging in behaviour that places them in the Youth Justice System. The project focused on a group of young people known to SA Police through Operation Mandrake.

The aim of the project is to improve the protective factors for the target group, preventing them from coming into contact with the Youth Justice System through increasing engagement in healthy lifestyles (sport, recreation, arts, culture), in education and training, and reducing the risk factors through case coordination.

Genelle Male

Youth Services Manager



Family and Cultural Support Program

The Family and Cultural Support Program is part of a long-term intervention, designed to address the unmet behavioural support needs of a number of at risk families and students, to enable healing and reconnection within their family and community, and to improve school attendance.

The program delivers outcomes through the development of leadership qualities of families via case management, case coordination, outreach support, mentoring and role modelling around cultural and community identity, and cultural and personal values.

The objectives of the program are:

- Advocating, referral and linking to specialist services.
- Using positive group mentors, professionals and other role models who have a direct affiliation or link to the participant's community.
- Identifying participants' needs and issues, and assisting them to address these in a positive way.
- Assisting participants to develop and build on existing support networks.
- Providing weekly contact with participants to develop and build self-esteem and self-confidence.
- Improving participants' connection to the community and Aboriginal culture.
- Encouraging and supporting an increased sense of responsibility to the community in general.
- Developing increased awareness of issues that affect Aboriginal people today e.g. health, drugs, alcohol, education, accommodation, crime, economic disadvantage etc.
- Involving participants in workshops and visits from various professionals who deal with the issues faced by participants.

In addition, the program introduces participants to a range of experiences aimed to:

- Develop knowledge of their own culture.
- Build positive images of their self, culture and community.
- Show participants positive alternatives to harmful activities.
- Increase attendance of students at school.



This is delivered through programs within the school or off-site at InComPro's training room or various venues within the area.

The outcome of the Family and Cultural Support Program is to increase and improve school attendance of young people. This is achieved with Aboriginal role models who encourage positive behaviours through recognising the strength of Aboriginal family and culture.

In 2016-2017, the program continued its partnership with Paralowie R-12 as well as Lake Windemere B-7 School. We supported five families from Paralowie R-12 and three from Lake Windemere with fortnightly food assistance, and travel to medical, dental and mental health appointments.

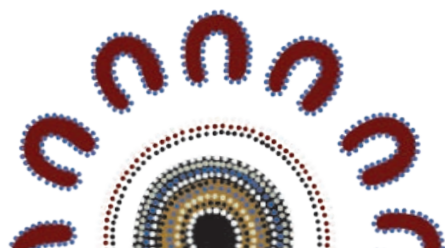
We ran a program called Young Culture Kingz for youth aged 7-12 from both participating schools on Tuesday's from 1-3pm. This program consists of 40 minutes of literacy and numeracy, followed by lunch. InComPro provides a healthy option for all young people attending and 40 minutes of cultural activities. The rest of the program consists of either sport or art. We have approximately 10 young people attending Culture Kingz weekly.

Cultural and personal support is also provided through meeting with the young people weekly at school to discuss and talk through any concerns or issues they are experiencing.

Our partnership with both Paralowie R-12 and Lake Windemere B-7 School will continue into the 2017-2018 financial year.

Denise Black

Family & Cultural Support Program Coordinator



Incompro Aboriginal Association Inc

ABN: 56 266 552 349



InComPro

Cultural Services for Aboriginal People

Providing disability, mental health, and youth services

Special Purpose Financial Statements

For the Year Ended 30 June 2017

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Committee's Report

Your committee members submit the financial report of the Incompro Aboriginal Association Inc for the financial year ended 30 June 2017.

Committee Members

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

- Steven Newchurch
- Darrien Bromley
- Ron Newchurch
- Timothy Ritchie
- Klynton Wanganeen
- Joanne Newchurch

Principal Activities

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

Provision of special needs, disadvantaged persons, in particular members of Aboriginal communities across South Australia specific services in the areas of:

- Housing, health and wellbeing
- Education, training and employment

Significant Changes

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

Operating Result

The operating net surplus for the period amounted to \$459,889 for the year ended 30 June 2017.

Signed in accordance with a resolution of the members of the committee.

Klynton Wanganeen
Name Chairperson


Signed

Darrien Bromley
Name


Signed

Dated this 29th day of January 2018

Income Statement for the year ended 30 June 2017

	Notes	2017	2016
		\$	\$
INCOME			
Grant Sponsorship		5,200	8,555
Board & Lodging		187,730	101,654
Damage Recovery		1,379	-
ICAN - FLO		295,882	135,926
Mentoring		56,763	5,574
Family Cultural Support		71,595	-
Elders Village		-	17,194
Sundry Income		65,958	23,937
DCSI - Accommodation		3,981,034	2,380,452
DCSI - Respite		572,476	-
DCSI - Outreach		159,079	-
DCSI - In Home Support		1,395	-
DECD		31,489	87,832
DCP - Respite		782,904	-
Indigenous Cultural Programs		56,518	12,097
Wage Subsidies		11,555	-
In home support Services		37,461	-
Public Trustee - Outreach		11,989	-
Interest Income		611	1
Total Income		6,331,018	2,773,222

The accompanying notes form part of these financial statements.

Income Statement for the year ended 30 June 2017

	Notes	2017	2016
		\$	\$
EXPENSES			
Client Content Expense		14,718	313
Client Support Services		193,122	1,097
Client Support Consumables		79,014	6,512
Depreciation		17,884	11,610
Entertainment Costs		1,411	-
Equipment/Venue - Hire / Lease		3,254	-
Health & Safety		4,232	562
Insurance		7,022	963
Management Fees		1,570	-
Meeting Expenses		9,550	6,484
Membership Fees Paid		21,293	162
IT Expenses		47,338	27,166
Operating Expenses		281,313	160,590
Office & Building Expenses		15,897	38,644
Repairs & Maintenance		39,918	55,271
Salaries & Wages		4,472,276	1,938,684
Volunteer Costs		727	-
Motor Vehicles Expenses		81,697	50,541
Office Expenses - Others		-	3,430
Rates & Taxes		71,531	172,413
Utilities		71,720	41,114
Consultants		395,081	191,525
Sundry Expenses		19,915	-
Interest Expense		20,646	-
Total Expenses		5,871,129	2,707,081
Current Year Surplus before income tax		459,889	66,141
Income Tax Expense		-	-
Net current year surplus		459,889	66,141
Retained surplus at the beginning of the financial year		79,747	13,606
Prior year adjustments		(1,114)	-
Retained surplus at the beginning of the financial year		538,522	79,747

The accompanying notes form part of these financial statements.

Balance Sheet as at 30 June 2017

	Notes	2017	2016
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	591,659	140,977
Trade and other receivables	3	857,910	53,278
Other assets	4	318,002	3,761
TOTAL CURRENT ASSETS		1,767,571	198,016
NON-CURRENT ASSETS			
Property, plant and equipment	5	796,635	501,543
TOTAL NON-CURRENT ASSETS		796,635	501,543
TOTAL ASSETS		2,564,206	699,559
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	1,229,765	177,869
Employee provisions	7	165,319	73,943
Unexpended Grants		96,800	-
TOTAL CURRENT LIABILITIES		1,491,884	251,812
NON-CURRENT LIABILITIES			
Employee provisions	7	44,280	-
Loans	8	489,520	368,000
TOTAL NON CURRENT LIABILITIES		533,800	368,000
TOTAL LIABILITIES		2,025,684	619,812
NET ASSETS		538,522	79,747
EQUITY			
Retained surplus		538,522	79,747
TOTAL EQUITY		538,522	79,747

The accompanying notes form part of these financial statements.

Statement of Cash Flows for the year ended 30 June 2017

	Notes	2017	2016
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		5,740,410	2,991,937
Payments to suppliers		(5,098,883)	(2,841,172)
Interest received		611	-
Net cash provided by operating activities	10	642,138	150,765
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(312,975)	(481,738)
Net cash (used in) provided by investing activities		(312,975)	(481,738)
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		121,521	368,000
Net cash used in financing activities		121,521	368,000
Net increase/(decrease) in cash held		450,682	37,027
Cash at beginning of financial year		140,977	103,949
Cash at end of financial year	2	591,659	140,976

The accompanying notes form part of these financial statements.

Notes to the Financial Statements for the year ended 30 June 2017

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the *South Australia Associations Incorporation Act 1985*. The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accrual basis and are based on historical costs. They do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

a. Property, Plant and Equipment

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

b. Impairment of Assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

c. Employee Provisions

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

d. Provisions

Provisions are recognised when the association 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 at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

e. Cash on Hand

Cash on hand includes cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

f. Trade Debtors and Other Receivables

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

g. Revenue and Other Income

Revenue is measured at the fair 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 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.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

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

All revenue is stated net of the amount of goods and services tax

h. Leases

Leases of PPE, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

i. Goods and Services Tax (GST)

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 (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

j. Trade Creditors and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

k. Income Tax

The Association has received advice from the Australian Taxation Office that it is endorsed as a Public Benevolent Institution and is recognised with endorsement entitling the Association to Tax Charity Concessions.

These concessions are listed on the Australian Business Register as follows;

- Income Tax Exempt;
- Fringe Benefits Tax Exempt;
- GST Concession

Notes to the Financial Statements for the year ended 30 June 2017

	Notes	2017	2016
		\$	\$
NOTE 2: CASH AND CASH EQUIVALENTS			
Cash at bank - PCCU		72,012	136,782
Cash at bank - WBC Operating		148,592	419
Cash at bank - WBC House Accts		369,891	-
Petty Cash Float		600	497
Visa Prepaid Cards		-	3,279
Load & Go Cards		564	-
		591,659	140,977
NOTE 3: TRADE AND OTHER RECEIVABLES			
Trade Debtors		877,910	53,278
Provision for Doubtful Debts		(20,000)	-
Total current trade and other receivables		857,910	53,278
NOTE 4: OTHER ASSETS			
Accrued Revenue		299,778	-
Prepayments		13,084	-
Clearing Account		-	3,761
Rental Property Bonds		5,140	-
Total other assets		318,002	3,761
NOTE 5: PROPERTY, PLANT AND EQUIPMENT			
Property – 292 Symes			
Building-Symes Road		461,263	461,263
Improvements 292 Symes Rd		16,000	-
Accum Depn Improve 292 Symes		(14)	-
		477,249	461,263
Property – 11 Harcourt			
Building - Harcourt Tce		162,855	-
Improvements 11 Harcourt		32,317	-
Accum Depn Improve 11 Harcour		(247)	-
		194,925	-
Leasehold Improvements			
Leasehold Improvements at Cost		18,775	-
Leasehold Imp Accum Amortisation		(225)	-
		18,550	-

Notes to the Financial Statements for the year ended 30 June 2017

	Notes	2017	2016
		\$	\$
NOTE 5: PROPERTY, PLANT AND EQUIPMENT (CONT)			
Plant and Equipment:			
Motor Vehicles			
Motor Vehicles at Cost		113,831	55,644
Motor Vehicles Accum Dep		(34,130)	(20,225)
		79,701	35,419
Furniture & Fixtures			
Furniture & Fixtures at Cost		4,154	1,890
Furniture & Fixtures Accum Dep		(1,812)	(1,587)
		2,342	303
IT Equipment			
IT Equipment at Cost		38,833	16,255
IT Equip Accumulated Dep		(14,965)	(11,697)
		23,868	4,558
Total plant and equipment		105,911	40,280
Total property, plant and equipment		796,635	501,543

NOTE 6: TRADE AND OTHER PAYABLES			
Trade Creditors		70,240	1,179
Accrued Expense		177,403	-
GST Liabilities		750,000	50,498
PAYG Withholding Payable		75,151	76,446
Superannuation Payable		57,800	50,952
Workcover Payable		88,301	(906)
Other Payroll Liabilities		(1,879)	(300)
Public Trustee - Client Funds		967	-
Hunter Premium Funding		11,782	-
		1,229,765	177,869

Notes to the Financial Statements for the year ended 30 June 2017

	Notes	2017	2016
		\$	\$

NOTE 7: EMPLOYEE PROVISIONS

CURRENT

Employee provisions – annual leave entitlements		165,319	73,943
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NON CURRENT

Employee provisions – long service leave entitlements		44,280	-
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Analysis of Employee Provisions – Annual Leave Entitlements

Opening balance at 1 July 2016		73,943	-
Additional provisions		202,045	73,943
Amounts used		(110,669)	-
Balance at 30 June 2017		165,319	73,943

Analysis of Employee Provisions – Long Service Leave Entitlements

Opening balance at 1 July 2016		-	-
Additional provisions		44,280	-
Amounts used		-	-
Balance at 30 June 2017		44,280	-

NOTE 8: LOANS

WBC Loan - Symes Road		367,999	368,000
WBC Loan - Harcourt Tce		121,521	-
		489,520	368,000

NOTE 9: RELATED PARTY TRANSACTIONS

During the year the association entered into contract with the following entities on commercial terms to provide goods and/or services to the association. The related individuals, who are committee members of the association, also exert control over the related party. During the year the amounts as disclosed were paid to these entities for their goods and/or services.

Committee Member/Related Party	Transaction	Amount	Amount
		2017	2016
Klynton Wanganeen	Consulting	24,800	-
Steven Newchurch - Bookyana Investments Pty Ltd	Consulting	77,730	-
Steven & Joanne Newchurch	Property Rental	61,231	67,320
Steven & Joanne Newchurch - Bookyana Investments Pty Ltd	Property Rental	37,791	-
Darrien Bromley	Employee	17,578	-
Ron Newchurch - Bookyana Horticulture Pty Ltd	Consulting	36,965	-
		256,095	67,320

Notes to the Financial Statements for the year ended 30 June 2017

	Notes	2017	2016
		\$	\$
NOTE 10: CASH FLOW INFORMATION			
Reconciliation of cash flows from operating activities with net current profit:			
Net current profit		509,889	66,141
Non cash flows in current year net profit:			
- depreciation and amortisation		17,884	11,609
- other non cash adjustments		(1,114)	-
Changes in assets and liabilities:			
- (increase)/decrease in trade and other debtors		(1,118,873)	(57,039)
- (increase)/decrease in other assets		-	-
- increase/(decrease) in trade and other payables		196,465	(3,370)
- increase/(decrease) in employee entitlements		135,656	73,943
- increase/(decrease) in other liabilities		902,230	59,482
Cash flows provided by operating activities		642,137	150,766
Per cash flow statement		642,137	150,766

NOTE 11: EVENTS AFTER THE REPORTING PERIOD

No matters or circumstances have arisen since 30 June 2017 that has significantly affected or may significantly affect the Association's operations, the results of those operations or the Association's state of affairs in future financial years.

NOTE 12: ASSOCIATION DETAILS

The registered office of the association is:

Shop 7, 41 Bagster Road
SALISBURY NORTH SA 5108

The principal places of business is:

Shop 7, 41 Bagster Road
SALISBURY NORTH SA 5108

Annual statements give true and fair view of financial position and performance of Incompro Aboriginal Association Inc

In accordance with a resolution of the committee of Incompro Aboriginal Association Inc, the members of the committee declare that:

1. The financial statements as set out on pages 4 to 13 present a true and fair view of the financial position of Incompro Aboriginal Association Inc as at 30 June 2017 and its performance for the year ended on that date in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board and the requirements of the South Australian Associations Incorporation Act 1985; and
2. At the date of this statement, there are reasonable grounds to believe that Incompro Aboriginal Association Inc will be able to pay its debts as and when they fall due.

This statement is signed for and on behalf of the committee by:

Klynton Wanganeen
Name Chairperson

KWg
Signed

Darren Bromley
Name

DBromley
Signed

Dated this 29th day of January 2018

Certificate by members of the committee

I, Klynton Wanganeen of Incompro. Ethelton SA 5015^{57 Harvey st}, certify that:

- a. I attended the annual general meeting of the Association held on _____.
- b. The financial statements for the year ended 30 June 2017 were submitted to the members of the association at the annual general meeting.

Dated this _____ day of _____ 2018

Klynton Wanganeen
Chairperson
(Committee Member)

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF INCOMPRO ABORIGINAL ASSOCIATION INC

Report on Audit of the Financial Report

We have audited the financial report of Incompro Aboriginal Association Inc (the association) which comprises the balance sheet as at 30 June 2017, and the income statement, statement of cash flows and a summary of significant accounting policies and other explanatory notes, the statement by the members of the Committee and the Committee report.

In our opinion, the financial report of Incompro Aboriginal Association Inc has been prepared 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 association's financial position as at 30 June 2017 and of its financial performance for the year ended then ended; and
- (b) Complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of Australian Charities and Not-for-Profits Commission Regulations 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 association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibility of the Committee for the Financial Report

The Committee of the association is responsible for the preparation of a financial report that gives a true and fair view and has 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 members.

The Committee's responsibility also includes such internal control as the Committee determines 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.

In preparing the financial report, the Committee is responsible for assessing the association'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 Committee either intends to liquidate the association or to cease operations, or have no realistic alternative but to do so.

The Committee is responsible for overseeing the association's financial reporting process.

Richard F Deane, Principal
Associate: Amanda Stewart

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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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

DEANE & ASSOCIATES



Richard F Deane, Principal

Date: *24-1-2018*
69 Franklin Street, ADELAIDE SA

DEANE & ASSOCIATES AUDITOR INDEPENDENCE DECLARATION

To the Committee Members

INCOMPRO ABORIGINAL ASSOCIATION INC

As lead auditor for the audit of Incompro Aboriginal Association Inc for the year ended 30 June 2017, I declare that to the best of my knowledge and belief, there have been:

- no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Incompro Aboriginal Association Inc.

Auditor signature

Richard F Deane

Name

Principal

Position

Deane & Associates

Firm and address

69 Franklin Street, ADELAIDE

Date: 2 January 2018

Richard F Deane, Principal

Associate: Amanda Stewart

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Compilation Report to Incompro Aboriginal Association Inc

We have compiled the accompanying special purpose financial statements of Incompro Aboriginal Association Inc, which comprise the balance sheet as at 30 June 2017, the income statement and statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in Note 1 to the financial statements.

The Responsibility of the Committee

The committee of Incompro Aboriginal Association Inc is solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet its needs and for the purpose that the financial statements were prepared.

Our Responsibility

On the basis of information provided by the committee we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting described in Note 1 to the financial statements.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110: Code of Ethics for Professional Accountants.

Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the committee who is responsible for the reliability, accuracy and completeness of the information used to compile them. We do not accept responsibility for the contents of the special purpose financial statements.

Address: 102 The Parade, Norwood SA 5067

Name of Firm: MLCS Corporate

Date:

24/11/18

(Signed):



The Artwork



Artwork by Alan Sumner

Design

Report designed by Dreamtime Creative, proud member of Supply Nation

www.dreamtimecreative.com.au

InComPro would like to thank its clients and staff for giving their consent to use their images in this annual report.







InComPro

Cultural Services for Aboriginal People
Providing disability, mental health, and youth services

