



ANNUAL
REPORT
2023



Our Vision

(Purpose)

Assisting people with disabilities to fulfil a lifestyle of their choice

Our Mission

(Strategic Intent)

To be recognised and respected as a progressive service provider in our community

Our Values

Community

Provide a sense of belonging

Service Quality

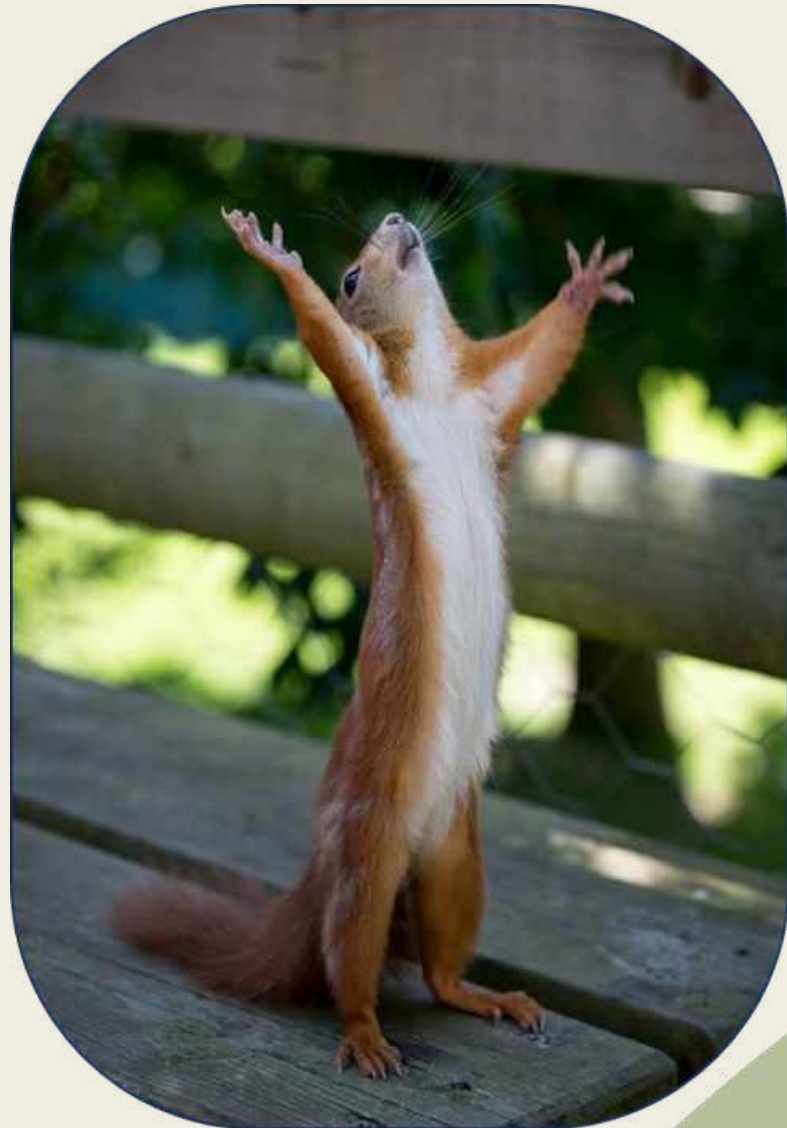
Respond with personalised service

Being Real

Explore lifestyle choices

Growth

Diversify and respond to changes



Today i'm living my best life ever

Cyrl S. Quind®

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STRATEGIC FOCUS AREAS & **OBJECTIVES**

GOVERNANCE

To provide strong ethical leadership and oversight that strengthens service delivery and enhances the organisation's public standing

QUALITY AND RISK

To work in an environment of best practice, quality and risk frameworks to ensure responsive services and life opportunities that meet the known and changing needs of our current and future stakeholders.

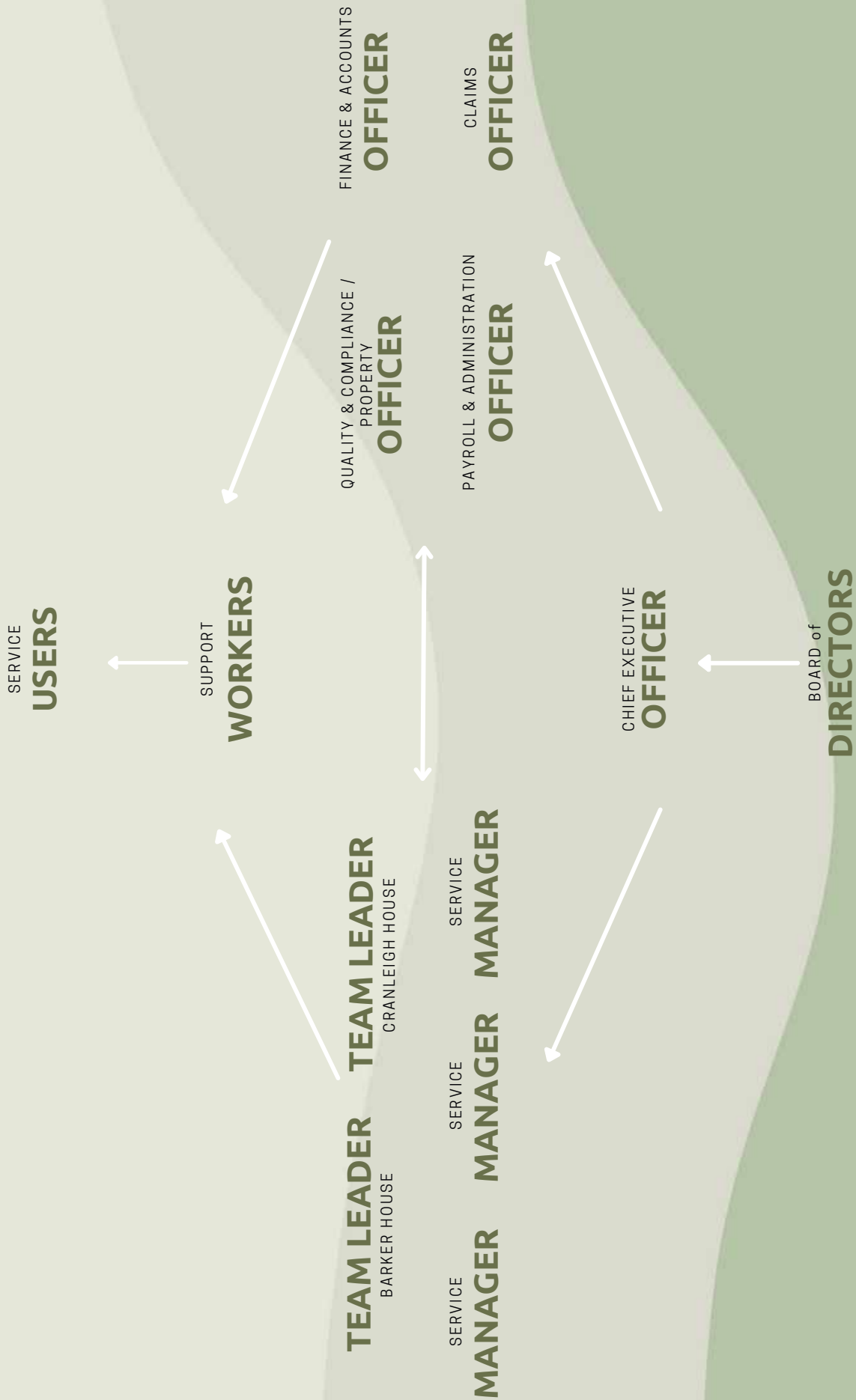
ECONOMIC PERFORMANCE AND SUSTAINABILITY

To continue to achieve financial sustainability, driven by our core purpose, with a clear financial vision guaranteeing Nascha Inc's future

PEOPLE, CULTURE AND CHANGE

To create a dynamic, purpose driven workforce, with the tools and opportunities for success

ORGANISATIONAL CHART



MEET THE BOARD



Board Members



David Newman – President

David is a retired Contracts Manager who brings to the Board the skill and understanding of contractual and legal obligations. David has been involved with other disability organisations and served on boards for many years. David has a son with disabilities and so understands the day to day challenges of families caring for their disabled family members



Alyce Newman – Secretary

Alyce has worked for Disability Services in a Physiotherapist role for over 10 years. Through her direct role working in disability, Alyce has up to date knowledge of the disability sector and the ever changing landscape.

Alyce also has a brother who has a disability, thus giving her insight of recognising the needs of families caring for family members with disabilities.



Liam O'Connor – Vice President

Liam has held national and group manager HSEQT positions, working across a range of industries throughout the Asia-Pacific and the Middle East within both ASX-listed and privately held Australian companies.

Liam holds a Bachelor of Laws and a Master of International Law alongside additional business, international business law and OHS post-graduate qualifications. Liam was previously a Director and the Company Secretary of the Australian Institute of Health and Safety and has previously held director roles with Valued Independent People and Directions Disability Services.

Further, Liam has held committee positions within BHP, FMG, IRATA International, NOPSEMA and Rio Tinto.

Liam has been featured in the 'WarriorU' and the 'Australian Health and Safety' podcast series and have contributed peer-reviewed articles to the United Nations Commission on International Trade Law ('UNCITRAL'), 'The International Journal of Arbitration, Mediation and Dispute Management', the 'International Institute of Risk and Safety Management', 'The Australian' and the 'OHS Professional'. He was previously awarded the 'National Diversity and Inclusion' award from the Safety Institute of Australia and shortlisted for 'Australian Mining's Contribution to Mining', 'Emerging Leader of the Year', 'Safety Solution of the Year' and the 'Prime Minister's Veterans' Awards'.



Stephen Charles – Treasurer

Steve is the contracts manager for a mining services company, responsible for commercial and legal aspects of contractual obligations.

Previously, Steve operated his own financial consultancy business for four years working with medium size businesses assisting their financial requirements.

Prior to starting his own consultancy business, Steve had a 37-year banking and finance career, primarily focused on corporate banking.

Steve is the treasurer of Nascha Inc. and brings his financial, governance, contractual and legal experience to the Board.



Premila (Pam) Kerai – Board Member

Pam currently works as a Team Leader and Board Member for Nascha Inc.

Before coming to work for Nascha, Pam ran her own family day care in Perth, Western Australia for nine years.

Premila has a Diploma in Foundation and Special Needs Education and she has previously worked in a preparatory school as a group teacher.



Kerry Lovell - Board Member

Kerry's career over 30 years encompassed Risk and Safety Management, and Government Liaison and Approvals. He is an experienced facilitator and negotiator, and is an excellent communicator.

He is a respected Team Leader, and has served on several committees, including as President, and has been a Board member.

Kerry has a brother with multiple sclerosis, so has an appreciation of the impact this has on families.

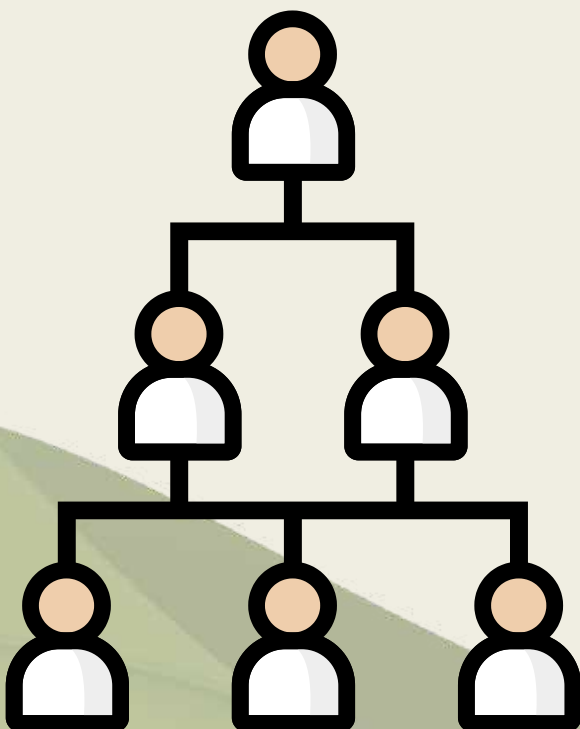


Peter McCafferty - Board Member

Peter is the Chief Executive Officer of ChemCentre, the State's premier chemistry and forensic science facility. He is a graduate of the Australian Institute of Company Directors (AICD) and a Life Fellow of the Australian Institute of Management (WA).

Peter is a member of Curtin University Molecular and Life Sciences Advisory Board and the Edith Cowan University Quality Audit and Risk Committee.

He has previously served as a Deputy Chair with Lifeplan, a company that operated in the NDIS area. Peter recognises that an engaged staff is critical to delivering lifestyle choices that meet the needs of each client.



Report from the Chair

Dear Nascha Members

Hello everyone, here we are at the end of another year and, as they say in footy, what a year it has been.

It gives me great pleasure to present the 2023 Annual Report on behalf of the Nascha Inc. Board of Management for my fourteenth and last year as Chairman of the Board

2023 has been a momentous year in the 30 odd year history of Nascha. In summary, Nascha has bought and moved into new offices, has a new CEO after 17 years without change and will have a new Board Chairman after 14 or 15 years (I forget which) of stability. I'll go into all of these in more detail later.

However, one of the key statements for this Annual Report, is that in 2023 Nascha has maintained its sound financial position and good standing in the disability community. It stands strong, capable and ready to move into this new era of Nascha. Steve will give more financial details later

Over the years I have always emphasised the importance of the TEAM aspect of Nascha in delivering quality, cost effective services to its clients and this year is no different and probably even more so. Nascha's strength has always relied on the fact that all of the various team members continue to play their individual role in Nascha's growth and success.

In 2023, that teamwork has continued with the Board, the management team, the service support team and the Service Users all playing their part in helping with the handover of the baton to the new look management team

Board of Management

Firstly, I would like to thank my fellow Board of Management members, new and old, for all their efforts in making the past year another successful one. Over the last year the Board has seen some needed changes in the addition of new members and tonight will see the retirement of some more.

Just to refresh your memories let me introduce the current Board to you:

Me – Chair

Liam – Vice Chair

Alyce – Secretary

Steve – Treasurer

Pam – Board Member

Peter – Board Member since May, and

Kerry – Board Member since May also.

However, Alyce and I have both handed in our resignation effective from this AGM. That leaves 5 of the approved 8 positions filled, thus requiring 3 additional Board Members

Here, I would like to take some time to thank Alyce for her unwavering support. Alyce has been an unsung hero of the Board, filling the role of Secretary for the past 13 years.

She unselfishly took on the role as a single young woman wanting to make a difference. Since then she has married, had two children and started her own business whilst all the time attending Board meetings and adding her valuable input. Most of you know Alyce is also my daughter, and as a dad I am immensely proud of her input. Thanks Alyce you have made a difference and helped Nascha to grow into the great organisation it is today.

As I previously said, this is my last report. After fourteen years I believe I have helped take Nascha as far as I could and that it is time for new leaders, new ideas and renewed enthusiasm. I feel that in my time I have helped take Nascha from a struggling family run group to a financially secure, professionally run organisation, well placed to take on its disability support role well into the future.

I am happy to leave Nascha knowing that it is in a far better condition than when I started. I am the first to acknowledge I have not been the sole reason for this success and, without naming anyone in particular, I would like to thank the many people over the past 14 years that have helped make me look good.

CEO

As you know, Maria, the driving force behind Nascha's rise to success over the last seventeen years, also retired during the year. As Nascha's CEO, Maria led Nascha to be the strong, independent support provider of choice for many. Under her guidance, Nascha has grown in reputation and is secure in its public standing, much like a growing child with Maria as its mother. Nascha would not be as strong as it is today, or in fact even be here, if it weren't for Maria's leadership. Nascha owes its continued existence to Maria, so thank you Maria from us all.

Thus said, welcome to Paul Smith our new CEO. Paul led a strong team of candidates hoping to replace Maria. I leave, and I know Maria left, knowing Nascha is in safe hands with Paul as leader. Besides being compassionate and caring, Paul brings extensive experience in many fields to this role. Please take the time to meet and get to know Paul and welcome him to the Team.

Management Team

Once again, YOUR caring, competent and hard-working Management Team has excelled in the past year under firstly Maria's and now Paul's excellent leadership. They are the backbone of Nascha and their hard work has once again ensured Nascha's strong performance. The Team provides stability and exceptional support to all Nascha members, staff and clients.

Thanks again to the entire Nascha Management Team.

Service Support Team

The Nascha Support Team is one of the main strengths of the Nascha family and has been for more than 30 years.

I therefore take this opportunity to thank all of the Nascha Service Support Team personnel, without whose caring, dedicated and conscientious input, there wouldn't be a Nascha today. Thank you.

Strategic Plan and Operational Plan

The Nascha Strategic Plan focuses on strategic objectives for:

1. Our People;
2. Financial;
3. Market; and
4. Governance, Quality and Continuous Improvement.

The Strategic Plan is implemented through its Operational Plan, which is reviewed at each Board meeting to ensure the Strategic Plan objectives are still relevant and are being achieved.

It was planned to review the Strategic Plan during the year but with the resignations that occurred, it has been decided to postpone this review until the new Board and CEO are established

Growth

As I have reported during past years, Nascha has been looking to buy larger office space to cater for its current and expected near term growth. This was not seen as a priority but was listed as looking for the right opportunity.

Well that opportunity eventually presented itself and Nascha accepted it. During the year Nascha purchased outright its new offices in Balcatta and sold its old offices. If you have had the chance to visit the new offices, I'm sure you will attest to the professional, well-appointed suite that now carries the Nascha name.

Nascha has three quality shared houses – two Nascha owned and operated homes plus our DSC owned and Nascha operated home. With funding the way it is, there is no current intention to add to these properties in the near future

Conclusion

Thank you to all Nascha Members for their ongoing support and I would just like to say that as members you should all be proud of Nascha and its achievements.

Nascha heads into the new year with a new CEO and a revamped Board of Management that I believe will continue to manage Nascha so that it remains a strong viable organisation that is growing and addressing the challenges under the ever-changing world we live in. Our current strong financial position and service provision experience in the disability community puts us in a strong financial and organisational position to continue to deliver caring, quality, cost effective services to our clients.

I believe Nascha continues to thrive and is well placed to meet the future head-on with strength and confidence.

Thank you.

Dave Newman
Chairman
Nascha Inc. Board of Management



Report from the Treasurer

Dear Nascha Members,

I am pleased to present the financial report on the audited accounts of Nascha Inc. for the financial year to 30th June 2023. Nascha had a successful year financially in 2022/23 and recognition goes to Maria Ewen and all the team for their continued disciplined financial management.

Over the past 12 months the media has highlighted some of the issues facing disability organisations including their ability to generate sufficient returns to maintain the quality of service.

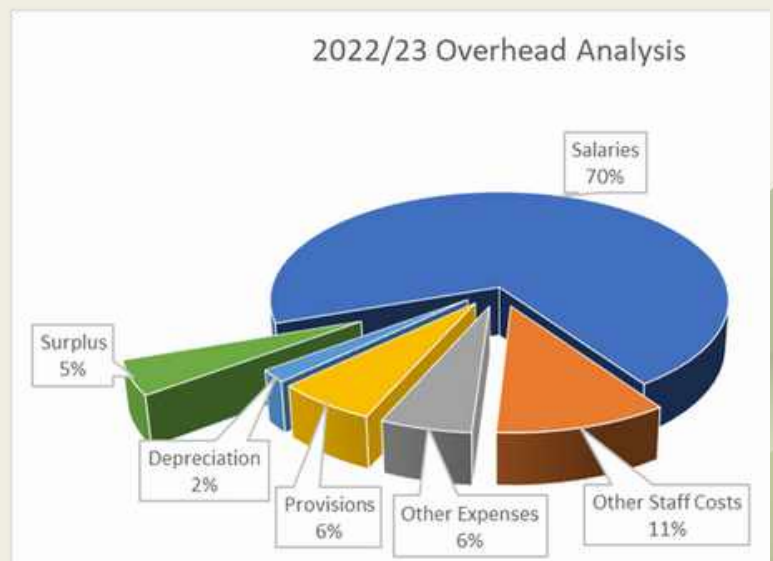
The Disability Sector Report 2022 (1*) outlined that just 46% of disability providers made a profit in 2021-22. This is an alarming statistic. Nascha operates with a sound financial position and is testament to our business model of delivering quality, cost effective services to our Service Users whilst maintaining financial discipline.

The disability sector continues to face headwinds with the Federal Government looking to implement NDIS policy reforms while changing regulation creates more administrative work for disability organisations.

Nascha reported a 5% increase in total revenue to \$6.15m for the financial year. This is a pleasing result in what can be seen as a challenging year. Opportunity exists to increase the occupancy of Barker St house however we see increased competition for accommodation from the private sector.

Our major overheads of salaries and staff costs was \$5.0m representing 81% of total revenue. This is a 10% increase on FY22 and reflects increases in wage costs as well as investment in staff training programs. During the year we purchased the Mumford Place property for a total cost of \$0.79m to allow for expansion of our office area and future growth. Simultaneously we sold the Whipple St office for \$0.49m – a net change over of 0.30m.

Our surplus for the year was \$0.30 million, which is a reduction of \$0.21 million on 2022. The following chart provides a breakdown of how the revenue of \$6.159m million is allocated to overheads, expenses, and the surplus.



1* https://www.nds.org.au/images/State_of_the_Disability_Sector_Reports/SoTDS_2022.pdf

Nascha's working capital remains robust, ensuring ample cash reserves to cover ten months' worth of operating expenses. Nascha's total assets have grown by \$0.55 million, reaching a total of \$7.1 million, primarily due to an increase in cash holdings. This asset composition is well-balanced, with 68% in cash deposits and 28% in land and buildings, indicating a strong and stable asset base.

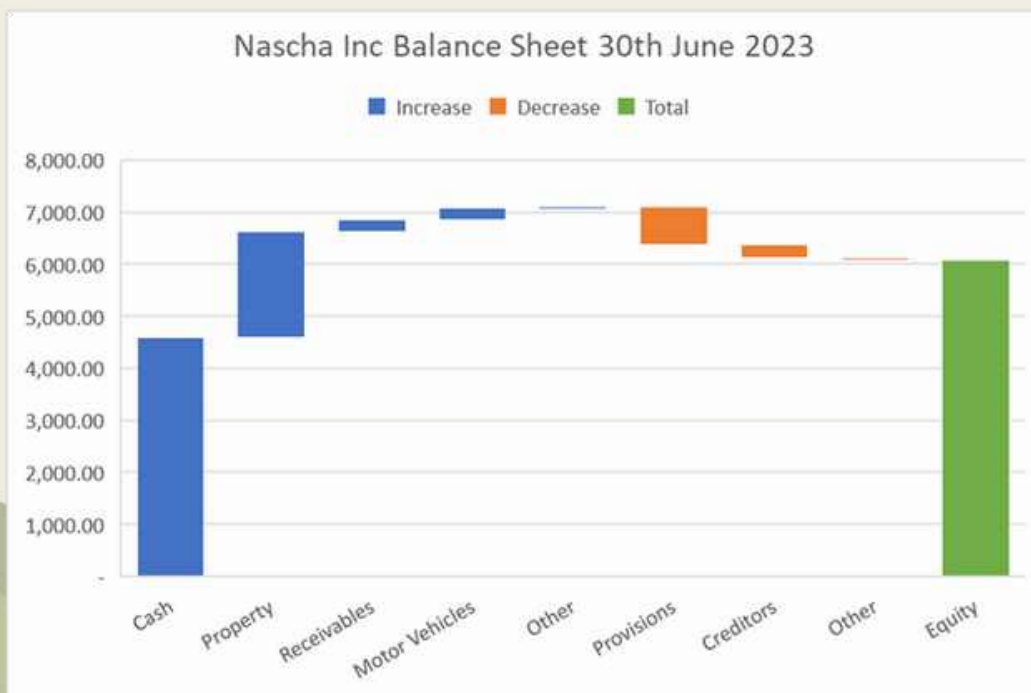
In terms of liabilities, Nascha carries a total of \$1.04 million, with 72% allocated to employee provisions and 22% to creditors. After deducting these liabilities, Nascha's net asset position stands at \$6.06 million.

The Board remains committed to pursuing prudent growth opportunities for the organization while maintaining disciplined financial management. I am confident that we have continued to uphold this commitment successfully. The following chart reflects the Nascha's balance sheet allocation.

I would like to take this opportunity to express my gratitude to David, Alyce, and Maria for their unwavering dedication and their long-standing commitment to Nascha. Maria has played a pivotal role in guiding the organisation to a position of high respect and financial stability. David, through his guidance, wisdom, and insights, has paved the way for Nascha to have a robust and promising future, becoming a preferred choice for both service users and employees.

I commend David, Alyce, and Maria for their remarkable contributions to the disability sector, which have left an indelible mark.

Steve Charles
 Treasurer
 Nascha Inc Board of Management



Report from the CEO

"You can't turn back the clock. But you can wind it up again" – Bonnie Prudden

It is my pleasure to write my 17th annual report, before handing Nascha Inc over to Mr. Paul Smith, Nascha's new CEO.

Commitment, determination and compassion, allowed me to see Nascha Inc growing up to be independent and self-sufficient, both in numbers and in dollars. From 10 Service Users 17 years ago, to 54 service users today. Connections were formed, or lost, but everyone helped shape Nascha Inc to be what it is today. It is still a family like organisation, where people know everyone, where people feel welcome to drop in and say hello, where people celebrate together, where connections are made, friendships are formed and where people feel that they belong.

In the year 2022-2023 we continued to provide outstanding services to those whom we exist to support to live a good life. The world opened up again after the two year pause, caused by the Covid cloud, and life returned to sunny normality. Thus allowing for re-joining the community, taking part in activities, celebration milestones and catching up with friends, associates and re-joining activities. An example of this was the Big Zeros birthday bash. Four people celebrated a Big Zero Birthday, all in the month of June 2023. Adrien 50, Liz 60, Janet 70 and our lovely June, who turned 80. I wish them well again until the zero moves on to become a one.

After years of looking for a suitable office to house Nascha's growing number of admin staff, we finally purchased an office not far from the old one, in Balcatta. We sold the Whipple Street office on the first weekend and the move to 19 Mumford Place took place on 13 March 2023. In just a few weeks painting, signs and all decorating were completed. We love our new office, it didn't take long to feel right at home. Nascha should be well placed again for another 10 years.



Early 2023 we have completed another cycle of Nascha's Strategic Plan. A new strategic plan is an opportunity to refresh Nascha's goals and directions while continuing to build an innovative, and challenging future. A group of employees already commenced reviewing the existing Mission, Values and Vision, drawing on Nascha's strengths as received from support workers, families and service users' feedback. The strategic plan will be finalised by the new CEO, Paul Smith and the Board of Directors, giving way to operationalise the objectives defining the day to day directions of all involved in the implementation.

It is with sadness, yet with awoken excitement I am saying goodbye to Nascha Inc. It did come as a surprise to many that I decided to live a life that doesn't include Nascha, but I was always famous for being a risk taker and an adventurous person. My goal is to be able to say in 6 months' time "how did I ever find the time to go to work". I know everyone in this organisation, their history and achievements, and I feel privileged that I could be part of their lives.

I want to thank all of you for the being passengers on my working life journey. Your support, commitment and dedication made my job easy and enjoyable. I was very lucky to have an innovative and risk taking Board that trusted my judgement and turned my somewhat crazy ideas to reality. Thank you!

Nascha wouldn't be where it is today without the frugal and responsible financial management of the operation team. The 'can do attitude' and the personal pride in ensuring the desired outcomes for our service users and support workers has always been in the forefront of the daily operation. For all those current and past in the last 17 years, I thank you for being part of the Nascha "Family".

I wish Nascha Inc continues to thrive under Paul's leadership, remembering what being part of a 'family' means: celebrating, triumphing, understanding, showing compassion and making people feel that they belong.

I developed networks and connection with other agencies, government representatives and associates. I cannot list everyone but please know that I think fondly of everyone.

Wishing everyone a bright future and remember, keep chasing after your dreams.

Maria Putra
CEO / 2006-2023

Thank you! 

Maintenance and Property Management

Dear Nascha members,

Over the 2022–2023 financial year there hasn't been any major works completed with the properties both Nascha owned and Department of Communities owned.

However moving forward in the new financial year we will be assessing which properties are in the most need of necessary upgrades.

General Maintenance

All scheduled inspections have been completed.

We would like to thank and acknowledge the contactors that we have a strong relationship with. These contractors have gone out of their way to complete urgent work and have ensured work that they do is of the highest standard.

We would like to welcome Craig from Crackers Home Maintenance and also Workpower Property Care team who have recently taken over all the mowing and gardening for several of our properties.

We have received awesome feedback from our tenants and team leaders.

Vacancies

As it stands, we still have some vacancies to fill in the Belmont and Greenwood houses.

Along with a couple of tenancies to be filled in the Nollamara Units. We are exploring suitable candidates for these. Whilst one of the units is untenanted, this allows for an ideal time to do more significant and timely upgrades.

In the Pipeline

In the longer term we are looking at providing renovations to some of the units. Things that may require updating include; flooring, cabinetry internally and externally there will be items such as painting, replacing gutters and water damaged eaves.

We will be prioritising work, along with working it into future financial budgets.

Christopher Goh
Property Management



Workpower



Board Declaration

NASCHA INC

BOARD'S DECLARATION

The Board have determined that the association is not a reporting entity.

The Board have determined that this special purpose financial report should be prepared in accordance with accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Board, the financial report as set out on pages 7 to 16:

1. Presents fairly the financial position of Nascha Inc as at 30 June 2023 and its performance for the period ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Nascha Inc will be able to pay its debts as and when they fall due.
3. The financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

This statement is made in accordance with a resolution of the Board pursuant to Regulation 60.15 of the *Australian Charities and Not-for-profits Commission Regulation 2012* and is signed for and on behalf of the Board by:



David Newman
Chairperson

Dated this 18th day of September 2023

Financial Report



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NASCHA INC

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Nascha Inc (the 'Association') which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion, the accompanying financial report of the registered entity is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2023 and of its financial performance and cash flows for the year ended on that date; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the company in accordance with the ACNC Act, 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.

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 company's financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the 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 directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.



Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

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

AMW Audit

AMW AUDIT

Chartered Accountants

Address: Unit 8, 210 Winton Road, Joondalup, Western Australia

BILLY-JOE THOMAS

Director & Registered Company Auditor

Dated at Perth, Western Australia this 18th day of September 2023

amwaudit.com.au

NASCHA INC
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Property Management \$	Government Funded \$	Total 2023 \$	2022 \$
Funding				
Dept Communities (Disability Services)	-	99,165	99,165	68,241
NDIS	-	5,535,099	5,535,099	5,353,381
CoS - continuity of support	-	375,803	375,803	329,401
	-	6,010,067	6,010,067	5,751,023
Other income				
Membership fees	-	115	115	180
Interest received	3,318	45,416	48,734	7,957
Rent received	64,403	-	64,403	81,169
Tupelo house				
Rent received	-	21,933	21,933	28,754
Rates & taxes	-	(4,721)	(4,721)	(4,746)
Total tupelo house	-	17,212	17,212	22,008
Barker house				
Rent received	-	24,960	24,960	8,320
Rates & taxes	-	(5,879)	(5,879)	(6,202)
Total barker house	-	19,081	19,081	2,118
Total other income	67,721	81,824	149,545	113,412
TOTAL INCOME	67,721	6,091,891	6,159,612	5,864,435
EXPENDITURE				
Salaries	-	4,346,440	4,346,440	3,884,687
Other staff costs	-	658,605	658,605	641,979
Office costs	-	9,877	9,877	9,532
Group housing	-	26,601	26,601	32,660
Communications	-	10,639	10,639	8,100
Services & contracts	-	196,544	196,544	107,220
Consumables	-	15,255	15,255	16,975
Client accommodation				
Amortisation, depreciation	8,850	-	8,850	7,674
Rental costs - head lease expenses	3,380	-	3,380	3,380
Repairs - client accommodation	64,479	-	64,479	117,120
Other - rates, utilities	10,578	-	10,578	9,251
Loss on disposal of fixed assets				
Depreciation	-	13,400	13,400	43
Prior years costs	-	113,958	113,958	85,080
Transfer to staff leave	-	(9,988)	(9,988)	-
	-	386,494	386,494	429,627
TOTAL EXPENDITURE	87,287	5,769,825	5,857,112	5,353,308
(DEFICIT)/ SURPLUS FOR THE YEAR	(19,566)	322,066	302,500	511,127
Other comprehensive income	-	-	-	-
Total comprehensive (loss)/income for the year	(19,566)	322,066	302,500	511,127

The accompanying notes form part of these financial statements.

NASHA INC
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	Property Management \$	Nascha Support \$	Total 2023 \$	2022 \$
Current Assets					
Cash and cash equivalents	2	362,811	4,218,424	4,581,235	4,260,639
Receivables	3	1,567	245,425	246,992	163,249
Prepayments	3	-	-	-	6,254
GST receivable	3	(360)	2,668	2,468	801
Maintenance interledger		(224,369)	224,369	-	-
Total Current Assets		139,629	4,691,086	4,830,715	4,450,943
Non-Current Assets					
Buildings – at cost		-	2,102,436	2,102,436	1,997,330
Accumulated depreciation		-	(126,858)	(126,858)	(171,616)
		-	1,975,578	1,975,578	1,825,714
Furniture & equipment – at cost		-	106,609	106,609	89,197
Accumulated depreciation		-	(48,880)	(48,880)	(31,923)
		-	57,929	57,929	57,274
Motor vehicles – at cost		-	322,963	322,963	290,310
Accumulated depreciation		-	(107,269)	(107,269)	(99,672)
		-	215,694	215,694	190,438
Leasehold improvements – at cost		61,784	-	61,784	59,488
Accumulated depreciation		(33,769)	-	(33,769)	(24,919)
		28,015	-	28,015	34,569
Total property, plant and equipment	4	28,015	2,249,201	2,277,216	2,107,995
Total Non-Current Assets		28,015	2,249,201	2,277,216	2,107,995
Total Assets		167,644	6,940,287	7,107,931	6,558,938
Current Liabilities					
Sundry creditors	5	500	233,782	234,282	136,273
PAYG payable	5	-	56,533	56,533	45,969
Grants to be repaid	5	-	4,850	4,850	-
Provisions for employee benefits	6	-	330,209	330,209	293,046
Total Current Liabilities		500	625,374	625,874	475,308
Non-Current Liabilities					
Provisions for employee benefits	6	-	415,968	415,968	320,041
Total Non-Current Liabilities		-	415,968	415,968	320,041
Total Liabilities		500	1,041,342	1,041,842	795,349
Net Assets		167,144	5,898,945	6,066,089	5,763,589
Equity					
Retained earnings		167,144	5,498,945	5,666,089	4,363,589
Reserves	7	-	400,000	400,000	1,400,000
Total Equity		167,144	5,898,945	6,066,089	5,763,589

The accompanying notes form part of these financial statements.

NASCHA INC
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Retained Earnings \$	Reserves \$	Total \$
Balance at 01 July 2021	3,852,462	1,400,00	5,252,462
Surplus for the year	511,127	-	511,127
Other comprehensive income	-	-	-
Balance at 30 June 2022	4,363,589	1,400,000	5,763,589
Surplus for the year	302,500	-	302,500
Transfer from/ (to) reserves	1,000,000	(1,000,000)	-
Other comprehensive income	-	-	-
Balance at 30 June 2023	5,666,089	400,000	6,066,089

The accompanying notes form part of these financial statements.

**NASCHA INC
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023**

	Note	2023 \$	2022 \$
Cash Flows From Operating Activities			
Receipts from customers and grants		5,946,324	5,569,264
Interest received		48,734	7,372
Other receipts		111,411	116,988
Payments to suppliers and employees		(5,480,444)	(5,013,598)
		<u>626,025</u>	<u>680,026</u>
Net cash generated from operating activities	8(b)	<u>626,025</u>	<u>680,026</u>
Cash Flows Used in Investing Activities			
Purchase of property, plant and equipment		(793,687)	(115,727)
Sale of property, plant and equipment		488,258	-
		<u>(305,429)</u>	<u>(115,727)</u>
Net cash used in investing activities		<u>(305,429)</u>	<u>(115,727)</u>
Increase in cash held		320,596	564,299
Cash at the beginning of the year		4,260,639	3,696,340
		<u>4,581,235</u>	<u>4,260,639</u>
Cash at the end of the year	8(a)	<u>4,581,235</u>	<u>4,260,639</u>

The accompanying notes form part of these financial statements.

NASCHA INC
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
	\$	\$
2 Cash and cash equivalents		
Cash at bank	4,581,129	4,260,541
Petty cash	106	98
	<u>4,581,235</u>	<u>4,260,639</u>
3 Receivables and other current assets		
Receivables	246,992	183,249
Prepayments	-	6,254
GST receivable	2,488	801
	<u>249,480</u>	<u>190,304</u>
4 Property, plant and equipment		
Buildings – at cost	2,102,436	1,997,330
Accumulated depreciation	(128,858)	(171,616)
	<u>1,973,578</u>	<u>1,825,714</u>
Furniture & equipment – at cost	106,809	89,197
Accumulated depreciation	(48,880)	(31,923)
	<u>57,929</u>	<u>57,274</u>
Motor vehicle – at cost	322,963	280,310
Accumulated depreciation	(107,268)	(99,672)
	<u>215,694</u>	<u>180,638</u>
Leasehold improvements – at cost	61,784	59,488
Accumulated depreciation	(33,769)	(24,919)
	<u>28,015</u>	<u>34,569</u>
Total property, plant and equipment	<u>2,277,216</u>	<u>2,107,995</u>
5 Payables		
Sundry creditors	234,282	136,273
PAYG payable	58,533	45,989
Unexpended grants	4,850	-
	<u>297,665</u>	<u>182,262</u>
6 Provisions for employee benefits		
Current		
Provision for annual leave	254,823	248,171
Provision for personal leave	50,184	44,875
Provision for long service leave	26,202	-
	<u>331,209</u>	<u>293,046</u>
Non-current		
Provision for long service leave	415,968	320,041
	<u>415,968</u>	<u>320,041</u>

NASCHA INC
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

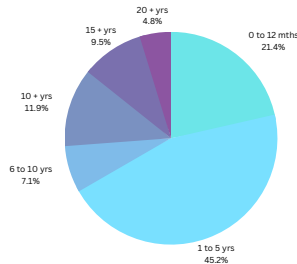
	2023 \$	2022 \$
7 Reserves		
Reserve for future housing	300,000	300,000
Reserve for head office expansion	-	1,000,000
Reserve for refurbishment	100,000	100,000
	<u>400,000</u>	<u>1,400,000</u>
8 Cash flow information		
(a) Reconciliation of cash		
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:		
Cash	<u>4,581,235</u>	<u>4,260,639</u>
(b) Reconciliation of cash flows from operations with profit from ordinary activities		
Profit from ordinary activities after income tax	302,500	511,127
Non-cash flows in loss from ordinary activities		
- Depreciation	122,808	92,734
- Loss on disposal of fixed asset	13,400	43
Changes in assets & liabilities		
- Increase in receivables and other current assets	(59,176)	(187,962)
- Increase (decrease) in payables	113,403	(4,335)
- Decrease (increase) in provisions for employee benefits	133,090	268,419
Cash flows generated from operating activities	<u>(626,025)</u>	<u>680,026</u>
9 Related party transactions		
(a) Key management personnel		
Any person(s) having authority and responsibility for planning, directing and controlling the activities of the Association, directly or indirectly, including any director (whether executive or otherwise) is considered key management personnel.		
Key management personnel compensation		
- Short-term benefits	244,358	237,116
- Post-employment benefits	117,161	115,471
- Other long-term benefits	34,906	28,870
	<u>396,425</u>	<u>381,457</u>
(b) Other related parties		
Other related parties include close family members of key management personnel and entities that are controlled or jointly controlled by those key management personnel, individually or collectively with their close family members.		
An entity controlled by a director and his wife:		
- Nil		
Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.		

Staff Feedback Survey

June 2023

Based on 42 responses

HOW LONG HAVE YOU BEEN EMPLOYED WITH NASCHA



NASCHA'S VALUES

Community: Providing a sense of belonging



4.60 Average Rating

NASCHA'S VALUES

Being Real: Explore what is possible



4.38 Average Rating

NASCHA'S VALUES

Create Growth: Diversity and respond to change



4.43 Average Rating

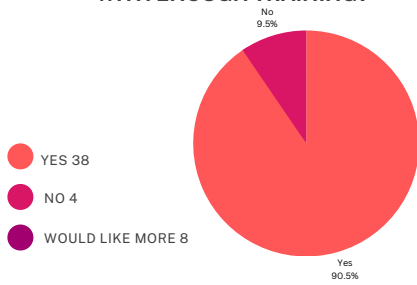
NASCHA'S VALUES

Service Quality: Respond with personalised service

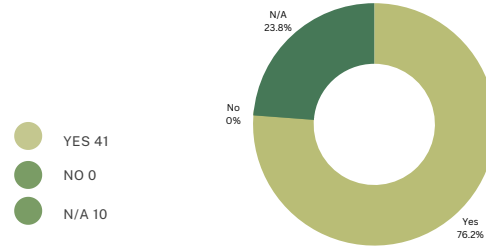


4.62 Average Rating

DO YOU FEEL THAT YOU ARE PROVIDED WITH ENOUGH TRAINING?



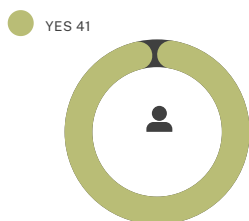
ARE YOUR THOUGHTS, IDEAS & OPINIONS LISTENED TO?



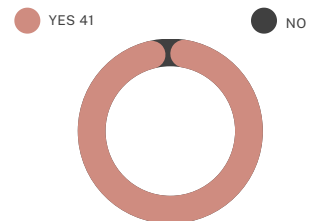
DO YOU ENJOY YOUR WORK



DO YOU FEEL REWARDED FOR THE JOB THAT YOU DO



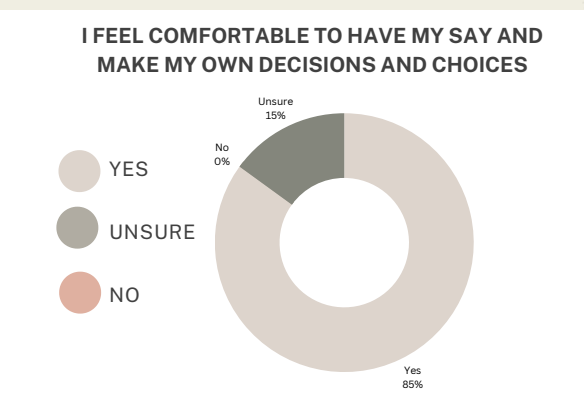
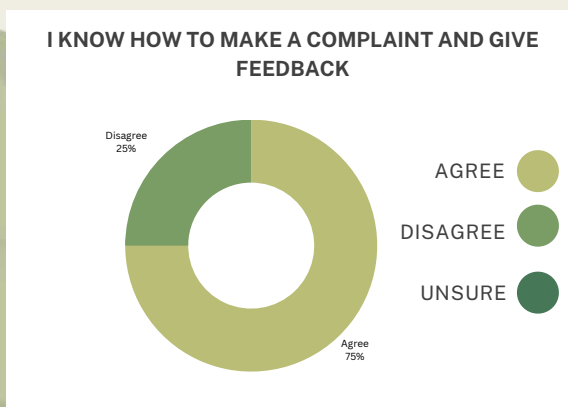
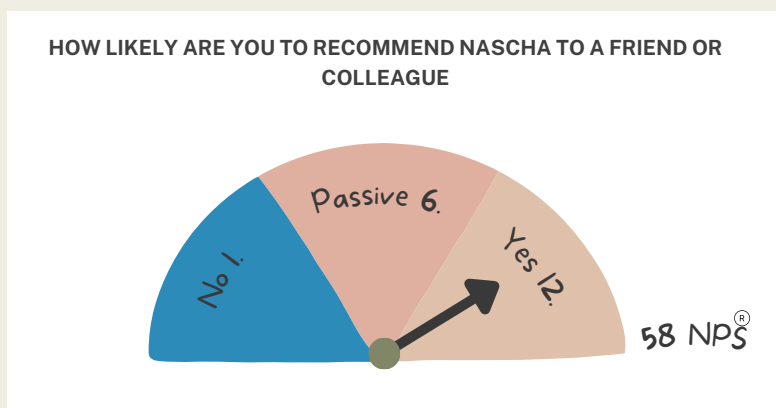
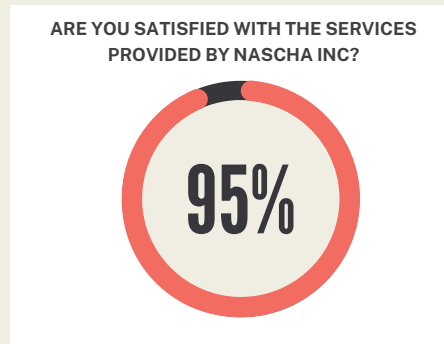
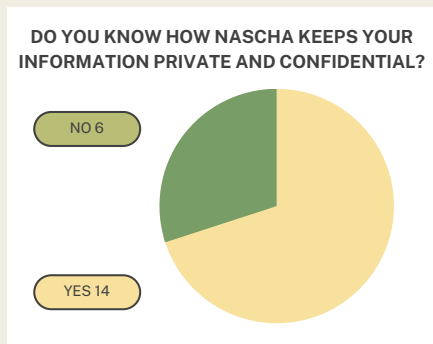
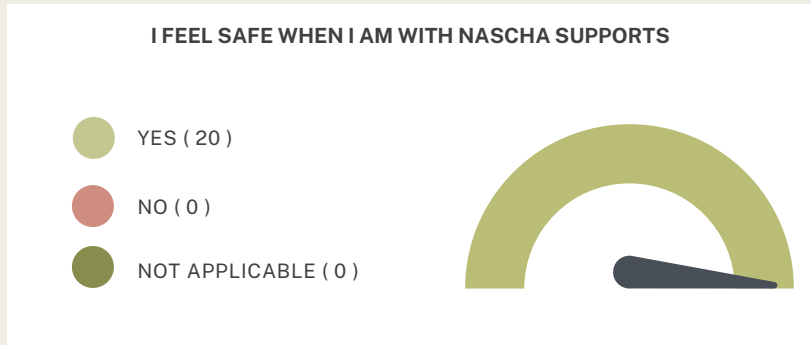
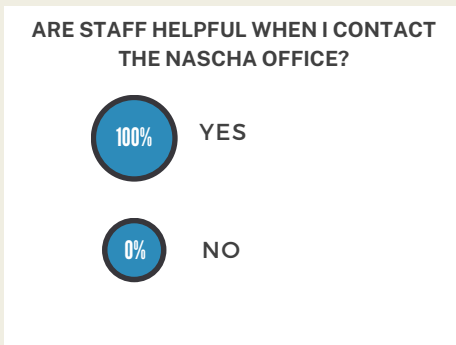
WOULD YOU RECOMMEND NASCHA AS A GREAT PLACE TO WORK



NASCHA INC Service User Feedback Survey

June 2023

Based on 20 responses





Nascha Inc.

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Mon to Fri - 8am to 4pm

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www.nascha.org.au



ANNUAL HIGHLIGHTS



ANNUAL HIGHLIGHTS



Keeping it Real



ANNUAL HIGHLIGHTS





ANNUAL HIGHLIGHTS





Arranged by
Christopher Goh



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