



ANNUAL REPORT 2015 - 2016



WORKING
TOGETHER
TO SUPPORT
THE COMMUNITY



OUR VALUES AND GOALS

VALUES

We do what we say -

We make clear promises that include content and timing with all colleagues and stakeholders.

We deliver on our promises.

We will be proactive if we can't deliver on promises to which we have committed.

GOALS

Pursuit of excellence and best practices -

We are proficient in all that we do.

Respect for the individual and the environment.
We honour and care for the natural world and embody human rights into everything we do.

Sound financial management.

Develop and maintain partnerships and alliances
which reflect the organisation's values.

Develop strategies to build profitable businesses.

Develop service models that meet the needs of community and customers.

To engage, employ and support a professional workforce.

Procurement of suitable premises and facilities.

ACKNOWLEDGEMENT

Cire Services would like to acknowledge at all times the traditional owners of the land upon which we work; and we pay our respects to elders both past and present.

MESSAGE FROM OUR PRESIDENT

RIC BUTLER



Our re-branding has created new interest in our long-standing organisation. Despite confusion in the community about how to pronounce the name, and whether UYCH has been taken over, Cire Committee of Management and staff have managed a very smooth transition. It has also given the organisation a new opportunity to engage with stakeholders and community in explaining our vision and strategic direction.

Cire continues to provide services which embrace all members of the community; from birth through to the aged. One of the most exciting developments of the last twelve months and a key focus has been the consolidation and expansion of Cire Community School to include years' 7-12 at Yarra Junction campus and years' 11-12 at Mt Evelyn campus. Offering the full secondary years of schooling has given us the opportunity to increase the qualifications and expertise of key staff while giving students who struggle in mainstream education an opportunity for flexible and student-centred learning.

Cire Community School is an example of the increasing expansion and complexity of our organisation; hence our considered decision to try and broaden the skill-set and expertise of committee members. Our success in this area is evident in that we have attracted four outstanding new people. Ongoing training in governance, risk assessment, financial competence and strategic planning will be the focus of the committee in the next 12 months.

In all the committee's endeavours the community remains at the heart of what Cire stands for. On behalf of Cire Committee of Management I would like to thank CEO, Gus Seremetis, who has done a remarkable job in stabilising the organisation while looking to the future and broadening our horizons. I would also like to thank my fellow members of the committee, especially for their willingness to embrace new directions and take on challenging new skills.

Of course the organisation would not operate without the involvement of our key stakeholders and the dedication and professional attitude of our managers and staff. Like the committee, they have had to take on new and innovative ideas and we sincerely thank them for that.

I look forward to what the next 12 months will bring.

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SERVICES

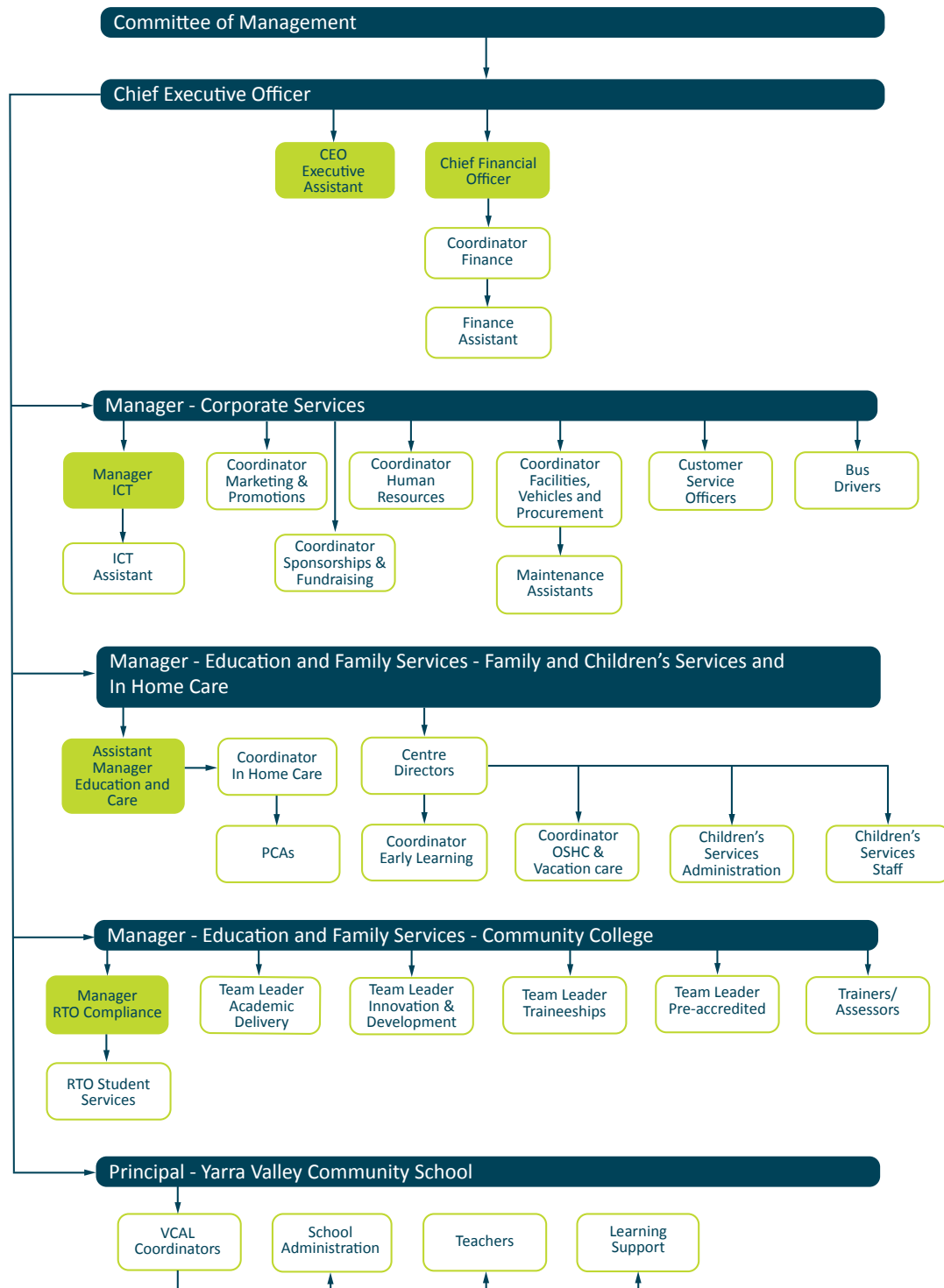


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FINANCE AND
INDEPENDENT
AUDITOR REPORT



ORGANISATIONAL STRUCTURE



MEET THE TEAM

DEDICATED TO SUPPORTING THE COMMUNITY



<
GUS SEREMETIS
CEO



<
ERIN WEINBERG - CFO



>
ROBYNNE MAUGER
Manager
Corporate Services



>
TIM KNOWLES
Principal
Cire Community
School



<
ALISON FORBES
Manager
Cire Family and
Children's Services



<
ANNA-LOUISE ALLEN - Manager
Cire Education and Training

// TEAMWORK divides the tasks and multiplies the success."



MESSAGE FROM THE CEO

GUS SEREMETIS

I am thrilled to report that the last eighteen months have seen our organisation grow from strength to strength and whilst at times challenging it has been extremely rewarding. We have seen many changes throughout this period; however one thing that hasn't changed is our commitment to deliver high quality services.

A significant change was the rebranding of our organisation from Upper Yarra Community House to Cire Services, encompassing Cire Community School; Cire Children's Services; Cire In Home Care and Cire Training.

The last year saw us develop our Strategic Directions and Outcomes Framework for the period 2016 to 2019, setting a noble and ambitious vision for Cire Services. Our plan articulates the significant contribution Cire will make to improving outcomes for children, adults, families and the community as a whole over the next three years.

There are many challenges that face us in the Yarra Ranges but one of the most prominent is that of our disengaged youth (in particular 11 to 15 year olds) and the lack of support available to them. I take pride in announcing that effective January 2017 Cire Community School offers an

alternative learning environment for years 7 to 10 which will meet the needs of many young people and their families.

Our focus is on providing the students with a safe and supportive learning environment, with Cire being a school of choice. Our aim is for each child to reach their potential and transition from Cire to fulfil their aspirations, whether this be mainstream schooling; work or further studies. They will leave our school as confident young individuals moving into the next phase of their lives.

Former student Corey Everitt was rewarded for his dedication, winning the Most Outstanding Senior VCAL Student in 2015. Corey was presented with his award by Victorian Education Minister James Merlino. This demonstrates our commitment and focus on providing a pathway for our students to continue their journey independently.

Both our Yarra Junction and Mt Evelyn Children's Services received a rating of Exceeding in all of our Quality Areas which is just below Excellence. There are currently only eight organisations that hold this rating in Australia, our aim being to join them.

It gives me great pleasure to announce that we were granted our PBI/DGR status early 2016 which enabled us to attract philanthropic and corporate sponsorships; grants and donations.

Thank you to our Committee of Management who give tirelessly and through dedication and strong leadership support me and the organisation to achieve our strategic goals. As with other areas our committee has experienced change and I would like to acknowledge and thank the following people who supported us for a number of years, Rebecca Halit; Cathy Sword; Geoff Vickers and Tony Aulich. I would also like to extend a warm welcome to our new members Viv Cunningham-Smith, Robyn Dew, Andrew Hunter and Louise Brockway.

We have welcomed a number of new people to our team including our CFO Erin Weinberg; Principal Tim Knowles and most recently our Manager Education and Training, Anna-Louise Allen who bring a wealth of knowledge and expertise to our organisation.

A special thanks to our amazing team of volunteers who support us in so many ways. Thank you to our senior management team who continue to inspire me and will always go that extra mile. A huge thanks to our staff who are committed to providing the best possible service there is, their hard work and dedication does not go unnoticed.

Last but definitely not least our stakeholders who continue to support Cire in so many ways. Without their support we would not be where we are today. We work together towards a shared vision, which is to continue to grow and strengthen our services to clients.

We will continue our learning journey each and every day.



< Cire Launch June 2016



< Corey Everitt (former VCAL student) and James Merlino



< Erica German (SWEY) and Tim Knowles on the promotion trail - getting to know the community



We have seen many changes throughout this period; however one thing that hasn't changed is our commitment to deliver high quality services"

EDUCATION AND FAMILY SERVICES

ALISON FORBES

OSHC



Supporting 14 schools and providing care to 200 children in the community



144

Cire In Home Care clients

480

children attended Cire childcare programs



84

children attended Bush Kinder



14 carers providing an average of 376 hours per fortnight



OSHC and long day care
Yarra Junction and Mt Evelyn

746

pre-accredited enrolments

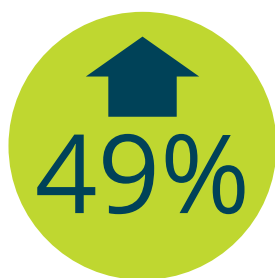
154

students graduated



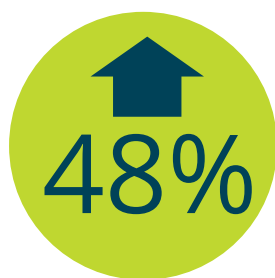
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different courses delivered



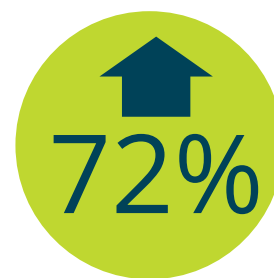
IN HOME CARE

49% increase of in home care hours in the last 18 months



WORKSKILLS

48% increase in Workskills short course enrolments.



GUMBOOTS

72% increase in Gumboots Supported Playgroup enrolments



“Our diverse range of services ensures our community continues to thrive.”

I have had the privilege of managing across three departments for Cire Services during the past eighteen months; In Home Care, Education and Training (RTO) and Children's Services. I am grateful to have been given the opportunity to work alongside amazing staff who consistently demonstrate their passion and energy in everything that they do.

CIRE CHILDREN'S SERVICES

As a department we have been through the assessment and rating process on three occasions in the past eighteen months. Assessment and rating is designed to be a collaborative process between the service and regulatory authority, with opportunities for services to discuss how they are meeting the National Quality Standard and enhancing outcomes for children.

We have enjoyed extremely successful results with our Badger Creek Outside School Hours care being awarded with Meeting all Quality Areas and both our Yarra Junction and Mt Evelyn Children's Services receiving a rating of Exceeding in all Quality Areas. In the near future we aim to apply to be assessed as Excellent. The Excellent rating is the highest rating an education and care service can achieve.

Creating a child safe organisation has been of upmost importance and focus during the past twelve months. The Child Safe Standards has been a key component of the Victorian Government's response to the report of the Parliamentary Inquiry into the Handling of Child Abuse by Religious and Other Non-Government Organisations (Betrayal of Trust Inquiry). As an organisation we are dedicated to strengthening our organisational approach to preventing and responding to child abuse. Implementing the Child Safe Standards has provided an opportunity to

reflect both as an organisation and a community on how we can do better to support and protect vulnerable families and young people.

In 2016 we were the fortunate recipients of a Minor Infrastructure Expansion Grant through the Department of Education and Training for our Mt Evelyn Long Day Care Service. This grant is a contribution towards the cost of a small refurbishment project that will increase our licensed service capacity and will assist with accommodating the new educator to child ratios that now apply for children aged three years and over. Cire Children's Services Mt Evelyn intends to construct a verandah area where a suitable learning environment can be created to cater for the growing needs of our childcare community.

Cire Children's Services takes the responsibility of educating and caring for the children enrolled in our programs very seriously. Our educators are committed to improving children's educational outcomes and to strengthening relationships with the families in our community. We believe that the best experiences for children happen when there is a strong relationship between our management team, our educators and the child's family. Our goal is to work with families to build strong and effective partnerships that can support children and families to thrive.

We look forward to an exciting and busy 2017!

CIRE IN HOME CARE

Cire In Home Care continues to build on its reputation as a reliable, flexible and compassionate in home care provider, with a proven track record for positive and trusting client relationships.

We have continued to build our provision of services and now offer the following: respite care, transport, meal preparation, home care, personal care, social outings, welfare checks, medical appointments, shopping and garden maintenance.

During the last eighteen months Cire in Home Care has doubled its workforce which has provided opportunities for growth as well as enabling more local and trained professionals to gain employment with Cire. We have also been able to provide an increase in the services we provide to the Outer Eastern region. The number of clients that Cire In Home Care has assisted to remain living independently and to live fulfilling lives has grown by 49%.

The expanding workforce has allowed Cire In Home Care to provide services to a more diverse range of community members. The team was able to provide respite care for children and to clients who came to stay with family members for holiday periods. Without the support of our trained carers these clients would not have been able to reside with their families.

Over 25% of the In Home Care workforce completed their Aged, Home and Community Care training with Cire, and were employed upon completion of their qualification. Cire has been able to support their students in achieving their career goals and to transition into their new profession as competent workers, this is something that we are extremely proud of.

The introduction of the National Disability Insurance Scheme (NDIS) is the new way of providing support for Australians with disability, their families and carers. We have attended many briefings and information sessions to learn more about how Cire may be involved in this provision of services in the near future.

Cire In Home Care has established professional relationships with the following service providers; Benetas, Annecto, EACH, Life Assist, Care Connect, Baptcare, Dutch Care, Mercy Health and Southern

Cross Care, we would like to sincerely thank our partners for their ongoing trust and belief in our services. We look forward to maintaining and building on these professional relationships throughout what is going to be a very eventful 2017.

CIRE TRAINING

Cire Training is strongly linked with local businesses and industry, schools, groups, services and organisations and our communities. In our provision of services to individuals and to the community, Cire Training works cooperatively through partnerships with a wide range of educational organisations and local businesses.

We are committed to tailoring programs and services which meet the needs of individuals, business and our communities, while maintaining a learner centred approach as core to all activities. Cire Training is proud to be a registered Learn Local organisation that offers a range of education and training programs both accredited and pre-accredited designed to meet learning needs.

Our objective as a Learn Local is to deliver high quality programs utilising our local insight to meet the needs of our local workforce. Understanding our local industry, services and organisations enables us to offer work-based programs that drive improved productivity, efficiency and effectiveness for local businesses.

The SWEY Project, a strategic alliance between Cire Services, Seville Community House and Woori Community House has been successful in gathering interest from a number of industry groups in key local sectors, most notably the tourism sector. We received excellent feedback from local networks, which represent tourism businesses in the local region. A key element of the project is to develop these relationships further to create clear pathways to employment for learners.

SWEY has successfully engaged with a large number of community and social service providers in the area to gain direction on the needs of people facing barriers in our region. We have received enthusiastic responses from community workers who are keen to see our programs come to fruition and to share information on the needs of our community members to increase the clarity of employment pathways and to developing employability skills.

Cire Training and Cire Community School have worked together to formulate a suite of Vocational Education and Training (VET) options for our Victorian Certificate of Applied Learning (VCAL) students for 2017. We recognised that opportunities existed to provide educational pathways within a familiar and supportive environment which in turn would encourage positive outcomes as required for VCAL students.

On the 15th December 2016 we were delighted to receive confirmation that Cire Services Incorporated (Cire Training) would receive a 2017

Standard VET Funding Contract. The VET Funding Contract is a contract between the Department of Education and Training and training providers for the delivery of government subsidised training.

Due to substantial growth and future opportunities, I will continue to manage Children's Services and In Home Care and take great pleasure in handing over the reins of our RTO to Anna-Louise Allan in 2017.



I find Cire In Home Care to be a reliable agency with well trained staff who really care about the needs of each client. Their prices are very competitive, good value for money."

Glenys - UnitingCare LifeAssist

2015 - 2016 GRANTS

EDUCATION & FAMILY SERVICES

SWEY PROJECT

\$50,000 ACFE Grant

A partnership between Seville Community House, Woori Community House and Cire Services. We are working together to provide training that is both accessible to learners and attuned to the demands of businesses in the outer east.

GUMBOOTS SUPPORTED PLAYGROUP

\$16,000 Bendigo Bank (Warburton and Yarra Junction)

A place for families to feel welcome, where parents can relax and share the joys and challenges of raising children while their children engage in interactive play.



INFRASTRUCTURE GRANT FOR MT EVELYN CHILDREN'S CENTRE

\$25,000 - Children's Facilities Capital Grants Program - Department of Education and Training.

The funds will be used to build an all-weather indoor/outdoor room to increase the amount of spaces available for kinder children at the centre.



CIRE COMMUNITY SCHOOL

TIM KNOWLES



111

VCAL students over 2 campuses



42

students graduated



8

Social Enterprise projects conducted



December 2016
granted VRQA approval to include years' 7 - 10 at our Yarra Junction



100%

VIT REGISTERED TEACHERS

70% degree qualified with 30% have permission to teach (PPT) and are currently studying to be fully qualified.

60%

SENIOR VCAL STUDENTS

graduated with a year 12 equivalent qualification

YOUTH HEALTH CLINIC

ON BOTH CAMPUSES

This includes psychologists, counsellors and GPs who work on a part time basis with a full time Wellbeing Coordinator administering the program.



“The school is an important part of the community ensuring that there is an alternative and no one falls through the cracks.”

2016 was a very significant year in the life of Cire Community School. The year commenced under the banner of Yarra Valley Community School with an enrolment of 101 VCAL students spread across our Mt Evelyn and Yarra Junction Campuses. By years end, we had 111 students enrolled and a year 7-12 structure in place for 2017 that will facilitate the growth of the newly rebranded Cire Community School well into the future.

After six months of work and consultation to meet VRQA compliance, Cire Community School received confirmation of 7-12 registration for our Yarra Junction Campus, in addition to the existing Senior Secondary registration that had been in place at Mt Evelyn. The strategic decision was made to maintain the senior only campus at Mt Evelyn, while the 7-12 program was developed and expanded at Yarra Junction over the coming years.

This year our State and Federal school funding was brought into alignment with that of similar schools who have been established to support young people who originate from families under socioeconomic pressure; and who may be experiencing a range of complex issues including disability. This change has provided the funding needed to maintain the intense academic and wellbeing support that many of our students require to successfully engage in their learning as we move into the 2017 school year.

The school appointed a Wellbeing Teacher and Coordinator who oversees both school campuses this year. Mr Stephen Duke has been instrumental in the development of the Health and Wellbeing curriculum and establishing a

Youth Health Clinic on each campus, which sees general practitioners, counsellors, drug and alcohol workers and psychologist working alongside our students to offer them the support they need; on campus and within school hours.

Cire Community School has continued to build strong partnerships with key stakeholders including the Department of Education, Yarra Ranges Council, Anglicare, ECOSSE, Anchor, Inspiro and many of the local state and independent schools in the Yarra Valley. These partnerships strengthen our school and ensure that our students receive the very best educational opportunities possible.

It has been a wonderful opportunity to step into the role of Principal at Cire Community School. I am very grateful to be leading a school which is such an integrated part of the local community and to be working with such a fine team of passionate educators and support staff.

2015 - 2016 GRANTS



SEEN AND HEARD - BOY TO MAN PHOTOGRAPHY PROJECT

\$10,000 RACV Community Foundation Grant



CAMP AND EXCURSIONS FUNDING

\$11,250 - DEPT. HEALTH AND HUMAN SERVICES funding to support students with excursion and camp costs.



EngageME SOCIAL ENTERPRISE FUNDING

\$5,000 - DEPT. HEALTH AND HUMAN SERVICES funding to assist with the Social Enterprise program



"I now feel as though my
future is **important**."

Lachie - VCAL student



Corey Everitt - a story of achievement

On Monday 21st of June, one of our students from 2015 Senior VCAL was presented with the award for Most Outstanding Senior VCAL Student at a ceremony at Federation Square. The award was presented to Corey Everitt by the Hon. James Merlino.

Corey began his journey at Cire Community School in 2014 after being disengaged from education for more than 12 months before beginning his VCAL studies. He engaged well with his teachers while completing his Intermediate VCAL but had a lot of ups and downs as he battled through some personal issues. Benefitting from the supportive environment at school where staff and students showed patience in trying to engage him into the program.

Commencing Senior VCAL in 2015 Corey began the year very slowly and was not a very productive

By the start of term 3, Corey was a leading member of the Senior VCAL class. He expressed an interest in pursuing a career in writing. Corey's teacher challenged him to write well beyond the required standard to meet his Senior VCAL outcomes. We also began the process of looking into university pathways. Corey wrote extended pieces on mental health, climate change, euthanasia, the character strength of grit and wrote an excellent short story about artificial intelligence. He conducted presentations to the class on topics such as his future career goals with the aim to help fellow class mates.

Corey's transformation from being disengaged to becoming a hard working and high achieving student was a pleasure to be a part of. The extent of his achievement was confirmed at the Cire Christmas party where Corey presented in front of over 50 staff and shared his story. It was a great moment to witness his mother's pride at seeing him give such a passionate speech to this group and receive such a positive reaction from the audience.



"It's common to look down on the VCAL program, mainly for its attraction of people who have yet to engage in their studies or apply themselves. However what some don't see is that the program gives freedom for active students to prosper and succeed and also an alternative for the few who just need a helping hand for where they want to go."

Corey Everitt

member of the class, but the students and staff at Cire Community School continued to support him. At the beginning of term 2, Corey decided to participate in an activity day called Super Awesome Fun Day where students worked in small groups to complete challenges. After that day, Corey slowly built his confidence in social interactions and began producing some written work.

The change over the course of term 2 was dramatic. He became a highly engaged member of the classroom and worked well with others on a couple of community projects. He led a photography project where students worked with residents at an aged care home to create a documentary about their lives. Corey also helped lead a landscaping project where students mowed lawns and did basic landscaping for elderly and disabled members of the local community.

Corey is currently studying a Diploma in Media and Communication at Deakin University. He hopes to continue studying at Deakin and begin his Bachelor of Arts (Journalism) in this year. Corey has made an excellent start to his higher education with good grades across the board.



< From left, Mark Hunt, Corey Everitt, Michelle Spokes and Tim Knowles

CORPORATE SERVICES

ROBYNNE MAUGER



Up to
185 staff
supported
over 4
locations



our vehicle fleet
clocked up over
70,000km



7 volunteers
supported



30 new
employees



484  maintenance
requests
completed





“When I am stopped in the street by people who wish to express their deep gratitude to the services Cire provides to open up opportunities and choices I know we are doing something right.”

Cire Corporate Services works towards achieving the very best outcomes for staff in wellbeing, safety and operational protocols so they can lead a life they value. We know that most people want to connect with their communities and participate fully so our purpose is to help them get there. We involve people and communities in the design and planning of services and we align our efforts with other community activities and organisations.

We ensure the right structures and systems are in place to help create a workplace culture based on respect and integrity. In all of this we work closely with stakeholders and within our own teams.

Wrap around services

Cire Corporate Services provides the core support functions to ensure each department's operational needs are seamless and efficient. With five separate business units and one hundred and fifty staff the corporate services team remain on top of their targets and goals.

People and principles

Cire's values align with the Fairwork Act and we are committed to applying equity principles to all employment policies and procedures (paid and unpaid). Our people work across a range of fields including aged care, children's services, youth education, adult education and all the support functions associated: human resources, information technology, marketing, sponsorship and fundraising, buildings, vehicles and procurement.

Our people

We recognise our people and acknowledge significant contributions made. Fellow colleagues nominate individual employees from all departments. Five People's Choice Awards were presented to staff for going above the call of duty and demonstrating a commitment to Cire values.

Awards are based on the difference their work made and their values-based behaviours.

ONLINE PRESENCE

 78%

of our **customers find us** by performing a **Google search**. Our first page rating has increased our site visits.



7,021

average monthly **website hits**

 56%

increase in Facebook likes. Average weekly reach is **2,700**.



61

blog posts featuring interesting articles on student activity, industry updates and much more...



All staff participated in an annual performance review. This approach ensures management of key elements are adhered to and staff have the opportunity to seek and provide feedback on their work performance.

Volunteers are integral in meeting our core social capital goals. They come from all walks and stages of life bringing a raft of expertise, capabilities and enthusiasm. Volunteers are encouraged to participate across the organisation; they add value to whoever they meet and are rewarded by their efforts.

Promoting Cire

In June 2016 the launch of a new look and the new name of Cire Services took place. The smooth transition was a result of six months of hard work and planning behind the scenes. The

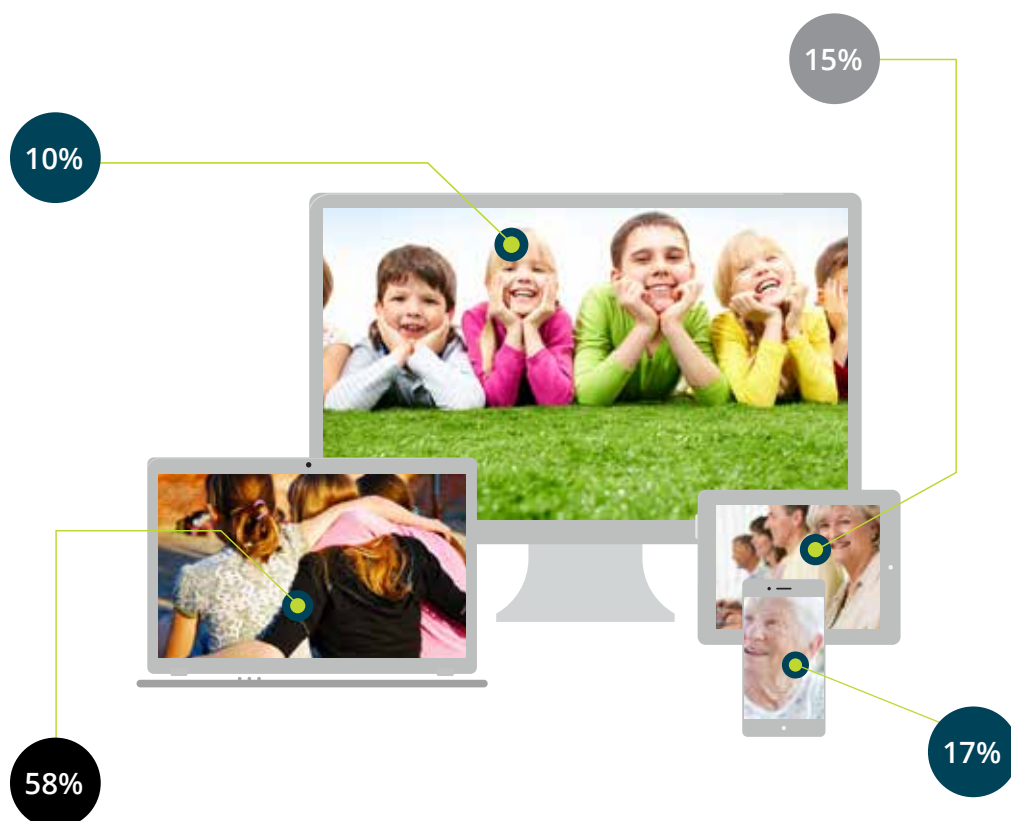
web site is modern in design, remains a source of information for our external customers and has been well received.

Cire's web based Community Noticeboard provides information which connects our community members. We have a strong philosophy of sharing information and connecting with organisations who share our values to promote community interaction.

A strong social media focus has resulted in the engagement of organisations and community members with Cire. Blogs provide information to share the personal stories behind the amazing things Cire achieves.

The Support Cire page was developed to raise awareness and receive donations for targeted campaigns. Currently the Gumboots Supported

HARDWARE DISTRIBUTION



DIGITAL OVERVIEW

 Over 400 workstations/devices over 11 networks in 4 locations

 1,622 Support requests resolved

 Over 32,000 emails sent per month

 Trained 45 staff on Digital Literacy



Playgroup campaign has benefitted and thanks must go to the many who have contributed.

Further minor grants have been received to support programs on positive parenting and assist VCAL students in sporting programs.

Technology

Technology sits behind all information and communication protocols for Cire. New systems and networks were developed to coincide with the expansion and growth of the business, in particular Cire Community School.

Our assets

Multiple campuses, complex business units and specific program needs have seen a rise in corporate services support. The team behind the scenes have attended to requests in a timely manner to ensure efficiency of the business, maintain a safe work place and comply with legislative requirements.

Safety of our people takes priority; and ensuring our premises and vehicles are maintained in accordance with strict safety measures ensures the safety of all concerned.

Appreciation and thanks

With great appreciation I thank the corporate services team who without their support and expertise couldn't achieve the great things we do for our community members. From the friendly welcome in reception to the locking of doors at the end of the day; this team continues to amaze me.

What our volunteers have to say...

"As a volunteer working with some of the students at Cire Community School I felt satisfaction in seeing students gaining confidence and skills when given an opportunity to work one-on-one with someone."

Joe Butler

"I enjoy volunteering at Cire Services. I meet new people and it is good to be able to assist them. The staff are friendly and helpful, there are many and varied tasks to perform and I like making a 'small' contribution to a not-for-profit organisation."

Judy Firth

OUR PEOPLE

TEAM CIRE



80

TEAM - Cire Children's
Services

25

TEAM - Cire
Community School



23

TEAM
Corporate
Services



TEAMWORK *(noun)*

cooperative or combined
effort of a group of persons
working together as a team
for a common cause.



22

TEAM - Education and
Training



21

TEAM - In Home Care



Follow us

to be kept up to date and be
connected to our blog



7

TEAM
Volunteers

ABRAHAM Ajesh	GATES Catherine	PERRETT Natalie
ADAMS Tayla	GEORGE Poppy	PIETSCH Lauren
ADAMS Bree	GERBER Caroline	PONTON Crystal
AGNEW Cassandra	GIFFORD Helena	POWELL Kirsty
ALLEN Monique	GLUSKIE Michelle	PRESTON Cecilia
ANASTASI Megan	GOODWIN Gail	PURCELL Tara
ANASTASIO Sarah	GREEN Melissa	QUILTY Amanda
ANSTEE Kathryn	GRILLO Marisa	RAYMOND Jacob
ARMSTRONG Karen	GUNSTONE Wendy	REILLY Jennifer
AULICH Charles	HAITAS Suzanne	RIDDIFORD Rachael
BARNARD Samantha	HALL Christine	RIPMAN Ann
BASELIER Kate	HALLS Glenys	ROGERS Cindy
BASELIER Thomas	HAWKINS Celeste	RUSSO Ysabell
BEATON Lauren	HELLICAR Nina	SAAGHY-WALSH Melissa
BEKKER Nina	HELLINGS Demi	SAVAGE Claire
BELL Frances	HENDERSON Blaire	SAXON Laura
BERMINGHAM Holly	HILL Jessica	SEPPINGS Ian
BERT Michelle	HOLLAND Carolyn	SEPPINGS Carol
BEVIS Sarah	HOLLINGS Michael	SEREMETIS Gus
BLEASE Andrea	HOLMBERG Sharyn	SHALDERS Robyn
BOND Rachael	HOUSTON-SMITH Montana	SHAW Jennifer
BORTHWICK Ashleigh	HUNT Mark	SHERIDAN Lisa
BOUMAN Ashleigh	HUTT Jannette	SHERIDAN Amy
BRABAZON Annette	JACKSON Elise	SIEMERING Suzie
BROOKS Jillian	JEGANATHAN Naomi	SMALL Megan
BROWN Beverly	JEGANATHAN Raewyn	SMART Lysa
BUCKLAND Nicole	KIRKWOOD Nicole	SMITH Stephanie
CAARELS Caitlin	KIRKWOOD Ashley	SMITH Michelle
CAMERON Debra	KNOWLES Tim	SOUTTER Amy
CAPPER Davinia	LAENGST Mary	SPOKES Michelle
CARLYON Jennifer	LAUKART Anja	STUART Andrew
CATLIN Michelle	LE PAGE Sarah	STUBBS Shey
CATLIN Bryony	LEE Eliza	SUTTON Cassie
CHALKLEY Rebecca	LEE Taylor	SWANKIE Karen
CHARMAN Kelly	LINDNER Anthony	SWORD Cathy
CLARK Alexander	LONG Kailey	SYKES Jeanette
COLLINGS Jeremy	LOWRIE Madeleine	TAIRI Jacqueline
COMPORT Suzanne	LYNCH Roger	TAMPALINE Katie
CORBETT Sophie	MANCZAL Sally	TANNER Lisa
DAHMEN Andre	MARTIN Melissa	TARQUINIO Jacqueline
DAVIES Nicola-Anne	MAUGER Robynne	THORNEYCROFT Paige
DITCHAM Kerry	MCARDLE Greg	TRAGARDH Kyah
DOBSON Nigel	MCCARTHY Tamara	VALE Willa
DODD Joanne	MCILWAIN Rebecca	VAN DELDEN Rosie
DUKE Stephen	MCNAUGHTON Vikki	VIT Stephanie
DULLAGHAN Toulia	MCPHERSON Lauren	WARD Brooke
DUNCAN Maria	MILLER Kinnear	WATERS Janine
EDWARDS Margaret	MILLER Bernie	WEARNE Adam
EGAN Samantha	MONASTIRLI Bianca	WEINBERG Erin
FALCON-GARCIA Patricia	MORRIS Janelle	WEISGERBER Deborah
FENTON-JONKER Simone	MORSE Michelle	WHITEHEAD Simone
FISCHER Sonja	MOSLEY Chris	WILLIAMSON Patricia
FLETCHER Adele	MULLENS Melanie	WILLMETTE Steven
FLYNN Angela	OAKFORD Cheryl	WOOD Antonia
FONTANA Danielle	O'CONNELL Ian	WOODEN Felicity
FORBES Alison	O'GRADY Shann	WOODHEAD Kirsty
FORBES Ashleigh	OULTON Karen	WOODS Sheryl
FORREST Cheryl	DILLEMA Jessica	WOODS Chris
FOSTER Ellie	OWEN Jo-anne	WRIGHT Deborah
FRAZER Kathryn	PARKER Emma	YOUNG Julie
FREEDMAN Cindy	PEARSON Joy	

Cire Services Inc.

An Incorporated Association

ABN 51 933 700 538

**Financial Report for the
period ended 31 December 2016**

CIRE SERVICES INC.
ABN 51 933 700 538

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**CIRE SERVICES INC.
ABN 51 933 700 538**

COMMITTEE OF MANAGEMENT REPORT

The Committee of Management of Cire Services Inc. submit their report and the financial statements for the period ended 31 December 2016, together with the auditor's report thereon.

CORPORATE INFORMATION

Association Details

Cire Services Incorporated is an incorporated association.

The association was incorporated on 15 February 1984 and has its registered office in Yarra Junction at 2463 Warburton Highway, Yarra Junction, Victoria, 3797.

Committee of Management

Ric Butler	President
Ian Cuming	Vice President
Andrew Hunter	Treasurer
Vivienne Cunningham-Smith	Secretary
Louise Brockway	Committee Member
Robyn Dew	Committee Member
Gus Seremetis	ex Officio

Auditors

LDAssurance
Chartered Accountants
Level 6, 250 Collins Street
Melbourne Victoria 3000

Bankers

Bendigo and Adelaide Bank Limited
Warburton Highway
Yarra Junction Victoria 3797

National Australia Bank Limited
Warburton Highway
Yarra Junction Victoria 3797

PRINCIPAL ACTIVITIES

The principal activities of the Association during the course of the period remained unchanged. The activities consist of adult and youth education, child care and home and community care.

RESULTS

The profit of the Association for the 18 month period is \$504,074 (12 month year to 30 June 2015: loss of \$327,062).

DIVIDENDS

Under the Constitution of Cire Services Inc. the Association is not empowered to pay dividends.

COMMITTEE OF MANAGEMENT REPORT (CONTINUED)

REVIEW OF OPERATIONS

In the past 18 month period the Association has continued its teaching activities, together with the development and expansion of new educational programs and initiatives.

During the period, the Association has changed its operating name from Upper Yarra Community House Inc. to Cire Services Inc. The Association has changed its balance date from 30 June to 31 December. The change in balance date is effective as of the period beginning 1 July 2015 and has resulted in an 18 month reporting period ending 31 December 2016.

ROUNDING OF AMOUNTS

Amounts in all reports have been rounded to the nearest dollar.

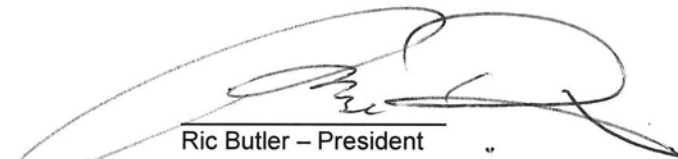
INDEMNIFICATION OF OFFICERS AND AUDITORS

During or since the period the Association has not indemnified or made a relevant agreement to indemnify an officer or auditor of the association or of any related body corporate against a liability incurred as such an officer or auditor. In addition, the association has not paid, or agreed to pay, a premium in respect of a contract insuring against a liability incurred by an officer or auditor.

COMMITTEE OF MANAGEMENT BENEFITS

Neither during nor since the period ended, has any Committee of Management member of the Association received or become entitled to receive a benefit because of a contract that the Member or a firm of which the Member is associated or an entity in which the Member has a substantial financial interest made with the Association or an entity that the Association controlled, or a body corporate that was related to the Association, when the contract was made or when the Committee Member received or became entitled to receive the benefit.

Signed in accordance with a resolution of the Committee of Management.



Ric Butler – President



Andrew Hunter – Treasurer

Dated this of 2017 in Yarra Junction, Victoria.

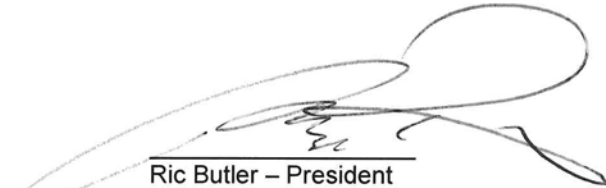
CIRE SERVICES INC.
ABN 51 933 700 538

**COMMITTEE OF MANAGEMENT DECLARATION
FOR THE PERIOD ENDED 31 DECEMBER 2016**


The Committee of Management of Cire Services Incorporated declare that:

- (a) the financial statements and notes give a true and fair view of the financial position as at 31 December 2016 and its performance for the period then ended;
- (b) there are reasonable grounds to believe that Cire Services Incorporated is able to pay all of its debts, as and when they become due and payable; and
- (c) the financial statements and the notes satisfy the requirements of the *Associations Incorporations Reform Act 2012* and the *Australian Charities and Not-for-profits Commission Act 2012*; and

This statement is made in accordance with a resolution of the Committee of Management made pursuant to s.60.15 of the *Australian Charities and Not-for-profits Commission Regulations 2013* and is signed for and on behalf of the Committee of Management by:



Ric Butler – President



Andrew Hunter – Treasurer

Dated:

Yarra Junction, Victoria

CIRE SERVICES INC.
ABN 51 933 700 538

STATEMENT PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE PERIOD ENDED 31 DECEMBER 2016

	18 months to 31 December 2016 \$	12 months to 30 June 2015 \$
Income		
Government funding	2,013,918	2,473,501
Independent school income	3,990,232	1,023,787
Childcare benefit	1,566,352	1,096,309
Childcare fees	1,738,608	931,348
Community living (In home care)	606,039	292,323
Minor grants	178,152	91,912
School partnerships	-	182,311
Course fees	530,695	226,829
Dividends and interest	5,045	1,425
Profit on sale of assets	338,728	-
Total income	<u>10,967,769</u>	<u>6,319,745</u>
Expenses		
Employee expenses	8,170,788	5,255,929
Operational expenses	1,425,936	852,123
Rent and utilities	294,793	273,618
Depreciation	113,380	92,119
Advertising	71,583	43,527
Equipment	40,612	41,453
Borrowing costs	73,008	88,038
Doubtful debts expense	109,595	-
Total expenses	<u>10,299,695</u>	<u>6,646,807</u>
Profit/(loss) for the period	<u>668,074</u>	<u>(327,062)</u>
Other comprehensive income		
Impairment expense	<u>(164,000)</u>	<u>-</u>
Total comprehensive income for the period	<u>504,074</u>	<u>(327,062)</u>

The Statement of Profit and Loss and Other Comprehensive Income is to be read in
conjunction with the notes to the financial statements.

CIRE SERVICES INC.
ABN 51 933 700 538

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2016

	Note	31 December 2016 \$	30 June 2015 \$
CURRENT ASSETS			
Cash and cash equivalents	2	1,353,715	334,544
Trade and other receivables	3	71,893	505,328
Investments		10,000	10,000
TOTAL CURRENT ASSETS		<u>1,435,608</u>	<u>849,872</u>
NON-CURRENT ASSETS			
Property, plant & equipment	4	3,020,535	3,592,510
TOTAL NON-CURRENT ASSETS		<u>3,020,535</u>	<u>3,592,510</u>
TOTAL ASSETS		<u>4,456,143</u>	<u>4,442,382</u>
CURRENT LIABILITIES			
Trade and other payables	5	557,268	471,595
Provisions	6	281,762	220,920
Borrowings	7	4,776	320,063
TOTAL CURRENT LIABILITIES		<u>843,806</u>	<u>1,012,578</u>
NON-CURRENT LIABILITIES			
Provisions	6	43,074	10,123
Borrowings	7	344,969	549,461
TOTAL NON-CURRENT LIABILITIES		<u>388,043</u>	<u>559,584</u>
TOTAL LIABILITIES		<u>1,231,849</u>	<u>1,572,162</u>
NET ASSETS		<u>3,224,294</u>	<u>2,870,220</u>
EQUITY			
Retained earnings		3,184,294	2,680,220
Asset revaluation reserve	8	40,000	190,000
TOTAL EQUITY		<u>3,224,294</u>	<u>2,870,220</u>

The Statement of Financial Position is to be read in conjunction with
the notes to the financial statements.

CIRE SERVICES INC.
ABN 51 933 700 538

STATEMENT OF CHANGES IN EQUITY
FOR THE PERIOD ENDED 31 DECEMBER 2016

		RETAINED EARNINGS	ASSET REVALUATION RESERVE	TOTAL EQUITY
31 December 2016	NOTE	\$	\$	\$
Balance at 1 July 2015		2,680,220	190,000	2,870,220
Profit/(loss) for the period		504,074	-	504,074
Other movements for the period	8	-	(150,000)	(150,000)
Balance at 31 December 2016		<u>3,184,294</u>	<u>40,000</u>	<u>3,224,294</u>

30 June 2015				
Balance at 1 July 2014		3,007,282	190,000	3,197,282
Profit/(loss) for the year before correction		(243,063)	-	(243,063)
Other movements for the year	8	-	-	-
Correction of prior period error	14	(83,999)	-	(83,999)
Balance at 30 June 2015		<u>2,680,220</u>	<u>190,000</u>	<u>2,870,220</u>

The Statement of Changes in Equity is to be read in conjunction with
the notes to the financial statements.

CIRE SERVICES INC.
ABN 51 933 700 538

STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 31 DECEMBER 2016

	Note	18 months to 31 December 2016 \$	12 months to 30 June 2015 \$
Cash flows from operating activities			
Receipts in the course of operations		11,133,490	6,766,251
Interest received/(paid)		(67,963)	(65,613)
Cash payments in the course of operations		(10,042,375)	(6,618,428)
Net GST received/(paid)		32,475	(17,791)
Net cash flows from operating activities	10	<u>1,055,627</u>	<u>64,419</u>
Cash flows from investing activities			
Purchase of plant and equipment		(78,979)	(52,550)
Sale of plant and equipment		562,302	-
Net cash flows from investing activities		<u>483,323</u>	<u>(52,550)</u>
Cash flows from financing activities			
Proceeds/(repayments) of borrowings		(519,779)	30,363
Net cash flows from financing activities		<u>(519,779)</u>	<u>30,363</u>
Net increase/(decrease) in cash held		1,019,171	42,232
Cash at the beginning of the period		<u>334,544</u>	<u>292,312</u>
Cash at the end of the period		<u>1,353,715</u>	<u>334,544</u>

The Statement of Cash Flows is to be read in conjunction with
the notes to the financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016**

NOTE 1: SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of preparation

The financial report is a special purpose financial report which has been prepared in accordance with the accounting policies outlined and the requirements of the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-profits Commission Act 2012*.

The special purpose financial report has been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows*, AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* and AASB 1054 *Australian Additional Disclosures*.

(b) Functional and presentation currency

These financial statements are presented in Australian dollars, which is the Association's functional currency.

(c) Going concern

The financial statements have been prepared on the basis that the entity is a going concern, which contemplates the continuity of normal business activity, realisation of assets and the settlement of liabilities in the normal course of business.

(d) Property, plant and equipment

Property, plant and equipment are carried at cost. All assets, excluding freehold land and buildings, are depreciated on a diminishing value basis over their useful lives.

The depreciation rates used for each class of asset are as follows:

- Buildings – 1%
- Furniture and Fitting – 10%
- Leasehold improvements – 20%
- Motor vehicles – 22.5%
- Plant & equipment – 20%
- Information technology – 20%

(e) Cash and Cash Equivalents

For the purpose of the statement of cash flows, cash includes cash on hand, deposits held at call with banks and investments at call, net of bank overdrafts.

(f) Trade and other payables

Trade payables and other payables are carried at amortised cost and represent liabilities for goods and services provided to the association prior to the end of the financial period that are unpaid and arise when the Association becomes obliged to make future payments in respect of the purchase of these goods and services

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016

NOTE 1: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(g) Employee benefits

Wages, Salaries and Annual Leave

Liabilities for wages, salaries and annual leave that are expected to be settled within 12 months of the reporting date represent present obligations resulting from employees' services provided to reporting date. They are calculated at undiscounted amounts based on remuneration wage and salary rates that the Association expects to pay as at reporting date including related on-costs, such as workers compensation insurance and payroll tax.

Long-term service benefits

The Association's net obligation in respect to long-term service benefits, other than pension plans, is the amount of future benefit that employees have earned in return for their service in current and prior periods. The obligation is calculated using expected future increases in wage and salary rates including related on-costs and expected settlement dates, and is discounted using the rates attached to Commonwealth Governments bonds at the balance sheet date which have maturity dates approximating the terms of the Association's obligations.

Superannuation

The amount charged to the Income Statement in respect of superannuation represents the contributions made by the Association to superannuation funds.

(h) Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Association and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised:

Rendering of services

Revenue in relation to rendering of services is recognised depends on whether the outcome of the services can be measured reliably. If this is the case then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period. If the outcome cannot be reliably measured then revenue is recognised to the extent of expenses recognised that are recoverable.

Grant Income

Grant income received, other than for specific purposes, is brought to account over the period to which the grant relates.

Interest Income

Interest income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

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

(i) Income Tax

The Association is a tax-exempt entity for the purposes of Division 50 of the *Income Tax Assessment Act 1997*.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016

NOTE 1: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(j) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the taxation authority. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the balance sheet.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

(k) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of the lease term.

(l) Comparative amounts

Where necessary, comparatives have been reclassified for consistency.

(m) Change of Balance Date

On 4 August 2015, the Committee of Management resolved to change the balance date of the Association from 30 June to 31 December, effective as of 1 July 2015. This has resulted in a reporting period of 1 July 2015 to 31 December 2016 and the comparative period of 1 July 2014 to 30 June 2015.

(n) New standards and interpretations not yet adopted

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The application of these Accounting Standards and Australian Interpretations are not expected to have any significant impact on the Association's financial statements. Consequently, they have not been specifically identified here.

	18 months to 31 December 2016 \$	12 months to 30 June 2015 \$
NOTE 2: CASH AND CASH EQUIVALENTS		
NAB – Operating account	17,923	243,351
NAB – Internet banking account	512,113	11,306
NAB – Term deposit	800,000	-
Bendigo Bank – Business management account	23,679	79,887
	<u>1,353,715</u>	<u>334,544</u>
NOTE 3: TRADE AND OTHER RECEIVABLES		
Trade debtors	181,518	505,328
Provision for doubtful debts	(109,625)	-
	<u>71,893</u>	<u>505,328</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016

	18 months to 31 December 2016 \$	12 months to 30 June 2015 \$
NOTE 4: PROPERTY, PLANT AND EQUIPMENT		
Land at fair value	375,000	525,000
Buildings		
At cost	2,646,854	2,835,843
Accumulated depreciation	<u>(136,020)</u>	<u>(104,253)</u>
	<u>2,510,834</u>	<u>2,731,590</u>
Motor vehicles		
At cost	134,757	243,542
Accumulated depreciation	<u>(94,360)</u>	<u>(159,124)</u>
	<u>40,397</u>	<u>84,418</u>
Furniture and fittings		
At cost	210,367	213,116
Accumulated depreciation	<u>(94,254)</u>	<u>(77,951)</u>
	<u>116,113</u>	<u>135,165</u>
Plant and equipment		
At Cost	104,175	96,356
Accumulated depreciation	<u>(67,533)</u>	<u>(55,162)</u>
	<u>36,642</u>	<u>41,194</u>
Computers		
At cost	217,837	169,441
Accumulated depreciation	<u>(119,172)</u>	<u>(101,978)</u>
	<u>98,665</u>	<u>67,463</u>
Leasehold improvements – CWC Welding Bay		
At cost	16,582	15,000
Accumulated depreciation	<u>(9,698)</u>	<u>(7,320)</u>
	<u>6,884</u>	<u>7,680</u>
Provision for impairment	<u>(164,000)</u>	<u>-</u>
Total property, plant & equipment	<u><u>3,020,535</u></u>	<u><u>3,592,510</u></u>
(ii) Reconciliation of the carrying amount		
Movement in the carrying amount class of property, plant and equipment between the beginning and the end of the current financial period		
Balance at beginning of financial period	3,592,510	3,633,280
Additions	78,979	52,550
Disposals	(373,574)	(1,201)
Depreciation expense	(113,380)	(92,119)
Provision for impairment	<u>(164,000)</u>	<u>-</u>
Written down value at end of financial period	<u><u>3,020,535</u></u>	<u><u>3,592,510</u></u>

CIRE SERVICES INC.
ABN 51 933 700 538

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016

	18 months to 31 December 2016 \$	12 months to 30 June 2015 \$
NOTE 5: TRADE AND OTHER PAYABLES		
Trade creditors	105,795	10,442
Credit card	7,551	8,454
Payroll accrued expenses	38,663	203,853
Accrued expenditure	86,750	-
Income in advance	76,059	-
GST payable	190,269	157,794
PAYG payable	52,181	91,052
	<u>557,268</u>	<u>471,595</u>
NOTE 6: PROVISIONS		
Current Liability		
Annual leave	226,502	152,309
Long service leave	55,260	68,611
	<u>281,762</u>	<u>220,920</u>
Non-Current Liability		
Long service leave	43,074	10,123
	<u>43,074</u>	<u>10,123</u>
	<u>324,836</u>	<u>231,043</u>
NOTE 7: BORROWINGS		
Current Liability		
Bendigo Bank overdraft	-	308,059
Chattel mortgage	4,776	12,004
	<u>4,776</u>	<u>320,063</u>
Non-Current Liability		
Bendigo Bank mortgage loan (1)	153,836	144,053
Bendigo Bank Non-Residential Secured Loan (2)	191,133	200,953
Bendigo Bank Non-Residential Secured Loan (3)	-	195,462
Chattel mortgage	-	8,993
	<u>344,969</u>	<u>549,461</u>
	<u>349,745</u>	<u>869,524</u>

*Security 1st Registered Mortgage over the property known as
41 Little Yarra Road, Yarra Junction, Victoria in the name of
Cire Services Inc.*

CIRE SERVICES INC.
ABN 51 933 700 538

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016

	18 months to 31 December 2016 \$	12 months to 30 June 2015 \$
NOTE 8: RESERVES		
Asset Revaluation Reserve:		
Opening balance	190,000	190,000
Transfers to/from reserve	<u>(150,000)</u>	<u>-</u>
Closing balance	<u>40,000</u>	<u>190,000</u>
The asset revaluation reserve is used to record increases and decreases on the revaluation of non-current assets. The decrease in the asset revaluation reserve for the period is as a result of the sale of the property at 5 Park Road, Warburton.		
NOTE 9: COMMITMENTS		
Future operating lease for rental of premises and for equipment, not provided for in the financial statements and payable:		
No later than one year	111,485	83,936
Later than one year but no later than five years	389,318	387,259
Later than five years	<u>225,712</u>	<u>376,187</u>
	<u>726,515</u>	<u>847,382</u>
NOTE 10: RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES		
Reconciliation of net operating (deficit)/surplus to net cash flows from operating activities:		
Net operating surplus/(deficit)	504,074	(327,062)
Non-cash items:		
Depreciation	113,380	92,119
Profit/loss on sale of assets	(338,728)	1,201
Provision for impairment	164,000	-
Changes in assets and liabilities:		
(Increase) / decrease in trade and other debtors	433,435	363,932
Increase / (decrease) in payables	85,673	(30,364)
Increase / (decrease) in provisions	<u>93,793</u>	<u>(35,407)</u>
Net cash flows from/(used by) operating activities	<u>1,055,627</u>	<u>64,419</u>
Finance facilities:		
Bank overdraft	450,000	450,000
Credit card	10,000	10,000
Used amount	<u>(7,551)</u>	<u>(316,513)</u>
Unused amount	<u>452,449</u>	<u>143,487</u>

CIRE SERVICES INC.
ABN 51 933 700 538

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016

	18 months to 31 December 2016	12 months to 30 June 2015
NOTE 11: AUDITORS REMUNERATION		
Remuneration was paid for the following services:		
Audit services	12,000	9,750
Assistance with the preparation of the financial statements	1,000	750
	<u>13,000</u>	<u>10,500</u>

NOTE 12: RELATED PARTIES

The members of the Committee of Management for the period were:

Ric Butler	President
Ian Cuming	Vice President
Andrew Hunter	Treasurer (appointed October 2015)
Vivienne Cunningham-Smith	Secretary (appointed October 2015)
Robyn Dew	Committee Member (appointed October 2015)
Louise Brockway	Committee Member (appointed March 2016)
Garry Embry	Committee Member (resigned July 2015)
Rebecca Halit	Committee Member (resigned September 2015)
Tony Aulich	Committee Member (resigned January 2016)
Cathy Sword	Committee Member (resigned January 2016)
Geoff Vickers	Committee Member (resigned August 2016)

Committee of Management Remuneration

All Committee members of Cire Services Inc. act in an honorary capacity. No Committee member received or was entitled to receive a fee solely by virtue of their position as a Committee member.

NOTE 13: SUBSEQUENT EVENTS

There has not arisen in the interval between the end of the period and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Committee of Management of the Association, to affect significantly the operation of the Association, the results of those operations, or the state of affairs of the Association, in future periods.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2016

NOTE 14: CORRECTION OF PRIOR PERIOD ERROR

The correction of prior period errors have caused the following impact on the comparative balances for the year ended 30 June 2015:

Revenue:

Independent schools income as per 30 June 2015 audited financials	1,107,786
Correction of prior period error	(83,999)
Corrected comparative balance	<u>1,023,787</u>

Liabilities:

GST payable as per 30 June 2015 audited financials	73,795
Correction of prior period error	83,999
Corrected comparative balance	<u>157,794</u>

The correction to the comparative balances has occurred as a result of GST on funding received being initially recognised as revenue, rather than as a GST liability. The Association identified the error in January 2016 and sought independent advice on the accounting treatment. As such, an adjustment has been made to the comparative balances to recognise the appropriate liability.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CIRE SERVICES INCORPORATED

Report on the Audit of the Financial Report

Opinion

We have audited the financial report, being a special purpose financial report of Cire Services Incorporated ('the Association'), which comprises the statement of financial position as at 31 December 2016, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the period ended, and notes to the financial statements, including a summary of significant accounting policies, and responsible person's declaration.

In our opinion, the accompanying financial report of Cire Services Incorporated has been prepared 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 Association's financial position as at 31 December 2016 and of its financial performance for the period then ended; and
- ii. complying with Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described as 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 Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ('the Code') that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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 to for the purpose of fulfilling the Association's financial reporting requirements of the *Associations Incorporation Reform Act 2012* and 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 Committee for the Financial Report

The Committee is 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 Accounting Standards, the *Associations Incorporation Reform Act 2012* and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*. The Committee's responsibility also includes such internal control as it determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Responsibilities of the Committee for the Financial Report (Continued)

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 related 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.

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 Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee.
- Conclude on the appropriateness of the Committee's 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 Association'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 Association 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 Committee 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.

LDAssurance
Chartered Accountants



Stephen O'Kane
Partner

Dated this 9th day of March 2017
250 Collins Street, Melbourne.



SEEN AND HEARD - BOY TO MAN

A NEW PHOTOGRAPHIC SERIES OF OUR YOUNG MEN

Late last year renowned photographer Kate Baker began capturing images of the young men of Cire Community School as part of the Boy to Man project, which has been supported by the RACV. Over the next six months images will be featured along with quotes from the students on our Facebook page. To be part of this special initiative be sure to like our page which aims to give you a visual insight into the thoughts and lives of these young men.

Seen and Heard - Boy to Man Photography
Project by Kate Baker proudly supported by



Photograph by Kate Baker

GET IN TOUCH

Head office 1300 835 232

2463 Warburton Hwy

Yarra Junction 3777

Cire Children's Services

39 - 41 Little Yarra Rd, Yarra Junction 03 5967 2776

20 Old Hereford Rd, Mt Evelyn 03 9736 1918

Cire Training

2463 Warburton Hwy, Yarra Junction 1300 835 232

20 Old Hereford Rd, Mt Evelyn 03 9736 1457

Cire Community School

39 - 41 Little Yarra Rd, Yarra Junction 1300 835 235

20 Old Hereford Rd, Mt Evelyn 03 9736 1457

Cire In Home Care

2463 Warburton Hwy, Yarra Junction 1300 835 232

www.cire.org.au

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Cire Services is a not for profit organisation. We are committed to investing our profits in improving service deliveries, facilities and staff development.

