

# **Not-For-Profit - Association Report 2025**

Engender Equality

ABN 87 803 772 347

For the year ended 30 June 2025

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# Committee's Report

## Engender Equality

For the year ended 30 June 2025

### Committee Members

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

| Name                | Position  | Date Started | Date Finished |
|---------------------|---|--------------|---------------|
| Chris Hannan        | Chair (from Nov24 to current)   | 16-Nov-24    | Current       |
| Jacqueline Nicholls | Chair & Public Officer (from Nov23 to Nov24)                              | 17-Mar-23    | 15-Nov-24     |
| Angela Abbott       | Treasurer (from May24 to current) and Interim Chair (from Aug24 to Nov24) | 30-May-24    | Current       |
| Karen Hind          | Treasurer (Aug18 - May24)   | 1-Aug-18     | 29-May-24     |
| Sarah Clifford      | Secretary (from May24 to current)   | 30-May-24    | Current       |
| Renusha Nair        | General Member  | 30-May-24    | 26-Feb-26     |
| Louise Madden       | General Member  | 13-May-25    | Current       |
| Jo Porteus          | General Member  | 13-May-25    | Current       |
| Kelli Schultz       | General Member  | 13-May-25    | Current       |
| Lakshmi Sundram     | General Member  | 13-May-25    | Current       |
| Kathryn Lenton      | General Member  | 1-May-22     | 12-May-25     |

Note, in addition to her CEO role, Alina Thomas has been acting as public officer from November 24 to date.

Signed in accordance with a resolution of the Members of the Committee on:



[Christine Hannan \(Oct 27, 2025 13:44:45 GMT+11\)](#)

Chris Hannan (Chair)

Date Oct 27, 2025



Angela Abbott (Treasurer)

Date Oct 27, 2025

# Income and Expenditure Statement

## Engender Equality

For the year ended 30 June 2025

|  | 2025                | 2024                |
|--|---------------------|---------------------|
| <b>Income</b>                                  |                     |                     |
| Collaboration (MOU) Income                     | 80,233.94           | 0.00                |
| Donations                                      | 5,732.64            | 7,580.00            |
| Flexible Support Package                       | 0.00                | 6,813.65            |
| Grant Income - Gov                             | 2,807,504.32        | 1,912,865.00        |
| Grant Income - Philanthropic                   | 158,158.92          | 0.00                |
| Grants/Donations Brought Fwd from Previous F/Y | 0.00                | 274,478.00          |
| Interest Income                                | 47,463.64           | 26,698.73           |
| Other Revenue                                  | 38,502.72           | 19,468.64           |
| TPT Trust Distribution                         | 734.33              | 12,434.04           |
| Training Income                                | 124,624.24          | 90,580.55           |
| <b>Total Income</b>                            | <b>3,262,954.75</b> | <b>2,350,918.61</b> |
| <b>Expenditure</b>                             |                     |                     |
| Accounting and Audit                           | 9,900.00            | 7,600.00            |
| Advertising                                    | 3,566.82            | 2,207.35            |
| Allowances                                     | 4,701.20            | 429.12              |
| Bank Fees                                      | 285.49              | 264.46              |
| Bookkeeping                                    | 1,155.47            | 1,292.44            |
| Catering                                       | 0.00                | 2,410.96            |
| Cleaning                                       | 12,614.62           | 10,755.81           |
| Computer Software and IT Support               | 10,146.81           | 12,336.61           |
| Conference                                     | 1,395.01            | 296.05              |
| Consulting                                     | 111,560.51          | 21,821.13           |
| Depreciation                                   | 6,566.00            | 6,566.00            |
| Donation Expense                               | 0.00                | 1,154.88            |
| Electricity                                    | 9,757.18            | 7,072.44            |
| Equipment Low Cost Write Off                   | 16,291.73           | 37,383.68           |
| Flexible Support Package Purchases             | 0.00                | 7,265.46            |
| Gift Cards for Advocates                       | 3,345.45            | 1,350.00            |
| Gifts, Recognition & Rewards                   | 1,925.58            | 163.58              |
| Insurance                                      | 26,483.55           | 13,770.09           |
| Interest Expense                               | 0.00                | 424.29              |
| Leasing Charges                                | 6,255.64            | 6,031.34            |
| Leave Entitlements Expense                     | (2,178.57)          | 58,143.20           |
| Legal expenses                                 | 5,814.75            | 387.16              |
| MOU Payments                                   | 215,834.42          | 0.00                |
| Office Expenses                                | 10,089.23           | 10,400.72           |
| Other Program Specific Expenses                | 21,705.27           | 0.00                |
| Postage and Delivery                           | 650.37              | 985.87              |
| Printing                                       | 3,881.60            | 289.55              |
| Realised Currency Gains                        | 5.68                | (32.21)             |
| Recruitment Costs                              | 7,601.96            | 5,975.00            |
| Relocation Costs                               | 4,932.01            | 73,218.96           |
| Rent   | 196,372.15          | 122,029.35          |
| Repairs and Maintenance                        | 8,020.19            | 772.86              |
| Staff Compliance Checks                        | 301.65              | 627.94              |
| Stripe Fees                                    | 71.60               | 23.96               |
| Subscriptions                                  | 22,045.12           | 21,336.80           |
| Superannuation                                 | 257,628.36          | 177,886.24          |
| Telephone & Internet                           | 12,323.76           | 11,114.70           |

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached Statement by Members of the Committee.

# Income and Expenditure Statement

Engender Equality

For the year ended 30 June 2025

|                                       | 2025                | 2024                |
|---------------------------------------|---------------------|---------------------|
| Training                              | 71,664.14           | 31,654.48           |
| Travel and Accommodation              | 20,172.34           | 13,263.56           |
| Wages and Salaries                    | 2,346,848.76        | 1,622,319.73        |
| Waste Removal                         | 0.00                | 31.89               |
| Workers Compensation                  | 38,399.39           | 47,761.11           |
| <b>Total Expenditure</b>              | <b>3,468,135.24</b> | <b>2,338,786.56</b> |
| <b>Current Year Surplus/(Deficit)</b> | <b>(205,180.49)</b> | <b>12,132.05</b>    |

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached Statement by Members of the Committee.

# Assets and Liabilities Statement

Engender Equality As at 30 June 2025

|                                      | Notes | 2025                | 2024                |
|--------------------------------------|-------|---------------------|---------------------|
| <b>Assets</b>                        |       |                     |                     |
| <b>Current Assets</b>                |       |                     |                     |
| Cash and Cash Equivalents            | 2     | 1,065,679.28        | 1,440,639.11        |
| Trade and Other Receivables          | 3     | 95,607.96           | 65,878.51           |
| <b>Total Current Assets</b>          |       | <b>1,161,287.24</b> | <b>1,506,517.62</b> |
| <b>Non-current Assets</b>            |       |                     |                     |
| Investments                          | 4     | 287,752.41          | 297,464.41          |
| Plant and Equipment and Vehicles     | 5     | 9,659.43            | 8,754.79            |
| Bond                                 |       | 14,381.38           | 10,214.72           |
| <b>Total Non-current Assets</b>      |       | <b>311,793.22</b>   | <b>316,433.92</b>   |
| <b>Total Assets</b>                  |       | <b>1,473,080.46</b> | <b>1,822,951.54</b> |
| <b>Liabilities</b>                   |       |                     |                     |
| <b>Current Liabilities</b>           |       |                     |                     |
| Trade and Other Payables             | 6     | 221,744.45          | 74,158.80           |
| Provision for Employee Entitlements  | 7     | 144,051.82          | 146,230.39          |
| <b>Total Current Liabilities</b>     |       | <b>365,796.27</b>   | <b>220,389.19</b>   |
| <b>Non-current Liabilities</b>       |       |                     |                     |
| Deferred Income                      | 8     | 279,727.62          | 560,113.29          |
| <b>Total Non-current Liabilities</b> |       | <b>279,727.62</b>   | <b>560,113.29</b>   |
| <b>Total Liabilities</b>             |       | <b>645,523.89</b>   | <b>780,502.48</b>   |
| <b>Net Assets</b>                    |       | <b>827,556.57</b>   | <b>1,042,449.06</b> |
| <b>Equity</b>                        |       |                     |                     |
| Capital Reserve                      |       | 832,017.20          | 1,037,197.69        |
| TPT Revaluation Reserve              |       | (4,460.63)          | 5,251.37            |
| <b>Total Equity</b>                  |       | <b>827,556.57</b>   | <b>1,042,449.06</b> |

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached Statement by Members of the Committee.

# Notes to the Financial Statements

## Engender Equality

### For the year ended 30 June 2025

#### 1. Summary of Significant Accounting Policies

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

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

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

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

PPE is written off as acquired, with the exception of residual equipment being depreciated at general pooling rates.

#### Impairment of Assets

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

#### Employee Provisions

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

#### Cash on Hand

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

#### Accounts Receivable and Other Debtors

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

#### Revenue and Other Income

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

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These notes should be read in conjunction with the attached Statement by Members of the Committee.

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

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

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

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

## Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

## Financial Assets

Investments in financial assets are initially recognised at cost, which includes transaction costs, and are subsequently measured at fair value, which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

## Accounts Payable and Other Payables

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

|  | 2025                | 2024                |
|--|---------------------|---------------------|
| <b>2. Cash and Cash Equivalents</b>      |                     |                     |
| CBA TD A - \$500,000 - 10SEP25           | 500,000.00          | 0.00                |
| CBA TD B - \$381,565.07 - 10SEP25        | 381,565.07          | 0.00                |
| Debit Card Account                       | 14,004.67           | 10,208.79           |
| Savings Account                          | 156,983.53          | 1,362,943.90        |
| Working Account                          | 13,126.01           | 67,486.42           |
| <b>Total Cash and Cash Equivalents</b>   | <b>1,065,679.28</b> | <b>1,440,639.11</b> |
|  | 2025                | 2024                |
| <b>3. Trade and Other Receivables</b>    |                     |                     |
| Accounts Receivable                      | 46,906.94           | 37,946.73           |
| Distribution Receivable                  | 22,474.71           | 9,841.38            |
| Petty Cash                               | 95.00               | 95.00               |
| Prepayments                              | 26,131.31           | 17,995.40           |
| <b>Total Trade and Other Receivables</b> | <b>95,607.96</b>    | <b>65,878.51</b>    |

These notes should be read in conjunction with the attached Statement by Members of the Committee.

|   | 2025              | 2024              |
|---|-------------------|-------------------|
| <b>4. Investments</b>                             |                   |                   |
| TPT Wealth Investments                            | 287,752.41        | 297,464.41        |
| <b>Total Investments</b>                          | <b>287,752.41</b> | <b>297,464.41</b> |
|   | 2025              | 2024              |
| <b>5. Plant and Equipment and Vehicles</b>        |                   |                   |
| Computer Equipment                                | 3,789.37          | 0.00              |
| Less Accumulated Depreciation on Office Equipment | (63,400.57)       | (56,834.57)       |
| Office Equipment                                  | 69,270.63         | 65,589.36         |
| <b>Total Plant and Equipment and Vehicles</b>     | <b>9,659.43</b>   | <b>8,754.79</b>   |
|   | 2025              | 2024              |
| <b>6. Trade and Other Payables</b>                |                   |                   |
| Accounts Payable                                  | 254,996.23        | 12,540.96         |
| GST   | (952.35)          | 7,126.99          |
| PAYG Withholdings Payable                         | 0.00              | 35,948.00         |
| Salary Sacrifice Payable                          | (12,099.71)       | 0.00              |
| Sundry Creditors                                  | 40,270.61         | 0.00              |
| Superannuation Payable                            | 0.00              | 18,542.85         |
| Wages Payable - Payroll                           | (60,470.33)       | 0.00              |
| <b>Total Trade and Other Payables</b>             | <b>221,744.45</b> | <b>74,158.80</b>  |
|   | 2025              | 2024              |
| <b>7. Provision for Employee Entitlements</b>     |                   |                   |
| Provision for Employee Entitlements               | 144,051.82        | 146,230.39        |
| <b>Total Provision for Employee Entitlements</b>  | <b>144,051.82</b> | <b>146,230.39</b> |
|   | 2025              | 2024              |
| <b>8. Deferred Income</b>                         |                   |                   |
| Grants Received in Advance (Current Year)         | 279,727.62        | 411,504.99        |
| Unspent Grants & Donations (Prior Year)           | 0.00              | 148,608.30        |
| <b>Total Deferred Income</b>                      | <b>279,727.62</b> | <b>560,113.29</b> |

These notes should be read in conjunction with the attached Statement by Members of the Committee.

# Movements in Equity

## Engender Equality

For the year ended 30 June 2025

|                                  | 2025                | 2024                |
|----------------------------------|---------------------|---------------------|
| <b>Equity</b>                    |                     |                     |
| Opening Balance                  | 1,042,449.06        | 1,013,643.15        |
| Retained Earnings                |                     |                     |
| <b>Increases</b>                 |                     |                     |
| Surplus/(Deficit) for the Period | (205,180.49)        | 12,132.05           |
| Financial Instrument Reserve     | (9,712.00)          | 16,673.86           |
| <b>Total Increase/(Decrease)</b> | <b>(214,892.49)</b> | <b>28,805.91</b>    |
| <b>Total Equity</b>              | <b>827,556.57</b>   | <b>1,042,449.06</b> |

# Committee's Report

## Engender Equality

### For the year ended 30 June 2025

The committee has determined that the association is not a reporting entity and this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee, the financial report

1. Presents fairly the financial position of Engender Equality as at 30 June 2025 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Engender Equality will be able to pay its debts as and when they fall due

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:



Christine Hannan (Oct 27, 2025 13:44:45 GMT+11)

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Chris Hannan (Chair)

Date Oct 27, 2025



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Angela Abbott (Treasurer)

Date Oct 27, 2025

# ENGENDER EQUALITY\_Financial Statements 2025\_final for signing

Final Audit Report

2025-10-27

|                 |   |
|-----------------|---|
| Created:        | 2025-10-27                                      |
| By:             | Christopher Hill (chris@eligoconsulting.com.au) |
| Status:         | Signed  |
| Transaction ID: | CBJCHBCAABAAUFndT1OLzkO1GGPtddQnbPB2LmrX-cpD    |

## "ENGENDER EQUALITY\_Financial Statements 2025\_final for signing" History

-  Document created by Christopher Hill (chris@eligoconsulting.com.au)  
2025-10-27 - 2:38:40 AM GMT
-  Document emailed to chris@chrishannancounselling.com for signature  
2025-10-27 - 2:41:30 AM GMT
-  Email viewed by chris@chrishannancounselling.com  
2025-10-27 - 2:43:55 AM GMT
-  Signer chris@chrishannancounselling.com entered name at signing as Christine Hannan  
2025-10-27 - 2:44:43 AM GMT
-  Document e-signed by Christine Hannan (chris@chrishannancounselling.com)  
Signature Date: 2025-10-27 - 2:44:45 AM GMT - Time Source: server
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2025-10-27 - 2:44:46 AM GMT
-  Email viewed by angelaa@homebasetas.org.au  
2025-10-27 - 4:47:14 AM GMT
-  Signer angelaa@homebasetas.org.au entered name at signing as Angela Abbott  
2025-10-27 - 4:48:00 AM GMT
-  Document e-signed by Angela Abbott (angelaa@homebasetas.org.au)  
Signature Date: 2025-10-27 - 4:48:02 AM GMT - Time Source: server
-  Agreement completed.  
2025-10-27 - 4:48:02 AM GMT