

ANNUAL REPORT 2022



Amity
Community Services I

www.amity.org.au

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Chairperson's Report

This year has brought us in our roles on the Board of Management a great deal of satisfaction, as Amity staff continue to develop under the guidance of our CEO, Darrell Brock and General Manager Community Services Julie Seager.

While the challenges faced by groups helping those dealing with addiction and trauma are not diminished, it is clear that we have consolidated the skills within our staff to be able to provide the education and counselling to support them. Darrell has aimed to empower staff members to gain deeper understanding of their roles and contributions to be able to accept the challenges as they arise.

An example of this is Luke Nox' willingness to developing his skills

with leadership and teamwork watching these positive developments in the reports written by the teams makes attendance at board meetings very gratifying.

The Board too has been able to develop our understanding of our roles and each member has made active contributions. The knowledge and understanding of Amity Community Services retained by our long term Board members Kerin Bolton and Brett Hagan guides our understanding while the newer members Joanne Tilbrook, Mandy Pearce and Jarrod Wee give us fresh ideas and thinking. I would like to thank Joanne for her willingness to use her free time to assist on the recruitment panels that have given us our newer staff members. I would also like to thank both Joanne and Mandy for their assistance to me in the role of Chair.

A Board can only be effective if we are all willing to question and give our views honestly and with openness, all of our current Board do this willingly. My hope is that they will choose to be nominated to continue in their roles as we now can put our focus towards our strategic outlook to 2028. Amity must secure our premises' leasing arrangements and funding to be able to give our staff the tools they need. This is necessary to make our future strategies reality and to ensure the work began in 1976 can continue as long as the people of Darwin and the Northern Territory need our services.

Kind regards,

Karen



Chief Executive Officer's Report

OCTOBER 2022

The year in review

It is a great pleasure to be submitting my CEO report for the 2021/2022 Financial year. I cannot believe where the time has gone over the past 12 months but acknowledge Amity has made some significant achievements over this time. Amity has undertaken another chapter of systemic change and organisational development, with the aim of ensuring we continue to provide evidence based best practice services, with the focus being making a real difference for the clients we support. Amity continues to build on over 46 years of specialised services and tradition and has this year established significant innovation and growth despite some challenges. Amity started out in 1976 as the Darwin and District Alcohol and Drug Dependence Foundation and was initially established to address the negative impacts of problematic drinking and drug behaviours in Darwin back at that time, here we find ourselves in 2022 with Amity's vision still aligning itself to actively promoting and supporting the adoption of healthier habits and lifestyles for clients accessing Amity services, that being in a supportive and in a non-judgemental manner.

Amity has remained diligent with being recognised as a reputable specialised, professional Not for Profit community service. Amity still chooses to implement programs and support services that are based on evidence based informed research. I would like to take this opportunity to thank our funding providers for their continued financial support with allowing us to continue to do this. Amity has been given a further 12-month funding extension to its Aboriginal



Town Communities and the Illicit Drugs program, these are funded through the NT Primary Health Network (NT PHN) which will run through to June 2023. NTG Dept of Health funding agreement aligned to the counselling/education/information program also ceases as of June 2023 and Amity will be submitting a new tender seeking another 5-year contract. Another funding agreement that we will be seeking to renew is in the Gambling space which is funded via the Community Benefits Fund (CBF) NTG.

We have been focused with the rebuilding and developing meaningful key-stakeholder relationships. Amity has taken on a new style guide re-branding to enable itself to be more transparently exposed to the community. It should be recognised in current state that Amity is constantly competing with other much larger like-minded organisations and needs to expand its own capacity with delivery of services either by expanding itself and or building key partnerships to meet the current demand and any identified gaps.

Addressing key elements of organisation governance, reviewing and the redevelopment of Amity's Strategic Plan and implementing new administrative systems have helped provide the team with the essential tools to facilitate their individual roles. The managers program reports for this year are very much indicative of the proactive work implemented. Building on collaborative networking across the community sector and ensuring Amity establishes strong links in doing so will be better for the clients we provide services for.

We have had protracted ongoing issues with our leasing infrastructure aligned to the 153/155 NTG dwellings which has had a significant impact on providing appropriate working space for staff over the later

period of 2021/22. As a consequence, and as an interim measure we have relocated the majority of staff to the 7 Stoke street building which was achieved by fitting out an additional room. It appears that obtaining a secure lease tenure has been going on for many years, given the historical time Amity has utilised these buildings I am hoping this issue will have a positive outcome moving forward.

Over the past twelve months we have addressed key priority areas to improve operational efficiency, these are inclusive of moving to digitalised documentation for the counselling team, all client case management is now implemented through Redi-Case and it is also a positive outcome that the entire counselling team are now retaining all paperless documentation.

Looking back over the year we have seen some changes to Government legislation around alcohol restrictions in NT Indigenous communities, it is evident that alcohol restrictions have been lifted in indigenous communities.

Northern Territory communities that have been under prohibition for more than a decade. The changes will see communities having the choice whether to opt in or out to the changes aligned to removing the drinking restrictions in remote communities.

Another initiative comes out of the Territory Labor Government announced its updated Code of Practice for Responsible Gambling, which follows a review undertaken earlier this year.

The Code aims to minimise the harms associated with problem gambling by providing more clearer information to enable patrons to make informed decisions about their gambling habits and self-exclusion

options; another aim is for venue staff to have clearer pathways to their training obligations.

Staff at venues where gambling services are available now have to complete a Responsible Service of Gambling course every three years. The free online course ensures staff are up to date with the latest harm minimisation strategies for problem gambling. This training initiative was developed by the NT Government in partnership with Hospitality NT, the course is part of a raft of measures to strengthen the Territory's gambling regulatory framework. Amity has demonstrated its commitment to supporting problem gambling by continuing

to provide training to these venues. Amity has demonstrated great work over the past 12 months but due to the ongoing COVID restrictions and staff shortages a number of venues had a very slow kick back. We are looking forward to expanding our outreach in the coming months to ensure Amity is delivering its well-received training.

Thank you

I would like to sincerely thank all the Amity team for their ongoing, unwavering commitment and contribution they have demonstrated over the past twelve months. Without the team I could not perform my role, there has been significant change management across the organisation to support Amity transition into contemporary best practice whilst not losing sight of its key service delivery modelling. Recognition of the skill-set that all our staff bring to Amity has led to all the team having a voice and being respected for their ongoing individual contributions. I would like to acknowledge the management team that has helped support Julie and I over the past twelve months with leadership decision making and establishing positive outcomes. Thank you, Julie Seager, for your unwavering executive professional support, you keep me buoyant and level headed and I sincerely respect your contribution and collegueship.

It is important to recognise the contribution made by our dedicated Board, I thank all of them for this, Joanne Tilbrook has throughout the past twelve months supported Amity with sitting on recruitment panels which has been very much appreciated. It is important to both acknowledge the commitment that the Board members demonstrate by selflessly giving their time voluntarily to support Amity's journey.

Karen, thank you for your leadership as the Chair and for your support also.

I am looking forward to the further progression of Amity's journey over the next twelve months with the support of the A team and our dedicated Board members.

Darrell Brock

Chief Executive Officer

Our Strategy to the future

The timeframe for our new strategic outlook will be to 2028. It is important for us to have a well-established Strategic Plan with clearly identified organisational priorities moving forward. This year we engaged Geoff Manu an external consultant to support Amity with the redevelopment of our strategic plan which will align itself to current contemporary best practice service modelling without losing sight of what Amity should stand for. This SP process is still currently in draft format but will be finalised by the end of 2022. It is important for us to take stock of where Amity views itself in current state and where the service gaps are that we can align our operational plan to reflect this.

We need to seek out relevant grant funding that reflects both identified gaps in Amity's ability to continue to deliver its core specialist services to seeking new innovative grant opportunities that compliment what Amity wants to achieve. I can suggest we have the right A team to aspire to achieve this and look forward to the challenges moving forward.



AGM Meeting Minutes 2021

Amity Community Services AGM 2021

Date: 21st October 2021

Location: Amity Community Services
155, Stuart Highway
Parap NT 0820

Meeting opened at 5pm

Apologies:

The Sunrise Centre- Salvation Army

Present:

Karen O'Dwyer	Board Chair
Joanne Tilbrook	Board Secretary
Brett Hagan	Board Treasurer
Kerin Bolton	Board member
Ashley McManus	Board member
Jarrold Wee	Board member
Mandy Pearce	Board member (via Zoom)
Darrell Brock	Amity CEO
Julie Seager	Amity General Manager
Joe De Luca	Amity Corporate Services Manager
Luke Nox	Amity Acting Counselling Manager
Paul Turner	Amity Counsellor
Katie Magambo	Amity Counsellor
Yasuyo Patel	Amity Admin Assistant
Amanda Davies	Community member - PHN

ITEM 1: Welcome

Karen O'Dwyer started the AGM with an acknowledgement of country and welcomed everyone to the event. She mentioned that Amity had an interesting year with a lot of ups and downs. She was proud of contributions made by everyone from the board and staff. As per the annual report, Amity is well placed to deliver services into the future.

ITEM 2: Confirmation of Minutes of the 2020 AGM

Karen asked for the confirmation of the previous minutes.

Moved: Brett Hagan

Seconded: Kerin Bolton

Motion: Carried

ITEM 3: Presentation of Organisational Reports and Audited Financial Reports

a) CEO's report

Darrell Brock echoed Karen's remarks on the passion and commitment of Amity board and staff. He acknowledged all staff and Board members for support in relation to the preparation of the Amity Annual report. A special thanks and acknowledgment were made to the current staff as a team for their continued commitment and dedication at Amity over the 2020/2021 reporting period. He thanked the board and staff for believing in the organization and what it stands for.

He acknowledged the support offered to him over the past few months with settling in to the CEO role by both the Amity Board and staff. He thanked funding bodies e.g. PHN NT and NTG for their ongoing support and guidance aligned to individual programs.

He addressed service delivery modelling 2020/2021, particularly COVID 19 lockdowns and their impact on service delivery more so in the outreach programs and advertising campaigns. Counselling services were continued via ZOOM and phone consultations.

COVID vaccinations are being mandated now for ALL Amity employees. Amity has implemented a comprehensive Amity COVID Business continuity plan aligned to service delivery moving forward especially to more vulnerable clients within indigenous communities.

The previous CEO resigned December 2020. He acknowledged and appreciated the impact of this can have on any organization when this occurs. Julie Seager, the then Amity Programs Manager acted up as the CEO for an 8-month period prior to his recruitment in late June 2021. Since then the organisational chart was immediately amended primarily to implement change management to improve systems and governance structures across Amity. This was required to ensure we address some

issues and risks identified that warranted prioritising. By addressing these identified gaps, it will effectively build a stronger foundation for the workplace and give all Amity employees the essential tools and resources for them to facilitate their roles efficiently.

Amity has taken the opportunity to expand our outreach to engage with key stakeholders that can support our project initiatives moving forward. Part of our operational strategic plan will also be to work collaboratively and engage more with our funding bodies to establish more program initiatives and associated grants to support these. All program areas have made a concerted effort to engage with like-minded organisations.

He pointed out some positive milestones over the past twelve months and thanked those staff that made these events and tasks happen. These include

1. Maintaining accreditation for ISO 9001:2015 standards.
2. 2020/2021 campaigns Responsible Gambling Awareness Campaign; 2020 – Daily Reset campaign.
3. Gambling program - 33 information sessions delivered, captive audience of 400+.
4. Recognition & Acknowledgement of Tennele's Health Promotion report.
5. Improved Key stakeholder collaboration and engagement.

He expressed confidence that Amity is in a position to grow and invest in new program initiatives and continue to stamp its mark in the mental health sector. He suggested to embrace and align where the gaps are in the sector and where funding bodies targeted focus is vs what Amity's mission, vision & values are for further growth. He also suggested more importantly to improve our efficiency around service delivery outcomes aligned to our program areas and ensure they both demonstrate evidence based best practice and are outcome driven.

b) Treasurer Report

Brett Hagan reported that Amity continued to be in a very strong financial position. However, we had some personnel changes, some issues with building refurbishment and much needed building upgrade during the financial year. It is expected to continue substantial position in this financial year.

Moved: Brett Hagan

Seconded: Joanne Tilbrook

Motion: Carried



ITEM 4: Election of Office Bearers

Nominations for positions:

Chairperson: Karen O'Dwyer to continue

Deputy Chair: Mandy Pearce

Secretary: Joanne Tilbrook to continue

Treasurer still to be recruited.

Board members: Brett Hagan, Kerin Bolton, Ashley McManus, and Jarrod Wee

ITEM 5: Nomination of Auditor

Karen suggested to see what options are available and discuss at the 1st board meeting.

Moved: Karen O'Dwyer

Seconded: Brett Hagan

Motion: Carried

ITEM 6: General Business

Nil

Meeting Closed: 5:15pm and was followed by networking and light refreshments.

Our Strategic Direction 2021 - 2025



OUR VISION

We aspire to be recognised nationally and internationally, as a leading community based organisation that values and drives the adoption of healthier habits and lifestyles.



OUR PURPOSE

We will do this by providing a range of evidence-informed professional services and programs that support choices of healthier habits and lifestyles.



OUR SERVICES

All Amity services and projects are delivered with a harm minimisation, therapeutic and ethical approach to developing healthier habits and lifestyles including;

- Counselling
- Health promotion activities
- Community education and information
- Evidence informed policy development
- Research and evaluation





OUR VALUES

RESPECT

We recognise the rights of people in making informed choices and being responsible for their choices.

DIVERSITY

We recognise and value various and unique needs of people and our community and advocate for equality.

PROFESSIONALISM

We provide quality services and behave in ways that are non-judgemental, demonstrate unconditional positive regard and adhere to the highest ethical standards and accountability.

CURIOSITY

We cultivate a transparent culture that inspires ongoing learning, inquiry, reflection, exploration, enthusiasm and enjoyment.



OUR STRATEGIC PRIORITIES

People we work with are our first responsibility and we ensure:

- Inclusive and accessible services respecting diversity;
- Professional and quality services adhering to the highest ethical standards; and
- We are open to feedback and are committed to review and evaluation.

We hold ourselves accountable to the community and we:

- Challenge and influence perceptions of health, lifestyles and well-being;
- Use best practice to determine how we work; and
- We foster and develop relationships and strive to build capacity.

A well governed, courageous, ethical and sustainable organisation by:

- Managing our resources with consideration and care;
- Fostering a fair, supportive and safe professional working environment with offers for ongoing professional development and learning;
- Valuing contribution to decision making processes; and
- Having sound governance, internal systems, procedures, and risk management practices that are robust, transparent and effective

Corporate Services Report

Amity continues to demonstrate commitment to quality and continuous improvement through the Quality Management System.

Regular effort is dedicated to maintain accreditation with ISO 9001:2015 Standards. Amity's focus on continuous improvement is primarily about ensuring that the entity provides quality, ethical and evidence-informed services and programs for clients and our community, along with providing a safe and supportive workplace for staff and meeting regulatory and contractual requirements. Amity continues to maintain a focus on competence and risk with an aim of improving service delivery.

During the year Amity balanced day-to-day activities with laying the foundation to implement strategic and administrative operations for the organisation. Amity faced increasing pressures to maintain high standards in finance operations, information technology, quality, and facilities management, given that part of the

Amity's building infrastructure has required improvement for many months during the year.

The organisation continues to provide a sustainable and connected corporate services hub for facilitating day-to-day administration needs and tasks for staff. The corporate services role provides professional services across the organisation and the portfolio includes finance, administration, vehicles, facilities, information technology and quality.

For this reporting period substantial effort is being undertaken to move records to a cloud-based share point infrastructure. This will better provide a single point of record and resources management. Building renovations to the Government owned assets are continuing as well as Amity's effort to obtain a security of tenure to the facilities on the Stuart Highway. During the year, old vehicle stock was sold to help towards Amity's revenue base.





Gambling Harm Minimisation and Education Program



The Gambling Harm Minimisation and Education Program provides training and education to gambling venues, community services and schools across the Northern Territory, with the aim of reducing the harms associated with gambling.

Responsible Gambling Awareness Week (RGAW) 2021

The 2021 campaigns theme encouraged people to seek help from gambling harms. The key message was 'At what cost is gambling having?' with the call-to-action being 'Anyone can ask for help. Avoid paying the price, take action today!'

Due to COVID-19 restrictions RGAW launched online and included guest speakers from Amity's management team and Hospitality NT.

The campaign resources included posters, email signatures, web banners, road banners, coasters, pull up banners, an animation for the YouTube channel, and hand sanitizers.

These resources were delivered to all venues, key health and social services across the NT.



Red Flags

21

venues

159

participants

7 venues received Supporting Self Exclusion with

49 participants attending

Service delivery and moving forward

We started 2022 with a new gambling team, eager to rebuild stakeholder relationships and deliver meaningful training and education awareness session. Our Gambling officer began with Amity in April and within three weeks, had begun delivering Red Flags training to venues. Her successful venue engagement led venues contacting Amity for support with a multi venue self-exclusion (MVSE). This was a tribute to the Gambling teams hard work and persistence in promoting Amity's services within the community. An outstanding achievement in this role.

To bolster Amity's success in the gambling harm minimisation field, we enlisted the support of internationally recognised gambling consultant, Janine Robinson. Providing capacity building for the gambling team and oversight of the Red Flag training development, aligning the program with current research. The curriculum was designed to maximise participant engagement and ensure consistent delivery standards.

This year we have delivered Red Flags training sessions to 21 venues, with 152 participants attending. This training is a requirement of the NT Code of Practice for Responsible Gambling for staff who have a responsibility for gaming and is

recommended for machine managers. Within these sessions, Supporting Self Exclusion training was delivered to 49 participants.

Feedback revealed that businesses struggled to release staff for training due to the impact of Covid-19. Subsequently, a weekly schedule of Red Flags training via Microsoft Teams was introduced to allow greater accessibility for participants. This virtual training has proven successful, and we will look to expand this initiative next year according to need.



Anyone can ask
for help. Avoid
paying the price,
take action today!

Gambling Go Easy education sessions were delivered to 31 participants. This training is provided within rehabilitation centres and is run in conjunction with a member of the counselling team. Participants are educated on the psychology behind addictive behaviours, risk and addresses unhelpful beliefs that can contribute to gambling harm. Program delivery is contingent on the availability of counsellors and will increase as counsellors move this into a regular scheduling of program delivery. Gambling Go Easy participants have been invited to attend Amity to participate in Gambling Go Easy training. This provides an opportunity to familiarise themselves with Amity's location and counselling team, increase accessibility to the service, along with integrating cohesion between the two services.

School education sessions were delivered to 91 pupils. Risk, decision making, impulse control, the link between gaming and gambling, and helpful habits were covered to mitigate risk and keep youth healthy and strong. These sessions are delivered to the Year 8 cohort annually and receive consistent positive feedback.



Gambling Go Easy

1

session

31

participants



School Education sessions

4

sessions

91

pupils



The remote areas of Tennant Creek, Bathurst Island and Alice Springs, were visited by the gambling team to network and deliver Red Flags training. We attended community services organisations, schools and Aboriginal health services to promote online Gambling Go Easy and School Gambling Education. The proposition of online sessions was well received, which will allow us to better mitigate the difficulties posed by access to remote areas and enable greater management of funding. Whilst visiting these remote areas many businesses and organisations identified a need for Indigenous specific health promotion resources. Card games and pokie machine use have a high prevalence in these communities. It has also been requested that Amity extend our services to online gambling providers and consult on the review of the NTRC code of practice. We look forward to working closely with stakeholders in these areas in continuing to improve access to gambling harm minimisation supports, and in extending our services to meet the needs of communities Territory wide in 2023.




[HOME](#) [ABOUT US](#) [OUR SERVICES](#) [OUR WORK](#) [FOR PROFESSIONALS](#) [JOBS](#) [CONTACT](#)

DECLINED

Responsible Gambling Awareness Week

4th – 10th October 2021

AT WHAT COST IS GAMBLING HAVING?

ANYONE CAN ASK FOR HELP.
Avoid paying the price, take action today!



210

people attended
the service

For a total of

729

sessions



67%

were male



33%

were female



44%

presented for alcohol
issues



45%

for issues related to other
substance use



11%

for gambling
issues



49%

of people presenting
identified cooccurring mental health
issues/concerns



76%

of clients identified
as non-indigenous

Counselling Service



The previous year has seen significant and substantive change in the Counselling Service. New staff were recruited in mid-2021 and have been a valuable addition in their respective roles, and in shaping the future direction of the service. Amity has lowered the minimum age of clients to 14+ and has begun work in this space, both in individual counselling and in group outreach and psychoeducation. The service has moved away from an outdated and outmoded paper-based file and administrative system to new clinical software. All service forms and documents are now online, expediting the administrative processes and providing more options to clients as service users. This has been an intensive process that the team's dedication and efforts have brought to fruition, with the ongoing and invaluable support of our administration officer Mags.

Trauma, and trauma informed care, remains an ongoing area of focus for the counselling team. A trauma informed framework has been developed and is in the process of being adopted by the service as a whole. The service continues to move towards its goal of providing trauma focused treatment, and this will be an emphasis across the rest of the year and into 2023. Continuing professional development is consistently undertaken by the team, individually and collectively, with trauma and therapeutic treatment modalities being areas of development in the past year. The service has also developed its capacity and focus on clinical supervision for Amity's counsellors.

The development of network and referral pathways has focused on the Alcohol and Other Drug (AOD) sector. Collaboration with AOD services has seen work in strengthening continuity of care in the sector, and in removing barriers to access. Case consultation and the sharing of therapeutic resources between individuals and services in the sector have been undertaken, with view to improved outcomes and a wrap around approach to client care. Collaboration with Amity's ATC and Gambling teams has been



strengthened over the previous year, has seen measurable positive results and will remain an area of ongoing capacity building.

The counselling service has had a productive year, with many notable achievements, and remains a cohesive and supportive team. Service capacity and client loads have increased, with more client sessions becoming available and an across the board increase in bookings and attendance rates. Counselling moves towards 2023 from a position of strength and with the continued priority of growth and effectiveness in creating better service user outcomes.

Illicit Drug Referral Program

The Illicit Drug Referral Program (IDP) has also seen development in scope, direction and capacity over the previous year, in large part due to the recruitment of the new IDP Officer, and her work in this space. IDP has established and developed networking with schools, NGO's, government agencies, GP's and pharmacies, in order to increase referrals to the service for people experiencing harms from their own, or an other's, illicit drug use. Also in this area, the IDP Officer designed and launched a health promotion campaign utilising buses and all television stations across the Territory. This campaign was well received and resulted in an increase in enquiries and bookings for counselling sessions. The IDP Officer engaged with the Minyerri community and flew to Tiwi with members of the ATC and Gambling teams as part of the health promotion work and the promotion of the service to remote communities.

IDP has also been delivering group therapy and psychoeducation in the AOD, mental health and youth spaces. This has contributed to the opening of opportunities for counselling to engage and collaborate with services in these sectors and to offer counselling at Amity as an ancillary to the services they provide.

Gambling

The team has worked with the Gambling Project Officer in developing, delivering and refining psychoeducation packages that have been rolled out in schools, and in AOD and mental health residential services. The teams have also collaborated to bring training to industry and other organisations in the community services sector. Amity's funding and oversight of counselling for people living in the Alice Springs region is ongoing, and Amity's counsellors continue to offer counselling support via the Gambling Helpline. The Multi Venue Self Exclusion process has been an area of development and of collaboration between teams, in consultation with government, industry and gambling venues.

The Year Ahead

The year ahead promises continued expansion and development across the areas outlined above, alongside continuing capacity building and improvement. Outcome measurement, data collection and ongoing assessment remain a priority as regards this growth, as will inter organisational collaboration. The Counselling and IDP programs will continue to explore avenues to better engage and support service users, and the NT community as whole. Counselling for individual's with drug, alcohol, gambling and associated mental health issues, or who are affected by someone close to them with these issues, is the core of this service, and Amity's original raison d'être. However, community engagement, education and training remain a further contribution the services will promote and maintain as a contribution toward better health and outcomes for all Territorians.



Moments from Amity staff over the past 12 months.

Aboriginal Town Communities Program

The Aboriginal Town Communities Program provides early intervention and diversionary activities within three Town Communities across Darwin and Palmerston, with the aim to reduce alcohol and other drug (AOD) use.

We began 2022 with a new ATC team, focusing on building strong relationships and engaging with stakeholders in pursuit of mutually beneficial partnerships.

This period also experienced increased rates of covid-19 throughout the Territory, leading to Town Communities entering lockdowns, and long periods of voluntary isolation. Consequently, service delivery and Amity's ability to build relationships with communities, were impacted. However, as lockdowns and isolation periods decreased, and we settled into the 'new normal', our engagement with communities increased.

We worked closely with the Chief Minister and Cabinet's office to broker relationships with Community leaders and members. This involved listening to issues they faced day to day, what has and hasn't worked for them in the past, and activities they believed would benefit their community. This feedback informed the creation of culturally

appropriate Men's, Women's and Youth weekly programs.

Each program was tailored to its participants. Women explored art, creating pieces by sourcing materials from Country to tell stories about their connection to Larrakia land. The men desired connection to Country, away from their town community, and were engaged with on-country days, fishing and spear making. Community consultation revealed that the youth required a more structured program focussed on mentorship, capacity building and school re-engagement. We collaborated with Dream Impact Inspire to provide an eight-week DJ workshop and mentorship program, followed by a ten-week Royal Life Saving course in which participants worked towards earning their Bronze Medallion.

A main theme amongst programs was connection. This was achieved by hearing and listening to the day to day challenges faced by participants, providing brief interventions, information, assisting them in linking with service providers and referral pathways. Currently there is a need for a holistic, wrap-around approach to address the health and wellbeing needs of our





participants, and reduce AOD prevalence within these communities.

To address this, we established quarterly Community Stakeholder meetings within communities. They served as a platform for us to communicate services available to participants, hear communities' concerns, and explore options for partnerships. This initiative was well received by community and will be ongoing.

We acknowledge that working with Aboriginal Health organisations is key to providing communities with holistic, wrap around care. Unfortunately, this collaboration has been impacted by service capacity, however, we will continue to strive towards this goal in 2023.

Recruitment within the ATC program has affected program delivery consistency. To reduce impact, we initiated a staff restructure. We received approval from our funding body, PHN, to enable the splitting of one of our full-time positions to employ multiple part-time community-based staff members. It is our hope that they will guide our programs to be more sustainable, culturally appropriate and better placed to serve the needs of community members attending.

Fortunately, our Health Promotions officer has stepped in to assist

the women's and youth programs, as well as community events such as NAIDOC week, with great success. Notably, she recently went above and beyond to support one of our youth members to successfully re-enrol in school, so a big thanks for her hard work and dedication.

For NAIDOC week we collaborated with community, Children's Ground, Child Australia, Dream Impact Inspire and Healthy Living NT to hold NAIDOC celebrations within each town camp. There was Kangaroo Tail, Damper, bouncy castles, face painting, cultural dance, spear throwing and lots of laughs! It was a joy to celebrate the rich Indigenous spirit of the mob we work with.



Financial Statements

Amity Community Services Incorporated

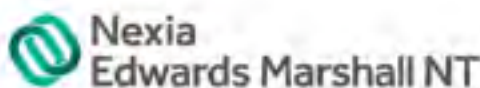
Statement of Profit and loss and Other Comprehensive Income for the Year Ended 30 June 2022 :

	2022 \$	2021 \$
REVENUE		
Grant Income	1,820,581	1,837,040
Fundraising and Sponsorship	-	50,171
Other Income	143,230	90,433
TOTAL REVENUE	1,963,811	1,977,644
EXPENSES		
Brokerage	-	54,000
Computer Costs	66,908	47,545
Depreciation	42,850	38,425
Employment Expenses	1,388,196	1,464,228
Insurance	62,708	56,019
Professional and Consultancy Costs	68,126	81,542
Program Costs	188,849	185,468
Training & Professional Development	17,677	35,510
Other Administrative Costs	175,664	190,819
TOTAL EXPENSES	2,010,978	2,153,556
NET CURRENT YEAR SURPLUS (DEFICIT) :	(47,167)	(175,912)
OTHER COMPREHENSIVE INCOME :	-	-
TOTAL COMPREHENSIVE INCOME (LOSS) FOR THE YEAR :	(47,167)	(175,912)

The full set of audited financial statements for
Amity Community Services Incorporated
 are available on request from Amity Community Services
 or via the Australian Charities and Not-for-Profit
 Commission's website : www.acnc.gov.au

**Statement of Financial Position
For The Year Ended 30 June 2022 :**

	2022	2021
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	1,958,603	1,924,359
Trade and Other Receivables	791,379	791,379
Other Current Assets	81,400	63,008
TOTAL CURRENT ASSETS	2,831,382	2,778,746
NON CURRENT ASSETS		
Property, Plant and Equipment	857,105	899,955
TOTAL NON CURRENT ASSETS	857,105	899,955
TOTAL ASSETS	3,688,487	3,678,701
LIABILITIES		
CURRENT LIABILITIES		
Trade and Other Payables	1,030,422	973,884
Borrowings	4,136	20,867
Employee Provisions	309,733	260,527
TOTAL CURRENT LIABILITIES	1,344,291	1,255,278
NON CURRENT LIABILITIES		
Borrowings	-	-
Employee Provisions	-	32,060
TOTAL NON CURRENT LIABILITIES	-	32,060
TOTAL LIABILITIES	1,344,291	1,287,338
NET ASSETS :	2,344,196	2,391,363
EQUITY		
Reserves	950,000	950,000
Retained Earnings :		
Opening Balance 1 July 2021	1,441,363	1617275
Surplus (Deficit) for the Current Year	(47,167)	(175,912)
Transfers From (to) Reserves	-	-
Closing Balance 30 June 2022	1,394,196	1,441,363
TOTAL EQUITY :	2,344,196	2,391,363



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AMITY COMMUNITY SERVICES INCORPORATED REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the accompanying financial report of Amity Community Services Incorporated ("the Association"), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the declaration by members of the committee.

In our opinion the accompanying financial report of the Association, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Northern Territory of Australia Associations Act 2003*, including:

- Giving a true and fair view of the Association's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- Complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.
- the accounts of the Association have been properly prepared and are in accordance with the books of account of the Association.

Basis for Opinion

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

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Association financial reporting responsibilities to meet the requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Northern Territory of Australia Association Act 2003*. 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 Members for the financial report

The committee members of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards to the extent described in Note 1 and the *Northern Territory of Australia Associations Act 2003* and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the committee members determine 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.

In preparing the financial report, the committee members are 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 directors either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AMITY COMMUNITY SERVICES INCORPORATED REPORT ON THE AUDIT OF THE FINANCIAL REPORT (CONT.)

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 this 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 members.
- Conclude on the appropriateness use of the committee members' 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 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 members 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.



Nexia Edwards Marshall NT
Chartered Accountants



Noel Clifford
Partner
Dated: 5 October 2022



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