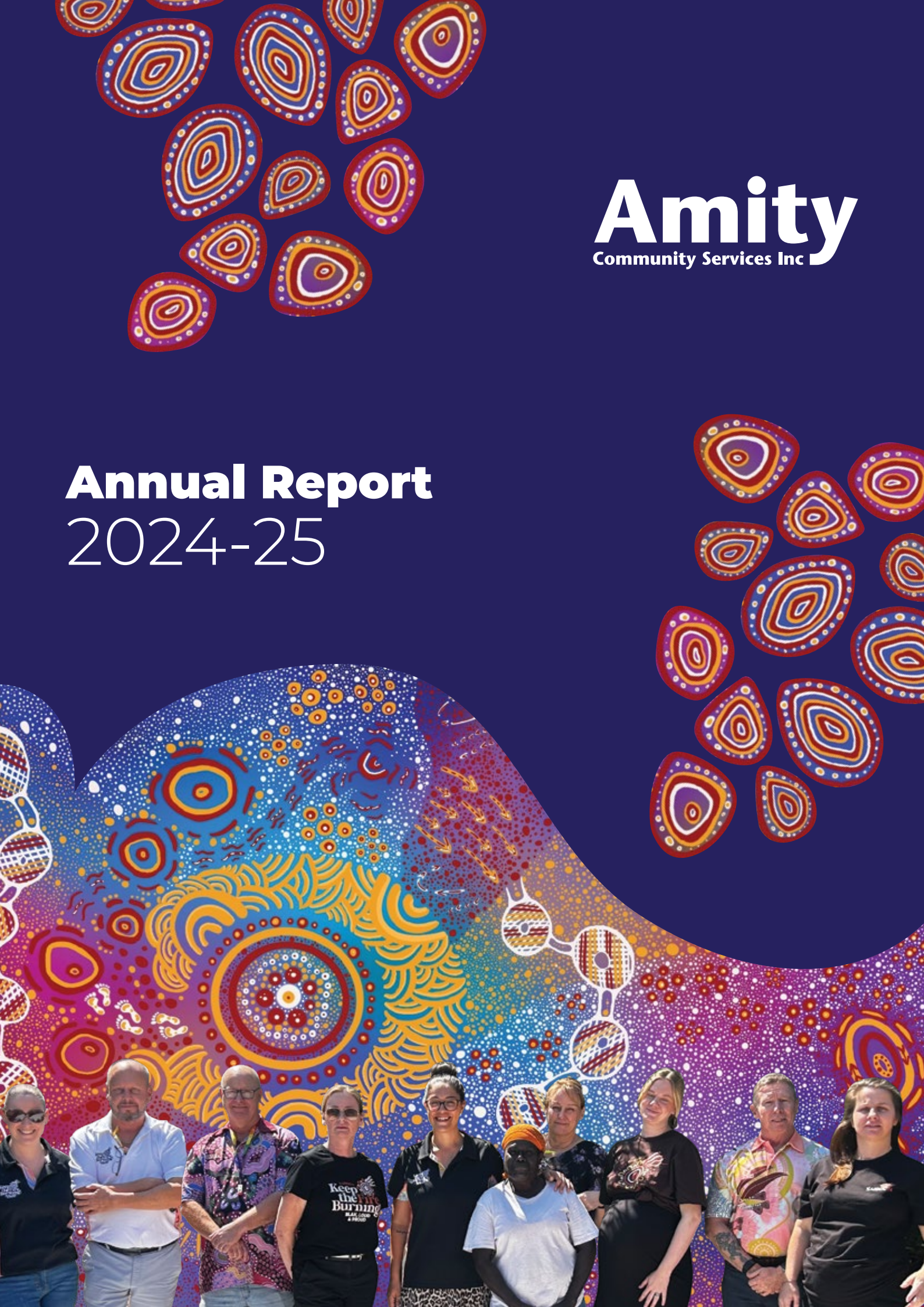




Amity
Community Services Inc

Annual Report 2024-25



Strategic Plan 2023-2028

Purpose

Amity Community Services purpose is to provide a specialised service that supports all Territorians to achieve their full potential and to be a voice to influence change.

Mission

To be of value to and enrich the lives of all in the Northern Territory.

Values

Trust

To ensure the community feels valued, safe and a sense of belonging when accessing services.

Accountability

Amity will consider the needs and concerns of the community to ensure professionalism, compliance and competence.

Respect for all

Amity will respect everyone, and values difference and diversity.

Advocacy

Amity will endeavor to be a voice to help influence change and help create positive changes in society for all people.

ACKNOWLEDGMENT OF COUNTRY

Amity would like to acknowledge the traditional custodians of the land on which the organisation is based and where we serve the community, the Larrakia (Saltwater) people on Larrakia Land. We pay our respects to the traditional owners of the land, past, present and emerging.

Strategic GOALS

“what we want to do”

Strategies to ACHIEVE the goals

“how we will do it”

SUCCESS measures

“how we know we have achieved it”

Our People	Our Clients	Our Services	Our Organisation
Attract, develop and retain staff who develop the organisations culture. Our staff are committed, passionate and engaged in what Amity does and demonstrate exceptional practice.	Reach more individuals and families in our urban and remote communities.	Provide services that meet the everchanging needs of our communities.	Continually grow our organisations systems and quality.
Investing in our workforce.	Ensuring reliable and equitable access to our services.	Developing quality services that reflect client needs and demands.	Applying strong financial management and operational decision making while leveraging opportunities that are aligned to our goals.
A quality workforce with high staff satisfaction and wellbeing. High retention rate and positive feedback from satisfaction surveys.	Expanded service reach and increased client engagement. Improved quality of life indicators for our clients. Feedback from clients to indicate life changing outcomes.	Program and service evaluation demonstrating the positive impact our services are having.	Maintain continuous improvement and innovation. Evaluate the positive impact our services are having on community, with evidence to demonstrate this.

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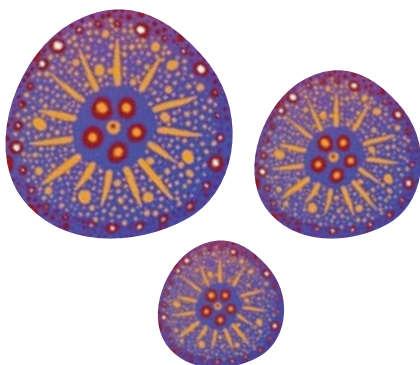
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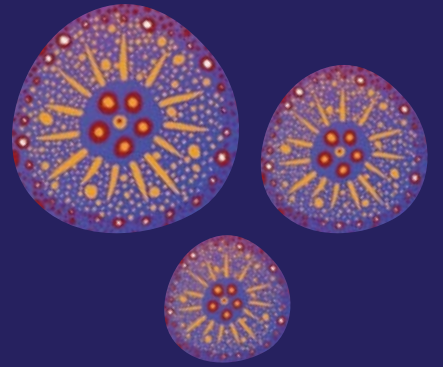
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Overview





About Us

Where we come from

Amity Community Services Inc. (Amity) has been providing services for people and the broader community for over 40 years.

Amity started out in 1976 as the Darwin and District Alcohol and Drug Dependence Foundation. The service was created to work with people who were experiencing harm from their drug and alcohol dependence.

During the late 80s as evidence became clearer the organisation's work focused on harm reduction and moved to align its understanding of behaviours of habit.

In the mid 1990s we recognised that because of increased availability and accessibility of gambling products – people, families and the community were experiencing harms from the behaviour and products and we already had knowledge and skills in behaviours of habit so we began to work within the gambling arena too.

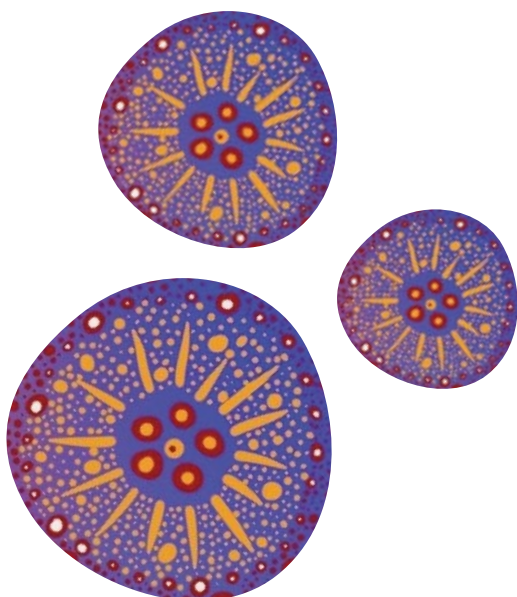
Who we are

Amity is a for-purpose community organisation based in Darwin.

We have diverse funding sources that enable us to deliver a range of professional evidence-informed services and programs that encourage healthier habits and lifestyles. These projects and services are underpinned by harm reduction. We specialise in the areas of alcohol, other drugs, gambling and our associated mental health.

We see habits as a usual part of life and we understand habits have both benefits and costs. We appreciate people go through different stages when working to change behaviour and we work to support your change process with rational compassion and evidence informed practical tips and strategies.

We work with people to understand their needs, enabling us to work collaboratively in planning tips and strategies, building upon current skills and/or developing new skills that may assist people in practical ways when changing. Amity works in a manner that is non-judgemental, supportive and encouraging. We are recognised for our commitment, connection and contribution to our community.



Our People

Board Members

Name	Position	Dates acted <i>(if not for whole year)</i>
Karen O'Dwyer	Board Chairperson	Full-term
Brett Hagan	Board Treasurer	Full-term
Joanne Tilbrook	Board member	Full-term
Kerin Bolton	Board member	Full-term
Mandy Pearce	Board member	Full-term
Jarrold Wee	Board member	Full-term
Ashley McManus	Board member	Full-term

Employees

Name	Position	Dates acted <i>(if not for whole year)</i>
Darrell Brock	Chief Executive Officer	
Julie Seager	General Manager/DEO	
Margaret Hynes	Executive Assistant	
Tereza Miartusova	Administration Officer	Feb 25 - Present
Cassandra Makin	Health Promotions Officer	
William Duncan	Counsellor/Educator	
Paul Turner	Counsellor/Educator	
Tania Whitehead	Acting Counselling Manager	October 24 - Present
Jessica Maris	Counselling Manager	Until May 25
Stacey Freer	Gambling Project Officer	16/09/24 - Present
Luyi Yang	Gambling Project Officer	June 25 - Present
Lauren Haines	Programs Manager	
Lindsey Newman	AOD Programs Coordinator	
Fran Halse	Maintenance/Cleaner	

Board Members



Karen O' Dwyer
Chairperson



Joanne Tilbrook
Secretary



Brett Hagan
Treasurer



Kerin Bolton
Board Member



Jarrod Wee
Board Member



Mandy Pearce
Board Member



Ashley McManus
Board Member



Darrell Brock
CEO



Julie Seager
General Manager/
Deputy CEO



Margaret Hynes
Executive Assistant



Tereza Miartusova
Administration
Assistant



Tania Whitehead
Acting Counselling
Manager



Jessica Maris
Counselling Manager



William Duncan
Counsellor/Educator



Paul Turner
Counsellor/Educator



Lindsey Newman
AOD Programs
Coordinator



Cassandra Makin
Health Promotion
Officer



Lauren Haines
Programs Manager



Stacey Freer
Gambling Project
Officer

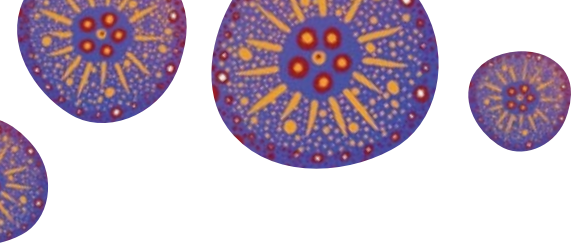


Luyi Yang
Gambling Project
Officer



Fran Halse
Cleaner

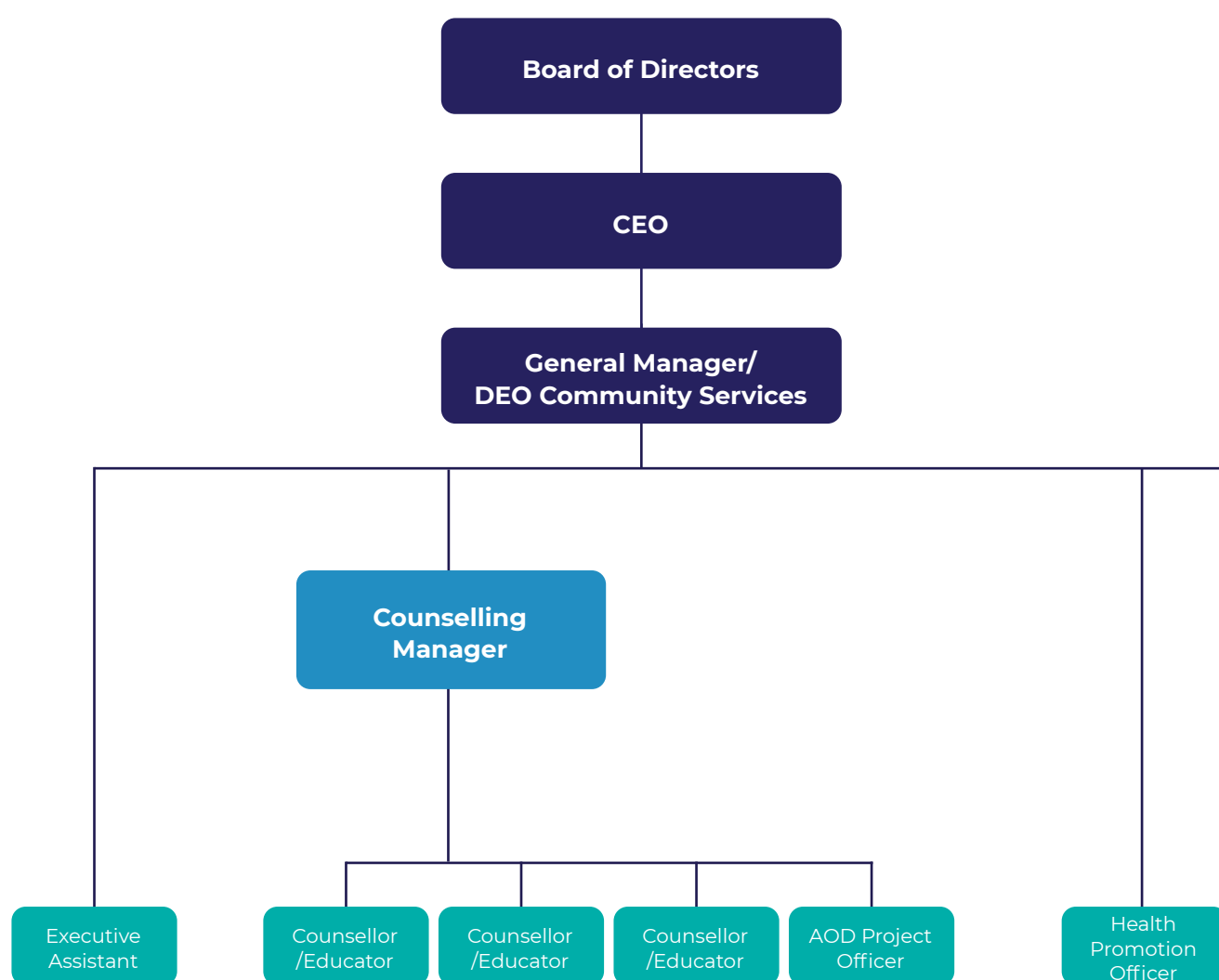
Employees

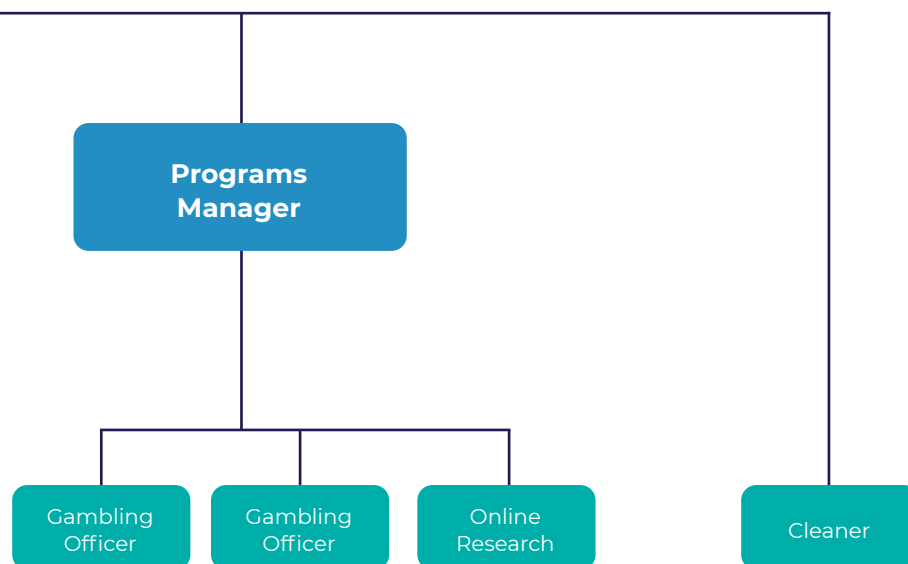


Structure and Management

Amity Community Services Inc is registered with the Australian Charities and Not-for-profits Commission (ACNC).

Organisational Chart





AGM Minutes 2024

Location:

The Atrium, Parap

Date:

13th November 2024

Time Commenced:

17.02

Time Concluded:

17.22

Group Members Present:

Karen O'dwyer (Chair), Joanne Tilbrook (Secretary) Via Teams, Brett Hagan (Treasurer), Jarrod Wee Via Teams, Mandy Pearce, Kerin Bolton, Darrell Brock (Amity Ceo), Julie Seager (General Manager/Deo)

Staff Members Present:

Mags Hynes (Executive Assistant/Minute Taker), Lindsey Newman, Paul Turner, Fran Halse, Stacey Freer

Apologies: Ashley Mcmanus (Board Member), Tania Whitehead (Staff Member), Cassandra Makin (Staff Member), Lauren Haines (Staff Member), Jessica Maris (Staff Member), Will Duncan (Staff Member), Nicole Dunn (Lawyer), Stephanie Holmes (AADANT), Minister Edgington (Health Minister), Laurie Zio Mla (Member for Fannie Bay)

Minute Taker: Mags Hynes

Previous Minutes: Mags Hynes

ITEM 1 – Opening & Welcome

Acknowledgement of Country

We acknowledge and pay respects to Traditional Owners of the lands on which we breathe, walk and live today. We acknowledge the Stolen Generation and their trauma, lived experiences, and the ongoing impacts this has today. We acknowledge and respect the strength of Traditional Owners and will walk alongside in their journey today.

ITEM 2 – Confirmation of Minutes of the 2023 AGM

Moved: Lindsey Newman

Seconded: Brett Hagan

ITEM 3 – Presentation of Organisational reports and Audited Financial report

Karen O'Dwyer welcomed everyone present and those on Teams. She then acknowledged that Phil is sadly no longer with us. Amity has lost a valuable staff member and the loss to his family is huge.

Karen spoke to how proud she is of Amity and all its staff, for their hard work and dedication. She spoke highly of the Board reports received at each meeting and the calibre of them. She hopes this will the year for new infrastructure at Amity to continue the amazing work being done.

She thanked all Board Members for their consistency and fantastic work.

CEO Report:

Darrell Brock thanked everyone for coming.

He then also acknowledged that Phil is sadly no longer with us. Phil started at Amity in 2022. He did very well at his job, was a quiet achiever, highly talented, very sad loss for Amity. Phil will be dearly missed by all.

Darrell spoke highly of the support the team gave to each other during this difficult time; he was very proud.

Darrell spoke to the great design and presentation of the annual report. Amity is travelling well with governance. Infrastructure issues have made things difficult.

Counselling and Gambling teams received extra funding this year, this has helped hugely.

Making progress to secure a land lease with Crown Lands and one building was demolished this year. This has been going on for a long time.

Program Reviews:

Darrell Brock spoke to all programs.

Programs are all running well currently.

Strategic Planning and QMS have greatly improved. Staff training has helped with this. We are externally accredited for QMS.

SharePoint has been updated by SPCO for more accessibility.

RediCase is running really well for Counselling.

Amity is accredited as part of 'A Great Place to Work'.

Paul celebrated his 10-year anniversary at Amity last month, congratulations Paul.

Amity provides a great work/life balance and flexibility. Our strength as a team is what makes Amity what it is.

DB thanked the Board Members; it has been great working with them this year.

Looking forward to producing outcomes and kicking goals in the year ahead.

Moved: Karen O'Dwyer

Seconded: Julie Seager

ITEM 4 – Election of Office Bearers

All current Board Members renominated.

Moved: Lindsey Newman

Seconded: Julie Seager

ITEM 5 – Appointment of Auditor

This is to be adjourned to the December Board Meeting.

ITEM 6. – Other Business

N/A

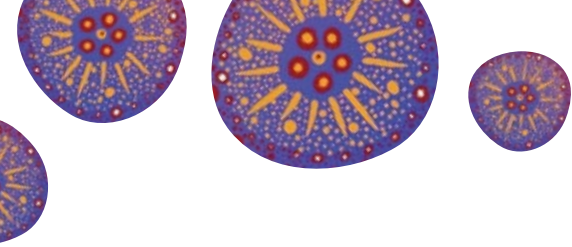
ITEM 7 – Meeting Closed

Meeting closed: 17.22

Next Meeting: 15/12/2024

Chaired by: Karen O'Dwyer

At: The Atrium, Parap



Chairperson's Report

This will be the second AGM in recent years that will not be held on our own premises as we move into our fiftieth year of service to the Northern Territory.

Our year has been framed by our concern that our Stuart Highway frontage looks abandoned, our hope that the lease is progressing through the machinery government, our plans for a new building the design and budget, and finally more hope that we are at last close to having the lease that will let us start to build.

Every year as I reflect to write this report, the common theme is our staff and the challenges they accept every day to work with people experiencing harm from gambling, alcohol, other drugs, and the associated mental health impacts upon our clients. During the last five years I have observed our staff developing in resilience and confidence. Reading their reports, we see them increasing Amity's skills and reputation. They have the confidence to speak out and speak up, consistently exceeding expectations. It is our staff that have made Amity such a boon to those in need of support. It is our staff that have prepared and developed our building design and have persevered through each set back to get us to this position of hope.

With our staff we have celebrated four beginnings with two baby girls, one baby boy, and one launch into retirement. I want to congratulate our new parents although they may well be too busy to read this report while they are getting to know the new small people in their lives. I want to thank Paul Turner for his ten years of service to Amity. Paul's sage opinions, support for LGBTQI+ people and issues, and his support for our current management team while they were becoming established in their roles by remaining in his role a little longer than originally planned was significant. Paul's wry smile will be missed in our staff room and meetings, I hope that retirement brings you everything you need for the next phase of your life. Our management team of CEO Darrell Brock and Deputy CEO Julie Seager continue to provide the leadership that enables our staff to thrive.

I also would like to thank my fellow Board members both past and our present team. Amity's Board has been underlined by continuing dedication to good governance and fiscal responsibility. It has been the fiscal responsibility practiced historically by Amity's Boards of Management that have ensured we are positioned financially to start our building to provide a sustainable future of service to our community, once our lease has been secured.

I recognise that each Board Member gives up personal time to read documents, understand the needs of Amity, and make considered decisions. There are also the responsibilities placed on volunteer boards by government regulations and laws relating to the not for profit sector. I would like to acknowledge Kerin Bolten and Joanne Tilbrook for taking on the Board review in addition to their usual roles. As a Board we need to think about succession planning so those who are reading this who have an interest in public service please contact us and join us at a meeting. I believe all our current Board Members have agreed to stay on which demonstrates both their willingness to serve and what an excellent organisation Amity Community Services is to be a part of.



K. O'Dwyer

Karen O'Dwyer
Chairperson



CEO's Report

The year in review

It is with gratitude and respect that I present this 2024–25 CEO report, reflecting on another period of dedicated service, progress, and resilience at Amity.

Our mission to continue to support individuals and families affected by alcohol and other drugs (AOD) and gambling addiction remains as vital as ever. Over the past year we have continued to provide evidence-informed care, compassionate outreach, and advocacy that centres the dignity and recovery journey of every client accessing Amity's services.

This 2024–25 reporting period has seen both challenges and growth, from navigating complex client needs and territory wide pressures to expanding access to culturally safe and trauma informed support by our team. I am so proud of the Amity team and their demonstrated committed passion to deliver above and beyond what is expected of them all. I would like to make a special mention pertaining to Paul Turner, who has been one of our counsellors here at Amity for over 10 years; Paul has chosen to formally retire in July 2025. Paul has been a truly dedicated part of the team and no doubt has managed to positively change the life outcomes of those client's seeking his counselling guidance. Paul has also been the champion for the Darwin LGBTQIA + community, strongly advocating on their behalf. Paul was also affiliated with 'Are you OK' and 'Mind out', his contribution to the broader community and his role here at Amity speaks highly of all that he has achieved. On behalf of Amity's Board and

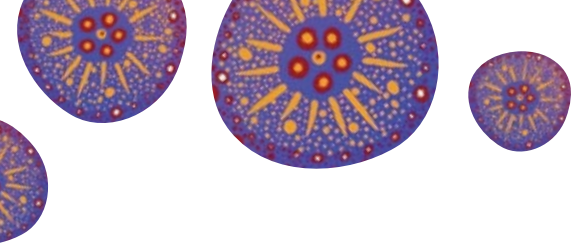
broader team I sincerely thank Paul for the work and commitment and sincerely wish him well in his new retirement life chapter.

This year's annual report outlines key developments, achievements, and areas for focus as we move forward. It highlights the strength of collaboration, the importance of innovation in service delivery, and our ongoing efforts to create positive change in the lives of those impacted by addiction. I make note of the evidence based ongoing improvements across Amity's operational programs which are spoke about in more detail by our individual program managers.

Crown Lands Lease holdup

As we are aware given my previous annual reporting, Amity is proud to be working toward the development of a much-needed facility that will serve as a hub and expansion for services, outreach programs and our workforce, all of which are intrinsic to our 23/28 strategic plan. This project represents years of planning, collaboration, and vision to create a space that truly supports and uplifts Amity's vision moving forward.

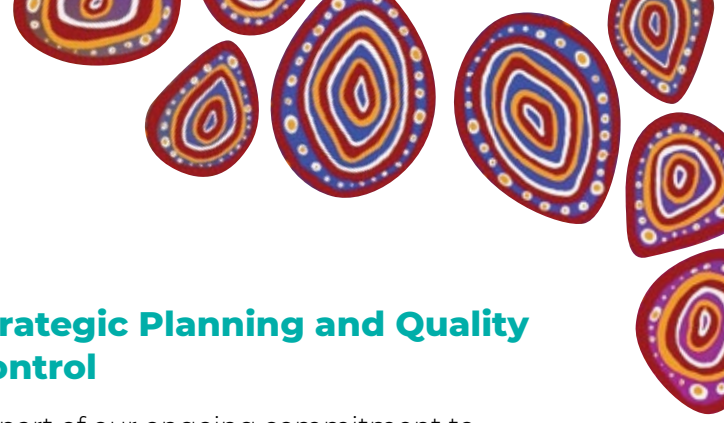
However, it has been very evident that progress has been slower than anticipated due to ongoing delays in securing the lease for the designated parcel of Crown land; that being Lot 3376, 155 Stuart Highway. While all necessary applications and documentation have been submitted, the approval process has taken longer than expected, impacting our construction timeline and delaying key project milestones. Amity has already secured the services of JMT Builders in Darwin with site surveying already implemented.



Funding Challenges

Over the past year, Amity has continued to deliver vital services to the community despite increasingly difficult funding conditions. As many of you are aware, the current funding landscape has become more competitive and unpredictable. We are seeing a tightening of both government and philanthropic support, with many traditional sources redirecting their focus or reducing overall contributions. The challenge lies not only in the availability of

adequate funding but also in the increasing administrative demands tied to grant applications and reporting. We have invested significant time and resources into pursuing new opportunities, yet the return on these efforts has become less certain. This reality has prompted us to reassess our fundraising strategy and explore more sustainable and diversified income streams. It is continually disappointing to witness the gaps in services which directly impacts those clients seeking our services.



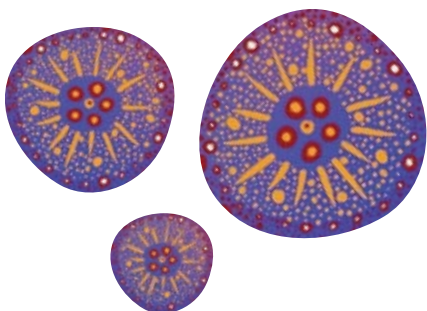
Our RAP Journey

We continue to develop our first Reconciliation Action Plan (RAP), a demonstrated meaningful step in our commitment to walking alongside Aboriginal and Torres Strait Islander peoples. As a community service organisation dedicated to equity and social justice, we recognise that reconciliation must be embedded in our values, relationships, and the services we provide.

Our RAP is more than a document, it's a promise; a promise to listen, to learn, and to act. We have been of course guided by the RAP Framework developed by Reconciliation Australia. We are currently in the 'Reflect/Innovate/Stretch/Elevate' stage, focusing on strengthening relationships with First Nations communities in fostering cultural learning within our staff, and building culturally safe and inclusive practices into our everyday work.

We understand that reconciliation is an ongoing journey that requires genuine partnerships, accountability, and action. Through our RAP, we have been providing indigenous cultural awareness training and professional development for our team. Reviewing our policies and practices to identify and remove barriers to access and inclusion, creating opportunities for Aboriginal and Torres Strait Islander employment, procurement, and leadership within our organisation.

We are committed to transparency and growth as we move forward, and we welcome feedback, collaboration, and continued conversation. Together, we believe that respectful relationships and shared responsibility will help build a more just and inclusive future for all.



Strategic Planning and Quality Control

As part of our ongoing commitment to delivering high quality client focused services, we have made significant strides in strategic planning and quality control over the past twelve months. These efforts ensure our organisation remains responsive, sustainable, and aligned with our mission to support the wellbeing and inclusion of vulnerable individuals and families in our community.

This year through our Quality Management meetings, we undertook a mid-year review of our 2023/2028 Amity Strategic Plan. The review highlighted several key achievements, including the successful expansion of our VSU outreach services and the strengthening of local stakeholder relationships. As per the Gambling report it is evident that the expansion of our training/education is having great reach on the community. It also identified areas requiring further investment, particularly in workforce development and digital service accessibility.

Maintaining high standards of service delivery remains central to our practice. Our internal audit team continues to implement compliance checks against these new quality standards, relevant to what we do. Tania, our Counselling Manager has done a stellar job with leading this with early results showing improved consistency in case management documentation and service response times. We have improved our core reporting to capture as much data as possible to support evidence-based funding applications.

Human resources and capacity building

As we continue to advance our mission of supporting and uplifting our community, the importance of human resources and capacity building cannot be overstated. This year, we have focused significantly on strengthening our internal capabilities, fostering a culture of growth and development, and ensuring that our team is well-equipped to meet the increasing demands of the services we provide.

Recruitment and Retention

Our recruitment efforts have been centred on finding individuals who not only possess the necessary skills but also share our commitment to the community's well-being. We have adopted a more inclusive recruitment approach, focusing on diversity, equity, and inclusion to better reflect the populations we serve.

Retention strategies have also been a priority. To reduce turnover, we have implemented an employee recognition program. Regular feedback loops and engagement surveys have allowed us to better understand staff needs and create a work environment that promotes long-term satisfaction and growth.

Capacity Building: Strengthening Organisational Effectiveness

Capacity building is essential for ensuring our organisation can adapt to the evolving needs of the communities we serve. This year, we focused on enhancing both our internal systems and external partnerships to maximise our impact.

Technology has played a crucial role in expanding our reach and effectiveness. We launched new online platforms to offer virtual training services, ensuring continued access to our programs even during times of crisis. We are also seeking to expand our counselling services

by utilising tele health technology, although we have implemented this prior during the Covid outbreak we will be assessing this option as a workforce retention opportunity to allow our team to work remotely if and when required.

Community Partnerships/ Stakeholders

One of the keys to expanding our capacity has been strengthening partnerships with other local organisations, government entities, and businesses. These collaborations have not only expanded our reach but also allowed us to pool resources and share knowledge, enhancing the collective impact we have on the community. Having 'Turning Point' monitor our after-hours calls is one key example of this collaboration giving clients 24/7 access to support where required.

In reflecting on our progress this year, I am proud of the strides we have made in both human resources and capacity building. Our team is more equipped, more connected, and more prepared to face the challenges ahead. As we continue to evolve, our commitment to investing in our people and our organisational capacity will remain a cornerstone of our strategy.

Together, we are building a stronger foundation for the future, ensuring that we can continue to serve and support our community in a meaningful and sustainable way. I am excited for the opportunities that lie ahead and confident that our investments in human resources and capacity building will continue to pay dividends for years to come.

During the 24/25 financial period we faced some unprecedented workforce challenges, having three staff members off on consecutive maternity leave left us with decisions around filling the void in roles. Again, it was positive to note we were able to ensure all our obligations to our service delivery were covered, given the flexibility and willingness of the staff to support this.

Strengthening core corporate governance and technical improvements

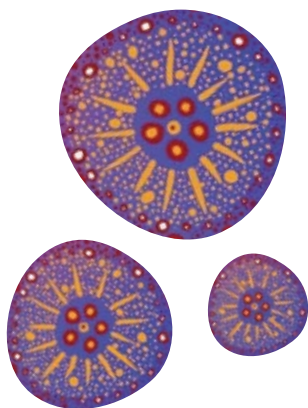
Amity has continued to review our core governance requirements, ongoing review of our procurement processes has clearly led to decreased spending although the inflationary costs are very much impacting Amity financially. Increases with insurances costs appears to be the greatest impost on the budget.

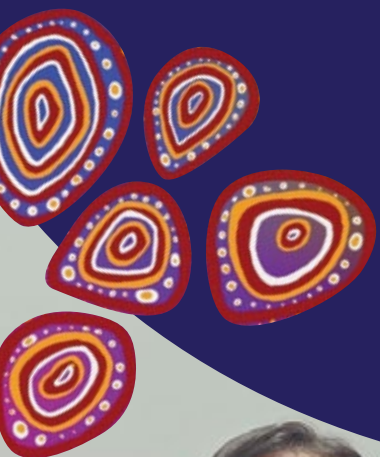
I would again like to take this opportunity to thank both the Amity staff and Board Members

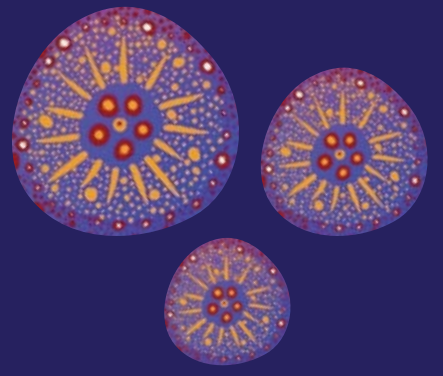
for their unwavering support. We have a great and unique team. I recognise the ongoing commitment of the Amity Board and thank them for their support to the executive team.



Darrell Brock
Chief Executive Officer











Illicit Drug Referral Program (IDRP) including Volatile Substance Use (VSU) Initiatives

Program Resumption & Workforce

At the beginning of the 2024–2025 fiscal year, the Illicit Drug Referral Program (IDRP) was temporarily without dedicated staffing. The program regained momentum in September 2024 with the return of Lindsey, who has since driven significant outreach, resource development, and community engagement.

Referral Pathways & Networking

Lindsey recommenced referral intake and significantly strengthened external partnerships. To enhance visibility and access to referral pathways; ongoing networking and resource dissemination occurred through participation in the following meetings and networks:

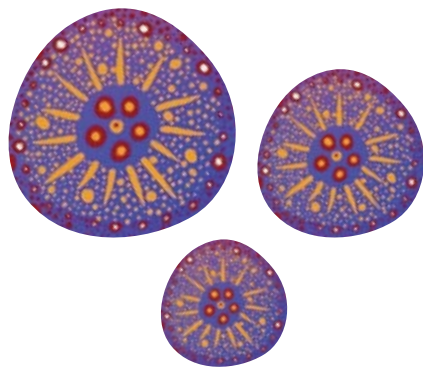
- Fortnightly CWASP Meetings
- Headspace Consortium
- Places of Care
- PARYS
- DARWYYN
- Mental Health Professional Network

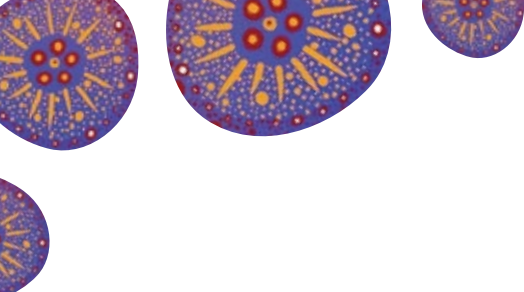
Amity's service information and referral materials were actively distributed to pharmacies, medical centres, local Members of Parliament offices, and other community service providers across Darwin and Palmerston.

VSU Program Expansion

With reported instances of Volatile Substance Use on the rise, the program expanded its focus on harm minimisation through direct outreach and resource development.

- Newly developed VSU-specific resources were distributed to retailers, accompanied by an offer to participate in Amity's VSU Retailer Information Sessions. Unfortunately, no retailers participated in sessions this year, highlighting ongoing engagement challenges.
- A new collaborative initiative was trialled in 2025 involving Amity Community services, NT Police, and NT Health. This joint engagement saw coordinated visits to retailers across Darwin and Palmerston, distributing over 65 VSU retailer kits and providing education and support around VSU-related anti-social behaviour.





Education, Training & Community Engagement

Amity demonstrated its commitment to sector-wide capacity building and public awareness:

- 11 VSU information sessions were delivered across the NT, reaching frontline workers in the following organisations:
 - » FORWAARD
 - » CAAPS
 - » CDC
 - » Danila Dilba
 - » CASPA
 - » Larrakia Nation
 - » Children's Ground
 - » NAAJA
 - » Department of Education
 - » Darwin Youth Services
- A VSU session at the November 2024 Dual Diagnosis Network Meeting, hosted by Cassandra, was attended by 25 professionals.
- Lindsey presented a 10-minute Lightning Talk at the 2025 AADANT Conference, further raising awareness of VSU-related challenges and harm minimisation strategies.
- Lindsey participated in school health expos alongside Amity's Gambling team, extending youth education around substance use risks.
- She also supported the TCSCC Community Hub in Karama, offering direct community engagement to address VSU concerns.

Partnerships & Professional Development

Lindsey undertook a professional development trip to Cairns to shadow the Just North Program at YETI (Youth Empowered Towards Independence). This initiative fostered a strong and growing partnership, culminating in a reciprocal visit where YETI team members Matt Cheetham and Shennae Neal spent a week shadowing Lindsey in Darwin.

During this time, two major stakeholder events were hosted, delivering VSU information sessions to over 80 attendees from 20 different organisations.

Continual learning and upskilling have remained a core component of the Illicit Drug Referral Program's commitment to evidence-based practice and responsive service delivery.

Throughout 2024–2025, Lindsey actively engaged in a range of educational and professional development opportunities designed to enhance knowledge in substance use, harm minimisation, and youth engagement. These activities have informed program delivery and strengthened sector collaboration.

Work Health and Safety Report

Amity's Work Health and Safety (WH&S) Committee is made up of selected staff members and meets quarterly to ensure compliance with obligations under the Work Health and Safety Act.

The committee achieves this by exercising due diligence by keeping up-to-date with WH&S matters; ensuring clear communication processes are in place across all staff to identify hazards and eliminate or minimise risks; and making sure that incidents, hazards, and risks are reported, documented, considered, and addressed promptly.

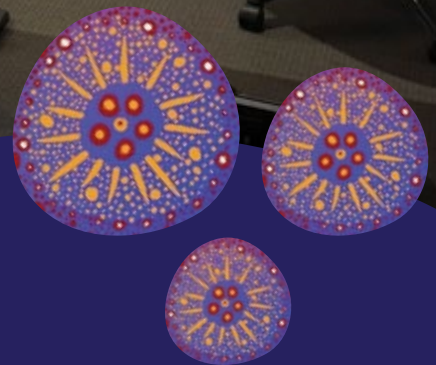
The committee also reviews policies, oversees First Aid kit maintenance, and responds to staff feedback in a timely manner. Current WH&S practices include: maintaining a safe workplace environment, conducting regular hazard inspections, and keeping WH&S as a standing item on staff meeting agendas.

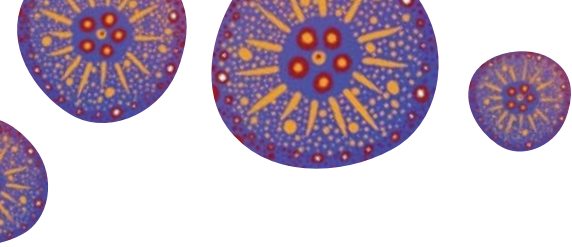
In addition, the committee ensures that appropriate training is provided, both for WH&S members and all staff. This includes mandatory training for specific roles, such as First Aid Officers, as well as compulsory fire safety training for all staff.

Finally, the committee ensures compliance through asset tagging and scheduled inspections of emergency equipment, including fire extinguishers, defibrillators, and first aid kits.

This year:

- Tree lines have been cut back around the building to minimise damage to property.
- A hole in the fence through to old building site has been repaired by council.
- Minor repairs have been carried out on the property to ensure safety for all staff.





Counselling Report

The Counsellors

During this year, the counselling team has undergone several notable transitions, demonstrating adaptability and resilience throughout the process. Jess, who was serving as the Counselling Manager, departed from her role upon commencing maternity leave and welcomed the birth of her child in November 2024. Subsequently, Tania took on the responsibilities of Acting Counselling Manager, ensuring continuity in leadership and support for the team. Additionally, Paul, having accumulated a substantial amount of annual leave, was able to facilitate a gradual and well-managed transition into retirement. His tenure concluded at the end of June 2025, marking the end of 10 significant years of professional service to Amity.

In the period preceding this reporting period, three counsellors from Amity successfully completed training in SMART Recovery—a structured, group intervention based on the principles of cognitive behavioural therapy (CBT). This program is specifically designed to assist individuals experiencing challenges related to alcohol and other drug (AOD) use. Despite running two full rounds of the program, participation levels remained minimal; therefore after conducting a review of service delivery and client engagement patterns, the decision was made to reintroduce SMART Recovery sessions at a later date.

The counselling team has demonstrated a continued commitment to professional growth and the delivery of high-quality services. Counsellors have consistently met

the rigorous standards set by the Australian Counselling Association (ACA), which include the completion of a minimum of ten supervision sessions annually and continued professional development.

This ongoing ACA registration reflects the team's dedication to upholding the integrity of the profession and ensuring that clients receive support that is both ethically and professionally competent. Having successfully completed training in Acceptance and Commitment Therapy (ACT), Will has begun applying ACT methodologies within his clinical practice, contributing to more structured and psychologically informed treatment strategies for clients experiencing challenges.

Tania has recently completed a foundation course in Schema Therapy, a therapeutic model based in cognitive-behavioural principles and designed to address ingrained patterns of emotional and behavioural dysfunction. This modality is particularly beneficial for individuals with long-standing psychological difficulties linked to early life experiences and maladaptive schema development.

Counsellors continue to integrate a broad spectrum of therapeutic approaches into their work, incorporating newly acquired theoretical and practical knowledge. Their practice reflects a comprehensive understanding of the dynamic relationships between neurobiological mechanisms, somatic responses, and environmental contexts. This integrative framework enables the counsellors to respond effectively to the evolving needs of their clients.

Group Sessions

SMART Recovery

24 sessions distributed between Paul, Will and Tania. The sessions were conducted at the Darrandirra Community Hub and facilitated by CAAPS. While overall attendance was low, feedback from participating clients indicated that the sessions were perceived as both valuable and informative. Participants reported gaining meaningful insights and practical strategies relevant to their personal circumstances. The point of SMART Recovery is audience participation which may be perceived as informal, however these sessions are extremely structured.

GGE's

The counselling team continue to work cohesively with the Gambling Program delivering GGE's and School Gaming presentations. For the reporting period the counselling team have completed 9 Gambling Go Easy sessions to rehabilitation centres Sunrise, Banyan House, CAAPs and FORWAARD. During each session there was an average attendance of 10 people.

School Gaming Sessions

The counselling team presented to Nightcliff Middle School and Dripstone Middle School. These Power Point presentations discuss the link between neurobiology and somatic responses, starting with gaming, immediate gratification and the similarities with gambling. In total, 10 sessions went ahead with the average amount of children attending being 15.

In early December 2024 Tania and Lindsey presented to the Mental Health Public Network discussing Amity services. They explained what to expect in a counselling session and information around volatile substance use (VSU).



Networking and Events

August 2024

The whole team actively participated in Mental Health First Aid training, which enhances capacity to provide immediate and informed support to individuals experiencing psychological distress. The skills acquired through Mental Health First Aid complement existing clinical competencies and contribute to a more holistic approach to client care.

October 2024

Open Arms – Veterans and Family Counselling came for a meet, greet and walk through of the counselling building.

December 2024

We took a few bags of toys to Mission Australia to be gifted to children in need at Christmas.

December 2024

MindOut, a mental health service run by and for lesbians, gay, bisexual, trans and queer people with experience of mental health issues, provided us some training with LGBTIQ+ Health Australia (LHA) for LGBTIQ+ experiences, mental health and suicidality, and providing therapeutic care.

January 2025

Tania had a meeting with Happy Paws Happy Hearts (HPHH). This is a service which assists humans with life challenges (NDIS, Veterans, mental health, isolation etc) to reintegrate by caring for animals via various programs.

February/March 2025

Tania and Lindsey have had a number of networking meetings with various organisations (Wilsons, Mission Australia, Ruby Gaea and Places of Care), keeping Amity well connected. Volatile substance use continues to be the focal point of discussions, along with AOD.

April 2025

Dripstone Middle School Open Health Forum. Tania was part of a panel of six agencies speaking to 600 children about counselling, gaming help and/or concerned other help.

May 2025

Will delivered a tailored information session about gaming/gambling to Essington School after receiving a request from a student as part of their 'Health Expo' week. The students were tasked with organising and arranging the whole event themselves.

May 2025

The team attended the annual AADANT conference held over two days, with Lindsey and Tania given a half hour spot to present on the second day. Lindsey took the lead and discussed Volatile Substance Use in NT.

May 2025

Following the AADANT conference, Tania was invited to record an interview facilitated by Flinders University to promote student placement in Darwin and the benefits to the organisation as well as the student.

June 2025

We facilitated a presentation by Leon Gailitis, Acting Banned Drinker Registrar at NT Health, explaining the BDR.

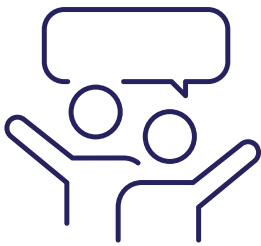
Auditing

Internal auditing of all counselling documentation continues to be conducted in accordance with the established protocols outlined in the organisation's Quality Management System. The results of recent audits have consistently indicated a high level of conformity, with minimal instances of non-compliance identified. This reflects the counselling team's ongoing commitment to maintaining a consistently high standard, demonstrating both procedural accuracy and adherence to confidentiality, clinical relevance, and documentation.



Statistics

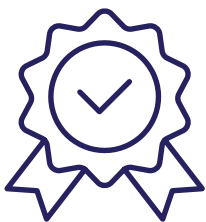
Counselling Team



4 counsellors



10 years of service
completed by Paul (retired
June 2025)



ACA requirement:
10 supervision sessions annually

Group Sessions

SMART Recovery



24 sessions delivered



Darrandirra Community
Hub, facilitated by CAAPS

*Attendance: Low, but feedback
positive*

Gambling Go Easy (GGE) Sessions



9 sessions delivered



Sunrise, Banyan House,
CAAPS, FORWAARD

*Average attendance:
10 people per session*

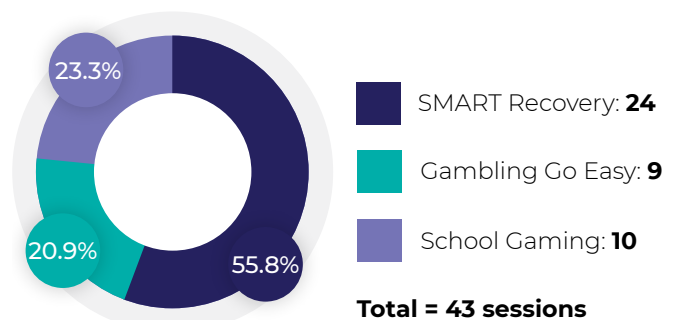
School Gaming Sessions

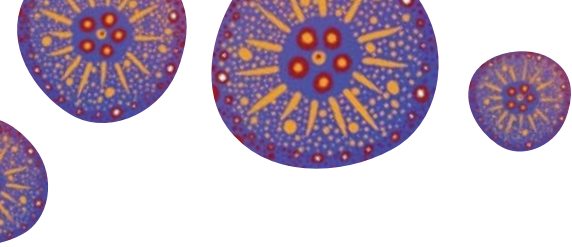


10 sessions delivered

*Average attendance:
15 children per session*

Share of Group Sessions Delivered





Gambling Report

Amity Community Services continues to play a leading role in reducing gambling-related harm in the Northern Territory through health promotion, education, training, treatment, and research.

In 2024–25, the Gambling Program refined community outreach activities, enhanced the accessibility of industry training, and strengthened its contribution to Territory-specific research and collaborative projects. Through sustained partnerships, community-informed practice, and innovative program development, we worked with individuals and organisations across both urban and regional areas to address the risks and impacts of gambling harm.

In 2024–25, we delivered 23 community-based sessions reaching 2,263 participants, alongside 219 industry-based training sessions attended by 228 participants. These activities have strengthened both community awareness and the capacity of industry professionals to recognise and respond to gambling-related issues.

Health Promotion

Health promotion continued to be a core part of our work this year. We expanded the accessibility of gambling harm minimisation resources through the development of materials in Yolŋu Matha, Westside Kriol, Warlpiri, and Mandarin. The introduction of QR codes linked to audio translations in these languages has made it easier for individuals to access vital information

and support, increasing our reach across culturally and linguistically diverse communities. Strong stakeholder engagement enabled our ongoing participation in health promotion activities in schools, rehabilitation centres, and community organisations, reinforcing our commitment to collaboration for the benefit of the wider community.

The 2024 Gambling Harm Awareness Week campaign, titled *Are You Gambling with More Than Money?*, centred on raising awareness of the impact gambling can have on relationships. The launch event at the Darwin Turf Club featured a panel discussion that brought together perspectives from research, treatment, and industry. These opportunities for open, informed discussion remain vital in developing and implementing strategies that promote safer gambling, minimise harm, and connect people with support services.

Community Programs

Community outreach efforts focused on building the capacity of allied professionals to identify and respond to gambling harm experienced by their clients. This approach strengthens the support available to the community without the financial and logistical challenges of expanding staffing or geographical reach. Our outreach also prioritised young people, with activities delivered to more than two thousand middle school students. These sessions promoted healthy decision-making and resilience against gaming-related harms through a combination of educational programs and school health promotion events.

Industry Programs

Industry training continued to support the gaming sector by enhancing the skills of venue staff to identify red flag behaviours, engage in appropriate customer interactions, and support self-exclusion where necessary. During the year, we partnered with the online wagering service provider Dabble to create a safer gambling training package for its customer support team, broadening our impact from land-based venues to the online gambling sector. We also maintained regular engagement with gaming venues across the Northern Territory to distribute resources, promote awareness of support services, and better understand industry challenges at a local level.

Research

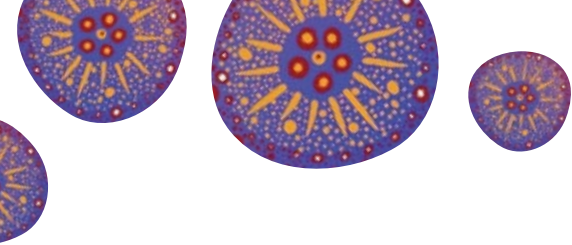
Our involvement in research remained a priority, with continued participation in the Gambling Awareness Messaging and Education (GAME) project in partnership with Flinders University and Charles Darwin University. This collaboration has strengthened our networks within the

Northern Territory's professional gaming scene, including The Array and Next Tier Gaming and Esports. The research aims to deliver targeted harm prevention resources for young Territorians, with NT-specific data informing our programming. These resources will be embedded into our school health promotion events and educational sessions in the coming year.

Building on our impact

Overall, 2024–25 was a year of significant impact for the Gambling Program. Our work reached thousands of Territorians, strengthened community and industry capacity, and delivered innovative, accessible resources. In 2025–26, we will continue to expand gambling harm minimisation training, deepen our partnerships, and ensure our programs remain responsive to community needs. By maintaining a focus on accessibility and removing barriers to information and support, we will work to ensure Territorians have the knowledge, resources, and connections they need to make informed choices and seek help when needed.





Overall Statistics

GGE Staff Sessions



11 programs delivered



105 total participants

9.5 Average Participants per Program

School Expos and Forums



12 programs delivered



2,158 total participants

179 Average Participants per Program

Safer Gambling Training



1 program delivered



10 total participants

10 Average Participants per Program

Red Flags



1 program delivered



218 total participants

218 Average Participants per Program

Our Reach: Community vs Industry

Community-based sessions



23 programs delivered



2,263 total participants

Industry-based training



219 programs delivered



228 total participants

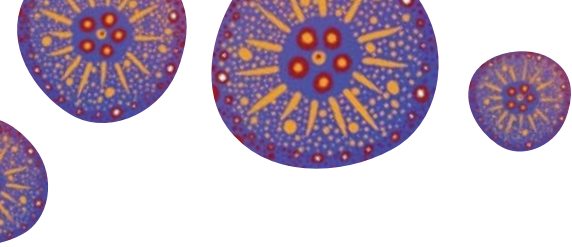
GAMBLING HARM AWARENESS WEEK

Are you gambling with more than money?



Gamblinghelponline.org.au
Call 1800 858 858

For free, confidential information and support 24/7



Health Promotions Report

Over the past 12 months, Cassandra has contributed significantly to the organisation's health promotion efforts through her coordination of key networks, delivery of events, stakeholder engagement, and strategic project oversight. This report outlines Health Promotions core activities, achievements, challenges, professional development, and future objectives.

Key Activities and Achievements

- Dual Diagnosis Network Coordination
 - » Coordinated the Dual Diagnosis Network Meetings, managing scheduling, stakeholder communication, and facilitation.
 - » Delivered presentations at several meetings to support knowledge-sharing and interagency collaboration.
 - » Successfully organised a two-day Dual Diagnosis Conference, including securing funding through NT PHN, planning the event, and managing speaker coordination.
- Health Promotion Events
 - » Planned and delivered events aligned with national and community observances, including:
 - * NAIDOC Week
 - * Wear It Purple Day
 - * R U OK? Day
 - * National Mental Health Awareness Week
 - * White Ribbon Day
 - * International Women's Day
 - * Reconciliation Week
- Reconciliation Action Plan (RAP)
 - » Monitored the progress of the organisation's Reconciliation Action Plan.
 - » Contributed to internal engagement strategies that support cultural safety and inclusion.
 - » Promoted RAP-related initiatives through events and social media communication.
- Communications and Social Media
 - » Maintained and updated the organisation's social media platforms to promote health messages, community engagement, and sector-related news.
 - » Developed digital content to support key campaigns and awareness days.

Challenges

Cassandra encountered challenges in securing guest speakers for the Dual Diagnosis Network Meetings due to the transient workforce in the Northern Territory and limited funding available for professional development. Despite these constraints, she adapted by leveraging existing networks and identifying local professionals to ensure the continuity and value of the meetings.

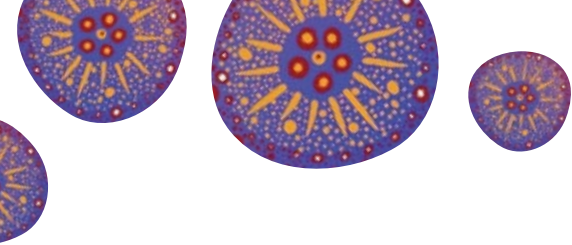
Future Goals

Cassandra's primary goal for the next reporting period is to finalise the organisation's Reconciliation Action Plan, working collaboratively with leadership, colleagues, and community stakeholders to ensure the plan is meaningful, actionable, and aligned with organisational values.

Professional Development

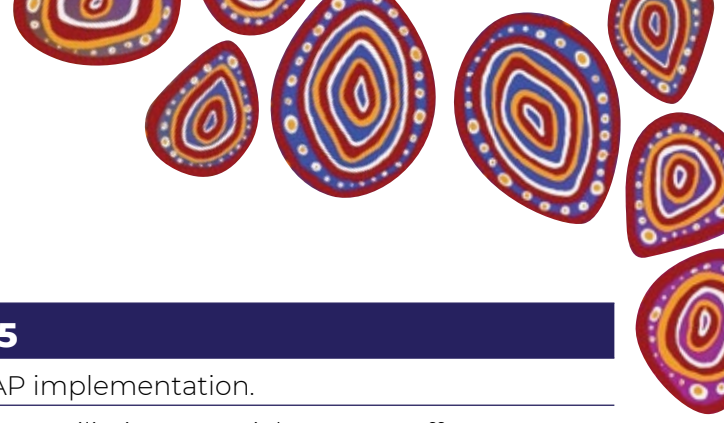
- Completed Comorbidity Guidelines Training to enhance knowledge and practice in the area of co-occurring mental health and substance use conditions.
- Completed Mental Health First Aid Training, equipping her with skills to recognise and respond to mental health crises and support early intervention.





RAP Timeline 2024-25

January
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.
RAP Working Group to participate in an external NAIDOC Week event.
Maintain Aboriginal and Torres Strait Islander representation on the RWG.
August 2024
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.
September 2024
Meet at least four times per year to drive and monitor RAP implementation.
Define resource needs for RAP implementation.
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
October 2024
Communicate our commitment to reconciliation publicly.
Publicly report our RAP achievements, challenges and learnings, annually.
November 2024
Meet at least four times per year to drive and monitor RAP implementation.
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.
January 2025
Develop, implement, and communicate an anti-discrimination policy for our organisation.
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.
February 2025
Meet at least four times per year to drive and monitor RAP implementation.
April 2025
Organise at least one NRW event each year.



May 2025

Meet at least four times per year to drive and monitor RAP implementation.

Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.

RAP Working Group members to participate in an external NRW event.

Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

Register all our NRW events on Reconciliation Australia's NRW website.

Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.

Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.

June 2025

Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.

Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.

Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.

Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.

Educate senior leaders on the effects of racism.

Develop, implement, and communicate a cultural learning strategy document for our staff.

Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.

Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.

Promote and encourage participation in external NAIDOC events to all staff.

Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.

Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.

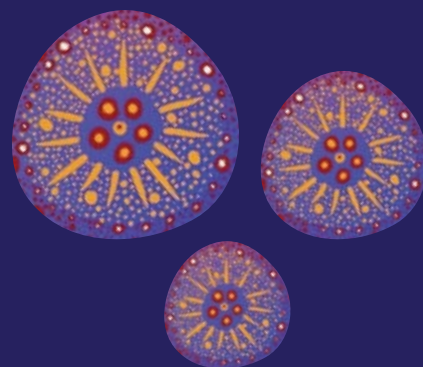
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.

Establish and apply a Terms of Reference for the RWG.

Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.

Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.

Our Finances



AUDITOR'S INDEPENDENCE DECLARATION UNDER SUBDIVISION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012

TO THE COMMITTEE MEMBERS OF AMITY COMMUNITY SERVICES INCORPORATED

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of:

- (i) the auditor independence requirements as set out in Subdivision 60-40 of the *Australian Charities Not-for-profits Commission Act 2012*, in relation to the audit, and
- (ii) any applicable code of professional conduct in relation to the audit.



Nexia Edwards Marshall NT
Chartered Accountants



Noel Clifford
Partner

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Email: nclifford@nexiaemnt.com.au

Darwin, Northern Territory
Dated: 08 October 2025

Advisory. Tax. Audit.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AMITY COMMUNITY SERVICES INCORPORATED.

Opinion

We have audited the financial report, being a special purpose financial report, of Amity Community Services Incorporated (the "Association"), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the statement by the Committee Members.

In our opinion, the accompanying financial report of Amity Community Services Incorporated, 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:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance and its cashflows for the year then ended;
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*; and
- (iii) the accounts of the Association have been properly prepared and are in accordance with the books 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 ethical requirements of the Accounting Professional & 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 for the purpose of fulfilling the Committee Members' financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012* and the *Northern Territory of Australia Associations 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.

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

Other information

The Committee Members are responsible for the other information. The other information comprises the information in Amity Community Services Incorporated annual report for the year ended 30 June 2025 but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Committee Members for the financial report

The Committee Members of Amity Community Services Incorporated are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report, is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Northern Territory of Australia Associations Act 2003*. The Committee Members' responsibility also includes 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.

The Committee Members are responsible for overseeing the Association's financial reporting process.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AMITY COMMUNITY SERVICES INCORPORATED (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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by those charged with governance.
- Conclude on the appropriateness of the Committee Members' 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.

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

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

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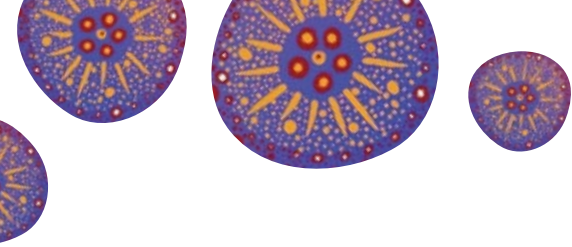
Darwin, Northern Territory

Dated: 08 October 2025

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Financial Statements

Statement of Profit and loss and Other Comprehensive Income for the Year Ended 30 June 2025

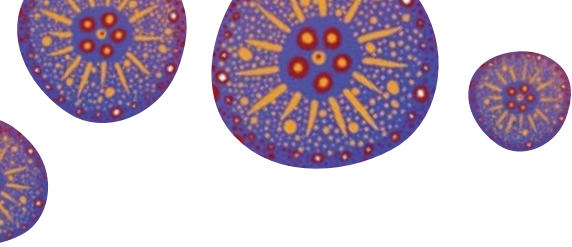
	2025 \$	2024 \$
Revenue		
Grant Income	1,920,945	1,924,780
Other Income	145,332	186,652
Total Expenses	2,066,277	2,111,432
Expenses		
Computer Costs	27,874	78,017
Depreciation	35,779	37,748
Employment Expenses	1,455,838	1,542,659
Insurance	133,329	124,191
Professional and Consultancy Costs	57,690	77,673
Program Costs	95,970	195,647
Training & Professional Development	40,795	25,648
Other Administrative Costs	226,967	230,500
Total Expenses	2,074,242	2,312,083
Net current year surplus (deficit)	(7,965)	(200,651)
Other comprehensive income	–	–
Total comprehensive income (loss) for the year	(7,965)	(200,651)

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 2025

	2025 \$	2024 \$
Assets		
Current Assets		
Cash and cash equivalents	1,827,073	2,022,688
Other current assets	132,819	132,792
Total current assets	1,959,892	2,155,480
Non-current assets		
Property, plant and equipment	836,615	767,112
Total non-current assets	836,615	767,112
Total assets	2,796,507	2,922,592
Liabilities		
Current liabilities		
Trade and other payables	79,886	227,107
Employee provisions	253,103	202,124
Total current liabilities	332,989	429,231
Non Current Liabilities		
Employee Provisions	217,695	239,573
Total non current liabilities	217,695	239,573
Total liabilities	550,684	668,804
Net assets	2,245,823	2,253,788
Equity		
Reserves	950,000	950,000
Retained earnings:		
Opening Balance 1 July 2024	1,303,788	1,504,439
Deficit for the Current Year	(7,965)	(200,651)
Closing Balance 30 June 2024	1,295,823	1,303,788
Total equity	2,245,823	2,253,788

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



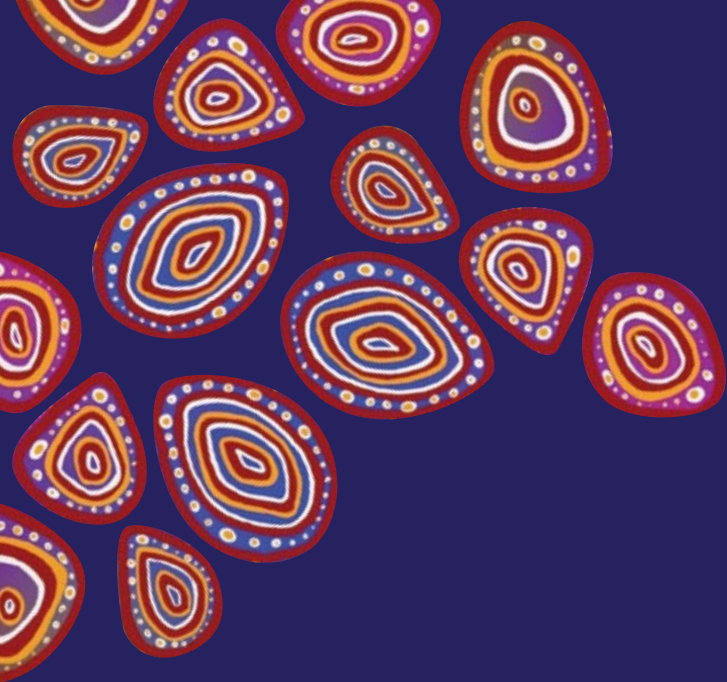
Statement of Cash Flows

For the year ended 30 June 2025

	2025 \$	2024 \$
Cash flows from operating activities		
Grants and other receipts	1,953,236	2,007,636
Interest received	51,041	57,294
Payments to suppliers and employees	(2,156,610)	(2,130,168)
Net cash provided by (used in) operating activities	(152,333)	(65,238)
Cash flows from investing activities		
Proceeds from sale of assets	62,000	59,091
Payment for property, plant and equipment	(105,282)	–
Net cash provided by (used in) investing activities	(43,282)	59,091
Cash flows from financing activities		
Net decrease in cash held	(195,615)	(6,147)
Cash and cash equivalents at beginning of the financial year	2,022,688	2,028,835
Cash and cash equivalents at end of the financial year	1,827,073	2,022,688

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