



Ballarat and Grampians
Community Legal Service

Annual Report

2024/25



BALLARAT AND GRAMPIANS COMMUNITY LEGAL
SERVICE IS NOW KNOWN AS **ALLIED JUSTICE**

 **Allied
Justice**
Here for community



Acknowledgement

Ballarat & Grampians Community Legal Service acknowledges the Traditional Custodians of the lands on which we are based, the Wadawurrung, Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk peoples, and their connections to land, waterways, and community.

We pay our respects to their Elders past and present and extend this to all Aboriginal and Torres Strait Islander peoples today.

We acknowledge that sovereignty has never been ceded. It always was and always will be, Aboriginal and Torres Strait Islander land.

Artwork

'Reconciliation Journey Together' by Wadawurrung/Wathaurung woman, Trina Dalton-Oogjes, 2019.

Contents

Ballarat and Grampians Community Legal Service (now Allied Justice) is a for-purpose organisation providing free legal services, community legal education, law reform and integrated services.

With offices in Ballarat and Horsham, we assist eligible people living in the regional, rural and remote areas we service.

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Chair and Chief Executive Officer Report



Mark Gunning
Chair



Narelle Laing
Chief Executive Officer

Our Communities

Communities across the Ballarat and Grampians region continued to be impacted by bushfires and the associated physical, emotional, social and economic recovery of those communities is ongoing. Reports of family violence continue to grow across the region with several of our regional communities experiencing more than double the state average. The Ballarat community continues to heal from traumatic gender-based violence incidents which led to Ballarat piloting the Saturation Model, a first for Australia, and a strong prevention model for our community.

Ballarat and Grampians Community Legal Service (BGCLS) is providing disaster preparedness, response and recovery services with a commitment to not only meet immediate needs but position our resources to respond to ongoing and emerging needs in impacted communities. We completed a legal and insurance needs analysis of disaster impacted areas in our region which will guide our focus areas over the next two years both in service delivery and strategic advocacy.

The Ask for a Lawyer campaign was launched to educate the community on the need and benefits of seeking legal advice when impacted by family violence. In particular, we are encouraging victim survivors of family violence to seek free legal assistance from the duty lawyer when attending the Magistrates Court for family violence intervention orders. We continue to work collaboratively with the Court, Victoria Police (VicPol) and Victoria Legal Aid (VLA) to improve systems and processes at court to improve the safety outcomes for victims of family violence. Our Health Justice Partnerships focus on early intervention of family violence for parents with young children. These partnerships have enabled us to significantly increase our community legal education delivery and the launch of the Legal Health Check tool to assist Maternal & Child Health Nurses to identify a range of legal issues that may be impacting young families.

Our vital work in the family violence space is becoming more critical each year. Reported family violence rates for the Grampians region increased by 19.5% in the past year. Nine of our eleven local government areas have above state average family violence rates. Pyrenees had a 52.2% increase, Moorabool a 36.2% increase and Ballarat a 28.8% increase.

Over the last year our top legal problem types included family violence orders, family law/divorce/property in marriage and victims of crime compensation. We supported 1240 clients. There continues to be more demand than we can service.

Our team of 7 volunteer lawyers provided a valuable after hours service and our law students supported legal research in a range of practice areas. Volunteers and students significantly contribute to our ability to meet the legal needs of our region.

Chair and Chief Executive Officer Report continued

Our Strategy

Our Board, Management and Staff invested significantly in the development of a new Strategy for the service. In addition to internal consultation, we visited six community legal centres to learn more about the work they do and for the staff group to imagine what is possible for BGCLS to contribute to the legal needs of our community. We engaged extensively with 34 stakeholders across the region including clients, service providers, government departments, funding bodies and partners. Their insights provided rich and valuable information that fed into our Strategy.

We would like to thank our Board for providing time, space and leadership for us to reach something meaningful and impactful. Our consultant, Andrew Bird, who expertly guided us through an open strategy process and was willing to have robust conversations with us. Federation of Community Legal Centres Vic and the CLC sector for their unwavering support and willingness to help us evolve as a contemporary CLC. Our many stakeholders across our region – the journey has just begun. Our funding managers and partners including VLA, the Magistrates Court and VicPol – working with you is a privilege.

We would like to acknowledge the incredible work of the BGCLS team. The Strategy will only make an impact with their commitment, passion, hard work and resilience.



Narelle Laing addresses guests at the launch of our new Strategy

Chair and Chief Executive Officer Report continued

Our Identity

As we report on the year past, we now look forward and are excited to share that as of August 2025 we are now Allied Justice.

In growing and evolving, we've chosen a name that better reflects who we are, what we do and the values we stand for. This isn't just a rebrand—it's a reaffirmation of our mission to empower communities with respect, courage, and kindness. We are committed to reaching more rural and remote communities, providing integrated services including financial counselling, community legal education, law reform and partnering in projects that address issues our clients are facing daily.

This change reflects more than just a new identity—it represents our unwavering commitment to standing beside our clients every step of the way. At Allied Justice, we will see the whole person, not just a case, and we help our clients in need to feel seen. We will stand with our clients until they can stand for themselves, and we will fight for what's fair, together. This is what we call Real Justice: the kind our clients actually want. It's Justice with our sleeves rolled up. It is Justice delivered together.

Our identity journey evolved following our strategy work and we are extremely grateful to the Board, our staff and our stakeholders for so generously sharing their time and insights to help us explore who we are as an organisation and how we best connect with those who experience deep and persistent disadvantage.

Our Board

Our Board evolved as the organisation moved through a significant change period and settled into a new way of working. We extend our sincere thanks to retiring Board Members, Paul Ryan, Peter Newsome and Mark Karlovic who generously took on leadership roles on the Board and navigated the organisation through a significant change period and supported the vision for a contemporary CLC.

In particular, we would like to acknowledge the significant contribution of Chair, Paul Ryan. Paul's extensive experience in governance underpinned the change process and his time and commitment to supporting the CEO and executive team through this process was significant.

Since Paul, Mark and Peter commenced on the Board, our revenue has increased from \$1.02 million to \$3.4 million and our team of 16 is now a diverse multi-disciplinary team of 27 delivering the four major service components of our strategy.

We welcomed to the Board Mark Gunning and Patrick Smith who bring extensive regional knowledge, and we look forward to working collaboratively together.

We acknowledge the generous support of all Directors who give their time to support our important work with strong governance and professional expertise.



Chair and Chief Executive Officer Report continued

Our People

The people of BGCLS are the heartbeat of our organisation and without their collective contribution we could not strive for impactful services that change lives.

We extend our sincere thanks to Adrian Tinetti for acting as Director of Legal while maintaining his commitment to his clients. Adrian's support to the legal team and his intricate knowledge of the many logistics of court and clinic schedules ensured we not only met our obligations but exceeded our expectations in many service delivery areas.

In February we welcomed Jennifer Jones as Director of Legal on secondment from Westjustice for a six-month period. Jenn's extensive leadership experience and knowledge of the CLC sector was invaluable as we developed systems and processes to support our new service delivery model and our strategy. We are incredibly grateful to Melissa Hardham, CEO of Westjustice for so generously sharing Jenn with us for this period of time. Jenn's efforts ensured the legal practice is well positioned for the important work ahead of us.

Our Future

As we transition from Ballarat and Grampians Community Legal Service to Allied Justice, our excitement does not overshadow the reality and challenges of the important work we have ahead of us. We will stand for our clients until they can stand for themselves, and we fight for what is fair, together.

Mark Gunning

Chair

Narelle Laing

Chief Executive Officer

Director of Legal Report



Jennifer Jones
Director of Legal
(Interim)

2024–25 has been a period of targeted growth and consolidation for Ballarat and Grampians Community Legal Service, with a focus on delivering high quality, client focussed place-based services.

We now deliver place-based outreach services in 12 locations across the Central Highlands and Wimmera region, to meet our clients in the places that they are based and to remove barriers to access in accordance with our Strategy. This includes: two offsite maternal child health clinics with our Health Justice Partnership in Bacchus Marsh (with plans to expand into Horsham and Ballarat); a clinic for women accessing services at Ballarat Community Health; and in-reach services at The Orange Door Ballarat and Horsham. We continued to build relationships through outreach at the Neighbourhood Houses in Ararat, Horsham, Stawell, St Arnaud and Daylesford, and provide much needed civil law advice appointments at Langi Kal Kal and Hopkins prisons.

We know in Ballarat that family and domestic violence is one of the key legal issues facing our community, and an area of significant unmet legal need. To address this, we continued to provide a family violence duty lawyer service at the Ballarat Specialist Family Violence Court and to the family violence lists in Horsham, Ararat, Stawell and St Arnaud Magistrates Court. We also provide pre-court appointments for victim-survivors to help them prepare for their hearing.

In the second half of 2024-25 we decided to focus our efforts in our rural areas on assisting only victim-survivors of family violence and inter-personal violence (as opposed to both victim-survivors and people who are using violence). In doing so we are ensuring the legal need is met and minimising the potential for conflicts of interest in assisting both affected family members (AFM) and respondents and can provide holistic help to AFMs for their other family law related concerns.

A highlight of 2024-25 was our significant efforts in delivering community legal education.

We had a special focus on disaster preparedness CLE due to the experiences of our communities in recent times with bushfires and floods, and delivered on disaster law to 40 community and stakeholders in partnership with FCLC. We further provided legal information on disaster preparedness at Wimmera Field Days with CFA and Horsham Rural City Council and we worked with Disaster Legal Help Victoria and Victoria Legal Aid, at two vital disaster preparedness CLE sessions in Pomonal and Halls Gap. We also delivered 27 CLE including 7 during Law Week on a broad range of topics such as fines, family violence, tenancy, and powers of attorney.

The legal team are also to be commended for the work they have undertaken in 2024-25 with stakeholders in the region, including with Victoria Police, Victoria Legal Aid, the Magistrates Court and The Orange Door, as well as sitting on statewide working groups on specialist topics such as Victims of Crime Compensation and Family Law. This often invisible law reform and advocacy work is crucial to improving legal processes and ensuring access to justice for our clients.

Finally, this year was also one of reflection and consolidation of our legal practice.

We introduced the role of Director of Legal (replacing and incorporating the former Principal Lawyer role) which provides the practice with a strategic focus on legal service delivery, risk and practice management, systemic advocacy and law reform. We also created a Deputy Director of Legal position and delegated nominated person responsibilities to senior lawyers with significant skills and experience to each lead the team in their areas of expertise. This means the legal team is more flexible in its structure and able to deliver appropriately supervised services as needed.

We spent six months this year reflecting on and refining our eligibility criteria, practice management and risk management policies and procedures, and upskilling our team in trauma informed practice, vicarious trauma, privacy and the Victims' Charter. Over this time, in working together to improve our understanding of risk and best practice, the legal team has really moved from strength to strength.

Many thanks to Adrian Tinetti who was in the Principal Lawyer role in the first half of 2024-2025 year, and who is now the Deputy Director; Helen Matthews, who assisted as a family law consultant; and to all our volunteer solicitors who provided their time and expertise over the previous year.

We look forward to Moga Ahmed commencing as the ongoing Director of Legal and continuing to build the team's strategic direction.

Jennifer Jones

Director of Legal



Deputy Director Legal, Adrian Tinetti



Interim Director of Legal, Jennifer Jones

Our Strategy

Our direction for 2025–2027 is very clear.

We know that people often don't realise there is a legal solution to their problem and educating the community and service providers, particularly in the early stages, is essential.

We also know from the incredible work other Community Legal Centres (CLC) are doing that it is not just lawyers that are the pathway to justice. Social justice is achieved when a diverse range of professionals work collaboratively bringing their unique skills and expertise together. We cannot fix all problems, however we can and do change life stories.

Our values—respect, courage, empowerment and kindness—guide and inform the work and how we work together. We are committed to ensuring our services are delivered across the 11 local government areas in our region and we will achieve this through the implementation of a three-tier service delivery model. We will be deliberate in our CLE activities to ensure we are targeting the areas of need that align with the problems we want to solve and our priority groups. We need to do more to address the unique needs of the communities we serve and work collaboratively with other regional CLCs to lobby for change to systems and legislation that adversely impacts those living in rural and remote communities. We know that integrated services is how we will grow, expand our reach and create long term and sustainable change for individuals and communities.



Our Identity

A name that reflects who we are: Introducing Allied Justice

For 35 years, our organisation has provided free legal services across the Ballarat and Grampians region.

Over time, as we expanded our reach and embraced a contemporary, integrated service model, it became clear that our previous name, Ballarat & Grampians Community Legal Service, no longer reflected who we are or the full scope of our work. It was geographically limiting, difficult to recall, and did not truly align with the direction of our new Strategy.

Recognising the need for a name that truly embodies our purpose, in 2024, we undertook a comprehensive review process. This included staff workshops, stakeholder consultations, and strategic planning sessions.

*We asked: Does our name represent our purpose?
Our values? Our vision for justice?*

Feedback consistently showed that our name did not reflect our focus on empowerment, advocacy, and standing alongside people experiencing disadvantage.

The outcome of this careful reflection is **Allied Justice**. The new name launched in mid 2025, captures the essence of our work: providing legal advice, community education and advocacy while walking alongside our clients. It reflects partnership, support, and a commitment to delivering real justice. While our name has changed, our dedication to the communities we serve and our vision for a fairer, more equitable society stays strong.



Our Work

Client Stories

BGCLS supported a young woman seeking protection after grooming and sexual assault

Sarah*, who had been involved in a youth group for several years, was groomed by an older member and sexually assaulted shortly after turning 18. Despite an active Sexual Offence and Child abuse Investigation team (SOCIT) investigation, she had to apply for a Personal Safety Intervention Order (PSIO) on her own.

BGCLS negotiated a final resolution with the respondent's legal team and secured a five-year PSIO. We also referred Sarah to the Victim's Assistance Program and informed her of her rights under the Financial Assistance Scheme.

The outcome provided significant relief from the stress and trauma she had been experiencing.



Tamara's Story: Standing Up to Legal System Abuse

Tamara* first sought help at the Ballarat Magistrates Court while pregnant, trying to protect herself from her ex-partner, Michael.* Despite having an interim intervention order, Michael continued to threaten her and exposed her personal details online, leading strangers to her home. Police didn't take over her case, so Tamara had to pursue a final order herself.

Michael then began misusing the legal system to harass Tamara, filing multiple intervention order applications against her and her family without notice. He used emotional manipulation to stay involved in her life after their child was born and continued offending, resulting in jail time.

Ballarat and Grampians Community Legal Service, applied to have Michael declared a *vexatious litigant*—someone who misuses legal processes to cause harm. This was a rare and complex move, requiring extensive evidence and legal work, especially challenging for Tamara as a mother of two young children.

Despite the difficulty, the team succeeded. The court dropped the false charge against Tamara and officially declared Michael a vexatious litigant. This means he can no longer file intervention order applications against Tamara without court approval.

Tamara and her children are now safer, with legal protections in place and fewer chances for Michael to misuse the system to harm them again.

*Names have been changed.



BGCLS assisted a client with over 50 fines pursuant to the Family Violence Scheme

BGCLS assisted a client in resolving over \$20,000 in traffic fines through the Family Violence Scheme.

Sandra*, a single mother recently re-entering the workforce, had experienced prolonged family violence, including from a former partner who was later incarcerated. She also faced challenges related to mental health and a recent disability diagnosis.

The fines—over 50 in total—were incurred over more than a decade, largely due to an abusive partner using a vehicle registered in her name. Unaware of the accumulating infringements, Sandra was left with limited options once she discovered them.

BGCLS successfully advocated for the cancellation of all eligible fines, bringing significant relief in a complex and long-standing matter.

*Names have been changed.

Client Feedback

Civil claim for defective services

Our lawyer helped his clients with a VCAT civil claim arising from the provision of a defective inspection report, whereby our clients had to demolish their home due to termite infestation.

VCAT delivered judgment for our clients and they received a significant compensation payment for their losses.

"We could never fully express our gratitude to Adrian for his time, expertise, and unwavering support."

"During an incredibly stressful period, when we felt we had exhausted all options, we found Ballarat and Grampians Community Legal Service.

From that moment on, Adrian worked with us for over two years, guiding us through every stage of our case. He went above and beyond, always making himself available when we needed him, happy to answer our questions, and providing invaluable advice every step of the way.

We truly believed we would be left with nothing, but thanks to Adrian, we achieved an outcome beyond our wildest dreams. We are so grateful to have discovered this service and will forever appreciate the support that our lawyer provided and the entire compassionate BGCLS team. From the bottom of our hearts, thank you."



Health Justice Partnership

The early years of parenting can be a challenging time for families, with many experiencing a combination of physical, psychosocial and material pressures that can often result in health, financial, employment, housing, and relationship issues.

For women, pregnancy and the early stages of parenthood are also a period of heightened risk for experiencing family violence (FV) or the escalation thereof.

Our Health Justice Partnerships (HJPs) with Maternal and Child Health (MCH) Services are focused on creating pathways to safety and stability for women and families via accessible, appropriate, and timely legal assistance. Over the past 12 months we significantly expanded and enhanced our partnerships to cover the Horsham, Northern Grampians, Ararat, Ballarat, Moorabool, Pyrenees and Hepburn LGAs.

Our HJP clinics at Parent Place Ballarat, Moorabool MCH and Stawell Neighbourhood as well as 'pop-ins' to new parents groups, supported playgroups and library story-times across our LGAs gave families direct access to legal information and discreet assistance. While the inclusion of wrap-around, non-legal assistance via the engagement and referral practice has been a critical support for mothers in navigating complex systems and accessing non-legal supports.



St Arnaud Pilot

In 2024-25 we undertook a pilot 'Lawyer in Schools' program in St Arnaud after stakeholder conversations highlighted that the community was challenged by a range of unmet legal needs, in particular family violence and flow-on behavioural challenges including alcohol and other drug use and youth violence. Extensive stakeholder engagement analysis was conducted and local secondary students participated in a number of CLE sessions. The pilot led to the development of a long term and sustainable youth-focused health justice partnership model and confirmed the need to secure further funding.

Pictured below: from left, Michaela Settle MP, Narelle Laing, Attorney General The Hon Sonya Kilkeny, with BGCLS layer, Hannah, and Karen



Our Impact

Top five problem types*

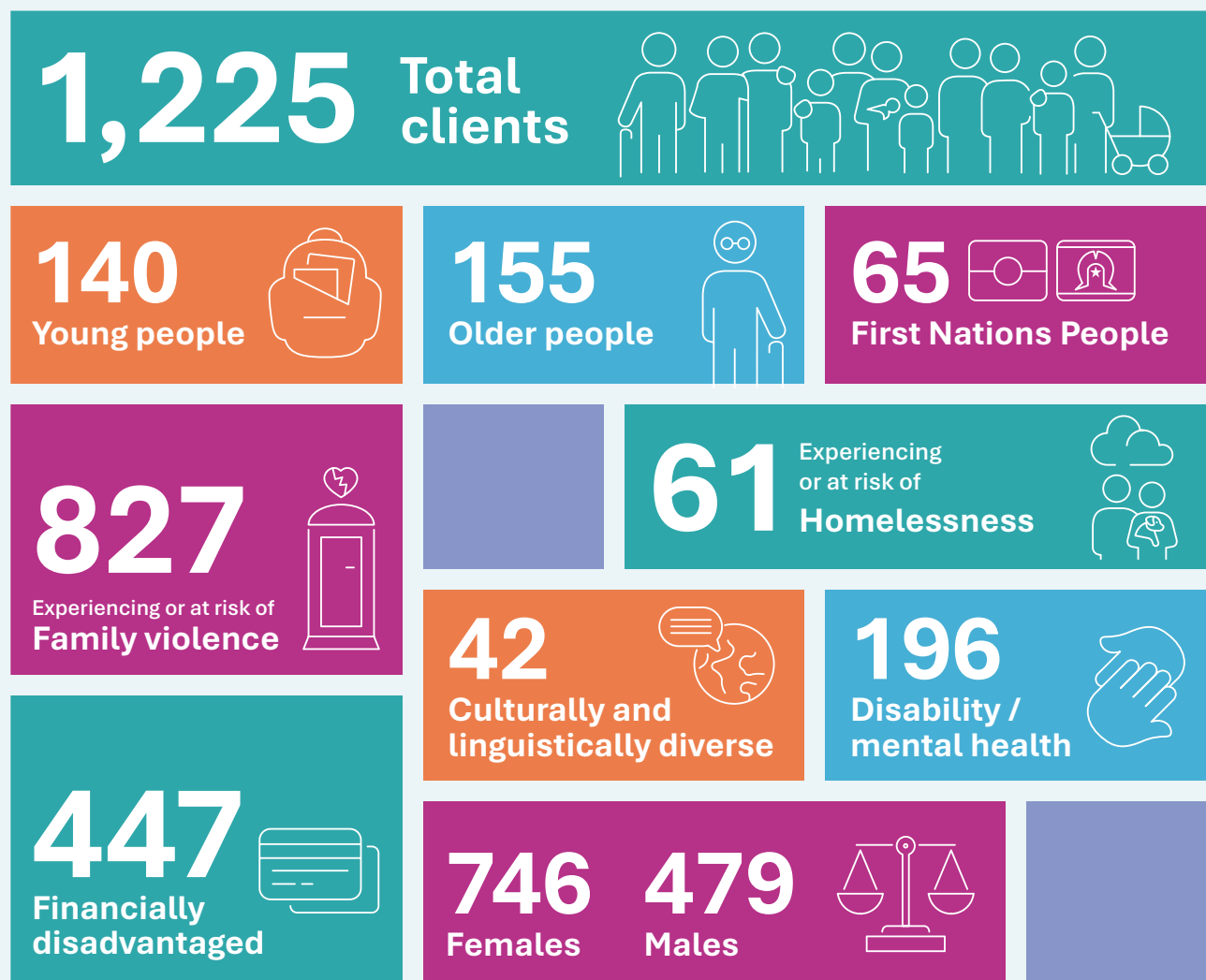
1 July 2024 –30 June 2025	Number	Proportion
Family violence orders	1,225	73.3%
Family law/divorce/property in marriage	248	14.8%
Victim compensation	82	4.9%
Child contacts/parenting plan	72	4.3%
Motor vehicle	45	2.7%

*Based on service data

Client Snapshot 2024/25

Programs and services accessed by vulnerable and disadvantaged people

The below table captures the age data sets considered the most vulnerable according to National Partnership Agreement (NPA).¹ Note, some clients experience more than one indicator of disadvantage / vulnerability.



1. National Partnership Agreement <https://www.ag.gov.au/LegalSystem/Legalaidprogrammes/Pages/National-Partnership-Agreement-on-Legal-Assistance-Services.aspx>

Our Region

From Bacchus Marsh to the South Australian border, we service 11 Local Government Areas (LGAs).



“Extremely happy with the professionalism of my lawyer and the BGCLS team. He was supportive through my fraud and stolen identity case and ordeal and helped tremendously to clear my name and credit history. The team were simply amazing on sorting out the legal requirements and getting my matter before the courts and finalised in a timely manner.”

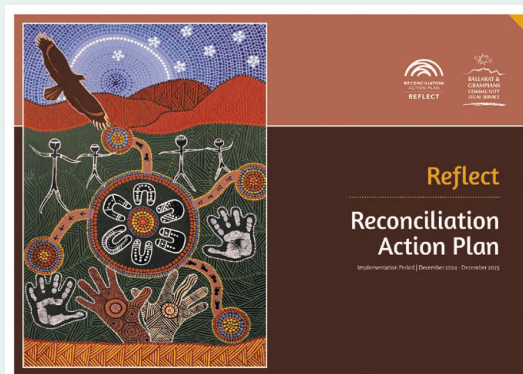
Our Engagement

16 Days of Activism

Ballarat & Grampians Community Legal Service joined the communities of Stawell, St Arnaud and Jeparit as they marched for an end to gender-based violence.

Our staff took part in the Ballarat Walk Against Family Violence, standing united to raise awareness and show our commitment to supporting survivors. This walk is part of the 16 Days of Activism campaign, which seeks to amplify efforts to end violence against women and children. We believe in fostering a world free from violence, where everyone can live in safety and dignity.

During November, in partnership with Ararat Rural City Council, BGCLS hosted three Women's Legal Health Pop-Up events as part of the 16 Days of Activism for the Elimination of Gender-Based Violence. These sessions provided essential legal support and information to women in our community, empowering them to take action and understand their rights.



Our Inaugural Reflect RAP was implemented in 2025

Ballarat & Grampians Community Legal Service joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program. This Reflect RAP enables us to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions.

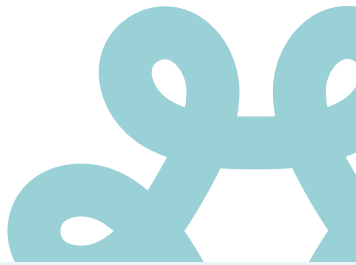


Community Legal Education: Disaster preparedness with Disaster Legal Help Victoria & VLA

During December and again in June staff from BLGCS had the privilege of presenting, with Disaster Legal Help Victoria and Victoria Legal Aid, at vital disaster preparedness sessions in Dadwell's Bridge and Pomonal and Halls Gap.

These sessions focused on Disaster Preparedness & Insurance, offering vital legal information and support in response to the recent bushfires in the region and key to helping our communities stay informed and ready to face any emergencies.





Budja Budja Aboriginal Co-operatives Strong Families Festival in Halls Gap

Staff from Ballarat & Grampians Community Legal Service attended the Budja Budja Aboriginal Co-operatives Strong Families Festival in Halls Gap. It offered a great opportunity to meet community members and let them know how our service can assist them with matters like insurance issues, family law, renting & tenancy, and climate & disaster justice.

It was also provided an opportunity to support Halls Gap and witness how devastating the recent fires have been for this beautiful community.



Skye (left) attended the Halls Gap Strong Families Festival



February: 2025 Legal Laneway breakfast

Legal professionals from Ballarat gathered in the iconic Lydiard St Laneway to mark the start of the 2025 Legal year and the listen to speakers including, Claudia Fatone, Chief Executive Officer of Women's Legal Service Victoria. Ms Fatone spoke on the prevalence of family violence and the high rates of unmet legal needs for those affected. Women's Legal Service Victoria provides a myriad of training and professional development programs to inform lawyers of the foundational training to deliver high-quality and trauma-informed services.

Ballarat and Grampians Community Legal Service Principal Lawyer, Adrian Tinetti and CEO, Narelle Laing also shared their thoughts on the year ahead, and how the legal community can work together for a more accessible future.

Hosted by BGCLS in partnership with Victoria Law Foundation and sponsored by the Law Institute of Victoria, this year marked the third year we had hosted this fabulous networking event.



Narelle and BGCLS Staff at the CLC Expo at Parliament house



Wimmera Machinery Field Days

Staff from our Ballarat and Horsham offices represented BGCLS at the Wimmera Machinery Field days in Horsham over three days in March. We teamed up with Horsham Rural City Council and CFA to answer questions from attendees and provide information about our legal services.

Victorian Law Week: 19–25 May 2025

Ballarat & Grampians Community Legal Service, was out in the community with Law week. This years topic 'Where Law Meets life' saw member of our team present free Community Legal education sessions in Ballarat, Ararat, Stawell and Horsham. Topics included, 'From fine to fair: Know your legal rights', 'How to identify the legal needs in communities impacted by disasters' and 'Know your rights – tenancy, fines, and family violence'.

Victorian Law Week helps demystify the legal system and empowers people to understand their rights. we're proud to be part of this important initiative – connecting people with practical legal support and shining a light on the role of law in everyday life.



Angela from BGCLS and Kate from Victoria Law Foundation



CEO Forum in Ballarat

The Federation of Community Legal Centres Victoria hosted its quarterly CEO forum in Ballarat bringing together leaders from across Victoria's community legal sector.

Chief Executive Officers from the state's 50 place-based and specialist community legal centres gathered to discuss the growing demands on the sector and to collaborate on strategies to strengthen access to justice for Victorians in need.



Our CEO, Narelle Laing and Director of Legal, Jennifer Jones had a fantastic meeting with the Attorney General of Victoria, the Hon Sonya Kilkenny, during her recent visit to Ballarat.

It was great to be joined by Juliana Addison, Member for Ballarat, and Michaela Settle, Member for Eureka, to discuss our new strategic plan and the importance of providing integrated services.

Together, we're committed to doing more to better serve regional and rural Victoria. Exciting times ahead!

Our People

Our Board

As at time of publication



Mark Gunning AFSM | Director | Board Chair

LLB, MIFireE, GradCert Emergency and Disaster Management, CertMgt, AdvDipPubSafety(FirefightingMgt), AdvDipPubSafety(EmergMgt), AdvDipLeadership&Mgt

Mark has had over 30 years working in the Public Sector, primarily in Leadership roles in Fire and Emergency Services. Mark became a board member early in 2025.

Mark has managed many large and complex fires and emergencies across Australia, his work has focused on bringing emergency management and communities closer together, especially caring for multi-cultural and disadvantaged groups in disaster affected communities.



Kelly Rolfe | Director | Deputy Chair

MPA, MIPA, GradCertBusAdm

Kelly has over 20 years' experience in accounting and finance, with over half her career being in the not-for-profit sector. Leading and directing at an executive level, Kelly's current role is as CFO of a large not for profit in Ballarat with a key focus on education and early years development and community and youth engagement. Being a Justice of the Peace, Kelly has a keen interest in legal and community service and joined the BGCLS Board in November 2022.



Angela Morrison | Director | Chair Finance and Audit Committee

BCom, BA, GradDipICAA

Angela Morrison, a seasoned professional with a diverse background spanning finance, health, and professional services, currently serves as Chief Financial Officer at The Sovereign Hill Museums Association. Angela's career is marked by exemplary leadership in operational and financial management, governance, risk management, and process improvement. She excels in establishing robust relationships and applying data-driven strategies to drive business excellence. Angela is adept at navigating complex regulatory landscapes and enhancing organisational performance through strategic ICT projects. Her extensive expertise ensures she brings an intrinsic perspective to BGCLS's goals and growth.



Brooke Tamanika | Director | Chair Quality & Corporate Governance

LLB, BOH, Cert III BAL, Cert IV SBM

Brooke Tamanika, a solicitor and co-founder at David Tamanika Solicitors in Ballarat, brings extensive legal expertise and a strong commitment to community service to her role as a board director at the BGCLS. With a background in establishing and expanding her own firm, Brooke's leadership skills, strategic mindset, and dedication to advocacy make her well-suited to advance BGCLS's mission of providing equitable access to legal assistance. Brooke's firsthand understanding of regional challenges, coupled with her client-focused approach, positions her to empower vulnerable community members and foster social justice within the Grampians region.



Susan Crebbin | Director

BA, MCommun

Susan joined the board in late 2023, bringing her extensive experience of communications and public policy. She has worked in senior positions within government and not for profit, and is excited to bring her skill set in serving our community.



Kate Astbury | Director

Bmgt, DipGov

Kate has over 23 years of experience working in community health delivering psychosocial services. She is experienced in NFP executive leadership, strategic planning, and corporate governance. Her background in a range of General Manager positions across Grampians Community Health has given her extensive knowledge across Business, People, Community and Disability sectors. Kate previously sat as a Community Representative within the Department of Justice / Hopkins Prison Advisory Group.



Patrick Smith | Director

LLB (Hons), B Int St, BEc, GDLP

Patrick Smith is Principal at O'Brien & Smith Lawyers, with offices in Horsham, Stawell, and Nhill. He brings significant experience in legal practice management, governance, and advocacy to the BGCLS Board. Patrick's background in strategic process implementation reflect his commitment to collaborative governance and organisational accountability.

Patrick holds qualifications in financial planning and economics, providing strong financial literacy and supporting effective oversight of BGCLS's financial and risk management responsibilities. His broad legal expertise across multiple practice areas underpins his commitment to advancing access to justice for regional communities.



Paul Ryan | Board Chair (Former)

Dip T (Primary), BTheol, Grad Dip PsychStud, BSci (Hons – Psychology), GAICD

With 30 years of experience in for purpose organisations as well as at senior executive, non-executive director and Board Chair level, Paul joined the BGCLS Board in July 2022 and became Board Chair in November 2022. He has a background in education, theology, and psychology. Paul's career path has been diverse with roles as a catholic priest, research fellow, and senior executive in education and for purpose organisations. Paul is a Graduate of the Australian Institute of Company Director's course and currently sits on several other for purpose boards across a range sectors.

Resigned from the board August 2025



Peter Newsome | Director | Deputy Chair | Chair Finance and Audit Committee (Former)

BApplied Science – Disability Studies, Grad Dip Business Administration, Grad Cert Catholic Leadership

Peter joined the BGCLS Board in February 2023 with over 13 years in senior leadership and executive positions in both health and community services that has included merger and acquisitions activity and the successful implementation of the National Disability Insurance Scheme (NDIS) roll out at St John of God Health Care. Peter relocated to Ballarat in 2021, following his appointment as Chief Executive Officer of Pinarc Disability Support. Peter brings his experience, and strong NFP sector capabilities to BGCLS and is currently undertaking study to complete his Master of Business Administration (MBA).

Resigned from the board August 2025



Mark Karlovic | Director | Chair of Quality and Governance (Former)

BA, MCom, LLB

Mark has over 20 years of experience working in senior executive Human Resource roles in multiple industries. Mark is also a Military Lawyer and serves in the Navy Reserve and has extensive Industrial Relations experience working for a Trade Union. Mark sits on the Law Institute of Victoria's Workplace Relations Law Committee.

Resigned from the board May 2025



Our Staff

As at 30 June 2025

Narelle Laing	Chief Executive Officer
James McDonnell	Director of Finance & Operations
Jennifer Jones	Director of Legal
Adele Thielke	Senior Lawyer
Adrian Tinetti	Deputy Director of Legal
Andrew Clarke	Senior Lawyer
Angela Murphy	Community Engagement Officer
Ashleigh Fry	Lawyer
Ashlyn McCurdy	Senior Lawyer
Corey Lay	Paralegal
Diane Jones	Intake Officer
Hannah Vejzovic	Lawyer
Maryanne Alcorn	Law Clerk
Matthew Wilson	Senior Lawyer
Paula Sharry-Pierce	Stakeholder Engagement Manager
Rennae Schultz	Intake Officer
Romy Mocclair	Digital Content & Social Media Coordinator
Sarah Van Zelst	Engagement and Referral Practitioner
Skye Mannix-McCann	Project Manager, Health Justice Partnerships
Stacey Bunn	Executive Assistant

Volunteers

We rely on a team of volunteer lawyers to provide a valuable after-hours legal service.

Thank you to the following lawyers who assisted with the delivery of free legal advice and referrals to eligible members of our community.

- Cindy Halliwell
- Rachel Jones
- Paul Thomas
- Janet Feeny
- Rebecca Van Oirschot
- Bianca Brown
- Jacinta Ryan
- Brian Kennedy

We thank the paralegals and interns who worked with us during the year to gain valuable experience and to assist the organisation in special projects and initiatives.

Our Funding Partners



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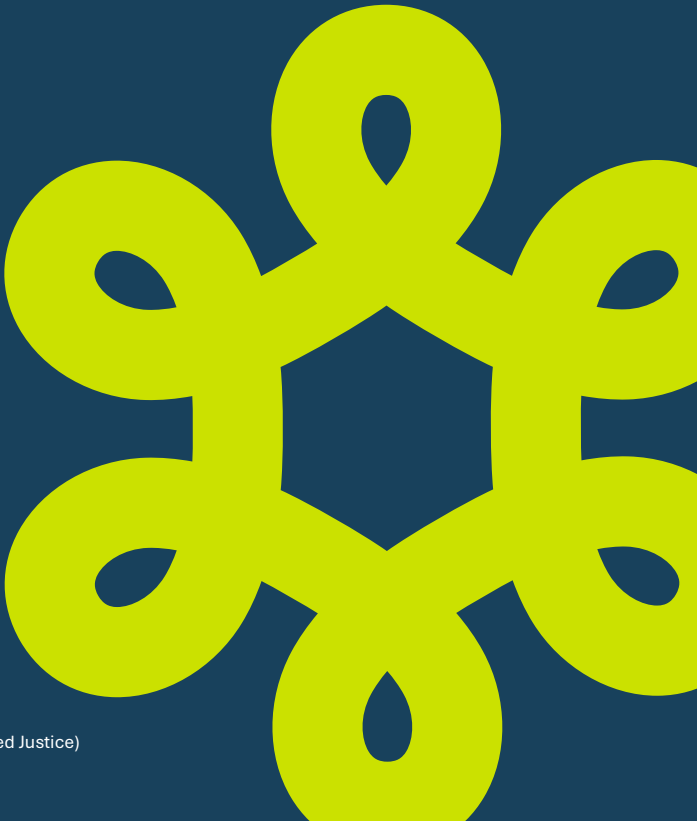
Australian Government
Attorney-General's Department



Financials

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Finance Report

Ballarat and Grampians Community Legal Service is proud to present its financial report for the financial year ended 30 June 2025.

The organisation recorded a surplus for the year of \$246,160. While this represents a decrease of \$480,981 when compared to the previous year, the movement reflects investments during the year in our people and facilities as well as our program delivery costs. The increase in workforce related expenditure has positioned the organisation strongly to deliver on funding commitments into the future and to best support our clients across our service delivery area. With funding consistent across continuing funding streams, the increase in revenue includes one-off funding to help BGCLS support people experiencing issues from the Horsham floods of 2022. During the financial year, the organisation expanded its permanent physical footprint into Horsham to more efficiently deliver critical services with a corresponding increase in expenditure.

With recent confirmation of secured funding for activity streams including Community Legal Services Program (CLSP), Community Legal Centre Family Violence Assistance (CLCFVA), Specialist Family Violence Court (SFVC) and Health Justice Partnership Funding for a further three years to 30 June 2028, the Directors are confident that the organisation is well placed to continue to sustainably deliver services to our clients across the Ballarat and Grampians region into the future.



Angela Morrison

Chair, Finance and Audit Committee

A handwritten signature in dark ink, appearing to read 'Angela Morrison', with a long horizontal flourish extending to the right.

Angela Morrison

Chair of the Finance & Audit Sub-Committee

Statement of Comprehensive Income

FOR THE YEAR ENDED 30 JUNE 2025

	2025 \$	2024 \$
Income		
Revenue	2,830,599	2,538,619
Donations	250	50
Other income	98,783	39,787
	2,929,632	2,578,456
Expenses		
Audit and accounting fees	8,300	20,361
Communication	13,431	9,657
Depreciation expense	131,968	106,376
Insurance	12,348	9,526
Interest expense on lease liability	63,143	58,573
Library and subscriptions	1,469	1,127
Minor equipment	3,814	3,807
Other employment expense	99,990	(57,318)
Occupancy costs	40,506	14,913
Overheads	54,031	32,393
Programming expense	52,350	33,147
Recruitment costs	14,952	20,036
Repairs and maintenance	28,630	8,279
Salaries	1,843,673	1,437,307
Staff training	9,821	12,567
Superannuation	198,404	128,518
Travel	16,121	15,340
Other expenses	90,521	(3,292)
	2,683,472	1,851,315
Net surplus / (deficit) before income tax	246,160	727,141
Income Tax expense	—	—
Surplus / (deficit) for the year	246,160	727,141
Other comprehensive income, net of income tax		
Other comprehensive income	—	—
Total comprehensive income for the year	246,160	727,141

The accompanying notes form part of these financial statements.

Statement of Financial Position

AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
Assets			
Current assets			
Cash and cash equivalents	3	2,197,516	1,870,882
Trade and other receivables	4	40,713	628,460
Other assets	5	42,283	24,586
		2,280,512	2,523,928
Non-current assets			
Property, plant and equipment	6	116,297	77,439
Right of Use of Assets	7	1,188,223	1,167,541
		1,304,520	1,244,980
Total Assets		3,585,032	3,768,908
Liabilities			
Current liabilities			
Trade and other payables	8	176,479	102,925
Income in advance	9	271,782	902,140
Lease liabilities	7	79,219	54,348
Employee Benefits	10	111,775	50,232
		639,255	1,109,643
Non-current liabilities			
Lease liabilities	7	1,196,609	1,169,041
Employee Benefits	10	15,362	2,578
		1,211,971	1,171,619
Total Liabilities		1,851,226	2,281,262
NET ASSETS		1,733,806	1,487,646
Equity			
Retained Surplus		63,864	63,864
Program Reserves	11	1,669,942	1,423,782
TOTAL EQUITY		1,733,806	1,487,646

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2025

	Retained Surplus \$	Program Reserves \$	Total \$
2025			
Balance at 1 July 2024	63,864	1,423,782	1,487,646
Surplus for the year	246,160	–	246,160
Transfer to program reserves	(246,160)	246,160	–
Balance at 30 June 2025	63,864	1,669,942	1,733,806
2024			
Balance at 1 July 2023	63,864	696,641	760,505
Surplus for the year	727,141	–	727,141
Transfer to program reserves	(727,141)	727,141	–
Balance at 30 June 2024	63,864	1,423,782	1,487,646

The accompanying notes form part of these financial statements.

Statement of Cash Flows

FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities:			
Receipts from Contracts		2,929,632	2,578,456
Payments to suppliers and employees		(2,394,077)	(1,720,433)
Interest paid		(63,143)	(58,573)
Net cash (used in)/provided by operating activities		472,412	799,450
Cash flows from investing activities:			
Purchase of property, plant and equipment		(74,604)	(49,561)
Net cash used in investing activities		(74,604)	(49,561)
Cash flows from financing activities:			
Repayments of lease liabilities		(71,174)	(48,582)
Net cash used in financing activities		(71,174)	(48,582)
Net increase/ (decrease) in cash and cash equivalents held		326,634	701,307
Cash and cash equivalents at beginning of year		1,870,882	1,169,575
Cash and cash equivalents at end of year	3	2,197,516	1,870,882

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2025

The financial report covers Ballarat & Grampians Community Legal Service Inc. as an individual entity. Ballarat & Grampians Community Legal Service Inc. is a not-for-profit Association incorporated in Victoria under the *Associations Incorporation Reform Act 2012* and registered as a charity under the *Australian Charities and Non-for-profits Commission Act 2012*.

1 Basis of preparation

In the opinion of the Committee the Association is not a reporting entity since there are no users dependent on general purpose financial statements. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the needs of members.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors, AASB 1054 Australian Additional Disclosures and AASB 1048 Interpretation of Standards, except for revenue recognition as disclosed Note 2 (b).

2 Summary of material accounting policies

a) Income tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

b) Revenue and other income

Revenue

The Association's main revenue stream relates to Government and other grants. Where there are performance obligations attached to these grants, revenue is recognised as the performance obligations are achieved. Where there are no obligations attached, grant monies are recognised over the period to which the funding relates. If funds are received in advance for activities occurring in future periods, the amount is deferred and recognised as a liability until the relevant period.

Other income is recognised when the right to receive the income has been established. In most cases, this is on receipt.

c) Property, plant and equipment

Each class of plant and equipment is carried at cost less any accumulated depreciation and impairment.

Items of plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Depreciation

Plant and equipment is depreciated on a straight-line basis over the assets useful life to the Association, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	10% – 25%
Leasehold improvements	10%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

2 Summary of material accounting policies (continued)

d) Employee benefits

The liability for long service leave is recognised and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. The liability is calculated using employee wage increases and adjusted for the probability of employee remaining in the entity's employment until the leave is expected to be taken. The liability is discounted using discount rates published by the Department of Treasury and Finance as at the reporting date. The liability includes on-costs such as superannuation and payroll tax where applicable.

Annual leave is recorded at the undiscounted amount expected to be paid based on current pay rates. The full liability for unused annual leave is recognised, as employees are entitled to cash payment for unused leave on termination of employment.

e) Comparative amounts

Comparatives are consistent with prior years, unless otherwise stated.

f) Economic dependency

The Association is dependant on Victoria Legal Aid for the majority of its revenue used to operate the business.

At the date of this report the Committee has no reason to believe that Victoria Legal Aid will not continue to support the Association for the next three years.

	2025 \$	2024 \$
--	------------	------------

3 Cash and cash equivalents

Bank balances	2,197,516	1,870,882
	2,197,516	1,870,882

4 Trade and other receivables

Trade receivables	957	580,016
Other receivables	39,756	48,444
	40,713	628,460

5 Other assets

Prepayments	27,195	24,586
Portable Long Service Leave Recoverable	15,088	–
	42,283	24,586

	2025 \$	2024 \$
6 Property, plant and equipment		
Furniture and equipment At cost	86,691	162,110
Accumulated depreciation	(30,909)	(119,940)
	55,782	42,169
Motor Vehicles At cost	50,441	22,998
Accumulated depreciation	(21,669)	(12,329)
	28,772	10,669
Computer Software At cost	22,590	22,590
Accumulated depreciation	(6,024)	(1,506)
	16,566	21,084
Leasehold improvements At cost	39,394	24,687
Accumulated depreciation	(24,217)	(21,170)
	15,177	3,517
Total property, plant and equipment	116,297	77,439

a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Furniture and Equipment \$	Motor Vehicles \$	Leashold Improvements \$	Computer Software \$	Total \$
Year ended 30 June 2025					
Balance at the beginning of year	42,169	10,669	3,517	21,084	77,439
Additions	32,455	27,443	14,707	-	74,605
Depreciation expense	(18,842)	(9,340)	(3,048)	(4,518)	(35,748)
Balance at the end of the year	55,782	28,772	15,177	16,566	116,297

7 Leases

Association as a lessee

The Association has a lease over the building at 5 Chancery Lane, Ballarat which commenced on 1 November 2018 for a term of five years. The lease has options for four further terms of five years each. The lease option for an additional 5 years was exercised in 2023.

	2025 \$	2024 \$
a) Right-of-use assets		
Right-of-use asset over buildings	1,430,903	1,310,428
Less accumulated depreciation	(245,395)	(145,603)
	1,185,508	1,164,825
Right-of-use asset over plant and equipment	8,147	8,147
Less accumulated depreciation	(5,432)	(5,432)
	2,716	2,716
Total right-of-use assets	1,188,224	1,167,541

Movement in the carrying amounts for each class of Right of Use Asset between the beginning and the end of the financial year:

	Buildings \$	Plant and Equipment \$	Total \$
Year ended 30 June 2025			
Balance at beginning of year	1,164,825	2,716	1,167,541
Carrying value adjustment	120,475	0	120,475
Depreciation expense	(99,792)	0	(99,792)
Balance at end of year	1,185,508	2,716	1,188,224

b) Maturity analysis of lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

Lease liabilities

	<1 Year \$	1-5 years \$	>5 years \$	Total undiscounted lease liabilities \$	Lease Liabilities included in this Statement of Financial Position \$
2025					
Lease liabilities	136,633	499,648	1,116,733	1,753,014	1,275,828
2024					
Lease liabilities	110,220	326,542	1,553,659	1,990,420	1,223,388

7 Leases (continued)

c) Lease amounts in Statement of Comprehensive Income

The amounts recognised in the statement of comprehensive income relating to leases where the Association is a lessee are shown below:

	2025 \$	2024 \$
Interest expense on lease liability	63,143	58,573
Depreciation of right-of-use assets	96,221	74,465
	159,364	133,038

	2025 \$	2024 \$
--	------------	------------

8 Trade and other payables

Trade payables	78,628	47,829
Accrued expenses	62,001	47,325
GST payable	35,850	7,771
	176,479	102,925

9 Income in advance

Department of Justice	237,778	136,040
Victoria Legal Aid	1,531	150,000
Federation of CLCs Victoria	-	559,768
Victoria Law Foundation	10,000	18,000
Women's Legal Service Victoria	22,473	38,332
	271,782	902,140

10 Employee benefits

Current		
Annual leave	111,629	48,145
Time in lieu	146	2,087
	111,775	50,232
Non-current		
Long service leave	15,362	2,578
	15,362	2,578
	127,137	52,810

	2025 \$	2024 \$
11 Program reserves		
CLSP funding		
Opening balance	231,906	354,874
Income	920,518	870,524
Transfer from CLCFVA	–	(163,037)
Expenses	(870,844)	(830,456)
	281,580	231,906
CLCFVA funding		
Opening balance	27,812	(156,129)
Income	134,476	130,054
Transfer from CLSP	–	163,037
Expenses	(128,553)	(109,150)
	33,735	27,812
VLS funding		
Opening balance	125,387	57,616
Income	192,842	187,067
Expenses	(179,911)	(119,296)
	138,318	125,387
FASS funding		
Opening balance	88,891	64,799
Income	142,787	144,365
Expenses	(151,391)	(120,273)
	80,286	88,891
SFVC funding		
Opening balance	86,178	78,376
Income	307,240	294,431
Expenses	(304,084)	(286,629)
	89,334	86,178
DOJ Integrated Services funding		
Opening balance	863,609	297,104
Income	857,321	952,043
Expenses	(858,144)	(385,538)
	862,786	863,609
VLA Flood Support		
Opening balance	–	–
Income	173,366	–
Expenses	(158,545)	–
	14,820	–
VLA Disaster Legal Help Grant		
Opening balance	–	–
Income	12,000	–
Expenses	(12,000)	–
	–	–
Non-program reserves		
Opening balance	–	–
Income	189,083	–
Expenses	(20,000)	–
	169,083	–
	1,669,942	1,423,782

12 Events after the end of the reporting period

Subsequent to the end of the reporting period no matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

13 Association details

The registered office of the Association is:

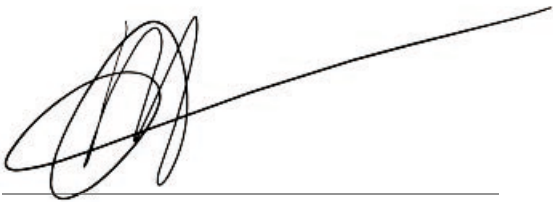
Ballarat & Grampians Community Legal Service Inc.
5 Chancery Lane
BALLARAT VIC 3350

Committee Declaration

The committee declares in their opinion:

- (i) there are reasonable grounds to believe that the registered entity is able pay all of its debts, as and when they become due and payable; and
- (ii) the financial statements and notes satisfy requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Mark Gunning
Chair

A handwritten signature in black ink, featuring a series of connected loops and a long horizontal stroke extending to the right.

Angela Morrison
Treasurer

Dated 17 November 2025

**AUDITORS INDEPENDENCE DECLARATION
UNDER 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012
TO THE BOARD OF BALLARAT & GRAMPIANS COMMUNITY LEGAL SERVICE INC.**

As auditor for Ballarat & Grampians Community Legal Service Inc. for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been:

- a) No contraventions of the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- b) No contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Ballarat & Grampians Community Legal Service Inc.



Lucy Partridge

Director

Dated this 18th day of November, 2025

*Davidsons Assurance Services Pty Ltd
101 West Fyans Street
Geelong, Victoria 3220*

INDEPENDENT AUDITOR'S REPORT**TO THE MEMBERS OF BALLARAT & GRAMPIANS COMMUNITY LEGAL SERVICE INC.****Opinion**

We have audited the financial report of Ballarat & Grampians Community Legal Service Inc, 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 a summary of significant accounting policies, and the declaration by those charged with governance.

In our opinion the financial report of Ballarat & Grampians Community Legal Service Inc. has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (b) 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.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the ACNC Act, the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Australian Charities and Not-for-profits Commission Act 2012, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

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 purposes of fulfilling the Company's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our report is not modified in respect of this matter.

/ GEELONG

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/ TORQUAY

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PHONE 03 5221 6399

/ DIRECTORS

Stephen Kirtley CA
Lucy Partridge ACA CA

Davidsons Assurance Services Pty Ltd
ACN 123 098 662 / ABN 77 123 098 662
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Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report in accordance with the ACNC Act, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Company'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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Lucy Partridge
Director

Dated this 18th day of November, 2025

Davidsons Assurance Services Pty Ltd
101 West Fyans Street
Geelong, Victoria 3220

Contact us

Our office can be contacted between 9.00am – 5.00pm, Monday to Friday.

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