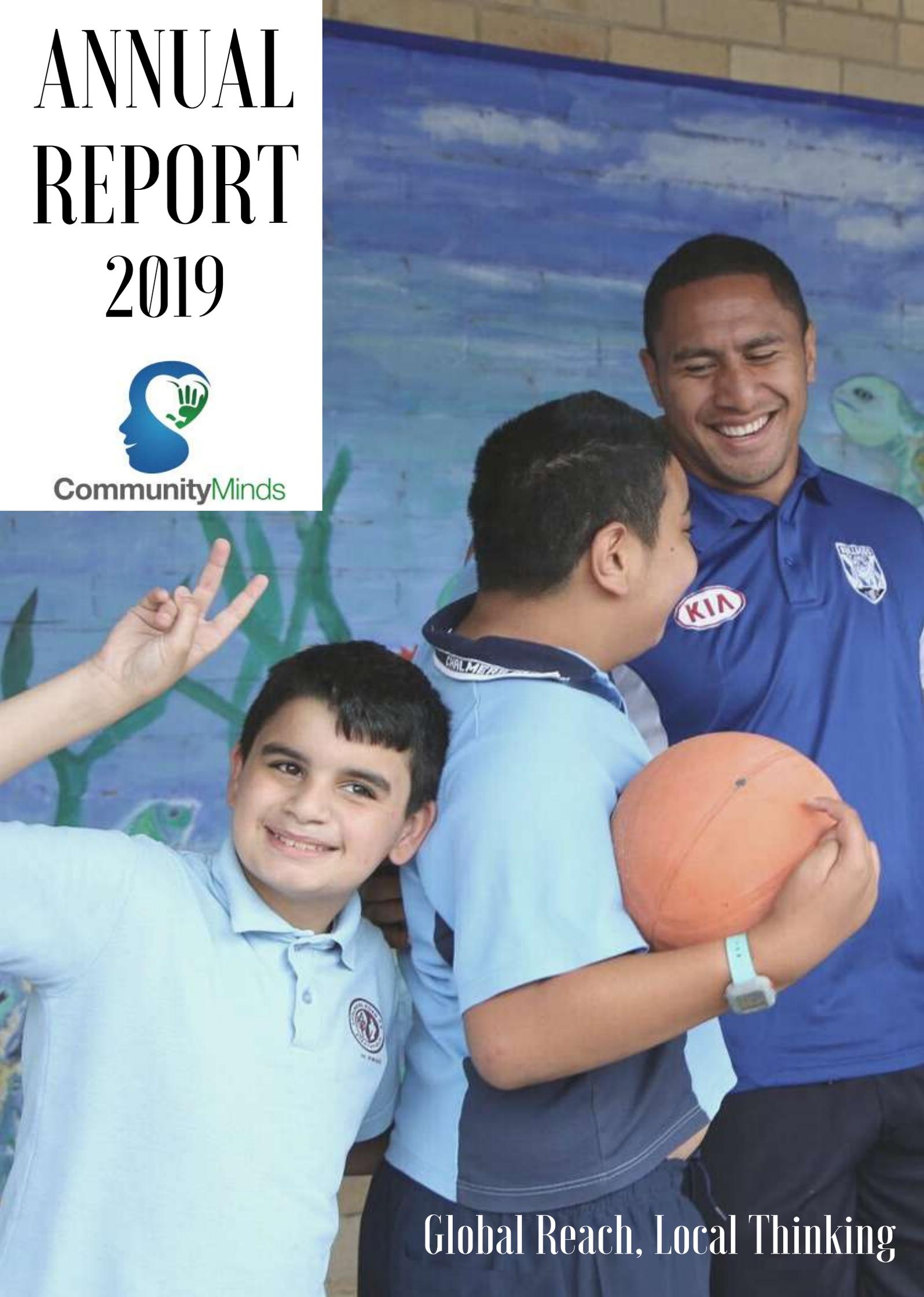


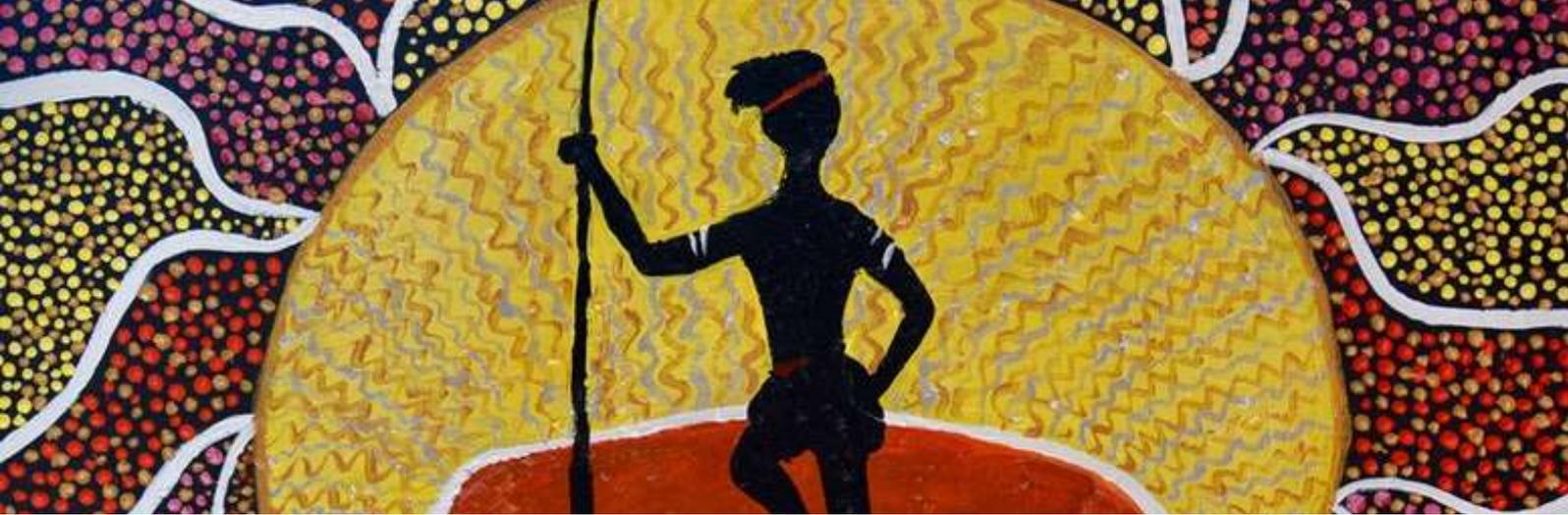
ANNUAL REPORT 2019



CommunityMinds



Global Reach, Local Thinking



Painting by artist: Cynthia Farr BARUNGGUM

ACKNOWLEDGEMENT TO COUNTRY

Community Minds Incorporated proudly acknowledges Australia's Aboriginal and Torres Strait Islander community and their rich culture and pays respect to their elders past and present and all Aboriginal and Torres Strait Islander (ATSI) people, from whatever nation they may come.

We acknowledge Aboriginal and Torres Strait Islander peoples as Australia's first peoples and as the Traditional Owners and custodians of the land and water on which we rely. We recognise and value the ongoing contribution of Aboriginal and Torres Strait Islander people and communities to Australian life and how this enriches us. We also acknowledge the traditional wisdom of ATSI communities in relation to community building and connecting and nurturing our connection with others and nature.

We are inspired by the cultural and spiritual practices and philosophies ATSI communities and acknowledge the rich diversity of cultures and languages that have been nurtured in these communities for thousands of years.

We are all visitors to this time, this place. We are just passing through. Our purpose here is to observe, to learn, to grow, to love... and then we return home.

- Australian Aboriginal Proverb



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ABOUT COMMUNITY MINDS

Founded in 2015, we are not your average not for profit- we are part of a broader movement that promotes community-led action by challenging mindsets and shifting perspectives.



HEAD

Our logo represents the power of people and communities, more specifically, their assets of the Head, Heart and Hands which are so valuable in shaping the communities we desire and deserve. It also represents the power of the mind and perceptions, which are the lens from which we see ourselves, our place and purpose in communities and how we perceive the communities we live in.

**ACTIVATION
TRINITY**

HEART

EART

It also recognises that we all have gifts that, if given away, create more abundant and vibrant communities, enriched further if exchanges occur more frequently and purposefully in our communities.

Community Minds is twofold in its meaning: It's in reference to both our community mindedness and perceptions and the fact that communities will "mind" what they care about, particularly if they are genuinely engaged and valued as contributors and co-producers in affecting change and creating positive outcomes for their neighbourhoods and communities that they are a part of.

HANDS



HAND

Our Vision

To invigorate and inspire Community Mindedness everywhere for better connected, inclusive and resourceful communities across the world.

Our Mission

To educate and enrich (HEAD), build and connect (HANDS), inspire and nurture (HEART) progressive, inclusive and cohesive communities.



Our Modus Operandi

- Asset Based and Strengths Based Approach – we focus on what is working well and what assets can be tapped into, connected and mobilised. We asset map not conduct 'needs analysis.'
- Most local councils and Not for Profit's look for gaps, the 'problems' in communities. We look for opportunities and assets, and that if tapped into and activated, positively impacts the places we work in and the people we work with.
- Everyone is a stakeholder in community building. Everyone has something to contribute. We work with everyone and anyone.
- Change in the world, starts with change in the mind. CM believes that genuine and lasting change occurs when people's mindset shifts and perceptions change.
- We want to build stronger communities- helping is not enough for sustainable community solutions.
- Solidarity vs. Charity. Building capacity and connections is our focus. People thrive when they are valued and their assets acknowledged activated and appreciated. Charity does not challenge the status quo, but solidarity which is horizontal, takes place between people, as equals.



OUR VALUES



INCLUSION

At Community Minds we are continuously striving to put inclusive values into action. We value and encourage participation and engagement of children and young people, senior members of our community, diverse cultural and faith-based groups, diverse geographical communities, community organisations and private enterprises.

INSPIRATION

Our philosophy and practices aim to inspire people to become more community minded. Our purpose is to inspire others to get involved in building and supporting their communities.

INTEGRITY

We honour our commitments and constantly strive for veracity in the work we produce and relationships we form. People, community groups and organisations rely on and trust us because we deliver on what we promise.

INNOVATION

We strive to offer innovative programs and solutions to advance, develop and engage communities. We are constantly looking at new ways to build stronger communities and consult with creative minds that challenge the status quo.



MEET OUR CHAIRPERSON



It is such a privilege for me to present my first report as Chairperson of this wonderful organisation. 2019 has been a very rewarding and fulfilling year as we witnessed tremendous growth and success for Community Minds (CM) across all three of our programs. I am proud to be involved with an organisation that focuses on increasing community well being, building social cohesion and engaging diverse communities in a range of activities and programs.

The Community Minded Kids (CMK) program continues to go from strength to strength. Aimed at helping nurture and empower community minded thinking in the next generation of Australian children, this year we we delivered our flagship program in 5 schools and saw 500 students graduate. True to our word, and also living by one of our most important values of inclusiveness, we piloted the program in our first Special Needs School – Chalmers Road School which was a resounding success.

Of course, the success of the program wouldn't be possible without the wonderful support of the Canterbury Bankstown Bulldogs who fully funded all of these schools and students through our program. One of the most exciting opportunities for the CMK program is that it will be launched in Western Australia in early 2020. It is going to be rolled out to Mandurah schools thanks to funding from the City of Mandurah Council. I strongly believe that programs such as CMK can and will help shape the next generation of community minded children.

As part of our Community Minded Leaders initiative, we proudly sponsored the NSW Youth Council Conference: Unleash the Future MMXIX presented by Blacktown Youth Advisory Committee. Community Minds provided training to volunteers prior to conference to help facilitate the Appreciative inquiry sessions at the conference. CM ran youth leadership workshops, Appreciative Inquiry sessions and on the final day we presented the winners of the 'shark tank' best community ideas with free mentoring/planning sessions with CM and access to 2 day training in Asset Based Community Development

Workshops were also conducted in regional NSW at Tenterfield with the community and the Local Drug Action Team (LDAT) to look at ways we can better engage and work with communities to more effectively help tackle community challenges, such as the prevalence of drug and alcohol abuse, addiction and related issue connected to Alcohol and Other Drugs (AOD).



Our Community Minded Business program is set to take off in a big way next year. We recently conducted research which included the facilitation of a focus group, with the view to building on our current offering and expanding the program. I am also excited to announce that Community Minds will be hosting the Businesses Changing the World conference, which will take place in October 2020. This event is set to attract a diverse range of stakeholders from across Australia who are passionate about creating positive change and making the world a better place for all. Who wouldn't want to be a part of an event as significant and special as this?

Once again our Family Feasting events were a huge success. Held every 8-10 weeks, these events celebrate the diverse communities and faiths in the Canterbury Bankstown community and provide families with an opportunity to learn more about other cultures and challenge the negative cultural stereotypes and cultural biases in society. This was the first year we ran CB City on a Plate, showcasing the main cultures of Canterbury Bankstown in one event, which also involved corporate volunteers from Canterbury Bankstown Council. It was always wonderful to witness children and their parents from diverse cultures sharing a meal and forming connections through these events.

Overall, 2019 was a fantastic year. A big thank you must go to the wonderful work of Community Minds founder and director Zizi Charida for all the blood, sweat and tears she has put into this year. Thank you also to my dedicated colleagues on the Management Board. It's also important to note that the work Community Minds does would not be possible without the support of the many corporate and community partners, funders, supporters, volunteers, businesses, teachers, students and parents.

So on behalf of our Director and the Management Board, thank you for your continued support. We extend our sincere gratitude and appreciation to all who have helped make Community Minds the success it is - we look forward to doing even bigger and better things in 2020.

Chris Planer

Chairperson



FROM THE DIRECTOR

It is my great pleasure to present you with the Community Minds Inc. 2019 Annual Report. I am proud to report on yet another successful year for our organisation and a healthier financial position, reflected in the financial report for the period of July 2018 – June 2019.



What a year it's been! As we near the end of 2019, I reflect on all the activities, events, programs and workshops we delivered, and I am blown away by what we have achieved in the last 12 months.

Our vision is "To invigorate and inspire community mindedness for better connected, inclusive and resourceful communities across the world".

In working towards this vision, we set out to grow our existing programs, namely Community Minded Kids and Community Minded Businesses. Community Minded Kids especially saw significant growth thanks to our strong and continued partnership with the Canterbury Bankstown Bulldogs, the main sponsors and supporters of our program. We look forward to working with the Bulldogs in 2020 and beyond.

Community Minded Businesses (CMB) initiative, although still in its infancy CMB achieved some substantial strides in 2019. We conducted research, interviews, a focus group and created more resources and collateral, including key messages and branding. In October 2020, we will be hosting the inaugural Businesses Changing the World Conference at Sydney Olympic Park, bringing together all sectors to collaborate to create positive change in our communities. The conference will also include the official launch of Community Minded Businesses, providing businesses with an accessible platform for community involvement and giving.

We are committed to building the efficacy, confidence and capacity of communities, which requires creative ways to encourage community mindedness and community involvement. That is why we believe that provision of community services is not enough and that initiatives that inspire community mindedness and helping shift perceptions and thinking to a more asset based and appreciative mindset, will provide healthy 'soil' for sustainable community initiatives to thrive.

As we are not a direct service based not for profit, it has been challenging to get the support and funding required to further develop and grow our programs and training options, however we are seeing a positive shift with businesses and organisations across sectors embracing and better understanding the kind of work we do and the long term impact we are trying to achieve.

This has largely been a result of the introduction of our programs, providing a more tangible and accessible platform for participation and improved understanding of community building, as it is related to the real-world.

It has been very rewarding to be able to work with many different groups and organisations in challenging their mindsets and providing alternative tools and thinking, facilitating a paradigm shift from limitations (deficit model) to one of possibilities - the Appreciative Inquiry (AI) and Asset Based Community Development Model (ABCD).

We were very fortunate to have worked alongside diverse range of organisations and businesses this year, with a focus on building their capacity to better serve and engage the communities they work in and with. We provided many workshops and training sessions mainly on ABCD and AI. We saw an uptake in requests for AI training, demonstrating organisations interest in learning more about this transformational change methodology.

Generally, we had a very busy year in speaking engagements and training opportunities, for local councils and community organisations, and at community development conferences and events. We facilitated more workshops and training outside of Sydney, taking us to areas in regional NSW, inter-state and overseas. Around 400 people attended our training, workshops or heard us speak at conferences or events this year.

This year our presence and publicity saw a significant increase across Australia and abroad, which resulted in a change in our motto - *Global Reach, Local Thinking*. We were contracted to do work through the International Organization for Migration (IOM). The project commenced in January 2019, providing consultancy work and training to help build the capacity of Government of Nauru's Department of Multicultural Affairs (DoMA) for the successful integration of refugees in the broader community. The project concluded in December 2019, with very significant community outreach activities and events implemented by DoMA, achieving anticipated outcomes set out for the project.

Some of our key milestones and activities are highlighted in this report and reflect the hard work of our board, staff and volunteers throughout the year. The report captures the essence of our journey in 2019, however it is very difficult to capture the behind the scenes, the 'underneath the iceberg', which people don't often see; the setbacks, the persistence, the disappointments, the sweat and tears, the disheartenment and the pushing through despite criticism and competition.

But there is always contrast and consolation: we experienced successes, big and small wins, the privilege of hearing stories at the grassroots and witnessing citizen-led community efforts, friendships and connections made along the way, and deep gratification and gratitude when you get to see how the work you do has impacted communities in ways you never anticipated. The very thing that makes the lows and hard work all worth it. And you would do it all again.



I would like to extend deep gratitude and appreciation to our incredible, dynamic and diverse management board. Your brilliance, generosity, ongoing support, dedication and passion for the community was so inspirational and without it we wouldn't be the organisation we are. We thank you for volunteering your time and sharing your valued skills and expertise.

In closing I would like to express sincere gratitude to our staff, contractors and volunteers who are the lifeblood of this organisation; without you we would not have such efficacious programs and events that many community groups enjoy and benefit from.

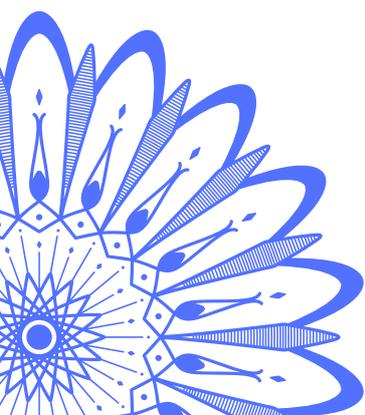
Let's transition together into 2020 with strong determination to continue the journey of building better, connected, cohesive and caring communities. In the words of the Dalai Lama "Compassion is the radicalism of our time." Let us be radicals together, changing the world through love, compassion and a radical humanism that transcends all borders, barriers and differences.

Here's to a more Community Minded world in 2020 and beyond!

In Solidarity,

Fizi Charida

Community Minds Founder & Director



COMMUNITY MINDS BOARD

Chairperson	Chris Planer
Deputy Chairperson	Diala Barsoum
Treasurer	Peter Ristevski
Deputy Treasurer	Bud Moses
Secretary	Jessica Sarkis



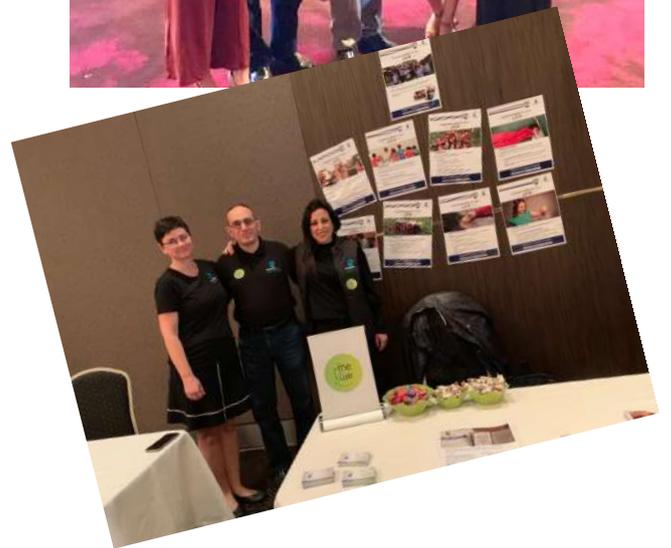
ORDINARY BOARD MEMBERS

- Ned Farhat
- Elie Wehbe
- Ibrahim Abdo



STAFF & VOLUNTEERS

Feten Charida	Farah Haque
Renae Veedikint	Mona Harb



PASSION FOR MISSION

Why is our Community Minds Management Board so great ?
Despite the many great skills and assets they bring to the table, every month our board members hold themselves and the organisation accountable for advancing our mission. Their passion is sincere and contagious, helping to promote others' enthusiasm about the mission and why we do what we do. More importantly we add humor and have a few good laughs at our monthly board meetings. Who said you can't change the world and have fun while you're doing it?



CROSS CULTURAL COMMUNITY FEASTINGS

Community Minds held 6 Family Feastings events in 2019 and covered 10 cultures. We are proud to offer such a unique experience for families providing plenty of interaction and immersion in different cultural experiences. The Feastings offer an accessible platform for families who wish to learn about other cultures in our diverse community, incorporating stories, trivia, food demonstrations, hands on food preparation and cultural art based activities.



Every year we run a Bush Tucker Family Feasting during NAIDOC week, highlighting the cultural richness of the Aboriginal & Torres Strait Islander communities. This year we did not run a stand alone Bush Tucker event, rather we incorporated it as part of the CB City on a Plate event. For 2020, we are planning a special Bush Tucker event in partnership with 2 local organisations in Canterbury Bankstown.



This year we collaborated with other organisations to further enhance the feasting experience. We worked with Humanity Matters and Chester Hill Neighbourhood Centre. We held an inaugural combined cultural feasting called CB City on a Plate, in partnership with Humanity Matters, highlighting and celebrating various communities across the culturally diverse mosaic of Canterbury Bankstown

84 adults and 107 children attended our feastings

We also, for the first time, held an Iftar dinner during the month of Ramadan representing the Pakistani culture, with about 45 in attendance. For some of the families that attended it was the first time they experienced an 'Iftar' (break fast), and what was interesting is that some of the Muslim families that attended had told us it was their first time eating Pakistani food.

It was important to cover cultures like Afghan culture, often perceived negatively, with some families expressing how difficult it was to find positive stories or information about Afghanistan. Family Feasting events are a celebration but they also aim to challenge stereotypes and create more awareness around cultures that are often misrepresented or marginalised.



It is important we tell their stories, share their cultural gems and celebrate their uniqueness. We also celebrate culture as an asset that enhances communities, and not something we need to 'manage' or 'tolerate'.

Families also get to take home some ingredients and pantry items from that cultural cuisine encouraging them to recreate the meals at home. To add to this we have recently launched our online cookbook (CM website) providing delicious recipes shared by our facilitators.



These are the cultures we celebrated in the year 2019 :

- Sri Lankan
- Pakistani (Ramadan break fast dinner)
- CB City on a Plate - Lebanese, Vietnamese, Greek & Macedonian (Canterbury-Bankstown)
- Indian
- Afghan
- Italian

We receive funding through Bankstown Communities for Children facilitated by The Smith Family and funded by The Australian Government.



**THE CANTINA
63 THE MALL**

**CBCITY
ON A PLATE**

OUR PROGRAMS



True to one of our core values, innovation, Community Minds has initiated and implemented its own programs to include a broad range of community stakeholders in community change efforts. Our programs aim to instill and cultivate community mindedness with the aim of enhancing communities' capacity, connections and cohesiveness.

They have also been designed with scalability and accessibility in mind, making it easier for organisations and communities across the globe to benefit from these programs.

COMMUNITY MINDED KIDS



School Term based outreach program, targeting Stage 3 (Year 5 & 6) Community Minded Kids (CMK) aims to instill and promote community mindedness in children and harness creative thinking in children in developing cohesive and inclusive communities. More than a program, CMK aims to inspire a movement in shifting a 'Me' generation to a 'We' generation.

The program provides useful resources and community focused lesson plans to teachers, covering topics such as social justice, people power and volunteering in the community.

Through the program, teachers will promote community minded thinking to children; helping to develop strong community values and inspire community minded actions and participation in community initiatives and events.



CMK Graduation at Chalmers Road School (Special Needs school). Bulldogs superstar, Adam Elliot, a passionate advocate for inclusion of people with diverse abilities, presenting certificates to all CMK graduates.



CMK in the Classroom: Students from Birrong Public School learning about self-interest vs. community interest.

Inclusion is not only an important value of Community Minds but a priority when it comes to our community development projects, programs and events.

We are proud to say we successfully engaged two schools, where students with special needs or with a disability participated in the program.

Inclusion of children with disability itself has numerous benefits, the main one being that they are made to feel like they can be contributors and participants in their community and not just the recipient of services.



CB Bulldogs - Our major sponsor for Community Minded Kids Program in 2019



CMK in the Classroom: Community Diversity Tree created by students from Chalmers Road School

Program Evaluation

More than half of the students responded with a 4 or 5 star rating - that after participating in the Community Minded Kids program they feel confident in making positive changes in their community.

Participating Schools in 2019

- 497 students graduated as Community Minded Kids
- Chalmers Public School - 68 special needs students
 - Wiley Park Public School -140 students
 - Bankstown Public School - 12 special needs students
 - McCallums Hill Public School -111 students
 - Birrong Public School – 166 students



COMMUNITY MINDED LEADERS

Community Minded Leaders aims to encourage young people to lead change with others in making their community a better place. This is a sponsorship and mentorship program that looks at inspiring, identifying and supporting young people in (15-21 years old) as Community Minded Leaders and broadening their skills and networks to create effective change in their communities.



At Community Minds, we believe that no genuine community development can happen without the inclusion of children and young people. We also strongly believe that young people are not the leaders of tomorrow but the change agents of today, and that their actions today can change their lives and communities.

On a practical level this includes mentoring, training, and supporting young people so that they have the skills, knowledge and opportunities to be part of change in their communities and not just be passive recipients of services, or silent dis-empowered citizens in their communities.

This year we were one of the event sponsors of the NSW Youth Council Conference: Unleash the Future MMXIX. Four young people, winners of the 'best project ideas' segment of the conference attended a 3-day Asset Based Community Development training which focused on building the capacity and confidence of young people to participate or instigate community change initiatives. Participants co-presented at the ABCD r(E)volution Masterclass.

In 2020 we are excited to be expanding on this program providing more young people with training and support in areas of Asset Based Community Development and community leadership. We will also be involving young people with other programs we run, such as Community Minded Kids and linking with them with other services and organisations to further build their capacity.

COMMUNITY MINDED BUSINESSES



A unique and innovative initiative that works with small, medium, large businesses and corporations providing a platform for community and business relationships. Community Minded Businesses (CMB) aims to help businesses increase their Community footprint and involvement in Community, turning your traditional sponsorship model from a transactional relationship to a transformational one.

Community Minded Businesses (CMB), Community Mind's latest program, has been incubating for some years now. This year we have begun the process of developing what we believe will become a platform that will allow businesses to partner and add greater value to their communities.

CMB takes businesses beyond community donations, sponsorship and fulfilling corporate social responsibility. It is designed to create a genuine relationship between a business and its community.

Community Minds believes that there are major advantages for businesses that engage intently with their community. Benefits for businesses that engage with their community actively include the ability to build emotional value within the community that enhances their brand and image, allows businesses to provide social value by giving back to their community and ultimately provides these businesses with financial value through increased partnerships, opportunities and community penetration.

For Communities, CMB will help build stronger and more valuable ties with businesses in their area. This will allow citizens and businesses to work together to grow their community assets and make their community a better place to live.

CM has joined the Canterbury Bankstown Chamber of Commerce to engage with businesses in its local community. Feedback from many businesses in the community about CMB, and Community Minds in general, has been very positive. Many businesses, small to large, are interested in either engaging with their community or increasing their community footprint.



Further market research has been conducted including a focus group meeting with businesses to allow Community Minds to build its CMB value proposition. This research will enable us to design a program model that will appeal to businesses. The program will also allow us to engage with community groups and organisations that are seeking to form alliances with businesses in their area.

As part of the CMB initiative, Community Minds is organising and hosting a conferencing in October next year Businesses Changing the World 2020 (BCW2020). The two day conference aims to spark a collaborative movement bringing businesses together and connected to other sectors in creating impactful change in our communities. Community Minds is excited to see the CMB program launch in early 2020.



Community Minded Businesses Focus Group, August 2019

**BUILDING BETTER COMMUNITIES AND A BETTER WORLD IS
EVERYONE'S BUSINESS - LET'S WORK TOGETHER TO NURTURE,
BUILD & SUPPORT PEOPLE, COMMUNITIES & THE PLANET**

Collaborate to Create Change



ABOUT OUR TRAINING & WORKSHOPS

Community Conversations

Great for multi-stakeholder collaboration and supports the movement from individual intelligence to collective wisdom. Community dialogue, or community conversation, help us achieve reliable and sustainable community cooperation and action.

Asset Based Community Development (ABCD)

ABCD or Asset Based Community-Driven Development as it is sometimes called, is a bottom-up way of working with communities that focuses on community strengths and assets rather than on deficits and problems.



Cultural Diversity & Inclusive Practice

Cultivating & Celebrating Diversity as an Asset. We provide consulting services and training to help create culturally intelligent and culturally rich workplaces (schools, businesses, clubs, organisations etc.)

Appreciative Inquiry (AI)

Appreciative Inquiry is a strengths-based approach to creating change. AI can be used by individuals, teams, community groups, organisations, or at the societal level; in each case, it helps people move toward a shared vision for the future by engaging others in creating desired change.

Appreciative Inquiry (AI) is a new approach to community development, based on the simple assumption that every community has something that works well, and those strengths can be the starting point for creating positive change.

- Dr. Susan Jakes and Jacqueline Murphy Miller



2019 TRAINING WORKSHOPS

Headspace Youth Committee

ABCD & AI Training (Parramatta)
February 2019 - 2 days

Parks Community Network Inc.

Cultural Diversity Training for staff
February 2019

Taste Cultural Food Tours Inc.

(Social Enterprise)
Training for current and new tour guides
July & August 2019

Drugs and Alcohol Foundation

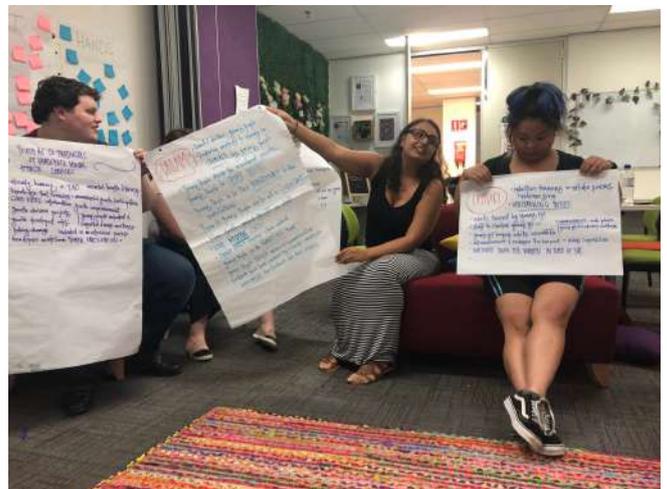
Training for Local Drug Action Team (LDAT) Forum in Tenterfield (far North NSW)
Asset Based Community Development & Appreciative Inquiry Training
Day 1 (July) Day 2 (August)

Blacktown City Council

Appreciative Inquiry Training
Facilitator Training for volunteers from Blacktown City Council (for co-facilitation of AI sessions at NSW Youth Council Conference - Unleash Youth)
September 2019

IOM (United Nations) - Republic of Nauru

Participatory and Community Outreach and Development training (mainly Asset Based Community Development & Appreciative Inquiry)
Training curriculum, course materials and training workshops provided for Government of Nauru, Department of Multicultural Affairs (DoMA) staff with the aim of successfully integrating refugees in Nauru community.
Training and support provided to DoMA over course of 9 months.
Resource guide and toolkit provided, as well as support to DoMA team over course of 10 months.
Contracted work was through International Organisation for Migration (United Nations).



Appreciative inquiry Training for Youth Committee -
Headspace, Parramatta



CONFERENCES & EXPO'S

Schools & Community Connect Expo

June 2019

Community Minded Kids Stall

Also we delivered a presentation: Our Director Zizi Charida, Assistant Principal for Birrong Public School, David Unicomb & CMK Programs Manager Renae Veedikint presented on the day about Community Minded Kids Program

Canterbury Bankstown Chamber of Commerce Business Expo

August 2019

Community Minds had a stall and proved to be a very successful day, sparking some great conversations and connections regarding our Community Minded Businesses initiative

Power to the People Conference - Building Citizen Driven Communities (Canberra)

August 2019

CM ran 'Community Minded Kids Workshops' over two days

NSW Youth Council Conference

September 2019

Community Minds was also one of the sponsors of this event.

Day 1: Two mini workshops on Unleashing Youth Leadership

Day 2: Presented on AI and co-facilitated breakout sessions. 2nd day also sat on panel to decide winners for best project idea

Day3: Presented winners with their prize - 3 young people to attend 2 day ABCD training and brainstorm/planning sessions with Community Minds (this prize was sponsored by CM)

Tonic Conference - 11th annual conference 'Through the Looking Glass' (Auckland, New Zealand)

7 & 8 November 2019

Community Minds presented an interactive workshop on Appreciative Inquiry



Mapping the Leadership assets of head, heart and hands of young people at the Unleash Youth Conference (NSW Youth Council)



Appreciative Inquiry interviews - Tonic Conference

TREASURER'S REPORT

I am pleased to present the audited financial reports for Community Minds Incorporated (Community Minds) for the financial year ending 30 June 2019.

Total income for the financial year was \$108,570. Grants represented 75% of income while the remaining revenue came mainly from training programs that Community Minds delivered.

Expenses for the financial year amounted to \$105,339. Wages, salaries and consultant fees represented the largest expense category at 65% of total expenses. The remaining costs were attributed mainly to administration and infrastructure costs (19%), and project expenses (15%).

For this financial year, Community Minds has a surplus of \$3,231. With a retained surplus of \$13,988 from the previous year, our total retained surplus at the end of the year totalled \$17,219.

The last few months have been exciting for Community Minds, as we continue to grow our extremely successful Community Minded Kids program and build the foundations for the Community Minded Businesses program. From a financial perspective, this development and expansion is being designed to be self-funding, either through direct or sponsorship channels.

Community Minds will also continue to source any grant or government funding opportunities where available. We are endeavouring to obtain our deductible gift recipient (DGR) status to enable us to be more accessible to private and business donations.

Community Minds will continue to source further income through its consultancy, training and workshop initiatives. Our expertise in asset-based community development (ABCD) and Appreciative Inquiry continues to attract clients across Australia and overseas.

We will also continue to build efficiencies and automations in our processes to reduce administration and operational costs.

Peter Risterski

Treasurer



ABN 28 958 252 950



Edward D. Chahoud
is a CPA Practice

Edward D. Chahoud B.Bus., CPA
CERTIFIED PRACTISING ACCOUNTANT

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BELMORE, N.S.W. 2192

TELEPHONE: (02) 9759 4676
FACSIMILE: (02) 9759 4676

Independent Accountant's Review Report

EMAIL: edwardchahoud@bigpond.com

To the members of
Community Minds Incorporated ABN 14 585 667 369

Report on the financial report

We have reviewed the accompanying annual financial report of **Community Minds Incorporated**, which comprises the Statement of Financial Position as at **30th June 2019**, the Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year ended on that date, Notes comprising a summary of significant accounting policies and other explanatory information, and the Management Committee Member's assertion statement.

Management Committee Member's responsibility for the financial report

Management Committee Member's of the Association are responsible for the preparation of the Annual Financial Report that gives a true and fair view in accordance with Australian Accounting Standards to the extent noted in Note 1 and the Associations Incorporation Act 2009 (NSW). This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Assurance practitioner's responsibility

Our responsibility is to express a conclusion on the financial report based on our review. We conducted our review in accordance with the Auditing Standard on Review Engagements ASRE 2400 *Review of a Financial Report Performed by an Assurance Practitioner who is not the Auditor of the Entity*, in order to state whether, on the basis of the procedures described, anything has come to our attention that causes us to believe that the financial report is not presented fairly, in all material respects, in accordance with the Australian Accounting Standards to the extent noted in Note 1.

ASRE 2400 requires us to comply with the requirements of the applicable code of professional conduct of an accounting body.

A review of an annual financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

Conclusion

Based on our review, which is not an audit, nothing has come to our attention that causes us to believe that the annual financial report of Community Minds Incorporated does not present fairly, in all material respects, the **Community Minds Incorporated's** financial position as at **30th June 2019** and of its financial performance and its cash flows for the year ended on that date in accordance with the Australian Accounting Standards as noted in Note 1.

Basis of accounting

Without modifying our conclusion, 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 Management Committee Member's reporting responsibilities. As a result, the financial report may not be suitable for another purpose.

E. Chahoud 27/9/19
Edward Chahoud CPA



Liability limited by a Scheme,
approved under the Professional
Standards Legislation

COMMUNITY MINDS INCORPORATED

ABN 14 585 667 369

Financial Report for the year ended 30 June 2019

COMMUNITY MINDS INCORPORATED

ABN 14 585 667 369

Financial Report for the year ended 30 June 2019

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COMMUNITY MINDS INCORPORATED
ABN 14 585 667 369

Statement of Surplus or Deficit and Other Comprehensive Income
for the year ended 30 June 2019

	Notes	2019	2018
INCOME			
Grants	3	81,400	51,400
Membership Fees		-	-
Training	4	26,350	12,613
Other Income		820	-
TOTAL INCOME		<u>108,570</u>	<u>64,013</u>
EXPENSES			
Wages, salaries and consultant fees		(68,636)	(26,874)
Marketing and promotion costs		(718)	(106)
Administration & infrastructure costs		(20,528)	(9,255)
Project expenses	5	(15,456)	(14,970)
TOTAL EXPENSES		<u>(105,339)</u>	<u>(51,205)</u>
NET SURPLUS FOR THE YEAR		<u>3,231</u>	<u>12,808</u>

The accompanying notes form part of this financial statement

COMMUNITY MINDS INCORPORATED

ABN 14 585 667 369

Statement of Financial Position as at 30 June 2019

	Notes	2019 \$	2018 \$
CURRENT ASSETS			
Cash and cash equivalents		22,005	20,435
Trade and other receivables		4,400	1,400
TOTAL CURRENT ASSETS		<u>26,405</u>	<u>21,835</u>
TOTAL ASSETS		<u>26,405</u>	<u>21,835</u>
CURRENT LIABILITIES			
Trade and other payables		9,186	7,847
TOTAL CURRENT LIABILITIES		<u>9,186</u>	<u>7,847</u>
TOTAL LIABILITIES		<u>9,186</u>	<u>7,847</u>
NET ASSETS		<u>17,219</u>	<u>13,988</u>
EQUITY			
Current year surplus / (deficit)		3,231	12,807
Retained Earnings		13,988	1,181
TOTAL EQUITY		<u>17,219</u>	<u>13,988</u>

The accompanying notes form part of this financial statement

COMMUNITY MINDS INCORPORATED
ABN 14 585 667 369

Statement of Changes in Equity
for the year ended 30 June 2019

	2019	2018
	\$	\$
Retained surplus at beginning of year	13,988	1,181
Current year surplus / (deficit)	3,231	12,808
Retained surplus at end of year	<u>17,219</u>	<u>13,988</u>

The accompanying notes form part of this financial statement.

COMMUNITY MINDS INCORPORATED
ABN 14 585 667 369

Statement of Cash Flows
for the year ended 30 June 2019

	2019	2018
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Grant income and income from customers	129,145	65,672
Payments to suppliers and employees	(127,574)	(47,158)
Net Cash Flows from Operating Activities	1,571	18,514
Net change for the period	1,571	18,514
Cash and cash equivalents at beginning of financial year	20,435	1,921
Cash and cash equivalents at end of financial year	22,006	20,435

The accompanying notes form part of this financial statement

COMMUNITY MINDS INCORPORATED
ABN 14 585 667 369

Notes to the Financial Statements
for the year ended 30 June 2019

Note 1: Association Information

Community Minds Incorporated is an association incorporated in New South Wales under the Associations Incorporation Act 2009 (NSW).

2 Summary Of Significant Accounting Policies

Basis of Preparation

In the opinion of the Management Committee, the Association is not a reporting entity because there are no users dependent on general purpose financial reports. This financial report is therefore a special purpose financial report that has been prepared in order to meet the requirements of the Associations Incorporation Act 2009 and associated regulations. The Management Committee has determined that the accounting policies adopted are appropriate to meet the needs of the users.

The financial report has been prepared in accordance with the relevant Australian Accounting Standards:

AASB 101 Presentation of Financial Statements
AASB 107 Statement of Cash Flows
AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors
AASB 116 Property, Plant and Equipment
AASB 1031 Materiality
AASB 1048 Interpretation and Application of Standards

The financial report has been prepared in accordance with the historical cost convention and does not take into account changing monetary values. The accrual and going concern basis have been adopted. Comparative information is reclassified where appropriate to enhance comparability.

The following is a summary of the significant accounting policies adopted in the preparation of these financial statements.

Income Tax

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

Property, Plant & Equipment

No items requiring capitalisation are currently held by the Association. Items of equipment and furniture have been wholly written off in the year of purchase.

Cash and Cash Equivalents

Cash and cash equivalents comprise cash at bank and in hand and short-term deposits with original maturities of three months or less, that are readily convertible to known amounts of cash.

Revenue Recognition

Revenue is recognised when it is received or when the right to receive payment is established. Grants are recognised as income over the period to which they relate. Grants received in advance are deferred as a liability and not recognised until the Association has provided the services that meet the grant conditions.

Employee Entitlements

No employees are currently engaged by the Association.

Goods and Services Tax (GST)

The Association is registered for GST. Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case, it is recognised as part of the cost of acquisition of the asset or as part of the expense. Receivables and payables are shown inclusive of GST.

3 Grants

2019
\$

Grants received in excess of \$10,000:

Name of Grant	Received From	
Communities For Children - Best of Bankstown Project	The Smith Family	46,400
Community Minded Kids	Canterbury League Club Ltd	30,000
		<u>76,400</u>
Grants less than or equal to \$10,000:		5,000
Total Grants		<u><u>81,400</u></u>

4 Training Income

2019
\$

Income from providing training services	26,350
Total Other Income	<u><u>26,350</u></u>

5 Project Expenses

2019
\$

Project Expenses - general	8,881
Venue Hire & Catering	2,297
Event Expenses - Other	4,278
Total Project Expenses	<u><u>15,456</u></u>

COMMUNITY MINDS INCORPORATED
ABN 14 585 667 369

MANAGEMENT COMMITTEE MEMBERS' DECLARATION

As stated in the basis of preparation policy included in note 2 in the financial statements, Community Minds Incorporated is not a reporting entity and this is a special purpose financial report. This report has been prepared in accordance with the accounting principles and methods prescribed by Accounting Standards and other mandatory professional reporting requirements and statutory requirements.

The Management Committee members of Community Minds Incorporated declare that the financial statements and notes:

- (a) comply with the Accounting Standards (as detailed in the basis of preparation policy); and
- (b) give a true and fair view of the financial position of Community Minds Incorporated as at 30 June 2019

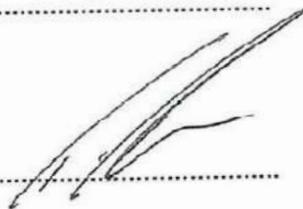
In the opinion of the Management Committee:

- (c) there are reasonable grounds to believe that Community Minds Incorporated will be able to pay its debts as and when they fall due.

On behalf of the Management Committee



.....
Chairperson



.....
Treasurer

Dated this 5th day of September 2019
Sydney

COMMUNITY MINDS INCORPORATED
ABN 14 585 667 369

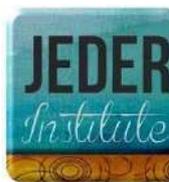
STATEMENT OF INCOME AND EXPENDITURE
for the year ended 30 June 2019

	Note	2019 \$	2018 \$
INCOME			
Grants	3	81,400	51,400
Membership Fees		-	-
Training		26,350	12,613
Sundry Other Income		820	-
		108,570	64,013
EXPENSES			
Advertising/Promotion		718	0
Audit Fees		600	660
Bad Debts		0	0
Bank Charges		7	4
Board / Governance Expenses		0	0
Business Development		4,000	0
Computer Expenses		0	1,754
Consultancy Fees		68,636	26,874
Donations Paid		0	106
Fees & Permits		393	133
Insurance		727	1,007
Membership Fees Paid		625	0
Motor Vehicle Expenses		161	310
Postage, Freight & Courier		0	214
Printing & Stationery		2,085	661
Project Expenses		8,881	5,761
Repairs & Maintenance		0	0
Research Expenses		0	0
Subscriptions		409	725
Telephone & Internet		1,999	1,548
Training & Development Expense		2,851	490
Travel - International		5,230	171
Travel - National		190	190
Venue Hire & Catering		2,297	2,238
Event Expenses - Other		4,278	6,970
Meeting Expenses		1,250	1,388
		105,339	51,205
Net Surplus		3,231	12,808

This statement should be read in conjunction with the notes to the financial statements.

SPECIAL THANKS TO OUR SPONSORS, PARTNERS & SUPPORTERS

A big heartfelt thank you to the following organisations, local councils and businesses who have provided in-kind sponsorship and/or funding of our organisation's programs and events in 2019. There are many services and organisations we have not included here, whom we have connected with or worked with in some capacity- thank you for being part of an incredible year, we loved working with you. We have also included organisations who have partnered with us for an event or program, utilised our services and immensely helped promote our organisation and the work we do.



CONNECT WITH US

Call us

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61 449 255 944

Email us

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businesses@communityminds.org.au
kids@communityminds.org.au
leaders@communityminds.org.au

Follow us on FACEBOOK

@comminds

Visit our website

www.communityminds.org.au

Visit us

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Bankstown NSW 2200 Australia



CommunityMinds