

# ANNUAL REPORT 2020



OUT DOORS INC.®

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# INTRODUCTION

Out Doors Inc. (Out Doors) is a not for profit, community managed mental health organisation that delivers a range of outdoor adventure and recreation programs to people at risk or experiencing mental health issues in Victoria.

Out Doors was founded in 1987 by people primarily working in mental health who believed recreation, play and outdoor adventure are valuable parts of a holistic approach to personal development and mental health. What makes Out Doors unique is that we use the medium of outdoor education, with an emphasis on action, challenge and healthy risk-taking, to deliver a diverse range of programs such as rafting, rock climbing and surfing, as well as creative programs like bush art & music. These programs support our view that people learn best by 'doing' and focus on participant's ability rather than illness or disability.

For 33 years, Out Doors has been developing programs that support participants to live independently, to keep physically and mentally active and develop formal and informal social relationships using the medium of the natural environment. Out Doors also has many years experience working with various cultural groups and communities who are at risk of mental illness, and specialises in education and skill development in a social, practical and less structured environment. Our programs not only improve learning outcomes but they also improve the overall wellbeing of people who are vulnerable and in need of support.

## OUR PRINCIPLES

Out Doors believes that a person at risk of poor mental health and other disabilities:

- is considered as someone with potential, abilities and a future;
- has the right to choose; and
- is involved in the planning of outdoor adventure.



# ABOUT US

## OUR VISION

Is that Out Doors will be the pre-eminent provider of adventure programs that promote mental health and wellbeing.

## OUR MISSION

Is to provide challenging approaches to better mental health by assisting people to get out of their home and to participate in the life of their community.

## OUR VALUES

Underpin everthing that we do, every day.



RESPECT

PASSION

EXCELLENCE

INTEGRITY

ENVIRONMENTAL  
STEWARDSHIP

Respecting the diversity of our participants, staff and leaders is fundamental to us. We operate with inclusiveness and empathy, we uphold standards of ethical behaviour, and we work with participants in their interests.

Our participants will be rewarded by their experience. We provide hope and encouragement to our participants to take up challenges and to reach their potential.

We maintain high standards in everything we do, particularly the safety and wellbeing of our participants. We will innovate and constantly seek to improve our services.

We will be accountable for delivering our mission, having regard to the highest ethical standards.

We are committed to practices that minimise impact on the environment. We acknowledge our responsibility for efficient use of resources to ensure environmental sustainability.







# CHAIRPERSON & CEO MESSAGE

Looking back, this last year started expectantly like all others preceding it – full of anticipation and promise of bringing together our existing clients whilst also welcoming new participants and carers to an exciting calendar of outdoor activities put together by our highly trained and committed staff.

Coinciding with Out Doors' relocation from Fitzroy to its new Kensington premises a year ago, a steadily increasing number of participants began transitioning to NDIS-funded care plans that included the selection of Out Doors as a service provider of choice. This transition is crucial and must continue as NDIS funding progressively replaces federal and state grant funding as our primary revenue stream moving forward. With a promising start to the year well underway, the worldwide COVID-19 pandemic struck.

As transmission of the virus started rising in Victoria during March 2020, Out Doors' nature-based operations were required to abruptly cease. At this time, all staff became home office workers as required under state government regulations, with 'virtual' meetings between staff as well as contact with clients and suppliers replacing face-to-face interaction. Due to the virulence of COVID-19, working from home has had to continue throughout 2020.

The cessation of all outdoor activities and face-to-face contact due to the requirement for social isolation has not been easy for staff and clients. Out Doors is an organisation highly reliant on social interaction and inclusion via the delivery of and client participation in its nature-based activities. The strong link between time spent in nature and its positive impact on reducing stress and anxiety and in promoting mental health and wellbeing has been widely documented over many years. The ongoing welfare of our participants and staff has been Out Doors' highest priority.

With the exception of a small number of day walks that were permissible at times under strict physical distancing provisions, staff demonstrated their creativity and resilience by preparing monthly newsletters and developing a number of interactive online events designed to engage Out Doors' broad client base during lockdown. These events, available via video conferencing apps, included exercise classes, meditation sessions, cooking demonstrations, bicycle maintenance classes and a series of interactive walks around Melbourne. All have been great initiatives designed and implemented under difficult conditions.

# CHAIRPERSON & CEO MESSAGE

This year has also challenged Out Doors financially without an NDIS revenue stream. Fortunately, due to Out Doors' eligibility for both federal and state funded COVID assistance programs, together with a six - month waiver of our lease and careful budget management, all head office staff have been retained which is most pleasing.

Even though staff have been operating remotely throughout the year, other critical organisational functions have continued as planned. These included the annual ISO audits of Out Doors' compliance with operational policies and procedures, replacement of our minibuses and the development of a new website. These functions could not have been achieved without the dedication of Out Doors' professional staff to whom we and Council offer our sincere and heartfelt appreciation.

This year we farewelled Program staff Warwick Noles, Rob Saxton, Jennifer Rees (all of who stayed on as sessional staff) and Natalie Hebrard in administration. We welcomed Asher French, Ben Wilkinson, Gavin Jesson, Nathan Schram and Natasha Wells.

We also thank the Council for their committed service during the year and we farewell Laurence Alvis who stepped down after many years of contribution to the Council.

Finally, we look forward to a rewarding year ahead with the re-establishment of our trademark activities and events within a regulatory environment which we will face positively and enthusiastically.



**Allan Davey**  
Chairperson



**Iudita Trifa-Schmidt**  
CEO



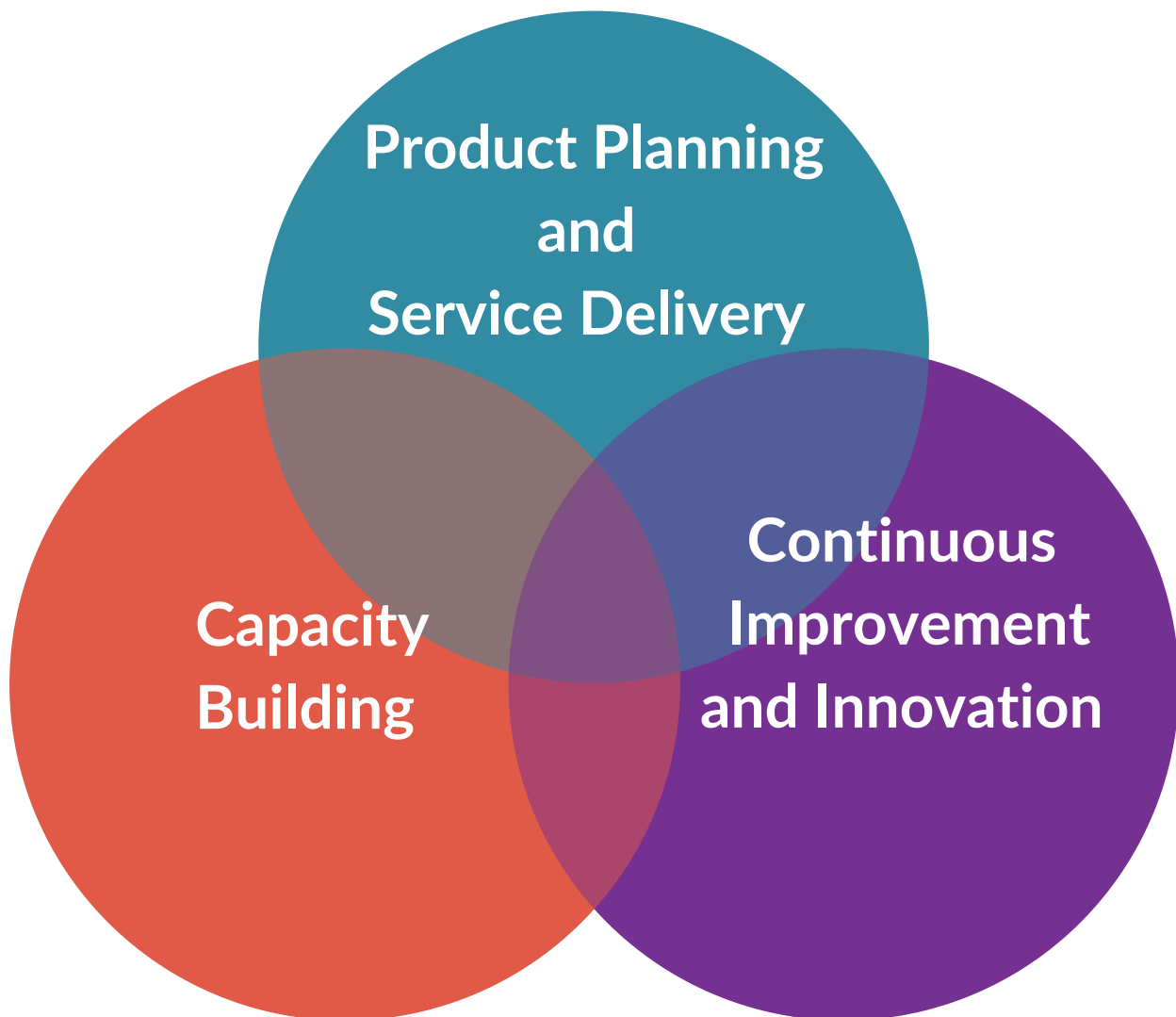




# STRATEGIC PLAN 2018 - 2020

Out Doors Inc has the potential to grow in a planned and pro-active manner consistent with its vision and mission, on the delivery of 3 key strategic areas:

## STRATEGIC PRIORITIES





# STRATEGIC PLAN

Out Doors Inc is an organisation run by people who are passionate about making a difference in the lives of people living with mental illness. Below is an overview of the key priorities we set for this year and the outcomes we achieved.

We are committed to continuing to provide positive mental health outcomes through every program we run. The objectives set by this plan have been designed to ensure that we remain focused on our mission to do just that.

As such, the Strategic Plan has been developed to ensure ongoing service innovation across our community; to drive the continual improvement of our performance; to build the capability of our workforce; and to focus our efforts on delivering the services and quality required by our community and our participants in a constantly changing service environment.



# Strategic Priority 1

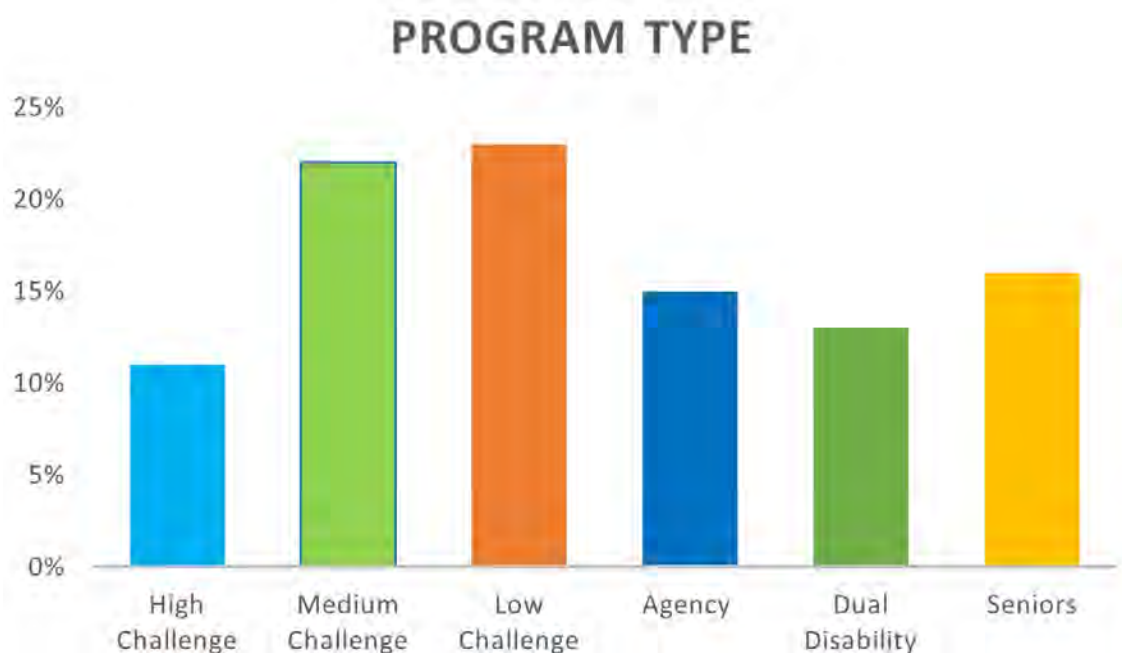
## Product Planning and Service Delivery

### Program and Participant Information

Out Doors' programs have been significantly affected throughout 2020, first with the Victorian bushfires in January 2020 and then by Covid-19 from March 2020. It has been with much disappointment that we have had to cancel most programs in January and February 2020 and consequently all programs from early March onward. This impacted on our ability to provide our community with outdoor programs and activities.

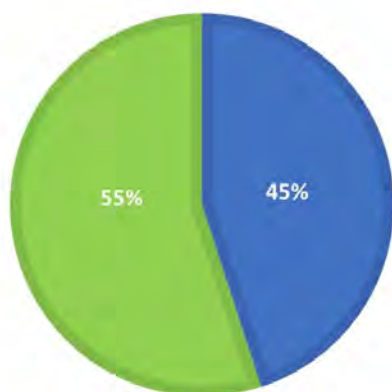
In response, Out Doors implemented interim measures to continue to support our community. This included developing a Covid-19 specific content newsletter, keeping our supporters engaged and up to date on what is happening at Out Doors, webinar content created by Out Doors staff and maintaining regular phone contact with our participant community.

Between July 2019 and December 2019, Out Doors had 573 participations and 20,384 participant hours.



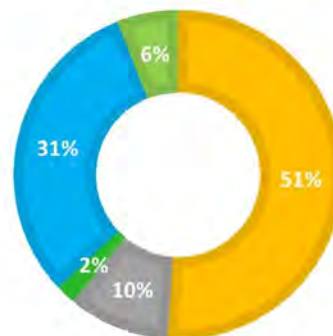
## GENDER

■ FEMALE ■ MALE

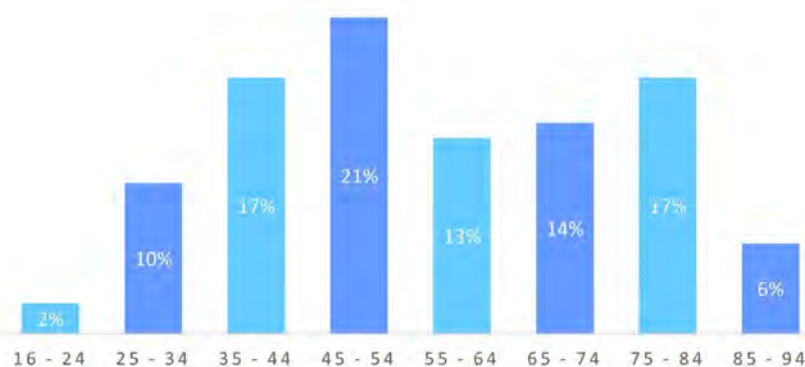


## ACTIVITY DURATION

■ Day ■ 1 Night ■ 3 Nights ■ 4 Nights ■ Weekend

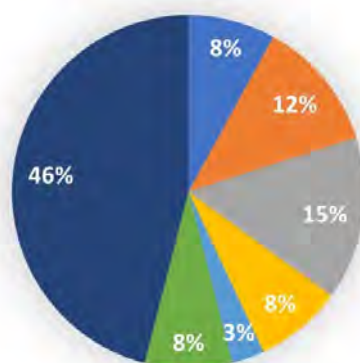


## AGE



## DIAGNOSIS

■ Anxiety ■ Bipolar Disorder ■ Depression  
 ■ Other Psychiatric Diagnosis ■ Personality Disorder ■ Schizo-Affective  
 ■ Schizophrenia



# PROGRAM HIGHLIGHTS

"AT THE END OF  
THE TRIP I WAS  
EXTREMELY  
PROUD OF  
MYSELF".

PARTICIPANT



OUT DOORS INC.

# OUT DOORS INC.



## SENIORS PROGRAM

Out Doors Inc. conducted 'out-of-home' adventure, recreational and respite programs to people over the age of 65 at risk or living with a mental illness residing in the North-West Metropolitan region of Melbourne.

The target group are older people who are at risk of deterioration in their physical and mental health in the North-West Metropolitan region of Melbourne.

### Achieved Outcomes:

- a. 161 clients from the identified target group successfully engaged in the program and its activities;
- b. 94% clients came from a culturally and linguistically diverse background;
- c. 8582 hours of recreational services were delivered (an average of 53.3 hours per participant) in different regions across Victoria including Blairgowrie, Echuca, Hepburn Springs, Gippsland and outer metropolitan regions of Melbourne.
- d. There was a 100% participation rate in the recreational and outdoor activities of the programs.
- e. When participants were asked to indicate how they felt before the program, 21% stated that they felt good or very good, 55% neither felt good or bad and 24% stated that they did not feel good. After the programs, 100% of participants stated that they felt good or very good and 0% were neutral. These responses demonstrate that our programs have made a difference to the lives of these participants.
- f. An exceptionally high level of participant satisfaction was achieved.
- g. Participants continue to contact Out Doors Inc. requesting more activities. An 18-month wait list exists for programs.
- h. Participants felt supported by staff during these programs. The pace of the programs supported their level of ability whilst also offering manageable challenges.
- i. Many participants commented that the programs have assisted them in feeling better about themselves, they had fun and enjoyed the challenges of the activities.
- j. Participants also said they would love the opportunity to attend more of these programs as they felt they improved their overall health and wellbeing and made a difference in their lives.



## YOUTH PROGRAM

Since late 2013, Out Doors Inc has actively supported the Toolangi Adventure Sports Camp (TASC) via provision of day adventure programs during each of their school holiday camps including bushwalking, rafting, amazing race and other adventure activities. Our Doors Inc continued this support of TASC during 2019 and 2020.

TASC takes place during each school holidays and draws its participants from housing estates in the City of Yarra. The participants range in age from 14-18, and come from culturally and linguistically diverse backgrounds. TASC is run in conjunction with Blue Light, Sports Without Borders and the City of Yarra Youth Services.

TASC provides a 4 day camp experience that focuses on honing individual soccer skills, the spirit of competitions, and team building and in the concept of 'giving back' within their community.



## CARERS

The weekend programs are designed to provide respite for carers over 65 years of age in the North-West metropolitan region of Melbourne.

This offering is gratefully received by the carers who for some these trips are the only respite they receive during the year.

The trips offer the participants an opportunity to get out into nature and enjoy the benefits this has to offer in achieving a greater mental wellbeing. It's the opportunity to step away from their every day environment where they get to share their experiences with like minded people.

The programs run over a weekend and provide much needed respite for carers of people living with a dual diagnosis (intellectual disability and mental illness).

## ENGAGEMENT WITH PARTICIPANTS - DURING COVID-19

The occurrence of Covid-19 and the consequent impact on the community and what that meant for Out Doors Inc in the delivery of programs was unprecedented. We recognised that this group of 'vulnerable' people who Out Doors Inc caters to would feel the weight of such an event. We identified the need to very quickly be able to provide ongoing emotional support to our participants during this time in a 'non-traditional' offering.

Collectively the team pulled together and executed a number of strategies to provide ongoing emotional support and engagement to our participants.

A series of interactive webinars were developed and scheduled to run during the April to June period. The introduction of a newsletter was designed and distributed monthly via email and post in order to engage with our participants. The content included both strategies to cope during lock down and participant contributions, which proved another way to engage with our participants.

Ongoing Social Media presence through Out Doors Inc social platforms.

The program workers were each allocated a number of participants of which they were asked to call and check in on on a regular basis to ensure they still felt connected to and supported by Out Doors Inc.





## COVID-19 SOCIAL IMPACT ASSESSMENT

Out Doors Inc. was one of 857 organisations that participated in the Social Suite Covid-19 Social Impact Assessment. Social Suite is an Impact Measurement software company that provided their technology platform at no cost to not-for-profit organisations to participate in this initiative.

Participants were invited to participate in a survey, to provide us with valuable insights on their evolving needs and perceptions about COVID-19 as the pandemic unfolded. The types of questions in the survey related to:

- Challenges participants were facing as a result of social isolation;
- Perceived concerns around catching the virus;
- How participants were accessing information;
- What was providing relief for participants during this time;
- Participants perceived sense of community safety; and
- Participants perceived impact of the economic implications of COVID-19.

The first survey was sent in late April with a follow-up survey every week for the next 2 months. Forty one participants completed the survey. Of these, 65% stated feeling a stress level of 7 or more out of 10 during this time.

40% of Out Doors participants reported feeling lonely and 22% conveyed that they did not maintain virtual contact with family and friends. These figures were higher in the Out Doors participant group compared to the general population who reported 30% and 11% respectively when measuring loneliness and social isolation.

Participants described how not being able to visit family and friends if they became unwell and not being able to see people in person who are a good support to their mental health as factors contributing to their heightened sense of stress and social isolation.

# Social Impact Assessment - Out Doors Inc

**CORONAVIRUS**  
COVID-19

## Filters

Respondents **41**

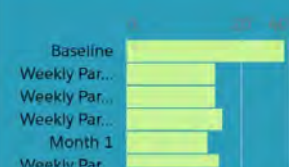
Submitted Surveys **182**

Stakeholder Filter

Beneficiaries

## Time Filter

Select one or more Months



## Country Filter

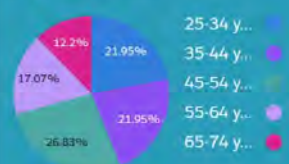
Countries by Avg. Stress Rating



Low Stress Average Stress High Stress

Country All

## Age Bracket



## Social Impact Snapshot

View Details (opens in new tab)

View Responses

## Resilience



**65%**

of people have a stress rating of 7 or more out of 10

## Loneliness & Social Isolation



**40%**

of people feel lonely



**22%**

of people do not maintain regular virtual contact with friends and family

## Anxiety and Fear around



**43%**

of people are worried about being infected by COVID-19



**38%**

of people believe themselves and their family would not recover if they



**5%**

of people do not have access to accurate facts and information



**7%**

of people do not have access to accurate facts and information

## Employment & Income



**21%**

of people feel that their job is at risk as a result of COVID-19



**53%**

of people say that their spending habits have changed



**11%**

of people say that they are unable to continue

## Access to Basic Needs & Services



**8%**

of people are worried that their household supplies will run out



**5%**

of people are worried that they would not be able to afford basic supplies

## Sense of Community and Safety



**53%**

of people say that social distancing has had a negative impact on their



**33%**

of people feel that the vulnerable members of their community are not well supported during this time



**32%**

of people do not feel safe going out



# Social Media Presence



“

CHALLENGED,  
REJUVINATED,  
INSPIRED.

PARTICIPANT



OUT DOORS INC.®



“

I DID SOMETHING I  
HAD NEVER DONE  
BEFORE. IT FELT  
GOOD.



OUT DOORS INC.®

“

THE CAMP WAS A  
THERAPEUTIC  
VICTORY.

OUTDOORS INC PARTICIPANT



OUT DOORS INC.®



OUT DOORS INC.®



# Strategic Priority 2

## Continuous Improvement and Innovation



- Evaluation Framework
- Quality Management
- Marketing

## EVALUATION FRAMEWORK

During the lockdown period the team has been busy developing an evaluation framework to measure the impact of the Out Doors program on participant wellbeing. The organisation identified it needed to develop an evidence-based approach using standard frameworks and validated tools to measure its impact.

The evaluation framework will be implemented in early 2021 and it is hoped that the findings will support Out Doors to:

- Receive continued funding;
- Support grant applications for new funding opportunities and partnerships;
- Add to the evidence base of how outdoor recreation and adventure programs are an effective intervention in improving physical and mental health outcomes and building social connectedness.

## QUALITY MANAGEMENT

We implemented a rigorous regime of quality & safety audits and a safety plan for the Covid-19 pandemic. This ensured that we maintained an unblemished record of registration for ISO Standards in OHS and Quality Management. A self-assessment was commenced to prepare for ongoing registration with the NDIS later in the year.



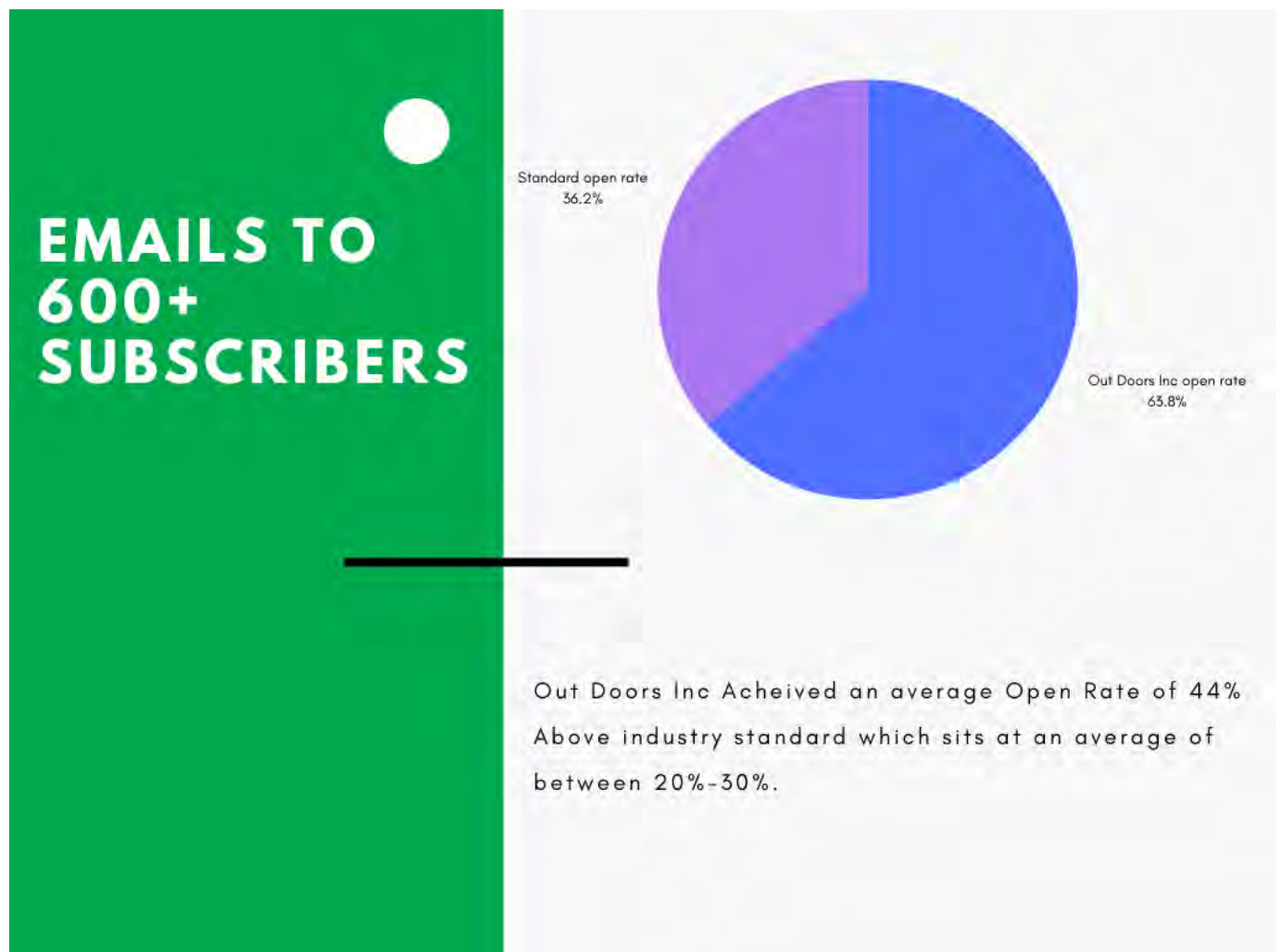


## MARKETING REPORT

Out Doors Inc identified the execution of the marketing plan to provide short term solutions to engage with our existing participants as a key priority during the pandemic. The following objectives were achieved during the April - June 2020 period.

6 emails to 600+ subscribers were dispatched with a 44% average open rate (standard average is between 20%-30%) which suggests a high level of engagement with our audience.

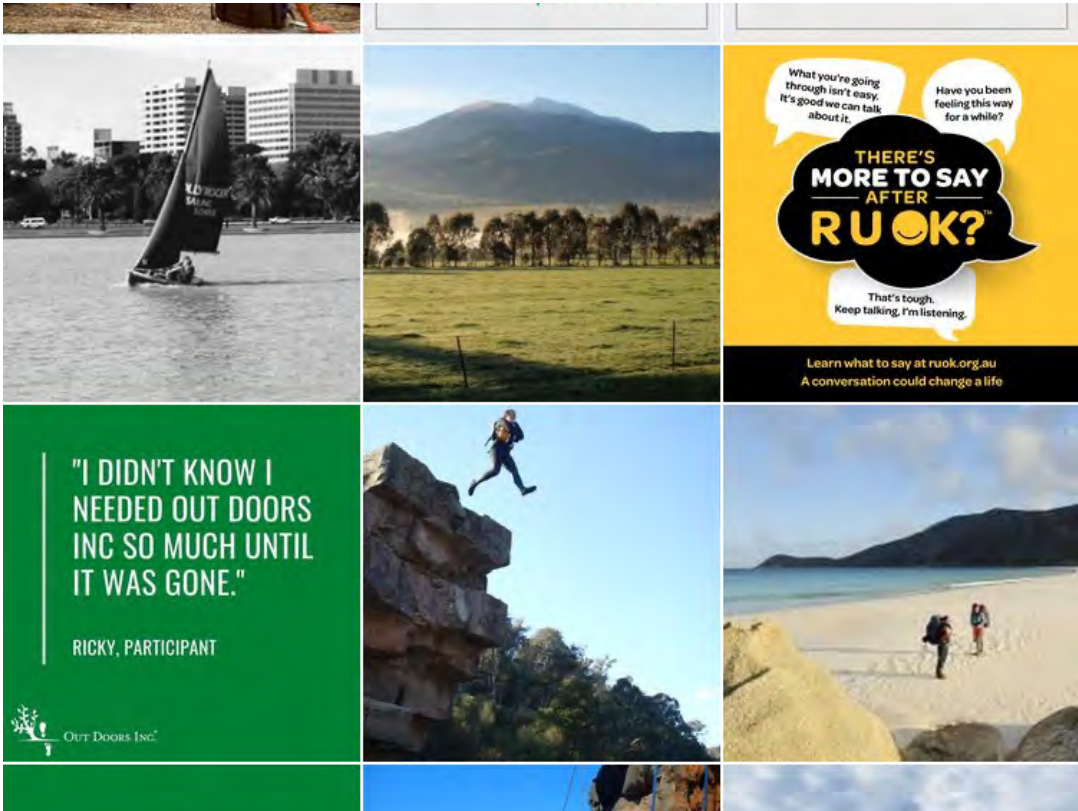
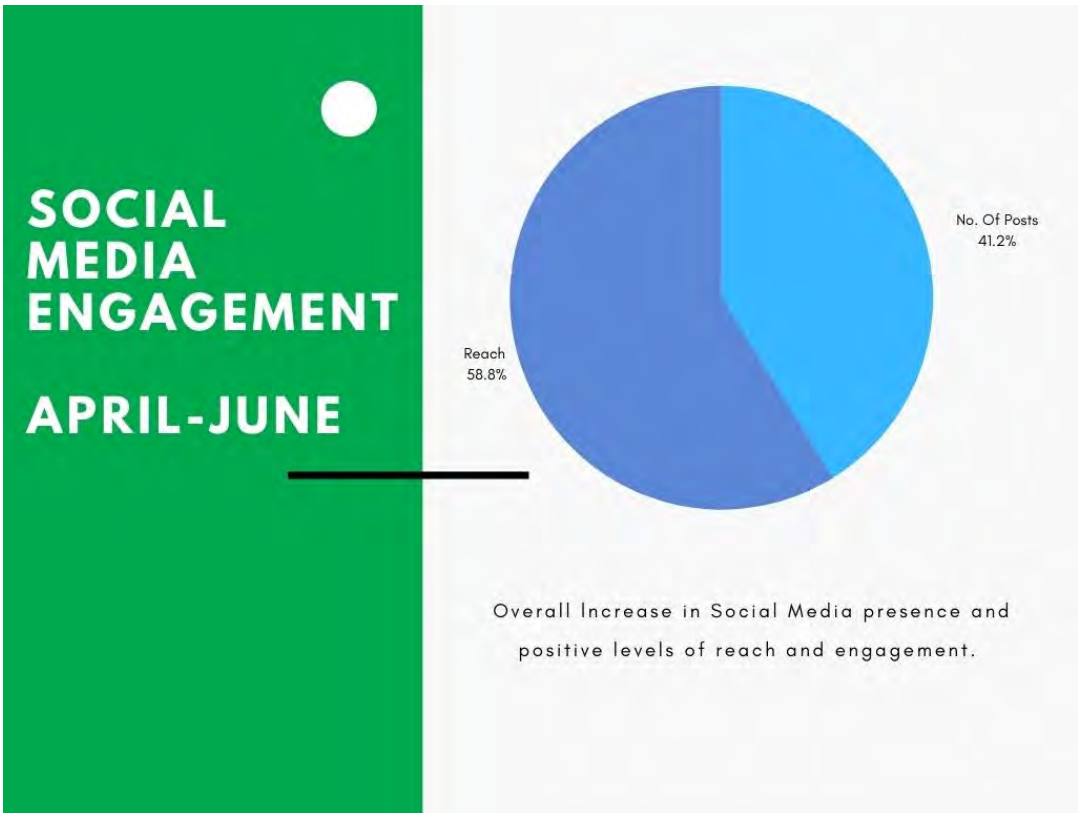
### Engagement with 600+ subscriber database





# Social Media Presence April - June 2020

49 Social Media posts were scheduled across our social media platforms of Instagram®, Facebook® and Twitter® with an average reach of 70 people.



## Webinar Series

We ran a series of Webinars hosted by our Program Workers during the period to keep in touch and engaged with our participants.



# Strategic Priority 3

## CAPACITY BUILDING

### Launch of the new Out Doors Inc Website

Seeing the need for a greater online presence, Out Doors Inc. released our brand new website in September 2020. Planning and work on this new website had begun in January 2020 but was delayed due to the Victorian Government's COVID-19 lockdown restrictions while Out Doors' staff transitioned to working from home. This transition included updated processes and infrastructure to allow staff to work remotely effectively.

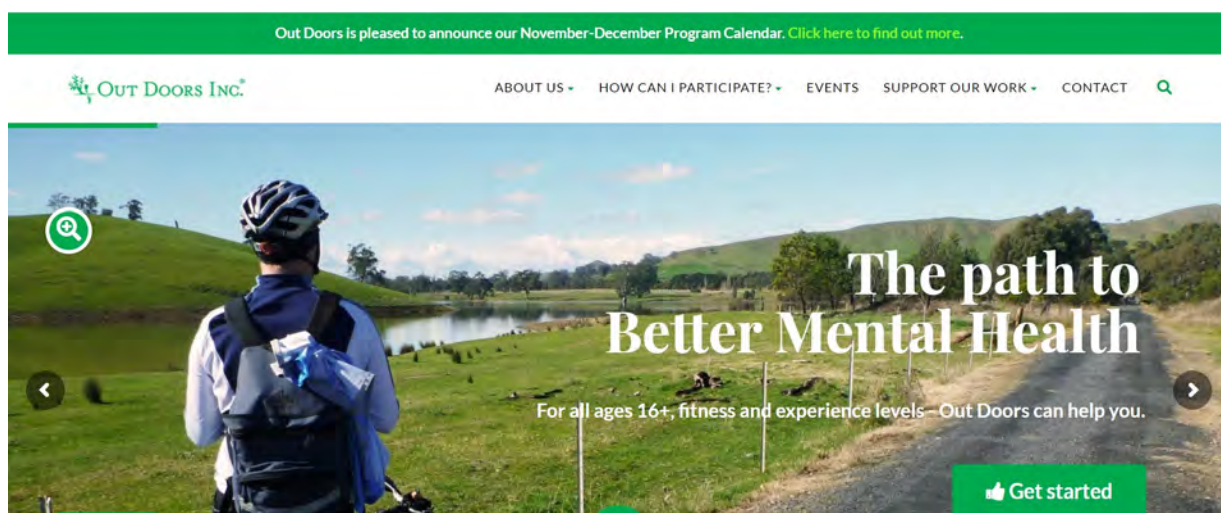
Out Doors' new website satisfies several requirements:

- Informational - Participants, Carers and other visitors can find relevant information.
- Compliant - Information and content adheres to relevant State and Federal Legislation (including the NDIS).
- Promotional - Visitors will easily see new promotional initiatives, including new Program Calendars, Events and our Online Shop.
- Aesthetically pleasing - the design fits in with modern web design standards, reflecting Out Doors' branding and colours.
- Structural efficiency - the website is future-proofed, using a modern template built on WordPress®.

Since launching the new website we have organically seen an increase in the traffic to the website and consequently receiving more general enquiries coming through this platform.

Anecdotally we have received positive feedback from our participants who see the website as visually pleasing and much easier to navigate.

Out Doors Inc looks forward to making continued improvements to our website and overall online presence.





## STAFF RETAINMENT

We continued to invest in our staff - Out Doors Inc greatest asset.

We recognise that the success of the organisation is linked to staff. The passion and dedication of our staff is valued and appreciated which is why we saw it crucial to keep our staff employed during the Covid-19 pandemic. The introduction of the governments incentive JobKeeper meant that we were not only able to keep every member of our permanent staff employed but they were able to be paid at the same rate.







# OUR FINANCIAL PERFORMANCE



# OUR FINANCIAL PERFORMANCE

- Generated income of \$1.8 million
- Operating Surplus of \$37,000
- Invested in website design, quality systems, and integrated cloud based platform to enable staff to work remotely.

## BALANCE SHEET FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
<b>Current Assets</b>			
Cash and cash equivalents	8(a)	1,848,285	1,518,903
Receivables and other debtors		-	30,459
Prepaid Expenses		35,493	45,656
<b>TOTAL CURRENT ASSETS</b>		<b>1,883,778</b>	<b>1,595,018</b>
<b>Non-Current Assets</b>			
Property, plant and equipment	3	41,321	92,997
<b>TOTAL NON-CURRENT ASSETS</b>		<b>41,321</b>	<b>92,997</b>
<b>TOTAL ASSETS</b>		<b>1,925,098</b>	<b>1,688,015</b>
<b>Current Liabilities</b>			
Payables	4	34,029	40,541
Accruals	5	183,327	189,782
<b>TOTAL CURRENT LIABILITIES</b>		<b>217,356</b>	<b>230,323</b>
<b>Non-Current Liabilities</b>			
Provisions	6	737,296	524,271
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>737,296</b>	<b>524,271</b>
<b>TOTAL LIABILITIES</b>		<b>954,652</b>	<b>754,594</b>
<b>NET ASSETS</b>		<b>970,447</b>	<b>933,422</b>
<b>EQUITY</b>			
Retained Surpluses	7	704,973	660,629
Equipment Reserve		228,449	228,449
Net Income		37,025	44,344
<b>TOTAL EQUITY</b>		<b>970,447</b>	<b>933,422</b>



**INCOME STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
Revenue	2	1,807,440	1,601,075
Administrative expenses		(63,292)	(45,283)
Motor Vehicles		(34,694)	(25,309)
Employee benefits expense		(1,323,034)	(1,129,766)
Depreciation expense		(83,341)	(86,085)
Occupancy expenses		(91,969)	(117,680)
Direct program expenses		(89,803)	(124,126)
Other operating expenses		(84,281)	(28,483)
<b>Surplus (deficit) for the period</b>		<b>37,025</b>	<b>44,344</b>

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Cash receipts from Grants, etc.		1,812,394	1,590,724
Cash paid to suppliers and employees		(1,476,853)	(1,556,989)
<b>Net Cash from operating activities</b>		<b>335,541</b>	<b>33,735</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of Property, Plant and Equipment		(31,664)	(5,731)
Interest received		25,505	28,282
<b>Net Cash used in investing activities</b>		<b>(6,159)</b>	<b>22,551</b>
<b>Net increase/decrease in cash and cash equivalents</b>	8(b)	<b>329,382</b>	<b>56,286</b>
<b>Cash at the beginning of the financial period</b>		<b>1,518,903</b>	<b>1,462,616</b>
<b>Cash at the end of the financial period</b>	8(a)	<b>1,848,285</b>	<b>1,518,902</b>

**STATEMENT IN CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2020**

	<b>Retained Earnings \$</b>	<b>Equipment Reserve \$</b>	<b>\$</b>
<b>Balance at 1 July 2019</b>	<b>704,973</b>	<b>228,449</b>	<b>933,422</b>
Profit attributable to members	37,025		37,025
Transfer			
<b>Balance at 30 June 2020</b>	<b>741,998</b>	<b>228,449</b>	<b>970,447</b>

# Notes to the Financial Statements For the year ended 30 June 2020

## 1. Statement of significant accounting policies

This report includes the financial statements and notes of Out Doors Inc., which is incorporated in Victoria under the Associations Incorporation Reform Act 2012. This is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Australian Charities and Not for Profits Commission Act 2012 and the Associations Incorporation Reform Act 2012 (Victoria).

### Statement of compliance

The Council has determined that Out Doors Inc. is not a reporting entity because there are no users dependent on general purpose financial statements. The financial report is a special purpose financial report which has been prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012.

These financial statements have been prepared in accordance with following 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 1048 Interpretation of Standards

AASB 1054 Australian Additional Disclosures

### a. Basis of measurement

The financial statements have been prepared in accordance with the historical cost convention, except for: the fair value of an asset, other than Land and buildings, is generally based on its depreciated replacement value; and other financial assets, which are measured at fair value through profit or loss. For the purpose of fair value disclosures, Out Doors Inc. has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value.

The accounting policies set out below have been applied consistently to all periods presented in these financial statements.



## **b. Property, plant and equipment**

All Property, plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is received for no or nominal consideration, the cost is the asset's fair value at the date of acquisition.

Out Doors Inc. recognises as plant and equipment items that meet the recognition criteria set in AASB 116 Property, Plant and Equipment. Plant and equipment are initially measured at cost and subsequently revalued at fair value less accumulated depreciation and impairment. The fair value of plant and equipment is generally based on its depreciated replacement cost. The fair value of an asset, other than land and buildings, is generally based on its depreciated replacement value.

### **Depreciation**

Depreciation is based on the straight-line method of calculation. It is provided on all fixed assets so as to write off the cost of the assets over their estimated economic lives.

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

Class of fixed asset	Depreciation Rate
Motor vehicles	20 - 25 %
Furniture and fittings	15 - 25%
Computers and Office Equipment	33 - 40%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are recognised immediately in profit and loss. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

### **Impairment**

At each reporting date the Council assesses whether there is objective evidence that a financial instrument has been impaired. If any such indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

## **c. Employee Entitlements**

Provision is made for the Organisation's liability for employee entitlements arising from services rendered by employees to the date of the Balance Sheet, and all entitlements have been measured at the present value of the estimated future cash outflows to be made for those entitlements.

Contributions are made by the Organisation to employee superannuation funds and charged as expenses when incurred.

#### **Other Long-Term Employee benefits**

Provision is made for employees' long service leave and contingent liabilities not expected to be settled wholly within the 12 months after the end of the annual reporting period. The long service leave benefits are measured at the present value of the expected future payments to be made to employees. The organisation's obligation for long-term employee benefits are presented as non-current provisions in its statement of financial position.

#### **d. Cash**

Cash in the statement of cash flows includes cash on hand, at banks, and on deposit.

#### **e. Revenue and Other Income**

Revenue comprises of government grants, donation and other income. Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. When grant revenue is received whereby the organisation incurs obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt. Donations are recognised as revenue when received.

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

#### **f. Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivable and payables in the Balance Sheet are shown inclusive of GST.

#### **g. Income tax**

Out Doors is a not-for-profit organisation and is exempt from income tax under section 50-45 of the Income Tax Assessment Act 1997.

#### **h. Inventory**

The amount of inventory carried by the organisation is in the form of printed materials is of an insignificant value and is used almost entirely for internal purposes. Accordingly, inventory is not recorded in the balance sheet.

**i. Contingent Liabilities**

Provision for severance pay which are not expected to be settled in the next 12 months, are used to mitigate risk for any future downturn due to loss in revenue and/or government grants.

**j. Provision**

Provisions are recognised when the organisation has a legal obligations or plans to achieve the organisation's mission, as a result of past event, for which is probable that an outflow of economic benefits will results and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to at the end of the reporting period.



**NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2020**

**2 REVENUES**

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
<b>Operating Activities:</b>		
Client fees	9,752	15,718
Department of Health grants	724,271	691,125
Department of Health - Seniors	293,439	288,011
DSS grants	206,974	196,610
Donations	6,840	2,128
NDIS Income	412,338	342,699
Other Income	128,322	36,502
Interest	25,505	28,282
	<b>1,807,440</b>	<b>1,601,075</b>
 <b>Profit on Asset Sale</b>	 0	 0

**3 PROPERTY, PLANT AND EQUIPMENT**

**Office Equipment**

At cost	45,365	45,365
Less accumulated depreciation	(42,570)	(41,294)
<b>Total Office Equipment</b>	<b>2,796</b>	<b>4,071</b>

**Outdoor Equipment**

At cost	69,680	69,680
Less accumulated depreciation	(64,005)	(57,015)
<b>Total Outdoor Equipment</b>	<b>5,676</b>	<b>12,665</b>

**Computer Equipment**

At cost	106,591	74,927
Less accumulated depreciation	(80,747)	(72,288)
<b>Total Computer Equipment</b>	<b>25,844</b>	<b>2,639</b>

**Motor Vehicles**

At cost	266,469	266,469
Less accumulated depreciation	(259,464)	(192,847)
<b>Total Motor Vehicles</b>	<b>7,005</b>	<b>73,622</b>

**Total Property, Plant and Equipment**

<b>41,321</b>	<b>92,997</b>
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**NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2020**

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
<b>4 PAYABLES</b>		
All amounts due within 12 months	34,029	40,541
<b>5 ACCRUALS</b>		
<b>Current</b>		
Programs	16,835	-
Annual Leave	71,000	104,844
Sick Leave	95,492	49,000
Long Service Leave	-	35,939
	<b>183,327</b>	<b>189,782</b>
<b>6 PROVISIONS</b>		
Contingent Provision	183,442	183,442
Annual Leave Entitlement	58,772	-
Long Service Leave	114,254	-
Service Plan	122,000	122,000
Research & Development	146,455	106,455
Capacity Building	112,374	112,374
	<b>737,296</b>	<b>524,271</b>
<b>7 RETAINED SURPLUSES</b>		
Retained surplus at the beginning of the financial year	704,973	660,629
Equipment Reserve	228,449	228,449
Net surplus attributable to the organisation	37,025	44,344
Retained surplus at the end of the financial year	<b>970,447</b>	<b>933,422</b>

## 8 CASH FLOW INFORMATION

- (a) Cash at the end of the financial period as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

Cash deposits with banks	1,841,282	1,516,223
Cash on hand	7,003	2,680
Balance per Statement of Cash Flows	<b>1,848,285</b>	<b>1,518,903</b>

- (b) **Reconciliation of cash flow from operations with operating surplus/(deficit) after income tax**

Deficit / Surplus from operations	37,025	44,344
<b>Non-cash flows in operating surplus</b>		
Depreciation	83,341	86,085
Additions to Non-current Assets	(31,664)	(5,731)
<b>Changes in assets and liabilities</b>		
Increase/(decrease) in accruals	(6,455)	5,782
Increase/(decrease) in income in advance	-	-
Increase/(decrease) in payables	(6,513)	(6,839)
Increase/(decrease) in PAYG & GST payable	-	-
Increase/(decrease) in provisions	213,025	(39,730)
(Increase)/decrease in debtors	30,459	17,931
(Increase)/decrease in prepayments	10,163	(45,556)
Increase/(decrease) in Equipment Reserve	-	0
<b>Cash flows from operations</b>	<b>329,382</b>	<b>56,286</b>

## 9 Auditor's Remuneration

Auditing/Reviewing the financial reports	1,350	1,350
Other services		



## **NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2020**

### **10. EVENTS SUBSEQUENT TO BALANCE SHEET DATE**

No matters have arisen since the end of the financial year which have significantly affected or may significantly affect the operations, results of operations and the state of affairs of the organisation in subsequent financial years.

### **11. SEGMENT REPORTING**

The organisation operates predominantly in providing outdoor adventure education and recreation services in Victoria. Other activities do not represent a substantial proportion of the total operations of Out Doors Inc.

### **12. RELATED PARTY TRANSACTIONS**

No transactions with related parties occurred during the financial year.

### **13. Council Members**

The names of persons who were council members of the organisation during the financial year were:

Allan Davey (Chairperson)  
Laurence Alvis (Deputy Chairperson to Dec 2019)  
Caryl Hertz (Deputy Chair from Dec 2019)  
Jonathan Kneeborne (Secretary)  
John Marshall (Treasurer)  
Rahul Chauhan (Member)  
Carole Hatherly (Member)  
Darryl Flukes (Member)  
Olga Shegoleva (Member)

All Council members provide their services on an honorary basis.

### **14. ORGANISATION DETAILS**

The organisation's principal activities are to provide outdoor adventure education and recreation services and operates from:

Out Doors Inc.  
17 Stubbs Street Kensington Vic 3031

NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2020  
DECLARATION BY MEMBERS OF THE COUNCIL

1. The financial statements and notes:
  - (a) comply with Accounting Standards as detailed in Note 1 to the financial statements;
  - (b) give a true and fair view of Out Doors Inc. financial position as at 30th June 2020 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements, and
  - (c) satisfy the requirements of the Association Incorporation Reform Act 2012, Australian Charities and Not-for-Profit Commission Act 2012 and the Australian Charities and Not-for-Profits Commission Regulation 2013.
2. In the opinion of the Members of the Council there are a reasonable grounds to believe that the organisation will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Members of the Council by:

Allan Davey



Chairperson

Dated: 9 September 2020

John Marshall



Dated:

9/9/2020

Treasurer

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF  
OUT DOORS INC.**

**Scope**

I have audited the financial report, being a special purpose financial report of Out Doors Inc. for the year ended 30<sup>th</sup> June, 2020. The Committee is responsible for the financial report and has determined that the accounting policies used are appropriate to meet the requirements of the Associations Incorporation Reform Act 2012 (Vic) and are appropriate to meet the needs of the members. I have conducted an independent audit of this financial report in order to express an opinion on it to the members of Out Doors Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

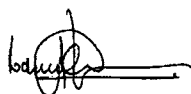
The financial report has been prepared for the purpose of fulfilling the requirements of the Associations Incorporation Reform Act 2012 (Vic). I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly so as to present a view which is consistent with my understanding of the Association's financial position and performance as represented by the results of its operations and its cash flows. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia.

The audit opinion expressed in this report has been formed on the above basis.

**Audit Opinion**

In my opinion, the financial report presents fairly in accordance with the Association's accounting policies, the financial position of Out Doors Inc as at 30<sup>th</sup> June, 2020 and the results of its operations for the year then ended.



**Rodney F Cooper CA**

18<sup>th</sup> September, 2020  
Melbourne



# Our Team

## Board / Council

Allan Davey Chairperson  
Laurence Alvis Deputy Chairperson to Dec 2019  
Caryl Hertz Deputy Chairperson from Dec 2019  
Jonathan Kneeborne Secretary  
John Marshall Treasurer  
Rahul Chauhan  
Carole Hatherly  
Olga Shegoleva  
Darryl Flukes

## Sessional Staff -

### Outdoor Program Workers

Oliver Butt  
Maureen Fallon  
Sien Hendrickx  
Carel Pluis  
Mikaela Foxworthy  
Amanda Owen  
Andrew Pearson  
Melanie Wilson  
Chris Couper  
Sean Marler  
Emily Moore  
Sofia Rodrigues-Berry  
Warwick Noles  
Jennifer Rees

## Staff

Iudita Trifa-Schmidt Chief Executive Officer  
Jennifer Norris State Manager Corporate & Community Services  
David Weeks Program Manager from Jan 2020  
Meng Ng Quality Manager  
Natalie Hebrard Administration Officer to August 2019  
Natasha Wells Administration Officer from October 2019  
Jeny Gosal Senior Finance and Fleet Management  
Sophia Tzougravou Health Promotion Coordinator  
Nathan Schram Marketing and Communications Manager from Nov 2019

## Outdoor Program Coordinators

Maureen Carey  
David Weeks to Dec 2019  
Christophe Perrot  
Rob Saxton to Dec 2019  
Asher French from Nov 2019  
Ben Wilkinson from Jan 2020  
Gavin Jesson from March 2020

## Inclusion and Community Liaison Coordinator

Daniel Dobber

# Acknowledgements

Out Doors' achievements are made possible because of the commitment, dedication, generosity and efforts of many individuals and organisations. Out Doors' Council and staff wish to acknowledge and thank our many supporters for their contributions over the last 12 months.

## **Government**

Out Doors receives funding from The Victorian Department of Health and Human Services and the Federal Department of Social Services. Out Doors acknowledges the importance of their funding and thanks them for their commitment to supporting people with mental health issues.

## **Supporters**

Out Doors would like to thank the following organisations for their support:

City of Yarra

Deakin University

St. Vincent's Hospital

Sports Without Borders

Within Australia

MIND Australia

Mental Health First Aid Australia

## **Participants**

Out Doors would like to thank the people it has had the privilege to work with over the past 12 months in supporting them through their journey in recovery.

## **Families, carers and friends**

Many people provide input into Out Doors' consultative and support processes and we thank them for their contributions.

## **Partnerships**

Out Doors partners with many health and community service organisations to support our participants. Out Doors thanks these organisations for their collaboration.

## **Donors**

Thank you to all Out Doors donors who generously contributed funds to support our programs and initiatives. We appreciate your ongoing commitment to supporting people at risk or living with a mental health issue.

A special thank you to those who have allowed Out Doors to use their photos in this publication.







OUT DOORS INC.®





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