

THE KARUNA HOSPICE SERVICE LIMITED

# Annual Report

## 2020 - 2021



**karuna**

dedicated holistic support

*compassionate care*





## Acknowledgement of Country

In the spirit of reconciliation Karuna acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



# Inside the Report

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# Chair of the Board Report

It is in the spirit of community and caring that I am privileged to report that Karuna has had yet another successful year. And that success is measured in many ways. Most importantly, we have been able to continue to deliver the highest standard of end of life care for a record number of families in the face of a global pandemic that required us to find innovative ways to keep both our clients and our staff safe. We posted our strongest financial result, and our networking and advocacy work saw our brand and reputation continue to strengthen.

It is indeed a credit to our leadership team and our dedicated clinical and administrative staff, that such successes were achieved. On behalf of the Board I thank them all for their resilience and professionalism but most importantly for their unwavering focus on striving to meet the needs of our clients and their families, no matter the ask. It is our model of client-centred care that has earned the respect of so many in the medical profession, in the government and in the community.

Our work, as always, is supported by our many volunteers and we thank them for their patience and commitment as we continue to develop new ways of utilising their many skills that still ensure the safety of our clients which is our highest priority. Facing end of life during a pandemic places our clients in very vulnerable situations and avoiding disease transmission and hospital admissions is paramount to our mission.

We understand the frustration and uncertainty that has come with changing government regulations and protocols over the last year. We will continue



to work closely with Queensland Health to meet all the necessary requirements for a health service.

Once again, we acknowledge the generosity and loyalty of our many donors. Their contribution to our ongoing financial viability is critical and they never fail to deliver for us. Thank you to every one of you.

As we look forward to the opportunities and challenges we will face in the coming years, we will certainly take time in 2022 to reflect on the milestone of thirty years of Karuna's work. We will celebrate the legacy that has been built on the hard work of all the staff, volunteers and donors from 1992 right up to 2022. We will remember our clients and their families who we have supported over the years and we will plan the strategies that will ensure that Karuna care endures well into the future.

A handwritten signature in black ink that reads "Catherine Mickel". The signature is written in a cursive, flowing style.

Catherine Mickel | Board Chair

# CEO Report

As the year draws to a close, I sit at my desk, reflect on the year that was and think about Karuna's achievements and activities from the past 12 months.

This has been one of the most challenging 12 months, not just for Karuna, but for people across the globe. But I am proud to say despite the challenges of maintaining service delivery during Covid, we have achieved so many wonderful outcomes.

Covid has compelled us to review our service delivery model. The potential for future exposure remains and so does the risk. So, it's essential we continue to focus on quality and safety, now and in the future. The safety of clients, staff and volunteers is our priority.

We have focussed on building capacity to serve even more people in the community in need of our services. As a result, we have been able to increase the number of clients we care for with careful planning and implementation of new processes and systems.

Our quality and safety protocols have also been upgraded and we achieved accreditation to ISO9000 this year. We are now working on full accreditation to NSQHS early in 2022. This is a significant piece of work that will benefit the organisation and our clients.

The important thing to remember about all of these achievements is our driving force - the amazing patients and families we care for. For nearly 30 years Karuna has helped thousands of Queenslanders with a terminal illness be where they want to be; with family and friends in the comfort of their own home.

Of course we can only achieve these things with a dedicated and professional team. I'd like to acknowledge and thank the whole team who have accepted change during periods of uncertainty throughout the past 12 months.

In 2022 we will be celebrating our 30-year anniversary, a special milestone we all agree is something to be excited about. Our focus will also shift to:



- Discovering new ways to support the community.
- Building our capacity to support new service opportunities; and
- Supporting a positive workplace culture and practice that enhances teamwork, productivity and retention.

We'll also be focusing on building collaborative partnerships and alliances with other values-aligned organisations.

Through all the turbulence and challenges faced this year, one thing remained constant, the loyalty and support of our donors, volunteers and all of our advocates throughout this period. Put simply, without people like you, we wouldn't be here today.

With your ongoing support, we look forward to expanding and continuing to deliver our amazing service to patients and families in the coming year.

A handwritten signature in black ink that reads "Tracey Porst". The signature is fluid and cursive, with a large, stylized 'P'.

Tracey Porst | CEO/Managing Director

# Meet the Board



**Catherine Mickel | Board Chair**

Catherine is a qualified physiotherapist with over 30 years' experience across public, private and community health sectors. She has served as Director on several boards and is the former National President of the Australian Physiotherapy Association. Catherine has a special interest in Aged Care and Palliative Care and has been part of numerous national committees and advisory boards.



**Tracey Porst | CEO/Managing Director**

Tracey's professional background is in corporate communications, IT and strategic marketing. She has previously worked in executive level roles within the healthcare, life sciences and innovation sectors. As CEO of Karuna, Tracey's role is to provide leadership to all stakeholders – internal and external – and ensure that the mission, values and core business objectives are affirmed and actioned.



**David McKinless | Non-executive Director**

David is an experienced senior executive specialising in strategy development and strategic focus, business growth and new business initiatives, strategic reviews, organizational re-design and major change management initiatives. Over the last 20 years, David has held numerous senior executive positions with organisations such as Brisbane City Council and Mission Australia.



**Suzanne Cadigan | Non-executive Director**

Suzanne has vast experience as a registered nurse in both the public and private health sectors, working in a range of clinical roles such as surgical and paediatric nursing, education and staff development, and emergency nursing. With a background in nursing leadership roles, Suzanne is passionate about the contribution of nursing to holistic care for patients & clients.



**Ian Flint | Non-executive Director**

Ian is a retired local government executive, serving rural and regional communities in Queensland for over forty years. He is also an active community volunteer and became a volunteer Board member for Karuna after experiencing its services following his wife's diagnosis of terminal cancer. Ian has broad experience in CEO/Executive and Board related roles and has an ongoing passion for local government and communities.



**Sr Sandra Lupi | Non-executive Director**

Sandra is a member of the Brisbane Sisters of Mercy. She has extensive not-for-profit experience in leadership and governance, and has served as Director of Mangrove Housing Ltd since 2014. Sandra was also appointed to the Board of Mater Misericordia Ltd in November 2018 and is a member of the Clinical Governance and People, Culture and Mission committees.



**Anthony Oostenbroek B.Com(Hons), LL.B. CA MAICD | Non-executive Director**

Anthony is the Founder and Managing Director of Connect Plan Management Pty Ltd, a specialist, independent NDIS plan management agency. He has more than 13 years' experience in the disability and social services sectors as a director, executive and consultant. Anthony's sister received support from Karuna during her terminal illness and he hopes to use his expertise, perspective, and passion for NDIS and the disability services sector to meaningfully contribute to Karuna.



# Karuna's Mission is to provide Personalised Palliative Care in the Community

## Our Vision

People affected by life-limiting illness receive person-centred care in their place of choice.

## Value Proposition

Karuna is a community organisation guided by Buddhist principles, delivering specialised and responsive palliative care.

## Values



### Humanity

We treat individuals with kindness and compassion.



### Relationships

We are supportive, inclusive and respectful of each other.



### Transparency

We have open and honest conversations.



### Quality

We are committed to high standards of safety, wellbeing and contemporary practice.

# Our Impact

Despite the challenges throughout the reporting year Karuna has supported many patients and families in their choice to receive end of life care at home. The Clinical Team has continued their exceptional work with the support and leadership of Karen Gray, Clinical Services Manager, who was appointed to the role in July 2020.

## Nursing and Family Support

Remaining true to our vision of supporting individuals affected by life-limiting illness receive person-centred care, Karuna's service delivery model was reviewed extensively to ensure we continue to provide personalised palliative care in the community throughout this challenging period and into the future.

As a community organisation, we are mindful of how we use our resources whilst also ensuring we continue to deliver the high-quality service for which we are known. Complimented by the generous support of our donors we have been able to purchase new pieces of equipment including a bladder scanner and three new syringe drivers which have proven invaluable in the provision of care at home.

The team have also updated and redesigned key pieces of communication for patients and carers, including our Home Care Charts and Carer packages.

Further in alignment with our strategic plan and accreditation to NSQHS standards a Clinical Governance Committee has been established with Terms of Reference defined and designed to support the best possible care at home for our patients.

## Key Improvements:

- An Occupational Therapist has connected with KHS clinical team and accepts referrals for home visits through an informal agreement. This has been particularly useful when applying for MASS funded equipment. Occasionally KHS funds the individual patient for OT services.



Karen Gray | Clinical Services Manager

- Identification of patients existing government funded community support. This has been further supported by the Social Worker role and has resulted in significant cost saving.
- With the new family support model, patients are contacted on admission rather than waiting for an internal referral to family support.
- Paediatric patients continue to be referred by the Qld Children's Hospital Palliative Care Service.

With two new members appointed to the Family Support team, and with less of a "clinical" approach to how we provide our services in Family Support, we have been very happy with the response by our patients and their families.

Some changes to our processes have also provided the opportunity to build a rapport with all patients as part of the admission procedure. This engenders a way for patients to engage the Family Support team much earlier and hopefully for many of them to access social work and counselling support as soon as it is needed.

The new social worker role has been extremely well received and allows the nursing team to focus their time on what they do best, whilst the social worker can bring her skill and expertise to the service



delivery. This affords each staff member the time needed to continue to benefit our patients in the best way possible. An additional counsellor has also been well utilised. The option of having a male counsellor has been great for some patients and likewise his skill and expertise has been valuable. The bereavement program has also been streamlined to ensure we are offering our services in the most effective and productive way to those that need them.

As a result of this review and restructuring of the model of care patients' needs are even more appropriately met and nurses able to focus on clinical care.

The combination of improvements to service model delivery, resource allocation in support of core service delivery and strong leadership, our team are delivering care to more patients and their carers than ever and have formed a positive workplace culture.

### COVID Response

Working together with QLD Health and our referral networks the board and management established safe work practices to protect our employees, volunteers, and those we care for in the community. This included integrating telehealth consultations, screening protocols prior to visits, and working from home arrangements when it was necessary and practicable.

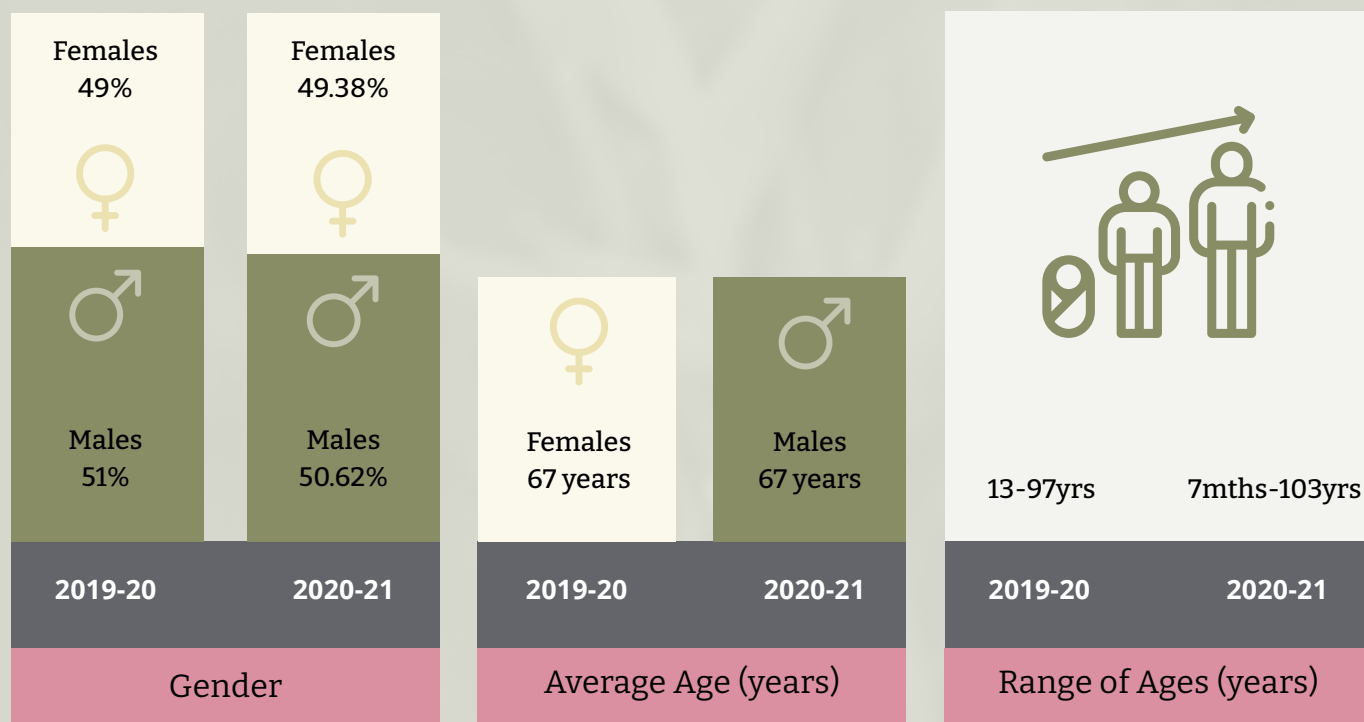
At all other times staff were directed to follow Qld health guidelines and encouraged to be transparent about their concerns to management and their peers.



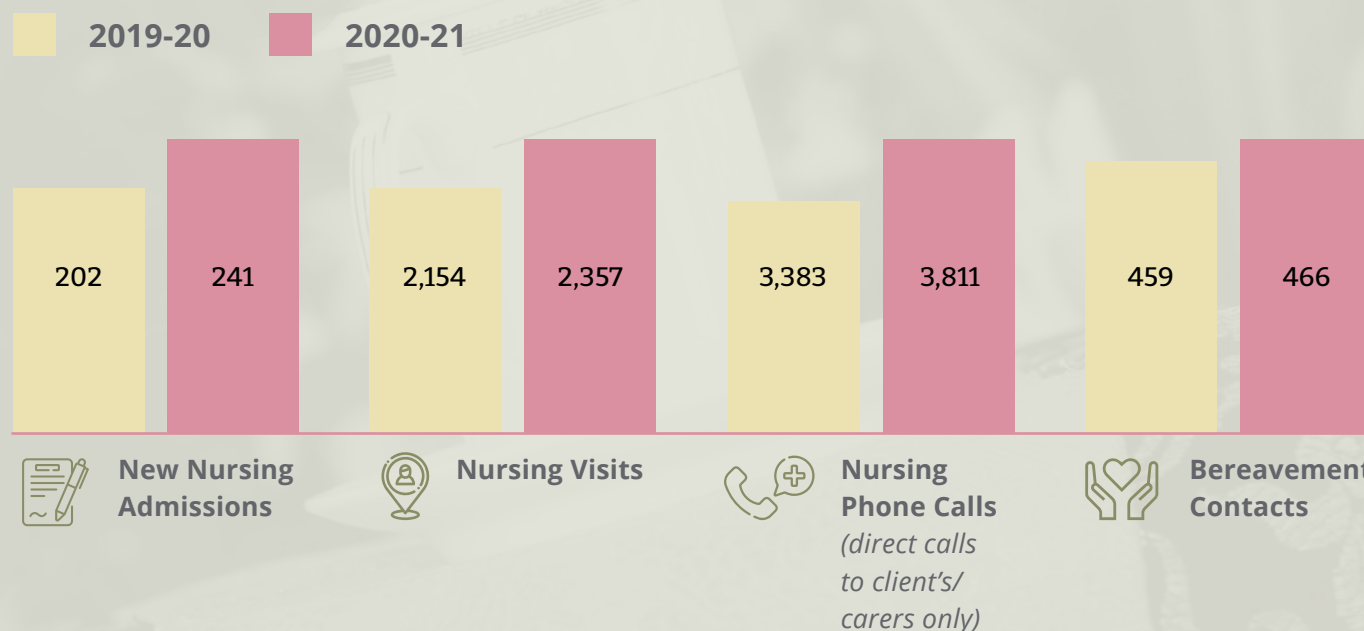
**"The counselling has helped me mentally and emotionally. Beautiful people. Nursing advice has been relevant to my particular issues and been delivered in a caring, loving way. Perfection plus." - GM**

## Home Care Admissions

New Admissions = 241



## Outcomes of Care

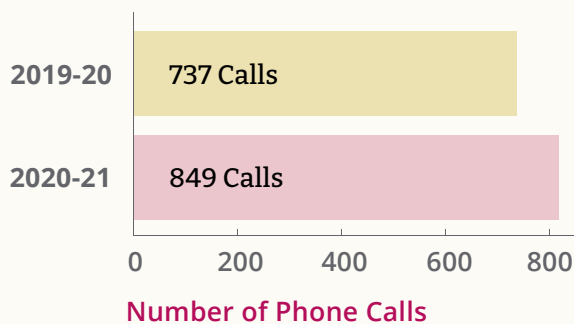
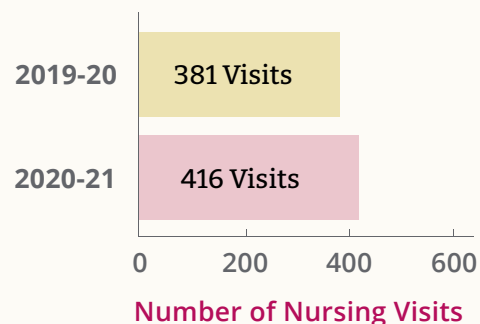




## After Hours Care

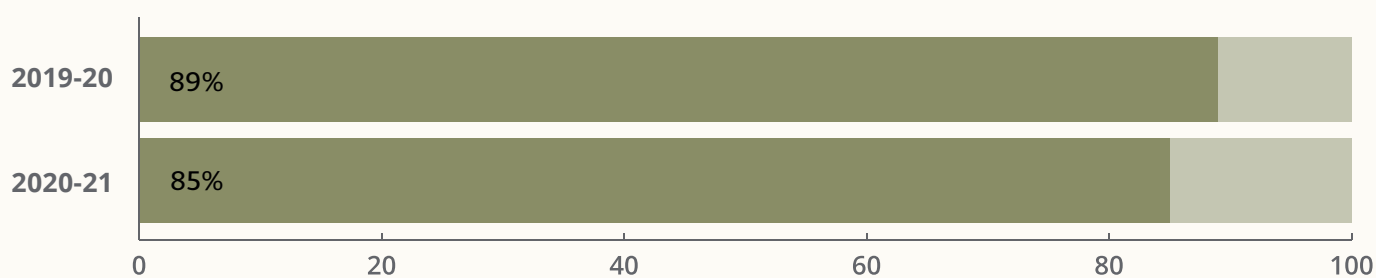
These figures do include all home visits and phone calls on weekends and public holidays, as well as after hours contacts during the week.

Also please note that these figures are not in addition to the numbers for home visits and phone calls already provided. Weekend and after hours contacts were included in those figures.

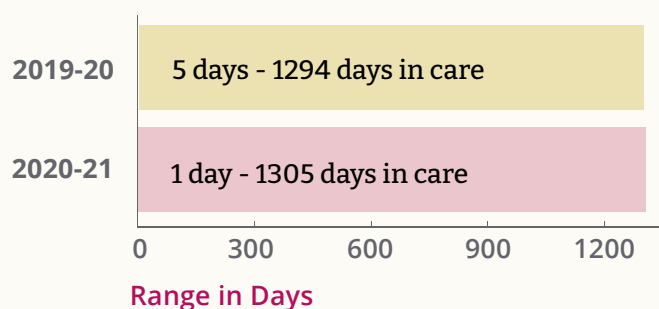
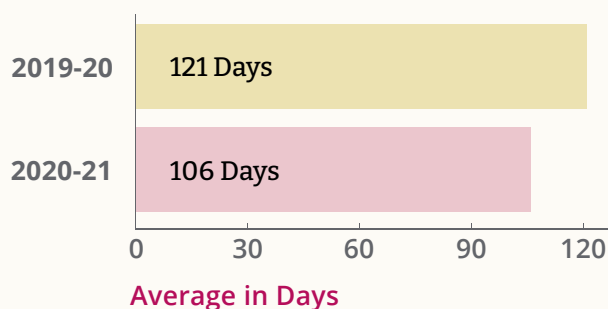


## Diagnosis

■ Cancer Related ■ Other

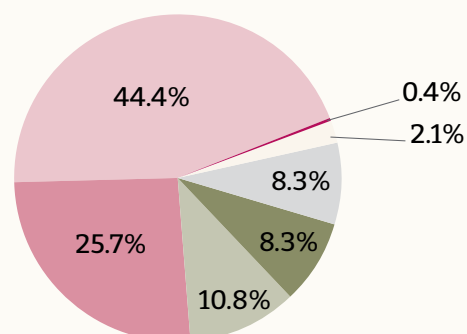


## Length of Stay In Karuna Care



## Referral Source

■ Public Hospitals  
 ■ Private Hospitals  
 ■ GPs  
 ■ Specialists  
 ■ Family/Friends  
 ■ Community Agency  
 ■ Self-referral



# Meet David and Denise

David was a very active 67, always involved in sport and experiencing very little illness in his life. Having to accept that he had terminal mesothelioma was extremely difficult for not just him but his entire family.

His partner of 25 years, Denise, and family were distraught by the initial diagnosis. But it was heart-wrenching to then have to watch the man they knew and loved - a husband, father and grandfather - fight to breathe as the devastating effects of this horrible disease took hold.

*"David was such a happy-go-lucky, sporty man, I never in a million years thought we would be having a conversation so soon about whether or not he wanted to die at home. It all happened so quickly, from diagnosis to his passing was only 8 months to the day," said Denise.*

*"David always knew he wanted to spend his final days at home surrounded by the people he loved, especially his grandsons, and thanks to the support of Karuna, we could honour his dying wish. I will be forever grateful for the amazing support the Karuna nurses and doctor showed us during the hardest time of our family's life," said Denise.*



**At Karuna, our work is only made possible through the generosity of supporters like you. None of us know when, or if, someone we love might need the support of Karuna, so it is important we are able to continue providing end of life care at home for families just like David's.**



Dr Sue Colen and Denise





## Year in Review



# Volunteering Highlights

2020-2021 was a challenging year for maintaining volunteering programs at Karuna as the pandemic took hold, imposing lockdowns and safety protocols for the protection of the community. However, with some creative thinking the team rose to the challenge and came up with new initiatives and ways to do familiar things differently.

One new initiative that took shape during the year was our online shop. The inability to host the annual Christmas market was disappointing, but we made the best of the situation with several staff and volunteers giving their time to produce items to sell online. These needed to be photographed, categorised and descriptions written; not to mention picking and packing when the orders started coming through.

We are also grateful to be able to maintain some of our volunteering programs, such as the regular group who visit Karuna and tend to the grounds. These volunteers help with mowing, weeding, planting new seedlings and much more.

Their hard work keeps the Karuna grounds healthy and looking beautiful.

"I thoroughly enjoy being in the garden, such a peaceful space that 'tops up my cup' and where I can easily practice mindfulness. I love chatting to the other volunteers about our mutual love of gardening. I look forward to my Thursdays and seeing the changes within the garden." - Craig

In May 2021, Karuna's Palliative Care and Biography programs were acknowledged by Palliative Care Queensland, with volunteer Keri Wassenaar being awarded the "Outstanding Achievement by a Volunteer" award.



During 2020/21, we had 80 volunteers giving 2468 hours.



20% of volunteers have been volunteering with Karuna for 10 years or more.



19 biographies completed.



Craig | Karuna Volunteer





Podcast volunteer Kiara and Ven. Tsultrim

## Podcast with Purpose

We were very excited to launch Karuna's "What about Death!?" podcast in April 2021, which has seen 17 episodes researched, recorded, edited, and uploaded to the various podcast platforms this year.

The range of guests from Australia and around the world, who have offered their time, experience and perspective has made for an insightful series. And the volunteers that have helped me have been amazing! It is certain that it would not have gotten off the ground without them.

The purpose of the podcast is to bring the topic of death out of the dark and into the open, to prepare people for what is inevitable. The hope is that it will lead to a reduction in the discomfort often associated with talking and thinking about death. Listening to a variety of people talking about their varied perspectives can give us permission to view death not just as a negative experience that is something to be denied and avoided. But indeed, to recognise that death encompasses a vast array of experiences.

"To have a project like this that has been fully developed and implemented on a voluntary basis is truly amazing. And I am very happy to be a part of this important project." said Ven. Tsultrim.

In Western society, death is something that is feared, denied and avoided. But as a Buddhist, death is something that we contemplate every day. This contemplation might seem like a strange thing to do, but preparing ourselves for this inevitable part of life provides us with the opportunity to recognise how natural and normal it is, no matter when or how it occurs. It also offers the opportunity to understand our view and understanding; that in fact contemplating death can provide a joyful and hopeful perspective on life in the present moment despite the sadness and grief that might walk alongside.

As the Buddha said...

*"as a star, a visual aberration, a lamp, an illusion, dew, a bubble, a dream, lightning, and a cloud – view all the compounded like that."*



# Memorial Day

Karuna was once again very pleased and privileged to be able to offer a memorial service to those families we supported during 2020/21.

Due to the ongoing issues with COVID 19 we provided an online memorial that we hope represented how we feel both as practitioners and as an organisation about our patients and their families and the importance and gratitude that we have for the work we do. In honouring and celebrating the lives of those who died and recognising the incredible work of the families and caregivers, the memorial was a symbol of love and hope and how these can flourish in our hearts despite the grief and sadness we might feel at the loss.

We were honoured to have Maroochy Baramba, an elder of the Turrbal people, offer a welcome

to the country on which Karuna Hospice Service stands. This was followed by Lani one of our staff, singing a beautiful Hebrew song of love. All the staff participated in lighting candles for your loved ones, and they spoke about the incredible gift that we each receive in the work that we do and the strength and courage that comes from the memories that each family holds onto. We closed the memorial with the Buddhist mantra of compassion by Ani Choying Drolma as we remembered all those we have been touched by.

We would like to offer our heartfelt thanks to the families that allowed us the honour and privilege of being a part of their lives.

You can watch the memorial on Karuna Hospice Services Youtube channel by searching Karuna Memorial Service 2021.





# Family Support

The role of a social worker in a palliative care environment offers people living with terminal illness and their families, assistance with practical, emotional and social issues.

Karuna recently engaged Janie to assist in delivering our holistic model of care, and brings a wealth of experience to the team. Her role plays a vital part in addressing issues at both a personal and social level.

An average day for Janie involves visiting between 2 to 3 patients and their families to spend time with them and to understand their needs. Sometimes that involves practical support like helping them navigate health systems online or making phone calls. Other times it may include mindfulness practice or counselling. Each patient is very different, and they all have different needs.

Recently we had a patient who needed to relocate but didn't have the physical or emotional ability to do so. Janie offered them support and was able to ensure their future needs and wishes were met.

The role provides our patients with a holistic and personalised model of care.



Janie | Karuna Social Worker

**“I view it as a real privilege to walk alongside people at the end of their life”**  
**~ Janie, Karuna Social Worker**

# Why your Support Matters

Your support means together we can help hundreds of patients each year during the most vulnerable time of their lives to be where they want to be, with family and friends in the comfort of their own home.

Whilst there is no charge to patients for Karuna's service, a high-quality palliative care services does come at a cost. With limited government funding, it is only with your help that we can ensure our service can continue.

2020/21 was a challenging year for fundraising, with our events at Karuna not able to proceed due to Covid-19 restrictions. Our generous donors continued to support our appeals, external peer to peer activities, and made donations in lieu of flowers at memorials and birthday gifts.

The community rallied to host bridge day fundraisers, support an online shop, and hold a Christmas market at another venue. Thank you



Verena Coombs | Community Relations

to all who hosted, sewed, cooked, and attended these events.

Bequests increased in value during the year with several generous gifts from wills coming through to boost what would have otherwise been a difficult year for donations and fundraising.

Put simply, without people like you, we wouldn't be here today. The funds and awareness you raise makes our work possible.



"We were quite overwhelmed with the caring for Mum. We were not confident we could care for Mum during her last days. Dr Sue gave us the belief that we could do it and with her unveiling faith in us, we rose to the task with the greatest nursing care from the team. The whole team were so supportive. We thank you very much" - L Sisters



# Your gift of \$5,000 will help support the services of a doctor for one month

Caring for someone at home with a terminal illness is the ultimate act of love, but it can be tough. Having a caring specialist doctor on call, who can visit families at home, can make all the difference. *But we need your help to make this happen.*

Currently Dr Sue Colen is Karuna's specialist palliative doctor and we desperately need her continued support to help care for our patients.



## Personalised and responsive care

Having a specialised doctor on staff ensures our patients:



Do not experience distress for long periods of time



Can have their symptoms controlled quickly, avoiding undue pain



Can stay at home, reducing hospital admissions



## *You can make a difference*

With your help more people will have access to a doctor like Sue when they need it most.

**“Care at the end of life is about comfort, nursing, acknowledging suffering and spending time with people in an ordinary sense.”**

~ Dr Sue Colen

Right now, someone is being cared for by Karuna thanks to the generosity of someone like you.

**Find out more about how you can help**



[Karuna.org.au](http://Karuna.org.au)



[Karuna@karuna.org.au](mailto:Karuna@karuna.org.au)



(07) 3632 8300

*Whilst there is no charge to patients for Karuna's service, specialised palliative care comes at a cost. With limited government funding, it is only with the help of our generous donors that we are able to ensure our service can continue.*



**karuna**  
dedicated holistic support

compassionate care

# Strategic Planning for a Sustainable Future

In 2021 we reviewed the achievements of our previous strategic plan and were pleased to see a number of measurable results. These allowed us to review our potential even further and informed a strategic pathways towards 2024.

Our Vision	Our Purpose	
People affected by life-limiting illness receive person-centred care in their place of choice.	To provide personalised palliative care in the community.	
	Our Value Proposition	
	We are a community organisation guided by Buddhist principles delivering specialised and responsive palliative care.	
Our Values	Our Clients	Our Partners
<p><b>Humanity:</b> We treat individuals with kindness and compassion.</p> <p><b>Relationships:</b> We are supportive, inclusive and respectful of each other.</p> <p><b>Quality:</b> We are committed to high standards of safety, wellbeing and contemporary practice.</p> <p><b>Transparency:</b> We have open and honest conversations.</p>	Individuals predominantly in the Brisbane Metro North community.	<ul style="list-style-type: none"> <li>❖ QLD Health</li> <li>❖ Families and carers</li> <li>❖ Our volunteers</li> <li>❖ Our fundraising supporters</li> <li>❖ Health professionals</li> <li>❖ Like-minded organisations</li> </ul>



## Strategic Goals

**Strategic Goal #1** | Diversify our revenue streams.  
( In addition to core service funding from QH and current fundraising streams )

**Strategic Goal #2** | Enhance our person-centred clinical model and key corporate support activities.

## Strategic Focus Areas

**Business Growth**  
*'Growth and Sustainability'*

**Organisational Capacity**  
*'Investment into the future'*

**Collaboration and Alliances**  
*'A stronger voice for home-based community palliative care'*



# Quality at Karuna

Quality and safety remain a key priority at Karuna, from the quality of care we deliver to our clients and families to the safety and wellbeing of all our staff.

2021 has been an exciting year in quality, with the appointment of the new Quality and Safety Coordinator, Sarah Raven in February.

Since then, there have been major improvements made to the quality management system, ensuring increased safety and efficiency in the following areas:

- Incident and Feedback reporting
- Management of Continuous Quality Improvement projects
- Staff education and mandatory competencies
- Internal auditing
- Maintenance of equipment and environmental safety



Sarah Raven | Quality and Safety Coordinator

## Partnering with Consumers

Karuna is committed to authentic engagement with our consumers as an integral part of the design and operation of the organisation. We have formed a Consumer Advisory Committee as an effective channel to maintain continual communication and consultation with our clients and carers.

Feedback forms are supplied to each client as part of their home care chart, so they can provide feedback about the service, including concerns and complaints. The feedback received from our clients and families for 2021 has been 100% positive.

## Accreditation

This year, Karuna passed its annual ISO 9001:2016 Quality Management accreditation audit.

In 2022 we will be audited over 2 days against ISO 9001:2016 and the National Safety and Quality in Healthcare Standards ('NSQHS') to ensure we are providing our clients with the best and safest possible healthcare experience.

## Education and competency

To ensure our workforce has the skills to meet our service delivery requirements, all clinical staff complete annual competencies and mandatory education modules. These include but are not limited to:

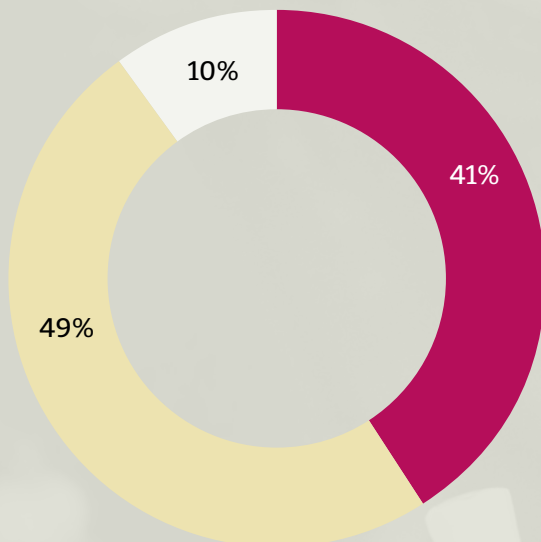
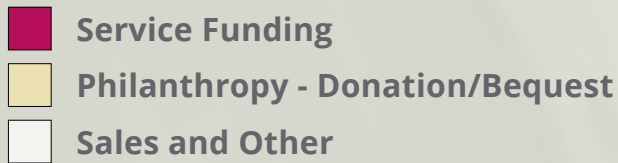
- Basic Life Support
- Manual Handling
- Infection Prevention and Control
- Hand Hygiene
- Open Disclosure
- Medication Safety

**In 2022 we will be adding some new items to the education including Personal Safety Training, Australian Privacy Principles and Understanding of Cultural Diversity.**

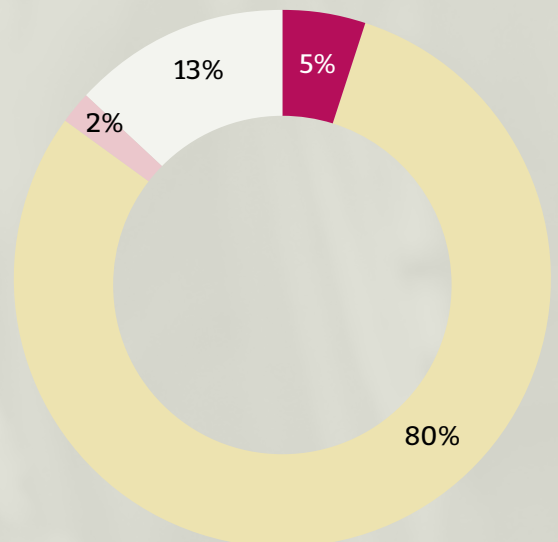
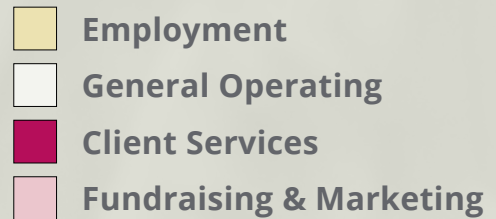


# Financial Reporting

## Revenue



## Expenses



**In the FY21 financial year Karuna achieved a net surplus of \$ 2.1m.**

Yet again this surplus is due to the kindness and generosity of our supporters, along with the ongoing confidence of QLD Health to continue to support our mission.

These surplus funds are invested to ensure an income that will contribute to Karuna's future as a sustainable and resilient organisation.

# Thank you

“Thank you all so much for enabling us to have David at home during the final stages of his illness. It was great comfort to us all to know that we could readily access help, should we need it. You were all unstinting with giving us your time and sensitive in treating us with respect” - JC

“I wish to express my sincere gratitude to you all for the wonderful care provided to my husband and our family. With the support of the nurses, we were able to fulfill his wishes to come home from the hospital and to die at home. During the final weeks of his cancer journey, he was pain-free and comfortable. We are so thankful for that and will treasure that special time with him forever.” - GW

“We would like to thank all your workers for the highest level of care during the time of Warwick’s illness. Not only the care but the warmth and compassion shared with the whole family was very much appreciated. He is at peace now with no more suffering. We thank you so much” - AME



The Karuna Hospice Service Ltd  
27 Cartwright Street Windsor, Queensland 4030  
Phone: (07) 3632 8300 Email: [karuna@karuna.org.au](mailto:karuna@karuna.org.au)  
[www.karuna.org.au](http://www.karuna.org.au)





# Financial Statements

For the Year Ended June 30 2021

**Statement of Profit or Loss and Other Comprehensive Income**

	<b>Note</b>	<b>2021</b> \$	<b>2020</b> \$
<b>REVENUE</b>			
Revenue from continuing operations	6	2,922,060	2,672,944
Bequests		1,735,867	433,528
Dividend Income		40,967	-
Interest Income		20,441	48,666
Other Income	6	331,195	320,630
<b>TOTAL REVENUE</b>		<b>5,050,530</b>	<b>3,475,768</b>
<b>EXPENSES</b>			
Employee Benefits Expense		2,392,573	2,308,877
Operating Expenses	7	604,118	539,192
Other Expenses	7	3,500	10,000
<b>TOTAL EXPENSES</b>		<b>3,000,190</b>	<b>2,858,069</b>
<b>NET OPERATING PROFIT</b>		<b>2,050,340</b>	<b>617,699</b>
<b>Other comprehensive income for the year</b>			
Changes in fair value of financial assets		49,533	-
<b>Total Other comprehensive income for the year</b>		<b>49,533</b>	<b>-</b>
<b>Total comprehensive income for the year</b>		<b>2,099,873</b>	<b>617,699</b>

The accompany notes form part of these financial statements.



## Statement of Financial Position

	Note	2021 \$	2020 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	8	1,138,107	3,028,813
Accounts receivable and other debtors	9	787	3,676
Inventories (cost)	10	6,175	7,356
Prepayments and other assets	12	893,031	104,262
<b>TOTAL CURRENT ASSETS</b>		<b>2,038,100</b>	<b>3,144,107</b>
<b>NON-CURRENT ASSETS</b>			
Financial assets at fair value through other comprehensive income		3,256,078	-
Property, plant and equipment	11	270,615	282,219
Right of use asset		2,569	5,045
<b>TOTAL NON-CURRENT ASSETS</b>		<b>3,529,262</b>	<b>287,264</b>
<b>TOTAL ASSETS</b>		<b>5,567,362</b>	<b>3,431,371</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Accounts payable and other payables	13	157,617	138,230
Provision for employee entitlements	15	286,536	260,294
Lease liability		3,529	5,880
Other financial liabilities	14	4,105	29,516
<b>TOTAL CURRENT LIABILITIES</b>		<b>451,788</b>	<b>433,920</b>
<b>NON-CURRENT LIABILITY</b>			
Provision for employee entitlements	15	29,789	11,539
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>29,789</b>	<b>11,539</b>
<b>TOTAL LIABILITIES</b>		<b>481,577</b>	<b>445,459</b>
<b>NET ASSETS</b>		<b>5,085,785</b>	<b>2,985,912</b>
<b>EQUITY</b>			
Current year surplus		2,099,873	617,699
Retained surplus		2,985,912	2,368,212
<b>TOTAL EQUITY</b>		<b>5,085,785</b>	<b>2,985,912</b>

The accompany notes form part of these financial statements

## Statement of Cash Flows

	Notes	2021 \$	2020 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from donations, grants, and customers		3,848,343	3,316,811
Payments to suppliers and employees		(2,880,100)	(2,734,951)
Interest income		20,441	48,666
Dividend income		33,961	-
<b>Net Cash Flows from Operating Activities</b>	8	<b>1,022,644</b>	<b>630,526</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant & equipment		(135,038)	(118,057)
Sale of property, plant & equipment		61,636	87,614
Purchase of investment		(3,126,340)	-
Sale of investment		286,393	-
<b>Net cash flows used in investing activities</b>		<b>(2,913,349)</b>	<b>(30,443)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Net cash flows used in financing activities		-	-
Net increase / (decrease) in cash held		(1,890,705)	600,082
Cash at the beginning of the financial year		3,028,813	2,428,730
<b>Cash at the end of the financial year</b>	8	<b>1,138,107</b>	<b>3,028,813</b>

The accompany notes form part of these financial statement