

ANNUAL REPORT 2020



Business Education Network

*Assisting Young People to
Create a Better Future across
Northern Sydney*





THE BEN CONTENTS

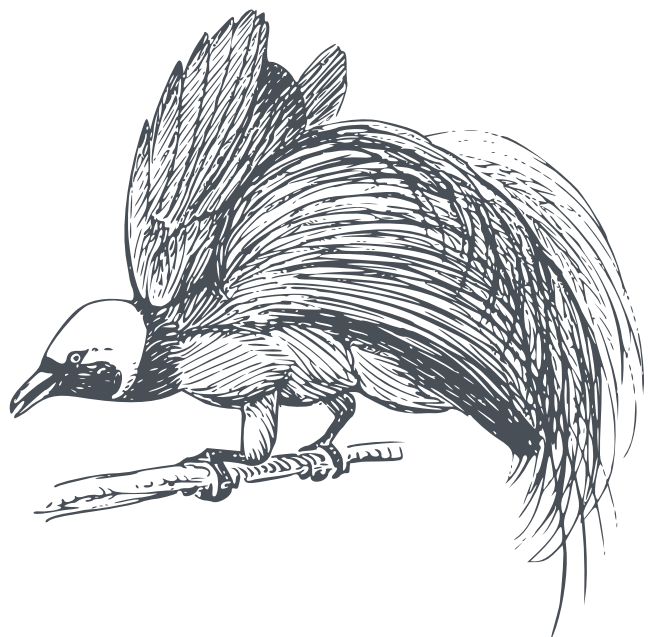


- 04** INTRODUCTION
Acknowledgement of Country
- 05** ABOUT THE BEN
Our Mission, Vision, Our History and Overview of Our Goals
- 11** OUR GOVERNANCE
Our Management, Our Board, Chairperson Report and Executive Officer Report
- 18** OUR WORK
Programme Reports, Case Studies and Project Updates
- 33** OUR FINANCES
Financial Statements and Auditors Report
- 45** OTHER IMPORTANT INFORMATION
Ways you Can Help and Connect with The BEN

ACKNOWLEDGEMENT OF COUNTRY

The Business Education Network (BEN) acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present.

The BEN is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters, and seas and their rich contribution to society



SECTION 1

About The BEN



ABOUT US

The Business Education Network is a Non Profit, Public Benevolent Institution registered with the Australian Charities and Not-For-Profit Commission.

Our work addresses disadvantaged young people within the community through strong links with the business/industry, schools, and the community.

We are young people-centered and where possible, work in partnership to ensure the young people we work with have access to expert support across all relevant fields from mental health, homelessness, education, drug and alcohol, and other related services.

MISSION

To assist young people to create a better future.

VISION

To support young people to explore, experience and achieve their own success when preparing for exiting school. For some this is earlier than others but the space between adolescence and adulthood is more complicated than ever for a young person to navigate. At the BEN, we aim to support young people with the tools to navigate the road ahead and be their best self in doing so!



HISTORY OF THE BEN

The BEN was created as the link between schools and industry for the purpose of vocational work placement in 1993. Originally known as Northern Beaches TRAC inc., the organisation was a team of one to two for many years. It was a different model with local businesses contributing a levy to assist in covering costs. Some of our founding supporting businesses included Hardware and General and the Newport Arms Hotel.

In 1997, we become known as the Northern Beaches Business Education Network inc which was aligned to the state-wide model of either being a "BEN" (Business Education Network) or a "SIP" (School Industry Partnership) or a "BEP" (Business Education Partnership). Working with the NSW Department of Education, we formed part of the largest education/industry partnership in Australia.

In 2005, this was then expanded into a Commonwealth Government partnership with the implementation of Career Advice Australia and then the Schools, Business, and Community Partnership Brokers. In 2009/2010, Links to Learning joined our list of activities as we identified a niche in which we were able to maximise our connections with industry and our passion for vocational learning. When we expanded in footprint, we realised that the "NORTHERN BEACHES" part of the BEN was no longer applicable as we were now supporting young people from as far as Castle Hill and Asquith as well as Ryde and Lane Cove. So we became simply "the BEN".

Beyond our 25th year of operation, we continue to be the responding connection for young people and schools. We continue to provide the links and experiences to support better career and transition options for young people with both government-funded and fundraised initiatives providing support for the stepping stones into adulthood.

Goals

The BEN has gone from strength to strength in the past five years and with a new strategic plan moving through 2019, the core focus for the BEN can be captured in the following three key areas;

- **Continued quality delivery of government-funded career and transition support programs for young people in Northern Sydney**
- **Expansion of services into areas including mentoring, outreach, and specialist educational engagement**
- **Strengthened external fundraising sources to cover the shortfall in required services for young people**

Through strategic planning, good governance, and concise operational management we look to strive to achieve the our goals and continue to deliver a strong, reliable, and quality service to young people and the community into the future.



OUR FOOTPRINT

The BEN supports young people across the Northern Sydney region which spans from Palm Beach to Mosman, across to Ryde, and up to Galston in the North West region.



**WE HAVE A POWERFUL
POTENTIAL IN OUR
YOUTH, AND WE MUST
HAVE THE COURAGE TO
CHANGE OLD IDEAS AND
PRACTICES SO THAT WE
MAY DIRECT THEIR
POWER TOWARD GOOD
ENDS.**

Mary McLeod Bethune

SECTION 2

Governance



OUR TEAM

2020 proved to be a challenge to all due to COVID19.

We wish to recognise the exceptional dedication of our staff members who demonstrated commitment and resilience to continually raise the bar in their of support of young people who are our key stakeholders. Without this dedicated team, we would not be able to deliver such professional service to the community.



Our Team

Top Row: Samantha King - CEO
Links to Learning Team:
Etienne Gilbert, Steve Tavita,
Wes Sefuiva, Abi McGeorge,
Gus Larrigaudierre.
Middle Row: Peter Merryfull,
Kate Hickson, Harry Scott and
Michael Black



Bottom Row:
Work Placement Team
Aimee Wilson-O'Connor, Carly
Thomas and Bernadette
Broadman



OUR BOARD

The Board of the BEN provides the strategic planning and guidance to ensure we stay on a steady course forward in our vision and mission. We have a comprehensive membership of dedicated professionals who have provided long-standing support to the BEN in 2020.

Throughout 2020, the Board remained committed to the objectives of the BEN and ensuring strong governance in order to ensure support levels were maintained for young people and ensuring all staff members were supported.

All our Board Members volunteer their time and share their passion as well as their expertise to ensure support for our CEO in the delivery of our strategic vision for the future.

Chairperson

Deputy Chairperson

Secretary

Treasurer

Committee Member

Committee Member

Jack McCann

Lynne Mabb

Matt Tanks

Sylvia Borg

Gordana Kundevski

Samuel Chu



Business Education Network
Assisting Young People to Create a Better Future across Northern Sydney



Structure and Management

The Business Education Network prides itself on strict governance and fiduciary management of the organisation.

Strategic direction is determined by the Board of the organisation which meets 6-8 times per year. There is a strong representation of sectors and skills which are a valuable asset to the steady course the BEN operates. This includes; industry, education, and community.

This direction is delivered by our Executive Officer who is responsible for workforce planning, budgeting, contract compliance, and partnership development.

The BEN is proud of its collaborative approach working with specialist services with a focus on joint outcomes that support the progress and development of young people.

Our management ensures recognition of its staff and their dedication each and every year. The work between the Board of Management, EO, and staff is free-flowing ensuring continued quality outcomes and continuous improvement in the sector.



Chairperson's Report

JACK MCCANN

2020 commenced as a year with a level of uncertainty. Preparations had previously been made for a tender process for a reviewed Links to Learning program as well as the Work Placement Support Program. We busied ourselves with our regular environmental scan of the region, its needs, challenges for young people and considered – as we always do – what we could do better to support young people better.

Through a nomination by Matt Tanks, a newly appointed Board Member, we were able to achieve recognition for Sam King, our Executive Officer for her amazing support and commitment to the community through the Australia Day Awards. An emotional experience for Sam, it demonstrated her selflessness to support community and youth outcomes.

Back to the BEN, the team led by Sam had a strong start as a strong team of passionate individuals. They had a defined plan of quality improvement measures including upskilling of staff, supporter recognition, and a solid calendar of events.

This very quickly becomes a distant memory with COVID19 setting in and a period of uncertainty was revealed. With continued motivation and strength in Sam's leadership, the team quickly adapted to a home working environment with all programs ceasing to be delivered. There was a strong cohesion with the staff to remain strong and resilient as well as focus on the common goal we all shared, to support young people as well as the community around them.

The Links to Learning team workshopped scenarios for delivery, the Work Placement team connected with all of their host employers and Sam reviewed process and policies for the BEN to remain compliant as well as supporting our strategic networks including economic development with the council, engaged with Work Placement special project groups and much more.

A special mention to all our Board members who continued to meet virtually thanks to Zoom and supported the BEN at a time most had personal and professional strains.

Towards the end of the year, operations returned to a level of normalcy but again became unhinged with the first community "lock in" on the Northern Beaches. Again the team remained strong with some even volunteering to support through outreach work in the northern pocket of the beaches.

By the end of 2020, we were able to secure a continued partnership with AusSIP in delivering the Work Placement Support Program and received late advice of an extension of the Links to Learning program whilst the delayed review was completed.

After a well-earned break, staff and Board have returned to what we can only hope will be a more stable year of service for the BEN to young people and the community.

2020 In Review

SAMANTHA KING

2020 was a hard year to look back on. Time had no bearing on the year and the curveball thrown all around the world. When I reflect, the strength in our resilience to 2020 was the professionalism of the staff and the centralised commitment to supporting young people and our volunteers.

Early in 2020, we said goodbye to Olivia Young from our Work Placement team and welcome to Carly Thomas who joined as administrative support. Although coming from a youth work background, Carly was seeking a reduced pace but remained passionate about supporting young people.

As COVID19 shut down the world and we all retreated to an unexpected world of working from home, Teams meetings, and homeschooling. I cannot begin to commend the outstanding efforts of the staff in relation to program delivery redesign, innovation in ways to engage and support our Work Placement host employers, and also the discipline to work at such a high level during a mentally challenging time.

In addition to the preparation for contract re-application, the team was testing new ways to deliver programs – in Schools, via Google Classroom and Zoom. Teaching road rules with remote control cars, creating video content, Kahoot tools and quizzes, and much more. But how can you prepare for a situation that no one has faced before?

By mid-year we were in a position to return to delivering to students for Links to Learning and students were able to undertake a work placement. We welcomed Gus, Harry, and Mike onto our team for Links to Learning as we modelled a 10 program rotation of delivery in schools. The Links team becomes logistics experts setting up and managing not only their content but COVID safety plans in each and every school. By the end of the year, there was a little more relief with students being able to undertake field trips to our site for more hands-on activities.

Work Placement saw more activities increase in hospitality and construction areas but professional services still remained remote with many business models reviewing their need for large office spaces. We were still required to wear masks on public transport and limits were still in place for events, restaurants, and other industries such as health.

Our annual golf day was postponed to 2021 and our Careers Expo went virtual thanks to vFairs. Over 3,000 students near and far engaged with the exhibitors that were involved. This in itself was an indicator of the impact to post secondary activities with many colleges losing their marketing staff first, gap year providers shut down and universities having to provide early offers to students in order to gain enrolment commitment in the face of HSC exams potentially not being undertaken and student performance being impacted by COVID19.

By the end of 2020, we had an extension of the Links to Learning program, continued partnership with AusSIP for Work Placement Support program, our team had a renewed view on the role we play with young people, the new challenges faced by young people and a clear vision for new and improved activities into the 2021 year.



Our Host Employers



Work Placement Support Program

Whilst 2020 was challenging for all, these business partners to our program persevered and continued to provide placements for students. For that, we are truly grateful. We look forward to welcoming back our regular industry partners in 2021.

- Pilu at Freshwater
- Surfside Stainless and Glass
- Garfish Restaurant at Manly
- Pymble Golf Club
- KidsWorld Macquarie
- P&N O'Carroll Design and Construction
- Northern Beaches Constructions
- David Ferrari Construction
- Imperfect Nutritionist
- Crento Italian Restaurant
- Miramare Gardens
- Manly Pavilion
- Cabana Beach Kiosk
- Hummingbird Lane Patisserie
- Your Chemist Shop
- Fitzroy's Café
- Contemporary Healthcare
- Aqua Fresca Dining by Pilu
- Duffield Constructions
- Garfish Crows Nest
- Adams Cakes and Chocolates
- Blackbird Café
- Roayl PRinc Alfred Yacht Club
- Ormeggio at The Spit
- Sunday Homes
- Spice Temple
- Ruby Lane Organicx Café
- Café Patina
- Pittwater RSL Club
- Insitu Manly
- Lindfield Physio
- Capriccio Osteria
- De'Assis Café
- The Hungry Mind
- Salt and Light Café
- Abora Constructions
- Palm Beach Beach RSL
- Flavour Buds Pty Ltd
- Corella Fine Foods
- The Bower Restaurant
- Design It Landscapes
- Centre Stage Café
- Newark Constructions
- Kawasaki
- TLE Brookvale
- iCreate Landscapes
- Coles Supermarkets – Manly
- Dee Why Computer Exchange
- Browne Built Constructions
- Avondale Golf Club
- Greengate Hotel
- Sugar n Spice Café
- Charlie Lovett
- Key Accounting and Taxation
- Merceded Benz Artamon
- Chatswood Club
- Pullman Sydney Hyde Park
- Hugos Manly
- Jonahs Restaurnat
- Slight Centre Travel Group
- Swissotel
- Stella Blu Café Dee Why
- Hookys Roofing
- Kazbah – Darling Harbour
- Flavours Catering
- B&M Building Group
- Osawood
- Stuart Wilson Constructions
- Construction IT Building
- Warringah Building
- Sodexo @ Knox Grammar
- Casa Ristorante Italiano
- Edwards Landscapes

SECTION 3

Our Work with Young People



WORK PLACEMENT SUPPORT PROGRAM

AIMEE WILSON-O'CONNOR

At the beginning of 2020, WorkPlacement looked and was set up to be a regular year with all our amazing partnerships and networks. We had our continued partnerships with The Sydney Royal Agricultural Society in place for the Sydney Royal Easter Show, already taking EOIs for Entertainment students. For over 10 years, this host has taken most of our Entertainment students in 1 full week block which is difficult to find in this industry. Across most vocations, we were able to allocate a number of students to employers to complete their work placement for term 1 and then COVID-19 started. This sadly cancelled all our placements at that point in time.

First COVID-19 cases started to rise in our local area's and then we were all forced into our first lockdown. This meant that all our employers in all vocations had to make other arrangements. Most of our hospitality employers sadly had to close their doors for what was in some cases permanently. A number of our hospitality employers however, quickly adapted their sit-down restaurants to support take away and food supplies such as flour, pasta and other dried goods. Other employers were unable to make this switch and sadly closed their doors for good. Construction was our only vocation that was deemed an essential service however they were unable to host students due to the risk based on social distancing.

The staff at The BEN took a massive shift, and we focused on providing support calls for all our employers. We valued our relationships with all employers and made sure we supported them through connections to Local and State government initiatives and relayed their difficulties. Our involvement in the local chambers of commerce allowed us to connect to information and flow this onto our host employer network to support them either keeping their heads above water or getting back on their feet.

Our employers appreciated that we cared and responded well to having the check-ins. This proved to be a stressful time across all industries however hospitality/tourism stood out as the most affected industry across our region.



CONTINUED

Midyear things finally started to look like it was going back to normal with the restrictions easing. We had very small numbers of Construction and Hospitality employers contacting us to start offering their opportunities to students. We got very excited as many Year 12 students still didn't appreciate the impact COVID19 had on industry and businesses hosting their placements.

Sadly, in the Northern Beaches this did not last long, and we had a second wave of COVID-19 hit the region and the first official "LOCK IN" situation. We were placed into lock down with much tighter restrictions. The Northern tip of the Northern Beaches had a worse situation and were only allowed out of their homes for food. This meant all placements in the Northern Beaches came to a halt again and we had to cancel all the students' placements that were in the system and await updates.

With everything that happened in 2020 we stayed positive and maintained contact with our hosts employers. Most of our support comes from hosts who have been long standing supporters of the program. We commenced our re-sign process in October for the 2021 year and have been gradually bringing host employers back on board. Many were keen to get the formalities completed so they would be ready to go. Sadly, for others the pre-Christmas lockdown gave an end to their business.

We really appreciate the dedication from our host employers but if 2020 taught us anything, is that we need to take a more partnership approach moving forward and ensure that students are work ready and have the correct expectations moving forward. This will ensure stronger program outcomes into the future.



Education



Catholic
Schools
NSW



Ivy's STORY

Ivy was enrolled in the Links to Learning Bootcamp program as she is part of a Year 9 group that have been causing fairly major concerns and problems at school. Ivy was identified as having negative peer relationships, behaviour management issues, negative interactions with staff and difficulties working with others. Ivy's group at school was often engaged in bullying other students, general school disturbances and causing problems in class with teachers. Ivy had a 98% attendance rate but was not engaging well during her time at school.



THE LINKS AFFECT

Through attending Links, Ivy has improved her relationship with her family, with her teachers, and with her peer group in general. Ivy seems happier and more confident, her body language and general demeanor are more upbeat and positive.

Over the past few months, we have seen a definite improvement in Ivy's ability to regulate her emotions and reactions to situations. She seems a lot calmer, happier, and more engaged. Teachers have reported that they had seen a definite improvement in Ivy's engagement in class, her focus, and her behaviour. When the teachers were asked who had improved the most due to the Links to Learning program, Ivy was one of 3 girls whom many teachers commented on seeing big improvements.

Ivy's mental health has improved and she has been using tools such as listening to music, having fun with friends, and spending quality time with her mum to help manage her self-harming and suicidal thoughts.



You are

BRAVER

than you believe

STRONGER

than you think

SMARTER

than you seem

AND LOVED

more than you know

Links to Learning

2020 marked the 4th year in delivering the current Links to Learning Program.

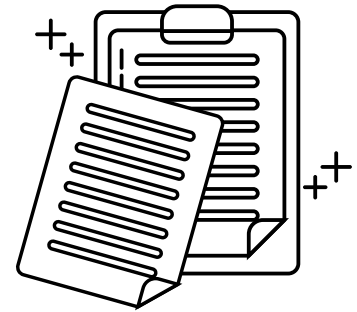
The BEN remains one of the most prominent Links to Learning program providers in NSW, with 7 Projects scheduled to be delivered across various dates and times during the year. The flexible format meant that students could attend 10, 15, or 30 weeks of the year at either 1-2 days per week. During our planning phase pre-COVID, the Program was scheduled to be delivered at our site in Ingleside, with one school acting as our initial in-school delivery pilot project.

The Program aims to maintain and improve young people's engagement with learning and promote re-integration to full-time learning at school for students in years 8-11. We achieve this through group activities and excursion-style programming to develop young people's lives and practical skills and knowledge. We also focus on improving students' well-being through individual casework, goal setting, and positive relationship development, ultimately impacting the students' engagement and connection with peers, family, community, and school.

In early March, the stage was set for another great year, with the number of early enrolments exceeding previous years. The first week of delivery was by far our best first week since the new program commencement in 2017, with students showing significant signs of enthusiasm and excitement.

On the first day of week two, we received communication from the NSW Department of Education stating that the program had to be put on hold due to the initial COVID outbreak and restrictions put in place at the time.

Our team relocated to their respective home office environments and quickly adapted to the change. Learning from what we teach, our resilience was put to the test as we established new ways of working and communicating remotely. Many alternative service delivery options were explored with the team furiously developing new structure formats and also adapting our face-to-face content into exciting web-based content. All in all, we explored all possible scenarios as we navigated an impossible and unprecedented situation. One of the motivators for all of the team was the overwhelming advocacy from our schools to find ways to remain connected to those students who needed support the most during the peak COVID19 times. This ran parallel to the team's empathy for young people during the homeschooling period.



Continued

The program resumed in Week 1 of Term 3 after being on hold for 15 weeks. A new, 100% in-school, one-day-per-week delivery model was created. Ten schools secured a 15 to 17 weeks project based on a first-come, first-served basis requiring the schools to recruit a minimum of 10 students.

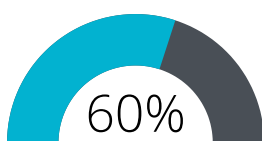
The change was a great success, especially considering the quick turnaround and the circumstances surrounding COVID. The team quickly become masters of logistics with a strict COVID Safety Plan for in-school operation having to adhere and adjust to a new setting each and every day.

REFERRALS

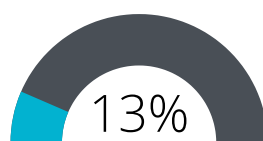
In total, we received 200 referrals in 2020, including pre and post COVID. Unfortunately, many young people from schools having not secured the in-school delivery model missed out on the opportunity due to the limitation in our ability to services students from multiple schools at our Ingleside site.

On a positive note, for many students and their families, having the program delivered in-school promoted a more seamless referral process, mainly for those younger students hesitant about the idea of going off the school grounds to access the service.

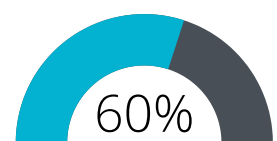
We also had the opportunity to work with a girl's high school for the first time, which was a fun and exciting challenge. This group experienced an exceptionally high level of mental health issues. With 60% of the group having experienced episodes of suicidal thoughts in the last 12 months, 13% experienced at least one suicide attempt, and 60% had used self-harm as a coping mechanism at some point in the past. This provided some initial insight into the effects to come as a result of COVID19 on young people.



Suicidal thoughts



Suicide Attempt



Self Harm

Overall, the in-school model saw students' retention and attendance improved compared to our previous years' delivery model at our site in Ingleside.

Challenges

2020 was a taxing year for everybody on many levels. We all know how COVID added stress to the whole community and increased the workload in many sectors, including ours.

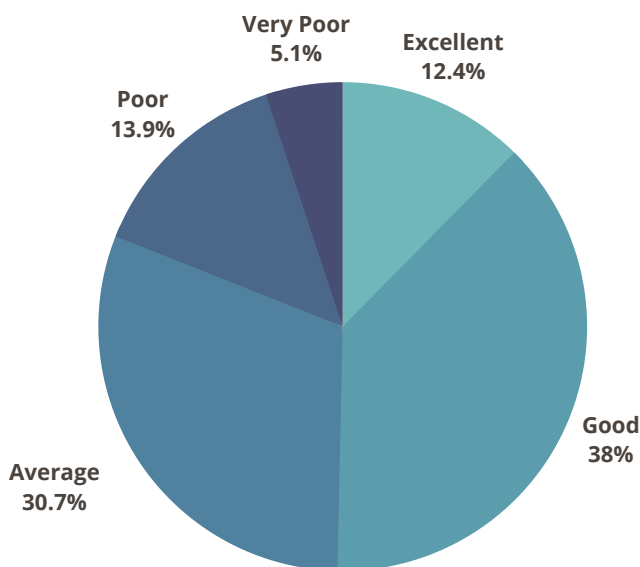
Working across multiple school grounds required our team to adapt to different environments, timetables, and many variables, which were usually minimized when working from our Ingleside site.

Our students typically face levels of adversity which contribute to their educational challenges. This is reflected in the following data collected at students' enrolment.

Wellbeing Snapshot

(out of 155 students at enrolment)

How would you rate your mental health?

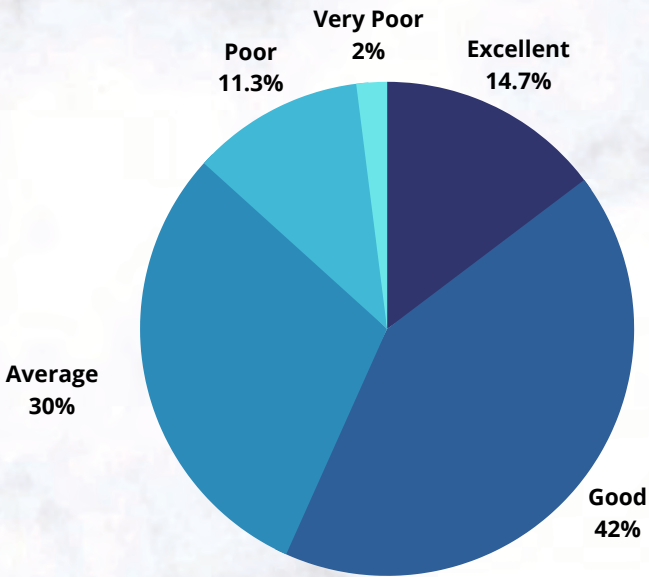


49.7%

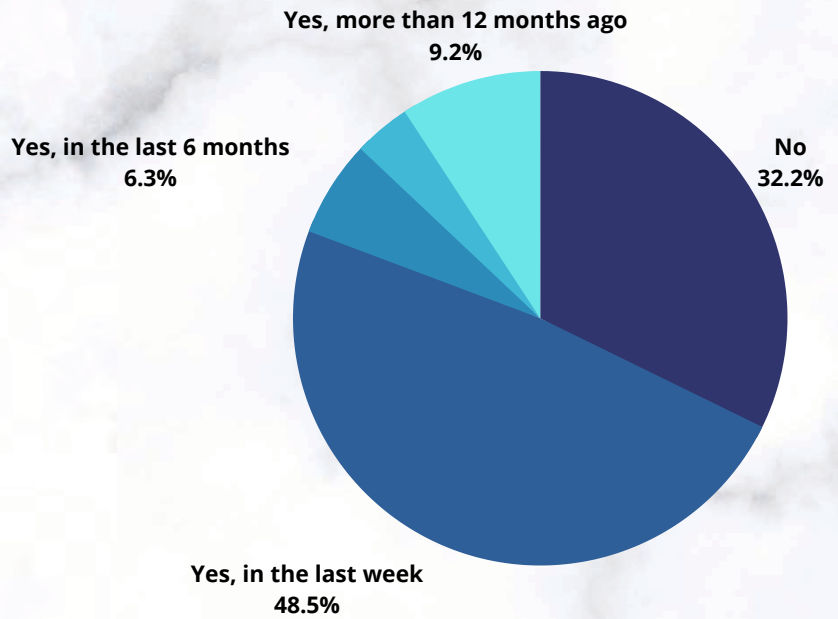
RATED THEIR MENTAL HEALTH AS
AVERAGE OR LESS

Continued...

Rate your current level of happiness

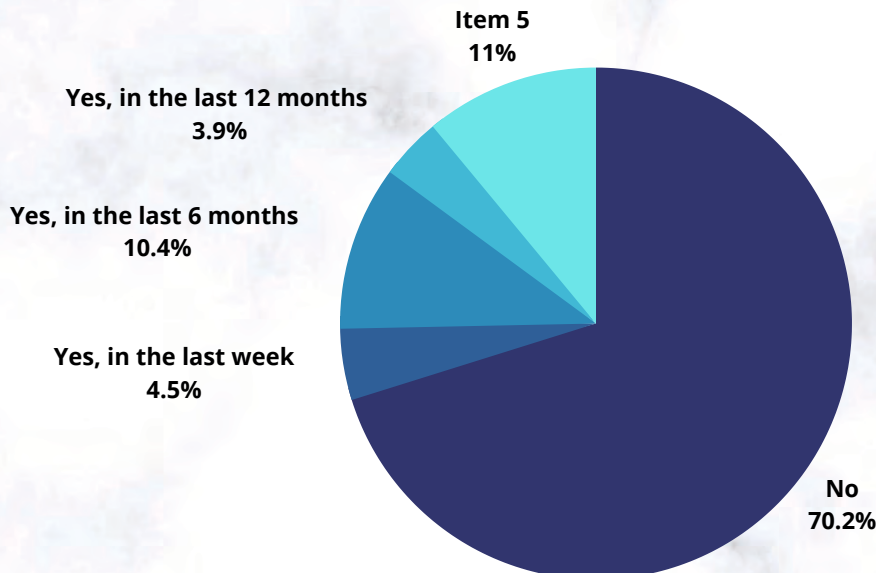
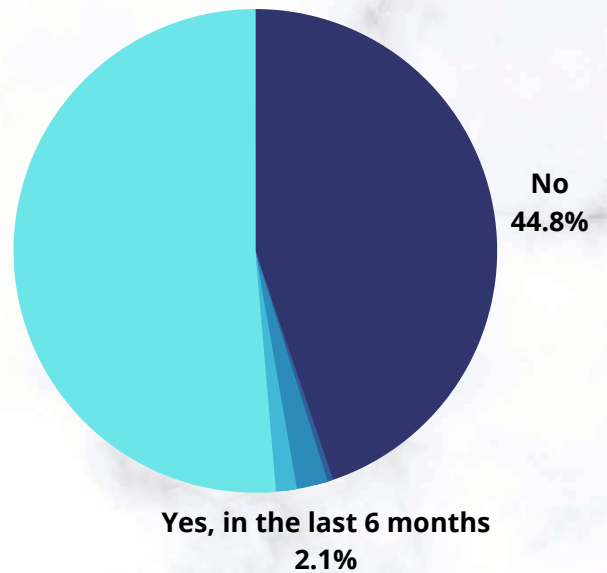


Have you ever had suicidal thoughts?



Have you ever attempted suicide?

Yes, more than 12 months ago
51.4%



Have you ever self-harmed?

MEET RIO

Rio was referred to the program due to being at risk of disengaging from school. Rio was very disruptive in class and tended to not complete set tasks.

During the program, Rio checked into hospital due to mental health issues. Staff worked closely with parents and also wellbeing officers at school to improve Rio's mental health.

Rio also has a resume completed by staff to assist him with his career aspirations.

Staff frequently checked in on Rio and how his mental health was, through his self-assessment and learning Rio was able to unpack a lot of the issues that he was dealing with prompting Rio to have more open conversations with his peers and parents.

THE LINKS AFFECT

Though attending the program Rio has grown a lot and gained more confidence in his identity and abilities. His school coaches state that he has gained so much confidence in his training and seems to be enjoying rugby league and practice again.

"I feel like I have learnt so much about myself in the program. I am grateful for Steve and Gus"

Rio





Northern Beaches Careers Expo

A different journey in 2020

The Northern Beaches Careers Expo had a very different look in 2020. With the impacts of COVID19, we initially postponed the expo scheduled in June till later in the year with the hopes that COVID was a temporary situation.

It became clear mid-2020 that this was not the case and we reviewed our options; to pursue an online event or to cancel until 2021. Being up for a challenge, we decided to investigate the options available and settled for the vFairs platform.

With the support of NAPSA (National Association of Prospective Student Advisors), we secured a date and worked with our extensive list of exhibitors to establish our line-up of services. Many of our exhibitors were also significantly impacted by COVID. Gap year providers and international student opportunities were limited in their ability to participate.

The virtual expo was a success with over 40 provider options represented and over 3,000 students in attendance. The platform allowed students to attend via their phone/computer, obtain information in their virtual "backpack" and have online chat conversations with exhibitor representatives about their post-secondary school options or in the case of year 10/11 students, subject selections, and expectations for the future.

In 2021 we look forward to moving back to a physical event however we viewed the virtual expo as a successful alternative. Thanks to the Training Services NSW for their sponsorship of the event and UAC for their support in 2020.

A huge vote of thanks to Mandy Taylor, our event project officer during 2020, for her hard work and dedication.

EVENTS @ THE BEN

Needless to say, 2020 was not a year for large-scale events. We were unable to undertake our annual Golf Fundraising Day was unable to go ahead but we have a big event planned in 2021. This however plays a significant role in fundraising for our organisation with funds raised assisting the address gaps in current funded programs.

We were however able to undertake smaller graduation events for Links to Learning in schools which provided a positive impact to students through what was a difficult year.

On the Work Placement front, we were able to coordinate an industry emersion activity between Le Cordon Bleu Culinary College and Brigidine College. Students were briefed and developed a catering project for a staff development day and coordinated meals for 180 staff. Students were mentored prior to the day and operated as a commercial kitchen under the direction of 2 of the Le Cordon Bleu Industry Assessors. This provided a great motivational activity as well as contributed towards work placement for the students.

As a member of the Northern Beaches Youth Interagency, we successfully delivered wellbeing workshops to year 7,8, and 9 students at the German International School – Sydney. Students participated in interactive workshops with our amazing staff with overwhelmingly positive feedback. We have since designed our “ME FIRST” program which will form part of our new fee for service offerings in 2021 and beyond.

And lastly, we were finally able to kick off registrations in 2020 for the Tenzin Tournament in the January holidays. This project was funded by Northern Beaches Council to support the local Tibetan Community of young people through basketball and wellbeing workshops. With 2 failed starts due to COVID, we look forward to reporting on this in the 2021 year.



OUR "FUR" VOLUNTEERS

Our Canine Assisted Learning Program (CAL) is our uniquely developed resilience program that leverages on a different type of volunteer-DOGS! With the support of their owners, CAL was able to run as a 4-week course at Narrabeen High School in February with great success, and then sadly the outbreak of COVID prevented any further CAL sessions in early 2020.

Certification and assessment days for new volunteers were delivered by Penny Lamaro from WAGS onsite at The BEN in July, and then CAL was again delivered as a condensed 4 week program at St Ives High in August. CAL sessions were also delivered onsite at The BEN in 2 separate sessions for St Ives High School students and Riverside Girls High School students towards the end of 2020.

In December, St Ives High School invited the CAL team to deliver a special one-hour CAL Mental Health Presentation to their Year 12 students which was very well received.

During typical CAL Program sessions, students work with the CAL dogs doing fun activities to target specific areas where they could improve their resilience, focusing on things like emotional awareness, flexible and accurate thinking, and self-efficacy.

Sessions typically run with ten students and ten dogs. At the end of each session, students relax with their dogs and reflect on the things they learned, often offering very insightful observations! Feedback from students, staff, and volunteers is continually overwhelmingly positive.



At the end of 2020, The BEN received a grant from the Northern Beaches Council to deliver CAL sessions to Northern Beaches Secondary Schools.

We thank all of our volunteers and their canine companions for their support.

We look forward to delivering the CAL program in schools across the beaches in 2021!

Strategic Planning

It was challenging to plan the 2021 model based on the ongoing uncertainty around the COVID pandemic. Plan A, B, and C were outlined based on our schools' feedback; we planned for the 2021 Program to be some kind of hybrid model splitting between in-school and at our Ingleside site delivery.

Community

The success in the work we achieve with young people is the understanding that we play a role in establishing trust and connection to other services. This enables triage for young people in a relatable way and allows experts in counselling, mental health, substance issues, and alike to focus and be effective in their field. Some of our partnerships are small whilst others are significant and have positive impacts not only during Links to Learning but also in the young peoples' home and school environments.

In 2020, the Links Program's active collaboration with other local services slowed down due to the COVID restriction, but we remained in close contact to ensure a seamless potential return to normal in 2021.

- Mission Australia
- Kimbriki Eco House / Resource Centre
- Leading Edge Life Skills
- Street Works
- Northern Beaches Council
- CatholicCare / DAYSS
- PCYC Northern Beaches
- The Burdekin Association
- NSW Department of Juvenile Justice
- Surf Life Saving Australia
- Head Space – Brookvale / Chatswood
- Youth Reach (St Vincent de Paul)

PARTNERSHIPS



SECTION 4

Our Finances



Financial Statements

Northern Beaches Business Education Network Incorporated
ABN 92 047 481 509

INCOME STATEMENT FOR YEAR ENDED 31 DECEMBER 2020

	Note	2020 \$	2019 \$
INCOME			
Government Grants		1,021,988.59	953,984.48
SACS		-	28,816.89
Careers Expo Fee		14,191.77	-
Fundraising Income		19,327.04	-
Partnership Income		70.01	-
Special Projects		23,554.97	-
Management Committee Fee		35.00	-
ATO Cash Flow Boost		60,585.50	-
Interest Received		1,032.12	22.01
JOBKEEPER		48,000.00	-
		<u>1,188,785.00</u>	<u>982,823.38</u>
OTHER INCOME			
Abnormal Items		<u>(39,569.91)</u>	<u>85,402.65</u>
		<u>1,149,215.09</u>	<u>1,068,226.03</u>

Financial Statements

Northern Beaches Business Education Network Incorporated
ABN 92 047 481 509

INCOME STATEMENT FOR YEAR ENDED 31 DECEMBER 2020

	Note	2020 \$	2019 \$
EXPENDITURE			
Admin Costs-Travel		3,391.29	2,181.48
Admin Costs-Prof Development		12,209.81	4,810.46
Admin Costs-Consumables & Equi		33,975.46	48,146.78
Admin Costs-Software & IT		29,383.41	-
Admin Costs-Audit & Profess		25,057.97	-
Admin Costs-Management			
Committee Expense		2,618.09	-
Audit & Professional Fees		4,952.54	24,678.03
Communication Costs		3,173.18	2,369.06
Consumables		17,707.10	7,023.76
Funding In-School Coordination		18,977.19	28,214.11
Hire Fees-Venue		10,851.09	-
Insurance		20,923.93	3,252.37
IT Support		8,603.95	2,527.65
Long Service Leave Provision		22,535.20	16,456.76
Management Committe Expenses		933.92	-
Motor Vehicle Expenses		33,875.71	1,062.92
Other Project Costs		12,078.19	48,623.60
Project Expenses		5,070.00	1,200.00
Professional Development		3,274.18	1,045.11
Promotion & Marketing		15,602.60	10,006.06
Rent & Outgoings		9,390.09	8,181.51
Rental Cost Project Delivery		40,620.94	55,230.12
Rental Costs Staff		245.70	-
Salaries		630,528.97	651,076.12
Related Salary Oncosts		26,494.00	-
Superannuation		61,316.05	40,774.77
Tolls & Parking		-	230.89
Travelling Expenses		1,040.04	1,544.37
		<u>1,054,830.60</u>	<u>958,635.93</u>
Profit before income tax		<u>94,384.49</u>	<u>109,590.10</u>
Profit for the year		94,384.49	109,590.10
Retained earnings at the beginning of the financial year		150,679.07	41,088.97

Northern Beaches Business Education Network Incorporated
ABN 92 047 481 509

INCOME STATEMENT
FOR YEAR ENDED 31 DECEMBER 2020

Note	2020 \$	2019 \$
EXPENDITURE		
Admin Costs-Travel	3,391.29	2,181.48
Admin Costs-Prof Development	12,209.81	4,810.46
Admin Costs-Consumables & Equipment	33,975.46	48,146.78
Admin Costs-Software & IT	29,383.41	-
Admin Costs-Audit & Profess	25,057.97	-
Admin Costs-Management Committee Expense	2,618.09	-
Audit & Professional Fees	4,952.54	24,678.03
Communication Costs	3,173.18	2,369.06
Consumables	17,707.10	7,023.76
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Rent & Outgoings	9,390.09	8,181.51
Rental Cost Project Delivery	40,620.94	55,230.12
Rental Costs Staff	245.70	-
Salaries	630,528.97	651,076.12
Related Salary Oncosts	26,494.00	-
Superannuation	61,316.05	40,774.77
Tolls & Parking	-	230.89
Travelling Expenses	1,040.04	1,544.37
	1,054,830.60	958,635.93
Profit before income tax	94,384.49	109,590.10
Profit for the year	94,384.49	109,590.10
Retained earnings at the beginning of the financial year	150,679.07	41,088.97
Retained earnings at the end of the financial year	245,063.56	150,679.07

Northern Beaches Business Education Network Incorporated
ABN 92 047 481 509

BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	558,645.68	438,662.30
Trade and other receivables	4	46,813.48	28,638.81
TOTAL CURRENT ASSETS		<u>605,459.16</u>	<u>467,301.11</u>
TOTAL ASSETS		<u>605,459.16</u>	<u>467,301.11</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	5	341,760.46	316,622.04
Employee benefits	6	18,635.14	-
TOTAL CURRENT LIABILITIES		<u>360,395.60</u>	<u>316,622.04</u>
TOTAL LIABILITIES		<u>360,395.60</u>	<u>316,622.04</u>
NET ASSETS		<u>245,063.56</u>	<u>150,679.07</u>
MEMBERS' FUNDS			
Retained earnings	7	245,063.56	150,679.07
TOTAL MEMBERS' FUNDS		<u>245,063.56</u>	<u>150,679.07</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

The financial statements cover NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED as an individual entity. NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED is a not-for-profit association incorporated in NSW under the Associations Incorporation Act 2009.

The functional and presentation currency of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED is Australian dollars.

1 Basis of Preparation

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 2009. The committee has determined that the association is not a reporting entity.

In the opinion of the Committee of Management, the Association is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special-purpose financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated. The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of this financial report.

2 Summary of Significant Accounting Policies

Impairment of Non-Financial Assets

At the end of each reporting period the association determines whether there is an evidence of an impairment indicator for non-financial assets.

Where this indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the assets is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cash flows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cash flows. Changes in the measurement of the liability are recognised in profit or loss.

Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Cash and Cash Equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Revenue and Other Income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the association and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

Interest revenue

Interest revenue is recognised using the effective interest rate method.

Rendering of services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period. If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

Revenue from training services is generally recognised once the training has been delivered.

Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020 \$	2019 \$
3 Cash and Cash Equivalents		
Cash in Hand	300.00	300.00
Cash at Bank-WPSP	6,368.97	26,491.79
Petty Cash	165.04	4,250.12
Cash At Bank Links To Learning	138,366.32	76,586.01
Fundraising Account	40,331.31	38,122.98
No 1 Account	193,940.52	217,995.25
Grants Account	24,001.83	6,932.65
Cash At Bank Accrued Leave/LS	153,243.64	-
Online Saver Account	1,905.63	41,195.77
Careers Expo	22.42	26,787.73
	<u>558,645.68</u>	<u>438,662.30</u>
4 Trade and Other Receivables		
Trade Debtors	12,923.83	18,783.53
GST on Acquisitions	33,889.65	9,855.28
	<u>46,813.48</u>	<u>28,638.81</u>
5 Accounts Payable and Other Payables		
Current		
Accounts Payable	309,178.67	305,898.07
GST on Supplies	32,581.79	10,723.97
	<u>341,760.46</u>	<u>316,622.04</u>
6 Employee Benefits		
Current		
Prov'n for Long Service Leave and Annual Leave	18,635.14	-
7 Retained Earnings		
Retained earnings at the beginning of the financial year	150,679.07	41,088.97
Net profit attributable to the association	94,384.49	109,590.10
Retained earnings at the end of the financial year	<u>245,063.56</u>	<u>150,679.07</u>

INDEPENDENT AUDITORS REPORT
MEMBERS OF THE NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED
ABN 92 047 481 509

Scope

I have audited the financial report, being a special purpose financial report, of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED for the year ended 31 December 2020, as set out on pages 1 to 9. The Committee is responsible for the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are consistent with the financial reporting requirements of the Associations Incorporation Act 2009 and are appropriate to meet the needs of the members. I have conducted an independent audit of the financial report in order to express an opinion on them to the members of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED. 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 under the Associations Incorporation Act 2009. I disclaim any assumption of responsibility for any reliance on this audit 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 statements 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 in accordance with the accounting policies described in Note 1, 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 cash flows. These policies do not require the application of all Australian Accounting Standards and other mandatory professional reporting requirements in Australia.

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

Independent

In conducting my audit, I followed applicable independence requirements of Australian professional ethical pronouncements.

Audit Opinion

In my opinion, the financial report of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED is in accordance with:

(a) the Corporations Act 2001, including:

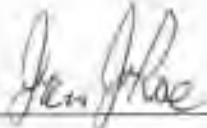
(i) giving a true and fair view of the company's financial position as at 31 December 2020 and of its performance for the year ended on that date in accordance with accounting policies described in Note 1; and

(ii) complying with Australian Accounting Standards, comprising AASB 1025 'Application of the Reporting Entity Concept and Other Amendments' and other Australian Accounting Standards to the extent described in Note 1 and Corporations Act 2001; and

(b) other mandatory professional reporting requirements to the extent described in Note 1

In my opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 of the financial statements, the financial position of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED as at 31 December 2020 and the results of its operations and its cash flows for the year then ended.

In my opinion, the financial report presents a true and fair view of the financial position of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED as at 31 December 2020 and the results of its operations and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Name of Firm:	IJR Accounting Pty Limited Accountants & Business Advisors	
Name of Principal:	_____ Ian Rae	
Address:	Commercial Suite 6 Level 1 1741-1745 Pittwater Road Mona Vale NSW 2103	
Dated this	3rd day of May 2021	

Compilation Report

I have compiled the accompanying special purpose financial statements of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED which comprise the balance sheet as at 31 December 2020, profit and loss statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

The specific purpose for which the special purpose financial statements have been prepared is set out in the notes to the accounts.

The responsibility of the committee of management

The Committee of Management of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED is solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet their needs and for the purpose that the financial statements were prepared.

My responsibility

On the basis of the information provided by the committee of management I have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in the notes to the financial statements and APES 315: Compilation of Financial Information.

I have applied professional expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in the notes to the financial statements. I have complied with the relevant ethical requirements of APES 110 Code of Ethics for Professional Accountants.

Assurance Disclaimer


Since a compilation engagement is not an assurance engagement, I am not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, I do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the committee of management who is responsible for the reliability, accuracy and completeness of the information used to compile them. I do not accept responsibility for the contents of the special purpose financial statements.

Name of Firm: IJR Accounting Pty Limited
Accountants & Business Advisors

Name of Principal:

Ian Rae



Address: Commercial Suite 6 Level 1 1741-1745 Pittwater Road Mona Vale NSW 2103

Dated this 3rd day of May 2021

SECTION 5

Other Important Information



Acknowledgements

The BEN would like to acknowledge the funding support of the NSW Department of Education and Training for their confidence in funding the BEN for the Work Placement Support Program and the Links to Learning Program.



Education

We would also like to acknowledge some of our local members of government who support and advocate for the impact we have for young people including and in no particular order;

NSW Government

- Rob Stokes – Member for Pittwater
- Jonathon O’Dea – Member for Davidson
- Brad Hazzard – Member for Wakehurst
- James Griffin – Member for Manly
- Matt Kean – Member for Hornsby



Australian Government

- Jason Falinski – Member for Mackellar
- Zali Steggall – Member for Manly

Closer to home is our strong connection with local government. We wish to recognize the Northern Beaches Council and in particular their Youth/Community Development Team and Economic Development Teams. Their confidence in our professionalism ensures we have access to opportunities to support the community resulting in opportunities for young people.



northern
beaches
council



Ways you Can Help

DONATE

There are lots of ways you can assist the BEN to support young people in creating a better future. Supporting our events and making financial donations is a direct way in providing us the direct means to support young people. Many of our contracts for work have limitations on the way funding is spent and your support this way ensures the boundaries for support are reduced.

VOLUNTEER


Equally as important is advocacy and sharing your experiences. If you have had a child who has participated in an activity, event, or undertaken work placement, sharing that experience directly to the people who count makes a world of difference. With the world of social media making everyone so much closer, your 5mins to share a story gives us strength and credibility in the work we undertake.


SPONSOR

contact Us

Visitors are welcome and contact encouraged!

To get in touch, you can reach us in the following ways;

Email: info@theben.org.au 

Phone: 02 9986 3339 

Facebook: @businessEduNet 

Instagram: #BusinessEduNetwork 

Or simply face to face during business hours

Granmas Refuge4 Tunburra Street
Ingleside NSW 2101



