

volunteering
queensland



VOLUNTEERING NORTH QUEENSLAND

ANNUAL REPORT 24/25



Agenda

2025 Annual General Meeting

Meeting Date: 20 October 2025 – 7.00pm

Location: 38 Canterbury Road, Kirwan

1. Meeting Open & Welcome
2. Attendance (including Proxies)
3. Apologies
4. Confirmation of Previous AGM Minutes
5. 2023-24 AGM minutes, held on 5th December 2024
6. Business arising from Previous Meeting
7. Presentation of reports:
 - President's Report
 - Treasurer's Report
 - Manager's Report
8. Special Resolution
9. Vacation of 2024/25 Management Committee
10. Election of 2025/26 Management Committee
11. Appointment of 2025/26 Auditor
12. General Business
13. Meeting Closed

"VNQ proudly advocates inclusion and diversity in the community through training, functions, activities, and engagement. We value, and are strengthened by, our diverse abilities and cultures and supports our youth, elderly and indigenous communities."

Meeting Minutes

2024 Annual General Meeting

Meeting Date: 5th December 2024

Location: 38 Canterbury Road, Kirwan

"VNQ proudly advocate inclusion and diversity in the community through training, functions, activities, and engagement. We value, and are strengthened by, our diverse abilities and cultures and supports our youth, elderly and indigenous communities."

MEETING OPENED: 5.30pm

1. Attendance: Including any proxy forms

Dianne Newell	Madonna Simmons + 2	Anne Spadinger	Vicki Baldwin	Denise Grainger
Carole Hourston	Maria Taifalos	Robyn Edwards + 3	Mareeca Flannery	Robert Owen
Renee Madsen	Tania Jacobsen	Mohamed Sesay	Gerard Byrne	Travis Johnston
Tenason Stark	Michael Pugh	Donnie Harris	Ernie Bunt	Anne Camplin
Rob Burnie	Margaret Ryder			

Moved: Rob Birnie

Seconded: Michael Pugh

2. Apologies:

Nick Dametto	Troy Thompson	Andrew Robinson	Vera Dirou	Ann-Marie Greaney
Kristian Price	Brady Ellis	Suzy Batkovic	Maria James	Lillian Wiltshire
Narelle Burns	Colleen Doyle	Fiona Pilchowski	Kellie Stephensen	Kristine Adcock

Moved: Ernie Bunt

Seconded: Tenason Stark

Chair confirmed:

- Number of attendees with Voting rights: 9
- In our Constitution, the required amount to continue as the AGM: 50% + 1

3. Declaration of Conflict of Interest:

- Nil Conflicts of Interest

4. Confirmation of previous AGM minutes:

"That we approve the 2023 AGM Minutes"

Moved: Rob Birnie

Seconded: Michael Pugh

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5. Presentation of Reports: Verbal and printed

- Presidents Report
- Manager's Report
- Treasurer's Report

Moved: Anne Camplin **Seconded:** Ernie Bunt

6. Special Resolution

- Tabled and read out the proposed new Model Rules to be accepted and included
- Minor amendments to also be made in relation to spelling
- The introduction of the dispute resolution policy, including a grievance procedure and Remuneration disclosure

7. 2023/2024 Management Committee to Vacate Positions.

Call upon Madonna Simmons to chair the meeting

The following nominations were accepted and received by the due date Thursday 21st November 2024:

Position	Nomination	Nominated by	Seconded By	Accepted Yes/ No
President	Margie Ryder	Ernie Bunt	Ann Camplin	Yes
Vice President	Rob Birnie	Ernie Bunt	Michael Pugh	Yes
Secretary	Ann Camplin	Ernie Bunt	Tracey Bannerman	Yes
Treasurer	Ernie Bunt	Rob Birnie	Ann Camplin	Yes
Management Committee	Donnie Harris	Ernie Bunt	Ann Camplin	Yes
Management Committee	Michael Pugh	Ann Camplin	Margie Ryder	Yes
Management Committee	Tenason Stark	Ernie Bunt	Ann Camplin	Yes
Management Committee	Tracey Bannerman	Ernie Bunt	Michael Pugh	Yes
Management Committee	Tania Jacobsen	Margie Ryder		Yes

8. Election of 2024/25 Management Committee

"That we accept the nominations and declare the new committee"

Moved: Ernie Bunt **Seconded:** Anne Camplin

9. Appointment of 2023/24 Auditor

"That we appoint Peter Dadic as the Auditor for the following year"

Moved: Michael Pugh **Seconded:** Rob Birnie

10. General Business

Meeting Closed 6:15pm

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 These minutes are a true recollection of the meeting held on this date:

Signed: Anne Camplin

Dated: 05/12/2024

Secretary

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President's Report

Anne Camplin



"Building Inclusive Pathways to Volunteering"

In 2025, VNQ delivered two flagship initiatives that stand as highlights of the year: the inaugural VEXPO volunteer expo and the Volunteer Appreciation Tour.

The **VEXPO**, held in Townsville, was a resounding success. With 104 attendees and 41 community organisations represented, the event became a vibrant marketplace of opportunity. Its greatest strength lay in inclusivity: 49% of participants identified as First Nations, 41% as living with disability, 51% as young people, and 32% as unemployed. This diversity demonstrated that volunteering truly is for everyone and that VNQ can reach those who most need connection.

Early results were powerful—15 organisations reported new volunteer sign-ups directly from the expo, and many more benefited from new collaborations and networks.



Anne Camplin | President of VNQ

Alongside this, the **Volunteer Appreciation Tour** reached out to 11 communities across our region. Over four months, VNQ hosted 10 gatherings (with the final rescheduled for July due to community timing), celebrating more than 300 volunteers. These events weren't only about saying thank you—although our cookies, gift packs, and recognition messages were well received—they were also about listening. We gathered valuable feedback on barriers to participation, training needs, and volunteer motivations. Each event also featured a 20-minute "Tips and Tricks" micro-training session, covering practical topics such as writing volunteer role descriptions. The response was overwhelmingly positive, and the information gathered is now shaping our 2026 training calendar.

Together, these initiatives achieved both recruitment and retention outcomes: new volunteers were connected to opportunities through VEXPO, while existing volunteers were celebrated and supported through the Tour.

Overcoming Challenges with Resilience

Our journey was not without its obstacles. Delivering the VEXPO required creative problem-solving: limited budgets, a short lead time, and the challenges of venue logistics could have dampened the experience. Instead, through strong community partnerships, volunteer support, and adaptability on the day, the expo exceeded expectations.

The Volunteer Appreciation Tour had its own hurdles, particularly in coordinating schedules across multiple communities. When one group's quarterly meeting cycle clashed with our timeframe, we adapted rather than cancelled, ensuring every volunteer received recognition. These challenges reinforced our belief that flexibility and persistence are at the heart of successful community engagement.

VNQ also navigated organisational challenges, such as changes in key contacts changing or going on leave, which temporarily disrupted our volunteer referral pipeline. By investing in relationship-building and consistency, we turned those difficulties into opportunities, resulting in a more stable referral process and ongoing collaboration.

Partnerships and Sector Support

Volunteering does not exist in isolation. Our work is embedded in the broader community services sector, where volunteers deliver essential programs in aged care, disability support, youth services, and emergency response. This year, VNQ's partnerships with Centrelink, Workforce Australia, JCU, local councils, Corporate sponsors and community organisations have been vital.

The VEXPO expanded the volunteer pool available to organisations, while the Tour supported retention and recognition—two of the sector's most pressing needs. Volunteers gained new pathways into employment, organisations gained fresh capacity, and communities became more connected.

Beyond the numbers, volunteers told us they felt valued, inspired, and motivated to continue giving back. Organisations reported stronger pipelines of support and greater confidence in managing their volunteer workforce.

Importantly, our role as a Volunteer Referral Centre (VRC) continued to connect individuals with meaningful roles. In an environment where volunteer numbers have been declining nationally, our referral service remains a lifeline for both volunteers and organisations.

Measuring Outcomes and Impact

Effectiveness must be measured not only in numbers but also in impact. This year's outcomes include:

- **104 attendees and 41 organisations** engaged at the VEXPO, with 15 new volunteer sign-ups reported.
- **300+ volunteers celebrated** across 11 communities during the Volunteer Appreciation Tour.
- **Satisfaction rating of 7.3/10** for the VEXPO, achieved on a modest budget of \$5,000.
- **Diverse participation**, with significant engagement of First Nations people, people with disability, young people, and unemployed individuals.
- **Practical training delivered**, including micro-sessions on volunteer management, with take-home resources provided.
- **Volunteer feedback collected** to shape our 2026 training calendar, ensuring our programs remain evidence-based and relevant.
- **Referrals**- Our Core Business- At our Peak when Fully funded we placed over 1,600 volunteers annually, today purely run on 1 volunteer, we referred 800 last year and on track to do more in 2025-2026- Evidenced based data straight from Victor

President's Report Cont'd



Looking Ahead

The achievements of 2025 lay a strong foundation for the future. The VEXPO is now positioned as an **annual flagship event**, with the potential to expand to other North Queensland regions in 2026. The Volunteer Appreciation Tour has demonstrated the importance of localised recognition and consultation, and we aim to embed this as an ongoing program.

We are also preparing to roll out the Voluntookit, an online resource hub designed to save community groups time and effort by curating trusted tools, templates, and information in one accessible place. This project has been shaped by feedback from grassroots organisations and will ensure that even the smallest volunteer groups have access to professional resources.

Our **Back-to-Basics training series** will continue to upskill community organisations, with new modules planned, including sessions on corporate volunteering and meaningful partnerships. These initiatives align with our strategic plan to strengthen volunteering pathways, reduce isolation, and build resilient communities.

New Partnerships already in planning stages:

In 2019, following the devastating North Queensland floods, **TAFE Queensland delivered the Volunteers and Events Training Program** with approximately **\$800,000 in Commonwealth and Queensland Government support** under the Disaster Recovery Funding Arrangements.

This initiative provided **free training and study tours** for paid and unpaid event organisers in disaster-affected communities, focusing on building skills, resilience, and leadership capacity to help the tourism and events industry recover. We have commenced the next steps into revitalising this program with TAFE.

Gratitude and Acknowledgements

None of this work would be possible without the dedication of our volunteers, staff, and partners, in addition to our board for their leadership and guidance. To our funders and sponsors, their investment enables us to amplify the power of volunteering. To our own staff and Volunteers, their passion and hard work drive every success. And most importantly, to the thousands of volunteers across North Queensland—they are the heart of our communities, and VNQ exists to celebrate and support them.

This year, VNQ has proven once again that when we connect, upskill, and celebrate volunteers, the whole community benefits. Through innovation, inclusivity, and resilience, we have delivered programs that not only meet immediate needs but also build lasting capacity for the future.

As we move into 2026, we do so with confidence, energy, and a clear vision: to be the leading volunteering hub in North Queensland, ensuring that every person has the opportunity to contribute, connect, and thrive through volunteering. Together, we are building stronger, more connected communities—and that is something we can all be proud of.

#SPIRITOFVOLUNTEERING

Treasurer's Report

Ernie Bunt

This year has been one of both challenge and achievement for Volunteering North Queensland. We were very fortunate to receive **\$50,000 from Townsville City Council** to deliver grassroots training and another **\$50,000 from Volunteering Queensland** under the **VMA funding from the Department of Social Services**.

These grants enabled us to deliver significant outcomes across the region – and as the President's Report highlights, we achieved an extraordinary amount on what can only be described as a shoestring budget.

Evidence-based data remains central to our work and to our commitment to transparency with our funders. Although we operated at a loss this year, we managed to stay under budget in many day-to-day expenses thanks to a small but dedicated team who consistently went above and beyond.

■ ■ —————

We are deeply grateful for the strong partnerships that made our successes possible – particularly **Volunteering Queensland, Townsville City Council, and Workforce Australia**. Their collaboration was instrumental in the success of both the **Volunteer Appreciation Tour** and the **Volunteer Expo**, which exceeded all expectations.

While the financial year ended on a more positive note than it began, we recognise there is still much work to be done to achieve long-term sustainability. We will continue to seek ways to contain costs without compromising our obligation to deliver quality support and service to our community.

Our most pressing challenge remains the lack of operational funding. While we currently have over \$700,000 in project-based grants pending submission, these funds—if successful—are restricted to project delivery and do not support the day-to-day running of the organisation. Without core operational funding, the year ahead will be extremely challenging.

In closing, I would like to thank our dedicated team, board members, and partners who have worked tirelessly to keep VNQ operating through another demanding year. Collaboration is indeed king, and together we will continue to champion the **#SpiritOfVolunteering** across North Queensland.



Ernie Bunt | Treasurer of VNQ

We extend sincere thanks to Northreach Baptist Church for their generous support in providing heavily discounted rent and access to their café facilities. This partnership exemplifies the spirit of collaboration that keeps us going.

Membership and Referral Statistics Report

Our 24-25 numbers

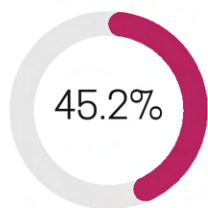
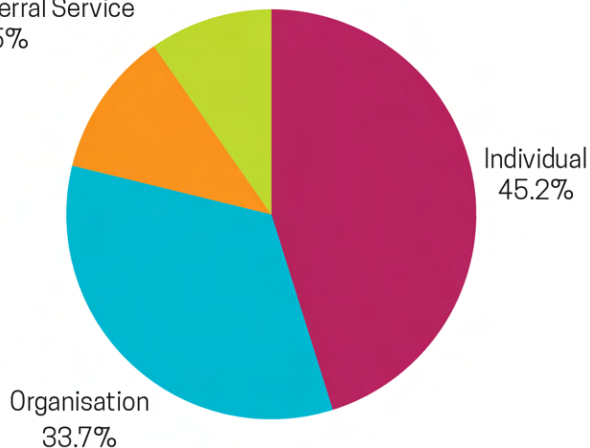
The total number of memberships Volunteering North Queensland had for the 24-25 financial year was 392.

The number of referrals we made over the 24-25 period was 804.

Our membership and referral numbers continue to grow, even without operational funding for these services.

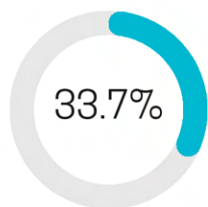
Our Volunteer Referral officers Denise and Deanne, with the addition of Anne. A who is now a part-time Project officer for our Referrals and Membership, continue to work hard and give their time to make this possible.

Volunteer Referral Service
11.5%



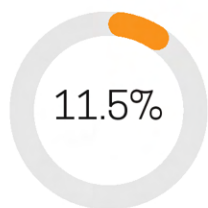
Individual (Free Service)

Standard membership connecting individuals to our organisation.



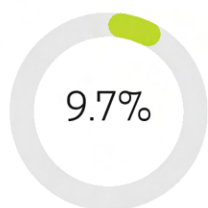
Organisation (Free Service)

Standard membership connecting other organisations to our organisation.



Volunteer Referral Service (VRS)

This service is a 'fee for service', based on the number of volunteer positions advertised.



Partnerships/ Sponsorships

The organisations we partner with on projects, sponsorships etc.



Our Corporate Partners and Sponsors for 24-25

Thank you again to all of our Sponsors, Partners and Funders. We would not be able to keep our doors open without your generosity and support.

Funded by:

- Volunteering Queensland (Through Department of Social Services)
- Townsville City Council (through Community Grant)



Our Event and Workshop Partners:



Part of Energy Queensland



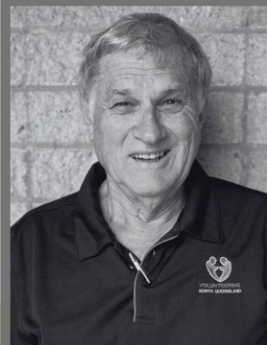
Introducing our 24-25 Management Committee



Anne Camplin
President



Rob Birnie
Vice President



Ernie Bunt
Treasurer



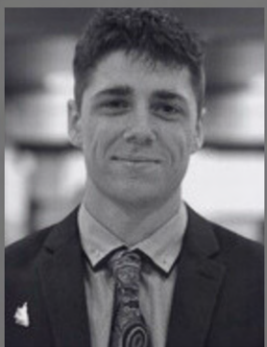
Margie Ryder
Secretary



Donnie Harris
Member



Michael Pugh
Member



Tenason Stark
Member



Tracey Bannerman
Member

Thank you to the individuals who have retired from the Management Committee this year:



Tania Jacobsen
Member

Meet our Employees and Volunteers

Employees

- Mareeca Flannery - Manager
- Maria Taifalos - Projects Officer
- Sarah Byrne - Bookkeeper

Volunteers

- Anne Arnett- Membership/Referrals - Part-time with VNQ 25-26 as Project Officer
- Ann Spadinger - Referrals
- Carole Hourston - Communications
- Denise Grainger - Membership/Referrals
- Deanne King - Referrals
- Robert Owen - Membership/Referrals
- Vicki Baldwin - Training

Employees/Volunteers moving on in 25/26

- Mareeca Flannery
- Ann Spadinger
- Robert Owen
- Vikki Baldwin



Training and Events

Training

- 6 x "Back to Basics" Workshops
- 8 x "Next Step in Training" Workshops
- 6 x H.O.P.E Leadership Academy Sessions
- 2 x QCOSS Workshops
- 5 x Townsville City Council "Built to Last" Workshops



Events

- India Fest 24
- NAFA 24
- Out of the Shadows 24
- Ambulance Wish 24
- Salvos Christmas Wrapping 24
- Salvos Christmas Day Lunch 24
- International Volunteer Day 24
- Cowboys Community House 50-50 Raffle Home Games 25
- "Find your Perfect Match" VEXPO 25
- Commonwealth Corporate Volunteering Session 25
- Chamber Coffee with VNQ 25
- National Volunteer Week Civic Reception 25
- National Volunteer Week Morning Tea and Workshop 25
- Heroes Amongst us Tour 25



Looking back at training and events over the 24-25 financial year:



“Find your Perfect Match VEXPO”

Our inaugural **VEXPO**, in conjunction with Local Jobs Townsville (Including Mount Isa) was a resounding success. With 104 attendees and 41 community organisations represented, the event became a vibrant marketplace of opportunity. We are looking to expand on our VEXPO in the next financial year taking the project to other locations, and building on our event in Townsville. We are extremely grateful for the support from “The Steps” as they are affectionally referred to as from Local Jobs Townsville (Including Mount Isa), who without them we would not have been able to host this incredible communitiy event.



“Heroes Amongst Us” Tour

Formed off the back of the 2024/2025 wet season, we wanted to appreciate all of the hard working volunteers in our community that had not been thanked. In total we reached out to 11 communities across our region. Over four months, VNQ hosted 10 gatherings, celebrating more than 300 volunteers. These events weren’t only about saying thank you—although our cookies, gift packs, and recognition messages were well received—they were also about listening. We gathered valuable feedback on barriers to participation, training needs, and volunteer motivations. The response was overwhelmingly positive, and we hope to find funding to continue this into the next financial year.



National Volunteer Week 2025

Volunteers were celebrated during National Volunteer Week between the 19th-25th May 2025. We held two key events throughout the week, the first being the VNQ Volunteer of the Year Awards on Tuesday the 20th of May, kindly hosted as a Civic Reception by the Townsville City Council. The second, being the VNQ Morning Tea and Wellbeing Workshop held at the Northreach Cafe. Overall, National Volunteer Week 2025 was a wonderful celebration of the dedication and hard work of volunteers.



Poppylillac Gough

**Youth Volunteer of the Year
Award Recipient**



Ann-Maree Hislop

**Lifetime Contribution to Volunteering
Award Recipient**



Narelle Burns

**Excellence in Volunteer Management
Award Recipient**



Chrystal Wallace

**Sports Volunteer Administrator
Award Recipient**



Susan Triffitt

Volunteer of the Year Award Recipient



Ausfield Services

**Corporate Volunteering
Award Recipient**



Jimmy Overall

**Neighbour of the Year
Award Recipient**



**Meals on Wheels
Mount Isa Branch**

**Community Volunteering Program Impact
Award Recipient**

In the Media



'Lifblood' of the community

The Volunteer of the Year Awards, a key event during National Volunteer Week, will soon honour North Queensland's most dedicated volunteers. This event will highlight the invaluable contributions of those who tirelessly work to strengthen their communities.

Volunteering North Queensland Management Committee, described volunteers as the "lifblood" of the region, whose efforts build resilient and connected neighbourhoods. "Volunteers contribute time, talent and heart to build stronger, more resilient neighbourhoods," she said. "By celebrating them, we

affirm their impact, encourage others to step forward, and show our collective gratitude for our communities together."

On May 20, the Mayoral Civic Reception will announce the finalists for the 2025 Volunteer of the Year Awards, recognising their service and commitment. These finalists exemplify the

spirit of generosity and compassion, bridging service gaps and fostering a sense of belonging. Townsville will also host information sessions and a morning tea on May 22.

To read all about the Volunteer of the Year Awards finalists, grab a copy of tomorrow's NQ Weekend magazine.



Anne Camplin and Maria Taifalos from Volunteering North Queensland. Picture: Evan Morgan

Perfect volunteer match

An event that is dedicated to finding people their perfect volunteering role is being held next month to benefit not only the community but those involved in the roles. Volunteering North Queensland and Workforce Australia Local Jobs Townsville will host the event on March 13 at Townsville PCYC in Aitkenvale with the theme Find your Perfect Match.

VEXPO (Volunteering Expo). Volunteering North Queensland's president Margie Ryder said the event was a great opportunity for people to find roles that resonated with their personal interests and skills. "Whether you're a youth, retiree, individual re-entering the workforce, person with disabilities or a parent, there's a place for you to make a difference."

Workforce Australia Local Jobs Townsville's representative Steph Nicolau said everyone was encouraged to attend. "Volunteering not only benefits the community but also provides individuals with a sense of purpose and the chance to develop new skills," she said. "It's a win-win for everyone involved." People can register their interest at vnq.org.au.

Sparking connections

Volunteers lead with the heart

Nikita McGuire

It's been a whirlwind first month for Volunteering North Queensland's new manager Maresca Flannery but she's already connecting with the community groups and individuals who are the heart of the organisation.

"Good things come from the heart, and that's where volunteering comes from," she said. "It comes from a sense of giving without expecting any sort of monetary return, there is something to be said for that spirit."

With years of experience in regional development and volunteering for groups like the Rural Fire Service and the Country Women's Association, Ms Flannery is no stranger to rolling up her sleeves to help out.

Now, she's leading the charge to connect local volunteers with the town's not-for-profit organisations – and offering training to make sure they're the ground running.

The group are now preparing to hold an event to celebrate International Volunteer Day on December 5, with a tropical twist.

Featuring networking, drinks and nibbles, the event theme is Christmas in the tropics, and it will also host special guest speaker Rachel Ann Halliwell.

Having volunteers from all walks of life, Ms Flannery said it was "heartening" to meet



Volunteering North Queensland's Maresca Flannery, Rachel Ann Halliwell, and Kristie-Share Jones, ahead of International Volunteer Day. Picture: Shae Beplate

“Good things come from the heart, and that's where volunteering comes from”
Maresca Flannery

people wanting to give their time to help others. "We have a big focus on youth and getting them involved in volunteering because they have so much to give," she said. "Then on the other side, we look at people who are older, who maybe haven't worked for a while, and after Covid, it created a social disconnect for some people."

She said the event would be a great opportunity for networking. "Connections just blossom when you have a group of people getting together," she said. "Volunteering North Queensland's International Volunteer Day event will be held on December 5 at MC Carberry Road in Kirwan, starting at 10am. To RSVP visit vnq.org.au."

Fury at Aus Day shut down

Blair Jackson

Critics are being made to boycott a hospitality giant after it announced it would have Australia Day celebrations in its venues. Fury erupted on Monday after Australian Venue Co revealed its plans, with plenty of people criticising the decision.

"As many pubs collapse, please concentrate on the provision of better service, profits, and improve the state of your weekly washrooms rather than worrying about Australia Day," one person wrote. The company, with 200 pubs and bars including Eureka Hotel in Geelong and many iconic venues in Victoria, NSW, Queensland and South Australia, has directed managers not to allow flag-wavers to celebrate in its establishments on January 26.

"Australia Day is a day that causes sadness for some members of our community, so we have decided not to specifically celebrate a day that causes hurt for some of our patrons and our team," an Australian Venue Co spokeswoman said.

Queensland senator Matt Carnahan said the company was acting as "moral guardians" while former Victorian Premier Jeff Kennett called the decision "divisive" and "extraordinary".

PROGRAM AIMS TO INSPIRE FUTURE LEADERS

Nikita McGuire

A new program aiming to inspire and empower community change-makers has been launched by Volunteering North Queensland.

Expressions of interest are open until September 23 for individuals looking to enhance their leadership skills and plan for success in their field, with 12 participants to be selected. Created in partnership with About Time Coaching, the H.O.P.E. Leadership Academy will offer a six-month comprehensive coaching program designed to empower and inspire current and aspiring leaders.

The program's name – which stands for Happiness, Options, Progress, and Environment – reflects its holistic focus on wellbeing, success planning, and unlocking personal growth. Shane Harris, founding partner of About Time Coaching, designed the unique leadership program, which aims to boost the impact of those community



Shane Harris (About Time Coaching), Jools Munro (VNQ ambassador) and Tenzon Stark (VNQ management committee member) are about to launch the H.O.P.E. Academy Masterclass for Change-makers. Picture: Shae Beplate

working in community groups and organisations across Townsville. The business specialises in group and individual coaching, particularly in the areas of productivity and goal achievement. He said the program was open to individuals from all

walks of life who were passionate about bringing change to their communities. "It can be quite challenging in today's environment to feel stuck or overwhelmed," he said. "This program is designed to be focused, self-reflective, and growth-orientated for

the person," Mr Harris said. Volunteering North Queensland management committee member Tenzon Stark said the program would equip individuals within Queensland's community organisations with the necessary skills to effect positive change.

"It's about bringing people in who have the potential to make change and develop that event further," Mr Stark said. Expressions of interest are open in the H.O.P.E. Leadership Academy run by Volunteering North Queensland and About Time

Coaching. Submissions close on September 23. Successful applicants will be announced on September 26. The program will then kick off on October 1. For more information on the coaching program, visit vnq.org.au

NO WEEKEND

MAY 17-18, 2025

OUR UNSUNG heroes

Meet the Volunteering North Queensland's Volunteer of the Year Awards finalists

PLUS! YOUR NO.1 REAL ESTATE GUIDE STARTS PAGE 21

Coaching. Submissions close on September 23. Successful applicants will be announced on September 26. The program will then kick off on October 1. For more information on the coaching program, visit vnq.org.au

Audited Financial Statements 24-25

VOLUNTEERING NORTH QUEENSLAND INC

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

- Statement Profit and Loss
- Statement of Financial Position
- Notes to the Financial Statements
- Statement of Members of the Committee
- Independent Auditor Report

PETER DADIC ACCOUNTANT
PO BOX 861
TOWNSVILLE QLD 4810

VOLUNTEERING NORTH QUEENSLAND INC
ABN 89 493 383 445
STATEMENT OF PROFIT OR LOSS
FOR THE YEAR ENDED 30 JUNE 2025

<u>2024</u>		<u>2025</u>
\$		\$
	Income	
6000	Sponsorships	12227
8	Interest Received	5
71620	Grants	122577
9800	Other Income	3955
<u>2690</u>	Training Service	<u>0</u>
90118		138764
	Expenditure	
3945	Accounting & Bookkeeping	6070
2200	Audit Fees	2200
240	Bad Debts	297
86	Bank Fees	101
1241	Catering	903
0	Community Events	3977
2403	Computer Expenses	935
35830	Contractors	3004
2383	Depreciation, Amortisation & Impairments	5359
2239	Insurance	2366
1572	Office Expenses	1972
0	Provision for Annual Leave	3112
872	Rent Expenses	0
58104	Salaries	78938
0	Social Media Expenses	1168
2859	Subscriptions & Software	2641
1077	Sundry Expenses	640
6349	Superannuation Contributions	9078
873	Telephone & Internet	964
11900	Training & Development Expenses	12372
747	Travel & Accommodation	358
13432	Venue Hire	7246
599	Volunteers Expenses	2839
785	Website Development	620
<u>16</u>	Workers Compensation Insurance	<u>699</u>
149752		147859
(59634)	Net Profit (Loss)	(9095)
99775	Retained Profit at the beginning of the Financial Year	40141
40141	Retained Profit at the end of the Financial Year	31045

VOLUNTEERING NORTH QUEENSLAND INC
ABN 89 493 383 445
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2025

<u>2024</u>		Note	<u>2025</u>
\$			\$
	Assets		
	Current Assets		
35166	Cash and Cash Equivalents	3	28720
<u>4071</u>	Trade and Other Receivables	4	<u>57893</u>
39237	Total Current Assets		86613
	Non-Current Assets		
<u>9560</u>	Plant and Equipment	5	<u>8361</u>
9560	Total Non-Current Assets		8361
48797	Total Assets		94974
	Liabilities		
	Current Assets		
0	Prepaid Income		50000
<u>8657</u>	Trade and Other Payables	6	<u>13929</u>
8657	Total Current Liabilities		63929
8657	Total Liabilities		63929
40140	Net Assets		31045
	Members' Funds		
<u>40140</u>	Accumulated Surplus		<u>31045</u>
40140	Total Members' Equity		31045

VOLUNTEERING NORTH QUEENSLAND INC
ABN 89 493 383 445
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

1 Summary of Significant Accounting Policies

The principal accounting policies adopted in the preparation of the financial statement are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of Preparation

In the officer's opinion, the incorporated association is not a reporting entity because there are no users dependent on general financial statements.

These are special purpose financial statements that have been prepared for the purpose of complying with the *Associations Incorporation Act (Qld) 1981* and associated regulations. The officers have determined that the accounting policies adopted are appropriate to meet the needs of the members of Volunteering North Queensland Incorporated.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 1031 'Materiality', 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

Historical Cost Convention

The financial statements have been prepared under the historical cost convention.

Critical Accounting Estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the incorporated association's accounting policies. The area involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 2.

(a) Current and Non-Current Classification

Assets and Liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is current when: it is expected to be realised or intended to be sold or consumed in normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within twelve months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period. All other assets are classified as non-current.

A liability is current when: it is expected to be settled in normal operation cycle; it is held primarily for the purpose of trading; it is due to be settled within twelve months after the reporting period; or there is no unconditional right to differ the settlement of the liability for at least twelve months after the reporting period. All other liabilities are classified as non-currents.

(b) Trade and Other Receivables

Other receivables are recognised at amortised cost, less any provision for impairment.

(c) Cash and Cash Equivalents

Cash and Cash Equivalents include Cash on Hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

(d) Property, Plant and Equipment

Property, Plant and Equipment is carried at cost less, where applicable, any accumulated depreciation.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Plant & Equipment	3-7 years
Office Equipment	3-5 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no further economic benefit to the incorporated association. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

(e) Employee Benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled within twelve months of the reporting date are recognised in current liabilities in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within twelve months of the reporting date are recognised in non-current liabilities, provided there is an unconditional right to defer settlement of the liability. The liability is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(f) Trade and other payables

These amounts represent liabilities for goods and services provided to the incorporated association prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

(g) Income Tax

At the incorporated association is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

(h) Revenue Recognition

Revenue is recognised when it is probable that the economic benefit will flow to the incorporated association and the revenue can be measured. Revenue is measured at the fair value of the consideration received or receivable.

Grant Revenue

Grants are recognised at their fair value where there is a reasonable assurance that the grant will be received and all attached conditions will be complied with.

Interest Revenue

Interest Revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the related period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

(i) Goods and Services Tax (GST)

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

2 Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believed to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgments, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Employee benefits provision

As discussed in Note 1, the liability for employee benefits expected to be settled more than twelve months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attribution rates and pay increases through promotion and inflation have been taken into account.

VOLUNTEERING NORTH QUEENSLAND INC
ABN 89 493 383 445
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

<u>2024</u>		<u>2025</u>
\$		\$
	3 Cash and Cash Equivalents	
<u>35166</u>	Cash at Bank	<u>28720</u>
35166	Total Cash and Cash Equivalents	28720
	4 Trade and Other Receivables	
	<i>Current</i>	
1705	Trade Receivables	55373
<u>2366</u>	Prepayments	<u>2520</u>
4071	Total Current Trade and Other Receivables	57893
	5 Property, Plant and Equipment	
	<i>Plant and Equipment</i>	
96847	At Cost	101007
<u>(87287)</u>	Accumulated Depreciation	<u>(92646)</u>
9560	Total Plant and Equipment	8361
	6 Trade and Other Payables	
	<i>Current</i>	
2443	Superannuation Payable	1943
4612	PAYG Tax Payable	3278
2721	Trade Payables	2166
0	Provision for Annual Leave	3112
<u>(1119)</u>	GST Tax Payable	<u>3430</u>
8657	Total Trade and Other Payables	13929

VOLUNTEERING NORTH QUEENSLAND INCORPORATED

STATEMENT BY MEMBERS OF THE COMMITTEE

The committee have determined that the association is not a reporting entity.

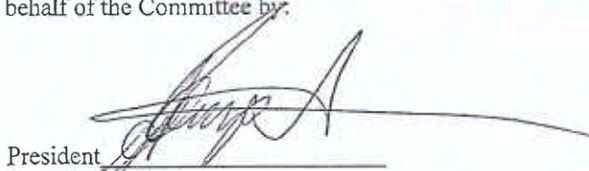
The committee have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the accounts.

In the opinion of the committee the financial statements as set out on pages attached.

1. Present fairly the financial position of the Volunteering North Queensland Incorporated as at 30 June 2025 and the results of the association for the year ended at that date.
2. At the date of this statement, there are reasonable grounds to believe that the Volunteering North Queensland Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

President



Treasurer



Dated this

16

day of

October

2025

PETER DADIC ACCOUNTANT

ACCOUNTING AND TAXATION SERVICES
REGISTERED TAX AGENTS

PETER DADIC (IPA)

PO BOX 861
TOWNSVILLE...QLD...4810

A 0405 676 479
Phone: P 0499 991 713

**INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF
VOLUNTEERING NORTH QUEENSLAND INCORPORATED**

Scope

I have audited the attached 'Special Purpose Financial Report' of the Volunteering North Queensland Incorporated for the year ended 30 June 2025

The special purpose financial report comprises the detailed statement of income and expenditure, balance sheet, accompanying notes to the financial statements, and the statement to the members of the committee for Volunteering North Queensland Incorporated, for the year ended 30 June 2025.

The committee of the association is responsible for the preparation and true and fair presentation of the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements which for part of the financial report are consistent with the financial reporting requirements of the Associations Incorporation Act (Qld) 1981 and are appropriate to meet the needs of the members. This included responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

The special purpose financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting requirements under the Associations Incorporation Act (Qld) 1981. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Audit Opinion

I conducted an independent audit in order to express an opinion to the members of the association. My audit was conducted in accordance with Australian Auditing Standards, in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

I performed procedures to assess whether in all material respects the financial report presents 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 of its performance as presented by the results of its operations. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia. No opinion is expressed as to whether the accounting policies used and describes in Note 1, are appropriate for the needs of the members.

I formed my audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report, and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the committee.

While I considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of my procedures, my audit was not designed to provide assurance on internal controls.

Independence

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

Qualification

It is not practical for the association to establish accounting controls over all sources of income prior to its receipt and accordingly it is not possible for my examination to extend beyond the amounts of income recorded in the accounting records of the association.

Qualified Audit Opinion

In my opinion, except for the limitations imposed by the foregoing, the financial report of Volunteering North Queensland Incorporated presents a true and fair view in accordance with the accounting policies described in Note 1 to the financial statements, of the financial position of Volunteering North Queensland Incorporated as at 30 June 2025 and the results of its operations for the year then ended.

Townsville 7 October 2025


D. P. DADIC - IPA

Volunteering North Queensland Inc

TFN: Page 1 of 1

Depreciation Worksheet
2025

Title Plant & Equipment

Transfer to

Private Use % (default private use % for this worksheet)

Total Cost	Opening	Acquisition Date	Acquisition Cost	Total Value	Rate %	Type P/D	Decline in Value	Private Portion	Closing
All Assets (4)									
Computer									
10,028	8,220		0	8,220	50.00	D	4,110	0	4,110
Other Assets									
0	1,341		0	1,341	30.00	D	402	0	939
Training Equipment									
2,360	0	09/08/2024	2,360	2,360	20.00	P	422	0	1,938
Computer									
1,800	0	17/09/2024	1,800	1,800	30.00	P	425	0	1,375
Total Cost	Opening		Acquisition Cost	Total Value			Decline in Value	Private	Closing
14,188	9,561		4,160	13,721			5,359	0	8,362

		Deduct for Private Use	0
		Net Depreciation	
Disposals:	Deduct for Private Use		
	Net Adjustment		
		Total Claimed for Depreciation	5,359

Total Assets - 4 [On hand the full year - 2, Acquisitions - 2, Disposals - 0]

Sensitive (when completed)