

Annual Report 2021



Building better futures
for children with disabilities

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Noah's Ark – Who we are, what we do

Noah's Ark celebrated its 50th birthday this year, an important milestone in working with families to help build better futures for children with disabilities. We are a not-for-profit community organisation based in Victoria, the ACT, NSW, and a Registered NDIS Provider. Our range of services and programs have been developed by industry professionals and specialists to support families who have a child with a disability or additional needs (aged 0 – 12).

We work closely with children and their families, with a focus on the services they use and the activities they participate in. We provide them with the very best information and support, enabling them to make informed decisions and meet their goals. We have grown to now employ more than 350 staff. We work with more than 2055 families across Victoria, NSW and the ACT through the NDIS. We also run programs such as Kindergarten Inclusion Support, P2P and C4C.

In addition to providing training for early childhood professionals, we participate in sector events and lead policy and research nationally and internationally. The results of this work speak for themselves. The Canadian Occupation Performance Measure indicated that almost all families reported an improvement in their child's performance against the goals identified in their Family Service Support Plan.

OUR VALUES

OPTIMISM

KINDNESS

RESPECT

QUALITY

OUR VISION

Every child develops meaningful relationships, participates and learns with the encouragement and understanding of their families, carers, educators and communities.

OUR PURPOSE

To build better futures for children with disabilities and other additional needs.

Celebrating 50 years

This year is Noah's Ark 50th Anniversary. In 1971, our founders, Annetine Forell and Mary Glue started the Noah's Ark Toy Library at the Caulfield Library. The name Noah's Ark simply came from the idea that "Everyone is welcome."

So who were our two founders? Annetine was a mother of four and an experienced nurse: part of her vision was related to the fact that one of her four children had a developmental delay. Mary was a mother of three, and an experienced Occupational Therapist. Annetine had just returned from living in London, where she saw local toy libraries supporting children and families in their community.

Together they recognised that the families of children with disabilities needed a safe and welcoming place to come to. One of their main ideas was that Noah's Ark should be non-clinical and it also should be fun. Soon a team of volunteer therapists and teachers joined them in providing toys, consultations and playgroups.

They both had a vision that children with additional needs should be supported along with their whole family, and that is still a value that Noah's Ark holds dear today.

Celebrating the 50th anniversary is a huge milestone for any organisation. We commenced the process of developing a film reflecting on the achievements of Noah's Ark over the past 50 years. Unfortunately, COVID-19 meant the completion of this film and other celebrations have been delayed until we can gather in person. The cataloguing of materials and an interactive timeline illustrating the many changes the organisation has gone through will also be released. We are looking forward to hosting events— inviting staff, previous clients, community members and donors to recognise this achievement.

Another highlight of the year was setting the next three-year strategic plan. In preparation for the plan, we took the opportunity to reflect on our organisational compass. The compass is a reminder of the Noah's Ark values, the vision, our promise to clients, our strategies and what success looks like.

Strategic Plan 2021-2024

The key themes within the strategies the organisation will focus on are:

- Our customers (Children, Families, Early Childhood, Schools, Community),
- Our quality services,
- Our people,
- Our systems and
- Our partnerships.

The Organisational Compass



Noah's Ark
Strategic Plan
2021–2024



Strategic Plan 2021-2024

Our Strategic Projects - Commitment to Continuous Improvement

Under each of the themes in the strategic plan are areas for development. To begin the implementation of the new strategic plan, Noah's Ark has commenced work on four critical projects.

Working with Children 6-13+

Following the introduction of the National Disability Insurance Scheme (NDIS), new funding became available to support children at primary school age. Noah's Ark had a long history of working in early childhood intervention, the years before school. Families approached Noah's Ark and asked us to continue to provide services as their child transitioned to school, and Noah's Ark welcomed this opportunity. In this project we are looking to further our support for families as their child's needs change during this period and develop community partnerships to facilitate children's participation.

Flexible Service Delivery

Noah's Ark service to families has predominantly been face-to-face meetings with families. There have been attempts to introduce "virtual visits" over many years, but these did not continue. When COVID-19 impacted service delivery options in 2020, all services were delivered virtually using various telehealth technologies during lockdowns. We are looking to further identify these practices and help guide clients and staff to understand the best mix of telehealth and face-to-face meetings into the future.

Focusing on Connection

With the experience of staff working from home we are interested in the best working scenarios for staff into the future. The HUB project's primary purpose is to support an organisational change that builds organisational flexibility and connection beyond team and location to across the organisation. This will include looking at office design, fit for purpose IT and connection and relationship development with colleagues and families. The overall project outcome is to build organisational consistency, connection and creativity through understanding key worker and family need and building spaces and IT that is responsive to this.

Strengths Based Leadership

The concept of and expectations for leadership at Noah's Ark has changed with the transition to the NDIS and more recently the COVID-19 pandemic. This project will examine maintaining support for staff, facilitating teams, and leading with a shared understanding of measures of success in the new environment. This will underpin the improving quality of our services.



Our highlights

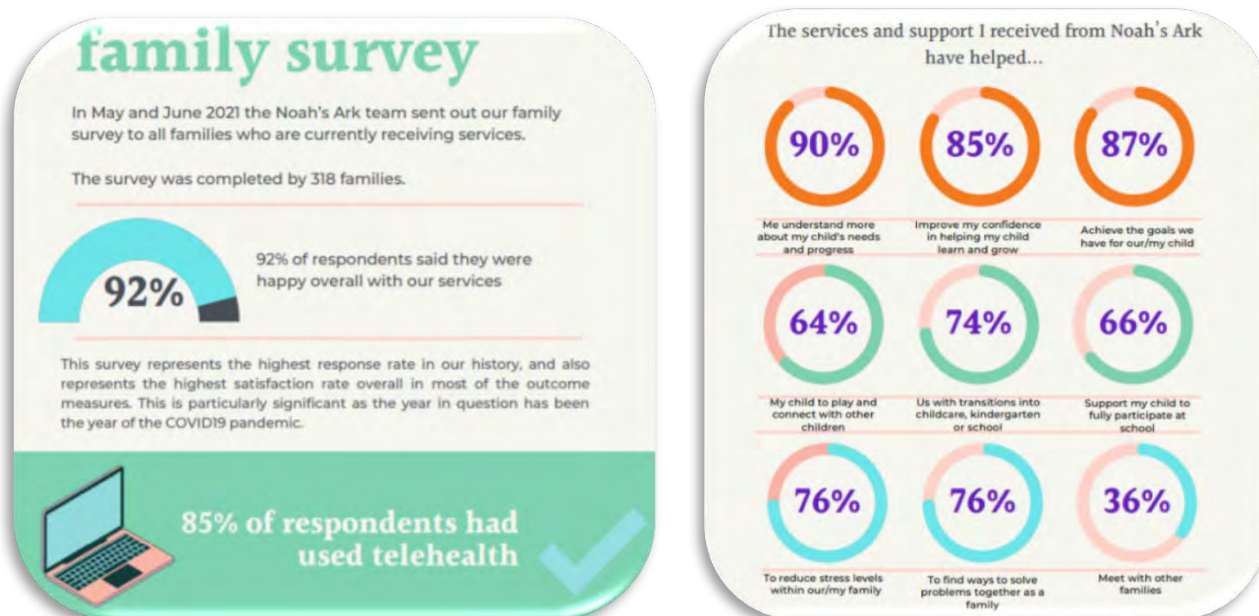


Communicating with staff and families

Clear and dynamic communications have been a key focus for the organisation during the year. Service delivery has been ever-changing to meet the needs of the different states' position on COVID-19. This has impacted how often we communicate to clients, the community and to staff.

Consultation with families and staff via surveys have reflected that regular updates, service delivery changes and our free parent/carer activities and newsletters has had a positive impact. These positive results are reflected in the annual family survey.

Family survey results



Proactive and planned communications

Below are examples of the themes that were communicated to clients, the community, and staff.

- Health and Wellbeing advice and where to get help
- NDIS and Government updates
- Research and submissions
- Free online programs and activities
- Good news stories and articles about our families
- Celebration of important cultural, disability and advocacy days
- Support of Indigenous initiatives such as NAIDOC and Reconciliation week



Our highlights

Families were kept updated on news affecting them by ensuring COVID and NDIS updates were shared in a timely manner.

We shared activity ideas for families to keep busy with arts and craft and virtual events and videos. We also shared health and wellbeing advice from the industry and links to mental health support, for those who may feel isolated and have children struggling with lockdown.



Changing how we work - Telehealth

Noah's Ark service to families prior to the impacts of COVID-19 was predominantly face-to-face. When COVID-19 required significant changes to services provided to children and families we transitioned supports to be provided by telehealth. The initial phases of this transition required rapid learning, flexibility, and adaptability by all.

In a survey conducted by Noah's Ark in 2021, 56% of families reported that they would like to maintain a level of telehealth services. What was initially a significant change is now part of our ongoing service options and we are currently working to further develop the way in which services can be flexibly provided to children and families.



Professional development, training, and resources

The last year has seen the Training department extend its reach yet again.

Due to in-person restrictions, we quickly pivoted to providing our face-to-face training via Zoom. We have found this to be highly successful for many of our courses. The Zoom sessions are shorter with a live facilitator over a few weeks, and quite often the webinars are in the evening. This is giving educators and therapists an opportunity to try some strategies and join their online group to discuss how this went the following week.

The online webinars also make the training much more accessible with no travel costs for either facilitators or participants. Our webinars will be a continuing offer into the future.

We have also launched our first ever Routines Based Interview (RBI) online course. The RBI is a pivotal tool in supporting families to set meaningful goals for themselves and their child. This is an exciting new development in how we can train both the Noah's Ark team, but also offer it to external clients as well.



Our highlights



Sustaining wellbeing

The COVID-19 and government restrictions, including the closure of childcare and schools and other support services have put significant pressure on staff and families with all services across NSW, ACT and Victoria experiencing simultaneous periods of restrictions. We have supported employees with flexible working hours.

Families were kept updated on news affecting them by ensuring COVID and NDIS updates were shared in a timely manner.

We shared activity ideas for families to keep busy with arts and craft and virtual events and videos. We also shared health and wellbeing advice from the industry and links to mental health support, for those who may feel isolated and have children struggling with lockdown.

The Wellbeing program for employees has included:

- Engagement with a new EAP provider that has provided regular “Let’s Chat” drop-in sessions in addition to flexible individualised supports
- RU OK Day, and other events
- Recognition of Service awards
- Mental and physical health tips and suggested reading
- Yoga sessions
- Saying thank you – a small gift to all employees showing appreciation
- Facebook page for employees to connect – “Working Together Remotely”.



Improving systems

Our website has undergone a review with changes made to increase accessibility for families and the introduction of a new careers page for people wishing to join Noah’s Ark.

Families have been supported through regular newsletters and access to customer care services and support.

In response to employee survey feedback, we have implemented a change request program in which employee’s from across the organisation can identify the need for a system or process change. This has resulted in excellent changes being trialled and implemented including how file audits are conducted and how electronic records of visit are provided to families. The process is coordinated by the Operations Managers who each respond to every change request submitted.



President's Report



Noah's Ark has made good progress in a year notable, particularly in Victoria, for the stop-start impact of restrictions. On behalf of the Board, I would like to congratulate all Noah's Ark staff for their ongoing efforts and success in supporting children and families under difficult circumstances. We understand this has not been easy.

We also recognise that children with a disability and their families have been some of those most impacted by the COVID-19 pandemic, including at times limited access to children's services, home schooling and a lack of access to other supports services. Hopefully, we will not see this situation again. We acknowledge and thank families for the efforts that they have been making to support their child's development.

Earlier this year Noah's Ark worked with Ernst and Young to better understand how to respond to broader changes that COVID-19 has brought to the community. Two issues emerged. Now that people have become familiar with telehealth and online services, there is an increased willingness across the community to continue. This form of meeting is likely to become an option for many people alongside meeting personally. Secondly, many of those who have now experienced working from home will be interested in continuing to have the home as a place of work, at least part-time.

These two issues are part of the new Noah's Ark 2021-2024 Strategic Plan. We anticipate many of our staff will continue to work across the community, home and the office as the situation allows. We also expect families to increasingly experience services that combine in-person meetings and telehealth to provide a tailored response to their situation.

Two other themes have emerged for Noah's Ark in developing its new Strategic Plan. Since the start of the NDIS, Noah's Ark has increasingly worked with children who have started school. Noah's Ark does not have the same level of experience working with this age group as it does for early childhood. We will be undertaking a major project to address this during the period of this plan. One complication is that the roles of the NDIS and Education departments are still being clarified, which is not easy for families or our staff. The third theme is building the capacity of our staff. Since the introduction of the NDIS, there has been a significant change in staff at Noah's Ark and across similar services. We need the best staff to be able to meet the needs of some of the most complex children in the community. We will be investing in professional development at all levels of the organisation, including in leadership, to address this.

On behalf of the Board, I wish to thank John Forster, CEO, the Management Team and their staff for their commitment and sheer hard work in what has been a challenging year. I also want to thank the Board members for their ongoing contribution to Noah's Ark. In particular, I would like to thank James Garde for his commitment over the past 14 years. James has served on the Finance Committee, is our current Treasurer and was the immediate past President in what was the most transformational and challenging period for the organisation. His leadership and guidance have been invaluable to Noah's Ark.

In my final year as President, I am grateful to have been supported by a diverse and knowledgeable Board. I am also delighted with the recent additions to our Board which will enhance our ability to deliver our commitment to children and families.

BOARD OF MANAGEMENT

FINTAN MAGEE PRESIDENT

Fintan is a qualified practising insurance broker and was a co-founder of Gallivan, Magee & Associates Pty. Ltd. The business was acquired by Steadfast Group Ltd. (ASX:SDF) in 2013 and Fintan is now consulting globally to Government, State Owned Enterprises and large corporations. He is married with three older children.



JAMES GARDE TREASURER

James Garde is a corporate adviser and non-executive director. His previous roles have been Executive Director of Spotlight Group Holdings, a major, privately owned retail, property and investment group and as a Mergers & Acquisitions and Corporate Finance partner with PricewaterhouseCoopers. James is married with three children.
(resigned 18/11/2021)



ROBYN BRIGGS VICE PRESIDENT

Robyn has three children, her middle child receives services from Noah's Ark. She joins Noah's Ark with more than 9 years' experience in marketing and product management roles in Australia and in the UK across a range of industries. Robyn has a Bachelor of Business (Communications) with QUT.



VIKKI MORRIS VICE PRESIDENT

Vikki is a partner development manager with Amazon Web Services and is responsible for driving strategic initiatives together with business partners to deliver business outcomes for large enterprise customers. She has over 30 years' experience in the technology industry and skills that span account, project, sales and change management disciplines. She has worked for corporations in both Australia and the U.S. Vikki has two young children, her youngest, up until recently and prior to him starting school received services from Noah's Ark. She is passionate about ensuring that children with disabilities receive the highest quality and contemporary care while maintaining the joy and happiness of childhood.



GEOFF WEBSTER SECRETARY

Geoff is a chartered accountant and a Director of Webster Corporate Finance, he is a former Board President. He is married to a social researcher and has two children.



CAROLYN WILSON BOARD MEMBER

Carolyn has been teaching in public and private schools for over thirty years and has an ongoing commitment to inclusive education. Currently she is Assistant Principal and a classroom teacher at a large state school in the eastern suburbs of Melbourne. She has three older children.



CAMPBELL THOMSON BOARD MEMBER

Campbell is a barrister practising in the areas of native title, crime and environmental law for 26 years.



TIM MOORE BOARD MEMBER

Tim has been an educational and developmental psychologist for more than 30 years and has had a long involvement in the provision of early childhood intervention services. Currently a Senior Research Fellow at the Centre for Community Child Health, Royal Children's Hospital, he is a former Board President.



NANCY BLACK, BOARD MEMBER

Nancy first joined Noah's Ark with her daughter in the 1970s and has served on the Board over many years. She works in theatre, film and television as a writer, director and teacher. She was a founding member of West Residential Association for the Intellectually Disabled (WestRaid).



CEO Report



Over the past year, we have changed and deepened how we work in response to the COVID-19 pandemic and the associated restrictions. We have continued the shift to working online, through telehealth, video conferencing and online training, and to staff working from home. These changes are impacting the broader community and we see ongoing benefits for families and staff.

One change was our first online staff forum, which focused on staying connected and ran with short sessions over four days. The format allowed over 170 staff to attend daily, the highest participation ever. For Noah's Ark, spread thinly across Victoria, southern NSW and the ACT, video conferencing has been a democratising process. Staff are more connected across the organisation, a welcome and important development. Staying connected with families has included improving our use of telehealth and finding alternative strategies for families who do not find this easy.

Our second online staff forum focused on strength-based practice. It recognised the importance of acknowledging families and staff achievements during a period when it was not easy to plan or achieve goals. The ongoing support our staff give to families and children makes a difference, and this year it has occurred while staff have dealt with pressures on their own families. An indication of the value of this support was the record number of family surveys returned.

Flexibility is a continued characteristic of the great team at Noah's Ark. There has been a strong focus on communications across teams and with families. Getting feedback from staff and families has also increased to help us better adapt. Significant effort has gone into improving systems and supports for better working in the new environment. Most recently that has included the challenge of combining face-to-face and telehealth visits.

We have continued to promote the need for change beyond our services, with submissions to government and the NDIS on independent assessments, planning, children and families, and the Victorian State and national disability strategies. It is a decade since the first pilots of the NDIS. Much progress is still needed, including a greater understanding of the needs of children and families, for the Scheme to achieve its potential.

The past year has also been notable for generational change in our management group. I would like to acknowledge the contributions of Michele Totterdell, Donna Margrie and Jenny Howell who are retiring or moving to new positions. Since the early 2000s, they have overseen multiple transitions, to the Key Worker model, the NDIS, and responding to the pandemic. Jacquie Simpson, who joined the leadership group later, is also leaving. I thank them for their commitment to Noah's Ark and for mentoring a new and exciting group of leaders who will take the organisation forward.

I would also like to thank James Garde, who is retiring from the Board. James was the President when Noah's Ark started transitioning to the NDIS. It was a critical period. I, and the organisation, are indebted to him for the guidance he provided and the expertise he so generously shared.

Finally, I want to thank the Executive group for its commitment, the Board for its ongoing guidance and all the staff at Noah's Ark for their remarkable efforts over a complex year. We can now all look forward to 2022 and the possibilities it will bring.

John Forster



Director, Services Report



Noah's Ark, while challenged by the complexities of COVID-19 and supporting children and families in a pandemic, has learnt grown and adapted in 2021.

Our service delivery team continue to develop and innovate and while some 18 months ago delivering services via telehealth was new, in 2021 it is now an ongoing part of our service.

This year each of the states within which we provide services NSW, ACT and Victoria have simultaneously and independent of one another experienced a range of restrictions related to COVID-19. The impact of restrictions due to COVID-19 has impacted the children and families we support and the lives of the key workers and team leaders who provide support.

Through this period Noah's Ark has:

- Supported more than 2300 families
- Provided group and individual supports through telehealth services
- Undertaken continuous improvement strategies to support the work we do and reduce administrative challenges
- Built a strategic plan that will support ongoing learning and support innovative service delivery
- Learnt from and cared for one another

I cannot thank the Noah's Ark key workers and team leaders and support staff enough. You are an amazing team, and it is a privilege to work with you.

In 2022 I look forward to Noah's Ark continuing to build and develop what we have learnt over the last 50 years and the radical learning and adaptations of the last two years building our connection with children and families, one another and supporting inclusion.

Roxanne Higgins



Communications & Customer Report



Communications with families, staff and our community were essential throughout the challenges of 2021.

Ensuring staff felt engaged, supported, and valued in the innovative and flexible ways they delivered service was a priority, one of the ways this was done was through extremely robust internal communications. Internal communications were led from the Executive team across the entire business – with a multi-faceted approach. Ongoing consultation through meetings, workshops, surveys through to open rates on the weekly staff newsletters were all indicators that staff communications and engagement was well received.

While waitlists for families continued to be a challenge, the communications team implemented more in-depth communications and engagement programmes for families. This was done through a program of valuable parenting, children, and family information on video through a series of monthly newsletters. Featured articles on topics like “getting your child ready for school” or “how to Zoom with your child” were hugely popular with families. These programmes plus ongoing vital information was generated on our highly visited channels like the Noah’s Ark website, Facebook, newsletters, emails, and SMS messages to keep families connected.

Both these examples of internal and external communications are two of the highlights I have chosen because they are great examples of the collaborative teamwork that happens at Noah’s Ark which stretches throughout many different roles, and areas at Noah’s Ark and in a time where the organisation remained in lockdown for the best part of the year – I think a huge achievement and I would like to take this opportunity to thank my colleagues for their support.

Kate Parsisson



Senior Manager, Corporate Services Report



As COVID-19 continued to play a major part in our lives and business, Corporate Services continued to deliver our operations at an exceedingly high level.

With the continual opening and closing of Noah's Ark offices across three states, COVID Safe plans were required for all sites. This was extremely challenging given the different government regulations within Victoria, NSW, and ACT. Our IT department were quickly able to develop a QR codes system that tracked staff and visitors attending all sites thus complying with an important aspect of COVID-19 compliance. Personal Protective Equipment was also delivered to all sites throughout the year to ensure staff could continue business as usual.

Insurance also became a critical issue in these uncertain times. A review of insurance policies saw changes in our commercial, public liability, professional indemnity insurance and work cover providers to ensure our risk coverage is adequate throughout the organisation.

New offices have been set up in Echuca and the Outer East, however in line with our future office planning the IT infrastructure set up has been minimal in line with our IT strategy. Gone are the need for servers and networks. With our cloud IT environment, we can now get by with a 5G modem and a printer delivering more flexibility.

IT Security has also become an ever-increasing risk for organisations. To counteract this, our IT team delivered Multi Factor Authentication to all devices as an effective cybersecurity solution. This will be expanded in the future to incorporate our Echidna database.

Our IT strategy continues to focus on flexibility and mobility. With our Chromebook rollout complete we now have only 5 servers throughout the organisation to manage. That has allowed our small IT team to focus on other aspects of the business including assisting with the upgrade of the Noah's Ark Finance system and assisting in driving process improvement through involvement in some of the more significant projects within the organisation.

We couldn't have done half of this work without the dedication of Peter Davies, our IT Systems Manager and James Eldridge, our IT Support Coordinator who have always gone above and beyond what is required for Noah's Ark.

Robert Petherick



Manager, Finance & Payroll Report



Over the past twelve months the Finance Team has become more established as we welcomed some changes to the team which enabled us to review our practices and processes as new members brought their skills and knowledge to the team.

At the same time, the Team has responded to the challenges of managing flexible working arrangements while building connectivity within the team and continuing to meet the financial obligations of the organisation.

During this time, we also implemented an upgrade to our Finance System from an in-house server to cloud based, which enhances our accessibility, flexibility and efficiency. The implementation was a team effort and has given us greater functionality and effectiveness in our day-to-day processes.

Overall the project has been very successful and we will continue to work on further enhancements over the next 12 months.

Gayle Twomey





Treasurer's Report – 30 June 2021

Noah's Ark had a surplus for the year of \$2,723,684 (2020 surplus \$1,939,010). This includes \$339,581 (2020 \$401,350) of interest and dividend revenues. In addition, Noah's Ark had net realised and unrealised gains from its investments of \$1,796,415 (2020 \$390,540 loss).

The total revenue of Noah's Ark was \$22,598,108, a decrease of \$355,455 (2020 \$22,933,563) or 1.5% compared with the 2019-20 financial year. This is largely a result of the impact of the COVID-19 pandemic reducing our ability to spend time with families. JobKeeper payments supported Noah's Ark from July 2020 until September 2020 which enabled the organisation to adapt our service delivery models previously based on home and community based services to include telehealth so that we could continue to support our clients through this pandemic.

TOTAL REVENUE
\$22,598,108

▲ The total revenue of Noah's Ark was **\$22,598,108** a decrease of \$355,455 (2020 \$22,933,563) or **1.5%** compared with the 2019-20 financial year.

Particular impacts on revenue in the comparative figures show:

- In this financial year, Program Fees increased and Operating grants reduced as Noah's Ark is now fully transitioned from providing Early Childhood Intervention services through grants from the Department of Education and Training (DET) to the National Disability Insurance Scheme (NDIS)
- JobKeeper payments (part of Other Revenue) from the Australian Government received from July 2020 to September 2020

Noah's Ark was also able to maintain, develop and support staff to be able to respond quickly to changes and challenges faced when Government mandated restrictions and lockdowns impacted on providing services. This included the continuing development and provision of infrastructure and systems to support staff to adapt to working from home, and to deliver flexible services that provide continuity of service to meet the needs of the families and children they work with. The infrastructure was also important to support staff to maintain connectivity with their managers, team members and the organisation.

TOTAL EXPENSES
\$19,874,424

▲ Total expenses were **\$19,874,424**, a decrease of \$1,120,129 (2020 \$20,994,553), a **5.3%** decrease compared with the 2019-2020 financial year.

The decrease in expenses was due primarily to a decrease in Employee Benefits of \$667,155 to \$17,353,808 (2020 \$18,020,963), a 3.7% decrease. Employee Benefits expenses represent 87.3% of total expenses (2020 85.8%).





Treasurer's Report – 30 June 2021

While last year volatility in the markets, locally and overseas led to a modest loss to our investment portfolio, this year has seen an increase in the value of the portfolio of \$1,796,415 (2020 loss \$390,540).

Noah's Ark increased the portfolio by moving cash held into securities in order to maintain our desired asset allocation position. The Board continues to monitor the investment strategy with its Investment Advisers through the Finance Sub-Committee on a regular basis.

There were no other significant changes in the state of affairs of Noah's Ark Inc. during the financial year.

James Garde

Financial Overview

Summary of Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2021

| | 2021 | 2020 |
|---|------------------|------------------|
| | \$ | \$ |
| Income | | |
| Government Grants | 2,632,157 | 3,931,717 |
| Program Fees | 17,461,436 | 16,668,537 |
| Training and Professional Services Income | 149,626 | 271,502 |
| Donations and Fundraising | 11,741 | 4,674 |
| Interest and Dividends | 339,581 | 401,350 |
| Other Revenue | 2,003,567 | 1,655,783 |
| | 22,598,108 | 22,933,563 |
| Expenses | | |
| Employee Entitlements | 17,353,808 | 18,020,963 |
| Depreciation and Amortisation | 702,055 | 680,577 |
| Occupancy | 257,663 | 421,535 |
| Other Expenses | 1,560,898 | 1,871,478 |
| | 19,874,424 | 20,994,553 |
| Net current year surplus | 2,723,684 | 1,939,010 |
| Net gain/(loss) on remeasurment of investments in listed shares available for | 1,796,415 | (390,540) |
| Total comprehensive income for the year | 4,520,099 | 1,548,470 |

Financial Overview

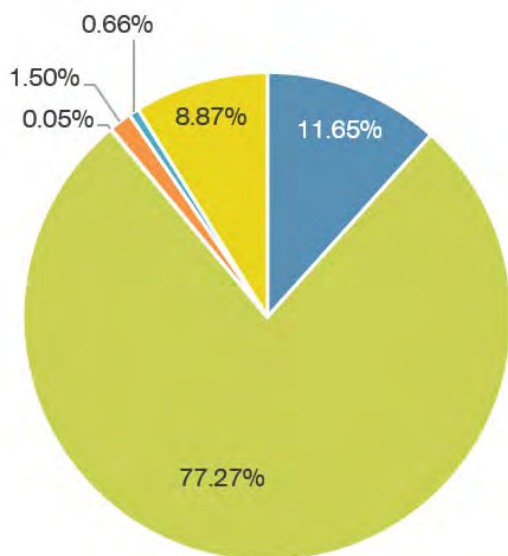
Summary of Statement of Financial Position for the year ended 30 June 2021

| | 2021 | 2020 |
|----------------------------------|-------------------|-------------------|
| | \$ | \$ |
| Current Assets | | |
| Cash at Bank & Deposits | 4,629,815 | 5,677,240 |
| Debtors and Other Receivables | 854,139 | 1,551,550 |
| Other Current Assets | 98,399 | 169,849 |
| Total Current Assets | 5,582,353 | 7,398,639 |
| Non Current Assets | | |
| Financial Assets | 19,715,240 | 14,754,764 |
| Right of Use asset | 2,902,045 | 3,504,218 |
| Other Non-Current Assets | 837,730 | 980,986 |
| Total Non Current Assets | 23,455,015 | 19,239,968 |
| Total Assets | 29,037,368 | 26,638,607 |
| Current Liabilities | | |
| Payables & Provisions | 3,411,331 | 5,148,076 |
| Lease Liabilities | 385,812 | 347,504 |
| Total Current Liabilities | 3,797,143 | 5,495,580 |
| Non Current Liabilities | | |
| Provisions | 716,219 | 585,240 |
| Lease Liabilities | 2,738,158 | 3,292,038 |
| Total Current Liabilities | 3,454,377 | 3,877,278 |
| Total Liabilities | 7,251,520 | 9,372,858 |
| NET ASSETS | 21,785,848 | 17,265,749 |
| EQUITY | | |
| Retained Funds | 17,302,712 | 14,579,028 |
| Realisation Reserve | 1,006,321 | 1,006,321 |
| Financial Asset Reserve | 3,476,815 | 1,680,400 |
| TOTAL EQUITY | 21,785,848 | 17,265,749 |

A full set of financial reports, prepared by Morrows Audit, is available from Noah's Ark.
Please telephone 1800 819 140



Revenue & Expenses

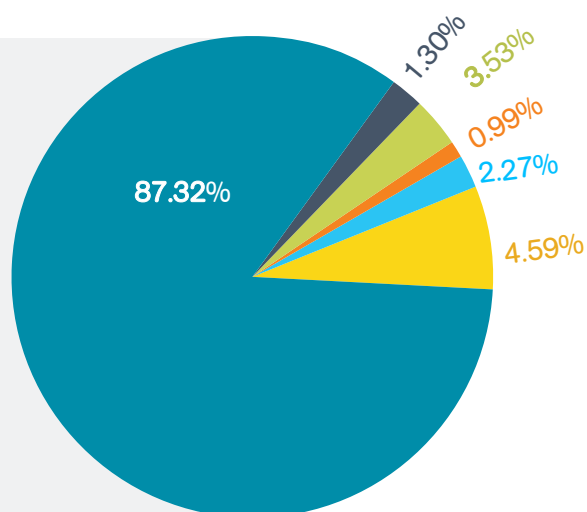


Sources of Income – 2020/2021

- Victorian Government Grants
- Donation
- NDIS
- Interest & Dividends
- Training & Resource Sales
- Other income

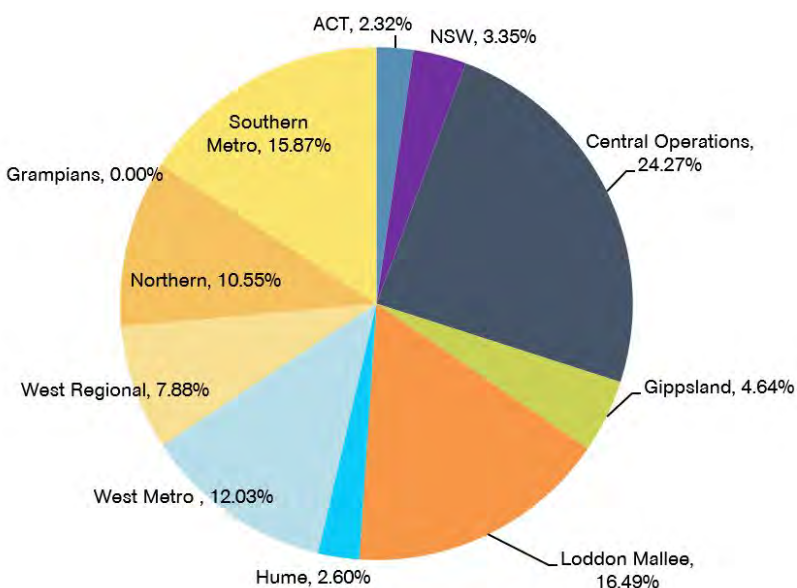
Expenditure by Type – 2020/2021

- Employee Expenses
- Depreciation and Amortisation
- Occupancy
- Consultancy
- Information Technology & Communications
- Other



Expenditure by Region – 2020/2021

- ACT
- Central Operations
- Gippsland
- Loddon Mallee
- Hume
- West Metro
- West Regional
- Northern
- Grampians
- Southern Metro
- NSW



Thank you to our donors

Donations

Noah's Ark could not continue working and developing without our extraordinary donors. We are always extremely grateful of the generosity of these people to enable our support to families to continue to be delivered in the most robust and evidence based way possible.

A sincere thanks from all of us.





1800 819 140



www.noahsarkinc.org.au



hello@noahsarkinc.org.au



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Building better futures
for children with disabilities



Noah's Ark Inc. acknowledges the Traditional Owners
of country throughout Australia and recognises their
continuing connection to land, waters and community.
We pay our respects to them and their cultures;
and to Elders both past and present.