



2021/22

IMPACT REPORT

Celebrating 50 years of Learning Links

A charitable, not-for-profit organisation



We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands, waterways and skies across Australia. We thank Aboriginal and Torres Strait Islander peoples for sharing and caring for the land on which we live, work, learn and play. We pay our respects to Elders past, present and future.

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YEAR IN REVIEW

Thank you sincerely for your generosity over the past year. With your help, Learning Links was able to provide invaluable support and make a life-changing impact for many thousands of families.

2021-22 was a challenging year for our community. Children and young people, especially those from disadvantaged backgrounds, were hard hit by the ongoing impacts of the pandemic. Research tells us that these children and young people will need significant support to catch up on lost learning and nurture their mental health. Collaboration and innovative ways of helping will be needed to make sure they are supported at a time when shortages of teachers and allied health professionals are emerging.

COVID-19 once again impacted Learning Links, both financially and operationally. Over this period, the team moved from face-to-face to online and hybrid service delivery mode ensuring continuity of support and services to children and families. We strengthened our internal and external relationships whilst pushing forward with our strategic plan and its goals of innovation, digital transformation and funding diversification to reach disadvantaged communities.

As a result, we broke many records; achieved our best fundraising results to date and reached more children, parents and professionals than ever with over 4,500 professionals and parents registering for our online learning programs alone. We continued to build on our strong reputation with key stakeholders, including all levels of government and our patrons Her Excellency the Honourable Margaret Beazley AC KC Governor of New South Wales and Mr Dennis Wilson, who attended our Staff Development Day on Zoom. We increased our systems advocacy through the Thrive by Five early childhood education initiative and the Community Council for Australia.

Learning Links reached a major milestone when the organisation turned 50. Since 1972, the Learning Links team has worked tirelessly to make a difference for children and families impacted by learning difficulties. It was wonderful to be joined by the then Acting Education Minister Hon Stuart Robert MP and Assistant Minister for Mental Health and Suicide Prevention Hon David Coleman MP for the launch of our anniversary celebrations in February 2022. We are proud to have delivered services to so many over 50 years, fulfilling the role our founders envisioned.

What Learning Links achieved over the past year in particular was possible because of the commitment of so many generous people.

Thank you to Dharawal Elder Uncle Dr Shayne Williams, Gadigal Elder Aunty Deanna Schreiber and Kamilaroi woman and consultant Dr Lana Leslie who supported us as we worked on our first Reconciliation Action Plan, endorsed by Reconciliation Australia in early 2022. The Reconciliation Action Plan is a strategic document that will see us become a stronger and more inclusive organisation. Importantly, it symbolises our commitment to walking alongside Aboriginal and Torres Strait Islander peoples in the search for justice, truth and positive lasting change.

We thank our committed staff who went above and beyond to help children, families and our organisation make it through these treacherous times. We thank all children and families, schools, corporate partners, philanthropic and club partners, supporters, volunteers, and the Learning Links Board. Thank you to our patrons and to our local MPs who continue to support our work in local communities.

This past year more than any other demonstrated that Learning Links is an organisation that can withstand significant pressures while continuing its strategic course. It gives us great satisfaction to know that this is only possible because of our external supporters and an internal team and culture that is strong, resilient and positive; where people pull together and do whatever it takes to ensure the safety and success of children, families and our mission.



Gregory Wallace
Chair



Birgitte Maibom
CEO

This year will be the final year of office for our Chair Gregory Wallace, who after 10 years on the Board and seven years as Chair has reached the maximum tenure as per our constitution. Greg leaves a Board and organisation of considerable strength and a track record of achievement. On behalf of Learning Links, I want to thank Greg for his service and significant contribution. – Birgitte



HOW LEARNING LINKS TRANSFORMS LIVES

WHO WE ARE

Learning Links believes every child deserves the very best opportunity to learn and live a full, rewarding life, unlimited by circumstance.

We've been working with children and families since 1972 to provide services and support to unlock their talents, foster individual strengths, ignite a passion for learning and empower children to fulfil their dreams.

We work in close collaboration with schools, teachers, early childhood settings and allied health professionals to share our 50 years of knowledge, expertise and resources. Our goal is to build their capacity in inclusive practice to empower children with the social, academic and life skills they need to thrive.

Our team of specialist educators, speech pathologists, occupational therapists, psychologists and support staff are committed to supporting our vision of creating a community where difficulties learning are no longer a barrier to a fulfilling life.

OUR APPROACH

Learning difficulties are more than struggles with numeracy and literacy, they also include the difficulties with essential social and life skills needed to grow and thrive. Children with learning difficulties are often anxious or lack confidence, and struggle with behavioural issues, communication, making friends and building strong relationships. They may have diagnosed conditions such as ADHD, Autism Spectrum Disorder (ASD), Dyslexia, Dyscalculia, fine and gross motor delays and speech and language delays.

Our multidisciplinary team provides an evidence-based approach that centres around the individual strengths of each child. Support is tailored so that each child and family receive the help they need, at their own pace, in the way that works best for them. This inspires and generates results, builds confidence, and ensures each child feels included in their development.

As a registered NDIS provider, Learning Links empowers children and young people with disabilities to build functional skills for independence, participate meaningfully in the community and achieve their goals and aspirations.

We partner with funders to reach disadvantaged communities who would otherwise miss out on this vital support and collaborate with government and decision makers to make positive change in the wider community.

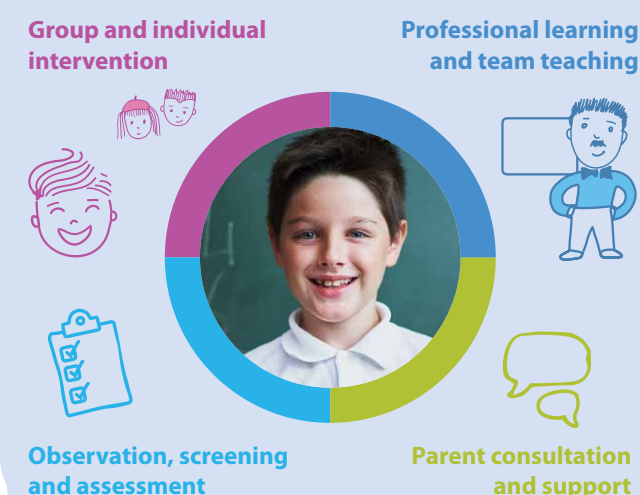
OUR INTERVENTIONS

Learning Links offers a range of evidence-based interventions including early childhood education, literacy, numeracy, psychology, speech pathology and occupational therapy programs.

The model includes early identification and assessment of difficulties and targeted interventions that prevent learning difficulties from causing disadvantage. The strategies we use are inclusive and engaging to support the best outcomes for each individual child.

Individual and group interventions with children and adolescents at our centres and in schools are enhanced by parent consultation and support. We also work closely to build the capacity of teachers and other professionals to empower children in their education and development.

OUR INTERVENTION MODEL



OUR IMPACT

With our targeted support, children gain vital skills to better keep up with their peers at school and lead a more fulfilling life:

- Children make measurable gains with literacy and numeracy to build confidence and engage meaningfully in the classroom.
- Children have improved social, emotional and behavioural skills that support their education, relationships and wellbeing.
- Parents feel knowledgeable, equipped and confident to help their child's learning and development at home.
- Professionals feel empowered to better teach and support children with additional needs, and their families.
- Children feel more included to participate alongside their peers at school and in activities.
- Children and families in disadvantaged communities and schools have more opportunities and equal access to life-changing support.

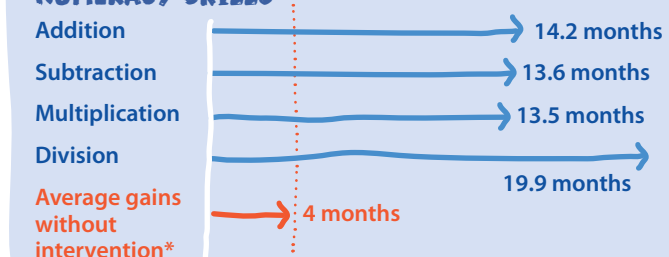
AVERAGE LEARNING GAINS

by children with learning difficulties
(8-month program)

LITERACY SKILLS



NUMERACY SKILLS

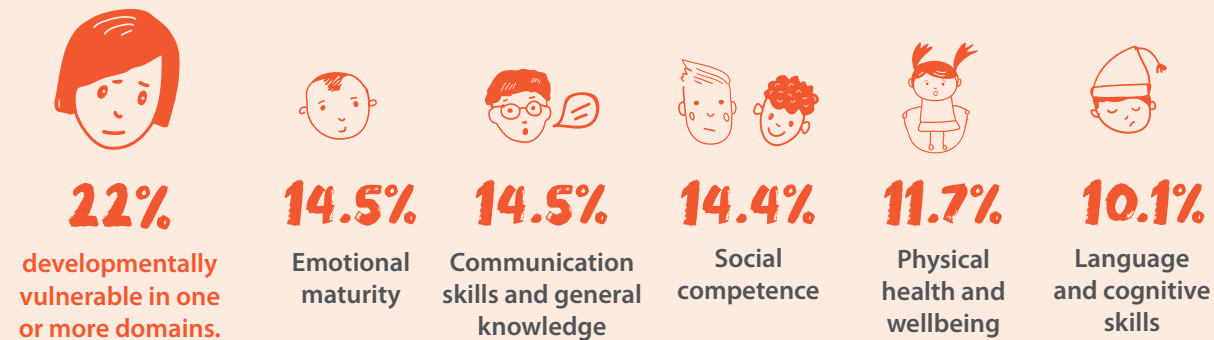


THE CHALLENGES CHILDREN FACE

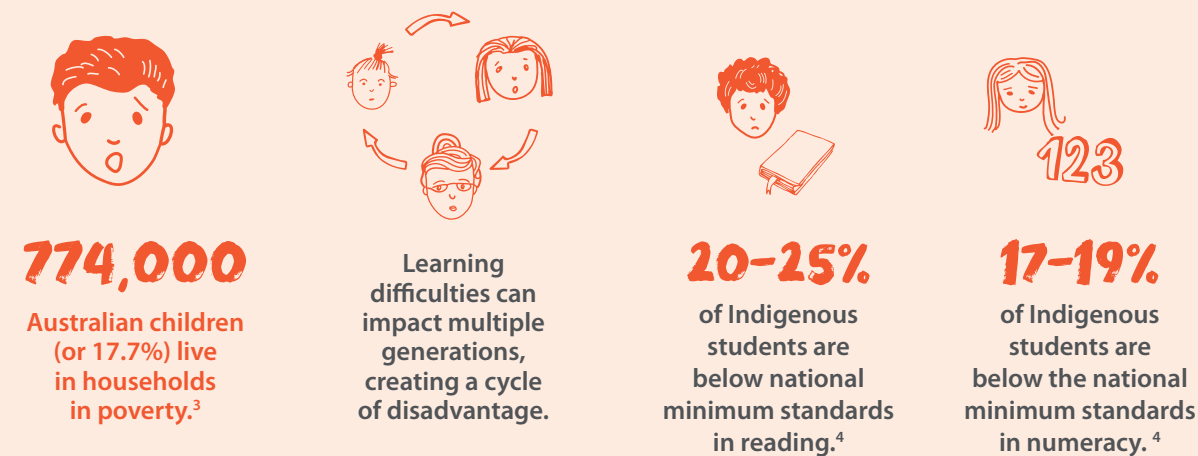
UP TO **15%** OF CHILDREN ARE AFFECTED BY LEARNING DIFFICULTIES OR DISABILITIES.¹

CHILDREN ARE STARTING BEHIND

Many children entering school are already developmentally at risk in the following skill domains:²



There is a strong link between financial and social disadvantage and learning difficulties.



THE GAP IN ABILITIES WIDENS OVER TIME

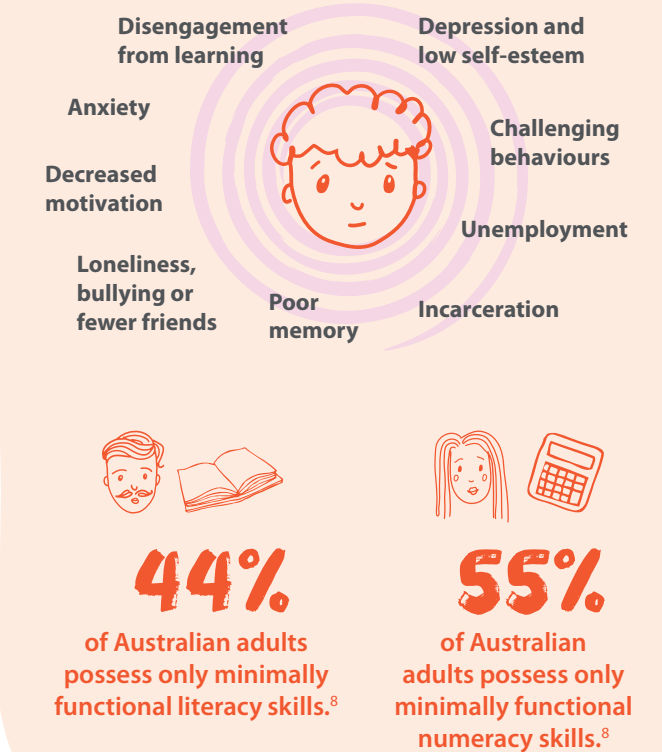
On average it is estimated that a child with learning difficulties learns at half the rate of their peers⁵. This gap in building skills in core literacy and numeracy continues to widen over time.



With ongoing learning disruptions due to the COVID-19 pandemic, vulnerable children are now at an even greater disadvantage with their learning.⁷

THE IMPACTS ARE DEVASTATING AND LONG-LASTING

Without support, children who have fallen behind their peers are at serious risk of:



Despite the wide scale challenge, the financial assistance available to help families with a child with learning difficulties is minimal. With support from the community and targeted interventions, we can break this cycle and provide opportunities for children to learn and thrive.

THESE CHILDREN NEED OUR HELP

¹ DSM-5, 2013; ² Australian Early Development Census, 2021; ³ Australian Council of Social Services and UNSW Sydney, 2020; ⁴ Australian Government Closing the Gap Report, 2020; ⁵ Thompson, 1990; Wheldall & Beaman, 1999; ⁶ Stanovich, 1986; ⁷ Peter Underwood Centre and University of Tasmania, 2020; ⁸ Program for International Assessment of Adult Competencies PIAAC – ABS, 2012; 20 Lamb & Huo, 2017.



WHERE WE HAVE COME FROM

1972

Established in Aug 1972 from a group of parents and professionals under Association for Children with Aphasic and Perceptual Difficulties

1977

Peakhurst ACLD School was officially opened on 12 Nov 1977

1975

Established as a registered charity



1990

Opening of Preschool and Peakhurst Learning Centre at Pindari Rd

1997

Expansion of early childhood and school aged programs to include speech and occupational therapy

1997

Learning Links name adopted as trading name across all other services

2011

Reading for Life program evaluated by University of Western Sydney

2010

Appointed HIPPY Riverwood partner

2014

First Learning Links Staff Development Day

2017

Learning Links becomes Registered NDIS Provider



2018
Opening of larger Liverpool Learning Centre

2019

Preschool achieves 'Excellent' rating by Australian Children's Education and Care Quality Authority (ACECQA)



2020

Her Excellency The Honourable Margaret Beazley AC KC, Governor of NSW and Mr Dennis Wilson become first patrons of Learning Links

THE EARLY YEARS

DEVELOPING OUR PROGRAMS

EXPANDING OUR REACH



1973

First professional development workshop held with 150 teachers



1992

Launch of Professional Development Program for teachers

2003

Trial of Reading for Life program

2006

Trial of Counting for Life program



New era in learning



First Learning Links Centre in The Hills has officially opened

2017

Opening of Bella Vista Learning Centre

2019

Prep 4 Preschool established

2019

Opening of new Support Office in Alexandria and Gledswood Hills Learning Centre



2020-2021

Launch and expansion of online professional development products including webinars and courses



Learn more about our history

CELEBRATING 50 YEARS

The year 2022 marks an important milestone for Learning Links, as we celebrate our 50th anniversary – a proud achievement for everyone involved with the organisation, both past and present.

Learning Links started its journey in 1972 with a group of parents who recognised the need for more specialised education and support services for children with learning disabilities.

Fifty years on, we are honoured to be continuing our important mission of empowering children who struggle to learn to thrive and reach their full potential. Learning Links is now operating six learning centres across Sydney, with outreach in communities throughout NSW and the eastern states, and evidence-informed professional learning delivered right across Australia and beyond. Over the year, we provided

support to close to 5,000 children and shared our specialist knowledge with more than 3,000 education and allied health professionals through online services and professional development.

All of this would not be possible without the generosity of our funders, community partners and volunteers. We are eternally grateful to all who have supported us with their donation of time and money.

As we look forward to another 50 years, we are excited to see what awaits Learning Links. We will continue to work tirelessly with the children and families who need our help, to advocate on their behalf, and to educate and inspire other professionals who can assist us to empower children to learn and live a life unlimited by circumstance.



MARKING A MILESTONE

Learning Links was fortunate to welcome the Acting Minister for Education, Hon. Stuart Robert MP, and the Assistant Minister, Hon. David Coleman MP to our Peakhurst Learning Centre in February. During their visit, the ministers met with staff, engaged with children at our Preschool and discussed some issues close to us including education reform, the importance of foundational literacy and numeracy skills and teacher education. The ministers then joined us in cutting a celebratory cake to officially launch our 50th anniversary celebrations.

RECONNECTING AND REFLECTING

Our 50th anniversary commemoration commenced with a staff celebration, which gave our team an opportunity to reflect on this incredible milestone. With some team members joining us more than 20 years ago, there were many stories to tell. The occasion was particularly special as it was the first time our organisation had been able to come together and reconnect face-to-face after two years of COVID-19 restrictions and safety measures.



ANNIVERSARY ART COMPETITION

We challenged Learning Links' children and families to share their ideal celebration in our Anniversary Art Competition. The task of picking our winners was difficult with over 100 creative entries.

Thanks to generous donations from Officeworks in Carlton, Taren Point, Punchbowl and Liverpool, we were able to award our winners with a range of incredible prizes.





"I really enjoyed coming to Learning Links. I met lots of nice people and made some friendships with staff and other children."
-John

HOW WE HAVE EMPOWERED CHILDREN TO LEARN

MAKING LONG-LASTING CONNECTIONS

JOHN'S STORY

John Cavaleri was diagnosed with Autism Spectrum Disorder (ASD) at an early age. He was fortunate to be able to access early intervention support throughout his childhood but high school presented its own set of challenges. To help navigate this new environment, John joined Learning Links' transition to high school program in 2008.

Once high school started, John's mum realised he needed additional support to stay on track with his schoolwork and cope in different social situations. John began attending weekly literacy and numeracy sessions with one of Learning Links' teachers as well as psychology sessions - empowering him to build the foundations to progress through the high school years.

John left a lasting impression at Learning Links and is remembered as a charismatic, energetic and friendly teenager.

"John always came into our centre with a huge smile on his face, happily chatting to us all in the front office before heading off to his session with Jenny."
- Dr Samantha Hornery, Product Innovation and Education Manager



John's goal for the future is to continue to build his confidence and independence so he can do more travelling, meet new people and do more volunteering. Learning Links is thrilled to support him as his relationship with the organisation has continued to strengthen into adulthood.

He has completed work experience in the Preschool and in the office, where he helped with filing and computer work. John has also presented as a guest speaker at the 2014 Learning Links AGM and co-hosted our 2017 Scrabble fundraising event. He enjoys giving back to the community and has gone on to do more volunteer work in local organisations to continue building his confidence.



Hear more of John's story

BUILDING LONG-LASTING CONNECTIONS
JOHN CAVALERI



946
parents gained
additional support
through our
webinars

32
children were
assessed through
our speech
and language
screening
program



"Coming here has
allowed him to not fall
behind because he was
in an environment where
he could learn with the
obstacles he had"

- Hayat

PREPPING CHILDREN AND PARENTS FOR PRESCHOOL

Learning Links' Prep 4 Preschool program offers vital support for families seeking guidance on their child's development and the smooth transition into an early education service.

In early 2022, following the extended COVID-19 lockdown period, the team expanded the Prep 4 Preschool program with new initiatives to provide additional resources for families.

To ensure families felt confident to support their children at home, our team of early childhood educators, speech pathologists and occupational therapists developed a series of short webinars covering a range of topics including sensory exploration, emotional regulation and early literacy development. These webinars enabled us to reach hundreds of additional families who otherwise would not have access to this type of support.

In Term One, our speech pathology team ran a free speech and language screening program for eligible families. The 45-minute screeners assessed children's receptive and expressive language skills, speech sounds and play to help identify if they could be at risk of a language disorder or delay. Our screening program provided parents with reassurance and guidance on their child's development and helped 15 children to access further support at a time when it was truly needed.

The team also recorded a series of videos demonstrating play scripts to use with families with young children to support play and language skills. The videos were recorded in English, Cantonese and Vietnamese to reflect the diversity of the community we work in.

These new initiatives provided families throughout NSW with greater access to early childhood support to assist with the transition to preschool. Thanks to the success of these initiatives and ongoing impact for families, Learning Links has received additional funding from the Department of Education to continue the life-changing Prep 4 Preschool program.

BUILDING STRONGER FAMILY RELATIONSHIPS

HAYAT AND GABRIEL

When Gabriel wasn't walking and talking at the same rate as his older siblings, his mum, Hayat, grew concerned.

She knew if he started in an early education service that he may struggle to keep up with his peers, so she began looking for additional support to help with his development.

When Gabriel first joined Prep 4 Preschool in 2021, he had difficulty forming words, trouble with his balance and was unable to concentrate in group time. The structure and routine of the program has helped Gabriel to catch up on key milestones. He has made amazing progress and is now preparing to transition into an early education service.

More than anything though, Hayat says that attending Prep 4 Preschool has helped her grow as a parent. She now has a better understanding of Gabriel's needs and has become more confident and patient, which has helped to strengthen her relationship with all of her children.



Hear more of Hayat
and Gabriel's story



READY, STEADY, THRIVE!

The pandemic has taken its toll on the mental health and wellbeing of children, adolescents, parents and families. That's why Learning Links has developed a new curated psychology program for schools to help tackle this ongoing challenge.

The program is designed to empower children to be READY and confident for life and learning, STEADY in their emotions and behaviours, and set to THRIVE!

READY, STEADY, THRIVE! uses a combination of evidence-based child and parent programs to support families to cope with anxiety, depression, low self-esteem, emotional regulation, communication and social skills. The program empowers vulnerable children and parents with vital problem-solving and coping skills for daily living to improve their wellbeing and confidence.

The funded program enables Learning Links' psychologists to work in selected school communities for two days a week to deliver a tailored selection of evidence-based psychology interventions. The support is based on a comprehensive strengths and needs analysis from extensive consultation with schools and networks in the local community.

Thanks to Communities for Children funding and the support of Facilitating Partners, The Benevolent Society and The Smith Family, Learning Links is delivering this new program to more than 1,300 children and 2,000 parents and carers across 36 primary schools in Sydney and the Central Coast throughout 2022. Up to 420 teachers will also benefit from the feedback, collaboration and classroom strategies provided by our psychologists.

Together, we are supporting children to learn, develop and thrive!

In Partnership with:

benevolent
SOCIETY

The Smith Family
Learn today, change tomorrow.

"We are very proud and happy to have teamed up with Learning Links as this project will aim to deliver invaluable professional support within priority schools. READY, STEADY, THRIVE will help address and improve the social, learning and wellbeing capacity of vulnerable and disadvantaged children, helping them to transition confidently and successfully through vital life transitions. We look forward to achieving great outcomes together."

- The Smith Family, Communities for Children Facilitating Partner



1344
Children

2033
Parents

36
Schools

420
Teachers



OUR COMMITMENT TO RECONCILIATION

As part of Learning Links' journey of cultural learning, we officially launched our **Reflect Reconciliation Action Plan (RAP)**, a 12-month plan to scope and develop relationships with Aboriginal and Torres Strait Islander stakeholders and define our vision for reconciliation.

This RAP is a formal commitment that Learning Links has made to create positive change and embrace continuous cultural learning and growth in all the local communities we work in. In making this commitment, we look to the future with optimism in the hope that our actions as an organisation will make a lasting contribution to reconciliation in our country.

Our RAP was brought to life with a commissioned painting by Gadigal Elder and Sutherland Shire local artist, Aunty Deanna Schreiber. The artwork is a bright and joyful reflection of the learning, play and work we do with children and families. Indigico Creative brought together Aunty Deanna's artwork and the Learning Links brand into a harmonious document that creatively communicates our commitment to reconciliation.

In May, we held a morning tea at our Preschool, on Bidjegal Country, to bring together and formally thank those who have supported us on our reconciliation journey so far. We were honoured to open the event with a Welcome to Country by our RAP artist, Aunty Deanna. Special guests heard our vision for reconciliation from our CEO, Birgitte Maibom, before concluding with a performance by children from our Preschool.

Since the launch of our RAP, we have worked towards implementing our commitments by reviewing our organisational policies, identifying the key areas for cultural learning and providing more meaningful opportunities for staff to engage in cultural events such as National Reconciliation Week and NAIDOC Week. Our RAP Working Group continues to meet regularly to ensure our vision for reconciliation is put into practice.

"Being a part of the RAP Working Group and meeting influential Indigenous peoples has given me a chance to unlearn many misconceptions I held from school and external sources. Thanks to this opportunity, I have developed a deeper understanding of the importance of acknowledging the traditional custodians of the land and look forward to continuing my education."

- Jessica Stuart, member of RAP working group



SUPPORTING TEACHERS TO DECODE DYSLEXIA

Learning Links' Product Innovation team has developed a new suite of online professional learning courses to empower professionals with practical strategies to support children with Dyslexia.

The *Dyslexia Decoded Suite* has been developed to support our goal of giving all children the same opportunities to learn how to read. We have packaged our decades of experience in designing and delivering evidence-based reading interventions into three short courses.

Dyslexia Decoded provides education and allied health professionals with a deeper understanding of Dyslexia, Synthetic Phonics and Comprehension. Each course provides comprehensive training through self-guided learning modules containing video lessons, workbooks, reflection activities, screening tools and downloadable resources.

Increased demand for education and allied health support and challenges with industry-wide staff shortages has left professionals increasingly time-poor, so the courses were developed in a format that gives participants more flexibility and control over their learning. Our easy-to-use learning platform supports this, allowing learners to switch between devices and navigate quickly between different lessons.

The first course in the suite was successfully launched in March with more than 100 registrations in the first month. Since then, the number has increased to over 200 professionals. Our work in continuing to upskill professionals through our online course provides us with the opportunity to reach thousands more children, bringing us closer to our vision of empowering all children to learn and thrive.



196

Professionals gained specialist knowledge in reading interventions through our online courses

"I can choose a time to sit down and concentrate without interruptions, not feel rushed and I am able to go back and review other lessons if needed."
- Course Participant



PARTNERING WITH OUR LOCAL SCHOOL COMMUNITY

Learning Links values the strong relationships we have built with our community of schools. As part of the launch of the *Dyslexia Decoded Suite*, we partnered with two schools to provide 20 teachers with free training in identifying Dyslexia and selecting appropriate reading interventions.

"Thank you for providing a course that was informative and provided relevant information and ideas."

- Course Participant



Hear more about our course



WHAT WE ACHIEVED TOGETHER THIS YEAR



4,738
Children



3,477
Families



115
Schools and
Communities



3,470
School, Allied
Health and Other
Professionals

To combat the challenges reaching children and schools while COVID-19 restrictions and lockdowns were in place, this year we expanded our outreach to professionals and parents to ensure children received ongoing support throughout this period and are so proud of what has been achieved.



PSYCHOLOGY

Our team of 49 psychologists empowers children and adolescents with the skills and strategies they need to build confidence, expand their social skills and enhance their emotional wellbeing – all crucial for learning success. We use an evidence-based, tailored and strength-based approach to support children across our centres, online and in schools.

Meeting the growing needs of schools

We experienced continued growth in the psychology program with services expanding into Wyong on the NSW Central Coast – bringing our total number of schools to 32. Our team of provisional psychologists, including those taking part in our Psychologist Registration Program, also grew to cater for the high demand for psychology support in both our centres and in schools. To meet the increasing need for mental health and wellbeing support in schools, we introduced *Cool Kids*, a 10-week program that uses the principles of cognitive behavioural therapy to help children manage anxiety. We also received funding to upskill two staff members in the *Parenting Under Pressure* program to provide individualised support to parents who are experiencing adversity and difficult life circumstances.

978
Children received support to manage social, emotional and behavioural concerns

810
Children were assessed to understand their strengths and support needs

39
Provisional psychologists gained experience through our program to fulfil the requirements to become fully registered



Hear more from our psychology team



SPEECH THERAPY

Our team of 21 speech pathologists supports children with communication difficulties to build the skills needed to understand others and express themselves with confidence. Our therapists deliver evidence-based interventions in our centres and online, and work in 20 school communities to help identify gaps, build teacher capacity and empower children to reach their social and academic goals.

Aiding the support of more children

Through the challenging lockdown periods in 2021, we continued supporting children and families in innovative ways online. To meet the increased demand for speech and language support, we expanded our therapy aide program to add 10 speech therapy aides to the team. This program allows many more children to receive life-changing interventions and is a valuable opportunity for speech pathology students to gain more experience working with children – under the supervision and guidance of our skilled clinical supervision team. This year we also celebrated three of our staff reaching their 10-year milestone at Learning Links!

1,562
Children were supported with speech, communication and language skills

100
Children were reached through the speech therapy aide program



Hear more about our speech therapy program



1,005
Children received support through online services

539
Children accessed NDIS services





EDUCATIONAL SUPPORT FOR LIFE PROGRAMS

Our team of 18 experienced education specialists provide evidence-informed interventions for children with learning difficulties, across all areas of literacy and numeracy. Centre and school-based programs are tailored towards the specific needs of each child, and we work collaboratively with parents and teachers to ensure children are given the best chance of reaching their full learning potential.

Doubling our impact in the classroom

Our Education in Schools Program has doubled in size over the year to reach eight schools, due to the generous support of existing and new funding partners. These school programs provide 6-12 months of focused intervention in mathematics and/or reading – in both individual and group settings. This has provided an opportunity for our teachers to provide vital support for children who would otherwise miss out. We work in close partnership with the school to provide screening assessments, targeted individualised support and engaging activities and games to reinforce the learning.

823

Children with difficulties such as Dyslexia, Dyscalculia and ADHD supported to improve literacy and numeracy

20

Children received support through our Aboriginal Education Program

27

Schools received funded For Life programs

515

Children were supported with programs at school

202

Children gained vital skills through free For Life at Home Programs



"Reading for Life was fantastic – I learned to be patient and make it fun."
– Parent



"I can do my timetables better now."
– Child



PRESCHOOL

Our inclusive Preschool provides children, aged three to six years, and their families, with an early learning community that values and promotes diversity of culture, language, ability and experience. Our professional transdisciplinary team, including early childhood teachers, educators, a speech pathologist and an occupational therapist offers children a wide range of experiences and play opportunities appropriate to their needs and developmental stage.

Online engagement during lockdowns

Throughout the extended 2021 lockdown period, we were proud to retain all families in our centre by providing fee relief and access to an engaging program for families to participate in at home. Our educators and therapists were proactive in developing substantive learning packs, with play-based activities, resources and tip sheets for parents to initiate with their children to support ongoing learning and development.

"My son has been at Learning Links Preschool for the past 2 years. He is autistic and non-verbal. He needs a lot of support and the teachers and staff have been amazing with him. He has made great progress which is a credit to the patience, persistence and nurturing nature of all the teachers that he has had. They learnt how to use his communication app so they could help him communicate better. They have gone above and beyond to help my son become the more confident kid he is now."

– Parent

146

children received inclusive early education and care through our Preschool



PREP 4 PRESCHOOL

Prep 4 Preschool early intervention playgroups offer support for families who have a child aged two years and over with a disability or developmental delay, or who have experienced challenges accessing an early education service. The groups are facilitated by a team of early childhood educators, speech pathologists and occupational therapists, with play activities tailored to enhance the development of each child and support their transition to centre-based learning.

Supporting important transitions

Our team empowered 43 children and their parents with key areas of learning and development over 140 sessions. This included 13 online sessions throughout the extended 2021 lockdown period to ensure families had continuation of support in such an isolating time. In response to the increased need for this type of support, we expanded the program to reach even more families through the delivery of 10 webinars, which covered a range of topics on early childhood development.

22

children gained the skills and confidence to transition to an early learning service

100%

of respondents said staff at Prep 4 Preschool always make them and their child feel valued and welcomed

100%

of respondents said they always feel confident asking staff questions about their child's learning, development and behaviour



"We have seen amazing progress. The program really builds the foundations for those crucial areas of development in the early years. We are so happy to be a part of it."
– Parent



HIPPY

HIPPY (Home Interaction Program for Parents and Youngsters) is a free, structured, home-based program running over two years, to support and encourage literacy and numeracy in the important early childhood years. It's based on evidence that a child's earliest and most powerful learning comes from their family.

Increased funding to support tutors

Across our two HIPPY Programs at Riverwood and Cabramatta, we received additional funding from HIPPY Australia to financially support HIPPY Tutors to enrol in education courses to help them achieve their learning goals and gain employment after the HIPPY Program. Our coordinators also had the chance to attend the HIPPY National Gathering on the Gold Coast in May 2022 to learn and share with HIPPY staff from all over Australia.

118
families were supported by 11 HIPPY Home Tutors to learn with their children



"We love HIPPY!
It's making me a better mum!"
- Parent



"Being a HIPPY parent helps me to know what's happening in my community. Last year, I saw an advertisement sent by our HIPPY coordinator, Karen, about a storytelling course looking for someone who speaks second language other than English. I enrolled and have recently finished two months training as a storyteller, and it has widened my world. I never knew storytelling can be so interesting and engaging. I am also confident to volunteer myself to tell a story at my child's preschool.
Thank you, HIPPY Riverwood!"
-Parent

MYTIME

The MyTime group program provides facilitated peer support for parents, grandparents and carers of children 0-18 years with a disability, developmental delay or chronic medical condition. It provides invaluable emotional and practical support and gives parents and carers access a range of specialist support across the areas of disability, self-care, family support and parenting.

Ten years of MyTime

2021-22 was the final year that Learning Links delivered this program. We are extremely proud to have been able to offer this sort of lifeline for parents and carers for over 10 years. We will continue to support the great work of the MyTime program by referring families.

137
families supported through 12 MyTime groups

661
hours of support over 341 sessions



"I'm so very thankful for these webinars."
- Parent

WEBINARS AND COURSES

Learning Links offers high quality training and support to professionals and families through a range of online public and tailored webinars and courses. Developed and presented by our experienced team of teachers, early childhood educators, psychologists, speech pathologists and occupational therapists, our comprehensive range of topics include learning difficulties, literacy and numeracy, wellbeing and communication. Our goal is to provide relevant, evidence-informed and practical strategies to help parents and professionals build on their knowledge and skills to support the children in their lives in the best possible way.

Reaching across Australia and beyond

We have significantly expanded our webinar offering over the past year, delivering up to three webinars every week to parents and professionals across Australia (and sometimes internationally). This online learning allows us to reach many more parents and professionals, to build their understanding and capacity to empower children and adolescents to succeed at school and in life.

We also introduced self-paced online courses for professionals to offer a more comprehensive learning experience, kicking off with Mastering Multiplication, followed by the launch of the Dyslexia Decoded Suite (see Page 17).



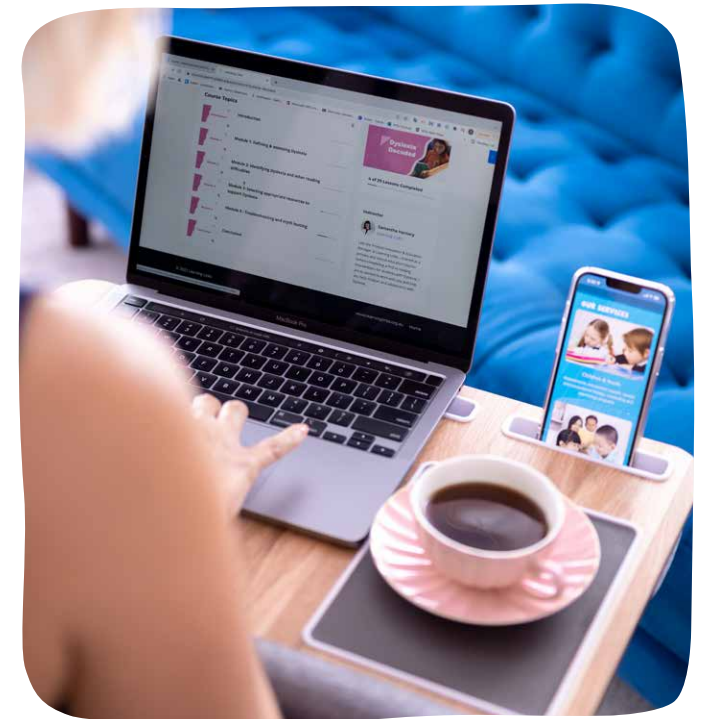
"I think the presenter did a fantastic job. Her explanations were clear and the hour flew by- a testament to the engaging content of the webinar. Thank you."
- Professional

4,775
education and allied health registrations across 63 webinars, gaining evidence-informed strategies to empower children to learn

3,393
parent registrations across 49 webinars, gaining strategies to support children's learning and development at home

186
professionals were offered in-depth training on a variety of topics through tailored workshops

214
professionals built specialist knowledge and skills through our comprehensive online courses



THANK YOU TO OUR SUPPORTERS



1,551

Children received life-changing support through funded programs in schools and services



2,180

Parents were upskilled and supported through free programs and webinars



217

Teachers were provided with free teacher professional learning experiences to better support students



58

Schools and communities received funding to support at risk children



It is thanks to our supporters that Learning Links can continue to expand our reach and empower more children with their learning, development, communication and wellbeing.

We are incredibly grateful for the generosity of our funders, volunteers and community partners in enabling us to provide free and subsidised programs for children and families who would otherwise miss out on this vital support.

Corporate and Foundations Registered Clubs



Australian Turf Club
BSG Australia
Collier Charitable Fund
James N Kirby Foundation
Lend Lease
Matana Foundation for Young People
Sweet Helping Hand
Sydney Community Foundation

Government Partners

Federal

Department of Home Affairs
Department of Social Services

State

NSW Department of Education
NSW Department of Family & Community Services
NSW Department of Premier and Cabinet

Local

Camden Council
Georges River Council

Pro Bono Support

Benson McCormack Architecture (Glenn McCormack)
Bird and Bird Law Firm (Kristy Peacock-Smith)
EY (Marco Maldonado)
Innova Capital (Wayne Camenzuli)
JBWere (Luke Branagan)
Kurtis Paige Initiatives (David Williams)



northscollective



Ashfield Catholic & Community Club
Ashfield RSL Club
Auburn Soccer Sports Club
Bargo Sports Club
Bellambi Sports Club
Berkeley Sports Club
Bexley RSL & Community Club
Blacktown Workers Club
Breakers Country Club
Brighton Lakes Recreation & Golf Club
Budgevov Soccer Club
Cabra-Vale Diggers
Campbelltown Catholic Club
Campbelltown Golf Club

Canada Bay Club
Canley Heights RSL & Sporting Club
Castle Hill RSL Club
Chatswood RSL Club
Chester Hill RSL & Bowling Club
Club Burwood
Club Liverpool
Club Rivers
Club Wyong
Cronulla RSL Memorial Club
Dapto Leagues Club
Dapto Showground
Doyalson-Wyee RSL Club
Ettalong Diggers
Forestville RSL Club
Granville Diggers
Halekulani Bowling Club
Helensburg Tradies
Hornsby RSL Club
Ingleburn Bowling Club
Kingsgrove RSL Club
Magpies Waitara
Matraville RSL
Merrylands RSL Club
Moorebank Sports Club
Mounties
Mounties Triglav
Munmorah United Bowling Club
North Ryde RSL Community Club
Parramatta Leagues Club
Panthers Penrith Leagues Club
Penrith RSL Club
Penshurst RSL Club
Pittwater RSL Club
Ramsgate RSL Memorial Club
Richmond Club
Rules Club Wagga Wagga
St Johns Park Bowling Club
St Marys Leagues Club
Springwood Sports Club
The Juniors Kingsford
The Shellharbour Club
Tradies Gynea
Twin Towns
Vikings Sports Club
West HQ
West Pennant Hills Sports Club
Wests Ashfield Leagues Club
Wallerah Bay Recreation Club
Wyong Rugby League Club

Volunteers

Jan Colley
Julie Ducrou

Community Partners

Allowah Children's Hospital
Bluehaven SACC
Brotherhood of St Laurence
Cabramatta Public School
Cabramatta SaCC
Connect Child and Family Services Katoomba
Disability Macarthur EarlyEd
Georges River College – Oatley Senior Campus
Glen Innes Severn Council
Gorokon SACC
Gunnedah Early Childhood Intervention
HIPPI Australia
Lakemba SaCC
Liverpool Local Aboriginal Education Consultative Group
Luke Priddis Foundation
Muddy Puddles Batemans Bay
Noah's Inclusion Services
Parenting Research Centre
Riverwood Public School
Sanctuary Point Connect
Swansea Baptist Church
The Smith Family
The Benevolent Society
Wyong SACC

In-Kind Supporters

Cabra-Vale Diggers
Club Rivers
North Ryde RSL Club
Officeworks
Raging Waters, Sydney
Revesby Workers' Club
Taronga Zoo Sydney

Special thanks

Hon Alex Hawke MP - Federal Member for Mitchell
Hon Mark Coure - State Member for Oatley, Minister for Multiculturalism and the Minister for Seniors
Hon David Coleman MP - Federal Member for Banks
Dr Lana Leslie (Gunnedah Hill) Pty Ltd
Uncle Dr Shayne Williams
Aunty Deanna Schreiber
Amy Allerton (Indigico Art)
Fay Daniels (Gandangara Aboriginal Land Council)

HOW FUNDING MAKES A DIFFERENCE

Right now in Australia, not all families of children with a learning difficulty have the means to access the services they need and deserve. With generous help from supporters of Learning Links, more children can benefit from evidence-informed interventions with our experienced educators, speech pathologists and psychologists, who empower children to learn and thrive.

CORPORATE PARTNERSHIPS

Learning Links partners with corporates and organisations on value-aligned programs and projects to provide long-lasting opportunities to children facing challenges at a vital stage of their educational and social development.

This year we celebrated our sixth year in partnership with CMC Markets, who continue to support children's numeracy in schools across Sydney. We are grateful for their ongoing support and commitment to empower children experiencing learning difficulties with vital numeracy skills that will last a lifetime. We are also grateful to the Australian Turf Club, Officeworks and supporters of our annual raffle who helped us to achieve a record-breaking year that will help to empower more children through our Disadvantaged Kids Fund.



Sponsor
a program



Volunteer



Give through
workplace giving

"Learning Links continue to be our charity of choice and Housie representatives for all our weekly sessions. Wenty Leagues is proud to help Learning Links upskill teachers in the area of learning difficulties and provide education support and targeted interventions for children struggling to learn."

- Wenty Leagues Club



CLUBS

Thanks to generous funding, volunteering, and growing partnerships with clubs across NSW, Learning Links has been able to deliver teacher professional development, parent programs and critical psychology, speech therapy and specialist education programs to large numbers of children in over 37 local communities.

This year we were thrilled to recognise Kathryn Tanner and the team at Tradies through the NSW Volunteer of the Year Awards. Over the past five years, Tradies has funded over 90 children to take part in Learning Links' Reading for Life® and Counting for Life® programs and volunteered over 1200 hours to mentor local children in these life-changing opportunities.



TRUSTS AND FOUNDATIONS

Funding from Trusts and Foundations has greatly accelerated Learning Links' mission to provide more children who have difficulties learning with the skills, services and family support that will enable them to realise their true potential.

Our special thanks go to the James N Kirby Foundation, the Sydney Community Foundation, the Collier Charitable Foundation and the Matana Foundation for Young People who have funded vital literacy and numeracy programs and supported our commitment to Aboriginal education. Our great appreciation also goes to the Australian Turf Club Foundation that has partnered with Learning Links to support the mental health and resilience of children in primary schools across their local communities.

Our partnership and collaboration has empowered children to receive professional support to help manage and address mental health and wellbeing. The impact Learning Links is making by supporting our local schools and communities is amazing and of the utmost importance to us.

- ATC Foundation



CHARITY HOUSIE

Charity Housie is a key contributor of funds to Learning Links. This low-cost community game offers entertainment to patrons in licensed clubs with proceeds going towards charitable organisations. Learning Links runs sessions in 35 clubs across Greater Sydney, Central Coast, the Illawarra Region and Wagga Wagga. The funding received through this program is vital in supporting Learning Links' programs and services and the help provided to children and families.

INDIVIDUAL GIVING

Thanks to personal donations made this year, we have been able to support many children and young people through our Disadvantaged Kids Fund.

With this crucial fund, our psychologists, speech pathologists and education specialists can reach children who would not be able to access the critical interventions they need and deserve and offer them tailored support for as long as they need it.

44

Children and families in disadvantaged communities were assisted with specialist intervention and support.



MEET OUR TEAM



Front row: John McCormack, Simone Montgomery, Birgitte Maibom, Diane Peacock-Smith
Back row: Alex Biviano, Sophie Mail, Don Tilley, Rachel Brodie-Browne, Dr. Samantha Hornery

OUR LEADERSHIP TEAM



Birgitte Maibom
Chief Executive Officer

- Learning Links CEO since 2015
- Purpose-driven leader with extensive experience in the not-for-profit sector across children's services, disability, health and youth programs
- BA, MA, MBA, Executive Education from Harvard Business School and INSEAD
- Graduate Member of the Australian Institute of Company Directors



John McCormack
General Manager,
Finance and Digital Transformation

- Diverse skillset with over 25 years' experience in senior finance roles and over 12 years in the not-for-profit sector with special expertise in project management, implementing IT software, infrastructure systems and facility management
- Bachelor of Business (Accounting), Member of Chartered Practising Accountants Australia



Simone Montgomery
General Manager,
Client Services and Operations

- Over 30 years' experience working in the not-for-profit sector with extensive experience in senior management roles in housing and mental health with a particular focus on vulnerable communities
- Bachelor of Adult Education, Master of Social Development



Diane Peacock-Smith
General Manager, Service Quality,
Risk and Compliance

- Over 25 years' experience in senior management positions in the not-for-profit sector across education, health and community sectors
- Graduate Diploma in Community Leadership, Dip, BA, Masters in Special Education, Diploma of Small Business Management



Don Tilley
General Manager,
Funding and Partnerships

- Diverse career in senior roles in large corporations across sales and general management and as a retail business owner
- Expertise in business development and partnerships
- Bachelor of Business Management



Rachel Brodie-Browne
Head of Fundraising

- Extensive experience working in not-for-profits in the UK and Australia, including the world's largest cancer research charity
- Led the implementation of large scale fundraising, marketing and events strategies
- BA Hons in Modern Languages and Cultures



Sophie Mail
Head of Brand and Communications

- Marketing, communication and fundraising experience in Australia and the UK for over 15 years across not-for-profits in education, disability and health
- Special expertise in social media, digital marketing, content and fundraising strategies
- BA in Communication (Public Communication) and Diploma in Marketing Communications



Dr. Samantha Hornery
Manager,
Product Innovation and Education

- Primary and special education teacher with over 20 years' experience supporting children with learning difficulties
- Appeared as educational advisor in the ABC documentary 'Kids on Speed?'
- Completed PhD in Dyslexia Interventions, evaluating Learning Links' Reading for Life® program



Alex Biviano
Manager, People and Culture

- Solutions-focused professional with expertise in human resources, shared services, leadership, organisational development and management
- Experience working with large and medium-sized national and international businesses
- Bachelor of Business (Human Resources)

OUR BOARD



Gregory Wallace
Chair

- Joined the Board as a Non-Executive Director in October 2012
- Appointed Chair in November 2015
- Currently Distribution Lead at NPWS
- Non-Executive Director Metro Tasmania and Metro Coaches; Chair, Audit and Risk Committee
- Graduate Member of the Australian Institute of Company Directors
- MBA (in progress)
- Brings an enthusiasm for excellence in marketing, communication and business with over 25 years of experience as a senior executive



Clive Cuthell
Deputy Chair

- Joined the Board of Learning Links in July 2017
- Chair of the Property Development Advisory Committee
- Extensive experience in commerce and finance
- Member of Chartered Accountants Australia, New Zealand and Scotland and Graduate Member of the Australian Institute of Company Directors
- Enjoys supporting the organisation through growth and change



Sarah Donald
Secretary

- Joined the Board as a Non-Executive Director in April 2015
- Company Secretary and Chair of the Governance and Risk Committee
- Experienced commercial lawyer with postgraduate qualifications in contract law, risk management and corporate governance
- Graduate Member of the Australian Institute of Company Directors
- Shares a passion for the education sector and ensuring that all people have access to supportive learning environments



Jackie Gambrell
Non-Executive Director

- Joined the Board of Learning Links in 2019
- Member of the Finance and Audit Committee
- Extensive experience in senior executive level strategic and operational roles across commercial, education and not-for-profit sectors including Good Start Early Learning and the Black Dog Institute
- Currently the General Manager for Tuberous Sclerosis Australia
- Enjoys supporting organisations through growth and is passionate about social justice and high quality, evidence-based service delivery



Helen Hu
Non-Executive Director

- Joined the Board of Learning Links in May 2017
- Chair of the Finance and Audit Committee
- Extensive experience managing finance for not-for-profit and membership-based organisations
- Fellow Member of the Institute of Chartered Accountants in Australia and New Zealand, Graduate Member of the Australian Institute of Company Directors and Graduate of the Governance Institute of Australia
- Brings in-depth knowledge around corporate governance, regulation and risk management



Jennifer Wilson
Non-Executive Director

- Joined the Board of Learning Links in July 2019
- Member of the Governance and Risk Committee
- Internationally recognised and awarded creative digital leader
- Creative and strategic consultant with deep specialisation in mobile, apps, web, games, and social media
- TEDx presenter and author of several papers and books
- Passionate about healthcare, behavioural change, education and consumer-focused entertainment

OUR PATRONS



Learning Links is honoured to have Her Excellency the Honourable Margaret Beazley AC KC, Governor of New South Wales and Mr Dennis Wilson as Joint Vice Regal Patrons of the organisation.

We share a strong commitment to education and an understanding of the need to help those in the community who face disadvantage.

We are thrilled to have Her Excellency and Mr Wilson participate in key events such as Staff Development Day and support our overarching mission to empower children who have difficulties learning to realise their full potential.



87%
of staff
believe that
wellbeing
is a priority
at Learning
Links

OUR PEOPLE AND CULTURE

Learning Links' people have a common passion, drive and determination that makes our organisation what it is. Our successes are shared, and we thank everyone for their hard work and dedication over what was a very challenging year.

CELEBRATING OUR COMMITTED STAFF

As Learning Links celebrates its 50th anniversary, staff also shared milestone anniversaries with some reaching more than 20 years of tenure. We are so appreciative of the longstanding dedication our team has shown to the organisation and to supporting the many families they have worked with over the years.



231
staff

26
staff have worked
with Learning
Links for more
than 10 years



SUPPORTING WELLBEING THROUGH THE PANDEMIC AND BEYOND

When presented with one of the most challenging periods of pandemic restrictions, our team rose to the occasion. To support our staff through the uncertainty, we implemented a number of initiatives that promoted connectedness and wellbeing.

Learning Links staff were invited to participate in weekly yoga sessions and a weekend walking challenge to encourage movement and motivation. We encouraged conversation through themed Zoom calls that ranged from 'the pets of Learning Links' to 'the best and worst of lockdown viewing'.

Our staff were also encouraged to get creative in the kitchen and share their best lockdown recipes with the team. All the recipes were collated into a digital cookbook for everyone to enjoy and share.

We have continued this commitment to wellbeing and mental health with a review of our Workplace, Health and

Safety program. As a result of this review, a new committee was formed and rebranded to WHS and Wellbeing to reflect the stronger focus on wellbeing. Each month, the committee shares helpful tips and information around different themes ranging from financial wellness to work-life integration.



CULTURAL LEARNING AND CONNECTING

While we were unable to get together physically, Learning Links staff were invited to 'zoom out' for a day at our virtual Staff Development Day in September. We explored the theme of 'Cultural Learning and Connecting', covering topics of reconciliation and sustainability. Throughout the day we heard from special guests including our Patrons, Her Excellency the Honourable Margaret Beazley AC KC, Governor of New South Wales and Mr Dennis Wilson, Dharawal Elder Uncle Dr Shayne Williams, Kamilaroi woman Dr Lana Leslie, and Worimi man Marcus Turner.

NEW STAFF ENGAGEMENT PLATFORM

This year we launched CultureAmp, a new all-in-one employee experience platform to enhance our performance, development and engagement processes. The platform facilitates more effective meetings, individual and team goal setting and self-reflection. It also includes a skills coaching functionality to help staff build important skills such as communication and productivity.

Within the platform we can collect feedback through staff surveys and easily convert results into an action plan for meaningful impact within the business.

FINANCIAL SUMMARY

Statement of profit or loss and other comprehensive income for the year ended 30 June 2022

	2022	2021
Income		
Income	\$15,708,468	\$17,800,125
Total income	\$15,708,468	\$17,800,125
Expenses		
Expenses	\$15,605,967	\$17,012,642
Total expenses	\$15,605,967	\$17,012,642
Net surplus for the year attributable to members	\$102,501	\$787,483
Items that will not be reclassified subsequently to surplus or deficit		
Gain on revaluation of property, plant and equipment	-	-
Other comprehensive income	-	-
Total comprehensive income attributable to members	\$102,501	\$787,483
Where we obtained our income		
Fee income for services	\$4,238,477	\$4,091,654
Grants, donations and other fundraising*	\$3,292,073	\$2,724,081
Charity Housie and Bingo**	\$7,529,315	\$8,838,995
Membership fees	\$5,627	\$9,099
Other income	\$642,976	\$2,136,296
	\$15,708,468	\$17,800,125
How we applied our income		
Human resources costs services	\$6,890,479	\$7,008,966
Charity Housie and Bingo**	\$6,783,231	\$7,779,843
Program costs	\$327,341	\$298,521
Support services and facility costs	\$1,604,916	\$1,925,312
	\$15,605,967	\$17,012,642

* Includes Government Grants \$2,641,702, Non-Government Grants \$640,153 and Donations and other Fundraising \$10,218

** Charity Housie is a fundraising activity and community game similar to bingo where small cash prizes are paid out to participants. These prizes make up 75% of all income as regulated by NSW government in the Community Gaming Act.

Statement of financial position as at 30 June 2022

	2022	2021
Current assets		
Cash and cash equivalents	\$4,048,471	\$3,985,189
Trade and other receivables	\$559,564	\$401,337
Inventories	\$123,228	\$134,689
Other current assets	\$290,506	\$181,970
Total current assets	\$5,021,769	\$4,703,185
Non-current assets		
Property, Plant and equipment	\$3,233,732	\$3,335,071
Right-of use assets	\$569,016	\$845,484
Intangibles	\$27,920	\$66,510
Total non-current assets	\$3,830,668	\$4,247,065
Total assets	\$8,852,437	\$8,950,250
Current liabilities		
Trade & other payables	\$1,117,814	\$816,447
Contract liabilities	\$521,232	\$692,999
Lease liabilities	\$260,597	\$287,180
Employee benefits	\$631,197	\$602,576
Provisions	\$197,663	\$159,327
Total current liabilities	\$2,728,503	\$2,558,529
Non-current liabilities		
Lease liabilities	\$334,025	\$687,526
Provisions & employee entitlements	\$89,254	\$106,041
Total non-current liabilities	\$423,279	\$793,567
Total liabilities	\$3,151,782	\$3,352,096
Net assets	\$5,700,655	\$5,598,154
Equity		
Reserves	\$2,362,747	\$2,362,747
Accumulated surplus	\$3,337,908	\$3,235,407
Total equity	\$5,700,655	\$5,598,154

A copy of the Detailed Financial Report and Auditor's Report will be sent to any member free of charge upon request.



VISION FOR THE FUTURE

Our vision is a community where learning difficulties are no longer a barrier to a fulfilling life.

Over the next strategic horizon, Learning Links will explore new and innovative opportunities to scale and maximise our impact.

We will look for the most effective ways to reach thousands more children and families right across Australia through a number of initiatives.



Hear more from our CEO, Birgitte Maibom



Services and Support

- Growing our direct services and support in face-to-face and online modes to children and families affected by learning difficulties

Capacity Building

- Upskilling and supporting teachers, professionals and parents to enable them to help children at home or in community settings using evidence-based methods

Advocacy

- Advocating for an inclusive, high quality and equitable education and mental health system that ensures all children are supported in their learning and development, irrespective of individual needs or socio-economic status.

We look forward to engaging with you to support our vision in the year ahead.



LEARNING LINKS CENTRES

Alexandria

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Learning Links

ABN 71 097 577 636

Financial Report - 30 June 2022

Learning Links
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30 June 2022

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**Learning Links
Directors' report
30 June 2022**

The directors present their report, together with the financial statements, on the company for the year ended 30 June 2022.

Directors

The following persons were directors of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Gregory Wallace
Sarah Donald
Clive Cuthell
Jackie Gambrell
Helen Hu
Jennifer Wilson
Elizabeth Death (appointed 1 September 2022)
Margaret Smylie (appointed 1 September 2022)

Objectives of the Company

The company assists children and young people who have difficulties learning by providing them with the skills, services and family support that enable them to reach their full potential. This includes:

- Establishing and operating programs which directly assist children who have learning difficulties, disabilities or developmental delays, and their families.
- Establishing and operating programs that support, educate and upskill professionals and families who assist children who have learning difficulties, disabilities or developmental delays.
- Establishing and operating early childhood programs which provide inclusion of children with special needs into early childhood settings.
- Increasing public awareness, understanding and interest in the special needs of children who have learning difficulties, disabilities or developmental delays.

Principal activities

The principal activity of the Company during the financial year was to help children who have disabilities, learning difficulties, and developmental delays to realise their full potential.

Performance measures

The Company assesses its performance using the following methodologies in order to ensure that the objectives of the Company are being met:

- Annual financial budgets and performance metrics prepared
- Monthly financial reporting and analysis
- Accountability reporting to all major funding partners
- Comprehensive quality framework and systems with wide-ranging policies and procedures reviewed regularly
- Regular client and staff surveys
- Managing governance, compliance and risks
- Monthly monitoring of client numbers
- Reporting and monitoring of key performance indicators
- Dashboard reporting on a monthly basis

Review of Operations

The surplus of the Company amounted to \$102,501 (2021: \$787,483). A review of the operations of the Company during the financial year and the results of those operations found that during the year the Company continued to engage in its principal activity, the results of which are disclosed in the attached financial statements.

The Company operations continued to be impacted by COVID-19 particularly in the July 2021 to September 2021 period when lockdowns were mandated by government to contain the spread of COVID-19. Services reverted to online delivery where possible both in schools and community settings and at Learning Links locations. Fundraising operations through Charity Housie were required to close during this period. Between January 2022 to February 2022, services and Charity Housie operations were again impacted due to the Omicron wave which impacted consumer confidence and caused high levels of absenteeism amongst staff and customers. From March 2022 operational activities were returning largely to normal.

**Learning Links
Directors' report
30 June 2022**

The Company was eligible to receive NSW Government assistance through the JobSaver program between mid July and October 2021. In the year ended 30 June 2022 the Company received \$612,807 from the JobSaver program. The funds assisted the Company to retain and provide employment for all staff and to continue to provide services to children and families.

Maintaining service provision and strong relationships with families, children, schools and supporters will continue to be critically important as the economic and psychological impact of the COVID-19 pandemic continues to be felt across the community. For children with learning difficulties and disabilities, the impact of the education disruption caused by COVID-19 is significant. Learning Links is focussed on helping these children to ensure that they do not get left behind and are supported to catch up and nurture their mental health.

During FY22 the Company was successful in winning several Government tenders to provide psychology related and inclusion services. This enhances our existing services and expands our reach to support more children. Online professional learning continued to grow during the year supporting Teachers and allied health professions across Australia, New Zealand and other parts of the world.

Subsequent Events

No other matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

Information on directors

Name: Gregory Wallace
Title: Chairperson
Qualifications: Master of Business Administration (in progress), Bachelor of Business (Business Management), GAICD
Experience and expertise: Senior Executive - government and telecommunications

Name: Sarah Donald
Title: Secretary
Qualifications: Master of Laws, Bachelor of Laws, Bachelor of Business (Management), Grad Dip Legal Practice, GAICD, Grad Dip Corporate Governance & Risk Management, FGIA
Experience and expertise: Legal counsel

Name: Clive Cuthell
Title: Director
Qualifications: Bachelor of Arts (Hons.), Accountancy and Finance, CA, GAICD
Experience and expertise: Senior Executive - multinational organisation in manufacturing, construction materials and property

Name: Jackie Gambrell
Title: Director
Qualifications: Bachelor of Arts (Hons.), Master of Business Administration
Experience and expertise: Senior Executive - education and health-based not for profits

Name: Helen Hu
Title: Director
Qualifications: Bachelor of Arts, Master of Commerce, GAICD, GIA, FCA
Experience and expertise: Senior Executive - member-based organisation, service sector and company secretary

Name: Jennifer Wilson
Title: Director
Qualifications: GAICD
Experience and expertise: Specialist advisory roles in digital development and production; corporate management and advice

**Learning Links
Directors' report
30 June 2022**

Name: Elizabeth Death
Title: Director
Qualifications: Bachelor of Education (Distinction) - Early Childhood Education and Teaching
Experience and expertise: Broad experience in social policy and service delivery coupled with a solid track record of achievement in both the public and private sectors.

Name: Margaret Smylie
Title: Director
Qualifications: Bachelor of Arts (Accountancy), MAICD, CPA
Experience and expertise: Senior Executive - Governance, Risk and Assurance.

Meetings of directors

The number of meetings of the company's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2022, and the number of meetings attended by each director were:

	Full Board		Finance and Audit		Finance and Audit		Governance and Risk	
	Attended	Held	Attended	Held	Attended	Held	Attended	Held
Gregory Wallace [^]	5	5	2	2	4	4		
Sarah Donald	5	5	-	-	4	4		
Clive Cuthell	5	5	5	5	-	-		
Jackie Gambrell	5	5	5	5	-	-		
Helen Hu	5	5	5	5	-	-		
Jennifer Wilson	5	5	-	-	4	4		

[^] Optional member of Finance and Audit Committee

Indemnifying Officers or Auditor

The Company has indemnified the directors and executives of the company for costs incurred, in their capacity as a director or executive, for which they may be held personally liable, except where there is a lack of good faith.

During the financial year, the Company paid a premium in respect of a contract to insure the directors and executives of the company against a liability to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

The Company has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the Company or any related entity against a liability incurred by the auditor.

Proceedings on behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings.

The Company was not a party to any such proceedings during the year.

Members' Guarantee

Learning Links is a Company limited by guarantee without share capital. In the event of the Company being wound up, each member undertakes to contribute an amount not exceeding any outstanding membership fees. As at 15 September 2022, there were 505 (8 September 2021: 432) members of the Company.

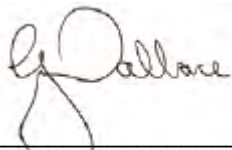
**Learning Links
Directors' report
30 June 2022**

Auditor's independence declaration

A copy of the auditor's independence declaration is set out immediately after this Director's report.

This report is made in accordance with a resolution of directors.

On behalf of the directors



Gregory Wallace
Chairperson



Sarah Donald
Secretary

___19__October 2022

AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT FOR PROFITS COMMISSION ACT 2012 TO THE DIRECTORS OF LEARNING LINKS

I declare that, to the best of my knowledge and belief during the year ended 30 June 2022 there have been:

- No contraventions of the auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- No contraventions of any applicable code of professional conduct in relation to the audit.



William Buck
Accountants and Advisors
ABN 16 021 300 521



Domenic Molluso
Partner

Sydney, 19 October 2022

Learning Links
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue			
Fee income for services		4,238,477	4,091,654
Government grants	5	2,641,702	2,153,759
Fundraising - non-government grants	29	640,153	539,017
Donations		10,218	31,305
Housie income	27	7,529,315	8,838,995
Membership fees		5,627	9,099
Other income	4	642,976	2,136,296
		<u>15,708,468</u>	<u>17,800,125</u>
Expenses			
Human resource costs for services		(6,890,479)	(7,008,966)
Human resources costs for Housie & Bingo		(1,169,523)	(1,222,830)
Housie and Bingo other costs		(5,613,708)	(6,557,013)
Program costs		(327,341)	(298,521)
Marketing costs		(91,460)	(111,056)
Administration & office costs		(987,631)	(1,192,814)
Finance costs		(87,641)	(116,428)
IT Costs		(438,184)	(505,014)
Total expenses		<u>(15,605,967)</u>	<u>(17,012,642)</u>
Surplus for the year attributable to the members of Learning Links		102,501	787,483
Other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive income for the year attributable to the members of Learning Links		<u><u>102,501</u></u>	<u><u>787,483</u></u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Learning Links
Statement of financial position
As at 30 June 2022

	Note	2022 \$	2021 \$
Assets			
Current assets			
Cash and cash equivalents	7	4,048,471	3,985,189
Trade and other receivables	8	559,564	401,337
Inventories	9	123,228	134,689
Other current assets	10	290,506	181,970
Total current assets		<u>5,021,769</u>	<u>4,703,185</u>
Non-current assets			
Property, plant and equipment	11	3,233,732	3,335,071
Right-of-use assets	12	569,016	845,484
Intangibles	13	27,920	66,510
Total non-current assets		<u>3,830,668</u>	<u>4,247,065</u>
Total assets		<u>8,852,437</u>	<u>8,950,250</u>
Liabilities			
Current liabilities			
Trade and other payables	14	1,117,814	816,447
Contract liabilities	15	521,232	692,999
Lease liabilities	16	260,597	287,180
Employee benefits	17	631,197	602,576
Provisions	18	197,663	159,327
Total current liabilities		<u>2,728,503</u>	<u>2,558,529</u>
Non-current liabilities			
Lease liabilities	19	334,025	687,526
Employee benefits	20	89,254	106,041
Total non-current liabilities		<u>423,279</u>	<u>793,567</u>
Total liabilities		<u>3,151,782</u>	<u>3,352,096</u>
Net assets		<u>5,700,655</u>	<u>5,598,154</u>
Equity			
Reserves	21	2,362,747	2,362,747
Retained surpluses		<u>3,337,908</u>	<u>3,235,407</u>
Total equity		<u>5,700,655</u>	<u>5,598,154</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Learning Links
Statement of changes in equity
For the year ended 30 June 2022

	Asset revaluation reserve \$	Retained profits \$	Total equity \$
Balance at 1 July 2020	2,362,747	2,447,924	4,810,671
Surplus for the year	-	787,483	787,483
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	787,483	787,483
Balance at 30 June 2021	<u>2,362,747</u>	<u>3,235,407</u>	<u>5,598,154</u>

	Asset revaluation reserve \$	Retained profits \$	Total equity \$
Balance at 1 July 2021	2,362,747	3,235,407	5,598,154
Surplus for the year	-	102,501	102,501
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	-	102,501	102,501
Balance at 30 June 2022	<u>2,362,747</u>	<u>3,337,908</u>	<u>5,700,655</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

Learning Links
Statement of cash flows
For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		15,136,996	15,434,615
Payments to suppliers and employees (inclusive of GST)		<u>(15,283,284)</u>	<u>(16,006,114)</u>
		(146,288)	(571,499)
Government stimulus received		612,807	2,682,050
Interest received		5,916	9,656
Finance costs - AASB 16		<u>(58,520)</u>	<u>(89,995)</u>
Net cash from operating activities		<u>413,915</u>	<u>2,030,212</u>
Cash flows from investing activities			
Payments for property, plant and equipment	11	(75,532)	(161,784)
Payments for intangibles	13	<u>-</u>	<u>(32,513)</u>
Net cash used in investing activities		<u>(75,532)</u>	<u>(194,297)</u>
Cash flows from financing activities			
Repayment of lease liabilities		<u>(275,101)</u>	<u>(235,590)</u>
Net cash used in financing activities		<u>(275,101)</u>	<u>(235,590)</u>
Net increase in cash and cash equivalents		63,282	1,600,325
Cash and cash equivalents at the beginning of the financial year		<u>3,985,189</u>	<u>2,384,864</u>
Cash and cash equivalents at the end of the financial year	7	<u><u>4,048,471</u></u>	<u><u>3,985,189</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Note 1. General information

The financial statements cover Learning Links as an individual entity. The financial statements are presented in Australian dollars, which is Learning Links' functional and presentation currency.

Learning Links is a company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

12 - 14 Pindari Road, Peakhurst Heights NSW 2210

A description of the nature of the company's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on ____ October 2022. The directors have the power to amend and reissue the financial statements.

Note 2. Significant accounting policies

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

New or amended Accounting Standards and Interpretations adopted

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

The following Accounting Standards and Interpretations are most relevant to the company:

AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities

The company has adopted AASB 1060 from 1 July 2021. The standard provides a new Tier 2 reporting framework with simplified disclosures that are based on the requirements of IFRS for SMEs. As a result, there is increased disclosure in these financial statements for key management personnel, related parties, tax and financial instruments.

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB'), the Australian Charities and Not-for-profits Commission Act 2012 and New South Wales legislation the Charitable Fundraising Act 1991 and associated regulations and the Corporations Act 2001, as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

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 company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

Note 2. Significant accounting policies (continued)

Revenue recognition

The company recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sale of goods

Revenue from the sale of goods is recognised at the point in time when the customer obtains control of the goods, which is generally at the time of delivery.

Rendering of services

Revenue from rendering of a service is recognised upon the delivery of the services to the customers.

Grant revenue

Grant revenue is recognised in the statement of comprehensive income when the Company obtains control of the grant and it is probable that the economic benefits gained will flow to the Company and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before the Company is eligible to receive the contributions, the recognition of the grant as revenue will be deferred until those conditions are satisfied and control of the funds is obtained.

Bingo and Housie revenue

Bingo and Housie revenue is recognised on sale of the game ticket.

Donations and bequests

Donations and bequests are recognised as revenue when received.

Interest

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 relevant 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.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Income tax

As the company 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.

Current and non-current classification

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

Note 2. Significant accounting policies (continued)

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 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 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The company has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Inventories

Finished goods inventories are stated at the lower of cost and net realisable value on a 'first in first out' basis. Cost comprises of direct materials and delivery costs. Costs of purchased inventory are determined after deducting rebates and discounts received or receivable.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

Property, plant and equipment

Land and buildings are shown at fair value, based on periodic, at least every 3 years, valuations by external independent valuers, less subsequent depreciation and impairment for buildings. The valuations are undertaken more frequently if there is a material change in the fair value relative to the carrying amount. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. Increases in the carrying amounts arising on revaluation of land and buildings are credited in other comprehensive income through to the asset revaluation reserve in equity. Any revaluation decrements are initially taken in other comprehensive income through to the asset revaluation reserve to the extent of any previous revaluation surplus of the same asset. Thereafter the decrements are taken to profit or loss.

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

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

Buildings - improvements	5 years
Office furniture & fittings	5 years
IT hardware	5 years
Motor vehicles	2.5 years
Leasehold improvements	2.5 - 5 years or the length of the premises lease (whichever is shorter)

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

Note 2. Significant accounting policies (continued)

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss. Any revaluation surplus reserve relating to the item disposed of is transferred directly to retained profits.

Right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Intangible assets

Software

Significant costs associated with software are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 3 to 5 years.

Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Trade and other payables

These amounts represent liabilities for goods and services provided to the company 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.

Contract liabilities

Contract liabilities represent the company's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the company recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the company has transferred the goods or services to the customer.

Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the company's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Note 2. Significant accounting policies (continued)

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Provisions

Provisions are recognised when the company has a present (legal or constructive) obligation as a result of a past event, it is probable the company will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. If the time value of money is material, provisions are discounted using a current pre-tax rate specific to the liability. The increase in the provision resulting from the passage of time is recognised as a finance cost.

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 wholly within 12 months of the reporting date 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 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. 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 corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Note 3. 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 that management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, 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.

Revenue from contracts with customers involving the provision of services

When recognising revenue in relation to the provision of services, an assessment is made to identify when the key performance obligations are satisfied, and how the customer consumes benefits as the key performance obligations are satisfied. Revenue is then recognised based on the timing of the work performed in order to satisfy the requirement of the performance obligation. This includes the recognition of revenue based on the number of school days (for programs run during the school term), the contract period in which services are to be provided, or the costs associated with the provision of services to end customers being incurred to satisfy the relevant performance obligation.

Estimation of useful lives of assets

The company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The company assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the company's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The company reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the company estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

Employee benefits provision

As discussed in note 2, the liability for employee benefits expected to be settled more than 12 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 attrition rates and pay increases through promotion and inflation have been taken into account.

Estimation of the fair value of land and buildings

The company determines the fair value of land and buildings based on an estimate of its valuation provided by a certified professional real estate valuer. The reasonableness of the valuation is assessed by taking into account existing and comparable market sales data at the date of valuation.

Note 4. Other income

	2022 \$	2021 \$
Government stimulus (COVID-19)	612,807	2,117,700
Interest income	5,916	9,656
Other income	24,253	8,940
	<u>642,976</u>	<u>2,136,296</u>

Note 5. Government grants

	2022 \$	2021 \$
The Benevolent Society	201,252	-
Brotherhood of St Laurence	549,264	561,099
The Smith Family	127,500	127,500
NSW Department of Education	1,380,959	1,141,459
Parenting Research Centre	238,146	198,304
Community Services Grants Program (TEI)	144,581	125,397
	<u>2,641,702</u>	<u>2,153,759</u>

Note 6. Expenses

	2022 \$	2021 \$
Surplus includes the following specific expenses:		
<i>Depreciation and Amortisation</i>		
Buildings	56,006	38,924
Office furniture & fittings	25,081	33,480
IT Hardware	54,652	62,299
Leasehold improvements	41,132	65,588
Right of use assets	276,468	297,510
IT Software	38,590	91,139
Total depreciation and amortisation	<u>491,929</u>	<u>588,940</u>
<i>Finance costs</i>		
Interest and finance charges paid/payable on lease liabilities	<u>58,520</u>	<u>89,995</u>
Defined contribution superannuation expense	<u>693,908</u>	<u>646,036</u>
Employee benefits expense excluding superannuation	<u>7,100,807</u>	<u>7,353,675</u>

Note 7. Current assets - cash and cash equivalents

	2022 \$	2021 \$
Cash at bank	910,026	1,348,905
Cash on deposit	3,138,445	2,636,284
	<u>4,048,471</u>	<u>3,985,189</u>

Note 8. Current assets - trade and other receivables

	2022 \$	2021 \$
Trade receivables	563,859	404,369
Less: Allowance for expected credit losses	(4,295)	(3,032)
	<u>559,564</u>	<u>401,337</u>

Note 9. Current assets - inventories

	2022 \$	2021 \$
Inventories	<u>123,228</u>	<u>134,689</u>

Note 10. Current assets - other current assets

	2022 \$	2021 \$
Accrued revenue	-	7,047
Prepayments	290,506	174,923
	<u>290,506</u>	<u>181,970</u>

Note 11. Non-current assets - property, plant and equipment

	2022 \$	2021 \$
Land and buildings - at directors valuation	-	3,000,000
Land and buildings - at independent valuation	3,000,000	-
Building improvements - at cost	125,205	125,205
Less: Accumulated depreciation	(122,797)	(66,791)
	<u>3,002,408</u>	<u>3,058,414</u>
Plant and equipment - at cost	136,731	122,048
Less: Accumulated depreciation	(98,879)	(73,798)
	<u>37,852</u>	<u>48,250</u>
IT Hardware	284,999	249,940
Less: Accumulated depreciation	(184,206)	(129,554)
	<u>100,793</u>	<u>120,386</u>
Leasehold improvements - at cost	205,605	205,605
Less: Accumulated depreciation	(138,716)	(97,584)
	<u>66,889</u>	<u>108,021</u>
Capital work in progress	25,790	-
	<u>3,233,732</u>	<u>3,335,071</u>

Note 11. Non-current assets - property, plant and equipment (continued)

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	land and buildings \$	Office furniture & fittings \$	IT hardware \$	Leasehold improvements \$	Capital Work in progress \$	Total \$
Balance at 1 July 2021	3,058,414	48,250	120,386	108,021	-	3,335,071
Additions	-	14,683	35,059	-	25,790	75,532
Depreciation expense	(56,006)	(25,081)	(54,652)	(41,132)	-	(176,871)
Balance at 30 June 2022	<u>3,002,408</u>	<u>37,852</u>	<u>100,793</u>	<u>66,889</u>	<u>25,790</u>	<u>3,233,732</u>

Valuations of Land and Buildings

The basis of the valuation of land and buildings is fair value. The land and buildings were last revalued in June 2022 based on independent assessments by a member of the Australian Property Institute having recent experience in the location and category of land and buildings being valued. The directors do not believe that there has been a material movement in fair value since the revaluation date. Valuations are based on current prices for similar properties in the same location and condition.

Note 12. Non-current assets - right-of-use assets

	2022 \$	2021 \$
Land and buildings - right-of-use	1,398,420	1,398,420
Less: Accumulated depreciation	<u>(829,404)</u>	<u>(552,936)</u>
	<u>569,016</u>	<u>845,484</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Land & buildings \$	Total \$
Balance at 1 July 2021	845,484	845,484
Depreciation expense	<u>(276,468)</u>	<u>(276,468)</u>
Balance at 30 June 2022	<u>569,016</u>	<u>569,016</u>

Note 13. Non-current assets - intangibles

	2022 \$	2021 \$
Software - at cost	367,258	367,258
Less: Accumulated amortisation	<u>(339,338)</u>	<u>(300,748)</u>
	<u>27,920</u>	<u>66,510</u>

Note 13. Non-current assets - intangibles (continued)

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	IT software \$	Total \$
Balance at 1 July 2021	66,510	66,510
Amortisation expense	(38,590)	(38,590)
Balance at 30 June 2022	<u>27,920</u>	<u>27,920</u>

Note 14. Current liabilities - trade and other payables

	2022 \$	2021 \$
Trade payables	546,693	270,425
Other payables	526,561	529,629
Goods & services tax payable	44,560	16,393
	<u>1,117,814</u>	<u>816,447</u>

Note 15. Current liabilities - contract liabilities

	2022 \$	2021 \$
Income received in advance	39,256	50,146
Grants & funding in advance	481,976	642,853
	<u>521,232</u>	<u>692,999</u>

Note 16. Current liabilities - lease liabilities

	2022 \$	2021 \$
Lease liability	<u>260,597</u>	<u>287,180</u>
<i>Future lease payments</i>		
Future lease payments are due as follows:		
Within one year	260,597	287,180
One to five years	334,025	687,526
	<u>594,622</u>	<u>974,706</u>

Note 17. Current liabilities - employee benefits

	2022 \$	2021 \$
Employee benefits	<u>631,197</u>	<u>602,576</u>

Note 18. Current liabilities - provisions

	2022 \$	2021 \$
Housie prize fund	<u>197,663</u>	<u>159,327</u>

Note 19. Non-current liabilities - lease liabilities

	2022 \$	2021 \$
Lease liability	<u>334,025</u>	<u>687,526</u>

Note 20. Non-current liabilities - employee benefits

	2022 \$	2021 \$
Employee benefits	<u>89,254</u>	<u>106,041</u>

Note 21. Equity - reserves

	2022 \$	2021 \$
Asset revaluation reserve	<u>2,362,747</u>	<u>2,362,747</u>

Asset revaluation reserve

The reserve is used to recognise increments and decrements in the fair value of land and buildings, excluding investment properties.

Note 22. Members' guarantee

Learning Links is a Company limited by guarantee without share capital. In the event of the Company being wound up, each member undertakes to contribute an amount not exceeding any outstanding membership fees. As at 15 September 2022, there were 505 (8 September 2021: 432) members of the Company.

Note 23. Key management personnel disclosures

Compensation

The aggregate compensation made to key management personnel of the company is set out below:

	2022 \$	2021 \$
Aggregate compensation	<u>838,051</u>	<u>854,871</u>

No remuneration was paid or is payable to the Directors of the Company.

Note 24. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by , the auditor of the company:

	2022 \$	2021 \$
<i>Audit services -</i>		
Audit of the financial statements	55,000	46,000

Note 25. Contingent liabilities

The company has no contingent liabilities as at 30 June 2022 (2021: Nil)

Note 26. Related party transactions

Members are generally also clients of Learning Links. Clients who become members pay a membership fee of \$20 which also entitles the member to a 10% discount on services provided by Learning Links.

Key management personnel

Disclosures relating to key management personnel are set out in note 23.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Note 27. Housie operations (excluding bingo)

Charity Housie is a gaming program with cash prizes run for charitable purposes while Club Bingo is a gaming program with non-cash prizes usually run as a social activity in registered clubs. Both are required to comply with government legislation.

The disclosure below relates only to Charity Housie, in accordance with the Charitable Fundraising Act 1991 (NSW) requirement.

	2022 \$	2021 \$
Income		
Housie ticket sales	6,731,953	8,009,464
Other sales	797,362	829,531
Total income	7,529,315	8,838,995
Expenses		
Housie prizes	(5,061,508)	(6,003,198)
Wages, superannuation and workers insurance	(1,169,523)	(1,222,830)
Profit sharing arrangements	(38,046)	(42,922)
Housie tickets	(177,997)	(191,932)
Miscellaneous	(64,568)	(62,642)
Total expenses	(6,511,642)	(7,523,524)
Gross surplus on Housie games	1,017,673	1,315,471

Note 28. Events after the reporting period

No matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

Note 29. Fundraising activities

The Company has an authority to fundraise under the Charitable Fundraising Act 1991 (NSW). The Authority number is CFN 13232 which expires on 15/02/2026. Additional notes and information have been provided in the financial report to assist the authority holder with its disclosure requirements. A detailed list of fundraising permits has not been provided in this report but is available upon request.

All proceeds from fundraising activities were used in the costs of providing services to children who have difficulty learning and their families.

Charity Housie is a gaming program with cash prizes run for charitable purposes while Club Bingo is a gaming program with non-cash prizes usually run as a social activity in clubs. Both are required to comply with government legislation.

Note 29. Fundraising activities (continued)

Charitable Fundraising Act 1991 disclosure

(a) Income from Fundraising

	Note	2022 \$	2021 \$
Gross income from fundraising	29(c)	8,169,468	9,378,012
Total costs of fundraising	29(c)	(6,831,444)	(7,769,656)
Net Income from Fundraising		<u>1,338,024</u>	<u>1,608,356</u>

(b) Fundraising Events and Appeals Conducted During the Financial Year:

Comparisons by Monetary Figures and Percentages

	2022 \$	2022 %	2021 \$	2021 %
Total costs of fundraising /	6,831,444 /		7,769,656 /	
Gross income from fundraising	8,169,468	84	9,378,012	83
Net surplus from fundraising /	1,338,024 /		1,608,356 /	
Gross income from fundraising	8,169,468	16	9,378,012	17
Total cost of services /	8,822,736 /		9,232,800 /	
Total expenditure	15,605,967	57	17,012,643	54
Total cost of services /	8,822,736 /		9,232,800 /	
Total income received	15,708,468	56	17,800,125	52

(c) Details of Aggregate Gross Proceeds and Total Costs of Fundraising Appeals

Gross Proceeds from Fundraising

	2022 \$	2021 \$
Trader – Helping Hand Sweet Company and other fundraising	640,153	539,017
Charity Housie (Note 27)	7,529,315	8,838,995
Total	<u>8,169,468</u>	<u>9,378,012</u>

Total Costs of Fundraising

Charity Housie (Note 27)	(6,511,642)	(7,523,524)
Other fundraising	(319,802)	(246,132)
Total	<u>(6,831,444)</u>	<u>(7,769,656)</u>

Net surplus from fundraising

<u>1,338,024</u>	<u>1,608,356</u>
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(d) Statement showing how funds received were applied

During the year ended 30 June 2022 the net surplus from fundraising of \$1,338,024 was spent on direct service delivery.

Learning Links
Directors' declaration
30 June 2022

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Australian Accounting Standards - Simplified Disclosures, the Australian Charities and Not-for-profits Commission Act 2012 and New South Wales legislation the Charitable Fundraising Act 1991 and associated regulations, the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the company's financial position as at 30 June 2022 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

In compliance with Section 24 of the Charitable Fundraising Act 1991 and the Authority conditions, the directors also declare that:

- the statement of comprehensive income gives a true and fair view of all income and expenditure with respect to fundraising appeals;
- the statement of financial position gives a true and fair view of the state of affairs with respect to fundraising appeals;
- the provisions of the Charitable Fundraising Act 1991 and the regulations under that Act and the conditions attached to the authority to fundraise have been complied with; and
- the internal controls exercised by the company are appropriate and effective in accounting for all income received and applied by the company from any of its fundraising appeals.

Signed in accordance with a resolution of directors made pursuant to section 295(5)(a) of the Corporations Act 2001.

On behalf of the directors



Gregory Wallace
Chairperson



Sarah Donald
Secretary

__19__ October 2022

Learning Links

Independent auditor's report to members Report on the Audit of the Financial Statements

Opinion

We have audited the financial report of Learning Links (the Entity), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion the financial report of Learning Links has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a. Giving a true and fair view of the Entity's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- b. Complying with Australian Accounting Standards – Simplified Disclosures, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

In compliance with Section 24 of the Charitable Fundraising Act 1991 and the Authority Condition, we report:

- a. The financial report of the Entity gives a true and fair view of the financial results of fundraising appeals during the year ended 30 June 2022;
- b. The accounting and associated records have been properly kept during the year in accordance with the Charitable Fundraising Act 1991 and the Regulations;
- c. Money received as a result of fundraising appeals conducted during the year have been properly accounted for and applied in accordance with the Charitable Fundraising Act 1991 and the Regulations;
- d. At the date of this report, there are reasonable grounds to believe that the Entity will be able to pay its debts as and when they fall due.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. As at the date of this report, the other information comprises the information included in the Entity's directors' report for the year ended 30 June 2022 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 2 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The directors responsibility also includes such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

The Directors are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of these financial statements is located at the Auditing and Assurance Standards Board website at:

http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of our independent auditor's report.



William Buck

Accountants and Advisors

ABN 16 021 300 521



Domenic Molluso

Partner

Sydney, 19 October 2022