

2023 ANNUAL REPORT







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PRESIDENT'S REPORT

Dear Members

It gives me great pleasure to provide my Presidents report to the members of the Shoalhaven Ex -Services Group for the 76th AGM to be held on 25th June. Thankfully we have been able to trade for an entire year uninterrupted by public health orders and with limited restrictions.


Our venues have been well visited and we thank our members for your ongoing patronage and support through a challenging period.

Our financial report shows a very strong position with ongoing profitability and enviable balance sheet. More recently we have been able to pay down our debt which has allowed us a to reduce interest costs and create a facility to which we can draw down to execute our strategic development projects.

We also continue to monitor the challenges both politically and economically as they arise, and their effects, including operationally and legislatively with the pre-election positions on mandatory cashless gaming in focus.

On that note, the incoming government seem to have a more pragmatic approach and has widened the timeline and consultation process with industry.

Whilst we were trading the club houses without restrictions, unfortunately the bad weather continued into the 2023 financial year with impacts on our golf, bowls and cricket facilities.



The greens team has continued to work over that period to minimise disruption and get our sporting facilities playable in the shortest available time.

Our course and other sporting facilities have been in exceptional condition thanks to the hard work of Sports Turf Manager Chris and his team, great work. We continue to hear positive feedback from members and visitors alike.

We are always saddened by the passing of members and their loved ones; however, every year it seems to be particularly tough. To all of our members who have suffered loss this year we extend our deepest sympathies.

I would like to formally thank and congratulate the board for their comradeship, determination and leadership through the year. VP's Greg Sturgiss and Bill Garrick, thank you for your support and stepping in to the role when required.

The Board continue to evaluate opportunities for developing the Club's assets for the benefit of members and the community and are excited about the upcoming works that our design consultants have been working on.

To the Club leadership team headed up by CEO Bernie Brown, COO Andrew Gunn, CFO Sara Goodwin, Departmental Managers, Customer Service Managers on behalf of the board a big thank you.

Most of all I would like to congratulate our valuable staff on your commitment to the club and ability to ride out the challenges that the past 3-4 years with bushfires, pandemics, industry staff shortages and floods has presented. You should be proud.

In closing I would like to thank you, our members for your continued support and patronage of our venues and facilities. You have also shown resilience and your continued support allows us to provide ongoing community donations and grants.

Thank you.

ALAN BIRD
PRESIDENT



CEO'S REPORT

Dear Members


Welcome to the annual report for 2023. It gives me pleasure to again provide the members with a snapshot of our trading period and wrap up of the year that was. We have seen economic, weather and health related challenges before us this year, however, we have not allowed these events to waiver our community support or provision of wonderful facilities and services to our members.

Your Board have worked expertly and in concert with the group executive to support a number of initiatives and the adoption of our ongoing strategic and business unit planning.

The Figures

Our industry maintains the line, “profit for purpose” which best describes, in a few words, the importance of having a financially stable business to continue to provide valuable community support, maintain and expand member facilities, provide employment opportunities and supporting local businesses.

To that end we have continued to drive revenues and restrain expenses posting a profit of \$1.30m for 2023 (\$1.77m – 2022). Whilst a slightly reduced figure from 2022, we have experienced continued economic pressures on discretionary expenditure through RBA rate rises as well as rising inflation, utilities and low wages growth. On top of this we have seen previously widespread stimulus being wound up, including flood relief and pandemic payments, a wind up of government Covid grants such as Jobkeeper and other business stimulus initiatives.



Our debt reduction strategies have seen us extinguish our bank loan liabilities, however, we have maintained the existing loan facility to draw from for upcoming planned projects including Worrigee expansions and carpark works, Worrigee Links course master plan for the Ex Servos. We have also continued to set aside cash to assist further with these and other capital expenditure items.

Revenues have continued to improve against 2022 results across a majority of areas. Total revenue topped \$23.21m up 21% (2022 \$18.32m) and up 41% or \$9.73m over 6 years (2018 \$13.48m).

While the year as a whole has provided a satisfactory result, the last quarter of the year has provided a challenging economic and costs related environment and we will continue to monitor and adjust our delivery and resources to manage further pressures on revenues.

Community support through ClubGRANTS and sporting sponsorships remained unwavering with Category 1 cash grants totalling \$125,045 (\$81,563 – 2022) and Category 2 sporting sponsorships and other donations of \$109,374 (\$133,063 – 2022). These combined with in-kind room hire fee waiver, raffle prize donations and administrative assistance to a record community contribution of \$262,191 (\$229,772 – 2022) for the period

1 September 2021 to 31st August 2022
(Club Grants statutory reporting period).

Our People

Group COO Andrew Gunn has again led the way through his long hours and strategic support. He has been well aided by our Group Executive team, Department Heads, and Customer Service Management team.

I would also like to thank Group CFO Sara Goodwin for her advice and financial support to the board and executive. We are lucky to have such skilful executives making up our team.

A big thank you to Michelle Bell (EA) for your support and for taking a leadership role in developing our reception host team.

Through trying conditions our greens team have again held strong led by our Sports Turf Manager Chris Regan, his second Adam Fortier and complimented by a well-oiled group of proud grounds staff. Thank you to all of you on behalf of the board and executive for your efforts.

This year we welcomed two new head chefs to the team with Rich (Growers) and Adriaan (Pepper Trees) jumping in just before the peak season to expertly guide their teams in producing outstanding meals and service.



Our food and beverage department has seen overall growth which is amazing considering the challenges, thank you to Rodd Pearce (F&B Executive) and Brendan Sturgiss (Inventory & Procurement) for your dedicated management of this area through training, careful cost control measures and product enhancement. Also, a thank you to Jodie and the events team who handled a record number of Christmas events, parties and functions this year.

Due to the ebbs and flows of hospitality employment, we have seen a number of staff look to other opportunities and sectors through the year as well as welcoming in some of the best talent the region has to offer. Long term employee Shelley Beale has taken an opportunity to work with another venue and to provide them with her skills and direction in people management. We wish Shelley well with her new role and send a massive thank you for your dedication over a number of decades.

Our people also include the wonderful volunteers that make up our sporting sub clubs. Without them the administration and organisation of events, competitions, presentations and general functioning of the Clubs would not occur.

Our sub committees have themselves faced challenges of coordinating sporting activities under the health orders of the day,



and more recently with the relentless pounding from mother nature, thank you for your efforts and persistence.

A big thank you to the board led by Chairman Alan Bird for your support and energy over the past year. The board have kept themselves well informed and have made at times challenging decisions for the benefit of the Club. The board is a key strategic function of the organisation and continues to evolve, be proactive and engage with new ideas and direction. The performance of the club is a direct reflection of the stability and cohesion of the governance group in following established strategic objectives and working together for the benefit of the membership.

Lastly a big thank you to the members for your ongoing support and patience as well move through this pandemic journey together. Your continued patronage and support of the Club allows us to continue our strong community grants program at a time that it is needed more than ever.

Kind regards

BERNIE BROWN

ACCM MAICD GROUP CEO



SNAPSHOT

\$23.2M

TOTAL REVENUE

\$1.3M

PROFIT



11,214

MEMBERS

103K

TOTAL VISITORS

\$374K

IN RAFFLE TICKET SALES

12K

MEAT TRAYS GIVEN AWAY



18K

COFFEES SOLD

2,037

KEGS OF BEER SOLD

11K

BURGERS SOLD

14.5K

SCHNITTY'S SOLD



1

HOLE IN ONE

153

CONSECUTIVE DAYS
GOLF COURSE OPEN

2023

STRATEGIC GOALS

01 SIGNATURE CUSTOMER EXPERIENCE

Develop a signature customer experience that is recognised in our community, aligned to our market's existing and future needs.

02 LEADING & RELEVANT FACILITIES

Continue to make improvements to our venues in the short to medium term whilst we develop long-term master plans for them.

03 CIVIC LEADER

A respected and relevant civic leader that serves the needs of our community.

04 EMPLOYER OF CHOICE

An employer of choice, modelling constructive style leadership behaviours.

05 HIGH PERFORMING ORGANISATION

A high performing organisation that embraces documented, efficient, effective and relevant internal processes.

06 BEST PRACTICE GOVERNANCE

Be recognised in our industry and by our key stakeholders as an organisation that takes a best practice approach to corporate governance.

07 FINANCIAL SUSTAINABILITY

Ensure our long-term viability through sustainable practices, sustainable investment and the consideration of opportunities that will allow us to grow, strengthen and improve our Profit for Purpose business model.





OUR VISION

To provide leading, relevant and inclusive hospitality, lifestyle, sporting and community services through a sustainable and socially responsible profit for purpose business model.

OUR MISSION

We care for the Shoalhaven.
Every person, every time.
In everything we do.



OUR VALUES

- Respect
- Empowerment
- Openness
- Collaboration

EMBEDDING A VALUES DRIVEN CULTURE

PEOPLE ARE OUR MOST VALUABLE ASSET. WE UNDERSTAND THAT FOR PEOPLE TO ENGAGE WITH THEIR WORK AND FEEL ENERGISED IN THE WORKPLACE, THEY NEED POSITIVE RELATIONSHIPS, PURPOSEFUL WORK AND OPPORTUNITIES TO LEARN AND GROW.

Our values of Respect, Openness, Empowerment and Collaboration provide the overarching cultural framework on how we operate and work together to deliver a differentiated Employee Value Proposition and deliver on our Purpose and Strategic Objectives.

We are committed to a respectful and collaborative workplace, where we strive for continuous improvement and where employees can fulfil their individual career aspirations and reach their potential. Our aim is to foster a high-performance culture where employees are rewarded for their actions as much as they are rewarded for results and outcomes. Clarity of objectives and key performance measures are a critical thematic within all our business units to ensure alignment to delivering the Group strategy and objectives.

Our values ensure we continue to meet the high standards we set for ourselves in serving our customers, our stakeholders, and the community. We refreshed our people policies and frameworks, to provide further clarity and reinforce the standards of behaviour expected from our people that is aligned to our Values.

Our commitment to a strong values led culture has been reinforced through the continued investment we have made in cultural transformation programs across our business units.

- The introduction of Employment Hero as our digital HR platform empowers our employees with all their employment information on their phones or digital devices.
- We have engaged with our employees through “All In” workshops where we explore issues collaboratively and share information for all employee feedback.
- We have instigated our own leadership development program as we develop our future leaders and have a licence for leadership models and processes that can be customised to our uniqueness as an organisation.
- Capability map developed for our leaders across the business, to inform their training and development.
- Executive development program using Human Synergistics frameworks.

So much has been happening in our cultural transformation. We look forward to sharing more activity and consequent results in the coming 12 months with our members.

CEO & THE BOARD



Alan Bird
PRESIDENT



Bernie Brown ACCM MAICD
CHIEF EXECUTIVE OFFICER



Bill Garrick
VICE PRESIDENT



Greg Sturgiss
VICE PRESIDENT



John Newbold
DIRECTOR



Phil Viret
DIRECTOR



Neville Whalan
DIRECTOR



Shayne Ashton
DIRECTOR

GIVING BACK TO THE COMMUNITY

We are pleased to partner with many local charities and community organisations through our club grants program to provide a range of cash donation and in-kind support.

CATEGORY 1 PROJECTS	DONATION
Family Support, Emergency or Low Cost Accommodation	\$50,000
Child Protection/Child Care	\$500
Aged, Disability or Youth Services	\$3,647
Veteran Welfare Services	\$35,000
Victims of Natural Disasters	\$20,000
Community Education Programs	\$7,500
Health Promotion Initiatives	\$8,398



GIVING BACK TO CLUB GRANTS RECIPIENTS

Australian International Military Games
Can Assist
Cancer Council
Catholic Care
Cherry Street Sports Club
Culburra & Districts Rugby League Club
Ex Servos Mens Bowls Club
Ex Servos Social Bowls Club
Ex Servos Cricket Club
Ex Servos Mens Golf Club
Ex Servos Social Golf
Ex Servos Veterans Golf
Ex Servos Womens Golf
Ex Servos Dance Club
Ex Servos Indoor Sport Club
Ex Servos Fishing Club
FOCUS Shoalhaven
Girl Guides Australia
HMAS Albatross
Jervis bay Yacht Club
Kids Korner
Legacy
Lions Club Kangaroo Valley
Noahs Ark Centre of Shoalhaven
Nowra Albatross Football Club
Nowra Bomaderry Jets

Nowra Community Food Store
Nowra Warriors Junior Rugby League Club
Nowra/Bomaderry RSL Lawn Bowls
Regional NSW
Retired Police Association
Saints Netball Club
Shoalhaven Clay Target Club
Shoalhaven Community Legal Care
Shoalhaven District Cricket Club
Shoalhaven Education Fund
Shoalhaven Heads Public School
Shoalhaven Rugby Football Club Inc.
Shoalhaven Shooting Association
Shoalhaven United Football Club
South Coast Centre of Excellence
South Coast Rugby Group 7 League
South East Phoenix Football Club
Southern Bass Fishing Club
Sporting Shooters Association
Street Rodders
Thoroughbred & Veterans Welfare Alliance
Veterans Benevolent Fund
View Club
Werninck Craft Cottage
Wildlife Rescue South Coast Inc.



A photograph of a modern building at dusk. The building has a dark, angular facade. A large sign on the building reads "THE EX SERVOS" in white, bold, sans-serif capital letters. The sign is positioned above a glass entrance. The sky is a deep blue, and there are some lens flare effects in the upper left corner. A large, solid blue diagonal shape covers the bottom right portion of the image, serving as a background for the text.

**THE
EX
SERVOS**

FINANCIAL REPORT FOR THE YEAR END

31 MARCH 2023



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DIRECTORS'

REPORT

Your directors present their report on the company for the financial year ended 31 March 2023.

Principal Activities

The principal activities of the company during the financial year were:
To provide and maintain a licensed sporting club.

Significant Changes in State of Affairs

No significant changes in the state of affairs occurred during the financial year.

Objectives & Strategies

The short and long term objectives of the company are to provide club facilities to members and guests.

The strategy for achieving these objectives is to conservatively manage and monitor the company's financial position, and ensure that member facilities are kept at the highest of standards.

Performance Measurement

The company uses industry accepted financial and non-financial KPI's to monitor performance.

Membership

The number of members registered in the Register of Members at 31 March 2023 were as follows:

Members:	11,214
Total Members:	<u>11,214</u>

The company is incorporated under the Corporations Act 2001 and is an entity limited by guarantee. If the company is wound up, the Constitution states that each member is liable to contribute a maximum of \$2 each towards meeting any outstanding obligations of the entity.

At 31 March 2023 the collective liability of members was \$22,428 (31 March 2022: \$25,062).

Directors

The names of the directors in office at any time during or since the end of the year are:

ALAN BIRD

PRESIDENT

Qualifications, experience, and special duties:

- *Member Board of Directors 34 years*
- *Retired*
- *Club Directors Institute Member*
- *Mandatory Director Training (Exempt)*
- *Chairman Sports Council*

GREGORY STURGISS

VICE PRESIDENT

Qualifications, experience, and special duties:

- *Member Board of Directors 18 years*
- *Business Owner*
- *Club Directors Institute Member*
- *Mandatory Director Training (Exempt)*

JOHN NEWBOLD

DIRECTOR

Qualifications, experience, and special duties:

- *Member Board of Directors 21 years*
- *Retired*
- *Club Directors Institute Member*
- *Mandatory Director Training (Exempt)*

SHAYNE ASHTON

DIRECTOR

Qualifications, experience, and special duties:

- *Member Board of Directors 3 years*
- *Construction Supervisor*
- *Club Directors Institute Member*
- *Mandatory Director Training (Exempt)*

WILLIAM GARRICK

VICE PRESIDENT

Qualifications, experience, and special duties:

- *Member Board of Directors 7 years*
- *Retired Maintenance Supervisor*
- *Club Directors Institute Member*
- *Mandatory Director Training Completed*

NEVILLE WHALAN

DIRECTOR

Qualifications, experience, and special duties:

- *Member Board of Directors 5 years*
- *Retired*
- *Club Directors Institute Member*
- *Mandatory Director Training Completed*

PHILLIP VIRET

DIRECTOR

Qualifications, experience, and special duties:

- *Member Board of Directors 5 years*
- *Self Employed*
- *Club Directors Institute Member*
- *Mandatory Director Training Completed*

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

DIRECTORS'

REPORT

Summary of Meeting Attendances

11 ordinary meetings were held during the year.

	<i>Number of Meetings Eligible To Attend</i>	<i>Number of Meetings Attended</i>
Alan Bird	11	11
William Garrick	11	10
Gregory Sturgiss	11	11
John Newbold	11	8
Shayne Ashton	11	10
Neville Whalan	11	10
Phillip Viret	11	9

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 31 March 2023 has been received and can be found on page 6 of the financial report.

Signed in accordance with a resolution of the Board of Directors:

Director: 
Mr Alan Maxwell Bird

Dated: 31 May 2023

INDEPENDENT AUDIT REPORT

Audit Opinion

We have audited the financial report of Shoalhaven Ex-Servicemen's Club Limited (the company), which comprises the statement of financial position as at year ended 31 March 2023, the statement of 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 accompanying financial report of Shoalhaven Ex-Servicemen's Club Limited is in accordance with the Corporations Act 2001, including:

- 1.(i) giving a true and fair view of the company's financial position as at the year ended 31 March 2023 and of its performance and cash flows for the year ended on that date; and
- 2.(ii) complying with Australian Accounting Standards and the Corporations Regulations 2001.

Basis of Audit 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 company in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (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 confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

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. The other information does not include the financial report and our auditor's report thereon, but comprises the Supplementary Information contained in the annual report, which we obtained prior to the date of this auditor's report, and the President's Report and the Treasurer's Report, which are expected to be made available to us after the date of this auditor's report.

INDEPENDENT AUDIT REPORT

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 company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001 and for 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 company'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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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 the financial report is located at the Auditing and Assurance Standards Board website at:
<http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

INDEPENDENT AUDIT REPORT

Matters Relating to the Electronic Presentation of the Audited Financial Report

The auditor's report relates to the financial report of Shoalhaven Ex-Servicemen's Club Limited for the financial year ended 31 March 2023 included on the company's website. The directors are responsible for the integrity of the company's website. We have not been engaged to report on the integrity of the company's website. The auditor's report refers only to the statements named above. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.

BOOTH PARTNERS

Rebeka Schroeder, CA
52 Osborne Street, Nowra NSW 2541
Dated 31 May 2023

AUDITOR'S INDEPENDENCE DECLARATION

**UNDER SECTION 307C OF THE CORPORATIONS ACT 2001 TO THE DIRECTORS OF
SHOALHAVEN EX-SERVICEMAN'S CLUB LIMITED
A.B.N 81 000 845 358**

I declare that, to the best of my knowledge and belief, during the year ended 31 March 2023, there have been no contraventions of:

- i) the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- ii) any applicable code of professional conduct in relation to the audit.

BOOTH PARTNERS

Rebeka Schroeder, CA
52 Osborne Street, Nowra NSW 2541
Dated 31 May 2023

STATEMENT OF PROFIT OR LOSS AND COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 \$	2022 \$
Revenue	2	23,214,040	18,320,372
Other Income	2	114,400	940,307
Cost of Sales		(3,087,287)	(2,356,725)
Administration and Wages on Costs		(3,317,556)	(2,792,972)
Bar Operating Expenses		(1,074,696)	(669,479)
Bistro Operating Expenses		(1,249,588)	(773,241)
Borrowing Expenses		(11,683)	(93,907)
Bunker Operating Expenses		-	(19,990)
Cafe Operating Expenses		(114,727)	(84,719)
Commission Expenses		(161,778)	(104,853)
Depreciation and Amortisation		(1,746,663)	(1,709,823)
Gaming Operating Expenses		(4,554,121)	(3,260,242)
Golf Course Operating Expenses		(603,146)	(677,478)
Greens Operating Expenses		(84,814)	(89,340)
Growers Project Expense		(1,697,483)	(1,618,820)
Insurance Expense		(469,811)	(379,053)
Motor Vehicle Expense		(18,420)	(15,337)
Occupancy Expense		(1,366,626)	(1,132,330)
Promotion and Entertainment Costs		(1,380,687)	(900,429)
Residential Property Expenses		(1,642)	(11,970)
Other Expenses		(1,087,312)	(811,733)
Profit before income tax	3	1,300,400	1,758,238
Income tax expense			
Profit (loss) attributable to members of the company		1,300,400	1,758,238
Total comprehensive income (loss) attributable to members of the company		1,300,400	1,758,238

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Booth Partners.

STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2023

	Note	2023 \$	2022 \$
CURRENT ASSETS			
Cash and cash equivalents	4	1,142,864	833,616
Trade and other receivables	5	277,717	1,335,410
Inventories	6	332,897	313,843
Other current assets	7	355,304	251,546
TOTAL CURRENT ASSETS		2,108,782	2,734,415
NON-CURRENT ASSETS			
Property, plant and equipment	8	38,343,184	38,180,379
Intangible assets	9	762,730	762,730
TOTAL NON-CURRENT ASSETS		39,105,914	38,943,109
TOTAL ASSETS		41,214,696	41,677,524
CURRENT LIABILITIES			
Trade and other payables	10	1,022,188	1,521,436
Borrowings	11	190,259	925,137
Short term provisions	12	751,070	702,068
Other current liabilities	13	296,609	316,171
TOTAL CURRENT LIABILITIES		2,260,126	3,464,812
NON-CURRENT LIABILITIES			
Borrowings	11	141,750	708,010
Long term provisions	12	97,122	89,404
TOTAL NON-CURRENT LIABILITIES		238,872	797,414
TOTAL LIABILITIES		2,498,998	4,262,226
NET ASSETS		38,715,698	37,415,298
EQUITY			
Reserves	14	13,682,872	13,682,872
Retained earnings		25,032,826	23,732,426
TOTAL EQUITY		38,715,698	37,415,298

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Booth Partners.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 MARCH 2023

	Retained Profits	Reserves	Total
Balance at 1 April 2021	21,974,188	13,682,872	35,657,060
Profit (loss) for the year	1,758,238	-	1,758,238
Other comprehensive income for the year	-	-	-
Total comprehensive income attributable to members of the entity	1,758,238	-	1,758,238
Balance at 31 March 2022	23,732,426	13,682,872	37,415,298
Balance at 1 April 2022	23,732,426	13,682,872	37,415,298
Profit (loss) for the year	1,300,400	-	1,300,400
Other comprehensive income for the year	-	-	-
Total comprehensive income attributable to members of the entity	1,300,400	-	1,300,400
Balance at 31 March 2023	25,032,826	13,682,872	38,715,698

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Booth Partners.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		24,200,685	19,337,899
Payments to suppliers and employees		(20,721,877)	(15,643,771)
Interest received		3,013	75
Borrowing costs paid		(11,683)	(93,907)
Net cash provided by (used in) operating activities		<u>3,470,138</u>	<u>3,600,296</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		149,127	97,710
Payments for property, plant and equipment		(2,008,877)	(1,356,903)
Net cash provided by (used in) investing activities		<u>(1,859,750)</u>	<u>(1,259,193)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		(93,254)	(93,254)
Repayment of borrowings		1,394,394	4,817,593
Net cash provided by (used in) financing activities		<u>1,142,864</u>	<u>833,613</u>
Net increase (decrease) in cash held		309,248	(2,383,236)
Cash at beginning of financial year		833,616	3,216,849
Cash at end of year	4	<u>1,142,864</u>	<u>833,613</u>

The accompanying notes form part of these financial statements.
These statements should be read in conjunction with the attached compilation report of Booth Partners.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the requirements of the Australian Accounting Standards - Simplified Disclosures of the Australian Accounting Standards Board and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in the financial statements containing relevant and reliable information about transactions, events and conditions to which they apply. Material accounting policies adopted in the preparation of these financial statements are presented below. They have been consistently applied unless otherwise stated.

The financial statements, except for cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements of Shoalhaven Ex-Servicemen's Club Limited for the year ended 31 March 2023 were authorised for issue in accordance with a resolution of the directors on 31 May 2023.

Change in Accounting Policy

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

AASB 1060 has been mandatorily adopted from 1 July 2021 and retrospectively applied to the comparative periods. The adoption of this standard has not affected the reported financial position, financial performance or cashflows of any comparative period.

Revenue and Other Income

The company has applied AASB 15: Revenue from Contracts with Customers (AASB 15) and AASB 1058: Income of Not-for-Profit Entities (AASB 1058).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Revenue is measured based on the consideration to which the company expects to be entitled in a contract with a customer and excludes amounts collected on behalf of third parties. The company recognises revenue when it transfers control of a product or service to a customer. Each major source of revenue is recognised as follows:

Goods and Services

All goods and services other than those detailed below are delivered, invoiced, and paid for simultaneously. This includes sales of liquor, gaming products, golf games, and other products. Revenue is recognised immediately at the point of sale. The impact of the loyalty program has been detailed below.

Memberships

Membership is granted following payment of annual fees and in the case of new members, board approval of their application. Payment for new members is due on application, and payment for renewing members is due within one month of the renewal date. Contract liabilities are recognised on receipt of payment, and revenue is recognised on a straight line basis over the period of membership.

Loyalty Program

Members are eligible to earn points based on their poker machine usage and on food and beverage purchases in-house. Points are redeemable against any future purchases from the company. The points accumulate and most will expire on the 31st of March each year. A portion of poker machine takings relating to loyalty points are deferred to contract liabilities. Revenue is recognised when loyalty points are redeemed or the likelihood of the customer redeeming the loyalty points becomes remote.

Advertising and Sponsorships

Advertising and sponsorships are invoiced prior to the agreed period of coverage and invoices are typically payable within 30 days. Contract liabilities are recognised when the invoices are issued, and revenue is recognised on a straight line basis over the agreed period of coverage.

Function Income

Deposits for functions are invoiced at the time of booking and are payable by the earlier of 30 days from the booking, or 10 days prior to the event. Full payment for the function is typically due by the day of the event.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Contract liabilities are recognised when the booking is made, and for any part payments received prior to the time of the event. Revenue is recognised at the time the function is held.

Ticket Sales

Event tickets are invoiced when payment is received. Contract liabilities are recognised when tickets are sold prior to the date of the event. Revenue is recognised at the time the event is held.

Rental Income

Rental Income is invoiced and payable on a monthly basis.

Revenue is recognised on a straight line basis over the length of the lease.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the company recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138), recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer), and recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Interest Income

Donations and bequests are recognised as revenue when received.

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 from the grant will flow to the company and the amount of the grant can be measured reliably.

Donations and bequests are recognised as revenue when received.

All revenue is stated net of the amount of goods and services tax (GST).

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Inventories

Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a first-in first-out basis.

Stores are valued at cost.

Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

Property

Freehold land and buildings are shown at their fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic, but at least triennial, valuations by external independent valuers, less accumulated depreciation for buildings.

Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation surplus in other comprehensive income. Decreases that offset previous increases of the same asset are recognised against revaluation surplus directly in other comprehensive income; all other decreases are recognised in profit or loss.

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.

Plant and Equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of the recoverable amount is made when impairment indicators are present.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss during the financial period in which they are incurred.

The depreciation rates used for each class of depreciable asset are:

Class of Fixed Asset	Depreciation Rate
Land, Buildings & Improvements	2.5% - 4.0%
Poker Machines	20% - 25%
Plant & Equipment	15% - 40%
Cart & GPS Hire	25%

The asset's residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

Intangibles

Poker Machine Licences

Purchased poker machine licences are initially recognised at cost. They have an infinite life in accordance with the licence terms, and are carried at cost. Poker machine licences are assessed annually for impairment, or more frequently if events or changes in circumstances indicate that it might be impaired.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Impairment of Assets

At each reporting date, the company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement, unless the asset is carried at a revalued amount in accordance with another standard. Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment testing is performed annually for intangible assets with indefinite lives. Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Goods and Services Tax (GST)

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

Cash flows are presented on a gross basis, except for the GST component of investing and financing activities which are disclosed as operating cash flows.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Income Tax

The company is exempt from income tax under section 50-45 of the Income Tax Assessment Act 1997.

Provisions

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

Provisions are measured at the present value of management's best estimate of the outflow required to settle the obligation at the end of the reporting year. The discount rate used is a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the unwinding of the discount is taken to finance costs in the statement of other comprehensive income.

Short term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The company's obligations for short-term employee benefits such as wages and salaries are recognised as a part of current liabilities in the statement of financial position.

Other long-term employee benefits

The company classifies employee's long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the company's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss classified under employee benefits expense.

The company's obligations for long-term employee benefits are presented as non-current liabilities in the statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

Leases

At inception of a contract, the company assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the company where the company is a lessee. However, all contracts that are classified as short-term leases (ie a lease with a remaining lease term of 12 months or less) and leases of low-value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially, the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the company uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options, if the lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date, as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

For leases that have significantly below-market terms and conditions principally to enable the Entity to further its objectives (commonly known as peppercorn/concessionary leases), the company has adopted the temporary relief under AASB 2018-814 and measures the right-of-use assets at cost on initial recognition.

Critical Accounting Estimates and Judgements

The directors evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information.

Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

Key Estimate: Employee benefits provision

The liability for employee benefits expected to be settled more than 12 months from the reporting date are 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, attrition and pay rates have been estimated.

Key Judgement: Poker machine licences

The Company holds poker machine licences granted at no consideration by the NSW government. The Company has determined that the market for poker machine licences does not meet the definition of an active market and consequently licences recognised will not be revalued each year.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 \$	2022 \$
2 REVENUE		
Revenue		
Sales Revenue:		
Ancillary Clubs	(17,788)	13,614
Gaming Net Clearances	13,974,307	10,907,260
Golf Course Income	586,751	668,106
Greens Income	7,245	7,235
Interest Received	3,013	75
Keno, TAB, and Other Commissions	401,724	296,893
Member Subscriptions	96,495	129,917
Pro Am Income	-	2,273
Raffle Income	341,081	204,296
Rent Received	98,835	157,819
Sundry Income	65,108	269,610
Trading Revenue	7,657,269	5,663,274
	<u>23,214,040</u>	<u>18,320,370</u>
Other Income		
JobSaver Income	-	553,068
Loss on Sale of Non-current Assets	-	(7,220)
Profit on Sale of Non-current Assets	114,400	394,459
	<u>114,400</u>	<u>940,307</u>
Total revenue and other income	<u><u>23,328,440</u></u>	<u><u>19,260,679</u></u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 \$	2022 \$
3 PROFIT FROM ORDINARY ACTIVITIES		
Profit from ordinary activities before income tax expense has been determined after:		
Expenses		
Depreciation	1,746,663	1,709,824
Borrowing costs	11,683	93,908
Cost of Sales	3,087,287	2,356,725
Auditor's remuneration:		
Audit fees	28,056	28,051
Accountancy fees	29,225	58,982
Total auditor's remuneration	57,281	87,033
4 CASH AND CASH EQUIVALENTS		
Current		
Cash on Hand	610,168	530,117
Bank Accounts - Ancillary Clubs	64,943	83,721
Melbourne Cup Account	-	984
Bank - Trading Account	52,958	163,505
Bank - GST Account	302,988	-
Bank - Tab Account	42,433	22,913
Bank - Keno Account	69,374	32,376
	1,142,864	833,616
5 TRADE AND OTHER RECEIVABLES		
Current		
Trade Debtors	277,717	1,335,410
	277,717	1,335,410

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 \$	2022 \$
6 INVENTORIES		
Current		
Stock on Hand - Other	237,183	199,849
Stock on Hand - Bar	95,714	113,994
	<u>332,897</u>	<u>313,843</u>
7 OTHER CURRENT ASSETS		
Current		
Prepayments	<u>355,304</u>	<u>251,546</u>
8 PROPERTY, PLANT AND EQUIPMENT		
Land Buildings		
Land and Buildings - Junction Street at Valuation, 2021	15,000,000	15,000,000
Land and Buildings - Junction Street Improvements	16,000	16,000
Less: Provision of Depreciation	(527,944)	(263,794)
	<u>14,488,056</u>	<u>14,752,206</u>
Land and Buildings - Sports Club at Valuation, 2021	17,500,000	17,500,000
Land and Buildings - Sports Club Improvements at Cost	207,092	87,763
Golf Course at Valuation, 2021	3,500,000	3,500,000
Less: Provision of Depreciation	(859,952)	(425,614)
Golf Course Improvements at Cost	25,496	-
	<u>20,372,636</u>	<u>20,662,149</u>
Total Land and Buildings	<u>34,860,692</u>	<u>35,414,355</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 \$	2022 \$
8 PROPERTY, PLANT AND EQUIPMENT		
Plant and Equipment		
Plant and Equipment - Junction Street at Cost	7,739,902	7,256,106
Less: Accumulated Depreciation	(5,973,098)	(6,008,891)
	<u>1,766,804</u>	<u>1,247,215</u>
Plant and Equipment - Sports Club at Cost	7,429,826	17,500,000
Less: Accumulated Depreciation	(5,799,541)	(5,519,084)
	<u>1,630,285</u>	<u>1,379,570</u>
Right of Use Asset - Cart and GPS Hire	215,348	215,348
Less: Accumulated Depreciation	(129,945)	(76,109)
	<u>85,403</u>	<u>139,239</u>
Total Plant and Equipment	<u>3,482,492</u>	<u>2,766,024</u>
Total Property, Plant and Equipment	<u>38,343,184</u>	<u>38,180,379</u>

Movements in Carrying Amounts

Movements in carrying amount for each class of property, plant and equipment between the beginning and the end of the financial year:

	Carrying Value 1 Apr 2022	Additions	Disposals	Depreciations	Carrying Value 31 Mar 2023
Land, Buildings & Improvements	35,414,355	144,825	-	(698,488)	34,860,692
Poker Machines	1,127,142	1,035,027	(12,474)	(683,951)	1,465,744
Plant & Equipment	1,499,543	829,025	(33,098)	(364,224)	1,931,346
	<u>38,041,140</u>	<u>2,008,877</u>	<u>(45,572)</u>	<u>(1,746,663)</u>	<u>38,257,782</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023				2022
	\$				\$
Movements in carrying amount for each class of right of use assets included in the above:					
	Carrying Value 1 Apr 2022	Additions	Disposals	Depreciations	Carrying Value 31 Mar 2023
Cart & GPS Hire	139,239	-	(53,836)	-	85,403
	139,239	-	(53,836)	-	85,403

Core Property

The Club owns two properties located at 131 Greenwell Point Road Worrigeen NSW 2540 and 149 Junction Street Nowra NSW 2541. The two properties are considered 'Core Property' as defined in the Registered Clubs Act, 1973.

Revaluations

The Company, in accordance with the Directors undertaking, commissioned a valuation of freehold land and buildings on 18 May 2021. The assets were valued by independent valuer, Walsh and Monaghan Pty Limited and the valuation has been adopted by the Directors as at 31 March 2021. The basis of the valuation was the market value of the assets on a going concern basis. The Company's land and buildings is recorded in the Clubs Statement of Financial Position based upon this valuation.

Right of Use Assets

The Groups lease portfolio includes golf cart hire and GPS equipment hire. The leases both have 4 year lease terms.

Options to Extend or Terminate

There were no termination or extension options for any of the leases. If the extension options or termination options were probable to be exercised we would have included them in the calculation of the right-of-use asset.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 \$	2022 \$
9 INTANGIBLE ASSETS		
Poker Machines at Cost	762,730	762,730
Total	762,730	762,730

Movements in Carrying Amounts

Movements in carrying amount for each class of intangibles between the beginning and the end of the financial year:

	Carrying Value 1 Apr 2022	Additions	Disposals	Amortisation	Carrying Value 31 Mar 2023
Poker Machine Entitlements - at Cost	762,730	-	-	-	762,730
	762,730	-	-	-	762,730

10 TRADE AND OTHER PAYABLES

Current

Trade Creditors and Accrued Expenses	1,022,188	1,521,436
	1,022,188	1,521,436

11 BORROWINGS

Current

Hire Purchase Liability	134,785	148,689
Commonwealth Bank Loan	-	722,798
Lease Liability	55,474	53,650
	190,259	925,137

Non-Current

Hire Purchase Liability	107,039	89,793
Lease Liability	33,227	88,700
Commonwealth Bank Loan	1,484	529,517
	141,750	708,010

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 \$	2022 \$
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The following security is held by the Commonwealth Bank of Australia on the overdraft facility, loans and guarantees:

- i) Registered mortgage over the Club's land and buildings situated at Junction Street, Nowra
- ii) Registered mortgage over the Club's land and buildings situated at Greenwell Point Road, Worrigee
- iii) Registered equitable mortgage debenture over the whole of the Club's assets.

The lease between Shoalhaven Ex-Servicemen's Club Ltd and Capital Finance for the golf carts is a 4 year lease, expiring October 2024. There is no option to extend and as such we took up the value of the remaining lease payments at present value on 1 November 2020 to determine the lease liability and right of use asset values.

The lease between Shoalhaven Ex-Servicemen's Club Ltd and Capital Finance for the GPS equipment is a 4 year lease, expiring October 2024. There is no option to extend and as such we took up the value of the remaining lease payments at present value on determine the lease liability and right of use asset values.

12 PROVISIONS

Current

Provision for Holiday and Sick Leave	424,003	432,652
Provision fro Long Service Leave	327,067	269,416
	<u>751,070</u>	<u>702,068</u>

Non-Current

Provision for Long Service Leave	97,122	89,404
	<u>97,122</u>	<u>89,404</u>

Movements in Carrying Amounts

Movements in carrying amount for each class of provision between the beginning and the end of the financial year:

	Carrying Value 1 Apr 2022	Additions	Charges	Unused Amounts Reversed	Carrying Value 31 Mar 2023
Annual Leave	432,652	244,025	(252,74)	-	424,003
Long Service Leave	358,821	124,304	(58,936)	-	424,189
	<u>791,473</u>	<u>368,329</u>	<u>(311,610)</u>	<u>-</u>	<u>848,192</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023 \$	2022 \$
13 OTHER LIABILITIES		
Current		
Income in Advance	<u>296,609</u>	<u>316,171</u>
14 RESERVES		
Asset Revaluation Reserve	13,628,400	13,628,400
Capital Redemption Reserve	<u>54,472</u>	<u>54,472</u>
	<u>13,682,872</u>	<u>13,682,872</u>
15 KEY MANAGEMENT PERSONNEL COMPENSATION		
Total Compensation	<u>282,663</u>	<u>274,858</u>
16 RELATED PARTY TRANSACTIONS		
Transactions between related parties are on normal commercial terms and conditions. These terms and conditions are no more favourable than those available to other parties unless otherwise stated.		
Directors Remuneration		
Total Value	86,257	71,790
Sturgiss Newsagency - Total amounts paid for contract services - Related party of director G. Sturgiss		
Total Value	63	131
Brendan & Lauren Sturgiss - Total amounts paid for wages and superannuation - Related party of director G. Sturgiss		
Total Value	130,924	106,072

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	\$	\$

17 ENTITY DETAILS

Shoalhaven Ex-Servicemen's Club Limited is domiciled and incorporated in Australia.

Registered Office
157 Junction Street
Nowra NSW 2541

Principal Place of Business
157 Junction Street
Nowra NSW 2541

DIRECTORS' DECLARATION

The directors of the company declare that:

1. The financial statements and notes are in accordance with the Corporations Act 2001 and:
 - a) comply with Australian Accounting Standards.
 - b) give a true and fair view of the financial position of the company as at 31 March 2023 and of its performance for the year ended on that date.
2. This declaration is made in accordance with a resolution of the board of directors.

Director: 

Mr Alan Maxwell Bird

Dated 31 May 2023



WORKPLACE GENDER QUALITY REPORT & STATISTICS



Date Created: 22-05-2023



2022 - 23 Gender Equality Reporting

Submitted By:

SHOALHAVEN EX-SERVICEMEN'S CLUB LTD 81000845358

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?
Recruitment: Yes
Policy
Retention: Yes
Policy
Performance management processes: Yes
Policy
Promotions: Yes.
Policy
Talent identification/identification of high potentials: YesPolicy
Succession planning: Yes
Policy
Training and development: Yes
Policy
Key performance indicators for managers relating to gender equality: YesPolicy
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?
YesPolicy
4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Governing Bodies

Organisation: SHOALHAVEN EX-SERVICEMEN'S CLUB LTD

1.Name of the governing body: Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	0	6	0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Details why there is no control over governing body/appointments:

6. Target set to increase the representation of women: No

Selected value:

Do not have control over governing body/appointments

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other

Other value: Do not have control - Elected by Members at AGM

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No. Salaries set by awards/industrial or workplace agreements.

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No

Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?
No/Not needed (provide details why)
OtherDetails:Employees paid under Enterprise agreement with published rates
2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?
No
Other
Other:Employees paid under Enterprise agreement with published rates
3. On what date did your organisation share your last year's public reports with employees and shareholders?
Employees:

Shareholder:
4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?
Yes
5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Flexible Work

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

No

Not aware of the need

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

No

Not a priority

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: No set targets

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Not a priority

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

No

Insufficient resources/expertise; Not a priority

Leaders are held accountable for improving workplace flexibility

No

Not aware of the need

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No

Not aware of the need

Team-based training is provided throughout the

organisation

Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available; Informal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available; Informal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: No

Not aware of the need; Not a priority

Part-time work: Yes

SAME options for women and men Formal options are available; Informal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available; Informal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available; Informal options are available

3.Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

No

3.1.You need to indicate which of the following flexible working options are available to NON-MANAGERS in your workplace.

Carer's leave: Yes

SAME options for women and men

Formal options are available; Informal options are available

Compressed working weeks: No

Not aware of the need

Flexible hours of work: Yes

SAME options for women and men

Formal options are available; Informal options are available

Job sharing: No

Not aware of the need

Part-time work: Yes

SAME options for women and men

Formal options are available; Informal options are available

Purchased leave: Yes

SAME options for women and men

Formal options are available; Informal options are available

Telecommuting (e.g. working from home):No

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men

Formal options are available; Informal options are available

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

No

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

No

Not a priority

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Strategy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

2.1. Employer subsidised childcare

No

Not a priority

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not aware of the need

2.3. Breastfeeding facilities

Yes

Available at ALL worksites

2.4. Childcare referral services

No

Not aware of the need

2.5. Coaching for employees on returning to work from parental leave

Yes

Available at ALL worksites

2.6. Targeted communication mechanisms (e.g. intranet/forums)

No

Not aware of the need

2.7. Internal support networks for parents

No

Not aware of the need

2.8. Information packs for new parents and/or those with elder care responsibilities

No

Not a priority

2.9. Parenting workshops targeting fathers

No

Not a priority

2.10. Parenting workshops targeting mothers

No

Not a priority

2.11. Referral services to support employees with family and/or caring responsibilities

No

Not a priority

2.12. Support in securing school holiday care

No

Not aware of the need

2.13.On-site childcare

No

Insufficient resources/expertise

2.14.Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sexual harassment, harassment on the grounds of sex or discrimination

- 1.Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

- 1.3Do you provide a grievance process in your sexual harassment policy and/or strategy?

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Non-Managers

Yes

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Date Created: 22-05-2023

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

Yes

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

Yes

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

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Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

Yes

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

Yes

Provide Details: No

- 2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

Workforce Management Statistics Table

Industry: Food and Beverage Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	2	1	3
			Non-managers	2	2	4
	N/A	Casual	Non-managers	28	21	51
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	2		2

* Total employees includes Non-binary

Workplace Profile Table

Industry: Food and Beverage Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	11	11	0	0	22
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	3	7	0	1	11
	Part-time permanent	1	1	0	0	2
	Casual	0	3	0	0	3
Community And Personal Service Workers	Full-time permanent	4	8	0	0	12
	Part-time permanent	8	9	0	0	17
	Casual	24	22	0	0	46
Clerical And Administrative Workers	Full-time permanent	2	0	0	0	2
	Part-time permanent	0	2	0	0	2
Labourers	Full-time permanent	0	1	0	0	1

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Food and Beverage Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	1	2
GM	Full-time permanent	1	2	3
	Part-time permanent	1	0	1
OM	Full-time permanent	9	7	16

* Total employees includes Non-binary

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