



VASSP
Professional
Learning

2023 Leadership Seminar & AGM

FRIDAY 20 OCT 2023, AT MOONEE VALLEY RACING CLUB



Annual General Meeting 2023 31st Annual Report



Leadership Seminar & AGM

VASSP Annual General Meeting & Leadership Seminar	
9.00am	Colin Axup, President VASSP - Acknowledgment of Country and Welcome to Members
9:05am	Annual General Meeting
9:15am	Bank First Study Award Presentations
9:30am	<p>Jane Wilkinson and Dr Fiona Longmuir - Monash University</p> <p><i>Invisible labour. School principals' emotional labour in volatile times (PART 1)</i></p> <p>Emotional labour is a crucial aspect of principals' work, but there is still a lot we do not know about it. What we do know is that it demands a range of 'invisible' skills, such as managing competing demands between students, teachers, parents, the broader education system, and community. It demands the emotional capacity to switch seamlessly between stakeholder interactions (teachers, students etc.), whilst simultaneously impression managing. Representing the Monash University research team behind the current study of Invisible labour: School principals' emotional labour in volatile times, Jane and Fiona will present the focus of their research, its importance for VASSP members. The point of difference for this research is explicit activism and change. This two-part presentation and workshop draws upon prior research.</p>
10:30am	Morning Tea
11:00am	<p>Jane Wilkinson and Dr Fiona Longmuir - Monash University</p> <p><i>Invisible labour. School principals' emotional labour in volatile times (PART 2)</i></p>
11:45am	<p>Dr Amy Silver - The Courage to Lead the Future</p> <p><i>High performance depends on our management of fear, individually and collectively.</i></p> <p>Leadership is full of challenges, both from our complex external situations and from our sometimes even more complex internal narratives. These challenges put pressure on us and make it more likely that we resort to the self-protection modes of avoidance, attack, apathy, or acquiescence. Sometimes this works for us, and sometimes it adds to the complexity of the situation. Our unconscious reactions can sometimes make it difficult to communicate, collaborate, change, to make decisions. From this presentation you will see how fear shows up at work and eats our collective intelligence, how leadership is management of fear through courage, and how practical guides on what to do can create courage and safety.</p>
12:45pm	Business Partner Presentation: Compass
12:55pm	Colin Axup, VASSP President - Closing Remarks
1:00	Collegiate Lunch - Acknowledgement of Business Partners



About VASSP

The Victorian Association of State Secondary Principals (VASSP) is the peak professional association for principals and assistant principals of government secondary education in the Australian state of Victoria. With antecedents dating back to the Victorian High Schools Headmasters' Association, established in 1949, VASSP has a proud history of service to members and a strong commitment to public education. As a professional association, VASSP is an incorporated body under the Associations Incorporation Reform Act 2012. Advocacy, Learning and Support are the three pillars that stand at the core of the Association's work for and on behalf of members.

Advocacy

As a key education stakeholder, the role of VASSP in advocating for members and their schools is vital. The voice of VASSP is valued at all levels of the Department of Education and Training. The Association is also acknowledged as the voice of the profession in public discourse.

Learning

The Association provides a suite of professional learning offerings. An annual leadership conference, two statewide meetings and a range of professional learning workshops are delivered each year. Specialised programs are also delivered in schools and regions.

Support

The Association employs a team of recently retired secondary principals to provide on the ground support for members. These 'field services' take the form of advice, practical assistance and/or mentoring. Leadership coaching is another support service that is available to members and their schools.



Mission

The Victorian Association of State Secondary Principals (VASSP) is a professional association established to support, develop, and strengthen educational leadership capabilities in secondary schools across Victoria. The mission of the Association is to shape the future of state education in Victoria through influential and progressive leadership, ensuring all students receive the highest quality education.

Purpose

The purpose of the Association is to improve educational outcomes for government school students by:

- Enhancing the capacity of school leaders (principals, assistant principals and aspirants) to deliver quality education.
- Providing high quality professional services and support to school leaders.
- Providing high quality and relevant professional learning for school leaders.
- Advocating for education on behalf of government school leaders at state, federal and international levels.
- Persuading and influencing key stakeholders in the pursuit of educational excellence.

Strategic Intent

VASSP will effectively support members to grow professionally and personally at all stages of their school leadership by:

- Providing professional and personal support, advice and information for members.
- Facilitating and encouraging the professional growth of members and their leadership teams.
- Providing opportunities for collegiality and sharing of professional practice.
- Recruiting and inducting new members.



VASSP will effectively represent members in DET decision-making, policy development and implementation by:

- Consulting with and engaging members.
- Being accessible to all members.
- Ensuring the opportunity for involvement and commitment of members in policy development.
- Providing open communication between members and Committee/Executive.
- Influencing DET and Government policy development and implementation.

VASSP will be an effective advocate for public education and the principalship (principals, assistant principals, and leadership aspirants) by:

- Actively celebrating and promoting public education at state, national and international levels.
- Proudly and actively promoting the principalship and school leadership as a dynamic, proactive and inclusive professional association.
- Having a strong public voice in educational debate in Victoria.
- Proactively providing educational/leadership models, strategies and policies based on research and educational practice.
- Developing partnerships and alliances with community, state, national and international stakeholders.

Executive Governance – 2023

The affairs of the association are delegated to the Executive comprising the following office bearers: President, Deputy President, Vice President (Principal), Vice President (Assistant Principal) and Treasurer. These positions are elected by Full Members of the Association. Office bearers are elected for a two-year period with the exception of the position of President which may be for a period of up to four years. The Executive also comprises four representatives from the State Committee, elected by the State Committee for a period of two years. The Executive has met on eight occasions since the 2022 Annual General Meeting.



VASSP Executive Committee 2023

<p>President – Colin Axup VASSP Office Unit 2/13–21 Vale Street, North Melbourne, Vic 3051</p> <p>T. (03) 9320 7100 M. 0418 566 880 E. caxup@vassp.org.au</p>	<p>Deputy President – Rob Pyers Principal – Horsham College 310 Baillie Street, Horsham Vic 3400</p> <p>T. (03) 5381 7100 E. Robert.Pyers@education.vic.gov.au</p>
<p>Vice President Principal – Tim Blunt Principal – Sunshine College PO Box 165, Sunshine Vic 3020</p> <p>T. (03) 8311 5200 E. tim.blunt@education.vic.gov.au</p>	<p>Vice President Assistant Principal– Paul Broecker Assistant Principal – Hampton Park Secondary College Fordholm Rd, Hampton Park Vic 3976</p> <p>T. (03) 8795 9400 E. paul.broecker@education.vic.gov.au</p>
<p>Treasurer – George Porter Principal – Bannockburn P-12 College Milton Street Bannockburn Vic 3331</p> <p>T. (03) 5281 1755 E. george.porter@education.vic.gov.au</p>	
<h3><i>General Representatives</i></h3>	
<p>Ellie McDougall Principal – Ararat Secondary College Barkly Street, Ararat Vic 3377</p> <p>T. (03) 5352 4177 E. ellie.mcdougall@education.vic.gov.au</p>	<p>Richelle Hollis Principal – Eaglehawk Secondary College 7 Henry Court, Strathfieldsaye Vic 3551</p> <p>T. (03) 5446 8099 E. Richelle.Hollis@education.vic.gov.au</p>
<p>Belind Hudak Principal – Mildura Senior College Fourteenth St & Deakin Avenue, Mildura VIC 3500</p> <p>T. (03) 5021 2911 E. belinda.hudak@education.vic.gov.au</p>	<p>Ian Macleod Principal – Mount Waverley Secondary College 9 Lechte Road, Mount Waverley Vic 3149</p> <p>T. (03) 9803 6811 E. Ian.Macleod@education.vic.gov.au</p>

VASSP State Committee 2023

Office bearers

1. Colin Axup	Suzanne Cory High School	President
2. Rob Pyers	Horsham College	Deputy President
3. Tim Blunt	Sunshine College	Vice President – Principal (Western Metro)
4. Paul Broecker	Hampton Park Secondary College	Vice President – AP (Eastern Metro)
5. George Porter	Bannockburn P-12 College	Treasurer

General & Regional Group Representatives

6. John Baston	7. Keysborough Secondary College	8. General Representative (Southern Metro)
9. Erin Prendergast	10. Northern Bay P-12 College	11. Geelong Representative
12. Joanne Cucchiara	13. Cranbourne Secondary College	14. General Representative (Southern Metro)
15. Jillian English	16. Strathmore Secondary College	17. Western Metro Representative
18. Debra Gibson	19. Doveton College	20. General Representative (Southern Metro)
21. Keith Halge	22. Hoppers Crossing Secondary College	23. Western Metro Representative
24. Timothy Hall	25. Mansfield Secondary College	26. Hume Representative
27. Richelle Hollis	28. Crusoe 7-10 Secondary College	29. Loddon Campaspe Representative
30. Belinda Hudak	31. Mildura Senior College	32. Mallee Representative
33. Tamy Stubley	34. Melbourne Girls College	35. Northern Metro Representative
36. Karen Wade	37. Mount Waverley Secondary College	38. Eastern Metro Representative
39. Jill Laughlin	40. Camberwell High School	41. *Eastern Metro Rep (currently Principal in Residence @the Academy)
42. Ian Macleod	43. Mount Waverley Secondary College	44. General Representative (Eastern Metro)
45. Steve MacPhail	46. Daylesford Secondary College	47. Ballarat Representative
48. Ellie McDougall	49. Ararat College	50. Grampians Representative
51. Brendan Staple	52. Sale College	53. Gippsland Representative
54. Andrew Monson	55. Rubicon Outdoor School	56. Hume Representative
57. Robert Boucher	58. Swifts Creek P-12 School	59. Gippsland Representative
60. Gary Palmer	61. Ballarat High School	62. General Representative
63. Dale Pearce	64. Bendigo Senior Secondary College	65. Loddon Campaspe Representative
66. Amy Porter	67. Sandringham Secondary College	68. General Representative (Southern Metro)
69. Warwick Price	70. Baimbridge College	71. SWAPPP Representative
72. David Russell	73. Parkdale Secondary College	74. General Representative (Southern Metro)
75. Lea Volpe	76. Reservoir High School	77. Northern Metro Representative
78. Veronica Hoy	79. Gladstone Park	80. General Representative (Northern Metro)



Regional Groups

Members of the Association belong to regional groups. Some regions may have two such groups due to their geographic location. These groups meet regularly.





Group / Field Officer	Region	President
Ballarat John Richmond	SWVR	Steve MacPhail Daylesford SC
West Grampians/Wimmera John Richmond	SWVR	Robert Pyers Horsham College
Mallee John Richmond	NWVR	Belinda Hudak Mildura Senior SC
Loddon Campaspe John Richmond	NWVR	Dale Pearce Bendigo Senior SC
Hume Sue Peddlesden	NEVR	Tim Hall Mansfield SC
Eastern Metro Sue Peddlesden	NEVR	Jill Laughlin Camberwell HS
Southern Metro Sue Peddlesden	SEVR	John Baston Keysborough SC
SWAPP/Warrnambool Garry Schultz	SWVR	Warwick Price Baimbridge College
Geelong Garry Schultz	SWVR	Nick Adamou North Geelong SC
Western Metro Garry Schultz	SWVR	Tim Blunt Sunshine College
Northern Metro Deb Gentle	NWVR	Michael Keenan Thornbury HS
Gippsland Deb Gentle	SEVR	Brendan Staple Sale College



Agenda

Previous Minutes



Annual General Meeting

9.10 am Friday 28 October 2022, Moonee Valley Racecourse

2022 AGENDA

1. Previous Minutes

That the minutes of the previous AGM held on Friday 29 October 2021 be accepted as a true and accurate record.

Moved: Pitsa Binnion

Seconded: Robert Pyers

Motioned: Carried

2. President's Report

- It's been a difficult year, arguable more difficult than previous years due to lack of staff and replacement teachers. However, schools have kept running and that is a testament to the principals and their leadership.
- Workforce Shortages: Government announced \$19mil. To support teacher shortage, however it takes 5 years to train teachers. Short-term solutions are of significant concern. This will continue to be the major focus for schools, principals and VASSP. VASSP is here to provide support, particularly during these challenging times and will continue to advocate for principals with DET.
- The AGM coincided with the lead up to the Victorian State Election. It has been a deliberate decision of VASSP to not include any Government representatives to reinforce that VASSP is impartial.
- Colin thanked the Regional Group Presidents and all those members who have attended the meetings.
- Colin further thanked the VASSP Field Officers and Project Services Officers for their hard work this year.

That the President's report be accepted.

Moved: Colin Axup

Seconded: Michael Kan

Motioned: Carried



3. Treasurer's Report

That the Treasurer's report, including the audited Financial Report for the Year Ended 30 June 2022 be accepted.

- George Porter, VASSP Treasurer Apology
- *Colin Axup, President delivered Treasurer's Report.
- As a positive, VASSP are 'in the Black.'
- VASSP had a membership increase.
- Total Equity over \$3.5mil. and Total Cash Holdings \$740k.

Moved: Colin Axup **Seconded:** Pitsa Binnion **Motion:** Carried

That Stannards Accountants and Advisors Pty Ltd be engaged to conduct the financial audit for the 2022/2023 financial year.

Moved: Colin Axup **Seconded:** Michael Kan **Motion:** Carried

4. VASSP Election Results

Deputy President: **Robert Pyers**

Treasurer: **George Porter**

Vice President Principal: **Tim Blunt**

Vice President - Assistant Principal: **Paul Broecker**

State Committee General Council

- Debra Gibson
- Veronica Hoy
- Ellie McDougall
- Amy Porter
- David Russell
- Lea Volpe



5. Any Other Business

• Retiring Members

Stephen Parkin	Warrandyte High School
Keith Butler	Nossal High School
Gregory Button	Terang College
Karen Baker	The Grange P-12 College - Deloraine Campus
David Nichols	Balwyn High School
Alan Coffey	Rainbow P-12 College
Julie Andrews	North Geelong Secondary College
Ruth Giffard	Blackburn English Language School
Caroline Ashton	Melba College - Junior Campus
Bradley Hutchinson	Mirboo North Secondary College
Margaret Uren	Monbulk College
Katherine Toth	Gleneagles Secondary College
Greg McMahon	Hallam Senior Secondary College
John Lyall	Hallam Senior Secondary College
Deb Gentle	Drouin Secondary College
Heather Carr	Highvale Secondary College
Pitsa Binnion	McKinnon Secondary College

• Life Membership

- Sue Bell, Former VASSP President
 - Vicki Forbes, Former Executive Officer
 - Pitsa Binnion, VASSP Deputy President
- VASSP offers condolences to with the passing of former VASSP President (1987-1988), Ion Whykes

Meeting close: 9:25 am



Attendance AGM 2022

Andrew Batchelor	George Duursema	Martha J. Goodridge-Kelly
Andrew Dixon	Giorgio Catalano	Megan Woolford
Andrew Elborough	Glenn Esnouf	Melanie Brooks
Andrew Sloane	Glenn Leyland	Michael C. Kan
Angela Natoli	Harvey Wood	Michael Morrissey
Anna Fee	Helen J. Wilson	Michael Pakakis
Anne-Maree Kliman	Helen Karagounis	Milan Matejin
Belinda Hudak	Ian Watkins	Olivia Grant
Bernadette Caulfield	Jacob Shingles	Pamela D. Dyson
Brendan C. Dwyer	Jacqueline Harris	Paul Broecker
Brendan P. Staple	James Dowie	Phillipa Griffiths
Carol C. Duggan	Jillian English	Pitsa Binnion
Cathy Hogg	Jillian Laughlin	Rachel Robertson
Dale R. Pearce	Jim Papadimitropoulos	Rachel Rooney
Damien Keel	Joe Tasic	Richelle Hollis
Daniel B. Butler	John Baston	Robert Lewkowicz
Daniel Pearce	John Mitsinikos	Robert M. Pyers
Darren Trippett	John Simon	Robyn Anderson
Daryl Bennett	Judith M. Benney	Roger G. Page
David Russell	Judy Anderson	Roslyn Patti
Debby Chaves	Kevin Osborne	Stefo Stojanovski
Detta Gordon	Kimberley Pye	Sue Bell
Elaine Hazim	Kondila Atzarakis	Tamara Stublely
Ellie Mcdougall	Kris Johnson	Tiffany Greenhill
Ewen Burt	Leanne J. Wilson	Tim A. Blunt
Fern Brisbane	Leigh Hunter	Timothy Hall
Fiona De Zylva	Linda Brown	Tracey Mackin
Gavin Ferrier	Linda Stanton	Wayne Haworth



President's Report

Last year's annual report concluded with the following words of the French philosopher, Jean-Paul Sartre: "Commitment is an act, not a word." The past year has clearly indicated that the principal class in secondary schools understands the level of commitment required to ensure the best opportunities for students in our schools. This report will endeavour to be positive; however, reading through last year's report is a reminder that much is still the same. Please accept the following as the 2023 president's report for the Victorian Association of State Secondary Principals.

Working closely with our fellow principal focused associations, namely the VPA, PASS, CEP and APF, we identified five key areas to be considered to improve the role of the principal. These five issues were then presented to the then Minister for Education, Hon. Natalie Hutchins. The first issue was the ongoing impact of compliance and administrative tasks that impact significantly on a principal's time. Genuine support needs to be given to schools, including funding for staff, for example an OHS compliance person, to reduce the burden.

The second issue was, and continues to be, the impact of staff shortages. Staffing continues to be ongoing source of stress, and notwithstanding the positive initiatives from the Department's Schools Workforce Group, will continue to be a significant issue for the foreseeable future. Ultimately the question that needs to be answered, is what do schools do when they don't have enough staff? Across a variety of key meetings, the issue of staffing is a discussion point, as is the impact of the future leadership profiles for schools; a shortage of staff now will impact future leadership profiles.

The third point was to provide support for principals to ensure they could focus on their primary mission; education. There is too much focus on compliance and not enough on support. And the concern is also a lack of differentiation in the rolling out of initiatives; school context is important as often forgotten in the process. The Department has made some positive moves to provide support for principals, especially new principals with the provision of mentoring and the like. We are also keen to see a much more regulated consultative



process by the Department with principals, as per the VGSA 2022, with timelines that allow for genuine consultation. Moreover, we need to talk about co-design; that is, the Department should be leaning on the expertise of principals.

Reviewing the role of regional offices was the fourth consideration. In a time of staff shortages, employing qualified teachers and principals into regional roles to support schools seems to be counterintuitive. While there will be a role for experienced teachers and principals to be involved with regional offices, it should not be at the expense of schools that are suffering a shortage of teachers. There is also a belief from the five organisations that the role of the SEIL needs to focus on being a support role rather than primarily one of compliance.

Finally, there is a belief that we need to have an open discussion about the role of schools and therefore the role of the principal. Schools remain fundamentally structured along the same lines as the previous century. We have one of the longest school days and one of the longest school years amongst OECD countries; however, data would suggest that this does not automatically translate into improved outcomes. The staffing crisis is a crisis of staffing schools in their current structure. Now is the time to discuss the role of schools in society and the expectations of schools. The flow on effect is that we can determine what the best staffing profile is for schools and then we can solve the staffing crisis.

Education policy does not stop. Even with a reduction in the number of major initiatives, which is a distinct positive in the current environment, there will always be changes to the policy settings of education. The Association continues to be engaged in a wide variety of reference groups and meetings with the Department. As a key stakeholder, these various meetings enable us to prosecute your viewpoint with the Department decision makers. Hundreds of hours have been spent both online, and increasingly face to face, with groups as diverse as HR Stakeholders, Complaints Management, Disability Inclusion, Senior Secondary Reform and the Victorian Academy of Teaching and Leadership. We are, and continue to be an important voice, informing the Department and commenting on their



proposals. While the advice we provide is not necessarily accepted in full, our advice can have the effect of removing ideas that would simply be impractical to implement. The information we receive from the members is used to provide evidence to support the advice we proffer. The staffing surveys we have conducted each term have collected invaluable data to support our discussions. Developing positive working relationships with the key members of the Department remains one of our most important functions.

Along with the regular monthly meetings from the different divisions of the Department, the quarterly meetings with the Minister, Secretary and Deputy Secretaries are an opportunity to convey our ideas and concerns to the decision makers in education. Our opinion is actively listened to, and this is one of the reasons why the Association continues to be able to influence the Department.

One role that is important to the profession is responding to media requests. There is always the consideration of whether it is in our collective best interests to engage with the media; however, it is important that as an association representing the profession, that our voice is heard. Topics have all too often focused on staff shortages and the impact of those shortages, but topics have also included school formals and the VCE. The aim is to always be positive and to attempt to hold the media to account by giving them positive stories and move them away from criticising teachers, principals and schools; a default position for too many in the media.

VASSP regional meetings are essential to the Association being able to effectively engage with the Department. At these meetings I am able to catalogue your concerns and note examples which enables me to more effectively argue our position on major issues. With the majority of regional groups moving to face to face meetings, it has enabled me to directly meet many of our members. However, I also acknowledge the efficacy of online meetings, and they have assisted me when I have had clashes, when staffing is a daily issue often requiring the principal class to be in the classroom an inordinate amount of the time. There has also been an increase in the number of Department staff presenting at regional



meetings and we encourage this to continue in 2024. I would like to thank the regional group presidents and their committees for organising the meetings and keeping people connected.

Our major events, the SGM/Leadership Seminar, the State Conference, AGM and AP Seminar are vital for the health of the Association. We recognise that it has been incredibly difficult to be out of your school with the staff shortages and we thank you for privileging your professional learning and attending these events, often with members of your leadership team. The State Conference was an outstanding success as evidenced by the positive feedback. And while in last year's report I prematurely stated that we would not be returning to the Pullman, I can state with a high degree of confidence that we will be in a new venue for 2024.

The Association continues to provide outstanding professional development; both face to face and online. One of the largest ever professional learning events for the Association were the sessions on the new VGSA and the advent of time in lieu last year and as time in lieu has been the gift that keeps on giving, further online sessions have been equally well attended. The SRP sessions led by Sue Peddlesden continue to be popular. Our Executive Officer continues to curate a professional learning program for members and non-members. And 2024 will see further work to expand offerings for professional learning to support principals as well as to help them learn.

The members of your Executive, Rob Pyers, Tim Blunt, George Porter, Paul Broecker, Richelle Hollis, Belinda Hudak, Ellie McDougall and Ian Macleod have provided sage advice throughout the year and I would like to thank them for their work throughout the year.

State Committee has continued to be an important component of the Association. These meetings have seen the majority of the deputy secretaries, the secretary and a significant number of executive directors present and take questions. Meeting in person, State Committee have continued to provide valuable input into the discussions most relevant to



our members. They have also asked the many presenters from the Department the difficult questions.

The VASSP Field Officers and Project Services team have continued to be busy throughout the year. While we farewelled Noel, and welcomed Deb Gentle, Sue, Garry, John, and Ian continued to be an invaluable resource for our members and provide a point of contact outside the hierarchy of the Department. We have also trialled an MPB specialist this year and Rod Williamson has been very successful in this role. I would also like to thank Chelsea Kim and Breanna for their efforts in ensuring the ongoing success of the Association.

In her first full year as the executive officer, Amy Rashid has done an amazing job. The success of the Association over the past twelve months is primarily due to her work. Amy will lead the further modernisation of the Association and we will be conducting a strategic review in December to set the steps ahead.

Finally, it is both an honour and a privilege to be the president of the Association. I am constantly in awe of the work the members of the principal class do to ensure that our students receive the best education possible. The ongoing commitment of the principal class has ensured that schools have succeeded this most difficult of years. However, commitment is more than just doing the long hours that our members do on a daily basis. Commitment alone will not sustain you; remember, in the words of German philosopher Georg Hegel, "nothing great in the world has ever been achieved without passion."



Treasurer's Report

Financial Report for Year Ended 30 June 2023

The Financial Report for Year Ended 30 June 2023 accompanies this Treasurer's Report. This Report has been prepared by Stannards Accountants and Advisors Pty Ltd. The financial statements have been compiled in accordance with Australian Accounting Standards, the Associations Incorporation Reform Act 2012, the Australian Charities and Not-for-profit Act 2012, and the Australian Charities and Not-for-profit Commission Regulations 2013. The Report includes the following information.

1. Executive Report, signed by the President, Colin Axup and Treasurer, George Porter
2. Auditor's Independent Declaration
3. Statement of Comprehensive Income
 - The Statement of Comprehensive Income for the year ended 30th June 2023
 - shows a Total Comprehensive Income of \$125,659.
4. Statement of Financial Position
 - Total Equity is \$3,647,291 compared to the previous year at \$3,521,632.
5. Statement of Changes in Equity
 - The balance in Retained Earnings is \$2,046,069 and Reserves is \$1,601,222.
 - The Total is \$3,647,291.
6. Statement of Cash Flows
 - Net Increase in cash held is \$228,638.
 - Cash at the Beginning of the Financial Year \$744,853.
 - Cash at the End of the Financial Year is \$973,491.
7. Notes to the Financial Statements
 - Explanatory statements are footnoted throughout the Report.



8. Statement of certification by Colin Axup, President and George Porter, Treasurer
9. Independent Audit Report to Members of the Victorian Association of State Secondary Principals
10. Detailed Statement of Profit or Loss
 - Total Revenue at \$1,248,808
 - Total Expenditure at \$1,123,149
 - Total Comprehensive Income is \$125,659

Motions

1. That the Treasurer's Report including the audited *Financial Report for Year Ended 30 June 2023*, as tabled, be accepted.
2. That Standards Accountants and Advisors Pty Ltd be engaged to prepare the audited Financial Report for the 2022/2023 financial year.

George Porter
Treasurer



Field Services Report

We welcomed into the Field Officer group this year Deb Gentle who replaced Noel Claridge after five years in the role. Deb has had a wealth of experience as Principal of Drouin SC for seven years and as Assistant Principal for nine, and brings to our group, and the principals in her areas, great expertise. Our work as Field Officers is quite unique in our system and as a member driven organisation we work to engage, support and advocate for the Principal Class and the government schools which they serve. As VASSP Field Officers we provide an independent voice and opinion on a range of increasingly complex issues that may often differ from the 'one size fits all' approach offered by the Department (DE) and other organisations. We are experienced past principals from a range of geographic locations and school settings and are able to share practice from other schools and provide support on a range of issues. Importantly, we provide personalised support to members that may be as simple as someone prepared to listen to the myriad of issues that result from running complex school settings.

In our work we are provided with insights into the challenges of leading schools in remote and regional communities whilst also experiencing the work required to provide educational leadership in large suburban settings. Whilst we often provide support with challenges confronted by principals and their leadership teams we are continually buoyed by the enthusiasm and positive energy toward their students and the success of their school community.

In many ways 2023 has been a complex year exacerbated by the continued implementation of the Victorian Government Schools Agreement (VGSA) 2022, significant staff shortages and the ever increasing principal workload. As Field Officers much of our work has shifted back to face-to-face support and the capacity for us to attend regional meetings in person has meant a much more personalised approach and nuanced understanding of the issues and how they affect individual schools.

Principals are often challenged by unrealistic timelines or complexities implemented by DE and on other occasions it can be the Area or Regions interpretation of DE policy and how that should be implemented. On occasions Field Officers have been able to support principals in pushing back on some of this to ensure that the expectations are more realistic and the work has a positive outcome. At other times, it is our role to advocate for the work of



principals and ensure that they have a strong voice on how things could be done differently. As a group we meet regularly with Colin as the President, and Amy as the Executive Officer, to share perspectives and issues and how DE policy is being implemented in different regions, areas and networks—which can vary considerably.

This year for the first time as a group of four Field Officers we have been successful in setting up a regular meeting with David Howes, Deputy Secretary Schools and Regional Services, and Merit Protection Board (MPB) Senior Chairperson, Steve Metcalfe. Both these opportunities allow us to provide an on the ground perspective from principals as well as giving us a deeper insight into the work of the Deputy Secretary and the MPB. We believe too that our discussions have had impact and will see positive changes in a number of areas from the important dialogue.

In summary, the major issues evident to us confronting all schools and school leaders in 2023 were:

- Staffing and teacher shortage
- Principal workload and accountabilities
- Continued implementations of the VGSA , in particular the changing landscape of Time in Lieu
- Staff, Student and Parent conduct and the increasingly complex associated mental health issues
- MPB: We have been very successful at supporting principals in this process and achieving a positive outcome for them.
- Principal Health and Wellbeing—Please don't hesitate to call one of us at any time if you need support or are aware of someone that does.
- Managing Staff Performance and Conduct
- School Organisation: We have provided advice to principals and their Leadership teams regarding the Student Resource Package, School Leadership Structure, strategic planning and policy development, curriculum implementation and engaging and working with community.
- Supporting and building leadership capacity

As Field Officers, we have the privilege of collaborating with and working on behalf of inspiring school leaders and educators. This provides us with valuable insights into their work



within schools. From our perspective nothing is too left field and more than likely someone will have experienced the issue before and may have a solution that fits. While we may never achieve a flawless system, the role of VASSP and our work as Field Officers will always be essential. What will remain constant in Victorian state government schools is the presence of passionate educational leaders who are devoted to their students and schools, and who are generously willing to make things succeed.

VASSP Field Officers

Deb Gentle, John Richmond (JR), Sue Peddlesden and Garry Schultz

Project Services Report

VASSP Project Services offers customized support programs to school principals and their leadership teams. Services provided include professional learning programs, coaching, workforce planning, financial management advice, school reviews, and strategic planning. Pricing structure is transparent with an hourly rate of \$130 and a travel fee of 85 cents per kilometer. Services are available in-person, hybrid, and online, catering to various school needs.

Project Services has worked with over 30 schools in 2023. The team in 2023 comprises of experienced former principals, including Ross Bevege, Marie Ghirardello, Rod Williamson, Vicki Forbes, Noel Claridge, Lyn Boyle, and Steve Boyle. VASSP Field Officers also undertake work for Project Services. A continued and highly popular offering is the 2 Day Emerging Leaders Program, that includes participation in the Term 3 VASSP State Committee Meeting. These opportunities for aspiring leaders enable the Association to support the next generation of school leaders.

Planning ahead for 2024, we will continue to offer bespoke support for all of our school leaders, with a particular emphasis on newly appointed school leaders and leaders outside of metropolitan Melbourne.

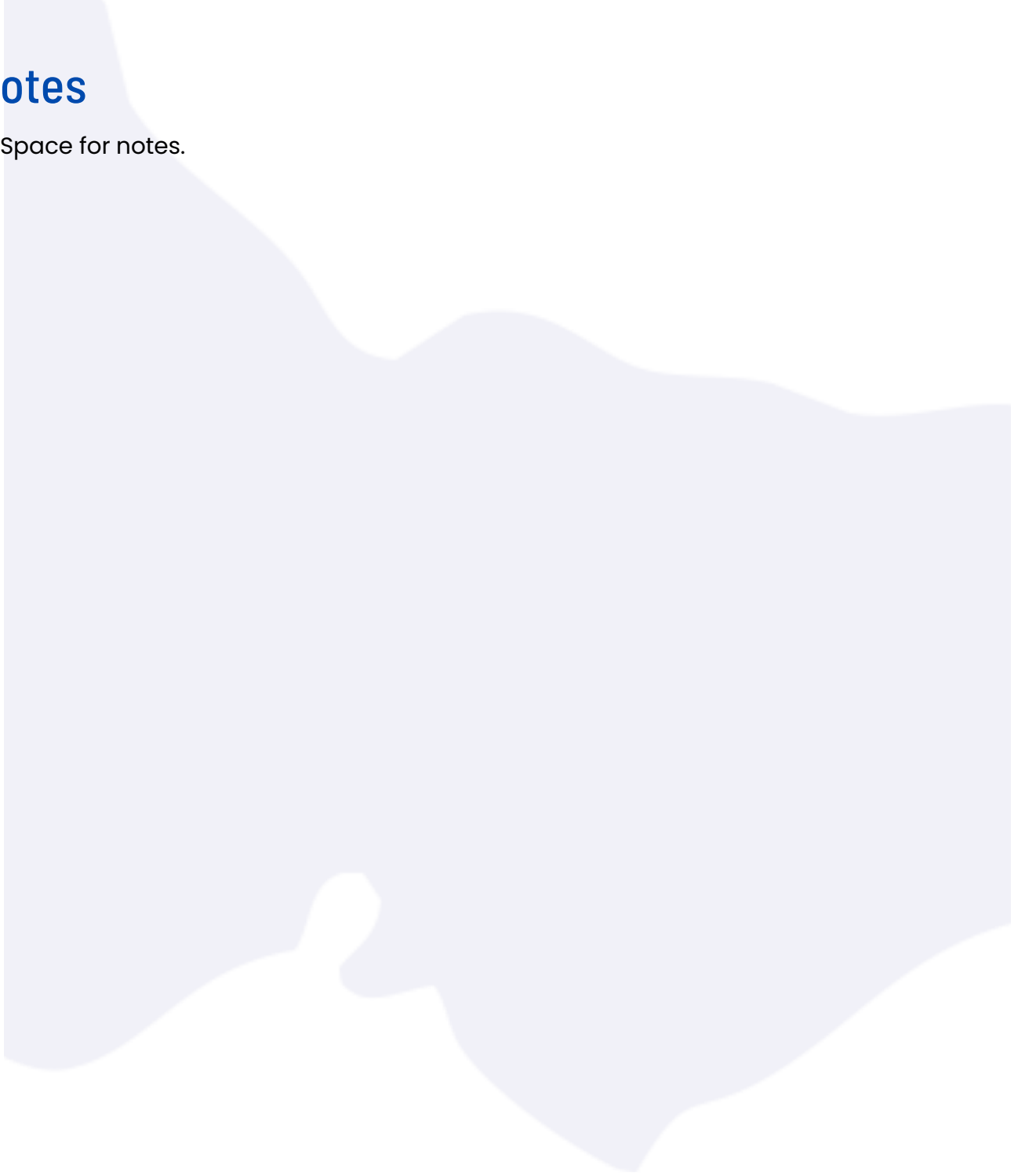
VASSP Project Services Officer

Ian Wallis



Notes

Space for notes.



**VICTORIAN ASSOCIATION OF STATE
SECONDARY PRINCIPALS INC.
Reg No. A0032009U**

**FINANCIAL REPORT
FOR YEAR ENDED
30 JUNE 2023**

Executive Committee’s Report

The executive members submit the financial report of the Victorian Associations of State Secondary Principals Inc. for the financial year ended 30 June 2023.

Executive Committee Members

The names of the committee members throughout the year and at the date of this are:

- Colin Axup – President
- Rob Pyers – Deputy President
- Tim Blunt – Vice President
- Paul Broecker – Vice President
- George Porter – Treasury
- Belinda Haduk – Executive General Rep
- Ellie McDougall – Executive General Rep
- Richelle Hollis – Executive General Rep
- Ian MacLeod – Executive General Rep

Principal Activities

The principal activities of the Association during the financial year were to promote the collective rights and interests of members in the administration of their schools.

Operating Results

The trading surplus amounted to \$125,659 (2022: trading deficit of \$16,167). After revaluation of properties, the comprehensive income of the Association amounted to \$125,659 (2022 : \$346,345).

Signed in accordance with a resolution of the Executive Members of the Committee.



.....
President



.....
Treasurer

Date: 18-Oct-2023

**Auditor's Independence Declaration to the Committee of
Victorian Association of State Secondary Principals Inc.**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023 there have been: -

- (i) no contraventions of the auditor independence requirements as set out in the *Associations Incorporation Reform Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Stannards Accountants & Advisors



Michael B Shulman
Partner

Date: 18 August 2023

**Statement of Comprehensive Income
for the Year Ended 30 June 2023**

	Note	2023 \$	2022 \$
Revenue from operating activities			
Membership Subscriptions		284,460	273,685
Committee & General Meetings		-	-
DET Funding		94,569	94,569
Annual Conference		317,977	-
Our School Project		-	-
Seminars		44,200	29,236
Sponsorships		184,864	138,676
Project Services		254,950	168,527
		1,181,020	704,693
Revenue from non-operating Activities			
Interest Received		7,981	957
Rental		59,807	51,294
		67,788	52,251
TOTAL REVENUE		1,248,808	756,944
Expenses			
Employee Expenses		(408,202)	(427,660)
Depreciation Expenses		(13,001)	(18,670)
Borrowing Costs Expense		0	(487)
Annual Conference		(253,863)	(3,500)
Office & Administrative Expenses		(432,363)	(305,899)
Other Expenses from Ordinary Activities		(15,720)	(16,895)
TOTAL EXPENSES		(1,123,149)	(773,111)
Surplus / (deficit) before income tax expense		125,659	(16,167)
Income tax revenue/(expense)	1a	-	-
Net surplus / (deficit) after income tax	13	125,659	(16,167)
Other Comprehensive Income		-	362,512
Total Comprehensive Income for the year after tax		125,659	346,345

The accompanying notes form part of these financial statements

**Statement of Financial Position
As at 30 June 2023**

	Note	2023 \$	2022 \$
CURRENT ASSETS			
Cash Assets	3	973,491	744,853
Receivables	4	29,277	12,230
Prepayments	5	42,478	60,678
TOTAL CURRENT ASSETS		1,045,246	817,761
NON-CURRENT ASSETS			
Investment Properties	6	1,950,000	1,950,000
Property, Plant & Equipment	7	1,081,873	1,086,773
TOTAL NON-CURRENT ASSETS		3,031,873	3,036,773
TOTAL ASSETS		4,077,119	3,854,534
CURRENT LIABILITIES			
Payables	8	63,793	39,819
Interest Bearing Liability	10	-	-
Provisions	11	53,742	51,503
Income Received in Advance	9	307,838	236,107
TOTAL CURRENT LIABILITES		425,373	327,429
NON-CURRENT LIABILITIES			
Provisions	11	4,455	5,473
Interest Bearing Liability	10	-	-
TOTAL NON-CURRENT LIABILITES		4,455	5,473
TOTAL LIABILITIES		429,828	332,902
NET ASSETS		3,647,291	3,521,632
EQUITY			
Reserves	12	1,601,222	1,601,222
Retained profits	13	2,046,069	1,920,410
TOTAL EQUITY		3,647,291	3,521,632

The accompanying notes form part of these financial statements

**Statement of Changes in Equity
for the Year Ended 30 June 2023**

	Note	Retained Earnings \$	Reserves \$	Total \$
Balance at 1 July 2021		1,936,577	1,238,710	3,175,287
Net surplus / (deficit) after income tax	13	(16,167)	362,512	346,345
Balance at 30 June 2022		1,920,410	1,601,222	3,521,632
Net surplus / (deficit) after income tax	13	125,659	-	125,659
Balance at 30 June 2023		2,046,069	1,601,222	3,647,291

The accompanying notes form part of these financial statements

**Statement of Cash Flows
for the Year Ended 30 June 2023**

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Members & Grants		1,223,780	785,935
Interest Received		7,981	2,983
Payments to Suppliers and Employees		(995,021)	(784,186)
Interest Paid		-	(487)
Net Cash Provided by Operating Activities	16b	236,740	4,245
CASH FLOWS FROM INVESTING ACTIVITIES			
Fixed Asset Purchases		(8,102)	(20,471)
Fixed Asset Proceeds		-	89
Net Cash (Used in) Investing Activities		(8,102)	(20,382)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings		-	(39,340)
Net Cash (Used in) Financing Activities		-	(39,340)
Net Increase/(Decrease) in Cash Held		228,638	(55,477)
Cash at the Beginning of the Financial Year		744,853	800,330
Cash at the End of the Financial Year	16a	973,491	744,853

The accompanying notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 30 June 2023**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

These general purpose financial statements have been prepared in accordance with the *Associations Incorporations Reform Act 2012*, the *Australian Charities and Not-for-Profits Commission Act 2012 and Regulations 2013* and Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board. The entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the 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.

Statement of Compliance

The financial report complies with Australian Accounting Standards.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. Where appropriate, comparative figures have been amended to accord with current presentation and disclosures.

(a) Income Tax

The Association was endorsed for Charity tax concessions from 20 April 2018 and is therefore income tax exempt from this date under Subdivision 50-8 of the *Income Tax Assessment Act 1997*.

Non-member income of the Association was only assessable for income tax up to this date, as member income was excluded under the principle of mutuality.

(b) Property, Plant and Equipment

Each class of property, plant and equipment are carried at valuation or cost less, where applicable, any accumulated depreciation.

Each class of property, plant and equipment are carried at cost less, where applicable, any accumulated depreciation.

The carrying amount of plant and equipment is reviewed annually by the Association to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets' usage and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets are depreciated on a straight line or diminishing value basis over the useful lives of the assets to the Association commencing from the time the asset is held ready for use.

Class of Fixed Asset	Depreciation Rate
Buildings	2.5%
Office Equipment	10-50%
Motor Vehicles	18.75%
Furniture and Fittings	2.5-20%

The carrying amount of fixed assets is reviewed annually by the Committee to ensure it is not in excess of the recoverable amount of those assets. Depreciation rates are consistent with previous years.

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

(b) Property, Plant and Equipment (Cont'd)

Fair Value

All property (land and buildings) are measured initially at cost and subsequently revalued to fair value less accumulated depreciation and impairment.

Australian Accounting Standards specify a hierarchy of three levels for fair value, which are as follows:

Level 1 - assets which can be purchased in an active market in which there are identical or similar assets readily available.

Level 2 - assets in a market in which there are other like or observable assets, other than those included in Level 1, which can be quoted either directly or indirectly.

Level 3 - assets which are not observable against any other assets to determine a comparable cost.

Occupied land and buildings are classified as Level 1 fair value assets.

(c) Investment Properties

Two properties held to earn rental income have been recognised as investment properties. In accordance with AASB 140 "Investment Properties", these buildings are not depreciated and are measured at market value. Any change in the value of the properties is recognised in the Statement of Comprehensive Income.

Investment properties are classified as Level 1 fair value assets.

(d) Employee Entitlements

Provision is made for the Association's liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries, and annual leave which will be settled after one year, have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those entitlements.

Contributions are made by the Association to an employee accumulated superannuation fund and are charged as expenses when incurred. The Association is not obliged to contribute to these funds other than to meet its liability under the Superannuation Guarantee system. The Association is under no legal obligation to make up any shortfall in the funds' assets to meet payments due to employees. The Association has no unfunded superannuation liability.

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

(e) Cash

For the purposes of the Statement of Cash Flows, cash includes cash on hand and at banks.

(f) Revenue

All revenue is recognised at the point of sale/service recognition, and is sourced in Australia. There are no unsatisfied performance obligations.

Membership subscriptions are recognised in the year the subscription is raised and utilised. Revenue from conferences, seminar and professional development programs are recognised in the year these events are held. Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Sponsorship and government funding revenue is recognised on an accruals basis as income is earned over the term of the contract.

Where it is received, it is not recognised as income until conditions attaching to its receipt have been reasonably complied with by the Association.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

(g) 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.

(h) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Association commits itself to either the purchase or sale of the asset (ie trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs except where the instrument is classified as "at fair value through profit or loss" in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Notes to the Financial Statements for the Year Ended 30 June 2023 (Cont'd)

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont'd)

Financial Instruments (Cont'd)

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in AASB 15: *Revenue from Contracts with Customers*.

Classification and subsequent measurement

Financial liabilities

Financial liabilities are subsequently measured at:

- amortised cost; or
- fair value through profit or loss.

A financial liability is measured at fair value through profit or loss if the financial liability is:

- a contingent consideration of an acquirer in a business combination to which AASB 3: Business Combinations applies;
- held for trading; or
- initially designated as fair value through profit or loss.

All other financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in the profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability is held for trading if it is:

- incurred for the purpose of repurchasing or repaying in the near term;
- part of a portfolio where there is an actual pattern of short-term profit-taking; or
- a derivative financial instrument (except for a derivative that is in a financial guarantee contract or a derivative that is in effective hedging relationships).

Any gains or losses arising on changes in fair value are recognised in profit or loss to the extent that they are not part of a designated hedging relationship.

The change in fair value of the financial liability attributable to changes in the issuer's credit risk is taken to other comprehensive income and is not subsequently reclassified to profit or loss. Instead, it is transferred to retained earnings upon derecognition of the financial liability.

If taking the change in credit risk in other comprehensive income enlarges or creates an accounting mismatch, then these gains or losses should be taken to profit or loss rather than other comprehensive income.

A financial liability cannot be reclassified.

Notes to the Financial Statements for the Year Ended 30 June 2023 (Cont'd)

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Financial Instruments (Cont'd)

Financial Assets

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss.

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset that meets the following conditions is subsequently measured fair value through other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.

The entity initially designates a financial instrument as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as an “accounting mismatch”) that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different basis;
- it is in accordance with the documented risk management or investment strategy and information about the groupings is documented appropriately, so the performance of the financial liability that is part of a group of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis; and
- it is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

The initial designation of financial instruments to measure at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

Notes to the Financial Statements for the Year Ended 30 June 2023 (Cont'd)

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Financial Instruments (Cont'd)

Equity instruments

At initial recognition, as long as the equity instrument is not held for trading or is not a contingent consideration recognised by an acquirer in a business combination to which AASB 3 applies, the entity made an irrevocable election to measure any subsequent changes in fair value of the equity instruments in other comprehensive income, while the dividend revenue received on underlying equity instruments investment will still be recognised in profit or loss.

Regular way purchases and sales of financial assets are recognised and derecognised at settlement date in accordance with the Association's accounting policy.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities

A liability is derecognised when it is extinguished (ie when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities, is recognised in profit or loss.

Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for the derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the entity no longer controls the asset (ie has no practical ability to make unilateral decision to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of a debt instrument classified as fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

On derecognition of an investment in equity which the entity elected to classify under fair value through comprehensive income, the cumulative gain or loss previously accumulated in the investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

Notes to the Financial Statements for the Year Ended 30 June 2023 (Cont'd)

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Financial Instruments (Cont'd)

The Association recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- lease receivables;
- contract assets;
- loan commitments that are not measured at fair value through profit or loss; and
- financial guarantee contracts that are not measured at fair value through profit or loss.

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

Expected credit losses are the profitability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The Association used the following approaches to impairment, as applicable under AASB9:

- the general approach;
- the simplified approach;
- the purchased or originated credit-impaired approach; and
- low credit risk operational simplification.

General approach

Under the general approach, at each reporting period, the entity assesses whether the financial instruments are credit-impaired, and:

- If the credit risk of the financial instrument has increased significantly since initial recognition, the entity measures the loss allowance of the financial instruments at an amount equal to the lifetime expected credit losses; and
- If there is no significant increase in credit risk since initial recognition, the entity measures the loss allowance for the financial instrument at an amount equal to 12-month expected credit losses.

Simplified approach

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivables; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables is used taking into consideration various data to get to an expected credit loss (ie delivery of its customer base, appropriate groupings of its historical loss experience, etc).

Notes to the Financial Statements for the Year Ended 30 June 2023 (Cont'd)

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Financial Instruments (Cont'd)

Purchased or originated credit-impaired approach

For financial assets that are considered to be credit-impaired (not on acquisition or originations), the Association measures any change in lifetime expected credit loss as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. Any adjustment is recognised in profit or loss as an impairment gain or loss.

Evidence of credit impairment includes:

- significant financial difficulty of the issuer or borrower;
- a breach of contract (eg default or past due event);
- a lender has granted to the borrower a concession, due to the borrower's financial difficulty, that the lender would not otherwise consider;
- the likelihood that the borrower will enter bankruptcy or other financial reorganisation; and
- the disappearance of an active market for the financial asset because of financial difficulties.

Low credit risk operational simplification approach

If a financial asset is determined to have low credit risk at the initial reporting date, the entity assumes that the credit risk has not increased significantly since initial recognition and, accordingly, can continue to recognise a loss allowance of 12-month expected credit loss.

In order to make such a determination that the financial asset has low credit risk, the entity applies its internal credit risk ratings or other methodologies using a globally comparable definition of low credit risk.

A financial asset is considered to have low credit risk if:

- there is a low risk of default by the borrower;
- the borrower has a strong capacity to meet its contractual cash flow obligations in the near term; and
- adverse changes in economic and business conditions in the longer term, may, but not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.

Recognition of expected credit losses in financial statements

At each reporting date, the Association recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit and loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. The amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

For financial assets that are unrecognised (eg loan commitments yet to be drawn, financial guarantees), a provision for loss allowance is created in the statement of financial position to recognise the loss allowance.

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (Cont'd)**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Financial Instruments (Cont'd)

Financial instruments are initially measured at cost on trade date, which includes the transaction costs, when the related contractual rights or obligations exist.

Subsequent to the initial recognition, the Committee assess whether there is objective evidence that a financial instrument has been impaired. A prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen, impairment losses are recognised in the Income Statement.

(i) Leases

At inception of a contract, the Association 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 it where the Association is a lessee.

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

The right-of-use asset comprises 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.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest.

Where a lease transfers ownership of the underlying asset, or the cost of the right-of-use asset reflects that the Association anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

NOTE 2: PROFIT FROM ORDINARY ACTIVITIES	2023	2022
	\$	\$
Profit from ordinary activities before income tax expense has been determined after:		
Auditors Remuneration		
- Audit of financial statements	6,150	7,200
- Other services (Income tax return, assistance with financial statements, and other regulatory tax requirements)	750	750
	<u>6,900</u>	<u>7,950</u>
NOTE 3: CASH AND CASH EQUIVALENTS		
Cash at Bank	973,491	744,853
	<u>973,491</u>	<u>744,853</u>
NOTE 4: RECEIVABLES		
Accounts Receivable	29,277	12,230
	<u>29,277</u>	<u>12,230</u>
NOTE 5: PREPAYMENTS		
Prepaid expenses	42,478	60,678
	<u>42,478</u>	<u>60,678</u>

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

	2023 \$	2022 \$
NOTE 6: INVESTMENT PROPERTIES		
Unit 3, 13-21 Vale St. North Melbourne – at fair value	950,000	950,000
Unit 4, 13-21 Vale St. North Melbourne – at fair value	1,000,000	1,000,000
	<u>1,950,000</u>	<u>1,950,000</u>

- (i) The land and buildings are held as tenants in common in equal shares with the Victorian Principals Association.
- (ii) An independent valuation in 2022 of the freehold land and buildings at Units 3 & 4, 13-21 Vale Street, North Melbourne valued the properties at \$1, 900,000 and \$2, 000,000 respectively. The Association's share is 50% of each of these properties.
- (iii) Unit 3 is secured by a registered first mortgage over the land and buildings.

	2023 \$	2022 \$
NOTE 7: PROPERTY, PLANT & EQUIPMENT		
Unit 2, 13-21 Vale St. North Melbourne		
Land at fair value 2023	662,369	662,369
Building, at fair value 2023	337,631	337,631
Leasehold Improvements - cost	14,363	14,363
Accumulated Depreciation	(5,985)	-
	<u>1,008,378</u>	<u>1,014,363</u>
Furniture & Fittings, at cost	103,792	103,589
Accumulated Depreciation	(42,715)	(39,082)
	<u>61,077</u>	<u>64,507</u>
Motor Vehicles, at cost	-	-
Accumulated Depreciation	-	-
	<u>-</u>	<u>-</u>
Office Equipment, at cost	55,422	47,523
Accumulated Depreciation	(43,004)	(39,620)
	<u>12,418</u>	<u>7,903</u>
Total Property, Plant & Equipment	<u>1,081,873</u>	<u>1,086,773</u>

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

NOTE 7: PROPERTY, PLANT & EQUIPMENT (cont'd)

MOVEMENTS IN CARRYING AMOUNTS

Movements in carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

2023	Land & Buildings	Furniture & Fittings	Motor Vehicle	Office Equipment	Total
Balance at the beginning of the year	1,014,363	64,507	-	7,903	1,086,773
Additions	-	203	-	7,899	8,102
Disposals	-	-	-	-	0
Revaluation Increment / (Decrement)	-	-	-	-	0
Depreciation expense	(5,985)	(3,617)	-	(3,384)	(12,728)
Carrying amount at the end of the year	1,008,378	61,077	-	12,418	1,081,873

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

	2023 \$	2022 \$
NOTE 8: PAYABLES		
Current		
Trade Payables	11,310	2,200
Sundry Payables and Accrued Expenses	14,231	5,530
ATO BAS Payable	27,555	23,544
PAYG Withholding Payable	10,697	8,545
	63,793	39,819
NOTE 9: INCOME RECEIVED IN ADVANCE		
Sponsorship Income in Advance	288,932	217,201
Grant Funding in Advance	18,906	18,906
	307,838	236,107
NOTE 10: INTEREST BEARING LIABILITY		
Current		
Secured Loan – Bank MECU	-	-
Non – Current		
Secured Loan – Bank MECU	-	-
a) Total current and non-current secured liability	-	-
b) The loan is secured by a registered first mortgage over the freehold properties		
NOTE 11: PROVISIONS		
Current		
Annual Leave	11,841	11,133
Long Service Leave	41,901	40,370
	53,742	51,503
Non – Current		
Long Service Leave	4,455	5,473

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

	2023	2022
	\$	\$
NOTE 12: RESERVES		
Asset Revaluation Reserve	1,601,222	1,601,222
	<u>1,601,222</u>	<u>1,601,222</u>

The asset revaluation reserve records the net increment on revaluation of the land and buildings owned by the Association.

	2023	2022
	\$	\$
NOTE 13: RETAINED PROFITS		
Retained profits at the beginning of the financial year	1,920,410	1,936,577
Net profit / (loss) attributable to the Association	127,612	(16,167)
Retained profits at the end of the financial year	<u>2,048,022</u>	<u>1,920,410</u>

NOTE 14: SEGMENT REPORTING

The Association operates predominantly in one business and geographical segment, being in the administration of schools in promoting the collective rights and interests of members within Victoria.

NOTE 15: KEY MANAGEMENT REMUNERATION

The names of Executive Committee members during the year are as set out in the Executive Committee's report.

Remuneration of Key Management Personnel (represented by the position of President and Executive Officer):

	2023	2022
	\$	\$
Short-term employment benefits	<u>172,693</u>	<u>235,260</u>

There are no other transactions between the Association and Executive Committee members for the supply of goods or services other than in the normal relationship between a member and the Association. Transactions between the Association and Executive Committee members are on the same terms and conditions available to all other members.

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

NOTE 16: CASH FLOW INFORMATION

	2023	2022
	\$	\$
a. Reconciliation of Cash		
Cash on Hand	-	-
Cash at Bank	973,491	744,853
	<u>973,491</u>	<u>744,853</u>
b. Reconciliation of net cash provided by operating activities to profit from ordinary activities after income tax		
Surplus / (deficit) from ordinary activities after income tax	125,659	(16,167)
<i>Non-cash flows in profit from ordinary activities:</i>		
Depreciation and Disposals	132,001	18,670
<i>Changes in Assets and Liabilities:</i>		
Decrease /(Increase) in Receivables and Prepayments	1,153	31,974
Increase/(Decrease) in Creditors and Accrued Expenses	23,974	(6,148)
Increase/(Decrease) in Income in Advance	71,731	(13,268)
Increase/(Decrease) in Provisions	1,221	(10,816)
Net Cash Provided by Operating Activities	<u>236,740</u>	<u>4,245</u>

- c. The Association has a commercial loan facility secured by a registered mortgage over Unit 3, 13-21 Vale Street, North Melbourne. The Association has no other credit stand-by or financing facilities in place.

	2023	2022
	\$	\$
Commercial Loan Facility Available	-	-
Commercial Loan Facility Unused	-	-

- d. There were no non-cash financing or investing activities during the period.

NOTE 17: CONTINGENT LIABILITIES

There are no contingent liabilities at 30 June 2023 (2022: Nil)

NOTE 18: OPERATING LEASE RECEIVABLES

	2023	2022
	\$	\$
The Association has an operating lease receivable for two properties. This is not capitalised in the financial statements.		
Receivable – minimum lease income		
- Not later than 1 year	87,500	82,500
- Later than 1 year but less than 5 years	45,000	132,500
	<u>132,500</u>	<u>215,000</u>

In 2022, Unit 3, 13-21 Vale St. North Melbourne commenced a new 3-year lease. Unit 4's lease ended in December 2018 and has not been rented out since.

NOTE 19: SUSEQUENT BALANCE DATE EVENTS

No material events have occurred subsequent to balance date, other than changes to workshops and live conferencing based on ongoing Covid-19 restrictions.

**Notes to the Financial Statements
for the Year Ended 30 June 2023 (cont'd)**

NOTE 20: FINANCIAL INSTRUMENTS

(a) Interest Rate Risk

The Association's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted interest rates on those financial assets and financial liabilities, is as follows: -

	Weighted Average Effective Interest Rate		Non Interest Bearing		Floating Interest Rate		Fixed Interest Rate Maturing				Total	
	2023 %	2022 %	2023 \$	2022 \$	2023 \$	2022 \$	Within 1 Year		1 to 5 years		2023 \$	2022 \$
							2023 \$	2022 \$	2023 \$	2022 \$		
Financial Assets												
Cash at Bank	1.35%	1.40%	-	-	973,491	744,853	-	-	-	-	973,491	744,853
Receivables			29,277	12,230	-	-	-	-	-	-	29,277	12,230
Total			29,277	12,230	973,491	744,853	-	-	-	-	1,002,768	757,083
Financial Liabilities												
Creditors			(63,793)	(39,819)	-	-	-	-	-	-	(63,793)	(39,819)
Interest Bearing Liability	-	-	-	-	-	-	-	-	-	-	-	-
Total			(63,793)	(39,819)	-	-	-	-	-	-	(63,793)	(39,819)

(b) Credit Risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying number of receivables, net of any provisions for doubtful debts, as disclosed in the Statement of Financial Position and notes to the financial statements.

The Association does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by it.

**Notes to the Financial Statements
for the Year Ended 30 June 2023 cont'd)**

NOTE 20: FINANCIAL INSTRUMENTS (Cont'd)

(c) Net Fair Values

The carrying value of assets and liabilities is considered to approximate net fair value.

(d) Risks and mitigation

The risk associated with main financial instruments and policies for minimising these risks are detailed below.

Market Risk

Market risk is the risk that the fair value or future cash flows of the Association's financial instruments will fluctuate because of changes in market prices. The only market risk to which the Association is exposed is interest rate risk.

Interest rate risk

Interest rate risk refers to the risk that the value of a financial instrument or cash flows associated with the instrument will fluctuate due to changes in the market interest rates. Interest rate risk arises from interest bearing financial assets and liabilities that we use. Interest bearing assets are predominantly liquid assets. Interest rate liability risk arises primarily from long term loan which exposes the Association to fair value interest rate risk.

Credit risk

Credit risk is the risk that a contracting entity will not complete its obligations under a financial instrument and cause us to make a financial loss. Credit risk associated with the Association's financial assets is minimal because the main debtor is the Victorian Government. Apart from the Victorian Government, the Association does not have any significant credit risk exposure to a single customer or groups of customers.

Liquidity risk

Liquidity risk includes the risk that, as a result of the Association operational liquidity requirements, it will not have sufficient funds to settle a transaction on that date. The Association's exposure to liquidity risk is deemed insignificant based on current assessment of risk.

(e) Sensitivity analysis

Based on balances at 30 June 2023 of interest-bearing assets and liabilities a movement in the interest rates by +1% or -1% (100 basis points) would impact on the operating result as follows:

	2023	2022
	\$	\$
Change in Profit		
Increase in interest rate by 1%	9,735	7,449
Decrease in interest rate by 1%	(9,735)	(7,449)
Change in Equity		
Increase in interest rate by 1%	9,735	7,449
Decrease in interest rate by 1%	(9,735)	(7,449)

**Statement by Executive Members of the Committee
for the Year Ended 30 June 2023**

We, Colin Axup and George Porter being members of the Executive Committee of the Victorian Association of State Secondary Principals Inc., certify that:

- a. The attached financial statements comprising the statement of financial position, statement of comprehensive income, statement of changes in equity, statement of cash flows and notes thereto are drawn up so as to give a true and fair view of the state of the Association's affairs at 30 June 2023 and of its results for the year ended on that date.

- b. At the date of this statement there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

The financial statements have been compiled in accordance with Australian Accounting Standards, the *Associations Incorporation Reform Act 2012*, the *Australian Charities and Not-for-Profit Commission Act 2012*, and the *Australian Charities and Not-for-profit Commission Regulations 2013*.

[Redacted Signature]

.....
Committee Member

[Redacted Signature]

.....
Committee Member

Date 18-Oct-2023

**Independent Audit Report
To The Members of Victorian Association of State Secondary Principals Inc.**

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a general purpose financial report, of Victorian Association of State Secondary Principals Inc. (“the Association”), which comprises the statement of financial position as at 30 June 2023, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the committee members declaration.

In our opinion, the financial report of the Association is in accordance with the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-Profit Commission Act 2012*, including:

- a. giving a true and fair view of the Association’s financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- b. complying with Australian Accounting Standards the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-Profit Commission Act 2012*.

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 Association in accordance with the independence requirements of the 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 *Associations Incorporation Reform Act 2012* and *Australian Charities and Not-for-Profit Commission Act 2012*, which has been given to the committee members of the Association, would be in the same terms if given to the committee members 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 audit opinion.

Responsibilities of the Committee for the Financial Report

The Committee of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Association Incorporation Reform Act 2012* and *Australian Charities and Not-for-Profit Commission Act 2012* and for such internal control as the Committee 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 Committee are responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

**Independent Audit Report
To The Members of Victorian Association of State Secondary Principals Inc. (Cont'd)**

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 the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Auditor's Responsibilities for the Audit of the Financial Report (Cont'd)

- Obtain an understanding of internal control relevant to the auditing in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of the Committee use of the going concern basis of accounting and, based on the audit evidence obtained, determined whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Associations ability as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report, or if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Association audit. We remain solely responsible for our audit opinion.

We communicate with the committee members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Stannards Accountants and Advisors

Michael Shulman
Partner

Date: 13 September 2023

**Detailed Statement of Profit or Loss
for the Year Ended 30 June 2023**

	2023	2022
	\$	\$
REVENUE		
Membership Subscriptions	284,460	273,685
Committee & General Meetings	-	-
DET Funding	94,569	94,569
Annual Conference	317,977	-
Seminars	44,200	29,236
Sponsorships	184,864	138,676
Ourschool Project	-	-
Project Services	254,950	168,527
Interest Received	7,981	957
Rental	59,807	51,294
TOTAL REVENUE	1,248,808	756,944
EXPENDITURE		
Salaries & Wages	369,507	400,144
Superannuation	33,363	34,680
Annual Leave	708	(66)
Long Service Leave	513	(10,749)
Work cover	4,111	3,651
Depreciation	13,001	18,670
Borrowing Costs Expense	-	487
Accounting & Audit Fees	6,900	7,950
Annual Conference	253,863	3,500
Awards	-	-
Bank Charges	583	936
Conferences/Meetings	65,962	38,980
Consultants	11,767	7,324
Gifts	1,662	1,917
Field Services	114,194	101,677
Insurance	5,463	6,760
Legal Costs	-	2,015
Motor Vehicle	-	-
Postage	135	225
Printing & Stationery	1,343	1,413
President's Honorarium	1,677	-
Rates & Taxes	34,658	19,817
Repairs & Maintenance	939	2,291
Service Contracts	10,667	6,698
Seminars	15,228	1,835
Subscriptions & Registrations	9,179	8,667
Sundry & Office Expenses	16,588	21,551
Travelling	826	558
Telephone	7,083	6,222
Project Service Fees	126,551	80,682
Project Services	16,678	5,276
TOTAL EXPENDITURE	1,123,149	773,111

**Detailed Statement of Profit or Loss (Cont'd)
for the Year Ended 30 June 2023**

	2023	2022
	\$	\$
Surplus/(deficit) from operating activities	125,659	(16,167)
Gain on revaluation of investment properties	-	-
Operating surplus/(deficit) before income tax	125,659	(16,167)
Income tax revenue/(expense)	-	-
Operating surplus/(deficit) after income tax	125,659	(16,167)
Other Comprehensive Income		
Gain on revaluation of occupied land and buildings	-	362,512
Total Comprehensive income after income tax	125,659	346,345

**Independent Audit Report
To The Members of Victorian Association of State Secondary Principals Inc.**

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a general purpose financial report, of Victorian Association of State Secondary Principals Inc. (“the Association”), which comprises the statement of financial position as at 30 June 2023, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the committee members declaration.

In our opinion, the financial report of the Association is in accordance with the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-Profit Commission Act 2012*, including:

- a. giving a true and fair view of the Association’s financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- b. complying with Australian Accounting Standards the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-Profit Commission Act 2012*.

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 Association in accordance with the independence requirements of the 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 *Associations Incorporation Reform Act 2012* and *Australian Charities and Not-for-Profit Commission Act 2012*, which has been given to the committee members of the Association, would be in the same terms if given to the committee members 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 audit opinion.

Responsibilities of the Committee for the Financial Report

The Committee of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Association Incorporation Reform Act 2012* and *Australian Charities and Not-for-Profit Commission Act 2012* and for such internal control as the Committee 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 Committee are responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

**Independent Audit Report
To The Members of Victorian Association of State Secondary Principals Inc. (Cont'd)**

Auditor's Responsibilities for the Audit of the Financial Report

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As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

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Auditor's Responsibilities for the Audit of the Financial Report (Cont'd)

- Obtain an understanding of internal control relevant to the auditing in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of the Committee use of the going concern basis of accounting and, based on the audit evidence obtained, determined whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report, or if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Association audit. We remain solely responsible for our audit opinion.

We communicate with the committee members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


Stannards Accountants and Advisors


Michael Shulman
Partner

Date: 18 August 2023