



ANNUAL REPORT 2015

COMPASSION

INTEGRITY

RESPECT



National Police Remembrance Day is observed on the feast day for Saint Michael the Archangel, Patron Saint of Police.



Police Oath
By the oath I take, I will serve with honor and integrity. I will uphold the law and protect the innocent. I will be fair and honest. I will be brave and courageous. I will be loyal to my country and my fellow officers. I will be a good person and a good citizen. I will be a good neighbor and a good friend. I will be a good father and a good mother. I will be a good son and a good daughter. I will be a good brother and a good sister. I will be a good man and a good woman. I will be a good police officer and a good person.

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NSW Police Legacy is a strong and compassionate not-for-profit organisation that has been caring for the Police Family since 1987.



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About Us

We envision a compassionate, inclusive and supportive Police Family where no partner or child of a deceased or former serving officer will ever feel forgotten or in need.

Our Purpose

Our purpose is to enhance the lives of police legatees by providing professional and compassionate support to all NSW Police Legacy families through the provision of meaningful benefits and services, and to conduct business in a transparent and ethical manner.

Our Goal

Our goal is to support the widows, widowers and the dependent children of deceased Police so they are never forgotten or in need.

Our History

NSW Police Legacy is a strong and compassionate not-for-profit organisation that has been caring for the Police Family since 1987.

The NSW Police Force is Australia's largest Police organisation and one of the biggest in the English speaking world. It is a large and diverse workforce

with over 17,000 dedicated serving Police Officers and approximately 3,000 unsworn Officers who protect our community around the clock. The Police Family extends far and wide and encompasses not only our serving and retired Police Officers but also their families; wives, husbands, partners, parents and children.

NSW Police Legacy was established as an Association in 1987 to care for the Police Family. We became incorporated in 1991 and for 29 years we have been providing financial assistance and compassionate support to the families of deceased Police Officers.

We don't discriminate. Regardless of whether the Police Officer was serving, retired or the circumstances of their death, our obligation is to our Police legatees.



Our Patrons

Our organisation is very conscious that the prominence of charities within the community is often dependent upon the patronage granted to them by active, well respected leaders. NSW Police Legacy is fortunate that it has traditionally been honoured with the patronage of the serving Governor of NSW, with the vice-patronage of the The NSW Commissioner of Police and the Police Minister of our State. We thank them for their patronage and the confidence in our charity to support it.



PATRON

His Excellency General The Honourable
David Hurley AC DSC (Ret'd)



VICE PATRON

Deputy Premier, Minister for Justice and
Police The Honourable Troy Grant MP



VICE PATRON

NSW Commissioner of Police
Mr Andrew Scipione APM

Our Executive Committee

The successful operations of NSW Police Legacy are heavily reliant on the loyalty, passion, drive and vision by the Board of Directors, led by Chairperson Inspector Paul Bousfield. Our Directors are committed to making positive impact decisions to further the future of our serving and retired Police Officers and their families. They are transparent, collaborative and accountable in their actions and contributions in their committees.



CHAIR



VICE CHAIRPERSON



TREASURER

Inspector Paul Bousfield, Minister for Justice and Police Representative

Paul has been the Chair of NSW Police Legacy since May 2013 as the Minister of Police's representative. He was a Director on the Board of Management for 5 years prior to his appointment to Chair. He is an Inspector with the NSW Police Force and has a wealth of experience with his 25 years of service.

Inspector Paul Martin

Inspector Paul Martin has been on the Board of Management of NSW Police Legacy since 2006. He has been a serving member of the NSW Police Force since 1992 after a career in the Royal Australian Air Force. He still currently serves as a Royal Australian Air Force Reserve and has consistently dedicated his time as camp supervisor on the NSW Police Legacy adventure camps.

Inspector Ian Colless

Inspector Ian Colless joined NSW Police Legacy as Treasurer in 2009. He has an Advanced Certificate in Accounting and is currently stationed at Rosehill LAC.

Our Directors

NSW Police Legacy has 28 years of experience assisting the families of deceased Police Officers. We aim to provide long term care to support our Police Legatees throughout their lives by offering a wide range of benefits and services targeted to Police Legatees of all ages. We develop long term relationships with our Police families to ensure that their needs are being met, whether that be covering costs of education, counselling referrals or through social activities and events.



Assistant Commissioner, Michael Corboy APM, Commissioner of Police Representative

Michael has been on the Board of Management as the Commissioner of Police's representative since 2007. Michael holds a Master's degree in Leadership and Management in Policing, a Graduate Certificate in Applied Management and has attended both the Police Management Development Program and the Police Executive Leadership Program at the Australian Institute of Management.



Former Superintendent Peter Rankin, Retired Police Association Representative

Peter was appointed to the Board of Management in November 2013. He is the current State Secretary for the Retired Police Association of NSW, a position he has held since July 2009. Peter joined the NSW Police Force in 1961 and enjoyed a successful career before retiring as Superintendent in August 2000.



Raff Del Vecchio, Community Representative

Raff joined the Board of Directors as a Community Representative in September 2015. This is his second appointment to the Board after having served as a Non-Executive Director between May 2010 and September 2013. Raff is currently the Executive Officer and Company Secretary of Mary Aikenhead Ministries which has corporate and legal responsibilities for iconic health, education and research institutions including St Vincent's Health Australia and the Vicor Chang Cardiac Research Institute.

We strive to surround ourselves with a Board of Directors who can help us grow our business and improve our processes.



DIRECTOR

John Yates, Community Representative

John Yates QPM joined the Board as a Community Representative in September 2015. He is currently the Global Head of Security for Scentre Group in Australia and New Zealand, and Westfield Corporation in the UK, US and the emerging markets. John retired from the Metropolitan Police (Scotland Yard) in November after a 30 year career. He held a number of the most senior positions in UK policing.



DIRECTOR

Detective Inspector Michael Cook

Michael has been a Director since 2010. He is an Investigations Manager with the State Crime Command's Drug Squad and has been a serving officer since he graduated in 1980. He holds a Master's degree in Public Policy.



DIRECTOR

Inspector Catherine Cole

Catherine Cole joined the Board of NSW Police Legacy in May 2015. She joined the NSW Police Force in 1982 and has a breadth of policing experience. Currently she is the Staff Officer to the Assistant Commissioner for Human Resources and holds the rank of Chief Inspector. Cath also has eight years' experience in the not for profit sector and has been working with NSW Police Legacy for the past five years in a voluntary capacity.

Our Directors

We are fortunate to have representation from the Minister of Justice and Police, the Commissioner of Police, the Police Association of NSW, the Retired Police Association, and two nominated Community Representatives.



DIRECTOR

Sergeant Robert Minns

Robert has been a representative for the Police Association of NSW since 2013. He has been a serving Police Officer since 1985 and a member of the Australian Army Reserve Infantry from 1982-1992. He is actively involved in welfare in the Illawarra Shoalhaven area where he works and in his role as the PANSW delegate.



DIRECTOR

Detective Senior Constable Jane Prior

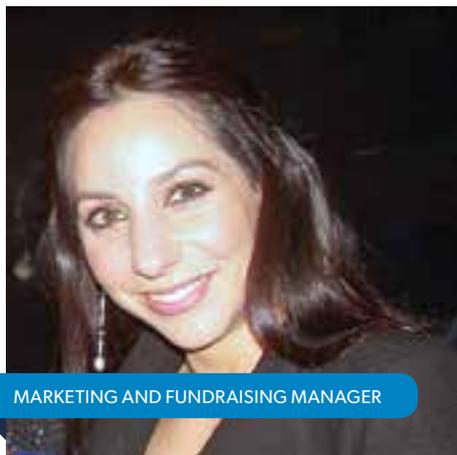
Jane currently works in the Child Abuse Squad as Detective Senior Constable. Her involvement with NSW Police Legacy increased after many years organising fundraising activities to take Police legatees across the Kokoda Track, a program that she continues to be a part of and manage in her role as Director.

Our Employees

NSW Police Legacy has achieved significant growth in recent years and this would not have been possible without the knowledge, passion and commitment of our staff. Our small team have cultivated a culture of collaboration, support and achievement that has enabled our organisation to thrive. Technology and innovation have been key areas of focus this year and we have enthusiastically embraced new systems and processes.



EXECUTIVE MANAGER



MARKETING AND FUNDRAISING MANAGER



NETWORK COORDINATOR

Elizabeth Svoboda

Elizabeth Svoboda joined Police Legacy in February 2013. Prior to this Elizabeth worked in financial services in the areas of administration and compliance. She is a registered Chartered Secretary and has a Bachelor of Applied Science, a Post Graduate Diploma in Accounting and a Post Graduate Diploma in Applied Corporate Governance.

Julia Ridulfo

Julia Ridulfo was appointed Marketing and Fundraising Manager in October 2013. Julia's experience stems from a Bachelor's Degree in International Communication and a Diploma in Business majoring in Marketing and Public Relations. She has worked in marketing and fundraising both in corporate and not-for-profit organisations. Julia is responsible for developing, implementing and managing the marketing strategies and income generation activities for NSW Police Legacy.

Karen Murphy

Karen Murphy joined NSW Police Legacy as Network Coordinator in September 2013. She is responsible for being the key point of contact with our Police legatees. She focuses on assessing individual and family needs, and responding appropriately in line with NSW Police Legacy's benefits and services offerings. Karen's background is in social welfare and she has a BA Applied Social Studies and Masters in Equality Studies and has experience working for not-for-profit organisations both in Australia and her native Ireland.

Our Employees

Without the dedication, professionalism and good humour of the staff we would not be able to achieve what we do. Thank you so much for your support.



EVENTS & ADMIN OFFICER

Annette Dunn

Annette joined NSW Police Legacy in August 2015. She is responsible for providing events and administration support to the Network Coordinator and Executive Manager. Annette has a background in Marketing and Events and previously held positions as Director of Sales and Marketing in the Hospitality Industry. Annette has a Degree in Marketing and a Masters Degree in Tourism Management.



ACCOUNTANT

Rita Zhang

Rita has a Degree in Electronic Engineering from the University of North China and an Accounting Degree from the University of New South Wales. Rita works with us two days per week and completes all our accounting requirements and liaises with our financial auditor to ensure all finances meet regulatory and statutory obligations. Rita worked as a contractor before she was made permanent part time in 2013.

Structure and Management

NSW Police Legacy's Governance Framework

NSW Police Legacy operates ethically and effectively to meet our statutory and regulatory requirements. We proudly adhere to the governance standards as developed by the Australian Charities and Not-For-Profit Commission (ACNC). We are also obligated to the Australian Securities and Investment Commission (ASIC), Australian Taxation Office (ATO) and the NSW Office of Liquor Gaming and Racing (OLGR).

The successful activities that realise the achievement of our strategic plan are determined and monitored by NSW Police Legacy's Board of Directors and sub-committees. Members of the NSW Police Force can nominate or be nominated for the Office of Director.

The NSW Police Legacy Board of Directors is organised into three sub-committees and these groups are in regular communication between meetings progressing and promoting various programs for NSW Police Legacy.

Our Committees

Corporate Governance Committee

NSW Police Legacy is a company limited by guarantee and governed by a voluntary Board.

The Corporate Governance Committee is responsible for ensuring that NSW Police Legacy maintains best practice corporate governance by fulfilling its obligations to its members, stakeholders and in accordance with any regulatory regimes prescribed by the ATO, ASIC, the ACNC and NSW Fair Trading.

We have introduced a Board Charter to support and complement our Constitution. The Charter assists Directors in understanding their roles, responsibilities, Board processes and organisational matters.

It brings together all the essential governance information that Directors need to know to effectively carry out their duties. It is designed to be a living document which will be reviewed and amended as required to ensure the Board provides effective, efficient and accountable direction and management to the strategic goals of our charity.

Chair Paul Bousfield, Director Ken Moroney, Director Robert Minns, Director Catherine Cole, Company Secretary Elizabeth Svoboda.

Finance Committee

The Finance Committee is responsible for the annual budget and monthly review of financial reports whilst determining strategies for maintenance of current and alternate income streams.

Treasurer Ian Colless, Director Peter Rankin, Company Secretary Elizabeth Svoboda, Accountant Rita Zhang.

Benefits and Services Committee

The Benefits and Services Committee is responsible for the current welfare services and events and to ensure they are meeting the needs of our Police legatees and are in keeping with our objective "that no partner or child of a deceased serving or former serving NSW Police Force officer will ever feel forgotten or in need".

Director Jane Prior, Director Peter Rankin, Director Michael Cook, Network Coordinator Karen Murphy.

Chair's Report

2015 proved to be a very successful and constructive year in building, developing and nurturing our relationships with the 'police family'. The Board of Directors, our dedicated staff and our kind and generous volunteers worked very hard to reach out to the many individuals and families under our charge and for whom we are committed to always remember.



We take great care in remaining conscious of the grief and sense of loss that our police legatees cope with, often over many years; and with this in mind, we focus on the need to individually connect with families, raise awareness of our charity and honour the legacies of our police officers.

NSW Police Legacy not only serves to support our police legatees, but also to promote that great sense of 'police family' across the State;

assuring the men and women in blue, those protecting our community, that we support them, and appreciate and understand the stresses and strains of the profession. Regardless of the difficult challenges they may be facing, our family, our mates, our charity will be there to support one another.

For us to remain relevant and representative of the broader police family, we have to continue to listen, learn, and evolve, and develop and introduce new services and programs that fill gaps in meeting the contemporary needs of those we serve.

Over the last year, we have been doing just that. Reconnecting and reuniting with families, working to stay connected with those younger police legatees who have

grown up and started families of their own; continuing to grow our local support networks with locally based lunches and events, and ensuring that those networks help to build lifelong friendships where we support and watch out for each other.

We have embraced social media and new innovations in information and technology not only to connect and inform families, but to also aid the business of our charity. A significant investment in our business technologies and data systems will help us manage our records, finances and donations and ensures our legislative and regulatory requirements are met. More importantly, these investments provide the means to coordinate our services, keep people informed and in touch with each other, and will help grow the history of police legacy together.

The spirit of family within policing has really taken hold across the Police Force with our charity taking a lead role and lending itself to many important fundraising initiatives for serving and retired officers facing difficult life circumstances. Our ability to facilitate fundraising activities, social media promotion, in-house support and advice has encouraged many police officers and Commands to jump in and support their colleagues, not only with much need financial aid, but emotionally and socially.

Working together, supporting one another, remembering and honouring service and sacrifice has brought renewed energy to our mission and values.



Our brand and reputation is recognised immediately as one of care and compassion for police officers and their families.

Underpinning each of our achievements throughout the year has been the expertise and drive of our staff, our volunteers and our supporters. The passion and commitment within NSW Police Legacy is evident in everyone involved in our work and it's important that I express the sincere and heartfelt thanks and appreciation of the Board of Directors to everyone that has been part of the NSW Police Legacy's work and success this year.

Even with our success and the passion for our work, we're constantly aware that life's journey will bring new families in need of our care and support, and it's our connection to the police family where they will find the strength, friendship and compassion to help them through their individual journey. We trust that this report inspires you to be part of that journey in our care and support for those we remember.

» **Inspector Paul Bousfield**

“... life's journey will bring new families in need of our care and support, and it's our connection to the police family where they will find the strength, friendship and compassion to help them through their individual journey”

Executive Manager's Report

It's been a wonderful year of success for our charity. As with any not-for-profit organisation, the underlying intent is a deep commitment to a special cause which is shared by members of the Board, management and staff. This is what makes NSW Police Legacy a special place to work, one I am very proud of.



2014/2015 saw us strengthen our strategic focus through major developments in our business plan and deliver on an increased suite of benefits and services for our legatees across the State.

There are many factors that influence the financial health of the organisation. Firstly, we thank the many serving NSW Police Force Officers who are regular contributors. We are also grateful for those who actively initiate and participate in fundraising. Thanks

are also extended to our committed sponsors and donors, and organisations who have provided pro bono assistance.

In 2014/2015 I was pleased that our income was steady and expenses well managed to deliver a surplus whilst maintaining our commitment to fund a range of benefits and services such as local area lunches, education grants, children's camps and tertiary scholarships. Our aim is to provide opportunities for all our legatees to become actively involved in activities suitable for their age group and circumstance and communicate well with them.

I would like to acknowledge the late Mr George Kerslake who bequeathed a significant estate to us. This has given the Board a valuable opportunity to build a capital base to ensure our long term survival. In the case of the not for profit sector where resources are often strained, such a windfall gain can have a transformational impact on the organisation.

Our suite of scholarships has grown to cover sporting prowess, technology in the form of iPads, leadership courses and 5 tertiary scholarships of \$5000 each. 2016 will also see the introduction of a technical scholarship for our eligible legatees.

Our Police Legacy Family has embraced more members of the NSW Police Force than ever before. We have seen growth on a social, financial and corporate level and extraordinary demonstrations of generosity by members of the public and the Police Family following great sadness and tragedy. Over the last 12 months NSWPL has dramatically improved our engagement and communication opportunities through six annual newsletters, Facebook, and monthly articles in the Police News and Police Monthly. This assists in connecting our donors with the outcomes of their support.

There are many people we meet during the year whose stories of sadness, change and hope inspire us including the children that attend our very successful camps and the wonderful legatees that participate in our local area lunches. All our functions promote a sense of community and connectivity that is integral to the care and long term support of our legatees.

In 2015 we hosted the 2015 National Police Legacy secretariat conference. Over three days in August colleagues joined us from all Australian States and Territories. Tasmania and PNG joined us as observers as they move to create and grow their own Police Legacies as well as discuss specific issues and developments in the not-for-profit space. We have a Memorandum of



Understanding that outlines a national framework of mutual cooperation. The conference was a great success and forged even closer ties with our national colleagues.

We look forward to 2016 being a year of further business development, consolidation and an array of social and satisfying events that enforce the importance of community. We will be conducting several surveys to better understand how our services contribute to our legatee's journey to increased independence or confirming their place within our Police Family. We will use this information to assist in our service design and measurement. We will also be refining the data in our new database whilst planning to introduce a new and interactive website.

» **Elizabeth Svoboda**

“There are many people we meet during the year whose stories of sadness, change and hope inspire us including the children that attend our very successful camps and the wonderful Legatees that participate in our local area lunches.”

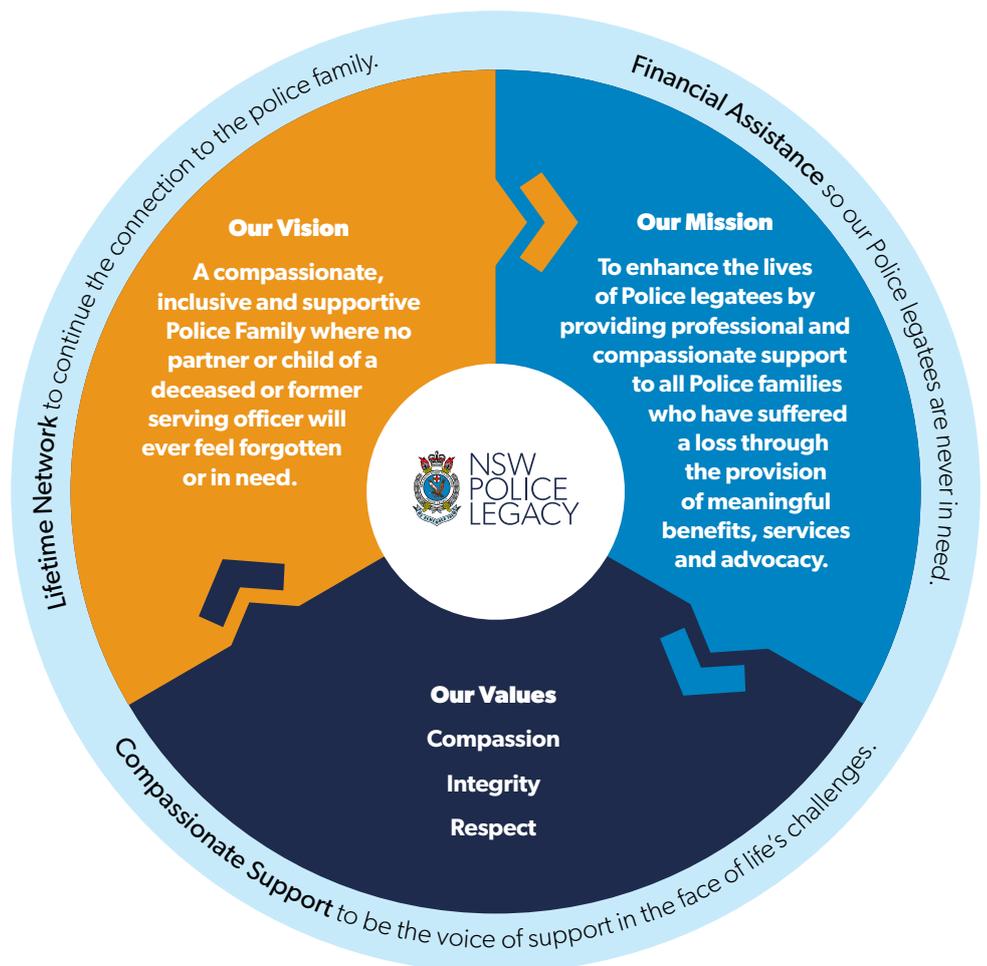
Our objectives and activities

Strategy

There is rarely a single solution to helping a family work through their grief and get back on their feet in times of tragedy and need, which is why our support services are based on the individual family needs, providing a holistic support approach.

Every family circumstance is different and grief is an individual experience. Depending on the families' particular circumstance, their journey can be vastly different from another. This is why our support is always carefully considered and developed in collaboration with the family we help.

We offer both financial and social support initiatives which are applied long term to ensure that our families continue to feel a sense of belonging to the Police family. We are flexible and innovative in the way we work and we never stop looking for better ways to have a greater impact.



The results we seek

- 1**
Generating support
 A well-known organisation that people engage with and support.
- 2**
Client focus
 Holistic individual services that achieve positive outcomes with our Police Legatees.
- 3**
NSW Police Force engagement
 Provide opportunities for the NSW Police Force to support the charity that looks after them.
- 4**
Sustainability
 A financially sustainable and efficient organisation.

Highlights of our year

Leaving a lasting Legacy

In 2013 Grahame George Kerslake updated his will and testament and decided to leave an interest in his estate to NSW Police Legacy. Upon his passing in February 2014, we received notification of his generous gift. The funds received from the sale of the Estate will enable us, for the first time, to investigate investment options to secure our financial independence for the future and we are exploring ways to recognise Grahame and the generous contribution he has made to our charity.

Inaugural Family Picnic

The Inaugural Family Picnic was held in Parramatta Park on the 17th of May and was a fabulous event for our Police Legatees and extended family. After feedback from Legatees, volunteers and supporters, we understood there was a need to replace our Children's Easter Party with an inclusive event for Legatees and their families of all ages, in particular, those who had once attended functions as children and now had families of their own. Over 140 people attended and we only hope that this event will grow in the coming years as our family expands.

A change for the Blue Ribbon Ball

The Blue Ribbon Ball was given a fresh new look at the Australian Technology Park in 2015. The change in venue allowed us to unleash our creativity and display an array of Police vehicles. 600 guests attended and were thoroughly entertained by Master of Ceremonies Ben Fordham and the NSW Police Force Rock band as they danced the night away and had their photos taken in the display vehicles and original Polair 1 Helicopter.



Remembrance Bike Ride

Remembrance Bicycle Ride

2015 saw the Remembrance Bike Ride grow to massive proportions. In its third year, the event saw 103 bike riders take up the three-day, 300 kilometre ride from Sydney to Canberra to raise funds and awareness of our charity. A Victorian contingency of riders joined our NSW group at the NSW/VIC border to ride together as one Police Family to the National Wall of Remembrance in Canberra. The ride raised over \$103,000 and made headlines all the way down to Canberra.



Remembrance Bike Ride



Blue Ribbon Ball



Blue Ribbon Ball





The Royal Visit

A Royal Encounter

On Thursday 12 October His Excellency General The Honourable David Hurley AC DSC (Ret'd) Governor of NSW hosted a Garden Reception at Government House in the presence of Their Royal Highnesses The Prince of Wales and The Duchess of Cornwall. The Governor is our Patron and we were extended an invitation to attend. Paul Bousfield attended the reception and escorted Police Legatee Elise Baldwin. Elise is the widow of Doug Baldwin, a Former Assistant Commissioner who in 1973 was awarded a pair of Royal cuff links by the Queen and Prince Phillip at Government House during their Australian visit. Meeting Prince Charles and Camilla was a definite highlight for both Paul and Elise.



Elise meeting the Prince of Wales



The Royal Visit

Seeing Stars at the City to Surf

As part of the 100th Anniversary of Women in Policing Celebrations, the NSW Police Force entered a team to take part in the City to Surf and raise funds for our charity. The group, organised by our superstar fundraiser Glenn Gorick was made up of 100 women and led by Former Australian Prime Minister Tony Abbott. It was indeed a highlight of the year seeing Mr Abbott at the start line with 100 female NSW Police Force Officers all wearing their NSW Police Legacy t-shirts.



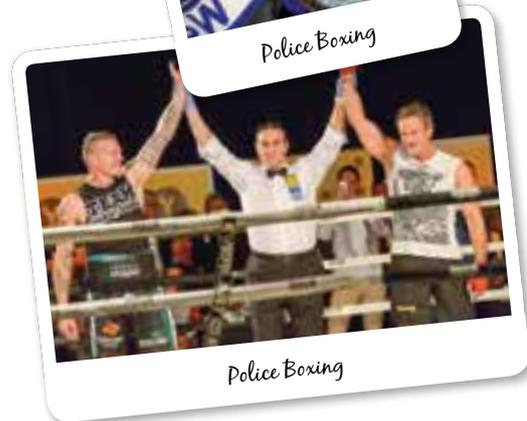
Tony Abbott

Footy Show Supports NSW Police Boxing

In its third year the NSW Police Boxing Competition exceeded all expectations. On the 27th of August, 22 Police Officers got in the ring to support NSWPL and the PCYC. Following the 12 high energy police bouts there was a special one-off bout between Danny Green, a champion Australian Boxer and Mark Bouris, Australian entrepreneur and founder of Yellow Brick Road. The event held at North Sydney Leagues Club was sold out with 500 people attending and was televised on Channel 9's The Footy Show. The event raised over \$100,000 for NSWPL.



Police Boxing



Police Boxing



Kids Adventure Camp



Kids Adventure Camp



Kids Adventure Camp

Kids Adventure Camps

Two children's camps were held in 2015. The January camp was held in Burleigh Heads and the July camp in Yass. The children's camps are a fantastic fun filled week where our legatees can create new life-long friendships with children who they can relate to, having all experienced the loss of their police officer parent. The camps also serve for us to get to know the children individually so we can better determine their needs in the future.

Celebrating 100 Years of Women in Policing

In 2015 the NSW Police Force celebrated 100 Years of Women in Policing and we took part in a number of events including the Women in Policing Expo and the Gala Dinner. Police Legacy Director Catherine Cole was the Master of Ceremonies for the Women in Policing Ceremony at the Sydney Opera House which was held after a magnificent parade down Macquarie Street. We told the stories of some amazing widows in our newsletters including some of the very first women officers Amy Taylor and Madge Welby to commemorate our own special women in policing.

The Kokoda Trek and a Vintage Indian

Every year there is a significant amount of fundraising that goes on to support the NSWPL Kokoda Trek Program. This year, the Kokoda Committee came up with the novel idea of raffling off a brand new Vintage Indian Motorcycle valued at \$32,495. The lucky winner, Arthur Moerman, was announced at the Kokoda Golf Day in March and the

keys were presented to him by Paul Bousfield and Tom Andrews from Indian Motorcycles – Sydney. It was a fantastic fundraising initiative which would not have been successful without the support of Polaris Bikes Australia.

Hosting the National Secretariat Conference

In 2015, we were honoured to host the National Police Legacy Secretariat Conference in Sydney. The annual event is rotated around the country and is an opportunity for Directors, Managers and Staff to meet and discuss issues specific to Police Legacy and the developments in the not for profit sector. All Police Legacies were in attendance as well as representatives from Tasmania and Papua New Guinea.

Feeling the Christmas Spirit

On a very hot Sydney day in December over 350 guests including Police Legatees, NSW Police Legacy Board, staff, corporate partners and volunteers arrived at Doltone House Darling Island Wharf to celebrate a wonderful year within our organisation. We celebrated our achievements and acknowledged those that helped us along the way as well as welcoming our new life members, Ken Moroney, Sidney Berkowitz, Mark Elm and Jeff Beard.



Christmas Luncheon



Kokoda Raffle Poster



Kokoda Trek

Snapshot of Our Year – 2015

5
Staff

22 Police Officers donned gloves to compete in the boxing ring and raised over
\$100,000

1,094
NSW Police Legatees

600
Guests dressed to the nines for the 1920's themed Blue Ribbon Ball

12,000
Supporters

49
Legatee Lunches

81 
We lost 81 Police Officers:
7 Serving Police Officers
71 Retired Police Officers

2 BRAND NEW
Parents Network lunches were hosted

198
Managed Trust Funds

82
Sympathy cards mailed

6
Legatees crossed the Kokoda Track


93 People came to our Kids Christmas Party at Luna Park

61
Flower bouquets delivered to Legatees over the age of 90


140 Attended our Inaugural Family Picnic

300 Guests at our Annual Christmas Luncheon

5x\$5,000
Tertiary Scholarships awarded

\$3,170 Spent on Welfare Grants

139 Education and development grants, (covering pre-school to tertiary education) were paid to a total of \$291,045

27 Parents of deceased NSW Police Force Officers joined our new Parents Program

87 
Birthday cards and cheques delivered to our Legatees under the age of 16

60
Amazing Volunteers

103
Bike riders raised \$103,000 in the Remembrance Bike Ride

58
Kids attended adventure camps


63 Introductory Packs sent to new widows and widowers


\$167,806 Held in Trust

Benefits and Services

The Benefits and Services Committee aims to develop programs to provide long term care to support our families throughout their lives with a wide range of benefits and services targeted to legatees of all ages.

We take pride in developing long lasting relationships with our families to ensure their needs are being met, whether that be covering costs of their children's education, providing referrals to bereavement and other social services, or introducing them to other Police Legacy families in their area through social events and activities.

Our services include:

- Case management that takes a 'whole of family' approach
- Education grants
- Tertiary scholarships
- Welfare grants
- Development and driving lesson grants
- Trust fund administration and management
- Commissioner's scholarship
- Deputy Commissioner Catherine Burn's Scholarship
- Morgan Hill Scholarship
- Sean Burns Scholarship
- Management and Development of social networks for legatees across the state
- Children's adventure camps
- Birthday and Christmas gifts for dependent children
- Kokoda Trail program for legatees 18-25
- Annual events such as the Family Picnic, Christmas parties and the annual Christmas Luncheon



Highlights

Local Area Lunches

In 2015 we developed a scheduled calendar of local area lunches across NSW to ensure that a minimum of three lunches were held in each area across the state. We identified the need to geographically expand our legatee lunches and to have a defined schedule throughout the year. It has been a very successful plan allowing for more interaction between legatees and for the staff to get to know our legatees better. We developed lunches in regional areas where traditionally there hadn't been held any before and often people were missing out as it was too far to travel to other locations.

Our brilliant volunteers and Retired Police Association representatives' state wide have been essential to the success of these lunches as well as the support of many of the local area commands which has helped reconnect many of our legatees with the serving police family again.

"You get to see other people who have gone through similar problems to you. You also get to meet people from different areas and get out of the house, not sit at home on your own all the time." – Marcia Stoker

"You're meeting people who have been through the same as you, and you get companionship because of this. I look forward to the lunches, it makes me feel important and not forgotten by the police family." – Leone Mulley



Christmas Luncheon

Kids Adventure

Kids Adventure Camps

Parents Network

In 2015 we focused on the need to create a Parents Network for the parents of police officers who have died. This was launched at the beginning of the year and grew to include 27 parents. Two successful lunches were held for this group in May and November.

“Thank you for the effort that goes into organising such great opportunities for the parents to meet. We really do appreciate the opportunities provided by the Parents Network, to get together with parents in the Police Family who lost their son or daughter. At first I thought it would be a confronting experience, one where I would be overwhelmed with the grief others experience, the grief that we know only too well. Yet we have found that we have a precious bond, one sadly and tragically shared yes, but instantly recognisable.

There exists between those of us who have only just started to get together in the Parent’s Network, a shared compassion, an openness and willingness to hear each other’s stories and to accept a friendship that is really needed by each of us. There is an unstated promise that we are here for one another, like family.

Only sometimes people in your own family or even good friends cannot relate to the changed lives we have now as a result of losing our son or daughter. There is an unspoken promise in this group, that we’re here for one another. It’s our Police family that we belong to.”

– Janet and Barry Hill

Children’s Adventure Camps

The 2015 Adventure Camps were held in Burleigh Heads in January and Yass in July. They were two of our largest camps with 58 children attending. The camps included visits to the theme parks, various water sports, and staying at the Police Academy in Goulburn which was a new inclusion all the children thoroughly enjoyed.

Community Awareness of Policing Day

A particular highlight of the year was the NSW Police Force and Police Legacy one-day version of the Community Awareness of Policing (CAPP) Program. We invited 13 legatees including 2 parents from the Parent’s Network. Two of our younger police legatees, Darcy Anderson, 14 and Amy Wilson 17, were invited to take part in CAPP as an acknowledgement of their maturity and leadership on the July adventure camp.

Grief Resources Library

In 2015 we established a new initiative called the Grief Resources Library, a range of books and DVDs for legatees of all ages who are struggling with difficult circumstances. The Resources Library was established with the assistance of former Inspector Philippa Woolf and was piloted with the enthusiastic support of Superintendent John Gralton and the Newcastle Local Area Command. The program arose when we were looking for additional resources to support some of our legatees in the Hunter Area who were coping with loss. Through training days and the generosity of Newcastle LAC and the Hunter Retired Police Association the library has been expanded to include over 50 resources to benefit police families across the state.

“We want to further improve our community engagement and will focus on engaging and recognising the support of each local area command as much as possible.”

The way forward

Our focus in 2016 is to maintain and grow our network of local area events. We want to further improve our community engagement and will focus on engaging and recognising the support of each local area command as much as possible.

2016 will also bring about the full utilisation of our new database in the best way possible – this tool will allow us work at a higher level and identify any gaps in our service provision.

This year we will also provide additional benefits and services to include:

- Additional scholarship opportunities for our young people
- Additional financial support for driving lesson packages
- Resume assistance grants for those leaving education
- Care Alert Systems will be available to Police Legatees aged 65 and over (T&Cs apply)
- Birthday flowers will now be sent to each Police Legatee over 80 years old on their birthday each year (this was previously for Police Legatees over 90 years old)

“Mum felt very proud to receive the Police Legacy badge and information. She wears it with pride. It’s most difficult for mum to face life without her beloved Husband Harold. Our Dad meant the world to us and our grief is so raw and painful. Thank you for thinking of her and sending your support. We feel so honoured that we are a part of NSW Police Legacy. Thank you again for giving us the spirit of hope.” – Bronwyn Ranieri, daughter of Police Legatee Dorothy Morfoot

NSW Police Legacy Welfare Assistance Program

The Welfare Assistance Program is a NSW Government funded initiative by way of a grant from the NSW Police Force Workforce Improvement Program. The Program is designed to support retired NSW Police Officers and their families. Many retired Police Officers suffer mental health issues such as Post Traumatic Stress Disorder (PTSD) which can significantly impact their personal and family lives during their transition from the NSW Police Force to retirement.

In an effort to recognise and appreciate the service of these Police Officers, we are working to provide the appropriate services for these individuals in the area of mental health and psychological support. Approved funding of \$500,000 will be provided annually over three years for the provision of the program. We will be commencing the project in early 2016 with the appointment of a project manager to start work on this exciting new direction for our charity.

Supporting our Police Family, regardless of the uniform

October 2nd 2015 was a tragic day for our Police Family. NSW Police Force employee Curtis Cheng, 58, was shot dead after leaving work in Parramatta where he had worked as an accountant for 17 years. He was simply on his way home for the weekend when a 15 year old gunman fired and killed Curtis outside the NSW Police Headquarters.

As a valued and respected member of the NSW Police Force, we, together with the Police Association of NSW immediately set up a fundraising appeal to support Curtis's family. It's during times of crisis and tragedy that the police family band together and rally to support one another and this occasion was no different even though Curtis was a civilian employee. Curtis was a member of the Police Family and one of our own.

On Saturday 17 October Curtis was farewelled at St Mary's Cathedral with the highest accolade serving police officers can give to a lost colleague. Commissioner of Police Andrew Scipione spoke of the man Curtis was, admired and respected by his colleagues. Hard-working and a gentle man in every sense. The Commissioner posthumously awarded Curtis the Commissioner's Commendation for Service which was accepted by Curtis's wife Selina.

A total of \$216,503 was raised from the community to support Curtis's widow Selina and their two children. This will be presented to the Cheng family in a private ceremony early 2016.



Curtis was farewelled at St Mary's Cathedral



Memorial



Memorial



Curtis Cheng

Our Funding

The NSW Police Force make a huge contribution to our charity. We are a small office operationally but we are lucky to have many friends. Our fundraisers and donors make a wide-reaching impact to the benefits and services that we are able to provide to assist our Police Legatees on their journey ahead.

Fundraising at NSW Police Legacy comes in many forms. We manage major fundraising activities such as the Blue Ribbon Raffle and the Blue Ribbon Ball as well as a large network of community fundraisers who initiate fantastic fundraising events to assist us with the work we do. In 2015 the Blue Ribbon Raffle raised \$30,000 while the success of the Blue Ribbon Ball brought in close to \$90,000. Other major fundraising events in 2015 included the Remembrance Bicycle Ride, the NSW Police Legacy Boxing Tournament and the Wall to Wall Ride for Remembrance.

Members of the NSW Police Force donate on a fortnightly basis to our charity. This regular income allows us to plan with confidence, invest in long terms programs and services; and seek solutions to supporting our Police family through times of need. Last year close to 12,000 regular givers helped us raise \$492,000 for our Police family, an increase of 25% from 2014.

We would like to acknowledge and thank all of our fundraisers and supporters who have made gifts or raised money for us throughout the year. They have made a significant difference to our work.

Where the money comes from:

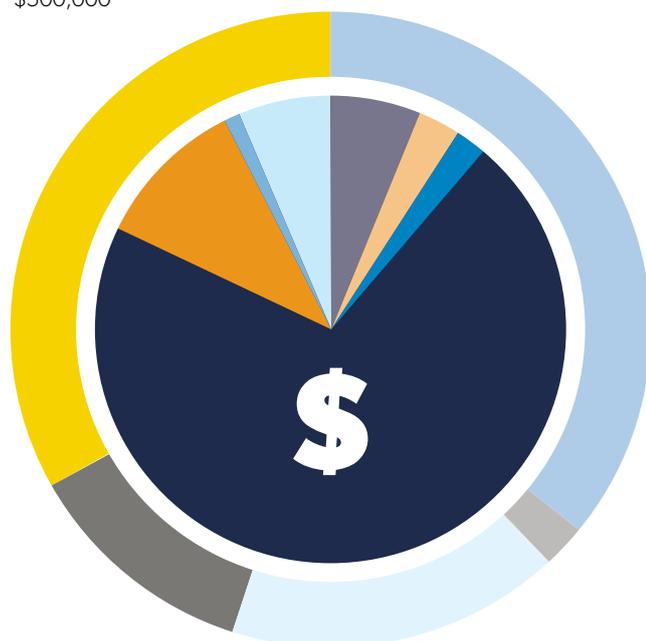
Total Inner circle: \$7,913 082

- Police Contributions \$492,178
- Other Donations \$230,203
- Police Benevolent Fund \$170,885
- Kerslake Bequest \$5,603 243
- Fundraising and corporate partnerships \$829,847
- Interest income \$86,725
- Government Grant Welfare Assistance Project \$500,000

How the money is spent:

Total Outer Circle: \$1,375 125

- Benefits and Services \$492,239
- Advertising and Marketing \$29,333
- Fundraising \$234,469
- Operational \$164,896
- Other \$454,188



Our Partners

“Our relationship with members, staff and the Executive Committee continues to grow and their ‘feet on the ground’ in regional areas is of great assistance to use and our families”.



Police Association of NSW

NSW Police Legacy began due to the foresight, drive and support of the Police Association of NSW. Seven members of our Board are nominated and supported by the Association and our office in Elizabeth Street is provided free of rent. Our relationships with members, staff and the Executive Committee continues to grow and their representatives around the state provide great assistance to us and our families. As part of the Police Association Death Benefit Scheme they also provide a significant seeding grant to Trust Funds established for the dependent children of deceased members of the PANSW or if the spouse of a serving member passes away. We are very appreciative of the financial and practical support of the Police Association and kindly thank them for their generosity throughout the year.



Police Bank

Our other major partner is the Police Bank. Throughout the last year Police Bank has continued to assist and support our fundraising activities. They provide significant donations to our special events as well as their significant annual sponsorship agreement. The Board of Directors are Trustees of almost 200 Trust Funds as established by funds initially provided by the Police Association of NSW. There is a significant amount of administration that accompanies these funds and the Police Bank provide a wonderful service to us.



Treasurer's Report

The Board of NSW Police Legacy continues its focus of ensuring the financial viability and stability of the Company to ensure we can provide the greatest assistance to the greatest number of persons. For the financial year ending 31 December 2015 the Company recorded a significant surplus of \$6,537,957.

The figure includes income of; \$170,885 that was transferred to Police Legacy from the Police Benevolent Fund (now managed by Police Legacy), \$5,603,423 from the sale of property bequeathed to the Company (see below) and a \$500K grant from NSW Police Force (see below). Taking these one-off events into account the Company still exceeded the 2014 Surplus Net of \$255,112.

During the year we disposed of a property bequeathed to it by the late Graham Kerslake of Illawong, with the property realising \$5.6mil at sale. The Board is currently deliberating about the future use of these funds. In light of the Company's increased cash reserves the Finance Sub Committee, of which I am Treasurer has now also assumed Investment within its Terms of Reference. The Board is also working towards recognising Mr Kerslake's significant contribution to the Company with a Technical Scholarship already added to our suite of education support packages named in his honour.

The NSW Government, through the NSW Police Force Workforce Improvement Program (WIP) has provided us with a grant of \$500,000 to facilitate a "welfare assistance program" for former NSW Police Officers. There is a possibility of ongoing funding of this program for the next three years. To reduce the impact on Company resources a Project Manager has been appointed to manage the project.

It is important that we acknowledge that salary donations from serving officers increased \$100k to \$492k. There has been significant work done to increase the participation rate of serving officers in recent years, which is starting to pay dividends. Our total fundraising income was \$829k up from \$640k. The Company enjoys the generous support of several large annual fundraisers. However, just as important and appreciated, are the smaller events and donations received

throughout the year from third party fundraising efforts.

We invested in a new customer relationship management program, ThankQ. This has greatly assisted tracking of our fundraising, legatee, and supporter data. A further technology investment in our website is forecast in 2016.

For the operating year I'm pleased to advise that Beneficiary expenses have increased nearly \$100k from 2014, to \$490,839. The Benefits and Services Sub-Committee have identified a number of additional benefits to be offered commencing 2016. We continue to facilitate Legatee lunches, Parents groups, the much anticipated Christmas Luncheon, social events and camps. Due to ongoing demand on our resources and additional staff member was employed to manage administration and event support.

The company continues to perform strongly with total accumulated funds in excess of \$9.3mil, an increase of \$6.5mil from 2014, with total liabilities of \$188K. Although we are operating in an increasingly competitive not for profit environment the Board and staff continue to work hard to not only maintain benefits and services, but to enhance, and increase them to meet the needs of our various beneficiaries.



» Ian Colless

A handwritten signature in black ink, appearing to read 'Ian Colless', written over a white background.

NEW SOUTH WALES POLICE LEGACY LIMITED

ABN 70 051 341 087

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST DECEMBER 2015

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DIRECTORS' REPORT

The directors submit herewith their report on the accounts of the company for the year ended 31st December 2015.

DIRECTORS

The names of the directors in office at any time during the year and to the date of this report are:

Full Name

Paul Thomas Bousfield (Chair)
Minister of Police Representative
Paul Edwin Martin (Vice Chair)
PANSW Representative
Ian Hopetoun Walker Colless (Treasurer)
PANSW Representative
Michael John Corboy (Director)
Commissioner of Police Representative
Kenneth Edward Moroney (resigned on 5 May 2015)
PANSW Representative
Sidney Raymond Berkowitz (resigned on 5 May 2015)
Board of Directors Representative
Catherine Joan Cole (Director)
PANSW Representative
Michael John Cook (Director)
PANSW Representative
Jane Alison Prior (Director)
PANSW Representative
Peter James Rankin (Director)
PANSW Representative
Robert Minns (Director)
PANSW Representative
Raffaele Del Vecchio (Director, appointed on 8th September 2015)
Board of Directors representative
John Yates (Director, appointed on 8th September 2015)
Board of Directors Representative

COMPANY SECRETARY

Elizabeth Svoboda Ex Officio Member

Company Secretary

DIRECTORS' REPORT (continued)

OBJECTIVES

NSW Police Legacy is a charity dedicated to the welfare, care and financial support of police families following the death of their loved spouse, parent, partner; serving or retired. We have committed our charity to honour their service and sacrifice and ensure their dependants remain part of and supported by the broader police family. Our charity's aims as set out in our strategic framework are clear.

- To maintain a contemporary awareness of the social environment as it applies to police legatees so as to act as an advocate as required and make appropriate recommendations regarding the provision of services.
- To support the provision and State wide access to high quality and appropriate benefits and services for our Police Legatees of all ages
- To strengthened relationships with key partners and sponsors – Police Association of New South Wales, Police Bank, Office of the Commissioner and the NSW Police Force
- To provide high quality and strategic corporate communications that build support and impact.

As the charity has evolved, so have the ways we support police legatees, whether adults or children; however emotional welfare and support is our number one priority and is primarily achieved by the co-ordination of varied social activities providing opportunity for our police legatees to meet with others, share similar experiences, develop bonds and to stay connected to the greater police family.

ACTIVITIES

The principal activity of the company in the course of the financial year was the operation of a charitable organisation to providing financial assistance and compassionate support to the families of deceased Police officers. No significant change in the nature of those activities occurred during the year.

PERFORMANCE MEASURES

The company has in place several performance measurement systems for its various functions. Program effectiveness is assessed against stated program objectives through regular monitoring and evaluation processes conducted by staff and Directors.

MEETINGS OF DIRECTORS

Full Name	Attended	Eligible to Attend
Paul Thomas Bousfield	11	11
Paul Edwin Martin	9	11
Ian Hopetoun Walker Colless	11	11
Michael John Corboy	10	11
Kenneth Edward Moroney	1	4
Sidney Raymond Berkowitz	1	4
Catherine Joan Cole	8	8
Michael John Cook	8	11
Jane Alison Prior	8	11
Peter James Rankin	10	11
Robert Minns	11	11
Raffaele Del Vecchio	2	4
John Yates	2	4
Elizabeth Svoboda	11	11

DIRECTORS' REPORT (continued)

RESULTS

The net surplus of the company for the year ended 31st December 2015 was \$6,537,956.54 and no income tax provision was required as the company is exempt from paying income tax.

DIVIDENDS

No dividends were paid during the year as the Company has not issued shares to any member.

OPTIONS

No options to shares have been granted and no shares have been issued to the members.

INDEMNITY

No indemnities have been given or insurance premiums paid during or since the end of the financial year for any person who is or has been an officer or auditor of the Company.

LEGAL PROCEEDINGS

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

DIRECTORS' BENEFITS

Since the end of the previous financial year, no director of the company has received, or become entitled to receive a benefit other than reimbursement for expenses incurred. All services were rendered on a voluntary basis.

Signed in Sydney this ^{5th} day of April 2016.

In accordance with the resolution of the directors.



..... Director

PAUL THOMAS BOUSFIELD



..... Director

IAN HOPETOUN WALKER COLLESS

DIRECTORS' DECLARATION

In the opinion of the directors of NSW Police Legacy Ltd:

1. the financial statements and notes, as set out on pages 9 to 20 are in accordance with the Corporations Act 2001 and Australian Charities and Not-for-profits Commission Act 2012:
 - a) Comply with Australian Accounting Standards, the subsection 60.15 (2) of the Australian Charities and Not-for-Profits Commission Regulation 2013 and the Corporations Regulations 2001; and
 - b) Give a true and fair view of the company's financial position as at 31st December 2015 and of its performance, as represented by the results of its operations and cash flows, for the year ended on that date.
2. there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in Sydney this ^{5th} day of April 2016.

In accordance with the resolution of the directors.



..... Director

PAUL THOMAS BOUSFIELD



..... Director

IAN HOPETOUN WALKER COLLESS

HONORARY AUDITOR'S INDEPENDENCE DECLARATION

THE DIRECTORS

NSW POLICE LEGACY LTD

5th April 2016

In accordance with Section 307C of the Corporations Act 2001 and under subdivision 60-C section 60-40 of Australian Charities and Not-for-profits Commission Act 2012, I am pleased to provide the following declaration of independence to the directors of NSW Police Legacy Ltd.

I declare that to the best of my knowledge and belief, during the year ended 31st December 2015, there have been no contraventions of:

- (i) the auditor independence requirements of the Corporations Act 2001 and the Australian Charities and Not-for-Profits Commission Act 2012 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Signed at Sydney this ^{5th}..... day of April 2016



LOI KAH TSIA B.Com. FCA
COMPANY AUDITOR
CHARTERED ACCOUNTANT
SUITE 201, LEVEL 2
309 PITT STREET
SYDNEY NSW 2000.

INDEPENDENT HONORARY AUDITOR'S REPORT
TO THE MEMBERS OF NSW POLICE LEGACY LIMITED

I have audited the accompanying financial report of NSW Police Legacy Ltd, which comprises the statement of financial position as at 31st December 2015 and the statement of comprehensive income, statement of changes in equity and the statement of cash flows for the year then ended on that date, notes comprising a summary of significant accounting policies and other explanatory notes and the Directors' Declaration.

DIRECTORS' RESPONSIBILITY TO 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, the Corporations Act 2001 and the Australian Charities and Not-for-Profits Commission Act 2012 and for such material control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

My responsibility is to express an opinion on the financial report based on my audit. I have conducted my audit in accordance with Australian Auditing Standards. Those Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

INDEPENDENCE

In conducting my audit, I have complied with the independence requirements of the Corporations Act 2001 and the Australian Charities and Not-for-Profits Commission Act 2012. I confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of NSW Police Legacy Ltd would be in the same terms if given to the directors as at the time of this auditor's report.

OPINION

In my opinion, the financial report of NSW Police Legacy Limited is in accordance with the Corporations Act 2001 and the Australian Charities and Not-for-Profits Commission Act 2012 including:

- (i) giving a true and fair view of the company's financial position as at 31st December 2015 and of their performance for the year ended on that date; and
- (ii) Complying with Australian Accounting Standards, the Corporations Regulations 2001 and the Australian Charities and Not-for-Profits Commission Regulation 2013.

Signed in Sydney this ^{5th}..... day of April 2016



LOI KAH TSIA B.Com. FCA
HONORARY COMPANY AUDITOR
CHARTERED ACCOUNTANT
SUITE 201, LEVEL 2
309 PITT STREET
SYDNEY NSW 2000.

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31ST DECEMBER 2015

INCOME	NOTES	2015	2014
Interest Received		86,725.43	82,938.09
Donations (Salary Deductions)		492,178.27	392,593.15
Other Donations/Income		1,159,517.17	786,882.09
Bequest Received		5,603,242.80	-
Commission – Child Safety Handbook		71,417.95	47,426.14
Government Gants – Welfare Assistant Project		500,000.00	-
		<u>7,913,081.62</u>	<u>1,309,839.47</u>
LESS EXPENDITURE			
Annual Leave	10	25,252.11	22,213.43
Advertising & Marketing		29,333.33	33,166.74
Bank Charges & Merchant Fees		647.58	308.50
Benevolent Fund Expense	12	6,751.20	-
Birthday & Christmas Cheques		8,950.00	6,350.00
IT		36,648.03	6,083.00
Conference Expenses		20,301.51	4,857.76
Depreciation & Write Off		4,159.00	3,268.00
Educational and Tertiary Grants		291,045.00	261,779.82
Filing Fees		1,545.00	497.24
Fund Raising Expenses		234,468.96	187,302.07
Government Grant Welfare Expense	13	30,783.64	-
Insurance and Worker's Compensation		15,009.67	12,825.52
Legal and Consulting expenses		420.00	9,700.00
Legatee Functions		74,371.82	63,051.16
Legatee Expenses		118,534.01	62,980.66
Motor Vehicle Expenses		1,145.39	261.96
Office Sundries and Repairs		18,977.37	30,895.93
Printing, Stationery, Postage & Film		15,243.55	13,962.63
Professional Training and Development		23,427.73	-
Property Expenses		65,479.05	34,175.78
Subscription and Donations		14,355.29	3,940.52
Superannuation		28,700.96	24,823.50
Telephone & Fax		7,075.10	8,250.34
Travelling		17,152.44	10,510.50
Wages		282,177.02	247,746.23
Welfare Grants		3,170.32	5,776.36
		<u>1,375,125.08</u>	<u>1,054,727.65</u>
Surplus transferred to Accumulated Funds		<u>6,537,956.54</u>	<u>255,111.82</u>

STATEMENT OF FINANCIAL POSITION AS AT 31ST DECEMBER 2015

	NOTES	2015	2014
<u>CURRENT ASSETS</u>			
Police Bank - Easy Access account	2	268,309.48	28,589.41
Term Investment	3	8,598,189.84	2,751,864.43
Prepayments	4	48,369.13	33,102.72
Cash on hand		192.65	504.85
Trade and other Debtors	5	597,345.39	60,000.00
Other receivable	6	8,927.52	231.41
		<u>9,521,334.01</u>	<u>2,874,292.82</u>
<u>NON CURRENT ASSETS</u>			
Plant Equipment and Furniture	7	<u>23,110.41</u>	<u>20,035.19</u>
TOTAL ASSETS		<u>9,544,444.42</u>	<u>2,894,328.01</u>
<u>LESS CURRENT LIABILITIES</u>			
Creditors and Accruals	8	657.76	6,152.43
Funds Held in Trust	9	167,806.10	57,882.37
Provision for Annual Leave	10	13,335.71	10,129.48
Other payables	11	14,476.05	9,951.47
Total liabilities		<u>196,275.62</u>	<u>84,115.75</u>
NET ASSETS		<u>9,348,168.80</u>	<u>2,810,212.26</u>
<u>EQUITY</u>			
Balance as at 1st January, 2015		2,810,212.26	2,555,100.44
Add surplus for the year		<u>6,537,956.54</u>	<u>255,111.82</u>
Balance as at the 31st December 2015		<u>9,348,168.80</u>	<u>2,810,212.26</u>

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31ST DECEMBER 2015

Balance as at 01/01/2014	2,555,100.44
Net surplus for the year	<u>255,111.82</u>
Balance as at 31/12/2014	2,810,212.26
Net surplus for the year	<u>6,537,956.54</u>
Balance as at 31/12/2015	<u><u>9,348,168.80</u></u>

NEW SOUTH WALES POLICE LEGACY LIMITED
ABN 70 051 341 087

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST DECEMBER 2015

Cash Flow from Operating Activities	NOTES	2015	2014
Interest Received		86,725.43	82,938.09
Donations & Other Income		7,200,531.80	1,252,005.37
Payment of Birthday and Christmas Cheques		(8,950.00)	(6,350.00)
Payment of Employee's entitlements		(332,923.86)	(280,927.21)
Payment of Education and Tertiary Grants		(291,045.00)	(261,779.82)
Payment of Legatee Functions		(74,371.82)	(63,051.16)
Payment of Legatee Expenses		(118,534.01)	(59,821.75)
Payment of Welfare Grants		(3,170.32)	(5,776.36)
Payment of Office operating expenses		(365,294.72)	(315,589.69)
Net Cash provided by operating activities	17	<u>6,092,967.50</u>	<u>341,647.47</u>
 Cash Flow from Investing Activity			
Purchase of Office Furniture and Computer		<u>(7,234.22)</u>	<u>(1,262.00)</u>
Net Cash provided by investing activities		<u>(7,234.22)</u>	<u>(1,262.00)</u>
 Net Increase (Decrease) in Cash Held		6,085,733.28	340,385.47
Cash at the beginning of the financial year		<u>2,780,958.69</u>	<u>2,440,573.22</u>
Cash at the end of the financial year	17	<u><u>8,866,691.97</u></u>	<u><u>2,780,958.69</u></u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2015

Note 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report covers New South Wales Police Legacy Limited as an individual entity incorporated in New South Wales and domiciled in Australia. NSW Police Legacy Limited is a company limited by guarantee.

Basis of Preparation

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, including Australian Accounting interpretations, the Corporations Act 2001 and the Australian Charities and Not-for-Profits Commission Regulation 2013.

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

The financial report has been prepared on an accruals basis and is based on historical costs, modified where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

a. Income Tax

No provision for income tax is necessary as the company is exempt from income tax under Section 50-5 of the Income Tax Assessment Act 1997.

b. Plant and Equipment

Plant and equipment is carried at cost less any accumulated depreciation. The carrying amount of plant and equipment is reviewed for impairment annually by the company to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal.

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 entity and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

c. Depreciation

The depreciable amount of all fixed assets is depreciated on the diminishing value method over their useful lives to the company commencing from the time the asset is held ready for use.

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

Class of Fixed Assets	Depreciation Rate
Plant and Equipment	7.5% - 37.5%

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2015

Note 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance sheet date.

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 income statement. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

d. Leases

All lease payments are for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

e. Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled wholly within one year have been measured at the amounts expected to be paid when their liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash flows to be made for those benefits.

Contributions are made by the company to an employee's superannuation fund and are charged as expenses when incurred.

f. 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.

g. Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

h. Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. The following specific recognition criteria are also applied when recognising revenue:

Sponsorship and donations

Revenue from sponsorship, donations and bequest are recognised in the statement of comprehensive income as income when the Company gains control of the contribution or the right to receive the contribution.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2015

Note 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

m. Limited Liability

The company is limited by guarantee. In the event of the company being wound up, the liability of each member (both during the time he is a member and within one year after he ceases to be a member) is limited to two dollars.

n. Member

“Member” means all serving Directors or any other persons the Directors admit to membership in accordance with the company’s constitution.

Note 2: POLICE BANK – EASY ACCESS ACCOUNT

	2015	2014
Funds held in S1 Easy Access account.		
This is used for normal daily transactions.	<u>268,309.48</u>	<u>28,589.41</u>

Note 3: OTHER INVESTMENT

Funds held in I25 short term deposit	144,376.08	139,451.46
Funds held in I23 short term deposit	2,261,910.98	2,188,302.04
Funds held in Appeal Accounts	190.00	-
Funds held in S8 Police Benevolent Fund	164,447.09	-
Funds held in I4 Term Deposit	5,544,124.46	-
Funds held in Police Bank S8	344,918.52	333,591.08
Funds held in Police Bank Kokoda Fund	115,535.73	66,984.38
Funds held in Catherine Burn Scholarship	22,686.98	23,535.47
	<u>8,598,189.84</u>	<u>2,751,864.43</u>

Note 4: PREPAYMENT

Education Grants	-	2,500.00
Holding deposit for Blue Ribbon Ball	2,677.08	4,123.35
Insurance	3,321.00	3,385.00
Holding deposit for Camping	42,371.05	23,094.37
	<u>48,369.13</u>	<u>33,102.72</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2015

Note 5: TRADE AND OTHER DEBTORS

	<u>2015</u>	<u>2014</u>
Government Grants welfare Project	500,000.00	-
Salary deductions accrued	51,971.64	-
Donation from Wall to Wall Ride	-	55,000.00
Other Donations & Pledges unpaid	12,800.00	5,000.00
Child Safety Handbook	32,573.75	-
	<u>597,345.39</u>	<u>60,000.00</u>

Note 6: OTHER RECEIVABLES

GST refund from ATO.	8,927.52	231.41
	<u>8,927.52</u>	<u>231.41</u>

Note 7: PLANT AND EQUIPMENT MOVEMENT IN CARRYING AMOUNTS

	BALANCE 01/01/2015	ADDITION	DEPRECIATION	CARRYING AMOUNT 31/12/2015
2015				
Trailer	60		(14)	46
Office plant and equipment	19,975	7,234	(4,145)	23,064
	<u>20,035</u>	<u>7,234</u>	<u>(4,159)</u>	<u>23,110</u>
	BALANCE 01/01/2014	ADDITION	DEPRECIATION	CARRYING AMOUNT 31/12/2014
2014				
Trailer	78		(18)	60
Office plant and equipment	21,963	1,262	(3,250)	19,975
	<u>22,041</u>	<u>1,262</u>	<u>(3,268)</u>	<u>20,035</u>

Note 8: CREDITOR ACCRUALS

Amount due to credit card	657.76	286.94
Amount due to supplier	-	5,865.49
	<u>657.76</u>	<u>6,152.43</u>

Note 9: FUNDS HELD IN TRUST

Curtis Cheng	166,503.28	-
Phil Buchardt	1,302.82	208.94
David Rixon fund	-	5,000.00
Tara McLaughlin	-	243.27
Alison Sheehan	-	20,836.23
Jack Norman	-	31,593.93
	<u>167,806.10</u>	<u>57,882.37</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2015

<u>Note 10: PROVISION FOR ANNUAL LEAVE</u>	<u>2015</u>	<u>2014</u>
Balance as at 1/1/15	10,129.48	6,226.00
Add additional provisions for the year.	2,525.11	22,213.43
	<u>37,381.59</u>	<u>28,439.43</u>
Less annual leave paid during the year.	(22,045.88)	(18,309.95)
Balance as at 31/12/15	<u>13,335.71</u>	<u>10,129.48</u>

Note 11: OTHER PAYABLES

PAYG Payable	3,526.00	3,616.00
Staff superannuation payable	10,950.05	6,335.49
	<u>14,476.05</u>	<u>9,951.47</u>

Note12: BENEVOLENT FUND EXPENSES

Legal Fee	3,222.20	-
Bank Fee	29.00	-
Legatee Welfare	3,500.00	-
	<u>6,751.20</u>	<u>-</u>

Note13: GOVERNMENT GRANT EXPENSES

Consulting	30,062.00	-
Recruitment	203.00	-
Venue Hire	458.64	-
	<u>30,783.64</u>	<u>-</u>

Note 14: EVENTS AFTER THE BALANCE DATE

Since the end of the financial year, there are no known events financial or otherwise that would impact materially on the financial statements of the entity at 31 December 2015.

Note 15: CONTINGENT LIABILITIES

The directors are not aware of any contingent liabilities during the year.

Note 16: RELATED PARTIES TRANSACTIONS

During the year the Police Association of New South Wales provided office space on a gratuity basis. No rent has been paid.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2015**

Note 17: CASH FLOW INFORMATION

(a) Cash flow Reconciliation from operating activities with net surplus/ (deficiency)

	<u>2015</u>	<u>2014</u>
Profit For the Year	6,537,956.54	255,111.82
Adjustment for Non-Cash Items		
Depreciation and Write off	4,159.00	3,268.00
Changes in assets and liabilities		
(Increase) Decrease in receivables	(537,345.39)	(10,275.84)
(Increase) Decrease in other assets	(23,962.52)	25,785.12
Increase (Decrease) in payable	(5,494.67)	6,152.43
Increase (Decrease) in other payable	114,448.31	57,702.46
Increase (Decrease) in Provision	3,206.23	3,903.48
Net Cash provided by operating activities	<u>6,092,967.50</u>	<u>341,647.47</u>

(b) Reconciliation of cash

For the purpose of the statement of Cash flow at the end of the financial year, it is reconciled to the following items in the statement of financial position as follows:

Details of cash held

Easy Access S1 account	268,309.48	28,589.41
Term deposit I4	5,544,124.46	-
Police Benevolent Fund	164,447.09	-
Term deposit I23 account	2,261,910.98	2,188,302.04
Fund held in appeal account	190.00	-
Term deposit S8	344,918.52	333,591.08
Kokoda Funds	115,535.73	66,984.38
Term deposit I23	144,376.08	139,451.46
Catherine Burn scholarship	22,686.98	23,535.47
Cash on hand	192.65	504.85
Total cash with financial institutions	<u>8,866,691.97</u>	<u>2,780,958.69</u>



NSW POLICE LEGACY

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