



FINANCIAL COUNSELLORS'
ASSOCIATION OF NSW INC

ANNUAL REPORT 2016-2017

THE FINANCIAL COUNSELLORS' ASSOCIATION OF NSW ACKNOWLEDGES THE TRADITIONAL OWNERS, CUSTODIANS AND ELDERS OF THE LANDS ACROSS AUSTRALIA AND PARTICULARLY THE GADIGAL PEOPLE OF THE EORA NATION, PAST AND PRESENT, ON WHOSE TRADITIONAL LAND THE FINANCIAL COUNSELLORS' ASSOCIATION OF NSW OFFICE IS SITUATED.

CONTENTS

- 1 Chair's Message
- 2 Board of Directors
- 4 Directors' Report
- 6 Financial Reports

CHAIR'S MESSAGE

Dear members,

I am extremely happy to present our Annual Report for 2017 and in short, it has been a very busy time for the Board, as we have worked through an office re-structure, tackled our finances, delivered the constitution and debated the implications of the Diploma for the organisation.

This year marks the second year of operation under the new Constitution, and this year the process for Board membership was conducted according to our new structure, with four Board members being required to step down; these were myself, Maria Hatch and Vicki Geraghty, with Lyn Brailey announcing her resignation due to work commitments. As a result of the membership nominations for Board positions, I am happy to announce that the FCAN Board for 2017/18 will include two new faces; Kylie Holford and Sharon Yeh, with myself and Maria Hatch being re-nominated, and continuing on will be Rob Benton, Therese Slan, Sandy Sallmayer, Pauline Smith and David Ross (independent). The Board has also secured a second independent director, Matthew Lyster, from Newcastle Legal Aid who is well known to Hunter Financial Counsellors through our network meetings.

Over the last twelve months, the FCAN Board has continued to look at FCAN the organisation, planning for the future which will best position FCAN as the lead agency for financial counselling in this state. Next year, NSW financial counselling will face re-funding from both State and Federal Governments and there is concern about the potential outcomes, but hopefully the concerns will be unfounded.

Some of the Board achievements over the last twelve months have been:

- *A very successful FCAN conference in 2016, thanks to a very hard working committee who provided a high quality event for our members.*
- *Advertising and interviewing potential candidates for the General Manager position, with the appointment of M/s Jo Parker into the role shortly before last year's conference.*
- *Attending the National Day of Action in Canberra, engaging Federal Politicians in relation to the Government review that could place greater restrictions on Payday Lenders and Rental Companies.*
- *Leading our sector and partnering with Choice Magazine, expressing concerns over Best & Less partnering with a payday lender and promoting their loans.*
- *Completing a consultative review and re-writing the FCAN Supervision Policy to reflect the increasing number of part time financial counsellors.*
- *Successfully addressing our budget deficit of 2015/16 to return a surplus this financial year.*
- *Re-launching of 'Shark Watch' magazine, self-funded by FCAN, as a new online e-magazine and resource for Financial Counsellors both in NSW and nationally.*

- Appointing a second independent Board member, Mr Matthew Lyster a Legal Aid NSW Lawyer from Newcastle.
- A decision to re-brand FCAN with a new logo that reflects community and the people we assist.
- Commencing the FCAN Scholarship program to assist those wishing to study the Diploma in Financial Counselling.
- Employing a Membership and Accreditation officer, with the successful applicant being Mr Martin Derby who will be working one to two days a week.
- FCAN Board members commencing a visiting campaign of State and Federal Politicians raising awareness of the need for on-going funding for financial counselling in NSW.

The Board has worked together for the best outcomes for FCAN, made some difficult decisions in order to place FCAN in the best possible position with our funders and the agencies who employ Financial Counsellors.

Over the last twelve months the FCAN office staff have kept the public face of FCAN going, the administrative processes and answering all the enquiries from members. I would like to particularly mention Jo Parker in her General Manager role. I believe Jo has brought a new professionalism to our operation over the last twelve months, improving our member services, the professional development training, etc. Thank you for your dedication! Likewise, to Lesley who undertakes many of the back end office processes which are so vital, thank you.

Regards,



FCAN Chair

BOARD OF DIRECTORS

Graham R. Smith JP CMC (Chair)

Occupation: Financial Counsellor, Samaritans Foundation

For the last three years Graham has Chaired FCAN, was a member of the FCA Sector Leaders Forum and is currently a member of the Representative Council. He has had an extensive working experience within the community/welfare sector that spans back to the late 1970's. Graham has worked with disadvantaged communities in Western Sydney on a broad acre public housing estate and spent 6 years living on remote NT and WA Aboriginal communities in the Great Sandy and Great Victorian deserts, running community development programs.

Robert Benton (Deputy Chair)

Occupation: Financial Counsellor, Salvation Army Moneycare Dubbo

Rob joined the FCAN Board in 2015 and has been a Financial Counsellor since 2009, firstly as a Financial & Gambling Counsellor with Lifeline Central West and more recently as a Financial Counsellor with Salvation Army, and has worked in the Finance industry for over 40 years. Rob has owned a business and been an active board member in service clubs, a chamber of commerce & NGO's, such as Royal Far West, NALAG & a neighbourhood centre. Additionally, as a Gambling Counsellor he was an active representative on various industry reference and working groups.

Maria Hatch

Occupation: Financial Counsellor and Manager of Financial Counselling Hunter Valley Project Inc.

Maria has worked as a Financial Counsellor for 25 years and has managed Financial Counselling Hunter Valley Project Inc. since 1994. Maria has organised the Hunter FCAN member meetings since 1994 and over the last ten or so years has served terms as an FCAN Board member and Director. Maria has also been an active board member of Maitland Neighbourhood Centre for the past ten years and has sat on various other boards over her years as a Financial Counsellor. Prior to this Maria worked with women and children in crisis.

Kylie Holford**Occupation: Financial Counsellor, Lifeline Central West.**

Kylie has been a Financial Counsellor since 2014, is a member of the FCA Policy Advisory Network and attended the National Day of Action in Canberra. Kylie was previously employed in the job services and disability support sectors and is passionate about helping people experiencing hardship.

Matthew Lyster, Independent Co-opted Director

Matt is a Legal Aid NSW solicitor based at the Newcastle Legal Aid office. Matt's role has both a client advocacy and systemic change focus. This unique role allows Matt to directly advocate for vulnerable clients through outreach and case work while working to achieve systemic change through partnerships with regulators, other advocates and community stakeholders. Although commencing his legal career with an elite corporate law firm, Matt's passion for social justice soon prevailed and prior to his role with Legal Aid NSW, Matt was a lawyer at the remote Far West Community Legal Centre in Broken Hill. Matt also sits on the oversight committee of the National Hardship Register as a consumer advocate.

David Ross, Independent Co-opted Director

David's career has encompassed executive and board appointments in sales management and general management in companies operating in sectors including information technology, private education and distribution. He has had experience as a Managing Director and as a board member of a public company listed on the Australian Stock Exchange. David was a Fellow of the Australian Institute of Company Directors (FAICD) and remains a director of several of his own private companies. David has recent experience as a volunteer Financial Counsellor and prior to that as a volunteer Lifeline telephone counsellor.

Sandra Sallmayer**Occupation: Program Manager - Financial Counselling, CentaCare Wilcannia-Forbes**

Sandy became a Financial Counsellor and member of FCAN in 2009 and joined the FCAN Board in 2015. Sandy is the Program Manager of the CentaCare Wilcannia-Forbes Financial Counselling service based in Narromine and supervises 5 Financial Counsellors. Sandy has been a contributing member of the FCAN Events and Professional Development committee from 2012 to 2017, FCAN Regional and Rural committee 2012 and 2013 and member of the FCA Representative Council 2016 to 2017.

Therese Slan**Occupation: Financial Counsellor, Creating Links (NSW) Ltd**

Therese re-joined the FCAN Board in 2016 and has been a Financial Counsellor since 2009. She is the Chair of the FCAN Creditor Liaison Committee, a member of the CIO Consumer Liaison Committee and the Department of Justice Committee. Therese provides financial literacy training to the Master Builders Association of NSW, and previously an Auditor at the Quality Improvement Council, a Gambling Counsellor for the Arab Council of Australia and Financial Counsellor for Lifeline and NorWest Lincs. Therese is also a member of Women on Boards.

Pauline Smith**Occupation: Financial Counsellor, Kempsey Neighbourhood Centre's Mid North Coast Financial Counselling Service.**

Pauline joined the Board in 2016 and has been a Financial Counsellor for 17 years working in the Taree area of the mid north coast. She is currently the team leader and supervisor of an experienced team of 6 financial counsellors which services an area from the Great Lakes in the south, to Grafton in the north. Previously Pauline worked for 13 years in Public Relations for not for profit organisations and moved into the community welfare sector, before becoming a financial counsellor after a stint on her local neighbourhood centre's Board of Management.

Sharon Yeh**Occupation: Financial Counsellor, Granville Multicultural Community Centre**

Sharon has been employed in her current role for the past 11 months and was previously a Financial Counsellor and Coordinator for 5 years with Catholic Care in Blacktown. Prior to joining financial counselling Sharon was employed as a Financial Controller for multinational companies in Sydney and Germany.

DIRECTORS' REPORT

The directors present this report on Financial Counsellors' Association of NSW Inc for the financial year ended 30 June 2017.

BOARD OF DIRECTORS

The names of each person who has been a director during the year and to the date of this report, unless otherwise stated, are:

| Directors | Position | BOARD MEETINGS | |
|--|---|------------------------|--------------|
| | | No. Eligible to attend | No. Attended |
| Graham R. Smith | Chair | 11 | 11 |
| Robert Benton (Retired and re-elected 13/9/16) | Deputy Chair (appointed 13/9/16) | 11 | 7 |
| Maria Hatch | Deputy Chair (resigned 13/9/16) Membership Secretary (appointed 13/9/16) | 11 | 10 |
| Vicki Geraghty | Treasurer (appointed 13/9/16) | 11 | 9 |
| Lynne Flynn (Retired 13/9/16) | Treasurer (resigned 13/9/16) | 2 | 2 |
| Kevin Howard (Retired 13/9/16) | Membership Secretary (resigned 13/9/16) | 2 | 2 |
| James Connolly (Retired 13/9/16) | | 2 | 2 |
| Lynette Brailey (Elected 13/9/16 – Retired 30/6/17) | | 9 | 6 |
| Matthew Lyster (Appointed 30/6/17) | Co-opted Director | - | - |
| David Ross | Co-opted Director | 11 | 10 |
| Sandra Sallmayer (Retired and re-elected 13/9/16) | | 11 | 7 |
| Therese Slan (Elected 13/9/16) | | 9 | 8 |
| Pauline Smith (Elected 13/9/16) | | 9 | 9 |

The FCAN Constitution requires that at each annual general meeting 50% of the Elected Directors are subject to retirement by rotation. A retiring Director is eligible for re-election.

PUBLIC OFFICER

Jo Parker held the position of public officer from 13/9/16 and Karen Banks held the public officer role from 1/7/16 to 13/9/16.

PRINCIPAL ACTIVITIES

The purposes of FCAN are:

- to be a not-for-profit, charitable and benevolent institution;
- to provide support to Financial Counsellor members and financial counselling agencies, particularly those which are public benevolent institutions and registered charities, through professional development, training and advocating for reform and funding for members.

The objectives of FCAN are to ensure that:

- Financial Counsellors in NSW are supported to comply with best practice;
- the financial counselling sector has secure, stable and sustainable funding;
- financial counselling has a high profile;
- vulnerable consumers have an effective voice;
- the Association is a strong, adaptive organisation that is valued by members, government and stakeholders.

LIMITATION OF MEMBERS LIABILITY

The liability of a member of the association to contribute towards the payment of the debts and liabilities of the association or the costs, charges and expenses of the winding up of the association is limited to the amount, if any, unpaid by the member in respect of membership of the association.

AUDITOR'S INDEPENDENCE DECLARATION

The auditor's independence declaration for the year ended 30 June 2017 has been received and can be found in the financial report.

The directors' report is signed in accordance with a resolution of the Board of Directors.



GRAHAM R SMITH
CHAIR



THERESE SLAN
DIRECTOR

Signed in Sydney, this 25th day of August 2017.

**FINANCIAL COUNSELLORS' ASSOCIATION OF
NEW SOUTH WALES INC**

**AUDITED FINANCIAL REPORTS
FOR YEAR ENDED 30 JUNE 2017**

Prepared by:

David A. Beddoe
Solicitor and Barrister
Certified Practising Accountant

FINANCIAL COUNSELLORS' ASSOCIATION OF NEW SOUTH WALES INC

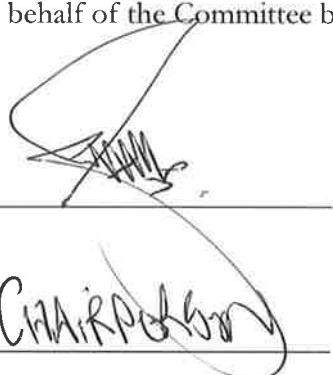
STATEMENT BY MEMBERS OF THE COMMITTEE

A. In the opinion of the Committee the accompanying accounts:

1. Present fairly the financial position of Financial Counsellors' Association of New South Wales Inc at 30 June 17 and the results of the association for the period ended on that date in accordance with applicable Australian Accounting Standards and other mandatory reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that the Financial Counsellors' Association of New South Wales Inc will be able to pay its debts as and when they fall due.

These statements are made in accordance with a resolution of the Committee and are signed for and on behalf of the Committee by:

Member



A handwritten signature consisting of a stylized 'M' and 'A' followed by a series of short, jagged lines.

Member



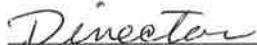
A handwritten signature consisting of a stylized 'M' and 'A' followed by a series of short, jagged lines.

Position



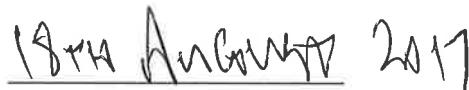
A handwritten signature consisting of the word 'CHAIRPERSON' written in a cursive, stylized font.

Position



A handwritten signature consisting of the word 'DIRECTOR' written in a cursive, stylized font.

Date



A handwritten signature consisting of the date '18th August 2017' written in a cursive, stylized font.

Date



A handwritten signature consisting of the date '22/08/2017' written in a cursive, stylized font.

DAVID A. BEDDOE
BCom(*UoN*), LLM/LP(*UTS*), MPH(*Syd*)
SOLICITOR AND BARRISTER
CERTIFIED PRACTISING ACCOUNTANT

Cnr Main & Minmi Road
EDGEWORTH NSW 2285
Telephone: 0249571985
Fax: 0249582801

11 August 2017

TO THE MEMBERS: **FINANCIAL COUNSELLORS' ASSOCIATION OF NEW SOUTH WALES INC**

I, David Beddoe, being an Auditor qualified in the terms of the Conditions of Funding, hereby certify that I have examined the books and financial records of the FINANCIAL COUNSELLORS' ASSOCIATION OF NEW SOUTH WALES INC for the year ended 30 June 17. The Committee is responsible for the preparation and presentation of the financial reports and the information obtained therein.

I have conducted an independent audit of the financial reports in order to express an opinion on them to the members. The Committee has determined that the accounting policies used are appropriate to meet the requirements of the organisation and the Associations Incorporation Act (NSW) and no opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members. The audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial reports are free of material misstatement. The procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial reports, and the evaluation of significant accounting estimates; not including a detailed review of taxation. These procedures have been undertaken to form an opinion as to whether in all material respects, the financial reports are presented fairly in accordance with the requirements of the Association's Constitution so as to present a view of the Association which is consistent with my understanding of its financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

In my opinion, the financial reports of FINANCIAL COUNSELLORS' ASSOCIATION OF NEW SOUTH WALES INC present fairly the financial position of the organisation and the result of its operation as at 30 June 17 in accordance with the accounting policies described in Note 1 to the financial reports.



D A BEDDOE
#9200067

FINANCIAL COUNSELLORS' ASSOCIATION OF NSW INC

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017

| | <u>2017</u> | <u>2016</u> |
|------------------------------------|----------------------|----------------------|
| ACCUMULATED FUNDS AS AT 01 JULY 16 | \$ 686,642.39 | \$ 871,826.64 |
| ADD: RESULT FOR THE PERIOD | \$ 72,931.99 | \$ (185,184.25) |
| | <u>\$ 759,574.38</u> | <u>\$ 686,642.39</u> |

THESE FUNDS ARE REPRESENTED BY:

CURRENT ASSETS

| | | |
|---------------------|---------------|---------------|
| BOND ON PREMISES | \$ 6,619.29 | \$ 6,619.29 |
| OPERATING ACCOUNTS | \$ 241,629.75 | \$ 61,087.41 |
| INVESTMENT ACCOUNTS | \$ 583,803.49 | \$ 620,263.32 |
| PETTY CASH | \$ 218.05 | \$ 1,065.80 |
| PREPAYMENTS | \$ 23,759.02 | \$ 23,619.42 |
| TRADE DEBTORS | \$ 7,763.00 | \$ 37,768.00 |

TOTAL CURRENT ASSETS

\$ 863,792.60 \$ 750,423.24

CURRENT LIABILITIES

| | | |
|-----------------------------------|--------------|--------------|
| ACCRUED EXPENSES | \$ 3,122.73 | \$ 7,568.32 |
| ANNUAL LEAVE PROVISION | \$ 10,726.23 | \$ 2,916.27 |
| AUDIT FEE PAYABLE | \$ 5,000.00 | \$ 5,000.00 |
| CONFERENCE FEES IN ADVANCE | \$ 7,261.84 | \$ - |
| CONFERENCE SPONSORSHIP IN ADVANCE | \$ 50,545.44 | \$ - |
| CREDIT CARD PAYABLE | \$ 3,233.95 | \$ 1,578.64 |
| FUNDS IN ADVANCE | \$ - | \$ 9,100.00 |
| GST PAYABLE | \$ 3,682.24 | \$ 808.26 |
| MEMBERSHIP FEES IN ADVANCE | \$ 13,570.11 | \$ 7,126.24 |
| PAYG PAYABLE | \$ 2,738.00 | \$ 4,620.00 |
| SUPERANNUATION PAYABLE | \$ 4,337.68 | \$ 10,063.12 |
| TRAINING FEES IN ADVANCE | \$ - | \$ 15,000.00 |

TOTAL CURRENT LIABILITIES

\$ 104,218.22 \$ 63,780.85

ACCUMULATED FUNDS AS ABOVE

\$ 759,574.38 \$ 686,642.39

FINANCIAL COUNSELLORS' ASSOCIATION OF NSW INC

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2017

| | <u>2017</u> | <u>2016</u> |
|--|--------------------------|--------------------------|
| INCOME | | |
| CONFERENCE FEES & SPONSORSHIP | \$ 143,753.60 | \$ 120,448.30 |
| DONATIONS (NORWEST LINCS) | \$ 48,500.00 | \$ - |
| GRANTS - OFFICE OF FAIR TRADING | \$ 346,153.32 | \$ 334,615.63 |
| GRANTS - RGT | \$ - | \$ 11,000.00 |
| INTEREST | \$ 14,144.88 | \$ 22,767.11 |
| MEMBERSHIP FEES | \$ 26,663.01 | \$ 23,045.41 |
| OTHER FUNDING | \$ 9,100.00 | \$ - |
| PROJECT INCOME | \$ 10,000.00 | \$ - |
| TRAINING FEES | \$ 15,200.00 | \$ 37,600.00 |
| TOTAL INCOME FOR PERIOD | \$ 613,514.81 | \$ 549,476.45 |
| OPERATING EXPENDITURE | | |
| ADMINISTRATIVE & LEGAL FEES | \$ 3,568.00 | \$ 13,818.34 |
| AMENITIES | \$ 2,317.08 | \$ 2,246.84 |
| AUDIT FEES | \$ 5,000.00 | \$ 5,000.00 |
| BANK FEES | \$ 1,670.95 | \$ 1,522.03 |
| CLEANING, REPAIRS & MAINTENANCE | \$ 2,624.00 | \$ 5,434.34 |
| COMPUTER, SOFTWARE & IT EXPENSES | \$ 9,510.94 | \$ 8,548.84 |
| COURIER & FREIGHT | \$ 148.24 | \$ 260.95 |
| ELECTRICITY | \$ 2,484.46 | \$ 3,157.43 |
| EXECUTIVE COMMITTEE EXPENSES | \$ 18,521.79 | \$ 19,913.50 |
| EXECUTIVE OFFICER EXPENSES | \$ 3,066.48 | \$ 6,410.71 |
| FUNCTIONS | \$ - | \$ 2,092.27 |
| INSURANCE | \$ 8,505.95 | \$ 7,825.30 |
| OFFICE EQUIPMENT | \$ 1,501.29 | \$ - |
| OFFICE EXPENSES | \$ 1,754.46 | \$ 5,814.20 |
| POSTAGE | \$ 1,437.47 | \$ 1,685.19 |
| PRINTING & STATIONERY | \$ 8,441.96 | \$ 13,423.39 |
| RENT | \$ 38,745.23 | \$ 66,942.12 |
| SPONSORSHIPS | \$ - | \$ 523.53 |
| STAFF ACCOMMODATION & TRAVEL | \$ 4,932.51 | \$ 9,716.89 |
| SUBSCRIPTIONS & MEMBERSHIPS | \$ 545.45 | \$ 1,309.09 |
| SUNDRY EXPENSES | \$ - | \$ (639.85) |
| TELEPHONE & INTERNET | \$ 7,157.10 | \$ 8,123.95 |
| TOTAL OPERATING EXPENSES FOR PERIOD | \$ 121,933.36 | \$ 183,129.06 |

PROGRAM EXPENDITURE

| | | |
|----------------------|---------------|--------------|
| CONFERENCE COSTS | \$ 115,729.64 | \$ 71,819.24 |
| CATERING | \$ 3,336.01 | \$ 1,056.31 |
| PROJECT EXPENSES | \$ 2,877.27 | \$ - |
| RESOURCE DEVELOPMENT | \$ 263.64 | \$ 4,680.00 |
| TRAINING COSTS | \$ 63,166.55 | \$ 94,003.52 |
| WEBSITE DEVELOPMENT | \$ 2,035.17 | \$ 1,040.00 |

TOTAL PROGRAM EXPENSES FOR PERIOD

\$ 187,408.28 \$ 172,599.07

WAGES EXPENDITURE

| | | |
|------------------------------|---------------|---------------|
| ANNUAL LEAVE PROVISION | \$ 7,809.96 | \$ (6,955.66) |
| FIRST AID ALLOWANCE | \$ 588.24 | \$ 716.96 |
| RECRUITMENT | \$ 385.00 | \$ - |
| REDUNDANCY COSTS | \$ - | \$ 3,100.00 |
| STAFF TRAINING & DEVELOPMENT | \$ 1,603.00 | \$ 1,221.64 |
| SUPERANNUATION (CONTRACTORS) | \$ 4,377.85 | \$ 6,642.08 |
| SUPERANNUATION (EMPLOYEES) | \$ 18,177.99 | \$ 27,906.38 |
| TEMPORARY AGENCY STAFF | \$ 6,093.90 | \$ - |
| TRAVEL ALLOWANCE | \$ - | \$ 1,342.61 |
| WAGES & SALARIES | \$ 190,758.86 | \$ 343,787.40 |
| WORKERS COMPENSATION | \$ 1,446.38 | \$ 1,171.16 |

TOTAL WAGES EXPENDITURE FOR PERIOD

\$ 231,241.18 \$ 378,932.57

TOTAL EXPENSES FOR PERIOD

\$ 540,582.82 \$ 734,660.70

RESULT TRANSFERRED TO ACCUMULATED FUNDS

\$ 72,931.99 \$ (185,184.25)

**Notes to the Financial Reports
For the Year ended 30 June 2017**

Note 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

- a) This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Association's Incorporation Act (NSW). The Committee has determined that the Association is not a reporting entity as it is unlikely that there are users that are unable to command the preparation of reports tailored so as to satisfy all of their information needs.
- b) The Committee has determined that the organisation is a non-profit community service organisation and as such is not liable to pay income tax under current income tax legislation.
- c) The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act (NSW) and the following Australian Accounting Standards: AASB1031 Materiality. The Committee has determined that no other Accounting Standards, International Financial Reporting Standards or other authoritative pronouncements are to be applied.
- d) The Committee has provided the following as Payments to Members or Related Parties for 2016-17:

| | |
|--------------------|------------------|
| Lynette Brailey | \$ 3,600 |
| Muriel Buckeridge | \$ 13,541 |
| Sumayya Chota | \$ 23,790 |
| Philip Hilder | \$ 5,250 |
| Lifeline Macarther | \$ 350 |
| Gabrielle Locke | \$ 416 |
| Therese Slan | \$ 1,550 |
| Betty Weule | \$ 2,828 |
| Total Payments | <u>\$ 51,325</u> |



FINANCIAL COUNSELLORS'
ASSOCIATION OF NSW INC

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