

CULTUREATWORK

(a company limited by guarantee)

ABN 91 135 539 963

Annual Report
30 June 2016

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The Financial statements were authorised for issue by the directors on 20 October 2016. The directors have the power to amend and reissue the financial statements.

Corporate Information

Culture at Work

Directors

B Milthorpe (Chair)

S Ryan

A Bartlett

M Grosser

S Flanagan

L Rowell (appointed 04/09/2015)

Company secretary

A Bartlett

Registered office and principal place of business

6-8 Scott Street

Pymont NSW 2009

Assurance practitioner

Ernst & Young

Directors' Report

Your directors submit the financial report on the company for the year ended 30 June 2016.

Directors

The names of the directors in office during the year until the date of this report are:

	Date appointed	Date of cessation	Number of meetings attended	Number of meetings held during the time the director held office during the period
B Milthorpe (Chair)	02 Sep 13		7	8
S Ryan	09 Apr 09		8	8
A Bartlett	03 Aug 10		7	8
M Grosser	07 May 14		6	8
S Flanagan	25 Aug 14		8	8
L Rowell	04 Sep 15		7	7

Details of directors' qualifications, experience and special responsibilities can be found on pages 3 to 4 of this report.

Principal activities & Strategy & Current & Long Term Objectives

The company's principal activities during the period were to develop and collaborate on research projects with artists, scientists and science, schools and other organisations.

There were no significant changes in the nature of the activities of the company during the year however CULTURE AT WORK was listed as 7th most innovative not for profit charity in Australia on the Give Easy 2016 Innovation Index supporting the work that the organisation has delivered in the creative industries sector. The focus on increased artist residencies has continued to attract artists working in the innovation and interdisciplinary space to CULTURE AT WORK and links with scientists and universities. Interest from the public collaborators and new stakeholders has continued to grow this financial year. A business modelling strategy is in place.

CULTURE AT WORK continues to strive to develop the next generation of creative thinkers through collaboration with artists and scientists. Through increased residencies, workshops and programming CULTURE AT WORK plans to continue the momentum in furthering our mission to inspire future generations of creative thinkers through art, science and technology.

Research Committee

The CULTURE AT WORK Research Committee members include Professor Trevor Bird, former Chief Head Scientist ICT, CSIRO; Sherryl Ryan Artist, Founder and CEO, Director of CULTURE AT WORK, BED, BFA, PGFA, MA Education UNSW, Dr Lee-Anne Hall Director of the Penrith Regional Gallery former lecturer at Sydney University in Museum studies, currently a casual lecturer in Post Graduate Arts Management at UTS in the School of Business and Dr Julie Brook, a lecturer in painting at ANU and practising artist.

Information on directors

Bruce Milthorpe

Experience

Professor Milthorpe is the Dean, Faculty of Science at the University of Technology Sydney since late 2008. He has 30 years' experience in biomedical engineering, and 15 years senior leadership in tertiary education. He is chair of the Board for Culture at Work and is also a director at the Sydney Institute of Marine Science, an Editorial Board member for the International Journal of Biomaterials and the Journal Materials Science: Materials in Medicine. In 2004 he was elected a Fellow Biomaterials Science and Engineering, and in 2014 he was elected as a Fellow of the Royal Society New South Wales.

Qualifications

BA(Hons 1), PhD, GradDipHEd. FBSE, GAICD, FRSN

Special Responsibilities

Chair

Sherryl Ryan

Experience

Sherryl Ryan is an Artist the Founder of Culture at Work. She has Post Graduate degrees in both fine art and a Masters of Education and has developed a research interest in Vygotsky; the relationship between artistic practice and science; creativity in thinking and learning; and collaborations with artists and scientists. Sherryl has worked on projects with many arts organisations over the past 20 years including the Australia Council for the Arts, Museum of Contemporary Art, Australian Network for Art and Technology, The Performance Space, Object: Australian Centre for Craft and Design, and as Deputy Coordinator of an ASISTM research grant project, IdEAS [Interdisciplinary Enrichment Art and Science] with Professor Karen Rogers, GERRIC UNSW, The Australian Museum, Object, The Powerhouse Museum and the CSIRO. She worked part-time at the Art Gallery of New South Wales for ten years as Education Officer and developing programs such as Artside-in! an outreach program for disadvantaged secondary students, The Da Vinci HOT art Project for gifted and talented children, Manioo an Indigenous program supported by a Telstra Foundation Community Cultural Development grant. Sherryl also created Cultivate Object Gallery's outreach education program for disadvantaged inner city schools. Sherryl is the Vice President of the Pymont Ultimo Chamber of Commerce, and a Casual Lecturer at UTS The Art & Entertainment Industries in the School of Business.

Qualifications

MPhil Sydney University, Faculty of Social Work and current student. Thesis Creative processes of artists and Scientists.

Masters of Education University of New South Wales, 2001-2004 Post Graduate Dip Fine Art, University of New South Wales 1989 BFA, RMIT Melbourne (Painting) Completed 2nd year 1985 - 1988

Bachelor of Education Secondary (4yrs) Visual Art, Rusden State Victoria College, 1980-1984

Special Responsibilities

Member Research Committee, CEO, Founder

Ann Bartlett

Experience

Ann has worked in marketing for many years at both Tourism Victoria and Tourism Australia, travelling widely throughout Australia. Her responsibilities included the development and implementation of marketing strategies; compilation and analysis of marketing and financial reports; staff supervision, recruitment and training. Other responsibilities have included the research, writing, and editing of marketing resources - including publications and web site content. Ann has more than 30 years experience in small business including start-up, day-to-day office management and the management of staff and finances. She currently works part time in small business management. Ann has completed a Masters degree in Economics at Sydney University - writing a thesis on corporate social responsibility. Ann is currently enrolled in a Japanese language program at the University of New England.

Qualifications

Master of Economics (Social Sciences), University of Sydney 2002

Special Responsibilities

Secretary

**Mark
Grosser**

Experience

Mark has over 15 years experience delivering ERP and product-based projects with significant experience with the medical industry. He is currently the Managing Director of Proton Technologies which provide IT and product development services covering a range of technologies. Mark is also CEO of OnQue Digital, a highly innovative digital marketing company. Mark is a director of Horizon Inventory, Strategic Care and Aimtech.

Qualifications

Bachelor of Engineering/Bachelor of Business, Queensland University of Technology

**Stacy
Flanagan**

Experience

Stacy Flanagan was appointed the Board Treasurer of Culture at Work on 26 August 2014. She has over 10 years' experience in audit services with the big 4 accounting firms in both the UK and Australia. Stacy also has a number of years' experience working in the Not-for-profit sector with two large Catholic Health organisations. Stacy also volunteers at an Out of Home Care Residential Care Service for 14-18 year olds based in Sydney's Inner West.

Qualifications

Fellow of Institute of Chartered Accountants in England and Wales

Bachelor of Science – Aston University, Birmingham, United Kingdom

Special Responsibilities

Treasurer

Liz Rowell

Experience

Liz Rowell was appointed to the Board of Culture at Work on 4 September 2015. Liz is the founder and CEO of Red Ark, with a background in advertising and marketing across multinational and independent agencies in Sydney and London. Liz is a non-executive Director of the Quest for Life Foundation and member of the Development Board for The Concourse Performing Arts Centre, Chatswood. Red Ark has undertaken pro bono work for number of philanthropic and cultural organisations including the Art Gallery Society, NSW, The Australian Photographic Centre and Mindd Foundation. Liz is also a member of Mentor Central, mentoring young(er) women in the marketing field.

Qualifications

BA Hons – Sydney University

Graduate Certificate in Business – Sydney University

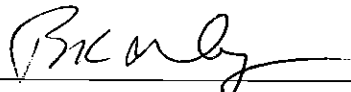
Auditor's independence declaration

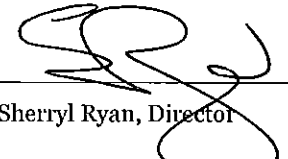
A copy of the auditor's independence declaration as required under subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012 is set out on page 5.

Members' guarantee

The guarantee of members in the event of the winding up of the company is limited to \$10 per member. At 30 June 2016 there was 1 member representing a total guarantee of \$10 (2015: 1 member for a total guarantee of \$10).

Signed in accordance with a resolution of the directors


Bruce Milthorpe, Chair


Sherryl Ryan, Director

20 October 2016



Building a better
working world

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Auditor's Independence Declaration to the Directors of Culture at Work

In relation to our audit of the financial report of Culture at Work for the financial year ended 30 June 2016, and in accordance with the requirements of Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of the *Australian Charities and Not-for profits Commission Act 2012* or any applicable code of professional conduct.

Ernst & Young

Darren Handley-Greaves
Partner
20 October 2016

Statement of Profit and Loss and Other Comprehensive Income

*for the year ended 30 June 2016
Culture at Work*

		2016	2015
	Note	\$	\$
Revenue	3	42,678	104,108
Amortisation expense	6	(962)	(917)
Depreciation expense	7	(363)	(1,755)
Direct project expenses		(23,853)	(14,178)
Facilities expenses		(12,653)	(12,628)
Operating and administration expenses		(30,050)	(33,790)
NET SURPLUS/(DEFICIT)		(25,203)	40,840
Other Comprehensive Income		-	-
TOTAL COMPREHENSIVE INCOME/(LOSS)		(25,203)	40,840

The above Statement of Profit and Loss and Other Comprehensive Income should be read in conjunction with the accompanying notes.

Statement of Financial Position

As at 30 June 2016
Culture at Work

	Note	2016 \$	2015 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	23,229	50,783
Trade and other receivables	5	220	1,677
Prepayments		847	964
		-----	-----
Total current assets		24,296	53,424
		-----	-----
Non-Current assets			
Intangible assets	6	1,721	2,583
Plant and equipment	7	77	290
Financial assets	8	2,750	2,750
		-----	-----
Total non-current assets		4,548	5,623
		-----	-----
TOTAL ASSETS		28,844	59,047
		=====	=====
LIABILITIES			
Current liabilities			
Trade and other payables	9	1,295	6,295
		-----	-----
TOTAL LIABILITIES		1,295	6,295
		=====	=====
NET ASSETS		27,549	52,752
		=====	=====
EQUITY			
Accumulated funds		27,549	52,752
		=====	=====

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

Statement of Changes in Equity

for the year ended 30 June 2016
Culture at Work

	2016	2015
	\$	\$
Balance at 1 July	52,752	11,912
Net (deficit)/surplus for the year	(25,203)	40,840
	-----	-----
Balance at 30 June	27,549	52,752
	=====	=====

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Statement of Cash Flows

for the year ended 30 June 2016
Culture at Work

	Note	2016 \$	2015 \$
Cash flows from operating activities			
Donations received		18,592	17,863
Grants received		6,500	65,818
Other revenue		19,160	19,721
Other suppliers		(71,556)	(55,636)
		-----	-----
Net cash (used in)/provided by operating activities		(27,304)	47,766
Cash flows from investing activities			
Payment for plant and equipment		(250)	(643)
		-----	-----
Net cash used in investing activities		(250)	(643)
		-----	-----
Net (decrease)/increase in cash and cash equivalents held		(27,554)	47,123
Cash and cash equivalents at beginning of the financial year		50,783	3,660
		-----	-----
Cash and cash equivalents at the end of the financial year		23,229	50,783
		=====	=====

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

Notes to the Financial Statements

for the year ended 30 June 2016
Culture at Work

1. Corporate information

The financial report of Culture at Work for the year ended 30 June 2016 was authorised for issue in accordance with a resolution of the Directors. Culture at Work is a company limited by guarantee, incorporated and domiciled in Australia. The nature of the operations and principal activities of the company are described in the Directors' Report.

The financial report is a Tier 2 general purpose financial report that has been prepared in accordance with Australian Accounting Standards Reduced Disclosure Requirements (AASB-RDRs) (including Australian Accounting Interpretations) adopted by the Australian Accounting Standards Board (AASB) and the Australian Charities and Not-for-profits Commission Act 2012.

2. Summary of significant accounting policies

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

(a) Basis of preparation

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. The financial report has been presented in Australian dollars.

(b) Significant accounting judgements, estimates and assumptions

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and other various factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

(c) Revenue recognition

Revenue is recognised when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Donations and Grants

Donations and grants are recognised when received.

Artist in residency levy

Levies collected from artists in residency are recognised when received or receivable.

Notes to the Financial Statements (Continued)

for the year ended 30 June 2016

Culture at Work

(c) Revenue recognition (cont'd)

Workshops

Revenue from workshops are recognised when the workshops are conducted.

Interest income

Interest income is recognised as it accrues using the effective interest method.

(d) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with the use of resources.

Fundraising costs are those incurred on seeking voluntary contributions by donation and fundraising events and do not include costs of disseminating information relating to the activities carried on by the company.

(e) Cash and cash equivalents

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

(f) Trade receivables

Trade receivables are recognised and carried at original invoice amount less allowance for doubtful receivables.

Trade receivables are due for settlement no more than 30 days from the date of recognition.

Collectability of trade receivables is reviewed on an ongoing basis. Receivables which are known to be uncollectible are written off. An allowance for doubtful receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the allowance is recognised in the statement of comprehensive income.

(g) Intangibles

Website, Trademarks and Software

Website, trademarks and software are stated at historical cost less accumulated amortisation and any impairment losses. They are recognised as assets and are amortised using the straight-line method over their estimated useful life (not more than four years).

Notes to the Financial Statements (Continued)

for the year ended 30 June 2016

Culture at Work

(h) Plant and equipment

Plant and equipment is stated at cost less accumulated amortisation, depreciation and any accumulated impairment losses.

Any plant and equipment donated to the company or acquired for nominal cost is recognised at fair value on the date the company obtains control of the assets.

Depreciation

Items of property, plant and equipment are amortised or depreciated over their useful lives to the company commencing from the time the asset is held ready for use. Depreciation is calculated on a straight line basis over the expected useful economic lives of the assets as follows:

	2016 Years	2015 Years
Plant and equipment	2-5	2-5

Impairment

The carrying values of property, plant and equipment are reviewed for impairment at each reporting date, with the recoverable amount being estimated when events or changes in circumstances indicate that the carrying value may be impaired.

The recoverable amount of plant and equipment is the higher of fair value less costs to sell and value in use. Depreciated replacement cost is the current replacement cost of an item of plant and equipment less, where applicable, accumulated depreciation to date, calculated on the basis of such cost.

Impairment exists when the carrying value of an asset exceeds its estimated recoverable amount. The asset is then written down to its recoverable amount. Impairment losses are recognised in the statement of comprehensive income.

De-recognition and disposal

An item of property, plant and equipment is derecognised upon disposal, when the item is no longer used in the operations of the company or when it has no sale value. Any gain or loss arising on de-recognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the year the asset is derecognised.

(i) Trade creditors and other payables

Trade payables and other payables represent liabilities for goods and services provided to the company prior to the end of the financial period that are unpaid. These amounts are usually settled in 30 days. The notional amount of the payables is deemed to reflect fair value.

Notes to the Financial Statements (Continued)

for the year ended 30 June 2016

Culture at Work

(j) Taxation

Income tax

The company is a charitable institution for the purposes of Australian taxation legislation and is therefore exempt from income tax. This exemption has been confirmed by the Australian Taxation Office. The company holds deductible gift recipient status.

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office, in which case it is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables are recognised inclusive of GST.

The net amount of GST recoverable from or payable to the Australian Taxation Office is included as part of receivables or payables.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing or financing activities which is recoverable or payable to the Australian Taxation Office is classified as operating cash flows.

(k) Going concern

If at any time the company is unable to continue as a going concern it may be required to realise its assets and extinguish its liabilities other than in the normal course of business and in amounts different from those stated in the financial report.

Notes to the Financial Statements (Continued)

for the year ended 30 June 2016

Culture at Work

3. Revenue

	2016	2015
	\$	\$
Revenue		
Donations Received	18,592	17,863
Workshops	1,100	3,990
Fundraising	1,247	1,908
Grants - State Street	-	41,818
Grants - City of Sydney	6,500	12,000
Grants - Arts NSW	-	12,000
Levies	10,830	9,215
Interest Received	280	468
Gallery Hire	2,414	2,275
Other	1,715	2,571
Total revenue	<u>42,678</u>	<u>104,108</u>

4. Cash and cash equivalents

	2016	2015
	\$	\$
Cash at bank and on hand	23,229	50,783
	=====	=====

(a) Reconciliation to cash and cash equivalents at the end of the financial period

The above figures are reconciled to cash at the end of the financial period as shown in the cash flow statement as follows:

Balance per cash flow statement	23,229	50,783
	=====	=====

5. Trade and other receivables

	2016	2015
	\$	\$
Current		
Accounts Receivable - Customer	220	-
Sundry Debtors	-	1,677
	-----	-----
Total other current assets	220	1,677
	=====	=====

Notes to the Financial Statements (Continued)

for the year ended 30 June 2016

Culture at Work

6. Intangible assets

Website, trademark and software costs	2016	2015
	\$	\$
Cost	11,270	11,170
Accumulated amortisation	- 9,549	- 8,587
	-----	-----
Total intangibles	1,721	2,583
	=====	=====

Reconciliation

Reconciliation of the carrying amount of computer software and formation costs at the end of the period:

Carrying amount at 1 July	2583	3001
Additions	100	499
Amortisation	- 962	-917
	-----	-----
Carrying amount 30 June	1,721	2,583
	=====	=====

7. Plant and equipment

Furniture and fittings and motor vehicle	2016	2015
	\$	\$
Cost	6,424	6,274
Accumulated depreciation	- 6,347	- 5,984
	-----	-----
Total plant and equipment	77	290
	=====	=====

Reconciliations

Reconciliation of the carrying amount at the end of the year:

Carrying amount at 1 July	290	1901
Additions	150	144
Depreciation	- 363	-1755
	-----	-----
Carrying amount 30 June	77	290
	=====	=====

8. Financial assets

Non-current	2016	2015
	\$	\$
Bank guarantee	2,750	2,750
	=====	=====

Notes to the Financial Statements (Continued)

for the year ended 30 June 2016

Culture at Work

9. Trade and other payables

	2016	2015
Trade and other payables	\$	\$
Accruals	-	875
Sundry payables	-	-
GST payable	441	1,233
Trade creditors	254	3,587
Bonds	600	600
	-----	-----
Total trade and other payables	1,295	6,295
	=====	=====

Directors' Declaration

for the year ended 30 June 2016
Culture at Work

In the opinion of the directors of Culture at Work:

- (a) the financial statements and notes, as set out on pages 6 to 16 are in accordance with the *Australian Charities and Not-for-profit Commission Act 2012*, including;
 - (i) complying with Accounting Standards – Reduced Disclosure Requirements, the *Australian Charities and Not-for-profit Commission Act 2012*; and
 - (ii) giving a true and fair view of the financial position as at 30 June 2016 and of the performance for the year ended on that date.
- (b) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the board of directors.



Bruce Milthorpe
Director



Sherryl Ryan
Director

20 October 2016

Independent auditor's report to the Directors of Culture at Work

Report on the financial report

We have audited the accompanying financial report of Culture at Work (the 'registered entity'), which comprises the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' responsibility for the financial report

The directors of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal controls as the directors determine are necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we 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 judgment, 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 controls relevant to the 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 registered entity's internal controls. 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.

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

Independence

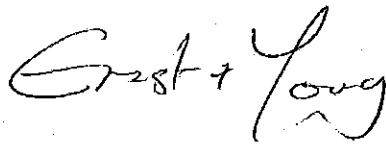
In conducting our audit we have complied with the independence requirements of the *Australian Charities and Not-for-Profits Commission Act 2012*. We have given to the directors of the registered entity a written Auditor's Independence Declaration, a copy of which is included in the directors' report.

Opinion

In our opinion the financial report of Culture at Work is in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- (a) giving a true and fair view of the financial position of Culture at Work at 30 June 2016 and of its financial performance and cash flows for the year ended on that date; and

- (b) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.



Ernst & Young



Darren Handley Greaves
Partner
Sydney
20 October 2016