



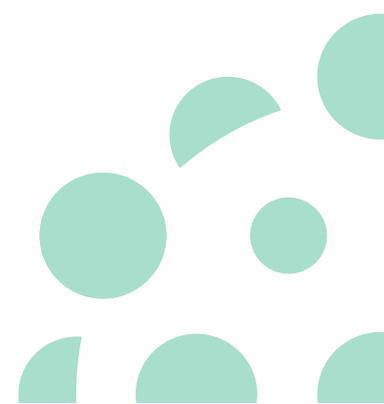
**ANNUAL REPORT  
2019/20**

JULY 2020



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## FOREWORD

The Graduate Recruit Alumni Society (GRAS) is a members' organisation of Victorian public sector graduates and alumni first established in 1998. Our volunteer Committee works with and for our community to deliver on our purpose to “undertake member development in a way that is proactive and approachable, to extend connections and encourage inclusion”.

In 2019-20, the GRAS Committee delivered significant strategic initiatives, quality events and opportunities for our community despite the challenges brought by the coronavirus pandemic. Building on the successful rebranding of GRAS in recent years, in 2019 the Committee worked hard to streamline the GRAS website and successfully integrated membership processes, events and announcements into one online space. The Committee also worked hard to streamline our processes for updating member emails as new graduates rotated across the VPS, reducing errors and improving the visibility of our Committee offerings to members throughout the year.

Our Committee members trialled new ways to connect with our members, through an increased social media presence and developing an Alumni targeted newsletter focusing on professional networking and career focused news. GRAS will continue towards providing value by meeting the needs of its members at all stages of their career.

GRAS continued to deliver a broad range of events and initiatives, while sharing exciting news and opportunities with our members in a targeted and meaningful way. In this report, the 2019-20 GRAS Executive Team detail these activities and discuss how we strived towards our vision for GRAS.



Bella Williams  
**GRAS President 2019/20**

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## Acknowledgements

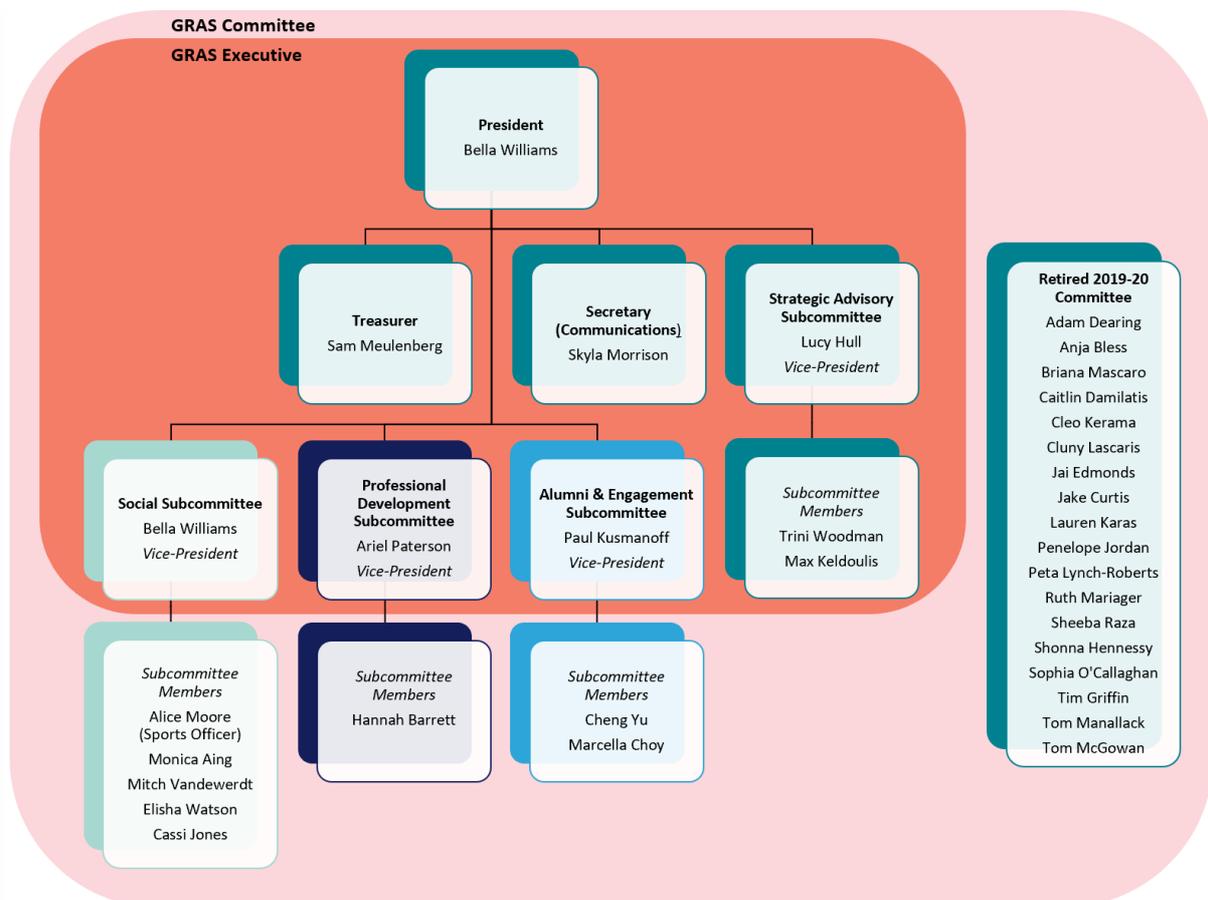
The Executive Committee would like to acknowledge the innovation, flexibility, and unwavering enthusiasm of Committee members when faced with the challenges 2019/20 has brought. The value produced in the last 12 months would not be possible without the hard work and dedication of our Committee members to support their peers.

Our fantastic committee members include Adam Dearing, Alice Moore, Anja Bless, Caitlin Damilatis, Cassie Jones, Cheng Yu, Cleo Kerama, Cluny Lascaris, Elisha Watson, Jai Edmonds, Jake Curtis, Hannah Barret, Lauren Karas, Marcella Choy, Mitch Vandewerdt, Monica Aing, Peta Lynch-Roberts, Ruth Mariager, Sheeba Raza, Shonna Hennessy, Sophia O'Callaghan, Tom Manallack and Tom McGowan.

A special thank you to **Tim Griffin**, **Penny Jordan** and **Briana Mascaro** for their tremendous efforts on the Executive team in 2019.

Lastly, we would like to thank all the GRAS members who engaged with our content – your engagement and feedback makes all the hours of work so rewarding.

## Committee Structure



## Our Vision for GRAS

At the start of 2020, our members were tested by some shocking external events. We watched as members of our families and wider community lost their homes and livelihoods in the January bushfires and later saw drastic changes to personal and professional lives as the COVID-19 pandemic swept across Victoria and the world.

GRAS provides a meeting place for graduates and alumni to come together and support each other. The trials of this year provided an opportunity to reflect on how these events pushed our Committee to be innovative and find new ways to lead community engagement and events for our members. The Committee recognised that the existing structure could not accommodate the flexibility required to respond to rapidly changing events. In response to this the Committee has revised the Charter to instil the learnings of the last few months and ensure continual improvement in our offering to our members.

We look forward to continuing this era of innovation and reflection by extending our relationships with alumni and providing value to members through organising fun, inclusive and informative social networking and personal development events.

## Creating Value for Our Members

### ENGAGING ALUMNI

#### *GRAS-O-WEEN*

On Friday November 1 we held our annual GRAS-O-Ween Party at Evie's Bar and Diner. There was a costume contest with attendees voting for their favourite costume. The GRAS-O-Ween event has always been extremely popular amongst the wider cohort and provides an opportunity for GRAS members to engage with alumni across the years. We had a great turn out of current year grads and alumni, with even a graduate supervisor attending this year.

The costume contest winners were **Paul Kusmanoff** and **Adam Dearing** (right), for dressing as a wine bottle and a zombie cowboy, respectively. Prizes included The Barefoot Investor and a potted plant (prizes treasured by any true bureaucrat). A big thank you to Paul Kusmanoff, Tim Griffin and Bella Williams for organising the event and cultivating a great range of sustainable decorations which can be used in years to come.



#### *Quarterly Alumni Newsletter*

The Committee has been busy drafting and designing a new quarterly e-newsletter in response to identifying an opportunity to improve engagement amongst alumni. The newsletter will be launched in July 2020 and will have a different style and tone to our weekly bulletin, reflecting more on the big questions of career development and providing opportunities for more structured networking for alumni. The newsletter will better connect our alumni groups and build a valued community of support and skills sharing. To this end it will feature interviews with alumni members and facilitate skill sharing sessions.

### SUPPORTING STRONG SOCIAL CONNECTIONS

One of GRAS' primary goals is to support members broaden their social connections and networks among the GRAS community. This is a core aspect of GRAS which helps members, especially current graduates, establish themselves in the VPS and form connections that will be the foundation of their personal support network and professional network.

To this end, the GRAS committee worked hard to deliver a strong social program throughout the year. These include regular GRAS events such as Friday Night Drinks (FND), a Welcome BBQ, three End of Rotation Drinks (EORD) events and an Annual Ball. Special events included GRAS picnics, a Halloween event (GRAS-o-ween) and a Snow Trip.

## Snow Trip 2019

September 2019 saw 23 GRAS members head for a weekend of 80s themed snow activities at Mt Buller. The group was a mix of seasoned skiers and boarders, some new to the slopes and others who decided that building snow angels and watching from the warmth of the cabin was more their speed. The trip coincided with the famous Mt Buller 80's snow day, where our members dressed up in their leg-warming best. **Sam Meulenberg**, an avid skier and GRAS Treasurer 2019/20, was the main reason for this trip's success.



From left to right: Tim Griffin, Cassie Jones, Lauren Karas, Lucas Jones, James Bell, Tamika Cobb, Megan Rooney, Jake Curtis

**From left to right:** Tim Griffin, Cassie Jones, Lauren Karas, Lucas Jones, James Bell, Tamika Cobb, Megan Rooney, Jake Curtis

## Annual Ball 2019

The Annual Ball was a great night at LaDiDa where GRAS booked out a function area and held a cocktail event for its members including a full canape style meal, a photobooth and live DJ. The event was well attended by over half of the 2019 cohort along with some alumni from the 2018 and 2017 cohorts. The Committee worked hard to create an inclusive event, ensuring a quiet area was set aside and value was provided through equal spending on activities, food and drinks. **Bella Williams** led the organisation of the event and was assisted by others on the Committee.



**Top Left:** Daniela Spilkin, Navaar Carr-Janif, Jess Sischy, Alice Moore, Paul Kusmanoff, Sam Meulenberg

**Top Right:** Tim Griffin, Junaid Afzal, Navaar Carr-Janif, Bella Williams, Lauran Karas

**Bottom Left:** Sara Bogle, Penny Jordan, Anja Bless, Sophia O'Callaghan, Tom Mallanack, Jake Curtis, Nikkie Geschke, Ben Carr

**Bottom Right:** Junaid Afzal, Aaron Rozario, Catherine Bone

## Welcome BBQ 2020

After a week delay due to smoke from the bushfires and scorching weather, the Welcome BBQ saw a record number of 96 attendees including 70 new GRAS members from the 2020 cohort, and a sizable presence of 2019 members who were GRAD Buddies to the new cohort. This year, the event was also open to Summer Interns who used the opportunity to talk with current graduates and learn about the program. The BBQ catered to a wide range of dietary requirements and had giant Jenga set up which provided a great opportunity to interact with others in a fun environment.

A special thanks to **Elisha Watson, Paul Kusmanoff, Cassie Jones, Tim Griffin and Tom McGowan** for helping to organise and run this event.



**From left to right:** Jessica Zhao, Monica Aing, Kiarna Sykes, Mitch Vandewerdt, Samuel Reeves, Meagan Murphy, Anna Mikolajewska

## CONNECTING IN THE FACE OF ADVERSITY

The start of 2020 was incredibly challenging for GRAS as the January bushfires and then coronavirus pandemic meant many of our usual social programs were delayed or cancelled. The Committee recognised the importance of providing opportunities for new graduates to connect with others despite physical events no longer being possible.

The GRAS Hub was the first initiative taken to provide support to our members and provided an online directory where members could recommend books, movies, podcasts, online workouts and meditations to each other. It was a great way to get to know people's interests and develop a sense of community among members.

Another success during this time was the introduction of online games nights and trivia. GRAS members were invited to a Jackbox game night which was well attended by members across cohorts as well as a trivia night organised by the Committee where teams signed up to win bragging rights and glory.

Thank you to everyone on the Committee this past year for making these excellent events happen. A special thanks to our newest recruits **Mitch Vandewerdt, Monica Aing and Alice Moore** for hitting the ground running in a pandemic and working to deliver some excellent events. We look forward to seeing the Committee continue to help our members connect with each other and form long-lasting relationships.

## PROVIDING PROFESSIONAL DEVELOPMENT OPPORTUNITIES

One of GRAS's primary goals is to provide professional development advice, events and news to the GRAS membership. In 2019-20, GRAS delivered panel events, networking coffees with experts and shared public events and advice through the GRAS weekly bulletin.

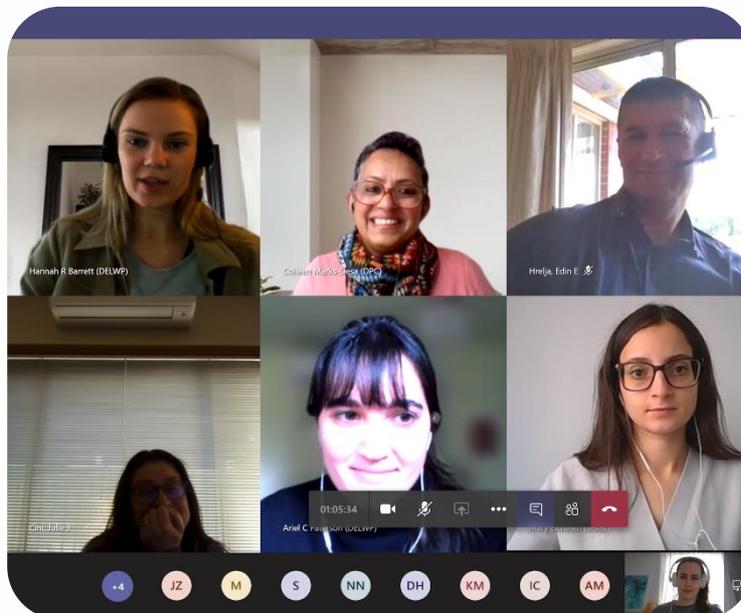
The first **HR Sticky Questions** event was held on 25 October 2019. It involved a panel of HR experts from DPC, DET, and DHHS answering HR-related questions from GRAS



HR Sticky Questions October 2019

members, using the platform Slido. The purpose was to give members the chance to ask burning questions in a safe, non-judgemental environment. Due to time constraints, not all questions asked were answered. However, the panellists were able to draw on their knowledge and career experience to thoughtfully answer questions covering a broad range of topics. Overall, the event was very well received.

**Spill the Beans** was a series of intimate events that gave GRAS members the chance to meet with experts in the public service over a hot drink in a local cafe. Each event is centred around a different area of expertise. The first Spill the Beans, which was booked out immediately, brought Pauline Kennedy to talk about climate change policy. Bela Belojevic was our guest for the second instalment, where she discussed her fascinating experience working for the United Nations. The third event, which was held on 31 January, was modified to simply be a networking coffee for anyone interested in attending the Midsumma Festival.



Given the success of the **HR Sticky Questions** event in 2019, the Committee held the event again—this time as a webinar. This gave the opportunity for the new 2020 GRAS cohort to participate. This second edition of HR Sticky Questions was held in June 2020 virtually over Microsoft Teams with four high-profile HR professionals from DTF, DPC and DET. The event received a similar number of attendees (approximately 30) as the in-person event and roughly the same number of questions (approximately 15-20).

## Communicating with Our Members

In 2019-20 the Committee coordinated the weekly bulletin, curated social media content and created targeted communications campaigns. In addition to this the two standout achievements of the year were enhanced event support and improved utilisation of existing digital platforms.

To enhance event support, the Committee created event management processes and templates to guide subcommittee members. Assigning a Communications Officer to each subcommittee meant every event had tailored communications support. This supported event managers to project manage early which increased the quality of event campaigns and decreased last minute pressures on the Communications team.

In response to the dramatic change in the VPS work environment due to COVID-19, the Committee rapidly pivoted away from a focus on physical events to supporting online events. This included scaling up content creation on Facebook which was well received by members.

### WEBSITE AND MEMBERSHIP APPLICATION PROCESS

The most outstanding achievement in improving the utilisation of GRAS' existing digital platforms was Treasurer **Sam Meulenberg**'s work on the GRAS website. Sam tirelessly persevered in testing and problem solving to create a digital system that streamlines what was previously a timely and occasionally erroneous process. Sam's effort is greatly appreciated by the Committee.

Improving from last year's rebranding and launch of [www.vpsgras.org](http://www.vpsgras.org), GRAS has expanded our capabilities and communication avenues by creating a membership access login and membership exclusive centre 'GRAS Hub'. The website has brought the membership application process into the 21st century by utilizing the membership database functions and streamlining membership applications process. The existing process was in dire need of modernisation as all membership sign-ups had to have manual input and cross at least 3 different GRAS committee members. It was also not reconcilable from member signups to cash received.

The new membership process had the following outcomes;

- utilised the GRAS website which we were aiming to gain more traction on;
- created a 'membership' section of the website which helped advertise upcoming events and initiatives at GRAS which only paid members could access;
- accepted electronic payment through Square POS terminal technology;
- potential members could sign-up in real-time without waiting for confirmation from existing GRAS committee members;
- the membership database linked to our mailing list on Mailchimp to create a centralised database; and
- was reconcilable to cash received as membership could not be granted unless payment was received in the same transaction.

This project produced heightened efficiency in our membership application process and database management and will be useful for future GRAS committee members over the coming years.

## Managing our Finance and Governance

2019-20 was a strategically focused year for GRAS, particularly for the financial and digital space of the organisation. Our vision sought to establish all the foundational requirements and systems that would ensure the organisation would be prepared for the next decade of operation.

It began as a year of return for its members with lower ticket admissions and increased budgets allocated to social events such as the GRAS Ball, Welcome BBQ, End of Rotation Drinks, Christmas in July and GRAS-O-WEEN, including the provision of assets to help run these events in future years. However, with the outbreak of coronavirus in the second half of the financial year, GRAS was forced to take drastic measures to its operating and financial plan. This saw a decrease in membership revenue and in-person engagement activity costs and an increase in investment in online game and video chatting tools. Financial statements are at end of this Report.

### **UPGRADED MEMBERSHIP APPLICATION PROCESS**

The digitalisation of the membership process highlighted above enabled tighter control over the reconciliation and reporting of membership revenue. This has been vital to the success of GRAS in FY 2019-2020 and for future GRAS committees to come. It has enabled more efficient, reliable and relevant information on membership revenue for the GRAS executive team to guide the strategic direction of the organisation.

### **HISTORICAL FINANCIAL INFORMATION AND ASSET AUDIT**

At the commencement of the year the Finance Committee undertook an overhaul of the historical financial information on hand and a complete audit of assets. From here we were able to more accurately prepare an informed budget for the FY 2019-2020 year. These initiatives spawned the creation of an excel tool which enables future GRAS finance committee members and Treasurers more easily reconcile and track spending on a frequent monthly basis. The tool is highly flexible, enabling easy generation of reports by activity or event, by time frame or by category of transaction (i.e. overhead expenses, membership revenue, fundraising, etc). It also provides a centralised place for all historical financial information to enable easy comparison across the most recent years.

### **COVID-19 RESPONSE**

With the outbreak of COVID-19 in the second half of the financial year, GRAS was forced to take drastic measures to its operating and financial plan. Firstly, membership applications dropped by approximately 18% due to the lack of in-person on-going GRAS campaigning in the first months of the 2020 VPS grads' experience. In response, we were forced to reduce our in-person activities and initiatives and thus reallocate these budgets to other areas. We began investing in online game and video chatting tools to continue engaging members throughout the pandemic response and recovery periods.

## Future Direction

With a year filled with growth and change, this year has provided the Committee opportunities to assess the future needs of our members. The desire to find new connection opportunities for members, provide development and growth opportunities for our Committee and members, and establish a positive long-lasting community is at the forefront of our future planning.

### CHARTER UPDATES

To align the Committee with these goals, updates to the Charter have been developed. Developed through a process of reflection and strategic thinking, the Committee hopes this new Charter will provide the flexibility, guidance and structure to better shape its processes and offerings in the future. A new purpose and series of goals will be outlined in this Charter, which are felt better reflect the work and niche GRAS fulfils.

The major changes include:

- updated goals and purpose statements;
- streamlining the committee structure and selection process for new committee members; and
- clarifying terms of office and conclusion of office.

### STRATEGIC PLAN

To further direct the Committee in the future, a new five-year Strategic Plan is being developed. Building on both the existing Strategic Plan and updated Charter, this document will outline the long-term concerns, approaches and outcomes the committee wishes to achieve for the future. This will be developed in consultation with the GRAS members and committee to ensure our community shapes our future. The Strategic Plan will highlight the niche GRAS fills and the steps to consolidate our offering and brand.

### OPERATIONAL PLANS

Continuing the planning theme, the Executive Committee will look to implement yearly Operational Plans detailing how to deliver the Strategic Plan each year. These Plans will direct the goals, workings and outcomes of the Committee for the year with clearly defined KPIs and reporting systems that feed directly into the Annual Report. It is important that our community continues to reflect and grow, and GRAS hopes this process will support that.

Looking to the future is always an important part of any reflection. These plans and objectives will continue to grow our diverse and vibrant community into the future.

## Financial Statements

**FIGURE A: CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**

For the 13 months ending 30 June 2020			
	Notes	1 June 2018 - 31 May 2019	1 June 2019 - 30 June 2020
	2a	\$	\$
<b>Income</b>			
Membership Fees		2,805	2,371
Ball Tickets		7,488	5,288
End of Rotation Drinks Tickets	2e	1,995	583
Fundraising - Chocolates		1,955	225
Consolidated Revenue		1,645	-
Snow Trip Tickets		-	8,308
VMIA Refund	2f	-	150
<b>Total income</b>		<b>15,889</b>	<b>16,925</b>
<b>Expenses</b>			
Ball Expenses		(7,716)	(5,440)
End of Rotation Drinks Expenses	2e	(1,861)	(929)
Fees and Charges	2g	(207)	(41)
Footy Tipping Competition		-	(85)
Fundraising - Chocolates Expenses		(1,770)	-
General and Administrative Expenses	2h	(123)	(136)
GRAS 20-year event		(802)	-
Other Social Event Expenses	2i	(432)	(754)
Professional Development Events		(245)	(39)
Rebranding		(3,005)	-
Snow Trip Package Expenses		-	(7,932)
Website and G Suite		(206)	(370)
Welcome BBQ Expenses		(828)	(1,375)
<b>Total expenses</b>		<b>(17,195)</b>	<b>(17,100)</b>
<b>Surplus / (Deficit) before income tax</b>		<b>(1,307)</b>	<b>(175)</b>
Income Tax Expense		-	-
<b>Surplus / (Deficit) for the year</b>		<b>(1,307)</b>	<b>(175)</b>
Other comprehensive income		-	-
<b>Other comprehensive income for the period, net of income tax</b>		<b>-</b>	<b>-</b>
<b>Total comprehensive income / (loss) for the period</b>		<b>(1,307)</b>	<b>(175)</b>

**FIGURE B: CONSOLIDATED STATEMENT OF FINANCIAL POSITION**

<b>As at 30 June 2020</b>			
	<b>Notes</b>	<b>1 June 2018 - 31 May 2019</b>	<b>1 June 2019 - 30 June 2020</b>
	<b>2a</b>	<b>\$</b>	<b>\$</b>
<b>Assets</b>			
<b>Current</b>			
Cash at bank		6,426	6,550
Cash on hand		300	-
Trade and other receivables		-	-
Inventories		-	-
<b>Current Assets</b>		<b>6,726</b>	<b>6,550</b>
<b>Non-current</b>			
Trade and other receivables		-	-
Property, plant and equipment		-	-
Intangible assets		-	-
<b>Non-Current Assets</b>		<b>-</b>	<b>-</b>
<b>Total assets</b>		<b>6,726</b>	<b>6,550</b>
<b>Liabilities</b>			
<b>Current</b>			
Trade and other payables		-	-
Provisions		-	-
Borrowings		-	-
<b>Current liabilities</b>		<b>-</b>	<b>-</b>
<b>Non-current</b>			
Provisions		-	-
<b>Non-current liabilities</b>		<b>-</b>	<b>-</b>
<b>Total liabilities</b>		<b>-</b>	<b>-</b>
<b>Net assets</b>		<b>6,726</b>	<b>6,550</b>
<b>Equity</b>			
Reserves		-	-
Retained earnings		6,726	6,550
<b>Total equity</b>		<b>6,726</b>	<b>6,550</b>

**FIGURE C: CONSOLIDATED STATEMENT OF CHANGES IN EQUITY**

<b>For the 13 months ending 30 June 2020</b>				
	<b>Notes</b>	<b>Reserves</b>	<b>Retained earnings</b>	<b>Total equity</b>
	<b>2a</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Balance at 1 June 2019</b>		-	<b>6,726</b>	<b>6,726</b>
Profit for the year		-	(175)	(175)
Other comprehensive income		-	-	-
Total comprehensive income for the year			(175)	(175)
<b>Balance at 30 June 2020</b>		-	<b>6,550</b>	<b>6,550</b>

**FIGURE D: CONSOLIDATED STATEMENT OF CASH FLOWS**

<b>For the 13 months ending 30 June 2020</b>			
	<b>Notes</b>	<b>1 June 2018 - 31 May 2019</b>	<b>1 June 2019 - 30 June 2020</b>
	<b>2a, 4</b>	<b>\$</b>	<b>\$</b>
<b>Operating services</b>			
Receipts from:			
Membership Fees		2,805	2,371
Ball Tickets		7,488	5,288
End of Rotation Drinks Tickets	<b>2e</b>	1,995	583
Fundraising - Chocolates		1,955	225
Consolidated Revenue		1,645	-
Snow Trip Tickets		-	8,308
VMIA Refund	<b>2f</b>	-	150
Payments to:			
Ball Expenses		(7,716)	(5,440)
End of Rotation Drinks Expenses	<b>2e</b>	(1,861)	(929)
Fees and Charges	<b>2g</b>	(207)	(41)
Footy Tipping Competition		-	(85)
Fundraising - Chocolates Expenses		(1,770)	-
General and Administrative Expenses	<b>2h</b>	(123)	(136)
GRAS 20-year event		(802)	-
Other Social Event Expenses	<b>2i</b>	(432)	(754)
Professional Development Events		(245)	(39)
Rebranding		(3,005)	-
Snow Trip Package Expenses		-	(7,932)
Website and G Suite		(206)	(370)
Welcome BBQ Expenses		(828)	(1,375)
<b>Net cash provided by operating activities</b>		<b>(1,307)</b>	<b>(175)</b>
<b>Investing activities</b>			
Proceeds from petty cash deposit		-	300
Purchase of property, plant and equipment		-	-
Proceeds from disposals of property, plant and equipment		-	-
<b>Net cash provided by / (used in) investing activities</b>		<b>-</b>	<b>300</b>
<b>Financing activities</b>			
Proceeds from bank loans		-	-
Repayment of bank loans		-	-
<b>Net cash from / (used in) financing activities</b>		<b>-</b>	<b>-</b>
Net change in cash and cash equivalents		(1,307)	125
Cash and cash equivalents, beginning of year		7,733	6,426
<b>Cash and cash equivalents, end of year</b>	<b>8</b>	<b>6,426</b>	<b>6,551</b>

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

### 1. Statement of significant accounting policies

#### a. Statement of compliance

The committee has determined that the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements. The financial report is a special purpose financial report which has been prepared in order to satisfy the financial reporting requirements of the *Associations Incorporation Reform Act 2012*.

These financial statements have been prepared in accordance with following Australian Accounting Standards:

AASB 101	Presentation of Financial Statements
AASB 107	Statement of Cash Flows
AASB 108 and Errors	Accounting Policies, Changes in Accounting Estimates
AASB 1031	Materiality
AASB 1048	Interpretation of Standards
AASB 1054	Australian Additional Disclosures

#### b. Basis of measurement

The financial statements have been prepared on an accrual basis and are based on historical cost and do not take into account changing money values except where specifically stated.

### 2. Statement of significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements.

#### a. Financial Year

Year inclusive of 1 extra month (13 months in total).

#### b. Income tax

The association is a not-for-profit organisation and is exempt from income tax under section 50-45 of the *Income Tax Assessment Act 1997*.

#### c. 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 these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are presented in the statement of cash flows on a gross basis, except for the GST components of investing and financing activities, which are disclosed as operating cash flows.

**d. Revenue**

Revenue is measured at the fair value of the consideration received or receivable. Membership fee income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

**e. End of Rotation Drinks (EORD)**

Only includes EORD 2 and 3. EORD 1 usually held in May/June did not occur due to coronavirus social distancing restrictions.

**f. VMIA Refund**

Refund of VMIA (Insurance) from previous financial year.

**g. Fees and Charges**

Includes Square transaction fees and international transaction fees.

**h. General and Administrative Expenses**

Includes general committee running expenses and annual CAV registration fees.

**i. Other Social Event Expenses**

Inclusive of Xmas in July, GRAS-O-WEEN, XMAS Special expenses and online games and video chatting tools in response to coronavirus social distancing requirements.

**3. Related Parties**

There were no related party transactions conducted during the year.

**4. Consolidated Statement of Cash Flows**

Ending balance illustrates a \$1 rounding difference from the bank balance of \$6,550 at 30 June 2020.



**Graduate Recruit Alumni Society Inc.**  
**2020**  
**V1**