

ANNUAL REPORT 2020

Workers' Educational Association Sydney

72 Bathurst St, Sydney
www.weasydney.com.au



WEA Sydney's Mission

WEA Sydney is a voluntary, independent, not-for-profit adult education organisation. Our mission is to provide adults with stimulating and varied educational activities which develop their knowledge, understanding and skills.

Within our program we place special emphasis on providing opportunities for the serious and objective study of the arts, humanities and sciences.

We are committed to:

- Maintaining excellence in all aspects of our work
- Encouraging students to participate in their own education and in WEA's democratic management structure
- Facilitating access for all who seek to take part in our activities

We believe that WEA activities are of value to individuals both in their personal life and in their role as citizens in a democratic society.

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From the President

This year brought many challenges for WEA revolving around COVID-19. Once the virus arrived in Australia we took the decision to cancel all our face to face classes to protect our tutors, students and staff. This occurred on 18 March 2020. We then put as many courses as we could on-line using the Zoom format.

This initiative proved to be successful. Not all of our tutors or students chose to use the on- line format but a great number did. In fact our enrolments numbers held up very well to the point where our revenue from courses this year reached almost 80 percent of our course revenue for the previous year when our classes were all face to face.

Despite the virus and the resulting lockdowns, WEA continued to provide quality courses to students across Sydney, as well as to some students residing outside Sydney and overseas. This is a credit to our staff and to the tutors who participated in our on-line program. And of course to our loyal students.

Our rental income has however suffered. Overseas students were not able to travel back to Australia to take the courses run by our tenants in WEA House. This has impacted on the rent we receive from the tenants which we were required to reduce under the State Government's COVID-19 rental code.

Nevertheless the virus has presented some unexpected opportunities for WEA. Given the success of putting our courses on-line we are currently developing a permanent on-line program designed to reach students who live outside Sydney. We believe this will become an important part of our course program.

With vaccines now available in Australia it is hoped that we can get back to more face to face classes later in the year. Nevertheless we are likely to suffer some hangover from the virus throughout 2021 with our rental income continuing to struggle and our enrolment numbers not likely to reach their previous levels for a time. I would like to thank all the WEA staff, tutors and volunteers for their hard work during the year.



Murray Jewell

WEA Sydney President

president@weasydney.nsw.edu.au

Executive Director's Report

In line with many other organisations in Australia (indeed world-wide), WEA Sydney's activities and achievements in 2020 were framed by its reaction to the effect of the coronavirus COVID-19. After the resounding success of 2019, which saw enrolments maintained at the mark of 14,600, but with an increased operating surplus over the 2018 result, the Board of WEA committed the association to furthering the objectives identified in the Key Result Areas in WEA's Strategic Plan 2019-2023, in addition to increasing the financial return from its prime endeavor, the presentation of its vibrant educational program to its corpus of loyal returning students, and to new students attracted to WEA by its dedicated marketing activities. These planned priorities included the evaluation of options for the further development of WEA House with the aim of maximizing its financial return, consideration of ways to develop the skills of Board directors, examining options for developing additional income-generating activities, planning further refurbishment of areas within WEA House, and increasing quality in all activities that the WEA is involved with – including staff, course delivery, administration, financial control, volunteers, and in the maintenance of WEA House.

The onslaught of the COVID-19 pandemic, from early March onwards, caused the cessation of several of these planned activities. In essence, WEA House was closed to all classes, and the majority of staff, from 19 March onwards. The Summer program was curtailed (involving many days of detailed work in ensuring proper refunds were processed), along with the Autumn holiday program, and a significant number of main-term Autumn classes slowly transferred to online delivery. Staff and governance meetings also were moved to this online process. Negotiations with WEA's tenants took place, under government guidelines, to reach a concession-rate lease payment schedule. Control of expenditure was seen as financially important, so all capital expenditure ceased, and main program expenditure was subject to revisions, where possible. Winter and Spring terms continued as online programs, with a small number of classes returning to WEA House from October onwards, as COVID-19 isolation and social distancing requirements slowly eased. WEA owes a vast debt of thanks to its tutors for managing the transition from face-to-face tutoring within WEA classrooms, to presenting their courses via the online Zoom platform. Several WEA tutors also undertook the task of training their colleagues in Zoom, and introducing over 650 students to the platform. The year's total enrolment figures reflect the fact that not all planned or scheduled courses could however be transferred to this new platform, and also that not all of WEA's student body was willing or able to participate in online classes. However the achievement of an enrolment total of 11,567 presents an outstanding performance, duly reflected in the financial record of the year, with course fee income standing at 79% of that achieved in 2019. In addition, WEA continued to provide its outstanding service to seniors and other social security beneficiaries, with over \$160,000 in fee income foregone as concessions. Full details of WEA's educational activities follow later in this report.

WEA's ability to cope with the financial ramifications of the COVID-19 storm was aided by its participation in two Federal Government projects – JobKeeper, and the Cash Boost Stimulus. In total, WEA received \$638,800 in support from these schemes. The JobKeeper project was vital in maintaining WEA's staff levels as they stood pre-COVID, in addition to enabling tutors in such diverse areas of languages, singing, practical art and yoga to continue their teaching. WEA Sydney's financial success in 2020 also relates to the contribution made by its tenants, Lonsdale Institute and Barton International College. These colleges also suffered from the impact of the COVID-19 lockdowns, based as they are on the enrolment of international students. However, guided by the Federal Government's Code of Conduct for Landlords (based on the financial downfall suffered by so many rent-paying organisations), WEA was able to reach suitable agreements with both tenants for reduced rental payments from April onwards (covering both waived and deferred amounts), but with this smaller cash flow still assisting WEA's overall activities.

The financial result of 2020 can be seen in annual accounts (see pages 16-29), primarily the Statement of Financial Position as at 31 December 2020, the Statement of Cash Flows for the year ended 31 December 2020, and the Statement of Financial Performance for the year ended 31 December 2020. These statements present a trading/operating surplus of \$191,678, a very positive response to the challenges discussed above. WEA's cash setting at the end of the year reflected the financial flow throughout 2020, with an increase in actual cash of \$37,617, and with net assets also showing a small increase.

From April onwards, WEA's governing bodies continued their work online, including the holding of the Annual General Meeting in mid-April. The WEA Sydney Board of directors continued to receive regular reports on enrolment patterns and WEA's financial setting throughout the year, in addition to discussing a variety of topics central to WEA's operations and future development. Part of the Board's work was also passed on to the small Finance sub-committee, which also reviewed WEA's response to the problems caused by the COVID-19 setting in considerable detail, and thus served in essence as a Crisis Management team. The contribution of this

working group is gratefully acknowledged. During the absence of classes, WEA House also needed continuity of maintenance and of its essential services, noting that the setting of the building had been enhanced prior to March by the renovation of the level 1 bathrooms (levels 2 and 3 having been renovated in 2019), and the installation of dimming lights in several classrooms. By September, WEA House had been awarded COVID-safe acknowledgement by the NSW government. WEA's Board of directors displayed their vision for the return of higher level usage of WEA House into 2021 by agreeing at year-end to the restoration of the ground floor bathrooms, new fuse boxes for each floor, and the installation of a modern fire control panel, with these expenditure items to be covered by the 2021 Capital Budget.

In addition to the continuation of its full governance program, WEA also maintained its service of its membership base, with a small range of activities. WEA also continued its sponsorship of the semi-independent club, the WEA Ramblers, who had celebrated their 90th anniversary in 2019. The Ramblers' prime activity, the undertaking of walks, were also curtailed throughout the year, but in line with the return of part of WEA's educational program to WEA House, Ramblers' walks did recommence by year-end.

WEA Sydney also maintained its RTO (Registered Training Organisation) status, and this, in addition to enabling WEA to offer a small number of formally accredited courses, allows WEA to fulfil its obligations as a Deductible Gift Recipient (awarded by the Australian Tax Office in 2015), and thus remain able to pass tax benefits back to donors who contribute gifts to WEA.

In summary, WEA Sydney met the considerable challenges of 2020 with professionalism, hard work, high levels of creativity and team work, and strong management, all aided by the great loyalty and trust in the quality of its educational program shown by its students. Such loyalty is also evidence for the value that WEA brings to so many of its students' lives. Meeting the continuing challenges presented by the COVID-19 setting into 2021 will require a continuation of these qualities. The WEA Sydney Board is confident that WEA will again rise to the occasion.

I therefore commend this 2020 Annual Report to our members, and to all who support the ideals of the Workers' Educational Association, Sydney.



Michael Newton
Executive Director

Statistical Reports for 2020

2020	No. of courses	Females	Males	n/a*	Total Enrolled
Main WEA Program	926	6,972	2,457	870	10,299
IT/Training courses	106	636	258	82	976
Discussion Groups	34	236	11	45	292
TOTAL	1,006	7,844	2,726	997	11,567

Enrolments by Age and Gender

Age Group	Females	Males	n/a*	Total	Percentage
Under 20 Years	6	3	0	9	0.1%
20-29 Years	113	73	13	199	1.7%
30-39 Years	165	74	14	253	2.2%
40-49 Years	157	55	8	220	1.9%
50-59 Years	612	181	20	813	7.0%
60-69 Years	2719	734	78	3531	30.5%
70-79 Years	2700	1126	42	3868	33.4%
Greater than 79	619	256	3	878	7.6%
Not known**	753	224	819	1796	15.5%
TOTAL	7844	2726	997	11567	100%

Enrolments by Disability

Females	Males	n/a*	Total	Percentage
74	31	0	105	0.9%

Student Concessions

Females	Males	n/a*	Total	% of total enrolments	Cost of Concession
2,880	1,115	582	4,577	39.6%	\$160,064

Historical Enrolment Summary

	2015	2016	2017	2018	2019	2020
Enrolments	15,340	14,462	14,860	14,574	14,549	11,567
No of Courses	1,276	1,295	1,278	1,265	1,179	1,006
WEA Membership	1,028	943	923	819	795	612
Library Borrowings	5,520	4,123	3,983	3,098	3,368	

* n/a - M/F question not answered

** Not Known – age question not answered

Adult and Community Education Report

Introduction

2020 was perhaps the most atypical program that WEA has ever run. The outbreak of COVID 19 meant that from mid-March all classes were suspended and an online program quickly developed to replace it from April. Initially this program focused on our language classes but as the year progressed we brought on board an ever wider selection of courses, topics and tutors.

To support the transition we offered training to students and tutors in the use of Zoom. This together with the enthusiasm and commitment of our students, and the skill and professionalism of our tutors, allowed WEA to offer a sizeable and well received program in very trying circumstances, the fruits of which can be seen in the impressive figures below. Zoom training statistics are included in these enrolment summaries.

As we reached Spring term a limited number of short face to face classes were reintroduced in line with our COVID Safe Plan and these were well received by those that came into WEA house to enjoy them.

Enrolment Summary Main Program: 2020

	Enrolments
Humanities (including longer courses and one off <i>events</i>)	4,602
General Studies	1,446
Languages	4,251
Digital skills	772
VET Training	204
Total	11,275

2020 saw 8 new tutors added to the team from backgrounds in university teaching and research, as well as school teaching and specialist language teaching. We also said goodbye to Deborah Marks, our ever popular and well respected Collage Teacher, who left to take up additional classes at the National Art School.

We continue to be grateful to our wonderful team of tutors and would like to extend our thanks and appreciation to them all, particularly this year when they have embraced the challenges and opportunities of online learning with professionalism, creativity and enthusiasm.

Special Educational Activities

NSW Seniors Festival (February/March)

Once again the WEA participated actively in Seniors Week offering a range of free tasters to encourage seniors to *Discover Your Inner Creative* funded by a grant for the NSW Seniors Festival. This attracted around 150 students during the week participating in a series of free visual arts taster classes.

History Week: History: What is it good for? (September)

With the History Council of NSW we offered a session led by Kerry Barlow entitled *Who Do You Think You Are? An introduction to Family History Research*.

Science Week (August)

We offered two sessions that addressed issues raised by the 2019 bushfires: *Past Climate Changes and the Lessons They Teach* and *Natural Climate Variability and Australia's Summer from Hell*, both led by Michael Box.

George Shipp Memorial Lecture (November)

The 2020 George Shipp Memorial Lecture was given by Dr Stephen McInerney (Academic Director, Ramsey Centre) and was entitled *Are Books Good for Us?* The lecture was held via zoom and attended by over 77 people.

Discussion Group Program

WEA Sydney's Discussion Group Program is a unique educational activity which has brought study of the Humanities to many thousands of students across New South Wales. Inherited from the University of Sydney in the early 1990s, the DGP is a distance education program providing specially developed study material to small groups spread widely around NSW, but also including the suburbs of Sydney. Students join together in the DGP in groups to read, analyse, discuss and debate educational material that is mailed to them (be it books or study texts), under the guidance of a corresponding tutor. The core subjects that are studied cover topics in literature, travel writing, history, politics, philosophy, religion, poetry and drama, and each course comes with guiding notes, and set questions to aid discussion.

Well over 100 courses are available for study, written by WEA Sydney's professional and qualified tutors, and the list is annually supplemented by new courses, as indeed occurred in 2020. In line with all of WEA's activities however, the DGP was severely affected by the required measures taken to control COVID-19, especially the ban on group gatherings from April to June. Consequently, total DGP 2020 enrolments stood at only 292, down from 2019's 424. Several groups experimented with Zoom online meetings, both within their group and with their tutor, and this format may well point to the future of this distinct program.

The DGP did however continue to contribute to WEA Sydney's financial outcome in 2020, as income from enrolment fees still stood well above the costs involved in running the program. WEA Sydney's Board remained supportive of the program, endorsing several new courses to be added to the list for 2021. Forward bookings were taken before the close of the year, indicating that the appeal of the DGP will continue to its specific market, and that it should therefore continue its contribution to the Association's overall aims, in addition to helping to keep those students involved mentally alert and socially active well into the future.

WEA Sydney Tutors

WEA Sydney's tutors remain the life blood of the organisation, both for the quality of the courses that they teach, and as the WEA staff that most students connect with. WEA presents its great thanks to all of the tutors who were involved with its activities in 2020, especially those who agreed in March to transfer their forthcoming classes to an online delivery mode. The majority of these tutors went through a rigorous training program on the technicalities of Zoom teaching, and again WEA thanks those tutors involved in leading this training process: Laura Juez Cabellero, Alessandro Mariolini, Valeria Morelli and Adrian Muir. The success of WEA's 2020 can be largely attributed to their efforts.

The following tutors presented WEA classes during 2020:

Carole Adams	Cilla Campbell	Jane Donaldson
Frank Amati	Joseph Castley	Marianne Eckerstrom-Fancelli
Robert Anderson	Perry Celestino	Mireille Eid
Dennys Angove	Claudia Chambers	Ekaterina Escobar
Eran Asoulin	Judith Chant	Caroline Evans
Sharon Baker	Hanne Christensen	Gregory Flannery
Malabi Banerji	Michaela Clarkson	Behnam Fomeshi
Andrew Banks	James Collier	Robert Forgacs
Charmayne Banks	Byron Comninos	Susannah Fullerton
Kerry Barlow	John Coombs	Michael Gal
Juan Carlos Barreno	Jan Cornall	Elizabeth Gascoigne Rosa
Howard Bell	Isabella Croce	Jo Gerck
Lanning Bennett	Blandine Crouch	Christine Gietz
Julie Blair	Sara Crouch	Melissa Gilbert
Jill Blee	Liliane Cunliffe	Susanne Glover
Tatiana Bonch-Osmolovskaya	Carole Cusack	Douglas Golding
Carolina Bosenberg	Carmel Davis	Nick Gordon
Michael Box	Ed Davis	Christine Graff
Brian Brennan	Olivia De Bergerac	Olga Gramatkovski
Andy Bromberger	Susan Deas	Alison Halliday
Katherine Buckell	Ana Delgado Prieto	Anne Harbers
Ian Burnet	Pandy Dimitrios	Judy Hartshorne

Michael Hauptman
Peter Headley
Jo Henwood
Cavan Hogue
Paul Howles
Toshiko Jackson
Burkhard Jahnicke
Mie Jensen
Laura Juez Caballero
Sigrid Kaly
Sandy Killick
Judith King
Janine Kitson
Adam Koboroff
Robert Kowalski
Prakashni Krishna
Lawrence Lam
Karen Lane
Luisa Lara
Raphael Lataster
James Laughlin
Jurgen Lawrenz
Diana Levy
Suzanne MacAlister
Alessandro Mariolini
Deborah Marks
Silvia Martinez Jimeno
Walter Mason
John McBride
Virginia McGill
Stephen McInerney

Karima Mezoughem
Ian Michie
Blandine Midy Boutry
Marco Migotto
Dominique Millar
Warren Miller
Genevieve Milton
Tibor Molnar
Peter Moore
Valeria Morelli
Sally Morris
Susanne Mueller-Byrnes
Adrian Muir
Jill Murray
Masafumi Naito
Noriko Nakanishi
Gabriel Newman
Michael Newton
Leonie Norton
Fiona O'Beirne
Nicole O'Neill
Nahla O'Waisha
Kathleen Olive
Tomoko Onozuka
Toshiro Osawa
Caterina Pangallo
Alec Pemberton
Roberto Pettini

Michael Pyne
Ulrike Rehr-Dodds
Jeffrey Richardson
Eva-Britt Rogerson
Valentina Romeo
Geoffrey Samuel
Kerry Sanders
Marini Sari
Erkmen Savaskan
Rebecca Scott
Andrew Shields
Almis Simans
Judith Sleijpen
Anke Stacker
Keith Suter
Maria Teixeira-Alves
Susana Teixeira-Pinto
Oren Thaler
Sonya Thompson
John Tidmarsh
Graziella Trafeli
Silvia Tullio
Will Visconti
Anthea Von Staerck
Michael Walker
Gordon Williams
David Wilson
Elaine Witton
Jennifer Yang

WEA Library Report

Before the termination of library activities on March 17 2020, library borrowings continued their increase for both February and March, with average borrowings for March increasing by 5 borrowings a day over the previous year. In general, borrowings for this short period exceeded those for any year since 2016.

Registrations in any year are unavailable before April, owing to the longstanding library policy of recalibrating the registration record on April 1 in order for students to retain borrowing rights from the previous year until then. Unfortunately this has meant that no record of registrations for any part of 2020 can be accessed.

The closure of the library in March has provided occasion for a large-scale weeding of the collection, first in order to provide the WEA with room for an additional classroom, and second to generally rationalise the collection to make it more approachable and attractive. This weed was completed in January 2021, and resulted in the collection of 13,834 titles being reduced by 3,902, or 28%, leaving a total of 9,932 titles. The extra classroom was achieved using the Tutor Room as storage, and without any need for rental storage outside the building.

This temporary reorganisation of library space has been done in such a way as to facilitate the re-establishment of the library, when it occurs, as simply and effectively as possible.

Staff

WEA Sydney's staff are the public face of the Association to tutors, students, volunteers, and all enquirers. The productivity, professionalism and commitment of this small group of people contributes immensely to the quality of WEA Sydney's administration and its educational program. These traits were even more predominant during the COVID-19 affected year of 2020, when the majority of WEA's Sydney staff worked from late March at home. Continuity of staff is a noticeable feature, bringing appropriate corporate and industry knowledge, as well as illustrating great loyalty. The contribution of WEA's staff to the work of the Association in 2020 is therefore gratefully acknowledged.

Staff List 2020

Executive Director

Michael Newton, MA

Education Director

Kate Buckell, BA(Hons), PostGradCertEd

VET Compliance & Project Manager

Caroline Evans, AdvDipMgmt, Dip Children's Svcs, CertIV TAE40110, (part time)

Librarian

Jim Packer, BA(Hons) DipLibSc, PhD, AALIA, (part-time)

Finance Manager

Soma Gupta, BA(Econ) AdvDipAcctg (part-time)

Accounts Officer

Amelita Dimacuha (part-time)

Administration Manager

Lynda Jupp, CertIV TAE40110, CertIVBus BSB40207 (part-time)

Education Officer

James Laughlin

Enrolment Staff

Chrystal Murtagh (part-time)

Kirsten Blake (part-time)

Karen Yates (part-time)

Building Manager

Johannes Meierhofer

General Assistants

Richie Duffyanto (part-time)

Thomas Howarth (part-time)

The **WEA library** saw an evolution in its administration in 2014 with the introduction of a primary role for volunteers. The running of the library on four days of the week became the responsibility of volunteers, with the professional librarian Dr Jim Packer in attendance on one day of the week. This process continued with success throughout 2020 until the closure of the WEA library in late March, due to COVID-19 stay-at-home restrictions. **Volunteers** who contributed to library's administration prior to its closure were Lyn Bosley, Steph Brown, Ann Daly, Cheryl Fletcher, Marta Moreno, Dianne Prior, Betty Teague and Mira Zec. The WEA is grateful for the enthusiasm and skill that these volunteers brought to their task. At the end of 2020, the WEA Board decided to convert the library to a classroom for the short term, with the aim of re-opening it once COVID-19 restrictions have ceased.

WEA House

WEA House, 72 Bathurst Street, has been WEA Sydney's home since 1971 and remains the Association's major asset and one of its major sources of income. Its location close to Town Hall station and all city bus routes is an important factor in attracting students by day, evening and at weekends.

Tenants

The following tenants leased space in WEA House during 2020:

- **Level 4** Lonsdale Institute
- **Level 5** Lonsdale Institute
- **Level 6** Barton College

A major change in tenants occurred at the end of 2015, with the departure of long term tenant Kent College. After a lengthy period of negotiation with several possible clients, new tenancy agreements were reached with Lonsdale Institute and Captain Cook Institute, both educational institutions of renown and formal RTO status. Lonsdale commenced their tenancy on 1 January, 2016, to be followed by Barton International College (a subsidiary of Captain Cook Institute) in February 2016. Both colleges have use of WEA's wider facilities, including the WEA library and ground floor student lounge. After substantial negotiation, both tenants agreed to extend their leases beyond their expiry dates into 2019 and beyond. The activities of both tenants were naturally curtailed by the onslaught of COVID-19, with formal cessation of classes occurring from late March onwards. WEA's management worked with both tenants on suitable reductions in rent, based on the guidelines created by the NSW Government under the "Retail and other Commercial Leases (COVID-19) Regulation 2020".

Casual Rentals

With full-time tenants occupying all of levels 4, 5 and 6, opportunities for the casual renting of rooms in WEA House are more restricted than in previous years. Restrictions on face-to-face meetings/classes imposed by COVID-19 stay-at-home requirements also meant that room rental activity ceased in late March. Prior to this period, regular casual room rental took place with long-term clients the NSW Deaf Society, the City of Sydney Toastmasters and Public Speaking for Life. The Deaf Society was able to re-commence its usage of WEA rooms by year-end.

WEA House Infrastructure Development and Maintenance

WEA House is WEA Sydney's prime asset. WEA House was built in 1971 and has been managed and maintained on a reactive basis since construction. Through its Strategic Plan 2019-2023, WEA Sydney recognised the need to be more proactive and strategic in the management of the building and its component assets. Working with its long-term building consultants, Archerfield Capital Partners, WEA therefore commissioned the development of an Asset Management Plan (AMP) in the early part of 2019. In its final iteration, and approval by the Board of WEA Sydney in April 2019, the AMP identified two core elements of building costs – Building operation costs (the annual costs required to keep WEA House functioning and safe); and Asset Renewal costs, which listed a plan for the replacement of assets on a proactive basis as they reach the end of their useful life, standard practice in modern asset management. Plans for capital expenditure for 2020, in line with the AMP, were duly drawn up and encompassed in the Capital Budget. Several of these items were achieved prior to March, such as the renovation of the level one bathrooms. However all other capital expenditure was then suspended. The WEA Sydney Building Sub-committee also ceased its activities, and consideration by the WEA Board of the long-term future of WEA House (prompted by a paper submitted by Archerfield Capital Partners in February) was also put on hold. However, despite the building's limited usage throughout the year, the regular program of maintenance on lifts and all fire and emergency systems was carried out by the contractors. In December, the Annual Fire Safety Statement was successfully lodged with the City of Sydney Council.

Workplace Health & Safety

The **Workplace Health & Safety Committee** met throughout the year, either in the building or online, in order to ensure that WEA House remained a safe working and studying environment. The full program of Fire & Emergency training was also undertaken. Reports on WH&S issues were regularly passed to WEA's Board of directors. The following served on the **WHS Committee** during 2020:

- Angelo Arulanandam *Director*
- Lynne Bosley *Student representative*
- Kate Buckell *Staff*
- Amelita Dimachua *Staff*
- Christine Gietz *Tutor*
- Leth Maitland *Director*
- Johannes Meierhofer *Staff*
- Joan Mitchell *Student representative*

Disability Services

WEA Sydney recognises the need to guarantee that services to disabled students meet both WEA's own internal standards and those required by statutory government bodies. WEA House's facilities for disabled students were substantially enhanced in 2010 with the installation of a small lift for mobility-disadvantaged students at the front entrance. A disabled toilet is located on the ground floor and permanent disabled parking is available with direct access from street level. Tutors are advised if a disabled student has enrolled into a class. Advice on the facilities within WEA House is included in all promotional material, as well as being prominently displayed within WEA House. VET tutors are also trained in a variety of assessment tasks for those with special needs. In line with state requirements, WEA Sydney's activities to cater for disabled students are guided by its Disability Action Plan. The development of this plan was mandated by the NSW Dept of Education and Training in line with the Disability Discrimination Act 1992 and the Federal Disability Standards for Education. Each year, WEA Sydney's budget includes a specific allocation for assistance and training as part of its commitment to these standards.

Governance: Board of Directors and the WEA Sydney Council

WEA Sydney is a non-profit company governed democratically by an **elected board of honorary office bearers** and an executive director (non-voting). The board meets monthly and provides reports to a monthly Council meeting which consists of elected volunteer Representatives of Students and Tutors, Representatives of Individual Members of the Association and of Affiliated Organisations, and Life Members.

The honorary office bearers, together with the officers and staff, work co-operatively to further the objectives of the Association. The following served as directors during 2020:

Murray Jewell	President
Jane Biscoe	Vice President (from AGM to May)
Angelo Arulanandam	Vice President (from August)
Dr Howard Bell	Director (to AGM)
Louisa Denniss	Director
Ellen Elzey	Director
Dr Cheryl Fletcher	Director (from AGM)
Dr Douglas Golding	Director
Leth Maitland	Director
Janet Timberg	Director

Board meetings were held monthly via telephone conference and the online platform of Zoom from April onwards. Education Director Kate Buckell was a regular participant at Board meetings. Topics under discussion included:

- Advertising and marketing
- Annual Budget and Annual Plan for 2020
- Annual Report for 2019
- Capital Budget implementation
- Cash flow analyses
- Crisis management processes
- Council membership and rejuvenation
- Directors' skills enhancement
- Disaster Management Plan
- Educational program reports
- Governance issues
- Infrastructure work within WEA House
- Internal VET audit 2020
- 2020 Management Plan review
- Monthly financial reports
- Organisational Self-Assessment and Improvement Plans
- Reports of Board sub-committees
- Risk Management Audit
- Student surveys on wider WEA activities and facilities
- WEA House leases
- Workplace Health & Safety issues

WEA Sydney Council and Annual General Meeting

The WEA Sydney Council consists of representatives of students attending classes, tutors, members of the Association, affiliated organisations and life members. Council welcomes new members to its monthly meetings. While meetings were held online from May onwards, members of the Council continued to work closely in 2020 with the professional Officers and Board members in ensuring the smooth organisation of the WEA. Council also had a vital input into the courses offered, as one of its primary functions is to review the quarterly program of courses that WEA is planning to run in a coming term. Thus Council members had a direct input into discussion into the type of courses that WEA offers.

The **Annual General Meeting** for 2020 was held on 17 April, via video/telephone link, and duly fulfilled its constitutional responsibilities in overseeing the election of a new Board of Directors, plus the President and Vice-President, in addition to receiving a report on WEA's educational activities and financial outcomes from 2019.

Board Finance Sub-Committee

A standing sub-committee of the Board was established in 2018 to review WEA's finances on a monthly basis in more detail than occurred at Board meetings, as well as review the range of WEA's financial procedures. The committee was comprised of President Murray Jewell (Chair), director Angelo Arulanandam, Executive Director Michael Newton, Finance Manager Soma Gupta and Education Director Kate Buckell. The committee also increasingly took on the role of Crisis Management of WEA's responses to the problems caused by COVID-19, and the cessation of classes held in WEA House, including review of the various government support packages (JobKeeper, Cash Boost Stimulus) and the legal requirement to reduce the WEA House tenants' rent (the federal government's National Code of Conduct for landlords).

WEA Sydney Membership

In an era of declining government support for adult and community education, membership of WEA Sydney provides tangible support for the association and entitles members to stand as a Representative of Individual Members on the WEA Sydney Council, the association's monthly democratic forum. The price of annual membership is \$20, with an option to join for 3 years for \$50, with a wide range of benefits, including four quarterly newsletters, invitations to two special free members only lectures, and invitations to two members' cocktail parties, in addition to membership of the WEA library and the priority mailing of course catalogues. A quarterly prize of a gift voucher worth \$250 is also part of these benefits. WEA Clubs and Group members' fees remained at the affiliated rate of \$10 p.a.

The online events for members that took place in 2020 were:

23 September *Snuff Boxes, Patch Boxes, and Vinaigrettes: The Superb Silver of Jane Austen's Time* with tutor Dr Anne Harbers

16 December *3 Degrees of Separation - "these are a few of my favourite things"* with Executive Director Michael Newton

Regrettably, the planned cocktail parties were cancelled, due to COVID-19 restrictions.

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Life Members	14	14	14	14	14	14	14	14	13	13	13
WEA Sydney Members	585	521	586	692	649	526	487	467	372	364	225
WEA Club Members	550	568	548	545	496	488	442	442	434	418	374
TOTALS	1,149	1,095	1,148	1,251	1,159	1,028	943	923	819	795	612

Current life members are Margaret Bagby, Neville Cohen, Sturt Duncan, Maureen Fry, Alan Green, Alwyn Jordan, Leth Maitland, Joan Lawrence, Ron Lawrence, Mary Morison, Richard Pinder, Suzanne Richardson and Marolga Tudorin.

Donations to WEA

In April 2015, WEA Sydney gained its status as a **Deductible Gift Recipient** (DGR) from the Australian Taxation Office. A formal donation process was then instigated, with specific donation reminders promoted at peak periods (e.g. Christmas, and towards the end of the financial year, in June 2020). This activity led to a range of gifts from students and members who shared WEA's overall objectives. Donors in 2020 included:

Jennifer Broomhead	Philomena De costa	Warren Miller
Barbara Brown	Anne Eagar	Valerie Mollard
Alison Carmine	Beverley Ellis	Don Mulligan
William Chapman	Karen Freeman	Isabel Robinson
Ilsa Christ	Dianne Hodge	Gregory Sachs
Jenny Clift	Sigrid Kaly	Malcolm Sheldon
Sharon Cooper	Harold Kelly	Jenny Williams
Arthur Cunningham	Chris Koettig	Helen Yoxall
Alan Dawson	Nikolas Margerrison	Steve Zantos

WEA Sydney's thanks goes to all who contributed in this way during this year. Arthur Cunningham's generous donation of \$1,200 is especially appreciated, making him a WEA **Diamond Donor**.

WEA Clubs & Groups

WEA Ramblers

2020 certainly threw a curve ball into the scheme of things for everyone. And Ramblers was no exception! After just 7 walks, our Autumn walking programme was cancelled, and because of the continuing uncertainties, future quarterly programmes were suspended.

By June however, restrictions eased considerably, and Ramblers resumed walking. The remainder of 2020 saw 137 Short Notice Walks provided by our generous volunteer leaders who also valiantly took on the new booking system! Once again, the walks were varied and enjoyed by all who participated. Eighteen Ramblers enjoyed a walking holiday organised by two of our leaders in Nelsons Bay during October.

Only our February quarterly committee meeting was face-to-face. Subsequent meetings were held via Zoom.

The committee developed COVID-19 Walking Protocols and COVID-19 Holiday Protocols. Both sets of protocols are continually monitored and revised when necessary to reflect government changes to restrictions. Our Risk Management guidelines were updated, and our Risk Waiver (Acknowledgement of Risks and Obligations) Statement aligned across documents.

As at 31 December 2020, WEA Ramblers membership numbered 374 in total. Our 2020 Annual General Meeting did not eventuate. However, our 2021 Annual General Meeting will be held at the end of February. Visit our website for more information about WEA Ramblers Sydney: www.wearamblers.org.au

President: Rosemary Flavel
Treasurer: Jan Foster
Secretary: Lesley Egan

Vice President: Gayle Adams
Walks Coordinator: Jeanie Lai
WEA Council Rep: Mary Linnane

Board Attendance in 2020

	Number of meetings = 11	To AGM (3 mtgs)	From AGM May-Dec (8 mtgs)
Murray Jewell	President	3	8
Jane Biscoe	Vice-President (from AGM; resigned 18/5)	n/a	1
Angelo Arulanandam	Vice-President (from 21/8)	3	8
Howard Bell	Director (to AGM)	3	n/a
Louisa Denniss	Director	2	8
Ellen Elzey	Director	3	7
Cheryl Fletcher	Director (from AGM)	n/a	7
Douglas Golding	Director	3	7
Leth Maitland	Director	3	8
Janet Timberg	Director	3	7

WEA OFFICERS			
Michael Newton	Executive Director	3	8
Kate Buckell	Education Director	3	7

Council Attendance in 2020

	Number of meetings = 11	To AGM (3 mtgs)	From AGM (8 mtgs)
ELECTED OFFICE BEARERS			
Murray Jewell	President	3	6
Jane Biscoe	Vice-President (from AGM; resigned 18/5)	2	1
Angelo Arulanandam	Vice-President (from 21/8)	3	8

STUDENT REPRESENTATIVES			
Angelo Arulanandam	Re-elected AGM	3	8
Louisa Denniss	Re-elected AGM	2	6
Carol Duxbury	Re-elected AGM	1	6
Ellen Elzey	Re-elected AGM	2	5
Cheryl Fletcher	Re-elected AGM	2	8
Mavis Hedrick	To AGM	0	n/a
Jennifer Hor	To AGM	1	n/a
Diane Hunter	Re-elected AGM	1	8
Murray Jewell	Re-elected AGM	3	6
Robyn King	Re-elected AGM	2	8
Joan Mitchell	Re-elected AGM	1	7
Sarwarjan Mohamed Afran	To AGM	0	n/a
Don Mulligan	To AGM; elected 18/12	2	0
Kate Reid	Re-elected AGM	2	7
Bill Roberts	To AGM	1	n/a
Jennifer Smith	Resigned 26/2	0	n/a
Angela Thompson	Re-elected AGM	1	0
Janet Timberg	Re-elected AGM	2	8
Judith Welsh	Re-elected AGM	1	7
Wendy Whittaker	Re-elected AGM	1	7

REPRESENTATIVES OF INDIVIDUAL MEMBERS			
Jane Biscoe	From AGM; resigned 18/5	2	1
Helen Falconer	Re-elected AGM	2	8
Matthew Fowler	To AGM	1	n/a
Patricia Gallagher	To AGM	0	n/a
Louise Godwin	Re-elected AGM	0	5
David Hall	To AGM	0	n/a
Holger Koefoed	To AGM	2	n/a
Jacque Peacock	Re-elected AGM	1	0
Peter Towson	Re-elected AGM	1	7

REPRESENTATIVES OF TUTORS			
Carole Adams	Re-elected AGM	3	5
Howard Bell	To AGM	2	n/a
Douglas Golding	Re-elected AGM	1	2
Jeffrey Richardson	Re-elected AGM	1	2

AFFILIATED ORGANISATIONS	<i>Delegate Appointed</i>	<i>Attendances (11 mtgs)</i>
AMWU	George Wardell	0
CFMEU	no delegate appointed	0
Humanist Society	Ian Bryce	6
Unions NSW	no delegate appointed	0
NSW Nurses' & Midwives Assoc.	no delegate appointed	0
NSW Teachers' Federation	Tim Roberts	0

CLUBS & GROUPS		<i>Attendances (11 mtgs)</i>
Ramblers	Mary Linnane	7

LIFE MEMBERS	<i>Attendances (11 mtgs)</i>	WEA OFFICERS	<i>Attendances (11 mtgs)</i>
Alan Green	1	Michael Newton	9
Leth Maitland	9	Kate Buckell	8

Financial Report

WEA Sydney's success in 2019 was seen in the financial report included in its Annual Report covering its activities in that year – an achievement of 14,549 enrolments matched by the highest trading surplus, \$279,385, recorded over the last decade, with this financial return achieved without major support funding from the NSW government. Underlying factors behind the 2019 financial return included higher enrolment fee income than seen in 2018, enhanced property income over 2018 boosted by short term contracts with two training agencies, and a substantial bequest from the estate of a deceased WEA Sydney tutor. The level of WEA's trading surplus in 2019 was matched by similar growth in Current and Net Assets.

Planning for 2020 via the annual budget took the 2019 setting into account, with expectation of a continued small growth in enrolment income, but presuming that the budget returns for WEA House seen in 2019 would settle into a more regular pattern. Summer term enrolments for courses to be held January – March 2020 indicated that WEA's budgetary plans were appropriate, with over \$600,000 in fee income taken. As with many other institutions, WEA Sydney's Financial Performance in 2020 then became framed by the effect of COVID-19, and WEA's reaction to the problems caused by this virus. After the buoyant enrolment pattern seen in Summer term, by early to mid-March the effect of the COVID-19 infection rates throughout Sydney (and wider NSW) was becoming increasingly noticeable, and on 18 March the decision was made to halt all face-to-face teaching activities. Refunds were offered to students to cover missing sessions of their Summer courses, and to those who had enrolled into courses to be held in April. A concerted effort was undertaken, with the support of WEA's outstanding tutor body, to convert its current corpus of courses to an online delivery mode, starting with the main Autumn term. By year-end, some 70% of WEA's courses had been transferred to this teaching format, with an estimated 60-70% participation from WEA's regular student body. However the reverberations from this changeover in teaching style can be reflected in the financial results. In addition WEA Sydney was bound by the NSW government regulations to negotiate with its tenants and to offer reduced rental rates, which included lower cash payments with the balance offset by deferred and/or waived sums. To compensate for this decline in income, WEA was able to participate fully in the Federal Government's JobKeeper scheme, and to gain financial benefit from a second COVID-19 government-led financial stimulus procedure, the Cash Boost Stimulus program.

Total income for 2020 stood at \$2,627,083, exceeding the revised 2020 budget and representing 95% of the 2019 result. Factors behind this data include:

- **Fees** – At \$1,583,403, these stand at 79% of the 2019 result, a most credible result given the circumstances of 2020;
- **WEA House Income** – stands at 56% of the outcome of 2019, and reflects the need to offer large concessions to both of WEA's tenants, plus the cessation of casual room hiring from March to September;
- **Grants** – the large figure of \$638,800 is made up of JobKeeper payments from the ATO, plus the cash boost stimuli that occurred in two ways - \$50,000 in cash earlier in the year, plus \$50,000 in credits against WEA's BAS payments;
- **Interest** – a small decline seen due to the drop in interest rates (despite WEA opening a new Term Deposit in January).

Expenditure stood at \$2,435,405, marginally below the 2019 result. While WEA's activities from April onwards were curtailed, JobKeeper requirements saw substantial increases in two categories -

- **Staff salaries** – stand at \$35,000 above the 2019 result. All 14 staff members have been covered by the JobKeeper outgoing;
- **Tutor salaries** – stands at \$134,000 above 2019. Eleven tutors have been part of this process, severely inflating the payouts.

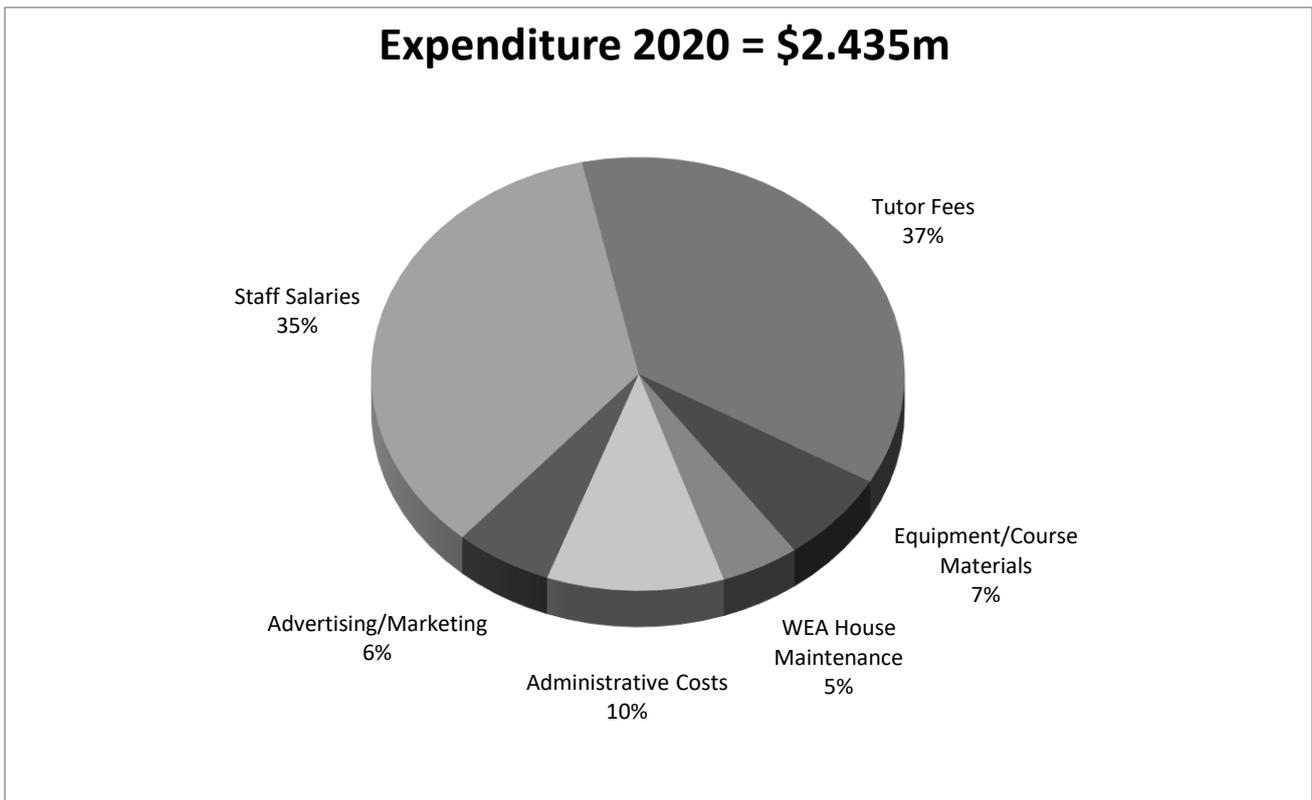
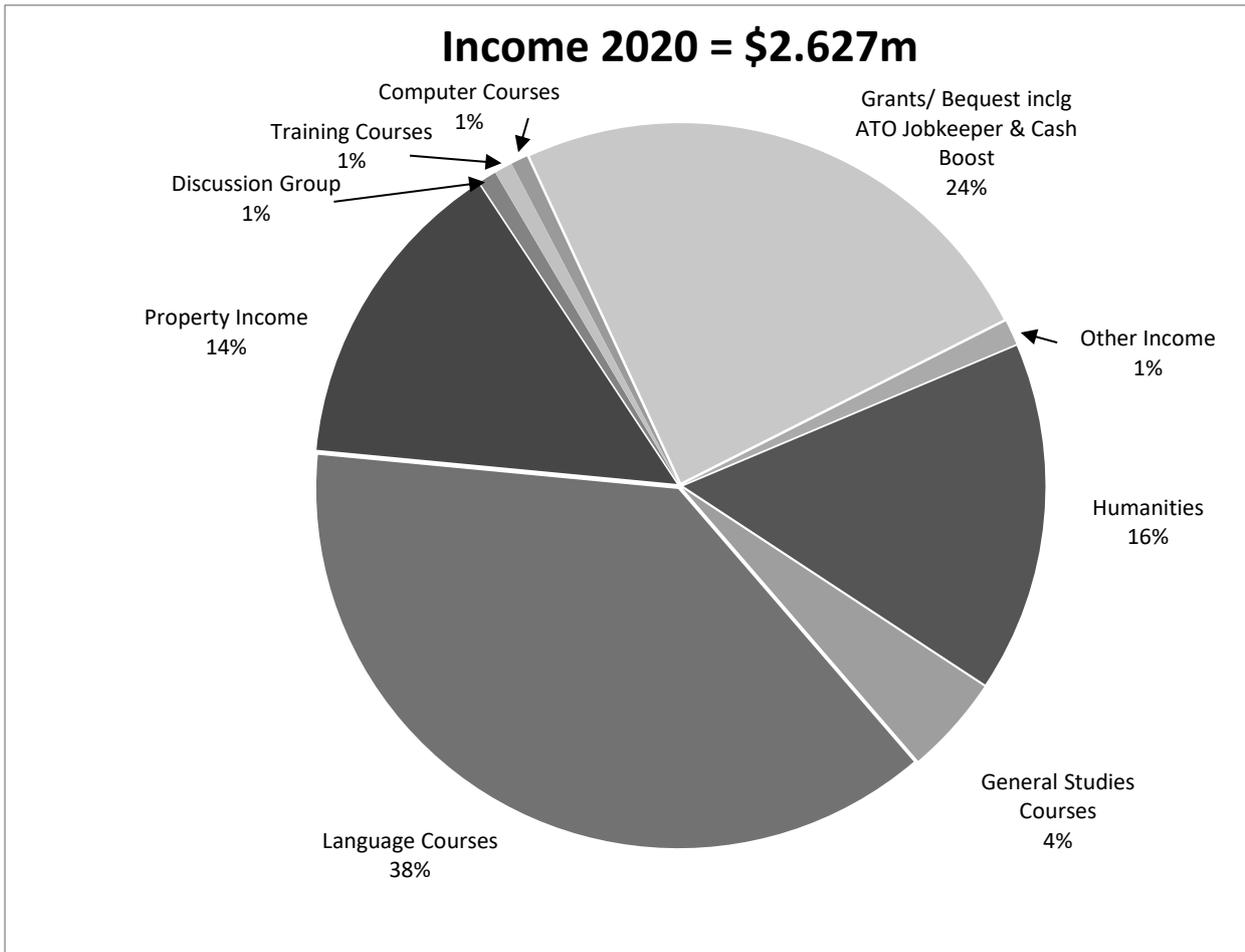
All other items of expenditure reflect notable savings in marketing, electricity, cleaning, computer costs, repairs and maintenance, and general administration costs, over the 2019 result.

The result of this trading pattern throughout the year produced an **operating surplus** of \$191,678. Further adjustments to WEA's **Statement of Financial Performance** for 2020 included a figure of \$41,934 for adjustments for over-accruals included in the 2019 Statement of Financial Performance, thus producing a net surplus for 2020 of \$233,612.

WEA Sydney's **Financial Position as of 31 December, 2020**, reflects the year's positive trading, but also takes into consideration the actual expenditure undertaken on WEA's capital items and infrastructure, as reflected in its Capital Expenditure, a total of \$84,042, featuring regular items of expenditure on WEA House, classrooms, general areas and the WEA library, but also including repayments to Westpac for the 2018 air conditioning project, plus renovations to the level 1 bathrooms. In addition, WEA's cash holdings at the end of 2020, up by \$37,617 from 30/12/2019, also reflect the slightly lower enrolment pattern into the coming Summer 2021 term, due to the continuation of a largely online only program, when compared to the similar enrolment/cash payment activity in November/December 2019. However, it is still a considerable achievement to have achieved even a small growth in cash and deposits after such a turbulent year. This smaller pre-enrolment activity in November/December 2020 is reflected in the drop of \$248,103 in Sundry Creditors (under Current Liabilities), offset by increases in WEA's Annual Leave/Long Service Leave provision (as very few of WEA's staff took holidays during the prime COVID-19 periods), with a total decline in both Current Liabilities **and** Total Liabilities reflecting this pattern. WEA's Net Assets increased in line with the 2020 trading result, and Total Liabilities stood at 6.75% of the Net Asset total, again a better end-of-year result than seen in 2019. WEA Sydney's Board of Directors therefore fully believes that WEA will be able to continue to pay its debts as and when they are due.

Predicting the future is more difficult – the 2021 budget acknowledges the continuing impact of COVID-19, with an income expectation from both course fees and WEA House rental below the 2020 result. WEA will also need to continue to invest in its infrastructure development. However, given the strength of its financial return in 2020, the Board remains confident that the association will be able to fulfil its mission into 2021 and beyond.

The Financial Year at a Glance



Report of Directors of the Board

Report of the Directors of the Board for the year ended 31 December, 2020, for presentation to the Annual General Meeting of Workers' Educational Association Sydney to be held at WEA House, 72 Bathurst Street, Sydney on Friday 16 April 2021.

1. The Directors of the Board in office at the date of this report are:

Angelo Arulanandam	Retired Civil Engineer
Louisa Denniss	Teacher
Ellen Elzey	Retired Corporate Banker
Dr Cheryl Fletcher	Retired Social Work Manager and Clinician
Dr Douglas Golding	Teacher
Murray Jewell	Retired Lawyer
Lethington Maitland	Retired Public Servant
Janet Timberg	Public Relations and Marketing Consultant
Michael Newton (<i>non-voting</i>)	Executive Director and Public Secretary

During the financial year, 11 meetings of the Association's Directors were held. Details of Directors attendance at these meetings are listed elsewhere in this Annual Report.

2. The principal activities of the Association during 2020 were the provision and promotion of adult education. There have been no significant changes in the nature of these activities during the year.
3. The operating surplus of the Association for the financial year was \$191,678. No provision was made for income tax, as the Association, being a public educational institution endorsed by the Commissioner of Taxation as an income tax exempt charitable institution, is not assessable under the provisions of the Income Tax Assessment Act.
4. There are no recommendations on dividends, as the Association is a company limited by guarantee which makes no distribution of profits to its members.
5. There were no significant changes in the state of affairs of the Association during the financial year.
6. No circumstances have arisen since the end of the financial year which have significantly affected, or may significantly affect the operations of the Association, the results of these operations or the state of affairs of the Association in subsequent financial years.
7. There are no shareholdings in the Association.
8. Since 31 December, 2019, no voluntary Director of the Board has received or become entitled to receive a benefit by reason of a contract made by the Association with the member or with a company of which (s)he is a member, or of a company in which (s)he has a substantial interest.
9. The Association has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or related body corporate:
 - Indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
 - Paid or agreed to pay a premium in respect of a contract insuring against a liability for the costs or expenses to defend legal proceedings.
10. Auditors' Independent Declaration is included.

In accordance with a resolution of the Board of WEA Sydney,

Signed at Sydney this 19th day of March 2021:



Murray Jewell, President



Angelo Arulanandam, Director

Auditors' Independent Declaration

As Auditor of WEA Sydney for the year ended 31 December 2020 I declare that to the best of my knowledge and belief there have been:

- a) no contraventions of the Auditor Independence requirements of the Corporations Act 2001 in relation to the Audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the Audit.

This declaration is in respect of WEA Sydney.

Signed at Sydney this 26th day of February 2021:

A handwritten signature in black ink, appearing to read 'Geoff Jones', written in a cursive style.

Geoff Jones
Chartered Accountant

Auditors' Report to the Members of Workers' Educational Association Sydney

Scope

We have audited the financial report, being a special purpose financial report comprising the Directors' Statement, Statement of Financial Performance, Statement of Financial Position and Notes To and Forming Part of the Accounts of Workers' Educational Association Sydney for the year ended 31 December 2020. The Directors are responsible for the preparation and presentation of the accounts and the information they contain. We have conducted an independent Audit of these accounts in order to express an opinion on them to the members of the Association.

Our audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the accounts are presented fairly in accordance with the Australian Accounting Concepts and Standards and statutory requirements so as to present a view of the Association which is consistent with our understanding of the financial position and the results of its operations and cash flow.

Audit Opinion

In our opinion the financial report of the Workers' Educational Association Sydney is in accordance with:

- (a) The Corporations Law, including:
 - (i) giving a true and fair view of the financial position of the Association as at 31 December 2020 and of its financial results for the year ended on that date; and
 - (ii) complying with accounting standards and the Corporations Regulations; and
- (b) Other mandatory professional reporting requirements.

Signed at Sydney this 26th day of February 2021:



Geoff Jones
Chartered Accountant

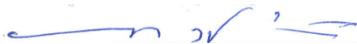
Directors' Statement

WE, **MURRAY JEWELL** AND **ANGELO ARULANANDAM**, being two of the Directors of Workers' Educational Association Sydney, **DO HEREBY STATE** in accordance with a resolution of the Board of Workers' Educational Association Sydney that in the opinion of the Board:

- (a) The accompanying Statement of Financial Performance is drawn up so as to give a true and fair view of the income and expenditure of Workers' Educational Association Sydney for the year ended 31 December 2020; and
- (b) The accompanying Statement of Financial Position is drawn up so as to exhibit a true and fair view of the state of the affairs of Workers' Educational Association Sydney as at 31 December 2020; and
- (c) The Financial Statements and notes comply with Accounting Standards as detailed in Note 1 to the Financial Statements and The Corporations Law; and
- (d) There are reasonable grounds to believe that Workers' Educational Association Sydney will be able to pay its debts as and when they fall due.

This declaration is made in accordance with a resolution of the Board of Directors.

Signed at Sydney this 19th day of March 2021:



Murray Jewell, President



Angelo Arulanandam, Vice-President

Workers' Educational Association Sydney

Statement of Financial Position as at 31 December 2020

2019		2020
\$		\$
	ACCUMULATED FUNDS	
2,517,874	Accumulated Funds	2,751,486
10,475,794	Asset Revaluation Reserve	10,475,794
12,993,668	TOTAL RESERVES	13,227,280
	Represented by ASSETS	
	CURRENT ASSETS	
142,299	Cash at Bank and on hand	227,252
1,363,825	Cash on Deposit	1,316,489
17,237	Sundry Debtors	2,001
68,947	Prepayments	74,008
4,565	Accrued Income	3,119
1,596,873		1,622,869
12,457,095	NON-CURRENT ASSETS	12,419,429
14,053,968	TOTAL ASSETS	14,042,298
	Less LIABILITIES	
	CURRENT LIABILITIES	
728,715	Sundry Creditors	480,612
22,151	Provision for Annual Leave	39,212
158,390	Provision for Long Service Leave	172,622
34,831	Westpac loan for air-con equipment	36,802
944,087		729,248
	NON-CURRENT LIABILITIES	
6,344	Provision for Long Service Leave	12,219
109,869	Westpac loan for air-con equipment	73,551
116,213		85,770
1,060,300	TOTAL LIABILITIES	815,018
12,993,668	NET ASSETS	13,227,280

Notes to and forming part of the Accounts for the Year Ended 31 December 2020

1. Statement of Accounting Policies

This financial report is a special purpose report prepared for the members of the incorporated body. The accounts have been prepared in accordance with the Corporations Law and the following Australian Accounting Standards:

- AAS1: Profit & Loss or other operating statements
- AAS5: Materiality
- AAS6: Accounting Policies
- AAS8: Events occurring after reporting date

The accounts have been prepared on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless otherwise stated. The following is a summary of significant accounting policies adopted by the Association in preparation of the Accounts.

(a) Grants Received

Grant income is brought to account in the year in which it is received.

(b) Depreciation

Depreciation has been calculated on the straight line method so as to write off the net cost of each fixed asset during its expected useful life. The principal annual rates in use are:

Library books	20%
Furniture and fittings	10%
Carpets	15%
Buildings	2%
Computer Equipment	20%
WEA House Redevelopment	3%
Air-conditioning Equipment	6.66%

(c) Annual Leave

The provision for annual leave comprising the leave due to those staff members who have more than four weeks annual leave owing at the end of the financial year.

(d) Long Service Leave

Long service leave is provided for staff and tutors on completion of the minimum number of years' service and in accordance with the regulations of the various statutory bodies.

(e) Statement of Financial Performance

All income and expenditure is brought to account in the Statement of Financial Performance.

2. Assets

(a) Non-Current Assets

2019		2020
	Non-Current Assets	
6,190,000	Freehold Land At Valuation	6,190,000
5,760,000	Freehold Buildings At Valuation	5,760,000
198,555	Less Accumulated Depreciation	213,860
5,561,445		5,546,140
989,106	Grant Funded Improvements	989,106
977,553	Less Grant Received	977,553
2,412	Less Accumulated Depreciation	2,702
9,141		8,851
596,053	Air-conditioning Equipment	596,053
46,709	Accumulated amortisation air conditioning equipment	86,448
549,344		509,605
53,698	WEA Plumbing Project	81,027
0	Accumulated amortisation Plumbing Project	5,270
53,698		75,757
150,780	Office Furniture and Fittings	154,080
74,563	Less Accumulated Depreciation	79,784
76,217		74,296
7,303	Library Furniture and Fittings	767
6,480	Less Accumulated Depreciation	447
823		320
33,544	Classroom Furniture and Fittings	33,084
19,506	Less Accumulated Depreciation	20,304
14,038		12,780
118,207	Library Books	116,626
115,818	Less Accumulated Depreciation	114,946
2,389		1,680
12,457,095		12,419,429

(b) Amortisation of WEA House Redevelopment

The amortisation has been accounted for over a 29 year time frame which is in line with the remaining depreciation period for the original cost of the building.

(c) Revaluation of Land and Building

The grant funded refurbishment of the lifts and adjacent areas of WEA House was completed in 2010. The cost of the refurbishment was accounted for against the actual grant recovered. After the refurbishment WEA house was revalued as at 31 December 2010. The land was revalued at \$6,190,000 in accordance with the Valuer General's notice dated 1 July 2019. The revaluation has been accounted for in the balance sheet at 31 December 2020.

(d) Air-conditioning Equipment

The air-conditioning plant for WEA House was failing and had to be replaced in 2018. This was done, after due diligence on quotations at a cost of \$636,049. Depreciation on the plant is accounted for at 6.66% to write off the cost over 15 years, the anticipated life of the new air-conditioning plant. The cost of the plant was financed from WEA's cash reserves for \$407,080 and a loan from Westpac of \$228,969, duly processed in August, 2018. This loan is repayable over 5 years.

3. Income Tax

The revenue of the Association is not assessable for income tax purposes, as the Association is a public education institution and as such is exempt from taxation in accordance with the provisions of the Income Tax Assessment Act.

4. Financial Reporting by Segment

The Association is a public education institution operating in one geographical area, being Sydney, NSW, Australia.

5. Sundry Creditors

Sundry Creditors consist of Income in Advance, Accrued Expenses and Creditors.

6. Capital Expenditure Commitments

The Association from time to time enters into contracts for the supply of computer programmes and documentation as well as other capital items.

7. Movements in Equity during the Reporting Period

	2019	2020
Total equity at the end of the reporting period		
Retained earnings/accumulated funds	2,517,874	2,751,486
Asset revaluation reserve	10,475,794	10,475,794
Total Equity	12,993,668	13,227,280

Movements in Contributed Equity during the Reporting Period

	2019	2020
Contributed Equity		
Balance at the beginning of the reporting period	NIL	NIL
Movements in contributed equity during the reporting period	NIL	NIL
Balance at the end of the reporting period	NIL	NIL

Workers' Educational Association Sydney

Statement of Cash Flows for the Year ended 31 December 2020

2019		2020
\$	Cash Flow from Operating Activities.	\$
2,679,507	Cash receipts in course of operations plus property income	2,626,528
(2,250,295)	Cash payments in course of operations	(2,541,273)
22,774	Interest received	16,837
44,477	Bequest	500
496,463	Net cash from operating activities	102,592
	Cash flow from investment & equipment	
(76,171)	Payments for plant & equipment	(30,629)
(81,828)	Repayment Westpac loan	(34,347)
40,996	GST from 2019 claimed 2020	
(117,003)		(64,976)
379,460	Net increase/-decrease in cash held	37,616
1,126,664	Cash at beginning financial year	1,506,124
1,506,124	Cash at end financial year	1,543,740

Reconciliation of Cash Flow from Operations for the Year Ended 31 December 2020

2019		2020
\$		\$
279,385	Surplus/(-deficit) from ordinary activities	191,678
	Non cash flow items in ordinary activities	
36,210	Depreciation	44,458
39,631	Amortization	39,739
(40,996)	Loss on realisation/(decrease) assets	
10,660	Other provisions	32,570
45,505		116,767
	Changes in Assets & Liabilities	
(8,507)	(Increase)/decrease in sundry debtors	15,236
(10,807)	(Increase)/decrease in prepayments	(5,061)
3,347	(Increase)/decrease in accrued income	1,446
152,365	Increase/(decrease) in sundry creditors/liabilities	(248,103)
(81,828)	Increase(Decrease) in Loan accounts	(34,347)
54,570		(270,829)
379,460	Net cash from operating activities	37,616

Workers' Educational Association Sydney

Statement of Financial Performance for the Year Ended 31 December 2020

2019	INCOME	2020
2,009,123	Courses Fees	1,583,403
1,050	DEC/VET (Vocational Trg & Educn) Grants	1,000
-	ATO Cash boost & JobKeeper	638,800
44,477	Bequests	500
22,774	Interest	16,837
8,839	Membership and Affiliations	7,609
661,742	Property Income	374,348
3,912	Sundries	4,586
2,751,917	TOTAL INCOME	2,627,083
	EXPENSES	
138,443	Advertising/Marketing	96,721
39,631	Amortization of AirCond Equipment	39,739
18,560	Audit Fees	23,330
18,500	Bank & Credit Card Charges	13,744
56,693	Brochure Printing	45,570
54,014	Cleaning	26,845
132,148	Computer Costs	113,717
5,000	Contractor Fees	-
32,598	Course Expenses	33,169
36,210	Depreciation	44,458
-	Donations	2,200
66,912	Electricity	40,335
51,294	Insurance	49,366
9,038	Interest on Westpac Equipment Loan	6,917
3,010	Legal Fees	3,923
14,891	Library Subscriptions & Materials/Volunteers	3,962
5,711	Mailing/Distribution	1,194
2,158	Peak Body Contribution	2,224
5,754	Postage, Freight & Cartage	4,498
22,228	Printing & Stationery	16,477
14,569	Rates & Taxes	14,250
22,849	Refreshments & Catering	2,211
1,526	Repairs & Maintenance Equipment	77
125,262	Repairs & Maintenance Building	85,813
724,950	Salaries	759,297
13,697	LSL Provision, Staff & Tutors	20,108
355	Annual Leave Provision	17,061
2,654	Security	3,800
7,001	Sundry Expenses	617
118,338	Superannuation	112,104
13,563	Telephone	8,219
6,355	Training inc Seminars & Conferences	3,721
3,016	Travelling Expenses	722

705,604	Tutor Fees	839,016
2,472,532	TOTAL OPERATING EXPENDITURE	2,435,405
279,385	Operating Surplus/Deficit	191,678
-	Adjustment for over accruals in 2019	41,934
279,385	Total Surplus/Deficit	233,612
2,238,489	RETAINED EARNINGS AS AT 1/1/2020	2,517,874
2,517,874	ACCUMULATED FUNDS AS AT 31/12/2020	2,751,486