



2024 Annual Report



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VALE

The Phillip Island RSL Recognises The Passing
Of The Following Members During 2024

| | |
|-----------------------|------------------------|
| James Norton | Ernest Lindsay Francis |
| Ron Hateley | Maureen Fitzmaurice |
| Barrie Goldsbury | Harry Sinclair |
| Bonnie Castle | Helga Norton |
| Rodney Mannix | Wendy Humbert |
| John Fijalski | Christine Hammond |
| David Oconnor | Geoffrey Harrison |
| Warren Badrock | Noel Cooper |
| Kevin William Batch | Mark Roberts |
| Violet Norton - Brown | Robert Robertson |
| June Dixon | Bob Robinson |
| Ian Clive Rankcom | Julie Green |
| Graeme Cock | Luciano Catania |
| Jill Walton | Donald Cox |
| Jacqueline Woodhouse | Agnes Dawes |
| Ricardo Fuentes | Reginald Murrill |
| Patricia Boag | |

Past Presidents

| | |
|---------|---------------------------|
| 1930-40 | L. Wilson |
| 1941 | F. Loton |
| 1942 | N. J. Edwards |
| 1943 | J. Bell |
| 1944 | W. Gothorp |
| 1945 | J. W. Bryce |
| 1946 | F. Hull |
| 1947 | R Burton |
| 1948-50 | D. A. Ganley |
| 1951-53 | J. M. Gardiner |
| 1954-56 | R. De La Haye |
| 1957-58 | M. Smith |
| 1959 | A. M. Rowed |
| 1960 | C. J. Stephens |
| 1961 | J. Lawrence |
| 1962 | A. J. Hamilton |
| 1963 | F. H. Ware |
| 1964 | P. B. West |
| 1965 | J. Willoughby |
| 1966 | E. J. Patton |
| 1967-68 | L. J. Webster |
| 1960-70 | K. Lang |
| 1971-74 | J. McKechnie |
| 1975-76 | N. W. Macalister |
| 1977-79 | K. L. Walsh |
| 1980-81 | D. Oxley |
| 1982-83 | K. J. Frankel |
| 1984-85 | W. L. Elder |
| 1986 | D. Oxley |
| 1987 | H. M. Grigg |
| 1988-89 | L. J. Webster |
| 1990 | A. M. Denton |
| 1991-96 | H. M. Grigg |
| 1997-02 | P. L. Lester |
| 2003 | F. J. Thumpston |
| 2004-05 | B. Goldsbury |
| 2006 | R. Gunn |
| 2007-13 | G. F. Mead |
| 2014-17 | T. Mallaghan P.J. Paul |

| | |
|---------|----------------|
| 2018 | G. F. Mead OAM |
| 2019 | G. F. Mead OAM |
| 2020-23 | C.R. Thompson |

Life Members

| |
|-----------------|
| J. Bell |
| A. Hamilton |
| P. B. West |
| E. J. Patton |
| L. E. K. Lang |
| K. J. Frankel |
| L. J. Webster |
| H. M. Grigg |
| D. C. Oxley |
| F. J. Thumpston |
| P. H. Langeweg |
| G. F. Mead |
| J. A. McKechnie |
| M. Dean |
| A. Burland |
| R. L. Gunn |
| B. Shelton |
| B. Goldberg |
| C. R. Thompson |
| B. Goldsbury |
| P. Paul |



Left to right back row – Gary Simmons - Committee Member, Bob Woods - Secretary, Chris Thompson - Immediate Past President, Ray Young - Committee Member, Michael Crump - Treasurer, Greg Mead OAM- Vice President
Left to right front row –Cheryl Overton- Committee Member, Peter Paul- President, Christine Thomas- Committee Member

Committee 2024

Peter Paul
PRESIDENT
Convenor: Staff liaison & PR, Committee Uniforms, Annual Dinner, Buildings & Grounds, Raffles, Carols by the Bay. **Deputy:** Elections Succession Planning.

Greg Mead OAM
VICE PRESIDENT - ASSISTANT TREASURER
Convenor: Mentor: Treasurer, Honours & Awards, Sporting Sections, Education/Scholarships, Membership. **Deputy:** Buildings & Grounds, PIRSL Grants, Annual Dinner, Thompson Ave of Honour.

Chris Thompson
IMMEDIATE PAST PRESIDENT
Convenor: Assistant Secretary, Region 10, Funerals. **Deputy:** Welfare, Memorabilia.

Bob Woods
SECRETARY
Convenor: Men’s Shed, Election 2025, What’s On, Annual Calendar.

Michael Crump
TREASURER
Convenor: Budget2024, Cadets, Memorabilia. **Deputy:** VCSDeputy, Education/Scholarships, Region 10, Appeals.

Cheryl Overton
COMMITTEE
Convenor: VCS Chair. **Deputy:** Breakfast Club Carols by the Bay.

Christine Thomas
COMMITTEE
Convenor: Breakfast Club, Appeals. **Deputy:** Membership library, Whats On/Calendar.

Gary Simmons
COMMITTEE
Convenor: Day Club, library, Thompson Ave of Honour. **Deputy:** Honours & Awards, Sporting Sections, Funerals, Fleet Management.

Ray Young
COMMITTEE
Convenor: PIRSL Grants, Succession Planning, Fleet Management. **Deputy:** Cadets, Men’s Shed.

ANZAC House Projects
Peter Paul, Greg Mead, Chris Thompson

Vietnam Vets Day
Chris Thompson, Greg Mead, GarySimmons, Cheryl Overton

ANZAC & Remembrance Day
Peter Paul, Greg Mead, Chris Thompson, Cheryl Overton

Cenotaph & Memorial Garden
Greg Mead, Chris Thompson, Gary Simmons, Christine Thomas

OUR FOUNDATION STATEMENT

From Tradition We Grow

At the heart of our identity lies a deep-rooted tradition, honouring the legacy of our veterans and the values they uphold. Built on a foundation of respect, mateship, and service, we embrace our rich heritage as we continue to evolve, ensuring that tradition remains the guiding light illuminating our path forward.

OUR MISSION

We serve as a member-based entertainment venue and a welfare organisation, supporting veterans and their families as well as the broader Phillip Island community.

OUR PURPOSE

To support veterans and their families while fostering a sense of community and camaraderie within the Phillip Island region

SERVICE

We are dedicated to serving with integrity, compassion, and excellence, prioritising the needs of our veterans, members, and community.

MATESHIP

We are inclusive, treating everyone with dignity and fairness, valuing diversity and differences.

OUR VALUES

RESPECT

We are inclusive, treating everyone with dignity and fairness, valuing diversity and differences.

HONESTY

We uphold transparency and integrity in all our actions, communicating openly and truthfully.

ACCOUNTABILITY

We take responsibility for our commitments and actions, striving for excellence and continuous improvement.

OUR VISION

To be the heart of our community, fostering inclusivity and support, while providing innovative entertainment experiences and championing the well-being and empowerment of veterans and their families.

President's Report

Dear Member

Our last year was one of substantial growth in every aspect of PIRSL, and in my 12 years on the PIRSL Committee the most successful of all years. Our finances are very sound, three major projects completed and plans for a larger project in the pipeline. Our completed projects are 1) the redesigned and modernised kitchen 2) Gaming room refurbishment and 3) Foyer remodelled and presentation dramatically improved. Members have commented favourably on the changes that have been carried out and debt free. Constructive liaison between the Committee and Administration saw all projects completed as scheduled. I congratulate all involved on this excellent team effort. A special mention to Chris Simpson for completing his first year as a GM in an RSL Club. Well done Chris.

Our Membership has reached record numbers and members utilising our APP increases daily. Tourism and holiday makers greatly assisted our growth, and this is reflected in our food and beverage sales and gaming revenue. Our increase in Veterans programs, benefits and support plus Community sponsorships have increased.

A huge positive for the PIRSL was the appointment of PIRSL Member, Ray Young, to our committee. Ray is part of our Succession Planning. We need to encourage younger members to connect and be the future of the PIRSL. I have frequently stated that Veterans are our No.1 Priority. Our Welfare Committee ensures this is the focus of their programs. Our very successful Monthly Morning Tea and the appointment of our own Pensions and Welfare Advocate are two of numerous programs appreciated by our Veterans.

In September the PIRSL sponsored for the first time, a Mental Health Forum with major guest speakers Cameron Schwab and Dr Howard McCormick, ensuring the evening was an outstanding success for over 100 participants. This forum is the foundation for future forums in 2025.

Our ANZAC Day commemorative services at the Cenotaph, Phillip Island Football Oval, Kilcunda Bass Oval, plus our local Nursing Homes were appreciated by all who attended. For the first time, an initiative of our GM Chris Simpson, was a Gunfire Breakfast and a Carvery Lunch at the RSL. Both were very well attended. The planning and preparation for these events takes an enormous amount of time, energy and effort, and I thank all involved. Our Remembrance Day and Vietnam Veterans Day also attracted sizeable audiences. A small gathering also celebrated Timor Leste's 25 years of independence. A very special commemorative service

was held for 21 PIRSL veterans & family members at our Club, who received their Republic of Vietnam Citation Badge presented by Sir Peter Cosgrove, AK, CVO, MC. PIRSL proudly sponsors Cowes Primary & Our Lady Star of the Sea Primary, with a RESPECT award, for a Year 5 student. Respect is a core value of the RSL and the schools.

Thank you to all our volunteers (ANZAC/Remembrance Day badge sellers, medical drives, Day Club, Breakfast Club, Men's Shed & Library) who have dedicated their time to their RSL. I can assure you that you are highly valued, and somewhat indispensable, and it is a joy when we all gather for National Volunteers Day.

In my 12 years on the Committee of the PIRSL, we have formed a partnership with the Bendigo Community Bank, Cowes, to be the major sponsor of the Carols by the Bay. This enables the Carols to be a free family evening. The Carols was a magnificent event enjoyed by an audience of over 5000.

Over 71 guests attended our Annual Dinner in October. Russell Broadbent, local Federal Member for Monash, was our guest speaker, along with Dr Robert Webster, OAM, State President of the RSL. We thank both for their informative and enjoyable addresses. At the Dinner, Gill Scrase was presented with the 11th Annual ANZAC Community Award, for her commitment to the Phillip Island Hospital and the Ladies Auxiliary.

To the PIRSL Committee, thank you for undertaking your numerous portfolios, your Friday Night Raffle duties, and to the Executive members, who attend an extra meeting each month to address current administrative issues. We thank the Bentleigh RSL for their hospitality on our recent visit, and Bass Coast Health for their invitation to tour the new hospital site.

I take this opportunity to thank Greg Mead OAM, and Chris Thompson for their dedicated service to the Phillip Island RSL over many years. Both are past Presidents, (Greg 10 years, Chris 4 years) Life Members, and Vic RSL Hall of Fame Recipients. They retire from the Committee at this AGM but will continue a relationship with PIRSL in other ways.

We hope to continue the progress made in 2024. May we aspire to be the best Club we can be.

Yours sincerely

Peter Paul

Life Member
President

The year 2024 was a period of significant achievements and growth for the Phillip Island RSL Sub-Branch. These accomplishments were made possible by the dedication and support of our members, staff, and the broader community. This report highlights key milestones, events, and developments that shaped the year.

Community Engagement and Events

The year began with a vibrant summer season, welcoming visitors to Phillip Island to experience the exceptional offerings of the region. Community events remained a key focus of our activities.

Anzac Day 2024

Anzac Day continues to be the most significant event on our calendar. This year, we were honoured to work with community groups who contributed to the appeals and services. The day commenced with a 6:00am Dawn Service, attended by a large gathering to pay tribute to our veterans. Following the service, we reintroduced the Gunfire Breakfast, which welcomed over 300 attendees to enjoy a cooked meal.

The 11:00 AM service was equally remarkable, with more than 30 veterans marching through Cowes, cheered on by respectful crowds. A carvery lunch at the RSL concluded the day, providing a sense of community and remembrance. The success of this event underscores our commitment to honouring our veterans and their families.

Facility Renovations

Significant improvements were made to our facilities in 2024 as part of our long-term renovation plan.

- **Kitchen Renovation:** A complete overhaul of the kitchen included modernised equipment, ensuring our chefs have the tools to deliver exceptional dining experiences.
- **Venue Upgrades:** Stage two of our four-stage renovation project was completed, focusing on the entryway, member's bar, TAB, and gaming room. Additionally, state-of-the-art digital screens were installed to feature an innovative museum display.

These projects, executed while maintaining daily operations, were made possible through the patience and understanding of our staff and members.

Staffing and Development

This year saw the addition of over 30 new team members, including senior roles such as a Military Compensation Advocate, Senior Executive Chef, Marketing & Function Coordinator, and Chief Concierge.

These new appointments have brought experience and professionalism, enhancing the quality of our operations.

We also celebrated the remarkable tenure of staff members Greg, Andrew, and Stacey, who each marked over 10 years of dedicated service. Staff development remains a priority, as reflected in our management training program with leadership expert Cameron Schwab, which equipped our team with strategies to improve leadership both at work and beyond.

Veterans' Welfare Programs

Welfare support continues to be a core focus of our mission. This year, we introduced several initiatives for veterans and their families:

- **Coffee Catch-Ups:** Monthly gatherings started with just four participants and grew to over 50 by December.
- **Yoga Classes:** Held fortnightly, these sessions have been embraced by veterans and their partners, contributing to their well-being.

The dedication of our 56 active volunteers, who collectively contributed over 4,900 hours, has been instrumental in delivering these services. Their work includes providing transport, organising outings, conducting home visits, and offering financial assistance. We thank them for their tireless efforts.

Membership Growth

Membership at the RSL experienced remarkable growth in 2024. Efforts to enhance member engagement included:

- **Activities and Specials:** Regular events, including the Friday Night Members Draw and Raffles, attracted excellent attendance. Major events, such as the Christmas Tree Giveaway, were particularly successful and included a visit from Santa.
- **Membership App:** Launched in February, the app provides members with updates, daily scratch-and-win games, and other interactive features. Usage has grown from 182 plays in its first month to over 9,500 monthly plays, with 2,700 members now actively using the app.

The achievements of 2024 reflect the collective effort and dedication of the Phillip Island RSL Sub-Branch's members, staff, and volunteers. We remain committed to supporting our veterans, strengthening our community, and delivering exceptional services. Looking forward, we will continue to build on these successes to ensure the RSL remains a thriving hub for all.

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Financial Report

Chris Simpson, General Manager

The year 2024 was a period of remarkable success for the Phillip Island RSL Sub-Branch. Despite the challenges of two major renovations, the RSL achieved strong growth across all areas, highlighting the resilience of the team and the continued support of the community.

Operational Highlights

- **Renovation Impact:**
 - The kitchen underwent a complete renovation, requiring a four-week closure during which only a snack menu was available.
 - The entrance, gaming room, and members' bar were also renovated, necessitating a one-week

gaming room closure and disruptions in other areas over four to five weeks.
– Despite these interruptions, revenue growth was achieved across all key areas.

- **Tourism and Events:** Increased visitor numbers during holiday periods and major events on Phillip Island contributed significantly to the year's financial success.

Revenue Streams

1. Beverage:

Beverage revenue increased by just under 10% compared to 2023. This was driven by the success of Friday Members' Nights, major sporting events, holiday seasons, and local events, consistently attracting high patronage.

| Beverage | | | | |
|--------------------|----------------|----------------|---------------|------------|
| | 2024 | 2023 | Growth | Percentage |
| Sales | \$2,156,494.16 | \$1,945,817.67 | \$210,676.49 | 9.77% |
| COGs | \$663,120.72 | \$612,505.84 | \$50,614.88 | 7.63% |
| Gross Profit | \$1,493,373.44 | \$1,333,311.83 | \$160,061.61 | 10.72% |
| Food | | | | |
| Sales | \$3,007,501.63 | \$2,872,875.50 | \$134,626.13 | 4% |
| COGs | \$1,009,938.85 | \$1,062,222.03 | -\$52,283.18 | -5% |
| Gross Profit | \$1,997,562.78 | \$1,810,653.47 | \$186,909.31 | 9% |
| Gaming | | | | |
| Sales | \$4,093,334.36 | \$3,919,141.63 | \$174,192.73 | 4% |
| COGs | \$568,048.96 | \$699,961.07 | -\$131,912.11 | -23% |
| Gross Profit | \$3,525,285.40 | \$3,219,180.56 | \$306,104.84 | 9% |
| Other Income | | | | |
| Sales | \$610,591.30 | \$390,376.23 | \$220,215.07 | 36% |
| COGs | \$3,327.38 | \$3,280.60 | \$46.78 | 1% |
| Gross Profit | \$607,263.92 | \$387,095.63 | \$220,168.29 | 36% |
| Phillip Island RSL | | | | |
| Sales | \$9,867,921.44 | \$9,151,719.26 | \$716,202.18 | 7% |
| COGs | \$1,676,386.95 | \$1,497,565.65 | \$178,821.30 | 11% |
| Expenses | \$6,628,181.43 | \$6,219,285.69 | \$408,895.74 | 6% |
| EBITDA | \$1,563,353.06 | \$1,434,867.92 | \$128,485.14 | 8% |

Continued over

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2. Food:

Food revenue rose by 4% despite the kitchen closure for renovations. Once reopened, the kitchen achieved record sales, delivering exceptional meals to members and guests. Cost management initiatives, including the production of more in-house products and sourcing seasonal produce locally, further contributed to the strong results.

3. Gaming:

Gaming remained a significant part of the business, recording growth even during the renovation. Holiday seasons and increased visitor numbers to the island were key drivers. However, gaming costs rose in 2024 due to the resumption of interest payments on entitlements loans, which had been deferred during COVID-19.

4. Other Revenue Areas:

Other revenue streams, including interest, rebates, Friday night raffles, and membership growth, delivered excellent results. TAB and Keno income remained stable throughout the year.

Financial Comparison: 2023 vs. 2024

The table below highlights the financial performance across key areas, showing an 8% overall growth compared to 2023. This achievement reflects the outstanding efforts of the team during a year of operational challenges.

Community and Sponsorship Support

The strong financial results have enabled the Sub-Branch to provide unprecedented support to the local community:

- **Community Grants and Donations:** A total of \$36,838 was allocated to various community groups across Phillip Island.
- **Sponsorships:** Sporting organisations received \$43,537.35 in sponsorships, with additional contributions in the form of vouchers for fundraising activities.
- **PIMHAG Partnership:** The Sub-Branch proudly supported the Phillip Island Medical and Health Action Group (PIMHAG) by hosting the “Start the Conversation” event, featuring guest speakers and promoting greater understanding of mental health on the island.

The 2025 Grants Program will reopen in April, allowing local community groups to apply for funding to support new projects. Further details will be available on our website and through advertising.

Looking Ahead

The Phillip Island RSL Sub-Branch is committed to continuing its progress in 2025 and beyond. Key priorities include:

- **Planning for Stage 3 Renovations in 2026:** The next phase of renovations will introduce a new café, study area, kids’ room, function space, and a redeveloped bistro, adding over 170 dining seats to accommodate peak demand.
- **Staff Development:** Ongoing investment in staff training will ensure the team delivers exceptional service and strengthens the Sub-Branch’s leadership position among Victorian RSLs.
- **Customer Experience:** The management and staff are dedicated to creating an innovative entertainment venue that provides memorable experiences for members, guests, and the broader community.

These initiatives will ensure the Phillip Island RSL Sub-Branch continues to grow and maintain its reputation as a valued community hub.

I look forward to another successful year at the Phillip Island RSL Sub-Branch in 2025

Thank You

Chris Simpson

General Manager

Dear Members

2024 has been a very busy year with my responsibilities being Treasurer Mentor, Honours and Awards, Sporting Sections, Cowes Primary School Scholarships, Education and deputy to Buildings and Grounds, annual Dinner, Succession Planning, Membership and Men’s Shed. Phillip Island RSL has gone from strength to strength and we sit in a very strong position that many Victorian RSLs are envious of.

I have now decided to step down from our committee in the interests of allowing younger veterans to step up to the increasing sophisticated role of management of a major venue.

It has been a privilege to serve on this committee for over twenty years, contributing to the very many initiatives, the welfare, the re-building, the community projects involved in during my time.

Before Phillip Island RSL I served on the Waverley RSL committee for seventeen years. During my time at Waverley RSL, I spent twelve years working at the headquarters of the RSL in Victoria, ANZAC House, as deputy to the CEO, Brigadier John Deighton AM MC. I am proud of the work achieved and am grateful for the opportunity to learn and collaborate with many dedicated teams.

My reasons for dedicating myself to the RSL are many but one factor stands out above the rest and that is; What can any person do better than to join the Australian Defence Forces thereby offering their life for a better Australia and its citizens.

My grandfather fought in the First World War, my father was a Second World War pilot, my mother joined the forces when they were opened to females in 1941, and I had two uncles who suffered under the Japanese on the Burma/Thai railway. Our family lived in Malaya from 1962 to 1965, during which time communist terrorists were on attack, on killing sprees and threatening villages, schools and governments

throughout the country, Civil Uprising was occurring and Indonesia attacked Malaya in 1964 and Malaya became Malaysia.

I joined the Australian Defence force in 1965 for six years and served a tour of duty in Vietnam from May 1968 to May 1969. On returning to Australia, I married and first joined the Dandenong RSL in 1970. That is now fifty-five years as an RSL member and over thirty-seven years on RSL committees. That, I suppose, is enough for any-one but my heart is still with the RSL it’s time to allow new and fresh faces to take the various roles. Too long on a committee can mean ‘treading water’ instead of coming up with new ideas to carry the RSL forward.

Without a doubt, the RSL nationally, has to re-invent itself – but this is a good thing. It means it has been a very long time since Australia and its citizens have been subjected to war. A major achievement and massive credit to all those who have served our country. Well done but it has come at an enormous cost of well over 100,000 Australian lives.

We need to maintain the integrity, the history, the welfare and the respect of our RSL.

Whilst stepping down I remain fully committed to the goals and mission of RSL and look forward to supporting the League in other capacities in the future. With over ten years as your President and serving in various capacities on committee, it is hard to let go, but?

I wish the Phillip Island RSL continued success in its endeavours and encourage all members to stay actively involved in shaping our future.

Greg Mead

OAM - Vice President

In my role as Treasurer of the Phillip Island RSL sub- branch (PIRSL), a view to all aspects of the PIRSL is needed, because every aspect evolves around the financial outcome of the sub-branch. Post Covid created a series of challenges.

The forced lockdowns with many months of closure, the loss of revenue, staff losses due to lack of opportunities resulting in some of them moving away in search of better prospects or leaving the hospitality work force altogether.

It's taken some time but through hard work by our General Manager, Chris Simpson, and the team, with full support of the Committee, the PIRSL has gone ahead in leaps and bounds.

Below are figures comparing 2022/ 2024 and 2023/ 2024. You can clearly see growth in gross profit, also the rise in the cost of goods.

| Phillip Island RSL Growth Report 2023 v 2024 | | | | |
|--|----------------|----------------|----------------|------------|
| | 2024 | 2022 | Growth | Percentage |
| Sales | \$9,867,921.44 | \$9,151,719.26 | \$716,202.18 | 7% |
| COGs | \$1,676,386.95 | \$1,497,565.65 | \$178,821.30 | 11% |
| Expenses | \$6,628,181.43 | \$6,219,285.69 | \$408,895.74 | 6% |
| EBITDA | \$1,563,353.06 | \$1,434,867.92 | \$128,485.14 | 8% |
| Phillip Island RSL Growth Report 2022 v 2024 | | | | |
| | 2024 | 2023 | Growth | Percentage |
| Sales | \$9,867,921.44 | \$7,300,474.10 | \$2,567,447.34 | 26% |
| COGs | \$1,676,386.95 | \$1,085,967.55 | \$590,419.40 | 35% |
| Expenses | \$6,628,181.43 | \$4,916,918.64 | \$1,711,262.79 | 26% |
| EBITDA | \$1,563,353.06 | \$1,297,589.91 | \$265,763.15 | 17% |

The last 3 years have been a huge financial challenge in high inflation times.

These figures show the viability of the business, along with the exceptional staff at the PIRSL.

Renovation works

Throughout 2024, several renovations were carried out.

Kitchen: A total re-fit and upgrade of the Kitchen was completed which restricted our food sales to bar food only for approximately 5 weeks.

This upgrade to the Kitchen will also make it possible to service the future 2026 150 seat extension to our bistro area.

Cost:

Visual Builders: \$520,404.72
EYMAC equipment & racks: \$138,567.00
Josper oven: \$37,279.00
Total: \$696,250.72

Front foyer:

Overdue, was a complete rebuild of the front entrance, including new high-tech screens and a modern style, it

has created a very elegant entrance for first impressions walking into the RSL for our members and visitors to enjoy.

Cost:

Visual Builders: \$672,583.12
SIMTEC screens: \$129,684.78
Total: \$802,267.90

Gaming room:

Due to new gaming regulations some aspects of the PIRSL gaming room no longer complied, to rectify this we took the opportunity to carry out overdue work as well.

New carpet, a re-configuration of machines, new lighting, new sliding door to comply to current regulations, screens to make the gaming room less visible to the other areas of the RSL.

Cost:

Visual Builders (including carpet and tiling) \$514,715.63
Cameras: \$29,859.00
Sliding Door & variation: \$42,820.60
Total: \$587,395.23

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I might add all this work was carried out without any bank loans, financed through PIRSL funds.

Future building work:

2026 is penciled in for major building works.

- Extension to the bistro area to cater for an extra 150 seats.
- Introduction of a Café
- Introduction of a study area
- A new children's play area and party rooms (sound proofed) which will be able to divide into 3 sections or used as one room for kids' parties.
- Downstairs will consist of a large storage area.
- Staff change rooms with bathrooms and toilets.
- Also, an eating area to finally give our staff somewhere to eat rather than finding a place somewhere within the RSL.
- A Bridal retreat, to cater for weddings.
- Update of our loading dock and waste area

These are some of the plans, with more to be finalised this year. To carry out these works the PIRSL will finance some of the costs with the remainder being covered by a Bendigo bank loan.

Rest assured the borrowed finances will be well within our capacity to furbish.

Term deposits:

PIRSL currently has a term deposit of \$1,000,000 which will mature on the 23rd of February 2025, with Interest of \$46,000, this will be rolled over for a further 6 month period.

The second term deposit commencing on the 31st of January will have \$1,250,000 deposited for the term of 6 months at an interest rate of 4.5%. These figures are correct at the time I produced this report (22/1/2025) But the amounts may vary.

2025 will have its own challenges as we continue to move the PIRSL forward, one of them will be planning for next year's building project, a major task.

I would like to take this opportunity to thank Chris Simpson (General Manager), Brad Carter (Operations Manager), and my go to person Sarah Marshall (Finance Manager), also the rest of our wonderful team for their efforts and kindness.

If you have any questions, please feel free to approach me at the RSL.

Michael Crump
Treasurer





The past year has been one of growth, engagement, and continued commitment to our team. At Phillip Island RSL, we remain dedicated to encouraging an inclusive, high-performing workplace that reflects our core values: Service, Mateship, Respect, Honesty, and Accountability.

Throughout 2024, we have strengthened our leadership development, training initiatives, and workplace culture to ensure that our team members feel valued, supported, and equipped for success.

Embedding Our Mission, Vision, and Values

This year, we reaffirmed our commitment to our Foundation Statement – From Tradition We Grow. Our mission to serve as both a member-based entertainment venue and a welfare organisation continues to shape our people and culture initiatives. Our values have guided decision-making at every level, reinforcing a workplace where integrity, collaboration, and continuous improvement thrive.

People at Work Survey: Key Insights

As part of our ongoing commitment to employee wellbeing, we undertook the People at Work survey in mid-2024 to assess psychosocial risk factors and workplace culture. With an approximate 50% response rate, results were overwhelmingly positive, indicating low scores in the areas of role ambiguity, emotional demand, group relationship conflict, group task conflict, role conflict, supervisor support, and co-worker support.

While these results reflect a positive work environment, the survey also highlighted areas for continuous improvement, particularly in the areas of job control,

praise and recognition, procedural justice, and change consultation. In response, we have taken proactive steps to strengthen these areas, ensuring that employees feel empowered, valued, and included in decision-making processes.

Leadership Development: Middle Management Movement

During 2024, Cameron Schwab from DESIGN CEO conducted a workshop for our leadership team. Cameron, a leadership mentor and coach, developed his skills and knowledge in leadership from his extensive experience in sports management, having served as CEO of the Richmond, Fremantle, and Melbourne football clubs.

Throughout the presentation, Cameron shared a series of anecdotes from his own life, each layered with important lessons and reflections. Among the many messages that resonated, two stood out most profoundly: the power of collective effort and the importance of compassion during life's challenges.

Cameron's first message emphasised that "we can achieve more if we work together." Through vivid storytelling, he illustrated how unity and collaboration can transform not only communities but individual lives. His examples demonstrated that when people come together with shared purpose and mutual support, seemingly insurmountable obstacles become manageable.

Recognising the importance of strong leadership, we are launching the Middle Management Movement – Leadership Team Development Program in April

Continued over

Continued from page 14

2025. This program is designed to support current and emerging leaders in transitioning from frontline roles to management positions. Recognising the importance of strong leadership, we are launching the Middle Management Movement – Leadership Team Development Program in April 2025. This program is designed to support current and emerging leaders in transitioning from frontline roles to management positions.

Participants will engage in 14 leadership modules, covering topics such as conflict resolution, team engagement, performance management, and effective communication with senior leaders. A key component includes DISC Behavioural Profiling Assessments, offering personalised insights into leadership styles and team dynamics.

By encouraging leadership capabilities, we aim to build a pipeline of confident, capable leaders who will drive organisational success and cultivate a positive workplace culture.

Learn Central: A New Era of Employee Training

In 2024, we launched Learn Central, our new Learning Management System (LMS), in partnership with Allara Global, a leading provider of hospitality training. Through this collaboration, we have successfully rolled out over 20 e-learning modules, covering Work Health and Safety, Employee Conduct, Psychological Safety, and Food Safety. Every staff member has completed these modules, ensuring a baseline standard of knowledge across key compliance areas.

Looking ahead to 2025, we are expanding our training offerings to include Leadership, Service & Guest Relations, Table Service, and Bar Operations. Some compliance modules will also be refreshed annually to maintain workplace standards and reinforce best practices.

The continued development of Learn Central demonstrates our commitment to lifelong learning and professional development for all employees.

Employee Assistance Program (EAP) Launch

In 2024, we introduced our Employee Assistance Program (EAP) in partnership with Connect Psych Services, providing staff with access to confidential, professional mental health support. The program offers 1:1 e-counselling sessions, available via video, phone, or live chat, ensuring flexibility and ease of access.

The EAP supports employees dealing with a range of concerns, including stress, anxiety, depression, relationship challenges, work-related concerns, grief,

and burnout prevention. Importantly, this service is not just for those in crisis but is also a proactive tool for managing mental health, helping employees address challenges before they escalate.

All sessions are entirely confidential and delivered in a judgement-free environment, reinforcing our commitment to supporting the wellbeing of our team members.

Strengthening Workplace Culture and Engagement

As we move into 2025, we are placing a renewed focus on strengthening workplace culture and engagement. While 2024 presented challenges in fully implementing structured engagement initiatives, we recognise the importance of creating a workplace where all employees feel valued, heard, and supported.

Key priorities for 2025 include:

- **Enhanced Employee Recognition:** Developing structured recognition programs to highlight achievements and contributions.
- **Wellbeing and Psychological Safety:** Strengthening training and leadership engagement to reinforce a safe and supportive environment.
- **Improved Consultation on Change:** Ensuring employees have meaningful opportunities to contribute to decision-making processes, fostering a more engaged workforce.

Looking Ahead to 2025

As we step into 2025, our focus remains on leadership development, employee engagement, and continuous improvement in workplace culture. We are committed to building on the strong foundation laid in 2024, ensuring that Phillip Island RSL continues to be a workplace of choice—where employees can thrive, grow, and contribute to the success of our organisation.

R U Ok?

Today is a very IMPORTANT DAY; R U Ok? day...a conversation could change a life.

We've been spoilt and in return, spoilt our guests with a selection of house baked cupcakes and asked the Question;

R U Ok?

It's so very important that we stop - **1.** ask the question - **2.** Listen - **3.** Encourage action and **4.** CHECK in with each other

Thanks to our new pastry chef, Bridget for the spoils and treats.

Past President Report

The last twelve months have flown by, and I initially started it off by appreciating that in some respects this time should be a time for reflection, appreciating the fourteen years I had spent in just about every position on the Committee, of this vibrant and very successful Sub- Branch.

It also allowed me the time to start to prioritise my own personal goals and ambitions and decide exactly what was of paramount importance to my wife and I, as we progress into the next stage of our lives together.

The other paramount concern was that our Sub Branch Committee had in some respects lagged behind in recruiting and training the right people, to successfully take the positions that we would finally vacate. I guess some of the older committee believed that they would always be around to assist if necessary. However, this isn't the right way to run a multi million dollar business and maintain the success our membership has constantly enjoyed for a long time.

Thankfully, in the last few years we have put some thought into succession planning, and our committee is now starting to enjoy the vibrancy and input of newer members. Yes, we are losing the seventy-year-olds, and a well of experience, but the younger members remaining on the committee have

now had the time to take those reins and run with them, and they really don't need us looking over their shoulders.

Greg Mead and I have progressed through the RSL system since the early 1970's, and if anyone needed our advice, I'm sure we'd assist, but I really don't see it happening. Our Sub Branch has some incredibly talented people who are younger than us, and are looking forward to taking that responsibility, and having a go themselves. Our current President is by his own admission finishing up when his term finishes, but then again, we have the talent in the Committee to fill that position and recruit successfully, we also have some great prospects already assisting our RSL in other ways, and I am sure they will step up when needed.

I must take this final opportunity to thank a very great section of our marvellous staff, I won't embarrass them by naming them personally, but their assistance over the years have made my transition at our RSL a great deal easier and enjoyable, and their dedication to the returned servicemen and women and their families and members has been outstanding. Thank you.

Yours sincerely,

Chris Thompson

Secretary's Report

Dear Members

Having spent two years in the role as Secretary I have begun to see changes in the operations of our business, work and RSL Victoria.

The work being conducted remains the same with being the "Public Officer" for the PIRSL, inwards and outwards correspondence, maintaining the agenda for our Finance, Audit and Risk Management (FARM) Executive and Committee Meetings and the development and filing of the minutes from these meetings in an auditable manner.

The changes in our business are due to the increasing size and growth of our operations, memberships and the balance of these memberships due to the unfortunate reduction due to the aging of our Ex-Serving Members

I would like to thank our President, Peter Paul and our Immediate Past President, Chris Thompson for the support provided over the past twelve months.

Bob Woods

Secretary

Remembrance Day Service & Lunch

11 November, we honoured those who served with Bravery and Sacrifice with a wreath laying ceremony at the Cenotaph in Cowes.

A heartfelt thank you to everyone who supported our Remembrance Day Poppy Appeal. Your generosity and solidarity make a world of difference, helping us honour those who have served and sacrificed.

Together, we keep their memory alive. Every poppy purchased, every moment of silence, and every shared reflection shows the strength of our incredible community.

We couldn't have done it without you. And to our Volunteers, from Christine and her team, The biggest, most heartfelt Thank-you to YOU all.



Vietnam Vets Black Tie Dinner

What a wonderful evening of Fellowship.

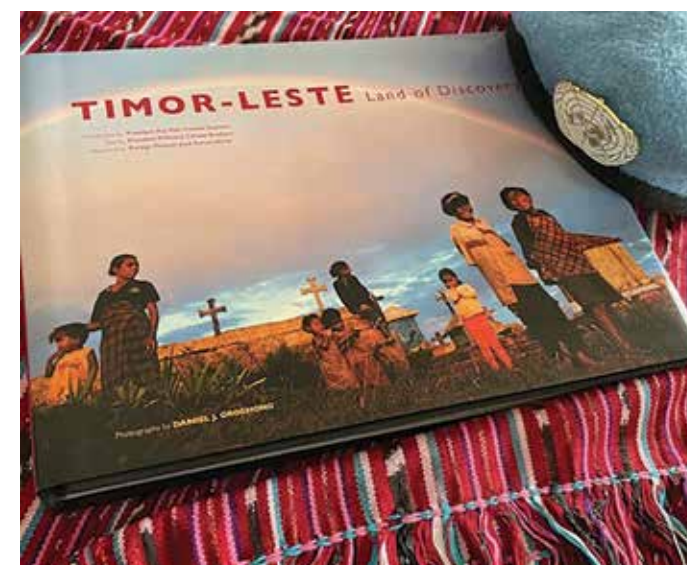
Sharing incredible experiences and stories, old (and new) friendships kindled, plenty of laughter, clinking of glasses, toasting, eating (wonderful food) and inspiring stories shared

Thank-you to the Vietnam Veterans Australia and Boxhill RSL for hosting and Fallen Diggers for an evening thoroughly enjoyed by us all.



Timor Leste

On Friday 20th September marked the 25th anniversary of Australian Service in Timor-Leste.



Veterans Day Service

Sunday, 18th August, we honoured and Remember the brave men and women who served in the Vietnam War. The service was held in our RSL Memorial Garden at 11:00am.

We warmly welcomed all Veterans and their families to attend and pay tribute to those who served.



Sponsorship, Grants & Donations

GRANTS

On behalf of our President, the Committee, our General Manager & all our staff at the Phillip Island RSL, we are delighted to have the opportunity to present these generous contributions to a handful of incredible community groups.

May these contributions not only assist and benefit our community directly, but the greater community at large.

We thank-you all



Our Committee President, Mr Peter Paul & the Phillip Island Football Netball Club President, Mr Chris Ross enjoying the view, from a different perspective - with thanks to the new addition benches - looking fantastic gents. We LOVE that we can contribute to our community - long may this legacy live on.



Sponsorship, Grants & Donations

Bass Coast Business Awards

Proud as punch - We're thrilled to have the privilege of sponsoring the Bass Coast Shire Council Business Awards Category: Access, Equity and Inclusion

Congratulations to all nominated, and HUGE congratulations to: Inverloch Healthcare on your award. What an evening of glitz & glamour - thank-you for hosting us RACV Inverloch Resort and Bass Coast Shire Council

Phillip Island is coming together to walk for Pancreatic Cancer Awareness

Saturday 14th December

With the inaugural 'Put Your Foot Down Community Walk' hosted by Kirri Harvey, who recently lost her husband Andrew to this disease. Each year, PanKind's nationwide walks unite thousands, dressed in purple, to raise awareness and funds for pancreatic cancer.

Despite its prevalence—claiming as many lives as breast and prostate cancer—pancreatic cancer receives limited funding and attention. Michelle Stewart, PanKind CEO, emphasises the urgency of early detection, as 8 out of 10 diagnosed will not survive beyond a year.

PanKind, the only charity in Australia dedicated to pancreatic cancer, aims to triple survival rates by 2030 through innovative research.

For more information and to sign up, visit: <https://www.putyourfootdown.org.au/phillip-island>

Join us in making a difference!

Wishing all our Phillip Island Football Netball Club team members participating in the FINALS this weekend

Bring home the GOLD



Sponsorship, Grants & Donations

Phillip Island RSL is proud to be able to sponsor a large list of local clubs and fundraisers through the 2024 year. From cash donations to vouchers we are pleased to say we donated over \$43,000 to community groups.

| | | |
|---|--|-----------------------------|
| Arts Society of Phillip Island | Bass Coast Shire Awards | KCA Biggest Morning Tea |
| Bass Coast Health Hub Auxiliary | Phillip Island Football Netball Club | Lions Ride for Sight |
| Cowes Yacht Club | Phillip Island Football Over 35's Club | Phillip Island Board Riders |
| RSL Lawn Bowls Phillip Island | Pankind Walk Phillip Island | |
| Woolami Beach Surf Lifesaving Club | PICAL | |
| RSL Golf Club | PIMHAG | |
| Cowes Primary School | Carols by the Bay | |
| Our Lady Star of the Sea Primary School | Phillip Island Golf Club | |
| | Newhaven Collage | |

Phillip Island RSL Community Grants for 2024 was very successful in handing out over \$38,000 worth of grants to community groups. We are proud we can continue to support groups within our community and keep them growing and achieving their goals.

Phillip Island Medical and Health Action Group

Mental Health Forum- Start the Conversation regarding Mental Health on Phillip Island.

Wonthaggi Army Cadets

Outdoor tents & Artillery Sword for Services

Phillip Island Community & Learning Centre

Girls on Tools Project

Phillip Island Urban Fire Brigade

Thermal Imaging Camera

Changes for Sam

It Support, Safety Dives & Office Consumables

2024 Phillip Island Toy Run

Toys Donation

Lifeline

Jill Scrase Anzac Award Winner Donation

Lighten Up Theatre

Production Costs

Melaleuca Lodge Phillip Island Home for the Aged

Garden Plate, Equipment for Garden Beds

Phillip Island Football Netball Club

Seating & Grandstands for Football & Netball Game Day viewing

Woolami Beach Surf Lifesaving Club

Soft surfboards and training equipment for Nippers

Probus Club Phillip Island

Portable Defibrillator

ANZAC Appeal

Phillip Island RSL Appeals Team

Once again, we had a successful Remembrance Day Appeal. Much thanks to all the Bowlers and Golfers who assisted in manning the collection sites each day and the other many volunteers who assisted us - it would not be possible without you all giving selflessly of your time.

Thanks also to the Appeals Team, Michael Crump, Sue Dibley and Christine Woods - without their support and assistance we would not be able to do as much as we do. Raised funds go towards helping our Veterans via our Welfare Program. We look forward to doing it all again come ANZAC Appeal time.

Christine Thomas

Committee

Remembrance Day Poppy Appeal

Honour our Veterans, and support their families this Remembrance Day by purchasing a poppy and other memorabilia. Every donation helps fund vital wellbeing and support programs for those who've served.

Stand with our veterans.

Wear a poppy and remember their service and sacrifice



Pension Advocate

Volunteer Hours Report 2024
Republic of Vietnam Citation

On the 28th of August 2024 the PIRSL hosted a Republic of Vietnam citation ceremony. Sir Peter Cosgrove and Lady Lynne Cosgrove attended the occasion and presented the Citation to 20 Vietnam War Veterans in front of family and friends during an afternoon tea in the PIRSL ANZAC Room.

DVA Pensions & Advocacy

DVA Pensions Advocate Lawrence Buck is available 4 days a week to assist veterans with DVA claims. Lawrence's services are also extended to all of region 10.



Breakdown of assistance provided to local Veterans with DVA matters:

Assisted with:

- DVA Claims – 24
- DVA Matters – 33
- Medal Enquiries – 7
- General Matters – 18

From these figures;

- DVA Claims finalised – 13
- DVA White cards issued – 16
- DVA Gold cards issued - 4
- Medals awarded – 11

Total DVA Compensation paid – \$526,872.47

I am proud to say that my portfolio is Chair of Welfare.

The Phillip Island RSL Welfare team and its volunteers take pride in providing welfare support to all Veterans and families, as well as community members and I am thrilled to work alongside the wonderful team that make up Welfare.

During 2024, we introduced a Veterans “Coffee, Chat and Chew” which is now held on the 1st Tuesday of each month. It is heartwarming to see so many Veterans enjoying morning tea along with the buzz of conversation.

On the 2nd and 4th Tuesdays of the month we have Veterans getting fit at the Yoga sessions.

Our knowledgeable Advocate Lawrence is on hand to help Veterans with wellbeing services and DVA Matters and he works alongside our very capable Andrew, who is always there to assist with your welfare issues and concerns.

If you need a Welfare car, to take a member to medical or hospital appointments, Andrew can also help you with booking a car.

We also have a friendly team who do home and hospital visits and they love calling in to have a chat with Veterans and RSL members.

Of course, the services we provide could not succeed without the fantastic volunteers who are very willing to give their time to help others and for this, the RSL and its members are extremely grateful. So THANK YOU.

If you feel you could give some of your time to help as a volunteer, please contact Andrew at the RSL. You will receive a very warm welcome and you will not regret volunteering.

Cheryl Overton
Committee

ANZAC Day & Remembrance Day Poppy Appeals

PIRSL Committee members Christine Thomas & Michael Crump coordinated a team of volunteers for the 2024 ANZAC & Poppy appeals at sites across Phillip Island & San Remo. \$16,000 approx. was raised during April in the lead up to ANZAC Day. \$13,000 approx. was raised in the lead up to Remembrance Day during November.

The Phillip Island RSL held services for both ANZAC Day (dawn & 11am) & Remembrance Day at the Cowes Cenotaph during 2024. Large crowds were in attendance on both occasions. PIRSL Operation Manager Brad Carter coordinates both of these very important events.

Service's Members Coffee Catch up

During 2024 The PIRSL commenced hosting monthly catch up gatherings for our service members. The attendance levels have been very good (30-40 approx). These meetings give our service men & women the opportunity to socialise with like-minded individuals.

PIRSL service members in attendance are treated to complimentary barista made coffee, scones (with cream & jam), sandwiches as well as an assortment of hot food.

Yoga

2024 saw the commencement of complimentary fortnightly yoga sessions for veterans. It has grown to

an average of 30 members each session and others interested in taking part.

Activities of this nature are beneficial for both physical & mental health.

Veteran's Raffle

During 2024 the PIRSL held monthly Services members raffles. The prizes included meat trays, a baker's delight hamper & a PIRSL voucher. Service members in attendance received a 20% discount on food & beverage.

Non-emergency Medical Transport

During 2024 The PIRSL's team of 20 Volunteer drivers transported approx. 90 members to 314 various medical appointments. These drives were to various areas including but not limited to Melbourne, Dandenong, Frankston, Berwick, Leongatha, Wonthaggi, Cowes & San Remo.

Breakfast Program

The Phillip Island RSL (via Committee member Christine Thomas) coordinates a small team of Volunteers to provide complimentary breakfast for students from Cowes PS on Wednesday mornings throughout the school year.

Home Visits

PIRSL Committee member Cheryl Overton coordinates a small team of Volunteers to provide regular home

visits to several of our elderly and socially isolated members. Cheryl & her team have built strong relationships with several of our local members. Our members are very grateful for the care extended to them.

Day Club

The PIRSL host a social club coordinated by Volunteers Gwyneth Carvell & Julie Jolly. The Day Club meet on Monday mornings in the ANZAC Room. Approx. 40 members attend each week.

The Day Club guests engage in group activities, listen to guest speakers & have lunch. On occasion the Day Club will venture out for day trips.

Library

The PIRSL Library is available to all members during business hours Monday to Friday. A Volunteer Librarian (Mark Povey) staffs the Library on Tuesday mornings from 10.30am until midday.

The PIRSL Library contains a large collection of books on Australian military history.

Memorabilia

Committee members Michael Crump & Chris Thompson coordinate the PIRSL Memorabilia Program. The Phillip Island RSL has a large collection of Australian military items from various conflicts during the 20th century. These items are displayed throughout our venue.

Legacy Ladies

The PIRSL host The South Gippsland Legacy Ladies meeting on a monthly basis.

Legacy is alike-minded ESO to the RSL. Legacy focuses on assisting the widows & families of Veterans.

TPI

The PIRSL host bi-monthly (once every 2 months) meetings for the South Gippsland TPI group.

A Totally and Permanently Incapacitated (TPI) is an ESO for ex-service people who have become disabled as a result of an injury whilst serving in the Armed Forces (Navy, Army or Airforce).

Men's Shed

The PIRSL Men's Shed is a safe, social space where men can work on various building/woodwork projects in the company of like-minded individuals.

The Men's Shed meet 3 times a week (Mon, Tues, Wed 9am-noon).

PIRSL Committee member Bob Woods is the Men's Shed coordinator.

PIRSL Veteran & Community Services- Veteran Assistance

During 2024, the PIRSL Veteran & Community Services department continued to assist local Service men & women with a number of various matters including but not limited to:

- Lawn mowing/garden maintenance
- Supermarket grocery delivery/pick ups
- Provision of food vouchers & hampers
- Assistance with access to mental health specialists

Honouring History: A Staff Connection

We are proud to share a remarkable piece of history connected to our very own team member, Wayne Carter. Wayne's grandfather bravely served in both WWI and WWII, dedicating himself to the defence of our nation. As part of the Australian Flying Corps in 1918, he contributed to Australia's aviation legacy during the First World War.

His story is a powerful reminder of the sacrifices made by so many for our freedom.

Join us in reflecting on and honouring the incredible contributions of those who served. Let's not forget.



Volunteer Week

In light of National Volunteer Week: Our committee & our team would like to Honour & Thank ALL our wonderful volunteers today, and everyday. We celebrate YOU, for the outstanding & generous service you provide to our Veterans & our community at large. What a lovely (and tasty looking) morning tea.

Newhaven College Year 9 Visit with Sgt.

Chris May

Sgt. Chris May & Newhaven College

This past Monday, we had the privilege of hosting the Newhaven College Yr.9's who attended an informative, enlightening & rather fascinating presentation by Sgt Chris May.

Sgt May, had us all on the edge of our seats, sharing his incredible stories & unbelievable experiences whilst he was deployed in Afghanistan. WOW !

From warm hospitality, memorable cups of chai tea, building water sanitation plants, to building the first ever school for girls in Afghanistan, to memorable curries & naan (made using their feet) - We thoroughly enjoyed our time in your presence.



I recon Sgt. Chris May should come and rate our chefs Curry & naan (I promise no feet were used to produce either!)

Have you tried one of our delicious RSL curries yet - let us know!

Thank-you to Sgt Chris May (& family), our Welfare team & our Committee Members, special mention to Michael Crump & Chris Thompson (& presenting a speech) for arranging this for our youths.

Vietnam Vets Black Tie Dinner

What a wonderful evening of Fellowship.

Sharing incredible experiences and stories, old (and new) friendships kindled, plenty of laughter, clinking of glasses, toasting, eating (wonderful food) and inspiring stories shared

Thank-you to the Vietnam Veterans Australia and Boxhill RSL for hosting and Fallen Diggers for an evening thoroughly enjoyed by us all.

Bingo is back

Eyes down Bingo is back this Thursday in the ANZAC Room. Bistro opens at 12pm for lunch before eyes down at 1pm.



Activity Totals: 1/01/2024 - 31/12/2024

| Category | Activity | Hours | Volunteers | Average |
|------------------------------|--|---------|------------|---------|
| ADMINISTRATION & MANAGEMENT | Administration Support Volunteer | 84.25 | 1 | 84.25 |
| | Fundraising Volunteer | 110.58 | 4 | 27.65 |
| | Sub Branch Committee Member | 1997.53 | 6 | 332.92 |
| | Support Volunteer - Other | 5.25 | 1 | 5.25 |
| | Category Total Hours | 2197.61 | | |
| APPEALS | ANZAC Appeal Collector - Woolworths 2016 | 33.00 | 1 | 33.00 |
| | ANZAC Appeal Collector - Coles 2016 | 12.00 | 1 | 12.00 |
| | ANZAC Day Appeals Woolworths | 9.00 | 1 | 9.00 |
| | Appeals Officer | 206.25 | 2 | 103.13 |
| | Appeals Volunteer - Other | 205.50 | 6 | 34.25 |
| | Category Total Hours | 465.75 | | |
| COMMUNITY SUPPORT ACTIVITIES | Breakfast Club Volunteer | 377.67 | 4 | 94.42 |
| | Community Support Volunteer Other | 405.50 | 1 | 405.50 |
| | Mens Shed Volunteer | 138.50 | 1 | 138.50 |
| | Category Total Hours | 921.67 | | |
| HERITAGE & COMMEMORATIONS | Education Program Volunteer | 15.00 | 1 | 15.00 |
| | Memorabilia & Library Volunteer | 116.75 | 1 | 116.75 |
| | Category Total Hours | 131.75 | | |
| VETERAN SUPPORT | Day Club Volunteer | 20.00 | 1 | 20.00 |
| | Home and Hospital Visitor | 254.77 | 4 | 63.69 |
| | Medical Transport Driver - All Areas | 563.67 | 10 | 56.37 |
| | Medical Transport Driver - Local/Wonthaggi | 174.25 | 6 | 29.04 |
| | Welfare Committee Member | 171.42 | 2 | 85.71 |
| | Welfare Volunteer - Other | 79.50 | 2 | 39.75 |
| | Category Total Hours | 1263.61 | | |
| Total Hours | | 4980.39 | | |

Memorabilia

Phillip Island RSL has a wide and varied collection of military memorabilia, I would like to take this opportunity to thank all those members and the broader community for donating memorabilia over the years.

We have received wonderful items which we place on display. My hope, and we are working on it, in the future a museum will be built.

For those who have noticed, our WW2 Australian made 25 pounder has been missing for some time, The artillery piece was full of rust and needed extensive restoration,

I am pleased to say, it's now back fully restored and wearing the correct colour now. I thoroughly enjoy my role as memorabilia officer, having quite a good collection of WW1 Australian items myself, which I have been collecting since I was young.

For any information please contact me at Phillip Island RSL - info@pirsl.com.au

Michael Crump

Memorabilia officer.



Phillip Island RSL Annual Dinner

The Phillip Island RSL was proud to host the 2024 Annual Dinner, continuing this valued tradition. Our ANZAC room was transformed into an elegant venue for the evening, where guests enjoyed a carefully curated menu prepared by our talented chefs.

The event welcomed distinguished guest speakers, including Russel Broadbent MP, who shared insights from his time in parliament, and Dr Robert Webster OAM, Victorian RSL State Branch President. Dr Webster provided an update on key challenges facing the RSL in the coming years, as well as the latest findings from the Royal Commission into Defence and Veteran Suicide.

A key highlight of the evening was the presentation of the 2024 ANZAC Award to Gill Scrase. As part of this recognition, Gill received \$1000 to donate to a charity of choice and selected Lifeline as the recipient.

The event also celebrated the dedication and service of our staff. Our General Manager presented long-service awards to three valued team members:

Greg Smyth – 16 years of service

Andrew Tolley – 14 years of service

Stacey Carter – 10 years of service

We sincerely thank them for their ongoing commitment and contribution to the RSL.

The 2024 Annual Dinner was a standout event for the Phillip Island RSL, bringing together members, staff, and the community to reflect on our shared values and achievements. We appreciate the participation of all our guests and look forward to another memorable event in 2025.



Day Club

The PIRSL Day Club weekly meetings continue to be very successful. Day Club leaders Gwyneth Carvell and Julie Jolly are outstanding in bringing the Club together and organising weekly activities.

Membership continues to grow with over 40 members.

Several excursions including our Christmas BBQ (though the weather wasn't kind to us) it was a very enjoyable day, with many in attendance.

The monthly trade table is organised by Elaine Ingels with a variety of items which help with fundraising. Special days for the Easter Parade and Melbourne Cup Day give everyone a chance to "dress up" and enjoy the event.

Guest speakers discussed issues of interest to members.

The Day Club is also ably supported by our President Peter Paul and my thanks also extend to Management and staff who are always willing assist in making the Day Club enjoyable experience.

Gary Simmons

Committee



Breakfast Program

Our Breakfast Program is run on each Wednesday morning during the school term at Cowes Primary. We have a team of volunteers who prepare and serve breakfast to the students each week.

Bruce Shelton is a life member of Phillip Island RSL and in times past used to run the breakfast program. He was keen to see how it is done nowadays and whilst on his visit was chuffed that some teachers

remembered him along with current principal Rod McKenzie all came to say hi to him.

Bakers Delight donate all the bread each week and the RSL provides the fruit. Our team of volunteers do a brilliant job each week those pictured are Lucy Cerantonio, Judy Christie and Merrilyn Allen.

Christine Thomas

Committee



Cadets

The 317 Wonthaggi Australian Army Cadet unit is well sponsored by PIRSL \$5,000 a year is paid by the PIRSL to cover the rent at Wonthaggi Primary School.

As well as Treasurer of the PIRSL, I am also an Australian Army Lieutenant of Cadets 2IC,

For those who are not aware, the Australian Army Cadets is the defense departments youth development program. Bivouacs, field training, map and compass training, with an annual weeklong camp at Puckapunyal Army base.

The Cadets start at the age of 13 and age out at the end of their 18th year. I consider the program to be the best youth development program in the country.

With 34% of all new ADF personnel former Cadets, is a significant number. 3 of our Cadets from our small unit have joined up in the past 2 years.

For any information about Wonthaggi Cadets please contact me at the Philli Island RSL

info@pirsl.com.au

Lieutenant Michael Crump



Men's Shed

The "Men's Shed" remains operating for the three days a week that it has done for many years, and has seen some members unfortunately leave due to age and relocation to other areas. However membership numbers have grown slightly as new members join.

The shed is managed by a Shed Coordinator and Deputy along with an advisory panel, new machinery is continually being looked at and purchased to ensure the safety of members and the quality in work that the members always strive to achieve.

I would like to thank Brian and Gary for the great efforts in running the shed in such a professional manner.

Bob Woods

Men's Shed Portfolio Manager.

Mens Shed Open Day

Thank-you again to everyone who visited the Mens Shed recently during our OPEN DAY

Special thanks to Bass Coast who continues to

promote the Senior Festival, which among other things supports new friendships, staying active, and learning new things which is important for staying happy and healthy.

Feel free to pop-into the Shed between Tuesday to Thursday 9.00am & 12pm to learn



Library

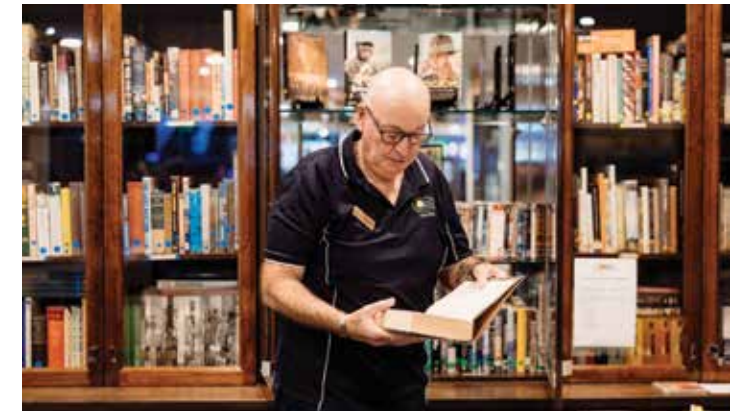
The RSL has a large selection of books on all the conflicts that Australia has been involved in.

Our hard working librarian, Mark (who a veteran) takes pride in keeping the library in order. Thank you Mark and who will find the library open on Tuesdays from 10 am - 12 noon.

I encourage all members to take advantage of our library which there for all members to use.

Gary Simmons

Committee



Education

Education of our military history to younger generations is extremely important, Being a amateur historian of Australian military history, WW1 being my favorite topic.

I am available to any School, group, or club for talks on this subject.

I arrive in Australian WW1 uniform with some related items and will speak for the time requested.

Please feel free to contact me through PIRSL to arrange a meeting.

info@pirsl.com.au

Michael Crump

Education officer



Major Prize & Giveaways

Melbourne Cup Day

It's been a fast-paced day, filled with horse racing, high Fashions, FUN, fascinators, spot-prizes, fancy outfits, MUSIC, cocktails, WINS, smiles...and our HIGH-TEA extravaganza (it's truly DROOLICIOUS)

From 9am, we're rolling out all the stops for the ultimate Melbourne Cup experience

Here's what's on:

Live music by Cassie, to set the scene

Cocktail specials, all day long!

High Tea from 2-4pm (a real treat)...think raspberry macarons, double chocolate tarts with dulce de leche, pistachio eclairs, traditional scones with jam & Chantilly cream (and plenty of savoury bites)

Fun in-house activations - it's time to dress to impress, Fashionistas! Your best Spring Racing Carnival outfit could be the look of the day!

Cup Sweeps - Join in on the thrill of the race!

Seats are filling up fast - you don't want to miss this one!

Christmas Tree Giveaway

Get ready for a night of festive fun and fabulous prizes! Swipe your MYRSL card before 6pm for your chance to win one of 13 incredible envelope prizes – worth over \$5,000!

Santa's Visit: 5:30pm – 6:00pm (Don't forget your cameras!)

Live Music: 5:30pm – 8:30pm (Feel the holiday vibes!)

Prize Draw: 7:00pm (Will you be one of the lucky winners?)

Bring the family, soak up the festive cheer, and make it a night to remember!

Membership Renewal Promotion Ends Soon!

Our Membership Renewal Promotion wraps up on Thursday, 19th December, just in time for the BIG DRAW, on Friday 20th December, 7pm! 10 x 50,000 MYRSL Points up for grabs

How to Enter:

Join MYRSL or RENEW your membership between 01/11/2024 - 19/12/2024

Our 5,000th Member

our 5'000th Member

Congratulations to our 5,000th member, Peter, who signed up this evening- welcome to the family - And enjoy the 5,000pts added to your membership card on us!



Achievement and Recognition Award

We would like to nominate Mr. Bradney (Brad) Carter for a 2024 Achievement and Recognition Award.

Bradney (Brad) Carter was appointed to Phillip Island RSL Subbranch in 2015, some ten years ago.

Within a short time, Brad was promoted to the position of Duty Manager.

In Brad's capacity of Duty Manager, he has continually worked with the Sub-Branch Committee to ensure the ongoing operation of the club.

He was then appointed as Operations Manager in 2018 and has continued in that position to this day.

Since 2018 Brad has been the Co-ordinator and Facilitator for all ANZAC Day Activities from 2018 to Current and all Remembrance Day 2018 activities. These onerous activities are still current and he is also now organising Vietnams Veterans Day.

These very expensive and exhausting activities include all communications with the Bass Coast Shire. We all know how difficult dealing with councils has become with insurances, number of people attending etc., etc. Also, Brad deals with St. Kilda Road to organise guest speakers, flyovers by the RAAF Roulettes, catafalque parties from HMAS Cerberus, etc. The list goes on.

In Brad's capacity of Operations Manager / Deputy General Manager he works with Community groups throughout Phillip Island to foster a positive culture between the PIRSL & Community Groups.

Brad maintains a continual engagements with local community associations to foster growth within the Community. This is reflected in our community RSL's grants program.

Another responsibility Brad has, within the welfare arm, is attending to welfare checks for Veterans and Members at all hours of the day. With the RSL paid up membership in exceeding 5,000, this is a substantial task.

Because of a degree of isolation at Phillip Island many members require transport to specialist appointments statewide. The Island sadly lacks medical facilities therefore approximately 15 years ago Phillip Island RSL purchased two welfare vehicles and two minibuses to assist patients travel to their required Specialists and these treatments do include oncology in Melbourne. Volunteer drivers have been known to get out of bed at five in the morning drive a patient to Melbourne for treatment and not return to the Island until mid-night. Brad is one of these volunteer drivers and endures these welfare drives outside of normal hours for the veterans within our community

Another of his responsibilities include Property site



inspections, reviews and organising maintenance for the welfare department.

The most onerous task expected of Brad is that he has made himself available 24 hours a day seven days a week in the event of security breaches and for staff members in the event of encountering abusive and aggressive patrons. He is a phone call away which gives our staff an added security.

Brad is always available to the PIRSL, staff, veterans and the community.

Another task has been assisting the Victoria Police in promoting a safe environment within the Bass Coast.

During 2023 – 2024 our Phillip Island RSL replaced our general manager. Brad was installed as acting General Manager, Gaming Nominee and Liquor Licensee Nominee. He carried out these responsibilities in a sterling fashion until the employment of a new general manager.

Brad has often related to me that he is privileged to be employed at the Phillip Island RSL, the club has an amazing connection with our Veterans, Members and the Community. He has the strong belief that no one person is bigger than the Phillip Island RSL and with integrity and honour we can continue to support our Veterans, Members and the community well beyond the years of his employment within the club.

Brad is to be complimented on appointing and tutoring our 'part time casual' university students. Many of our members have passed comment on our students presentation and work ethic.

Hall of Fame Inductee

I would like to put forward Mr. Peter James Paul JP for an award of a 2024 Hall of Fame Inductee.

As will be clearly illustrated, the nomination covers over 40 years, and hopefully many more, of outstanding continuous dedicated service to the community and RSL of Phillip Island (PI).

I have known Peter for approximately thirty-six years. Peter is a dynamic individual. Some see him as a reformer, an innovator and a person who methodically plans and encourages others to believe they can make a difference for the RSL and Phillip Island community. He is greatly respected and openly acknowledged as a leader within the Phillip Island community for projects he has successfully undertaken. His endeavours are always focused on the future and the impact they have on the wellbeing of the RSL and the community. His leadership has been paramount to the opening of an Early Learning Centre (2013), Cowes Community Bendigo Bank (2010) & his advocacy for a Community Hospital (to be opened 2025).

The community's trust in Peter's leadership, and his strong interpersonal relations, led to the building of future community needs, a School Community Sanctuary, a School Master Plan incorporating a Hall, Art & Craft facility, and the building of permanent classrooms were to follow. His educational leadership and reputation established COWES as a Centre of Excellence for Professional Development and weekend seminars/conferences for hundreds of Junior School teachers. "Excellence Naturally" was introduced as the school motto.

His visionary pursuit of Pre Schools to Education and its implementation led to the establishment of an Early Learning Centre at Cowes Primary. This simply would not have occurred without Peter's passionate leadership

He sought and gained support from School Council for an International School Visitation Program for Year 6 students. Hosting visits from USA, India, Mexico & New Zealand followed. A staff program for visitations and exchanges was also introduced. Curriculum Days were held in South Australia (Schools of the Future), Tasmania (Junior School Programs), Canberra (Questacon), and Arnhem Land NT (Aboriginal Culture). The programs of reaching out with lifelong learning were very successful. He established Teacher and Student exchanges with Tamahere School in New Zealand. He also initiated the Trans-Tasman Conference with New Zealand.

Peter was also Australian President of the School Principal's Association.

As a past Phillip Island RSL Sub-Branch President, I saw Peter as the future RSL President therefore



I approached Peter and discussed him joining the PI RSL Committee. Peter and his wife had offered their services to the Phillip Island RSL for many years in volunteer driving of RSL members to hospital appointments throughout Victoria.

I felt that our RSL would benefit from his vision, his vitality and his experience. He joined us in 2007 and has been an outstanding voluntary member of Committee for over 15 years. He has held elected positions of Secretary, Treasurer, Acting President, and is currently President. He was the catalyst for the Phillip Island RSL ANZAC Community Award, now in its 13th year, and initiated a partnership between the Phillip Island RSL & Cowes Bendigo Community Bank to sponsor Cowes Carols by the Bay, now in its 12th year. He has participated in the RSL Breakfast Program weekly at Cowes Primary School and holds several RSL Committee portfolios. In 2019, he initiated fundraising of \$15,000 for "Many Hands for Mat" to support a free bionic hand enterprise on Phillip Island.

Peter was awarded National RSL Life Membership in 2022.

BASS COAST SHIRE COUNCIL (2005 – 2012)

Peter was elected to Bass Coast Shire Council

Hall of Fame Inductee

representing Island Ward serving also as Mayor. Major achievements are;

- 1) purchase of land by Council in Cowes for future medical facilities
- 2) purchase of land in Cowes (40 acres) for a community sporting complex

Both purchases have reinforced his vision for Cowes and its future needs. The land for the medical services will be the site of the new Community Hospital to be built by 2025, and planning for the sporting complex is currently under discussion. He implemented a review of Pre Schools (kindergartens) throughout the Bass Coast and approximately \$2M in funds was allocated by Council for the building of a much-needed Early Learning Centre (ELC). The ELC was opened in 2013 and has been a boon for families. It should be noted the ELC is on the site of his preschool proposal 1993. Peter introduced a Young Leaders Award, which continues to this day.

Peter is a member of the following four major voluntary organizations

CHAIRMAN - SAN REMO DISTRICT FINANCIAL SERVICES (SRDFS) incorporating 3 Bendigo Community Banks – Cowes, San Remo & Grantville 2006 – 2024 (Current Chair)

Peter was a founding member of Cowes Bendigo Community Bank, launched in 2010, after 3 plus years of persistent community advocacy, a truly grass roots project, encouraging others to buy shares to realise a Community Bank. This was achieved despite Cowes then having 4 major banks. Slowly but surely the community saw the benefits to its clubs and organizations. Over \$5M profit has been returned to the community. Peter has been Director for over 10 years, and is current Chair.

JUSTICE OF THE PEACE
2008 – 2024 (Current Chair)

Peter was Commissioner for Affidavits from 1992, been a JP since 2008 and was awarded a Fellow of the RVAHJ in 2021. Peter was Chair of the South Gippsland Association. He undertakes rostered duties several days a month, plus regularly conducts signage duties at the PIRSL and his home.

PHILLIP ISLAND MEDICAL & HEALTH ACTION GROUP (PIMHAG) 2008 – 2024 (Current President)

PIMHAG formed in 2008, following the closure of Cowes' Warley Hospital. Peter joined with 6 other community members to form an Action Group to regain the medical facilities that were closed by the State Government. This was clearly the No.1 priority for the Island community. For 16 years, he

has tirelessly advocated for appropriate facilities and that perseverance appears to be finally rewarded. He was elected President in 2015 and awarded Life Membership in 2018. In 2019 a 24/7 Urgent Care Centre (UCC), the only one in Victoria, was built on the land Peter was instrumental in purchasing through Bass Coast Council in 2011. When the Urgent Care Centre was opened, Peter remarked that it was a unifying day for the community. Peter is an inaugural member of the Phillip Island Hospital Auxiliary, established 2019. It is anticipated that the PI Community Hospital will be completed in 2025.

ISLAND VOICE

2014 – 2024 (Current President)

Peter was elected Vice President of PI Progress Association (PIPA) in 2014, re-elected Vice President in 2019 when PIPA became Island Voice (IV), and elected President in 2020-2021. His focus of Island Voice was to be more inclusive, with Accountability and Transparency being its cornerstone, successfully advocating projects at local, State and Federal level. IV is now recognized by all levels of government as a respected inclusive organization in the Phillip Island community. With over 3,200 members, IV is the largest organization on the Island. Visionary projects include a major redevelopment of the Cowes foreshore & pier, and a northern beach coastal walk.

OTHER COMMUNITY INVOLVEMENT

- Member of the Victorian Asthma Foundation Education Committee 1998 – 2003
- President Friends of Churchill Island 2011 (Member since 2009)
- Initiated Colour In Cowes Community project for murals, decorative lighting & flower beds
- Chair of Phillip Island 150th Community Day celebrations 2018
- Initiated discussions with Phillip Island Nature Park Chair to introduce free Tourist in Your Town day.
- Co-organizer for raising of \$27,000 for bushfire relief in East Gippsland 2021
- Organized visits to PI of prominent speakers for charity.

Peter has contributed tens of thousands of voluntary hours to groups on Phillip Island. His visionary leadership has had a substantial impact on current and future Island residents.

I commend this application.

Yours sincerely

Greg Mead

OAM - Vice President

Cadets Report

The 317 Wonthaggi Australian Army Cadet unit is well sponsored by PIRSL \$5,000 a year is paid by the PIRSL to cover the rent at Wonthaggi Primary School.

As well as Treasurer of the PIRSL, I am also an Australian Army Lieutenant of Cadets 2IC, For those who are not aware, the Australian Army Cadets is the defense departments youth development program.

Bivouacs, field training, map and compass training, with an annual weeklong camp at Puckapunyal Army base. The Cadets start at the age of 13 and age out

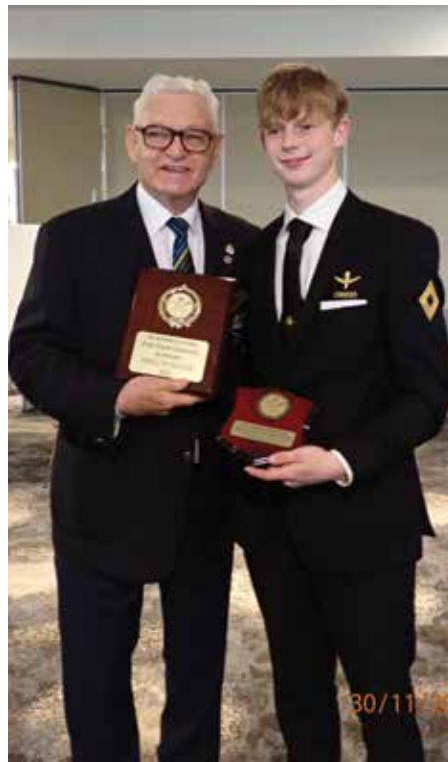
at the end of their 18th year. I consider the program to be the best youth development program in the country.

With 34% of all new ADF personnel former Cadets, is a significant number. Three of our Cadets from our small unit have joined up in the past 2 years.

For any information about Wonthaggi Cadets please contact me at the Philli Island RSL

info@pirsl.com.au

Lieutenant Michael Crump



Bowls Report

Phillip Island RSL Bowling Club enjoyed another successful year representing the RSL in several events held annually to accommodate RSL bowlers.

Each year we compete in the State RSL triples event at Mulgrave, and the Dave Elliott Shield which is run mainly in the Latrobe Valley against some very accomplished bowlers in these one day events.

One of the highlights of our bowling year is the Duke of Edinburgh Shield which is run over two days in early April at various venues along the Murray River.

Last year we were again our section winners, but unfortunately fell a little short of the overall winner from another venue. Once again, in the first week of April we head to Cobram / Barooga to try to again win the Shield and bring it home to the RSL where it will be displayed for the next 12 months.

The RSL Bowls Club is extremely grateful to the RSL for its continued support which enables our members to travel and represent the RSL at all major events.

Kevin Brown
RSL Bowls Club Co-Ordinator





PHILLIP ISLAND RSL SUB-BRANCH INC.
ABN: 62 187 546 251

**AUDITED FINANCIAL STATEMENTS -
SPECIAL PURPOSE MEMBERS' REPORT
FOR THE YEAR ENDED
31 DECEMBER 2024**

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|--|-------|
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PHILLIP ISLAND RSL SUB-BRANCH INC.

ABN: 62 187 546 251

**Statement of Surplus or (Deficit) and Other Comprehensive Income
for the Year Ended 31 December 2024**

| | Note | 2024 \$ | 2023 \$ |
|--|------|--------------------|--------------------|
| Revenue | 2 | 9,693,157 | 9,104,436 |
| Cost of good sold | 2 | (1,915,729) | (1,767,217) |
| Gross profit | | 7,777,428 | 7,337,219 |
| Interest income | | 162,495 | 47,279 |
| Administration expenses | | (390,149) | (306,803) |
| Advertising and promotion | | (198,453) | (97,343) |
| Employee benefits expense | | (3,925,748) | (3,658,359) |
| Gaming machine entitlement amortisation | | (257,198) | (257,220) |
| Occupancy costs | | (1,154,164) | (856,691) |
| Commemorative Day Expenses | | (23,656) | (4,418) |
| Donations and community outreach | | (70,591) | (88,766) |
| Subsidies | | (142,598) | (134,050) |
| Transport expenses | | (28,709) | (18,284) |
| Welfare related employee benefits expense | | (190,236) | (97,423) |
| Other welfare expenses | | (73,298) | (16,513) |
| Cost of living assistance | | - | (3,524) |
| League Support Fee | | (121,018) | (127,610) |
| Mens shed expenditure | | - | (455) |
| Other veterans welfare expenses | | (2,899) | (7,487) |
| Other expenses | | (1,196,232) | (824,532) |
| Total expenses | | (7,774,949) | (6,499,478) |
| Surplus/(Deficit) Before Income Tax Expense | | 164,974 | 885,020 |
| Income tax expense | | - | - |
| Surplus/(Deficit) Before Income Tax Expense | | 164,974 | 885,020 |
| Other comprehensive income for the year (net of tax) | | - | - |
| Total Comprehensive Income for the year attributable to the members | | 164,974 | 885,020 |

The accompanying notes form part of these financial statements.

PHILLIP ISLAND RSL SUB-BRANCH INC.

ABN: 62 187 546 251

**Statement of Financial Position
as at 31 December 2024**

| | Note | 2024 \$ | 2023 \$ |
|--------------------------------------|------|-------------------|-------------------|
| Current Assets | | | |
| Cash & cash equivalents | 10 | 3,355,308 | 3,374,866 |
| Trade & other receivables | 3 | 127,653 | 140,240 |
| Inventories | 4 | 111,609 | 100,861 |
| Total Current Assets | | 3,594,570 | 3,615,967 |
| Non Current Assets | | | |
| Trade & other receivables | 3 | 1,589,196 | 1,589,196 |
| Plant and equipment | 6 | 2,458,433 | 1,206,653 |
| Gaming licence entitlements | 5 | 1,962,339 | 2,219,559 |
| Term deposits | | 1,000,000 | 2,000,000 |
| Total Non Current Assets | | 7,009,968 | 7,015,408 |
| Total Assets | | 10,604,538 | 10,631,375 |
| Current Liabilities | | | |
| Trade payables & other liabilities | 7 | 1,062,556 | 1,056,192 |
| Borrowings | 8 | 499,605 | 878,937 |
| Provisions | 9 | 428,558 | 391,199 |
| Total Current Liabilities | | 1,990,719 | 2,326,328 |
| Non Current Liabilities | | | |
| Borrowings | 8 | 1,366,585 | 1,213,330 |
| Provisions | 9 | 21,765 | 31,222 |
| Total Non Current Liabilities | | 1,388,350 | 1,244,552 |
| Total Liabilities | | 3,379,069 | 3,570,880 |
| Net Assets | | 7,225,469 | 7,060,495 |
| Equity | | | |
| Retained surplus | | 7,225,469 | 7,060,495 |
| Total Equity | | 7,225,469 | 7,060,495 |

The accompanying notes form part of these financial statements.

Statement of Changes in Equity
for the Year Ended 31 December 2024

| | Retained surplus \$ | Total \$ |
|---|---------------------------|-------------|
| Balance at 1 January 2023 | 6,175,475 | 6,175,475 |
| Surplus attributable to members | 885,020 | 885,020 |
| Other comprehensive income for the year | - | - |
| Balance at 31 December 2023 | 7,060,495 | 7,060,495 |
| Deficit attributable to members | 164,974 | 164,974 |
| Other comprehensive income for the year | - | - |
| Balance at 31 December 2024 | 7,225,469 | 7,225,469 |

The accompanying notes form part of these financial statements.

Statement of Cash Flows
for the Year Ended 31 December 2024

| | Note | 2024 \$ | 2023 \$ |
|--|-------|-------------|-------------|
| Cash Flows from Operating Activities | | | |
| Cash receipts from customers | | 9,663,946 | 9,134,600 |
| Cash payments to suppliers and employees | | (8,870,164) | (7,687,317) |
| Interest received | | 162,495 | 47,279 |
| Interest paid | | - | (60,200) |
| Net cash inflow from operating activities | 10(b) | 956,277 | 1,434,362 |
| Cash Flows from Investing Activities | | | |
| Purchase of plant and equipment | | (1,629,630) | (325,752) |
| (Purchase)/redemption of term deposits | | 1,000,000 | (2,000,000) |
| Net cash (outflow) from investing activities | | (629,630) | (2,325,752) |
| Cash Flows from Financing Activities | | | |
| Repayment of lease liability | | (346,205) | (572,351) |
| Net cash (outflow) from financing activities | | (346,205) | (572,351) |
| Net increase /(decrease) in cash held | | (19,558) | (1,463,741) |
| Cash at beginning of financial year | | 3,374,866 | 4,838,607 |
| Cash at end of financial year | 10(a) | 3,355,308 | 3,374,866 |

The accompanying notes form part of these financial statements.

Notes To and Forming Part of the Financial Statements
for the Year Ended 31 December 2024

1. STATEMENT OF MATERIAL ACCOUNTING POLICIES

This special purpose financial report has been prepared for distribution to the members of the Sub-Branch to fulfil the Association’s financial reporting requirements under the Associations Incorporation Reform Act 2012 and the Australian Charities and Not-for-Profits Commission Act 2012 (the Acts). The accounting policies used in the preparation of this report, as described below, are consistent with the financial reporting requirements of the Acts, and are, in the opinion of the committee, appropriate to meet the needs of members.

The requirements of Australian Accounting Standards, Accounting Interpretations, and other professional reporting requirements, do not have mandatory applicability to the Sub-Branch, except to the extent required by the Act, because it is not a “reporting entity”.

Basis of Accounting

The report has been prepared in accordance with the requirements of the following applicable Australian Accounting Standards and Accounting Interpretations:

- AASB 107: Statement of Cash Flows
- AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors;
- AASB 110: Events after the Balance Sheet Date;
- AASB 1048: Interpretation of Standards; and
- AASB 1054: Australian Additional Disclosures

No other Accounting Standards, Accounting Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

The following is a summary of the material policies adopted by the company in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Inventory

Inventory is valued at the lower of cost or net realisable value basis. Costs are assigned on a first-in first-out basis.

Gaming Licence Entitlements

The Sub-branch has elected to account for its gaming entitlements on a cost basis. That is, entitlements are recorded at cost and amortised on a straight line basis over their useful lives, whilst the VCG loan is reduced by each quarterly instalment until the liability is reduced to \$nil.

Notes To and Forming Part of the Financial Statements
for the Year Ended 31 December 2024 (cont’d)

1. STATEMENT OF MATERIAL ACCOUNTING POLICIES (cont’d)

Property, Plant and Equipment

Property, plant and equipment are included at cost or at valuation.

All assets, excluding freehold land and buildings from which rental income is derived are depreciated over their estimated economic lives. The carrying value of property, plant and equipment is reviewed regularly such that it does not exceed its recoverable amount.

Depreciation rates for different types of property, plant and equipment are as follows:

| Group | Method | Rate |
|---------------------------|---------|----------|
| Motor vehicles | DV & SL | 20 - 25% |
| Gaming machines | SL | 10 - 20% |
| Other plant and equipment | SL | 5 - 33% |

Revenue

Revenue is recognised and measured at the fair value of the consideration received or receivable to the extent that it is probable that the economic benefits will flow to the Sub-Branch and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised:

Gaming and TAB Revenue

The gaming revenue directly attributable to the Sub-Branch is recognised as the residual value after deducting the return to customers from the wagering and gaming turnover net of the amounts of revenue collected by the venue on behalf of Intralot and the Government. The Sub-Branch recognises only the Sub-Branch’s portion of revenue.

Bar and Kitchen Revenue

Revenue is recognised when the significant risks and rewards of ownership of the goods passes to the buyer and can be measured reliably. Risks and rewards are considered passed to the buyer at the time of the delivery of the goods to the customer.

Membership Revenue

Revenue from membership fees are recognised progressively over the period to which the membership relates. Membership fees are levied on a financial year basis.

Interest Revenue

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

All revenue is stated net of the amount of goods and services tax (GST).

Income Tax

The Sub-Branch is not liable for income tax. The ongoing Income Exempt Charity status is subject to the Sub-Branch meeting the terms of the Deed of Settlement with the Commissioner of Taxation of the Commonwealth of Australia.

Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

PHILLIP ISLAND RSL SUB-BRANCH INC.

ABN: 62 187 546 251

**Notes To and Forming Part of the Financial Statements
for the Year Ended 31 December 2024 (cont'd)**

| | 2024 \$ | 2023 \$ |
|--|------------------|------------------|
| 2 SURPLUS FOR THE YEAR | | |
| Surplus has been determine after: | | |
| Revenue | | |
| - Bar | 2,156,494 | 1,945,817 |
| - Gaming | 4,078,157 | 3,921,094 |
| - Kitchen | 3,007,501 | 2,879,490 |
| - Other | 451,005 | 358,035 |
| | 9,693,157 | 9,104,436 |
| Costs of goods sold | | |
| - Bar | 686,755 | 612,537 |
| - Gaming | 135,634 | 92,488 |
| - Kitchen | 1,093,340 | 1,062,192 |
| | 1,915,729 | 1,767,217 |
| 3 TRADE & OTHER RECEIVABLES | | |
| Current | | |
| Receivables | 6,566 | 9,173 |
| Provision for impairment of receivables | - | - |
| | 6,566 | 9,173 |
| Other receivables | 63,303 | 29,276 |
| Prepayments | 57,784 | 101,791 |
| | 127,653 | 140,240 |
| Non Current | | |
| Loan – Phillip Island RSL Patriotic Fund | 1,589,196 | 1,589,196 |
| 4 INVENTORIES | | |
| Stock on hand - food & bar (at cost) | 111,609 | 100,861 |
| 5 GAMING LICENCE ENTITLEMENTS | | |
| 2023 Entitlements at cost | 2,572,199 | 2,572,199 |
| Less: Accumulated Amortisation | (609,860) | (352,640) |
| | 1,962,339 | 2,219,559 |

PHILLIP ISLAND RSL SUB-BRANCH INC.

ABN: 62 187 546 251

**Notes To and Forming Part of the Financial Statements
for the Year Ended 31 December 2024 (cont'd)**

| | 2024 \$ | 2023 \$ |
|---|------------------|------------------|
| 6 PLANT AND EQUIPMENT | | |
| Plant and Equipment - at cost | 1,385,241 | 216,425 |
| Less: Accumulated depreciation | (101,949) | (46,740) |
| | 1,283,292 | 169,685 |
| Motor Vehicles - at cost | 144,030 | 137,603 |
| Less: Accumulated depreciation | (45,771) | (45,467) |
| | 98,259 | 92,136 |
| Gaming machines - at cost | 1,662,355 | 1,245,815 |
| Less: Accumulated depreciation | (585,473) | (300,983) |
| | 1,076,882 | 944,832 |
| | 2,458,433 | 1,206,653 |
| 7 TRADE PAYABLES & OTHER LIABILITIES | | |
| Current | | |
| Trade creditors | 340,967 | 253,225 |
| Accruals and other payables | 669,197 | 752,785 |
| Accrued income - Prepaid membership fees | 52,392 | 50,182 |
| | 1,062,556 | 1,056,192 |
| 8 BORROWINGS | | |
| Current | | |
| Gaming machine lease payable | 147,692 | 69,416 |
| Gaming entitlements liability | 351,913 | 809,521 |
| | 499,605 | 878,937 |
| Non Current | | |
| Gaming machine lease payable | 35,580 | - |
| Gaming entitlements liability | 1,331,005 | 1,213,330 |
| | 1,366,585 | 1,213,330 |

PHILLIP ISLAND RSL SUB-BRANCH INC.

ABN: 62 187 546 251

Notes To and Forming Part of the Financial Statements for the Year Ended 31 December 2024 (cont'd)

| | 2024 \$ | 2023 \$ |
|---|------------------|------------------|
| 9 PROVISIONS | | |
| Current | | |
| Provision for annual leave | 292,846 | 274,628 |
| Provision for long service leave | 135,712 | 116,571 |
| | <u>428,558</u> | <u>391,199</u> |
| Non Current | | |
| Provision for long service leave | <u>21,765</u> | <u>31,222</u> |
| 10 NOTES TO THE STATEMENT OF CASH FLOWS | | |
| (a) Reconciliation of Cash | | |
| Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows: | | |
| Cash on hand | 218,820 | 183,820 |
| Cash at bank | 3,136,488 | 3,191,046 |
| | <u>3,355,308</u> | <u>3,374,866</u> |
| (b) Reconciliation of Net Cash used in Operating Activities to Operating Surplus | | |
| Operating surplus after income tax | 164,974 | 885,020 |
| <i>Non Cash Flows in Operating surplus:</i> | | |
| Gaming machine entitlement amortisation | 257,197 | 257,219 |
| Depreciation expense | 377,850 | 239,115 |
| Finance change on lease liability | 120,151 | - |
| <i>Change in Operating Assets & Liabilities:</i> | | |
| (Increase)/decrease in trade debtors and other assets | 12,587 | 2,869 |
| (Increase)/decrease in inventories | (10,748) | 11,450 |
| (Decrease)/increase in trade creditors and other payables | 6,364 | 23,420 |
| (Decrease)/increase in provisions | 27,902 | 15,269 |
| Net cash from / (used in) operating activities | <u>956,277</u> | <u>1,434,362</u> |

PHILLIP ISLAND RSL SUB-BRANCH INC.

ABN: 62 187 546 251

Notes To and Forming Part of the Financial Statements for the Year Ended 31 December 2024 (cont'd)

| | 2024 \$ | 2023 \$ |
|---|------------|------------|
| 11 EVENTS AFTER REPORTING DATE | | |
| There have been no events subsequent to the balance date that have had an impact requiring disclosure in the financial statements or notes thereto. | | |
| 12 RELATED PARTY TRANSACTIONS | | |
| The loan to the Phillip Island RSL Sub Branch Patriotic Fund is non interest bearing with no fixed payment terms and is unsecured. | | |
| The following table provides the total amount of transactions that have been entered into with related parties for the year: | | |
| - Rent paid from the Sub-Branch to the Patriotic Fund | 769,265 | 530,349 |
| - Committee Honorarium | 13,900 | 9,900 |
| 13 DETAILS | | |
| The registered office and principal place of business is: | | |
| Phillip Island RSL Sub-Branch Inc. 225-243 Thompson Ave, Cowes VIC 3922 | | |

Declaration by Members of the Committee

The Members of the Committee ('the Committee') of Phillip Island Sub-Branch Inc. declare that in the Committee's opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-Profit Commission Act 2012.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-Profit Commission Regulation 2022.

Committee Member
Date: 24/2/2025

Committee Member
Date: 24/2/2025

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Phillip Island Sub-Branch Inc ("the Sub Branch"), which comprises the statement of financial position as at 31 December 2024, the statement of surplus or deficit and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Committee's declaration.

In our opinion the financial report of the Sub Branch is properly drawn up, including:

- a. giving a true and fair view of the Sub Branch's financial position as at 31 December 2024 and of its financial performance for the year ended; and
- b. complying with Australian Accounting Standards to the extent described in Note 1 and with the Associations Incorporation Reform Act 2012 and Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012 (ACNC Act).

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibility under those standards is further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Sub Branch in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee's financial reporting responsibilities under the Associations Incorporation Reform Act 2012 and the ACNC Act. As a result, the financial report may not be suitable for another purpose.

Committee's Responsibility for the Financial Report

The Committee of the Sub Branch is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Associations Incorporation Reform Act 2012 and the ACNC Act. The Committee's responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee is responsible for assessing the Sub Branch's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Committee either intends to liquidate the Sub Branch or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Sub Branch's financial reporting process.

**Independent Audit Report
To the Members of Phillip Island Sub-Branch Inc (cont'd)**

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stannards Accountants and Advisors



James Dickson
Director
Date: 24th February 2025

PHILLIP ISLAND RSL SUB-BRANCH INC.

ABN: 62 187 546 251

**Detailed Surplus or (Deficit) Statement
for the Year Ended 31 December 2024**

| | 2024 | 2023 |
|---|--------------------|--------------------|
| Bar sales | 2,156,494 | 1,945,817 |
| Gaming sales | 4,078,157 | 3,921,094 |
| Kitchen sales | 3,007,501 | 2,879,490 |
| Other income | 451,005 | 358,035 |
| | 9,693,157 | 9,104,436 |
| Bar COGS | (686,755) | (612,537) |
| Gaming COGS | (135,634) | (92,488) |
| Kitchen COGS | (1,093,340) | (1,062,192) |
| Other COGS | - | - |
| | (1,915,729) | (1,767,217) |
| Gross Profit | 7,777,428 | 7,337,219 |
| Other income | | |
| Interest income | 162,495 | 47,279 |
| Total Other Income | 162,495 | 47,279 |
| Other Operating Expenses | | |
| Administration expenses | (390,149) | (306,803) |
| Advertising and promotion | (198,453) | (97,343) |
| Committee and member expenses | (326,300) | (214,018) |
| Depreciation expense | (377,850) | (239,115) |
| Employee benefits expense | (3,925,748) | (3,658,359) |
| Finance charges | (120,151) | (60,200) |
| Gaming Statement - Gaming on-costs | (53,141) | (51,507) |
| Gaming machine entitlement amortisation | (257,198) | (257,220) |
| Occupancy costs | (1,154,164) | (856,691) |
| Professional fees | (28,067) | (14,312) |
| Other expenses | (290,723) | (245,380) |
| Total Other Operating Expenses | (7,121,944) | (6,000,948) |
| Welfare & Charitable Expenses | | |
| Commemorative Day Expenses | (23,656) | (4,418) |
| Donations and community outreach | (70,591) | (88,766) |
| Subsidies | (142,598) | (134,050) |
| Transport expenses | (28,709) | (18,284) |
| Welfare related employee benefits expense | (190,236) | (97,423) |
| Other welfare expenses | (73,298) | (16,513) |
| Total Welfare expenses | (529,088) | (359,454) |
| Welfare Veteran Expenses | | |
| Cost of living assistance | - | (3,524) |
| League Support Fee | (121,018) | (127,610) |
| Mens shed expenditure | - | (455) |
| Other veterans welfare expenses | (2,899) | (7,487) |
| Total Welfare expenses | (123,917) | (139,076) |
| Surplus/(Deficit) | 164,974 | 885,020 |

| | |
|--|-------|
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PHILLIP ISLAND RSL SUB-BRANCH INC. PATRIOTIC FUND

**AUDITED FINANCIAL STATEMENTS -
SPECIAL PURPOSE MEMBERS' REPORT
FOR THE YEAR ENDED
31 DECEMBER 2024**

Statement of Surplus or (Deficit) and Other Comprehensive Income
for the Year Ended 31 December 2024

| Note | 2024 \$ | 2023 \$ |
|--|----------------|----------------|
| Revenue | 778,245 | 553,903 |
| Expenses | (368,423) | (361,176) |
| Surplus Before Income Tax Expense | 409,822 | 192,727 |
| Income tax expense | - | - |
| Surplus After Income Tax Expense | 409,822 | 192,727 |
| Other comprehensive income for the year (net of tax) | - | - |
| Total Comprehensive Income for the year attributable to the members | 409,822 | 192,727 |

The accompanying notes form part of these financial statements.

Statement of Financial Position
as at 31 December 2024

| Note | 2024 \$ | 2023 \$ |
|---|------------------|------------------|
| Current Assets | | |
| Cash & cash equivalents 6 | 17,245 | 490,597 |
| Other Receivables | 42,963 | 8,047 |
| Total Current Assets | 60,208 | 498,644 |
| Non Current Assets | | |
| Land - at cost | 2,025,000 | 2,025,000 |
| Buildings and improvements - at cost | 5,961,599 | 4,959,503 |
| Buildings and improvements - accumulated depreciation | (733,333) | (608,876) |
| Car Park - at cost | 376,000 | 376,000 |
| Car Park - accumulated depreciation | (42,923) | (36,126) |
| Plant and equipment - at cost | 2,431,862 | 2,342,724 |
| Plant and equipment - accumulated depreciation | (1,895,291) | (1,766,943) |
| Motor Vehicle - at cost | 74,060 | 102,097 |
| Motor Vehicle - accumulated depreciation | (69,950) | (96,812) |
| Total Non Current Assets | 8,127,024 | 7,296,567 |
| Total Assets | 8,187,232 | 7,795,211 |
| Current Liabilities | | |
| Trade Creditors | 455 | 23,857 |
| Accruals | 5,601 | - |
| Total Current Liabilities | 6,056 | 23,857 |
| Non Current Liabilities | | |
| Phillip Island RSL Sub-Branch (unsecured and interest free) | 1,589,196 | 1,589,196 |
| Total Non Current Liabilities | 1,589,196 | 1,589,196 |
| Total Liabilities | 1,595,252 | 1,613,053 |
| Net Assets | 6,591,980 | 6,182,158 |
| Equity | | |
| Welfare Equity Contribution | 36,524 | 36,524 |
| Reserves | 1,632,997 | 1,632,997 |
| Retained surplus | 4,922,459 | 4,512,637 |
| Total Equity | 6,591,980 | 6,182,158 |

The accompanying notes form part of these financial statements.

Statement of Changes in Equity
for the Year Ended 31 December 2024

| | Welfare Equity Contribution | Reserves | Retained surplus | Total |
|---------------------------------|--------------------------------|-----------|---------------------|-----------|
| | | | | \$ |
| Balance at 1 January 2023 | 36,524 | 1,632,997 | 4,319,910 | 5,989,431 |
| Surplus attributable to members | - | - | 192,727 | 192,727 |
| Balance at 31 December 2023 | 36,524 | 1,632,997 | 4,512,637 | 6,182,158 |
| Surplus attributable to members | - | - | 409,822 | 409,822 |
| Balance at 31 December 2024 | 36,524 | 1,632,997 | 4,922,459 | 6,591,980 |

The accompanying notes form part of these financial statements.

Statement of Cash Flows
for the Year Ended 31 December 2024

| | Note | 2024 \$ | 2023 \$ |
|--|------|-------------|------------|
| Cash Flows from Operating Activities | | | |
| Cash receipts from customers | | 734,349 | 548,442 |
| Cash payments to suppliers | | (125,697) | (110,297) |
| Interest received | | 8,980 | 5,374 |
| Interest paid | | - | - |
| Net cash inflow from operating activities | 6(b) | 617,632 | 443,519 |
| Cash Flows from Investing Activities | | | |
| Purchase of plant and equipment | | (1,090,984) | (123,797) |
| Net cash (outflow) from investing activities | | (1,090,984) | (123,797) |
| Increase / (Decrease) in cash held | | (473,352) | 319,722 |
| Cash at beginning of financial year | | 490,597 | 170,875 |
| Cash at end of financial year | 6(a) | 17,245 | 490,597 |

The accompanying notes form part of these financial statements.

Notes To and Forming Part of the Financial Statements
for the Year Ended 31 December 2024

1. STATEMENT OF MATERIAL ACCOUNTING POLICIES

This special purpose financial report has been prepared for distribution to the members of the Sub-Branch to fulfil the Fund's financial reporting requirements under the Australian Charities and Not-for-Profits Commission Act 2012 (the Act). The accounting policies used in the preparation of this report, as described below, are consistent with the financial reporting requirements of the Act, and are, in the opinion of the committee, appropriate to meet the needs of members.

The requirements of Australian Accounting Standards, Accounting Interpretations, and other professional reporting requirements, do not have mandatory applicability to the Fund, except to the extent required by the Act, because it is not a "reporting entity".

Basis of Accounting

The report has been prepared in accordance with the requirements of the following applicable Australian Accounting Standards and Accounting Interpretations:

- AASB 107: Statement of Cash Flows
- AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors;
- AASB 110: Events after the Balance Sheet Date;
- AASB 1048: Interpretation of Standards; and
- AASB 1054: Australian Additional Disclosures

No other Accounting Standards, Accounting Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

The following is a summary of the material policies adopted by the fund in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Property, Plant and Equipment

Property, plant and equipment are included at cost or at valuation.

Depreciation rates for different types of property, plant and equipment are as follows:

| Group | Method | Rate |
|---------------------------|---------|----------|
| Buildings | SL | 2.5% |
| Motor vehicles | DV | 20-25% |
| Other plant and equipment | DV & SL | 5 - 100% |

Revenue

Rental and all other sources of income are accounted for on an accruals basis, such that revenue is recognised when it is earned.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Notes To and Forming Part of the Financial Statements
for the Year Ended 31 December 2024 (cont'd)

1. STATEMENT OF MATERIAL ACCOUNTING POLICIES (cont'd)
Income Tax

The Fund is not liable for income tax. The ongoing Income Exempt Charity status is subject to the Fund meeting the terms of the Deed of Settlement with the Commissioner of Taxation of the Commonwealth of Australia.

Goods and Services Tax (GST)

Revenues and expenses are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax 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 cash flow statement on a gross basis, except for the GST component of investing and financial activities, which are disclosed as operating cash flows.

Significant accounting judgments

The Committee evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. In the current financial year, all such estimates are deemed to be 'normal' estimations in the ordinary course of business.

Notes To and Forming Part of the Financial Statements
for the Year Ended 31 December 2024 (cont'd)

| | 2024 \$ | 2023 \$ |
|---|------------|------------|
| 2 CONTINGENT LIABILITIES AND ASSETS | | |
| The Fund's committee are not aware of any contingent liabilities or assets as at the date of signing this financial report. | | |
| 3 EVENTS AFTER THE REPORTING DATE | | |
| There have been no events subsequent to the balance sheet date that have an impact that would require disclosure in the financial statements or notes thereto. | | |
| 4 ECONOMIC DEPENDENCY | | |
| The Fund is economically dependent on the continued support of its bankers and the Returned & Services League of Australia (Victorian Branch) Inc. in meeting the bank covenant requirements imposed on their commercial loan. The Fund is also dependant on administrative support provided by the Phillip Island RSL Sub Branch Inc. Any change in one or more of the above would have a significant adverse on it's ability to continue to trade as a going concern. | | |
| 5 RELATED PARTY TRANSACTIONS | | |
| The loan to the Phillip Island RSL Sub-Branch Fund is non interest bearing with no fixed payment terms and is unsecured. | | |
| The following table provides the total amount of transactions that have been entered into with related parties for the year: | | |
| - Rent paid from the Sub-Branch to the Patriotic Fund | 769,265 | 530,349 |
| 6 NOTES TO THE STATEMENT OF CASH FLOWS | | |
| (a) Reconciliation of Cash | | |
| Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows: | | |
| Cash at bank | 17,245 | 490,597 |
| (b) Reconciliation of Net Cash used in Operating Activities to Operating Surplus / (Deficit) | | |
| Operating surplus / (deficit) | 409,822 | 192,727 |
| <i>Non Cash Flows in Operating surplus / (deficit):</i> | | |
| Depreciation | 260,527 | 261,662 |
| <i>Change in Operating Assets & Liabilities:</i> | | |
| (Increase)/decrease in trade and other assets | (34,916) | (87) |
| (Decrease)/increase in trade creditors and accruals | (17,801) | (10,783) |
| Net cash from / (used in) operating activities | 617,632 | 443,519 |

Declaration by Members of the Committee

The Members of the Committee ('the Committee') of Phillip Island Sub-Branch Inc. Patriotic Fund declare that in the Committee's opinion:

- (a) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (b) the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-Profit Commission Act 2012.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-Profit Commission Regulation 2022.

Committee Member

Date: 24/2/2025

[Signature]
[Signature] 24 Feb 2025

**Independent Audit Reports
To the Members of Phillip Island RSL Sub-Branch (Patriotic Fund)**

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Phillip Island RSL Sub-Branch (Patriotic Fund) ("the Fund"), which comprises the statement of financial position as at 31 December 2024, the statement of surplus or deficit and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the committee's declaration.

In our opinion the financial report of the Fund is properly drawn up, including:

- a. giving a true and fair view of the Fund's financial position as at 31 December 2024 and of its financial performance for the year ended; and
- b. complying with Australian Accounting Standards to the extent described in Note 1 and with the Australian Charities and Not-for-Profit Commission Act 2012 (ACNC Act).

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibility under those standards is further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Fund in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose.

Committee's Responsibility for the Financial Report

The Committee of the Fund is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act. The Committee's responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee is responsible for assessing the Fund's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Committee either intends to liquidate the Fund or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Fund's financial reporting process.

**Independent Audit Report
To the Members of Phillip Island RSL Sub-Branch (Patriotic Fund) (cont'd)**

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stannards Accountants and Advisors



James Dickson
Director
Date: 24th February 2025

Detailed Surplus or (Deficit) Statement
for the Year Ended 31 December 2024

| | 2024 | 2023 |
|--|------------------|------------------|
| Income | | |
| Rent Received - Sub Branch | 769,265 | 530,349 |
| Interest received | 8,980 | 5,374 |
| Other Income | - | 18,180 |
| Total Income | 778,245 | 553,903 |
| Operating Expenses | | |
| Depreciation | (260,527) | (261,662) |
| Repairs & Maintenance | (50,225) | (76,485) |
| Sundry expenses | (5,504) | (2,398) |
| Total Operating Expenses | (316,256) | (340,545) |
| Welfare & Charitable Expenses | | |
| Commemorative Day Expenses | (19,120) | (14,769) |
| Welare related employee benefits expense | (33,047) | (2,000) |
| Other welfare expenses | - | (3,862) |
| Total Welfare expenses | (52,167) | (20,631) |
| Surplus | 409,822 | 192,727 |





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