

2025 Annual Report



Fishcare Victoria is a community based not-for-profit charity promoting responsible fishing practices and stewardship of our aquatic resources.



Contents

Executive Officer Report	3
Our Story	4
Our Priorities	7
Our Achievements	8
Treasurers Report	11
Audited Financial Statement	14



An inclusive community of stewards supporting healthy and sustainable Victorian fisheries and ecosystems

presidents REPORT

Kerry Hellsten - President



It has been an absolute privilege to serve as President of Fishcare Victoria over the past year, working alongside such a passionate, professional and dedicated team of staff, volunteers, and partners. What makes our organisation truly special is not just the important work we do in delivering sustainable fishing education across the state, but the way we do it, as a united, supportive team that celebrates each other's successes, faces challenges together and always keeps our shared mission at the heart of everything.

This year has been one of growth, connection and achievement. Together, we delivered 441 fishing workshops across Victoria, including 102 School Workshops, 120 Community Workshops, 163 All Ability Workshops and 56 School Holiday Clinics, reaching 6,183 participants and contributing 1,666 volunteer hours. These numbers reflect not just our reach, but the extraordinary dedication of our volunteers, who give their time, skills, and energy to share the joy of fishing and teach sustainable practices to people of all ages and abilities. You are the backbone of our organisation and we thank you sincerely.

Behind the scenes, we completed a comprehensive organisational restructure, aligned staff contracts with the SCHADS Award and welcomed four new employees, all of whom have thrived through their onboarding and probation. We also overhauled our volunteer recruitment and onboarding processes and it's paying off, with new volunteers joining us right across the state.

This year we've also seen plenty of change in our regional delivery team, bringing renewed energy and fresh ideas. We welcomed Dan, affectionately known as "Captain Blackbeard" to the Port Phillip region, whose enthusiasm and commitment have been a wonderful addition. We also welcomed Gabby as our South West Facilitator, whose professionalism and can-do attitude have quickly made her an integral part of the Fishcare family.

In East Gippsland, we celebrated the incredible contribution of Jenny, our long-standing Facilitator, who retired this year after being instrumental in developing the Fishcare program and building strong community relationships in the region. We wish her all the best for the next chapter and extend a warm welcome to Matt Stephenson, who has already hit the ground running.

We also welcomed and farewelled two valued team members, Zoe, our Geelong Facilitator and Ashlee, our Ballarat Facilitator. Their contributions were greatly appreciated during their time with us. We wish Zoe all the best on her extended overseas travel adventures and Ashlee every success in her new full-time employment opportunities.

A special mention must go to our long-serving Treasurer, Terry Wells, who is stepping down this year. Terry's professionalism, guidance and steady leadership have seen us through a period of growth and increased financial accountability and his legacy will be felt for many years to come.

Our partnerships have flourished, with collaborations across 68 organisations, from schools and community groups to environmental agencies and industry partners. We formed new relationships with Phillip Island Nature Parks, ReLink, and Inku Squid Tackle, introduced popular Squid Fishing events, secured a Coastcare grant, submitted a large-scale Carp Education proposal and proudly supported sector funding applications for others, including OzFish.

Fishing isn't just about catching fish, It's an experience that connects us with nature and each other.



our STORY



Fishcare Victoria is shaping the future of responsible recreational fishing in Victoria. We are connecting communities and young Victorians to their fisheries through education, appreciation and a sustainable mindset. Our goal is for Victorian anglers to be stewards of our fisheries and to ensure these valuable resources are here for future generations to enjoy.

we fish we care



The Fishcare program has been operating in Victoria since 1995 and is delivered by passionate volunteers who are members of regional groups across Victoria. Fishcare Victoria Inc. is a not-for-profit community organisation established in 2010 to deliver and grow the fishcare program. Our aim is to promote responsible and sustainable attitudes towards recreational fishing and share in the care and management of our fishing resources and precious waterways. Fishcare Victoria Inc. receives administrative & program funding from the Recreational Fishing Licence Fund which comes from the revenue generated by the purchase of Victorian fishing license sales.

our GROUPS





OUR MISSION

Shape the sustainable future of recreational fishing through education, hands-on experiences, communication and community participation

our PRIORITIES

EDUCATION & STEWARDSHIP

Encourage sustainable behaviours & attitudes that conserve & protect fishery resources & the environment

Provide theory based and hands on recreational fishing & environmental education experiences

Promote & Capture volunteer knowledge in the development & delivery of programs

PARTICIPATION & COLLABORATION

Promote responsible recreational fishing as a socially beneficial and supportive mental health activity that is inclusive to people of all abilities and backgrounds

Collaborate with partner organisations to deliver mutually beneficial outcomes.

Support, encourage & celebrate volunteer contribution and knowledge sharing

BEST PRACTICE GOVERNANCE & INNOVATION

Provide a healthy, safe and prosperous operational environment that supports development opportunities for staff, volunteers and communities.

Continuously improve and deliver efficient organisational systems driven by innovative, transparent & evidence based decision making.

Monitor, evaluate & communicate performance to stakeholders and the wider community.



56

School Holiday
Events

441

Total Events
Delivered

our ACHIEVEMENTS

6183

Participants

120

Community
Events

1666

Volunteer
Hours

102

School
Workshops

163

All Ability
Workshops





Treasurers REPORT



Terry Wells - Treasurer

Fishcare Victoria Inc's financial result for the year was not as good as the previous year. Overall income declined largely because Fishcare only partially benefited from \$100,000 Election Commitment of which \$90,000 was assigned to the 2023/24 financial year with the remaining \$10,000 forming part of the 2024/25 financial year income. However, Fishcare Service fees rose noticeably from last year, VFA activities provided some of this income though the largest proportion came because of carrying out fishing clinics for disabled and special needs persons on behalf of Reclink Australia.

Income received from grants declined from the previous year though Fishcare did receive \$8,415 from the 2025 Coastcare Victoria Community grants however as the purpose of this grant won't be fulfilled until the 2025/26 financial year revenue from the grant cannot be included in the 2024/25 financial year. Donations also declined from the previous year however in the previous year donations were boosted by the transfer of funds from a Fishcare group that was unincorporated during the year. Interest income though minor remained relatively steady compared to the previous year. In line with the decline in income expenditure declined accordingly with the projects forming part of the \$100,000 Election Commitment being completed. This is despite Fishcare Victoria incurring unexpected but unavoidable expenditure items in the form of legal expenses and the transferring of the administration of long service leave entitlements to the Portable Long Service Leave Authority with charges backdated to 2019.

Fishcare is reliant on the RFL commissioning program. Though alternative funding spiked in the 2023/24 financial reducing RFL funding to 72% of total income for 2024/25 the percentage was 89% which is closer to the long-term average but better than most years where the percentage has been well into the nineties.

Income & Expenditure

Income for the 2024-25 financial year totalled \$368,792, down \$72,879 or 16.5% from the previous year for reasons mentioned above. The largest proportion of the income, \$328,566 was received from the RFL. This funding was \$9,243 or 2.9% more than the equivalent funding received in 2023/24. Fishcare Service Fees at \$23,660 were \$12,410 or 110% higher than 2023/24. Donations at \$2,233 for 2024/25 are down \$4,584 on 2023/24 due to one-off reasons previously discussed. Grants at \$2,720 were \$9,912 down, the availability of grants being offered can vary considerably from year to year.

Expenditure for the year totalled \$385,609, down \$41,938 or 9.8% from the previous financial year. The major expenditure categories are firstly, Employee expenses at \$289,510 \$41,794 or 12.6% less than the previous year. There were three main factors in the reduction, a. the delay in appointing a new Port Phillip facilitator resulting in a reduction in Wages & Salaries expenditure compared to the previous year of \$30,112, b. Travel & Accommodation – staff was \$8,094 or 33% below the 2023/24 figure, reasons for the reduction are two fold, as previous mentioned the delay in appointing a new PP facilitator and the appointment of facilitators at the regional centres of Geelong and Ballarat has markedly reduced the PP facilitator travel, particularly to Geelong. c. With the transfer of long service leave entitlements accrued since 2019 to the Portable Long Service Leave Authority has noticeably reduced the LSL accrual. Another substantial cost category is Project Costs, the 2024/25 expenditure was \$26,305 down \$40,177 from 2023/24, the two factors here were firstly the projects undertaken in 2023/24 utilizing the “Election Commitment” funds and secondly due the delay in arranging the state conference no

Volunteer Training expenditure was recorded in 2024/25.

Partly offsetting the underspends mentioned above were firstly Administration costs which at \$31,609 for 2024/25 was \$14,396 above the 2023/24 outlays. The overwhelming reason for that was the cost of unbudgeted legal expenses of \$14,106, legal advice was obtained to ascertain what award Fishcare employees should fall under. That award was the SCHADS award for not-for-profit employees. Secondly the transfer of LSL entitlements to PLSLA resulted in backdated charges of \$21,326 which was also unbudgeted.

Fishcare Victoria recorded a deficit of \$16,918 this compares with a \$14,015 surplus from the previous financial year.

Investments

Fishcare Victoria earned \$1,611 in interest in 2024/25 this was marginally less than the \$1,649 earned last year.

Assets

Fishcare Victoria purchased “Fish Winches” costing a total of \$1,796. These devices enable disables persons in wheelchairs to land a fish.

Public Fund

The Public Fund increased by \$573 in 2024/25 to reach \$14,483. After long discussions the committee has established a way forward to effectively utilize this fund to assist the needs of both Fishcare and its clients.



FISHCARE VICTORIA INC.

A0054732T

**SPECIAL PURPOSE
FINANCIAL REPORT**

**FOR THE YEAR ENDED
30 JUNE 2025**

Fishcare Victoria Inc.
A0054732T

**Income & Expenditure Statement
for the year ended 30 June 2025**

	2025	2024
Income		
RFL Annual Funding 22-23	-	30,755.93
RFL Annual Funding 23-24	32,063.06	288,567.55
RFL Annual Funding 24-25	296,503.16	-
Coastcare Grant - What's Under the Water	-	2,661.82
Coastcare Grant - Volunteer	-	9,970.00
Donations received	2,234.00	4,816.61
Donation of equipment	-	2,000.00
Fishcare Service Fees	23,660.00	11,250.00
Interest Income	1,611.52	1,648.99
Victorian Fisheries Authority Election Commitment Grant	10,000.00	90,000.00
Victorian Fisheries Authority Buses Grant	2,720.00	-
Total Income	368,791.74	441,670.90
Expenses		
Administration Costs	434.26	219.59
Auditing Fee	2,000.00	1,900.00
Bank Fees	-	1.40
Bookkeeping & Accounting	3,485.40	3,485.40
Depreciation Expense	4,070.80	3,244.61
General Expenses	-	109.09
Insurance	8,074.62	7,395.03
Legal Expenses	14,106.00	3,600.00
Loss on Disposal of Assets	100.71	108.51
Office Expenses	1,084.03	563.21
Printing & Stationery	298.13	127.95
Realised Currency Gains	30.93	6.74
Rent - Warrnambool Office	250.00	250.00
Software Costs	4,376.43	3,767.52
Storage	5,938.47	3,378.88
Subscriptions	-	1,134.69
Venue Hire	861.36	268.18
Website	774.52	308.42
Total Administration Expenses	45,885.66	29,869.22
Annual Leave Expense	8,060.17	5,580.14
Long Service Leave Expense	(7,883.84)	3,693.51
Portable Long Service Leave Levy	21,326.01	-
Staff On-costs	2,600.61	1,970.35
Superannuation	26,433.45	28,160.80
Telephone & Internet	2,913.22	2,826.03
Time In Lieu Expense	1,025.98	(2,149.92)
Training	85.00	150.00
Travel and Accommodation - Staff	16,345.04	24,238.94
Uniforms	1,374.50	174.00
Wages and Salaries	233,086.40	263,198.23
Workcover Expense	5,469.92	3,462.36
Total Employee Expenses	310,836.46	331,304.44

Fishcare Victoria Inc.
A0054732T

Income & Expense Statement (continued)
as at 30 June 2025

Account	2025	2024
App Maintenance	600.00	14,400.00
Bus Expenses	2,681.81	-
Catering	242.70	506.98
Education Resources	40.91	295.43
Marketing Contractor	6,000.00	15,000.00
Material & Product Updates	30.88	54.53
Promotions	1,773.99	11,115.00
Repairs & Maintenance	233.83	-
Trailer Maintenance	1,045.94	1,839.65
Travel and Accommodation - Volunteers	10,306.99	8,795.14
Video Production Exp	-	3,029.00
Volunteer Training	-	5,392.64
Bait and Tackle (for workshops)	3,007.90	2,906.25
Rods and Reels (for workshops)	895.45	1,052.19
Workshop Expenses	2,126.84	2,095.04
Total Project Expenses	28,987.24	66,481.85
Total Expenses	385,709.36	427,655.51
Net Surplus / (Deficit)	(16,917.62)	14,015.39

This financial statement should be read in conjunction with the accompanying notes to the financial statements.

Fishcare Victoria Inc.
A0054732T

BALANCE SHEET
as at 30 June 2025

	30 Jun 2025	30 Jun 2024
Assets		
Bank		
Community Solutions Acc	2,144.04	4,107.92
Fishcare Vic Inc Public Fund	7,673.04	7,409.62
Term Deposit 971 Public Fund	6,809.60	6,500.00
Payroll Account	13,313.02	16,220.19
Westpac Chq Acc	80,083.01	85,636.28
Total Bank	110,022.71	119,874.01
Current Assets		
Accounts Receivable	-	5,873.42
Other Receivables	1,257.69	-
Prepayments	8,254.54	7,902.03
Total Current Assets	9,512.23	13,775.45
Fixed Assets		
Buildings	6,396.90	6,396.90
Less Accumulated Depreciation on Structures	(3,305.95)	(3,108.66)
Computer Equipment	11,847.31	10,664.59
Less Accumulated Depreciation on Computer Equipment	(9,161.64)	(8,572.46)
Office Equipment	3,175.19	3,545.19
Less Accumulated Depreciation on Office Equipment	(2,482.36)	(2,540.57)
SW - Storage Container	2,910.00	2,910.00
Less Accumulated Depreciation on Storage Container	(1,403.96)	(1,307.83)
Trailer at cost	10,290.00	9,740.00
Less Accumulated Depreciation on Trailer	(6,390.70)	(4,380.47)
Fish Winch at cost	1,795.93	-
Less Accumulated Depreciation on Fish Winch	(514.16)	-
Total Fixed Assets	13,156.56	13,346.69
Total Assets	132,691.50	146,996.15
Liabilities		
Current Liabilities		
Accounts Payable	331.92	5,847.24
Accrued Expenses	1,148.05	567.35
Accrued Wages	2,498.62	4,918.41
GST Payable / (Receivable)	(698.75)	(2,459.80)
PAYG Withholding Payable	3,170.00	4,581.00
Unexpended Grant Income (2025 Coastcare Community Grant)	8,415.00	-
Provision - Annual Leave Liability	28,866.01	20,805.84
Provision - Long Service Leave Liability	5,750.31	13,634.15
Provision - Time In Lieu Entitlements	6,893.90	5,867.92
Rounding	0.02	-
Total Current Liabilities	56,375.08	53,762.11
Total Liabilities	56,375.08	53,762.11
Net Assets	76,316.42	93,234.04
Equity		
Current Year Surplus / (Deficit)	(16,917.62)	14,015.39
Fishcare Members Funds	59,886.99	59,886.99
Accumulated Surplus	33,347.05	19,331.66
Total Equity	76,316.42	93,234.04

This financial statement should be read in conjunction with the accompanying notes to the financial statements.

Fishcare Victoria Inc.
A0054732T

STATEMENT OF CASH FLOWS
for the year ended 30 June 2025

	2025	2024
Operating Activities		
Receipts from funding and other sources	418,893.70	465,057.39
Interest received	1,611.52	1,648.99
Payments to suppliers and employees	(426,375.14)	(451,265.24)
Net Cash provided by / (used in) Operating Activities	(5,869.92)	15,441.14
Investing Activities		
Payment for property, plant and equipment	(3,981.38)	(4,300.00)
Proceeds from sale of property, plant and equipment	-	1,000.00
Net Cash used in Investing Activities	(3,981.38)	(3,300.00)
Net Increase / (Decrease) in Cash	(9,851.30)	12,141.14
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	119,874.01	107,732.87
Cash and cash equivalents at end of period	110,022.71	119,874.01
Net change in cash for period	(9,851.30)	12,141.14
Reconciliation of surplus to Net Cash provided by / (used in) Operating Activities		
Surplus / (Deficit) for the year	(16,917.62)	14,015.39
Add back non-cash items:		
Depreciation	4,070.80	3,244.61
Loss on disposal of assets	100.71	108.51
Donation of assets (non-cash)	-	(2,000.00)
Movements in balance sheet:		
Accounts receivable and prepaid expenses	4,263.22	(4,533.34)
Accounts payable and accrued expenses	(7,004.34)	7,452.24
Unexpended grant income	8,415.00	(9,970.00)
Employee provisions	1,202.31	7,123.73
Net Cash provided by / (used in) Operating Activities	(5,869.92)	15,441.14

This financial statement should be read in conjunction with the accompanying notes to the financial statements.

FISHCARE VICTORIA INC.
A0054732T

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025

NOTE 1: STATEMENT OF MATERIAL ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the *Associations Incorporation Reform Act (Vic) 2012* and the *Australian Charities and Not-for-profits Commission Act 2012*.

The committee have determined that the association is not a reporting entity on the basis that there are no users dependent on general purpose financial statements.

The financial report (except for the statement of cash flows) has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

- (a) Income tax**
No provision for income tax has been raised as the association is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.
- (b) Plant and equipment**
Plant and equipment are carried at cost. All assets are depreciated over the useful life of the asset to the association.
The carrying amount of plant and equipment is reviewed annually by the committee to ensure it is not in excess of the recoverable amount from these assets. As a not-for-profit entity, the recoverable amount is assessed on the basis of the replacement value of the asset.
- (c) Revenue**
All revenue is recognised when the entity obtains control over the funds which is generally at the time of receipt.
All revenue is stated net of the amount of goods and services tax (GST).
- (d) Employee provisions**
Provision is made for the committee's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs less any expected recoveries due from the Portable Long Service Leave Authority.
- (e) Cash and cash equivalents**
Cash and cash equivalents includes cash on hand, deposits held with banks, other short term highly liquid investments with original maturities of three months or less, and bank overdrafts.
- (f) Goods and Services Tax (GST)**
Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the 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 balance sheet 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 financing activities, which are disclosed as operating cash flows.
- (g) Contingent liabilities**
At the date of this report the committee are not aware of any contingent liability for the association.
- (h) Events after balance date**
The committee are not aware of any events subsequent to balance date that would materially impact the financial statements reported at 30 June 2025.
- (i) Related party transactions**
The committee are not aware of any related party transactions to be disclosed for the financial year.

**FISHCARE VICTORIA INC.
A0054732T**

**STATEMENT BY MEMBERS OF THE COMMITTEE
FOR THE YEAR ENDED 30 JUNE 2025**

The committee have determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee the financial report as set out on pages 1 to 6:

- i. presents a true and fair view of the financial position of Fishcare Victoria Inc. as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of the *Associations Incorporation Reform Act (Vic) 2012* and the *Australian Charities and Not-for-profits Commission Act 2012*.
- ii. at the date of this statement, there are reasonable grounds to believe that Fishcare Victoria Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:



Terry Wells
Treasurer

19 August 2025



Fishcare Victoria Inc. | A0054732T | ABN - 13 863 858 517
PO Box 93, Inverloch, VIC 3996
WWW.FISHCARE.ORG.AU

