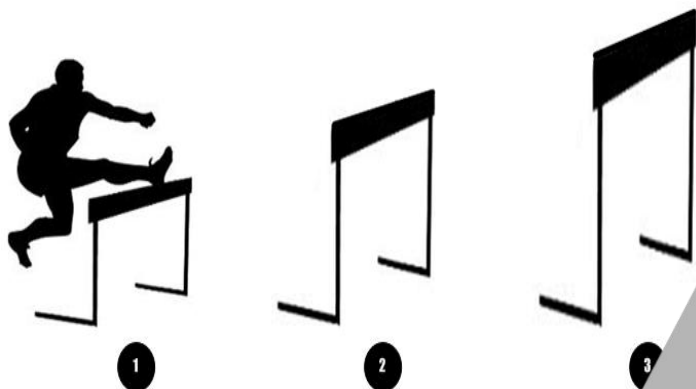


INSIDE

SEPTEMBER 2019

FINANCIAL MATTERS AFFECTING YOUR LIFESTYLE



Health Life Style and Fitness

5 Golden Rules of Goal Setting

Using Concessional Contributions and the Carry Forward Rules

Golden Rules of Goal Setting

Five Rules to Set Yourself

Up for Success

If you want to succeed, you need to set goals.

Without goals you lack focus and direction.

Goal setting not only allows you to take control of your life's direction; it also provides you a benchmark for determining whether you are actually succeeding. Having million dollars in the bank is only proof of success if one of your goals is to amass riches. If your goal is to practice acts of charity, keeping the money yourself suddenly contrary to how you would define success. Knowing these steps will allow you to formulate goals that you can accomplish.

1. Set Goals That Motivate You

When you set goals for yourself, it's important that you motivate you: this means making sure that they are important to you, that there is value in achieving them. If you have little interest in the outcome, or are irrelevant given the larger picture, then the chances of you putting in the work to make them happen are slim. Motivation is the key to achieving goals.

2. Set SMART Goals

You have probably heard of SMART goals already. But do you always apply the rule? The simple fact is that for goals to be powerful, they should be designed to be SMART. There are many variations of what SMART stands for, but the essence is this – goals should be:

- Specific
- Measurable
- Attainable
- Relevant
- Time Bound

Set Specific Goals

Your goal must be clear and well defined. Vague or generalized goals are unhelpful because they don't provide sufficient direction. Remember, you need goals to show you the way. Make it as easy as you can to get where you want to go by defining precisely where you want to end up.

Set Measurable Goals

Include precise amounts, dates and so on in your goals so you can measure your degree of success. If your goal is simply defined as "To reduce expenses" how will you know when you have been successful? In one month's time if you have a 1 percent reduction or in two year's time when you have a 10 percent reduction? Without a way to measure your success you miss out on the celebration that comes with knowing you have actually achieved something.

Set Attainable Goals

Make sure that it's possible to achieve the goals you set. If you set a goal that you have no hope of achieving, you will only demoralize yourself and erode your confidence. However, resist the urge to set goals that are too easy. Accomplishing a goal that you didn't have to work hard for can be anticlimactic at best, you can also make you fear setting future goals that carry a risk of non- achievement. By setting realistic yet challenging goals, you hit the balance you need. These are the types of goals that

require you to “raise the bar” and they bring the greatest personal satisfaction.

Set Relevant Goals

Goals should be relevant to the direction you want your life and career to take. By keeping goals aligned with this, you’ll develop the focus you need to get ahead and do what you want. Set widely scattered and inconsistent goals, and you’ll fritter your time – and your life – away.

Set Time – Bound Goals

Your goals must have a deadline. Again, this means that you know when you can celebrate success. When you are working on a deadline, your sense of urgency increases and achievement will come that much quicker.

3. Set Goals in Writing

The physical act of writing down a goal makes it real and tangible. You have no excuse for forgetting about it. As you write, use the word “will” instead of “would like to” or “might”. For example, “I will reduce my operating expenses by 10 percent this year,” not “I would like to reduce my operating expenses by 10 percent this year.”

The first goal statement has power and you can “see” yourself reducing expenses, the second lacks passion and gives you an excuse if you get side tracked. Frame your goal statement positively.

If you want to improve your retention rates say, “I will hold on to all existing employees for the next quarter” rather than “I will reduce employee turnover. “The first one is motivating; the second one still has a get – out clause “allowing” you to succeed even if some employees leave.

4. Make an Action Plan

This step is often missed in the process of goal setting. You get so focused on the outcome that you forget to plan all of the steps that are needed along the way. By writing out the individual steps, towards your ultimate goal. This is especially important if your goal is big and demanding, or long- term.

5. Stick With It!

Remember, goal setting is an ongoing activity, not just a means to an end. Build in reminders to keep yourself on track, and make regular time – slots available to review your goals. Your end destination may remain quite similar over the long term, but the action plan you set for yourself along the way can change significantly. Make sure the relevance, value, and necessity remain high.

Source: Mind Tools



Healthy Lifestyle – Fitness

Benefits of regular physical activity

1. Exercise controls weight

Exercise can help prevent excess weight gain or help maintain weight loss. When you engage in physical activity, you burn calories. The more intense the activity, the more calories you burn.

Regular trips to the gym are great, but don't worry if you can't find a large chunk of time to exercise every day. Any amount of activity is better than none at all. To reap the benefits of exercise, just get more active throughout your day — take the stairs instead of the elevator or rev up your household chores. Consistency is key.

2. Exercise combats health conditions and diseases

Worried about heart disease? Hoping to prevent high blood pressure? No matter what your current weight is, being active boosts high-density lipoprotein (HDL) cholesterol, the "good" cholesterol, and it decreases unhealthy triglycerides. This one-two punch keeps your blood flowing smoothly, which decreases your risk of cardiovascular diseases.

Regular exercise helps prevent or manage many health problems and concerns, including:

- Stroke
- Metabolic syndrome
- High blood pressure
- Type 2 diabetes
- Depression
- Anxiety
- Many types of cancer
- Arthritis
- Falls

It can also help improve cognitive function and helps lower the risk of death from all causes.

3. Exercise improves mood

Need an emotional lift? Or need to blow off some steam after a stressful day? A gym session or brisk walk can help. Physical activity stimulates various brain chemicals that may leave you feeling happier, more relaxed and less anxious.

4. Exercise boosts energy

Winded by grocery shopping or household chores? Regular physical activity can improve your muscle strength and boost your endurance.

5. Exercise promotes better sleep

Exercise delivers oxygen and nutrients to your tissues and helps your cardiovascular system work more efficiently. And when your heart and lung health improve, you have more energy to tackle daily chores

6. Exercise puts the spark back into your sex life

Do you feel too tired or too out of shape to enjoy physical intimacy? Regular physical activity can improve energy levels and increase your confidence about your physical appearance, which may boost your sex life.

7. Exercise can be fun...and social!

But there's even more to it than that. Regular physical activity may enhance arousal for women. And men who exercise regularly are less likely to have problems with erectile dysfunction than are men who don't exercise.

The bottom line on exercise

Exercise and physical activity are great ways to feel better, boost your health and have fun. For most healthy adults, the Department of Health and Human Services recommends:

- At least 150 minutes a week of moderate aerobic activity or 75 minutes a week of vigorous aerobic activity, or a combination of moderate and vigorous activity. The guidelines suggest that you spread this exercise throughout the week. Examples include running, walking or swimming. Even small amounts of physical activity are helpful, and accumulated activity throughout the day adds up to provide health benefits.
- Strength training exercises for all major muscle groups at least two times a week. Examples include lifting free weights, using weight machines or doing body-weight training.

Spread your activities throughout the week. If you want to lose weight, meet specific fitness goals or get even more benefits, you

may need to ramp up your moderate aerobic activity to 300 minutes or more a week.

Remember to check with your doctor before starting a new exercise program, especially if you have any concerns about your fitness, haven't exercised for a long time, have chronic health problems, such as heart disease, diabetes or arthritis.

Source Mayo Clinic



Using concessional contributions and The carry forward rules

Recently, the government introduced carry forward rules for the \$25,000 concessional superannuation contribution where you can contribute \$125,000, averaged over a five-year period, provided the super balance is under \$500,000.

Is this applicable in 2018-2019 financial year and could more than \$25,000 be added to super this year? Does the \$500,000 apply to the balance after the contribution and when exactly is the \$500,000 calculated?

If someone was close to \$500,000 and the market had a temporary correction, would this provide a time to add more under this provision? For example, if my super balance fell to \$490,000, could I still contribute \$125,000 under the carry forward rules, or would I be limited to the difference between my balance and \$500,000, in this case \$10,000 extra (assuming I already contributed \$25,000)?

The carry forward super contributions measure allows people to accrue their unused concessional contributions from 2018-19 and use them from 2019-20 and beyond. Unused concessional contributions from before the financial year just ended cannot be used. But note that you can only accrue what you haven't used in a year.

So, if last financial year I made \$10,000 of concessional contributions I would have only \$15,000 (\$25,000 - \$10,000) that I could carry forward for up to five years. This would give me \$40,000 of concessional contributions I could use this year or in subsequent years.

I could only use \$125,000 in a single year where I had not used any of my concessional contribution cap for each of the past five years (from this financial year). The \$500,000 total super balance

limit is tested immediately prior to June 30. What happens to your super balance after June 30 in a year is irrelevant?

Can a concessional superannuation contribution be made (within the \$25,000 total cap) that is in excess of the amount that reduces personal tax owing down to zero, or in other words, down to the tax-free \$18,200 personal taxable income level? I have read somewhere that if a concessional contribution amount is above the figure that



reduces personal tax owing to zero (such that no personal tax deduction can be taken for the surplus contribution) then the Australian Taxation Office will not allow the full amount as a concessional contribution, even though it is within the \$25,000 total cap, and will treat the contribution as non-concessional. I cannot find any clarification of this on the ATO website.

This is a most unusual question and I am not aware of any ATO policy.

However, remember that concessional contributions lose 15 per cent entry tax, whilst non-concessional contributions lose no entry tax.

Furthermore, concessional contributions, plus fund earnings, form part of the taxable component of the member's account and could incur the death tax, if left to a non-dependent.

Given the first \$18,200 can be earned tax-free, it would be unwise to make any concessional contribution that would take taxable income under \$18,200.

I am paying off a rental home loan of \$150,000 – fixed rate for one year at 4.29 per cent per annum. I have super of \$660,000 and earnings are negative. Shall I pay off the home loan from my super now? I am still working permanent part time and salary sacrifice 55 per cent of my fortnightly income. I am 66 and not entitled to any pension.

If your interest rate is fixed, there may be penalties for an early payout.

In any event, as you are working, the interest is a tax deduction for you, so I certainly wouldn't be in a rush to pay it out.

Over the long term, your superannuation should provide much better returns than the 4.29 per cent you are paying in mortgage interest.

Source Noel Whittaker

We are always available to discuss any questions or concerns you may have

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