



Annual Report

2016



ALKIRA

Dignity and Purpose



*"Dear Ray,
Goodbye and
good luck.
Thank you for your
time at Alkira.
Enjoy retirement.
Enjoy being
relaxed.*

***All of Alkira will
miss you!"***

- Megan, an Alkira Momentum/Pathways
Student, beautifully captures the Alkira
community's feelings.

Thank you Ray!

Ray Cranwell, Alkira CEO, 1995–2016

Providing stability and guidance through an era of great change and development, expectation and promise, Ray Cranwell's contribution to the Alkira community has been simply 'outstanding'! In today's world where many people change not only jobs, but often entire careers several times throughout their working life, longevity in the one position is becoming a rarity and Alkira was particularly fortunate to have been the beneficiary of Ray's guidance as Chief Executive Officer for over 21 years from January 1995 until June this year.

His achievements during this time are numerous and include:

- considerable expansion of service delivery engaging new and innovative ideas such as;
 - alternate day service opportunities catering for people's changing needs throughout their lives;
 - Momentum/Pathways and Networks Programs (education beyond secondary school)
 - Place and Train Opportunities (work and volunteer placements and support)

- redevelopment of residential services from hostel living to small supported group homes;
- property purchase and support for a married couple to live independently;
- two major structural redevelopment projects within the Thurston Street site;
- building financial security and sustainability for Alkira as well as planning and overseeing major capital purchases, building improvements and developments.

Achieving all this plus much more, while fostering and nurturing a culture of care and support for all stakeholders within the Alkira community, is a testament to the personal qualities Ray brought to the position of CEO.

Ray's body of work has afforded Alkira an outstanding reputation within the disability sector as a leading provider of services. He has certainly earned and can now enjoy his retirement in the knowledge Alkira is well positioned to launch into the next era of change, being the NDIS.

Messages for Ray from some of those people and their family members, whose lives have been directly influenced by his tenure as CEO:

"Ray turned my tiny room in the hostel, into a home I share with friends. I can decorate my room how I like and display my achievements and awards."

Steven and Dorothy
(hostel living to a home)

"Thanks Ray, for finding our home. We are married and like to live on our own. We enjoy our privacy, having private conversations and working on our relationship. It has changed our lives!"

Emily and Michael (together in their own home)

"I really enjoy programs at Market Street where it is not so busy or noisy. It suits me. It is really friendly and I love Ballroom Dancing."

Kate (Moving from Connections Thurston Street to Connections Market Street)

"I will miss you! You worked hard, are an awesome person and a fantastic CEO!"

Anthony

"Bon Voyage. Best wishes on your retirement. Thank you so much for organising Alkira. Alkira is my paradise!"

Christina

"I love my job at Bunnings because I am meeting nice people and getting out into the community. I love being independent travelling to and from work. I also like the change from the usual weekly routine."

Michael

"As a person who needs structure in her days, Rebecca was very fortunate to be included in the inaugural Momentum intake. Her enthusiasm has continued through the Pathways Course and now with Networks. We are forever grateful for the dedication of Ray Cranwell in fostering the continuing development of the Alkira family."

Tony and Helen (Parents – Momentum/Pathways Graduate)

"It has been a pleasure knowing you. Thank you for all the good things you have done for Alkira!"

David

"Best wishes for your retirement and I'll be missing you!"

Liam

Board report

Alkira's strategic plan: our vision, our mission, our values

Peter Harrison, President



On behalf of Alkira's Board of Directors, I am pleased to report on our activities over the past 12 months and to also officially launch our Strategic Plan 2016–19.

The Board's role is to provide governance oversight and to ensure that everyone involved with Alkira remains true and committed to our mission and focused on the delivery of supports to the clients that live in and access our many services.

As I mentioned in my report last year, the Board undertook a number of projects which would be aimed at positioning Alkira for the future. These key projects included:

- Developing a new strategic plan that recognises the changes that are occurring in the disability field and positions us to thrive into the future.
- Adopting a more contemporary governance framework that reflects the new Alkira Constitution which was approved during the year.
- Recruiting a new Chief Executive Officer following the retirement of our long serving CEO, Ray Cranwell.
- Preparing detailed plans for a new facility on the corner of Springfield and Springvale Roads – 'Springfield Project'.

With respect to each of these, I can report that we have made good progress.

Strategic plan

During the latter part of 2015 we undertook a strategic planning process with an external consultant. The process involved extensive community consultation through workshops to review our Vision, Mission and Core Values and from this we could further develop our Strategic Objectives and Actions. I am pleased to report that was a very successful process, leading to Alkira's Strategic Plan 2016–19 which does align with:

- **Our vision** – To be the leading boutique intellectual disability service provider in eastern Metropolitan Melbourne;
- **Our mission** – To strive to meet the needs and wishes of people with intellectual disabilities through care and support to enrich and challenge them to be part of the World Community; and
- **Our values** – Challenge, Care, Inclusiveness and Collaboration, Enrichment and Celebration

Alkira's Strategic Plan looks outwards to ensure that we are aligned with and prepared for the changing external environment that the NDIS will bring, whilst also looking at strengthening our internal processes to put in place a structure and resourcing to best place us to make a meaningful difference in the quality of life for our clients, staff and stakeholders.

The plan focuses on 8 high level objectives:

- To Meet the Needs, Interests and Wishes of Clients in Services and Supports
- To Successfully Transition to the NDIS
- To Live a Shared Culture
- To Attract and Retain a Sustainable Workforce
- To Expand Revenue Sources
- To Establish and Maintain Community Engagement and Partnerships
- To Have Alkira Known and Recognised as a Leading Integral Service Provider in our Community
- To provide Sustainable Facilities and Technology

As our plan is implemented we will be reporting against measurable outcomes.

Governance framework

You will all be aware that we adopted a new Constitution as a result of changes to the Victorian Associations Incorporation Act. This change together with the reworking of the Board sub-committees I referred to in my 2015 report, has provided an opportunity to bring in additional talent on the Board of Directors. I am pleased to advise that we have appointed Mr Michael Waymark to the previously vacant Board position. Michael has extensive experience as a business leader in the property maintenance sector and a keen interest in the disability field. In addition to obtaining new talent, we have undertaken a process which means that we will regularly review our Board sub-committee structure and accountability.



Chief Executive Officer

It was with sadness that after 21 years, our long serving Chief Executive Officer, Ray Cranwell, advised that he was retiring effective June 30, 2016. Ray has made an enormous impact on Alkira over this time and will be missed by us all. As a measure of his high professional character, Ray felt the time 'was right' to step down before we were heavily engaged in the NDIS implementation process as he felt that we needed to have a CEO who could see this important change 'through'. I know many of you were able to attend the retirement celebrations that marked and celebrated Ray's time as our Chief Executive Officer.

I would like to extend our profound thanks and appreciation to Ray who provided exceptional leadership and guidance to the Alkira family. Ray has positioned Alkira in an outstanding place ready for the transition to the NDIS. Alkira would not be in the strong and viable position it is today without his leadership and on behalf of the Board we say thank you and good luck with the next stage of your life.

The Board was pleased that Glenn Hodgkin was able to accept the appointment as our new Chief Executive Officer from July 2016. Glenn has considerable experience in the disability field and the broader Not-for-Profit sector as both a 'leader' and a 'hands on' employee. He has made a great start at Alkira and despite the inevitable period of 'learning and listening' is focussed on building on the legacy of his predecessor.

I would like to thank the Board Selection Committee of Chris Miller, Ron Walker and Dianne Bassett who took ownership of the CEO selection recommendations to the Board.

Springfield project

We are now well advanced on the planning process for this important project. It was pleasing that we were able to launch a Capital Building Campaign aimed at raising \$1.2m to support the \$2m+ construction and fit-out costs of the project. I was also very pleased that Nancye Cain accepted the role as Patron of the Capital Campaign and was present at the Appeal Launch on 8th June, 2016. This project and associated capital campaign will be the largest undertaking of its kind for Alkira and we will need all your support to make it a success. It is pleasing to report that we have already had some initial donation support.

I want to take this opportunity to thank Warwick Mitchell, along with Ray Cranwell, Glenn Hodgkin and our Architects Morton Dunn, for helping to deliver this project.

As you read this report you will see that Alkira has had another very busy year and we continue to make a difference to all who are part of our family. You will see from Graeme Fallet's Treasurer's report that financially we also had a good year which sets us up well to transition to the new financial model under the NDIS. All of this ensures that we have the right building blocks in place to navigate the exciting and challenging time ahead for Alkira as we implement our new Strategic Plan.

I would like to express my personal thanks to all members of the Board for their support during the past year; together we look forward to the year ahead with an enthusiasm and confidence.

On behalf of the Board, I would also like to acknowledge our staff for their enormous contribution to Alkira during the past year. Special thanks also to our many volunteers, donors and supporters for their willingness to share in our mission.

We are excited by the future. Whilst there will be challenges for us we remain unified and confident in our approach. I commend to you this Annual Report and hope that you will read with interest the highlights of the past year. ♦

CEO's report

Implementation of Alkira's strategic plan 2016–2019 begins!

Glenn Hodgkin, Chief Executive Officer



It is an exciting time to join the Alkira organisation and I am truly honoured that our Board have entrusted me to lead our organisation. Having commenced at the start of July, I thought it a good opportunity to look forward and give an overview of how staff will be working towards the implementation of Alkira's Strategic Plan, including our transition to the NDIS.

For me, in previous roles, the main measure of success has always been the identification of goals and aspirations of clients and then achieving positive outcomes. As we move towards the NDIS the focus at Alkira will be no different. The challenge for us will be how we transform our services. Current funding models have had their restrictions, but we are very excited to develop our service offerings free from many of those constraints and work towards further identifying the needs, interests and aspirations of our clients and how to make a genuine difference in their lives and increase their participation and engagement in their community of choice.

The NDIS will have a significant impact on the way Alkira operates in the future and the resourcing required to operate in the new environment. A Client Management System will be the central piece of technology used to coordinate our services and I am pleased to say we should soon be completing some crucial testing.

I have spent my first few months meeting many clients, staff, families, board members and other Alkira stakeholders and I have been overwhelmed by the commitment to meeting the needs and aspirations of our clients and have seen firsthand the 'family' culture that is synonymous with Alkira. How we embed our culture consistently across the organisation and celebrate our successes, no matter how small, will be an important focus for all staff.

The NDIS will be a competitive environment and Alkira is committed to attracting and developing the best staff to support our clients to achieve their goals. A framework for how we recognise and reward staff who are aligned with our values and culture and then provide pathways for them to grow into future leaders will be developed as part of our commitment to supporting a sustainable workforce.

Alkira has a very active fundraising committee and we will continue to investigate opportunities for expanding revenue sources and decreasing our reliance on funding. There are two excellent social enterprises currently run at Alkira – the Alkira Op-Shop and Shredability, the secure document destruction business. I am very keen to investigate options on how we can grow both of these.

We currently have some very strong partnerships within the community and Alkira will be looking to build upon these and develop new relationships which will assist with fundraising, client outcomes and our financial sustainability.

Awareness of the Alkira brand is strong within our current family environment and we will be implementing a number of exciting new initiatives to increase the Box Hill and surrounding area's awareness of the Alkira organisation, what we do and what we stand for. Many 'Not for Profit' organisations quietly go about their business without much fanfare, but we are committed to expanding the reach of our brand and point of difference about the services we provide through re-visiting our brand, launching a new website and being far more active within social media.

The suitability to our clients' needs and cost of maintaining our ageing infrastructure continues to grow and Alkira will soon commence work on a 'Buildings Master Planning' activity to identify how to best support our clients into the future. A component of this is the Springfield Project which I am sure you may feel has dragged on but please be assured having personally been involved with a number of buildings projects in the past, they do take a long time to plan.

Springfield will be a long time built, and the Board and I are working through a process to ensure the building will meet our clients' needs now and into the future.

None of our work would be possible without our dedicated staff and volunteers and the generous giving of both time and money from our community. There are some amazing and innovative activities occurring across our organisation and I look forward to working with everyone at Alkira to push the boundaries even further.

I would like to thank our Board of Directors for their vision, leadership and professionalism, and I look forward to working with them to identify and then report on the key metrics they want to see from both myself and Alkira's staff in the implementation of their Strategic Plan.

Lastly to our clients, you are all the reason for Alkira's existence and it is important that you don't lose sight of what you want to achieve. It's our job to help you achieve your goals and be as active in your communities as you desire. ♦

People and outcomes have and will continue to determine the success of Alkira

Ray Cranwell, Chief Executive Officer, 1995–2016

In this my last Annual Report, and as I reflect on my twenty one years of involvement at Alkira, there are three things that particularly stand out and give me a sense of pride and satisfaction:

- **Firstly, being part of an organisation that is 'people focussed'** – both in relation to the people Alkira exists for and the people who make it all happen. Our rich 60 plus year history contains many examples of achieving much for people with disabilities through the combined efforts of people in governance, management, direct support and voluntary positions.
- **Secondly, the mix and quality of services that Alkira provides.** Services have been established, developed and changed over the years in response to what the people who access Alkira's services and their family members, in conjunction with staff have determined is required at different points in time. As we enter an NDIS environment, this will no doubt remain an important factor in continuing Alkira's success as a preferred service provider.

- **Finally, the 'family' culture that has been formed since day one**, when families recognised the need for and initiated the establishment of the community organisation that Alkira is today. This sense of 'family', clearly demonstrated in the attitudes, dedication and commitment of people to Alkira, has been a real strength over the years, and for me has generated a significant feeling of pride and satisfaction.

To the Board of Directors, my thanks for providing me with the opportunity to be part of Alkira's rich history.

To Glenn Hodgkin, I wish you the all the best in contributing to the lives of people at Alkira. I am sure that with a continuing focus on people and outcomes, Alkira will go from strength to strength. ♦





"They can be suitably proud of the part they play in the fabric of what makes Alkira the wonderful, friendly place it has been for so long."

Client committee

Representation and community involvement

Each year Client Committee members are voted in by their peers across all Alkira Services to provide a forum for Alkira clients to speak up and be heard. The Committee members are advocates for people who access Alkira's Services and celebrate achievements at Alkira and in the wider community. The Committee members have continued to make a valuable contribution to the running of Alkira in the past year, providing direct feedback to Alkira's Board of Directors and other internal and external stakeholders, offering suggestions and improvement ideas. The group meets weekly to assess how our services are meeting quality requirements, consult on major projects and are involved in the planning for Alkira's future. This planning and consultation is particularly important in light of our ever-expanding services and with the NDIS due to be rolled out in our region in 2017.

This year's Committee Members are an enthusiastic group of creative thinkers and advocates, and represent people from each of Alkira's services. They balance having fun with their important responsibilities of developing and demonstrating skills in self-advocacy, understanding rights and responsibilities, doing things for yourself, understanding and promoting active support, decision making and conducting meetings. They can be suitably proud of the part they play in the fabric of what makes Alkira the wonderful, friendly place it has been for so long.

This year's Client Committee Members are:

- Jovana Blagojevic (Momentum/Pathways and Networks)
- Juston Chong (Momentum/Pathways and Networks)
- Jessica Ebert (Momentum/Pathways and Networks)
- Sharan Johal (Connections – Thurston Street)
- Sarah Laycock (Connections – Thurston Street)
- Bernadette Mahoney (Connections – Thurston Street)

- Alex Moore (Connections – Serpentine Street)
- Michael Moran (Connections – Thurston Street)
- Francis Petty (Residential Services)
- Paul Van Leeuwen (Connections – Thurston Street)
- Ruth Walker (Residential Services)
- Steven Zarecky (Connections – Market Street)

Meeting with the Alkira board of directors

Monthly meetings are scheduled with Members of Alkira's Board who present on the progress of current projects being undertaken and receive feedback. These meetings provide a valuable point of connection from diverse perspectives and enable a meaningful interface between Alkira's Board and Alkira's Clients. Since these meetings were introduced some two years ago, it has provided an opportunity for Directors to become a more visible part of the Alkira Community.

Staff recruitment panel – interviews and tours

One major role of the Client Committee is to participate in the interview process for staff recruitment, being actively involved on the interview panel as well as conducting guided tours of Alkira sites. In preparation, a great deal of work goes on in Committee meetings to discuss and decide on what are important skills and attributes in potential staff members, so that the interview panel can look for these qualities during the interview process.

Alkira clients being active participants in the recruitment process, is often remarked upon by candidates as being something valuable that sets Alkira apart from other organisation.

Ambassadorial roles

As Ambassadors for Alkira, Client Committee Members are called upon to meet and greet visitors; show prospective clients and family members around the buildings and discuss with them the various aspects of the programs that are running. This role enables the Ambassadors to promote what we do at Alkira and celebrate Alkira participants as active and engaged members of society who achieve great things.

Eastern region advocacy network

The Alkira Client Committee attends monthly meetings at VALID's Eastern Region meeting at the Federation Estate in Ringwood. The Committee looks forward to these meetings where they get together with members from services throughout the region to discuss news and current events within the disability sector. The network aims to support members to speak up about their rights, to advocate for changes by talking about issues and problems, for skills development and information exchanges, to socialise with people from local disability services. The meeting provides a client forum for other groups, organisations or government departments to seek opinions regarding client issues. Each month a guest speaker presents to the members on a topic of interest such as NDIS Developments, Ombudsman Services and Transport Victoria. The Victoria Police are regular presenters on safety both in the community and through maintaining a safe online presence.

'Having a Say Conference' 2016

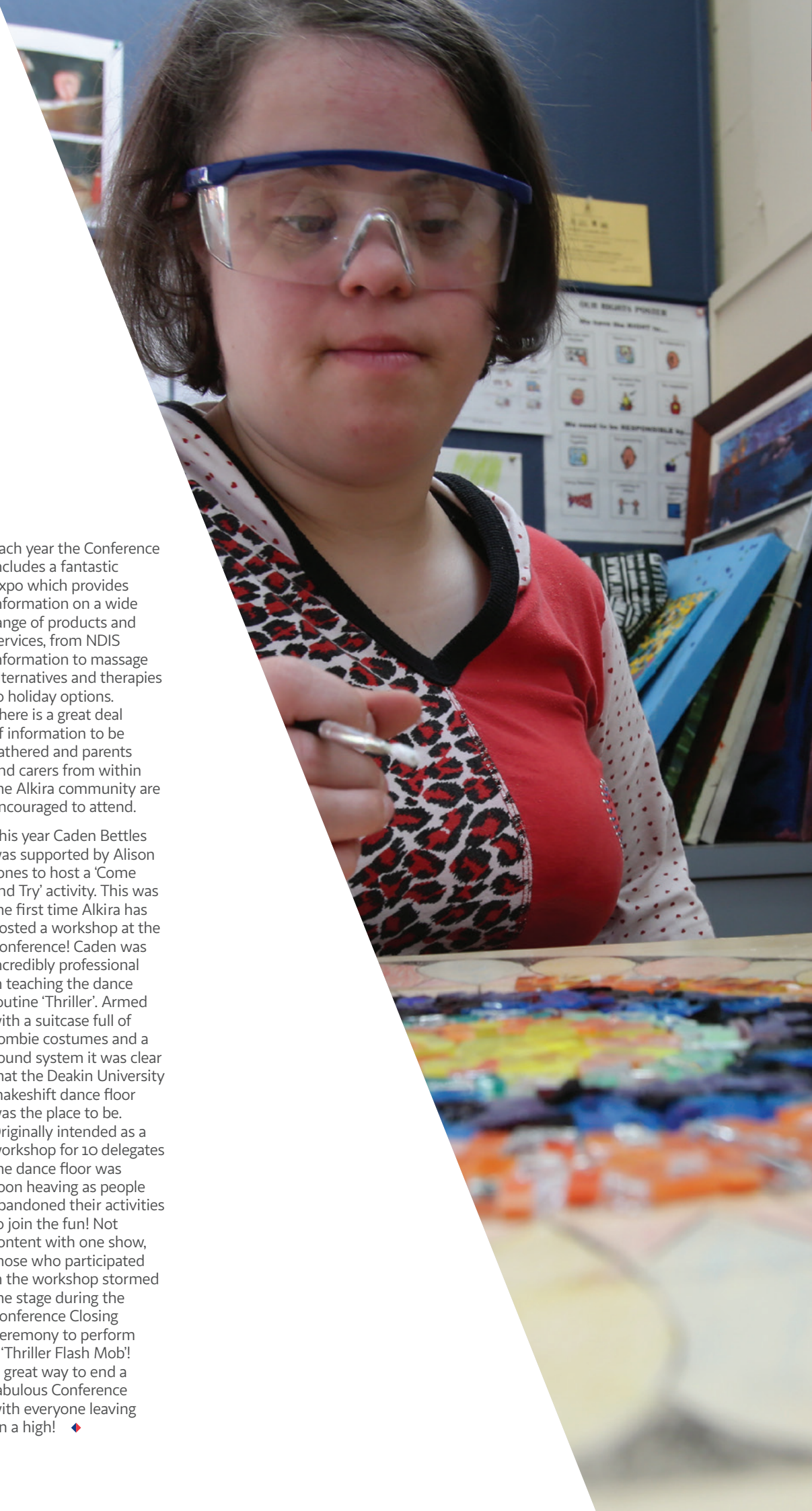
Without doubt the highlight of the Client Committee annual calendar is the 'Having a Say Conference' held in Geelong. The 3 day conference attracts hundreds of people from within Australia and overseas and provides a full range of events including: a huge variety of performances; presentations and workshops alongside come and try activities. Participants have the opportunity to enjoy new experiences such as travel, learning new things, participating in presentations, performing and celebrating achievements.

With support from staff members Alison Jones and Evan Stewart, Alkira delegates in 2016 were:

- Caden Bettles
- Jovana Blagojevic
- Paul Van Leeuwen
- Bernadette Mahoney
- Francis Petty
- Ruth Walker
- Steven Zaretsky

Each year the Conference includes a fantastic Expo which provides information on a wide range of products and services, from NDIS information to massage alternatives and therapies to holiday options. There is a great deal of information to be gathered and parents and carers from within the Alkira community are encouraged to attend.

This year Caden Bettles was supported by Alison Jones to host a 'Come and Try' activity. This was the first time Alkira has hosted a workshop at the Conference! Caden was incredibly professional in teaching the dance routine 'Thriller'. Armed with a suitcase full of zombie costumes and a sound system it was clear that the Deakin University makeshift dance floor was the place to be. Originally intended as a workshop for 10 delegates the dance floor was soon heaving as people abandoned their activities to join the fun! Not content with one show, those who participated in the workshop stormed the stage during the Conference Closing Ceremony to perform a 'Thriller Flash Mob!' A great way to end a fabulous Conference with everyone leaving on a high! ♦

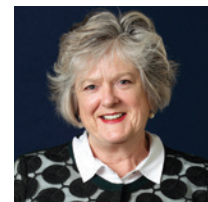




Services and outcomes

Alkira's alignment with the NDIS

Diane Fitzmaurice, Manger – Services and Outcomes



Meeting the needs, interests and wishes of the people we support is our number one objective. Some individuals have big dreams, other people have goals that make the minutiae of their daily life richer and some have aspirations that challenge and stretch personal boundaries. Listening and capturing each person's goals, supporting their efforts to achieve them, seeing resilience grow when disappointment surfaces and celebrating their achievements is the most exciting part of our role.

People transitioning into the NDIS will have plans with goals in 8 life areas with the funds to choose reasonable and necessary supports from organisations like Alkira. This report illustrates a number of individuals and the goals they have pursued, the difference occurring in their lives and the support that will continue as people move into the scheme in the future.

Work

Many complain about paying taxes and commuting distances to work. Not Jonah, one of his goals this year was to have work experience that would lead to paid employment. His motivation to succeed saw him explore and partner with our Place and Train staff to see where his interests, skills and attributes would lead. An opportunity presented itself at Himalayan Salt Lamps, in Bayswater North, a business that assembles, packages and distributes New Age lamps. Jonah met all the challenges this work experience could throw at him – new time obligations to meet, new train lines to learn, new railway stations to navigate, new walking routes to and from the factory, new tasks to learn, new work relationships with co-workers and managers to foster. After 2 weeks, Jonah was offered a job and is now a part of the team, accepted and liked by his co-workers, earning his own money, doing his best at work, opening a bank account, applying for a Tax File Number and saving to buy something special.

Home

Robert lives with 3 other housemates and found the demands of being out of the house 5 days a week untenable. Over the past year, with the assistance of our Home and Choice service, he now has more flexibility 2 days a week and is taking life a little easier. His energies have gone into his interest in animals and is involved at the RSPCA where Robert mixes with staff and volunteers in a safe and inclusive environment working with the cats and kittens. Crowded and noisy places are challenging for Robert, but with more Individualised Support, he is now able to go to the places he likes and is choosing more peaceful hobbies and activities like the cinema, Melbourne Aquarium, the Planetarium and learning to fish in the Patterson River. When asked how life was he recently said 'I feel safe and happy and I don't get nearly so anxious anymore!'

Health and wellbeing

Enid lives at Trinity Manor nursing home having moved from one of our residential houses. Alkira has been there for Enid, whatever her age and life stage, so staying connected with friends has been a very important goal this year. With support, Enid has been visiting friends each month, engaging in activities she has always enjoyed, being included at special events and celebrations, encouraged to remember precious memories and keep her famously positive, cheerful and loving personality alive. It has helped Enid's health and wellbeing immensely as she adapts to the many changes in her life.

Relationships

Cory radiates health, energy and shows a drive to increase his fitness which has seen him outpace others in his walking and bike riding groups. Relating with others doesn't always come easily for Cory and his goals have centred on social interactions and connections. Established patterns and routines in daily life are key to Cory's wellbeing. Over the past year, staff have noticed Cory's growing enjoyment and connectedness in a group saying 'he doesn't want to see anyone left behind and will make a point of waiting until everyone is together before resuming his walking. It is so good to see Cory walking now with particular people, starting to build relationships and friendships.'



Life long learning

Mark is an expert in living in a hearing world, communicating by writing and sign language rather than hearing the language spoken by others around him. Mark is using his talent in sign language to teach others in an academics program. His enthusiasm, passion and drive to educate others has resulted in the group learning the alphabet and progressing to signs. Mark is also leading the production of a sign language dictionary which, once completed, will be a reference for those interested in seeing the world from another perspective.

Choice and control

The dream of owning a home is out of reach for many. Not for Georgina, who has emerged from a challenging period in her life; triumphant, confident and strong in her ability to live the life she wants to lead in a place of her choice. Georgina lost her father after caring for him as his health declined, she needed to sell the family home and moved into one of Alkira's respite units in Forest Hill.

Georgina was in the fortunate position of being able to pursue the goal of buying her own home and it led to some exciting and sometimes scary times while Georgina experimented with where and how she wanted to live. While staying in Alkira's unit, she lived with others, was assisted to hone her living skills, tried renting with a friend for a while and decided sharing was not for her at this time in her life. Georgina's growing courage, resilience and confidence in making choices and decisions to meet on her own needs and interests, rather than wanting to please others has been inspirational. Georgina's smile lit up the world when she announced she had bought a beautiful 2 bedroom town house, in a suburb where she can stay connected to the important people in her life, buy some in-home support from Alkira and stay in the neighbourhood she knows and enjoys.

Social and community participation

We aim to provide respite guests an experience to grow independence and get each individual out and about in the community. It is also a chance for family and carers to relax and take a short break from their daily routine. Brent is one of our regular guests at Perkins House and is a keen table tennis player at his local community club and he is always supported to attend games when away from home. His supporters at Perkins House have not been short changed this year as they kept pace with his teams' progressive wins in the competition. With great anticipation and excitement, we saw Brent and his team triumphantly winning the grand final. The award night coincided with his parents being overseas, so Brent was supported by staff to attend the awards night where he proudly accepted a trophy and celebrated with his teammates. While Brent was disappointed to have missed sharing the night with his parents, he was brimming with pride when he commented to staff that he 'couldn't wait to let them know of his victory'.

Daily living

Incorporating healthy eating and physical activity into life can be a commitment that tests many. But Rachel has shown great progress in this area. The goals she set herself have included learning what foods are good and not so good for her body and her morning tea and lunches have changed dramatically – out are the high sugar and fatty foods and in with appealing and healthy alternatives. Suggestions for new recipes, her knowledge of healthy foods and ability to develop and follow picture recipes sees Rachel now able to make a salad roll or sandwich independently. Rachel's independence at the supermarket, leading the group and directing them to find the ingredients and paying at the self-service checkout with little assistance is a tribute to her dedication.

Imagine what can be achieved with more control, choice and funding options promised with the National Disability Insurance Scheme coming our way in November 2017!

If you are interested in joining our programs or trying something different please contact Alkira on 9890 1365 or info@alkira.org.au ♦

"Listening and capturing each person's goals, and celebrating their achievements is the most exciting part of our role."



Fundraising and community relations

Community collaboration!

Alkira has been fortunate over its 60+ years to have formed, maintained and further fostered community partnerships with businesses, service clubs, groups and organisations, as well as individuals. The importance of these partnerships is intrinsically linked to Alkira's ability to provide and further enhance the full range of services available for people with a disability, and will remain so as we move forward with Alkira's Strategic Plan and embrace the new environment of the NDIS.

We do not take for granted the support, partnerships and our community's involvement as we see such wonderful projects being undertaken – projects that translate directly into very real and positive outcomes for people who use our services. Projects such as:

Independent living skills kitchen and café

At the official opening of the Kitchen and Café in October, clearly on display was the pride and the skills of people who participate in Alkira's Hospitality Programs. Utilising learned skills and their new facilities, and decked out in hospitality attire, the group greeted guests, and served freshly prepared canapés and drinks as Alkira's President, Peter Harrison, thanked our community partners for their contributions to this project.

Partners:

- Rotary Club of Box Hill
- Jack Brockhoff Foundation
- Marian and EH Flack Trust
- Whitehorse Community Chest
- Lord Mayor's Charitable Foundation
- William Angliss (Victoria) Charitable Fund
- Whitehorse City Council

Music room

Another collaborative project currently being undertaken which will see a total refurbishment of the Music Room at Thurston Street. With the addition of acoustics and audio visual equipment, individuals will be able to pursue talents within the areas of music, DJ'ing, MC'ing and further develop skills in public speaking if they so choose. Not yet complete, we look forward to an opening of this completed facility in the coming year.

Partners:

- William Angliss Charitable Trust
- Bendigo Bank
- Rotary Club of Mont Albert and Surrey Hills
- Rotary Club of Box Hill Central
- Whitehorse Rotaract Club

This is just a snapshot of the difference community engagement is making in all of our lives. The areas of hospitality and music development were highlighted as areas of great interest by the people who access Alkira's services, and with the coming together of Alkira and the wider community, fabulous outcomes have become possible – there are no limits!

The Alkira Foundation

With a financially sustainable future at the forefront of thinking, the Alkira Foundation was launched in 2011 with the aim of securing a stream of income independent of government funding through interest earned on investments. Now in its fifth year, the Foundation currently holds a corpus of \$1.25m in cash and \$4.5m in pledges and bequests.

Each year the Foundation holds a dinner to thank those who have already made commitments, and also to provide an opportunity to promote and further engage with donors. This year's dinner was held at The Pavillion, Box Hill Football Oval with guest speakers brothers Clinton and Lachlan Young. Clinton is a retired AFL Footballer, having played in Hawthorn's 2008 Premiership team and then with Collingwood, and his brother Lachlan who has a disability, is his biggest fan. The theme of the evening was the important role siblings play in the lives of people with a disability. Nalean, brother of Alkira Client, Ashwini, also spoke to the audience of the important role Alkira plays in Ashwini's life.

Nalean's speech was emotional, moving and heartwarming – leaving everyone feeling great pride in being part of the Alkira community.

We are very pleased to announce Anna Burke, recently retired Federal Minister, and David Winter, owner of Bread Street Bakery in Mont Albert, have both accepted offers to join the Foundation Board. The Board now consists of:

- Mr Peter Harrison (Chairperson)
- Mr Bob Slater (Secretary)
- Mr Glenn Hodgkin (Alkira Chief Executive Officer)
- Mr Warrick Mitchell (Alkira Director)
- Mr Ron Walker (Alkira Director)
- Mr David D'Silva (Alkira Family Member)
- Cr Sharon Ellis (Community Member)
- Ms Anna Burke (Community Member)
- Mr David Winter (Community Member)

Springfield appeal

In June Alkira launched a Capital Appeal to raise in excess of \$1.2m for the Springfield Road Project. Never before, has Alkira gone to the community with such a request, and with a time frame of three years in which to reach our target, we are confident the community will rally behind this important project and the Appeal will be successful.

Mrs Nancye Cain, a member of the Willandra Juniors Auxiliary and longtime personal supporter of Alkira, has agreed to act as Patron for the Springfield Appeal. As Appeal Patron, Mrs Cain will lend her name to and support our fundraising events and efforts wherever possible.

For more information in relation to the Springfield Appeal or the Alkira Foundation; or if you are interested in becoming involved, please contact:

Bob Slater or Helen Mathews at:
info@alkira.org.au
Tel: 9890 1365 ◆

Volunteers report

The magic that only volunteers can bring

Volunteers, as ever, continue to bring colour, enthusiasm and warmth to our organisation. A great example of this is captured by Robyn, one of our Alrassa artists who said recently "Thank you so much for finding my Volunteer (Belinda Tu) for me. She helps me so much. I love the way she's so good with me." Belinda Tu is just one of 70 Alkira Volunteers who generously give their time and talents to assist the people who use our services to do the things they really want to do.

Belinda **Exploring Melbourne**

Belinda started volunteering with Alkira in 2014 and is loved by clients and staff alike for her fabulous blend of compassion, good humour and patience. She and her husband used to run a business in Box Hill and over the years observed Alkira clients active in the community, both as passers by and as customers. When the time came to close the business, Belinda felt drawn to Alkira as a place she wanted to become part of. Belinda's current duties not only include assisting Robyn with her artwork on Wednesdays, she also helps provide one-on-one support for Antoinette on Tuesdays in the Exploring Melbourne program. Antoinette loves discovering new places and seeing new sights, and having Belinda alongside her means she is able to be part of the Exploring Melbourne program that she loves so much. Antoinette and Belinda can share their enjoyment with one another, and together engage with these experiences fully.

Lyn **Bowling and recreation service**

Lyn Thomas joined Alkira in February this year. Lyn had recently retired, having been the Fundraising and Promotions Manager for Red Cross Queensland. While she doesn't have a disability background, in her work with Red Cross she worked closely with many volunteers with a range of abilities – so when she considered what direction her community service would take, she found Alkira. On Mondays Lyn brings her extensive experience, her professional approach and sensitive interaction to her one-on-one support for Trung in the Bowling program. Trung enjoys the sounds and vibrant atmosphere of the bowling alley very much, and the added 'thrill of the toss' makes his bowling visit a fun start to his week. Between them they have a shared challenge – Lyn guiding Trung to get his aim correct, and Trung getting his momentum and spin just right. On weekends, Lyn also assists in the Recreation Service.

Melanie **Beautician in residential service**

Melanie first made contact with Alkira in November 2015. She noticed an online advertisement seeking a Volunteer to assist in the What Women Want program at Thurston Street. Melanie said that she was very interested in assisting any Alkira clients with 'girl stuff' as she'd recently completed a make-up/beautician course at Victoria University. Melanie works full time, so an after-hours opportunity within the Residential Service was a perfect fit. Discussions were held with Alkira's House Co-ordinators and residents, with the result that every second Friday evening, Melanie visits two of Alkira's supported homes bringing sparkle and colour as residents Abbey and Helen have their make-up, nails and hair done.

Neiliya **Momentum**

Neiliya is one of our most enthusiastic Volunteers and assists at Momentum every Tuesday morning. Neiliya is in her 80's, lives locally and has a lifelong passion for learning. She first contacted Alkira in mid 2014 having known about us for some time. In the initial discussions about placement she became extremely interested in assisting young people with their numeracy and literacy. She had always been a strong advocate of the value of education when she lived in Sri Lanka, and as a mother bringing up her children in Australia had sacrificed much to give her own children a good education. The opportunity to assist Alkira students was something that attracted her very much. She commenced Volunteering at Momentum in June 2014, and has been assisting there ever since. What she brings to the students with their studies is patient support and kind encouragement.



Ken
Jolimont Road

Ken has been involved with Alkira for many years. His complete dedication to the wellbeing of Alkira clients and his unswerving loyalty to staff and their work can't be purchased – it can only be freely given. Ken was first on staff as an Instructor, and when he retired stayed involved as a Volunteer assisting in the Swimming program at Market Street. In recent years Ken has been a Community Companion for Cliff Wall an Alkira client who had been living in an aged-care facility. Ken is continuing his Volunteering as a visitor to Jolimont Road.

Kerrie
Community companion

Kerrie is a Community Companion for Jan who lives in one of Alkira's supported homes. The Community Companion program encourages lasting personal friendships between carefully selected community Volunteers and Alkira residents. Jan and Kerrie have been co-adventurers once a month for almost 2 years. Kerrie has a background in social work, has worked with the Red Cross in refugee resettlement and worked for many years as a phone counsellor with Crisis Line. Kerrie knew of Alkira and approached us to see if we could find a Volunteering placement for her which would provide her with new and fresh challenges.

The final decision was to become active in two areas – the first was to assist in the Recreation Service and the second was to become a one-on-one Companion. When Community Companionships are established, care is taken to make sure both parties feel they are compatible. In the case of Jan and Kerrie, the connection was immediate. Now every month, Kerrie and Jan will either go out shopping (usually to find a new special something for Jan's room) or to attend a musical theatre performance. Jan looks forward to these outings and her House Co-ordinator says that she has become an excellent saver, putting her money aside for tickets to whatever the next show they will be attending together.

More where those came from

Those are just a few of the many examples where Volunteers are making valuable and valued contributions to the lives of the people who use Alkira's services. When the calculations are made, the average number of hours per Volunteer is around 3.7 – multiplied by 70 gives 259 hours a week, 1,036 hrs a month – in the Op Shop, in the Recreation Service, in Day Services, in our Residential Services and on the Alkira Board. 'Thank You' seems such a small thing to say in the face of such commitment and generosity – but there is no doubt that 'Thank You' is what each and every person at Alkira says to our wonderful Volunteers.

If you, or someone you know, might be interested in becoming an Alkira Volunteer, please contact Simon Nette, our Volunteers Co-Ordinator, on 9890 1365 or send an email to info@alkira.org.au ♦

Recreation report

Fun and friendship

Alkira's Recreation Service provides an opportunity for people with a disability to access a range of evening and weekend recreational and leisure activities, as well as supported holidays independent of their family and/or their regular carers. The Service includes a broad variety of outings and group activities aimed at offering something for everyone. There are things like dining out, going to the movies, attending sporting events such as the Australian Open or an AFL Match, live theatre shows and concerts, visiting museums as well as physical activities like Ten Pin Bowling and Swimming. Meeting a criteria of promoting good health, relieving stress, developing new skills, promoting social interaction and community inclusion and most importantly 'having fun', Recreation Service activities are chosen and changed on a monthly basis throughout the year.

The Service is available to people who live within the Eastern Metropolitan Region and currently has in excess of 130 people registered to participate in the differing activities. In very high demand, priority is given to those people living with carers over the age 65 or in the case of Aboriginal and Torres Strait Islanders over the age of 45.

Over the last twelve months the Service delivered 84 activities. Over and above these regular activities, at Christmas time, Recreation Service co-ordinated two special events – the Annual Salvation Army Christmas Carols held in the Bus Bay at Thurston Street and the Christmas Supper Dance in the Thurston Street Café. With 25 clients attending the carols and over 60 the Supper Dance, both functions were amazingly successful.

Offered three times each year at the time of the Training and Support Services Closures, the Recreation Holidays are always very popular and this year was no exception. Heading to Echuca and Moama during the September holiday and again in January was a great choice for sightseeing as we visited sites like Sharp's Magic Movie House and Penny Arcade, Cactus Country, the National Holden Museum and the Big Strawberry. We also took to the Murray River on a Paddle Steamer which was just brilliant! In June, for the first time we went to Mount Eliza on the Mornington Peninsula. The accommodation was at the YMCA Camp which turned out to be a fabulous find, offering a range of outdoor activities like the giant swing, flying fox, a low ropes course and archery, among others. It is certainly a holiday destination we will revisit. As it should be with all holidays, there was plenty of time to simply relax and enjoy each other's company as well as some wonderful dining experiences.

Thank you to our valuable Recreation Officers, Judy Andreola and Sarah Barker, whose professionalism and reliability in delivering the Recreation Service activities and holidays is outstanding. Thank you also to our 16 Recreation Volunteers who support Judy and Sarah allowing the service to operate so successfully.

Thank you to Melbourne and Olympic Parks Trust (M&OPT) and in particular, Enna Giampiccolo, Joe Fennessy and Rosie Sweeney for their continued support. As one of M&OPT's chosen partners, Alkira is extremely grateful for the wonderful opportunities afforded us through ticketing to major sporting and concert events. ♦



Some much appreciated feedback from Recreation Service participants and their families.

"The Karaoke program at Glen Waverley was a HUGE success!! So much fun and in the privacy of their own room. Please add it to further Recreation Program activities ok"

"Thank you for the photos of the holiday – we were thrilled at how well it went and how happy our daughter was. She is ready to go on another one! Good work".

"My brother is a man of few words as I'm sure you know and I don't often hear many details about his experiences so it's really great to hear your feedback. And even if he was happier watching from the sidelines, I can tell from the photos that he really was enjoying himself – so good to see him smiling :)"

Also I wanted to thank you for everything you've done to involve him in the Recreation Program, especially giving him the opportunity to have a lovely holiday. He isn't always able to express enthusiasm or gratitude but I know that being involved with Alkira means a lot to him – it certainly means a lot to me."

Volunteers and acknowledgements

2015-16

Every year since Alkira formed in 1954, we have been the beneficiary of an extraordinary number of organisations, businesses, community groups and individuals who contribute to the Alkira organisation in many varied ways. This contribution is paramount to the success of the Alkira organisation in delivering the full range of quality services for people with a disability and their families. As we move forward into the new era of the NDIS, these partnerships with the broader community will continue to be a vital component to our success in providing people the avenues through which they are able to pursue their aspirations and goals. We take this opportunity to thank, not only those listed below for their commitment to Alkira over the last year, but also to the many, many people who have given to Alkira and wish to remain anonymous. Thank You!

Volunteers

Adrienne Murray
Albert Low
Alfiza Rahman
Annette Kiernan
Belinda Tu
Belinda Tucker
Bev Mallows

Bev Ridley
Carolyn Shelley
Chris Prandi
Colin Hansen
Corrie De Groot
David Willett
Diane Bassett
Dianne Hardidge
Dolores Cowell
Donald Hardidge
Doris Lee
Elizabeth Curran
Graeme Cross
Ian Hampton
Jessie Carthew
Jillian Faulkner
June Charlesworth
Karen Ling
Kate Conroy-Welby
Kerrie Penington
Lionel Bennett
Lyndsay Arnold
Mahima Sharma
Margaret Chapman
Margaret Jackson
Marianne Bray
Mark Ngoi
Meaghan Adams
Mick Serch
Muriel Pickering
Murray Adrienne
Nancy Cross
Neiliya Arnolda
Rachel Kay
Raj Sen
Robyn Jessup
Roma Dale
Rosemary Forster
Saeed Shamaee
Sue Dods
Susan Toohey
Susie Bellairs
Tony O'Brien
Urania Michaelides
Valerie Kendall
Vicki Britten
Wendy Salisbury

Acknowledgements

Trusts, foundations, grants and community groups

Collier Charitable Fund
\$25,000.00
Rotary Club of Box Hill
\$10,209.57
Norman, Mavis and Graeme Waters Perpetual Charitable Trust
\$10,000.00
Wheulton Investments
\$10,000.00
WCF Thomas Charitable Trust
\$10,000.00
Whitehorse City Council
\$4,125.00
William Angliss Charitable Trust
\$3,000.00
Whitehorse Community Chest
\$2,564.00
Melbourne Playing Card Collectors
\$1,050.00
Rotary Club of Box Hill
\$750.00
Malvern Lodge No. 121
\$500.00
Special Olympics of Victoria
\$450.00
Manningham Uniting Church
\$237.00
Grove Uniting Church
\$100.00

General donations of \$1,000 and above

Willandra Juniors Auxiliary
\$9,000.00
Mr R and Mrs J Cranwell
\$5,000.00
Ms D Gibson, AO
\$5,000.00
The Poli Charitable Trust
\$5,000.00
Mr B and Mrs R Slater
\$5,000.00
R Hoffman and P Halstead
\$5,000.00
Mr G Stewart and Ms S Dodds
\$2,000.00
Mrs G Bouchier
\$2,000.00
Mrs N Cain
\$1,100.00
Mrs D Conway
\$1,000.00
Ms B Dingle
\$1,000.00
Ms M Walker
\$1,000.00

General donations of less than \$1,000

Mr L Ashburner
Bateman Family
B and R Boyd
N and J Broad
Mr P Brown
A and B Burley
Mr K Burton
Mr E and P Butler
Mr H Butler
Ms A Butler
S and J Butler
Mr C Carrington

K S Chook
Dr P Clarke
Prof G Clunie
Mrs M Craig
Mr G and Mrs N Cross
L and L Davey
Mr B Dempsey
Ms F Dickson
Mrs N Fairweather
Ms N Flores
Foot Family
Mrs M Fortino
Ms M Gilbo
Mrs A Graham
Mrs Helen Heriot
Mrs W Hirst
Mr C and Mrs L Hogan
Miss J Jennings
Mrs J Jones
Mr P Kinchington
Mrs E Koci
Miss S Laycock
Ms M Lee
Mr K Lee
Mr E Leydon
H and B Macdee
Mr RJ Matthews
Mr D McDonald
Ms K Ngai
R O'Shaughnessy
Ms B Paton
Mrs KJ Phillpot
Mrs C Reese
Mrs J Richard
Mr W Robinson
B and M Swan
D A Tassone
Mr J Ternan
EM Troulos
Mrs J Walker
Mrs H Wood

Alkira Foundation

Mrs Jean Bryans and Family
Mrs Gwenyth Bouchier
Mrs Maria Cincotta
Mr Arthur and Mrs Corrie DeGroot
Dennemoser Family
Mr Max, Mrs Joanne and Ms Tanya Grant
Mr Stan Marinis and Ms Charmaine Guest
Mr Alan Heggen
Mr Robert, Mr Carmel and Mrs Edmund Leydon
Mr W Mitchell
Mr Jim Montgomery
Mr Graeme Reynolds
Mrs Brenda Paton
Mr Edward and Mrs Raj Sen
Steele Family

Gifts made in memoriam

Mrs Gwenyth Butler
Mr Barry Jones

Keeping the memory alive

Mr Douglas Bryans
Mr Fred Conway
Mr Giuseppe Fortino
Mr Noel Jones
Mr Barry Jones
Mr Merv Reese
Mr Graham Reese
Mrs Margaret Robinson

Business and community groups

Alkira Parents and Friends Social Group
Aughtersons Solicitors
Blue Cross – Springfield Aged Care Service
Box Hill Community Arts Centre
Box Hill Institute
Bread Street Bakery
Bunnings Warehouse – Middleborough Road, Box Hill
Bunnings Warehouse – Blackburn South
Bendigo Community Bank branches (Canterbury, Ashburton, Surrey Hills and Balwyn)
City of Whitehorse
Concept Amenities
Convent Bakery – Abbotsford
Epilepsy Foundation
Epworth Hospital
Freckled Hen Café
Freemasons Maroondah District 115
Freemasons Malvern Masonic Lodge No. 121
Goodstart Early Learning Centres – Box Hill
Inner Wheel Club of Box Hill
Kao Australia Pty Ltd
Le Pine Funerals, Box Hill
Le Pine Funerals, Camberwell

Mackinnon, Jacobs, Houghton and Irving
Melaleuca, The Wellness Company
Melbourne and Olympic Parks Trust
Moores Legal
Mont Albert Florist
Nadrasca Business Services
Our Lady of Sion Secondary College
Palace Cinema, Balwyn
Paper-Corp Pty Ltd
Petsway Australia
RB Golf Sales
Reading Cinema, Chirnside Park
Ross MacKay Creative
Rotary Club of Box Hill
Rotary Club of Box Hill Central
Rotary Club of Mont Albert and Surrey Hills
Smart Brown Catering
Station St Café, Nunawading
The Avenue
Neighbourhood House
The Linen Co. Australia
Valiant Press
Wattle Park Primary School
Whitehorse Business Group
Whitehorse Community Chest
Whitehorse Community Health Services
Willandra Auxiliaries
Zesta Kitchens



Treasurer's report

2015-16

Graeme Fallet – Treasurer



It is a great pleasure for me to present my first report to you as Treasurer and provide the Financial Statements for the year ended 30th June 2016. It is satisfying to see the hard work and support of everyone involved with Alkira throughout 2015/16 lead to a surplus position against a budgeted deficit.

The financial year ended 2016 saw us consolidate both our operating performance with a net surplus of \$48,515, whilst also having a modest increase in our cash and investment balances of \$84,780. This compares very favourably with the 2015 year where we had an operating surplus of \$16,125 and a cash outflow of \$46,831 largely as a result of asset purchases.

The 2016 operating performance can be attributed to the following:

- Government grants being increased largely in line with salary increases and increased funding as a result of a higher number of people choosing to be involved and supported in our Day Programs
- Reduction in Long Service Leave expense through a change in accounting estimates from 2015
- Investment income down due to lower interest rates
- Disciplined cost control throughout the year
- A reduction in bequest and donation income

From a net asset position, the Alkira balance sheet shows we have net assets of over \$6 million of which over \$4.2 million is invested in funds and cash balances.

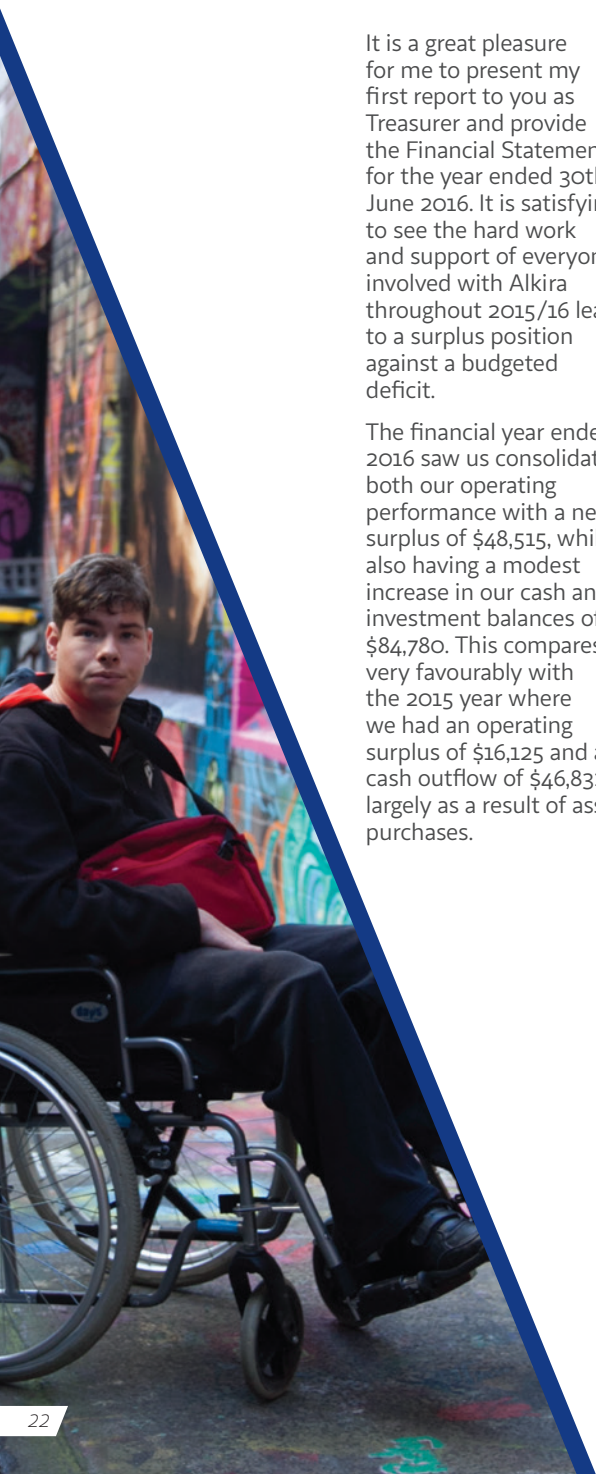
This operating result was achieved through the dedication and commitment of Alkira's staff and as an organisation we are in a very strong position to meet the challenges that the NDIS will bring.

The Board and Senior Staff have identified that a key component of Strategic Outcome 2 – Successfully Transition to the NDIS will involve further refinement of our financial systems and an increased understanding of our cost model. The Board through its sub-committee structure will assist Alkira assess the impact of the NDIS pricing structure and identify and implement the financial systems to meet the requirements of the NDIS. A considerable investment has already been made with the implementation of a Client Management System and we will continue to assess our future systems requirements.

The Finance Committee will increase its scope to include Risk and Investment Management for 2016/17. This will ensure that Alkira has adequate oversight policies, procedures and processes to ensure good governance through strategic financial management, robust and ethical investment and the effective management of risk.

I would like to thank all those in our community that have supported Alkira through donations either to the Foundation or to the Capital Appeal; your contribution does make a meaningful difference.

I would also like to thank Ray Cranwell and all of Alkira's dedicated team for their work in assisting to achieve our 2016 financial position. ♦



Auditor's report

Wayne C Durdin, E.F. McPhail and Partners

To the members of Alkira Centre – Box Hill Inc.

We have audited the accompanying financial report of Alkira Centre – Box Hill Inc. which comprises the statement of financial position as at 30 June 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position of the association.

Committee's responsibility for the financial report

The committee of the association is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Associations Incorporation Reform Act 2012 and for such internal control as the committee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

Opinion

In our opinion, the financial report of Alkira Centre – Box Hill Inc. is in accordance with the requirements of the Associations Incorporation Reform Act 2012, including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements.

Name of firm:

E. F. McPhail and Partners

Name of partner:

Wayne C. Durdin

Address:

38 Ellingworth Parade,
Box Hill, Victoria, 3128

Dated this

22nd day of August 2016 ♦



Financial Report

Alkira Centre – Box Hill Inc. Financial Report for the Year Ended 30 June 2016

Statement of profit or loss and other comprehensive income for the year ended 30 June 2016

	Note	2016 (\$)	2015 (\$)
Revenue	2	8,312,768	7,792,209
Expenditure			
Salaries	3	6,014,516	5,561,800
Maintenance		133,889	60,712
Client Allowances		43,687	44,658
Provisions Food and Cleaning		122,800	128,288
Materials and Loose Tools		13,015	24,490
Electricity and Gas		50,793	15,201
Rates		16,320	16,803
Superannuation		562,982	491,835
Insurance and Workcover		115,910	101,306
Audit Fees		9,000	16,830
Printing and Stationery		36,254	40,514
Long Service Leave		61,541	227,434
Transport Fuel and Maintenance		133,137	141,564
Other Running Expenses		667,257	609,525
Depreciation	7	283,152	295,124
		8,264,253	7,776,084
Total comprehensive income/(loss) attributable to members of the entity	4	48,515	16,125

Statement of financial position
as at 30 June 2016

	Note	2016 (\$)	2015 (\$)
Current assets			
Cash	5	4,263,568	4,178,808
Receivables	6	243,565	138,955
Total current assets		4,507,133	4,317,763
Non current assets			
Property, plant and equipment	7	4,986,573	4,902,324
Total assets		9,493,706	9,220,087
Current liabilities			
Creditors	8	707,021	539,830
Employee benefits	9	807,096	672,007
Total current liabilities		1,514,117	1,211,837
Non current liabilities			
Employee benefits	9	367,077	444,419
Total non current liabilities		367,077	444,419
Net assets		7,612,512	7,563,831
Equity			
The alkira building fund	10	2,000,000	2,000,000
Alkira foundation	10	1,254,516	1,201,197
Accumulated general fund	10	4,357,996	4,362,634
Total equity		7,612,512	7,563,831

The accompanying notes form part of these financial statements.

Statement of changes in equity
for the year ended 30 June 2016

	Note	General Fund(\$)	Alkira Building Fund(\$)	Foundation (\$)	Total (\$)
Balance at 1 July 2014		4,562,632	2,000,000	1,000,567	7,563,199
Adjustments during year		(15,493)	-	-	(15,493)
Net surplus for the year		(184,505)	-	200,630	16,125
Balance at 30 June 2015		4,362,634	2,000,000	1,201,197	7,563,831
Balance at 1 July 2015		4,362,634	2,000,000	1,201,197	7,563,831
Adjustments during year		166	-	-	166
Net surplus for the year		(4,804)	-	53,319	48,515
Balance at 30 June 2016		4,357,996	2,000,000	1,254,516	7,612,512

For a description of the Alkira Building Fund and Foundation, refer to Note 10.

Statement of cash flows

for the year ended 30 June 2016

	Note	2016 (\$)	2015 (\$)
Cash flows from operating activities			
Contributions (members) received		578,791	501,320
Grants (state) operating received		7,383,540	6,735,658
Donations received		219,417	361,514
Payments to suppliers and employees		(7,863,937)	(7,237,787)
Interest (unrestricted) received		134,350	71,148
Net cash generated from operating activities		452,161	431,853
Cash flows from investing activities			
Proceeds from sale of property, plant and equipment		5,455	0
Purchase of property, plant and equipment		(372,856)	(478,684)
Net cash used in investing activities		(367,401)	(478,684)
Net increase in cash held		84,760	(46,831)
Cash and cash equivalents at beginning of financial year		4,178,808	4,225,639
Cash and cash equivalents at end of financial year	5	4,263,568	4,178,808

The accompanying notes form part of these financial statements.

Notes to the financial statements for the year ended 30 June 2016

Note 1: Summary of significant accounting policies

Basis of preparation

Alkira Centre - Box Hill Inc. has elected to early adopt the Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the Associations Incorporation Reform Act 2012. The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless stated otherwise.

Av The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting policies

a. Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

b. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and any impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(d) for details of impairment).

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, is depreciated on a straight-line basis over the asset's useful life commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Buildings (for purchases post 1/7/2013)	2.5%
Buildings (for purchases pre 1/7/2013)	4%
Motor Vehicles	20%
Furniture and Fittings (for purchases post 1/7/2013)	33%
Furniture and Fittings (for purchases pre 1/7/2013)	10%
Computers	33%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are recognised in profit or loss in the period in which they occur.

c. Fair value of assets and liabilities

The association measures some of its assets at fair value on a recurring basis.

Fair value is the price the association would receive to sell an asset or would have to pay to transfer a liability in an orderly (i.e. unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value.

To the extent possible, market information is extracted from either the principal market for the asset or liability (i.e. the market with the greatest volume and level of activity for the asset or liability).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use, or to sell it to another market participant that would use the asset in its highest and best use.

d. Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the association commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are recognised immediately as expenses in profit or loss.

Classification and subsequent measurement

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial

recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

(i) *Financial assets at fair value through profit or loss*

Financial assets are classified at "fair value through profit or loss" when they are held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying amount being included in profit or loss.

(ii) *Loans and receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(iii) *Held-to-maturity investments*

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the association's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(iv) *Financial liabilities*

Non-derivative financial liabilities are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment

At the end of each reporting period, the association assesses whether there is objective evidence that a financial asset has been impaired. A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a "loss event") having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing significant financial difficulty, default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

Derecognition

Financial assets are derecognised when the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised when the related obligations are discharged or cancelled, or have expired. The difference between the carrying amount of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

e. Impairment of assets

At the end of each reporting period, the association assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (e.g. in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

f. Employee provisions

Short-term employee benefits

Provision is made for the association's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

Other long-term employee benefits

Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations.

The association's obligations for long-term employee benefits are presented as non-current Employee benefits in its statement of financial position, except where the association does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

g. Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

h. Accounts receivable and other debtors

Accounts receivable and other debtors include amounts receivable from customers for goods or services sold in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment. Refer to Note 1(d) for further discussion on the determination of impairment losses.

i. Revenue and other income

Grant revenue is recognised in profit or loss when the association obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the association and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

Donations and bequests are recognised as revenue when received.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

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

j. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

k. Comparative figures

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

l. Accounts payable and other payables

Accounts payable and other payables represent the liabilities outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

m. Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Key judgements

(i) Employee benefits

For the purpose of measurement, AASB 119: Employee Benefits (September 2011) defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services. As the association expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the association believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

Note 2

Revenue and other income

	2016 (\$)	2015 (\$)
Services		
Training and Support Service		
Government Grants	4,677,210	4,162,520
Production and Program Revenue	99,744	87,897
Training Support and Transport Fees	307,444	251,065
Miscellaneous Income	243	1,440
Profit on Sale of Assets	5,455	0
	5,090,096	4,502,922
Residential Service		
Government Grants	2,649,407	2,573,139
Accommodation Fees	234,161	215,702
Miscellaneous Income	101	200
Profit on Sale of Assets	0	0
	2,883,669	2,789,041
Other Revenue		
Investment Income	119,586	129,970
Donations and Bequests	219,417	370,277
Miscellaneous Income	0	0
	339,003	500,247
Total Revenue	8,312,768	7,792,209

Note 3

Key management personnel compensation

The totals of remuneration paid to key management personnel (KMP) of the association during the year are as follows:

	2016 (\$)	2015 (\$)
Key management personnel compensation	274,917	262,822

Note 4

Expenses

	2016 (\$)	2015 (\$)
Training Support Service	(129,199)	(367,722)
Residential	(143,585)	(79,502)
Net Operating Surplus (Deficit)	(272,784)	(447,225)
Investment Income	119,586	129,970
Donations and Bequests	219,417	370,277
Profit / (Loss on Sale of Assets)	0	0
Non Operating Expenditure	(17,704)	(36,897)
Non Operating Revenue / (Expenditure)	321,299	463,349
Total comprehensive income/(loss) attributable to members of the entity	48,515	16,125

Note 5

Cash and cash equivalents

	Note	2016 (\$)	2015 (\$)
Cash on Hand		4,250	4,250
Cash at Bank		610,189	651,040
Short-term investments – bank deposits		3,649,129	3,523,519
Cash and Cash Equivalents		4,263,568	4,178,808

The effective interest rate on short-term bank deposits was 3.05% (2015: 3.21%); these deposits have an average maturity of 360 days.

Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

Cash and Cash Equivalents	13	4,263,568	4,178,808
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Note 6

Accounts receivable and other debtors

		2016 (\$)	2015 (\$)
Current			
Debtors		72,456	17,914
Sundry Debtors		51,688	936
Prepayment		47,700	33,620
Interest receivable		71,721	86,485
Total current accounts receivable and other debtors		243,565	138,955
Financial assets classified as loans and receivables			
Accounts receivable and other debtors:		243,565	138,955
– total current	13	243,565	138,955

Note 7

Property, plant equipment

	2016 (\$)	2015 (\$)
Land and Building:		
At cost	7,526,321	7,316,754
Accumulated depreciation	(3,114,991)	(2,882,155)
	4,411,330	4,434,599
Motor Vehicles:		
At cost	1,052,977	944,206
Accumulated depreciation	(890,728)	(852,884)
	162,249	91,322
Furniture, Equipment:		
At cost	906,054	1,212,754
Accumulated depreciation	(743,277)	(836,351)
	162,777	376,403
Computers		
At cost	421,025	0
Accumulated depreciation	(170,808)	0
	250,217	0
Total property, plant and equipment	4,986,573	4,902,324

Movements in carrying amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Computers(\$)	Land and Building(\$)	Motor Vehicles(\$)	Furniture, Equipment(\$)	Total(\$)
Balance at 1 July 2015		4,434,599	91,322	376,403	4,902,324
Additions	99,986	133,087	114,226	25,556	372,855
Disposals	0	0	(5,455)	0	(5,455)
Transfers	201,354	0	0	(201,354)	0
Depreciation expense	(51,123)	(156,356)	(37,845)	(37,828)	(283,152)
Carrying amount at 30 June 2016	250,217	4,411,330	162,249	162,777	4,986,573

Note 8**Accounts payable and other payables**

	Note	2016 (\$)	2015 (\$)
CURRENT			
Unsecured liabilities:			
Trade Creditors		18,975	253,502
Sundry Creditors		551,730	198,026
Client Overpayments		77,295	85,822
Income in advance		59,021	2,480
GST and Payroll Liabilities		-	-
Grants (state) operating received in advance		-	-
Financial liabilities as accounts payable and other payables		707,021	539,830
Financial liabilities at amortised cost classified as accounts payable and other payables:			
Accounts payable and other payables:			
– total current		707,021	539,830
– total non-current		0	0
Financial liabilities as accounts payable and other payables	13	707,021	539,830

Collateral pledged

No collateral has been pledged for any of the accounts payable and other payable balances.

Note 9**Provisions**

	2016 (\$)	2015 (\$)
Current		
Provision for Long Service Leave	305,530	284,788
Provision for annual leave entitlements	501,566	387,219
Total Current Provisions	807,096	672,007
Based on past experience, the association expects the full amount of annual leave balance to be settled within the next 12 months. Further, these amounts must be classified as current liabilities since the association does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlements.		
Non current		
Provision for Long Service Leave	367,077	444,419
Total Non Current Provisions	367,077	444,419
Analysis of Employee Provisions – Annual Leave Entitlements		
Opening balance at 1 July 2015	387,219	362,860
Additional provisions	573,757	546,951
Amounts used	(459,410)	(522,592)
Balance at 30 June 2016	501,566	387,219

Note 10

Reserves

Alkira General Fund, Alkira Building Fund and Foundation

The Alkira building fund was established to provide for future capital expenditure of the Association. Alkira Foundation was established in June 2011 to provide for future income generation. All appropriations to both Funds and any expenditure from both Funds are made on the basis of decisions by the Board of Management. The total of the Funds is represented by the following specific current assets shown in the accounts.

Alkira General Fund	2016 (\$)	2015 (\$)		
Current year Surplus / (Deficit)	48,515	16,125		
Prior Year Adjustments	0	(13,929)		
Current Year Adjustments	166	(1,564)		
Accumulated Funds Brought Forward	4,362,634	4,562,632		
Transfer to Alkira Foundation	(53,319)	(200,630)		
Accumulated Funds Carried Forward	4,357,996	4,362,634		

	Alkira Building Fund		Alkira Foundation	
Alkira Building Fund and Foundation	2016 (\$)	2015 (\$)	2016 (\$)	2015 (\$)
Cash at Bank	2,000,000	2,000,000	1,201,197	1,000,567
The net transfers comprised the following:				
Opening Balance	2,000,000	2,000,000	1,201,197	1,000,567
Transfer in	-	-	16,653	168,030
Investment Income	60,966	64,270	36,666	32,600
Transfer out	-	-	-	-
Transfer to General Funds	(60,966)	(64,270)	-	-
Net	2,000,000	2,000,000	1,254,516	1,201,197

Note 11

Events after the reporting period

The committee is not aware of any significant events since the end of the reporting period.

Note 12

Related party transactions

During the year ended 30 June 2016, Alkira Centre – Box Hill Inc. had no related party transactions.

Note 13

Financial risk management

The association's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable. The carrying amounts for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2016 (\$)	2015 (\$)
Financial assets			
Cash and cash equivalents	5	4,263,568	4,178,808
Accounts receivable and other debtors	6	243,565	138,955
Total financial assets		4,507,133	4,317,763
Financial liabilities			
- accounts payable and other payables	8	707,021	539,830
Total financial liabilities		707,021	539,830

Note 14

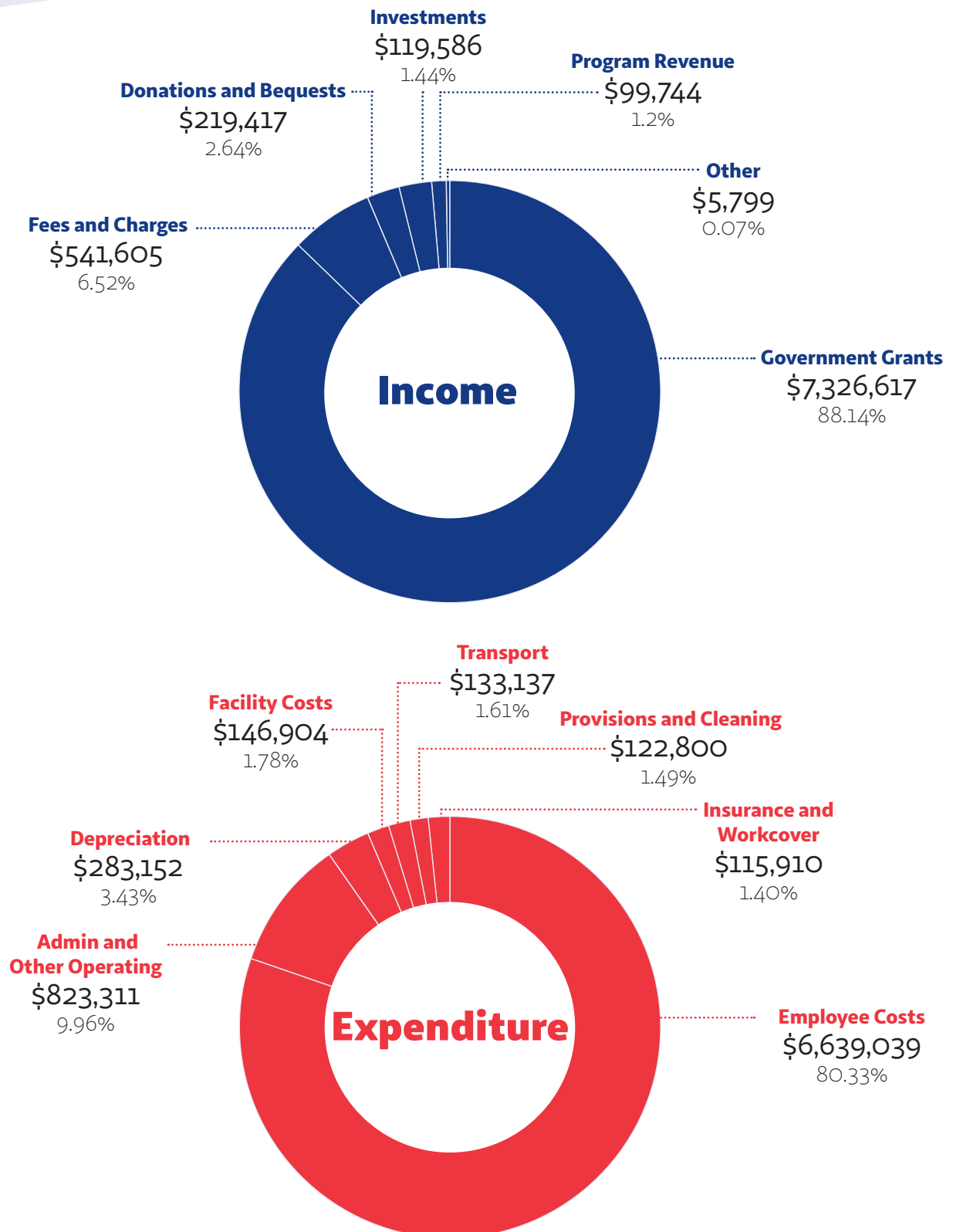
Association details

The registered office of the association is: Alkira Centre – Box Hill Inc., 3 Thurston Street, Box Hill Vic 3128
The principal place of business is: Alkira Centre – Box Hill Inc., 3 Thurston Street, Box Hill Vic 3128

Associations Incorporation Reform Act 2012 ss 94(2)(b), 97(2)(b) and 100(2)(b)
Annual statements Give True and Fair View of Financial Position of Incorporated Association

We, Peter Harrison, President and Graeme Fallet, Treasurer being members of the Committee of Alkira Centre – Box Hill Inc.,
certify that: The statements attached to this certificate give a true and fair view of the financial position of Alkira Centre – Box Hill Inc.
during and at the end of the financial year of the association ending on 30 June 2016.

Signed:  Signed: 



Board of management

2015–16

Peter Harrison – President	Ellie Delafield
Chris Miller – Senior Vice President	Sue Dodds
Gordon Jacobs – Vice President	Gwendolyn Howlett
Graeme Fallett – Treasurer	Warrick Mitchell
Diane Bassett	Ron Walker

The committees are made up of board members, staff, client representatives and family members.

Executive committee

P. Harrison
G. Jacobs
C. Miller
G. Fallet
R. Walker
R. Cranwell

Policy and review committee

P. Harrison
C. Miller
R. Walker
W. Mitchell
R. Cranwell

Services and outcomes committee

S. Dodds
D. Bassett
W. Mitchell
C. Miller
D. Fitzmaurice
R. Cranwell
G. Dick

Finance committee

P. Harrison
G. Fallet
R. Cranwell

Community relations/Foundation committee

C. Miller
R. Walker
P. Harrison
B. Slater
W. Mitchell
R. Cranwell

The following have been appointed Life Governors since 1954.

Cr L.R. McCredden
Mr E.G. Cuthbert
Mr N.E. Rooks
Mrs N. Steele
Mr R.G. Goldsmith
Mr E. Hughes
Mr H.E. Gray
Mr G. Cree
Mr R.E. Cook
Mrs N. Boldiston
Mrs B.J. Perkins
Miss M. Bartlett
Mrs D.W. Gray
Mrs E. Churchley
Miss M. Roberts
Mrs M. Donald
Mr A. Race
Mrs L. Race
Mr W.G. Donald
Mrs M.J. Wilton
Mr H.G. Jones
Mr J.W. Rees
Mr R.L. Gilbert
Mr W.J.M. Bailey
Mrs B. Addison
Mrs L. Boyce
Mr E. Donaldson
Mr J.W. Boldiston
Mrs P. Howard
Mr W.J. Nicholls
Mrs M. Craig
Mrs N.D. Allum
Mr J. Ingoldby
Mr S. Squires
Mrs D. Squires
Mr A.E. Jones
Mrs J. Jones
Mr R. Bryans
Mrs J. Bryans
Mrs D. Ramus
Mr W. D'Elton
Mr R.L. Craig
Mrs D. Bailey
Mrs M. Scott
Mrs J. Richard
Mr K.R. Pantlin
Mrs O. Wiley
Mr P.S. Harrison
Mrs P. Slattery

Mr A. Collinson
Mrs H. D'Elton
Mrs C. Jacobs
Mrs C. Reese
Mrs J. Jones
Mr D.G. Ridley
Mr M. Reese
Mrs M. Ridley
Mrs E. Pantlin
Mrs G. Butler
Mrs N. Cain
Mrs B. Dixon
Mrs E. Edmonds
Mrs B. Hattam
Mrs H. Lane
Mrs J. Simpson
Mrs P. Neale
Mr A. De Groot
Mrs C. De Groot
Mrs P. Saunders
Mrs B. Montgomery
Mr W. Robinson
Mr R. Walker
Mr J. Montgomery
Mrs L. Lee
Mrs M. Robinson
Ms Kath Curtain
Ms J. Charlesworth
Mr C. Miller

Past Presidents

Cr Leslie R. McCredden
1955
Mr Alf Race M.B.E.
1956—1976
Mr John Ingoldby
1976—1979
Mr Russell Craig
1979—1985
Mr Ken R. Pantlin
1985—1992
Mr Des G. Ridley
1992—1997
Mr Merv Reese
1997—2002
Mr Warwick Robinson
2002—2007
Mr Ron Walker
2007—2012
Ms June Charlesworth
2012—2015
Mr Peter Harrison
2015—



Back row L to R: Ron Walker, Gwendolyn Howlett, Gordon Jacobs, Sue Dodds, Warrick Mitchell, Graeme Fallett.
Front row L to R: Ellie Delafield, Chris Miller, Peter Harrison, Diane Bassett.

Awards

2015-16

5 Years

Jan Aitken
Marcus Bettles
Margaret Chapman
David Frith
Evan Gaeth
Nicole Hampton
Taku Ikeda
Robyn Jessup
Rodney Mason
Lorelle Maynard
Urania Michaelides
Michele Morris
Simon Nette
Margaret Pietsch
Ian Poustie
Gaylene Richardson
Geoff Reese
Nyarie Semu
Bob Slater
Greg Trump

10 Years

Eddie Bucci
Mark Capozzi
Robbie Ellul
Chris Matthew
Leanne Siu
Darren Wallbridge
Michael Zwillinger

15 Years

Jessica Bentley
Fabian Caputo
June Charlesworth
Julian Feast

20 Years

Ray Cranwell

25 Years

Mark DeGroot
Danny Felstead
Angelo Fortino

35 Years

Elaine McMurtrie

55 Years

Bob Burston
Carolyn Thomas

Significant Contribution to the Community

Liam Frawley

Significant Personal Achievement

Darren Wallbridge

Outstanding Contribution

Lisa Sawatzky

Board of Management Award

Lucy Young

"We have the right building blocks in place to navigate the exciting and challenging time ahead for Alkira"

Vales

2015-16

Each year we sadly have to say goodbye to members of the Alkira community who have passed away. Whether it is a client, volunteer or family member, as a community we grieve their loss, but celebrate their lives and the people they have touched at Alkira and in the greater world around them. ♦

Kam Burian
John Crabtree
Bruce Gook
Marianne Mavridis
Barbara Neale
Ruth Shoebridge
Cliff Wall

*"Don't cry
because it's over.
Smile because it
happened"
- Theodor Geisel.*



**Thanks go to everyone who assisted
with producing this report.**

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Associations Incorporation Registration: A0024382B
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Phone: 03 9890 1365 | Fax: 03 9897 3109



*Alkira strives to meet the
needs and **wishes** of people
with intellectual disabilities
through **care** and **support**
to **enrich** and **challenge**
them to be part of the
world **community**.*

www.alkira.org.au