

ANNUAL REPORT



2015



"Alkira is constantly reviewing a variety of flexible options for people as ageing related changes occur."

PEOPLE'S CHANGING NEEDS: PETER'S STORY

To be in a position to meet the challenge of accommodating the changing needs of people who participate in our services, is a critical element of Alkira's work. The changing needs of people often relate to the ageing of a person which can be somewhat foreseeable and Alkira has in place and is constantly reviewing a variety of flexible options for people as their ageing related changes occur. However, sometimes a person's needs change due to their disability – changes which may see them require greater levels of support and assistance than other people of a similar age.

Peter Dempsey is one such person. Peter was born in 1982 with the condition Leukodystrophy. This is a rare disorder that affects a person's central nervous system which controls almost everything we do, both voluntary (like walking, talking and eating) and involuntary (like the heart beat and breathing). Leukodystrophy is a degenerative and progressive disorder and symptoms worsen throughout the person's life.

Peter came to Alkira's Training & Support Services at the age of 18 in January 2001. He joined Alkira's 'Future for Young Adults' program, a service specifically designed for school leavers and young people to offer opportunities for further learning, development and independence. When a young, articulate and intelligent Peter arrived at Alkira, he did so independently travelling on public transport. Peter was completely mobile and independent and joined in all programs on offer – he was taking on the world! He loved genuine interaction, enjoying conversations and discussions and keeping abreast of current affairs. He loved Arts and Crafts. He particularly enjoyed Literacy and Numeracy, thriving on those programs and activities that extended him intellectually.

14 years on and now 33, Peter is still involved in all of those things. Extending himself further, he is currently completing his Certificate 1 in Education Training. He recently took to the stage in the 'Artrageous' Wearable Arts Fashion Parade as 'Take the Weather with You' (photo opposite) – not being one to shy away from 'centre stage'! However, Peter's speech is now slow; he uses a wheelchair for mobility and requires assistance for most functions. He is supported to catch a taxi to and from his home each day to attend Alkira's Connections Service.

As part of this, Peter receives one on one support assisting him in programs and to do those day-to-day things he can no longer do for himself. Completely aware of his Leukodystrophy and what it means, there have been times when Peter's journey has been a very difficult one for him – a roller-coaster of emotional and physical changes, sometimes leaving Peter to struggle with what is happening to his body. Throughout all of this Peter has been an inspiration to us all, maintaining a wicked and witty sense of humour even nick-naming his condition 'The Bloody Shakes'. He genuinely cares for the people who support him with whom he has built a great bond, whilst not becoming totally dependent on any one in particular – remaining his own person.

During this time, Alkira has partnered with Peter and his family to continue to provide support to access a full and holistic lifestyle. Alkira has made changes along the way to support Peter – some of which have been simple environmental changes for safety as his mobility declined, while recently they have been more substantial changes ensuring that Peter receives the one on one support that is needed for him to remain socially, emotionally and intellectually connected to his community at Alkira. When asked what he thinks about his days spent at Alkira, Peter responded:

'Good, I like going out'

Peter's one on one support affords him the option of joining group programs and activities, attending The Avenue Neighbourhood House to complete his Certificate 1 or going out into the community.

Bede Dempsey, Peter's father, recalls with pride one particular time at Alkira as it highlighted Peter's abilities rather than his disabilities. Peter participated and contributed as a member of an interview panel for the recruitment of new staff members. 'I was very proud of him for that.' said Bede.

Alkira will continue to work with Peter and his family to ensure that the impact of Peter's disability upon his lifestyle is kept, as much as possible, to the barest minimum and he can remain among friends and colleagues on a daily basis.

Alkira's Founding Families had a vision for their children and other children with a disability. Their vision was grand! The sky was the limit! Their children were destined to live full, rich and complete lives! Alkira is continually listening, planning, researching, working and implementing strategies and ideas to ensure we are meeting the needs of the people who participate in our services and that our Founding Families' vision is realised for each and every person.

THE JOURNEY CONTINUES

Board Report

Peter Harrison, President Alkira Board

It is hard to believe that that another year has gone by since we celebrated our 60th anniversary. The events of 2015 now seem a distant memory in some respects but the legacy of those important occasions where we were able to get together to reflect on the journey Alkira has enjoyed will last with us for many years to come. In large part the success of these celebrations was due to the wonderful leadership of June Charlesworth...

As you all now know June has had to step down from the Board of Alkira to pursue the "other love of her life"...her family. She leaves Alkira after serving as a Board member for 17 years including the last 3 as our President. Under her leadership Alkira has continued to be a leader in the disability field in the Eastern suburbs of Melbourne. June also brought her own personal caring approach to all she did at Alkira. This is due in some respects to the Collinson family legacy which has formed such an important part of our history of success. We are deeply appreciative of June's contribution and wish her the very best for the future.

Whilst talking of retirements, it is with some sadness that we said goodbye to Don Allen and Chris Donohue. Both Don and Chris have been wonderful supporters of Alkira and their enthusiasm at Board meetings will be missed.

The year just gone has been marked by a year of change on many fronts. Much of this has been planned as we consider the implications of the introduction of National Disability Insurance Scheme (NDIS) on the sector. Late last year the Board initiated a wide ranging review of the Board governance processes and protocols to ensure that we could, where possible, match best practice. This review was undertaken through the auspices of National Disability Services, Leadership Victoria and the engagement of an external consultant Noel Stonehouse. The key recommendations following this review included:

- Developing a new strategic plan for the organization taking into account the effects of NDIS. I can advise you all that over the next few months we will be consulting with our community as an important input to the preparation of the plan. It is anticipated that the Strategic Plan will be signed off by the Board early in 2016.

- Aligning the Board composition to a skills matrix that would assist in developing and implementing the strategic plan. With the recent retirements from the Board we have had a unique opportunity to look carefully at what skills and expertise we need and to that extent I am pleased to advise that we have appointed Gwendolyn Howlett and Graeme Fallet to the Board. Gwendolyn has a strong background in Special Education as well as a strong family connection with Alkira. Graeme is a qualified Chartered Accountant with an excellent pedigree as a Chief Financial Officer in ASX Listed companies. I am pleased that Graeme is our new Treasurer.

- Reworking some of the Board sub-committees and processes to ensure efficient and timely key decision making as the NDIS implementation takes effect. Changes to the Board committee structure include the amalgamation of the former Fund Raising Committee and Foundation Board into the Community Relations Committee with a broader focus on improving community links.

Establishing a Board Finance Committee with a charter to ensure Alkira's success as it implements NDIS and the renaming of the Policy and Planning Committee to the Planning and Review Committee with a focus driving the preparation of the Strategic plan and then undertaking regular reviews of its implementation together with Board oversight of our key risks.

Whilst these changes are important, it is important to recognize the key elements of our DNA that have made us so relevant to our clients and family carers, our staff and all of our many volunteers and supporters.

I would like to take this opportunity of thanking Noel for his insight and thought provoking approach to this task which should set us up for the journey ahead.

In last year's report, June Charlesworth advised that we were reviewing our Constitution as a result of changes to the Associations Incorporations Act in 2012. This review is now complete and a new revised Constitution will be ready for consideration by our community later in this calendar year. The assistance provided by Gordon Jacobs in this review has been greatly appreciated.



I am pleased to report that planning is well underway for the building of our new facilities on the corner of Springfield and Springvale roads. We have submitted our draft plans to the Whitehorse Council in order to obtain building permits and anticipate the permit process will be completed so we can commence works on the project early in 2016. I would like to thank Warwick Mitchell (Board member), Ray Cranwell and our architects, Morton Dunn for helping to deliver this important new facility. At this stage we anticipate the total project cost will be in the order of \$2.00 million. To assist Alkira in funding this project the Alkira Foundation has established a Capital Campaign which is referred to in Bob Slater's report.

As you can see the year has been a busy one for us all....

Despite all the change I have mentioned in this report our focus remains on making sure we deliver the best quality service to all who are part of Alkira. This important theme is referred to in Ray Cranwell's report and remains uppermost as we navigate the journey ahead. We have also committed ourselves to making sure we keep our community informed as the NDIS implementation unfolds so we can best serve the needs of all our clients

Finally I would like to thank all who have helped to make 2015 another successful for Alkira. To our staff led by Ray Cranwell and Diane Fitzmaurice we are truly thankful of your professional caring. To all the volunteers, helpers, and families and to those who have supported us financially, I want to say how much we appreciate your generosity and lastly I want to thank the Board for their leadership as we plan and deliver Alkira's future.

OUR FOCUS MOVING TOWARDS THE NDIS

CEO's Report
Ray Cranwell, CEO



For more than 60 years, Alkira has initiated, expanded, modified and created Services and Supports around what people with disabilities and families have told us they want and need.

Our history records involvement in pre-school kindergartens, primary and secondary education and development, post school options, activity therapy, living skills, pre-vocation and employment programs, residential and recreation services. We have changed, over time, to focus on what has been required at different stages in the lives and growth of people with disabilities.

So what is ahead as we enter an NDIS era?

The future for people, including people with intellectual disabilities, for whom Alkira has predominantly supported, is exciting and should offer more life enhancing opportunities than ever before. People with disabilities should have greater flexibility to choose *what they want to do and who they want to support them*.

The impact of this for Alkira, an organization committed to providing quality and person centered services and supports, will require us to focus on:

- **Outcomes, outcomes, outcomes!** – providing what people will pay us to deliver
- **Accountability** – financial and outcome related for people buying supports and services
- **Flexibility** – in service delivery to respond to ‘what people want’
- **Changing roles** and requirements of support staff
- **Supporting families** to understand and move into an NDIS environment
- **Sound Financial Management**
- **Strategic and Service Planning**

Over the last few years, as in the past, we have continued to create our future by being innovative, adapting to the specific and individual needs of people, developing new services and support models in response to peoples’ changing wishes and requirements.

The 2014-2015 year has seen significant organisational change at Alkira, with Training and Support Service facility improvements, consolidation of the management and links between Residential and Day Services, restructuring the Residential Service and refreshing roster systems, introduction of a Client Management System and new Payroll software and the development of a Service Costing System to meet NDIS requirements.

These initiatives have positioned us well to now face the further changes that will occur as we move closer to the roll-out of the NDIS from July 2016. The changes and improvements would not have occurred without the extensive work undertaken by the many committed and quality staff we have at Alkira.

My sincere appreciation and thanks to everyone who have contributed over the last twelve months to make all this happen.

As we all enter an exciting and no doubt challenging time ahead, I reflect on words that I recently discovered at an aboriginal art space called ‘Ikara– the meeting place’ at Wilpena Homestead in the Flinders Ranges, which may further enhance our focus:

“Don’t dwell on the past but acknowledge it to make the future better...” Pauline McKenzie

*“Don’t dwell on the past but
acknowledge it to make the
future better...”*

Pauline McKenzie



REPRESENTATION AND COMMUNITY INVOLVEMENT

Client Committee Report

Alison Jones, Client Committee Facilitator

Purpose and Scope

The Client Committee provides a platform that ensures that participants have a say in what happens within all aspects of Alkira and are informed about changes and developments with Alkira services. Members are elected by their peers at the annual elections to represent all Alkira clients within our service and represent Alkira at regional network meetings, conferences as well as within the community.

The Client Committee July 2015

Thurston Street - Debbie Simpson; Paul Van Leeuwen; Bernadette Mahoney; Sarah Laycock

Serpentine Street - Michael Sewell; Donald Nicols

Momentum Pathways - Shu-Lin Chang; Jovana Blagojevic; Cayden Bettles;

Market Street - Steven Zarecky

Residential - Carolyn Thomas; Ruth Walker; Francis Petty

Committee Responsibilities

Meeting with the Board

The Client Committee meet monthly with a representative from the Board of Management. These meetings enable a two-way discussion of current Alkira projects, as well as an opportunity to hear each individual's personal experience of Alkira. From these discussions Committee members have been able to feedback their ideas and suggestions to the Board, and the Board members have been able to explain projects as they are developing. 2014/15 saw a great deal of consultation and conversation on the plans and designs for the redevelopment of the Thurston Street kitchens and café. Currently the major topic of conversation is the development of the Springvale road site, with Board members bringing draft plans and architect drawings, explaining why certain design decisions have been made and how those decisions will benefit those who utilise the building.

The format thus far has proven successful in facilitating a more cohesive and meaningful relationship between the Board members and the client base and has resulted in the Board Members becoming a much more visible part of Alkira.

Recruitment Panel Interviews

One of the major roles of the Client Committee is to participate on the interview panels for recruitment, assessing the candidates for the values they feel are important in staff members. Members regularly discuss what is important to them in potential staff members so that they can look out for these qualities in the interview process such as:

- Is the candidate engaging with me – are they replying to me or to others in the room?
- Do candidates make eye contact when speaking?
- Have the candidate's relevant experience or qualifications?

- Do I feel comfortable speaking with this person?
- Do they bring something special to the organisation such as a specific expertise, training or talent?

This involvement of clients as part of the interview process is often remarked upon by candidates as what sets Alkira apart from other organisations they have been involved with, and you will often hear staff members and participants referring to their own interview experiences.

Tour Guides

All Client Committee members act as Ambassadors for Alkira. This means meeting and greeting visitors and showing them around, speaking on behalf of Alkira and acting as good role models for their peers. When undertaking this role ambassadors show our many community visitors, potential new participants and tradespersons around to provide them with information and convey a taste of Alkira life, giving a glimpse into just how much goes on at Alkira.





Tours are also part of the recruitment process, with ambassadors showing potential employees what they can expect on a day-to-day basis, providing information about all sites and giving feedback to the interview panel on what they thought of the individual, whether they think they would be a good fit for Alkira and are the sort of person that Alkira is looking to recruit.

Eastern Region Advocacy Network

The Alkira Client Committee attends Monthly meetings at VALID's Eastern Region meeting at the Federation Estate in Ringwood. Alkira participants look forward to the meeting where they get together with members from other Services throughout the region to discuss news and current events in the Disability field. The network aims to support members to speak up about their rights, to advocate for changes by talking about issues and problems, for skill development and information exchanges, to socialise with people from local disability services and to provide a client forum for other groups or government to seek on client issues.

Each month a guest speaker presents to the members on a topic of interest such as NDIS developments, how to use the Ombudsman services, Transport Victoria and MYKI. In July of this year the Alkira client committee, led by Shu-Lin Chang presented on Alkira, its services and what we do here, giving the other members in the region an understanding of what they do each day. The presentation was very well received by participants, instructors and the VALID team, well done Client Committee for representing yourselves and Alkira so well!

Having A Say Conference 2015

The Having a Say Conference in Geelong attracts hundreds of delegates from across Australia and this years conference saw delegates arriving from China and New Zealand, presenting on what it means to have a disability and services in their respective countries.

The conference provides participants with the opportunity to have new experiences, to travel, learn, present, perform and celebrate their achievements and being part of this conference is a wonderful experience for all involved. There is a fantastic Expo which provides information on a wide range of products and services, from massage to holiday options, advice services and weekend and evening activity options. The 3 day conference calendar provides a huge variety of performances; presentations and workshops alongside come and try activities. The Alkira Client Committee represented the Alkira Wearable arts group, showing the pozible movie to the conference delegates and wowing them with their underwater themed catwalk show. Liz Wilson modelled a VALID themed dress which was especially made for the conference, and once Liz got changed the dress was whisked back onto stage where it remained for the duration of the conference.

The Alkira delegates this year were:

Steven Ramus
Cheryl Hendy
Liz Wilson
Alex Moore
Caden Bettles
Deborah Simpson
Michael Sewell
David LoRicco

Each year the conference aims to empower people with a disability by providing:

- support to be part of developing strategies to address issues and recommendations made at the conference
- the opportunity to “have a say” about issues that reflect their lives
- opportunities to celebrate ability and achievement
- opportunities to be heard by politicians, departments and service providers
- participate and meet others from around the state

WE ARE OF AND IN COMMUNITY

Services & Outcomes Report

Diane Fitzmaurice, Manager Services and Outcomes

This year we have had many new people connecting with us for the first time. People have come to visit to find out what our services can offer clients and their families. People have applied for jobs and have come for interviews and tours. Many comment that Alkira has a different “feel” to other places they visit or know. We have been asking what they mean and the reoccurring comments are the words you see around my report. Capturing the essence of the “feel” is elusive but events over the last year have been very tangible!

The Shape of our Services and Supports

A new management structure was put in place this year which in some changes to:

- create an environment of integrated and seamless supports and services.
- enable us to better respond to the choices clients and families will have with the introduction of the National Disability Insurance Scheme (NDIS).

We also reviewed of the residential service structure, support models in houses and staffing roster which resulted in a modified residential structure lead by 2 part time managers with responsibility for the operational and strategic management of a cluster of 4 houses. Each manager has a component of shift work in each house to work alongside the house co-ordinator and 3-4 support workers. Roster consultation meetings with staff and the introduction of the new roster is scheduled to begin on 1 August. We will be able to ensure:

- Each house has a team of 4-6 staff who are employed on a part-time basis.
- The service to have an 8 hour 4-week roster support model that:
 - » meets the needs of the people living in the house
 - » matches the funding provided by the Department of Human Services
 - » meets the shift requirements of staff employment conditions
 - » has a fair shift allocations



“I have never worked in a place that lives it’s mission as well as Alkira does”

- Shift allocations enable residential managers and house co-ordinators to:
 - » work alongside most staff and assist them develop their skills and knowledge
 - » monitor the quality of service and support provided to residents
 - » develop potential leaders as part of Alkira's succession planning
 - » foster a culture of person centred teamwork

In light of the NDIS, we have reviewed our individualised planning process (My Plans) and are replacing it with *Service Plans* in September this year. The *Service Plans* will aim to assist clients and parents/carers prepare and align with their transition to NDIS plans in the future. Our service plan will focus on goals each person wants to achieve at Alkira, the activities he/she wants to participate in and the Alkira services and supports each person needs and wants to purchase.

Alkira strives to meet the needs and interests of people with an intellectual disability, through care and support that will enrich and challenge them to be a part of the world community.

The Bricks and Mortar

It was with shaking fingers I co-signed the largest check of my life in the absence of our CEO in December. It was to purchase land to create a *new purpose built service* on the corner of Springvale and Springfield Roads in Nunawading. This is an exciting project with clients and staff of our Home & Community Service involved in consultation meetings with Morton Dunn Architects, concept designs and architect plans. Planning applications, the site cleared of storm damaged trees, old buildings demolished and planning for a capital funding raising campaign has also happened over the last few months.

A big transformation has occurred in Connections at Thurston St. The tired canteen/kitchen area was renovated to create a modern *Café* area with professional catering facilities. One of the many benefits is hearing so many people say "It's great - It's not noisy anymore!" The *training kitchen* also had a major makeover and we now have a state of the art domestic training kitchen. Robyn Wallis, who uses a wheelchair, was very involved in the planning and design phase, tested the height of the stove top, benches, sink, draws, etc. and described it as "THRILLING - I am really happy with the it!".

New training packages are being developed to assist clients to develop living and hospitality skills.

"I keep being at Alkira because of what we do and the people we support"

Services & Outcomes Report *continued***The Technology**

Alkira now provides clients and staff in all our services with over 155 computers, laptops, tablets which broadens communication, connections and learning via an internal and external world of *computer and internet technology*.

Much research and planning has culminated in us purchasing an *information management system*. We are all expecting it to save time, reduce duplication of information and decrease the use of paper. It will also help to meet the changing and increasing funding arrangements of the NDIS. Currently, funding is paid to services a month in advance. This will change to Alkira invoicing each client after services have been provided.

The People

At the 30th June 2015 we are supporting over 180 people and the families in our *Training and Support Services* with 54 full and part time staff. This is an increase of 4 from last year.

In our *residential services*, we have 32 people who are assisted by small teams of staff living in 7 houses, two facilities offering respite for up to 6 people and support provided to a couple who have made their home away from their families. It is an honour for me to be a part of this team that provides such care and support based on each individual's needs, strengths, interests and wishes. I have seen so many people being assisted to live as independently as possible, be actively involved with running their house, maintain their activities of daily living and maximize their participate in community life.

The Reasons

Experience has proved that clients, families and staff are Alkira's best promoters' and it's been exciting to welcome back people who went elsewhere for a while and have returned this year. One staff member who has been working in another day services for the last 3 years, returned to Alkira this year. I caught up with him on his first day to ask how it was going. He couldn't stop smiling and said "It feels like I'm home!"

"I like hanging out with my friends and we learn about life."



*“Lively,
challenging
and such
diversity of
opportunities
and activities
for clients
and staff”*

GROWING FOR THE FUTURE

Community Relations Report

Bob Slater, Manager, Community Relations

This year, as part of a Board of Management committee review, a new structure was established to better link the roles and reporting lines for Alkira's Community Relations portfolio:

Community Relations Committee

This Committee consists of members of the Board of Management and Alkira staff who focus on the policy and planning related to Alkira's interaction with the wider community, including community partnerships and means of acquiring resources that are needed to achieve our objectives. The Community Relations Committee consists of Peter Harrison (Chair), Chris Miller, Ron Walker, Ray Cranwell, Bob Slater and Helen Mathews.

The Alkira Foundation

The Alkira Foundation includes members of the wider community who seek to assist Alkira to provide a corpus that ensures a sustainable future.

The Alkira Foundation Board

Provides oversight of Alkira Foundation activities and includes; fundraising, leadership and establishing long and short term goals. Current Foundation Board Members are Peter Harrison (Chair), Warrick Mitchell, Ron Walker, Cr Sharon Ellis, David D'Silva, Matthew Etty-Leal, Ray Cranwell, and Bob Slater (Secretary)

Foundation Growth

During 2015 the Alkira Foundation has seen growth through donations, two additional commitments, two bequests realized, and interest on the investment. The Corpus as at 30 June 2015 is \$1,201,197 compared with \$1,000,567 as at 30 June 2014. Known bequests are in the vicinity of \$4 million.

Whilst the corpus is growing steadily, we are not achieving the levels of contribution required to reach our target of \$14 million in cash, pledges and bequests by 31st December 2018.

The development of a major revenue raising event has always been an objective as a source of regular income and we are hoping that we can link to a newly proposed event that will be the source of such an income stream.

We also hope that a growing awareness of the Alkira Foundation will ensure that current and future adults with intellectual disabilities are provided with quality and relevant support, services and facilities into the future.

Foundation Dinner 30th April

90 Foundation members and partners attended this year's dinner at Box Hill Institute's Fountains Restaurant.

Alkira Foundation President Peter Harrison thanked all Foundation members for their contributions and pledges, and emphasized the need for the Foundation to grow. This was supported by Foundation member Mike Rudd who explained how his support for the Foundation concept came from his appreciation of what Alkira strives to achieve for the enrichment of not only the lives of clients, but also the lifestyles of their families and his understanding of the importance of the Foundation towards a sustainable future.

Guest speaker was Victoria Police Deputy Commissioner Lucinda Nolan APM who gave an insightful talk on the importance to the community of inclusion for all, from the perspective of an Alkira parent and a career police officer.

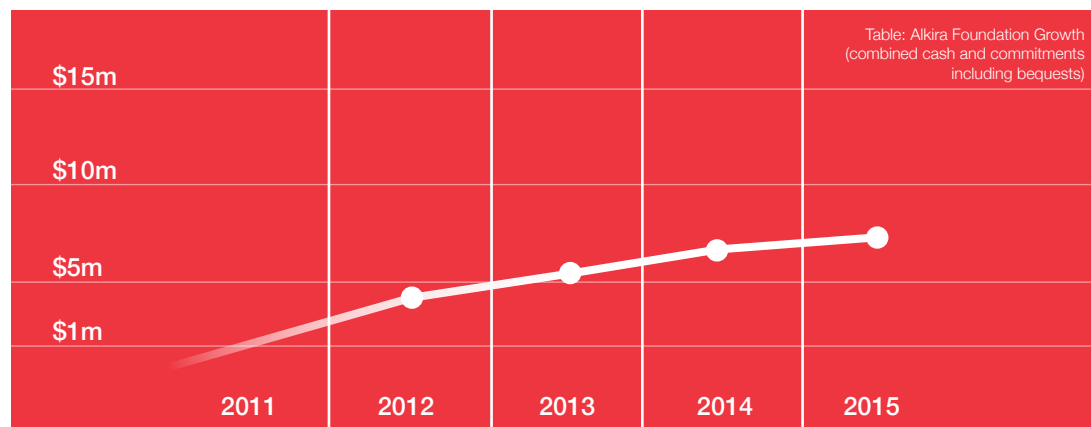
Community Funded Projects

During 2015 two significant projects came to fruition, incorporating a generosity of community support.

An Independent Living Skills Training Kitchen and Café were completed with the generous support of Rotary Club of Box Hill, who donated the proceeds of their 2015 and 2016 art shows to the cause. The club also supported this project in a Bank of Melbourne Community Challenge that eventuated in the project being voted second in its category, netting \$10,000. Altogether commitments to the project were:

- Rotary Club of Box Hill \$45,000.
- Jack Brockhoff Foundation \$15,940.
- Marian & EH Flack \$10,770
- Whitehorse Community Chest \$4,201
- Lord Mayor's Charitable Foundation \$3,500
- William Angliss (Victoria) Charitable Fund \$3,000.
- Whitehorse City Council \$1,000

Jolimont Road's beautiful garden, made possible through the efforts of students and staff of Holmesglen Institute of TAFE and a grant from the Cecilia Kilkeary Foundation in 2010, has now been made more readily visible and accessible.



This year the Cecilia Kilkeary Foundation provided a further grant of \$10,065 to enable the decking to be extended for better viewing by more people and the ramp into the garden made more accessible for those with disabilities.

Support from the Community

We appreciate the goodwill and tangible support that so many people in the community provide.

There are numerous supporters that assist in many ways. Whereas much of the support is 'in kind', there are key equipment and program support grants that have enabled better outcomes for clients through the provision of program assistance for staff and volunteers:

- Flora & Frank Leith Charitable Trust \$10,000 towards Momentum Pathways instruction.
- Norman, Mavis & Graeme Waters Perpetual Charitable Trust \$10,000.
- William Angliss (Victoria) Charitable Fund \$3,000.

- Whitehorse Community Chest. \$3,749 was Alkira's distribution from the 'Chest'. Thanks to Freemasons and members of the Alkira community who door knocked around the streets of Whitehorse to help achieve the result.

- Inner Wheel Club of Box Hill, who wound up operations in 2015. \$1,500

- Rotary Club of Mont Albert & Surrey Hills. General assistance including a donation of \$1,000 for computer tablets.

- The 'retired' Willandra Junior ladies continued their ongoing support with another generous donation of \$5000.

Golf Day

At the invitation of Rotary Club of Box Hill Central, Alkira again took part in the annual Whitehorse Charity Golf Day and Dinner Auction held at Box Hill Golf Course. This year Alkira was able to field only one team. Alkira received \$3,675 from the proceeds of the day

Events Group

This group of parents and friends who successfully organised the 60th Anniversary Birthday Party has remained together to help with Alkira involvement in external activities. In 2015 the Events Group, chaired by Tony O'Brien and consisting of Helen O'Brien, Mike Rudd, Maria Grivas, Maria Cincotta, Chris Miller, Helen Mathews and Bob Slater, is preparing to enter an Alkira stand at the Whitehorse Spring Festival and another event in October.



Nunawading Hub Project

The Community Relations Committee with the assistance of the Alkira Foundation Board is also gearing up for a Capital Appeal for the Nunawading Hub Project to be developed on the Springvale/Springfield Roads site.

This appeal will seek significant support from the wider community to enable the creation of a special-to-purpose facility that will provide an important base for people with more complex needs, including those associated with ageing.



*"Volunteers
enrich Alkira
beyond
measure."*



As always – Thank you

To all our Volunteers – an unending thank you. You enrich Alkira beyond measure. And (as always) we're on the lookout for more volunteers. If you happen to know someone who might like to become an Alkira Volunteer and assist in making a difference in someone's life, please email our Volunteers Co-Ordinator at s.nette@alkira.org.au or leave a message at Reception 9890 1365.

AND NOW... IT'S PERSONAL

Volunteers Report

Simon Nette, Volunteer Coordinator

Here's the visual: back alley in Northcote ... litter ... weeds ... cobblestones ... rusting corrugated iron fences ... faded graffiti. On one fence in spray paint this quip – "Just because everything is different doesn't mean anything has changed".

Though I first saw this witty line years ago, the truth that lies at its core is demonstrated every day here at Alkira. The rollout of the National Disability Insurance Scheme next year will significantly alter the landscape of disability - making it forever different. Yet one thing will remain unchanged – that Volunteers provide by choice what paychecks can never demand.

Chris Prandi and the op shop team growing the business

The Op Shop is now bringing in over \$30,000. This is a fabulous achievement by Chris Prandi and her extraordinary team. Particular thanks go to longtime stalwarts who, for a range of reasons, have had to 'say their sayonaras' as Volunteers – Lou Lee, Edward Sen, Marina D'Monte and Margaret Miller. Most corporations only dream of receiving the level of loyalty and dedication these people have given to Alkira, in some cases over 30 years of continual service. [Note: As a result the Op Shop roster has quite a number of vacancies. If you or someone you know would be interested in assisting, please get in touch.]

Now Evan Gaeth is making the difference he wants

Evan Gaeth wanted to become a Volunteer at the Epilepsy Foundation. Evan himself has epilepsy so it's natural he would have an affinity with the Foundation's work. But we needed to find just the right person to help Evan achieve this and the search took 18 months! But in the end we found the perfect person – Lionel Bennett. Lionel undertook training on how to take charge of a situation should Evan have a seizure, as well as training on how to support Evan with his work at the Foundation. Now, every Thursday, Lionel and Evan head out together on public transport – with Evan using his travel training to make sure they get there and back safely. Lionel has had his own challenges, but despite these he has continued to make supporting Evan a top priority. It's impossible to put this level of commitment into a job description – Lionel is committed because he wants to be.

Bob Burston's dream finally comes true

Anyone who knows Bob knows he is a Magpies tragic. But it took Colin Hansen, Bob's Community Companion, to start a ball rolling which culminated in Bob meeting his heroes in person. The story goes like this: Bob had wanted to attend Collingwood's mid-week training sessions for a very long time. Colin Hansen enquired about becoming an Alkira Volunteer and found out about Bob's love for 'The Pies'.

He accepted the position of being Bob's Community Companion and arranged his periodic rostered day off to accompany Bob to Collingwood HQ to watch the team train – which thrilled Bob no end. Then by chance, Colin was attending a social function where a major figure from Collingwood was present. Colin made himself known, spoke about Bob and extracted the contact details of the club's Community Liaison Officer. Emails were exchanged, with the result that Bob received a hosted visit to the players' change room and personal introductions to the players themselves. Why would Colin bother to do this for Bob? Because, as Colin would say, "Bob's worth it".

Abbey Harrison & Kate Tucker getting out and about

Sometimes the phrase "at last; at long, long last" comes to mind when something finally comes together. Kate Tucker now has her Community Companion – Alfizah Rahman, and Abbey Harrison has hers too - Jessie Carthew. Both Kate & Abbey have started having their adventures and little by little spreading their social wings further outward. They are making arrangements with their Companions to go out for dinners, see shows and visit places that excite and thrill them. This kind of 'magic' is only possible because of the mutual willingness between the Companions to connect with another person and discover who they really are. It takes courage and vulnerability – qualities people choose to make available, and when they do they change people's lives.

Thank you Janet Tung for your years in the recreation service

It was back in October 2008 when a shy, timid Janet Tung contacted Alkira to offer her services as a Volunteer. She and her retired husband lived locally, and she had seen the people of Alkira (clients) often. As she tells the story, "I wanted to help in any way I could. I especially hoped I could improve my "ingriss" (English)". She joined the Recreation Service and for the next 7 years supported the activities reliably and continually. Earlier this year due to family reasons, Janet had to withdraw from active Volunteering; Alkira owes Janet an enormous debt of thanks for her warmth, her competent support and her exemplary dedication.

Other people-made miracles

There are SO many other beautiful examples of dedicated service from our Volunteers: Rachel Kay & Mick Serch's assistance in Work Skills, Carolyn Shelley's reliable attendance at the Op Shop, Ian Hampton's consistent green-thumb help at Serpentine St, Belinda Tu's sensitive support of Leanne Siu in her programs, Tony O'Brien's assistance at Collingwood Farm, Wendy Salisbury as Community Companion for Carolyn Thomas, Kerry Pennington as Community Companion for Jan Slattery, Neiliya Arnold's assistance at Momentum, Mark Ngoi's support for David LoRizzo's digital art, and Annette Kiernan's assistance at Momentum and as Community Companion for Cheryl Hendy ... just to name a few!

SOCIAL INTERACTIONS AND COMMUNITY INVOLVEMENT

Recreation Report

Sarah Barker, Recreation Coordinator

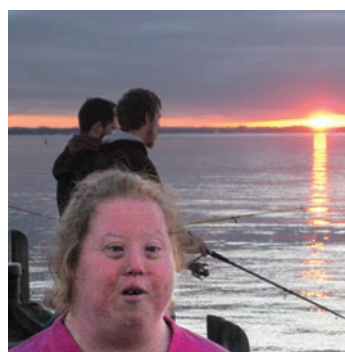
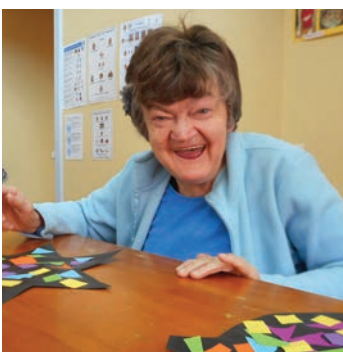
Recreation enables our services users to participate in activities that develop skills, promote good health, relieve stress, facilitate social interactions and promote community involvement. It is also beneficial in offering respite to both parents and participants.

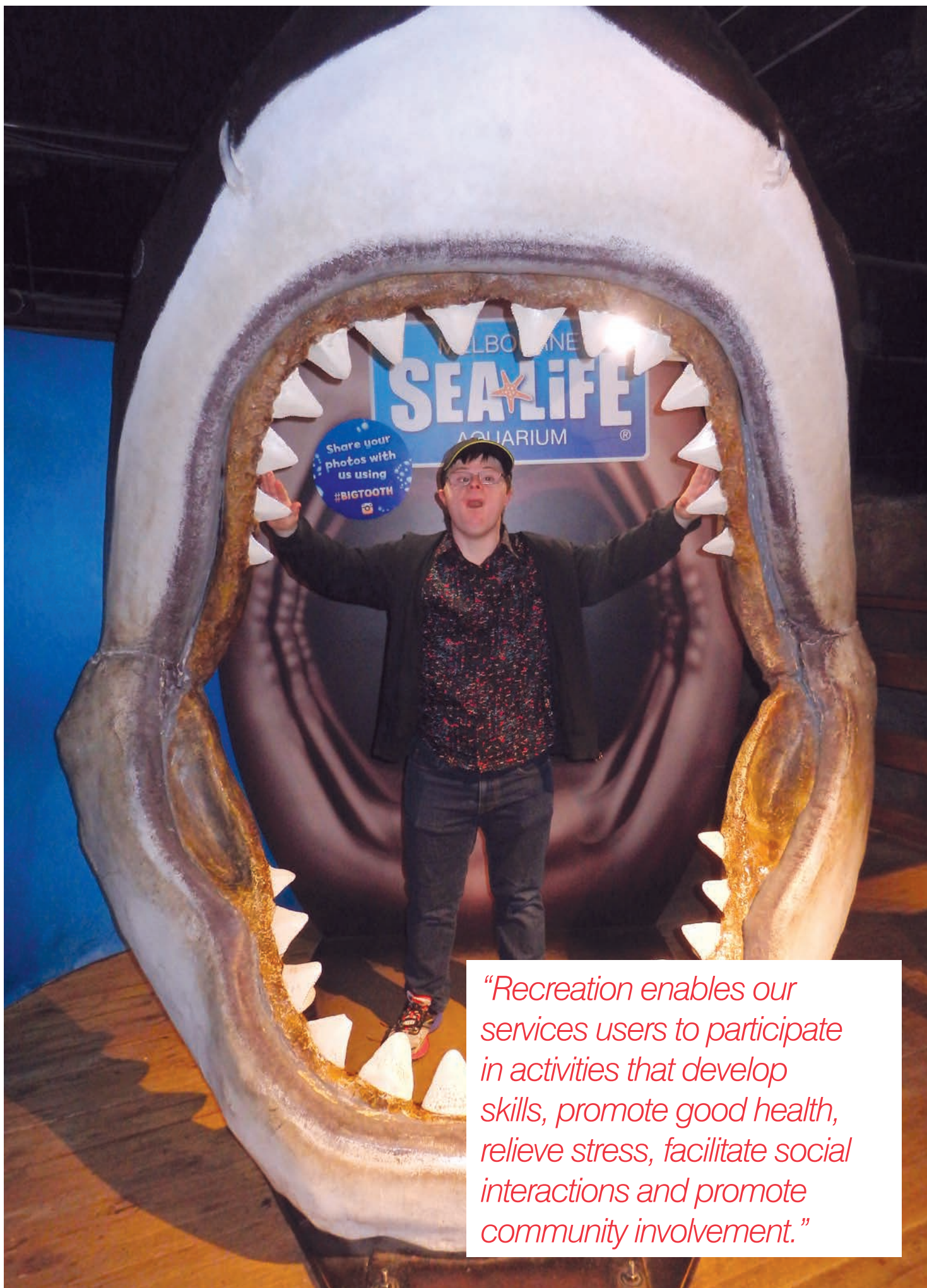
Our Recreation service continues to offer an extensive variety of programs from Sporting events, International Shows, such as Disney on Ice and Cirque Du Soleil, Music and Multicultural Festivals, Restaurants and Theatre Shows. Then there are the regular favourite activities like Oakleigh Disco, Movies and Ten Pin Bowling that by popular demand are offered regularly.

Very popular also are the Recreation Holidays that happen three times a year, during the Alkira Holidays. The holidays are always a success and the high level of interest just gets bigger. Over the last year we have been to Echuca & Moama in August, Lake Epplack in January and Tootgarook in June. They were great holidays with a variety of activities and tours and of course some time for relaxation along with fine dining at restaurants such as The Rocks in Mornington. It's nice to receive positive feedback, compliments, and letters of thanks from participants and their families stating how wonderful the holiday was and how much fun they had.

Our thanks and gratitude goes to Melbourne Olympic Park Trust, who continue to choose us as a charitable partner, providing Alkira services users the opportunity to attend great events and a lot of the time providing us with up close and personal front row seats.

We would like to extend our thanks to the fantastic volunteers who have helped our recreation services to operate so successfully. We have welcomed many new volunteers over the past year. New to Volunteering in Recreation services is Colin Hansen, Colin keeps busy during the week working at a trendy barber shop and on his weekends off has been a great help volunteering. Since volunteering with our recreation service Colin took it upon himself to enrol in studying a Certificate II in Disability.





"Recreation enables our services users to participate in activities that develop skills, promote good health, relieve stress, facilitate social interactions and promote community involvement."

VOLUNTEERS & ACKNOWLEDGEMENTS

Volunteers

Adrienne Murray
Albert Low
Annette Kiernan
Belinda Tu
Bev Mallows
Bev Ridley
Carolyn Shelley
Chris Hartrup
Chris Prandi
Corrie De Groot
David Willett
Diane Bassett
Dianne Hardidge
Dolores Cowell
Donald Hardidge
Doris Lee
Dorothy Conway
Dorothy Ramus
Edward Sen
Elizabeth Curran
Graeme Cross
Ian Hampton
Janet Tung
Jillian Faulkner
June Charlesworth
Karen Ling
Kate Conroy-Welby
Kerrie Penington
Libby Hattink
Lionel Bennett
Lois Quick
Lou Lee
Lyndsay Arnold
Mahima Sharma
Mander Li
Margaret Chapman
Margaret Jackson
Margaret Miller
Marianne Bray
Marina D'Monte
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
Shashini Herath
Sue Dodds
Sun Hi Lee
Susan Toohey
Susie Bellairs
Tim Robertson
Timothy Lawrence
Tony O'Brien
Urania Michaelides
Valerie Kendall
Vicki Britten
Wendy Salisbury
William Wang

Acknowledgements

Trusts, Foundations, Grants & Community Group

Alkira Opportunity Shop
\$34,164.83
Rotary Club of Box Hill
\$15,000.00
The Marian & EH Flack Trust
\$10,770.00
Cecilia Kilkeary Foundation
\$10,065.00
Flora & Frank Leith
Charitable Trust
\$10,000.00
Norman, Mavis & Graeme
Waters Perpetual
Charitable Trust
\$10,000.00
Willandra Juniors Auxiliary
\$5,000.00
The William Angliss
Charitable Fund
\$3,000.00
Whitehorse Community Chest
\$3,749.00
Rotary Club of Mont Albert
& Surrey Hills
\$1,105.00

Rotary Club of Box Hill Central
\$3,675.00
The Inner Wheel Club
of Box Hill Inc.
\$1,500.00
Freemasons,
Malvern Lodge No. 121
\$500.00
Manningham Uniting Church
\$200.00

General Donations of \$1,000 and Above

Shine Australia Pty Ltd
\$5,771.10
Mr Don Allen
\$2,000.00
Plumbing Industry
Climate Action Centre
\$2,000.00
Mr Gary Stewart
& Ms Sue Dodds
\$2,000.00
EF McPhail & Partners
\$1,500.00
Mr JG Reynolds
\$1,500.00
Melbourne Playing
Card Collectors
\$1,486.00
Ms Betsy Dingle
\$1,000.00
Mr Peter & Mrs Pat McCabe
\$1,000.00
Mr EJ Miller
\$1,000.00
Mrs M Walker
\$1,000.00

General Donations of Less than \$1,000

Ms J Aldred
Mr L Ashburner
A & M Barber
Ms D Bassett
Ms H Bennett
Mr FM Bezemer
Ms A Bird

R & J Boldiston
M, J & L Boyd
Mr P Brown
Mrs J Bryans & Mr G Bryans
Ms V Burns
Mr K Burton
Mrs N Cain
Mr P & Mrs H Campbell
Mr C Carrington
Ms J Charlesworth
Ms H X Chen
Dr P & Mrs H Clarke
Mrs J Clunie
Mr N Cole
Mr A Collinson
Mrs M Craig
Ms L Cronin
L Darroch
Mr A & Mrs C De Groot
Ms M Dennemoser
Ms A Ebert
Mr G Edgar
Ms L Edwards & Mr P
Laurence
Mrs P Feast
Ms D Fitzmaurice
Mrs M Fortino
Mrs W Hirst
Mr C & Mrs L Hogan
Ms M Iang Cuai
Mr L Isaacs
Ms T James
Ms J Jennings
Mr L Johnston
Mrs J Jones
Mr Y Kanniah Padmanaban
Mr P Kinchington
Mr D Kneen
Ms S Landy
Ms L Langley
Ms J Lean
Mrs R Lee
Mr E Leydon
Mr K Lim
T Luxton
Ms L Massoud
Mr RJ Matthews
D & A McDonald
Mr W Mitchell

Mr J Montgomery
 Ms E Morison
 Mr A Noud
 I & M Parker
 K Parker
 Mrs B Paton
 Ms G Prem
 Mr C Porte
 Mrs C Reese
 Mr R Reisner
 Mrs J Richard
 Ms W Salisbury
 P & J Salter
 Mr E & Mrs R Sen
 Sharegift Australia
 Mrs D Shea
 Mr B & Mrs R Slater
 B & K Smith
 Mrs M Smith
 Special Olympics Victoria
 Mr B Swan
 H & P Tankey
 Mr D Tassone
 Ms J Tombs
 Mr D & Mrs G Trembath
 E & M Troulos
 Victorian Aboriginal Education
 Association
 Ms G Waddell
 Mr R & Mrs H Walker
 Mrs J Walker
 WR Wright

Alkira Foundation

The Alkira Foundation, launched in 2011, is gaining momentum and we would like to thank the following people who have contributed to the Foundation in the 2014/2015 financial year:
 Mr Rhys Bassett
 Mrs Gwenyth Bouchier
 Mrs Jean Bryans
 Mr Chris Caton
 Mrs Maria Cincotta
 Mr Arthur &
 Mrs Corrie De Groot
 Mrs Esme Edmonds

Mr Stan Marinis &
 Mrs Charmaine
 Guest-Marinis
 Ms Nicole Hampton
 Mr Alan Heggen
 Ms Sarah Laycock
 Mrs Michelle Lee
 Mr Edmund Leydon
 Ms Terri Mathews
 Mrs Thelma Nicholls
 Mrs Brenda Paton
 Mrs Amy Richards (Estate of)
 Mr Edward & Mrs Raj Sen
 Mr Alan Johnstone Thompson
 (Estate of)
 Mrs Florence Amy Thomson
 (Estate of)

Gifts Made in Memoriam

Ms Frances Bond
 Mrs Nellie Boldiston
 Mr Jack Boldiston
 Mr Michael Thomson
 Mr Patrick McCabe

Keeping the Memory Alive

Mrs Margo Scott
 Ms Gillian Scott
 Mr Ian Collinson
 Mr Fred Conway
 Mr Jack E Fitzmaurice
 Mr Giuseppe Fortino
 Mr Noel Jones
 Mr Kwok Kee Lee
 Ms Maureen Shead
 Mrs Bev Montgomery
 Mr Merv Reese
 Mr Graham Reese
 Linley Wilson

Anonymous Donors

Each year we have a large number of people who contribute financially to Alkira but wish to remain anonymous. This year was no exception and to those people – you know who you are – we say thank you!

Bequests

Estate of Mrs Amy Richards
 Estate of Mrs Florence
 Thomson
 Estate of Mr Alan Johnstone
 Thompson

Business & Community Groups

Alkira Parents &
 Friends Social Group
 Anytime Fitness, Box Hill
 Aughtersons Solicitors
 Australian Refrigeration Council
 Balloons! Parties! Hire!
 Blue Cross - Springfield
 Aged Care Service
 Box Hill Community
 Arts Centre
 Box Hill Golf Club
 Box Hill Institute
 Bread Street Bakery
 Bunnings Warehouse –
 Middleborough Road,
 Box Hill
 Bunnings Warehouse –
 Blackburn South
 Canterbury, Ashburton, Surrey
 Hills & Balwyn Community
 Bank Branches of the
 Bendigo Bank
 Choclatté, Camberwell
 City of Whitehorse
 Concept Amenities
 Convent Bakery – Abbotsford
 Epilepsy Foundation
 Epworth Hospital
 Fairfax Community
 Newspapers
 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

Leader Community
 Newspapers
 Le Pine Funerals, Box Hill
 Le Pine Funerals, Camberwell
 Mackinnon, Jacobs,
 Houghton & Irving
 Melaleuca, The Wellness
 Company
 Melbourne & 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
 Plumbing Industry Climate
 Action Centre
 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
 & Surrey Hills
 Rotary International Shine On
 Awards
 Smart Brown Catering
 Station St Café, Nunawading
 The Avenue Neighbourhood
 House
 The Linen Co. Australia
 United Way Melbourne
 Valiant Press
 Wattle Park Primary School
 Whitehorse Business Group
 Whitehorse Community Chest
 Whitehorse Community
 Health Services
 Whitehorse Leader
 Willandra Auxiliaries
 Zesta Kitchens

TREASURER

Treasurer's Report

Peter Harrison, Treasurer

This will be my last report to you as the Treasurer at Alkira as I take up the role as your President. Over the 37 years I have been Treasurer I have seen Alkira "mature financially" to a stage now where we have the financial capacity to plan ahead with a high degree of confidence. This is particularly important as we move to the new business model that will be rolled out with the introduction of National Disability Insurance Scheme (NDIS). It is also important as we look to improve our facilities across all our current sites including the planned new premises at Springfield/Springvale Rds.

The financial year ended 2015 saw us consolidate both our operating performance with a net surplus of \$16,125, whilst having a small decrease in our cash and investment balances of \$46,831. This compares very favourably with the 2014 year where we had an operating deficit of \$80,146 and a cash outflow of \$476,287 largely as a result of the land purchase at Springfield and Springvale Rds.

The 2015 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 Training and Support Services programs.
- Increased community support in our fund raising activities largely to support capital expenditures on improving facilities at Thurston St and the momentum gained in supporting the Alkira Foundation.
- A change in accounting policies regarding the commencement of recording Long Service Leave liabilities on employees from 7 years to 5 years.
- Increased costs associated with our investment in new information technologies to support the roll out of the NDIS business model.
- General cost containment in all other expenses.

From a net asset position, the Alkira Balance Sheet shows we have net assets of over \$7.5 million of which \$4.2 million is invested funds and cash balances.

As I mentioned earlier in this report, the Board and Management team have been looking ahead to the fiscal challenges that face us with the introduction of NDIS. As best we can understand, the services we currently offer will be in high demand (by our clients) and the "systems and process" changes we are making to understand fully our cost structures will enable us to provide a successful financial outcome as the NDIS is rolled out in the future.

It is also important to note that we continue to have wonderful support from the broader Alkira Family and community which should enable us to leverage financial support for the upcoming capital expenditure of \$2.00 million at Springfield/Springvale Rds.

I would like to take this opportunity of thanking all in our community who have supported Alkira this year, particularly those who have helped us financially....your contribution has made a difference.

I also want to thank Ray Cranwell and his team of dedicated staff who have made 2015 another successful one for us. Your help in shaping our thinking on the journey ahead has made us understand that despite all the challenges ahead we must retain "clear heads" on the importance of providing the best and most relevant services for current and future people with disabilities

Finally as I "hang up my boots" as Treasurer I would like to thank all those who have made my job as Alkira's Treasurer such a pleasure and rewarding experience for me and to introduce and welcome Graeme Fallet as our new Treasurer. I am sure Graeme will have the full support of you all as we face the years ahead.



AUDITOR

Independent Auditor's Report Wayne C Durdin, E.F. McPhail & Partners

To the members of Alkira Centre - Box Hill inc.

Report on the Financial Report

We have audited the accompanying financial report of Alkira Centre - Box Hill Inc. which comprises the statement of financial position as at 30 June 2015, 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 2015 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 24th day of
August 2015



FINANCIAL REPORT

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

	Note	2015 \$	2014 \$
REVENUE	2	7,792,209	7,111,055
EXPENDITURE			
Salaries	3	5,561,800	5,261,144
Maintenance		60,712	115,597
Client Allowances		44,658	38,131
Provisions Food & Cleaning		128,288	118,665
Materials & Loose Tools		24,490	12,253
Electricity & Gas		15,201	47,314
Rates		16,803	17,910
Superannuation		491,835	432,577
Insurance & Workcover		101,306	124,702
Audit Fees		16,830	8,100
Printing & Stationery		40,514	28,807
Long Service Leave		227,434	94,756
Transport Fuel & Maintenance		141,564	155,926
Other Running Expenses		609,525	411,281
Depreciation	7	295,124	324,038
		7,776,084	7,191,201
Total comprehensive income attributable to members of the entity	4	16,125	(80,146)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

	Note	2015 \$	2014 \$
CURRENT ASSETS			
Cash	5	4,178,808	4,225,639
Receivables	6	138,955	89,443
Total Current Assets		4,317,763	4,315,082
NON CURRENT ASSETS			
Property, Plant and Equipment	7	4,902,324	4,702,167
Total Assets		9,220,087	9,017,249
CURRENT LIABILITIES			
Creditors	8	539,830	589,416
Employee Benefits	9	672,007	620,110
Total Current Liabilities		1,211,837	1,209,526
NON CURRENT LIABILITIES			
Employee Benefits	9	444,419	244,524
Total Non Current Liabilities		444,419	244,524
Net Assets		7,563,831	7,563,199
EQUITY			
The Alkira Building Fund	10	2,000,000	2,000,000
Alkira Foundation	10	1,201,197	1,000,567
Accumulated General Fund	10	4,362,634	4,562,632
Total Equity		7,563,831	7,563,199

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2015

	General Fund	Alkira Building Fund	Foundation	Total
	\$	\$	\$	\$
Balance at 1 July 2013	4,919,627	2,000,000	718,282	7,637,909
Abnormal Income	5,436	-	-	5,436
Net surplus for the year	(362,431)	-	282,285	(80,146)
Balance at 30 June 2014	4,562,632	2,000,000	1,000,567	7,563,199
Balance at 1 July 2014	4,562,632	2,000,000	1,000,567	7,563,199
Abnormal Income	(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

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

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Contributions (members) received		501,320	501,442
Grants (state) operating received		6,735,658	6,239,549
Donations received		361,514	211,302
Payments to suppliers and employees		(7,237,787)	(6,423,289)
Interest (unrestricted) received		71,148	98,158
Net cash generated from operating activities		431,853	627,162
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		0	14,210
Purchase of property, plant and equipment		(478,684)	(1,117,659)
Net cash used in investing activities		(478,684)	(1,103,449)
Net increase in cash held		(46,831)	(476,287)
Cash and cash equivalents at beginning of financial year		4,225,639	4,701,926
Cash and cash equivalents at end of financial year	5	4,178,808	4,225,639

The accompanying notes form part of these financial statements.

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.

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.

FINANCIAL REPORT

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:

<i>Class of Fixed Asset</i>	<i>Depreciation Rate</i>
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%

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 Judgments

(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

	2015	2014
	\$	\$
SERVICES		
Training & Support Service		
Government Grants	4,162,520	3,773,612
Production & Program Revenue	87,897	82,559
Training Support & Transport Fees	251,065	242,680
Miscellaneous Income	1,440	1,472
Profit on Sale of Assets	0	10,205
	4,502,922	4,110,528
Residential Service		
Government Grants	2,573,139	2,465,936
Accommodation Fees	215,702	190,627
Miscellaneous Income	200	962
Profit on Sale of Assets	0	4,005
	2,789,041	2,661,530
Other Revenue		
Investment Income	129,970	126,897
Donations & Bequests	370,277	211,301
Miscellaneous Income	0	799
	500,247	338,997
Total Revenue	7,792,209	7,111,055

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:

	2015	2014
	\$	\$
Key management personnel compensation	262,822	287,228

FINANCIAL REPORT

NOTE 4: EXPENSES

	2015	2014
	\$	\$
Training Support Service	(367,722)	(300,068)
Residential	(79,502)	(122,928)
Net Operating Surplus (Deficit)	(447,225)	(422,996)
Investment Income	129,970	126,897
Donations & Bequests	370,277	211,301
Profit / (Loss on Sale of Assets)	0	14,210
Non Operating Expenditure	(36,897)	(9,558)
Non Operating Revenue / (Expenditure)	463,349	342,850
Total comprehensive income attributable to members of the entity	16,125	(80,146)

NOTE 5: CASH AND CASH EQUIVALENTS

	2015	2014
	\$	\$
Cash on Hand	4,250	4,250
Cash at Bank	651,040	719,516
Short-term investments – bank deposits	3,523,519	3,501,873
Cash and Cash Equivalents	4,178,808	4,225,639

The effective interest rate on short-term bank deposits was 3.21% (2014: 4.17%); these deposits have an average maturity of 120 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	4,178,808	4,225,639
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NOTE 6: ACCOUNTS RECEIVABLE AND OTHER DEBTORS

	2015	2014
	\$	\$
CURRENT		
Debtors	17,914	45,397
Sundry Debtors	936	18,854
Prepayment	33,620	25,192
Interest receivable	86,485	0
Total current accounts receivable and other debtors	138,955	89,443

Financial assets classified as loans and receivables

Accounts receivable and other debtors:		138,955	89,443
– total current	13	138,955	89,443

NOTE 7: PROPERTY, PLANT EQUIPMENT

	2015	2014
	\$	\$
Land & Building:		
At cost	7,316,754	6,799,530
Accumulated depreciation	(2,882,155)	(2,680,439)
	<u>4,434,599</u>	<u>4,119,091</u>
Motor Vehicles:		
At cost	944,206	944,207
Accumulated depreciation	(852,884)	(799,776)
	<u>91,322</u>	<u>144,431</u>
Furniture, Equipment:		
At cost	1,212,754	1,106,590
Accumulated depreciation	(836,351)	(667,945)
	<u>376,403</u>	<u>438,645</u>
Total property, plant and equipment	<u>4,902,324</u>	<u>4,702,167</u>

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:

	Land & Building	Motor Vehicles	Furniture, Equipment	Total
	\$	\$	\$	\$
Balance at 1 July 2014	4,119,091	144,431	438,645	4,702,167
Additions	347,096	0	148,185	495,281
Disposals	0	0	0	0
Depreciation expense	(31,588)	(53,109)	(210,427)	(295,124)
Carrying amount at 30 June 2015	<u>4,434,599</u>	<u>91,322</u>	<u>376,403</u>	<u>4,902,324</u>

NOTE 8: ACCOUNTS PAYABLE AND OTHER PAYABLES

	2015	2014
	\$	\$
CURRENT		
Unsecured liabilities:		
Trade creditors	253,502	223,703
Sundry creditors	198,026	186,180
Client overpayments	85,822	168,290
Income in advance	2,480	11,243
GST and Payroll Liabilities	0	0
Grants (state) operating received in advance	0	0
Financial liabilities as accounts payable and other payables	<u>539,830</u>	<u>589,416</u>

Financial liabilities at amortised cost classified as accounts payable and other payables.

Accounts payable and other payables:

– total current	539,830	589,416
– total non-current	0	0
Financial liabilities as accounts payable and other payables	<u>539,830</u>	<u>589,416</u>

Collateral pledged

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

FINANCIAL REPORT

NOTE 9: PROVISIONS

	2015	2014
	\$	\$
CURRENT		
Provision for Long Service Leave	284,788	257,250
Provision for annual leave entitlements	387,219	362,860
Total Current Provisions	672,007	620,110

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. The Long Service Liability has been calculated in 2015 to accrue after 5 years of service for employees compared to 7 years of service for employees in 2014

	2015	2014
	\$	\$
NON CURRENT		
Provision for Long Service Leave	444,419	244,524
Total Non Current Provisions	444,419	244,524

Analysis of Employee Provisions – Annual Leave Entitlements

Opening balance at 1 July 2014	362,860	357,615
Additional provisions	546,951	469,483
Amounts used	(522,592)	(464,238)
Balance at 30 June 2015	387,219	362,860

Employee Provisions – Annual Leave Entitlements

The provision for employee benefits represents amounts accrued for annual leave.

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.

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.

	2015	2014
	\$	\$
Current year Surplus / (Deficit)	16,125	(80,146)
Prior Year Adjustments	(13,929)	5,214
Current Year Adjustments	(1,564)	222
Accumulated Funds Brought Forward	4,562,632	4,919,627
Transfer to Alkira Foundation	(200,630)	(282,285)
Accumulated Funds Carried Forward	4,362,634	4,562,632

ALKIRA BUILDING FUND AND FOUNDATION

	Alkira Building Fund		Alkira Foundation	
	2015	2014	2015	2014
Cash at Bank	2,000,000	2,000,000	1,000,567	718,282
The net transfers comprised the following:				
Opening Balance	2,000,000	2,000,000	1,000,567	718,282
Transfer in	-	-	168,030	213,100
Investment Income	64,270	120,000	32,600	69,185
Transfer out	-	-	-	-
Transfer to General Funds	(64,270)	(120,000)	-	-
Net	2,000,000	2,000,000	1,201,197	1,000,567

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 2015, 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, and leases. 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	2015 \$	2014 \$
FINANCIAL ASSETS			
Cash and cash equivalents	5	4,178,808	4,225,639
Accounts receivable and other debtors	6	138,955	89,443
Total financial assets		4,317,763	4,315,082
FINANCIAL LIABILITIES			
- accounts payable and other payables	8	539,830	589,416
Total financial liabilities		539,830	589,416

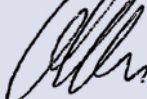
NOTE 14: ASSOCIATION DETAILS

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 Chris Miller, Vice President 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 2015.

Signed: 

Signed: 

INCOME

1. Government Grants \$6,735,659 (86.4%)	2. Fees & Charges \$466,767 (6.0%)	3. Donations & Bequests \$370,277 (4.8%)	4. Investments \$129,970 (1.6%)	5. Program Revenue \$87,897 (1.1%)	6. Other \$1,640 (0.1%)
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EXPENDITURE

1. Employee Costs \$6,281,069 (80.8%)	2. Admin & Other Operating \$736,017 (9.5%)	3. Depreciation \$295,124 (3.8%)	4. Facility Costs \$92,716 (1.2%)	5. Transport \$141,564 (1.8%)	6. Provisions & Cleaning \$128,288 (1.6%)	7. Insurance & Workcover \$101,306 (1.3%)
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BOARD OF MANAGEMENT



From Left to Right:

Chris Miller, Warrick Mitchell, Ellie Delafield, Gordon Jacobs, Ron Walker, Sue Dodds, Diane Bassett, Peter Harrison.

The committees are made up of board members, staff, client representatives and family members. When a person's role on the committee is not qualified they are a board member.

Executive Committee

P. Harrison (chair)
G. Jacobs
C. Miller

Policy & Planning Committee

P. Harrison (chair)
C. Miller
R. Walker
G. Jacobs
R. Cranwell

Services & Outcomes Committee

S. Dodds (chair)
D. Bassett
W. Mitchell
D. Fitzmaurice
R. Cranwell
G. Dick

Fundraising Committee

C. Miller (chair)
R. Walker
R. Cranwell
B. Slater

The following have been appointed Life Governors since 1954.

Cr L.R. McCredde
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
Mr 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. McCredde
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—

ALKIRA STAFF 2015

Organisational Support

Chief Executive Officer

Mr Ray Cranwell, Dip. Bus. Stud. – Acct.;
Ass. Dip. J.Personnel Admin., Grad .Dip.
(Arts – Welfare).

Accountant

Mr Chris Grigg, Cert Business Studies-
Accounting; Grad. Dip. Business
Management

Payroll Officer

Mrs Christine Bezett, Cert III Accounting

Administration Officers

Ms Desma Jessup, Dip. Business,
Dip Management

Mrs. Hamunyar Semu, Cert IV Aged Care
Work

Ms Danielle Kiernan,

Community Relations Manager

Mr Bob Slater, BA Civil Engineering, Grad
Dip Admin, MA Management (Navigation
and Leadership, Fundraising 1 and 2 (FIA)

Administration Officer – Community Relations

Mrs Helen Mathews

Human Resources and Staff Training & Development

Mrs Michele Morris BA Human Resources
Management,

Maintenance Co-ordinator

Mr Tracey Brewer

Quality & Systems Officer

Mrs Karen Morton

Volunteers Co-ordinator

Mr. Simon Nette, B.Ed., Harvard
University; Executive Education Program

Transport Co-ordinator

Mr. Geoffrey Reece

Drivers

Mr Robert Höglund
Mr. Rodney Mason
Mr Ian Poustie
Ms Judith Andreola

Services Outcomes

Manager

Ms Diane Fitzmaurice, B.Ed. St.; Dip.
Teach. (NZ); T.T.C. (NZ).

Training & Support Services

Manager Day Services

Ms Lisa Sawatzky, B. App.Sc. (Consumer
Science); Cert. Intellectual, Disability
Services Officer; Assoc. Dip. Social
Studies (Residential & Community
Services); Dip. Business (Community
Services & Health Management); Cert. IV
Assessment & Workplace Training.

Program Managers

Ms Margaret Donaghy, Cert. IV Diversional
Therapy

Ms Louise Kingston, B.Ed.; Dip. Teaching
(Primary)

Mrs Lisa Wilson, Dip. Teach. (Primary);
Dip. Front Line Management

Mr Greg Trump, Cert. IV Training &
Assessment; Cert. III Pharmaceutical
Manufacturing

Co-ordinators

Mr Dean Degenhardt, Cert. Motor
Mechanics; Dip. Front Line Management,
Cert IV Disability Work

Ms Vera Moreira, Cert. IV Disability Work,
Diploma Community Welfare Work,
Cert. I Food Hygiene for Food Handlers,
Advanced Diploma of Community Services
Management

Ms Lyndi Nuthall

Ms Lucy Young, Cert. IV, Community
Services (Lifestyle and Leisure); Diploma
of Ceramics

Ms Amanda Shave, Dip Community
Development

Mr Garry Webster, B.Ed. (Education &
Training); Cert. IV Workplace Training; Ass.
Dip. Banking and Finance

Services Support Officer

Mrs Lee Callaghan, A.C.R.A.C.S.; Dip.
Front Line Management

Program and Support Instructors

Ms Meaghan Adams

Mrs Joyanne Banks, Cert. III Aged Care
Work; Cert. IV Comm. Service, Leisure
& Life style; Dip. Community. Services,
Leisure & Lifestyle; Cert. IV Training &
Assessment

Ms Sarah Barker, Cert IV Community
Service Work; Cert III Health Support
Services (Catering); Cert.IV Alcohol and
Other Drugs Work; Cert IV Mental Health

Ms Helen Beaton, Cert. Sec. Teach.
(Domestic Arts)

Mr Ian Belcher, BA. Grad. Dip. Recreation;
Grad Cert. App. Sc. Cert. IV Disability
Work.

Ms Tara Bethune

Ms Libby Borin, Cert III Aged Care Work;
Cert III Non Emergency Patient Transport

Mr David Clark, Cert IV Disability
Work; Cert IV Counselling and Conflict
Resolution

Mr Darren Clarke, Cert IV Disability Work

Ms Nicole Commins,

Ms Veronica Costello, B.A.; Dip.
Counselling; Cert. IV Training and
Assessment;

Mr. Bradley Foley, Grad Dip Educ.
(Primary); Cert.III Community and Health
Services; Master of Business in Marketing;
Bachelor of Science Microbiology and
Biochemistry

Ms Sahar Ghaly, MA Education; BA
Education

Ms Karen Gifford, Cert. IV Disability Work

Mr. William Hamann

Ms Nicole Harris Dip Teaching (Primary);
Grad. Dip Special Education

Ms Pamela Howard BA Ed. Cert III Aged
Care

Ms Alison Jones, Diploma in Health and
Social Care

Mrs Suzana Koss-Aiuto, Cert IV- Leisure
and Health; Cert III Home and Community
Work.

Mr Peter Laffin, Dip. Ed (Primary);
Post Grad. Dip. Ed Studies (Learning
Disabilities); Advanced Diploma of
Community Services Management

Mr Mark Lindsay, Cert III Aged Care; Cert
III Home and Community Care;

Mrs Taryn Mathews, Advanced Dip of
Comm. Service Management

Ms Nicole McCrimmon Dip of Disability;
Cert IV Disability; Cert II Hospitality
(Operations)

Ms Elaine McMurtrie, B.Ed.; A.C.R.A.C.S.

Mr Tim McDonald, Cert IV Disability

Ms Vera Moreira, (see above)

Mr. Nathan Neilson, Grad. Dip. Educ.
Masters Bioethics

Mrs Veronica Paouros, Honours Degree
in Education; BA Ed; Dip of Community
Services (Case Management) Cert IV
Training and Assessment,

Ms Arathi Rathakrishnan, B.A.Sc.
(Disability Studies); Cert. IV Disability

Mrs Gaylene Richardson, BA Ceramic
Design

Ms Wendy Skilbeck, BA Applied Science
(Speech Pathology); Grad. Dip Counselling
&Human Services; Cert IV Leisure and
Health

Ms Gail Skipworth, Cert. III Community
Services; Cert IV Training and
Assessment; N2 Primary Teachers Training
CertificateDip. Naturopathy Chinese
Medicine; Cert III Disability

Ms Mary-Lou Stamp, BA (Social Work)

Mr Evan Stewart, BA Soc. Sciences

Mr Wayne Thompson, MBA (Technology
Management); Assoc. Dip. Engineering;
Cert. IV Assessment & Workplace Training;
Cert. IV Disability Work, Advanced
Diploma of Community Services
Management

Ms Renee Traina, BA Social Science
(Youth Studies) Cert III Aged Care and
HACC

Mrs Tara Waghorn, T.P.T.C.; T.S.P.T.C

Mr Russell Williams, Cert IV Disability
Work, Cert II Health Services Assistance

Ms Liz Wilson, Cert IV Disability Work;
Grad Dip Loss and Grief Counselling;
Cert Of Education –Integration Aide; Dip
Missiology

Ms Gina Woolley, Cert IV Disability Work

Mr David Yates, Assoc. Dip. Bus. Studies.
Acct; B. Applied Sc. (Disability Studies);
Adv. Management Cert. - AIM.

Recreation Co-ordinator

Ms Vera Moreira

Recreation Officer

Ms Shereen Hook, Cert IV Assessment
and Workplace Training; BA Human
Services

Ms Judy Andreola

Residential Support Services

House Supervisors

Ms Karyn Barlow, Grad. Dip. Ed
(Secondary); BA (Indonesian); (UCLES/
RSA Cert. TEFLA); Cert IV Disability Work;
Cert III in HACC; Cert III Aged Care; NAATI
Level 3 (Professional) Translator & Level 3
Interpreter in Indonesian LWOP 12 months

Mrs Carol Cramer, Cert. III Home,
Community & Disability Care; Cert. III Aged
Care Work, Cert IV Disability Work, Cert IV
in Business (Human Resources); Adv. Dip.
Community Sector; Adv. Dip. Disability
Work

Ms Susan O'Brien, Cert. IV Disability Work

Ms Simone Theobald, BA Applied
Science, Disability Studies.

Ms Bianca Mazzocchi, BA Psychology
Services

Mr Peter Dalglish, Cert IV Disability

Mr Tat Hong (Edmund) Chung, Cert. IV
Financial Services; Cert. IV Disability Work

Support Staff

Ms Jan Aitken, Ms Jan Aitken, Cert.
Education Integration Support

Mr George Bahita, Cert. IV Disability Work

Ms Kay Balloch, Cert. IV Disability Work

Ms Joanne Capili, Dip. Community
Services Alcohol Drugs and Mental Health;
Cert IV Community Services Alcohol Drugs
and Mental Health

Ms Heather Corrie, Cert. IV Disability Work

Ms Judith Cox

Ms Kym Croft,

Mr Nathan Farrelly, Cert III Disability Work;
Cert III Home and Community Care

Ms Brenda Flores, Cert. IV Disability Work

Mrs Nilda Flores, Cert. IV Disability Work

Mrs. Roni Gilan, Cert IV Disability Work,
Cert III Aged Care Work, Cert IV Disability
Work

Mrs Angela Grosdoul, Cert IV Community
Services (Disability Work)

Mr Chris Gurrie, Cert. IV Disability Work

Ms Kathryn Hay, Cert IV Disability

Mrs Patricia Larkin, Advanced Cert
Habillitate Education

Ms Baljit Kaur, Cert. IV Community
Services (Disability Work)

Mr Peter Manton,

Ms Prue Murphy, Cert IV Disability Work

Ms Sue Neale, Grad. Dip. (Disability
Studies)

Mr Vinod C Paulose, Cert III Aged Care

Mrs. Margaret Pietsch, Cert IV Disability
Work; Cert III Home and Community care,
Cert III Aged Care Work, Bachelor of Arts-
Graphic Design

Ms Andrea Pope

Ms Barbara Steen

Ms Catherine Spencer, Cert. IV
Community Services; Dip Community
Services

Mr John Trinello, Cert. IV Disability Studies;
Dip. Community Services (Disability
Studies)

Jonathan Troy

Ms Chunlan Yang, Cert. III Aged Care,
Cert IV Disability Work.

Ms Jing Yang, Cert III Home and
Community care; Cert III Aged Care

AWARDS

5 Years

Marie Anton
Vishal Bhasin
Sharyn Broomfield
Edmund Chung
David Clark
Darren Clarke
John Crabtree
Greer Guest Marinis
Desma Jessup
Allie Lefever
Valda Miller
Vera Moreira
Prue Murphy
Lyndi Nuthall
Brendan O'Brien
Georgina Pitts
Hannah Raisin
Lisa Sawatzky
Carolyn Shelley
Barbara Steen
Janet Tung

10 Years

Kay Balloch
Dianne Bassett
Heather Corrie
Sharan Johal
Matthew Lee
Christopher Miller
Karen Morton
Susan O'Brien
Pixie O'Halloran
Vince Pedersen
Muriel Pickering

15 Years

Zennie Brun
Tanya Grant
Rebekah Puleo
Stephen Quick
Tara Scott
Michael Sewell
Liz Wilson

20 Years

Dorothy Conway

25 Years

Angela Bouchier
Chris Rudd
Janice Scrivens

35 Years

Geoffrey Flowerday

40 Years

John Conway
Ruth Walker
Cliff Wall

45 Years

Nan Aron
John Bateman
Helen Richards

50 Years

Bruce Gook
Bernadette Mahoney

55 Years

John Hammet

60 Years

Cheryl Boldiston
Michele Salmon

Significant Contribution to the Community

Georgina Pitts

Significant Personal Achievement

Deborah Simpson

Outstanding Contribution

Carol Cramer

Life Governorship

Christopher Miller

Board of Management Award

Alison Jones



VALES

Within a community the size of Alkira it is inevitable that each year people will pass away. Sadly, over the last twelve months we lost people who participate in our services as well family members, and two of our original Founding Family members. We pay tribute to the following people who passed away during the 2014/2015 year:

Mrs Pauline Allen
Mrs Nellie Boldiston
Mr Jack Boldiston
Mrs Gwyneth Butler
Mr Barry Jones
Mr Peter McCabe
Mr Stephen Miller
Mr Nazzareno Ranieri
Mrs Margaret Robinson
Mr Michael Thomson



CELEBRATING THE ALKIRA FOUNDATION

As part of Alkira's 60th Anniversary celebrations, the Governor of Victoria, the Honourable Alex Chernov AC QC, and Mrs Chernov hosted a memorable morning tea at Government House where the Governor presented Founding Members of the Alkira Foundation with Founding Member certificates. Most members are Alkira parents who have made their commitment in their son or daughter's name, in which case the son or daughter received the certificate from the Governor. Some certificates were in memory of a deceased son, daughter or sibling.

The Governor welcomed everyone warmly, and showed his appreciation to Founding Foundation Members who through their support have helped secure Alkira's future.

Also present and deserving appreciation for their involvements were Alkira Life Governors, Alkira Willandra Juniors, and three Alkira staff members who between them have served Alkira for over 85 years.

Thanks go to everyone who assisted with producing this Report. **Ross MacKay Creative** (rossmackaycreative.com.au) for design and layout. **Valiant Press** for printing. The majority of photos were taken by Alkira staff.

Alkira Centre – Box Hill Inc.
ABN: 47 368 869 748
Associations Incorporation
Registration: A0024382B

3 Thurston Street (PO Box 200) Box Hill VIC 3128
Phone: 03 9890 1365
Fax: 03 9897 3109
Email: info@alkira.org.au
Website: www.alkira.org.au

**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**



ALKIRA
Dignity and Purpose