

celebrating



years

annual report
2014



“
Finding
Alkira
was a
blessing

”

Partnering with families to 'achieve so much!'

On 7th May 1952 a baby boy was born to a couple living in Blackburn South. It is believed that due to a protracted and difficult delivery, he was born with a disability. In 1952, people with a disability were often 'locked away – out of sight' and at a heart-wrenching time in the baby's parents lives they were advised by 'Specialists' to put the baby in an institution and move on with their lives. This is reflective of the early 1950's and would not have been uncommon advice. That baby boy was Steven Ramus. If only those 'Specialists' could see Steven now!

In 1954 the Camberwell & Box Hill Branch of the Helping Hand Association and the Eastern District Group of the Spastic Children's Association came together to discuss some commonly faced issues as both groups of parents were raising children with an intellectual disability. Both were operating a form of 'training/education' for their children and both groups of parents shared a vision for a properly equipped training centre staffed by trained personnel. A place where their children would be educated, supported and encouraged to enable them to reach their full potential and lead rich and fulfilling lives. In October of 1954 at a public meeting the two groups came together to form 'The Box Hill and District Retarded and Spastic Children's Association' – their 'vision' was becoming a 'reality'. By July 1955 a facility had been built at 3 Thurston Street and was ready for students. At its official opening the Centre was named 'Alkira' (aboriginal for 'bright and sunny').

While this group of hard working parents and friends were forming the association and building the 'Alkira' facility, Steven Ramus was growing from a baby into a little boy in the family home in South Blackburn with his mother Dorothy and father Colin. Steven had just turned 3 as the doors of Alkira Centre opened. By the time Steven reached kindergarten age, an aunt of Dorothy's who lived near the newly established Alkira Centre suggested Alkira to Dorothy and Colin. By then, such was the demand for placements, there was already a waiting list to which Dorothy and Colin added Steven. On 30th May 1957 a place became available and at the age of 5, Steven joined Alkira and remains very much a vibrant, energetic and enthusiastic member of the Alkira community today at the age of 62. 'Steven couldn't get there quick enough and that enthusiasm remains the same in 2014 as it was in 1957' says Dorothy.

Being an only child, Steven missed the company of others his own age and making friends was not always easy. As was common in the day, people with a disability suffered from a lack of inclusion in mainstream society and Steven was no exception. That inclusion was as simple as wishing to play with the children in his street and at a Church Boys Group which offered care for Steven just once a week for half an hour. This gave Dorothy some respite, but Steven was still separated from playing with the other boys. Hard to believe today, but this was not unusual in the 1950's.

'Finding Alkira was a blessing' says Dorothy, as Steven began to thrive, partly just from being in the company of people his own age every day, while at the same time Dorothy and Colin themselves were forming a lifetime of friendships and support networks within the Alkira community. Steven joined the kindergarten program and then followed with his schooling years – learning and taking in as much as he possibly could at every opportunity afforded him. During these schooling years, Steven began to get a taste of some independence in his life. Being picked up and dropped off by the Alkira Bus as a young boy, Steven would be dropped at the far side of the park at the end of his street. He would then walk home by himself. It was, however and unbeknown to Steven, under the watchful eye of his mother who would 'spy' from the end of her street to be sure he was safe. This would be the taste of independence that would lead Steven to living independently from his parents by the age of 27.

While Steven was growing up and being nurtured by friends, colleagues and staff at Alkira, his parents found some of the freedoms within their own lives that many of us take for granted as our children begin to grow up. Whilst Colin worked as a Police Officer; Dorothy, among other things, joined the Alkira's Mothers Auxiliary helping with those well-known fetes, raffles and many other fundraising efforts that the Mothers' Auxiliary and subsequent Parents & Friends Auxiliary are so well known for.

It was in 1984 that a place became available in Alkira's Hostel in Churchill Street, Mont Albert. Steven moved from his family's home and took up residency in the hostel – a major step toward his independence. Steven built on those living skills taught to him by his parents and at Alkira's Day Service – sharing and helping others and contributing to the chores within the hostel. Dorothy and Colin had found themselves with their own independence and relished in the opportunities now afforded them – opportunities that had not been an option for the previous 27 years. A holiday was on the top of the list – having a break, with only themselves to look after, was something they had not thought possible. Dorothy went about making a list of things she had dreamed of doing if she had the time. Those things included: Playing Golf (eventually becoming a member of the Box Hill Golf Club), getting her drivers licence and taking up oil painting. Again, just the sorts of things that most of us take for granted as our own children have grown into adults.

In the early 2000's Steven moved from the Hostel into one of Alkira's Residential Homes in Vermont Street where he remains today. Sharing his home with Cheryl, Rhys, Helen, Chris and Kate, Steven takes great pride in his home and pleasure in it's smooth running and completing the household chores which the photos show!

From the beginning in 1957 Steven has attended Alkira at the Thurston Street site each day of the working week. Growing up through the kindergarten and schooling years into adulthood where he worked in the Alkira Workshop and today in the Work Skills Program. He has embraced every opportunity to learn, participate and contribute in all his programs and activities. A talented artist, Steven is a member of the Alrassa Art Group showcasing and selling his work through mainstream Art Exhibitions (a skill most likely inherited from his mother, a very talented artist herself). One of Steven's favourite activities, both at Alkira and at home, is gardening. Very keen, Steven has a 'green thumb', which he now puts to use working in the garden centre at Bunnings, once a week. Steven recently secured this position through Alkira's Individual Community Options Program and has since become a valued member of staff of the Bunnings Garden Centre at Box Hill South. Steven's father, Colin Ramus, passed away in 2001 and he would have been very proud of Steven's achievements.

Dorothy remains very grateful to her aunt for suggesting she make contact with that 'new centre in Thurston Street'. The Ramus's have been a major part of Alkira's history and so too Alkira has been a major part of their family's life. In Dorothy's words Alkira has given Steven the opportunities to:

- 'Achieve So Much'
- 'Blossom (if you can say that about a man)', and
- 'Grow'

Even more, Alkira has partnered Colin and Dorothy throughout Steven's life and allowed them some of the freedoms and pleasures that they believed may not have existed for them when Steven was born.

Importantly though, the partnership between Alkira and the Ramus's has afforded all of us – friends, colleagues, staff and volunteers at Alkira the privilege of sharing the life of Steven Ramus – a sensitive, caring, all encompassing friend and gentleman.

**Report by
Helen Mathews
Community Relations Officer**



Behind the scenes

The past, present and the future have been in the forefront of our minds in this our 60th year. Together we have celebrated the changes that have taken place during that time and have danced the night away in true party spirit at the Box Hill Town Hall. Our grateful thanks go to the organising committee who supplied the action behind the scenes for a magical evening.

At Alkira there are many people who work quietly behind the scenes to assist us in meeting the needs and wishes of those who choose to participate in our services. To our financial supporters of both the foundation and generally, you make it possible to plan for the future and deliver more diverse and enriched programs here and now. Our heartfelt thanks are extended to you. We also owe a debt of gratitude to each and every one of our volunteers who give of themselves through their time, energy, creativity, patience and expertise – it really makes a difference to what can be achieved.

To all staff throughout Alkira, you are the life blood in our veins, you carry us through our day and deliver the necessary energy and understanding into your daily tasks. We would not function to the level we do without the vital energy, support and dedication you provide to individuals and Alkira generally. To Ray our Chief Executive Officer and Di our Services and Outcomes Manager, thank you for your leadership and commitment to 'Best Practice' we are truly indebted to you both. During the year we also farewelled Norma McPherson, who had contributed to Alkira's journey as Manager – Residential Services over a 12 year period, which involved a major

redevelopment for our Residential Services.

As well as our historical reflections this year there have also been achievements made in a number of areas:

- Property considerations have led us in several different directions in the past 12 months as we assessed the requirements of the varied services Alkira offers. We must provide the best possible environments for our current needs and plan for the inevitable changes that take place over time. Any plans we make must reflect cost effectiveness, accessibility and flexibility for the future.
- We pursued the possibility of leasing rooms from Box Hill Institute of Technology, a strategic placement, for the Momentum Pathways courses, but for cost reasons this did not eventuate. Momentums need for more space led us into further discussions with Whitehorse Community Health Services to secure additional rooms at Carrington Road.
- New premises for Home and Community Support became necessary when we could not renew our lease at Wood St. While to many it appears we just slipped across the road into the Market street site, a great deal of time and energy was spent behind the scenes.
- With Nadrasca indicating they would need Wood Street for its own use, we have watched the property market around Box Hill and surrounding districts seeking either an existing building or a building

site. Late last year we purchased a property on the South East corner of Springvale and Springfield Roads. Four architectural firms conversant with disability requirements were approached to quote on concept design and associated fees for the new site. Morton and Dunn Architects were appointed and following consultation meetings, involving Board, Management and Client representation, schematic plans are being developed for planning submission.

- Increasing demands for individual funding accountability and reporting and the need for a more effective and efficient internal information system, has initiated an upgrade of our information Technology systems and support. A Client Management System (CMS) would enable this while managing daily requirements and the varied levels of access necessary across the organisation. Provision for a new IT provider, hardware and software has also been built into our 2014/2015 budget.
- A review of our Constitution has commenced as a result of Associations Incorporation Reform Act 2012 Act changes.

This requires assessment against the new model rules and decisions in a number of areas where we chose to differ.

For example – who are we? Originally The Box Hill and District Retarded and Spastic Childrens Association, we were named for the area and the groups of people we catered to, namely individuals with an Intellectual Disability and or Cerebral Palsy. Then in 1982 the organisation changed its name to Alkira Centre – Box Hill, with a focus on intellectual disability.

So who are we now? Yes we are Alkira, but are we a Centre? Times have changed – today we are much more than a centre! We currently have 5 Day Service sites, 7 Residential Houses and participants engaging in activities throughout the local community. Are we in Box Hill? Yes, but we also provide services in Mont Albert, Box Hill North, Forest Hill, and Nunawading. Maybe we should just call ourselves Alkira? This is yet to be resolved, because if you enter Alkira on the web you will find Alkira Secondary College, Alkira House, Ski club, even an estate.

In the beginning we provided services for individuals with both intellectual and physical disabilities. Under the NDIS, would we benefit by being less specific about the intent of our service now? Hearty discussion at Board level resolved that we remain strongly committed to our confirmed purpose, with an intellectual disability focus.

Today, as we consider the best way of facilitating opportunities for people who access Alkira services, there are many more options available than when we began with one building and one service.

What we need now is for those who believe in what we are about, to get behind us and help create the future. Alkira has not waited in the past for the government to roll out change. Alkira has encountered the need and incorporated change to adequately cater to that need.

Just like those families who first imagined a 'specialist centre', we need to step out and provide the service where it is so obviously needed. It is a walk of faith, but it has been done before.

Please join with us and support our effort.

**Report by
June Charlesworth
President, Board of Management**



“
Today and
tomorrow
our story
will continue
to be about
people
”

CEO's Report



NDIS or 'New Directions In Support'?

Stability, security and reliability are words that project feelings of strength and certainty.

Alkira's 60th year has provided an ideal opportunity to reflect on what has been, what is now and to try and gain a picture of what people with intellectual disabilities will be seeking as we move into a very different National Disability Insurance Scheme (NDIS) environment. During 2013–2014 we undertook an analysis of our Training and Support Services and facilities, involving the gathering of information from individual plans, staff input and client demographic projections. The following was found:

- A range of service types and sizes will continue to be required
- There will be a shift from delivering services in 'large' to 'medium' and 'small' facilities.
- People requiring more individualised supports would double by 2019
- The number of people requiring group activities will halve by 2022
- More people will require a mix of both individual and group activities
- People will be looking for opportunities to experience independent living

Based on these findings and with information flowing from the NDIS Trial Sites experiences we will now be preparing ourselves to discover what the "New Directions In Support" will be.

There is no doubt we are entering a time of significant change. From an organisational perspective we will need to focus on the following:

- Outcome focused service delivery with high satisfaction levels and accountability for delivering what people pay us to provide
- Flexibility in services offered to meet the changing needs and wishes of people. This will involve knowing as much as we can about the people we provide services for and responding to what they want, where possible and within resources available
- Reacting to changes in the method of funding – from monthly payments, in advance, to retrospective payments for services delivered. This will require more sophisticated debtor and cash management systems to ensure the maintenance of sufficient cash flow levels
- Higher levels of financial management, costing systems and financial accountability to service users
- Continuing to recruit and maintain a team of committed and quality staff

60 years ago parents of children were seeking *security, stability and reliable* services and supports for their children because they had been denied access to mainstream kindergartens. Throughout Alkira's rich history, families and the community has seen an organization change and grow in response to the needs and wishes of people.

Today and tomorrow our story will continue to be about people – the founders, the people who have participated and continue to be involved in our services, the mix of talented, creative and dedicated staff, the Board of Management members, the families and community supporters. All have combined over the years to make us what we are today – a *strong* and focused organisation providing *security, stability and reliability*. This will continue to be our springboard for ensuring that people with intellectual disabilities and their families have *certainty* moving into the future.

**Report by
Ray Cranwell,
Chief Executive Officer**



Contributing to our services

This committee is central to many facets of our services and ensures clients are informed about our services, have a say in what happens, represent the views of their peers and are important contributors to many aspects of our services. Committee members are involved in choosing the nominees for Alkira Client Achievement Awards, all staff recruitment and selection, staff induction and orientation training, mentoring new clients, touring visitors at our services, participating and speaking at regional network meetings and conferences, hosting and assisting at Alkira functions. Members are elected and voted onto to the committee by their peers at the annual elections that fill the corridors with the buzz of excitement and anticipation.

The 2014 Client Committee

Liz Wilson; David LoRicco; Cheryl Hendy; Alex Moore; Steven Ramus; Debbie Simpson; Cayden Bettles; Rebecca O'Brien; Jan Slattery; Carolyn Thomas; Michael Sewell; Cecily Tang and Barry Jones.

Recruitment

One of the major roles of the Client Committee is to participate as a member of the interview panel for recruitment. They play an important role in assessing candidates for the values they feel are important for staff members to have. During client committee meetings recruitment is often discussed, with participants voicing their opinions on what makes a good staff member.

This year the Committee brought up the following points for consideration during interviews:

- 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 candidates 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?

Meeting with the Board

With the recent merger of the T&SS and Residential Services Committees, the Client Committee and the Board agreed to now meet together monthly. This process allows a two way conversation and provides the Board of Management with a broader view of what is happening from a client perspective across all service areas. The Client Committee members also have an opportunity to feed into the Board their opinions or recommendations on any topic or project.

Ambassadors

All Committee members have roles as Ambassadors for Alkira. This means meeting and greeting visitors, showing them around, providing information about our services, representing and speaking on behalf of Alkira and acting as good role models for their peers.

Fund Raising

The Client Committee this year held a Biggest Morning Tea event; members bought and baked up a storm and provided morning tea for everyone at Thurston Street as well as some very welcome friends and family members. \$150 was raised for the Cancer Council. The committee looks forward to being involved in Alkira's future fundraising projects.

Eastern Region Advocacy Network

Once a month Client Committee members attend the Eastern Client Network meeting held in Ringwood. The aims of the network is for participants to speak about their rights, to advocate for changes by talking about issues and problems, for skill development and information exchanges, to socialise with other services users and to provide a client forum for other groups or government to seek feedback about issues. Guest speakers in the past year have been the Disability Services Ombudsman, The Office of the Public Advocate, Ron Weiss discussing Self Advocacy, The Victorian Electoral Commission as well as regular updates from VALID staff on the NDIS, Self-Advocacy and using your Individual Support Packages.

Having A Say Conference 2014

The Having a Say Conference attracts hundreds of delegates from across Australia and overseas each year. The conference provides opportunities for people with disabilities to have new experiences, to participate, learn, present, perform and celebrate achievement. Being part of this conference is a wonderful experience for all involved. There is a fantastic Expo providing information on a wide range of products and services, a variety of Come and Try activities, with presentations and workshops. There were also some great performances including a moving theatre piece about Asylum Seekers....and speaking of performances – for the first time ever, Alkira got to take to the stage and committee members, representing the Wearable Arts group, performed a catwalk extravaganza, highlighting some of the talented artists and programs that we have at Alkira. Well done everyone!

Eight Alkira Client Committee representatives and two staff members attended the conference which had a theme of 'Our Voice'. The costumes were busted out again for the dinner and dance "Garden Party" and a fabulous time was had by everyone.

The Alkira delegates this year were:

Alex Moore, Liz Wilson, Paul Van Leeuwen, Chris Matthews, Bob Burston, Steven Ramus, Cheryl Hendy, James Young

Client Committee Projects (CCP)

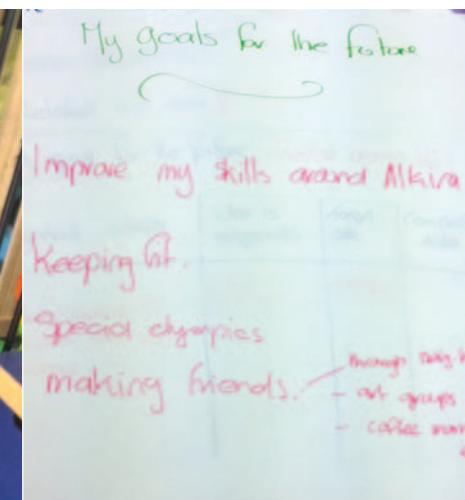
With Alkira celebrating its 60th birthday this year the Client Committee got their teeth into a '5 banner' 'Timeline of Events' display that captured some of the voices of the Alkira family – the people that have attended, supported or otherwise been involved with Alkira over the years. The Client Committee interviewed each other about their time and experiences at Alkira, asked staff members to tell their stories and interviewed some family members who have been with Alkira from way back. Photos, snippets of stories and major changes that have occurred over the years were added. This timeline featured at the "60 years of Awesome" exhibition at the Box Hill Art Centre and was a great point of discussion as guests arrived to the 60th birthday bash at the Box Hill Town Hall.

Report by
Alison Jones,
Client Committee Coordinator

“
We have
the recipe
for another
successful
60 years
”



Services & Outcomes Report



The year of the diamond

The recent 60th anniversary

celebrations afforded an opportunity to reflect on all that has been achieved over the past sixty years. Our celebrations included a spectacular supper dance when generations of clients, parents, Alkira supporters, staff and Board members came together to share stories, laugh and celebrate our diamond anniversary.

However, we cannot be complacent. The risks, challenges, opportunities and decisions taken by previous Boards, staff and clients are as equally relevant today. If we are to continue to flourish we need to be as proactive as our predecessors. Against a background of the approaching National Disability Insurance Scheme, individual support packages, compliance and quality assurance requirements, the challenges while different, are no less demanding.

Over the past twelve months, the Alkira Board have taken some major strategic decisions to position us to meet the organisation's current and future needs.

1. The decision to amalgamate the management of both the Residential and the Training and Support Services was seen as a more efficient and responsive way to meet the challenges outlined above. As many of the issues requiring action cover both services, a more integrated and holistic approach to supporting clients and their families was seen as the best option.

2. The purchase of a property at the corner of Springfield and Springvale Roads will provide an opportunity to create a purpose built facility to replace Market St and Jolimont Rd. It will rationalise and enhance our capacity to meet the changing needs of clients. This modern, accessible, well designed venue will be of huge benefit to both clients and staff.
3. The provision of state of the art IT equipment is indicative of our commitment to provide work experience to those clients who wish to explore this pathway to growth. Strenuous efforts are made to source work opportunities for clients and we have taken advantage of promoting our successes in the local press in the hope that more vacancy notifications will result.

While we keep our eye on the big picture, we don't lose sight of the smaller everyday factors that are our foundation pillars – the people we support, the staff who walk alongside them and their families, who work together to help clients pinpoint their priorities and make a life they want to live. Central to this is Alkira's My Plan process and many clients' have been kicking the goals they want, intersecting with other people, events and places making the last year fun, vibrant and exciting. Our mid year analysis of 105 clients' My Plans

identified 507 *Life Area gaps* in the lives of clients with 'looking after self' (61), 'always learning' (57) having fun' (51) 'building relationships' (44) and 'being independent' (41) seen as the most common gaps. To address these gaps and assist clients with their goals, 328 *Action Agreements* were developed in the life areas of 'looking after self', 'always learning', 'having fun', 'being independent', and 'doing valued work'. These action agreements meant the staff of the Training and Support Services were responsible for completing over 235 *tasks* to help clients progress and achieve the outcomes they wanted from their My Plan. Our Residential Services were responsible for assisting the clients attain their goals with over 92 *tasks* to be actioned within the houses. Midway through the year, 76 *My Plan* goals had been achieved and 246 *had been partially achieved*. A small number of these individual goals achieved are illustrated in the following paragraphs. They are a tribute to the work of clients, staff, volunteers, families and Alkira's supporters this year.

The management and staff at the Melbourne & Olympic Parks Trust (MOPT) have been generous in their support of Alkira – providing work experience for clients, tickets to sporting events and concerts at their various venues which have been amazing experiences for many. The Trust have embraced and collaborated with us in all that we are attempting



to achieve. A thrilling example of this has been Jonah Krithawng's work experience. Jonah, a student of our Momentum Pathways service embarked on an eight-week placement with MOPT's horticulture team, working across the precinct's 40 hectares including internationally renowned venues Rod Laver Arena, AAMI Park and Hisense Arena. The placement certainly helped to broaden Jonah's horizons, fostered independence and assisted him to understand work ethic and workplace expectations in a world class environment. Jonah said "I was really excited when I found out I'd be working in the sports area and gardens. I'm very happy to have this opportunity."

Ruth Walker's passion for live musical shows saw her travelling to the city with a staff member from her house, sampling Melbourne's café culture en route, buying tickets and including her parents in the plan to see the production of the "King and I".

Abbey Harrison's goal was "to make valuable contributions to my new home". Abbey moved into her new home at Gracefield Drive in July last year and has had a wonderful influence on the atmosphere in the house. Simone Theobald (House Supervisor) talks about some of them saying, "Abbey has contributed her gift of laughter; her amazing sense of humour puts a smile on everyone's face. Abbey works as part of the team, completing her share of the household chores – setting the table for breakfast and dinner, cooking Monday night dinner – a tuna pie or rissoles and makes everyone scrambled eggs on

Tuesday mornings." It is also Abbey's humanity that has shined through and people talk about how supportive and encouraging she is in times of need and how she shows such heartfelt concern for others.

Seemingly small steps that are making a big difference in other people's lives – David LoRizzo's goal of travelling to Thurston St independently 3 times a week is helping his mobility. Thomas Blake's wish to go swimming once a month is supported by his mother who shares the transportation with staff. Steven Zarezky's desire to go Horse Riding was achieved through his choice of programs in the day service. Chris Ridley has been putting a lot of effort into maintaining his health and is seen regularly walking to Market St along Shady Grove chatting with staff.

Mark De Groot's interest in always learning has meant he has been busy with various art/craft and woodwork projects. Mark and Chris Hartrup (volunteer) worked together to restore the outdoor furniture from his house, Willandra. Mark's hard work and sense of satisfaction was very evident when he and Chris proudly returned a set of beautiful, "new" wooden furniture. Edmund Chung (House Supervisor) recounted how "everyone was so excited and proud of Mark's talent" adding that Mark wants to find another furniture restoration job as part of his next MY PLAN review.

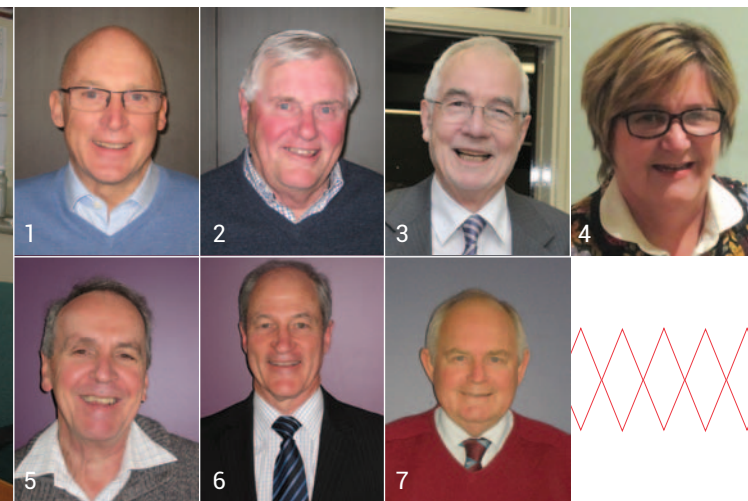
Louise Kingston (Manager-Individual Community Options) was reminded this year that "work place culture is the key" to assisting people successfully

reach for their goals. Sarah Laycock sat with the significant people in her life in her My Plan meeting this year and announced "I would like to explore work experience opportunities. Some ideas I may like to try are – packaging shelving". After many phone calls and approaches to businesses in Sarah's local area, Louise recounts the one that stood out, "I could tell by her voice that she was young, extremely competent and when Sarah and I met her, she made an immediate impression!". It was Leah, the Manager of NQR Grocery Supermarket in Boronia who directed all her conversation to Sarah, confidently introducing Sarah to staff, making sure Sarah's disability did not get in the way of her work experience placement. Leah's approach towards Sarah went 'viral' and everyone treated her the same way. Sarah started tidying the shelves, bringing the stock to the front and within two hours all the staff were abuzz, commending Sarah and congratulating her on her work. The second Tuesday came around – Sarah was stocking the shelves, the third Tuesday Sarah was running the show! Whenever I walked into the store, all the staff knew where and what Sarah was doing for the day. This doesn't happen in many supermarkets!! After the seven week placement was about to finish, I made contact with Leah and asked if there was any chance Sarah could get a job there in the future. Leah's response was "I was about to ask you same thing, but I just need to get Regional Management and HR approval". While Sarah waits for news, I am pleased to say after 20 years in the disability field, attitudes are changing 'out there!'

In my new role of having the overview of all Alkira services to clients, I am convinced we have the recipe for another successful 60 years if we continue to:

1. Listen to clients and their families; capturing client's goals and desires, focussing our energies on assisting them to achieve the outcomes they want
2. Attract and keep staff who are passionate, talented and committed making a positive difference in the lives of our clients and supporting clients to achieve their goals
3. Have clients, families and carers who value our services enough to compliment our efforts, but equally as important, trust that we will listen and take action when they are not satisfied and want us to do better.

Report by
Diane Fitzmaurice
Manager – Services & Outcomes



Good will and tangible support

2014 has been a year of celebration for Alkira's 60th Birthday and the Alkira Foundation has concentrated on support of celebratory activities.

Foundation Dinner 1st May

75 Foundation members enjoyed a convivial dinner at Box Hill Institute's Fountains Restaurant. In thanking all present for their contributions and pledges Alkira Foundation President Peter Harrison reinforced the need for the Foundation to grow, supported by Foundation members Tony & Helen O'Brien and Prue Dale.

Guest speaker was Dr Sally Cockburn (TV and radio's 'Dr Feelgood') who gave a spirited talk on the importance of carer wellbeing and in doing so shared personal anecdotes that touched everyone present with their relevance to their own experiences.

Function of the Alkira Foundation Board

The Function of the Alkira Foundation Board is to assist the Alkira Board of Management (through policies developed by the Fundraising Committee) by developing and

implementing plans for the Foundation and by recommending major funds investment to meet Alkira's long term requirements. It is proposed that the Alkira Foundation Board reports formally to the Alkira Board of Management quarterly and at other times when requested or considered necessary, and meets as often as required in accordance with their planning.

As at 30th June 2014 funds held by the Alkira Foundation reached \$1,000,567 and future commitments (bequests) to the Alkira Foundation number 17.

Our desired target for combined cash donations and future commitments through pledges and bequests remains at \$14 million by 31st December 2018, with intermediate targets concentrating on bequests that will co-exist with more immediate cash targets required to meet the capital costs associated with the anticipated Springfield/Springvale Roads building program.

We trust that the growing awareness of the Foundation's benefits to our sons and daughters and to Alkira itself will encourage others in the Alkira community.

Support from the Community

We appreciate the good will 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 our staff and volunteers much assistance in the delivering of services and outcomes:

- Training Kitchen Upgrade – This project continues with a decision to upgrade the Canteen kitchen to a commercial kitchen, and convert the existing training kitchen to provide six individual preparation and cooking spaces.
- Rotary Club of Box Hill \$2,000 for an industrial microwave and bench, two rice cookers and a blender. The Rotary Club of Box Hill has also generously made a commitment to \$40,000 over two years that will see the kitchen project completed.
- Helen Macpherson Smith Trust \$22,215 for laptops for Momentum–Pathways. These additions to learning aids have provided students with much needed dedicated learning time.
- 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. \$4,109 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.
- Bendigo Community Bank. A variety of encouragement and support.
- Rotary Club of Box Hill Central. Involvement in the Whitehorse Charity Golf Day that led to a donation of \$5,400.
- Rotary Club of Mont Albert & Surrey Hills. General assistance including a donation of \$1000.
- Australian Federal Government volunteer grant \$4,317 for shelving for the Alkira Opportunity Shop.
- Box Hill Institute. Pro bono support that interfaces with Alkira activities, notably Momentum and 60th Birthday activities.

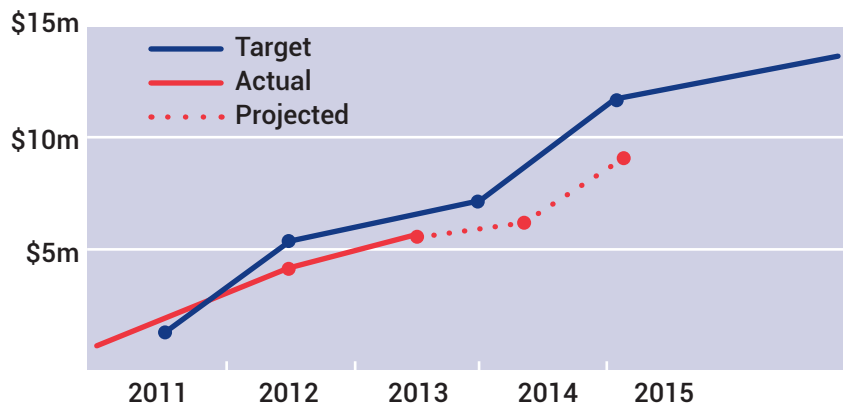
Golf Day

At the invitation of The Rotary Club of Box Hill Central, Alkira once again entered teams for the annual Whitehorse Charity Golf Day and Dinner Auction held at Box Hill Golf Course. Two teams represented Alkira; one sponsored by Valiant Press, led again by Co-Director Shane Dummett and one from Alkira. We received \$5,400 from the proceeds of the day.

Alkira at the Movies

This year as part of Alkira's 60th Birthday celebrations, Alkira at the Movies will be held later in the year in December and will have a 1954 theme. The main movie chosen is White Christmas, first released in 1954, starring Bing Crosby, Danny Kaye, Rosemary Clooney and Vera-Ellen and music by Irving Berlin. Supporting features will also represent news and comedy of 1954.

Report by Bob Slater Manager – Fundraising & Community Relations



The Alkira Foundation Board (pictured opposite top)

1. Peter Harrison (Chair)
2. Warrick Mitchell
3. Ron Walker
4. Jennifer Coburn
5. Matthew Ety-Leal
6. Ray Cranwell
7. Bob Slater (Secretary)



Volunteers Report



The Desire To Make A Difference

In A Changing World, One Thing Isn't Changing – The Desire To Make A Difference

Cars that drive themselves are now being trialed. Companion robots are already in service. You can easily buy computer glasses that tell you where you are, take photos and transmit live video. Technology and the internet-of-things means we're truly in the digital age. But even with all the amazing gadgets around us, the "human touch" is still what makes the biggest difference – people connecting directly with people. Here are just some of the wonderful examples of the way our Volunteers have been making a difference in the lives of the people who use Alkira's services...

Chris Hartrup & Mark De Groot

Chris is a retired secondary teacher and had some time on his hands. Mark wanted to take on a large personal challenge in his Woodwork Program. Mark decided he would restore Willandra's very weather-worn outdoor setting and Chris assisted Mark over several months to complete the project.

Belinda Tu & Leanne Siu

For a very long time Leanne has felt the lack of not being able to communicate in her first language – Cantonese. As luck would have it, on the day Belinda arrived for her volunteer interview, Leanne was in the foyer. Leanne approached Belinda, greeted her in Cantonese and you can

imagine Leanne's joy when Belinda replied in the same language. The bonding was instantaneous and now Belinda accompanies Leanne in all her Programs one day a week.

Saeed Shamaee & The Recreation Service

Back home in Iran, Saeed has a disabled brother who lives at home with his family. The level of support available for the disabled in Iran is extremely limited and the level of social shame associated with disability is high. Out of his deep love for his brother, Saeed sought out an opportunity in Melbourne to give volunteer service to a disability organization – and chose Alkira. Saeed assists in the Recreation Service and says that he is inspired by the way Alkira clients are encouraged to live their lives to the full.

Ian Hampton & The Serpentine Street Garden

The garden at Serpentine St has been a project-in-progress for some time – occasionally one step forward and two steps back, with drought and theft taking their toll. However we now have a regular gardener in Ian Hampton who gives his time each month to keep the weeds down and ensure everything keeps growing. There is no question that a well-presented environment has a beneficial effect on the people (both staff and clients) who use the Serpentine St facility.

Chris Prandi & The Op Shop Mini-Army

The faaabulous team in the Op Shop lead by the irrepressible Chris Prandi have transformed Alkira's basement into an astoundingly attractive "recycle boutique". Officially rated by The Age as one of Melbourne's best Op Shops, business is booming thanks to the tireless efforts of 25+ people that give their mornings and afternoons so regularly – some having done so for many, many decades. Thanks also to Dave Willett who letterbox drops the Box Hill area every month promoting the Op Shop.

And many more...

Then there's Mander Li who provides computer usage support to the Momentum students, Tim Robertson who assists with Indoor Games, Rachel Kay who assists in Workskills, Wendy Salisbury who supports Carolyn Thomas, Annette Kiernan who supports Cheryl Hendy, Momentum/Pathways and works in the Op Shop, Tim Lawrence who assisted Family Forum with their DVD project...

Thank you, thank you to all our Volunteers who make such an enormous difference. We couldn't do what we do without you. If you happen to know someone who might like to join this collection of wonderful people, email our Volunteers Co-ordinator at s.nette@alkira.org.au or contact Simon Nette on 9890 1365.

**Report by
Simon Nette
Volunteers Coordinator**



“
The human
touch is still
what makes
the biggest
difference
”

“
Keeping
the spirit
of the Alkira
family
alive
”



Recreation Report



New experiences and fun

The Alkira Recreation Service offers individuals many opportunities that they may not otherwise be able to experience – to see friends, meet new acquaintances and at the same time have some fun.

Activities continue to have a lot of variety such as sporting events, international shows like Disney on Ice, multicultural festivals, local theatre productions, dining and musical events. Client have participated and embraced many of Melbourne's multicultural festivals, celebrating their cultural backgrounds and learning about different cultures. Visiting new restaurants has meant people can experience food from around the world.

New activities are balanced with the regular favourites such as Oakleigh Disco, Movies and Ten Pin Bowling.

The Melbourne & Olympic Parks Trust has continued to choose us as their community partner. This wonderful liaison has resulted in services users having the opportunity to attend several great events: The Australian Open, Michael Jackson, Cirque Du Soleil, One Direction 2013 World Tour, Andre Rieu and the Waltz Goes on Tour. Melbourne & Olympic Parks generosity has also enabled parents to have the opportunity to be part of some of the events. It was a real joy to see the families interacting together and having such a good time.

A new 'friendlier format' template was created for our recreation calendar to make it easier for participants to use and we also included a section for people to suggest other activities they would like us to arrange. It is a delight to see these new ideas included in the calendars and see the level of interest grow.

Holidays are always a success and the high level of interest just gets bigger. This year we went to Echuca & Moama in August, to Mansfield in January and to Tootgarook in June. They were great holidays with very positive feedback received via complimentary letters and thank you cards from participants and their families.

During the year the Recreation Coordinator, Susanne Davis, resigned and I have been relieving in this role. Recreation Officers, Shereen Hook and Sarah Barker share the delivery of recreation activities. Both make a huge contribution to the quality of the recreation service, giving us very precise feedbacks and suggestions for improvement and establishing great partnerships with parents and carers. We also now have ten valuable volunteers assisting in our recreation activities, four of whom are parents of Alkira service users and one a staff member's mother. It's so wonderful to see the involvement of families who are contributing to the success of our service and keeping the spirit of the Alkira family alive.

We are all looking forward to some more exciting experiences in the year ahead.

**Report by
Vera Moreira
Recreation Coordinator**

Volunteers & Acknowledgements

Volunteers

Aaron Bettles
Adrienne Murray
Alexis Trump
Annette Kiernan
Basil Richardson
Belinda Tu
Bev Hoban
Bev Mallows
Bev Ridley
Bradley Davis
Carolyn Shelley
Chelsea Fry
Chris Hartup
Chris Kerr
Chris Prandi
Chunlan Yang
Chuuee Tan
Colleen Reese
Corrie De Groot
Diane Bassett
Dianne Hardidge
Dolores Cowell
Donald Hardidge
Dorothy Conway
Dorothy Ramus
Edward Sen
Elizabeth Curran
Graeme Cross
Ihnn Choi
James Infantino
Janet Tung
Jessica Frasca
Jillian Faulkner
Jim Dunn
John Dennemoser
John Nugent
June Charlesworth
Karen Ling
Kate Conroy-Welby
Kath Curtain
Ken Sprake
Lionel Bennett
Lois Quick
Lou Lee
Luciana Bucci
Maara Serwylo
Mander Li
Margaret Chapman
Margaret Jackson
Margaret Miller
Marianne Bray
Marina D'Monte
Meaghan Adams
Mina Gadze
Moana Strauss
Muriel Pickering
Nancy Cross
Neiliya Arnolda
Nevena Atanassova
Rachel Kay

Raj Sen
Renee Starick
Robyn Jessup
Roma Dale
Rosemary Forster
Sabatino Bucci
Saeed Shamaee
Sue Dodds
Susan Toohey
Tal Rotbart
Tara Bethune
Tim Robertson
Timothy Lawrence
Urania Michaelides
Valerie Kendall
Vicki Britten
Wendy Salisbury
William Wang

Trusts, Foundations, Grants & Community Groups

Alkira Opportunity Shop	\$26,612.00
Helen McPherson Smith Trust	\$22,215.00
Norman, Mavis & Graeme Waters Perpetual Charitable Trust	\$10,000.00
Flora & Frank Leith Charitable Trust	\$10,000.00
Rotary Club of Box Hill Central	\$5,400.00
Department of Families Housing Community Services and Indigenous Affairs	\$4,317.00
Whitehorse Community Chest	\$4,109.00
The William Angliss (Victoria) Charitable Fund	\$3,000.00
Rotary Club of Box Hill	\$2,000.00
Rotary Club of Mont Albert & Surrey Hills	\$1,000.00
Berkovic-Fraenkel Trust	\$28.00

General Donations of \$1,000 and Above

Mr JG Reynolds	\$ 1,500.00
Melbourne Playing Card Collectors	\$ 1,300.00
Mr N & Mrs D Bassett	\$ 1,150.00
Miss B Dingle	\$ 1,000.00
Mr K Lim	\$ 1,000.00
Ms Vicky Milner	\$ 1,000.00

General Donations of Less than \$1,000

Ms S Ayre
Mr L Ashburner
Mr P & Mrs M Bateman
Mr FM Bezemer
Mr D Bird
Ms S Bowden
R & B Boyd
Mrs B Brooks
Mr P Brown
Mrs J Bryans
Mrs N Burkitt
Mrs G Butler
H Butler
J Butler
J Butler & O Tohi
Mrs N Cain
Ms S Callinan
Mr C Carrington
Ms X Chen
Dr P & Mrs H Clarke
G & J Clarke
Mrs J Clarke
Mr A Collinson
Ms J Cope
Mr CG Cousins
Mrs M Craig
L & L Davey
Mr A & Mrs C De Groot
Ms F Dickson
Ms M Fairweather
Mrs P Feast
Ms D Fitzmaurice
Mrs M Fortino
Ms M Fry
Mr FJ Glynn
Mr M & Mrs J Grant
Mrs H Heriot
Mrs W Hirst
Mr C & Mrs L Hogan
Miss J Jennings
Mr K Jones
Mrs J Jones
Mr P Kinchington
Mr D Kneen
Mrs J Lawson
Ms J Lean
Mr K Lee
Mrs M Lee
Mrs R Lee
Mr E Leydon
Mr M Lindsay
Louis Economy Shop
Mr T Luxton
M Martawi
D & A Mason
Miss M Massoud
Mr D McDonald
Ms A McKellar
Mr G McLachlan

Mr W Mitchell
Mrs M Muldoon
Mrs T Nicholls
Mr A Noud
Mrs A O'Brien
Mr C Pantlin & Jess Hennell
Mr G Pantlin
K & T Parke
Mr A Parkinson
Mrs B Paton
Mr V Pilkington
Ms M Provis
Ms D Ransome
Mrs C Reese
Mrs J Richard
Mrs A Richards
Ms A Robertson
Mr W & Mrs M Robinson
Mr K & Mrs B Rose
Mr G Rowland
J & C Saunderson
Mrs B Sharp
G & A Simmons
J Simpson
Mr R & Mrs R Slater
Special Olympics Victoria
Mr & Mrs Swan
Mr D Tassone
Ms M Thorley
Townsend's Plant Farm
& Free Range Eggs
Mr N & Mrs G Trembath
Mr E Troulos
Mr R & Mrs H Walker
Mrs J Walker
Ms J Webster
Ms S White
Mr N Wilkinson

Alkira Foundation

Mrs G Bouchier
Mrs J Bryans
Sen, Mr Edward
Mr E & Mrs F Exell
Ms G Guest-Marinis
O'Brien Charity Trust

In Memoriam Gifts

During the year several families on the passing of their loved one, request donations be made to Alkira in lieu of flowers. We thank these families for thinking of us at a time of great loss and sadness.
Mrs Helen D'Elton
Mr Ken Pantlin
Mrs Olive Collinson
Mr Norman Butler

Keeping the Memory Alive

We thank the families of the following people, who kindly gave to Alkira in loving memory of their loved-one who passed away in years gone by.

Mr Ian Collinson
Mr Jack E Fitzmaurice
Mr Giuseppe Fortino
Mr Darryl Hawksworth
Mrs Dorothy Jenkins
Mr Noel Jones
Mr Graham Reese
Mr Merv Reese
Mr Neale Wilson

Anonymous Donors

Each year, Alkira has many financial donors who, for a variety of reasons, wish to remain anonymous. We thank all of our anonymous donors for their support over the 2013/2014 year.

Business & Community Groups

Alkira Parents & Friends Social Group
All Smiles Café, East Ringwood
Anytime Fitness, Box Hill
Aughtersons Solicitors
Bakers Delight, Box Hill
Balloons! Parties! Hire!
Bellbird Hospital
Big W, Box Hill
Blue Cross – Springfield
Aged Care Service
Bob Stewart Menswear
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
Chinese Catholic Community
Choclatte, Camberwell
City of Whitehorse
Convent Bakery – Abbotsford
Dan Murphy, Bulleen
Dick Smith Electrics, Box Hill
DVJS
Em Jay Café, East Ringwood
Epworth Hospital
ExxonMobil Pty Ltd
Fairfax Community Newspapers
Flight Centre, Box Hill
Frame City
Freemasons Maroondah District 115
Freemasons Malvern Masonic Lodge
No. 121

Gloria Jeans, Box Hill
Goodman Fielder
Goodstart Early Learning Centres –
Box Hill
Harris Scarfe, Box Hill
Italy 1 Restaurant, Camberwell
Leader Community Newspapers
Mackinnon, Jacobs, Houghton & Irving
Madras Link
Marina Bar & Bistro
Melbourne & Olympic Parks Trust
Mont Albert Florist
Muffin Break, Box Hill
Nadrasca Business Services
Novo Shoes, Brooklyn
Palace Cinema, Balwyn
Platform 3 Restaurant, Box Hill
Puffing Billy Railway
Reading Cinema, Chirnside Park
Rokat Design
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
Salena Cellars, Balwyn North
Saporito Restaurant, Tunstall Square
The Avenue Neighbourhood House
United Way Melbourne
Valiant Press
Village Cinemas
Visual Heritage
Wattle Park Primary School
Whitehorse Business Group
Whitehorse Community Chest
Whitehorse Community Health Services
Whitehorse Leader
Willandra Auxiliaries
Woolworth Supermarkets
Zesta Kitchens

Treasurer's Report

June 30, 2014

It is a pleasure to present the Treasurers Report on the June 30, 2014 Financial Statements. This is indeed a real honour as we celebrate 60 years since our foundation!

The deficit for the year was \$80,146. At first glance this looks disappointing when compared against the surplus for the corresponding period in the previous year of \$194,220. The main factors causing this change in our operating performance are as follows:

- Our Residential Services had an increase in operating deficit of \$84,632. This was in large caused by lower than expected revenues as a result of vacancies in 2 of our residential units during the year. It needs to be remembered that all of the "fixed costs" of providing residential services continues when there are long periods of vacancies. In addition, we were also required to increase staff coverage in some houses due to individual residents needs as a result of health and ageing conditions.
- Lower investment income of \$156,102. This can be attributed to the fact that we outlaid \$1 million to purchase land on the corner of Springfield and Springvale roads for future use. Further, our investment portfolio achieved lower investment returns in the year as a result of the general decline in interest rates experienced more broadly in Australia.
- Lower Donation and Bequest income of \$91,609.

It is pleasing to report that our Training and Support Service continued to reduce its operating deficit by \$48,287 to \$300,068 in the 2014 year.

Despite our overall operating deficit, it is pleasing to report that the Cash Generated from Operations for the 2014 year was positive to the extent of \$627,162. This is up on the previous year by \$161,369. In large part this is due to the careful monitoring of our operating performance to ensure we lock in cost efficiencies where we can without sacrificing the services to clients.

As I mentioned earlier in this report, the 2014 year saw us embark on the initial outlay of \$1 million to secure land on which we can build "best in class" facilities for present and future clients. Whilst the total project cost for this, including the purchased of land, will be in excess of \$2.3 million, we can plan for this with confidence given the fact that Alkira is financially secure and we can rely on some financial support through capital fundraising.

As the Chair of the Alkira Foundation it is pleasing to report that we have grown the Foundation corpus to a size of a little over \$1million...up by nearly \$300,000 from the previous year. This is indeed a wonderful result and an important milestone and I thank all of those who supported the Foundation throughout the year.

As I have said in many occasions and in past Treasurer's reports, Alkira is indeed fortunate to be in a very sound financial position to respond and tackle the challenges ahead. This is particularly true now as we deal with the issues relating to the planned introduction of the Federal Government's National Disability Insurance Scheme (NDIS). The Board together with the Management Team (led by Ray Cranwell) have been carefully looking into the short term and longer term impacts this new Scheme will have on Alkira and of course, the people involved in our services. From our perspective it seems that our strong financial position gives us greater flexibility in dealing with the new service models that will evolve as this new scheme rolls out.

From a personal viewpoint, I would like to thank Ray Cranwell and his dedicated team for their help and support over the past year in leading us through this initial period of change. I would also like to thank all on the Board who have given their time freely for Alkira particularly as we celebrate our 60th birthday.

Finally thanks to all who have supported Alkira over the past year and since our foundation in 1954. Your generous support has provided us with the opportunity of giving all those who are involved with Alkira the very best services and facilities on which meaningful lives can be built.

**Report by
Peter Harrison
Treasurer**

Independent Auditor's Report

To the members
of Alkira Centre,
Box Hill

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 2014, 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 2014 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

19th day of August 2014

Statement of profit or loss and other comprehensive income
for the year ended 30 June 2014

	Note	2014 \$	2013 \$
REVENUE			
	2	7,111,055	6,864,776
EXPENDITURE			
Salaries	3	5,261,144	5,005,143
Maintenance		115,597	85,022
Client Allowances		38,131	37,626
Provisions Food & Cleaning		118,665	138,151
Materials & Loose Tools		12,253	14,524
Electricity & Gas		47,314	36,226
Rates		17,910	6,373
Superannuation		432,577	387,270
Insurance & Workcover		124,702	100,484
Audit Fees		8,100	6,000
Printing & Stationery		24,822	24,323
Long Service Leave		94,756	36,935
Transport Fuel & Maintenance		155,926	158,109
Other Running Expenses		415,266	294,446
Depreciation	7	324,038	339,924
		7,191,201	6,670,556
Total comprehensive income attributable to members of the entity	4	(80,146)	194,220

Statement of financial position
as at 30 June 2014

	Note	2014 \$	2013 \$
CURRENT ASSETS			
Cash	5	4,225,639	4,701,926
Receivables	6	89,443	47,743
Total Current Assets		4,315,082	4,749,669
NON CURRENT ASSETS			
Property, Plant and Equipment	7	4,702,167	3,923,435
Total Assets		9,017,249	8,673,104
CURRENT LIABILITIES			
Creditors	8	589,416	201,257
Employee Benefits	9	620,110	833,938
Total Current Liabilities		1,209,526	1,035,195
NON CURRENT LIABILITIES			
Employee Benefits	9	244,524	-
Total Non Current Liabilities		244,524	-
Net Assets		7,563,199	7,637,909
EQUITY			
The Alkira Building Fund	10	2,000,000	2,000,000
Alkira Foundation	10	1,000,567	718,282
Accumulated General Fund	10	4,562,632	4,919,627
Total Equity		7,563,199	7,637,909

The accompanying notes form part of these financial statements.

Statement of changes in equity
for the year ended 30 June 2014

	General Fund	Alkira Building Fund	Foundation	Total
	\$	\$	\$	\$
Balance at 30 June 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

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

Statement of cash flows
for the year ended 30 June 2014

	Note	2014 \$	2013 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Contributions (members) received		501,442	516,904
Grants (state) operating received		6,239,549	5,862,143
Donations received		211,302	302,910
Payments to suppliers and employees		(6,423,289)	(6,467,211)
Interest (unrestricted) received		98,158	251,047
Net cash generated from operating activities		627,162	465,793
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		14,210	(351)
Purchase of property, plant and equipment		(1,117,659)	29,104
Net cash used in investing activities		(1,103,449)	28,753
Net increase in cash held		(476,287)	494,546
Cash and cash equivalents at beginning of financial year		4,701,926	4,207,380
Cash and cash equivalents at end of financial year	5	4,225,639	4,701,926

The accompanying notes form part of these financial statements.

Notes to the financial statements
for the year ended 30 june 2014

Note 1
Summary of significant
accounting polices

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.

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

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

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

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

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

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

(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.

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).

d. 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.

e. 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 provisions 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.

f. 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.

g. 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(e) for further discussion on the determination of impairment losses.

h. 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.

i. 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.

Note 2
Revenue and other income

	2014 \$	2013 \$
SERVICES		
Training & Support Service		
Government Grants	3,773,612	3,509,580
Production & Program Revenue	82,559	67,764
Training Support & Transport Fees	242,680	175,891
Miscellaneous Income	1,472	-
Profit on Sale of Assets	10,205	-
	4,110,528	3,753,235
Residential Service		
Government Grants	2,465,936	2,344,012
Accommodation Fees	190,627	181,620
Miscellaneous Income	962	-
Profit on Sale of Assets	4,005	-
	2,661,530	2,525,632
Other Revenue		
Investment Income	126,897	282,999
Donations & Bequests	211,301	302,910
Miscellaneous Income	799	-
	338,997	585,909
	7,111,055	6,864,776
Total Revenue		

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

k. 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.

l. 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.

New and Amended Accounting Policies Adopted by the Association

Employee benefits
During the year, the association adopted AASB 119: Employee Benefits (September 2011) and the relevant consequential amendments arising from the related Amending Standards.

For the purpose of measurement, AASB 119 (September 2011) defines obligations for short-term employee benefits as obligations expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related services. In accordance with AASB 119 (September 2011), provisions for short-term employee benefits are measured at the (undiscounted) amounts expected to be paid to employees when the obligation is settled, whereas provisions that do not meet the criteria for classification as short-term (other long-term employee benefits) are measured at the present

value of the expected future payments to be made to employees.

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, adoption of AASB 119 (September 2011) did not have a material impact on the amounts recognised in respect of the association's employee provisions. Note also that adoption of AASB 119 (September 2011) did not impact the classification of leave entitlements between current and non-current liabilities in the association's financial statements.

AASB 119 (September 2011) also introduced changes to the recognition and measurement requirements applicable to termination benefits and defined benefit plans. As the association did not have any of these types of obligations in the current or previous reporting period, these changes did not impact the association's financial statements.

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 3

Key management personnel compensation

The totals of remuneration paid to key management personnel (KMP) of the association during the year are as follows:		
	2014	2013
	\$	\$
Key management personnel compensation	287,228	267,417

Note 4

Expenses

	2014	2013
	\$	\$
Training Support Service	(300,068)	(348,355)
Residential	(122,928)	(38,296)
Net Operating Surplus (Deficit)	(422,996)	(386,651)
Investment Income	126,897	282,999
Donations & Bequests	211,301	302,910
Profit / (Loss on Sale of Assets)	14,210	(351)
Non Operating Expenditure	(9,558)	(4,687)
Non Operating Revenue / (Expenditure)	342,850	580,871
Total comprehensive income attributable to members of the entity	(80,146)	194,220

Note 5

Cash and cash equivalents

	2014	2013
	\$	\$
Cash on Hand	4,250	4,750
Cash at Bank	719,516	240,656
Short-term investments – bank deposits	3,501,873	4,456,520
Cash and Cash Equivalents	4,225,639	4,701,926

The effective interest rate on short-term bank deposits was 4.17% (2013: 4.5%); 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	4,225,639	4,701,926
---------------------------	----	-----------	-----------

Note 6

Accounts receivable and other debtors

	2014	2013
	\$	\$
CURRENT		
Debtors	45,397	24,711
Sundry Debtors	18,854	3,895
Prepayment	25,192	19,137
Total current accounts receivable and other debtors	89,443	47,743
Financial assets classified as loans and receivables		
Accounts receivable and other debtors:	89,443	47,743
Total current accounts receivable and other debtors	13 89,443	47,743

Note 7

Property, plant equipment

	2014	2013
	\$	\$
Land & Building:		
At cost	6,799,530	5,936,076
Accumulated depreciation	(2,680,439)	(2,475,923)
	4,119,091	3,460,153
Motor Vehicles:		
At cost	944,207	858,618
Accumulated depreciation	(799,776)	(731,714)
	144,431	126,904
Furniture, Equipment:		
At cost	1,106,590	937,974
Accumulated depreciation	(667,945)	(601,595)
	438,645	336,378
Total property, plant and equipment	4,702,167	3,923,435

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 2013	3,460,153	126,904	336,378	3,923,435
Additions	1,003,456	85,588	28,616	1,117,660
Disposals	-	(14,890)	-	(14,890)
Depreciation expense	(344,518)	(53,171)	73,651	(324,038)
Carrying amount at 30 June 2014	4,119,091	144,431	438,645	4,702,167

Note 8

Accounts payable and other payables

	2014	2013
	\$	\$
CURRENT		
Unsecured liabilities:		
Trade creditors	223,703	25,110
Sundry creditors	186,180	20,467
Client overpayments	168,290	144,145
Income in advance	11,243	2,985
GST and Payroll Liabilities	-	-
Grants (state) operating received in advance	-	8,550
Financial liabilities as accounts payable and other payables	589,416	201,257
Financial liabilities at amortised cost classified as accounts payable and other payables.		
Accounts payable and other payables:		
– total current	589,416	201,257
– total non-current	-	-
Financial liabilities as accounts payable and other payables	589,416	201,257

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

Note 9
Provisions

	2014	2013
	\$	\$
CURRENT		
Provision for Long Service Leave	257,250	476,323
Provision for annual leave entitlements	362,860	357,615
Total Current Provisions	620,110	833,938

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.

	2014	2013
	\$	\$
NON CURRENT		
Provision for Long Service Leave	244,524	-
Total Non Current Provisions	244,524	-

Analysis of Employee Provisions – Annual Leave Entitlements
Opening balance at 1 July 2013
Additional provisions
Amounts used
Balance at 30 June 2014

	2014	2013
	\$	\$
	357,615	330,915
	469,483	454,721
	(464,238)	(428,021)
	362,860	357,615

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.

	2014	2013
	\$	\$
ALKIRA GENERAL FUND		
Current year Surplus / (Deficit)	(80,146)	194,220
Prior Year Adjustments	5,214	8,488
Current Year Adjustments	222	390
Accumulated Funds Brought Forward	4,919,627	4,859,111
Transfer to Alkira Foundation	(282,285)	(142,582)
Accumulated Funds Carried Forward	4,562,632	4,919,627

	Alkira Building Fund		Alkira Foundation	
	2014	2013	2014	2013
Cash at Bank	2,000,000	2,000,000	718,282	575,700
The net transfers comprised the following:				
Opening Balance	2,000,000	2,000,000	718,282	575,700
Transfer in	-	-	213,100	108,040
Investment Income	120,000	120,000	69,185	34,542
Transfer out	-	-	-	-
Transfer to General Funds	(120,000)	(120,000)	-	-
Net	2,000,000	2,000,000	1,000,567	718,282

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 2014, 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	2014	2013
		\$	\$
FINANCIAL ASSETS			
Cash and cash equivalents	5	4,225,639	4,701,926
Accounts receivable and other debtors	6	89,443	47,743
Total financial assets		4,315,082	4,749,670
FINANCIAL LIABILITIES			
- accounts payable and other payables	8	589,416	201,257
Total financial liabilities		589,416	201,257

Note 14
Association details

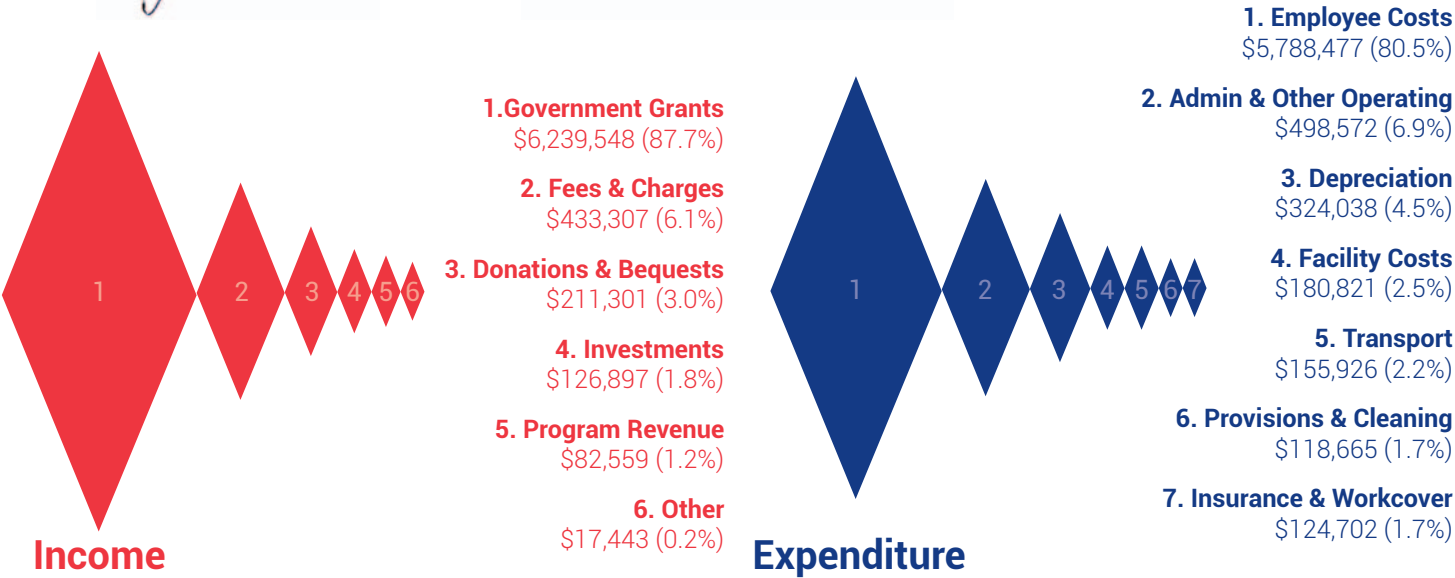
The registered office of the association is: Alkira Centre – Box Hill Inc. 3 Thurston Street, Box Hill Vic 3128. The principal place of business is: Alkira Centre – Box Hill Inc. 3 Thurston Street, Box Hill Vic 3128
Associations Incorporation Reform Act 2012 ss 94(2)(b), 97(2)(b) and 100(2)(b)
Annual statements Give True and Fair View of Financial Position of Incorporated Association
We, June Charesworth, President and Peter Harrison, Treasurer being members of the Committee of Alkira Centre – Box Hill Inc., certify that:
The statements attached to this certificate give a true and fair view of the financial position of Alkira Centre – Box Hill Inc. during and at the end of the financial year of the association ending on 30 June 2014.

Signed:

[Signature]

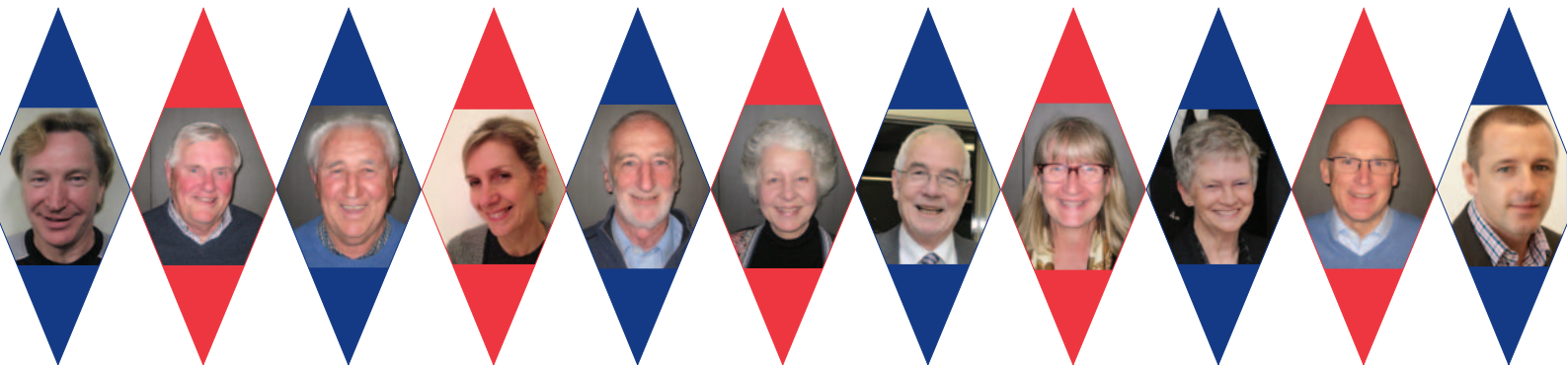
Signed:

[Signature]



Board of Management

Alkira Staff 2014



From Left to Right: Chris Miller, Warrick Mitchell, Don Allen, Ellie Delafield, Gordon Jacobs, June Charlesworth, Ron Walker, Sue Dodds, Diane Bassett, Peter Harrison, Christopher Donohue

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

- J. Charlesworth (chair)
- P. Harrison
- G. Jacobs
- C. Miller

Policy & Planning Committee

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

Training & Support Services Committee

- S. Dodds (chair)
- J. Charlesworth
- W. Mitchell
- D. Fitzmaurice
- R. Cranwell
- G. Dick
- L. Wilson

Residential Services Committee

- D. Bassett (chair)
- D. Allen
- C. Donohue
- C. Miller
- N McPherson
- R. Cranwell
- D. LoRiccio

Fundraising Committee

- C. Miller (chair)
- J. Charlesworth
- R. Walker
- R. Cranwell
- B. Slater

The following have been appointed Life Governors since 1954.

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

- Mrs J. Richard
- Mr K.R. Pantlin
- Mrs O. Wiley
- Mr P.S. Harrison
- Mrs P. Slattery
- Mr A. Collinson
- Mrs H. D'Elton
- 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

Past Presidents

- | | |
|------------------------|-----------|
| Cr Leslie R. McCredden | 1955 |
| Mr Alf Race M.B.E. | 1956—1976 |
| Mr John Ingoldby | 1976—1979 |
| Mr Russell Craig | 1979—1985 |
| Mr Ken R. Pantlin | 1985—1992 |
| Mr Des G. Ridley | 1992—1997 |
| Mr Merv Reese | 1997—2002 |
| Mr Warwick Robinson | 2002—2008 |
| Mr Ron Walker | 2008—2012 |

ORGANISATIONAL SUPPORT

Chief Executive Officer

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

Accountant

Mr Chris Griggs, 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, Dip. Commerce, Cert III Bus. Admin
Ms Dannielle 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,

Information Technology Co-ordinator

Mrs Jennifer McIver, BSc Hons, Cert IV Training and Assessment

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 Reese

Drivers

Mr Robert Höglund
Mr. Rodney Mason
Mr Ian Poustie
Mr Russell Williams, Cert IV Disability Work, Cert II Health Services Assistance

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.

Individualised Planning Co-ordinator

Ms Jill Gurlach, Grad. Dip Learning and Teaching; Dip App Science (Nursing)

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

Program Manager (Acting)

Ms Lyndi Nuthall, Cert IV Disability

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 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

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 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
Ms Trish Hall, Cert III Community & Health Services (personal carer)
Ms Nicole Harris Dip Teaching (Primary); Grad. Dip Special Education
Mr. John Hosking, Cert. IV Disability
Ms Alison Jones, Diploma in Health and Social Care
Ms Sally Jones, Cert. IV Disability; BA Textile Design; Dip Visual Arts,
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 Emma Macreadie, Cert III Aged Care
Ms Elaine McMurtrie, B.Ed.; A.C.R.A.C.S.
Mr Tim McDonald, Cert IV Disability
Ms Sophie Meeth, BA Communication; Grad. Dip Teaching and Learning
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
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 Certificate
Dip. 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
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

RESIDENTIAL SUPPORT SERVICES

House Supervisors

Ms Danielle Nayna, BA App. Sc. (Disability Studies)
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
Mr Vishal Bhasin; BA Psychology and Economics; Cert IV Disability
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
Mrs Angela Grosdoui, Cert IV Community Services(Disability Work)
Ms Susan O'Brien, Cert. IV Disability Work
Ms Simone Theobald, BA Applied Science, Disability Studies.

Practice Leader

Ms Jessica Hallinan, Cert of Achievement, Foundations of Psychology

Support Staff

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
Mr Vinod Chittinappilly Paulose, Cert III Aged Care
Mr Andrew Chuah; Cert. IV Disability Work
Mr Tat Hong (Edmund) Chung, Cert. IV Financial Services; Cert. IV Disability Work
Ms Heather Corrie, Cert IV Disability Work
Ms Judith Cox, Dip. Teaching; Dip. Shiatsu and Oriental Therapies
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
Mr Chris Gurrie, Cert. IV Disability Work
Ms Kathryn Hay, Cert IV Disability
Mrs Patricia Larkin, Advanced Cert Habilitate Education
Ms Baljit Kaur, Cert. IV Community Services (Disability Work)
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 Yvonne See, BA Social Work; Cert III Community Services (Aged Care Work)
Ms Catherine Spencer, Cert. IV Community Services; Dip Community Services
Mr John Trinello, Cert. IV Disability Studies; Dip. Community Services (Disability Studies)
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

Anthony Bechaz
Wendy Carroll
Clement Chook
Nicoletta Con
David LoRicco
Rebecca O'Brien
Neil Warry
James Young
Vincent Aulich
Joyanne Banks
Andrew Chuah
Judith Cox
Carol Cramer
Trish Hall
Robert Höglund
Arathi Rathakrishnan
Catherine Spencer
Sue Dodds
Bev Jacobs
Chuuue Lim
Ken Sprake

10 YEARS

Daniel Hosking
Kar-Ho Lee
Edmund Leydon
Emily Lim
Carmelo Nasello
Ching Wan
Sue Cornelius
Cheryl Mullens
Garry Webster
Don Allen
Rachel Kay

15 YEARS

Rhys Bassett
Darren Bray
Cory Gunasekera
Alex Moore
Donald Nicol
George Bahita
Tara Waghorn
Lisa Wilson
Chris Prandi

20 YEARS

Patrick McCabe
Doug Woods
Marina D'Monte

25 YEARS

Greg Walker
Katrina Carroll
Kath Curtain

30 YEARS

Cheryl Hendy
John Nugent

35 YEARS

Peter Harrison

40 YEARS

Ellen Montgomery
Barbara Neale

45 YEARS

Barry Jones

50 YEARS

John Ritchie
Jan Slattery

55 YEARS

Judith Squires

60 YEARS

Rupert Herbert
Ian Hughes

SIGNIFICANT CONTRIBUTION TO THE COMMUNITY

Tanya Grant
Paul Van Leeuwen

SIGNIFICANT PERSONAL ACHIEVEMENT

Helen Krystofowicz
Julian Feast

OUTSTANDING CONTRIBUTION

Desma Jessup
Lisa Wilson
Rotary Club of Mont Albert & Surrey Hills
Bendigo Bank Branches
– Surrey Hills, Canterbury, Ashburton & Balwyn

mission

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



Vales

Sadly, each year some members of the Alkira Community pass away. This year was no exception and we miss the following people who passed away in the last twelve months:

Amy Richards
Barbara Burian
Frances Bond
Frank Pitts
Geraldine Battersby
Helen D'Elton
Ken Pantlin

Les Wood
Mary Felstead
Olive Collinson
Patrick McCabe
Rupert Herbert
Ruth Roberts

Thanks go to everyone who assisted with producing this Report.

Rokat Design (rokatdesign.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

