

alkira



belong.



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2019 ANNUAL REPORT



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A POSITIVE OUTCOME FOR DARREN

Darren Bray has been a member of the Alkira community since the age of 28. He has enjoyed a range of volunteer programs such as meals on wheels, dog walking and gardening.



When Darren was 12 years of age he was involved in an accident and broke the femur bone in his leg. The doctors told his parents that as he got older he would probably experience difficulties with his mobility as a result of the injury.

Now aged 56, over the last three years things started changing and Darren experienced major deterioration with his mobility and as a result, he experienced falls.

He began his National Disability Insurance Scheme (NDIS) journey in 2016. With his transition to the NDIS, Darren has had access to Occupational Therapies. The therapist came to Market Street to share with us all the exercise regime created especially for Darren so that he can continue to enjoy his days both physically and emotionally.

Late last year Darren and his family, with the assistance of his Alkira Support Co-ordinator Vera Moreira, identified the need for an experienced physiotherapist. With Darren's NDIS funds for Allied Health he was engaged with a new NDIS registered physiotherapist.

The physiotherapist identified that Darren needed an orthosis, a splint that serves to support the limbs, and recommended him to a registered NDIS Orthotist. It was found that Darren needed a Dynamic Ground Reaction Ankle Foot Orthosis, which you can see him wearing in the photo to the right. Vera assisted him and his family to obtain the funding needed.

“

Since Darren started using the new physiotherapist services together with the orthotist, his falls have reduced to almost none and his mobility has improved considerably.

”

Vera Moreira
Support Co-ordinator





The NDIS has also assisted Darren to engage in independent activities in the community with the assistance of his Alkira 1:1 Support Worker Leo Perera.

Each Tuesday they swim at Aqualink in Nunawading, where Leo assists Darren to participate in water exercises to strengthen his legs and increase his mobility. They enjoy lunch together while socialising with others at Aqualink. When they travel together they appear to be a couple of mates enjoying a social outing in the community.

The other benefits to this community access are that Darren's communication is improving and his quality of life is richer from these new experiences.



A MESSAGE FROM THE CHAIRPERSON

Peter Harrison
President, Board of Directors

It is hard to believe that another year has passed in Alkira's rich history!

As you will all know from reading past reports, the emphasis of recent times has been with the transition to the NDIS. As I write this report I can advise that the transition is largely complete and that we are now working towards operating on a '*business as usual*' basis under the NDIS.

The transition over the past 12 months has been significant for us all, providing many challenges as we all understand and deal with the ramifications of this change to disability funding in Australia. We feel that this is starting to provide some real opportunities for our participants to grow and develop as individuals in ways that might not have been possible in the past.

Our participants and their families (and carers) have dealt with the bulk of the change process in working with the National Disability Insurance Agency on the preparation of new service plans and liaising with Alkira to ensure those plans were implemented seamlessly. Our staff (including all in our back office) have had an enormous task of supporting families through this transition. We were indeed fortunate to have Lisa Sawatzky and Di Fitzmaurice leading Alkira through this important time. On behalf of the Board and the rest of our community I want to thank Lisa, Di and all of the team at Alkira on a job well done. I also want to thank all participants and their families for supporting Alkira through this change.

Our focus now is to look into Alkira's future with real confidence.

The first step in this, was to relook at the Springfield Community Hub on the corner of Springvale and Springfield Roads in Nunawading. All will be aware that we re-assessed the business case for this important project, which will be designed to meet a range of participants needs, and signed off approval to proceed in November 2018.

I am pleased to report that we are aiming for the building to be ready for use in the latter months of 2020. Part of the business case for the project was to seek fundraising support from the broad community and I am again pleased to advise that we are receiving good responses to our requests for financial support for the project. It is important to remember that the NDIS funding does not provide for "bricks and mortar" building projects such as Springfield and as a consequence we must rely on our community for these projects to become a reality. Therefore your support is important.

Another significant step we are taking is to review the Alkira Strategic Plan. The current plan has served us well over the past four years but it is time to look ahead again



in the new world of opportunity for disability.

The development of the new Strategic Plan is seeking wide community input from participants, families, staff and other important supporters. We firmly believe that this enables us to ensure the plan can be delivered with strong support from us all. It is envisaged that the new Strategic Plan will be unveiled before the end of the year.

It is worth noting that the Strategic Plan will continue to be underpinned by our Core Values:



Challenge



Care



Inclusiveness and Collaboration



Enrichment and Celebration

These values have served us well.

From a financial viewpoint, the result for the year has been truly outstanding. It reflects the importance of ensuring we plan well ahead for change on a conservative basis and in managing our financial resources well. The financial result means we can look to the future with some real confidence to deliver on the new Strategic Plan.

During the year we said goodbye to Graeme Fallet and Sue Dodds as members of the Board. Both made enormous contributions to Alkira. Graeme's financial insight and Sue's understanding of service delivery to our participants will be missed. We also welcomed new Board members Lucinda Nolan and Ramsay Gunesekera.

On a personal note, I want to thank all of the Board members for their help and support over this important year of change. I also want to acknowledge again the enormous contribution of the Management Team and Staff led by Lisa and Di. Special thanks also to the many donors and volunteers who have helped to make the last year such a huge success.

Despite this year being one of change and real challenge to us all, we have remained steadfast in remaining true to our core values and look forward to the future with real confidence.





A MESSAGE FROM THE CEO

Lisa Sawatzky
Chief Executive Officer

What a wonderful year of change, development and growth!

Our organisation has been through an amazing transformation during the full roll-out of the NDIS. For our participants, this has provided many people new opportunities, new choices and new types of support.

Within our home supports area, our participants have been able to receive more individualised support both at home, and in accessing recreational pursuits of their choice. Our participants tell us that this has improved their independence, social opportunities, and quality of life. Their living supports are more flexible and respond better to their needs rather than rosters and schedules.

In the community supports area, more of our participants are receiving individualised support. Many people have regular 1:1 support to undertake activities of their choice.

We have recruited significantly over the last year, with growth in staffing numbers required to meet the new requests for support. At times it has been difficult for our organisation to keep up with the needs for additional staff and at times the wait has been too long. To address this we have partnered with training providers to create opportunities for new staff to join the sector and contribute to their development. This initiative has successfully provided some new team members who are enthusiastic, energetic and eager to forge a career in the sector.

Our Springfield Community Hub is well on its way. We have commenced a significant fundraising campaign which will support the organisation's investment in this project. It is a big commitment for Alkira and we will need the support of our community.

Our Senior Leadership Team have been working to prepare for the new audit requirements under the NDIS. We have new practice standards which underpin how our organisation provides supports.

We are continuing reinvesting in the organisation, via technology, capital improvements and enhancements to our services.

We have commenced a strategic planning process to prepare our organisation for the future. It is an exciting time to be working in the sector. We will be reflecting on our history, exploring new opportunities, and creating an organisation to meet the future needs of our community, and new participants who may require support.

We have experienced many challenges over the past year.

There have been changes relating to the NDIS pricing and business rules. We have experienced some staff shortages during times of business growth, and as a sector, there have been high levels of fatigue as the fast pace of change experienced has been relentless.

Having said that Alkira has adapted to the new environment.

Alkira has adapted by changing its practices, tried new ways of operating and responded where we could to participants' requests. We have much work to do in refining our business systems, responding quicker to new requests and providing a better participant experience.

I wish to thank our amazing teams for their efforts over the past year. Across the business, they have worked extremely hard in a changing and challenging environment. Your commitment and hard work is appreciated.

Thank you to our participants, their parents and carers for their support of Alkira. Our organisation appreciates your input and encouragement. We hope you continue to tell us what you want and need, so we respond in the best possible way to support you.

We have consolidated some great relationships with many supporters. Of note our relationship with Box Hill Institute (RTO Code: 4687) continues to be strong. We have grown the number of participants who access training at Box Hill Institute (RTO Code: 4687), and we offer a variety of placements to students in a range of disciplines. Our local Rotary clubs (Rotary Club of Box Hill Central, Rotary Club of Box Hill, Rotary Club of Mont Albert and Surrey Hills) have provided enormous support this year with many projects completed thanks to their funding and physical supports.

As always our Board continues to steer the organisation forward through commitment, hard work and ensuring a robust dynamic governance approach. I wish to thank each one of them for their support and hard work during the past year.



BOARD MEMBERS



Peter Harrison
President

Peter was appointed President in 2015 following the retirement of June Charlesworth and was the Alkira Treasurer for more than 30 years. Peter is a Chartered Accountant (Bachelor of Business at RMIT) and more recently he has been consulting to several leading legal and accounting firms.



Christopher Miller
Senior Vice President

Christopher (Chris) is the brother of a former Alkira participant Maree. He grew up in a dedicated Alkira family and is a businessman, hairdresser and event organiser. Chris joined the Board in 2003 and was made an Alkira Life Governor in 2014.



Dianne Bassett
Vice President

Dianne joined the Board in 2003 and is the mother of Alkira participant, Rhys. She brings to her role a keen sense of the challenges faced by modern families caring for someone with an intellectual disability. Dianne was made an Alkira Life Governor in 2017.



Warrick Mitchell

Warrick joined the Board of Alkira in 2011. The majority of his professional life was spent at Julius Marlow – which later became Florsheim Shoes. Over a 31 year period he rose to the position of Director of Florsheim Pacific and Vice President of Florsheim International, retiring in 1997.



Gwendolyn Howlett

Gwendolyn's sister Ellen has been a part of the Alkira family for over 44 years. During that time Gwendolyn's family has been actively involved in various ways. She is honoured to be a part of the Board and serve the local community through her role. She has worked for many years as a Teacher, particularly with children and young adults.



Ron Walker

Ron has been actively involved with Alkira since 1978. He served on the Board between 1982 and 1988 and re-joined the board in 1997. During both periods he has held the position of Senior Vice President, and he was President from 2007 to 2012. His daughter, Ruth, started at Alkira aged four and a half in 1970.



Michael Waymark
Treasurer

Michael joined the Board in 2016. He is an executive with over 30 years' experience realigning and restructuring businesses for growth, managing change, and developing and implementing strategies to maximise the profile and reputation of companies within key customer segments.



Ramsay Gunasekera
Secretary

Ramsay joined the Board in 2019. He has been employed in the Information Technology industry for over 30 years. His core strength is to apply technology to help clients design, build and run businesses. Ramsay is the father of Cory Gunasekera, an Alkira participant, who has been at Alkira's Box Hill location since May 1997.



Gordon Jacobs

A Consultant Lawyer with Aughtersons, Gordon is the brother of Pam, a resident of one of Alkira's houses. Gordon is also the son of one of Alkira's longest-serving former board members. Gordon joined the Board in 2004 and benefits Alkira through his legal skills and loyal business networks



Lucinda Nolan

Mother of a current Alkira participant Liam, Lucinda joined the board of Alkira in 2019. Lucinda is the CEO of the Ovarian Cancer Research Foundation and has a wealth of knowledge and experience across the public sector and not-for-profit environments. Lucinda also spent 32 years with Victoria Police, reaching the rank of Deputy Commissioner.

BOARD MEETINGS

| | ELIGIBLE TO ATTEND | ATTENDED |
|--------------------|--------------------|----------|
| Peter Harrison | 10 | 10 |
| Christopher Miller | 10 | 9 |
| Dianne Bassett | 10 | 9 |
| Michael Waymark | 10 | 9 |
| Ramsay Gunasekera | 1 | 1 |
| Gordon Jacobs | 10 | 10 |
| Warrick Mitchell | 10 | 8 |
| Gwendolyn Howlett | 10 | 6 |
| Ron Walker | 10 | 10 |
| Lucinda Nolan | 1 | 1 |
| Graeme Fallet | 7 | 6 |
| Sue Dodds | 3 | 3 |

PAST PRESIDENTS

Cr Leslie R. McCredden, 1955
Mr Alf Race M.B.E., 1956-1976
Mr John Ingoldby, 1976-1979
Mr Russell Craig, 1979-1985
Mr Ken R. Pantlin, 1985-1992
Mr Des G. Ridley, 1992-1997

Mr Merv Reese, 1997-2002
Mr Warwick Robinson, 2002-2007
Mr Ron Walker, 2007-2012
Ms June Charlesworth, 2012-2015
Mr Peter Harrison, 2015-present

SENIOR MANAGEMENT TEAM



Lisa Sawatzky
Chief Executive Officer

Lisa has held several senior roles in the disability sector and is well-known to many in the Alkira community through her 10+ years working at the organisation. Lisa has a passion for providing quality support to people who have an intellectual disability through participant directed service provision.



Ben Moodie
Business Systems and Finance Manager

Ben is a registered Tax Agent, Fellow of CPA and came to Alkira with a wealth of experience having worked in the not-for-profit sector for over 10 years. Ben has strong leadership skills and experience in implementing organisation wide change.



Laura Ubavin
Community Supports Manager

Laura commenced as Manager of Community Supports in 2017. Her qualifications in psychology, social work, human resources and professional development have prepared her to manage the demands of a challenging funding environment and driving growth for Alkira.



Bernie Wallace
People, Culture and Learning Manager

Bernie was appointed Manager of People, Culture and Learning in 2018 and brings over a decade of experience in Human Resources with her. Bernie's strengths lie in partnering with the business to deliver on its strategic objectives and the processes of employment.



Kat Mangamu
Home Supports Manager

Kat is the Manager of Home Supports for Alkira. She provides a wealth of experience supporting participants with complex behaviours and medical requirements. Kat has broadened the skills of the Home Supports Team and raised the quality of Alkira's Accommodation Services.





OUR PURPOSE

Alkira is a for-purpose organisation that is all about community access and inclusion for people who have a intellectual disability.

We are committed to providing a positive experience and partnering with the community to provide greater choice and control for participants.

Every team member is dedicated to supporting people to achieve their goals. For us, it is not just about delivering a wide range of quality programs and services, it is about building a safe, supportive and encouraging environment where everyone can reach their full potential.

People who access our services want to contribute, both socially and economically, to society. Alkira's Board, Management and Team Members are diverse, responsive and determined to support people to maximise opportunities and inspire them to live the life they choose. We partner with participants and their families/carers, like-minded organisations, and the broader community to ensure that programs and services offered meet the needs and expectations of the community.

Life is full of opportunities and we are proud to be part of people's individual journeys. The Alkira community challenges people to get involved and think about how they can be part of enhancing social inclusion and build a resilient and strong community.

Alkira offers a wide range of options including, but not limited to:

- Community Access and Activities
- Education and Training Programs
- Specialist Disability Accommodation
- Supported Independent Living
- Sport and Recreational Activities
- Life Skills and Independent Living Programs
- Employment Pathways and Assistance
- Short-Term Accommodation
- In-Home Support
- Practical Skills and Capacity Building
- Group Holidays

OUR SERVICES

EDUCATION, TRAINING & EMPLOYMENT

Momentum

Momentum is the perfect building block for young people who want to participate in the community, study, get a job or volunteer and who also need to improve their reading, writing and communication skills. The aim is to enhance a participant's self-confidence and resilience through capacity building and assistance with social and community participation. It offers post-secondary school study of accredited and non-accredited subjects for school leavers and operates in conjunction with Box Hill Institute (RTO Code: 4687) from their Nelson Road campus.

Pathways

Pathways also operates in conjunction with Box Hill Institute (RTO Code: 4687) and is an extension to our Momentum program, building on the participant's learning and job-ready skills. Both our Momentum and Pathways programs are outcome-driven, with many graduates achieving open employment, volunteering, self-management of their budget and money, independence in the community, the use of public transport, and for some even moving out of home.

Networks

Networks continues the learning beyond Momentum and Pathways and is a community-based education program consolidating and building upon learned skills, and promoting further independence and involvement in the community.

Independent Me

Independent Me offers individualised and personalised support for finding and keeping a job including work experience, work placement, volunteer positions, travel training and work practices guidance.

COMMUNITY SUPPORTS

Connections

We have developed a wide range of group and individual programs that we call "Connections". By offering a wide range of activities, based across four different sites, people can choose what they would like to do, decide on the goals they wish to achieve and the setting within which they can participate.

Home and Choice

Home and Choice provides people with individual support in the community or at home, as they choose.

Recreation Service

The Recreation Service offers a broad range of leisure and recreational activities after-hours, during weekends and during Alkira's service closures.

Transport Service

Alkira provides transportation for people to participate in the community, events and access Alkira's services.

HOME SUPPORTS

Short-Term Accommodation

Short-term accommodation is available in a time of need, to explore independent living, or just to spend some much needed time away from home with friends.

Supported Independent Living (SIL)

Alkira provides support to participants to live as independently as possible with the staffing support they need. This can be in a range of environments, such as an Alkira property, the participants own home or social housing.

Specialist Disability Accommodation (SDA)

Alkira has four SDA properties across the inner eastern Melbourne region. We also manage an additional two SDA properties that are owned by the Department of Health and Human Services Victoria (DHHS).

SUPPORT CO-ORDINATION

Support Co-ordination is a capacity building service that assists participants in the implementation of their NDIS plans including informal, mainstream, community and funded supports. Alkira's support co-ordinators assist individuals with exploring how to best achieve their goals and can link them into a wide range of services both within Alkira, other like organisations, and mainstream services.



OUR VISION, MISSION & VALUES

VISION

To be a leading services provider for people with an intellectual disability in Eastern Metropolitan Melbourne.

MISSION

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

VALUES



Challenge

To be comfortable with discomfort, to think, to question, to adapt.



Care

For people and the organisation. About personal and organisational growth and development.



Inclusiveness and Collaboration

Inclusive, meaningful and engaging partnerships with people both within Alkira and the wider community.



Enrichment and Celebration

Opportunities for learning, developing and growing, then recognising and celebrating achievements.



234 WITH
NDIS
FUNDING

234 participants have transitioned and now have NDIS Funding Packages.



We support around 247 people with an intellectual disability.



181 people were provided with NDIS pre-planning assistance.



We have 7 sites located in the eastern suburbs of Melbourne where we provide SDA, SIL and short-term accommodation.



Alkira provides support co-ordination to 61 participants; 8 of whom do not access any other Alkira service.



Alkira offers services and programs across 6 different facilities, in addition to services offered offsite.



Alkira employs 199 people and is supported by 68 volunteers.



52 participants are enrolled with Box Hill Institute. (RTO Code: 4687)

OUR PROGRAMS AND SERVICES SNAPSHOT

A YEAR IN REVIEW

2018



A group of participants travelled for a beautiful holiday at Tootgarook on the Mornington Peninsula.



Participants visited the aquarium.

A group of participants watched the entertaining musical 'Boy From Oz'



Annual Alkira Artist Exhibition was held.

64th Annual General Meeting was held and the new Alkira branding was launched.

Liz Murphy, Mayte Orellana, Alannah Fehring and Simon Nette received a DHHS Scholarship.



Participants enjoyed a holiday in Hepburn Springs, including trips to the Chocolate Mill and Lake Daylesford.

Program 'Do you want to be a Master Chef' commenced.

Wearable Arts participants performed at the Whitehorse Spring Festival.



We said goodbye to Di Fitzmaurice.

Alkira announced as finalists in the Victorian Training Awards.

Willandra Juniors Auxiliary celebrated 50 years of fundraising.

Annual Alkira Christmas market stall held in the Box Hill Mall.



Annual staff and participant Years of Service Awards and end of year functions.

2019



A wonderful holiday was enjoyed by participants at Anglesea Recreation Camp.



Alkira Participant Committee attended the 2019 'Having a Say Conference' in Geelong.



'Do you want to be a Master Chef' certificate ceremony was held and Season 2 of the program began.

Box Hill Institute (RTO Code: 4687) Graduation Ceremony



Alkira won the Grill'd Local Matters Program.



Annual Alkira Mothers Day Stall was held.
Annual Alkira Foundation Dinner held.
Springfield Appeal launched.



Thurston St structural updates were completed.
Alkira becomes a finalist in the Whitehorse Local Leader Grants.



COMMUNITY SUPPORTS

Laura Ubavan
Community Supports Manager

This financial year was a period of significant growth and development for Alkira's Community Services area. As a result of the completion of the NDIS roll out in Outer Eastern Melbourne, both the number of participants and range of services has increased, in particular, the demand for 1:1 support, recreation and holidays.

The NDIS has forced unprecedented change in the disability sector, the magnitude and size of the transformation has made service provision challenging, as well as rewarding.

As of March 2019, there are now 277,155 Australians accessing the NDIS, 85,489 Australians receiving disability support for the first time (August 2019 NDIS Website).

The NDIS expects participants to be at the centre of service delivery and providers are accountable for delivering participant outcomes. This has challenged the sector with services now having to stay relevant, in a very fast paced and competitive market. To meet this requirement service providers must be agile. For Alkira, this means innovative ways of thinking and delivering services, whilst not losing sight of Alkira's values and mission. Alkira has continued to show their commitment and passion to providing quality supports to participants in a climate of significant growth and change.

The Community Support services were successfully audited against the DHHS Disability Service Standards in February 2019.

This year Alkira has launched many exciting initiatives such as the approval for the development of the Springfield Community Hub. This service will be a state of the art community centre, purpose built to support a range of people with varied support needs, including participants with early onset

dementia. This building will have a strong emphasis on participant health and wellbeing with the provision of therapy rooms for gentle exercise and a sensory garden around the building. Modern equipment and technology will also be at the forefront of the design with the installation of hearing loop technology, adjustable change tables, hoists and interactive whiteboards.

DO YOU WANT TO BE A MASTER CHEF?



Earlier this year an application was made to the Rotary Club of Box Hill Central for a grant to fund a pilot program for participants to have the opportunity for cooking lessons by a qualified Chef. Alkira was successful in obtaining this grant.

The "Do you want to be a Master Chef?" program was launched as a result of this grant. Alkira has had a positive response to this program since the first session commencing on the 30th of October 2018, Alkira has so far been able to deliver this activity to 24 participants. This course aims to enhance participants cooking skills and also teach about meal planning, grocery shopping in the community, the importance of food handling hygiene, and social skills while dining.

“

This year I tried the Tuesday 'Master Chef' program. Each week our group got together at the Thurston Street Café to learn new skills and work as a team to prepare ourselves a delicious dinner. We made lots of different dinners, but my two favourites were shepherd's pie and chicken salad.

Some of the group I already knew, and some I hadn't met before. Peter and Jack were the two staff members supporting us in the program and they gave us their help and encouragement whenever we needed it.

Peter and Jack supported us to learn important skills such as the right way to set a dinner table, and how to prepare food in a safe way so that we do not get sick.

They also taught us about important things like being patient with others and letting everyone have a turn at different jobs. I learnt that the fun parts and the not-so-fun parts are both very important and that everyone has to take a turn at the not-so-fun parts. It's called Teamwork.

What I liked the best was sitting down together as a group to enjoy what we had cooked together. I got to know the people I hadn't met before and the people I already did know just that little bit better. I can now make myself a healthy chicken salad from start to finish. I feel proud of myself for learning how to do this, and my family and friends are proud of me too.

”

**Rebecca O'Brien,
Networks**

MOMENTUM, PATHWAYS AND NETWORKS

The Momentum, Pathways and Networks programs provide opportunities for Alkira participants to work towards finding suitable, meaningful employment by increasing their academic and independent skill sets.

We work with participants in classroom settings to increase daily living skills, work skills, communication and community-based skills. Accredited course work through the Box Hill Institute (RTO Code: 4687) currently provides participants with certified courses in Transition Education and Work Education. Our partnerships in the community enable us to support participants in different workplaces based on their preferences.

Our Pathways and Networks programs foster a more individualised program for each participant. The Pathways program typically includes higher level academic participation and support. The Networks program allows a combination of education, work or work placement, and Alkira programs.

The growth of the Momentum, Pathways and Networks programs contains the highest projected growth.

Students have enjoyed their work placements with many of them successfully obtaining work!

The Momentum, Pathways and Networks programs have been identified by the community as being successful and individual in nature. We provide something that no other provider does, and we are constantly improving.



Graduation

In January 2017, three Momentum Groups (17 students) enrolled in Certificate I in Work Education (Foundation Studies) which was facilitated by Box Hill Institute (RTO Code: 4687) and supported by the Momentum Staff members. After two years of hard work and determination, the Alkira students successfully completed the Certificate Course.

Box Hill Institute (RTO Code: 4687) invited all Graduates to attend their Annual Graduation Ceremony which was held on Tuesday, 26th March 2019 at the Melbourne Convention and Exhibition Centre in the newly renovated Goldfields Theatre.

At the Graduation Ceremony, the participants were acknowledged for their successful completion of the Certificate Course. In addition to this, Jaimi-Lee Blanch made Alkira very proud when she was presented with the Outstanding Student Award 2018 for Foundation Studies.

On Friday, 24th of May 2019, Momentum Staff arranged a Celebration Function at Box Hill Institute (RTO Code: 4687), Nelson Road Campus. The official Graduation Certificates were awarded to the students by Alkira CEO, Lisa Sawatzky; Manager for Community Supports, Laura Ubavin and Momentum, Pathways and Networks Manager, Steven Parkinson.

Congratulations to all Alkira Momentum students for this outstanding achievement, including the following:

Jaimi-Lee Blanch

Luke Bovo

Tayla Box

Kerry Chen

Alexandra Davatzis

Zac Howard

Marianna Katakis

Harley Keyte

Amir Khan

Matthew Lai

Isabelle Settle

Christopher Spry

Adrian Tan

Sarah Laycock (awarded a Statement of Attainment for all her completed Units.)

Alkira would like to extend a huge thank you to all Box Hill Institute Foundation Studies Staff and Management for their hard work and support of the Momentum students.



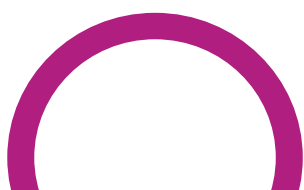


THE YEAR AHEAD

2019-2020 will be an exciting year for Alkira. We have a new service offering called Skill Up with SLES, which aims to be a School Leavers Employment Support (SLES). This service will commence in early 2020. SLES is an early intervention approach for school leavers, designed to support their transition from school to employment. This service will focus on preparing and building people's capacity for entry to a Disability Employment Service (DES), open employment or tertiary institution with good quality work experience opportunities as our drawcard to separate us from other providers.

In terms of Momentum, Pathways and Networks, the goal for the next 12 months is to grow. We want to help more young people achieve successful tertiary education in our partnership with Box Hill Institute (RTO Code: 4687) so that students can achieve their goals of finding meaningful employment and increasing their independence.

I would like to send out a very special thank you to our team. Your passion and dedication to your participants is evident in everything you do and it is deeply appreciated.



A WONDERFUL PARTNERSHIP

Alkira has partnered with a commercially run Café and Kitchen in Alphington named *Becca Foodstore*.

This is such an exciting initiative as it provides our participants with a wonderful training ground in a café in the open employment market.

Becca Foodstore has up to five of our participants a week taking out orders, clearing tables, cleaning all the glass surfaces and branding take away containers. So far participants are progressing very well, with some participants becoming independent and no longer requiring staff support when volunteering at the Café.

Check Tan, the owner, initiated this partnership to encourage and promote community inclusion for people with disabilities to work in the open employment market.

The best outcome is seeing the participants grow and gain confidence in greeting the customers.

“

I am personally delighted that Becca Foodstore can offer an opportunity for Alkira participants to interact directly with the cafe's customers daily.

Each interaction adds to my customers' understanding and appreciation of what each participant can achieve. At the same time, I am led to understand Alkira's participants continue to develop an appreciation of work life as well as interaction with the general public.

I sincerely hope we can continue to develop this partnership and program.

”

Check Tan
Becca Foodstore Owner



SAY GOODBYE TO 'PLACE AND TRAIN' AND HELLO TO 'INDEPENDENT ME'

What a busy 12 months! With a recent service name change, co-ordinating participants in a huge range of industries, developing new partnerships in the community, adapting business in accordance to the NDIS changes and developing a SLES service, there has never been a dull moment!

We saw it necessary to change the name of the Place and Train service to Independent Me as it more accurately reflects the service we deliver. Independent Me is not just about employment; it also supports participants on a one to one basis to do voluntary work and or access community activities. This may be to meet an old school friend at a usual location and see a movie on a regular basis.

It's been pleasing to see more NDIS plans gradually coming through with funding which can be used for participants to gain work opportunities in the community. It's so exciting to see their faces when they have been accepted into work experience placements like nail salons, banks, florists, nurseries, warehouses and cafes.

We are developing the SLES service called 'Skill Up' in preparation to commence early 2020. This service is designed to prepare school leavers to gain work experience and to develop their community and life skills. After two years, the participant should be ready to access a DES, have a range of work experience and have the skills necessary to access and maintain employment.



Louise Kingston
Independent Me Service Manager





HOME SUPPORTS

Kat Mangamu
Home Supports Manager

The last 12 months have been an extremely busy and exciting time for the Home Supports Team. We continue to be focused on delivering quality services across our Specialist Disability Accommodation (SDA), Supported Independent Living (SIL) and Short-Term Accommodation. All of our participants have now fully transitioned to the NDIS, and we are well and truly back to business as usual. Having said that, business as usual is a whole new world, with opportunities and challenges that have kept us energised and more eager than ever to support our participants to have positive and meaningful life experiences.

Through the combined tireless efforts of the team, we have continued to be successful in securing the required levels of SIL and SDA funding for each participant within our SDA properties. This has meant that participants are able to receive the level of support they need, both shared and individualised, to achieve their identified goals within an accommodation setting. Although we have been successful, in some instances there have been challenges in the time it has taken for the funding to be secured. We recognise that this is an issue that several providers are facing across the sector, and are continuing to work closely with the NDIA and the DHHS to expedite this process wherever possible.

Internally, we have set up many systems to further streamline our SIL quoting process, so that relevant information is provided to the NDIA as far in advance as possible. Every participant is different, with different interests, wishes and support needs. As a result, each and every SIL quote is different and its development must be carefully considered.

Over the last 12 months, we also had a significant number of vacancies come up within our SDA. This was a result of the growth of our services, as well as older participants transitioning to aged care. I am pleased to report that as a result of these vacancies, two new participants have been able to move in and now call Alkira home. We are currently working with the successful applicants for the other vacancies to secure the funding they need to be able to move in. Despite the significant challenges with managing vacancies, it has been extremely rewarding to see the successful outcomes so far.

Over the next 12 months, we will continue to work with families to match them with appropriate short-term and/or long-term housing options. We are anticipating that additional vacancies may come up as our older participants continue to transition, and will work with applicants through that process. We will also continue to explore alternative housing options for families that may want or need something a little bit different from the typical models. In addition, I hope to see significant growth within our short-term accommodation as more and more participants are supported to access funding that enables them to have time away from home, develop independent living skills, engage in recreational activities and socialise with others that share similar interests.

Our triumphs and learnings over the last 12 months would not have been possible without the contribution of every member of the Home Supports Team.

I would like to thank the co-ordinators and support staff who show tremendous commitment every day to enhancing our participants' lives and supporting them to be themselves.





A GREAT OUTCOME FOR DEBBIE

Debbie Simpson is a participant that has been accessing our short-term accommodation for several years. Typically, she would stay at Perkins house for a few days at a time.

In September last year, due to a family crisis she was unable to return home. Alkira was able to respond to this need by providing short-term accommodation continuously for close to 10 months, even during a time when Debbie was not actively receiving funding.

We supported her through what was an undoubtedly difficult time in her personal life and worked tirelessly to help her secure appropriate funding to access long-term accommodation options.

During that period, a vacancy came up within one of our SDA properties in Mont Albert. Debbie was supported to apply for this vacancy and after careful consideration was the successful applicant.

As a result of the combined efforts of Debbie and her Support Team at Alkira, she has now moved into the SDA property in Mont Albert. She has settled in extremely well and is thriving in her new home. Due to the tireless efforts of the team, Debbie was able to secure adequate funding to meet her needs and live as independently as possible with appropriate supports.





INNOVATION, CHANGE & VOLUNTEERING

Simon Nette
Volunteers Co-ordinator

Recently I heard the introduction of the NDIS described as “*the largest national social reform since Medicare*”. Debatable as it may be, it is certainly the largest social reform to impact on Alkira. And, from a volunteering perspective, it means continually adjusting to two forces – the internal need for additional assistance to help us provide quality services in an environment where budgets are limited, and the external need to provide volunteers with a range of flexible options in a wider community environment where people are more time-poor than ever before.

OUR VOLUNTEERS ADD ENORMOUS VALUE

One of the most Volunteer intensive programs Alkira offers is Wearable Art, where participants have the opportunity to imagine, design, make, then display theme-based costumes. Two of the volunteers central to the program are Meredith Bubner and Lucy De Propertis.

Meredith has extensive wearable arts and costuming design experience. She has worked in costume departments of professional theatres and TV production companies, has been significantly involved in the wearable art movement in New Zealand, as well as being a Cub leader for decades.

Lucy was a commercial seamstress with an iconic Australian clothing label for many years and is an active garment designer and maker.

Alkira is fortunate to have these industry experts assisting our participants to create their masterpieces. Having two of Melbourne’s most experienced costume makers exclusive to Alkira gives us a unique edge to prospective participants who are interested in Wearable Art. Alkira appreciates the generosity of these high calibre volunteers, their expertise is invaluable.

OP SHOP 'SCHOOL' FOR UPSKILLING



Chris Prandi, the Lead Volunteer at our Op Shop and one of Alkira’s longest serving Volunteers, has had a dream for 20 years, that one day the Op Shop would become a place where participants could learn the skills of working in an Op Shop and then take those skills out into the community. Earlier this year I set out to make her dream a reality.

After obtaining a NDIS professional development scholarship to study for Certificate IV in Training and Assessment, as part of assignments I've been designing and delivering VET level training to four Momentum / Networks groups in how to sort and assess donated goods.

This task requires participants to be able to justify their Yes / No assessment decisions and work together in a group to count jig-saw pieces and assess manchester. The results are a faster processing of Op Shop donations while also having participants gain fully transferable workplace skills; confidence to express their opinion, experience in working as a cohesive team and experience in completing tasks in limited time frames.

Chris regularly visits the groups to check on the quality of their judgements, sharing hints and tips from her many years of experience.

WE ARE 'GROWING OUR OWN'

A sector-wide consequence of the NDIS is the increase in demand for support staff, which means Alkira is continually on the hunt for good quality workers. With this focus on recruiting quality talent, Alkira has now partnered with InterCare to run our own Certificate IV in Disability, so we can '*grow our own*' high-quality staff. Many of the students have registered as Alkira Volunteers, as have a number of other InterCare students. This is a win-win for all concerned.

If you, or anyone you know, might be interested in Volunteering at Alkira, email info@alkira.org.au or phone 9890 1365.





RECREATION

A YEAR JAM-PACKED WITH INTERESTING ACTIVITIES

Tim McDonald
Recreation Co-ordinator

July 2018 started with a trip to Tootgarook. The group of eight enjoyed a full relaxing week of sight-seeing, delicious meals, a ferry ride, gondola ride, lots of laughs and much more.

Another highlight for July was *'The Wizard of Oz'*, with Anthony Warlow as the Wizard.

The after-hours gym program's inaugural 10 week run started mid-June, with 11 participants taking part in a high energy Aerobics and Zumba session. Due to popularity, another 10 week session was organised to start in September.

August and September

continued the musicals momentum with the entertaining *'Boy From Oz'* and the very popular *'Mamma Mia'*, with the participants singing ABBA songs for weeks afterwards!

In August, a group also experienced a Glass Bottom Boat Ride at the Melbourne Aquarium, getting up close and personal with the resident stingrays.

The **October** holiday was to a new favourite; Hepburn Springs. Activities included sightseeing around Daylesford, Mini-Golf, movies, Botanical Garden walks, delicious dining experiences, The Mill Market and general relaxing in the picturesque surroundings. It was a week full of new experiences and relaxation.

October also saw the continuation of popular programs like Oakleigh Disco, Ten Pin Bowling, movies and visits to the Tesselaar Tulip Festival, Eagle Gondola at Arthurs Seat, and Dusty: The Original Pop Diva (musical).

Throughout the second half of 2018 various groups also enjoyed some amazing meals at Hunky Dory, PappaRich, Pancake Parlour, Grill'd, Tommy Ruff and PJ O'Brien's.





November and December

rounded off 2018 with a trip on Puffing Billy, a visit to the Archibald Prize Exhibition, Punting On The Lake at the Botanical Gardens - a new favourite, a visit to Melbourne Zoo, School of Rock: The Musical and the Annual Christmas Supper Dance with 100 people dancing the night away to the upbeat sounds of DJ Angelo!

2019 was full steam ahead with a holiday to Anglesea for a week with the new initiative of daily holiday programs.

There was also on-site and off-site recreation programs which included cooking, art, movies, punting on the lake and much more.

February saw trips to Scienceworks for an exhibition about the Moon and a visit to Sugar Republic for a celebration of sugar and fun.

March and April had visits to all three zoos, Muriel's Wedding Musical, Sovereign Hill, bowling, discos and delicious Mexican and American meals.

In **May**, the AFL was back and a group had amazing front row seats for the clash between the Kangaroos and Bulldogs.

The after-hours exercise program continued into its third instalment, more delicious food, bowling and disco dancing plus another holiday to Hepburn Springs.

Focus now for 2019/20 is to build the Recreation Program with more activities, holidays, weekends away and soccer. In partnership with Doveton Special Soccer School and Vplus Sports Academy, Alkira will build some programs to promote fitness and social interaction. The gym program will continue with its fourth 10 week session and ongoing favourites such as discos, bowling, dinners out, day trips, exhibitions, musicals, movies and much much more.





THE PARTICIPANT COMMITTEE

Reesha Kindl
Participant Committee Facilitator

The Alkira Participants Committee performs a vital role in advocating for their peers, raising issues of concern and offering advice to the service managers, leadership groups, and the Senior Management Team.

The Committee roles may include staff interview panels, visitor tour guides, self-advocating and advocating on the behalf of peers, as well as the direct involvement on changes and improvements made to Alkira.



THE 20TH ANNIVERSARY OF 'HAVING A SAY'

This year it was the 20th Anniversary of the Having a Say Conference. Over one thousand people from across Australia and from overseas attend the conference annually where they get the opportunity to find their voice, be heard, make friends and work together to influence change.

It's more than a conference, it's an experience.

This year Michael Sewell, David LoRicco and Ben Kirkup represented Alkira at the conference held in Geelong. On Monday 5th and Tuesday 6th February, the group left Alkira early in the morning to make their way down to Geelong, returning late in the evening.

At the conference, there are presentations, Q&As, and workshops, as well as 'Come and Tries' where participants can take part in a variety of fun. Art, AFL, Fishing, Tai Chi, limousine rides and motorcycle rides are just some of the activities on offer. We chose to play AFL and go on a limousine ride.





Ben Kirkup impressed the Geelong football players and earned the nickname Dustie. Ben wore his Richmond AFL Premiership gear on the day so I wasn't sure what sort of welcome we'd get!

We attended the Valid Stream on Monday where Valid's Advocacy Team shared tips for success. One tip we took away from the presentation is the importance of building a diverse network of people who you can turn to. It is important for advocates to keep looking until they find the right person who is willing and able to help. You will get some rejection along the way, so perseverance is the key.

On Tuesday we attended the *'Having a Say by Voting'* presentation. David LoRicco was particularly interested in what his peers had to say. The part that stood out for me was the importance of educating staff as well as participants about the rights of people with disabilities. Together we can then educate the wider community.



There was also an Expo held throughout the conference which was open to delegates as well as the public. This year there were 80 exhibitors. While checking out the Expo we came across the Dulce Stone Writers Competition table. We saw a booklet of the best entries on the table and was delighted to see Allie Lefever's, a participant at Alkira in 2018, story titled *"Community - Here I come. What gives life meaning and purpose"* featured.

We enjoyed our trip immensely and would recommend the conference to anyone and everyone passionate about empowering others.





PEOPLE, CULTURE & LEARNING

Bernie Wallace
People, Culture & Learning Manager

People, Culture and Learning (PCL) have been engaged in a myriad of functions across the business to not only assist in the organisation's strategic and operational goals but also to enhance our employees working experience.

RECRUITMENT

The flow-on effects of the NDIS introduction are still evident with 43 new employees on-boarded within this financial year. PCL has been working closely with business areas to streamline the recruitment experience for all parties involved. An initiative that has come from this is having compliance documents uploaded online in an attempt to reduce our recruitment timeframes.

Another initiative to attract potential employees to Alkira saw us hold an information night in March. The night was very successful with a 100% employment rate from this exercise.

The Community Supports Team also had a presence at the Box Hill Institute (RTO Code: 4687) Job Fair in June. We had quite a bit of interest from students who were either finishing their courses or looking for placements.

STUDENT PLACEMENTS

We have also had success from having students do their placement with us. Five students were employed through this process and we are looking to continue this as a pathway to secure skilled and qualified employees.

LEARNING AND DEVELOPMENT

There have been a couple of initiatives in this space. We've engaged National Disability Service Learn and Develop, who offer a suite of training specific to our sector. Staff have been able to go online at their convenience to work through specific modules to complement their day-to-day interactions with their participants.

LUNCH 'N' LEARN

This initiative was implemented to give our managers an opportunity to meet once a month to not only discuss a variety of topics and seek clarity and opinion, but it's also a great networking opportunity.

Feedback to date has been positive and well received. We will continue holding these sessions to build a knowledge and resource base for current and future managers.

MULTI ENTERPRISE AGREEMENT (MEA)

Alkira and a number of disability agencies are in ongoing Enterprise Agreement discussions. We are working with Jobs Australia and the Unions to finalise a draft agreement to provide to the Fair Work Commission for pre-approval.



FUNDRAISING AND COMMUNITY RELATIONS

Shelley Stretton
Fundraising Manager

The focus of Fundraising and Community Relations for the past 12 months has been to prepare for the relaunch of the Springfield Appeal. We have been planning to increase our fundraising reach and continue to look for new opportunities and partnerships.

Our Fundraising and Community Relations Committee help us build connections in the community for funding and support opportunities.

Fundraising is an important part of Alkira to raise community awareness and support. Funds raised help to offset some program costs not fully covered by the NDIS funding as well as for business and service growth. The Springfield Community Hub falls into this category. Springfield is a significant project for the whole Alkira community. It will provide for a higher level of support and services for people who have various levels of support needs and help them maintain and increase their capacity. Funding Springfield will remain the focus of Alkira's fundraising efforts for the next 12-24 months.

In May, we relaunched the Springfield Appeal

to a small group of supporters and interested parties. The plans and architectural sketches were presented along with a vision of how we will use technology to better support participants and provide greater access to community connections and independence.

We embrace all of our partners with open arms and would like to thank the following people and organisations who, along with many others have contributed to Alkira's successes over the last twelve months:

- **Wheelton Philanthropy** for coming on board to support Springfield.
- **Rotary Club of Box Hill Central** for enabling Alkira to develop the new living skills program, 'Do you want to become a Master Chef?' Their support has allowed us to trial this program and develop it into an on-going activity that can be NDIS funded and available to more participants.
- **Bendigo Community Bank Branches of Surrey Hills, Canterbury, Ashburton and Balwyn** for continuing to provide banking services to Alkira and the wider community, and as with previous years, returned some of their profits back to Alkira.



- **Zesta Kitchens**, who have made a commitment to support Springfield and will launch a joint marketing campaign with the sale of each new kitchen.
- **Rotary Club of Mont Albert and Surrey Hills (MASH)** for their continued support including a refurbishment project at Gracefield Drive, one of Alkira's shared supported homes.
- **Alkira Foundation Members and Donors** for their ongoing support in ensuring the longevity of an independent funding stream for Alkira through a corpus of invested funds.
- **Rotary Club of Box Hill** for their ongoing support

During the last 12 months, we have connected with donors, met new donors and commenced a major capital fundraising appeal, the Springfield Appeal. Fundraising has increased year on year to provide continued growth for Alkira.

Plans for the next 12 months include continuing the focus on funding for Springfield, the Alkira Foundation and general fundraising to boost activity cost deficits and service enhancements. Another focus will be a new fundraising data system to enable donor and supporter management in a precise and timely manner. We look forward to new partnerships and supporting and developing existing relationships.

Thank you to all our donors for supporting Alkira.





MARKETING AND COMMUNICATIONS

Maree Edwards
Marketing and Communications Co-ordinator

What an exciting year it's been in Marketing and Communications for Alkira. At the end of last year, we launched the new Alkira Branding and have had a lot of positive feedback. The colour scheme is extremely popular, along with our new tag line ***Belong. Connect. Aspire.***

This year we completed marketing flyers for each of our services, introducing some new services and revamping the existing. The vibrancy of the new Alkira colours are a delight to work with, it is now so easy to capture the joy that Alkira is. As you can imagine with such a large organisation and so many years of service to the community, there is still an abundance of work to be done.

In 2019, Alkira re-launched the Springfield Community Hub and we have been busy creating marketing material to help communicate about the project and increase awareness for fundraising for the Springfield Appeal. The website has been updated with a new fundraising page where you can watch the donations grow as they come through. There are some wonderful opportunities to get involved with this project, please have a look at the website to see how you would like to contribute.

There are several beautiful advertising videos for the Springfield Appeal that have been designed to help spread the word, to show people who we are and what Springfield is all about. If you haven't seen these already, visit our website or YouTube channel, you won't be disappointed.

On the social scene, our social pages have continued to grow over the past year. We will continue to build our social media presence and invite you all to like and comment on our posts to continue the engagement and recognise participant achievements.

We are delighted to be involved with a few sensational joint projects this year including Zesta Kitchens and Becca Foodstore.

Zesta
KITCHENS



Zesta Kitchens have produced a video about why they want to be involved with the Springfield Appeal and are donating \$150 for every kitchen sold between the 1st September - 30th November 2019. Watch the video by visiting our Facebook page.

We also have a video produced about our partnership with Becca Foodstore, a commercially run café in Alphington, and why Check Tan (owner) is so passionate about helping our participants prepare for the open employment market.

In 2020, we aim to grow our social presence even further, showing how amazing Alkira and our participants truly are. There will also be an immense amount of marketing around the Springfield Appeal so we can reach our target before the build is completed.

**Join us on our social pages,
signup for our newsletters
and stay tuned for more
sensational news to come
from Alkira in 2020.**





TREASURER'S REPORT

Michael Waymark
Treasurer, Board of Directors

It is my pleasure to present the Alkira Treasurer's Report and provide the Financial Statements for the year ending 30th June 2019.

The NDIS has significantly changed the way Alkira is funded and the way we provide our services. As an organisation, we have made a number of changes to align with the NDIS pricing structure, which is a completely new and different model than what we have used in the past. 2019 is our first full year of operations under the NDIS.

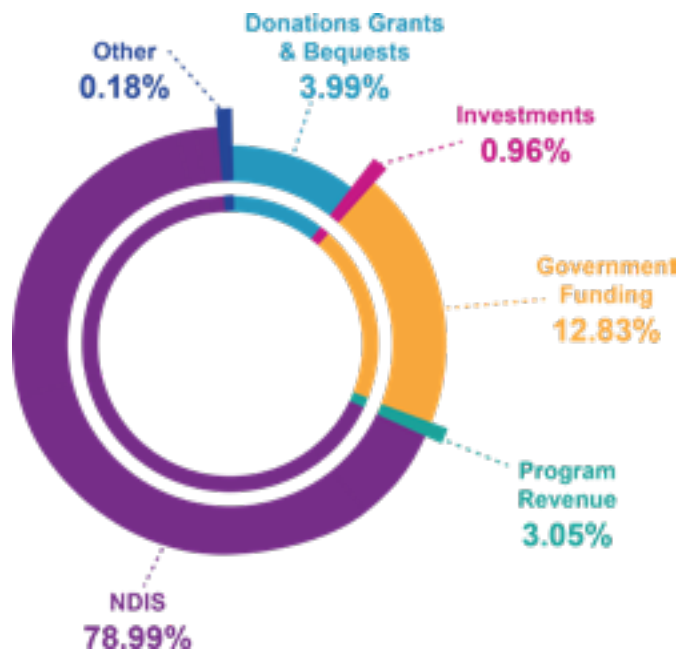
I am pleased to report that the investments we made in 2018 to transition to the NDIS, have had a positive impact in 2019.

Our Microsoft Dynamics Navision ERP system and Carelink+ portals are working extremely well. As a result, we have had a strong cashflow during the year, and a reduction in our debtors relating to the NDIS payments.

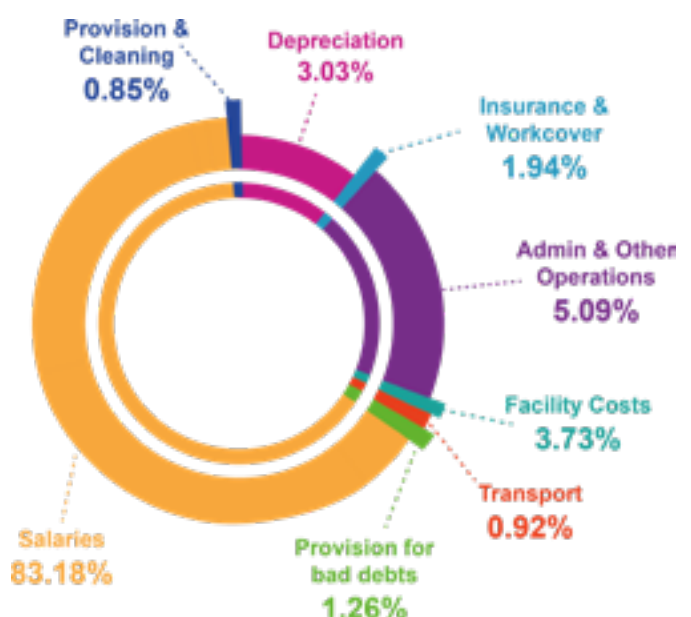
2019 OPERATING PERFORMANCE

- The organisation recorded an overall surplus of \$780,613 in FY19, compared to a deficit of \$240,339 last year.
- Operating Revenue was \$11.03M, an increase of 22% over last year.
- Tight cost control by Management saw staff costs only grow by 14% to service the revenue growth.
- Donations and Bequests were in line with last year, at 4% of total revenue.
- Investment income was in line with last year, as interest rates continued to stay low.

INCOME



EXPENDITURE



The Balance Sheet continues to be in a favourable position with net assets of \$8,743,722 of which \$6,682,660 is in cash.

The only area of concern is the provision for bad debts of \$136,520 that was taken, to recognise the non-payment of accounts relating to services provided to participants.

THE YEAR AHEAD

Moving into the next financial year, we will continue to focus on strategic investment in the business, tight cost control, and further fine-tuning the new operating systems and billing processes to best meet the needs of those people and families who use our services.

We have committed to the Springfield Community Hub, which will commence construction in October 2019, and will need considerable funding to bring it to completion. Part of this funding will come from the sale of our property in Serpentine St. Mont Albert, which will realise \$1.62M when it settles in December this year. Our goal is to deliver the balance of the funding from the Springfield Appeal – there is still a long way to go but we have already received incredible support from the community.

We have also committed to expand our service offering, and deliver further growth in our Operating Revenue. This has been carefully planned by Management, and will see Alkira broaden its focus by expanding its successful Momentum program, and introduce a new SLES program in 2020.

The NDIS is welcomed by Alkira as it greatly benefits people with a disability. However, moving forward, we will still have a strong focus on gaining revenue streams which are independent of government funding, enabling us to maintain and further develop the quality and range of services we deliver.

I would like to thank the Alkira dedicated Management Team, Staff and Volunteers for their contribution to achieving our strong 2019 financial position, and our successful transition to the NDIS.



AUDITOR'S REPORT

Auditors Report 2018-19 / Wayne C Durdin, E.F. McPhail and Partners.

Opinion

We have audited the financial report of Alkira Centre - Box Hill Inc. (the association), which comprises the assets and liabilities statement as at 30 June 2019, the income and expenditure statement 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 and performance of the association.

In our opinion, the accompanying financial report presents fairly, in all material respects the financial position of Alkira Centre - Box Hill Inc. as at 30 June 2019 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the *Associations Incorporation Reform Act 2012*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the association in accordance with ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the *Associations Incorporation Reform Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Committee for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the *Associations Incorporation Reform Act 2012* and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or have no realistic alternative but to do so.

The committee is responsible for overseeing the association's financial reporting process.



Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism throughout the audit.

We also:

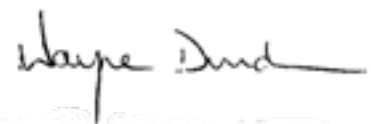
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.



- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Name of Firm:

E. F. McPhail and Partners

Name of Partner:

Wayne C. Durdin

Address:

Suite 12, 602 Whitehorse Road, Mitcham, VIC 3132

**Dated this
27 August 2019.**

FINANCIAL REPORT

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 30 June 2019

| | Note | 2019 (\$) | 2018 (\$) |
|--|----------|-------------------|------------------|
| OPERATING REVENUE | | | |
| Community Supports | | 5,625,193 | 5,382,489 |
| Home Supports | | 5,279,201 | 3,647,219 |
| Other Revenue | | 123,223 | 210 |
| | 2 | 11,027,617 | 9,029,918 |
| EXPENDITURE | | | |
| Salaries | 3 | 9,001,427 | 7,918,623 |
| IT Expenses | | 170,459 | 177,247 |
| Maintenance | | 137,178 | 125,010 |
| Client Allowances | | - | 24,097 |
| Provisions Food and Cleaning | | 91,667 | 104,872 |
| Staff Related Costs | | 82,166 | 179,468 |
| Materials and Loose Tools | | 3,796 | 6,553 |
| Electricity, Gas & Water | | 66,000 | 85,750 |
| Rates | | 6,091 | 9,910 |
| Rent and Outgoings | | 190,102 | 157,860 |
| Insurance and Workcover | | 209,987 | 213,445 |
| Audit Fees | | 11,500 | 13,750 |
| Printing and Stationery | | 52,106 | 52,258 |
| Transport Fuel and Maintenance | | 99,839 | 80,182 |
| Other Running Expenses | | 234,530 | 295,804 |
| Bad Debts | | 136,520 | - |
| Depreciation | 7 | 327,868 | 379,480 |
| | | 10,821,236 | 9,824,309 |
| Net Operating income/(loss) | | 206,381 | (794,391) |
| NON OPERATING REVENUE | | | |
| Donations and Bequests | | 463,043 | 440,794 |
| Investment Income | | 111,189 | 113,258 |
| | | 574,232 | 554,052 |
| Total comprehensive income/(loss) attributable to members of the entity | 4 | 780,613 | (240,339) |

STATEMENT OF FINANCIAL POSITION

as at 30 June 2019

| | Note | 2019 (\$) | 2018 (\$) |
|---------------------------------------|-----------|-------------------|-------------------|
| CURRENT ASSETS | | | |
| Cash and Cash Equivalents | 5 | 6,682,660 | 5,071,989 |
| Accounts Receivable and other debtors | 6 | 1,009,018 | 832,446 |
| Total Current Assets | | 7,691,678 | 5,904,435 |
| NON CURRENT ASSETS | | | |
| Property, Plant and Equipment | 7 | 4,256,677 | 4,432,944 |
| Total Non Current Assets | | 4,256,677 | 4,432,944 |
| Total Assets | | 11,948,355 | 10,337,379 |
| CURRENT LIABILITIES | | | |
| Accounts Payable and other payables | 8 | 1,856,895 | 1,179,635 |
| Employee Provisions | 9 | 821,981 | 760,869 |
| Total Current Liabilities | | 2,678,876 | 1,940,504 |
| NON CURRENT LIABILITIES | | | |
| Employee Provisions | 9 | 525,757 | 433,766 |
| Total Non Current Liabilities | | 525,757 | 433,766 |
| Total Liabilities | | 3,204,633 | 2,374,270 |
| Net Assets | | 8,743,722 | 7,963,109 |
| EQUITY | | | |
| The Alkira Building Fund | 10 | 2,000,000 | 2,000,000 |
| Alkira Foundation | 10 | 2,096,752 | 1,710,241 |
| Accumulated General Fund | 10 | 4,646,970 | 4,252,868 |
| Total Equity | | 8,743,722 | 7,963,109 |

The accompanying notes form part of these financial statements.



STATEMENT OF CHANGES IN EQUITY

For the Year Ended 30 June 2019

| | General Fund (\$) | Alkira Building Fund (\$) | Foundation (\$) | Total (\$) |
|--------------------------------|-------------------|---------------------------|-----------------|------------|
| Balance at 1 July 2017 | 4,810,321 | 2,000,000 | 1,393,127 | 8,203,448 |
| Adjustments during year | - | - | - | - |
| Net surplus for the year | (557,453) | - | 317,114 | (240,339) |
| Balance at 30 June 2018 | 4,252,868 | 2,000,000 | 1,710,241 | 7,963,109 |
| Balance at 1 July 2018 | 4,252,868 | 2,000,000 | 1,710,241 | 7,963,109 |
| Adjustments during year | - | - | - | - |
| Net surplus for the year | 394,101 | - | 386,512 | 780,613 |
| Balance at 30 June 2019 | 4,646,969 | 2,000,000 | 2,096,753 | 8,743,722 |

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

STATEMENT OF CASH FLOWS

For the Year Ended 30 June 2019

| | Note | 2019 (\$) | 2018 (\$) |
|---|----------|------------------|------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| Receipts from government grants, client fees and other receipts | | 10,518,118 | 8,685,377 |
| Donations received | | 463,043 | 400,144 |
| Payments to suppliers and employees | | (9,342,860) | (9,071,028) |
| Interest (unrestricted) received | | 108,970 | 121,609 |
| Net cash generated from operating activities | | 1,747,271 | 136,102 |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| Proceeds from sale of property, plant and equipment | | 14,000 | 28,182 |
| Purchase of property, plant and equipment | | (150,602) | (107,114) |
| Net cash used in investing activities | | (136,602) | (78,932) |
| Net increase in cash held | | 1,610,669 | 57,170 |
| Cash and cash equivalents at beginning of financial year | | 5,071,989 | 5,014,819 |
| Cash and cash equivalents at end of financial year | 5 | 6,682,658 | 5,071,989 |

The accompanying notes form part of these financial statements.



NOTE 1

Summary of Significant Accounting Policies

Basis of Preparation

Alkira Centre - Box Hill Inc. applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: *Application of Tiers of Australian Accounting Standards*.

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 & 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(e) 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 either a straight-line or diminishing value 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% - 20% |
| Motor Vehicles | 20% |
| Furniture and Fittings (for purchases post 1/7/2013) | 20% |
| Furniture and Fittings (for purchases pre 1/7/2013) | 10% |
| Computers | 20% - 33% |

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

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

c) FAIR VALUE OF ASSETS AND LIABILITIES

The association measures some of its assets at fair value on a recurring basis. Fair value is the price the association would receive to sell an asset or would have to pay to transfer a liability in an orderly (i.e. unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

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

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

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

d) FINANCIAL INSTRUMENTS

Initial recognition and measurement

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

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

Classification and subsequent measurement

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

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the *effective interest method*.

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

Financial Liabilities

Financial liabilities are subsequently measured at:

- amortised cost; or
- fair value through profit or loss.

A financial liability is measured at fair value through profit or loss if the financial liability is:

- held for trading; or
- initially designated as at fair value through profit or loss.

All other financial liabilities are subsequently measured at amortised cost using the effective interest method.

A financial liability is held for trading if it is:

- incurred for the purpose of repurchasing or repaying in the near term;
- part of a portfolio where there is an actual pattern of short-term profit-taking;

Any gains or losses arising on changes in fair value are recognised in profit or loss to the extent that they are not part of a designated hedging relationship.

A financial liability cannot be reclassified.

Financial asset

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset that meets the following conditions is subsequently measured at other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.

The association initially designates a financial instrument as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as an "accounting mismatch") that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different bases;
- it is in accordance with the documented risk management or investment strategy and information about the groupings is documented appropriately, so the performance of the financial liability that is part of a group of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis;

The initial designation of financial instruments to measure at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities

A liability is derecognised when it is extinguished (ie when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for the derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the association no longer controls the asset (ie has no practical ability to make unilateral decision to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

Impairment

The association recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- contract assets (eg amount due from customers under construction contracts);

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

The association uses the following approaches to impairment, as applicable under AASB 9: *Financial Instruments*:

- the general approach;
- the simplified approach;
- the purchased or originated credit-impaired approach; and
- low credit risk operational simplification.

General approach

Under the general approach, at each reporting period, the association assesses whether the financial instruments are credit-impaired.

- if there is no significant increase in credit risk since initial recognition, the association measures the loss allowance for that financial instrument at an amount equal to 12-month expected credit losses.

Simplified approach

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivables;

Purchased or originated credit-impaired approach

For financial assets that are considered to be credit-impaired (not on acquisition or originations), the association measures any change in its lifetime expected credit loss as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. Any adjustment is recognised in profit or loss as an impairment gain or loss.

Evidence of credit impairment includes:

- significant financial difficulty of the issuer or borrower;
- the likelihood that the borrower will enter bankruptcy or other financial reorganisation;

Low credit risk operational simplification approach

If a financial asset is determined to have low credit risk at the initial reporting date, the association assumes that the credit risk has not increased significantly since initial recognition and, accordingly, can continue to recognise a loss allowance of 12-month expected credit loss.

In order to make such a determination that the financial asset has low credit risk, the association applies its internal credit risk ratings or other methodologies using a globally comparable definition of low credit risk.

A financial asset is considered to have low credit risk if:

- there is a low risk of default by the borrower;
- the borrower has a strong capacity to meet its contractual cash flow obligations in the near term; and
- adverse changes in economic and business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.

Recognition of expected credit losses in financial statements

At each reporting date, the association recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset. Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. The amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

e) IMPAIRMENT OF ASSETS

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

f) EMPLOYEE PROVISIONS

Short-term employee benefits

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

Other long-term employee benefits

Provision is made for employees' annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. 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. Any remeasurements of obligations for other long-term employee benefits for changes in assumptions are recognised in profit or loss in the periods in which the changes occur.

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 period, in which case the obligations are presented as current provisions.

g) CASH AND CASH EQUIVALENTS

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

h) ACCOUNTS RECEIVABLE AND OTHER DEBTORS

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

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

During the year the committee adopted a policy whereby 100% of all debtors that are aged over 130 days are to be provided for in full. This has resulted in an allowance for doubtful debts being recognised this year of \$136,520.

i) REVENUE AND OTHER INCOME

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

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

National Disability Insurance Scheme (NDIS) revenue is recognised in profit and loss upon the association delivering the service to customers with an NDIS plan and service agreement.

Donations and bequests are recognised as revenue when received.

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

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

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

J) GOODS AND SERVICES TAX (GST)

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

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

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

K) COMPARATIVE FIGURES

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

I) ACCOUNTS PAYABLE AND OTHER PAYABLES

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

M) PROVISIONS

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

N) LEASES

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are recognised as expenses on a straight-line basis over the lease term.

KEY JUDGMENTS

(i) Employee benefits

For the purpose of measurement, AASB 119: *Employee Benefits* 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.

NEW ACCOUNTING STANDARDS FOR APPLICATION IN FUTURE PERIODS

An assessment of Accounting Standards issued by the AASB that are not yet mandatorily applicable and their potential impact on the association when adopted in future periods is discussed below:

AASB 16: *Leases* (applicable to annual reporting periods beginning on or after 1 January 2019).

When effective, this Standard will replace the current accounting requirements applicable to leases in AASB 117: *Leases* and related Interpretations. AASB 16 introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

The main changes introduced by the new Standard are as follows:

- recognition of a right-of-use asset and liability for all leases (excluding short-term leases with less than 12 months of tenure and leases relating to low-value assets);
- depreciation of right-of-use assets in line with AASB 116: *Property, Plant and Equipment* in profit or loss and unwinding of the liability in principal and interest components;
- inclusion of variable lease payments that depend on an index or a rate in the initial measurement of the lease liability using the index or rate at the commencement date;
- application of a practical expedient to permit a lessee to elect not to separate non-lease components and instead account for all components as a lease; and
- inclusion of additional disclosure requirements.

Although members of the committee anticipate that the adoption of AASB 16 will impact the association's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

AASB 1058: *Income of Not-for-Profit Entities* (applicable to annual reporting periods beginning on or after 1 January 2019).

This Standard is applicable to transactions that do not arise from enforceable contracts with customers involving performance obligations.

The significant accounting requirements of AASB 1058 are as follows:

- Income arising from an excess of the initial carrying amount of an asset over the related contributions by owners, increases in liabilities, decreases in assets and revenue should be immediately recognised in profit or loss. For this purpose, the assets, liabilities and revenue are to be measured in accordance with other applicable Standards.
- Liabilities should be recognised for the excess of the initial carrying amount of a financial asset (received in a transfer to enable the entity to acquire or construct a recognisable non-financial asset that is to be controlled by the entity) over any related amounts recognised in accordance with the applicable Standards. The liabilities must be amortised to profit or loss as income when the entity satisfies its obligations under the transfer.

An entity may elect to recognise volunteer services or a class of volunteer services as an accounting policy choice if the fair value of those services can be measured reliably, whether or not the services would have been purchased if they had not been donated. Recognised volunteer services should be measured at fair value and any excess over the related amounts (such as contributions by owners or revenue) immediately recognised as income in profit or loss.

The transitional provisions of this Standard permit an entity to either: restate the contracts that existed in each prior period presented in accordance with AASB 108 (subject to certain practical expedients); or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application. For this purpose, a completed contract is a contract or transaction for which the entity has recognised all of the income in accordance with AASB 1004 Contributions.

Although members of the committee anticipate that the adoption of AASB 1058 may have an impact on the association's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

Initial application of AASB 9: *Financial Instruments*

There were no financial assets/liabilities which the association had previously designated as at fair value through profit or loss under AASB 139: *Financial Instruments: Recognition and Measurement* that were subject to reclassification/elected reclassification upon the application of AASB 9.



NOTE 2

Revenue and Other Income

| | Note | 2019 (\$) | 2018 (\$) |
|--|------|-------------------|------------------|
| COMMUNITY SUPPORTS | | | |
| Government Grants | | 771,540 | 4,063,492 |
| National Disability Insurance Scheme Revenue | | 4,667,164 | 996,548 |
| Production and Program Revenue | | 96,242 | 87,115 |
| Training Support and Transport Fees | | 90,247 | 203,221 |
| Miscellaneous Income | | - | 32,113 |
| Profit on Sale of Assets | | - | - |
| | | 5,625,193 | 5,382,489 |
| HOME SUPPORTS | | | |
| Government Grants | | 707,179 | 2,189,005 |
| National Disability Insurance Scheme Revenue | | 4,404,796 | 1,266,588 |
| Accommodation Fees | | 167,226 | 191,627 |
| Miscellaneous Income | | - | - |
| Profit on Sale of Assets | | - | - |
| | | 5,279,201 | 3,647,219 |
| OTHER REVENUE | | | |
| Government Grants | | 9,600 | - |
| Investment Income | | 111,189 | 113,258 |
| Donations and Bequests | | 463,043 | 440,794 |
| Miscellaneous Income | | 6,865 | 210 |
| National Disability Insurance Scheme Revenue | | 92,758 | - |
| Profit on Sale of Assets | | 14,000 | - |
| | | 697,455 | 554,262 |
| Total Revenue | | 11,601,849 | 9,583,970 |

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:

| | Note | 2019 (\$) | 2018 (\$) |
|---------------------------------------|------|-----------|-----------|
| Key management personnel compensation | | 698,052 | 612,450 |

NOTE 4

Expenses

The following significant revenue and expense items are relevant in explaining the financial performance:

| | Note | 2019 (\$) | 2018 (\$) |
|--|------|----------------|------------------|
| Community Supports | | (216,729) | (499,747) |
| Home Supports | | 409,110 | (280,502) |
| Net Operating Surplus (Deficit) | | 192,381 | (780,249) |
| Non Operating Income | | 574,232 | 554,052 |
| Profit / (Loss on Sale of Assets) | | 14,000 | (2,629) |
| Non Operating Expenditure | | - | 11,513 |
| Non Operating Revenue / (Expenditure) | | 588,232 | 539,910 |
| Total comprehensive income/(loss) attributable to members of the entity | | 780,613 | (240,339) |

NOTE 5

Cash and Cash Equivalents

| | Note | 2019 (\$) | 2018 (\$) |
|--|------|------------------|------------------|
| Cash on Hand | | 3,500 | 4,250 |
| Cash at Bank | | 633,988 | 483,153 |
| Short-term investments - bank deposits | | 6,045,172 | 4,584,586 |
| Cash and Cash Equivalents | | 6,682,660 | 5,071,989 |

The effective interest rate on short-term bank deposits was 1.84% (2017: 2.47%); these deposits have an average maturity of 269 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 | 6,682,660 | 5,071,989 |
|----------------------------------|-----------|------------------|------------------|



NOTE 6

Accounts Receivable and Other Debtors

| | Note | 2019 (\$) | 2018 (\$) |
|---|-----------|------------------|----------------|
| CURRENT | | | |
| Debtors | | 959,667 | 318,766 |
| Allowance for doubtful debts | | (136,520) | – |
| Accrued NDIS Income | | 96,755 | 422,967 |
| Sundry Debtors | | 15,917 | 21,581 |
| Prepayments | | 37,826 | 35,978 |
| Interest receivable | | 35,373 | 33,154 |
| Total current accounts receivable and other debtors | | 1,009,018 | 832,446 |
| FINANCIAL ASSETS CLASSIFIED AS LOANS AND RECEIVABLES | | | |
| Accounts receivable and other debtors: | | 1,009,018 | 832,446 |
| Total current | 13 | 1,009,018 | 832,446 |



NOTE 7

Property, Plant Equipment

| | Note | 2019 (\$) | 2018 (\$) |
|--|------|------------------|------------------|
| LAND AND BUILDING | | | |
| At cost | | 7,450,708 | 7,428,019 |
| Accumulated depreciation | | (3,574,897) | (3,405,461) |
| | | 3,875,811 | 4,022,558 |
| MOTOR VEHICLES | | | |
| At cost | | 894,389 | 912,849 |
| Accumulated depreciation | | (794,140) | (803,857) |
| | | 100,249 | 108,992 |
| FURNITURE AND EQUIPMENT | | | |
| At cost | | 858,252 | 834,434 |
| Accumulated depreciation | | (786,142) | (751,613) |
| | | 72,110 | 82,821 |
| COMPUTERS | | | |
| At cost | | 585,741 | 569,932 |
| Accumulated depreciation | | (426,510) | (351,359) |
| | | 159,231 | 218,573 |
| CAPITAL - W.I.P. | | | |
| | | 49,276 | - |
| Total property, plant & equipment | | 4,256,677 | 4,432,944 |

NOTE 8:

Accounts Payable and Other Payables

| | Note | 2019 (\$) | 2018 (\$) |
|--|-----------|------------------|------------------|
| CURRENT | | | |
| Unsecured liabilities: | | | |
| Trade Creditors | | 134,966 | 90,461 |
| Sundry Creditors | | 1,517,736 | 705,172 |
| Income in advance | | 204,193 | 384,002 |
| Financial liabilities as accounts payable and other payables | | 1,856,895 | 1,179,635 |
| Financial liabilities at amortised cost classified as accounts payable and other payables. | | | |
| Accounts payable and other payables: | | | |
| - total current | | 1,856,895 | 1,179,635 |
| Less grants operating received in advance | | 204,193 | 384,002 |
| Financial liabilities as accounts payable and other payables | 13 | 1,652,702 | 795,633 |

Collateral pledged

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

The average credit period on accounts payable and other payables is 1 months. No interest is payable on outstanding payables during this period. For payables outstanding longer than 1 months, 0% per annum is payable on the outstanding balance.

NOTE 7 CONT'D: MOVEMENTS IN CARRYING AMOUNTS

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

| | Computers (\$) | Land and Building (\$) | Motor Vehicles (\$) | Furniture, Equipment (\$) | Capital - W.I.P. (\$) | Total (\$) |
|--|----------------|------------------------|---------------------|---------------------------|-----------------------|------------------|
| Balance at 1 July 2018 | 218,573 | 4,022,558 | 108,992 | 82,821 | - | 4,432,944 |
| Additions | 15,809 | 22,689 | 40,009 | 23,818 | 49,276 | 151,601 |
| Disposals | - | - | - | - | - | - |
| Transfers | - | - | - | - | - | - |
| Depreciation expense | (75,151) | (169,436) | (48,752) | (34,529) | - | (327,868) |
| Carrying amount at 30 June 2019 | 159,231 | 3,875,811 | 100,249 | 72,110 | 49,276 | 4,256,677 |

NOTE 9**Employee Provisions**

| | Note | 2019 (\$) | 2018 (\$) |
|--|------|----------------|----------------|
| CURRENT | | | |
| Provision for Long Service Leave | | 205,516 | 233,544 |
| Provision for annual leave entitlements | | 616,465 | 527,325 |
| Total Current Employee Provisions | | 821,981 | 760,869 |
| NON CURRENT | | | |
| Provision for Long Service Leave | | 525,757 | 433,766 |
| Total Non Current Employee Provisions | | 525,757 | 433,766 |
| ANALYSIS OF EMPLOYEE PROVISIONS - ANNUAL LEAVE ENTITLEMENTS | | | |
| Opening balance at 1 July 2018 | | 527,325 | 489,597 |
| Additional provisions | | 788,953 | 660,751 |
| Amounts used | | (699,813) | (623,023) |
| Balance at 30 June 2019 | | 616,465 | 527,325 |

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 the 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.

| | Note | 2019 (\$) | 2018 (\$) |
|--|------|------------------|------------------|
| ALKIRA GENERAL FUND | | | |
| Current year Surplus / (Deficit) | | 780,613 | (240,339) |
| Prior Year Adjustments | | - | - |
| Current Year Adjustments | | - | - |
| Accumulated Funds Brought Forward | | 4,252,868 | 4,810,321 |
| Transfer to Alkira Foundation | | (386,511) | (317,115) |
| Accumulated Funds Carried Forward | | 4,646,970 | 4,252,868 |

ALKIRA BUILDING FUND

| | | | |
|--|--|------------------|------------------|
| Cash at Bank | | 2,000,000 | 2,000,000 |
| The net transfers comprised the following: | | | |
| Opening Balance | | 2,000,000 | 2,000,000 |
| Transfer in | | - | - |
| Investment Income | | 36,786 | 49,408 |
| Transfer out | | - | - |
| Transfer to General Funds | | (36,786) | (49,408) |
| Net | | 2,000,000 | 2,000,000 |

ALKIRA FOUNDATION

| | | | |
|--|--|------------------|------------------|
| Cash at Bank | | 1,710,241 | 1,393,127 |
| The net transfers comprised the following: | | | |
| Opening Balance | | 1,710,241 | 1,393,127 |
| Transfer in | | 351,686 | 277,428 |
| Investment Income | | 34,825 | 39,687 |
| Transfer out | | - | - |
| Transfer to General Funds | | - | - |
| Net | | 2,096,752 | 1,710,241 |

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 2019, Alkira Centre - Box Hill Inc. had no related party transactions.

NOTE 13

Financial Risk Management

The association's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable.

The carrying amounts for each category of financial instruments, measured in accordance with *AASB 9 Financial Instruments* as detailed in the accounting policies to these financial statements, are as follows:

| | Note | 2019 (\$) | 2018 (\$) |
|---------------------------------------|------|------------------|------------------|
| FINANCIAL ASSETS | | | |
| Cash and cash equivalents | 5 | 6,682,660 | 5,071,989 |
| Accounts receivable and other debtors | 6 | 1,009,018 | 832,446 |
| Total Financial Assets | | 7,691,678 | 5,904,435 |
| FINANCIAL LIABILITIES | | | |
| - accounts payable and other payables | 8 | 1,652,702 | 795,633 |
| Total Financial Liabilities | | 1,652,702 | 795,633 |

NOTE 14

Capital and Leasing Commitments

Operating Lease Commitments

Non-cancellable operating leases contracted for but not recognised in the financial statements

| | Note | 2019 (\$) | 2018 (\$) |
|---|------|----------------|----------------|
| PAYABLE - MINIMUM LEASE PAYMENTS | | | |
| Not later than 12 months | | 86,040 | 106,542 |
| Between 12 months and 5 years | | 38,207 | 119,405 |
| Later than 5 years | | - | - |
| | | 124,247 | 225,947 |

The property lease commitment is a non-cancellable operating lease with a 2-year term, with rent payable monthly in advance. Contingent rent provisions within the lease agreement require that the minimum lease payments shall be increased by the lower of the change in the consumer price index or 3.5% per annum.

An option exists to renew the lease at the end of the 2-year term for an additional term of 1 year. The lease allows for subletting of all lease areas.

NOTE 15

Other Information

NDIS

Alkira have assessed the impact to the changes of NDIS funding and it is not considered to have any significant impact on the financials.

NOTE 16

Association Details

The registered office of the association is:

Alkira Centre - Box Hill Inc.
3 Thurston Street
Box Hill Vic 3128

The principal place of business is:

Alkira Centre - Box Hill Inc.
3 Thurston Street
Box Hill Vic 3128

Associations Incorporation Reform Act 2012 ss 94(2)(b), 97(2)(b) and 100(2)(b)

Annual statements Give True and Fair View of Financial Position of Incorporated Association

We, Peter Harrison, President and Michael Waymark, 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 2019.

Signed: _____

Date: 27/08/2019

Peter Harrison
Alkira Board President

Signed: _____

Date: 27/08/2019

Michael Waymark
Alkira Board Treasurer

CELEBRATING ACHIEVEMENTS

Alkira encourages a positive and respectful culture through recognising and celebrating employees, volunteers and participants for their contributions and commitment that is in line with the organisational values and behaviours framework. Below is a list of people recognised in the 2018 Alkira Awards.

BOARD OF MANAGEMENT AWARD

Diane Fitzmaurice

5 OF YEARS SERVICE AWARD

Matthew Foo
Helen Krystofowicz
Sarah Laycock
John Lyburn
Gavin Mahoney
Elizabeth Murphy
Warren O'Brien
Veronica Paouros
Adeline Saw
Wendy Skillbeck
Christopher Spry

20 OF YEARS SERVICE AWARD

George Bahita
Rhys Bassett
Darren Bray
Alex Moore
Donald Nicol
Tara Waghorn

OUTSTANDING CONTRIBUTION TO ALKIRA

George Bahita
Ruth Hoffman
Veronica Paouros

40 OF YEARS SERVICE AWARD

Peter Harrison

PARTICIPANT SIGNIFICANT PERSONAL ACHIEVEMENT

Caden Bettles
Jane McLeod

10 OF YEARS SERVICE AWARD

Joyanne Banks
Anthony Bechaz
Wendy Carroll
Clement Chook
Andrew Chuah
Judith Cox
Robert Hoglund
David LoRicco
Vera Moreira
Rebecca O'Brien
David Rogers
Lisa Sawatzky
James Young

45 OF YEARS SERVICE AWARD

Ellen Montgomery

PARTICIPANT SIGNIFICANT CONTRIBUTION TO COMMUNITY

John Ritchie

15 OF YEARS SERVICE AWARD

Daniel Hosking
Edmund Leydon
Emily Lim
Carmelo Nasello
Ching-Man Wan

55 OF YEARS SERVICE AWARD

John Ritchie
Jan Slattery

60 OF YEARS SERVICE AWARD

Timothy Johanson
Judith Squires

OUR LIFE GOVERNORS

The following have been appointed an Alkira Life Governor since 1954

| | | | | | |
|-------------------|-------------------|------------------|------------------|-------------------|--------------------|
| Cr L.R. McCredden | Miss M. Roberts | Mrs P. Howard | Mrs D. Bailey | Mrs M. Ridley | Mr W. Robinson |
| Mr E.G. Cuthbert | Mrs M. Donald | Mr W.J. Nicholls | Mrs M. Scott | Mrs E. Pantlin | Mr R. Walker |
| Mr N.E. Rooks | Mr A. Race | Mrs M. Craig | Mrs J. Richard | Mrs G. Butler | Mr J. Montgomery |
| Mrs N. Steele | Mrs L. Race | Mrs N.D. Allum | Mr K.R. Pantlin | Mrs N. Cain | Mrs L. Lee |
| Mr R.G. Goldsmith | Mr W.G. Donald | Mr J. Ingoldby | Mrs O. Wiley | Mrs B. Dixon | Mrs M. Robinson |
| Mr E. Hughes | Mrs M.J. Wilton | Mr S. Squires | Mr P.S. Harrison | Mrs E. Edmonds | Ms K. Curtain |
| Mr H.E. Gray | Mr H.G. Jones | Mrs D. Squires | Mrs P. Slattery | Mrs B. Hattam | Ms J. Charlesworth |
| Mr G. Cree | Mr J.W. Rees | Mr A.E. Jones | Mr A. Collinson | Mrs H. Lane | Mr C. Miller |
| Mr R.E. Cook | Mr R.L. Gilbert | Mrs J. Jones | Mrs H. D'Elton | Mrs J. Simpson | Mrs D. Bassett |
| Mrs N. Boldiston | Mr W.J.M. Bailey | Mr R. Bryans | Mr C. Jacobs | Mrs P. Neale | |
| Mrs B.J. Perkins | Mrs B. Addison | Mrs J. Bryans | Mrs C. Reese | Mr A. De Groot | |
| Miss M. Bartlett | Mrs L. Boyce | Mrs D. Ramus | Mrs J. Jones | Mrs C. De Groot | |
| Mrs D.W. Gray | Mr E. Donaldson | Mr W. D'Elton | Mr D.G. Ridley | Mrs P. Saunders | |
| Mrs E. Churchley | Mr J.W. Boldiston | Mr R.L. Craig | Mr M. Reese | Mrs B. Montgomery | |

OUR VOLUNTEERS

Volunteers who supported Alkira between July 1st 2018 – June 30th 2019.

| | | |
|-----------------------|--------------------|-----------------------|
| Arnold, Lindsay | Fredricks, Agnes | McKelvie, Maree |
| Arnolda, Neiliya | Gunasekera, Ramsay | Miller, Christopher |
| Bassett, Dianne | Gupta, Anita | Mitchell, Warwick |
| Bellairs, Susie | Haker, Shahaf | Money Galacho, Imogen |
| Bouchier, Gwenyth | Hampton, Ian | Murray, Adrienne |
| Brownlie, Debra | Hardidge, Di | Myers, Jill |
| Brownlie, Samantha | Hardidge, Donald | Napoleone, Lexie |
| Bubner, Margaret | Harrison, Peter | Prandi, Chris |
| Cheung, Lee Chu | Healy, Kathryn | Provan, Jim |
| Cheung, Linda Sau Lin | Hoffman, Ruth | Rule, Kylie-Ann |
| Cincotta, Maria | Howlett, Gwendolyn | Shamaee, Saeed |
| Cross, Graeme | Imran, Rima | Shelley, Carolyn |
| Cross, Nancy | Jackson, Margaret | Siu, Helena |
| Curran, Elizabeth | Jacobs, Gordon | Slessar, Margaret |
| De Propertis, Lucy | Javadipour, Shiva | Thomas, Lynette |
| Desai, Raunak | Jessup, Robyn | Troughton, Dominic |
| Dick, Gail | Kiernan, Dannielle | Tu, Belinda |
| Dobrotwir, Tom | Kishun, Vitesh | Verte, Jean-Paul |
| Dodds, Sue | Laffin, Abby | Walker, Ron |
| Elsayed, Saajeda | Ling, Karen | Waymark, Michael |
| Fallet, Graeme | MacDonald, Nicola | Wheelton, Simon |
| Fearn-Wannan, David | Manton, Stephanie | Wong, Jennifer |
| Frawley, Lucinda | | Yang, Ti |

OUR TEAM

Staff employed by Alkira between
July 1st 2018 – June 30th 2019.

| | | | |
|--|--|---|---|
| Abbott, Henry (Chigozie) Cert. IV Disability Work, Adv. Dip. Community Sector Mgt | Callaghan, Lee A.C.R.A.C.S., Dip. Front Line Management | Fitzmaurice, Diane B. Ed. St., Dip. Teaching. (NZ), T.T.C. (NZ) | Hutchinson-Reade, Gerard Degree Psycho Physiology, Psychology Cert. III HACC, Cert. IV Disability Work |
| Ahaiwe Kelechukwu Dip. Comm. Services | Cannane, Paul | Flores, Nilda Cert. IV Disability Work | Johns, Cathie Dip. of Human Resources Management |
| Aitken, Janet Cert. Education Intergration Support | Canning, Oscar Cert. IV Disability | Flores Mandujano (Brenda) Cert. IV Disability Work | Jones, Kate |
| Akinwotu Temi (Oladapo) Diploma of Work, Health and Safety | Chan, Catherine (Suk Ngoo) Cert IV Disability Work, Accounting | Forster, Meredith | Kaur, Baljit Cert. IV Community Services (Disability Work) |
| Amato, Jade-Lee Cert. III in Education Support | Cheah, Ruth | Franklin, Lisa | Kaur, Karmjeet Cert. III Aged Care |
| Amruthraj, Joseph (Pradeep) Cert. IV Disability Work | Chindukuro, Lulu (Ruwimbo) | George, Shijo | Keillor, Nicholas Cert. IV Disability Work |
| Andreola, Judith | Chuah, Andrew | Ghafoori, Abdul Dip. Community Services | Kelso, Simone Dip. Community Services |
| Anyango, Petunia | Chung, Edmund (Tat Hong) Cert. IV Financial Services, Cert. IV Disability Work | Gifford, Karen Cert. IV Disability Work | Khetrapal, Saloni Cert. IV Disability, Cert. III Disability Work |
| Armansin, Bernadette Cert. IV Disability Work | Chung, Philip | Giustiniani, Marco Cert. IV Disability, Cert. III Aged Care Work | Kiernan, Dannielle |
| Ayayi, Michael (Ayite) | Clark, David Cert. IV Disability Work, Cert. IV Counselling and Conflict Resolution | Gnanarathnam, John | Kindl, Richard Cert. IV Disability Work |
| Bagiartakis, Emmanuel | Cleary, Nicole Cert. IV Training and Assessment | Gowdara, Gowri (Gowramma) | Kingston, Louise B. Ed., Dip. Teaching (Primary) |
| Bahita, George Cert. IV Disability Work | Coulson, Danielle B. Applied Sc. (Disability Studies), Cert. IV in Training and Assessment | Gunatilake, Theja (Katugampola) Cert. IV Disability Work, Dip. Community Services | Kodithuwakku, Jay B. of Commerce (Major in Accounting) |
| Bakare, Titilope (Tee) Cert. III Individual Support (Disability) | Coulter, Meghan | Gunn, Charles Cert. II Security Operations | Koss-Aiuto, Suzana Cert. IV Leisure and Health, Cert. III Home and Community Work |
| Banks, Joyanne Cert. III Aged Care Work, Cert. IV Community Service, Leisure and Lifestyle, Dip. Comm. Services, Leisure & Lifestyle, Cert. IV Training and Assessment | Cox, Judith | Gurrie, Christopher Cert. IV Disability Work | Laffin, Peter Dip. Ed. (Primary), Post Grad. Dip. Ed. Studies (Learning Disabilities), Adv. Dip. of Community Services Mgt |
| Barbara, Tracey Cert. IV Child, Youth & Family Intervention, Cert. II in Community Services Work | Croft, Kym B. Applied Sc. (Disability Studies) | Hamann, William Cert. IV Disability | Lai, Yuet (Helena) Cert. IV Disability Work |
| Barker, Sarah Cert. IV Comm. Service Work, Cert. III Health Support Services (Catering), Cert. IV Alcohol and Other Drugs Work, Cert. IV Mental Health | Cruz De Andrade, Samuel Cert. IV Disability Work, Cert. III Aged Care Work | Handley, Sharon Cert. IV Training and Assessment, Dip. Business (Community Services and Health Mgt) | Lam, Sally (Le Hoa) |
| Barpalias, Donna Dip. Community Services (Work), Cert. IV Disability Studies | Dalglish, Peter Cert. IV Disability Work | Hansen, Colin Cert. III Disability Work, Cert. IV Disability, Cert. IV Training and Assessment | Lane, Jade Cert. IV Mental Health |
| Beaton, Helen Cert. Sec. Teaching (Domestic Arts) | Davidson, Theda Dip. Community Services | Harris, Nicole Dip. Teaching (Primary), Grad. Dip. Special Education | Larkin, Patricia Adv. Cert. Habilitate Education |
| Bedford, Catherine | De Biase, Robert | Healey, Marion Cert. IV Leisure and Health, Adv. Dip. Disability | Lau, Jessie (Shuk) Cert. III Aged Care Work, Cert. III Home and Community Care, Cert. III Disability Work, Cert. IV Leisure and Health |
| Belcher, Ian B.A. Grad. Dip. Recreation, Grad. Cert. App. Sc., Cert. IV Disability Work | Degenhardt, Dean Cert. IV Disability Work, Cert. Motor Mechanics, Dip. Front Line Management | Hefron, Colin | Lawrence, Jack Cert. II Hospitality (Operations) |
| Bell, Amaya Dip. Counselling | Dobson, July | Hoglund, Robert | Lee, Sun Hi Cert. IV Disability |
| Bezett, Christine Cert. III Accounting | Dunning, Clinton Cert. IV Child, Youth and Family Intervention | Holborn, Samantha | Lees, Tawni |
| Bosco, Irene Cert. IV Disability | Dupuis, Nanou (Anne) | Holden, Allison Cert. IV Comm. Service Work, Cert. IV Training & Assessment, Grad. Dip. Education; B.A. (Social Work), B.A.Science | Low, Albert Cert. IV Disability |
| Breen, Merlissa Dip. Community Welfare Work, Cert. III Aged Care Work | Edwards, Maree B.Information Technology | Hook, Shereen Cert. IV Assessment and Workplace Training, B.A. Human Services | MacDonald, Gary Cert. IV Disability |
| Brillanti, Charmaine Cert. IV Disability | Farrelly, Nathan Cert. III Disability Work, Cert. III Home and Community Work | Howard, Pamel B.A. Ed., Cert. III Aged Care Work | Mangamu (prev. Robbins) Kat (Katongo) Adv. Dip. Disability Work, Cert. III Aged Care |
| Brown, Vicki Dip. Community Welfare Work, Cert. IV Mental Health Work (Non-Clinical), Dip. Community Welfare Work, Dip. Management | Farrelly, Siriluk Cert. IV Disability | | |
| Brun, Zenaida | Fehring, Alannah | | |
| | Filippi, Michelle Cert. IV Disability Work | | |

| | | | |
|---|---|---|---|
| Manton, Peter | O'Brien, Brendan | Price, Lainie Cert. IV Disability | Troy, Jonathan Cert. IV Disability |
| Marmo, Nicholas Cert. IV Training and Assessment, Cert. IV. Disability, Cert. III Baking | O'Brien, Kelly Cert. IV Disability, Cert. Education-Intergration Aide | Ratcliffe, Mark Cert. IV Disability Work | Trump, Greg Cert. IV Training and Assessment, Cert. III Pharmaceutical Manufacturing |
| Mashakada, Eugenia Cert. IV Disability Work | O'Brien, Liam | Rathakrishnan, Arathi B.A. Sc. (Disability Studies), Cert. IV Disability Work | Tsakiridis, Chris |
| Mathews, Helen | O'Connor, Deborah Cert. IV Disability, Cert. IV Training & Assessment | Rathnayaka, Mudiyanseleg Dilusha | Tsarouhas, Vicki Grad. Dip. Computing School of Economics & Comm |
| McDonald, Timothy Cert. IV Disability Work, Dip. Management, B.A Psychology Services | O'Loughlin, Tina (Christine) Cert. IV Training and Assessment | Reese, Geoffrey | Tucker, Belinda |
| McFarlane, Eluned (Mair) Dip. in Teaching, Grad. Dip. in Business (Emp. Relations) | O'Reilly, John | Romano, Rose Cert. IV Disability Work | Ubavin, Laura B.A (Psychology and Sociology), B.S.W., Cert. IV in Workplace Training & Assessment |
| McHugh, Janine B. App Sc. (Disability Studies) | Okeke, Somtochukwu (Valentine) Cert. IV Disability | Ryan, Mark Cert. IV Training and Assessment, Adv. Dip. of Community Services Mgt, Cert. IV Disability Work | Ugorji, Fred (Chukwuemeka) |
| McMurtrie, Elaine B. Ed. A.C.R.A.C.S. | Okoro, Emmanuel Cert. IV Disability | Sawatzky, Lisa B. App. Sc. (Consumer Science), Cert. Intellectual Disability Services Officer, Ass. Dip. Soc. Studies (Resi. & Comm. Services), Dip. Business (Comm. Services & Health Mgt.) Cert. IV Assessment & Workplace Training | Uzoeto, Franklin (Ikechukwu) Cert. IV Disability Work |
| Meck, Meck | Olagookun, Foluke Cert. IV Disability Work | Schmerber, Alex (Alexandre) | Vu, Oanh |
| Moodie, Benjamin Membership-FCPA, B.A. Business (Accounting) | Oni, Foluso | Sharma, Pooja Cert. III Aged Care Dip. Community Welfare Work | Waghorn, Tara T.P.T.C. T.S.P.T.C |
| Moreira, Vera Cert. IV Disability Work, Dip. Community Welfare Work, Cert. I Food Hygiene for Food Handlers, Adv. Dip. of Community Services Mgt | Orellana, Mayte | Shave, Amanda Dip. Community Development | Wallace, Bernie B. Ed (Sec) Cert. IV in Human Resources |
| Morton, Karen | Osborne, Karen Dip. Community Welfare Work | Shittu, Toonde (Sodiq) Cert. IV Disability Work | Wanninayake, Gaya Cert. III Aged Care Work, Cert. IV Disability Work |
| Murphy, Elizabeth | Pan, Rebecca Cert. IV Disability Work | Singh, Pirtpal (Preet) Cert. III Aged Care, Cert. III Disability Work | Watson, Christopher Cert. IV Disability, Cert. IV Mental Health, Cert. IV Alcohol and Other Drugs Work |
| Mutai, Hillary Cert. III Aged Care | Paouros, Veronica B. Ed (Hons), BA (Ed),, Dip. Community Services (Case Mgt), Cert. IV Training and Assessment | Skilbeck, Wendy B.A App. Sci. (Speech Pathology), Grad. Dip. Counselling & Human Services, Cert. IV Leisure & Health | Watt, Kara Cert. IV Disability Work |
| Ndeti, Bernard Cert. IV Disability Work | Parkinson, Steven B.A. Soc. Sciences | Steen, Barbara | Watts, Amber B.A. Social Work |
| Nesbit, Chad Cert. IV Disability; Cert. III Individual Support | Paulose, Vinod Cert. III Aged Care Work, Cert. IV Disability Work | Stewart, Adrian | Weller, Christine Cert. IV Disability Work |
| Nette, Simon B. Ed., Harvard University: Exec. Ed. Prog. | Pearnton, Cassandra | Stretton, Shelley B.A. App. Sci. (Computing), Masters of Business Administration, Dip. Professional Fundraising | Williams, Russell Cert. IV Disability Work, Cert. II Health Services Assistance |
| Nicel, Benjamin Cert. IV Disability | Penington, Kerrie B.A. (Social Work), B.A. Soc. Sciences | Sutherland, Damien Cert. IV Disability Work | Wilson, Elizabeth Cert. IV Disability Work, Grad. Dip. Loss and Grief Counselling, Cert. Edu. Intergration Aide, Dip. (Missiology) |
| Njokuocha, Ikechukwu (Kenneth) Cert. IV Disability | Perera, Leo (Galhenage) Dip. Business, Dip. Community Welfare Work | Swanson, Carolina | Yang, Chunlan Cert. III Aged Care Work, Cert. IV Disability Work |
| Noonan, Martin | Pheto, Sheila Cert. III Aged Care, Cert. Nursing | Theng, Patricia | Yang, Jing Cert. III Aged Care Work, Cert. III Home & Community Work, Cert. IV Disability Work |
| Nuthall, Lyndi Cert. IV Disability Work, Adv. Dip. Disability | Philpott, Rob Cert. IV Disability | Thind, Akashdeep (Akash) | Yates, David Ass. Dip. Bus. Studies, Accounting, B. Applied Sc. (Disability Studies), Adv. Management Cert. - AIM |
| Nwanolue, Daniel Cert. IV Disability | Pietsch, Margaret Cert. IV Disability Work, Cert. III Home and Community Work, Cert. III Aged Care Work, Bachelor of Arts Graphic Design | Thompson, Wayne MBA (Technology Mgt), Ass. Dip. Engineering, Cert. IV Assessment and Workplace Training, Cert. IV Disability Work, Adv. Dip. of Comm. Services Mgt | Young, Lucy Cert. IV Comm. Service, Leisure & Lifestyle, Dip. Ceramics |
| Nyarugwe, Rhoda | Poni, Winnie | | |
| | Pope, Andrea | | |
| | Post, Kristina Cert. IV Business | | |

THE ALKIRA COMMUNITY

There are a large number of people who support Alkira in many different ways. We are thankful for your support no matter how large or small and whatever form it takes. This annual report allows us to thank many people, but there are many people left off. Some people wish to remain anonymous and others have passed on but left a legacy in their will. We wish to thank each and every one of you.

ALKIRA FOUNDATION

The Alkira Foundation received the following support from generous Foundation Members, Donors and Families.

The Estate of James Graeme Reynolds
\$164,987

The Estate of Margaret Jane Miller
\$128,924

The Estate of Shirley May Almond
\$50,000

Charmaine Guest-Marinins \$5,000

The Estate of Enid Patricia Curtain
\$2,075

Brenda Paton \$550

Ray and Jill Cranwell \$200

Helen Anne Carver \$25

GRANTS AND LOCAL COMMUNITY SUPPORT

Wheelton Philanthropy \$25,000

**Norman, Mavis and Graeme Waters
Perpetual Charitable Trust** \$10,000

McPhail and Partners Pty Ltd \$7,875

Rotary Club of Box Hill Central \$7,500

**Bendigo Community Bank Branches of
Surrey Hills, Canterbury, Ashburton and
Balwyn** \$2,070

**William Angliss (Vic)
Charitable Fund** \$2,000

Aughtersons Solicitors \$1,525

Melbourne Playing Card Collectors \$1,000

Grill'd Doncaster \$300

**Beside Still Waters Counselling and
Psychotherapy** \$200

**Lord Mayor's Charitable Fund on behalf of
Berkovic-Fraenkel Family Trust** \$150

**The Grove Uniting Church
Friendly Circle** \$100

International Order of Old Bastards (IOOB)
In Kind



DONATIONS

\$1000 AND ABOVE

Willandra Juniors Auxillary \$5,000

A Mitchell \$2,000

J Mitchell \$2,400

Sue Dodds and Gary Stewart \$2,000

Warrick Mitchell \$1,400

Jim and Ellen Montgomery \$1,050

Betsy Dingle \$1,000

Dessie Kontis \$1,000

The Estate of Patricia McCabe \$1,000

Majorie Walker \$1,000

\$999 AND BELOW

Donald Allen

Peter Anderson

Bateman Family

Graham Bryans

Norma Burkitt

Loreto Byrne

Nancye and John Cain

Helen Campbell

Raylene Carr

Charles Carrington

Theresa Chan

Helena Clarke

Margorie Craig

Ray and Jill Cranwell

Graeme and Nancy Cross

Arthur and Corrie De Groot

Kate and Mike De Josselin

Flora Dickson

Maree Edwards

Diane Fitzmaurice

Nilda Flores

Marcella Fortino

Frank Glynn

Charmaine Guest-Marinins

Margery Heard

Alan Heggen

Winifred Hirst

Charles and Lorraine Hogan

Gwendolyn Howlett

Gordon Jacobs

Audrey James

Judith Jennings

Joan Jones

Vivienne King

Jenny Lawrence

Michelle Lee

Edmund Leydon

Ken Lim

Mark Lyburn

Michael Manton

Raymund Matthews

Nick and Maryann Mavridis

Donald McDonald

Gerald McPherson

Ben Moodie

Brenda Paton

Kathleen and Terry Payne

Phillipa Pecora

Colleen Reese

Joan Richard

Arthur and John Ritchie

Warwick Robinson

Roddick Family

Gregory and Kerry Rowland

Lisa Sawatzky

Sen Family

Bob and Ruth Slater

Saeed Shamaee

Dorothy Shea

Robert Shoebridge

Mary-Lou Stamp

Shelley Stretton

Dorothy Tagg

Carmen and Dom Tassone

John Ternan

Dell Thomson

Margaret Wallace

Mr Ian Whiteall

Hermena Wood

VALES

Within a community the size of Alkira it is inevitable that each year people pass away. Sadly, over the last twelve months we lost a few members of the Alkira community whom are sadly missed by all of us.

Concetta Nasello

Edward Sen

Julia Simpson

Peter Clarke

Maria Piatek

Mark Armstrong



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



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