



ANNUAL REPORT 2021



belong. connect. aspire.

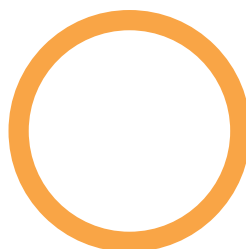
Providing services to support people with intellectual disabilities since 1954.

Alkira represents **lifestyle, choices, community inclusion, independence** and **social connection. A fulfilled life!**

That can look very different for everyone, therefore we customise our services for the individual.

There is no 'standard' offering at Alkira, **it is your goals and what you want to do.**

Our approach is welcoming and respectful, where participants are truly valued and treated as individuals.



MISSION

Strive 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.

VISION

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

VALUES



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.



CHALLENGE

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



ENRICHMENT AND CELEBRATION

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

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FROM OUR BOARD CHAIR



Peter Harrison
Board Chair

I am writing this report as we announce the resignation of our Chief Executive Officer, Lisa Sawatzky for health reasons. Lisa has given over 14 years of great service to Alkira including the last 4 and a half as our CEO. During her term as our CEO, we have seen her lead a period of development and transition never seen in Alkira's history. During her leadership during this time, we successfully transitioned to the NDIS, opened our new facility Springfield in Nunawading and enhanced opportunities for all our participants in both our Home Supports and Community Supports services. Lisa leaves a great legacy on which we can continue to build, and we all wish her well as she seeks to recover her health.

This year again has been a year of contrasts with the highlight being the opening of the wonderful new Springfield Community Hub facility. This culminates an extended period of planning and thought on how we can best deliver services to our older participants. I remember seeing the faces of our participants and staff shortly after we occupied the premises and there was a real sense of "wow, aren't we fortunate". It seems the reality of everyday life at Springfield is now living up to providing the opportunities we thought might be possible in our planning.

Our formal opening of Springfield in February was a wonderful opportunity to thank all those who contributed to the Springfield Appeal. The amount raised on this appeal was over \$700K and represents the most successful fund-raising program in Alkira's history. I want to take the opportunity to thank all those who helped to make this important project a reality.

Remaining COVID Safe

Our Community Supports services were impacted heavily by the COVID lockdowns during the year. Our real concern during these times was to ensure we adapted to the new circumstances to provide services in new ways. It is pleasing to report that we responded to this challenge and continued to deliver day supports to most in a COVIDSafe environment.

Similarly, our Home Supports team was tested with the challenges of COVID in ensuring all our residents and staff were COVIDSafe.

That we have had no COVID cases at Alkira is a real testament to the planning, professionalism and dedication of our leadership team and staff. The ability to adapt to these new challenges shows how we can live the Alkira values of care and challenge in even the most difficult times.

Our progress

Over recent years, I have mentioned that our Strategic Plan has been central to our thinking, and it is pleasing to report that despite the challenges of COVID we are making good progress on many of the Strategic Objectives. In particular, progress is being made on looking at opportunities to "partner" with interested families to explore new arrangements for participants to live independently with support from Alkira. We are also investing heavily in enhancing the quality of our services in reviewing the Alkira policy framework to ensure it drives incentives for all to look at innovative ways to continually improve.

In recent times, the Board has been thinking about Alkira's future in the "NDIS world" and to that end, we have been engaging with our community to seek input. Over the next year, we intend to use this input together with the best thought leaders in the disability field to "re-imagine" the next stage in our history. As this develops we will share our ideas with all in our community.



Updates with the Alkira Board

This year we said farewell to Michael Waymark from the Board. Over his four year term on the Board, Michael has made a significant contribution as our Treasurer and Chair of the Finance, Investment, Risk and Property Committee. His oversight during this time of challenge with the introduction of NDIS and risk of COVID combined with delivering the Springfield project has been invaluable. On behalf of the entire Alkira Community, I thank Michael for his work.

In July 2021, we welcomed Peter Holdsworth to the Board. Peter is a parent of a participant and has extensive experience in the fields of finance and advising in the not-for-profit sector. Peter has assumed the role of Treasurer. This year we also welcomed Brent Sheers to our Board as an observer and Gemma Tovey as a member of our Strategy Committee. Both Brent and Gemma are making valuable contributions to Alkira and are seen as integral to our Board succession planning.

Financially, the result for the year was pleasing but reflects the reliance we had on the Federal Government Job Keeper program. The underlying operating deficit of \$2.99m is a real concern as the COVID lockdowns continue without Job keeper support. We are doing everything we can to try to mitigate this situation as the challenges of balancing the delivery of services and reducing costs continue this year. Fortunately, we have cash reserves that enable us to navigate this time. These matters will be discussed further in the report by the Treasurer on page 23.

In conclusion, I would like to thank all on the Board and Board Committees for their help and support during this year of challenge. I also want to thank and acknowledge the dedication and support of Lisa and all who work at Alkira, your efforts are truly appreciated. Finally, I want to thank all donors and volunteers who contributed to making the year a success even in difficult times.

COMMITTEES



Finance,
Investment, Risk
and Property
Committee



Nominations and
Remuneration
Committee



Strategy
Committee



Foundation
Committee

BOARD ATTENDANCE

Peter Harrison	●●●●●●●●●●●●●●●●
Dianne Bassett	●●●●●●●●●●●●●●●●
Gordon Jacobs	●●●●●●●●●●●●●●●●
Michael Waymark	●●●●●●●●●●●●●●●●
Ramsay Gunasekera	●●●●●●●●●●●●●●●●
Chris Miller	●●●●●●●●●●●●●●●●
Warrick Mitchell	●●●●●●●●●●●●●●●●
Lucinda Nolan	●●●●●●●●●●●●●●●●
Lynn Scoles	●●●●●●●●●●●●●●●●
Charlie Xu	●●●●●●●●●●●●●●●●
Arthur Ritchie	●●●●●●●●●●●●●●●●
Brent Sheers*	●●●●●●
Peter Holdsworth**	●

*Under Observership program

**Co-opted

See more information about
our board on page 21.

PAST PRESIDENTS

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

FROM OUR CEO



Lisa Sawatzky
Chief Executive Officer

I am immensely proud of what Alkira has achieved over the past 12 months. As individuals and as an organisation there has been significant growth. Whilst COVID-19 has had a major impact, participants have embraced new ways of connecting, our staff have learnt to provide programs and activities remotely, and collectively we have innovated to ensure that we continued to provide support across the organisation to participants where ever we were able to.

It has been necessary to keep people connected in new and different ways and Alkira has invested in wellbeing activities across the organisation to help with the isolation that the COVID restrictions create. We have become more aware of the need to support one another, to check in, to listen and to care. Our day-to-day “how are you?” has taken on a deeper dive to really asking “are you really okay?”. We know that many participants, family members and staff have not always been okay and have needed extra support and connection. COVID has impacted in ways we are now only just understanding. For some participants, it is likely that they will not return to the same services that they have previously accessed and their supports will look very different.

Alkira participants have demonstrated great attributes as they have dealt with COVID. We have seen participants adapt to new types of support, show amazing positivity during tough times and provide their friends with support and reassurance when needed. Participants have been terrific role models for us all as they check in with each other, offer words of support and show they care in many different ways.


Without a doubt, the highlight of this year was the opening of the Springfield Community Hub in March of this year. Due to COVID, Alkira hosted a series of opening events to ensure that all the Alkira Community could celebrate this significant achievement. This project was made possible by the generous support of the Alkira Community and our community partners - thank you to all our donors and supporters. Springfield is now providing support to 35 participants including 3 who are

new to Alkira. The Springfield team has built a range of relationships including with Monash University in the Department of Human-Centred Computing, Faculty of Information technology, the Whitehorse Community Hub and the Chinese Christian Church of Victoria, Nunawading. These connections have offered a diverse range of opportunities for participants.

The Victorian lockdowns have been a difficult time for our residents in Home Supports. However, they have been well supported by the Home Supports team who have ensured that they have been engaged, active and connected to families and friends. Our staff have again shone through this time, showing amazing dedication, commitment and resilience during the pandemic.

Alkira has continued, wherever possible to provide services at our Community Supports sites. These services have needed to operate differently at times. Our Community Supports team has been amazingly flexible and have worked from their own homes, Community Supports sites and in-home for 1:1 supports. They have coped with the uncertainty of where and who they will be working with and have taken any changes in their stride.

Our Support Co-ordination team have continued providing support during this time. Many participants and families have needed extra support, with supports needing to be renegotiated to best meet the participant's changing needs during COVID. Our team have supported a significant number of NDIS Plan reviews, to ensure that participants had sufficient funding to meet these changing needs. Our Support Co-ordination service has grown during this time. We have received positive feedback about the support and service that they have provided during COVID.



Our Organisational Supports staff have continued to ensure that the services are well supported. Behind the scenes, they have ensured that billing, payroll, communications, and administration tasks continued uninterrupted during times of lockdown. Our People, Culture and Learning team have provided essential support to employees and the leadership team to ensure our workforce was trained and supported well to provide service in a COVID environment. Remote working arrangements have been in place for some time, and the team has been able to continue business as usual during a time that is anything but usual.

Our Board has continued to provide stellar governance during a very difficult time. The requirements of nonprofit organisations continue to be challenged by the risks that COVID presents. Our sub-committees have met more regularly to ensure that the organisation responded to the environment both from a safety, financial, strategic and human-centred perspective. Our values as an organisation have guided our COVID response and continue to drive the organisation's decisions into the future.

My thanks and gratitude go to our senior leadership team whose commitment, skill and direction has supported Alkira through this pandemic.

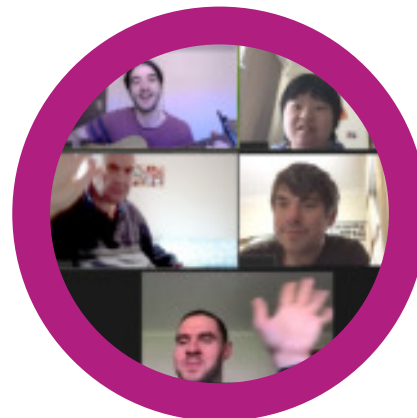
Thank you to all who have been involved in this wonderful organisation. It has been my absolute privilege to have led Alkira through this time.

ZOOM SNAPSHOT

2820  meetings held

28,916  total hours

 18,167 people participated
(including participants, staff, volunteers and our board)



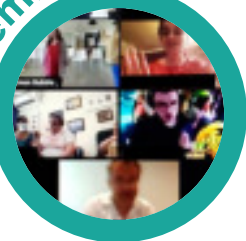
OUR YEAR IN REVIEW

July



Sensor hand soap, taps and sanitising stations installed at Thurston Street

December



International Day of People with Disability Online Celebrations

August



Hands on training for our COVID-19 Rapid Response Teams

November



Virtual Alkira Artist exhibition on our website to celebrate the artists at Alkira

September



Gift boxes sent to our Foundation Members in place of our Annual Foundation dinner

October



Successful outcome from our NDIS Practice Standards Audit

December



Automatic Temperature Scanners at Thurston Street

June



ABC Radio Interview with participants about the Springfield Community Hub

March



Springfield Community Hub opening event for Life Governors and special guests

April



Springfield Community Hub Open Day event for everyone in the Alkira Community

March



Springfield Community Hub opening event for families of Springfield participants

April

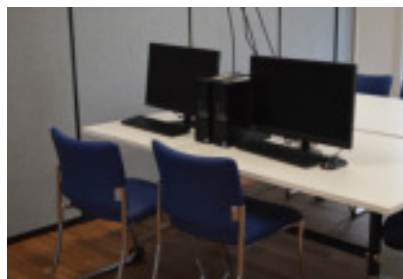
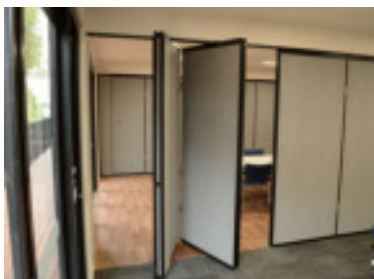
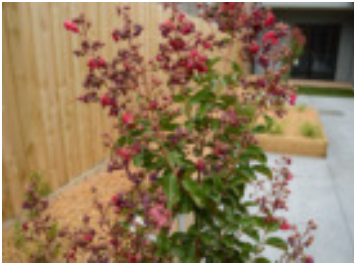


Participated in a Baton Relay with Rotary MASH and Rotary Box Hill Central to celebrate 100 years of Rotary Clubs in Australia.

April



Participants assist with Monash Uni TronicBoards electronics kits project



OUR SPRINGFIELD COMMUNITY HUB

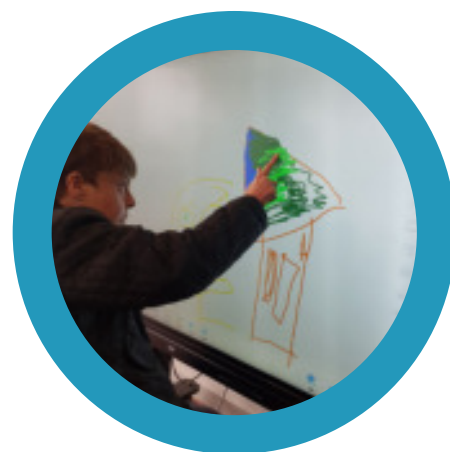
In March this year the Springfield Community Hub was officially opened with a ribbon cutting ceremony performed by Cr Andrew Munroe, Mayor Whitehorse City Council and Pam Jacobs, Springfield co-designer and Alkira participant. Although this particular event could not be as big as we would have liked, with only a selection of the Alkira Community able to attend due to restrictions on gatherings, we instead had multiple opening events to ensure our whole community has had an opportunity to celebrate this huge milestone in Alkira's history. It was great to see participants, life governors, families, staff and volunteers attend a celebration and experience this amazing new space we call our own.

The transition from our previous sites on Market St and Jolimont Rd went smoothly with all participants adapting to their new surroundings quickly and without stress or anxiety, which is a credit to the team that supported them. All participants now have a purpose-built facility to come and enjoy, where all their abilities and needs can be met with dignity and comfort. Staff are able to better engage people in programs with areas designed to assist them to hear, see, focus and learn.

During the months we have been at Springfield participants have been trying new things as they show interest in the different technology within the site. For instance, participants have been engaging and experimenting with sounds and lights through a Soundbeam and Musical Touch Wall. Participants and staff also heavily use the SMART Boards® available. These Wi-Fi touch screens allow for an endless amount of possibilities for immersive learning. The garden space has also been a big hit – it has a circular design you can walk around the building while breathing fresh air and smelling the flowers and herbs.

Two Alkira participants were fortunate to have been asked to be guests on ABC radio along with the architect Lauren Smith for their thoughts on the Hub. They were very complimentary and explained how they love the space, light and ease of movement around all the areas. This was a new experience for the participants, (as I imagine going onto radio probably would be for many!), and they both thoroughly enjoyed their time being interviewed.

It has been an exciting period where we have seen the Springfield Community Hub become fully operational from the perspective of running services for participants but also by having the community use the space too. As a Community Hub it was always intended that the space be an accessible building for all in the community, so it is delightful that we have had local community groups access the space too. Once restrictions allow we will become involved with the Whitehorse Council programs to further diversify our own, a great opportunity to become more involved with the local community in Nunawading.



HOME SUPPORTS



Meghan Coulter
Home Supports Manager

This year our Home Supports team have celebrated many achievements, amongst a foreground of a global pandemic. COVID has presented newly emerging challenges this year and for each and every challenge that has arisen, the Home Supports team has responded with dedication and a desire to achieve the best outcomes possible.

Continual planning for best practices

I am proud to report that to date we have not had one positive case of COVID. Adjustments have been made continually throughout the year to ensure we are doing all we can to remain COVID free, with increased Personal Protection Equipment, strict cleaning practices and alternative programs and activities to follow the changing Government directives. The Home Supports team have regularly engaged with external bodies in order to gain as much knowledge in preventing COVID outbreaks and also to prepare for a quick and safe response to any outbreak. COVID protocol reviews by Nurse Practitioners from the High Risk Accommodation Response Program have provided ongoing updates to our COVID response plans. This behind the scenes work has put us in good stead for managing COVID and I am thankful to everyone for their efforts in this.

All residents have been provided information about vaccinations to support them with their decision. Our staff worked hard in arranging and supporting residents to achieve their vaccination goals. This has been a complex and challenging process and I am proud of what we have achieved.

Involvement, ideas and inspiration

The Home Supports team have collaborated with the Community Supports team in order to support residents to access in home programs and education. This has been completed as a combination of online video sessions and face to face with a dedicated Alkira Community Support Worker. By coming up with new ways to provide support this allowed participants to continue desired programs and activities. Residents have increased their use of

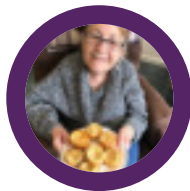
technology to keep in touch with family and friends, including using telehealth for medical and therapy reviews as required.

The Home Supports team have remained mindful that this year is not just about responding to a global pandemic. Whilst safety is always at the forefront of everybody's minds, morale across each of the houses has remained remarkably high amongst majority of the residents, with opportunities to discover new interests and ideas emerging whilst restrictions have been in place. We have seen many residents preparing for our annual art exhibition throughout this year, with some incredible pieces of artwork emerging from David LoRicco, Kura Webster, Liz Wilson, Mark De Groot, Ruth Walker, Robert Donald and Steven Ramus. It is inspiring to see that these infinite lockdowns have not decreased the motivation of the artists at Alkira.



Trialling a share house lifestyle

Alkira ran an exciting new trial in our Short Term Accommodation housing involving three participants whom were supported to work towards their independent living goals. These three participants had the same NDIS Goal to live outside the family home and they wished to trial moving in together and approached us to see if we could assist in obtaining this lived experience. We provided a twelve-week program where they lived together as housemates. This trial identified, improved and adapted the participants independent living skills to a share house environment. This demonstrated new but similar routines could be obtained very quickly.



Feedback from the participants and families at the end of the program was that it was an incredible and unique experience which allowed the individuals to have a more thorough and practical understanding when considering whether long term shared living arrangements would be appropriate for them. The success of this program is thanks to the participants themselves, their supportive families, Support Co-ordinators and the management and staff who supported the live in trial.

Looking ahead

The future has a lot in store as we return back to the community. It will be an exciting time with building upgrades planned for Shady Grove and Vermont Street houses in the coming financial year. Renovation plans include outdoor lighting installation, repainting, concreting, non-slip flooring upgrades and cabinetry updates. In addition to this we have some plans to expand our Home Supports services by offering some individualized living options. Families have approached Alkira requesting in home support in new builds and renovated houses, where they have planned for their family member to live more independently. This is an exciting time and we cannot wait to support the participants on their journey.

I would like to extend my gratitude to our Home Supports team for their tireless efforts throughout this year. Maintaining safe homes for residents and a safe workplace has been a constant and everyone has done an outstanding job.



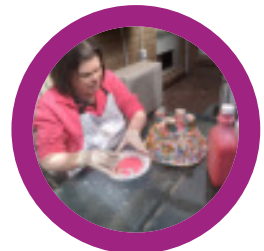
HIGHLIGHTS



Holiday celebrations for residents who stayed at home with a catered lunch. Christmas songs with a Christmas tree and decorations added to the holiday atmosphere.



Scarecrow competition between the houses.



Alkira artists working on their artwork for the upcoming exhibition.

COMMUNITY SUPPORTS



Laura Ubavin
Community Supports Manager

In describing the last year in 3 words my thoughts focus on *connection*, *resilience* and *progression*. It goes without saying that it has been a tough year for everyone in the community however Community Supports participants and staff have done extremely well to adapt and make the most of the last year through the everchanging circumstances.

Connection

We have learned how connected we are to one another. This connectivity has enabled our team at Thurston street to continue to develop and deliver in new, innovative ways. We have encouraged the people we support to remain connected with their communities, families and friends.

Our staff have tried their best throughout the year to keep connected with participants and family members when face to face options weren't available. Frequent phone calls to foster a supportive atmosphere for people, parents and carers and ensure we were doing all we can to assist in any way possible. Zoom and similar platforms provide vital mediums to deliver a number of programs to develop skills and increase opportunities for socialisation.

- Art
- Drama, Sing and Dance
- Music
- Exercise & Catch Up
- Communication and Money Skills
- Academics
- Trivia
- Friday Disco, group exercise and much more.

Resilience

Participants and staff have managed to live with this new COVID lifestyle. They have been incredibly resilient and managed to pivot and respond to the changes extremely well. I am impressed with the how we all have adapted to online working.

Momentum, Pathways and Networks students have continued to achieve and develop their skillsets while working remotely. Our Momentum, Pathways and Networks service offering has grown in size throughout the year, welcoming 13 new participants at the beginning of the year.

Highlights of the year include our fantastic celebration of International Day of People with Disability Zoom event and 2020 Virtual Art Exhibition. Our International Day of People with Disability Zoom event promoted participants achievements and had a variety of events throughout the day to celebrate such as trivia and a disco. Although we could not go ahead with a physical 2020 Art Exhibition, art was displayed on our website with a virtual exhibition for participants to promote their work and celebrate their creative achievements.

Progression

A huge Alkira milestone was the completion of the Springfield Community Hub. I am pleased to report that the transition went smoothly with all participants adapting to their new surroundings quickly and without stress or anxiety, which is a credit to the team that supported them in the transition.

The Skill up with SLES service developed throughout this year with a new retail experience component. By utilising Alkira's Op Shop environment participants have learnt a range of different front and back house skills, where possible transitioning stock in the store to online sales through Gumtree and Ebay. Participants have learnt about customer service, point of sale transactions and visual merchandising through the sorting of stock.

Our marketing for our services has been focused on accessibility of information, with a huge transition to Easy Read material. All our Community Supports services now have flyers available in Easy Read, which we have been utilising at school leavers information sessions. With a transition to an online focus, we also introduced explainer videos for our Skill Up with SLES and Independent Me services which are available on our website.

Positivity for the upcoming year

As we get closer to fewer restrictions, Community Supports takes a cautious and an informed approach. We want to ensure the people we support, and our staff are safe and well whilst working to reduce the number of restrictions created due to COVID-19. We are excited about the increasing vaccination levels and getting back to pre COVID activities next year.

We look forward to seeing school leavers transition to Alkira next year as demand for our services grows.

HIGHLIGHTS



Transitioning participants to online learning.



Skill Up with SLES has had a great second year of operation, with more participants showing interest in joining next year.



Two Momentum, Pathways and Networks participants have moved into full-time mainstream employment.



Two Springfield participants enjoyed their experience in an interview with Jonathan Green for ABC radio program Blueprint.



Opening and transitioning to programs at the Springfield Community Hub.



SUPPORT CO-ORDINATION

Ryan Gutch, Vera Moreira, Vicki Brown
Support Co-ordinators



Alkira's Support Co-ordination ensures that participants get the most out of their NDIS Plan. Our role is to assist with and strengthen a participant's ability to implement and co-ordinate the supports they require in their everyday life. These supports include informal, mainstream and community supports as well as NDIS funded supports.

As Support Co-ordinators we support participants to understand their NDIS plan, the price guide and how budgets can be used. We assist people to monitor their budgets and use their funds. We identify and connect participants with the right community and mainstream service providers and ensure that the services received are good quality.

We assist and empower participants to make their own decisions about their life. It is a rewarding job to be able to support participants to review available support options and determine what supports are right fit for them.

As we reflect on the last 12 months we can say it has definitely been a tough year with many challenges, but still amongst the hardships of an inability to meet face-to-face Alkira's Support Co-ordination service has had some great outcomes.

Participants with their NDIS funding...



moved into their own homes



started hydrotherapy



started music therapy



gained assistive technology
such as an iPad



started health services that support
their mental health

“ I desperately needed help with my daughter's NDIS Plan and having had a relationship with Alkira previously I reached out for help with Support Co-ordination, and thank goodness I did.

Vicki has been an absolute godsend. From the initial planning meeting to implementing the wonderful plan – Vicki is always helpful, knowledgeable and professional with ★★★★★ service.

Vicki has been a great help. I have learnt a lot from her and I can relax as a mother knowing Vicki has only my daughter's best interest in mind.

Best Support Co-ordination service by far. I fully recommend this service (especially Vicki!)

Robyn, Mother of Alkira
Participant Madison

The pandemic has provided a huge opportunity for Alkira's Support Co-ordination service to expand Australia-wide as we continue with online services. This expansion has only just begun, but we foresee with excitement that this service will grow over the next financial year. We hope to assist more people with getting the most out of their NDIS Plans over the year to come.

“ Recently Ryan Gutch, Greg’s Support Co-ordinator, has assisted and worked so thoroughly to prepare and help Don and I through Greg’s NDIS Plan meeting. Ryan was so organised and helpful, and he handles difficult situations so well and professionally. We are very grateful for having his support.

Don and I would like to acknowledge the outstanding commitment Ryan has made throughout the year.

Marie, Sister of Alkira Participant Greg

“ We are very lucky to have Vera as our Support Co-ordinator. Darren has had continuous changes to his support needs and with the complex NDIS system I really could not have done this without her.

Vera is always on top of things and she keeps me in the loop with every minor change or update. I can’t imagine choosing a better Support Co-ordinator than Vera.

Eddie, Father of Alkira Participant Darren

Do you need assistance with managing your NDIS plan?

Contact us about our Support Co-ordination service, or learn more about it on our website.

SERVICE IMPROVEMENTS



Hugh Stern
Quality, Safeguards, Compliance
and Outcomes Manager

We welcome Hugh to our Senior Management Team with this newly created position. The Quality, Safeguards, Compliance and Outcomes Manager focuses on service improvement and development.

We always prioritise the quality of our services at Alkira. We want to keep doing our best and ensure that we manage any potential risks proactively for the health, safety and wellbeing of all.

Hugh has already begun work in this space by making some changes here and there to understand what we can be doing better.

We have introduced our “Improvement Matters” program which encourages suggestions from participants, staff, families and others. This is available in different formats so whether you prefer talking to someone, writing on paper or filling in forms online a range of options is available.

Improvements to our services are continuous and we are excited to have someone on board who is focusing on this.

PARTICIPANT COMMITTEE



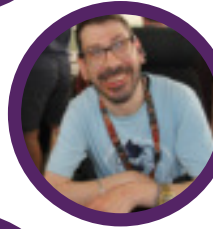
Abbey H



Brent D



Christopher S



Drew R



Michael S



Steven R

Despite a challenging year of remote meetings, the Participant Committee is dedicated to performing their role in representing the views and needs of Alkira participants.

The Participant Committee has continued its advocacy work, providing participants feedback to achieve quality service delivery.

During this year the Participant Committee via Zoom has...



Improved Alkira Zoom programs by providing feedback and suggestions



Discussed and reviewed the Royal Commission's 'Safeguard and Quality' paper



Provided ideas on how we can keep connected and look after our wellbeing during such isolating times



Reviewed and approved Alkira Easy Read policies and documentation to ensure clarity of communication for Alkira participants



Joined Alkira's bi-monthly Community Supports Sub Committee meetings

LOOKING AHEAD

The Participant Committee has started to work on plans for the future as the members are determined to continue making a difference. At this time their main focus is to create more contact between Alkira sites. They have plans to increase online participant engagement

to keep different sites connected and they are also in the midst of updating the election process to ensure there will be representation of participants from each Community Supports site moving forward.

PARTICIPANT ACHIEVEMENTS



ASPIRATIONS BECOMING REALITY AT MOMENTUM

Andrew has been looking for a job since he was 16. Andrew loves sports and keeps active by playing basketball and football.

Andrew, now 21, started our Momentum course at the start of 2021 and has focused on improving his employable skills. As part of Momentum's programs 'How to Engage the Job Market' and 'Communication Skills', Andrew practiced answering interview questions and improved his understanding in communicating in workplace settings. As part of the course, he has engaged with his peers in group discussions about acceptable workplace behaviour.

Andrew's program instructor supported him to understand about following work policies and health and safety procedures. They also discussed when to speak up at work and the best way to approach asking work related questions. As part of the Momentum course, Andrew updated his resume to better present himself and his skills.

Andrew's hard work this year has paid off as he has gained part time employment as a gardener, which he started in August 2021. We hope Andrew enjoys the job and that he has a terrific start to his career.

A GREEN THUMB AT SPRINGFIELD

Robert is one of the participants who transitioned to the Springfield Community Hub earlier this year. Robert loves gardening as he finds it a therapeutic way of connecting with nature.

Already the notable green thumb amongst his housemates, Robert now also has started planting a veggie patch in the garden at Springfield. He tends to the Springfield garden each day and cooks the ingredients once harvested. Robert has planted strawberries, spring onions, lettuces and potatoes. He has already harvested a winter crop of potatoes and prepared baked potatoes for his lunch. He is looking forward to making a fresh salad in the summer with the lettuce, spring onion and some tomatoes from his home garden.



The calming process of gardening has made it easier for Robert to focus on his other programs at Springfield.

At the moment the Springfield veggie patch is small and solely tended by Robert but there are future plans to expand the veggie patch. Robert is a very caring person and will be assisting others with learning how to tend the crops as this becomes a bigger group program.

TRIALLING ACCESSIBLE ELECTRONIC KITS

Alkira was invited to participate in the Monash University, Department of Human-Centred Computing, Faculty of Information Technology trial program. The aim of this research is to investigate how to design and facilitate making activities using “TronicBoards”, an accessible prototype electronic kit for anyone to enjoy electronics as a hobby.

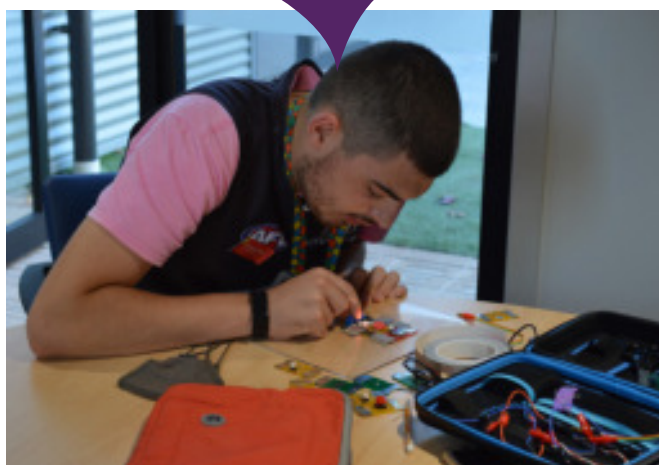
Alkira participants assisted with research by Monash University by testing the prototype kits and identifying any barriers, for instance some found using a thread to make circuit boards too awkward and preferred the option to use tape as a connector instead.

Overall, participants enjoyed learning about and making circuits that involved switches that triggered lights and fans.

“ I liked how I got to test different parts of the Tronic Boards and also learnt that some pieces of equipment are good to use like the sticky tape. The buttons on the machines that do some certain things like changing the colours of the light and turning some pieces of equipment on and other things.

I liked taking part of the survey by Monash University as I have always been an advocate for other people and also my local community in the Whitehorse area. ”

Luca, Alkira Momentum participant



OUR VOLUNTEERS

We would like to acknowledge all our amazing volunteers including those who are not listed here but have supported us year after year. Many have not been able to volunteer this year during COVID. We look forward to re-engaging with our loved and valued on site team of volunteers.

The following volunteers have assisted us remotely throughout this financial year, thank you for all that you do!

Arthur Ritchie
Brent Sheers
Charlie (Wei Quan) Xu
Chris Miller
David Fearn-Wannan
David Winter
Dianne Bassett
Gail Dick
Gemma O'Brien
Gemma Tovey
Gordon Jacobs
Lucinda Nolan
Lynn Scoles
Michael Waymark

Peter Harrison
Peter Holdsworth
Ramsay Gunasekera
Ron Walker
Sharon Ellis
Sue Dodds
Warwick Mitchell

PEOPLE, CULTURE AND LEARNING

In the last 12 months Alkira has acknowledged how important staff are to running great services. Alkira's responded to additional training needs by providing access to good quality training - we have delivered over 2,756 hours of training across all departments. Part of this has been additional training in response to new COVID safety requirements. Our Rapid Response Team underwent higher level hands-on infection control training which included drills to ensure we were ready in case of an outbreak at Alkira.

Many of our staff are working in different areas and have moved to Home Supports, or 1:1 support during periods of lockdown. Many have not attended the office for over 12 months and remain working from home where they have provided programs and activities over Zoom, or provided back of house support to the organisation from their living room or study. Many are juggling homeschooling, partners working from home and other complexities. Our ideas about working from home have changed considerably and we have learned about how to make this successful. Additionally, our ideas about a typical working week have changed as we supported employees to work around other commitments during this pandemic.

We have focused on wellness this year as working away from the workplace and the stress of the pandemic has become increasingly challenging over time. We have implemented many different things to support our staff in these tough times such as fun group online activities, care packages, stress less online seminars, webinars and premium health sessions about mental health. It has been great to see staff staying connected by checking in with each other and posting updates on our internal news sharing platform.

Over the last year we have identified potential leaders across the organisation and commenced an emerging leaders program. This program will be a blend of external training, internal lunch and learn sessions and mentoring.

The OH&S Committee has been busy with COVID along with updating the traffic management plan for Thurston street which included fixing a garden bed at the front of the site to reduce tripping hazards.

The highlight of the year in the People, Culture and Learning department was the results from the staff engagement survey. It is delightful to see that 74% of surveyed staff are satisfied overall towards the organisation and its management. The sector average for overall satisfaction and engagement is 66%.

We look forward to the year to come as we will welcome back participants to face-to-face services and support staff to transition to working back on site. Just as we have adapted so well to the change in the environment over the last year, I'm sure our staff and management will do a brilliant job to adjusting to new working arrangements as restrictions ease in Victoria.



OUR STAFF

for the financial year 2020-2021

ORGANISATIONAL SUPPORT

Chief Executive Officer, Lisa Sawatzky

B. App. Sc. (Consumer Science), Cert. Intellectual Disability Services Officer, Ass. Dip. Social Studies (Resi. & Comm. Services), Dip. Business (Comm. Services & Health Mgt.), Cert. IV Assessment & Workplace Training

Anne McKenna

Cert. IV Bus. (Human Resources),
Cert. IV in Frontline Mgt

Desma Jessup

Dip. Business, Dip. Mgt

Diane Fitzmaurice

B.Ed. St., Dip. Teaching. (NZ),
T.T.C. (NZ)

Georgina Poulis

Helen Mathews

Hope Hatzistamatis
B. Communication Design,
B. Business (Marketing)

Jennifer North

Jenny Bui

John Benson

Karen Gifford

Cert. IV Disability

Lee Callaghan

A.C.R.A.C.S., Dip. Front Line Mgt

Maree Edwards

B. Information Technology

Mylene Timms

Nanou (Anne) Dupuis

Master of Arts, Cert. III Arts Admin

Sarah Hanna

Shelley Stretton

B. App. Science, Master of Business
Administration, Dip. Prof. Fundraising

Stephen Aslanidis

Steve Allen

Grad. Dip. Community Development,
Grad. Cert of Business (eBusiness &
Communication)

Yetta Sutherland

QUALITY

**Manager Quality, Safeguards,
Compliance & Outcomes,
Hugh Stern**

B. Ed., Dip. Project Mgt, Dip. Business
Mgt, Cert. IV Home & Comm. Services

Karen Morton

PEOPLE, CULTURE AND LEARNING

**Manager People, Culture and
Learning, Bernie Wallace**

Cert IV in HR, B. Ed. (Secondary)

Cathie Johns

Dip Human Resources Mgt

Debra Zabenko

Cert. IV Training & Assessment,
Dip. HR Mgt, Dip. Business, Master
Practitioner of NLP, Cert IV in Life
Coaching

Simon Nette

B.Ed., Harvard University: Executive
education Program

FINANCE

**Manager Business Systems
and Finance, Ben Moodie**

B. Business (Accounting)
Fellow of CPA Australia (FCPA)

Cassie (Xiaojing) Yu

B. Business (Accounting)

Christine Bezett

Cert. III Accounting

Dilusha Rathnayaka

Mudiyansele
Master of Prof. Accounting,
B. Science

Jay Kodithuwakku

B. Commerce (Accounting)

Louise (Yin) Hu

B. Commerce

Vicki Tsarouhas

Grad. Dip. Computing School
of Economics & Comm., B..Soc.
Sciences

HOME SUPPORTS

Former Manager Home Supports, Kat Mangamu

Adv. Dip. Disability Work, Cert. III Aged Care

Manager Home Supports, Meghan Coulter

Adv. Dip. of Business Mgt, B. App. Science.(Disability studies)

SHADY GROVE

**House Co-ordinator,
Pirtpal Singh**

Cert. III Aged Care, Cert. IV Disability,
Cert. IV Training & Assessment

Angela Ossai

Cert. IV Disability, Cert. III Home &
Community Care, Cert. III Aged Care

Jean-Paul Verte

Cert. IV Disability

Martin Noonan

Cert. IV Disability

Nilda Flores

Cert. IV Disability

Paul Cannane

Cert. IV Disability

Peterson Kiptallam

MERTON

**Former House Co-ordinator,
Greg Trump**

Cert. IV Training & Assessment, Cert.
III Pharmaceutical Manufacturing

**House Co-ordinator, Theda
Davidson**

Dip. Community Services

Chris Gurrie

Cert. IV Disability

Esther Nyarugwe

Kazeem Olaniyi

Cert. IV Disability

Kym Croft

B. App. Sc. (Disability Studies), Cert.
IV Training & Assessment

Nathan Farrelly

Cert. III Disability, Cert. III Home &
Community Work

Rhoda Nyarugwe

Shijo George

Grad. Dip. in Theory of Addictions

Stanley Agbarakwe

Cert. IV Disability

Sunny (Sanjaya) Karunaratne

Cert. IV Disability

GRACEFIELD

**Former House Co-ordinator,
Amaya Bell**

Dip. Counselling

House Co-ordinator, Jacqueline Theodore

Adv. Dip. Comm. Sector Mgt

Barbara Steen

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

Clinton Dunning

Cert. IV Child, Youth and Family
Intervention

Daniel Nwanolue

Cert. IV Disability

Elisabeth Miller

Cert. IV Disability

Emmanuel Okoro

Cert. IV Disability

Foluso Oni

B. Medicine & Surgery, Master of
Public Health

Gowri (Gowramma) Gowdara

Cert. III Comm. & Health Services,
Cert. IV Disability

Kenneth (Ikechukwu)

Njokuocha

Cert. IV Disability

Mark Ryan

Cert. IV Training & Assessment,
Adv. Dip. of Comm. Services Mgt,
Cert. IV Disability

Mayte Orellana

B. Psychology & Sociology

Petunia Anyango

Cert. III Individual Support (Disability)

Sun Hi Lee

Cert. IV Disability

Tracey Barbara

Cert. IV Child, Youth & Family
Intervention, Cert. II in Comm.
Services

Valentine (Somtochukwu)

Okeke

Cert. IV Disability

Zahra Zamanian

Cert. III Aged Care, Cert. IV Comm.
Service Work, Cert. IV Disability

PERKINS (STA)

House Co-ordinator, Jing Yang

Cert. III Aged Care, Cert. III Home &
Comm. Work, Cert. IV Disability

Acting House Co-ordinator, Mayte Orellana

B. Psychology & Sociology

Brenda Flores Mandujano

Cert. IV Disability

Cathy Bedford

B. Arts (Youth Services)

Damien Sutherland

Cert. IV Disability

Kammy (Karmjeet) Kaur

Cert. III Aged Care, Cert. IV Disability

VERMONT

House Co-ordinator, Foluke Olagookun

Cert. IV Disability, Dip. Comm. Services

Albert Low

Cert. IV Disability

Andrew Chuah

Cert. IV Disability

Boniface Chumba

Cert. IV Disability

Carolina Swanson

Cert. IV Disability

Gary MacDonald

Cert. IV Disability

Jessie (Shuk) Lau

Cert. III Aged Care, Cert. III Home &
Comm. Care, Cert. III Disability, Cert.
IV Leisure & Health

John (Binh) Ly

Jonathan Troy

Cert. IV Disability

Michael Stoner

Ass. Dip. Business Marketing,
Dip. Comm. Services

Pamela Howard

B. Ed., Cert. III Aged Care

Patricia Theng

Cert. IV Disability

Peter Manton

Cert. IV Disability, B. App. Sc. (Met.),
Cert. IV. Business (Frontline Mgt)

Sheila Pheto

Cert. III Aged Care, Cert. Nursing

Sun Young (Sonia) Moon

Cert. IV Disability

RIVERSDALE

House Co-ordinator, Jing Yang

Cert. III Aged Care Work, Cert. III Home &
Community Work, Cert. IV Disability

Belle (Baljit) Kaur

Cert. IV Comm. Services (Disability Work)

Catherine (Suk Ngoo) Chan

Cert. IV Disability, Accounting

Helena (Yuet) Lai

Cert. IV Disability

Jan Aitken

Cert. Education Intergration Support, Cert II
in Hospitality (Commercial Cookery)

Judith Cox

Dip. Teaching, Dip. of Shiatsu &
Oriental Therapies

Lisa Franklin

Cert. IV Disability, Cert. III Aged Care

Mardi (Margaret) Pietsch

Cert. IV Disability, Cert. III Home
& Community Work, Cert. III Aged
Care Work, B. Graphic Design

Winnie Poni

Cert. IV Disability

WILLANDRA

**House Co-ordinator, Austin
(Augustine) Nwauzu**

Adv. Dip. Comm. Sector Mgt, Adv. Dip.
Disability, Cert. IV Disability, Cert. IV Work
Health & Safety

Akash (Akashdeep) Thind

Cert. IV Disability

Bernadette Wong (Armansin)

Cert. IV Disability

Edmund (Tat Hong) Chung

Cert. IV Disability, Cert. IV Financial Services

George Bahita

Cert. IV Disability

Henry (Chigozie) Abbott

Cert. IV Disability Work, Adv.
Dip. Community Sector Mgt

Jasmine Loke

Bachelor of Health Science (Physiotherapy)

Nite Jepchirchir

Cert. IV Disability

Rachel Molen

Cert. IV Disability

Tee (Titilope) Bakare

Cert. III Individual Support (Disability)

SUPPORT CO-ORDINATION

Ryan Gutch
Cert. IV Disability

Vera Moreira
Cert. IV Disability, Dip. Community Welfare, Cert.
I Food Hygiene, Adv. Dip. of Comm. Services Mgt

Vicki Brown
Dip. Community Welfare, Cert. IV Mental Health
(Non-Clinical), Dip. Community Welfare, Dip. Mgt

COMMUNITY SUPPORTS

Manager Community Supports, Laura Ubavin
B. Psychology & Sociology, B. of Social Work, Cert. IV Workplace Training

SPRINGFIELD COMMUNITY HUB

Service Manager, Lyndi Nuthall
Adv. Dip. Disability, Cert. IV Disability

Christopher Watson
Cert. IV Disability, Cert. IV Mental
Health, Cert. IV Alcohol & Other
Drugs Work

David Yates
Ass. Dip. Bus. Studies, Accounting,
B. App. Science (Disability Studies),
Adv. Mgt Cert. -AIM

Elizabeth Wilson
Cert. IV Disability, Grad Dip. Loss
& Grief Counselling, Cert. Edu.
Intergration Aide, Dip. Missiology

Georgios Karaferis

Gerard Hutchinson-Reade
Cert. III Home & Community Care,
Cert. IV Disability, B. Psychology &
Psychophysiology

Janette Smith
Cert. IV in Small Business Mgt

July Dobson
Dip. of Training & Assessment

Kerrie Penington
B. Social Work, B.A. (Soc. Sciences),
Grad. Dip Conflict Resolution

Kristen Waters

Meredith Forster
B. Social Work, B.A, Dip. of Ed.

Paige Annand
Cert. IV Disability, Dip. of Justice,
Cert. III of Justice

Rupert Fitzpatrick-Robertson
B. Economics, Cert. Practising
Accountant

Sally Young
Cert. IV in Comm. Services,
B. Fine Arts

Wendy Skilbeck
B. App. Sc. (Speech Pathology),
Grad Dip Counselling & Human
Services, Cert IV Leisure & Health

MOMENTUM, PATHWAYS AND NETWORKS

Service Manager, Steven Parkinson
B. Soc. Sciences

Allisha Collins-Roberts

Chad Nesbit
Cert. IV Disability, Cert. III Ind.
Support (Disability)

Jack Lawrence
Cert. IV in Disability, Cert. III
Commercial Cookery, Cert. II
Hospitality

Kara Watt
Cert IV Disability

Merlissa Breen
Dip. Community Welfare, Cert. III
Aged Care

Nick Marmo
Cert. IV Training & Assessment,
Cert. IV Disability, Cert. III Baking
(Apprenticeship)

Oanh Vu
Cert. IV Disability

Oscar Canning
Cert. IV Disability

Peter Laffin
Dip. Ed. (Primary), Post Grad. Dip.
Ed. Studies (Learning Disabilities),
Adv. Dip. of Comm. Services Mgt

Pooja Sharma
Cert. III Aged Care, Dip. Comm.
Welfare, Cert. IV Business

Rachel Cox
Cert. III Education Support

Reesha (Richard) Kindl
Cert. IV Disability, B. (Psychology &
Sociology)

Rob Philpott
Cert. IV Disability

Saloni Khetrapal
Cert. IV Baking

Siriluk Farrelly
Cert. IV Disability

Veronica Paouros
Honours Degree in Education, B. Ed.,
Dip. Comm. Services (Case Mgt.),
Cert. IV Training & Assessment

SKILL UP WITH SLES

**Service Manager, Louise
Kingston**
B.Ed., Dip. Teaching (Primary)

Lainie Price
Cert. IV Disability

Leonie Mills
Cert. IV Aged Care,
Cert. IV Leisure & Health,
Cert. III Aged Care, Cert. III
Home & Comm. Care

TRANSPORT

**Transport Co-ordinator,
Russell Williams**
Cert. IV Disability, Cert. II
Heath Services Assistance

Cary (Clarito) Beltran

Emmanuel Bagiartakis

John O'Reilly

Robert Høglund

Sally (Le Hoa) Lam

HOME AND CHOICE

Service Manager, Lyndi Nuthall
Adv. Dip. Disability, Cert. IV Disability

Theja (Katugampola) Gunatilake
Dip. Comm. Services, B.A, Cert. IV
Disability

Nicole Harris
Dip. Teaching (Primary), Grad. Dip.
Special Ed.

Joyanne Banks
Cert III Aged Care, Dip Comm.
Services, Leisure & Lifestyle,
Cert IV Training & Assessment

THURSTON STREET

Service Manager, Peter Dalglish
Cert. IV Disability

**Intake and Support Officer,
Dean Degenhardt**
Dip. Front Line Mgt, Cert. IV
Disability, Cert. Motor Mechanics

**Assistant Service Manager,
Jana (Snezana) Majdalani**
Cert. IV Training & Assessment, Cert.
IV Disability, Dip. Mgt

**Assistant Service Manager,
Tim McDonald**
Cert. IV Disability, Dip. Mgt, B.
Psychology Services

Aaron McIntosh Van Duin

Alannah Fehring
B. App. Science (Psychology)

Alistair Purdie
Cert. IV Disability

Amanda Shave
Dip. Community Development

Amy (Swee) Ng
Cert. IV Disability

Arathi Rathakrishnan
B. Science (Disability Studies), Cert.
IV Disability

Ben Nicel
Cert. IV Disability

Brendan O'Brien
Cert. IV Disability

Cassandra Pearton
Cert. IV Disability

Christine Weller
Cert. IV Disability

Christopher Grant
Cert. II Community Services

David Clark
Cert. IV Disability, Cert. IV
Counselling & Conflict Resolution

Donna Barpalias
Dip. Comm. Services, Cert. IV Disability

Eugenia Mashakada
Cert. IV Disability, Adv. Dip. Comm.
Sector Mgt

Geoffrey Reese

Ian Belcher
B. Grad. Dip. Recreation, Grad. Cert.
App. Sc., Cert. IV Disability

Ian Vergini
Cert. IV Disability, Cert. III in Applied
Language, Dip. Work, Health & Safety

Irene Bosco
Cert. IV Disability

Jade-Lee Amato
Cert. III Education support

James (Phat) Tran
Adv. Dip. of Hospitality Mgt

Janine McHugh
B. App. Science (Disability Studies)

Jessica Herbert
Cert. III Aged Care, Cert. III Home &
Comm. Care

Jessie Perrin

Judy Andreola
Cert. II in Public Safety (Aquatic
Research)

Julia (Xuxia) Yan
Cert. IV Disability

Juliyet Castrechini
Cert. IV Disability

Kaitlyn Pitman
Cert. IV Disability

Karen Karagiannis
Cert. IV Disability

Karen Osborne
Dip. Comm. Welfare

Kate Jones
Dip. Comm. Services (Case Mgt.)

Kayla Gunton Stevens
Cert. IV Disability

Kelly O'Brien
Cert. IV Disability, Cert.
Education-Intergration Aide

Kierley Green
Cert. IV Disability

Lahiru (Galhenage) Perera
Dip. Business, Dip. Comm. Welfare

Liam O'Brien

Lucy Young
Cert. IV Comm. Service, Leisure
& Lifestyle, Dip. Ceramics

Marco Giustiniani
Cert. IV Disability, Cert. III Aged
Care Work

Marion Healey
Cert. IV Leisure & Health, Adv. Dip.
Disability

Melanie Kelly
B. Soc. Sciences

Melissa (Yuew) Poon
Cert. IV Disability, B. Science

Natascha Wirz
B. Health Science (Paramedic)

Nishchal
MA Education

Paul Mullan
Cert. IV Disability

Philip Chung
B. Fine Art, Cert. IV Disability, Cert. III
Aged Care, Cert. III Home & Comm.
Care, Cert. III Driving Operations

Rebecca Pan
Cert. IV Disability

Rob (Weng) Chong
Cert. IV Disability

Samuel Cruz De Andrade
Cert. IV Disability, Cert. III Aged Care

Sarah Heinjus

Sarah Barker
Cert. IV Comm. Service Work,
Cert. III Health Support Services
(Catering), Cert. IV Alcohol & Other
Drugs, Cert. IV Mental Health, Adv.
Dip. Disability, Adv. Dip. Comm.
Sector Mgt

Sharon Handley
Cert. IV Training & Assessment, Dip.
Business (Comm. Services & Health
Mgt.)

Tamzin Demant

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

Tina (Christine) O'Loughlin
Cert. IV Training & Assessment

Wayne Thompson
MBA (Technology Mgt), Ass. Dip.
Engineering, Cert. IV Assessment &
Workplace Training, Cert. IV Disability,
Adv. Dip. of Comm. Services Mgt

William Hamann
Cert. IV Disability

Yvette Ashworth
Cert. IV Disability

Zennie (Zenaida) Brun

OUR BOARD

as at 30 June 2021



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 he has been consulting to several leading legal and accounting firms. Peter was made an Alkira Life Governor in 1989.



Dianne Bassett
Senior 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.



Gordon Jacobs
Vice President

Gordon joined the board in 2004 and benefits Alkira through his legal skills and loyal business networks. Gordon is the brother of Pam, a resident at one of Alkira's houses. He has been involved in disability community organisations for many years, most notably R.A.I.D Inc., which provides recreational activities for people with intellectual disabilities. Gordon was made an Alkira Life Governor in 2020.



Ramsay Gunasekera
Secretary

Ramsay joined the Board in 2019. He has been employed in the Information Technology industry for over 30 years as a Project Executive/Manager and has solid business acumen with proven experience in the IT field. His core strength is to apply technology to help clients design, build and run businesses. Ramsay is the father of Alkira participant, Cory.



Christopher Miller

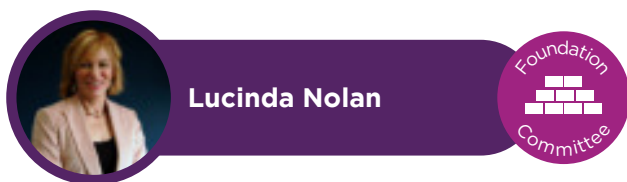
Christopher is the brother of a former Alkira participant Maree. He grew up in a dedicated Alkira family and is a businessman, hairdresser and event organiser. Chris joined the Board in 2003 and brought to it a strong business network and keen promotional skills. He was made an Alkira Life Governor in 2014.



Warrick Mitchell

Warrick joined the Board of Alkira in 2011. 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. Warrick was also a member of the Wesley College Council for 26 years with a special interest in property development and building maintenance.





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.



Lynn Scoles

Lynn is a Doctor with 35 years of General Practice experience. Graduating in 1985 from Melbourne University, Lynn has worked in the same General Practice for 30 years, developing a deep understanding of families, and the many impacts physical and intellectual disability can have on the lives of individuals, their families and communities.



Charlie Xu, OAM

Wei Quan (Charlie) Xu OAM is the Business Development Director at MBCM Strata Specialists in both Box Hill and Hawthorn. He is responsible for managing and developing growth strategies locally with reliable strata management solutions. The People's Republic of China awarded Charlie the Eminent Young Overseas Chinese Award in 2015.



Arthur Ritchie

Arthur is the brother of Alkira Participant John, who has been with Alkira since 1963. Arthur and his family have been dedicated to Alkira for over 50 years, supporting the Op-Shop, providing plumbing services, and helping set up the Alkira Fishing Club. Arthur has been in the Plumbing business for 55 years, 3rd Generation Family Plumbers in Box Hill since 1898.

OUR LIFE GOVERNORS

The following have been appointed an Alkira Life Governor since 1954.

1955	Cr L.R. McCredden	1975	Mr J.W. Boldiston	1993	Mr D.G. Ridley
1955	Mr E.G. Cuthbert	1976	Mrs P. Howard	1995	Mr M. Reese
1955	Mr N.E. Rooks	1977	Mr W.J. Nicholls	1997	Mrs M. Ridley
1958	Mrs N. Steele	1978	Mrs M. Craig	1997	Mrs E. Pantlin
1958	Mr R.G. Goldsmith	1978	Mrs N.D. Allum	1998	Mrs G. Butler
1959	Mr E. Hughes	1979	Mr J. Ingoldby	1998	Mrs N. Cain
1960	Mr H.E. Gray	1980	Mr S. Squires	1998	Mrs B. Dixon
1961	Mr G. Cree	1980	Mrs D. Squires	1998	Mrs E. Edmonds
1963	Mr R.E. Cook	1980	Mr A.E. Jones	1998	Mrs B. Hattam
1964	Mrs N. Boldiston	1980	Mrs J. Jones	1998	Mrs H. Lane
1964	Mrs B.J. Perkins	1981	Mr R. Bryans	1999	Mrs J. Simpson
1965	Miss M. Bartlett	1981	Mrs J. Bryans	2000	Mrs P. Neale
1965	Mrs D.W. Gray	1982	Mrs D. Ramus	2001	Mr A. De Groot
1966	Mrs E. Churchley	1984	Mr W. D'Elton	2001	Mrs C. De Groot
1967	Miss M. Roberts	1984	Mr R.L. Craig	2003	Mrs P. Saunders
1968	Mrs M. Donald	1986	Mrs D. Bailey	2004	Mrs B. Montgomery
1969	Mr A. Race	1987	Mrs M. Scott	2006	Mr W. Robinson
1969	Mrs L. Race	1988	Mrs J. Richard	2006	Mr R. Walker
1970	Mr W.G. Donald	1988	Mr K.R. Pantlin	2007	Mr W.J. Montgomery
1971	Mrs M.J. Wilton	1989	Mrs O. Wiley	2009	Mrs L. Lee
1971	Mr H.G. Jones	1989	Mr P.S. Harrison	2009	Mrs M. Robinson
1971	Mr J.W. Rees	1991	Mrs P. Slattery	2010	Ms K. Curtain
1973	Mr R.L. Gilbert	1991	Mr A. Collinson	2011	Ms J. Charlesworth
1973	Mr W.J.M. Bailey	1992	Mrs H. D'Elton	2014	Mr C. Miller
1973	Mrs B. Addison	1992	Mr C. Jacobs	2017	Mrs D. Bassett
1974	Mrs L. Boyce	1993	Mrs C. Reese	2020	Mr G. Jacobs
1974	Mr E. Donaldson	1993	Mrs J. Jones		

TREASURER'S REPORT



Peter Holdsworth
Treasurer

I am pleased to present the treasurer's report for the year ending 30th June 2021.

Before reporting the financial results, I wish to thank and congratulate my predecessor, Michael Waymark, for his significant contribution to Alkira over four years. His insights and hard work have ensured that our organisation has continued to provide a high level of service for our participants.

The COVID-19 pandemic has impacted adversely on our lives and the economy. Unfortunately, community service organisations like Alkira have not been spared. Our mission is to enhance the lives of people

with intellectual disabilities. The limits put on our ability to do that have been frustrating for our participants and our staff, volunteers, board, and other supporters.

Despite those trying times, our CEO and her leadership team have found new and alternative ways to ensure that the needs and aspirations have been met. I am also delighted to report that The Springfield Community Hub was completed and is providing a state-of-the-art facility for our participants. To our many donors and those who worked so hard to make 'Springfield' a reality, please accept our congratulations and thanks.

2021 OPERATING PERFORMANCE

Despite the impacts of COVID-19, the 2020/2021 financial performance of Alkira was strong, although reliant on the Government's Job Keeper financial support. While our management team looked for and initiated cost savings, the needs of participants were met whenever and wherever possible.

The organisation recorded an overall surplus of \$1,524,510 in FY21, compared to a surplus of \$2,458,800 last year.

Operating revenue was \$9,880,666, a decrease of 16% over last year. This was due to reduced ability to provide services.

Non-operating revenue was \$4,510,518 an increase of 45% over last year. The major contributor was Jobkeeper income of \$3,285,350.

Donations and grants represented \$745,730 due to mainly the significant support of the Springfield Hub project.

Expenditure was \$12,866,674, which represented a small increase over the previous year.

The financial position of Alkira remains strong. At 30th June 2021 the net asset position of the organisation was \$12,727,031, compared with \$11,202,521 for the previous year.

The liquidity position remains strong with cash and equivalents of \$7,130,958.

Alkira has a conservative approach to the investment of surplus funds which is appropriate.



MOVING FORWARD

Despite the ongoing uncertainty surrounding the impact of the COVID-19 pandemic next year, the board and management team will be working diligently to ensure that opportunities for our participants are maximised.

The Springfield Community Hub will not only ensure that our current participants can benefit from this wonderful facility, but it will also attract new people to our organisation. Hopefully, we will see a return to full-service delivery before the end of the 2021 calendar year. That combined with a focus on expenditure control by the board and management, should see the financial performance and position of Alkira remain strong.

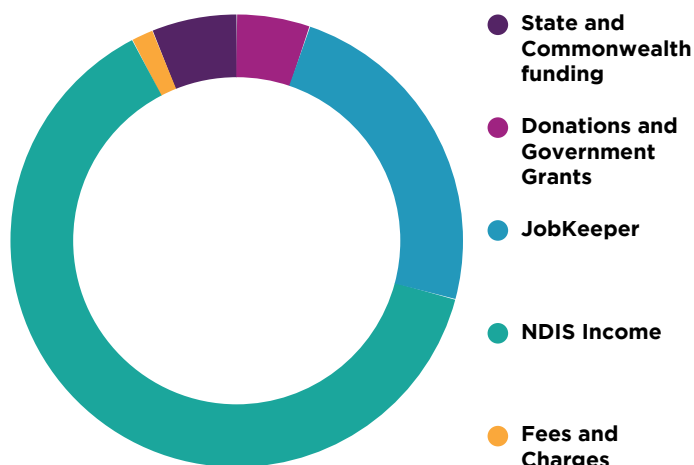
Alkira has embraced the NDIS, and we are consistently examining ways in which our organisation can utilise the scheme, our expertise and facilities to benefit our existing and future clients.

Demand for our services remains strong, and this will lead us to consider how best we can meet the needs of an increasing number of people who look to us for support.

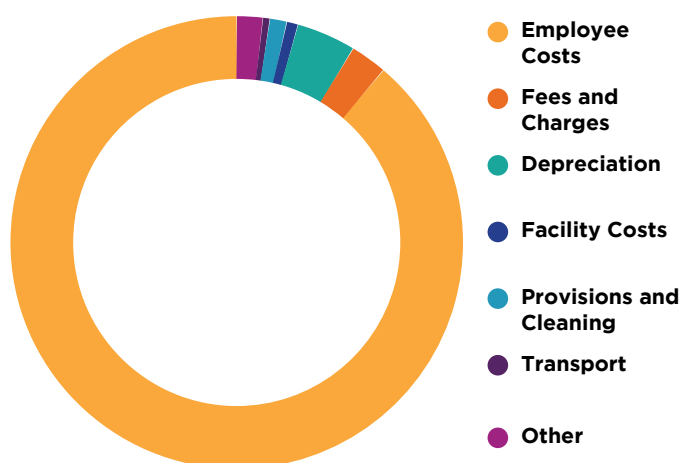
This is my first year as an Alkira board member and treasurer. Since my appointment I have been struck by the dedication of the board, members of the Finance, Investment, Risk and Property (FIRP) committee, the CEO and the Business Systems and Finance Manager to ensure that the organisation is well-resourced and financially well-managed.

To all those Alkira stakeholders who have worked so hard during what has been a very difficult year, may I offer my congratulations and thanks.

INCOME



EXPENSES



STATEMENT OF FINANCIAL POSITION

	2021 (\$m)	2020 (\$m)
Total Current Assets	8.3	10.3
Total Non Current Assets	6.7	5.4
Total Assets	15.0	15.7
Total Current Liabilities	1.8	3.8
Total Non Current Liabilities	0.5	0.7
Total Liabilities	2.3	4.5
Net Assets	12.7	11.2

STATEMENT OF PROFIT AND LOSS

	2021 (\$m)	2020 (\$m)
Total Operating Revenue	9.9	11.8
Total Operating Expenses	12.9	12.5
Operating Surplus	(3.0)	(0.6)
Total Non Operating Revenue	4.5	3.0
Total Surplus	1.5	2.5

See our financial statements on our separate 2021 Financial Report.

ALKIRA AWARDS 2020

We encourage 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. Below is a list of those who were recognised in the 2020 Alkira Awards.



Alan Pretty
Albert Low
Alexandra Davatzis
Bradley Chan
Bradley Rapkins
Damien Wilson
Drew Raco
Elizabeth Wilson
Emma Gao
Gowramma Gowdara
Isabelle Settle
Jaimi-Lee Blanch
Judy Andreola
Justin Chong
Kerrie Penington
Kym Croft
Lisa Franklin
Oanh Vu
Pamela Howard
Patricia Theng
Paul Cannane
Peter Dagleish
Peter Hasslinger
Peter Manton
Sandra Key
Susie Bellairs
Thomas Blake
Travis Field
William Hamann



Nicole Hampton
Marcus Bettles
Evan Gaeth
Takuya Ikeda
Jan Aitken
Karen Osborne
Greg Trump



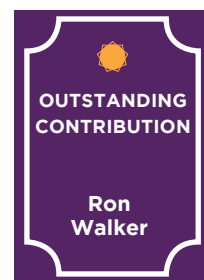
Darren Wallbridge
Mark Capozzi
Robert Ellul



Fabian Caputo
Julian Feast



Mark DeGroot
Angelo Fortino



We have not yet been able to have a celebration to give out these awards, but all award recipients will be acknowledged when we can.



OUR PARTNERS AND SUPPORTERS

for the financial year 2020-2021

This year we again acknowledge the support of the Bendigo Community Bank branches of Surrey Hills, Canterbury, Ashburton and Balwyn. They have helped us by funding hands free taps for our Gracefield Drive Specialist Disability Accommodation Housing and our Thurston Street site. This helps keep participants and staff safe by minimising touch points. Their funding for sensory exploration tubs for Thurston Street has assisted participants with sensory exploration. Earlier in the financial year they also funded the refurbishment of the old Op Shop space so it can now be used as a collaborative space for participants and staff.

With support from the Rotary Club of Box Hill Central we were able to provide staff with mindfulness and wellness training. Staff at the Springfield Community Hub now provide a wellness program which they run each morning after the meet and greet. This has proven to be a wonderful way to start the day with yoga, meditations and gentle exercise as a perfect way to focus thinking and move forward in the day with less stress.

We are grateful to the City of Whitehorse for providing funding for a camera temperature scanning unit to check temperatures on entry in our site. All our Community Supports *Connections* sites have camera temperature scanners now which makes the process of entering our sites simpler and quicker.

State Trustees have provided funding towards an exciting project to tell the stories of Alkira participants and the community in a both printed and online formats. This exciting project will commence in the next financial year.

DHHS have enabled Alkira to fund support events for carers. We recognise that family and other voluntary carers often do not get much time for social community group activities. We will have different events for the next 12 months commencing late 2021.

Vic Health have provided funding for participant programs involving health-based conversations, engagement and activity equipment.

WorkSafe Vic have funded workplace bullying and harassment education for all participants and staff. We are currently developing the material for the training which will roll out in 2021 and 2022.

We also must thank our good friends at IOOB, Commonwealth Bank-Box Hill Branch and Grill'd Doncaster for their support during this year too. Also thanks to our grant funders who play a significant roll in the development and growth of Alkira. They are recognised on the following pages.

SUPPORT US

There are many ways you can support us so we can continue to ensure participants live life to it's full potential.



DONATE

Donating to Alkira allows us to provide more than just the basic programs and equipment. We strive to provide the best support to participants with the best staff and facilities - NDIS funding alone is not enough. Monthly donations provide us with a consistent source of funding. Visit our website to donate one off or monthly.



LEAVE A BEQUEST

Leaving a gift in your Will can leave a lasting legacy, your gift goes towards Alkira's operations and long term objectives, and thus changes the lives of the participants we support. Learn more by discussing with our Fundraising Manager.



BECOME A MEMBER

Becoming a Member of Alkira allows you to be part of decisions to do with running Alkira by entitling you to voting on changes at our Annual General Meeting. There is an annual subscription fee or you can pay a one time fee to become a Life Member. Apply through our reception.

DONATIONS

for the financial year 2020-2021

Many donors wish their donations to be anonymous. While not listed here we would still like to thank them and acknowledge their valuable support.

Thank you

The Estate of Nanette Aron
Esme Edmonds
Chris Miller
Betsy Dingle
Greg and Christine Cullen, and James Young
Carmel and Eddie Leydon (in memory of Robert Leydon)
Inga Gibson
Richard Lim
Warrick Mitchell
Robert Simkiss
Felix Lai
Susan Elliott
Elizabeth De Maria
Keith Jessup
Carmen and Dom Tassone
Diane Fitzmaurice
Simon Nette
David Winter
Ray Riehm
Brendan Bateman
Helena and Daniela Clarke
Margorie Craig
Janina Hammers (in the name of Carol Hammers)
Ruth O'Halloran
Peter Chester
Robert, Pat and Julian Feast
Dorothy Tagg
Ronald Farrell
Ben Moodie
Carolyn Walters
Charlie Xu
Paul Mullan
Michael Waymark
Lynn Scoles
Peter Harrison
Lisa Sawatzky
Theresa Chan
Shafiqa Abbasszadeh
Bruce Atkinson
Paul and Jeanette Kinchington

Ramsay Gunasekera
Loreto Byrne
Karen Morton
Jean Sietzema
Oscar Canning
Peter Anderson
J Mitchell
A Mitchell
Gerard Petty
Ian Vergini
Helen Campbell
Joy Emmett (in memory of Beverley and James Montgomery)
Nancy Cross and Elizabeth Hardenberg (in the name of May and Noel Roddick)
Norma Burkitt
Terri Mathews
Lyn Charlesworth
Jenny Lawrence
David LoRicco
Frank Glynn
John and Annette Thwaites
Cheryl Mullens
Kate and Mike de Josselin
Winifred Hirst
Dorothy Conway (in the name of John Conway)
Phil Bateman
Fleur Lyburn
Max, Joanne and Tanya Grant
Carol Cramer
Margaret Wilson
Marisa Magiros
Brenton Ellery
Matthew Biggin
Casey Keown
Brent De Josselin
Andrea Ebert
Junith Milbourne
David Frith
Margaret Habel

Nick Mavridis
Wei Ying (Wilson) Jiang
Katrina Tucker
Robyn and John Boldiston
Renate Hampton
Julie and Debbie Simpson
Stephen Aslanidis
Chris Rudd
Colleen Reese
Mark De Groot
Jan Slattery
Dawn Bean
Charles and Lorraine Hogan
Keith Dawborn
Saeed Shamaee
Judith Jennings
John Ternan
Maria Slaviero in the name of Melissa Slaviero
A Bassett
Raymund Matthews
Dell Thomson
Charles Carrington
June McVilly

ALKIRA FOUNDATION

for the financial year 2020-2021

The Alkira Foundation was set up in 2011 to provide funding for a sustainable future for Alkira through donations and bequests. The Alkira Foundation is a separate funding pool, invested to grow and to ensure Alkira's on-going need can be met from interest on the investments. We would like to thank the following generous donors for supporting the future of Alkira through the Alkira Foundation.

The Estate of Arthur Collinson
Greer Guest-Marinis
Gwenyth Bouchier
Angela Bouchier
Luca Giannessi

GRANTS & CORPORATE SUPPORTERS

for the financial year 2020-2021

Wheelton Philanthropy

Department of Health and Human Services

Bendigo Community Bank - Branches of Surrey Hills, Canterbury, Ashburton and Balwyn

Aged Persons Welfare Foundation

Open Gardens Victoria

State Trustees Ltd

Zesta Kitchens and their suppliers Express Kitchens, Laminex Group, Hettich, D&R Henderson, Titus Tekform and Bench Top city

VicHealth

Norman, Mavis and Graeme Waters Perpetual Charitable Trust

The Honda Foundation

Rotary Club of Mont Albert and Surrey Hills

Rotary Club of Box Hill Central

McPhail and Partners Pty Ltd

Whitehorse Community Chest

City of Whitehorse

DSP Property Custodian Pty Ltd

IOOB

William Angliss (Vic) Charitable Fund

Mathews Timbers Pty Ltd

Commonwealth Bank - Box Hill Branch

Grill'd Doncaster

Hannafords Cleaning Supplies

Charlie Xu and the Melbourne Taiwanese Chamber of Commerce



VALES

During the year we were saddened by the passing of too many members of our Alkira family. Whether it is a participant, volunteer, family member, or staff, as a community we grieve their loss, but celebrate their lives and the people they have touched at Alkira and in the greater world around them. We say farewell to these beloved people.



Alistair Clarke



**Alistair's
memorial at
Gracefield**



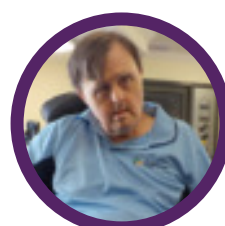
Cheryl Boldiston



Nan Aron



Nancy Cross



William Thomson



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belong. connect. aspire.