

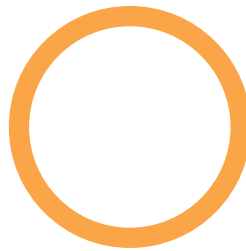
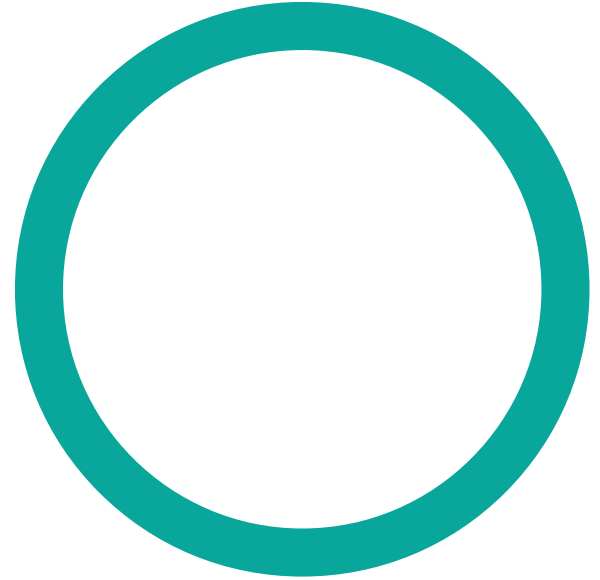
alkira



belong. connect. aspire.



**Alkira acknowledges the
Traditional Owners of the land on
which we reside, the Wurundjeri
people of the Kulin nation, to
which we pay our respects to
Elders past, present and emerging.**



Artworks displayed on cover from top left to bottom right are:

‘Up and Away’ by Alex Moore

‘Shapes’ by Tara Scott

‘Sunny’ by Julia Holdsworth

‘Bits of Sydney’ by Peter Dempsey

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Board Chair's Message

Peter Harrison

As someone once said.... we live in interesting and challenging times!

For many reasons we have certainly been through an interesting year at Alkira - we should feel very proud of the achievements we have made despite the challenges we faced.

In an operating sense, I am delighted to report that we managed to cope in the Covid world to provide services to our participants where we could, either in our premises, in homes or online. The commitment by all our staff to work through the pandemic challenges in the interests of our participants was truly inspiring. On behalf of all in our community, I want to thank them for their dedication. The fact that we had very few Covid cases during the year was a true testament to the way the management team and staff undertook stringent measures to manage the Covid risk.

During the year the Government support through Job Keeper ceased and the management team worked with the Board to ensure we retained as many of our staff despite reduced services to participants. The cost to Alkira of this decision can be seen in the financial reports. The reasoning behind this decision was based on the fact that we needed to focus on retaining our staff for when the lockdowns subsided and we return to "normal" services. This sound decision is now bearing fruit in a job market where hiring skilled staff in the disability field is almost impossible. I am also pleased to note that the demand for our services seems to be high, particularly at Momentum and the Springfield Community Hub, which is further evidence of the importance of the decisions taken during the year.

As you will all be aware during the year, we said goodbye to Lisa Sawatzky as our Chief Executive Officer. During her almost 5-year period as CEO, Lisa made an outstanding contribution to Alkira. Her leadership in making the Springfield Community Hub a reality, through the most difficult times in the transition to the NDIS and throughout the Covid pandemic was truly inspiring. We all wish her well as she enjoys life away from Alkira.

Unfortunately, the appointment of Richard Dent to succeed Lisa did not work out and we have had both Diane Fitzmaurice and Laura Ubavin acting in the CEO role since late February. In the initial period, Diane worked tirelessly to return full services to our participants as quickly as possible. When Diane stepped down for personal reasons, Laura has continued to implement the plan successfully. As I write this report, I am delighted to advise that we are close to the pre-pandemic service levels at all Alkira sites and seeming to manage Covid cases as they arise. For all of this, I must thank both Diane and Laura for their leadership in difficult times.

From a Board perspective, during the year we said goodbye to Gordon Jacobs, Warrick Mitchell, Arthur Ritchie, and Charlie Xu. After a short period on the Board we also said goodbye to Gemma Tovey. Both Gordon and Warrick were long serving Board members and made significant contributions with their respective legal and property expertise. Whilst Arthur, Charlie and Gemma were on the Board for a shorter period of time, they each made important contributions in what has been a challenging time. During the year we welcomed Brent Sheers and Ron Walker to the Board. You might remember Brent came to us as an observer during 2021 and we were fortunate that he agreed to join our Board. He has recently taken on the role as our Treasurer. We were also delighted to welcome Ron Walker back to the Board after an 18 month "sabbatical". Ron's depth of experience in business and understanding of "*all things Alkira*" is important as we navigate our way forward. In addition to this we are pleased to continue working with the Observership program in having Katie Bayley join as our Board observer this year.



Over the past couple of months, the Board have been reflecting on the skills we need in the times ahead and we have subsequently updated the Board skills matrix. These results will focus our recruitment activities for new Board members to fill recent vacancies and as current Board members retire.

From a personal viewpoint, I want to thank all on the Board for their help in seeing through these challenging times. Furthermore, I want to thank all in the Alkira community whether they be participants, staff, volunteers or supporters (financial or non-financial) for your contribution in what has been our most challenging of years.



Board Attendance

Peter Harrison	●●●●●●●●●●
Dianne Bassett	●●●●●●●●●●
Lucinda Nolan	●●●●●●●●●○
Peter Holdsworth	●●●●●●●●○○
Brent Sheers ^[1]	●●●●●●●●●○
Ramsay Gunasekera	●●●●●●●●○○
Chris Miller ^[2]	●●●●●●●●○○
Lynn Scoles	●●●●●●●●●●
Charlie Xu ^[3]	●●●●●○○○
Warrick Mitchell ^[3]	●●●●●●
Arthur Ritchie ^[3]	●○○○
Gordon Jacobs ^{[2] [3]}	○○○○
Gemma Tovey ^[3]	●●●●
Katie Bayley ^[4]	●●●●
Ron Walker	●●●

¹ Under observership program until appointed

² Leave of absence

³ Retired

⁴ Currently under Observership program

See more information about our Board on page 17

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



Interim CEO's Message

Laura Ubavin

The past year has seen further challenges as we began to learn to live with Covid. Alkira has done an incredible job of delivering safe and adaptable services. Despite Covid we have carried on and achieved great outcomes for the participants we support.

The Challenges

After the opening up of the country following long periods of lockdowns, the disability sector was not immune to the staff shortages that most industries in Australia were experiencing. Finding good talent has been difficult as the labour market was constricting. Although we have done an amazing job collectively at Alkira to minimise the spread of Covid and Influenza, we still have had challenges with roster planning while staff were off sick or isolating. We have been determined not to allow our service delivery to experience significant impact. On some occasions we saw staff fill urgent shifts with only a few hours notice to support the Alkira team and participants. I am so grateful we have such remarkable staff to help us in these uncertain times.

To combat our staff shortages, we have been continually promoting job availabilities to recruit new staff whilst also upskilling current staff and where possible, encouraging staff to work across services. We have also developed mutually beneficial partnerships with training organisations in an effort to gain qualified staff. This has been very successful as we have been able to engage bright and enthusiastic new starters.

Highlights to the year

Despite the challenges I like to focus on the positive outcomes - participants have shown amazing adaptability and were role models of Covidsafe practices in the community. Our dedicated and caring staff have ensured that participants have remained engaged and connected.

Moving Life Art Exhibition

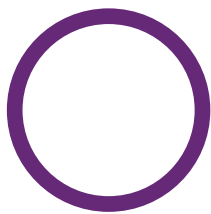
In November, Alkira held its biggest art exhibition with artworks from artists at Momentum, Thurston, Springfield Community Hub, and also some pieces created by participants whilst at home. The exhibition had 37 artists showcasing their work from the last 2 years. It was a very eye catching exhibit with around 80 art works on display made from a range of different mediums such as plasticine sculptures, fabric, watercolour paints, graphic markers and more. We had an intimate closing event for the artists and their families to celebrate this great achievement. Participants talked about their pieces and showed confidence in what they had made. This event was one of the first signs of coming out of lockdown and starting to live with Covid.

Excellence in Business Awards Winner

Alkira won not just one, but two Whitehorse Business Awards! The Whitehorse Excellence in Business Awards celebrate the innovations and contributions of businesses in the local Whitehorse Community. Alkira was awarded the City of Whitehorse Award and Community Award. The City of Whitehorse Award was for Alkira as a whole, the values we represent and everything we do every day. The Community Award nomination focused on the Springfield Community Hub project and recognised the significant challenges faced with completing this impactful community project within a Covid environment. We are humbled to receive both these awards and be acknowledged by the Whitehorse Community. So a big thank you to everyone at Alkira as these awards are for all our combined efforts.



Moving Life Exhibition, Box Hill Community Arts Centre



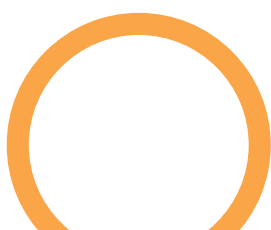
Our new Carer's Network

This year has seen the introduction of the Carer's Network for people who care for a person with a disability. This is a group run by a handful of staff and carers, who meet regularly to socialise, go on outings, share information and to have education sessions. Since its inception it has grown in numbers, and ideas for future events are plentiful.

A focus on sustainability

We were delighted to receive funding from Wheelton Philanthropy and a Federal Government grant for solar panels at Thurston Street. The 60 solar panels are capable of generating 30kWh and this has enabled significant savings to our electricity bills as well as decreasing our carbon footprint. Alkira has been changing its processes to focus more on our environmental impact and to do our part for the community – we have even introduced a sustainability participant program at Thurston Street for participants who are motivated to assist Alkira with minimising our environmental impact.

We should all be pleased with the accomplishments and the resilience that has been shown by all of the Alkira Community. I am thankful to participants, families, the board, staff, volunteers and our supporters for their contribution to Alkira and the part they play in ensuring we provide excellent support to participants. Hopefully, the coming year brings on even more positive stories as we slowly return to how things were.



Our 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.

Our Vision



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

Our Values



Care

Care for people and the organisation. Care about personal and organisational growth and development.



Challenge

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



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.

Our Year in Review

JULY



**Friendship Day
Celebrations**

AUGUST



**Sold Jolimont
Road**

OCTOBER



**2 x Award Winner
of the Whitehorse
Business Awards**

NOVEMBER



***Moving Life Art
Exhibition at Box Hill
Community Arts Centre***

DECEMBER



**International Day of
People with Disability
Celebrations**

FEBRUARY



**Community Supports
services back on site**

MARCH



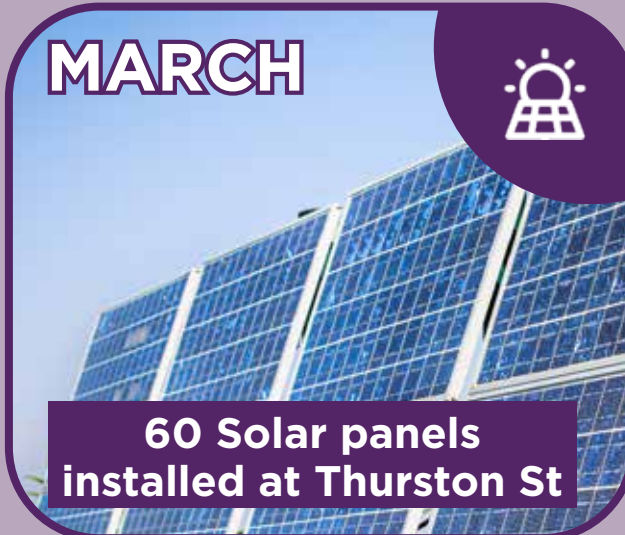
**Participant Committee
New Members Elected**



MARCH



**60 Solar panels
installed at Thurston St**



APRIL



**Partnership with
Flowers Across Melbourne**



MAY



**Successful NDIS Quality
and Safeguards Audit**



MAY



**Networks students
Radio Station Tour**



MAY



**Carer's Network
takes off**

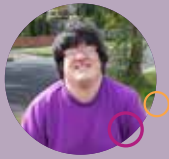


The Participant Committee

as at 30 June 2022



Abbey Harrison
Connections Thurston



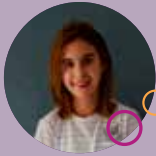
Alex Moore
Home and Choice



Amy Lamborn
Connections Thurston



Ben Kirkup
Connections Thurston



Chelsea Knight
Momentum



Daniel Milone
Momentum



David Walker
*Connections Springfield
Community Hub*



Jovana Blagojevic
Networks



Julia Holdsworth
Connections Thurston



Justin Chong
Networks



Leigh Walters
Connections Thurston



Luca Giannessi
Networks



Maddi Spencer
SLES



Robyn Wallis
*Connections Springfield
Community Hub*



Steven Ramus
Connections Thurston



*International Day of People with Disability
colouring competition and decoration creation.*

Participant Committee Report

It has been a busy year for the Participant Committee with a mixture of online and in-person engagement activities, both among the members and with the community. The Participant Committee is made up of Alkira participants and supports self-advocacy and feedback provision to ensure quality service delivery at Alkira.

In the last financial year the Participant Committee has actively participated in 24 internal meetings and 10 VALID Eastern Region Self-Advocacy Network meetings. The meetings were aimed to promote speaking up on views and issues, and also served as a forum for issues or idea discussions. There have been many different topics throughout the year with the community including: 'About Disability Royal Commission' with Ms Bron Emmerson from Melbourne East Disability Advocacy, Community Access and Voluntary opportunities with Ms Maureen D'Arcy from Whitehorse City Council and Johana's Hospitality Project, which led to Johana's nomination as 'Student of the Year' at Box Hill Institute. Congratulations to Johana on this achievement.

International Day of People with Disability 2021

Members were pleased with the success in facilitating the celebration of International Day of People with Disability (IDPWD) online virtual event on December 3rd. The Committee received around 25 copies of IDPWD colouring templates, from which they selected three creative colouring winners. They happily celebrated the day with various activities i.e. Dialogues with CEO, Let's chat about our ability's videos, participants' volunteered performances, Kahoot games and dancing. The 2020-21 Committee members were presented the Certificate of Appreciation for their dedication and commitment to the Committee activities despite previous ongoing lockdown restrictions that affected the advocacy works.

Election of new members

Earlier this year the Participant Committee successfully completed a democratic election process, whereby 15 members were elected by Alkira participants from across Alkira: Thurston, Momentum, Networks, Skill Up with SLES, the Springfield Community Hub and our Home and Choice service.

With representatives from all the service groups of Alkira, the Participant Committee are well placed to represent the views and needs of all Alkira participants.

The 2022 Participant Committee Election process took 2 months to complete starting in February.

- Introductions of the role of the Participant Committee and the election process
- Nomination of candidates
- Election Campaigns by the nominated candidates
- Voting Day on March 28 with 92 votes received from participants across all of Alkira
- Announcement of new elected members



Participant Committee election voting



Home Supports Report

Meghan Coulter

What an incredible year it has been within Home Supports at Alkira. Together, we created opportunities to connect and participate in regular and milestone celebrations – all while navigating everyday life during the ongoing pandemic. We ensured residents were supported with exceptional, quality care by the Home Supports team, maintaining infection control protocols under the remaining rules for high-risk settings.

As mentioned by Laura, the health and disability industry has experienced sector wide staffing challenges which has meant that we all adapted and worked together as an Alkira team. Collaboration from the Community Supports team to fill in where needed has been advantageous and has encouraged opportunities for learning and growth, and we now have a range of shared experiences to link the Alkira services furthermore.

Staffing at each house remained as consistent as possible with many additional shifts, overtime and adapted rosters to ensure that the best care and support could be offered. The Home Supports team is to be congratulated on this remarkable commitment to Alkira's residents.

We have taken opportunities for growth from our experience in both responding to, and most importantly, preventing further covid outbreaks. Training, practice, resources and learning from different scenarios across houses has been vital. We supported residents and staff to gain their covid vaccinations, secured rapid antigen tests, complied with regular screening of staff and residents and ensured supply and use of full PPE. We made available our short term accommodation site as a location for isolation and this proved to be very effective way to isolate while providing a warm home environment with regular and familiar staff to support those affected.

Residents have been supported to make informed decisions about their own health and wellbeing amidst the pandemic. Those who tested positive had swift follow up with health care and processes to protect other residents and staff.

Supported Independent Living

This year has seen Home Supports broaden the opportunities for eligibility to apply for long term housing in an Alkira owned home. Vacancies were made available not only to participants who have Specialist Disability Accommodation (SDA) NDIS funding, but also to those participants without. This approach is unique and provided more equitable access to long term housing options for more participants with fewer limitations in the application process, further supporting Alkira's values.

We have had several families seeking future supported living options with Alkira and I am pleased to say we have an exciting project underway. We have been collaborating with a family to provide supported independent living to three new participants within a privately owned house. We look forward to updating the progress of this opportunity in next year's report and sharing with everyone the experiences that we all have in moving towards new opportunities at Alkira.

Renovations have taken place at Willandra with two bathroom renovations, and Riversdale and Perkins have new heating cooling systems installed. In addition, the two properties owned by the state government have been also undergoing capital improvements including painting, LED lighting, covered outdoor areas, roofing repairs, bathroom and laundry updates, path improvements and general external tidying.

Short Term Accommodation

Perkins House was not able to facilitate new bookings during lockdowns, so when there was opportunity to reopen this service; the bookings began to flow in steadily. It has become evident that participants, their carers and families are becoming increasingly comfortable with re-booking short term accommodation stays to have a break away from the family home. It has been a breath of fresh air to see new and existing participants accessing opportunities to stay with peers and friends, increase their independence and step out of the smaller world that covid has created for many people.

It has been a year to celebrate the success as we supported residents to continue to live a life motivated by choice and goal achievement. Staff have worked extremely hard, often wearing face shields, masks and at times gowns; supporting residents with and without covid to maintain a safe and comfortable living environment.

I extend a very big thank you to the Home Supports team and those of Community Supports who stepped up and out of their comfort zone. The dedication that shines through our wonderful team of workers is obvious and it is a privilege to manage a team of such flexible individuals.



Top: Kura taking the neighbour's dog for a walk

Bottom: Nicoletta excited to receive Christmas cake from her neighbours

Highlights



We welcomed a new resident to Alkira.



Our Short Term Accommodation space was utilised by Momentum and Networks students as an opportunity to develop, practice and implement new living skills.



Vacancies were made available to all participants, even if they did not have SDA funding.



Significant Birthday events and other special events have been celebrated in style.



Residents travelled and took holidays regionally and interstate.



A milestone wedding anniversary was acknowledged and celebrated.



Left: Donald celebrating his 60th birthday with lunch with family and friends.

Right: Steven celebrating his 70th birthday with dinner at a restaurant with family and friends.

Bottom: Francis enjoying his trip to Tasmania, he recommends the Tasmania Zoo.



Community Supports Report

Steven Parkinson

The last year has included some big topics - federal elections, social changes, another NDIS restructure, fire and floods - and the list keeps going.

Our Community Supports Team have navigated their way through all of this and still managed to run a fantastic service that we can and should all be proud of. The management and staff teams have worked together to provide the best possible outcomes for our participants and each other, and I'm very pleased to give you an update.

Unlike other sectors, disability is still constrained by DHHS and the NDIS. Obviously Covid continues to be a thorn in our side, however using innovation and good practice, we've managed to return to some sort of Covid normal. Influenza and Respiratory Syncytial Viral infections have contributed to our difficulties, however, our staff and participants have been vigilant in keeping themselves and each other safe. We continue to be fluent in managing our 'bubbles' across and inside different sites as infection rates ebb and flow in the community. It is commendable how adaptable our staff and participants have become throughout the last year.

School Leavers Employment Support (SLES)

Our SLES program focuses on classroom and industry-based workplace learning. This includes industry workplace visits to learn about the different types of jobs. We are seeing students explore and reflect on their employment goals while they are learning in both the hands on and theory based sessions. As part of the program students prepare for their pathway - whether that be tertiary studies, a Disability Employment Service, open employment or online courses.

Now that we are in our Covid normal we are looking to improve and grow this service with real retail experience options.

Momentum and Networks at Box Hill Institute

Students continue to grow their independence, maturity levels, qualifications and life skills. It's been a joy to see such a large cohort graduate at Box Hill Institute (RTO Code:4687) again and grow meaningful relationships with each other - offering genuine support to each other.

This cohort grew significantly last year with another 21 students starting with us in 2022. Our reputation amongst the special schools in our service area is an excellent one with a large number of referrals as our service offering is unique and of proven quality.

Connections at Thurston St

Our Connections program at our Thurston St site deserves special acknowledgment and gratitude for managing the brunt of the impacts of the changes that have occurred over the last 12 months at Alkira.

Thurston St has been in a very unique and challenging position, and they took on the responsibility of managing our day to day staffing challenges across all of our Community Supports sites, and often, our Home Supports services.

All of Alkira has benefited greatly from the professionalism, resilience, positivity, high standards and incredible work ethic displayed by our staff at Thurston St. Furthermore, our participants continue to be productive and grow alongside our staff who have demonstrated innovation and flexibility on a daily basis, whilst remaining cognisant of their real goal.



Connections at the Springfield Community Hub

The Springfield Community Hub remains one of Alkira's crown jewels. Our participants here are flourishing in our state-of-the-art facility and modifications have been made to our program delivery to make our services even better. Our participants regularly report being very happy here and our staff do an excellent job in maintaining and increasing the skill sets of our participants with a particular focus on independence. We are hopeful that moving into the future, we will also be able to provide therapeutic intervention on-site here, as that seems to be an interest of many participants.

Work Experience and Training

Independent Me is a program that provides 1:1 support in the workplace during work experience placements. Support is provided until it is no longer needed with the goal of finding long term, mainstream, meaningful employment for our participants. Our results speak for themselves with 10 participants already placed in employment in the last few months alone - truly epic given our constraints. We anticipate that this area will grow significantly. We have known for some time that many of our participants' main goal is to find employment so watch this space.

Our Community Support Team's performance has been nothing short of excellent. I'd like to thank each and every member of our team for going so much further than we ever thought we would need you to. You are all truly assets to Alkira and to our participants. I don't want to speak too soon, but it seems as though we may finally be moving forward after a difficult couple of years and it is because of the dedication and hard work of our team.

Highlights



A Momentum student started work at the Bean in the Woods café in Ringwood.



Johana, Networks student, showed her entrepreneurial spirit by selling her homemade cupcakes at the Warrandyte market.



Ollie, Networks student, started admin work at the Hawthorn Football club. He is also completing work placement with the Hawks All Team programs, where he educates others on what it's like to live with vision impairment.



Isabelle, Connections Thurston participant, has started work training at The Reject Shop.



New participants joined Connections at the Springfield Community Hub which has led to new friendships.



Emily enjoying work placement at Now and Not Yet café.



Thurston's Basketballers back together for a game in the sun.

Support Coordination Report

Support Coordination is a service which assists people with a disability to negotiate and understand their NDIS package and maximise its use. Support Coordination at Alkira has grown, comparing the last year to the year prior we have doubled our hours of service. This is such an achievement as we aim to support more and more people to ensure they receive the services and supports of their choice and get the most out of their NDIS Plan.

Some of their success stories from the last 12 months include:



A participant received funding for a new custom-built electric wheelchair to suit his requirements, and other special equipment to increase his independence.



After a long period of negotiation with several agencies, a participant finally received additional funds for short-term accommodation and Support Coordination.



A participant was assisted to move into his own apartment with a car space for his car. He is receiving 1:1 supports to assist with independent living skills, and has reported to everyone how happy he is living in his own home.



Helen and Occupational Therapist Alison learning the controls for the automatic high/low bed.



Helen received funding for a new automatic high/low bed to assist her in and out of bed.



Multiple participants have moved into supported accommodation, or a household which better suits their needs and requirements.

These are just some of the exciting success stories of how Support Coordination at Alkira has assisted participants. Many of the participants and their families have expressed their gratitude and appreciation for the efforts, consideration and assistance Support Coordination gives them.

Meet our Support Coordinators



Vera Morerira

Vera has been a Support Coordinator for 4 years. Prior to this she has worked several roles in the community service sector including disability services, aged care services and community welfare. She speaks English, Portuguese and can understand Spanish.



Vicki Brown

Vicki has been a Support Coordinator for 3 years. Vicki has worked with the NDIS system for 8 years and nearly 30 years in the community service sector including disability services, aged care services and mental health. She can communicate in basic Auslan.



Marco Giustiniani

Marco has been a Support Coordinator since January 2022. Though new to the position, he previously worked at Alkira as a Program Instructor for 3 years. He speaks English, Italian and Spanish.

We want to inspire and empower NDIS participants and their families by supporting them to understand the complex NDIS language.

Contact us about our Support Coordination service, or learn more about it on our website.



Business Systems Report

Ben Moodie

Over the last year Covid has delivered challenges however we have taken this opportunity to work on enhancing our IT systems. We have finalised the implementation of our payroll award interpreter, this has allowed us to pay staff more efficiently with this automation saving us time but still ensuring accuracy of remuneration.

We have continued to work on ensuring the Alkira team have access to information when and where they need it. This has been underpinned by Alkira's strategy to move to cloud-based storage. During lockdown periods the team worked on providing the infrastructure required for service delivery.

This included ensuring back of house was supported as well as providing online support services to our participants.

We are investigating replacement of our core records system and this will continue and be finalised next year. This will benefit us by ensuring information is available on different devices in various locations and will further streamline our onboarding, rostering and billing processes.

I would like to thank all members of the Business Systems & Finance team for all their hard work and dedication and look forward to working together next year.



Service Improvements Report

Hugh Stern

Mid-cycle Audit

Our mid-cycle review against the NDIS Disability standards was completed in May 2022. We hosted the auditors for two days who met with participants and staff, and reviewed our documentation. At the end of the two days the auditors were greatly impressed with the relationships between participants and staff, how everyone interacts, the support and services provided and the way we aim to improve and provide quality services. They made a couple of minor suggestions for improvement which we are working towards.

Improvement Matters

We ran our "Improvement Matters" campaign to encourage and attract suggestions from participants, staff and others so we can continually improve things. There are no suggestions too big or too small - this year we have received 85 suggestions from the Alkira community, for example:



Including hot chocolate as an option for Thurston Connections morning & afternoon tea



Streamlining our staff PPE distribution process so all sites can get what they need efficiently

Annual Satisfaction Survey

Quality is a measurement of how good something is, but also whether it meets its purpose. Therefore, quality disability services need to be safe, effective and meeting a person's needs or expectations.

A way to measure this, is by asking those who participate at Alkira whether we are meeting their expectations, are effective and whether they feel safe. In 2021, we remodeled our annual participant satisfaction survey to gauge whether we were meeting participants' expectations in certain aspects of our services. The results were very pleasing and assured us we are providing quality services which are safe, effective and meeting expectations. The results showed that in six of the nine areas we met or exceeded their expectations more than 80% of the time - the areas were in planning, friendliness, support, community access, privacy and safety. The three areas that we will be making improvements in are for choices, feedback and opportunities.

Our Staff

for the financial year 2021-2022

Home Supports

Ababo Assefa Negassa

Agatha Oliver

Adv. Cert in Resid & Comm Services (Intellectual Disability)

Akash (Akashdeep) Thind
Cert. IV Disability

Albert Low

Cert. IV Disability

Austin Nwauzu

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

Barbara Steen

Belle (Baljit) Kaur

Cert. IV Comm. Services (Disability Work)

Bernadette Wong

Cert. IV Disability

Brenda Flores Mandujano

Cert. IV Disability

Carol Swanson

Cert. IV Disability

Catherine (Suk Ngoo) Chan

Cert. IV Disability, Accounting

Cathy Bedford

B. Arts (Youth Services)

Chunlan Yang

Cert. III Aged Care Work, Cert. IV Disability

Courtney Wright

B. Soc. Sc. (Criminal Justice)

Damien Sutherland

Cert. IV Disability

Daniel Nwanolue

Cert. IV Disability

David (Eddy) Clarke

Denis Omwenga

Adv. Cert. HR Mgt.

Edmund (Tat Hong) Chung

Cert. IV Disability, Cert. IV Financial Services

Emmanuel Okoro

Cert. IV Disability

Esther Nyarugwe

Cert. IV Disability

Foluke Olagookun

Cert. IV Disability, Dip. Comm. Services

Foluso Oni

B. Medicine & Surgery, Master of Public Health

Gary MacDonald

Cert. IV Disability

George Bahita

Cert. IV Disability

Glen McColi

Cert. IV Disability

Gowri (Gowramma) Gowdara

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

Helena (Yuet Hiong) Lai

Cert. IV Disability

Henry (Chigozie) Abbott

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

Jacqueline Theodore

Adv. Dip. Comm. Sector Mgt

Jan Aitken

Cert. Ed. Integration Support, Cert. II in Hospitality (Commercial Cookery)

Jean-Paul Verte

Cert. IV Disability, Cert. III Health Services Assistance, Cert. IV Ageing Support

Jessie (Shuk) Lau

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

Jing Yang

Adv. Dip. Comm. Sector Mgt, Cert. III Aged Care, Cert. III Home & Comm. Work, Cert. IV Disability,

John Ly

Cert. IV Disability

Jonathan Troy

Cert. IV Disability

Kammy (Karmjeet) Kaur

Cert. III Aged Care, Cert. IV Disability

Kerrie Penington

B. Social Work, B.A. (Soc. Sc.), Grad. Dip. Conflict Resolution

Kym Croft

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

Margaret (Mardi) Pietsch

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

Mark Ryan

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

Martin Noonan

Cert. IV Disability

Mayte Orellana Tamez

B. Psychology & Sociology

Meghan Coulter

B. Applied Sc. (Disability Studies), Ass. Dip. Bus. Studies

Nilda Flores

Cert. IV Disability

Nite Jephchirchir

Pam Howard

B. Ed., Cert. III Aged Care

Pat Theng

Cert. IV Disability

Paul Cannane

Cert. IV Disability

Peter Anderson

Ass. Dip. Maritime Electronics, Dip. Tech Mgt, Cert. IV Disability

Peter Manton

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

Peterson Kiptallam

Petunia Anyango

Cert. III Individual Support (Disability)

Pirtpal Singh

Cert. III Aged Care, Cert. IV Disability, Cert. IV Training & Assessment, Adv. Dip. Comm. Sector Mgt.

Rachel Molen

Cert. IV Disability

Rhoda Nyarugwe

B. Psych. Sc.

Rosewinda (Rose) Mashakada

Sheila Pheto

Cert. III Aged Care, Cert. Nursing

Shijo George

Master Social Work, Grad. Dip. Theory of Addictions

Sonia (Sun Young) Moon

Cert. IV Disability

Stanley Agbarakwe

Cert. IV Disability

Sun Hi Lee

Cert. IV Disability

Sunny (Sanjaya) Karunaratne

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

Tee (Titilope) Bakare

Cert. III Individual Support (Disability)

Theda Davidson

Dip. Community Services

Tracey Barbara

Cert. IV Child, Youth & Family Intervention

Valentine (Somtochukwu) Okeke

Cert. IV Disability

Vera (Ma Veramay) Dantes

Cert. IV Disability

Organisational Support

Ben Moodie

B. Business (Accounting)
Fellow of CPA Aust

Bernie Wallace

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

Cassie (Xiaojing) Yu

B. Business (Accounting)

Cheyne Willson

Cert. IV HR

Chris Bezett

Cert. III Accounting

Debra Zabenko

Cert. IV Training & Assessment, Dip. HR Mgt, Dip. Bus., Cert. IV in Life Coaching

Desma Jessup

Dip. Business, Dip. Mgt

Diane Fitzmaurice

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

Georgina Poulis

Hope Mathews

Hope Hatzistamatis

B. Communication Design, B. Business (Marketing)

Hugh Stern

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

Jay Kodithuwakku

B. Commerce (Accounting), Adv. Dip. Accounting, Associate of CPA Aust

Jenny (Ngoc Minh Trang) Bui

B. Commerce (Accounting)

Jo Snow

Cert. IV Training and Assessment, Dip. HR Mgt, Dip. Nursing

Kamal Vinod

Cert. Supervision; Fitter & First Class Machinist

Karen Gifford

Cert. IV Disability

Karen Morton

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

Lisa Sawatzky

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

Louise (Yin) Hu

B. Commerce

Shelley Stretton

B. App. Science, Master of B.A., Dip. Prof. Fundraising

Stephen Aslanidis

Vicki Tsarouhas

B. Soc. Sc., Grad. Dip. Computing School of Econ. & Comm.,

Yetta Norton

Support Coordination

Marco Giustiniani

Cert. IV Disability, Cert. III Aged Care Work

Ryan Gutch

Cert. IV Disability

Vera Moreira

Cert. IV Disability, Dip. Comm. Welfare, Cert. I Food Hygiene, Adv. Dip. Comm. Services Mgt

Vicki Brown

Dip. Comm. Welfare, Cert. IV Mental Health (Non-Clinical), Dip. Mgt

Community Supports

Aaron McIntosh Van Duin

Alannah Fehring
B. App. Science (Psychology)

Ali Al-Masoudi

Cert. III Individual Support (Disability), Dip. Nursing

Alistair Purdie

Cert. IV Disability

Amy (Swee) Ng

B. Science, Grad. Dip. in Financial Mgt, Spec. Dip. in Web Dev. Tech., Cert. IV Disability

Arathi Rathakrishnan

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

Ben Nicel

Cert. IV Disability

Carol (Chun-chun) Pao

Cert. IV Disability

Cary (Clarito) Beltran

Cert. IV Disability

Cassie Pearton

Cert. IV Disability

Chad Nesbit

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

Chris Grant

Cert. II Community Services

Christine Weller

Cert. IV Disability

Colleen Petterlin

David Clark

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

David Yates

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

Dean Degenhardt

Dip. Front Line Mgt, Cert. IV Disability, Cert. Motor Mechanics

Dominic Stephens

Cert. IV Disability

Eugenia Mashakada

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

George Karaferis

Gerard Hutchinson-Reade
Cert. III Home & Comm. Care, Cert. IV Disability, B. Psych & Psychophysiology

Hannah Warne-Smith

Ian Vergini

Dip. Work, Health & Safety, Cert. III in App. Language, Cert. IV Disability,

Irene Bosco

Cert. IV Disability

Jack Lawrence

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

Jade Amato

Cert. III Education support

Jana (Snezana) Majdalani

Cert. IV Training & Assessment, Cert. IV Disability, Dip. Mgt

The Late Janette Smith

Cert. IV in Small Bus. Mgt

Janine McHugh

B. App. Sc. (Disability Studies)

Jarryd Bast

Dip. Nursing

Jessica Herbert

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

Judy Andreola

Cert. II in Public Safety (Aquatic Research)

Juliyet Castrechini

Cert. IV Disability

July Dobson

Dip. of Training & Assessment, Cert. IV Disability

Kaitlyn Pitman

Cert. IV Disability

Kara Watt

Cert IV Disability

Karen Karagiannis

Cert. IV Disability

Karen Osborne

Dip. Comm. Welfare

Kate Jones

Dip. Comm. Services (Case Mgt.)

Kayla Gunton Stevens

Kierley Green

Cert. IV Disability

Kristen Waters

Lainie Price

Cert. IV Disability

Laura Ubavin

B. Psych & Sociology, B. of Social Work, Cert. IV Workplace Training

Leo (Galhenage) Perera

Dip. Bus., Dip. Comm. Welfare

Leonie Mills

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

Lindsay Anderson

Lorraine Neill

Louise Kingston

B.Ed., Dip. Teaching (Primary)

Louise Loren

Cert. IV Disability

Lucy Young

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

Lyndi Nuthall

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

Marion Healey

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

Melanie Kelly

B. Soc. Sc.

Melissa (Yuew Fong) Poon

Cert. IV Disability, B. Science

Michael Stoner

Ass. Dip. Bus. Marketing, Dip. Comm. Services

Natascha Wirz

B. Health Science (Paramedic)

Navdeep Dhillon

Cert. IV Disability

Navy (Navpreet) Brar

Cert. IV Disability

Nick Marmo

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

Nicole Harris

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

Nishchal

Master Health and Human Service Mgt

Oanh Vu

Cert. IV Disability

Oscar Canning

Cert. IV Disability

Paige Annand

Cert. IV Disability

Paul Mullan

Cert. IV Disability

Peter Dalglish

Cert. IV Disability

Peter Laffin

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

Philip Chung

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

Ping Yu

Pooja Sharma

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

Rachel Cox

Cert. III Education Support

Reesha (Richard) Kindl

B. Psych & Sociology, Cert. IV Disability

Rob (Weng) Chong

Cert. IV Disability, B. Economics, Master B.A (Marketing)

Rob Philpott

Cert. IV Disability

Rupert Fitzpatrick-Robertson

B. Economics, Cert. Practising Accountant

Russell Williams

Cert. IV Disability, Cert. II Health Services Assistance

Sally Young

Saloni Khetrapal

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

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

Sarah Heinjus

Cert. IV Disability

Simon Nette

B.Ed., Harvard University: Executive education Program

Siriluk Farrelly

Cert. IV Disability

Sophie Lee

Cert. IV Disability

Steven Parkinson

B. Soc. Sc. (Policy and Research)

Theja (Katugampola) Gunatilake

B. Arts, Dip. Comm. Services, Cert. IV Disability

Tim McDonald

B. Psych., Cert. IV Disability, Dip. Mgt,

Tina (Christine) O'Loughlin

Cert. IV Training & Assessment

Veronica Paouros

B. Ed. (Hon), Dip. Comm. Services (Case Mgt.), Cert. IV Training & Assessment

Vivien Stephenson

Cert. IV Disability

Wayne Thompson

MBA (Tech Mgt), Adv. Dip. Comm. Services Mgt, Cert. IV Assessment & Workplace Training, Cert. IV Disability, Ass. Dip. Engineering,

Will (Charles) Hamann

Cert. IV Disability

Xuxia Yan

Cert. IV Disability

Yu Za Na

Cert. IV Disability

Yvette Ashworth

Cert. IV Disability

Zennie (Zenaida) Brun

Volunteers

We would like to acknowledge all our amazing volunteers including those who are not listed here but have supported us year after year. Unfortunately, many have not been able to volunteer this year again because of the risk of Covid. We look forward to re-engaging with our loved and valued on site team of volunteers over the coming year. The following volunteers have assisted us throughout this financial year, thank you for all that you do!

Arthur Ritchie

Chris Miller

Gail Dick

Linda Westgarth

Peter Holdsworth

Sue Dodds

Barry Westgarth

David Fearn-Wannan

Gemma Tovey

Lucinda Nolan

Ramsay Gunasekera

Warwick Mitchell

Brent Sheers

David Winter

Gordon Jacobs

Lynn Scoles

Ron Walker

Charlie (Wei Quan) Xu

Dianne Bassett

Katie Bayley

Peter Harrison

Sharon Ellis

Our Board as at 30 June 2022



Peter Harrison, President

Peter was appointed President in 2015 and was the Alkira Treasurer for more than 30 years. Peter is a Chartered Accountant (Bachelor of Business at RMIT). 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.



Lucinda Nolan, Vice President

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.



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. Ramsay is the father of Alkira participant, Cory.



Peter Holdsworth, Treasurer

As the father of an Alkira participant, Peter has a deep commitment to ensuring that people with disabilities are supported to live their lives in the community as valued and participating citizens. Peter is a management consultant and the director of Pathways Australia.



Christopher Miller

Christopher is the brother of a former Alkira participant Maree. He 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.



Lynn Scoles

Lynn is a Doctor with 35 years of General Practice experience. 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.



Brent Sheers

Brent joined the Board in December 2021 and brings along his in-depth experience in the finance and accounting industry, working alongside the not-for-profit sector. Brent is a Senior Manager at mid-tier accounting firm SW Australia.



Ron Walker

Ron's daughter started at Alkira in 1970 and Ron has been actively involved with the organisation since 1978. He was Alkira President from 2007 - 2012 and is the owner of a kitchen manufacturing and retailing company. He brings to the Board his skills in business and governance.

**Read even more
about each of our
Board members
on our website.**

Our Life Governors

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

1955 Cr L.R. McCredde
1955 Mr E.G. Cuthbert
1955 Mr N.E. Rooks
1958 Mrs N. Steele
1958 Mr R.G. Goldsmith
1959 Mr E. Hughes
1960 Mr H.E. Gray
1961 Mr G. Cree
1963 Mr R.E. Cook
1964 Mrs N. Boldiston
1964 Mrs B.J. Perkins
1965 Miss M. Bartlett
1965 Mrs D.W. Gray
1966 Mrs E. Churchley
1967 Miss M. Roberts
1968 Mrs M. Donald
1969 Mr A. Race
1969 Mrs L. Race
1970 Mr W.G. Donald
1971 Mrs M.J. Wilton
1971 Mr H.G. Jones
1971 Mr J.W. Rees
1973 Mr R.L. Gilbert
1973 Mr W.J.M. Bailey
1973 Mrs B. Addison
1974 Mrs L. Boyce
1974 Mr E. Donaldson

1975 Mr J.W. Boldiston
1976 Mrs P. Howard
1977 Mr W.J. Nicholls
1978 Mrs M. Craig
1978 Mrs N.D. Allum
1979 Mr J. Ingoldby
1980 Mr S. Squires
1980 Mrs D. Squires
1980 Mr A.E. Jones
1980 Mrs J. Jones
1981 Mr R. Bryans
1981 Mrs J. Bryans
1982 Mrs D. Ramus
1984 Mr W. D'Elton
1984 Mr R.L. Craig
1986 Mrs D. Bailey
1987 Mrs M. Scott
1988 Mrs J. Richard
1988 Mr K.R. Pantlin
1989 Mrs O. Wiley
1989 Mr P.S. Harrison
1991 Mrs P. Slattery
1991 Mr A. Collinson
1992 Mrs H. D'Elton
1992 Mr C. Jacobs
1993 Mrs C. Reese
1993 Mrs J. Jones

1993 Mr D.G. Ridley
1995 Mr M. Reese
1997 Mrs M. Ridley
1997 Mrs E. Pantlin
1998 Mrs G. Butler
1998 Mrs N. Cain
1998 Mrs B. Dixon
1998 Mrs E. Edmonds
1998 Mrs B. Hattam
1998 Mrs H. Lane
1999 Mrs J. Simpson
2000 Mrs P. Neale
2001 Mr A. De Groot
2001 Mrs C. De Groot
2003 Mrs P. Saunders
2004 Mrs B. Montgomery
2006 Mr W. Robinson
2006 Mr R. Walker
2007 Mr W.J. Montgomery
2009 Mrs L. Lee
2009 Mrs M. Robinson
2010 Ms K. Curtain
2011 Ms J. Charlesworth
2014 Mr C. Miller
2017 Mrs D. Bassett
2020 Mr G. Jacobs
2021 Mr W. Mitchell

Alkira Awards 2021

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 2021 Alkira Awards.



Angela Pegonis
Sam Rancie
Liane Ouk

Antoinette Gatsios
Julia Holdsworth
Jessie Howlett
Cameron McDowell
Brent De Josselin
Megan McKinnon
Kennedy Van
Maria Cascanis
Alistair Henderson-Baker



Matthew Jackson
Timothy Mathews
Stephen Lee
Peter Dempsey
Pauline Ngai



Pam Jacobs



**BOARD OF
MANAGEMENT**

Paul Mullan



Daniela Clarke
Lynette McNamara
Homaira Abbasszadeh
Robert Donald
Katrina Tucker



**BOARD OF
MANAGEMENT**

**BRIGHT STAR
AWARD**

Melissa Poon



**BOARD OF
MANAGEMENT**

**BRIGHT STAR
AWARD**

Louise Hu



David Frith
Caden Bettles
Liam Frawley
David McGahey
Trung Nguyen
Cecily Tang



Andrew Snell



**SIGNIFICANT
COMMUNITY
CONTRIBUTION**

Chloe Manousakis



**SIGNIFICANT
PERSONAL
ACHIEVEMENT**

Tayla Box



Francis Stewart
Ashwini Sen



Junith Milbourne
Francis Petty



**OUTSTANDING
CONTRIBUTION**

Karen Osborne



**OUTSTANDING
CONTRIBUTION**

Will Hamann



**OUTSTANDING
CONTRIBUTION**

Elizabeth Curran



LIFE

Warrick Mitchell

We have not been able to celebrate these awards with winners yet, however we acknowledge all reward recipients here.

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.



Betty Dixon



Colleen Reese



Darren Bray



Dorothy Ramus



Helen Shoebridge



Helen Walker



Janette Smith



Joan Jones



Matthew Biggin



Michele Salmon



Donations

for the financial year 2021-2022

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

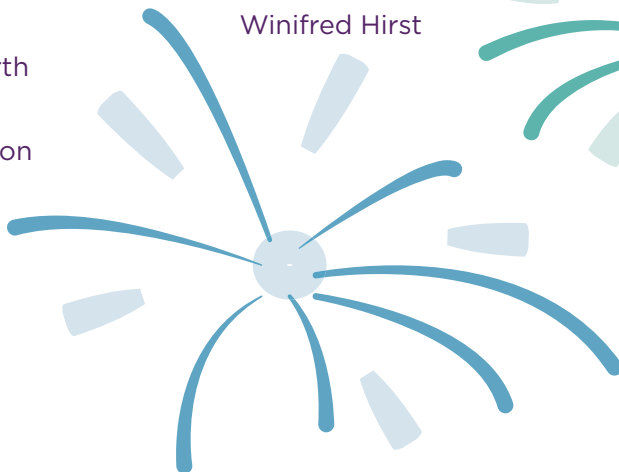
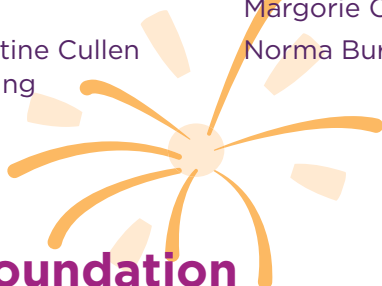


Thank you

Andrea and Jess Ebert
Angela Hoare-Lippmann
Audrey James
Betsy Dingle
Brendan Bateman
Brenton Ellery
Carianne and Felix Lai
Carmel and Eddie Leydon
Carmen and Dom Tassone
Charles Carrington
Dell Thomson
Donald and Pauline Allen
Dorothy and John Conway
Dorothy Tagg
Frank Glynn
Gabriel Chuah
Greg and Christine Cullen
and James Young

Gwenyth and Angela Bouchier
Hope Hatzistamatis
Howard Foster
Inga Gibson
Jean Sietzema
Jenny Lawrence
John Ternan
Joshua Chook
Judith Jennings
Kate and Mike de Josselin
Kathleen and Terry Payne
Loreto Byrne
Lyn Charlesworth
Lyndi Nuthall
Margaret Jackson
Margorie Craig
Norma Burkitt

Paul and Jeanette Kinchington
Peter Anderson
Raymund Matthews
Richard Lim
Robert and Doug Rendall
Robert Simkiss
Robert, Pat and Julian Feast
Ronald Farrell
Rosemary Hendy
Saeed Shamaee
Susan Elliott
Winifred Hirst



Alkira Foundation

The Alkira Foundation was set up 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 for their generous support to the future of Alkira through the Alkira Foundation.

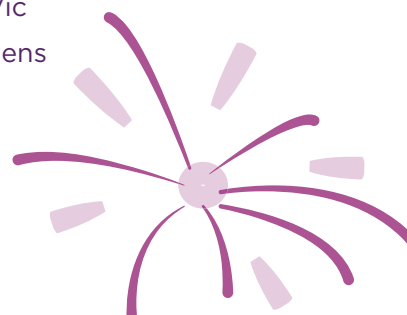
Charmaine, Stan and Greer - the Guest-Marinas family

Grants, Community and Corporate Supporters

Bendigo Community
Bank - Ashburton, Balwyn,
Canterbury and Surrey Hills
City of Whitehorse
Department of Industry
Department of Social Services
Flowers Across Australia
IOOB
McPhail & Partners Pty Ltd

Norman, Mavis & Graeme
Waters Perpetual Charitable
Trust
Rotary Club of Box Hill
Burwood
Rotary Club of Box Hill
Central
Rotary Club of Forest Hill
The Flora and Frank Leith
Charitable Fund

The Hugh D. T. Williamson
Foundation
Wheelton Philanthropy
William Angliss (Vic)
Charitable Fund
Worksafe Vic
Zesta Kitchens



Donations in Action



Celebrate Together

We are working on telling our stories through a project supported by State Trustees. Participants want to break down barriers and celebrate their life – achievements, hopes and aspirations.



Challenge Ourselves

Using the Op Shop for retail skills training provides the opportunity for learning and retail competency development. This work experience also helps identify future work interests. The Op Shop was renovated with the funding from grants, community donations and many volunteer hours.



Get Innovative

As the use of online support and meetings continued, Alkira upgraded their networks and provided more equipment for staff to support more remote activities, foster connections with participants, and continue education. Portable technology was also made available for loan to participants and families to keep social interactions and connections going.



Explore Connections

Carers have been able to meet, see a movie, have a coffee as part of Alkira's carer network program funded by the State Government in recognition of the need for carers and the valuable work they do.



Gain Skills

Participants and staff have had the opportunity to learn about workplace appropriate interactions through our own Workplace Bullying and Harassment education. This training was relevant to everyone and not just for workplaces but all interactions. WorkSafe Vic were delighted to support this program for our participants.



Be Active

Funding for sporting equipment for locations and houses gave participants the opportunity to undertake exercise and physical activity while isolating.



Treasurer's Report

Brent Sheers

It is my pleasure to present the Financial Statements and the Treasurer's report for Alkira for the 30 June 2022 financial year. Firstly I would like to thank my predecessor, Peter Holdsworth for his time, efforts and most importantly his guidance as I take on the Treasurer role going forward. I would also like to extend my thanks to the Board, senior management team and greater Alkira community for welcoming me into the organisation over the past year.

As I write this, we are now in the midst of what is considered to be Covid normal, but this has not stopped the pandemic for continuing to significantly impact Alkira over the past 12 months. Unfortunately, lockdowns throughout the first half of the financial year saw Community Supports services adversely effected with Alkira not being able to offer our full suite of services. Despite this impact the senior management team and staff worked tirelessly throughout this period and I cannot thank them enough.

I would also like to thank every individual person and organisation who donated to one of many important causes. The Alkira community and their selflessness is what helps us deliver Alkira's goals.

We look forward to using the 30 June 2022 year as a platform for the organisation to get back to running at pre-pandemic levels and delivering both a full suite of service offerings and making a profit without the use of government subsidies such as JobKeeper.

2022 Operating Performance

With the cessation of JobKeeper in March 2021, and further lockdowns in the first half of the financial year, Alkira made the conscious effort to ensure that despite the reduction in service offerings it was important that we retained staff. This became the key driver in making what became a net operating loss of \$803,720 (2021: loss of \$2,986,008) and a total comprehensive loss of \$527,308 (2021: profit of \$1,524,510).

The significant amount of JobKeeper and government stimulus that drove the 2021 profit, has been utilised in 2022 for this purpose to help ensure we had the staff to increase service offerings once we came out of lockdown.

Operating revenue increased by \$2,375,806 (24%) on the back of Community Supports offerings increasing in the second half of the financial year.

Operating expenditure increased by \$193,518 (1%) mainly due to salaries, rent and outgoing increasing year on year, however management have done a fantastic job in stabilising our expenditure during the lockdown period.

Donations and grants represented \$201,003 (73%) of our non-operating revenue and is an area that will be of continual focus going forward into the 2023 financial year.

In spite of the tough operating conditions across the Not-for-Profit sector during the year, Alkira has managed to maintain a strong balance sheet. Whilst net assets have decreased by \$527,308 (4%), our working capital at year-end remains extremely positive in a surplus position of \$6,250,499.

Our strong working capital and liquidity is due to Alkira's strong historical cash surplus at year end of \$6,810,267.

STATEMENT OF FINANCIAL POSITION

	2022 (\$ 000's)	2021 (\$ 000's)
Current Assets	8,012	8,349
Current Liabilities	(1,762)	(1,760)
Net Working Capital	6,250	6,589
<i>Current Ratio</i>	<i>4.55x</i>	<i>4.74x</i>
<i>Quick Ratio</i>	<i>4.38x</i>	<i>6.92x</i>
Long Term Assets	6,368	6,684
Long Term Liabilities	419	546
Net Assets	12,120	12,727

STATEMENT OF PROFIT AND LOSS

	2022 (\$ 000's)	2021 (\$ 000's)
Total Operating Income	12,256	9,881
Total Operating Expenditure	13,060	12,867
Net Operating (Loss)	(804)	(2,986)
JobKeeper	-	3,285
Other Non-operating Revenue	276	1,225
Total Non-operating Revenue	276	4,510
Total Comprehensive (Loss) / Income	(527)	1,525

Moving forward to the year ahead

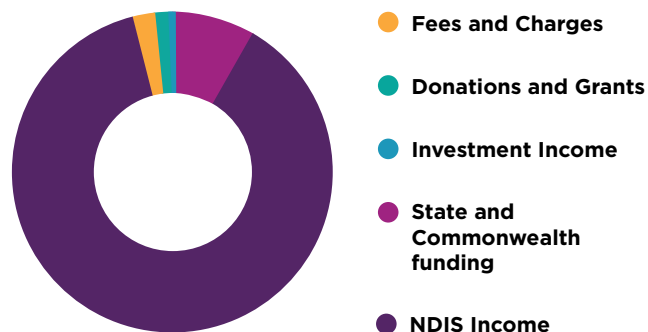
With hopefully the worst of Covid behind us, we now move full stride ahead as an organisation to bring community and housing services back to 100%, and most importantly deliver on our mission to meet the needs and wishes of people with intellectual disabilities and to enrich and challenge them to be a part of the world community. This will be done with the continued investment and support in our staff and investment in the organisation's facilities. The Board have pleasingly approved \$714,600 amount of capital expenditure across home and community service facilities, as well as the upgrade of a Thurston Tech Hub.

More importantly, we look to deliver an operating cash profit to the organisation for the first time since pre-covid and to stabilise and grow Alkira long into the future as we start to put in place a long-term strategy.

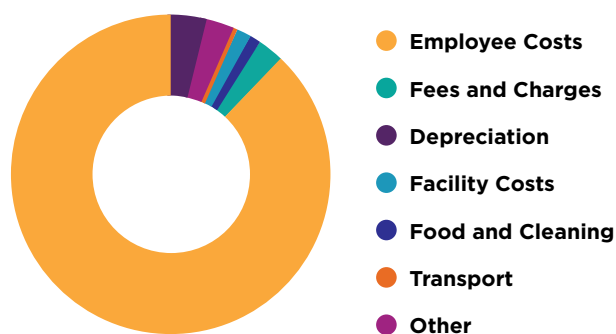
I would like to finish by thanking the entire Alkira community for their efforts over the 2022 financial year and look forward to the year ahead.

See our full financial statements on our separate 2022 Financial Report.

Income



Expenses



There are many ways you can support Alkira 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 Alkira with a consistent source of funding. Visit our website to donate a once off amount or subscribe to monthly donations.



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 calling our reception.



BECOME A MEMBER

By becoming a Member of Alkira you are a part of Alkira's decision making. Members are entitled to voting on changes at our Annual General Meeting. Membership is a small fee, apply through our reception.



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.



03 9890 1365



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belong. connect. aspire.