



epic
empowering people
in communities inc.



2017

Annual Report



WE ARE **epic!**



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About EPIC

Our Organisation

EPIC is a not for profit organisation operating in the Pilbara region of Western Australia.

EPIC stands for Empowering People in Communities – and essentially that is what we do. Through a range of services and programs we support many people to live a more connected life.

Every person deserves to be a part of a community, however some people experience barriers that make it hard to be included. EPIC helps to break down those barriers by providing practical assistance and encouragement through career enrichment and capacity building programs, providing support to people with

disabilities and their carers, and engaging the wider community in events and activities.

EPIC was founded in 2012 when the Pilbara community identified a need for locally governed, high quality services for people with disabilities. Local champions and advocates worked with the Disability Services Commission and the Community Living Association to establish EPIC.

Since then we have grown and flourished by partnering with other like-minded organisations in the Pilbara. In July 2015 EPIC merged with Pilbara Joblink, and

in September 2016 we welcomed Local Information Network Karratha (LINK) into the EPIC family. Both of these steps have provided our community with stronger and more varied services.

Our team is committed to supporting people in the Pilbara region to identify and achieve their goals in a respectful and culturally appropriate manner and to explore every possible avenue for personal and community growth.

We are EPIC in name and strive to be epic in nature.

Our Vision, Mission and Values

OUR VISION

All people are empowered and valued within the community.

OUR MISSION

EPIC will build strong relationships with individuals and communities that lead to inclusion.

EPIC will set the standard of excellence in the way we deliver services.

OUR VALUES

EPIC will be proactive in our engagement with individuals and families, stakeholders, community and others.

EPIC will promote and value inclusion.

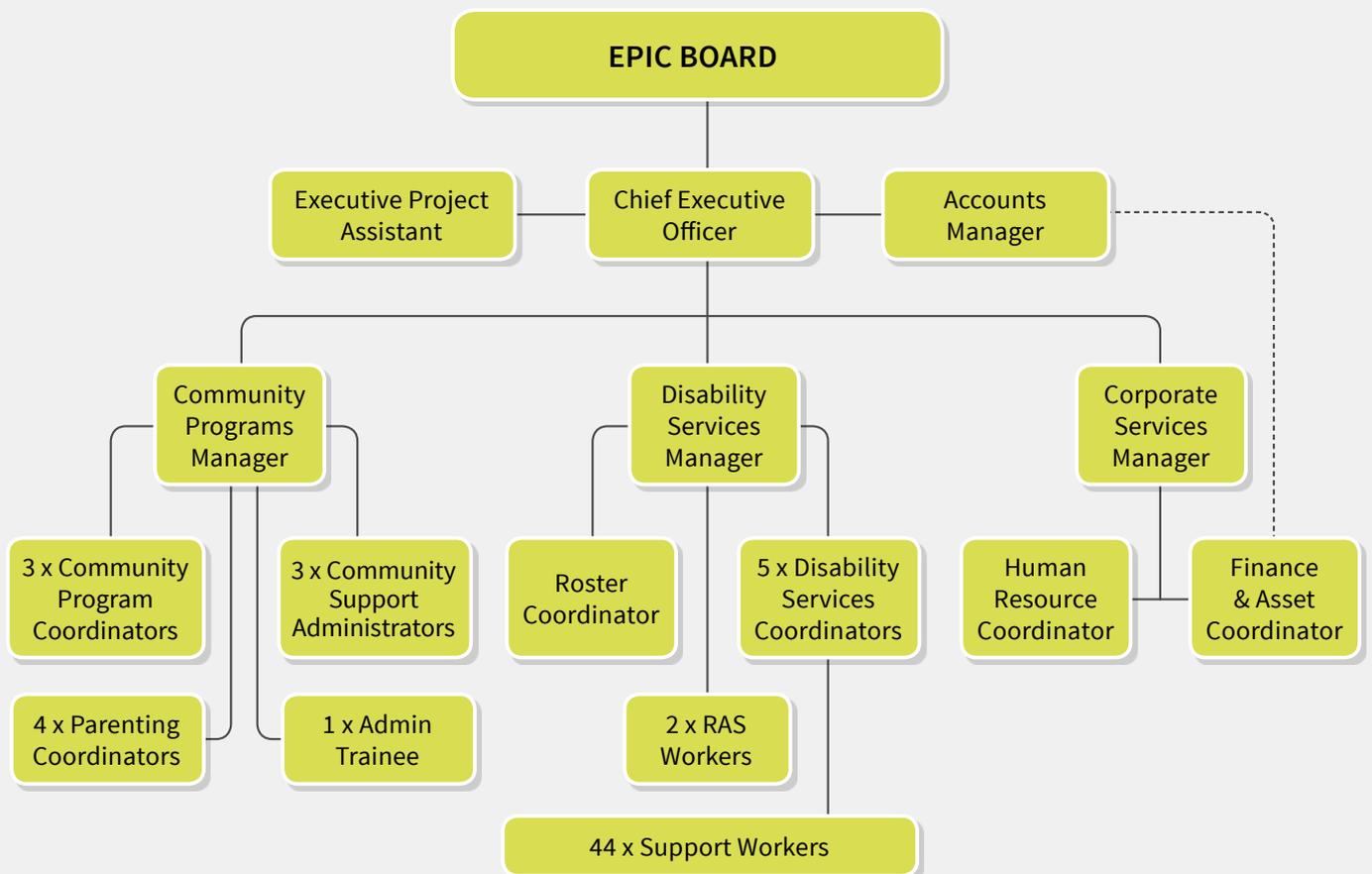
EPIC will build relationships based on trust with individuals, families, staff, partners and the broader community.

EPIC will be reliable, enabling families and individuals to plan and feel secure.

EPIC will be consistent in delivering quality services.

EPIC will be respectful in our interactions with all people.

EPIC Organisational Chart





Our Board

Wayne Lemke

Chairperson

Wayne is the Managing Director of PRD Engineering in Karratha and has been for the past 11 years. Prior to this role Wayne was an Operation Supervisor for United Goninan's. Wayne has been living in the Pilbara since 1973 and still loves living here with his wife Robyn and two boys aged 14 and 10. Wayne was previously the Chairperson of Pilbara Joblink for over 5 years and was appointed Chairperson of EPIC Inc on the 1st July 2015. Wayne is passionate about equity of access and opportunities for all people in the community and brings a wealth of business experience to the organisation.

Shanine Ryan

Vice Chair

Shanine is a Senior Human Resources professional working with an Australian-based Oil & Gas company covering Diversity

and Inclusion. Shanine is based in the Pilbara now after four years in Corporate. Prior to this Shanine held a long career in the Travel industry with over 13 years' experience in retail and a further five years in wholesale and airline services, including a number of years managing and supervising teams. Shanine is a graduate of the Australian Institute of Company Directors (GAICD), holding a Certificate IV Training & Assessment and a double Diploma of Business and Leadership and Management. Previous board experience includes being the inaugural Chairperson for the Ngarluma Tharndu Karrungu Maya Trust and a board member of Pilbara Joblink. Having completed the Kokoda Track in 2012 for charitable purposes, Shanine thrives on giving back to communities and does so through her own network marketing business with Jeunesse Global that supports the Free the Children Foundation. Shanine is also proudly a global parent through World Vision.

Jana Francis

Treasurer

Jana has practiced as a Solicitor in country Victoria, Melbourne, Townsville, Port Hedland and Karratha and is now employed as a Lawyer at DeLancey Legal in Karratha. Prior to that, she worked in the private legal sector.

Jana is interested in human rights law and has been working on her Masters in this area.

Jana joined the EPIC Board because she has a passion for working within and supporting the not for profit community services sector in the Pilbara.

Leonie Hickson-Wood

Secretary

Leonie is currently working as the Safety Manager for a local Aboriginal Corporation, Brida. Prior to this she worked as the Apprenticeship Officer covering the Pilbara and whilst being in this role, she was part of the Pilbara Joblink Board.



A message from Roz...

– Board Member

"As we are heading into a time where community service delivery is dependent on government funding to survive, it is facing significant uncertainty and thus the need for an organisation to adapt to changing conditions, has never been more pertinent.

For me, being a member of the EPIC Board is a fantastic opportunity to collaborate with others to create and promote sustainable, supportive and inclusive community service programs for people who are not only experiencing ability disadvantage but additional and complex issues that will require innovative, professional and tailored approaches towards improving services that meet their learning and development potential.

With a background in financial governance, education and business management, I feel privileged to be part of an organisation such as EPIC and hope that the skills and knowledge I have can further support the valuable work that EPIC does in our community."

Leonie is a Local to the Pilbara and has lived and worked in Karratha and surrounding areas for the last 20 years. Her passion about local jobs and opportunities for local people drives Leonie, to ensure that a brighter future for everyone is created in the community.

Cathryn Bell

Board Member

Cathryn has worked at the Water Corporation since moving to Karratha in 2008, and has recently received a Bachelor of Commerce from Curtin University. She joined the EPIC board with the hopes that her experience from work and study, will be beneficial to the organisation, as well as broadening her own understanding and knowledge of the community. Currently raising a young family, Cathryn understands the work EPIC does is paramount to making the community a happy and healthy place for us all to live"

Roz Brabazon

Board Member

Previously being a lecturer in Children's Services at the Pilbara Institute, Roz works now as the Manager for Community Development at RDA (Regional Development Australia). She has a background in financial governance, education and business management and brings valuable skills to the Board. Roz jumped at the opportunity to join the EPIC Board to collaborate with others to create and promote sustainable, supportive and inclusive local community service programs.

Beth Muller

Member

With several years' work in Mental Health and Community Support, Beth is now working for the Pilbara Meta Maya Regional Aboriginal Corporation as the Support and Tenant Education Program Officer

in Hedland. She has qualifications in Training, has been a successful small business owner and worked in Finance, Hospitality and Communications. Beth was happy to join as a board member of EPIC to broaden her understanding of the community needs within the disability sector and gain further community experience.

Lesley Misarz

Board Member

Lesley is a Literacy and Numeracy teacher at Karratha Senior High School. She moved to the Pilbara in October 2012 and has no plans to leave anytime soon. Lesley is a great source of local knowledge and connections, having completed her schooling in Karratha and she brings a high level of social capital to EPIC Inc. Lesley joined our Board seeing how passionate EPIC was about empowering people so she became a valuable part of it.



Chairperson's Report

I am pleased to continue to support the work EPIC does within the Pilbara community. The passion and ongoing commitment to “empowering the community” is reflected in all that we do.

The Board continue to encourage and support the contribution we make with a keen eye on both sustainability and quality outcomes. We believe our greatest asset is our 65 staff that show an unwavering commitment to the delivery of services that the community genuinely needs and in areas that we are capable of making significant contributions to.

A snapshot on the outcomes and deliverables across all sectors of EPIC's work include:

- 1000 kg of food from SecondBite program
- 76 workshops with 1600 participants
- we delivered disability services to over 81 Pilbara based families
- we had over 4080 people visit our Career Centres
- we have provided 2043 hours of respite services

EPIC is aware of its community, its landscape and its environmental footprint and is fully committed to ensuring our organisational practices have minimal impact on the environment. Each year our staff are encouraged to review their own impact within their workplace and provide feedback and ideas on how we can continue to grow our commitment to being environmentally friendly. Examples of this include:

Our organisational commitment to priorities of paperless office practices wherever appropriate and have this supported by the supply of necessary technology.

In partnership with Coles and the SecondBite Program, EPIC rescues and redistributes surplus food to people who may be struggling to feed their family.

This recycling program reduces landfill as well as assisting vulnerable members of our community. Last year over 400 kg was rescued through the delivery of the SecondBite program.

EPIC has entered into a new space of service delivery in the NDIS in WA world. This change reflects the ongoing commitment Government has towards supporting people with disabilities better. EPIC is well prepared for this challenge and will continue to provide quality services to the people it supports.

I invite you to read our 2016/2017 Annual Report and reflect on the epic year it has been.

Wayne Lemke
Chairperson

CEO's Report

It is my great privilege to present the 2017 Annual Report of EPIC. You will see that the last twelve months have been filled with both excitement and growth here at EPIC.

We started the year with combining two of our Karratha Offices and merged them into one to unite our operational teams. This move has meant we were able to offer a central place for people to access the full complement of our Disability Services, Community Programs and Career Centre.

Following this was the merger of the existing LINK services into EPIC, which supported our success in the expansion of our programs to include a range of parent specific programs and events. These are offered across the Pilbara and are tailored to suit the individual needs

of our communities. Previously the Parenting Programs were only offered in the City of Karratha area and with this expansion we are able to cover a broader service delivery throughout our remote communities in the whole of Pilbara.

Our focus has also been to continue to build and strengthen our relationships with a number of organizations and agencies to both strengthen the services we deliver, as well as add value to the services they deliver. These partnerships are a true sign of how a community can

“Every person deserves a chance to be a part of a community and we work to create that chance.”
Stephanie Soter,
Chief Executive Officer

thrive when collaboration is one of the main objectives. Please take the time to review our partners in this Annual Report.

We have also taken the opportunity to review our Strategic direction this year. Our Strategic Plan 2017-2020 was endorsed with five main pillars. These being:

1. We have an EPIC culture
2. EPIC sustainability and growth
3. EPIC systems and processes
4. EPIC People and Innovation
5. EPIC Programs



“Everything that EPIC is,
everything that EPIC
does, benefits the local
community in some way!”
Stephanie Soter,
Chief Executive Officer





We work in **partnership** with a variety of agencies, businesses and community groups to ensure that we can continue to provide holistic advice and advocacy to the people

Each area reflects a number of strategies which guide our decision making and keep us on track to achieve our vision, mission and respect our values. With the strong commitment of our employees and Board members we continue to achieve outcomes as a growing organization, as well as outcomes that are personal and reflective of individual's needs. The need for EPIC to continue to align its own future stability to the changing systems economically and also particularly within the Disability Services area is crucial and has been applied holistically across our organization.

A major change came our way with the announcement of the NDIS in WA system, rolling out into the Pilbara region which occurred on the 1st of July 2017. The transition to this system has been seamless for the people we support but meant that EPIC as an organization had to consider its operational blueprint to comply with a leaner pricing model, which is now set in a Pricing Framework governed by NDIS in WA. Given we are in the implementation phase, we will continue to review our processes to ensure sustainability on a long term basis.

Lastly, I would like to thank our Board Members and all EPIC employees for their dedication, passion and commitment to EPIC's continued growth and to an exciting year ahead. Our Annual Report is reflective of all that we have accomplished and what we have achieved collectively.

Thank you to the EPIC Family!

Stephanie Soter
Chief Executive Officer

Our Programs and Services

Our aim is to support people to be able to live their life just the way they want. Just like everyone in our community people have abilities, goals and passions. It's our role to provide assistance and support so everyone can live in the community, develop relationships and get involved.

"We are privileged at EPIC to have the opportunity to work with, encourage and support people of all abilities, to have a fulfilling life and that their goals are not just dreams but a reality."

Maggie Beattie, Disability Services Manager

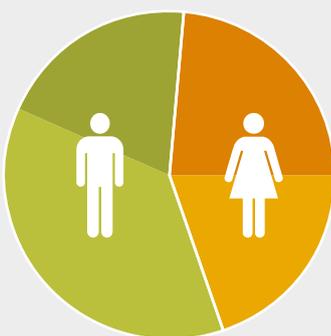
Disability Services

Throughout the year the Disability Services team have delivered 85,702 hours of support across the Pilbara and travelled 188,155 kilometres. As we continue to grow our services throughout the region and provide person centred care to the individuals that we support, we are well placed to be the provider of choice of the National Disability Insurance Scheme (NDIS) in WA which is being rolled out in the Pilbara this year.

We currently provide support to 81 people throughout the region of which 53% are based in Karratha. During the last year we have increased our service delivery options and offer varied models of individual and group supports. Our highlights over the last year include:

- Supporting six individuals through TAFE
- Participating community, social and recreational activities
- Increasing access to respite facilities in Karratha
- Development of a weekly Young Women's Group
- Coordinating Carers Morning Teas
- Facilitating the transition of a young women from care to adult services
- Coordinating culturally appropriate trips and events for the Indigenous people who we support
- Coordinating supports for people to achieve their goals and aspirations
- Supporting three individuals into employment
- Supporting a young women to compete in the Pilbara Girl program
- Hosting monthly sleepovers for a group of young women
- Coordination and management of four accommodation supports

Maggie Beattie, Disability Services Manager



57%
males

43%
females

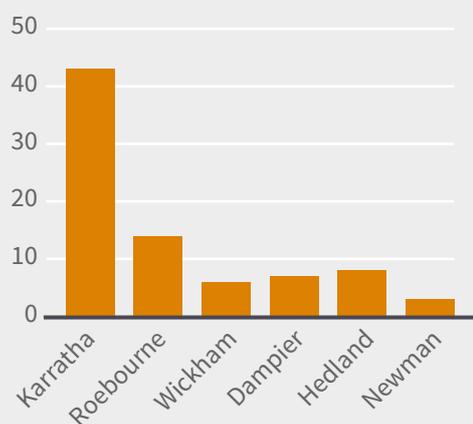
We support **46** Males
(16 Indigenous, 30 Non-Indigenous)
and **35** Females (16 Indigenous,
19 Non-Indigenous)



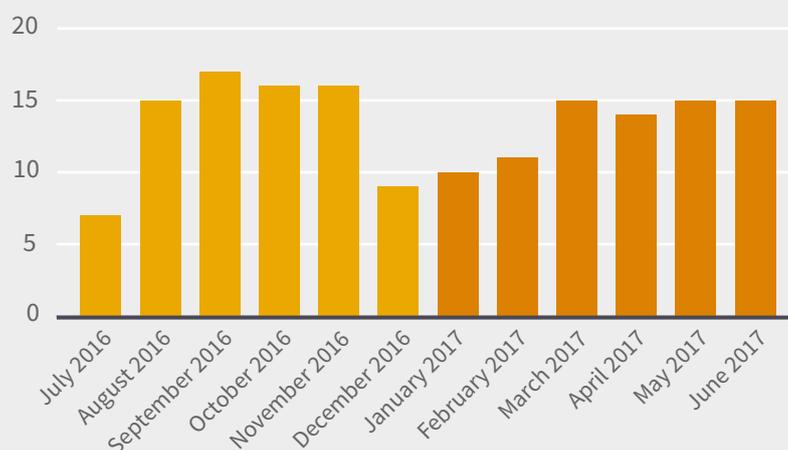
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People we support by location



Respite House bookings for the year





Above: Kelly Lockyer

“It gives me great satisfaction knowing that Epic is making a real impact in the community.”
Kelly Lockyer, Remote Area Strategy Worker

Supporting our Indigenous Communities

39% of the people that we support are Indigenous and we are continually looking at ways to ensure that culture and connections are maintained. During the last year we have employed two Remote Area Strategy Workers (RAS) across the Pilbara, one is based in South Hedland and the other in Roebourne.

Both of our RAS workers, who are Indigenous work tirelessly to make those connections with families, ourselves and the team at NDIS in WA. Their contribution is invaluable to EPIC in that they know the communities and they ensure that their connection to culture and country is paramount in the persons individual planning. The RAS worker has played a significant role in how we approach our support, recruitment and dialogue with families.

NDIS in WA is Here!

The National Disability Insurance Scheme in Western Australia (NDIS in WA) has been rolled out in the Pilbara. The scheme is a hybrid of the Federal NDIS and the WA My Way trial. The individualised funding model is significantly different to our previous model under the Disability Services Commission. Our preparation prior to the rollout, particularly our close working relationship with our NDIS in WA Local Coordination, has ensured that EPIC continues to provide a high quality of service delivery throughout the Pilbara. Over the next year EPIC will be running a series of information events throughout the region to improve and increase access to current and relevant information about the NDIS in WA for the people in the Pilbara.



Our Stories

Jacob’s Mining Memories

I believe communities are at their best when everyone contributes, everyone is heard, and everyone is supported. I believe the amount of support we receive helps to make the most of our lives. Helping to tick our individuals bucket list goals is the most heart-warming and memorable experience. It was Jacob Hair’s goal to partake in a mining tour. So together with, Fortescue Metals Group (FMG), Qube Holdings Logistics Services, Rio Tinto and Pilbara Ports Authority (PPA), he was able to go on three tours.

Adam Stafford, FMG’s Port Operations Supervisor drove Jacob and myself over to the TUL train unloader where we climbed to the top platform above the train and witnessed the ore carts being unloaded.

Pictured: Jacob as he was escorted onto the ship loader at the wharf.



A word from Melissa...

– Disability Services Coordinator

"I am exceedingly passionate about my role as Disability Services Coordinator at EPIC. Empowering our individuals in the community and celebrating their success, gratitude and smiles is extremely heart-warming and fulfilling. My role is very rewarding and I thoroughly enjoy building relationships with our families and collaborating with the wonderful EPIC staff."

Driving back through the FMG stockyard, Jacob was able to see the stockpiles getting built and the giant Bucket Wheel Reclaimers digging up the ore and sending it to the wharf. When we arrived at the wharf we were lucky enough to get up on the ship loader and watch the vessel being loaded.

On Friday the 11th of August Jacob was given a tour of Qube's Utah Point operation by Site Manager Andrew Rattery. Jacob was given the opportunity to get up close and personal with one of the site's largest front end loaders, a Komatsu WA 900. After the tour of Qube's Utah Point operation was completed, Jacob was then off to Qube's DSL (salt) operation where he received a tour of the facility from Rio Tinto's Production Superintendent

Mark Bevin. Jacob was able to take a drive in the salt harvester on the salt lakes as well as the wet haul truck. After the tour was complete, Jacob jumped in one of Qube's belly dumper trucks for a ride to the port with 103 tonnes of salt in tow to be delivered and shipped.

Jacob was so thankful and had an absolutely amazing experience which he will never forget. He found it hard to choose a favourite part of the tour but couldn't go past experiencing FMG's ship loader, RIO's Harvester and Qube's dry haul truck lap.

Byron Messer, Operations Superintendent, Qube Bulk – Utah Point said "In July Melissa from

"EPIC" contacted myself requesting the opportunity for a young man to view a working mine site. When I received the call I was only too certain that Qube would love to give Jacob the opportunity that he wished for. Qube in conjunction with the Pilbara Ports Authority & Rio Tinto were able to provide Jacob with an experience he hopefully won't forget."

EPIC would like to thank PPA, FMG, Qube and Rio Tinto for donating their time, skills, knowledge and help to tick Jacob's bucket list goals.

Melissa Rowe, Disability Services Coordinator



Our Stories

A Support Workers Perspective

Working as a Support Worker for EPIC has provided me the opportunities to get to know the community and see how I can further assist and work with people with a disability. I treasure my role as a Support Worker as it has helped my professional development as an Occupational Therapist and has supported me in developing my cultural awareness and sensitivity to the unique needs of those that I am supporting.

I enjoy collaborating with other Support Workers, with my Line Managers, with all EPIC staff and the wider health care and community services in order to provide the people we support to achieve their goals in a meaningful and enjoyable quality of life relevant to them. I take pleasure in seeing the people I support enjoy reminiscing about their past memories during our cognitive programs, or experiencing that feeling of being part of the community when we go to the races (and win some money), and even that sense of independence they are participating in different domestic and leisure activities such as shopping, paying their bills, walking down the beach or having a dip in the pool.

Marichu Mills, Support Worker



Above: Maureen and Keith

Message from the Senior Support Worker

It has already been three years since I commenced working with EPIC's Disability Services. My primary role is a Support Worker where I deliver support for individuals who have a disability. I support children, teenagers and adults in one to one or group settings through a range of different activities. These can be: community programs, work experience, sports, art, cooking, personal care etc. My primary aim is to empower people with disabilities in our community and help them achieve their goals and dreams. Recently I had the amazing opportunity to support a young woman to participate in the Pilbara Girls Program, a "life-changing" program which seeks to promote positive change in the personal and professional capacity of young Aboriginal women.

My secondary role is as a Senior Support Worker, mentoring new

staff and creating plans, projects and tools for our organisation. I am passionate about developing plans and strategies to support people. I aim to ensure that they have their rights and aspirations respected, and to build an environment that will allow them to grow and be empowered. During the last six months I have primarily worked in Roebourne delivering support for some members of the Aboriginal community in a way that respects their values, beliefs and identities. During this time, I have had multiple opportunities to develop my cultural awareness and learn strategies that work, and do not work in the community. As a dual French, New Zealand citizen I enjoy working with people from different cultures as I can strongly identify with the challenges and opportunities presented. Being part of a multicultural family and living as an expat makes me keenly aware and respectful, of cultural differences.

Maureen Gardner, Senior Support Worker



Above: Maddie in the make-up chair before the show

Shining a Light on Madelina

The Pilbara Girls program is a “life-changing” program. The program’s aim is to inspire young indigenous women between the ages of 16 and 25 to strive for greatness, all while improving their confidence and tackling relevant social issues. The structure of the program is a week of workshops finishing with a fashion show and a chance for some girls to start a modelling career. It really develops their self-esteem and instils in their mind that they can aim high, dream big and achieve anything in life. Goolarri Media Chief Operations Officer Kira Fong founded the program in the Kimberley in 2004. Since then the program has been expanding in different parts of WA. One of the facilitators of the program, Kartika Eades, said “One of the greatest lessons I have learnt from Kimberley Girl is that everyone is beautiful, if they are given the chance to shine.”

Madelina Watson, known as Maddie is a 19 year old young woman from Roebourne who receives support from EPIC. She has been dreaming for a year to participate in this program, and she loves fashion and aspires to be a model. Kelly Lockyer who was one of Maddie’s Support Workers helped her to complete the entry form. When we got the positive answer that she was selected to participate in the program, we were all so delighted. After that we had a couple of weeks to help Maddie to be prepared to participate in the program including a new haircut, nail polish etc. From the first day to the last, each participant and facilitator has been very inclusive with Maddie and her Support Workers. Maddie seized this opportunity to grow and develop lots of skills like being able to: speak up, define life goals and develop friendships.

When asked what she liked most of the program Maddie said “I liked

“I liked the clothes, I liked the girls and the ladies who helped me be a model in the Pilbara Girls.”

the clothes, I liked the girls and the ladies who helped me be a model in the Pilbara Girls”.

Neroli Colyer is one of Maddie’s Co-Residents employed by EPIC, who has been supporting her during the program. Neroli said: “This experience was the highlight of the year of my work with Maddie. It was wonderful to see her accomplish the program and really enjoyed being a part of this lovely group of girls. It was great seeing Maddie accomplishing her dream, building friendships and developing self-confidence. I was so proud of her!” The program organisers were very supportive and inclusive of Maddie and they will continue to encourage young Aboriginal women of all abilities to participate in the Pilbara Girls.”

Maureen Gardner, Senior Support Worker



Our Stories

“The impacts on Erin’s life have been many, complex and vast. Noticeably, Erin has evolved into a confident mature young woman, who has a lovely sense of humor.”

Colin and Erin – a Family's Story

We were previously with Pilbara and Kimberley Care, which was subsequently taken over by, I believe, Southern Cross Health. While we were satisfied with P & KC, the dynamics changed substantially after the takeover by Southern Cross. We were advised that a new organisation was to commence in town and after meeting with the Community Living Association staff, prior to inception, recognising their vision, drive and genuine empathy, we were more than happy to make the change to EPIC.

We have been with EPIC since inception in late 2011 which was then known as Community Living Association (CLA) services. The organisation was modelled on the Albany CLA, from where a great majority of Executive staff came from. Community Living Association then evolved into EPIC and over the years has continued to grow in many directions, to become the dynamic organisation that we now have.

The impacts on Erin’s life have been many, complex and vast. Noticeably, Erin has evolved into a confident mature young woman, who has a lovely sense of humour. She has become a very loving person, with a great love and empathy of others in her life, who loves nothing more than to “have a chat”. Erin loves music, computers, TV and the company of others.

While her physical abilities are with significant limitations, with the encouragement of her EPIC team, she is a “tryer”, enjoys the gym and “work”.

At inception, our family unit was myself, my wife Joanne, Erin and our son Brett and EPIC’s impact on the family unit has been enormous. Erin and Brett were receiving support for community access, while my wife Jo and I were looking after Erin’s daily personal needs, toileting, showering, in/out of bed etc., but, there was early talks about EPIC eventually taking over responsibility for her personal care. On Christmas Day 2011, some 9 days after EPIC commenced operations, Joanne was hospitalised in a serious condition and flown to Sir Charles Gairdner ICU in a coma. A frantic call to the after-hours number on Boxing Day saw a carer from Albany on my doorstep within days, releasing me to be in Perth with Joanne. Prior to that, while in the ICU, Joanne suffered a major heart attack and was not expected to survive.

It was 4 months before we returned to Karratha, the whole time during which EPIC supported both children, including taking them on a “holiday” to Albany. Obviously Joanne was physically impaired from her experience, and EPIC put in place Erin’s personal care, Brett who did not have the same limitations was basically capable of his own personal care.

Joanne and I had several trips to Perth for her health checks, during which time EPIC arranged care for both children.

In October 2013 Brett suffered a heart attack at an Inclusion event and sadly passed away. The support from EPIC was again evident when Erin didn’t want to go to the funeral in Perth. At the same time as the funeral, EPIC arranged a beautiful memorial service at Dampier beach, which was attended by many from within the community. On the 19th December 2013, two months after Brett’s passing, Joanne was again hospitalised, placed into a coma and flown to Sir Charles Gairdner Hospital, Intensive Care Unit. It would be another three months before we returned to Karratha, again with EPIC looking after Erin.

For the next few years we were back and forth to Perth for Joanne’s check-ups, with EPIC continuing to supply outstanding service. On our last visit to Perth, Joanne and I returned on the 19th of June 2017, she was hospitalised that night and passed away on the 21st June 2017.

Again Erin didn’t want to attend the funeral, with EPIC taking care of her for the few days I was away, again arranging a lovely memorial service for the benefit of Erin, and now supplying daily care, allowing me to return to work.



In 2012 with the assistance of EPIC, we made an application for cared accommodation and independent living for Erin and Brett, which was approved a few months prior to Brett's passing. Through EPIC's persistence that is now coming to fruition, with a block of land identified in late 2016, plans being drawn and approved, and ground works commenced at the beginning of August 2017, for a completion date in January 2018.

While the actual model has yet to be finalised, it will most likely consist of a Co-Resident, someone living with Erin of a night to care for her, supported by EPIC staff during the day. With this, Erin will grow and flourish significantly.

Through all that has occurred over the past several years, with major issues actually starting in February 2010 – Erin has unintentionally been

smothered socially, as caring for up to three people with varied disabilities and working full time, places a significant strain on any sort of social activities. Her moving into her own home means that I can now see a day when I can retire, albeit far different from what I had envisioned.

However, with the knowledge of Erin being cared for in a safe and secure environment, it will allow me the flexibility to possibly travel a little, which until now has never been a reality. The future also gives me comfort in knowing that if anything were to happen to me, Erin will be in safe, loving hands.

As such, with the continued support of EPIC, Erin's future is secure and very bright.

To suggest that our family unit would have struggled to survive the past nearly 6 years without the support of EPIC is a gross understatement.

Colin Johnston, Family Member

EPIC would like to thank Colin and Erin for sharing their story.

“I am proud to be leading a creative and committed team who are in touch with community needs.”

Emma Grantham, Community Programs Manager

Community Programs

The Community Programs team consists of 11 dedicated people covering Community Programs, Career Centres and Parenting Services at EPIC. During the past year over 35,000km's were travelled by the team to deliver over 200 events, programs, workshops and seminars to over 10,000 people in 8 regional communities across the Pilbara.

I am proud to be leading a creative and committed team who are in touch with community needs. Each team member has a skill set that enhances the services that we deliver and the team has learnt to draw on each other's particular skills to get the best outcomes.

Emma Grantham, Community Programs Manager





Career Centres

On 1 January 2017 the Workforce Development Centres funded by the Department of Workforce Development and Training became known as Career Centres. EPIC continued to deliver the same high quality services to people seeking support into employment and have provided in excess of 4000 career guidance sessions and assisted with the creation of more than 200 Career Action Plans thus far. In the office, at schools and in the local community the team has been working hard to continue to provide much needed support to those seeking information on career options and pathways.

The offices in Karratha, Roebourne, Hedland and Newman saw a 34% increase in foot traffic from the previous year. Advertising on social media sites including Facebook and Instagram has really promoted EPIC's services with one popular Facebook post reaching over 82,000 people.



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Career Expo's

The annual Career Expo's are a major event on the calendar with EPIC coordinating this event in both Karratha and Newman. Career Central '17 was collectively attended by over 4000 people and had a total of 90 stall holders that represented a broad cross section of local industry representatives. Planning for the 2018 Expo is already underway with a regional vision of presenting a roadshow of opportunity for local community members to 'Explore the Possibilities'.

Good News

A collection of 'good news stories' and successful outcomes for clients of the Career Centre can be found at www.ouresource.com.au

Trainee

Newman Senior High School student Amy Handley is currently studying a Cert III in Business Administration and has been working part-time as a trainee at EPIC alongside the Newman team since March.

Employability

Working alongside the Disability Services Team a focus has been placed on providing more opportunities for people with disabilities to enter the workforce.



“Why do I love working for EPIC? In my own particular job role, I feel that my ideas are always supported and staff are able to recognise my potential to contribute through a range of tasks. I always feel like I am part of a team.”

Vanessa Brown –
Community Support
Administrator

Workshops Delivered in Schools

- Resume Writing
- Interview Skills
- Mock interviews
- Gap Year
- A Day in The Life
- Bright Ideas for Bright Careers
- Keys for Life
- Speed Careering

Services Delivered at your local Career Centre

- Personal skill recognition
- Resume support
- Basic computer guidance including how to access the internet and relevant sites, how

to apply for employment online, assistance with applications and guidance on how to set up an email account

- Referrals to employment and training services
- Free use of resource computers and scanner and inexpensive printing
- Interview preparation

Speed Careering

135 students at St Luke’s College and Karratha Senior High School were given the opportunity to ask questions and listen to 25 local professionals about their chosen career paths and the employment opportunities available in their industries.

Career Centre Annual Service Delivery Targets 2016 -2017

	Screen Clients	Training & Labour Market	Network with Stakeholders Facilitate Referrals	Develop Career Action Plan	Career Guidance Sessions	Workshops	School Based Activity	Other Workshop non - Deliverable
Targets	3000	200	600	100	2600	30	30	0
Actuals	2263	742	744	178	4082	47	74	6



“EPIC is a welcoming, inclusive and effective organisation! If you wish to be a part of something bigger than just a workplace like EPIC is for you!”
 Sarah Penrose – Parenting Program Coordinator

Parenting Services

Following the merge with LINK in September 2016, EPIC was successful to be appointed the delivery of a parent specific program across the Pilbara.

Funded by the Department of Local Government and Communities (DLGC) the Parenting Services program will target parents with children aged 0 – 18 years and at a service delivery level, connect and engage with the local community. EPIC has appointed Parenting Programs Coordinators based in Karratha and Newman and has recently entered into a partnership with Nintirri in Tom Price and the Yaandina Family Centre in Roebourne to provide site specific programs in these areas as well.

Target Groups

The program will have a universal target with a particular focus on the following target groups:

- Young Parents
- Dads and Fathers
- Aboriginal and Torres Strait Islanders
- CALD

Service Delivery Areas

- Karratha
- Roebourne
- Hedland
- Newman
- Tom Price
- Pannawonica
- Paraburdoo
- Onslow

Outcomes

- Manage the challenges of parenting
- Build knowledge, skills and confidence
- Understand children's development
- Identify local community supports and other relevant networks

Some of the Programs

- Protective Behaviours
- Cyber Bullying
- 123 Magic and Emotion Coaching
- Sleep Nurse
- Dad’s and Kids Day
- Dad’s Workshop
- Teddy Bear’s Picnic
- Managing Challenging Behaviours



The combined Community Holiday Programs have had over **76** sessions with more than **1,600** participants thus far.

Community Programs

SecondBite

The SecondBite program continues into its 5th year of delivery and supplies those in need in Karratha and Roebourne with fresh, nutritious food 3 days a week. The program has progressively grown and an estimated 1000kg of food including eggs, baked goods and beans has been redistributed in 2017.

Karratha Science Engagement Network (KSEN)

KSEN began in 2014 and continues to promote STEM (science, technology, engineering and math) to local community members. Funded by SciTech and Inspiring Australia, the initiative attracts and inspires a range of community members through a variety of activities. These include;

- Food Science Workshop with Food Scientist Gary Lee
- Health & Science Symposium
- Gut Health Seminar
- Astronomy Night Newman

- Pints & Profs – Environmental Science & Marine Biology
- Botany Walk & Talk
- Build your own Hot Air Balloon session
- St Luke's & Karratha Senior High School Science Fair
- Junior Fishing Clinic with Rec Fish West
- Recfish West Artificial Reef Talk
- Science meet for Her Excellency the Honorable Kerry Sanderson, Companion of the Order of Australia, Governor of Western Australia.

Community Events

EPIC is proud to support and participate in many local community events across the region. Some of the exciting events we have participated in include;

- Close the Gap Day
- NATSI Day
- Welcome to Hedland
- NAIDOC Week
- Girl Rising Event
- International Women's Day
- Women on Wellness (WOW) Week

Community Holiday Programs

The Hedland and Newman Community Holiday Programs are held each school holidays in their respective communities and have shown to be very popular in 2017. Bringing people together to engage in a variety of sports, arts and cultural activities, the combined programs have had over 76 sessions with more than 1600 participants thus far. 24% of attendees identified as Aboriginal or Torres Strait Islander, 9% registering as having a disability and many other participants were born in other parts of the world from more than 14 other countries.

Communities for Children Programs

This year the Regional Development Australia, Communities for Children's funded programs continued to run in Karratha. Fun Friends, Friends for Life, Tuning into Kids, Sibworks and 123 Magic ran throughout the year with huge success. These evidence based programs are set to continue for another year and continue to attract a large audience.



A message from Jacqui Harkness...

– Community Programs Coordinator

“I was lucky enough to join the EPIC team in May this year and I’ve absolutely loved every minute of my new role. There are so many new and exciting opportunities for me as part of the Community Programs team, every day is different and I love that I can be creative in my role!”

BEATZ

Beatz started in Newman in late 2016 and its popularity has seen it continue into 2017 with sessions being held every Wednesday. Funded by Australia Post, this all ages inclusive program is a fun and social opportunity for Newman members to keep fit.

Disability Awareness Week

Each year EPIC plan to build awareness around International Day of People with a Disability (IDPWD) by hosting community events across the region to increase inclusive participation, as well as to acknowledge and celebrate the contributions people with disability bring towards creating a diverse and vibrant community. In 2016 over 2000 people got involved with a variety of activities across the region. These included;

- Movie Night “Gnomeo and Juliet”
- Community Inclusive Fitness Session
- Dive in Movie

- Social Inclusion Art Project
- Bingo
- Carers Morning Tea
- BEATZ - inclusive dance program
- What is Inclusion?” Storytime

Carers Morning Tea, Carers Week & Short Break for Carers

EPIC values the work of all those who act as a Carer in the community. Throughout the year Morning Tea’s and other events are held to recognise those who work in these roles and acknowledge all their hard work and dedication.

Each month Carers Morning Teas are held as an informal support group for those who provide care and support within the community. This year for Carers Week, 12 unpaid Carers had an opportunity

to unwind and enjoy some self-care with a pamper day, lunch, some relaxation and nibbles by the Pelago pool followed by an inclusive movie night for the whole family.

EPIC Christmas on the Green

The 2016 City of Karratha annual ‘Christmas on the Green’ was inclusive for the first time thanks largely to the efforts of EPIC. Attended by over 4500 people over two nights in Wickham and Karratha the event was considered a highlight in the community calendar! A local girl called McKenzie, who belongs to a school choir was able to participate due to the support of Lotterywest. Their contribution of an accessible ramp for the stage meant McKenzie was able to perform with the rest of the choir.



Proud to call you a partner

EPIC wouldn't be able to do all the work we do without the support of our partners. We would like to thank and acknowledge the following organisations for their continued support.

BHP Billiton	Shire of East Pilbara	IBN Group
FMG	Town of Port Hedland	Wirraka Maya Health Services (AMS)
Goodline	City of Karratha	Youth Involvement Council (YIC)
Apprenticeships Australia	Nintirri	Wangka Maya (Language Centre)
Bloodwood Tree	Shire of Ashburton	ION Foundation
YMCA	Karratha Family Centre	Yaandina (Turner River Rehabilitation Centre)
Pilbara Regiment	Onyx	Indigenous Marine and Mining Services (IMMS Recruitment)
BHP	Refap	MIB Traffic Management
V Swans	The Smith Family	Save The Children
Woolworths	One Tree	YMCA – YTime
Maintenance Contractors	Ashburton Aboriginal Corporation	Martu Farm – The Martu Christian Fellowship (MCF)
SciTech	Pilbara Community Legal Service	Qube
Inspiring Australia	Murujuga Aboriginal Corporation	Rio Tinto
RecFish West	Mission Australia	Well Womens Centre (South Hedland)
Australia Post	Ngarluma Yindjibarndi Foundation	Nickol Bay Speedway
Woodside	Juluwarlu Group Aboriginal Corporation	
Regional Development Australia (RDA)	Kuruma Marthudunera	
Department of Communities (DSC, DLGC)	Yamatji Marlpa Aboriginal Corporation	
Department of Workforce Development & Training (DWDT)	Mawarnkarra Health Service	
	VTEC – FMGI	



A note from Sophia...
 – Executive Project Assistant

"Working for EPIC has given me a sense of purpose that I have not quite experienced in my previous work life. Knowing that our EPIC team is part of creating better lives and putting a smile on peoples face each day, simply gives me a sense of fulfilment. This is the reason I believe in EPIC and the empowering work we contribute to the community."

Marketing – A message from our Executive Project Assistant

As EPIC has evolved into the dynamic and colourful community organisation it is today, it was time for us to consider how to market ourselves more broadly to spread the EPIC word. I was given the challenge to create a marketing division for EPIC. With valued input and great ideas from our EPIC teams across the Pilbara, we adapted to an environment where diverse marketing strategies would lead the way to success.

With our change of logo in late 2015, we had the opportunity to rebrand ourselves and promote our services to a wider audience. This includes merchandise, signage, social media, website and our annual reports which have been given a new look and much more. We have taken a more targeted approach to connecting with our customers ensuring they can access our services easily and are familiar with the EPIC brand.

During the last 12 months EPIC has skyrocketed in so many ways. Social Media has become one of our biggest marketing tools with great conversational, knowledge base and connection outcomes. Our Facebook, Instagram and LinkedIn pages have grown by over 200% and our EPIC YouTube channel is a fantastic platform to share videos of all the EPIC things we are up to. Check us out!

For us at EPIC it is a huge success to make more and more people aware of EPIC and the services we provide. The more people we can support and empower, the more we are going to enrich our communities... and this is what we simply stand for. Empowering People in Communities!

Sophia Wildgrube
 Executive Project Assistant



Corporate Services

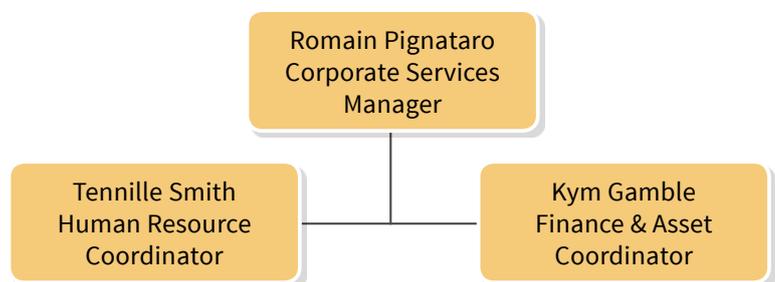
It certainly has been an exciting year! One of the most satisfying things for me working at EPIC has been to witness the ongoing growth that EPIC has experienced over the years.

“Although change can be challenging at times, it constantly shapes our organisation in a positive way as it benefits the people in our communities.”

Romain Pignataro, Corporate Services Manager

Our services expanded with the merge with Pilbara Joblink and therefore reshaped our business model going from solely operating as a disability services organisation to a community organisation from July 2015 onwards. EPIC has embraced this change as essentially our work now benefits the broader community. We are a dynamic organisation that has significantly grown in just 5 years. It is very rewarding to look back and appreciate the achievements that growth has brought to us. With growth came change. Although change can be challenging at times, it constantly shapes our organisation in a positive way as it benefits our employees, the people we support and the broader community.

One of the biggest structural changes that we have made this year has been to create the new department of Corporate Services. The Corporate Services brings benefits to the organisation by providing direct oversight of and streamlining Human Resource, Quality Assurance, Facilities Management, Finance and Information Technology.



The Corporate Services Department provides a number of administrative support and services, aligned with the EPIC vision, mission and values empowering people within the community; and consistent with EPIC’s practices and regulatory requirements. Compliance has been one of our priorities this year. In order to provide a high quality service, our organisation must abide by the legislative frameworks.

“It is a beautiful thing when a career and a passion can come together’. I feel very fortunate to be on my EPIC journey with a wonderful group of people.”

Kym Gamble – Finance & Asset Coordinator

EPIC has been exposed to an evolving world with the preparation of the NDIS roll-out coupled with local economic changes. It is therefore necessary for us to invest time in reviewing our operations and organisational structure to ensure we are prepared for the NDIS whilst remaining aligned with our operational and strategic goals. This financial year has indeed experienced operational and structural reviews as a result of the merger in July 2015 which ensures we carry out our operations to the best of our ability to our internal and external stakeholders. Our Human Resources, Finance, Information Technology and Administration systems have and will continue to evolve into the next year, resulting in more streamlined and therefore stronger processes.

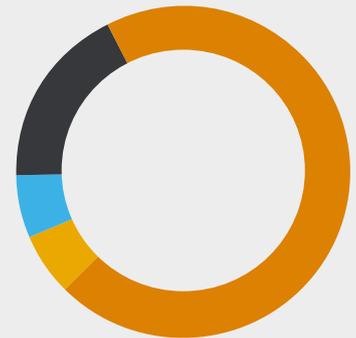
At the end of 2016, we launched our very first employee survey and the overall feedback was positive. We surveyed our employees on matters ranging from job satisfaction to safety in the workplace. The survey also identified areas of improvements to make our employee’s journey at EPIC even more epic. We sure have seen the benefits of conducting surveys and it is now an embedded process within EPIC.



Above: Certificate III and IV graduates for 2017.

Distribution of EPIC Employees

- 70% Disability Services Staff
- 18% Community Programs Staff
- 6% Management
- 6% Administration Staff



As a result of the NDIS roll-out, the number of people supported by EPIC have increased. We can therefore forecast that a significant workforce growth over the next 12 months will occur to meet the demand. Additionally, the training requirements for support employees are changing due to the inclusion of the mental health service provision. Our role is to ensure that our organisation is well-equipped to respond to the service provision we deliver to the people in our communities. With our focus on people and our commitment to continually improve our practices,

I am confident that our organisation will be able to face this challenge.

One of the 2017-2018 goals for EPIC is to become an employer of choice. It is part of our strategic plan to make EPIC a great organisation to work for. We not only greatly value and empower people in the communities, we value our biggest asset, our employees. At EPIC, we have a unique culture which positively impacts on our interactions and dealings amongst ourselves as well as with external stakeholders. The recent employee survey also indicated that some employees see EPIC as a place of innovation, progression and empowerment.

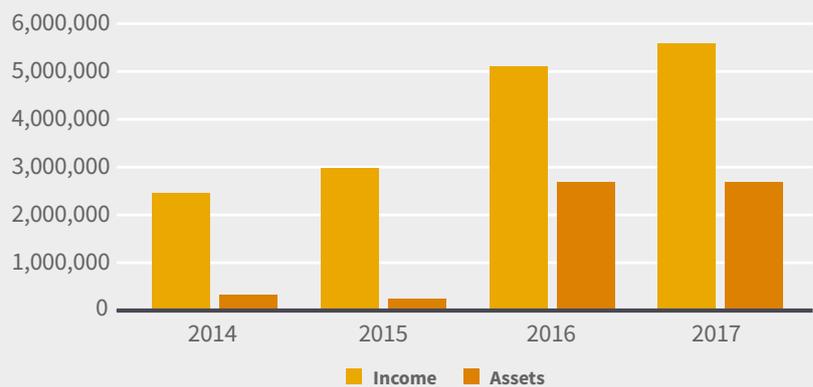


Above: Construction underway at the new respite house in Hedland.

“The culture at EPIC is truly unique. Together we are all passionate, energetic, collaborative, and focused on doing the right thing by our people, community and the individuals we support, it makes coming to work an enjoyable experience.”

Tennille Smith – Human Resource Coordinator

Income and Assets over the past 4 years



This year has also provided us with some very exciting news for the near future as EPIC secured the management of the Respite House near the seaside in Port Hedland. This purpose built project commenced in 2014 based upon the ongoing community need for the delivery of a respite facility for people with disability and their families living in the area. The services will greatly benefit the people as they are designed to be flexible and accessible whilst

ensuring they are tailored to meet the needs of each individual accessing the facility. It will provide a range of respite services including both planned and emergency respite, with planned respite being available for both short stays and up to longer term placements. The respite house is expected to be completed by the end of 2017, enabling people with disability and their families to access the services from early 2018. It is with much excitement that we look forward to

managing the facility and services to greatly benefit the people of our community.

I would like to take the opportunity to acknowledge our past and present employees who all have contributed towards making EPIC the great workplace and service provider that it is today, thank you.

Romain Pignataro, Corporate Services Manager

Financial Statements

For the year ended 30 June 2017



Profit & Loss Statement

For the financial year ended 30 June 2017 (unaudited)

Income		
Staff Housing Rent		\$4,833.61
Costs reimbursement		\$17,586.21
Grants - Operating		
Grants (State) Operating Recur		
DSC Recurrent	\$2,938,211.00	
DSC Non Recurrent	\$386,053.00	
Sale Of Asset		\$1,363.64
Grants		\$1,214,337.48
Grants - Other		\$325,189.33
Department of Child Protection		\$94,432.52
Training Assistance		\$5,590.91
Interest Received		
Recoupments		
Workers Comp Reimbursement	\$18,228.30	
Sundry Income	\$1,764.71	
Other Client Income	\$81,539.25	
Donations		\$7,000.00
Fundraising		\$593.21
Mis Income - stamps/returns/		\$13.64
Respite House Karratha- Income		\$6,696.69
Respite House Hedland Income		\$2,095.42
Unit Rent		\$7,127.27
Office/Venue Rent or Hire		\$5,204.23
Vehicle Lease Income		\$44,045.41
Bank Credit Interest		\$53,251.06
Bonds		\$7,392.09
Total Income		\$5,222,548.98
Total Cost of Sales		\$0.00
Gross Profit		\$5,222,548.98

Profit & Loss Statement (continued)

For the financial year ended 30 June 2017 (unaudited)

Expenses

Administration Expenses		
AGM/Board Expenses	\$648.55	
Accounting - MYOB	\$1,017.25	
Advertising/Marketing	\$48,054.64	
Accounting/Audit Fees	\$14,000.00	
Bank Charges FRE	\$91.26	
Bank Charges GST	\$40.50	
Bookkeeping	\$500.00	
Fees & Charges	\$30.98	
Meeting Expenses	\$1,164.04	
Venue Hire	\$25,602.18	
Computer Expenses	\$42,023.50	
Consultancy Fees	\$40,601.10	
Dues & Subscriptions	\$5,448.05	
Development - Office	\$11,063.88	
Donations	\$120.00	
Depreciation	\$138,234.00	
Insurance	\$192,843.99	
Legal	\$53.75	
Telephone / Internet	\$38,556.15	
Photo Copier Maint Contract	\$14,192.31	
Printing	\$10,450.36	
Postage	\$2,214.81	
Office Supplies	\$10,132.31	
Freight Paid	\$730.73	
Total Administration Expenses		\$597,814.34
Motor Vehicle Expenses		
Motor Vehicle Rego & Maint	\$41,267.80	
Motor Vehicle Insurance	\$18,891.98	
Motor Vehicle Fuel Costs	\$49,537.72	
Motor Vehicle Lease Costs	\$47,045.87	
Service & Program Expenses		
Grant Disbursements	\$12,494.66	
Resource Material	\$616.25	
Social Club	\$1,101.53	
Discretionary Budgets Items	\$1,950.36	
Consumables - Client Use	\$5,480.37	
Total Service & Program Expenses		\$21,643.17

Profit & Loss Statement (continued)

For the financial year ended 30 June 2017 (unaudited)

Rent and Outgoings - Office		
Office Rent		\$166,930.05
Cleaning - Premises		\$11,304.74
Variable Outgoings - Premises		\$2,914.78
Management Fees		\$8,588.34
Electricity - Office		\$27,894.00
Water - Offices		\$602.30
Land Tax	\$3,486.90	
Rates Shire & Water - Offices		\$17,138.14
strata/levy fees - Office		\$5,878.74
Maintenance - Offices		\$4,963.21
Client Support Services		
Program Expenses Karratha	\$12,852.44	
Program Expenses Roebourne	\$2,421.87	
Program Expenses Perth	\$3,272.65	
Program Expenses Hedland	\$3,164.74	
Program Expenses Newman	\$3,272.85	
Utilities/Food Allowance	\$4,113.00	
Respite Costs - Karratha	\$10,354.33	
Respite Costs - Hedland	\$36,314.63	
Plant & Equip >\$1000		\$834.55
Wellington St Unit Expenses		\$9,109.86
Rent - Rental Properties		
Repairs and Maintenance Rental	\$717.23	
Water - Staff Rentals	\$514.82	
Renovation Respite House	\$1,707.34	
Employment Expenses		
Staff Recruitment Expenses	\$8,499.71	
Staff Training	\$25,281.40	
Staff Training Logistics	\$380.62	

Profit & Loss Statement (continued)

For the financial year ended 30 June 2017 (unaudited)

Staff Expenses - Other	\$7,871.53	
Staff Uniforms	\$722.81	
Travel & Accommodation	\$48,416.23	
Staff Rental - Expenses	\$70,708.85	
Staff Amenities	\$29,025.98	
Superannuation	\$279,959.51	
Wages & Salaries	\$1,916,918.68	
Direct Care Wages	\$1,194,078.29	
Coordination	\$27,872.14	
Training- Wages	\$11,033.18	
Workers' Compensation	\$13,858.89	
Travel Allowance	\$24,736.52	
Employment Accruals Expenses		
Accrued - Personal Leave	\$185,505.77	
Accrued - Holiday Leave Exp	\$313,905.17	
Accrued - LSL Expense	\$164,702.78	
FBT Costs	\$5,081.85	
Total Employment Expenses		\$4,328,559.91
Total Expenses		\$5,443,112.30
Operating Profit		(\$220,563.32)
Total Other Income		\$0.00
Other Expenses		
Interest Expense	\$2.80	
Rounding & Adjustments	(\$1.13)	
Total Other Expenses		\$1.67
Net Profit/(Loss)		(\$220,564.99)

[unaudited]

Balance Sheet

As of 30 June 2017 (unaudited)

Assets

Current Assets

Cash On Hand

Cheque Account 9294	\$3,061,625.53
Newman Card - 29-6853	\$269.18
Hedland Card - 29-6845	\$263.14
Petty Cash - Newman	\$18.25
Petty Cash - Hedland	\$10.80
Petty Cash - Lotteries	\$228.10
Petty Cash - DeGrey	\$227.20
Term Deposit 036187298146	\$250,000.00
Term Deposit 036187298680	\$250,000.00
31 Day Notice Saver 29-9480	\$1,000,000.00
90 Day Notice Saver 29-9499	\$1,000,000.00
Cash Reserve - 29-9368	\$30.75
TD Hed 18- 306062	\$223,167.00

Total Cash On Hand	\$5,785,839.95
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Trade Debtors	\$2,948.40
Carried over Funding	(\$4,545.45)
Bonds	\$1,500.00
22 Balmoral Road Karratha	\$990,000.00
Bond Paid - K Kaka	\$1,180.00
Discretionary Funds Accts	
Discretionary Funds - Karratha	\$192.15
Discretionary Funds - Roebourn	\$456.20

Total Current Assets	\$6,777,571.25
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Fixed Assets

Vehicles

Vehicles - at Cost	\$665,413.01
Vehicles - Accum Dep	(\$206,029.00)

Total Vehicles	\$459,384.01
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Total Fixed Assets	\$459,384.01
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Property & Equipment

Buildings

35 Koolinda Parade Baynton	\$460,000.00
Unit Wellington Street	\$575,000.00

Total Buildings	\$1,035,000.00
-----------------	----------------

Balance Sheet (continued)

As of 30 June 2017 (unaudited)

Furniture & Equipment		
Furn & Equip at Cost	\$187,342.90	
Furn & Equip Accum Dep	(\$75,410.00)	
Total Furniture & Equipment	\$111,932.90	
Total Assets		\$8,383,888.16
Liabilities		
Current Liabilities		
Credit Cards		
MasterCard Corporate	\$2,850.04	
Total Credit Cards	\$2,850.04	
Trade Creditors	\$232,865.76	
GST Liabilities		
GST Collected	\$73,708.20	
GST Paid	(\$39,957.31)	
GST Rounding	(\$0.41)	
Total GST Liabilities	\$33,750.48	
Payroll Liabilities		
Payroll Accruals Payable	\$42,907.88	
Superannuation	\$8,986.89	
Total Payroll Liabilities	\$51,894.77	
Salary Sacrifice Deductions		
SS - Rent	(\$480.00)	
Accrued Payroll Entitlements		
Accrued Exp - Personal Leave	\$292,035.26	
Accrued Exp - Holiday Leave	\$542,158.99	
Accrued Exp - LSL	\$278,593.36	
Unknown Deposit	\$734.41	
Total Current Liabilities	\$1,434,403.07	
Heather Oliver - Loan	(\$294.00)	
Loan - Peter Hosiey	(\$144.80)	
Funds - Ashely Smith	\$1,734.00	
Total Liabilities		\$1,435,698.27
Net Assets		\$6,948,189.89
Equity		
Retained Earnings	(\$56,866.90)	
LINK Funds FY 17	\$73,704.45	
Current Year Earnings	(\$220,564.99)	
Historical Balancing	\$7,151,917.33	
Total Equity		\$6,948,189.89

[unaudited]



epic

empowering people
in communities inc.



Contact Us

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Like, subscribe & follow us on ...



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