



epic
empowering people
in communities inc.



2018 Annual Report



EPIC values and empowers all people within the community...

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.

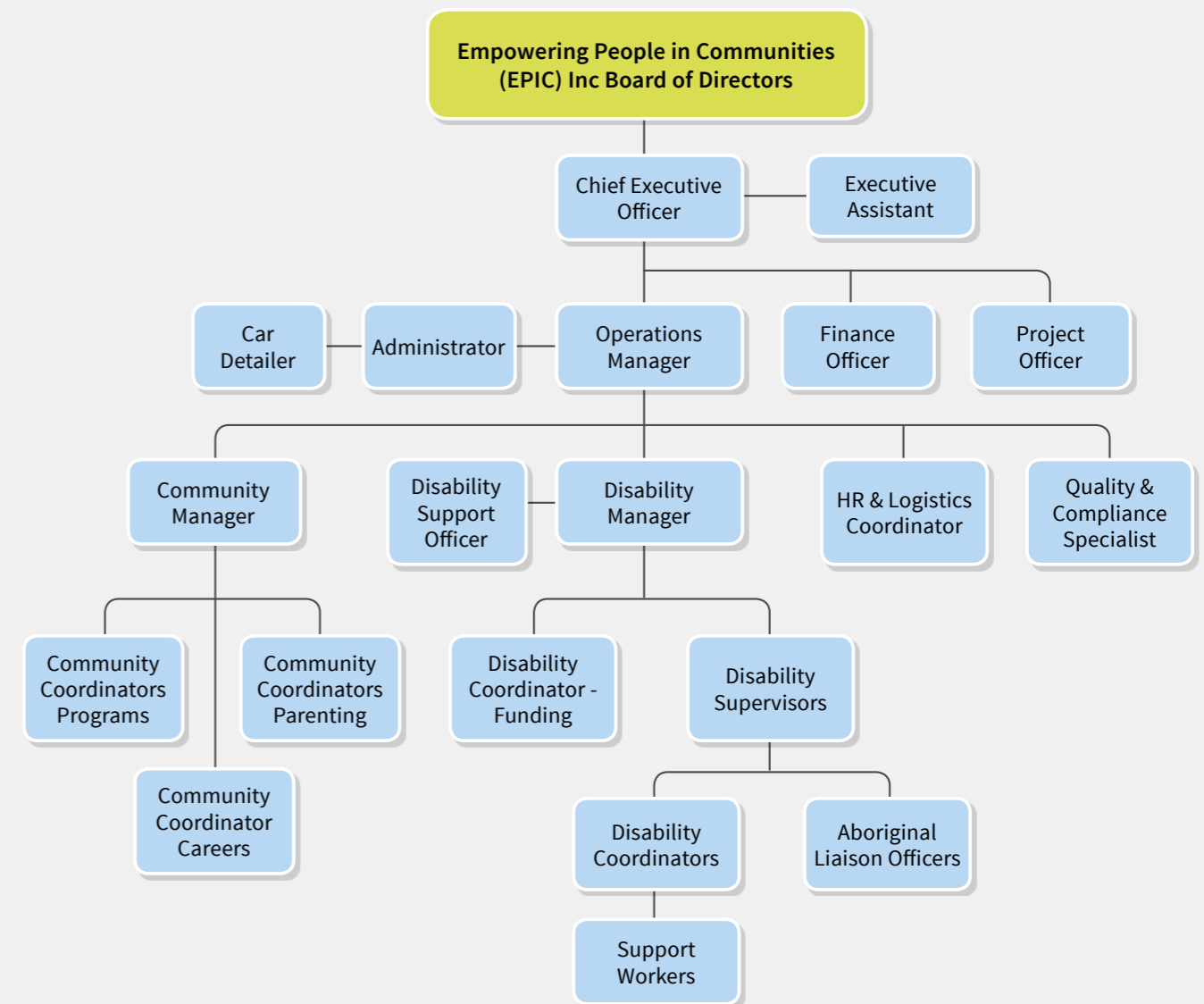
EPIC will build relationships based on trust with individuals, families, staff, partners and the broader community.

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 12 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 15 and 11. 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. 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 worked in the not for profit and private legal sector for seven years predominately in the area of wills, deceased estates and family law. Jana recently commenced an in-house position with Ngarluma Aboriginal Corporation in Karratha.

Jana is interested in human rights law and has obtained a graduate certificate in human rights.

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.

Leonie is a local to the Pilbara and has lived and worked in Karratha and surrounding areas for over 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 a Bachelor of Commerce. 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.

Beth Muller Member

With several years' work in Mental Health and Community Support, Beth is now working for the Department of Housing as a Housing Property Service. 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.



Chairperson's Report



EPIC is a unique community organisation which, I am proud to say, has gone from strength to strength.

Over the last few years we have built on both our reputation and the quality of our services as we offer a one-stop shop that continues to serve an increasingly diverse array of clients.

Our current client group includes, but is not limited to, people with disabilities, their carers and families; young parents; job seekers; people wanting to up-skill; school students and new school leavers; and apprentices and trainees.

This year we have made significant advancements towards changing our organisation and making sure EPIC is ready for the future. We've known for a while that our services and processes would need to change in order for us to respond to the needs of the people we support, as we embrace the reforms taking place across disability services with the introduction of the National Disability Insurance

Scheme. We strongly believe the changes made, whilst challenging in some circumstances, will provide many more opportunities for people living with disability as they gain greater choice and control over the way they like, and want, to be supported.

This year has also seen a focus on the design and the build of the EpiCentre at 22 Balmoral Road. We are currently in the final design stages with a projected completion date of October 2019. The EpiCentre will represent our strength and commitment to serving the community as we empower and support people to be the best they can be. It will also be another significant milestone of achievement for EPIC, as the building will provide greater opportunities for the people we support to engage in centre-based activities.

Underpinning all of our activities is the EPIC Strategic Plan 2018-2022, which will guide us to make inroads in our quest to provide increasing and high quality services to a growing number of clients.

I acknowledge and appreciate the dedication with which the Board members serve EPIC. Each of you makes a significant contribution to our organisation. On behalf of the Board, I commend Stephanie Soter and the EPIC Management team for their efforts over the past year.

I'd like to take this opportunity to thank you, not only for supporting EPIC, but also for supporting people living with disability in our community.

Warm regards,

Wayne Lemke
Chairperson



Artist impression of the EpiCentre.



“EPIC is all about creating positive relationships which enrich the lives of the people we support, our employees and our partners.”

Stephanie Soter,
Chief Executive Officer



CEO's Report

EPIC has always prioritised providing services that are responsive to the ever-changing needs of our clients and our community.

Our commitment to adaptation has never been more important than this year, which has seen many changes, reviews and adjustments. In fact, you could say this year at EPIC was all about continuous improvement.

Our most challenging improvement was to adapt to the reforms facing all disability services organisations, brought about by the introduction of the National Disability Insurance Scheme. By focussing our efforts this year on providing a more person-centred support model we concentrated on seeking positive outcomes for the people we support. Essentially our ability to be flexible allows us to enrich and empower the lives of more people in our region.

Demonstrating our inclusive values and commitment to engagement, this year we invited all staff to contribute suggestions on ways we can improve processes here at EPIC. The number and thoughtfulness of ideas and initiatives was very pleasing and I thank each person who took the time to respond. This willingness to improve has been pivotal to EPIC's continued growth and development.

From small beginnings in 2012, EPIC set forth with 2 employees to provide support and high quality services to a handful of people living with disabilities in the Pilbara region.

Today we have over 75 employees who support over 140 families to explore every avenue for personal and community growth.

We now offer a vast array of programs that reflect the diversity and uniqueness of our region.

This year we:

- provided quality support to 140 people with disabilities and their families;
- provided 342 people with short-stay respite;
- ran over 122 programs, events and workshops throughout the Pilbara engaging nearly 7,000 members of the community; and
- delivered over 4,300 career guidance sessions in EPIC Career Centres.

One of the year's highlights was launching the Pilbara Retreat in Port Hedland, a custom-built respite facility that offers people living with a disability and their carers the chance to rest and recharge.

Exciting things are happening at EPIC! To be able to serve people better with even more space, EPIC will be commencing construction of the long awaited EpiCentre! Construction is forecast to start in December 2018 with a move in date of October 2019.

The EpiCentre will have two main areas one being for Administration of EPIC services, and the other will be a Community Hub. The Community Hub will be a fantastic space for people to learn life skills, join in with activities and also to cook up a storm! During the coming months you will be able to see the EpiCentre taking shape.

EPIC is of the community, as well as for the community. Which means our partners and supporters are often also our neighbours and friends. We genuinely appreciate the continuing support we

receive from our partners and from the various communities in the Pilbara region.

Finally, I would like to acknowledge the support of our staff across all areas of our organisation. Our achievements this year would not have been possible without their dedication, hard work and can-do attitude. In particular I would like to commend them for their commitment and flexibility during a time of great change. Thanks to our strong team dynamic and our shared vision, I feel confident that EPIC will continue to grow from strength to strength and continue to assist our clients to live a more connected life.

Kind regards,
Stephanie Soter
Chief Executive Officer



Distribution of EPIC Employees

- 75% Disability Services
- 9% Community Programs
- 7% Management
- 9% Administration Support



Our Programs and Services

“EPIC remains a local organisation who truly understands the challenges living in a remote community as a person with a disability.”

Rebecca Phelan, Disability Services Manager



Disability Services

EPIC’s Disability Services has experienced significant growth over the past year.

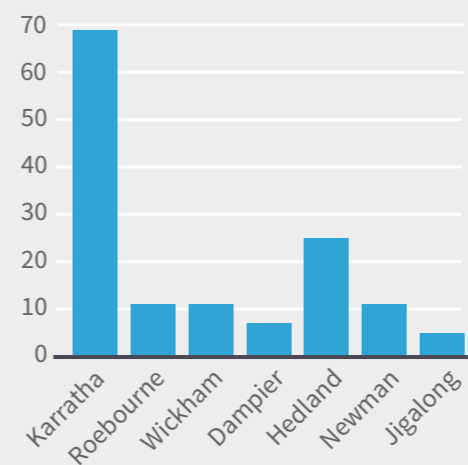
It has been a rewarding year with many people we support achieving goals and reaching their dreams.

It has also been a year full of change. The biggest of this being the government decision to transfer the Western Australia National Disability Insurance Scheme (WA NDIS) to the national-delivered National Disability Insurance Scheme.

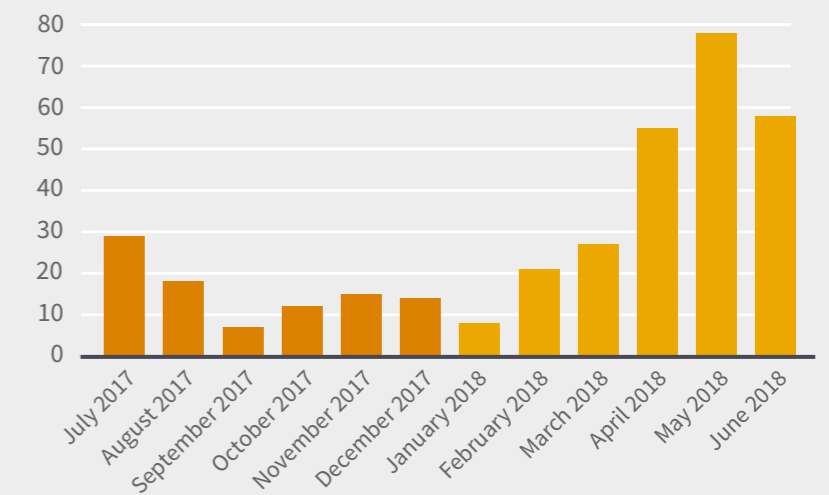
Whilst this scheme brings with it challenges in funding allocation, we are hopeful it will allow more people to access and receive services they require in the Pilbara.

We are currently providing quality support to 140 people with disabilities and their families. During the last year we have increased our service delivery options and offer varied models of individual and group supports.

People we support by location



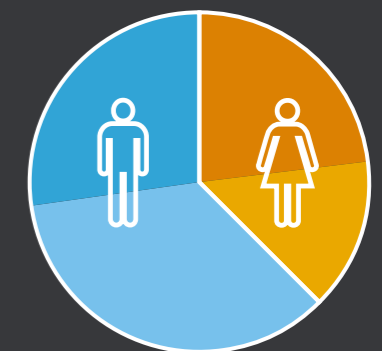
Respite House bookings for the year



Our highlights include:

- Successfully rolled into WA NDIS
- Commenced transition to a new client and data management system
- Grew support services by 56%
- Established a new respite facility in Hedland
- Recruited 27 Support Workers
- Established EPIC as a key disability service player in the Hedland and Newman regions
- Supported the Information Linkages and Capacity (ILC) program to improve and increase access to current and relevant information and advice about the WA NDIS for people in the Pilbara and the establishment of Aboriginal Liaison Officer Roles to support engagement of aboriginal community members.

Rebecca Phelan, Disability Services Manager



63%
males

37%
females

We support **87** Males
(38 Indigenous, 49 Non-Indigenous)
and **53** Females
(33 Indigenous, 20 Non-Indigenous)



The Pilbara Retreat

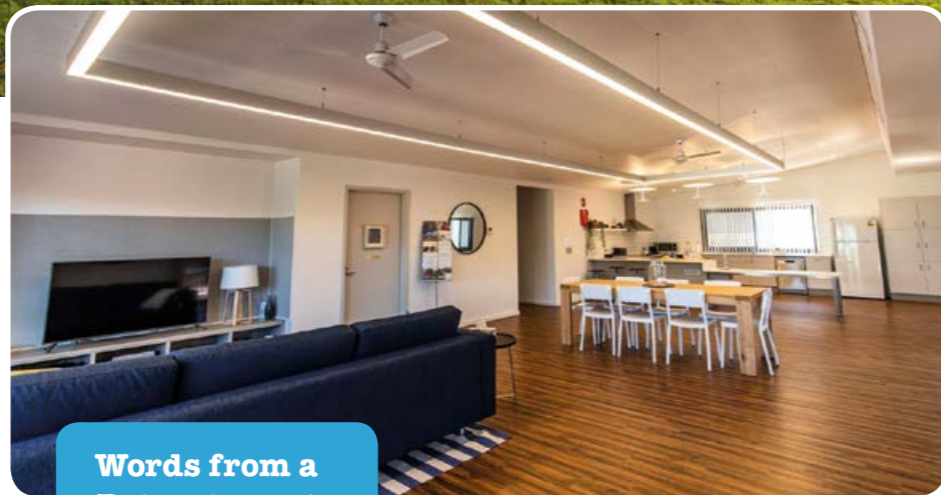
The Pilbara Retreat in Port Hedland was officially opened with a formal launch by the Minister for Disability Services, the Hon Stephen Dawson on the 16th March 2018.

It offers accommodation and an Activity Hub and can be used independently to each other. The Retreat features 5 bedrooms which includes bariatric facilities and a staff bedroom, 2 large living areas, an outdoor shower and various outdoor dining and meeting areas.

The Retreat is a place that offers short stays to people living with a disability and their carers to take a break, rest up and re-charge.

Located in the heart of Port Hedland and only a few short steps from the foreshore, it provides high equality standards with a tranquil holiday escape feeling, whilst being able to provide full support for people with a disability.

The Pilbara Retreat has been thoroughly enjoyed thus far by all the guests that have stayed. Above is a review from one of our most recent guests, a lady who also receives disability support services from EPIC.



Words from a Retreat guest...

Port Hedland's Pilbara Retreat facility

"I found it peaceful and enjoyed my time away from my family. I found the space really helpful, in and out of the kitchen and the shower, could do everything by myself due to how things are laid out. When I returned home I felt sort of a fresh, lighter feeling inside, no more anger or upset, that place made me so calm. I felt like I had stayed at a 5 star hotel, and can't wait to go again." – Rhodessa Kelly, Pilbara Retreat guest

As the coordinator of the Pilbara Retreat I have experienced how the facility provides total respite to all who utilise the facility whether it be overnight stays, long or short, or through workshops or even just a drop-in visit for a coffee and a chat. The retreat provides individuals with a place to relax in a safe and well equipped facility.

The individuals who have stayed at the retreat with or without a Support Worker have built on their

living and social skills. Without this service they would sadly have missed great opportunities. We now have families travelling from as far as Perth to utilise the retreat, with enquiries growing daily.

The Pilbara Retreat is only at the beginning of the great service it will provide to our individuals, our families and our community and I am very excited to see what the future holds.

Janette Tallon, Respite Coordinator



Stoking the coals at Cultural Cooking

Cultural Cooking at Harding Dam

EPIC held a cultural cooking session at Harding Dam in June to give EPIC staff and individuals lessons in traditional cooking and to give them a better understanding of Aboriginal culture. Wood was collected for the fire and then two community Elders demonstrated how to cook Kangaroo Stew and Damper the traditional way. They also talked about the land and shared stories passed down through generations about the Harding Dam area, their beliefs and local traditions.



Cecelia and Jongmi

Cecelia and Jongmi work together cooking up a storm in Cecelia's kitchen twice a week. While having a yarn, laughing, smiling and sharing stories, Jongmi supports Cecelia to create delicious, healthy and fresh meals for Cecelia to freeze. Cecelia not only enjoys this time with Jongmi but really enjoys the convenience of pulling a container out of the freezer, into the microwave and straight onto the dinner table. Cecelia's favourite dinner meal is curry, she loves cooking with fresh ingredients and spices, "it tastes a lot better than microwave meals and is so much cheaper" Cecelia explains.

Cecelia is not confident with using kitchen appliances on her own as she has had some mishaps that have frightened her in the past such as leaving the oven on and forgetting simmering food on the stove. Thanks to Cecelia's increased support hours we are now able to spend additional time with her in her own home cooking and creating several nights' meals at once. Cecelia loves cooking and can now continue to do so safely while we support her choice to maintain her independent lifestyle.



Dylan is excited to receive his Learner's Permit

Dylan's Driver Licence

Dylan is a young man who has been supported by EPIC for almost four years. It has been his goal for a long time to gain his Learner's Driving Permit.

Dylan currently lives at home with his parents and he relies on them to get out and about. Completing his Learners has opened up an opportunity for him to become more independent and to enjoy more freedom with his friends.

The Youth Week Colour Run

Youth Week 2018 kicked off with a colourful bang in Karratha on Friday 13th April with the annual Colour Run! Over 300 young people including several people supported by EPIC leapt their way through a series of obstacles whilst being covered head to toe in coloured powder.

Australian Ninja Warrior Jack Wilson hosted the event and attendees had an awesome time riding the mechanical bull, zorbing and testing their ninja skills.



Taking on the obstacles at the Youth Week Colour Run.



Amy (pictured centre) capturing the fun at the 2018 Youth Week Colour Run with her friends.

Amy and Sunnie – Co-residency support

Amy is a fun loving woman who is about to turn 30. She is a social butterfly, and she loves meeting people out for dinner or heading down the beach for a BBQ. One of Amy's goals has been to live independently in the community. Over the past few months, Amy has been living with a Co-Resident at the EPIC Respite House, focussing on developing her independent living skills.

For 24 hours a day, 5 days a week Amy and her Co-Resident, Sunnie hang out together, work out together, eat and just generally live together. Sunnie also helps Amy with her personal care, making sure she feels safe and can be herself. Amy is a superstar when it comes to fitness, working out for over an hour every day and giving Sunnie motivation to join in. Sunnie and Amy are around the same age and have developed a wonderful relationship. They share a love for the same music and have a similar sense of humour. Through her Co-Residency support, Amy has come out of her shell and enhanced her skills in living outside her family home.



“Collaboration with local agencies has been the key to the quantity of services provided.”

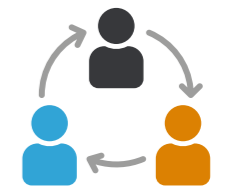
Vanessa Brown, Community Programs Manager

Community Programs

The Community Programs team have been working hard forming and maintaining close working partnerships across the Careers Centres and Parenting regions to provide sustainable delivery methods for a wide range of programs and workshops. These efforts are being recognised in the ongoing positive feedback received in person and throughout social media platforms, with referrals to our services being on the rise from both local agencies and existing clientele. The EPIC brand is fast becoming a household name as the preferred organisation for support and empowerment within the community.

Collaboration with local agencies has been the key to the quantity of services provided throughout the year. EPIC team members also remain active through a range of community forums, committees and action groups to further establish key partnerships and promote further growth of our program delivery. All annual community expos were well attended and were a great way for community members to meet the Community Programs team.

With a combination of both renewed funding opportunities and new initiatives being launched across all locations throughout the year, EPIC remain committed



in their efforts to support and develop staff. Recognising the diverse responsibilities and requirements within each job role, EPIC has provided staff with various career development opportunities and currently have numerous staff members indentured.

Vanessa Brown, Community Programs Manager



Career Centers

In the past 12 months, over 4300 career guidance sessions have been offered throughout EPIC Career Centres. Job seekers continue to require ongoing one-on-one support in their efforts to gain meaningful employment and develop their careers. With social media remaining the preferred platform for the majority of active job seekers to search available job opportunities, our online presence continues to grow. Career Centre resources including the availability of computers and up to date job boards are being utilised by an increasing number of job seekers with regular foot traffic throughout the day and some locations often at capacity. Resume appointments are frequently booked out weeks in advance to meet the increased needs of the community.

School Based Workshops

Community Coordinators across the region delivered over 54 workshops to local students in this 12 month period. Students engaged in a range of workshops that provided relevant career development information whilst empowering each student to take full control of their future education and training requirements.

Community Coordinator of Programs, Kath Armstrong facilitated speed careering sessions with local high school students who were fortunate to have time with a hand-picked selection of local Karratha industry representatives and professionals. Students were given a set time to meet with each representative and encouraged to ask questions regarding that role or industry and the range of career pathways available.

Community Based Workshops

This year's Career Expo saw over 3500 Karratha students and community members in attendance with positive feedback received by all stallholders, including questions on how they can secure a spot for next years event. Key event organiser and staff member Jacqui Harkness arranged for the whole Community Programs team to travel to Karratha and assist with the set up and delivery of the expo. The addition of the stallholder breakfast to this year's event was a perfect start to the day and well received by all.

Close working partnerships saw the Australian Defence Force reach out to the Community Programs staff in Karratha, Hedland and Newman to support their initiative in regional recruitment. Community information sessions were provide throughout these three locations which gave

great insight to local job seekers and students to see the many facets within the defence force.

Community Coordinator of Programs, Sheridan Green, launched the inaugural Career Kickstarter series to engage active job seekers in the community. Aimed to provide job seekers with a platform to network across multiple industries throughout the series, this is also a great opportunity for local businesses to network with other organisational representatives.

300 adults and upwards of 700 children enjoyed EPIC's Teddy Bear's Picnic and Early Years Expo. Kids and adults alike were entertained by Elsa, Minnie Mouse, Doopa Dog, local dancers from Terre Rouge Ballet, dancing teddy bears and 'Songs with Sheridan'. There was face painting, airbrush tattoos, colouring-in stations, gymnastics and more.

Karratha Science Engagement Network

More than 320 community members from both Karratha and Hedland took part in ABC's Star Party Guinness World Record attempt for 'Most people, stargazing across multiple venues' and smashed the previous record with an impressive 46,345 participants collectively over 285 locations. EPIC hosted both events on behalf of The Australian National University whilst participants enjoyed a night under the stars and the chance to be part of a new world record.

Communities for Children (C4C)

The Fun Friends and Friends for Life programs are delivered throughout each term, promoting social skills and resilience building to children and continues to be a fun and interactive outlet for local children. Facilitated by Community Coordinator Kath Armstrong, these evidence-based programs focus on confidence and self-esteem building. Children are taught ways to identify their feelings and given tools to regulate their emotions.



Parenting Services

Strong working relationships have been built through active participation in the early years group network, local advisory committees and local action group networks and committees. Key agencies are supported in their efforts to align service delivery to the current needs within the community and use the active networks to promote planning activities and identify gaps in service delivery. Initiatives are then tabled for immediate action and promise to close the gaps in the support and education of parents and children's development.

Kids and Dads Day was a wonderful opportunity for dads and kids to participate in a range of fun team building skills with the local Pilbara Regiment. The training depot was transformed into a range of activity stations including bush tent assembly, patrol vehicle and army equipment, bush survival techniques and each activity station worked together. The Warrant Officer, Corporal and Major from local regiment were on hand throughout the afternoon to showcase some of the best bush survival techniques. The afternoon activities then wrapped up with a cool down and sausage sizzle.

Tuning into Kids is a program for parents to teach them how to emotionally coach their children to support positive outcomes for children as they develop. This wonderful parenting program has been delivered in Karratha, Roebourne and Pannawonica and parents continue to show support for future programs to be delivered.

123 Magic & Emotion Coaching has been well received by participants in Tom Price, Onslow, Paraburdoo, Karratha and Hedland. Run over 3 sessions, this parent education programs helps parents and carers identify emotions and promotes different strategies to cope with difficult behaviour. Collaborating with local agencies has been the key to the programs attendance with the provision of available creche facilities.

Newman's Parenting Coordinator, Jasmine Melhuish has been busy delivering a variety of parenting programs and events to the wonderful community members in Newman. Actively promoting all upcoming activities with a vast pool of ongoing supporting agencies, Jasmine has facilitated and

co-hosted parent education sessions including Dads with Kids groups, parenting podcasts and Children's First Aid workshops to name a few.

Bully Zero delivered a range of workshops to over 30 parents and 120 students, explaining the concepts, prevention and reasons of bullying. Katie Govic from Bully Zero shared several stories on how bullying has destroyed families, ways to avoid it, ways to stop someone from bullying and how to keep your children safe and bully free! Parents were shocked at how easily it can occur now that technology is so common place in the home and how quickly it can push our young people over the edge.



Newman staff at the Bully Zero workshop



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
 FMG
 Goodline
 Apprenticeships Australia
 Bloodwood Tree
 YMCA
 Army
 BHP
 V Swans
 Woolworths
 Maintenance Contractors
 SciTech
 Inspiring Australia
 RecFish West
 Australia Post
 Woodside
 Regional Development Australia
 Dept of Communities (DSC, DLGC)
 DWDT
 Shire of East Pilbara

Coles
 SecondBite
 Town of Port Hedland
 City of Karratha
 Nintirri
 Shire of Ashburton
 Karratha Family Centre
 Onyx
 The Smith Family
 One Tree
 Ashburton Aboriginal Corporation
 Pilbara Community Legal Service
 Murujuga Aboriginal Corporation
 Mission Australia
 Ngarluma Yindjibarndi Foundation
 Juluwarlu Group Aboriginal Corporation
 Kuruma Marthudunera
 Yamatji Marlpa Aboriginal Corporation

Mawarnkarra Health Service
 Ashburton Aboriginal Corporation
 VTEC – FMGI
 IBN Group
 Wirraka Maya Health Services (AMS)
 Youth Involvement Council (YIC)
 Wangka Maya (Language Centre)
 ION Foundation
 Yaandina (Turner River Rehabilitation Centre)
 Indigenous Marine and Mining Services (IMMS Recruitment)
 MIB Traffic Management
 Save The Children
 YMCA – YTime
 Martu Farm – The Martu Christian Fellowship (MCF)
 Qube
 Riotinto
 Well Womens Centre (South Hedland)

Audited Financial Statements

For the year ended 30 June 2018

Profit & Loss Statement

For the financial year ended 30 June 2018 (audited)

Ordinary Income/Expense	
Grant Income	\$6,959,897
Grants Other	\$218,535
Reimbursements	\$9,002
Training Assistance	\$2,500
Recoupment's	\$35,456
RH Income	\$77,180
Unit Rent	\$19,934
Office/Venue Rent or Hire	\$5,614
Vehicle Lease Income	\$38,887
Bank Credit Interest	\$98,503
Donations	\$5,000
Miscellaneous Income	\$56,364
Total Income	\$7,526,872
Operating Expenditure	
AGM/Board Expenses	\$101
Accounting - MYOB	\$927
Advertising	\$13,403
Audit Fees	\$17,050
Freight Paid	\$1,439
Bank Charges	\$1,086
Bookkeeping	\$1,310
Venue Hire	\$11,030
Corporate Marketing	\$7,137
Meeting Expenses	\$7,035
Computer Expenses	\$39,569
Consultancy Fees	\$74,605
Dues & Subscriptions	\$9,530
Donations	\$15,620
Depreciation	\$120,122

Profit & Loss Statement (continued)

For the financial year ended 30 June 2018 (audited)

Insurance	\$210,379
Legal	\$286
Motor Vehicle Rego & Maint	\$47,428
Motor Vehicle Insurance	\$25,798
Motor Vehicle Fuel Costs	\$51,255
Motor Vehicle Lease Costs	\$38,887
Office Development	\$22,792
Interest	\$104
Photo Copier Maint Contract	\$14,652
Postage	\$1,242
Printing	\$12,368
Stationary	\$6,296
Telephone / Internet	\$41,661
Client Support Program expenses	\$45,463
Client Support Respite Costs	\$125,139
Discretionary Budgets Items	\$469
Client Consumables	\$4,547
Office Rent	\$149,539
Resource Material	\$1,660
Cleaning - Premises	\$10,662
Variable Outgoings	\$1,171
Management Fees	\$6,395
Electricity	\$27,696
Water Rates	\$2,632
Shire Rates	\$12,494
Land Tax	\$3,377
Strata Fees	\$18,546
Repairs and Maintenance	\$1,345
Plant & Equip >\$1000	\$2,008
Unit Running Costs	\$10,989
Rental Property Running Costs	\$62,564
Staff Amenities	\$16,006
Wages & Salaries	\$3,333,256
Superannuation	\$292,497
Staff Recruitment Expenses	\$6,445
Staff Training	\$56,024
Staff Expenses	\$11,320
Accrued Leave Expenses	\$57,558
Travel & Accommodation	\$71,853
Staff Rental - Expenses	\$38,372
Total Operating Expenditure	\$5,163,139
Net Ordinary Surplus/(Deficit)	\$2,363,733
NET SURPLUS (DEFICIENCY AFTER EXTRAORDINARY ITEMS)	\$2,363,733

Balance Sheet

As of 30 June 2018 (audited)

Current Assets	
Cash	
Cash at bank	\$8,417,998
Receivables	
Accounts Receivables	\$27,606
Other	
Deposits/Bonds	\$2,680
Total Current Assets	\$8,448,284
Non-Current Assets	
Property, Plant and Equipment	
Land and Buildings	\$2,025,000
Plant and Equipment	\$178,064
Motor Vehicles	\$366,613
Total Non-Current Assets	\$2,569,677
TOTAL ASSETS	\$11,017,961
Current Liabilities	
Accounts Payable	\$302,329
Credit Facilities	\$802
Payroll Liabilities	\$51,624
Provisions	
Provisions	\$1,170,345
Other	
GST/ATO Liabilities	\$117,180
Total Current Liabilities	\$1,642,280
Non-Current Liabilities	
Other	
Other loans	\$15,709
Total Non-Current Liabilities	\$15,709
TOTAL LIABILITIES	\$1,657,989
NET ASSETS	\$9,359,972
Members Funds	
Net Income	\$2,363,733
Retained Earnings	\$6,996,239
Total Members Funds	\$9,359,972

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