



All people have the opportunity
to live a good life and participate
in a welcoming community.



inclusionwa
annual report 2017

Inclusion WA Staff 2016 - 2017

Contents

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Finance

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Naomi Jamison
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Ryan Randolph
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Ramona Slee
Caroline Smith
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Daryl Eagle
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Merran Reed
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Jacqui Hampton-Griggs
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Brendon Loh
Edna Mallet
Jessica Mathews
Eloise Maxwell
Robert Michel
Michelle Munyard
Raylene Natoli
Mathew Pavlinovich
Joel Pearman
Angelina Pollock
Laurence Ralph
Nuratia Rohmat
Damien Rudd
Deborah Russell
Scott Somerville
Zoya Yukhnevich
Peter Zammit
Jacob Batchelor
Jacob Collard
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<i>Chairperson's Report</i>	2
<i>CEO's Report</i>	3
<i>Operational Overview</i>	4
<i>Individualised Services</i>	6
<i>Sport and Community Development</i>	10
<i>Board Members</i>	16
<i>Financial Highlights</i>	18
<i>Abridged Financial Report</i>	20

Chairperson's Report



"Benjamin Franklin famously wrote in 1789 that "in this World nothing can be said to be certain, except death and taxes". Had he been alive today, I am sure he would have added 'change' as a third certainty. The World seems to be changing at an ever increasing pace, but never seems to pause for breath, to allow recent changes to be embedded before moving on to the next round.

Of course, change is also a constant here in the disability sector in WA. Earlier this year, following the NDIS trials in various parts of WA in recent times, the Commonwealth and State Governments signed a bi-lateral agreement for a nationally consistent, locally delivered NDIS for Western Australia - with the view that the WA NDIS would be rolled out progressively from 1 July 2017. The new WA State Government, elected in March 2017, re-visited that decision and as of writing we still have no clear direction on what model will finally be implemented in WA. Coupled with this are the findings of the recently released Productivity Commission report on the assessment of the NDIS to date. The NDIS is one of the most wide ranging changes to social infrastructure in our history and it is therefore not surprising that its inception has not been without its challenges. What is encouraging however is the quality of the Commission's report. It is therefore hoped that the 44 recommendations included within the report are carefully considered by Government and result in a better outcome for all.

I am constantly amazed at the ability of the whole team at Inclusion WA, expertly lead by Paul Fleay and Richard Orr, to embrace change and to continue to evolve our operational approach to ensure that the outcomes experienced by those we work with are maximised, whatever the framework within which we need to operate. Some of those outcomes are highlighted within this Annual Report, and we are incredibly proud of what continues to be achieved. This past year has seen Inclusion WA create new entities, new services and a new hub in the East. Each of these changes are designed with the simple aim of increasing our ability to assist more people achieve their goals. In particular we look forward to the opportunities that our new Midland hub will present in allowing us to reach a new group of individuals and the fantastic range of new offerings under our Inclusion Solutions banner that will

increase our reach in the community. No doubt the team's adaptability will continue to be challenged and I have every confidence that they will successfully meet this head on.

As well as structural changes, society and it's views on diversity and inclusion also continue to evolve. Pleasingly, I am seeing more and more organisations moving on from focussing purely on diversity and concentrating on the importance of inclusion to ensure that the benefits of diversity are realised. To recognise this shift, the first Inclusion@Work index is set to be released later this year which will highlight Australian workers' experiences when it comes to inclusion. Hopefully it will provide some meaningful observations and be a catalyst for more constructive discussions on the importance of inclusion, not just in the work place but more broadly as well.

Whilst often arising to highlight unfortunate situations, it is also helpful that the mainstream media are increasingly happy to raise societal inclusion issues. This year saw a widely reported debate on the inclusive practices within WA schools. This debate specifically addressed the question of how best to address the needs of those children with a disability within the education system and in particular how such children can be embraced by mainstream schools. Similar issues of inclusion also apply to those children who risk the potential of exclusion for other reasons. Inclusion WA are increasingly receiving calls from forward looking school principals seeking guidance on how they can make their schools more inclusive, which I see as a welcome development. I have a son with cerebral palsy and am personally very lucky to have him at a school that could not be more accommodating at every level. There are plenty of other examples to show that it is possible and I therefore welcome any initiatives that make these experiences more widespread.

Finally, I am incredibly lucky to be the Chair of a fantastic Board containing a group of passionate and very engaged individuals with a fantastic range of skills and experiences. I would therefore like to thank them for their efforts this year and look forward to working with them in the future as we continue to sail the "seas of change."

Matthew Popham

CEO's Report



As I started contemplating this report I had just been glancing at our Strategic Plan. My mind was on our current vision, which reads, "All people have the opportunity to live a good life and participate in a welcoming community".

We have been working towards this vision for many years, but I feel as though the wider system is also now aligned with this thinking. The NDIS (both state and local models) are funding the individual; an important step which starts the power shift and sets the foundation for people to have the best chance to reach their goals; and live a good life of their choosing.

The goal for Inclusion WA is to continue our focus on operating as a successful business while attempting to 'get out of the way' as much as possible; to ensure we are always making decisions that are in the best interests of people we support and not what's best for Inclusion WA. We're not perfect but, as our Client Feedback responses highlight, we are heading in the right direction to ensure the people we support are in control of their own lives.

As always I am delighted that we have a strong team of dedicated staff who not only take the work seriously but ensure we are all held to account for any and all decisions. As you will see within the Operational Report our staff turnover, in all roles, was very low again this past year. In large part this is due to our focus on staff being truly part of our organisation and feeling as though they can have a 'say' in all aspects of the operations. I would like to thank all staff for their individual contribution to our high quality work, wonderful culture and for finding many opportunities to have some fun throughout the year.

Financially, Inclusion WA had a successful 12 months. Our revenue grew again in 16/17, as did our cash reserves. Interestingly our sources of revenue changed reasonably significantly over the course of the last 12 months, with a more than 25% change as final elements of block funding ceased and individualised service continued to grow.

More detail of these changes can be seen in the Financial Highlights report on page 18 of this report. Overall the organisation is in a sound financial position but it is important to note we have been working towards this position over a number of years as we plan for potential changes in funding due to the National Disability Insurance Scheme.

With any successful organisation the results are derived from everyone fully involved with their heart, hands and minds. This is absolutely true of Inclusion WA. I would like to pay mention of the Board who continue to donate many hours of their time each month in order to provide much appreciated wisdom, guidance and advice. The Board is ably led by our own dynamic duo, Matt Popham and Beth Shaw, and I thank them both for the continued smiles on their faces, despite my many interruptions to their time.

Finally I would like to acknowledge our major partners, the Disability Services Commission, Department of Sport and Recreation, Mental Health Commission and the National Disability Insurance Agency.

The coming 12 months looks as though it will bring even more changes than the past year. We look forward to the challenges and opportunities - and sharing our story with you over the year.

Paul Fleay

Operational Overview

Despite continued uncertainty about the future of the NDIS system in WA Inclusion WA has continued to adapt, grow and improve on our approach to working alongside people who are at risk of social isolation. Over the years we have worked hard to create an organisational culture which takes feedback seriously. We never confess to be perfect and are always looking for ways to improve the experience of clients, families and our staff.

Throughout 2016/17 the organisation continued to make improvements to the way that we support our front line staff. Our Individualised Service Managers Kristy Macnamara and Jess Kain have demonstrated superb leadership in making significant improvements to our induction processes and also in establishing the 'Continuing Conversations' initiative. Continuing conversations are a series of workshops run by Service Coordinators for existing staff to help reinforce the guiding principles that drive the work we do.

Staff turnover remained enviably low during 2016/17. While other organisations in the disability and mental health sectors report staff turnover as high as 30% Inclusion WA's turnover stats are as follows:

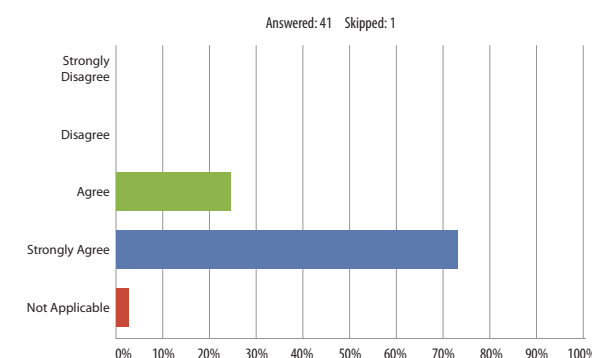
- Full time staff: 1%
- Part time staff: 4%
- Casual staff: 6%

Staff feedback

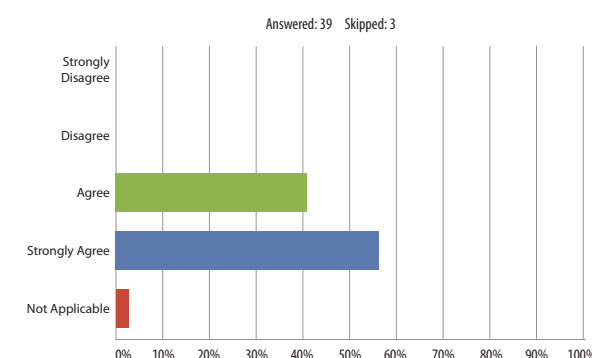
Inclusion WA is only ever as good as the staff we employ and the support we put in place to enable them to do their important work. In 2016/17, 42 Inclusion WA staff completed our annual staff survey. This represented 49% of the total workforce of the organisation as at June 2017. The survey results are always a useful indicator of where we are getting things right whilst also helping us to identify areas for improvement in the future.

Here are a few highlights from the 16/17 survey:

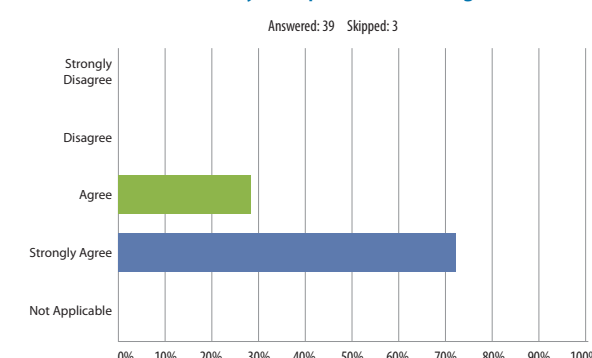
Q5 This organisation is extremely focused on its clients needs.



Q13 My workplace is safe.



Q13 My workplace is rewarding.



Client feedback

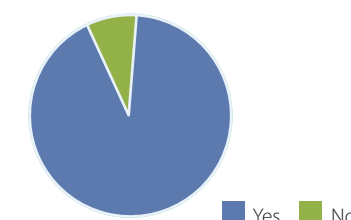
In December 2016, Inclusion WA senior management conducted a series of face to face surveys to help us learn what people think about our service and whether there are areas for potential improvement. A total of 31 surveys were conducted from a pool of 192 clients.

Who took the survey?

- Clients (27)
- Parents (13)
- Other (Residential Service Managers) (2)

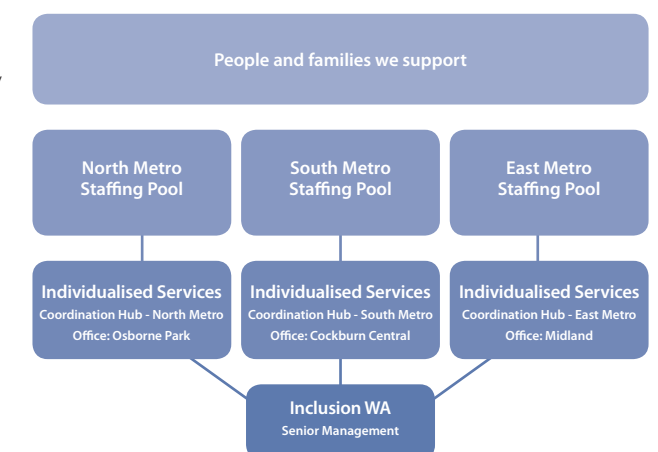
The following provides a summary of the feedback received. Generally the stats showed us that clients and families are happy with the support there are receiving and that they feel in control of their services.

Would you recommend Inclusion WA to others?



Inclusion WA – Restructure

In order to help us best respond to the support requirements of clients, families and also staff, Inclusion WA introduced a third geographical service hub in early 2017. Long standing Inclusion WA super star Matt Shaw commenced as Individualised Service Manager (East) in March 2017. The new Midland office has been established to assist us to prepare for an anticipated increase in NDIS referrals in 2017/18. Based on feedback received from staff and clients we believe that the creation of localised support teams is the best way to structure our services for the future.



Individualised Services

Brian's Story

When I first met Inclusion WA I had recently moved into my current living arrangement at Salisbury house. I had just gone through a lot of big life changes and had just received my first NDIA plan and was feeling a little overwhelmed by everything. This meant I was feeling really anxious about even leaving my room let alone leaving the Hostel grounds.

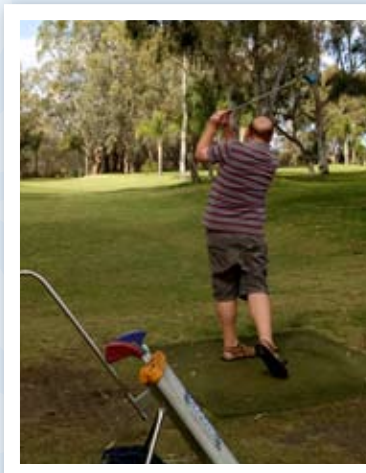
After understanding more about the support Inclusion WA provides I felt a little bit more confident about taking slow and steady steps towards becoming more physically fit and joining a local golf club.

It has now been 6 months working alongside an Inclusion WA mentor and I feel we have developed a great relationship. My mentor feels like my safety net and my prompter at times. She is able to push me to try new things when I need it as well as provide me with support when I am going through some difficult times.

When we first started working together we took small steps, by going out for coffee at the local coffee shop. I was very nervous at first but I soon realised that getting out and talking to other people helped me feel good. Soon we were walking to the train station to go into Perth to visit a funky coffee shop in town.

Once I felt confident enough to do this we started walking even further into Midland to check out some second hand shops (selling golf clubs). I have been to check out a few golf clubs and started to work on getting my skills back. I still feel like I have some work to do before joining a golf club, but I am taking steps in the right direction. I am definitely building up my fitness to walk the 18 holes and am feeling more confident.

I now walk at least three times a week on my own and am feeling much more confident and happy about life. I still go through some ups and downs but because I feel happier about my future I know I am able to get through it.



Daniel's Story

Daniel is a 21 year old man who is interested in playing guitar, watching TV series and practising his religious faith. Inclusion WA have been working with Daniel for over 3 years now. During this time Daniel has made some really positive achievements in his life. Some include learning to be competent on public transport and gaining the skills and confidence to manage his own finances. Daniel would like to share a story about his most recent accomplishment.

"I really wanted to get my L's and learn how to drive, but I wasn't confident and didn't know the best way to study for them. I also felt pressured from society to get them and this stressed me out sometimes.

With the help of my mentors at Inclusion WA, I did a lot of online practice tests. My mentors were able to explain to me the questions that I didn't understand and eventually I started passing tests without the mentors help.

I wasn't sure if I was ready for the actual test but my mentor told me that it was ok if I failed and we could just do it another day. It was a bit of a surprise but I passed the test first time! Inclusion WA also helped me get a driving instructor and now I'm doing weekly lessons and I am saving money for my own car for when I get my full license."

Daniel is now working with his mentor to find an extra part time job so he can speed up the process of owning his own car!



Jessica's Story

I have been with Inclusion WA now for about 2 years, when I first started working with Inclusion WA I had just finished school and wasn't sure what I wanted to do.

When I first met Ali we talked about what I really liked, and what I wanted to do, my main thing was working with wildlife.

Ali and I started looking around and we found Kanyana Wildlife Park, I did my induction and started going on a weekly basis. I was very shy at first and needed some help talking to the other volunteers, which my mentor helped me with. Now I have been going for 2 years and during this time I have

completed nearly all of my training with the help of my mentors. I have made lots of friends up at Kanyana and really enjoy meeting up with them every week

My main role is cutting up fruit and vegetables so that the bilbies can be fed and helping out with the laundry, I am also thinking about doing extra training so that I can help feed the new born birds, that is a bit scary for me as there is a lot to learn, as if I don't do this right the baby birds may die.

My next goal is to start catching public transport to Kanyana with my mentor so that in the future I can go by myself, my mentor and I have been talking to other volunteers and they may be able to pick me up from the bus stop on their way up to work.



Individualised Services

Jordan's Story

Before I started working with my first mentor I didn't really have any confidence in going out and didn't believe that I could do many things. Before I had my mentor, things like going to the shops, going out to restaurants, the gym, any place I haven't been before I would get really nervous about going.

I have been learning how to cook with a mentor and this has helped me with my confidence working in the kitchen when before I didn't have any confidence and didn't cook at all. Now I can chop up food, cook things on the stove and I like to cook bacon and eggs for myself every Sunday. I feel like this is helping me to get ready for when I move out in the future so that I can cook for myself.

My confidence continued to grow with my new mentor's and I got to learn how to handle my own money, read a food menu, order my own food and pay for it by myself. I'm feeling confident walking around the shopping centres without getting nervous and stiffening up, this is because the more I have been doing it the more confident I'm getting as it helps with knowing my surroundings and staff in the shops recognise me.

What doesn't work for me is when I'm rushed and have to be home right on time as this puts pressure on me I might miss out on what I want to do. What's worked well for me now is that my session doesn't feel rushed, I like that I don't have to be dropped off right on time and it's flexible. The laid back approach helps me with feeling more relaxed when going out into the community and it feels like there's no pressure.

My next step would be learning how to catch taxi's by myself so I want to learn how to call taxi's and pay for it on my own, then I can go to local areas like the swimming pools and shopping centre by myself and will feel confident about doing that.

I have been thinking about going to the doctor's and getting some tests done on things like my hearing and reactions, if everything is ok then I will be able to start working towards my driving licence.

My biggest achievement so far is that I got to go camping with my brother for a week, I was nervous about going but I had positive feedback from my family and mentor's which helped me to feel like I could do it. In the past I wouldn't have gone as this would of felt like to big of a deal only going with one other person because I have been used to going with family and friends which made it feel safer as there was more people around. Going with just my brother I was worrying that if something happened there was only two of us so I am glad that my family and mentor's helped to reassure me that it would be a great experience for me and that I didn't have to worry because it turned out to be one of the best things I've done in ages and can't wait to do it again.



Kaitlin's Story

"I left school and was just doing nothing for a while. I was just sitting at home, watching tv or on my ipad." After leaving school and a brief stint working in an Activ workshop, Kaitlin spent a lot of time at home, with no work. With the help of her mentors at Inclusion WA, and her DES provider, Kaitlin undertook a range of work experience and volunteering roles. Mostly with animals, her passion, but also some work in an office and at the Post Office.

Kaitlin was getting increasingly frustrated, as she attended her meetings each fortnight, with her DES provider, only to be told, there was still no job for her. Kaitlin had been out with her resume, numerous times, looking for places she'd like to work, building up her confidence by talking to people about employment opportunities but feeling that she was "getting nowhere". Eventually, she was invited to attend an interview at Kmart, Kaitlin put in a tremendous amount of effort getting ready for the interview, but was unsuccessful. This really shattered her confidence.

Recently, through a personal contact of a coordinator at Inclusion WA, Kaitlin was offered a cleaning job. "When I found out I had a job, I was excited about getting paid! Do I love the toilet cleaning? No! But it needs to be done and now at least I'm out of the house, working every Saturday, earning money - that makes me feel happier. Getting this job has made me want to keep working, job hunting seems easier now. It's just a Saturday job, I would like to be working more, but now that I'm doing this, I know it will get easier."

Tracy's Story

When I first met with Inclusion WA I was unhappily living in a shared living arrangement and found myself feeling "stuck". After deciding to use Inclusion WA's service, they matched me with a Mentor who has a very positive and enthusiastic attitude about everything which I have found to be very contagious. Practical skills provide me with the most suitable support I need.

My needs are unpredictable and ever changing but Inclusion WA are able to support me with these by allowing flexibility where possible.

Inclusion WA has helped me to shake that "nagging monkey" I had on my back and empowered me to believe in myself and my own values. This helped me move forward from being unhappy where I was living to making the decision to relocate to an area I felt would be better for me.

After having a number of planning meetings with my supports, to prepare me for my move, we decided having extra support available would be a wise decision (and I did need the additional support). This support was flexible and versatile to my needs.

I now live in a lovely, safe and holistic community with less noise and stress - quieter and calmer stimulation suits me best.

A major life change with the move has been I have been able to reduce the sedating medication I take under the supervision of my doctor.

I am feeling much better, more alert and able to participate in more social inclusion networks and activities offered in my new community. I have joined the shire social group and feel inspired with new ideas for my garden which will allow me to use my creative side and include my art which is my passion.



Sport and Community Development

The Sport and Community Development Team at Inclusion WA was formed many years ago to complement the work of the organisation and to specifically support the sport and recreation industry in Western Australia.

Over these years, the team has built the capacity of the sport and recreation industry through the provision of training and mentoring, while supporting a significant number of Western Australians to join sports clubs and community groups.

For the Sport and Community Development Team, 2016-17 will mean the end to the journey under the umbrella of Inclusion WA. From 2017-18, the Sport and Community Development Team will transition in to a stand-alone entity called Inclusion Solutions. This manoeuvre will enable the team to focus on all marginalised and low-participation groups, while also growing the consultancy to support organisations and communities in a more-comprehensive manner.

The last year under Inclusion WA has been an extremely busy one with the team involved in projects in metropolitan and regional WA. These partnerships have led to the following positive outcomes in 2016-2017.

- > 33 State Sporting Associations supported
- > 20% of WA's Local Governments supported
- > Over 490 sporting clubs and community groups were supported in varying capacities including training and mentoring
- > Over 1500 Western Australians attended social inclusion training
- > 3200+ hours of volunteerism recorded through Inclusion WA equating to an \$88,000 boost to the local sport and recreation industry
- > 5,000+ attendances were recorded in programs supported by Inclusion WA
 - 59% of participants did not belong to any local sports club or recreation group
 - 22.6% of participants were of indigenous background
 - 11% of all participants had a disability



"The Roleystone Gymnastics Club has achieved so much in that short time, and we couldn't have done it without the assistance of Inclusion WA. They took the time to listen and really understand what we wanted to achieve. Our ideas and visions were challenged, but this has resulted in our eyes being opened to the bigger picture and what being inclusive really means. Now, thanks to Inclusion WA, we have the confidence and tools required to assist us in reaching our goals."

Carly Smith, Roleystone Gymnastics Club

These statistics tell an important story and highlight the team's ability and success in engaging people from all low-participation backgrounds. With 59% of participants across all programs not belonging to any community club or group, it is clear to see the critical role the Sport and Community Development Team play in the lives of disengaged community members. The team's focus is on ensuring that these participants can progress to join local clubs and community groups.

In 2016-2017, The Sport and Community Development Team also engaged with the following sports in varying capacities and across a range of locations around Western Australia:

- » Athletics
- » Australian Rules Football
- » Badminton
- » Baseball
- » Basketball
- » Canoeing
- » Cricket
- » Cycling
- » Dance
- » Floorball
- » Football
- » Golf
- » Gymnastics
- » Hockey
- » Indoor Cricket
- » Karate
- » Land Sailing
- » Lawn Bowls
- » Life Saving
- » Little Athletics
- » Mixed Martial Arts
- » Motor Cross
- » Netball
- » Power Chair Football
- » Rugby League
- » Rowing
- » Squash
- » Swimming
- » Table Tennis
- » Tee Ball
- » Tennis
- » Ten Pin Bowling
- » Touch Football
- » Ultimate Frisbee
- » Volleyball



Inclusion WA encourages people to participate in community clubs and groups across Western Australia. This is not limited to sport alone; with a major focus also placed on recreational activities. The ultimate aim is to connect people to the community around them while also building the capacity of entire communities so that all residents can be valued and find a valued role.

Major projects supported by Inclusion WA's Sport and Community Development Team over the past year include but are not limited to:

- AUSRAPID Classification
- Bayswater Connect Project
- Catch Music - Development
- City of Armadale - Club Abilities Project
- City of Bayswater 'Have a Go' Day Initiative
- Esperance Community Program
- Hedland Community Program
- Inclusion Sports Days
- Karratha Community Program
- Mirrabooka One Community Project
- Northam Inclusive Program
- Social Inclusion Group Mirrabooka
- Toodyay Inclusive Community Program
- WACA Integrated Cricket League
- WAFC Integrated Football Program

Sport and Community Development

CASE STUDIES

City of Armadale: Club Abilities Project

The 'Club Abilities Program' is built upon a partnership between Inclusion WA and the City of Armadale. The aim of the program is to develop and build the capacity of local sport and recreation clubs to open their doors to all community members, particularly those from low-participation backgrounds.

A primary focus of this project is sustainability, and as such Inclusion WA has been working heavily with existing clubs, community organisations and community leaders within the Armadale community. The intended outcome is for the project to be sustained long into the future, with the help of local 'inclusion champions' developed through the project's Steering Group.

Just six months in, the project has already delivered many benefits for clubs including boosting membership bases (both volunteer and participation), raising community profiles and building the capacity of local clubs to become more inclusive in their practices.

"In just a few months, the Club Abilities Project has delivered much needed training and has seen twenty sporting clubs and community groups engage in mentoring to help them develop strategies and initiatives to achieve inclusive outcomes. The City of Armadale sees great value in the work carried out by Inclusion WA and the City thoroughly recommends other local governments to partner with Inclusion WA as there are significant community-wide benefits to be had"

David Thomason, City of Armadale.



As a result, there will be an increase in opportunities for community participation within Armadale, and ultimately this will help the community to become more inclusive of all community members. A big focus of this project will also see the delivery of training and club mentoring and will culminate in a community open day and knowledge sharing platforms.

City of Bayswater: Bayswater Connect Project

Inclusion WA partnered with The City of Bayswater to implement 'Bayswater Connect' – an innovative project to improve the quality of life and sense of belonging for Bayswater residents. The project linked local residents to available opportunities at a range of local sport, recreation and community groups, based on the skills and goals of individuals and the available opportunities and gaps and available positions at local community clubs.

An Inclusion WA Project Officer facilitated personalised interviews and introductions with community members to match their passions and interests with a valued role in a local club or group. The Project Officer assisted local community, recreation and sports groups in the City of Bayswater to increase membership and volunteers while removing barriers for community participation. Groups involved in the project benefitted from free club mentoring and training on topics such as social inclusion, disability awareness, increasing volunteers and memberships and improving club culture.



"Last season we had 15 players down to training, this year with the help of Bayswater Connect we had over 45! The Bayswater Lacrosse Club would love to continue our partnership with Bayswater Connect in the future, and look forward to a successful 2017"

Paula Olofsson, Bayswater Lacrosse Club

Outcomes from the project:

- 151 people engaged with the Project Officer to avail of opportunities in the community
- 29 open days hosted by 12 community clubs, groups and organisations in Bayswater
- 1,129 participants attended the open days
- 34 clubs received mentoring from the Project Officer, building their capacity for the future
- Inclusion WA facilitated 5 x Social Inclusion and Disability Awareness training sessions, with over 40 club representatives attending training
- 55% of the club/groups represented had never engaged in Social Inclusion training prior to the Bayswater Connect project
- Volunteers contributed over \$14,000 of time and value to the Project
- 126 students engaged with the Bayswater Connect Project



"The catalyst for the City of Bayswater in engaging Inclusion WA was three-fold. The City wanted to create connections between community members and groups operating in their area, improve the capacity of clubs and groups, and to ensure sustainability of both of these actions. Inclusion WA were critical to achieving these goals, and assisted the City with targeted training and mentoring for club leaders, in addition to ongoing support and involvement throughout the entire process"

Emily Carroll, City of Bayswater

Sport and Community Development

Hedland Community Program

The Hedland Community Program was initially developed based on a dire and pre-identified need for more engagement style activities in Hedland, particularly for disengaged youth and those living with a disability in the community.

Through the Hedland Community Program, 24 primary sessions of inclusive sport and recreation were offered to the community throughout the funded period. In addition to this, the initiative saw an additional 38 sessions coordinated over the project with key community partners which included 20 community clubs and groups. 828 individuals attended sessions from all walks of life across the community. Local community groups and clubs participated in the program, addressing their individual goals along the way, all while receiving support and training from Inclusion WA.

Sixteen individuals represented a broad variety of organisations in the community on the Hedland Community Program Steering Group, positively shaping and moulding outcomes for the wider community. The Steering Group members have been upskilled and now better-understand the key principles of social inclusion. The Steering Group members act as 'inclusion champions' at the respective organisations that they represent, further building community capacity.

Strong attendances, community buy-in and diverse participation have seen the Hedland Community Program grow in popularity with individuals, clubs and organisations alike.

The Hedland Community Program has led to an increase in collaboration, increase in physical activity, improvements in mental health and a significant increase in volunteerism across Hedland. This program has also enabled people with disabilities to actively seek a belonging at a range of participating community clubs in and around Hedland. This initiative has also regenerated community groups such as Lisa's Kangaroo Retreat, a group dedicated to looking after and rehabilitating injured wildlife. Lisa's Kangaroo Retreat now offers people with disabilities, amongst other community members, opportunities to volunteer and belong to a community group in the local community.



Roleystone Gymnastics Club

Inclusion WA first met Roleystone Gymnastics Club in May 2017 through the City of Armadale's 'Club Abilities Project'. Club Manager, Carly Smith and Club Coach, Kiri Pentter were eager to be involved in the project as the club had recently gone through some difficult issues which resulted in a young child being excluded from participating in gymnastics.

The club recognised they were running a segregated class for children with disabilities, and this was not allowing the participants to develop their skills or find a sense of belonging. They wanted to make changes to ensure they were welcoming of all people and sharing their love of gymnastics with the community. This included growing their membership base through a pathway program called Gym Motion, and identifying more volunteers to support their growth.

In this short time, Inclusion WA's Sport and Community Development Team has mentored the club and together, we have achieved some great success for the club. This success includes:

- Considerably increasing RGC's community profile
- Improving strategic connections
- State-wide promotional opportunities for the club
- Delivery three public presentations including at Department of Sport & Recreation's Disability Sport Forum on the topic 'Developing opportunities at a grass-roots level'
- Increase revenue streams
- Improve parental engagement
- Revamp of pathway models to engage many new members
- Improve volunteer engagement



"Inclusion WA took the time to listen and really understand what we wanted to achieve. Our ideas and visions were challenged, but this has resulted in our eyes being opened to the bigger picture, and what being inclusive really means. Now, thanks to Inclusion WA's Sport and Community Development Team, we have the confidence and tools required to assist us in reaching our goals"

Carly Smith – Club Manager, RGC

Board Members



Matthew Popham
Board Chair

Matt is a tax partner at a big 4 accountancy firm. He has over 20 years' experience in providing tax advice to a range of entities including not-for-profit organisations and has a degree in Business Economics. Matt is married to Jennifer and has three children. In his spare time, Matt is a keen runner and enjoys most sports.



Gemma Nugent
Secretary

Gemma joined the board late in 2015. Gemma has been an in-house lawyer at AECOM Australia since 2010. Prior to this, she worked as a solicitor with a boutique litigation firm, as the Associate to Justice Neville Owen at the Supreme Court of Western Australia and in the Policy Office of the Department of Premier and Cabinet. Gemma holds degrees in law and psychology and completed a Master of Business Administration in 2013.



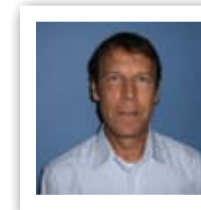
Kym Carmody
Treasurer

Kym joined the board as Treasurer in October 2016. She is a Senior Manager in Business Advisory at RSM Australia and is a member of Chartered Accountants Australia and New Zealand. Kym has a degree in Accounting and Marketing and specialises in tax and business advisory for small to medium enterprises. Kym is an avid traveller and also enjoys pilates.



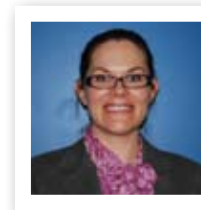
Brendan Cullinan
Board Member

Brendan joined the Board in April 2012. He has a long history of involvement in sport as a player, coach and administrator. Brendan has worked full-time in the sports sector for over 20 years and is currently with the Department of Sport and Recreation as the Regional Manager for the Pilbara. Brendan keeps active by volunteering for various community groups and enjoys travelling and camping. He holds a degree in sports management and is married to Jane with two children.



Ross Boaden
Board Member

Ross has 30 years' experience in human services and holds a Master of Social Science. For the past 10 years Ross has run his own consulting business. Major areas of work at present are conducting independent quality evaluations for the Disability Services Commission and the Mental Health Commission. Ross is married with two children, and when not working or spending time with his family, will most likely be found out cycling on the road or mountain biking on the hills' bush trails.



Rebecca Bunney
Board Member

Rebecca is a solicitor at Cullen Macleod specialising in family law, guardianship and administration. Rebecca has experience in providing legal advice to not-for-profit organisations and is an adjunct lecturer at the College of Law. Rebecca holds degrees in psychology and law, and worked for the Autism Association of WA as an intervention therapist for a number of years.



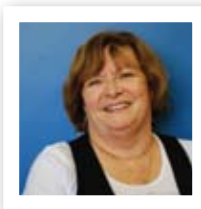
Elizabeth Shaw
Deputy Chair

Elizabeth is a manager in KPMG's advisory practice. Prior to this, she worked as the Executive Director of the UN Association of Australia and as a solicitor at the State Solicitor's Office of Western Australia. She is a qualified company director and holds degrees in arts and law as well as a Masters of Public Policy. Elizabeth also serves as the President of UN Women Australia. She has been recognised with an Australian Leadership Award from the Australian Davos Connection and a West Australian of the Year Award.



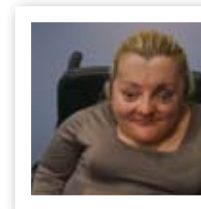
Hermione Scott
Board Member

Hermione joined the board in October 2011, and works in the mining industry specialising in environment. Her work is based in the Perth CBD with regular travel to the Pilbara region. Hermione holds a degree in Town Planning and is currently undertaking a MBA at the University of Western Australia.



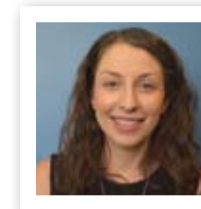
Barbara Oosterhuis
Board Member

Barbara is passionate about community inclusion and works to ensure that all people will have a quality life filled with opportunities, friendship and choices. Barbara has for many years worked in a variety of organisations which have endeavoured to assist people with disabilities into the broader community. She has a background in human services, working in the areas of access and inclusion in local government and as a project manager for a disability service provider's peak body group.



Prue Hawkins
Board Member

Prue joined the Board in October 2013 and is a family law solicitor. Prue along with a colleague opened their own private law practice in January 2016; Empire Barristers and Solicitors. Prue previously worked for the Chief Judge of the Family Court of Western Australia as a Senior Research Officer, at Legal Aid WA and Sussex Street Community Law Service in both family law and as a disability discrimination lawyer. Prue holds degrees in Law and Fine Arts, and regularly engages in public speaking around disability awareness training workshops.



Melissa Caputo
Board Member

Melissa joined the board as Treasurer in October 2013. She is a Chartered Accountant and works in Tax Advisory Services at KPMG. Melissa has been involved as a player with her netball club for the last 17 years and has been a coach for 8 years. She enjoys travelling, spending time with family and friends and is a passionate Fremantle Dockers supporter.

Financial Highlights

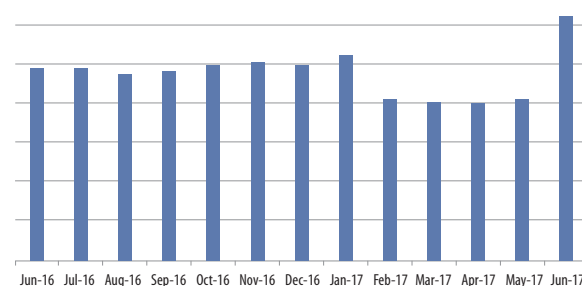
What were significant events in the 2016/2017 financial report?

- To accommodate for an increasing demand for individualised services in the eastern suburbs, a new team was created in March 2017.
- Successfully obtained funding from Mental Health Commission to work with private hostels on psychosocial supports.
- A number of successful partnerships with local governments and other not for profit organisations during the year.
- Throughout the year, the organisation acquired and disposed of some vehicles which were due to be replaced.
- With downturn in Perth's commercial property market, significant adjustments were processed to reflect accurate value of properties held by Inclusion WA.

Organisational finance status 2016/2017

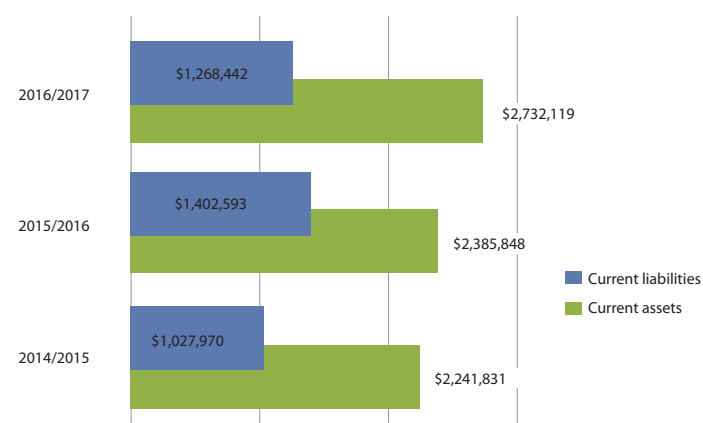
Inclusion WA Inc has been successful in maintaining its cash reserve above 90 days since June 2016. Additional growth in this cash reserve did not occur due to investments made in individualised services expansion in the eastern suburbs and the initial development costs of Inclusion Solutions.

Growth in Cash Reserve



The organisation also continues to maintain its financial position by maintaining a healthy current ratio. Our current assets (including cash) is greater than our current liabilities.

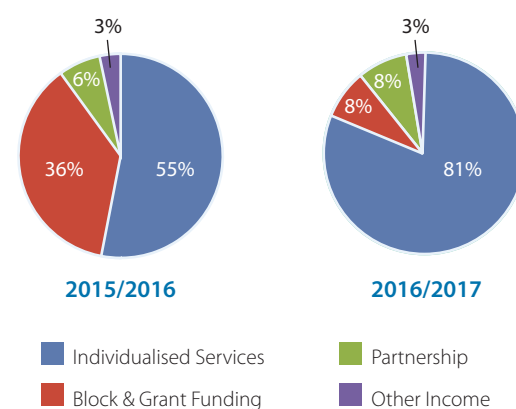
Liquidity Level



How the organisation obtained its sources of revenue has also changed significantly compared to last year.

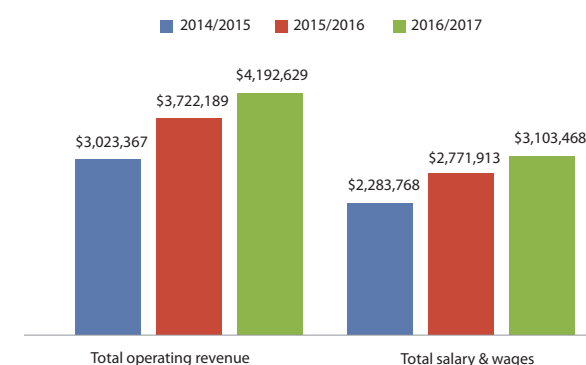
The organisation committed to grow individualised services, which has been successful, as reflected by the following diagrams:

Sources of Revenue



With the growth in our individualised services, we also had to increase our work force capacity. An increment of approximately 10% growth was required to accommodate the demand around individualised services.

Growth in revenue & salary and wages

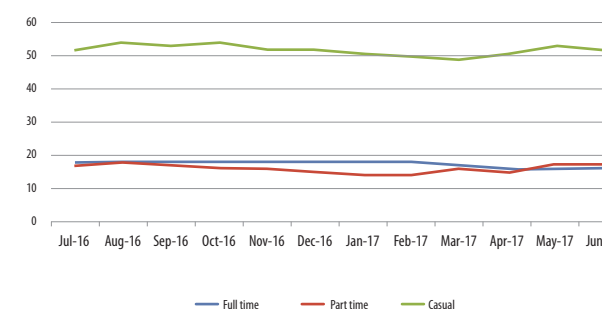


Despite the above achievements, there have been some challenges throughout the year, including:

- maintaining direct support staff and
- the uncertainty of non-individualised funding, especially related to our community development work.

Despite some staff retention challenges it was pleasing to note the overall employee turnover rate, for all categories of staffing, was less than 10% for the year. Total employee numbers had steady progression between July 2016 and June 2017 as reflected below:

Staffing level



To diversify our revenue streams, the organisation will continue to obtain different streams of funding. The area of focus, nevertheless, remains to be individualised services in the next 18 months.

Inclusion WA Inc.
ABN: 76 329 301 659
Abridged Financial Statements for the year ended 30 June 2017

Statement of financial position	2017	2016	Statement of profit or loss and other comprehensive income	2017	2016
As at 30 June 2017	\$	\$	For the year ended 30 June 2017	\$	\$
Current assets			Revenue		
Cash and cash equivalents	2,658,004	2,243,740	Revenue	4,174,460	3,651,569
Deposits	-	30	Gain on sale of property, plant & equipment	18,169	70,620
Trade and other receivables	74,115	142,078	Total operating revenue	4,192,629	3,722,189
Total current assets	2,732,119	2,385,848	Expenses		
Non-current assets			Employment	(3,103,468)	(2,771,913)
Property, plant and equipment	1,725,157	2,043,485	Other expenses	(549,963)	(559,469)
Total non-current assets	1,725,157	2,043,485	Loss on sale of property, plant & equipment	(2,764)	(773)
Total assets	4,457,276	4,429,333	Depreciation	(109,515)	(122,864)
			Total operating expenses	(3,765,710)	(3,455,019)
Current liabilities			Surplus from operating activities	426,919	267,170
Trade and other payables	1,026,828	1,182,498	Capital grants	44,201	194,678
Employee provisions	241,614	220,095	Surplus before income tax expense	471,120	461,848
Total current liabilities	1,268,442	1,402,593	Income tax expense	-	-
			Surplus after income tax expense for the year	471,120	461,848
Non-current liabilities			Other comprehensive income for the year, net of tax		
Employee provisions	18,078	47,434	Changes on revaluation of non-current assets	(279,670)	(130,891)
Total non-current liabilities	18,078	47,434	Total comprehensive income for the year	191,450	330,957
Total liabilities	1,286,520	1,450,027			
Net assets	3,170,756	2,979,306			
Equity					
Reserves	287,508	556,259			
Retained surpluses	2,883,248	2,423,047			
Total equity	3,170,756	2,979,306			
Statement of cash flows	2017	2016			
For the year ended 30 June 2017	\$	\$			
Cash flows from operating activities					
Receipts from operations	4,110,056	4,045,142			
Payments to suppliers and employees	(3,680,417)	(3,287,946)			
Net cash from operating activities	429,639	757,196			
Cash flows from investing activities					
Purchase of property, plant and equipment	(107,724)	(742,465)			
Proceeds from disposal of property, plant and equipment	52,273	286,364			
Interest received	40,076	44,111			
Net cash from investing activities	(15,375)	(411,990)			
Cash flows from financing activities					
Proceeds from borrowings	-	-			
Net cash (used in) / from financing activities	-	-			
Net increase in cash and cash equivalents	414,264	345,206			
Cash and cash equivalents at the beginning of the financial year	2,243,740	1,898,534			
Cash and cash equivalents at the end of the financial year	2,658,004	2,243,740			

Statement of changes in equity	Asset replacement reserves	Asset revaluation reserves	Retained surpluses	Total equity
For the year ended 30 June 2017				
Balance at 30 June 2016	-	556,259	2,423,047	2,979,306
Surplus after income tax expense for the year	-	-	471,120	471,120
Transfer from reserves	10,919	-	(10,919)	-
Other comprehensive income for the year, net of tax	-	(279,670)	-	(279,670)
Balance at 30 June 2017	10,919	276,589	2,883,248	3,170,756

NOTES
The Abridged Financial Report has been derived from the audited general purpose financial report that is prepared in accordance with AASB 1053- Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards.

The full printed copies of the audited reports can be provided by contacting Inclusion WA office 08 9201 8900 or email finance@inclusionwa.org.au

BUTLER SETTINERI

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INCLUSION WA INC

Auditor's Conclusion

The abridged financial statements of Inclusion WA Inc (the Association) for the year ended 30 June 2017 has been extracted from the audited financial report of Inclusion WA Inc, on which we have issued an unmodified audit report.

Use of Abridged Financial Statements

Without modifying our conclusion, the abridged financial statements of Inclusion WA Inc have been prepared solely for inclusion in the Annual Report. As a result, the abridged financial statements may not be suitable for another purpose.

Report on the Abridged Financial Statements

The accompanying abridged financial statements of Inclusion WA Inc comprises the statement of financial position as at 30 June 2017, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, derived from the audited financial statements of Inclusion WA Inc for the year ended 30 June 2017. The abridged financial statements do not contain all the disclosures required by Australian Accounting Standards.

Responsibility of the Management Committee for the Abridged Financial Statements

The management committee of the Association is responsible for the preparation and presentation of the abridged financial statements in accordance with the constitution and the Australian Accounting Standards. This responsibility includes establishing and maintaining internal control relevant to the preparation of the abridged financial statements; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express a conclusion on the abridged financial statements based on our audit procedures. Our procedures in respect of the abridged financial statements included testing that the information included in the abridged financial statements is derived from, and is consistent with, the financial report for the year. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

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

BUTLER SETTINERI (AUDIT) PTY LTD



MARIUS VAN DER MERWE CA
Director

Perth
Date: 13 November 2017

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Butler Settineri (Audit) Pty Ltd
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Proactive Quality Supportive



not just living,
having a life

www.inclusionwa.org.au



We gratefully acknowledge the support given by
these organisations throughout the year

