



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



inclusionwa

annual report 2015



Inclusion WA Staff 2014 - 2015

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Chairperson's Report



I was running recently along the coast just south of Hillarys Boat Harbour and I passed a lady walking alongside a young girl of about 6 or 7 years of age, presumably her daughter. I was not running as fast as I would have liked, but as it happened it allowed me to overhear some of their conversation. They were talking about some incident that had happened in the school playground and the lady said a very interesting thing as I passed:

"But everyone should have the opportunity to join in if they would like."

It struck me that this simple sentence sums up the underlying ethos of Inclusion WA. Indeed, during the year the board met to set out the strategic plan for 2015 and 2016 and in doing so, endorsed the vision of the organisation as *"All people have the opportunity to live a good life and participate in a welcoming community"*.

It took a while for the board to distill the organisation's purpose into this summary, so perhaps it would have been helpful if the lady was on our board. But broader than this, it made me think as I continued to pound the tarmac, that we do seem to be getting the concept of inclusion more right in our school's today, with the sentiment of the above conversation played out across our state. Perhaps it is just that as we get older and life becomes more complicated, as adults we somehow seem to forget the importance of inclusion.

Indeed, as part of my 'day job' I talk to many organisations about diversity and inclusion and my belief that whilst in recent history the focus has been on 'diversity', with some success, it is only by truly focusing on ensuring that all of those in our diverse teams, or communities, feel 'included' that the best results are achieved for all concerned.

As a result, Inclusion WA continues to play an important role in ensuring that the school yard ethos is remembered. In this context, 2015 has been a fantastic year. Set against the backdrop of continued reform in the disability sector, Inclusion WA has thrived and is now helping more people and communities than ever before.

I am very proud of the way that the whole team, expertly lead by Paul Fleay and Richard Orr, has adapted to the very fluid nature of the sector in which we currently find ourselves, whilst at the same time holding true to our principles and the importance of providing an individualised service. It is of no surprise to me that we continue to be recognised for the excellent work that we are doing in the community; such as winning the Department of Sport and Recreation 2014 Regional Excellence Award.

Our programs continue to be well rated by the Disability Services Commission (some examples of our recent evaluation are highlighted in the CEO report) and more importantly by the people who we assist. Our Community Development work, led by Denver D'Cruz, continues to receive excellent feedback from the communities with which we work and we are making a real difference, with measurable outcomes, such as school holiday crime rates being significantly reduced and in some cases removed altogether.

I therefore look forward with excitement to what 2016 and beyond will bring.



One of the joys of being the Chair of Inclusion WA is working with a very passionate, experienced and varied board and I would like to thank them for their support this year. I recently attended a Board Chair forum organised by the Disability Services Commission, with the topic of discussion being how not-for-profit boards need to be strong in the current environment to lead their organisations through the challenges we face. As a look around the board table each month, I feel very blessed with the strength of our board and our senior management team.

Finally, as always, I would like to acknowledge the leadership and support of the WA Disability Services Commission, the Mental Health Commission and the WA Department of Sport and Recreation. I look forward to their continued guidance and involvement in the changing times ahead.

Matt Popham
Chair



Youth Photography Competition Winning Entry - 15 year old Adem Karabacak, a student from Australian Islamic college, took out first prize with this photo, "Acceptance".



CEO's Report

What is really exciting about the work we do every day at Inclusion WA is the constant challenge to improve, to have better outcomes, to find new and innovative ways to assist people to have richer lives.

There is much debate and many lively discussions within the organisation as we regularly grapple with 'the grey'. What is the best way of working with this individual; this sporting club or this community? What message are we sending if we work to connect someone to *this* rather than *that*? Are we working this way because it suits the individual or the organisation?

There are not always right or wrong answers to these – or thousands of other questions we are constantly asking of each other – and no doubt we will continue to make changes and evolve. And this is, I believe, as it should be. I'm proud to be part of an organisation that has a culture of learning, enquiry and thinking.

This thinking led us to do two things, among many, during the course of the year that surprised many people but highlighted the values, principles and attitudes of those within the organisation.

Firstly we requested, from the Disability Services Commission, an independent evaluation. It had only been 18 months since our previous evaluation, and I think DSC is unused to organisations actually requesting such a report. Rather than seeing it as a burden we saw an opportunity for a free health check. The organisation was growing and evolving and it was an opportunity for Inclusion WA to double check if we were still delivering on our commitments. The report, which I encourage you to view on our website, was particularly pleasing, with much positive feedback:

"Clients and families described high levels of satisfaction that their choices and decisions were sought and respected, and that these formed a central element of informal and structured planning processes."

"There was strong feedback that clients feel in control of their service direction and goals."

However we won't ever be complacent about our role in people's lives. We have to continue to evolve to improve and to ensure we are never just filling in time but genuinely adding value.

The second decision we made was to ask for a *reduced* level of funding for our work with the community of Karratha. Woodside, among others, had supported this work for the past 3 years. But given our community development focus is on capacity building rather than 'owning' we felt the Karratha community was ready to be self-supporting, which required a reduction in our 'time on the ground'. As such we were able to get less support from Woodside. Being pleased by getting less financial support may seem odd, but to me it highlights our willingness to stand by our values, rather than just follow the money.

I relate these two decisions, out of many throughout the year, simply to highlight our desire to think about our work and to live our values and principles. I was asked recently, by another CEO, what the Inclusion WA point of difference is and I like to think that actually being prepared to live our values and guiding principles, even when it gets difficult, is part of what sets us apart – this year and every year.

But these types of decisions and the culture that underpins them flows through all levels of the organisation. So, I would like to acknowledge and thank all of the Inclusion WA staff for another fantastic year. There have been difficulties and challenges of course, as we continually look at our practices and our business, as we change with the ever-changing environment and try to work at an optimum level in the new 'marketplace', but the Inclusion WA staff have never faulted. We're all working side by side to be truly meaningful and relevant.

From a personal perspective I would like to thank our senior management team, which has throughout the year comprised of Jenny Drury, Richard Orr, Sheryl Campbell and Laurensia Rosana. I am forever grateful for their wit, wisdom and support. This has been a challenging year for these people as I took a short sabbatical at the start of 2015 to continue some studies. I recognise the additional work created by this decision and thank them for their patience.



After nearly 10 years with Inclusion WA, Sheryl Campbell retired this year. Her calm, thoughtful approach and her presence around the office will be sorely missed however we wish her well as she embarks on her retirement journey – and perhaps spends more time thinking about the Dockers.

Our Chair, in his report, has thanked our major partners, I add my thanks to those organisations, however I would also like to acknowledge the Woodside operated North West Shelf Project, Rio Tinto, Little Creatures, Becketts Flat and KPMG, all of whom supported Inclusion WA significantly throughout the past year.

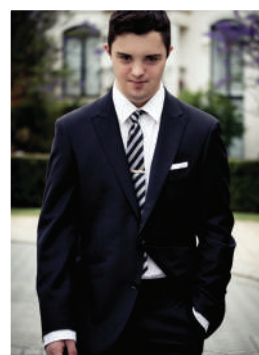
Finally I would like to thank the Inclusion WA board, very ably lead by Matthew Popham, for their continued support of the organisation. I have spoken in this report about the importance of thinking and the board personifies this characteristic. They are extremely thoughtful, incredibly wise and equally driven to ensure Inclusion WA can play a valued role within the WA community for many years to come.

The coming 12 months will see many changes for the organisation. We are exploring a significant organisational re-structure, which also involves Richard Orr taking over the reins of Inclusion WA; we are in discussions with some other agencies regarding new alliances; and our individualised services continue to grow (with a new office soon to be opened in Cockburn). I look forward to sharing more details with you as the year progresses. As supporters and friends of Inclusion WA I invite you to stay in contact with the organisation as we have exciting times ahead and I would love to share them with you.

Paul Fleay
CEO

Introducing Jack

Inclusion WA initially started work alongside Jack to assist him to gain greater independence in his local community. As we got to know Jack we learned about his interest in fashion, shopping and dressing up. One thing led to another and before long Jack had decided to give modelling a try for the first time. Inclusion WA Coordinator Graham Gladman worked with Jack to set up his first photoshoot. The Guardian Express wrote the following article about Jack's first foray into the modelling industry.



When reflecting on the photoshoot Jack's mum Rossana stated
"I think we tend to focus too much on what people can't do when we need to focus on their skills, talents and passion."

We wish Jack well as he continues to explore his interests in fashion and modelling.

Operational Overview

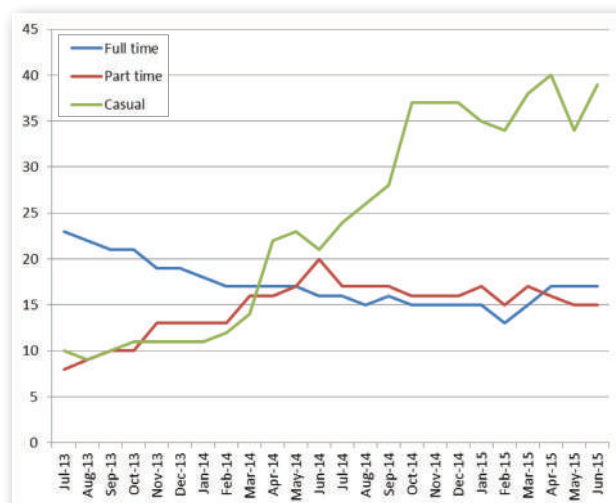
My good colleague Matt Shaw brought me a cup of tea the other day while I was busy reflecting on the year that was, in preparation for this year's annual report. My tea was presented to me in a novelty cup which stated "Proceed as if success is inevitable". For me this seemed like a good summary of the 2014/2015 year and it reflects Inclusion WA's confidence and capacity to respond positively during the rapidly changing, often challenging and sometimes confusing times.

The way that organisations like Inclusion WA are funded to work alongside people, families and community groups is changing. There is some uncertainty about which services system will reign supreme when the dust settles. Will it be the federally implemented scheme or will the WA state government take on the implementation of a National Disability Insurance Scheme (NDIS)? These are matters which are well beyond our control and so, at Inclusion WA we have chosen to focus on the things that we can control and proceed regardless as if success is inevitable.

The growth and evolution of Inclusion WA's Individualised Services continues to have a significant impact on the organisation, the types of supports that we provide and the types of staff that we employ. Inclusion WA continues to be recognised as a provider of choice within the Perth Metro area. In January 2015 the organisation commenced work alongside more school leavers than any other Disability Services Commission funded service provider in Western Australia. We have a strong reputation for delivering on our promises and having a positive impact on people's lives. As we continue to be led by the priorities of the people that we work with we have found ourselves providing an ever-increasing range of supports.

This has in turn seen Inclusion WA employ an increasingly diverse range of staff of all ages and from many different walks of life. The increased diversity in the organisation and the increasing breadth of services on offer has helped to create an ever more exciting place to work with a greater range of opportunities for personal growth and development.

The following graph shows the impact that the growth of our Individualised Services has had on the organisation over the last couple of years. We are now employing more part time and casual staff to work alongside people. We place a great deal of emphasis on a values-based approach to recruitment to ensure that we have the right staff working autonomously with people in the community. Individuals and families have increasingly become more involved in the recruitment process and our Coordinators adopt a partnership approach to our work to encourage the people we work with to take control of their lives.



Staffing 2014/15 – Full time vs Part time vs Casual



Where some in the mental health and disability services sectors will see challenges I am confident that Inclusion WA is well equipped to take advantage of opportunities that will arise over the coming years. Inclusion WA is extremely fortunate to have a depth of talent which has seen a number of staff progress to take on more responsibility within the organisation. We have always placed a significant emphasis on personal growth and development and this continues to be a key contributor to our success as an organisation. I am certain that the future leaders of Inclusion WA are currently working alongside people, families and community groups. There are so many people within the organisation showing great leadership potential and this makes me extremely optimistic about the future.

Richard Orr
General Manager



Working alongside people and families

This section of the report focusses on the work that we do alongside people on a one to one basis. For the purposes of this report Individualised Services includes the work that we do within the Recreation Access Program, Youth Connect and all individually funded services. The following diagram gives an introduction to our approach to working alongside people and shows the continued emphasis that we place on setting goals and reflecting on outcomes achieved.

The 2014/2015 financial year was one of learning and responsiveness which saw many refinements to our redesigned Individualised Services. The service continues to reinforce the ethos of how we can be of most use to each person in their design of what a 'great life' looks like, thus moving forward with transparency to offer people choice, flexibility, and control in the design and delivery of their tailored supports and services.

A focal point for the year saw us taking further steps towards our commitment to creating a culture of feedback with the implementation of the Annual Client Survey. This process shone a light on our areas of strength in our Individualised Services. The results collected provide a measure of success and further clarity as to where to expend further energy to ensure optimal service delivery.

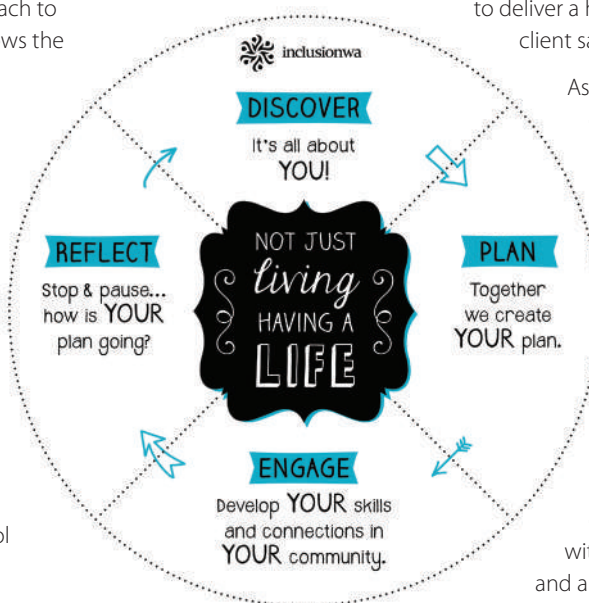
This was coupled with the positive outcomes from the recent

independent evaluation which added a further glimmer of validation. As an organisation we have made those first steps along the right path, as the sector responds to the climate of change unfolding on a national scale. The results highlighted our clear client focus and our willingness and capacity to deliver a high level of quality service and client satisfaction.

Aside from the findings of the evaluation report and the survey results, the importance and impact of our service reform is illustrated beautifully in the words and experiences of people. The personal accounts and the stories shared have become the yardstick in the true measure of the success of our Individualised Services.

The scope of the supports delivered is broad and varied with no two service arrangements and approaches alike. Inclusion WA has entered into a new ways of working, often taking on a whole-life/holistic approach to address needs and to facilitate the services of a person's own design.

For our annual report this year we feel that the best way for us to share information about the services that we have provided is by telling stories about some of the fantastic people that we have worked alongside. In this section of the report we have chosen to introduce a number of people that we have been fortunate to work alongside in the 2014/2015 year.



Introducing Esham

For Esham, his service design enables him to focus on addressing the areas of concern in his life with a holistic approach. Esham and his Mentor worked together to identify the areas Esham wanted to change in his life. This working rapport strengthened to provide the support and mentorship required for Esham to address the negative influences in his life head on.

"Esham wasn't sure how he wanted his life to change but knew that change was needed. He didn't have any aspirations for his future or really see the big deal with this being-alive business. It was abundantly clear to me that within this young person was a world of possibility and opportunity waiting to be unleashed." - Alex, Mentor with Inclusion WA.

Esham has gone through a unique transformation in almost every aspect of his life. Esham and his Mentor worked in partnership to shape the services and supports needed to encourage Esham to take stock of his situation and put in place positive strategies to improve his personal circumstances.

Esham's story clearly illustrates the importance of taking a whole-life approach. By tailoring and responding to the services as designed by the person, we can feel confident that services are built on the needs and preferences of the people who use them rather than for the convenience of Inclusion WA as a service provider.



Introducing Josh

Josh was seeking an opportunity to learn new skills and experience a real sense of teamwork and camaraderie. Through Josh's supports he discussed with his Mentor the opportunities that might enable him to gain these experiences. After mulling over a few possibilities, Josh had his eyes firmly set on becoming a Volunteer Firefighter. Josh and his Mentor worked together to make this a reality.

Josh enrolled in a training course to become a Volunteer Firefighter in the Forrestfield Brigade of the Volunteer Fire and Rescue Service. Josh attends the weekly skills and training sessions to build his knowledge and confidence in the role. The training sessions are designed for Josh and his fellow firefighters to undertake practical skill rehearsal in dealing with fire and emergency situations. Josh's positive involvement in the Fire Brigade thus far has fostered a keen interest to seek out further opportunities in the emergency services through his involvement with Inclusion WA.

The design of what a 'great life' looks like by nature is unique to each person, as no one person is the same and no one lifetime is static. Being celebrated for your unique contributions and feeling a sense of belonging is fundamental in the building of a 'great life'.

"You are doing a great service and even though in my role I am unable to recommend I certainly do tell individuals about your service."

- Disability Services Commission LAC

"Inclusion WA pushed me over the cliff of independence."

- Haylee

Working alongside people and families continued



Introducing Alaine

Alaine shared a similar experience where she was welcomed into a walking group with much warmth. A sense of belonging or feeling truly part of something is very much the essence of inclusion.

Alaine keeps active by walking regularly to improve her health and wellbeing. Alaine by nature is quite reserved and she does not express herself freely with words. Often this can make social settings and meeting new people a bit overwhelming.

Alaine and her Facilitators have worked closely together to link in with a walking group where Alaine could meet new people who share her interest in keeping fit and active. Alaine has been a member of the Healthy Heart Walkers for over a year now and walks weekly with the group.

Upon speaking to Alaine's fellow walkers it was plain to see that she is very much part of the fabric which makes up the group. The walk leader shared, "Our group is open to anyone who enjoys a good walk and great company. Alaine fits right in!"

"We've really enjoyed getting to know Alaine; she's part of the furniture now. I don't think it took her too long to warm to us and feel comfortable within the group."

Another walker remarked, "Alaine is a really personable lady, and that smile, well it can light up anyone's day!"

Quite aptly one member shared her thoughts on getting to know Alaine: "It's not about the words exchanged. It is how you feel in the company you each share that matters." This is such a powerful sentiment which illustrates that a positive connection with others does not rely solely on the ability to hold conversations. It's the shared interest and togetherness which bonds the fibres of friendships.

Alaine continues to walk weekly with the group; this has been a great opportunity for Alaine to widen her social circles. The group is now planning to meet monthly outside of the walks for social lunches.

By definition a 'great life' is unique in its design and doesn't happen by accident. A 'great life' is the result of allocating your time, energy, thoughts and hard work towards what you want your life to be.

"I have found the support people to be very professional and happy to work with all key stake holders to meet the needs of the individual. Always approachable."

**- Disability Services
Commission LAC**

Introducing Karen

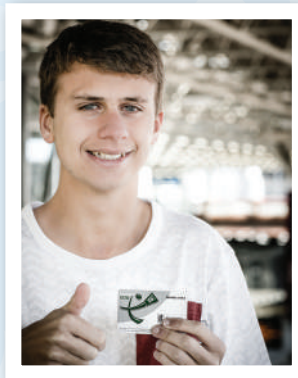
Karen and her Facilitator worked together to explore music and dance opportunities in Karen's community. This led to Karen joining an over-55 dance for fitness class. Although Karen enjoyed the fitness class, it was missing the all-important social aspect. Karen expressed that she didn't truly feel like part of the fold within the group. Hence, Karen and her Facilitator began to search for other opportunities. Karen is now an active member of a senior's leisure and social club in her local community.

Karen continues to attend the group weekly and is very much a welcomed and celebrated member of the social club. Karen is forming some firm friendships within the group. Her peers really value Karen for her "sunny disposition" and often describe Karen as being "a breath of fresh air".

Introducing Josh

A key design factor in Josh's view of a 'great life' was to strengthen his personal independence. To gain confidence in his own abilities was at the fore of Josh's goals in his services with Inclusion WA. Josh, like many other young people, had a full week balancing TAFE studies and various other social commitments. Josh was keen to catch public transport so he could attend his various commitments without having to rely on his family and others to provide transport.

For many people mastering public transport is quite an act, one that takes careful planning and punctuality. Josh and his Mentor have worked closely to craft a quirky approach for Josh to remember his various bus routes and landmarks along his regular commutes in the city. This approach is proving fruitful for Josh and he is now feeling far more confident when making his way around the city.



"It's a really valuable service particularly for younger people (age between 13 and 40). It has made a really positive impact on the individuals I support. They are doing the activities they love and are more connected to the community. Thank you :)"

**- Disability Services
Commission LAC**

"She's dealing with some really heavy and serious stuff and dealing with it superbly"

"You truly are making a huge impact on the lives of the people you support. It is invaluable and is enriching their life experiences"

**- Feedback from a referrer to
the Recreation Access Program**

"Inclusion WA has supported me to achieve my goals and I feel more confident to do things and speak up when I need help."

- Travis

Introducing Rochelle

Rochelle designed her services to assist her to take on more responsibility in the household by cooking regularly for her family. What began as a weekly one-on-one kitchen masterclass to prepare a family meal has very much whet Rochelle's appetite to pursue her interest in cooking. Rochelle and her Facilitator worked together to seek out further opportunities for Rochelle to build on her cooking/kitchen skills that align with her charitable nature.

As a result Rochelle has recently been successful in gaining a volunteer position as a Kitchen Attendant at a Breakfast Club initiative within a local primary school. Rochelle volunteers weekly to prepare and serve breakfast to a large number of students. Rochelle relishes this opportunity to give back to her community and work in a kitchen environment with a team of volunteers.

"Rochelle has learnt many life skills and gained immense confidence in her own abilities through her volunteering role." Ashara, Facilitator with Inclusion WA

This experience on a whole has fuelled Rochelle's desire to explore further possibilities for paid work in the hospitality industry as part of her services and supports with Inclusion WA. Having a sense of purpose and the opportunity to contribute to your own community is really important in the design of a 'great life'.

These stories of shared experience are the real measure of success and the potency of our Individualised Services. Quite simply, it's not just living; it's about having a great life!



Mental Health & Wellbeing Services

Over the past 12 months there have been a number of exciting developments within the Mental Health and Wellbeing department. With new projects, personnel changes and an ever increasing presence in the mental health services space, 2014/2015 has certainly been a big year for the team. Throughout this year the team has been ably managed by Kris Poole (currently on maternity leave) and Matt Shaw who have both done an excellent job of living up to our commitments and taking advantage of new opportunities as they have arisen throughout the year.

In the last 12 months the Mental Health team has been involved in delivering three key projects. Each of these have been collaborative projects that have delivered positive outcomes for other mental health service providers as well as people who have experience living with mental illness. A summary of each project can be found below:

Mental Health Commission and Inclusion WA's Physical Activity project

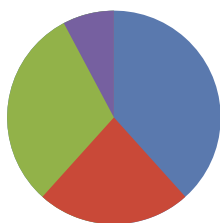
Inclusion WA developed three formal partnerships with RUAH, Richmond Wellbeing and Perth Home Care Services. By working alongside these organisations the following outcomes were achieved for 85 people with experience of mental illness:

- Greater connection to community, and
- Increasing physical activity levels of both people with a mental illness and their support networks.

The following chart shows the types of activities that these 85 people are now doing as a direct result of the physical activity project:

Activities engaged in

- Active Sport
- Passive Recreation
- Volunteer Roles
- Exercise Groups



Positive outcomes were achieved by working closely with people with a mental illness to help them identify and set their own goals in relation to community connectedness and physical activity. Concurrently, formal training sessions, informal group workshops and/or mentoring sessions with the support network for each individual were run in order to create shared learning opportunities and ensure all relevant individuals were involved in the process and working towards a common goal.

"Developing my goal plan was a great way to kick start my exercise program. I have found that I'm sleeping better now as well and [I am] in a good routine."

- Resident at Bassendean

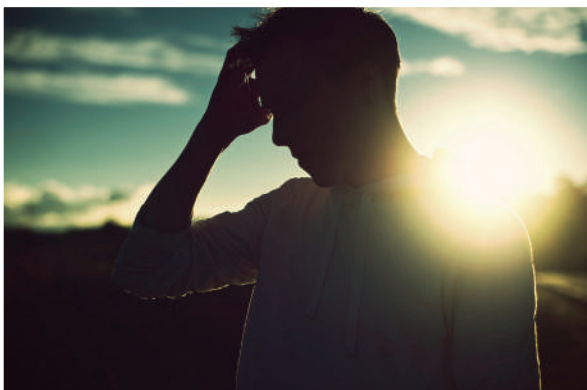
RUAH – building capacity to deliver social inclusion outcomes

As a direct result of our partnership approach to working alongside other mental health service providers Inclusion WA were approached to deliver training sessions for their staff. These sessions had a focus on asset based community development and social inclusion and were delivered to seven mental health teams across the Perth metropolitan region.

In total 18 formal training sessions were run for the metropolitan teams. These resulted in 94% of participants recording an increase in knowledge and understanding about the importance social inclusion plays on an individual's recovery journey. Importantly, 96% of participants recorded that they have implemented the learnings from the workshops at least once in the 2 months following.

"The workshops provided were interactive and extremely relevant to our work. It is also great to hear you will be there for support in the future!"

- Staff member from RUAH



Hostels – creating a culture shift

In 2014 Inclusion WA were contracted by the Mental Health Commission to begin a sector-leading project to assist privately owned hostels in two key areas:

- Upskilling key staff members on social inclusion and community development
- Connecting individuals to their local community.

The first year of this two year project saw Inclusion WA commence work with four privately owned hostels. To date eight workshops have been delivered for these hostels on topics such as social inclusion, dealing with conflicting behaviours and mental health first aid. Importantly, these sessions have sparked many great conversations leading to a positive shift in the culture of staff. An example of this has been initiated at St Jude's Hostel, who now regularly assists residents (who wish to do so) in attending a local swimming pool and recreation centre.

The following story about Johnno gives an example of the types of outcomes that are being achieved as a result of our Private Hostels project.

Introducing Johnno

When Johnno met the staff from Inclusion WA he was living in a group home and working in a sheltered workshop. At the time, Johnno was not participating in any physical activity and was not feeling at all connected to his community. As part of his recovery goals, Johnno wanted to lose weight and increase his fitness level. Further to this Johnno was keen to move out of the group home and connect with his local community through a swimming group. As Johnno already had a team working alongside him to assist him in achieving these goals, the role of Inclusion WA was to add value by means of training and mentorship.

Soon after making a goal plan, Johnno made a life-altering change and moved into his own home, creating a flow-on effect of dramatic changes. In order to get connected with his new surroundings and community, Johnno decided to join the local swimming club. It was through this connection that he was able to find some volunteering work at a local business. After a short period of volunteering, Johnno was rewarded with a paid role. This was a fantastic result and gave Johnno a tremendous confidence boost.

The second dramatic change came about as a result of him getting involved with his local swimming club. Regular attendance at his swimming class saw Johnno lose 6kg. Swimming has since become an important part of his weekly routine and is now a major contributor towards his overall wellbeing.

In the time that we have known Johnno he has completely taken control of his own recovery journey. By placing Johnno at the centre of his supports and thinking about him as a person with gifts and talents who can contribute a great deal to his community Inclusion WA has seen a transformation in his outlook and the people who support him to take positive steps towards living a good life.



Sport and Community Development

The Sport and Community Development team work with a wide variety of community groups to assist in the development of inclusive and welcoming environments across the sport and recreation sector in Western Australia. As Inclusion WA does not run any sport or recreation groups, the team work in partnership with existing clubs and communities to offer inclusive and welcoming opportunities to all people. A specific focus is placed on people who are disengaged or socially isolated, ensuring that these individuals may also feel a genuine belonging to the broader community.

Over the past twelve months, the Sport and Community Development team has worked with around 20 local government associations, 7 regional communities, over 350 community clubs, 15 state sporting associations, 100+ community organisations and well over 100 volunteers. These partnerships have led to the following outcomes in 2014-2015.

- 8,647 attendances were recorded in regional programs in 2014-2015
- 200 different sessions were coordinated by sport and recreation clubs in regional WA
- The average age of participants was 13 years
- 26% of participants were of indigenous background
- 11% of all participants had a disability
- 59% of participants did not belong to any local sports club or recreation group
- The average attendance per session was 43 people
- 7 regional programs were instigated (Karratha, Carnarvon, Esperance, Northam, Toodyay, Paraburdoo and Tom Price)

It is important to recognise that while Inclusion WA encourages people to participate in clubs and groups across Western Australia, a significant focus is placed on ensuring clubs and groups have the knowledge, confidence and ability to welcome

and meaningfully include people in all club activities in the future. The Sport and Community Development team assists sports clubs and recreational groups in offering a more inclusive community for all people. While the statistics above tell an important part and highlight the team's work on a broader level, one particular statistic stands out above the rest for us internally: 59% of all participants across all programs did not belong to any community club or group when they registered in 2014-2015. The Sport and Community Development team's focus is on ensuring that these participants can progress to join a local club within their community. For that to happen, a significant amount of work needs to be done to ensure that club environments are places where people with little to no club experience can 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:

- Karratha Community Program
- Carnarvon Inclusive Program
- City of Bayswater 'Have a Go' Day Initiative
- Northam Inclusive Program
- Esperance Inclusive Program
- WACA Inclusive Holiday Program
- WAFC Integrated Football Program
- Inclusion Sports Days
- Swimming WA Inclusive Swim Clinics
- Toodyay Community Program
- Tom Price 'Have a Go' Day Initiative
- Paraburdoo 'Have a Go' Day Initiative
- City of Joondalup Community Connect Project
- NDIS – ConnectABILITY Project
- AUSRAPID Classification

In 2014-2015, 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
- » Little Athletics
- » Mixed Martial Arts
- » Motor Cross
- » Netball
- » Power Chair Football
- » Rugby League
- » Squash
- » Swimming
- » Table Tennis
- » Tee Ball
- » Tennis
- » Ten Pin Bowling
- » Touch Football
- » Ultimate Frisbee
- » Volleyball





Partnerships in Regional WA

Ashburton

The Sport and Community Development team has been assisting the Shire of Ashburton to develop a more inclusive community in both Tom Price and Paraburdoo. The training and mentoring of local clubs culminated in the creation of two events which aimed to showcase the diverse range of community groups in the local area. At these two events, well over 800 people came through the doors and made connections with local clubs and groups.

Of the participants surveyed, over 70% of people stated that they had joined at least one club that they were not part of prior to the day. This is an incredible statistic and speaks volumes of what can be done when local clubs and groups are empowered to sell themselves to the community around them. By providing them with training, education and confidence, local club representatives were able to attract a significant amount of new members, breathing new life into many clubs in both Ashburton communities.

"The events have been extremely successful in the Shire of Ashburton. Clubs in both towns have been really keen to be more inclusive and welcoming to the community. Over the days, 70% of all survey participants signed up to clubs. Both events have been extremely successful. Individuals, clubs and the community have all benefitted and there has been a great sense of community built as a result of the event."

- Belinda Mortlock, Club Development Officer for the Shire of Ashburton

Toodyay

Inclusion WA was approached in December 2014 to provide the Shire of Toodyay with support to get more of the local youth engaged in their community. This came on the back of a pre-identified issue: Toodyay had the highest rate of youth-related crime in the wheatbelt. Over just six short months, Inclusion WA has assisted a large number of community members to participate in clubs and groups operating in and around Toodyay through the development of the Toodyay Community Program. Participating clubs and groups have benefited from training and mentoring and have reaped the rewards of offering a welcoming and inclusive environment. Community members and community organisations worked together to support the transition of disengaged people into local clubs. Many of the local clubs have reported a spike in membership and other benefits.

"For us, the program has really enabled our existing members to show our club off to the community. Through this program several barriers are being broken down including the age barrier. Many of our retired members come down and help coach young children and the local youth and this is healthy for us as individuals, for our club and for the entire community."

- Frank Taylor, Toodyay Tennis Club

In the first six months, the program has seen 1,474 attendees and has delivered over 3,300 hours of inclusive sport and recreation. Perhaps more importantly, the program has delivered opportunities for local community members to engage in the community and to obtain a valued role, which for many can be life changing.



Board Members



Matthew Popham

Board Chair

Matt is a tax partner at a big 4 accountancy firm. He has over 15 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 with three children and together with his wife Jennifer plays an active role in the Superfins swimming club for people with disabilities. In his spare time, Matt still plays rugby union, is a keen runner and enjoys most sports.



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 and Deputy Chair of Global Voices. Elizabeth has been recognised with an Australian Leadership Award from the Australian Davos Connection and a West Australian of the Year Award.



Melissa Caputo

Treasurer

Melissa joined the board as Treasurer in October 2013. She is a Chartered Accountant and works as a Manager in Corporate Tax at KPMG. Melissa has been involved as a player with her netball club for the last 13 years and has been a coach for 6 years. She enjoys travelling, spending time with family and friends and is a passionate Fremantle Dockers supporter.



Rebecca Bunney

Secretary

Rebecca is a solicitor practicing in commercial litigation and family law at Cullen Macleod. Rebecca has experience in providing legal advice to not-for-profit organisations and also volunteers as the Women's Law Centre as part of the Evening Legal Clinic. Rebecca holds degrees in psychology and law, and worked for the Autism Association of WA as an intervention therapist for a number of years.



Bob Campbell

Deputy Chair (until October 2014)

Bob is a certified practising accountant and tax agent in public practice in the Perth CBD. His firm, R.J.Campbell & Associates, specialises in the auditing and financial management of public benevolent institutions, charities, churches, schools and colleges. He has over 25 years experience leading social welfare and educational institutions in NSW and the Northern Territory and holds a Master of Social Work Administration degree. He serves on the boards of four charities in Perth. He is married to Gail and together they love the beach, rugby, cricket, golf and red wine.



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 15 years primarily in AFL football. He is currently the senior consultant for high performance with the Department of Sport and Recreation. Brendan keeps active by volunteering as a surf life saver and coaching junior football. He holds a degree in sports management and is married to Jane with two children.



Barbara Oosterhuis

Board Member

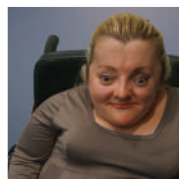
Barbara is passionate about community inclusion and works to ensure that all people will have a quality life filled with opportunities, friendship and choices. Barbara has for many years worked in a variety of organisations which have endeavoured to assist people with disabilities into the broader community. 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. Barbara is married and is the "besotted grandmother of several delightful grandchildren."



Devika Tampi

Board Member (left the Board Jan 2015)

Devika joined the Board in March 2012. Devika works in the resource sector in a community development role and holds a Law degree from UWA.



Prue Hawkins

Board Member

Prue joined the Board in October 2013 and is a family law solicitor currently working as Senior Research Officer for the Chief Judge of the Family Court of Western Australia.

Prue previously worked 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.



Hermione Scott

Board Member

Hermione joined the board in October 2011. Hermione works in the mining industry managing a team specialising in government approvals, her work is based in the Perth CBD with regular travel to the Pilbara region. Hermione holds a degree in Town Planning. In her spare time Hermione is a keen gardener interested in sustainability and urban agriculture.

Inclusion WA Inc.
ABN: 76 329 301 659
Abridged Financial Statements for the year ended 30 June 2015

Statement of financial position			Statement of profit or loss and other comprehensive income				
	2015	2014		2015	2014		
As at 30 June 2015	\$	\$	For the year ended 30 June 2015	\$	\$		
Current assets			Revenue				
Cash and cash equivalents	1,898,534	1,010,217	Operating income	554,466	459,224		
Trade and other receivables	40,851	94,952	Investment income	44,055	20,054		
Deposits	2,446	550	Grants	2,370,126	1,650,375		
Property held for sale	300,000	800,000	Gain on sale of fixed assets	26,555	-		
Total current assets	2,241,831	1,905,719	Other	28,165	204,485		
Non-current assets			Total operating revenue	3,023,367	2,334,138		
Property, plant and equipment	1,555,548	1,469,576	Expenses				
Total non-current assets	1,555,548	1,469,576	Employment	(2,283,768)	(1,992,638)		
Total assets	3,797,379	3,375,295	Program	(185,018)	(208,240)		
Current liabilities			Administration	(108,215)	(124,408)		
Trade and other payables	815,278	795,614	Property	(60,831)	(41,160)		
Employee provisions	212,692	209,176	Motor vehicle	(91,360)	(78,647)		
Total current liabilities	1,027,970	1,004,790	Loss on sale of assets	(3,559)	-		
Non-current liabilities			Depreciation	(94,141)	(60,028)		
Employee provisions	36,804	6,090	Total operating expenses	(2,826,892)	(2,505,121)		
Total non-current liabilities	36,804	6,090	Surplus / (deficit) from operating activities				
Total liabilities	1,064,774	1,010,880		196,475	(170,983)		
Net assets	2,732,605	2,364,415	Capital grants	139,715	-		
Equity			Surplus / (deficit) before income tax expense				
Asset revaluation reserve	771,406	1,203,370		336,190	(170,983)		
Asset replacement reserve	412,148	412,148	Income tax expense	-	-		
Retained surpluses	1,549,051	748,897	Surplus / (deficit) after income tax expense for the year	336,190	(170,983)		
Total equity	2,732,605	2,364,415	Other comprehensive income for the year, net of tax				
			Changes on revaluation of non-current assets	32,000	-		
			Total comprehensive income / (loss) for the year				
				368,190	(170,983)		
			Statement of changes in equity				
				Asset replacement reserves	Asset revaluation reserves	Retained surpluses	Total equity
			For the year ended 30 June 2015				
			Balance at 30 June 2014	412,148	1,203,370	748,897	2,364,415
			Surplus after income tax expense for the year	-	-	336,190	336,190
			Transfer from reserves	-	(463,964)	463,964	
			Other comprehensive income for the year, net of tax	-	32,000	-	32,000
			Balance at 30 June 2015	412,148	771,406	1,549,051	2,732,605
Statement of cash flows							
	2015	2014					
For the year ended 30 June 2015	\$	\$					
Cash flows from operating activities							
Receipts from operations	3,159,700	2,287,094					
Payments to suppliers and employees	(2,688,093)	(2,267,786)					
Net cash from operating activities	471,607	19,308					
Cash flows from investing activities							
Purchase of property, plant and equipment	(180,198)	-					
Proceeds from disposal of property, plant and equipment	555,081	-					
Interest received	41,827	20,054					
Net cash from investing activities	416,710	20,054					
Cash flows from financing activities							
Proceeds from borrowings	-	(1,050)					
Net cash (used in) / from financing activities	-	(1,050)					
Net increase in cash and cash equivalents	888,317	38,312					
Cash and cash equivalents at the beginning of the financial year	1,010,217	971,905					
Cash and cash equivalents at the end of the financial year	1,898,534	1,010,217					
			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.				

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.

BUTLER SETTINERI

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

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 2015, 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 2015. The abridged financial statements do not contain all the disclosures required by Australian Accounting Standards.

Board and management's Responsibility for the Abridged Financial Statements

The members of the board and management of the entity are 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.

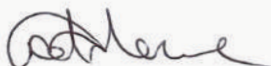
Auditor's Conclusion

The abridged financial statements of Inclusion WA Inc for the year ended 30 June 2015 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.

BUTLER SETTINERI (AUDIT) PTY LTD



MARIUS VAN DER MERWE CA
Director
Perth
Date: 8 October 2015

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Proactive ▸ Quality ▸ Supportive



not just living,
having a life

www.inclusionwa.org.au



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



Department of
Sport and Recreation

North West Shelf Project



Government of Western Australia
Mental Health Commission



making a difference



SMITHS BEACH
My RESORT

culshaw miller
lawyers

A member of the **hunt-hunt** legal group

Ausrapid



BECKETT'S FLAT
MARGARET RIVER WINE