



Onemda

Support | Experiences | Interactions ~ Enriching Lives

ANNUAL REPORT

2015

MISSION

Onemda strives to enhance the quality of life of people with an intellectual disability by providing support, experiences and interactions to develop skills and enrich lives.



THE ONEMDA ASSOCIATION, INC.

A0025065T



OFFICE BEARERS

CHAIR

Mr. Geoff Kidd

TREASURER

Mr. Tony De Luca

COMMITTEE

Mr. David Goldsworthy

Ms. Kate Clampett

Mr. Bill Cracknell

Mrs. Julie Burton

Mr. Greg Schinck

Mrs Grace Roy

VICE-CHAIRS

Mrs. Heather Maunder

Mrs. Maria Cendana-Paiva

AUDITOR

Mr. Mark Herold,

B. COM., C.A.

LIFE MEMBERS

Dr. Norman Dowell (dec.)

Mrs. Thelma Dowell, OAM

Mr. Ron Rigby (dec.)

Mrs. Lyn Parsons

Mrs. Marie Dillon

Mrs. Janet Goodwin

Mrs. June Ellis

Mr. Wayne Tyrrell

Mr. David Webster

Mrs. Helen Shelden

Mr. John Seedsman

Mr. John O'Brien

STAFF

CHIEF EXECUTIVE OFFICER

Simon Lewis

FACILITIES MANAGER

Travis Flanagan

Disha Hayes - LEAP

Ivan Ho

Amy Hogan

Karyn Holland

Joel Hunter

Brenton Knee Chong

Gayle Lawler

Irene Lim

Angela Lonergan

Chris Moore

Gloria Pearson

Si Sau Phan

Andrew Piper

Barbara Talbot

Peter Timmerman

Liz Toscano

Terence Tsoi

Silvana Vittorio

Yenna Yap

Della Sum Yip

ADMINISTRATION SUPPORT

Liz Richards

BUSINESS & FINANCE MANAGER

Janet Dalton

MUSIC COORDINATOR

Peter De Weijer

TRANSPORT

Willy Adam

Glen Dean

Emmanouel Dinakis

Les Gung

Martin Weber

John Wright

SERVICE PROVISION MANAGER

Nicole Harrop

ACTING INTAKE & TRANSITIONS COORDINATOR

Megan Dodds

CLEANING/ MAINTENANCE

Dennis Wallis

Ken Wallis

ACTING PROGRAM MANAGER

Leanne Cormick

TEAM LEADERS

Gianni Brucchieri - LEAP

Danika Dillon

Heidi Hobbs

Nicola Hollingdale

Jennifer McDermott

Lorene Moyle

Mark Young

TUTORS

Michelle Blewett

Liz Pitts

Rachel Edward

QUALITY & OUTCOMES MANAGER

Kellie Prvan

INSTRUCTORS

Linda Biancotto

Steve Cassar

Tarah Chaplin

Jennifer Chew

Bill Gould

Mary Grubb

Maria Hamilton

Kate Harrison

INSTRUCTOR SUPPORT

Michael De Haas

Pauline Nash

Kathy Tsang

Roisin Twomey

EVENING RESPITE COORD.

Gayle Lawler

GROWTH & DEVELOPMENT PROJECT WORKER

Brooke Andrews

EXECUTIVE OFFICER

Sue Dixon

THERAPY STAFF

Carlene Gregory

(Physiotherapy)

"I feel proud of myself because I'm doing a good job"

CHAIR

As we move closer to the full roll out of the National Disability Insurance Scheme (NDIS) the Onemda Board has been working diligently to ensure the organisation is in a position of strength. This has included in-depth future modelling which aims to shape Onemda's services to be more holistic to people with a disability and their support network. This will provide a framework committed to innovative and contemporary practice and a high quality customer experience.

The organisation continues to invest in its services through infrastructure improvements and staffing roles to support growth and diversification. This has included investing in a full business scoping project to understand the various service requirements to ensure the introduction of a new client management system fully supports our growing needs. This is due for full implementation in late 2015. The appointment of the Innovation and Planning Manager has driven the reorientation of the organisation's strategy and services to align with the fundamental principles and funding framework of the NDIS. This has been an extremely important appointment and has provided valuable guidance for the Board to ensure we appropriately plan and consider the full impact of this revolutionary scheme.

To assist the Board make informed and objective governance decisions, Onemda has a strong and robust reporting structure in place.

This includes the roles of the Finance, Governance and the Innovation, Quality & Improvement sub-committees which bring well considered opinions and considerations to the full Board. I am grateful for the contributions made by the various Board members who actively support these important sub-committees.

Throughout the year, the Board have been guided by the Board Improvement Plan which has provided valuable guidance and professional development to our members and ensures we continue to focus on accountability, best practice and ethical governance practices.

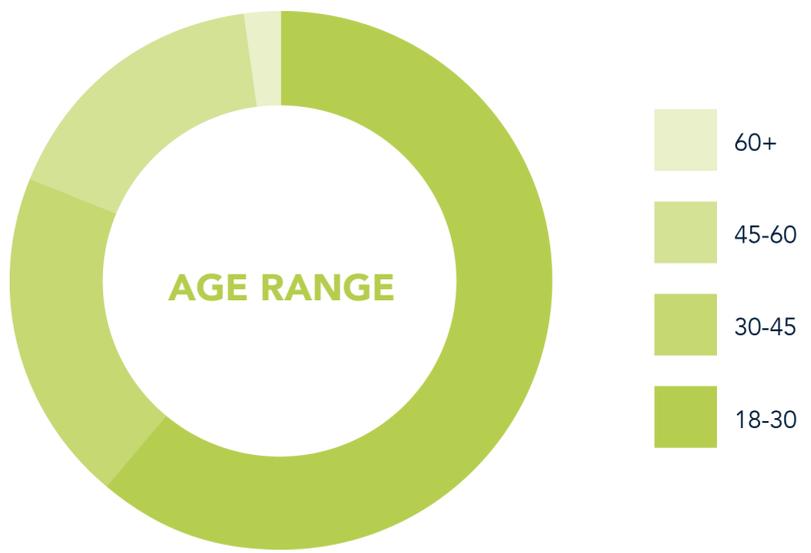
Each year one third of the Board Members retire. I'd like to thank David Goldsworthy, Grace Roy, Kate Clampett and Greg Schinck for being part of our Board. Tony DeLuca will be resigning in the near future, having joined the Board in 2009. Tony has been Treasurer since that time. Many thanks Tony for your good advice and expert attention to our finances. David Goldsworthy joined the Board in 2004. He was President from 2005 to 2010, and has served on several subcommittees, including Governance, Finance and OH&S. I would like to thank David sincerely for the contribution he has made to the Board and I wish him well.

My thanks to the other Board Members, Staff, and members of the Onemda Council for contributing to an excellent year.

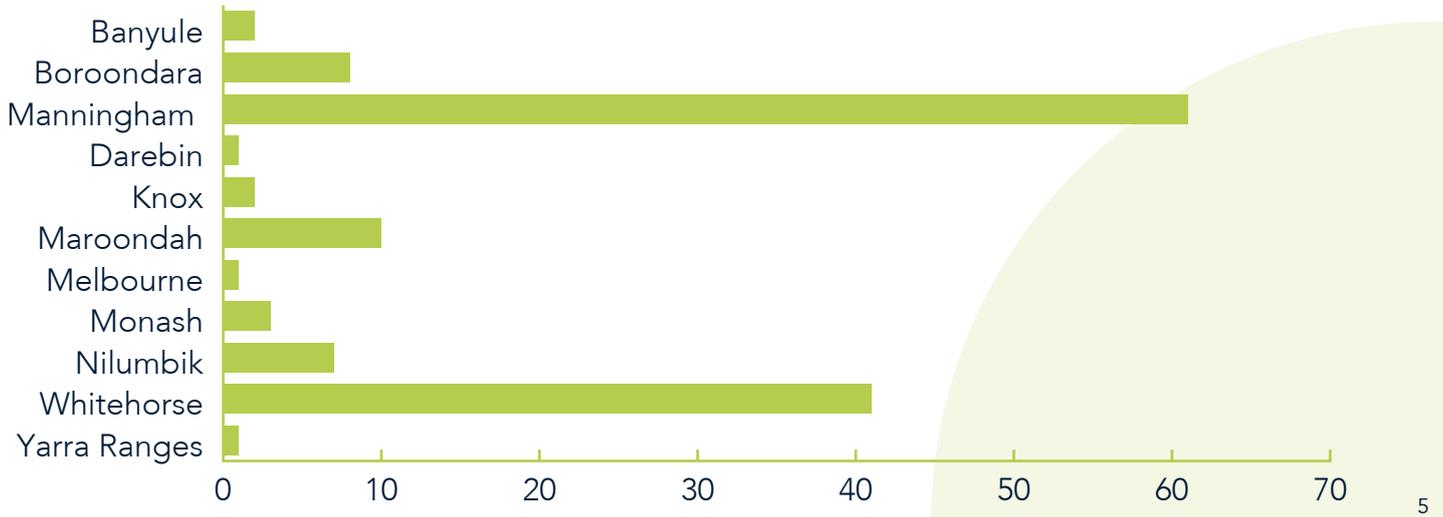
Geoff Kidd

Board Chairperson





LOCATIONS





CHIEF EXECUTIVE OFFICER

The 2014/15 financial year has been a year of organisational readiness and change as the NDIS full scheme roll out rapidly approaches. In addition, there have been many amazing achievements accomplished by the Onemda community.

The implementation of the 'Beyond Excellence in Service Today and Tomorrow' (BEST) has been conducted throughout Onemda. BEST is a self-assessment tool co-designed by participants, carers and staff. It aims to assist staff and the broader Onemda community to recognise what we do well and what elements of our practice and service we can do better. We are immensely proud of this project which focuses on the important foundations required to enable Onemda to lead innovation and deliver exceptional opportunities.

As the disability sector gets set for the full implementation of the NDIS, Onemda continues to focus on ensuring business systems, resources and technology are in place to meet the changing needs required to operate within the scheme. In addition, key strategies from Onemda's 'Future Service Model' are being implemented. Central to this strategy is Onemda being a focal point for people with a disability and their support network through the provision of a more holistic service model underpinned by innovation and responsiveness.

As part of the diversifying of service options, Onemda and Interchange Inner East (IIE) have established an 'Extended Services' partnership which is delivering a range of service options beyond the traditional hours of support.

The commitment and shared vision of this partnership is exciting. There is alignment of both organisations to provide responsive and value driven opportunities for people with disabilities and their families living in Melbourne's east.

Onemda has continued to provide skill based training in purposeful environments to support the transition to further training and employment pathways. Both the *CafeAbility* and *Café @ Ajani* are two such projects, where the establishment of a training café environment has enabled students to learn on the job hospitality skills. I would like to acknowledge the partnership with Living and Learning @ Ajani and the generous support from Adult, Community and Further Education (ACFE), the Australian Chinese Event Committee and the Bendigo Bank Community Enterprise Foundation whose generosity has enabled these opportunities to become a reality.

In December 2014, Onemda successfully completed its accreditation audit in line with the DHHS Standards. It was noted that Onemda plays an active role in supporting disadvantaged and marginalised communities and this was highlighted through Onemda's Diversity Plan. This process reinforces that the organisation has robust quality improvement systems in place and continues to focus heavily on ensuring participants and their extended network are well supported.

I would like to acknowledge the contributions of Brooke Andrews as Service Provision Manager and Meng Lyell as the Program Manager who both stepped down from their respective roles in early 2015. Both were great advocates for the people we support and demonstrated a real sense of devotion to their work.

On behalf of the Onemda Board, I would like to acknowledge and thank our funding bodies, the Department of Health and Human Services, Manningham City Council and Adult, Community and Further Education for their valuable contribution. I also would like to thank the many local community groups and businesses for their on-going partnerships and generous philanthropic support which Onemda has received throughout the year. This has enabled Onemda to continue to deliver high quality, innovative and responsive programs, which in turn support our participants to gain skills, build experiences and enrich their lives.

On behalf of the Onemda community I would like to thank our Chair, Geoff Kidd, and the Board for their support, dedication and ethical governance of Onemda. Finally, I would like to personally thank all of our wonderful staff and volunteers for their continued enthusiasm and dedication to ensure Onemda delivers high quality services to our participants, their families and carers.

Simon Lewis

Chief Executive Officer

"I feel confident, how far I've come, it's been great"

SERVICE PROVISION MANAGER

2014/2015 continued to see the development and adaption of services responsive to the needs of participants, family, carers and sector trends. Aligned to Onemda's Mission Statement, we remain focussed on our core business and on maintaining our purpose in an ever changing and complex environment. It continued to be a year of preparation for NDIS and to align program option relevant to participant goals. Our Service Provision is responsive to market need. Review and evaluation have been the key drivers of program change and refinement.

The demand for Onemda's services remains unprecedented. Through diversity and an ethical social support framework our service delivery works in collaboration with local schools, businesses, services and clubs. We pride our delivery on experience, valuable insight and knowledge of the needs of our consumers, paying attention to continuous improvement of Onemda's service model.

Onemda continues to expand and develop a range of programs that achieve outstanding outcomes for our participants.

2014/2015 saw the introduction of three Program Streams: Enrichment, Living and Learning and Pathways. Stream objectives have been developed. Evaluation based on these objectives, will measure outcomes which will assist and enhance the attainment of individual goals.

We have been involved in community partnerships with organisations including Coles, Mitre 10, Doncaster Rovers Soccer Club, East Doncaster Cricket Club, Indulgence Café, Nadrasca and Waverley Industries. These programs help ensure that our participants attain goals such as social inclusion, recreation, independence, skill development, health and wellbeing, having fun and workplace readiness. I would like to express our gratitude to these valuable partners for collectively supporting and enriching the lives of our participants through meaningful interactions and learning.

Our community presence continues to be valued by the sector. We proudly offer our knowledge and expertise to the general community, and at relevant conferences and forums. Our education and information provision to the community continues to be well received.

I would like to acknowledge the support and guidance of the Onemda Board. Thank you to my colleagues in the management team and all of the staff and volunteers for their continued dedication, hard work and enthusiasm. This collective team environment ensures that Onemda provides a high calibre service for our participants, their families, carers and the community. It is a privilege to be involved in such outstanding service delivery.

Nicole Harrop

Service Provision Manager



INCLUSION BEGINS WITH I

There is an overwhelming community need to focus on inclusion activities and challenge barriers to inclusion, within a localised context. Onemda is seeking to inform the community in its understanding and learning with the ultimate aim of embracing people with disabilities as valued citizens in their community.

Onemda's Inclusion Begins with I campaign was launched in September by the Mayor of Manningham Councillor Paul McLeish.

The campaign has featured signage on local buses and short video clips featuring participant stories about their experiences of inclusion.

STAFF - PEOPLE & CULTURE

Onemda is committed to retaining and recruiting staff with respectful values, attitudes and appropriate skills to ensure the best outcomes for our participants, families and carers. Onemda is proactive in seeking opportunities for staff through ongoing professional development, projects and regional initiatives.

Our Workforce strategy whilst challenged by sector reform is focussed on the retention of our highly professional workforce. We continue to strive to promote an active and healthy workforce. The adoption of a project identifying the core elements of our Culture will assist us to nurture Onemda's unique and highly regarded values, culture and admirable history.

Whilst maintaining a balance of progressive business oriented practices, ethical social support and services we continue to invest in professional development offering a large array of training and development throughout the year.



The introduction of the Peer Support program primarily focused on best practice and on keeping our staff updated with knowledge of innovative approaches.

Our staff strive to engage and communicate effectively with participants, families, carers and the community with sensitivity, professionalism and courtesy. The recent "Customer Experience" workshop reiterated our commitment to these core values of communication.

High workforce retention demonstrates that Onemda is an employer of choice, with an outstanding commitment to our participants. Congratulations to all staff on a year of *outstanding service delivery*.

Nicole Harrop

Service Provision Manager

STAFF MILESTONES

The most valuable resource at Onemda is the staff. We thank all staff for their contribution to Onemda and particularly recognise those who have achieved milestone anniversaries during the year.

Special acknowledgment is given to Janet Dalton on reaching 35 years' service at Onemda. During that time she has made a significant contribution, undertaking a number of roles. Currently Janet is the Business and Finance Manager.

5 years:

- Jennifer Chew
- Nicola Hollingdale
- Angela Lonergan

10 years:

- Willy Adam
- Leanne Cormick

15 years:

- Simon Lewis

35 years:

- Janet Dalton



XTEND

WITHOUT LIMITS

Throughout 2014 -2015 Xtend participants have enjoyed a range of both on campus and off campus activities, including bowling, bounce, movies, Zumba, mini golf, art workshop, exercise and music.

The program continues to respond to individual need and caters towards a variety of interests from our participants.

ONEMDA COUNCIL

Onemda Council is a representatives group who advocate on behalf of all participants. The Council is committed to recognising the rights, responsibilities and the decisions which affect them.

Onemda Council has had another busy year, with the election of three new council members. Members of the Council, including two new members Cathy T and Matt R, attended the "Having A Say" conference in Geelong. Again it was a worthwhile experience and successful conference.

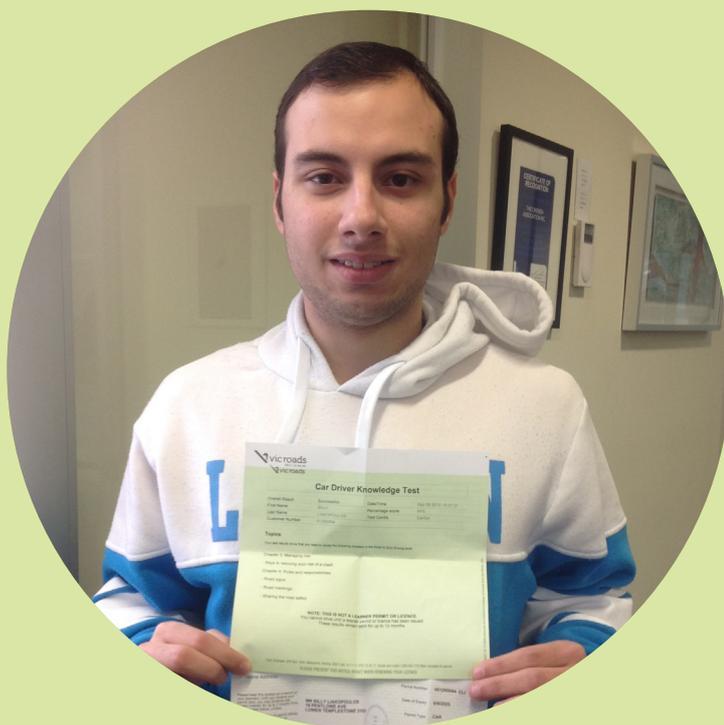
Some examples of the many events and projects Council have been working on during the last year include:

- Harmony Day
- A Shut the Door campaign to save energy
- Healthy Snack Canteen proposal
- Electoral reform procedures
- Aboriginal Cultural Awareness
- Get Loud Disco

Thank you to our current and retired council members for their hard work and dedication in ensuring all participants at Onemda are able to raise issues, express ideas and make suggestions to continually improve our service. Your voices have been heard.

Nicole Harrop

Service Provision Manager



BILLY'S STORY

This year Billy has achieved his goal of obtaining his learner's permit. For the past two years Billy has been working hard with the help of staff at LEAP, to read and learn the VicRoads handbook.

Billy is very excited at being one step closer to getting his license. He is back into studying mode and is preparing for the next step which is step 5 "Learning how to drive with a supervisor".

"I just learnt a few songs, then next thing you know I bought a bass and I'm rocking out"

TREASURER

It is my pleasure to report a surplus for the year ended 30th June 2015 of \$356,056.

The surplus continues to be to expectation due mainly to the hard and diligent work of the CEO, Simon Lewis and his team.

Total revenue has again increased from the previous year to \$4,443,530.

Investment income is approximately 40% higher than the previous year. Onemda will continue to prosper from it's excellent financial position as demonstrated in the accounts.

Special thanks to our Auditors, CHN Herold Ross and staff, for their support and excellent preparation of the Audited Financial Reports.

I thank the management team for always being so prompt with their reporting to the Board of Management and Finance Sub-Committee.

Anthony De Luca

Treasurer





"yay for soccer!"

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2015

ASSETS	2015	2014
Current assets	\$	\$
Cash and cash equivalents	437,862	270,913
Trade and other receivables	43,628	45,279
Other current assets	16,321	14,508
Financial assets	3,138,234	2,944,136
Total current assets	3,636,045	3,274,836
Non - current assets		
Financial assets	38,721	37,912
Property, plant and equipment	3,467,461	3,517,007
Total non - current assets	3,506,182	3,554,919
TOTAL ASSETS	7,142,227	6,829,755
LIABILITIES		
Current liabilities		
Trade and other payables	545,998	537,179
Short term provisions	407,825	456,287
Total current liabilities	953,823	993,466
Non – current liabilities		
Long term provisions	50,567	35,571
Rental in advance	477,068	487,068
Total non – current liabilities	527,635	522,639
TOTAL LIABILITIES	1,481,458	1,516,105
NET ASSETS	5,660,769	5,313,650
EQUITY		
Reserves	(299)	(1,108)
Retained earnings	5,661,068	5,314,758
TOTAL EQUITY	5,660,769	5,313,650

STATEMENT OF CASH FLOWS FOR YEAR ENDED 30 JUNE 2015

Cash from operating activities:	2015	2014
Operating grant receipts	4,257,716	3,937,625
Receipts from community funding	41,123	221,944
Receipts from other income	911,318	861,004
Dividend received	2,197	1,469
Interest received	116,780	83,228
Payments to suppliers and employees	(4,799,045)	(3,901,089)
Net cash provided by operating activities	530,089	1,204,181
Cash flows from investing activities:		
Payment for property, plant and equipment	(193,360)	(240,242)
Proceeds on sale of property, plant & equipment	24,318	-
Payment for financial assets	(868,234)	(1,369,136)
Proceeds on disposal of financial assets	674,136	317,599
Net cash used in investing activities	(363,140)	(1,291,779)
Net Increase (decrease) in cash held	166,949	(87,598)
Cash and cash equivalents at beginning of financial year	270,913	358,511
Cash and cash equivalents at end of financial year	437,862	270,913



**INCOME & EXPENDITURE
STATEMENT FOR THE YEAR
ENDED 30 JUNE 2015**

REVENUE	2015	2014
Grants	\$	\$
- Government Funding	3,756,106	3,424,787
- ACFE	93,388	100,146
- City of Manningham	9,655	50,915
- XTEND	47,104	-
Community Funding		
- Donations	41,123	221,944
Other Income		
- Fees and Transport	339,541	322,869
Levies	31,540	44,749
- Rental	5,917	9,503
- Sundries	4,324,374	4,174,913

EXPENDITURE

Amenities & entertainment	13,393	11,794
Audit fees	22,679	24,296
Bank charges	1,183	1,053
Cleaning	10,043	10,425
Computer consumables	12,187	21,163
Consultants fees	23,406	30,365
Depreciation	186,754	180,549
Amortisation	26,971	26,971
First aid supplies	5,245	5,800
Hygiene supplies	9,681	9,718
Operating cost	25,542	19,132
Property insurances	6,861	6,847
Light & power	17,926	19,607

"The band has given me
lots of opportunities"

Long service leave	(14,498)	32,360
Annual leave	(18,968)	(12,373)
Membership fees	4,579	6,291
Postage & telephone	21,800	17,272
Printing & stationery	11,826	11,464
Program equipment/supplies	19,687	24,915
Rates & taxes	6,159	7,173
Repairs & maintenance	20,533	19,897
Salaries	3,175,009	2,973,123
Staff development & training	28,620	25,453
Staff recruitment	15,713	3,310
Sundries	16,541	14,085
Superannuation	290,196	265,890
Transport running costs	108,390	98,820
Workcare levies and medical costs	40,016	22,525
	4,087,474	3,876,020
OPERATING PROFIT	236,900	267,567
Non-operating Income		
Interest	121,673	87,421
Dividends	2,197	2,098
Gain / (Loss) on sale of assets	(4,714)	(477)
	119,156	89,042
SURPLUS FOR PERIOD	356,056	356,609

"I really like to come and try learning new things"

COMMUNITY SUPPORT & DONATIONS

The Onemda Board is appreciative of the generous support of individuals and organisations who have assisted either financially or in-kind.

Mr W Adam
 Mr & Mrs K Adamson
 Mr W J Anderson
 Mr R Bevilacqua
 Mr P Bing
 Mrs H Brown
 Mrs M Cendana-Paiva
 Mr & Mrs T Cleeve
 Mrs M H Collis
 Mr & Mrs P Cook
 Mr & Mrs B Davidson
 Mr & Mrs G Dillon
 Mr E Dinakis
 Mrs T Dowell
 Mr. & Mrs M J Edwards
 Dr M Esler
 Mr D Goldsworthy
 Mr & Mrs E Gray
 Mr & Mrs I Holowko
 Mr & Mrs H Hung
 Mr J Hunter
 Mr Ray Johns
 Mrs A E Koch
 Mrs J Laird
 Mr & Mrs E McClelland
 Mr & Mrs R McKibbin
 Mr & Mrs C Meredith

Mr & Mrs J Murphy
 Mr & Mrs J Naughtin
 Ms W Nelson
 Mr & Mrs J O'Brien
 Mr & Mrs G O'Shea
 Mr & Mrs N Parsons
 Mrs B Pelosi
 Mrs L Poulton
 Mrs M Pulford
 Mrs E Richards
 Mr & Mrs A Savinos
 Mr & Mrs J Seedsman
 Mr & Mrs C Shaw
 Mr & Mrs R Slatter
 Mr & Mrs N Smith
 Mr & Mrs A Spadaro
 Mrs E Stafford
 Mr & Mrs M Tjia
 Mr W Vaas
 Mr S Vuong
 Ms M Waspe
 Mr & Mrs D. Webster
 Mr. & Mrs G. Welch
 Mrs C Wilson
 Mrs E Wilson
 Mr. & Mrs. I. Wood

In addition, the Board acknowledges the generous support of the following service groups, philanthropic trusts and sponsors who have contributed either financially, with physical assistance or by donating goods or services.

Aspire Learning Resources	Equilibrium Gym
Beraldo Coffee	First Impressions
Bendigo & Adelaide Bank Ltd	Grill'd Pty Ltd
Bird of Paradise Florist	Heatherwood House
Bulleen Library	Indulgence Café
Coles, Bulleen	Lord Mayor's Charitable Fund
Coles, Tunstall Square	Manningham Centre
Collingwood Children's Farm	Manningham City Council
Craft Group	Nadrasca
Creative Branding Solutions	Rojo Pacific
Domaine Retirement Village	Rotary Op Shop Warrandyte
Doncaster Mitre 10	The Pratt Family
Doncaster Rovers Soccer Club	Trinity Grammar School
Donvale Flower Gallery	Waverley Industries
East Doncaster Cricket Club	

Our sincere thanks are extended to all those who have supported the Association during the year. Please accept our sincere apology if your name has been inadvertently omitted from this list.



ONEMDA MEMBERSHIP

Membership allows you to attend the Annual General Meetings and vote for the volunteer Onemda Board. Onemda is managed by a voluntary Board comprising parents, business and community representatives. As a member you are also able to vote on any business discussed at Annual General Meetings and Special Meetings.

Membership of Onemda is available to family members and the general community.
Annual membership is \$5 per person or \$10 per family.

YES! I WOULD LIKE TO APPLY FOR MEMBERSHIP

Surname:

Please list all family members included in family membership

First Name:

Address:

Suburb:

Postcode:

Phone:

Email:

I/We support the purposes of the Association and agree to comply with the rules of the Constitution of the Association.

Signed:

DONATIONS

YES!

I WOULD LIKE TO GIVE A DONATION

Donations to Onemda directly assist our participants by providing facilities & resources to ensure we continue to deliver high quality services

(Donations of \$2 and over are tax deductible)

I/We would like to make a general donation to support Onemda

Enclosed is my donation of:

\$20 \$30 \$50 \$75 \$100 Other: \$

Name:

Address:

Suburb:

Postcode:

Phone:

Email:

YES!

I WOULD LIKE TO DONATE TO THE ONEMDA FUND

The Onemda Fund was established by Onemda to create a perpetual income stream and is managed by the Lord Mayor's Charitable Foundation.

(Donations of \$2 and over are tax deductible)

I/We would like to make a donation to The Onemda Fund

Enclosed is my donation of:

\$20 \$30 \$50 \$75 \$100 Other: \$

Name:

Address:

Suburb:

Postcode:

Phone:

Email:

If you require further information on :

How to include Onemda in my Will

OR

Donating of goods and/or services

Please call the Business and Finance Manager on 9842 1955

PLEASE RETURN YOUR COMPLETED FORM TO:

Business and Finance Manager, 123 Andersons Creek Rd, Doncaster East 3109 **OR** Fax to 9842 3756

www.onemda.com.au

The Onemda Association Inc.

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Doncaster East VIC 3109

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e onemda@onemda.com.au