



# 2021/2022 Annual Report



Our Vision

For people with disability to have opportunities to live a fulfilled life.

Our Purpose

To enrich lives through education, therapy and social connectedness.

Our Values

Increasing Impact

When participants succeed, we succeed.

Providing Possibilities

Everyone has the right to reach their potential.

Cultivating Connection

Great things happen when we do them together.

Prioritising People

People are at the heart of everything we do.

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Chair Report

Onemda entered the 2021/22 operating year still feeling significant impacts from COVID-19, and **we could not be prouder** of the resilience families, program participants, staff and our management team have shown in the face of these challenges.

While positive progress was made with vaccination increasing protection in the community, some economic supports, like Job Keeper, ceased, and stay-at-home directives continued to impact our lives and dictate the protocols under which Onemda could operate. Many disability operators chose to remain closed during this time, but we were determined to maintain our valuable and respected services, and our community has continued to thrive.

As well as operating within health protocols, Onemda is also subject to strict regulation from a variety of sources. We expect this to continue as the findings of the Royal Commission into Disability provide more clarity and understanding of how the incidents tabled at the Commission originated – and how such atrocities can be prevented in the future.

Good Governance is the key, and the Board continued its proactive stance by conducting an external review of our governance arrangements. The report, tabled in March, was broadly favourable, and also helpful in highlighting areas we could improve. The major recommendation was to bolster our Assurance Framework, to give Directors and Association members even greater confidence in the processes we have in place to deliver quality services, achieve the objectives in our Strategic Plan, and remain compliant and sustainable into the future.

This year has seen some changes within the Onemda Board. Luong Ta and Grace Roy retired as Directors in

October 2021 after six and seven years of service respectively. Onemda relies on volunteer Board Members to ensure our Association operates effectively, and we thank Luong and Grace most sincerely for their valuable contributions.

We were also pleased to welcome two new Directors. Dr Suzanne Evas has a B.Sc in Psychology and an M.Sc in Therapeutic Recreation. An experienced practitioner in the disability and recreation fields, she has practiced as a consultant and advisor in academic, government, community and commercial sectors, with a strong professional focus on the importance of lived experience in understanding and informing practical solutions that create benefit. Peri Hunter is a senior corporate executive recognised for her expertise in commercial partnerships, corporate governance, risk mitigation and delivering business transformation. An advocate of community service, Peri has held multiple volunteer board positions in the not-for profit sector, has a Bachelor of Political Science and is a Graduate of the Australian Institute of Company Directors (GAICD). I know you will join me in welcoming Suzanne and Peri.

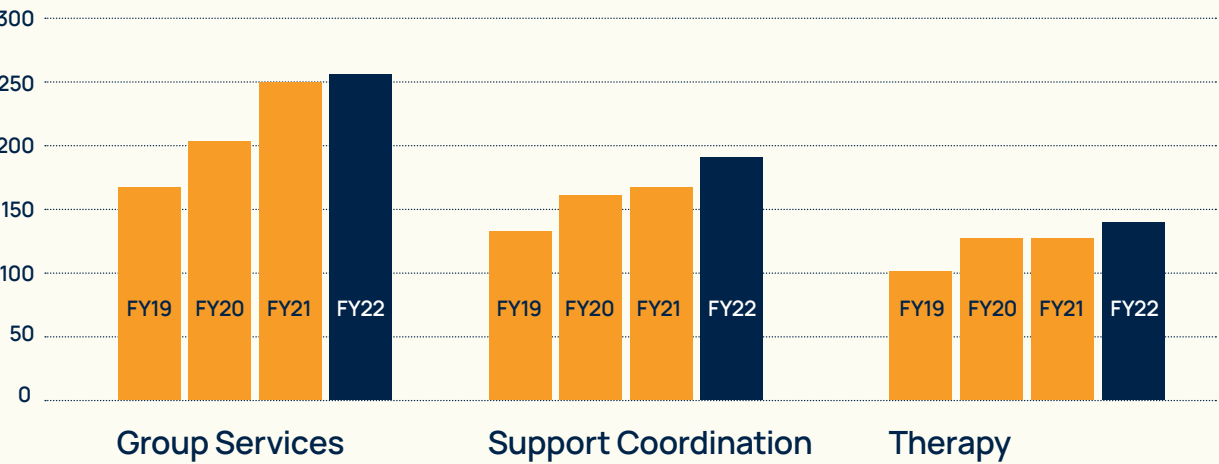
Finally, I extend my thanks to my fellow Board Members for their dedication during another challenging year and their continued commitment to delivering the highest quality services, and to Simon Lewis, his leadership team and all Onemda staff for their professionalism and enduring focus in delivering the services that enhance the lives of participants. I am confident that we are well placed to meet the challenges ahead.

Greg Schinck

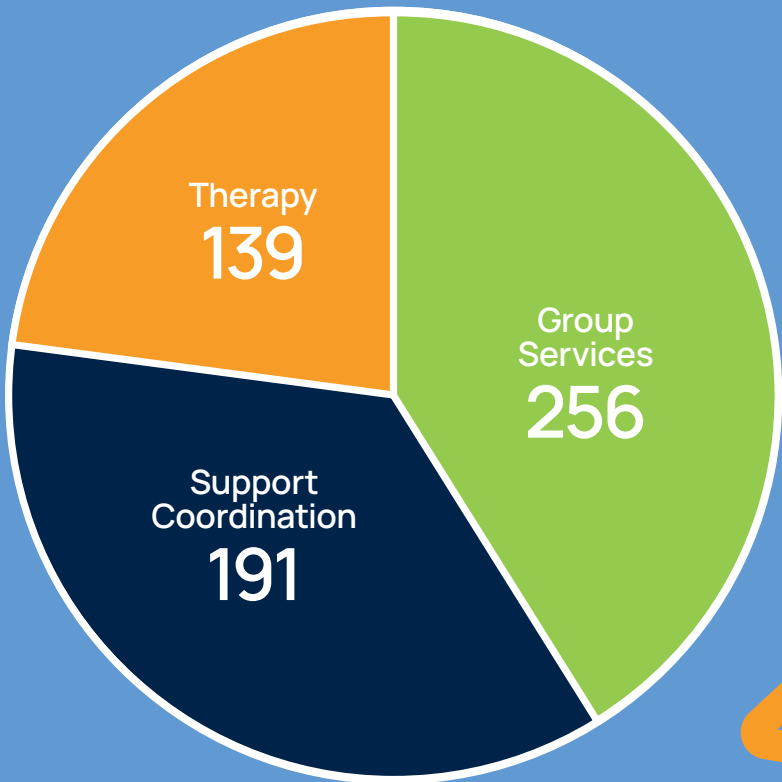


# Growth Charts

Participant Numbers



Participants Accessing Our Services



Number of program participants – **366**  
**UP 8% overall**

Therapy hours delivered  
**UP 13.9%**



# CEO Report

The highlight of the 2021/22 financial year has been seeing so many of our activities and programs return, welcoming many new families to Onemda, and witnessing the **impressive way** in which our community has navigated lockdowns, disruptions and other unforeseen impacts of the pandemic recovery.

After extensive renovation by our maintenance team, we were excited to open our new Group Services campus at The Basin and to welcome the program participants and staff who had been waiting patiently from their temporary site in Ringwood. On the other side of the city, the relocation of our Brunswick Pathways to Independence & Employment Program to the Glenroy Neighbourhood Learning Centre has provided an ideal environment for program participants to immerse themselves in the centre's programs and the local Glenroy community. It has been great to see the communities there, and at all our service locations, reengage with their programs and their friends.

Onemda's Research & Innovation Center also continued to grow from strength to strength, with five research projects currently underway. We thank our research partners – the University of Technology Sydney, Australian Catholic University, Swinburne University, University of Sydney and the National Disability Research Partnership – for their commitment and collegiality.

This financial year also saw renewed advocacy effort, with the first phase of our Investing in Brighter Futures PR campaign focused on the need for greater recognition of the value of investment in innovation, research and technology. SBS featured stories on Onemda's commitment to breaking down barriers to work participation for people with disabilities, while 9News covered our vaccination program and ran a story on the importance of investment in technology showing how our Therapy team is using innovative pressure mapping technology to support long-term outcomes for people who are predominately wheelchair users.

Also in the news, of course, was the Federal Election, and we have been watching keenly since to see if the new government will keep their pre-election promises to 'fix' the NDIS. New NDIS Minister, Bill Shorten, has wasted no time raising the profile of the scheme, strongly voicing his commitment to working more closely with NDIS participants and the sector. We certainly welcome that, and look forward to contributing to this discussion.

We never work in isolation on any of these things, and we are grateful for the loyalty of our partners at the Victorian Department of Education and Training, the Department of Health, and the Manningham, Moreland, Knox, and Maroondah City Councils. We extend our grateful thanks to them, and our many other partners and sponsors, including the Bendigo Bank (Doncaster East and Templestowe Village), Vantage Point Church, Templestowe Baptist Church and Glenroy Neighborhood Learning Centre, for their support this year.

Finally, I would like to thank our amazing team for their incredible efforts, unwavering commitment and outstanding achievements in delivering services safely despite disruptions and other challenges. This is testament to their dedication to our program participants – a dedication which is also evident in the Onemda Board, who have been diligent, supportive and steadfast in their efforts to maintain our strong position to deliver essential services safely and effectively.

We all look forward to next year being a prosperous and enjoyable one for everyone!

**Simon Lewis**



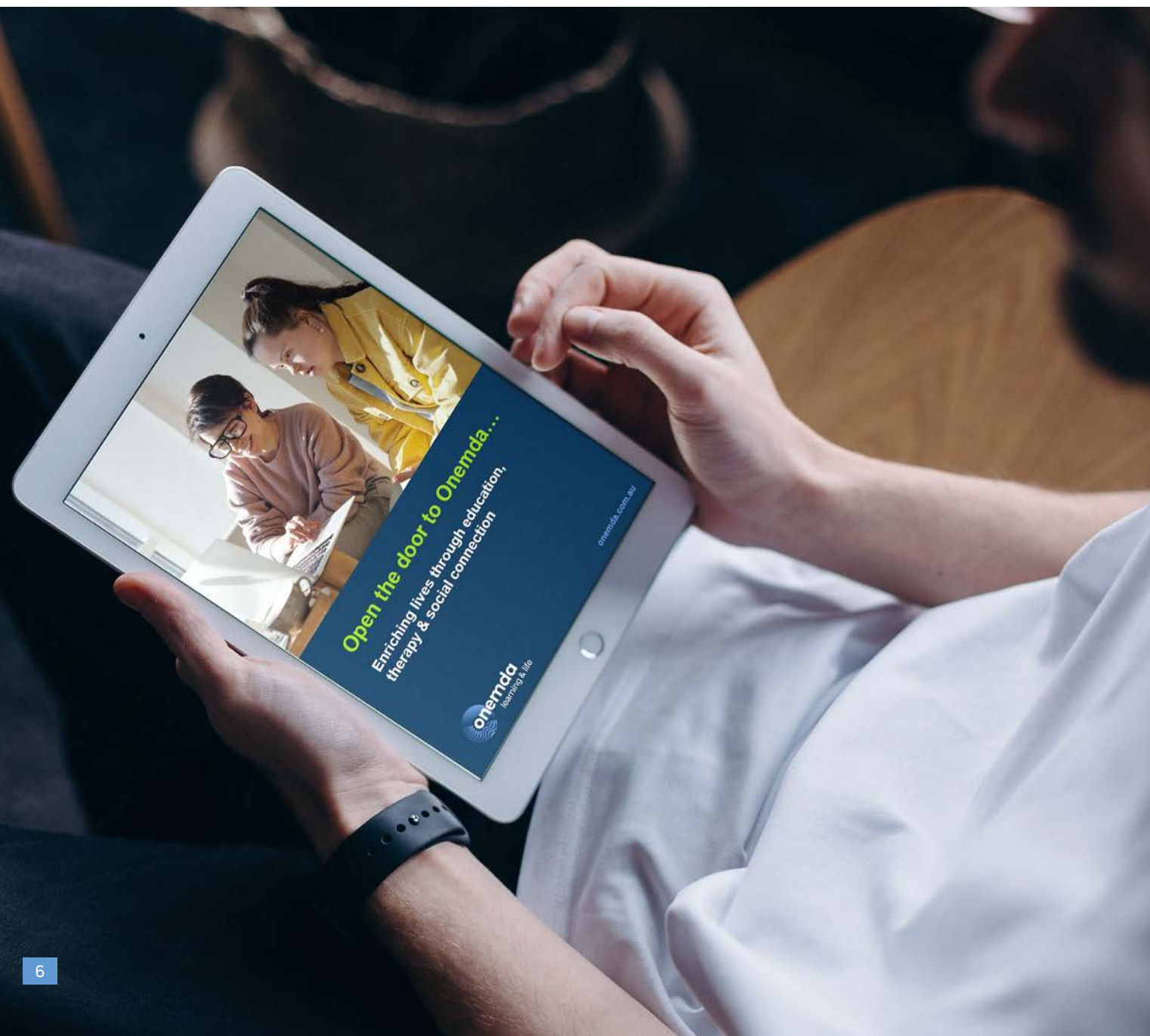


# Onemda rolls out fresh new look

As last year's Annual Report went to press, we had just launched our new brand identity at Onemda, so **a big job this year** was rolling out our new look across all aspects of the organisation.

This is a huge task which involves reviewing and updating almost every document we use, every email or update we send out, and all our physical and digital assets from brochures to our website and our weekly eNews.

With so many things involved, the operation is still ongoing, but you will soon see our fresh and professional new brand reflected in signage at all our different locations, and in some exciting new initiatives to come in the next 12 months.



# Onemda Participant Council

**The Onemda Council is a group elected by their peers** to represent and advocate on behalf of all Onemda's program participants, and to provide the vital insight and direction to our services that only lived experience can bring.

**This year, Council members have included Max, Perri and Mark from Ringwood Pathways, Kristy who attends Templestowe, Jason from The Basin campus, Laura and Michael who are based at Doncaster Pathways, and Zoe and Dylan from our Glenroy campuses. Two new members will soon be added from our main campus at Doncaster East.**

This year, the dynamic and passionate group has worked with Onemda's Research and Innovation Manager, Janice O'Connor and Educator, Melanie McDonald, to develop ideas regarding the ongoing and future role of the Council. They have made suggestions as

to how Council could be involved in future staff inductions, and contributed to a number of events, including designing the poster and other promotions for Onemda's Got Talent, helping with planning, preparation and virtual participation in our Having A Say Day, and running various fundraisers. Council members have also provided valuable feedback on the naming and branding of our soon-to-be-launched café initiative.

The Participant Council is always willing to address any issues raised by members of the Onemda community. Being a member of the Participant Council is a real commitment, with members meeting

monthly – usually in person, but during the past year over Zoom due to COVID restrictions. At the meetings Members discuss ideas and feedback from participants on making Onemda better, and what's working and not working well at Onemda campuses. Members often also attend monthly meetings for VALID, an advocacy organisation for people with intellectual disabilities, to provide their input and insights.

We thank each of our Council members for their willingness to be involved and for the time and valuable contribution they have made this year.



**5** **NEW**  
Research Projects



**366** Program Participants



**86.5%**



More than 86% of respondents agree or strongly agree that...

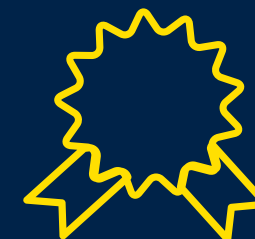
**“Onemda supports the individuality of the person in my care.”**

**1600+**



**Training Modules** completed by Onemda Staff

**90%**



Well over 90% of Group Services participants agree or strongly agree that our service is **individual, reliable** and **high quality**.

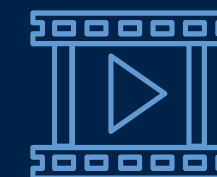


**300,000+**  
**Hours of Services delivered**

**6**

**Media Stories**

9News, SBS Radio, SBS Online, Allied Magazine



**400+**

**COVID Vaccination doses**  
delivered at our on-site hubs



# Investing in Brighter Futures Campaign

Onemda this year embarked on a campaign to **raise awareness, build profile and establish a platform** from which to advocate for stronger investments in the future for people with a disability.

Working with an external agency, we rolled out the first phase of the program in February, and were able to create and capitalise on a number of media opportunities, in particular with SBS, 9News and Allied Magazine. The key messages of the three-month campaign were:

### Funding the Future

Importance of a strong, well-funded NDIS and the role of government grants and private funding partnerships in delivering strong services.

### Return on Investment

Funding disability services is an investment with a demonstrated ROI – on a personal, community and economic level.

### Research and Innovation

R&I is vital to ensure best practice and continued delivery of benefits and value to people with disabilities.

### Onemda Outcomes

Onemda's blended support model and collaboratives partnerships deliver genuine, positive outcomes.

We will continue to work with our media contacts to advocate on behalf of people with disabilities and the disability sector, and would encourage you to help strengthen our message and amplify our voice by supporting our call for investment in the sector, and by sharing your stories to make people aware of the difference disability services like those provided by Onemda can make to the lives of the people who use them.

The word that springs to mind to describe Group Services over the past year is **'GROWTH'** – in the number of people participating in our programs, to the number of campuses we operate...and of course, the personal growth program participants have shown over the year.

# Group Learning & Support Services Overview

The year started with growth, as we welcomed school leavers and other new participants, and worked closely with them to find the best way to support each person's goals to learn, grow their interests and skills, and enhance their lives, supported by our colleagues in Therapy Services and Support Coordination.

With the official opening of our newly-refurbished Pathways campus at The Basin, the move to the vibrant Glenroy Neighbourhood Learning Centre, and additional program space added at the Doncaster East campus, we have grown our reach into new areas.

Partnerships, with organisations including Box Hill Institute of TAFE, Brite Industries, Glenroy Neighbourhood Learning Centre Childcare Group, and with local city councils and community programs, have helped us to offer a wide range of activities and opportunities. We have also been able to reconnect with a host of community businesses and destinations to visit and enjoy.

By the end of the financial year, many projects had recommenced including the Lend a Hand initiative. Participants enjoyed connecting with older residents by helping with small household tasks in the north, and delivering Meals on Wheels at Knox. Planning for a new Café run by program participants at the Templestowe Baptist Church also progressed.

Most importantly, it has been pleasing to see people back in their programs, immersing themselves in music or art, mastering public transport, learning cooking or computer skills, going swimming or out to a café, or moving towards employment. It has been a great year of positive progress!





## Pathways to Independence & Employment

Onemda's **Pathways to Independence & Employment** program is an exciting program which provides tailored learning opportunities and experiences to support people in their development towards greater independence, employment and social connection.

This year, we have seen some great achievements by Pathways participants at Doncaster East, Templestowe Lower, Ringwood and Glenroy, as they participated in on-site learning and activities and some exciting opportunities with our work experience partners.

The program offers participants the chance to build literacy and numeracy skills and proficiency in areas like digital media and technology. Activities like shopping,

cooking, managing money, travelling independently and looking after personal care tasks help build independence, and the program also helps improve skills in literacy and numeracy skills, digital media and technology, and confident communication.

For those who wish to pursue employment in future, important work skills and work readiness training can be gained through participating in STEPs, completing

transition and work education, and through work experience.

This year, members of our Pathways cohort have served customers at Onemda's coffee trailer, practiced horticulture skills, embraced community volunteer opportunities, and taken part in work experience at multiple locations.

## Callum takes employment & leadership in his stride.

**When Callum, who attends the Pathways program at Glenroy, was asked if we could write this article, he quickly agreed – but his wide smile said so much more about how proud he is feeling about his achievements after two years of COVID lockdowns.**

Callum, who is achieving his goals in leaps and bounds, is a perfect example of the benefits of this goals-focused employment and learning program, which brings together a cohort that share the dream of gaining greater independence and – for some – future employment.

For Callum, that dream became a reality this year, when he started work two mornings a week at the local Woolworths supermarket and has taken part in a work education program at Brite Industries, which

reinforced his learnings and experience. Callum is also enrolled in a TAFE course, Onemda's Steps to Employment Program (STEPs) which helps secondary students gain work experience, and digital programs at the Glenroy Neighbourhood Learning Centre, saying he really enjoys this type of learning.

Through these experiences, Callum has grown in both confidence and self-esteem and is now mentoring his peers both at work and Onemda, noticing when someone needs an encouraging word or one of his smiles, which are always warmly accepted. He has become a true role model to his peers, who are fascinated and encouraged when he describes his workday, catching public transport and just being independent. Quick to credit the wonderful support of his family in

helping him achieve his goals, Callum also says he wouldn't change a thing about his time at Onemda.

Involvement in employment and activities that validates us and allows us to be the 'best version' of ourselves is something we all crave, and that's certainly what we have seen with Callum this year. His enthusiasm is infectious, his confidence is to be admired and his determination is something that makes him succeed – we wish him every success and have no doubt he will continue to reach his goals, and encourage others in the process.



## Living, Learning & Social Skills

**Onemda's Living, Learning & Social Skills** is the ideal program for people who are looking for support in their development towards independence, wellbeing and social connection. The program is offered at Doncaster East, Glenroy and The Basin.

It has been wonderful this year to have program participants back for on-site activities, and to reconnect with community programs and local businesses after a couple of very disrupted years.

Attendees at all three locations have really enjoyed the opportunity to be back together as a group, enjoying everything from photography

and woodwork to music and drama, sports and recreation, horticulture and gardening, and health and wellness programs.

Communication skills have also been a focus, with interesting creative thinking exercises and lively discussions on current affairs. It's also been great to see the progress people have made towards

their goals and how their confidence and independence has grown as they build skills in literacy, numeracy, and areas like digital technology, and have the chance to practice activities like shopping, cooking, budgeting and travelling independently.

## Jessica builds skills & confidence.

**Change is never easy and the past couple of years have been very challenging for Jessica and her family. Not only did Jess' day service close, but she was unable to continue to do her favourite community activities like swimming. Jess started to withdraw at home and in her external activities, but she and some of her peers were fortunate to be able to join the Onemda community at The Basin.**

Initially Jess was hesitant to leave the campus where she felt safe, but the on-site programs allowed her to stay socially connected while enjoying activities and learning important skills like creative expression and

literacy, at which she excels. As her confidence and trust in the staff grew, she joined in more external activities like walks around Ringwood Lake, accessing the local community garden, bowling and more.

Onemda's holistic approach also helped, with Therapy Services organising one-on-one physiotherapy as part of her weekly routine. Jess has enthusiastically embraced her sessions with Michelle and the way she improves every week shows her determination and the benefits of our collaborative approach.

It has been wonderful to see Jess' confidence return as she works towards her goals of re-engaging with

the community and staying active. She has come through this period of transition with her 1000-watt smile intact, and mum Brigitte says Jess is now re-engaging with her family and even going to visit at her Nan's house – a big step for her, but one she has taken without looking back.

No long-term goal is reached without small milestones in between, and the LLS team, supported by colleagues in Therapy and Support Coordination, are dedicated to helping support Jess and others through every step. With her determination and positive attitude, we know Jess will keep reaching her goals, and we can't wait to see what she achieves next!



## High Care & Wellbeing



Onemda's **High Care & Wellbeing** program participants access a wide range of tailored supports which are designed to enrich their lives, while helping to maintain their health, wellbeing and social connection.

This year the High Care & Wellbeing program participants have enjoyed being back on site to take part in a variety of activities from exercise and therapy programs to yoga and meditation, sensory experiences and armchair travel, as well as working on their interpersonal and teamwork skills through cooking, shopping and community engagement. A focus, as always, has been to

use our purpose-built facilities, including the warm water therapy pool and gymnasium area at our main campus, to maximise health and increase capacity.

We have also been able to use a number of innovations to provide opportunities and enhance learning, ranging from sophisticated audio-visual systems to eye-gaze

technologies and a new pressure-mapping system which has allowed us to create 24-hour posture plans for some participants through one of our Research & Innovation partnerships.

## Matthew trials transformative eye-gaze technology.

**Technology impacts all our lives, but for people who are non-verbal or have significant physical limitations it can be truly transformative, opening new doors to communication, interactions and activities.**

At Onemda, we are always keen to utilise the latest technologies to help program participants achieve their goals, and Matthew, who attends our High Care & Wellbeing program, recently became the latest person at Onemda to trial eye-gaze technology from Zyteq.

Eye gaze technology allows people with complex needs to access the power of a computer or communication device by using a camera to track eye movement. For people who find it difficult to communicate verbally or to point or physically manipulate learning materials, these technologies can be a key to breaking down barriers to communication and participation.

Similar technologies have been used for some time at Onemda, providing program participants to communicate more effectively and to engage in a range of learning

and enrichment activities. The two-week trial saw Matthew guided to play games and take part in a range of assessment activities, all of which are designed to assess a person's suitability to use the technology and to start the all-important training which will allow him to maximise its usefulness in helping him achieve his goals.

The trial period went well for Matthew, and he and his family are now looking forward to enjoying easier communication and a range of new options as he masters this exciting technology.



## Therapy Services

As part of our holistic approach, **Onemda's** highly skilled **Therapy Team** offers a range of individually tailored, one-to-one therapy services to support the unique therapeutic needs of people with disabilities.

This year we have been able to offer support to a wide range of people with exercise physiology, physiotherapy, occupational therapy and speech pathology.

It's been terrific to see people back in the warm water therapy pool at our purpose-built therapy centre at Doncaster East, making use of the fully accessible gymnasium, and attending sessions in our modern

treatment spaces as they work towards achieving their goals.

With the window for on-site services opening up following pandemic lockdowns, it's also been great to see a growing number of people who already participate in Group Services programs taking advantage of being able to build therapy into their weekly routine at Onemda – something we're always happy to try and make happen.

We've also been working on expanding our hours and growing this vital service, so if you are interested in talking to us about therapy, call any time or email [onemda@onemda.com.au](mailto:onemda@onemda.com.au)

## Laura builds independence through Therapy.

**When Laura was first referred to Onemda's Therapy Services in 2020 she had a simple goal – to do more things for herself, just like her peers were doing. Our Exercise Physiology and Occupational Therapy teams went to work to develop a program tailored to her needs and goals.**

Increasing strength and mobility was a priority, due to a history of falls. Weekly gym sessions with exercise physiologists have seen Laura complete a program targeting upper and lower body strength, balance and mobility. With characteristic determination, she has improved on

all outcomes – in fact, she's now twice as fast walking as she used to be! Laura has also been working with occupational therapists to master everyday tasks like washing her hair and managing cutlery, so she can be more independent in her eating.

With aids like a shower chair and step-by-step visual instructions, Laura now lathers and rinses her hair almost without assistance, while lots of hard work and practice under the guidance of occupational therapists means Laura is now able to use specially modified cutlery to cut up most of her food independently, making her feel so much more comfortable

when eating with friends and family. Laura has also been working with one of our Allied Health Assistants fortnightly, which has helped her learn how to identify and manage money, and to straighten her hair the way she likes with minimal assistance.

These improvements have been enormously meaningful for Laura. It means she is less reliant on staff and family to help with tasks that others take for granted. She, and those around her, are understandably proud of her progress and Laura reports she is now much happier and loves being more independent in her everyday tasks.



# Support Coordination

It has been **a rewarding year of growth and achievement** for the Support Coordination team, who support people to put their NDIS Plans into action by finding and connecting with the supports they need to achieve their goals and reach their potential.

Every person is different, and every family has different requirements, so navigating the dynamics of each individual situation requires substantial knowledge and support, and the ability to draw on an extensive network of NDIS providers, mainstream supports and often, health or mental health providers.

This year a focus has been on matching NDIS participants with a Support Coordinator who has the right experience and personality to suit them and their family. Support Coordination is a partnership, and the work we have done refining our processes this year will help create more long-term, sustainable relationships that will benefit everyone.

In such a complex and dynamic working environment, ongoing training is vital, and the team has undertaken extensive professional development to maintain up-to-date knowledge and make sure the best support options are engaged in every situation.

As well as building overall expertise and awareness, this training has kept staff aware of NDIS updates and policy changes and provided information and insights into specific focus areas like housing. Today, Onemda's knowledge base spans everything from

housing to intellectual disability and mental health supports, services for children and people with complex needs, assistive technology...and much more.

Services have also been improved by implementing support plans, budgeting tool templates and reports, along with more efficient processing of referrals, resulting in real improvements to practice standards, increased supports and a more productive work environment. The result of all this work is already evident, with a significant increase in participant numbers and referrals, particularly in the final quarter of the financial year. This included several referrals for younger NDIS participants, who can really benefit from early assistance from a Support Coordinator as they work towards their goals.

In the year ahead, the Support Coordination team will also continue to work towards their own goals, with ongoing learning and improvement to ensure the delivery of best practice. In particular, the team will be focusing further on internal and external communication, reporting and service development as we grow the Support Coordination service at Onemda.

# Onemda Expands New opportunities in The Basin and Glenroy

As demand for disability services continues to grow across Melbourne, Onemda has been working hard behind the scenes to see where we can assist. This year, **we have been able to expand our services** in two locations, assisting many people affected by service closures or who live in areas where access to this type of support has previously been limited.

## The Basin Living, Learning & Social Skills

**On 20 April, after months of renovations, we were excited to officially open our new campus at The Basin. More than 50 program participants, families, friends and carers gathered with Onemda staff to celebrate the opening with a short ceremony and delicious afternoon tea.**

The sun shone as many had their first opportunity to see the fully

refurbished facilities, which had been given a bright and welcoming feel by the hard-working Onemda facilities and maintenance team – and by program participants, who had decorated the walls with lots of colourful artwork.

Located right on Mountain Highway and set in beautiful leafy surrounds, the new campus is also ideally located for access to a variety

of local attractions and community activities.

Cr. Susan Laukens, Mayor of Knox was the day's special guest, officially declaring the campus open.

Cr. Laukens was impressed by the facility and the friendly and enthusiastic Onemda community, spending an hour chatting to program participants, families and staff.

## Glenroy Neighbourhood Learning Centre Pathways Program

**At Glenroy, after attempts to make long-term arrangements at our previous premises were unsuccessful, we were fortunate to secure some learning spaces at the Glenroy Neighbourhood Learning Centre.**

In a great example of how disappointments and setbacks can actually be the doorway

to new opportunities, Campus Coordinator Andrea Rohr says this vibrant community hub has proven to be the perfect new location from which to run Onemda's Pathways to Independence & Employment program.

This modern and spacious Centre not only offers fantastic facilities for our wide-ranging Pathways

activities, it's also a central hub of the community which gives us great access to the community.

The Glenroy Pathways group has really enjoyed the lively buzz of their new base, and the opportunity to immerse themselves in the Centre's programs.





# Research and Innovation

Onemda is committed to **research and innovation** within the disability sector to increase our impact and improve the lives of our participants.

## CURRENT RESEARCH PROJECTS

Project Title	Description	Partner
Embedding Evaluation	Building a customised, co-designed evaluation framework to improve outcomes for people with a disability, their families and carers.	University of Technology Sydney
Breaking out of Silos	Creating opportunities for students with intellectual disabilities to gain employment in their final 3 years of schooling.	Australian Catholic University
PREP for Employment	Using the PREP approach (Pathways for Resources and Engagement) to support Onemda participants with goals around employment.	Australian Catholic University
24-Hour Posture Plans	Research and establish a 24-hour Posture Plan program for people with profound and multiple disabilities.	Onemda's Therapy Team
Postural Management for people with limited mobility	Co-create a postural management map and identify issues and opportunities for tech innovations to better support people's posturing needs.	Swinburne University
Project Team	To modify Project TEAM intervention for the Australian context. Project TEAM was developed in the United States and helps people with intellectual disabilities identify and work towards meeting their goals.	Australian Catholic University
NDIS: Rhetoric vs Reality	Longitudinal project exploring the realities of living with intellectual disability in Australia, and the impact of individualised funding arising from the introduction of the NDIS.	University of Sydney

## Project Update 24-Hour Posture Plans

In 2021 Onemda received a grant from the Collier Foundation to research and implement a 24-Hour Posture Support program for people with limited mobility. This funding enabled Onemda to conduct research into

best practice around assessment and support for people with limited mobility and trial pressure mapping technology. Onemda has recently purchased its own pressure mapping system and is working with Swinburne

University to develop technological solutions to better support people's posturing needs.

## New Pressure Mat Enhances Emma's Wellbeing

**Emma enjoys taking part in a range of activities. As she uses a wheelchair for most of the day, Emma is at risk of pressure injuries or postural problems which could significantly impact her health and wellbeing, and her ability to participate in the programs she enjoys. The challenge for therapists is to accurately identify where and why those issues may occur...and to act quickly to prevent them or help them heal quickly.**

Usually, this is a trial-and-error process which can take days or weeks but now, with an investment in innovative pressure mapping technology funded by a grant from the Collier Group, that process can be cut to five hours or less.

The game-changer is an XSensor LX100, a flexible mat with embedded sensors that automatically map and measure pressure applied so that therapists can 'see' the risk before it results in injury.

For Emma, who in the past has experienced injuries which have taken more than 18 months to resolve, the ability to nip an emerging problem in the bud has potentially saved her months of discomfort and restrictions.

Unfortunately, as such technologies are not funded under the NDIS, very few people in Australia can access this support. That gap was the central message when Emma's story was featured on 9News during the year, with Onemda CEO Simon

Lewis calling on government to commit to funding the innovations which can make such a difference in helping people realise their potential and live the lives they want.

9News journalist Elisabeth Moss visited to see the system in action and took up the issue with the new NDIS Minister, Bill Shorten, who agreed that investment in research, innovation and assistive technologies is an area which needs urgent attention.

We are delighted with the outcome of the story and with our ability to offer such an important support so that Emma and others can stay healthy and fully participate in all the activities they enjoy so much.





# Treasurer Report

It is pleasing to report that **we have been able to achieve a positive outcome for the year**, despite the financial challenges created by lockdowns and other impacts of the COVID-19 pandemic, and the cessation of the JobKeeper subsidy.

Onemda's operational team and Board have worked closely together to successfully manage the financial impact of these circumstances, addressing the challenges of maintaining operations while controlling the financial risk.

In the first six months of the year, COVID restrictions saw a downturn in enrolments and, therefore, revenue, but this was counterbalanced by growth in the second half of the year, resulting in a positive outcome overall.

Onemda achieved an operating profit of \$133,645 for the year ended 30 June 2022 (2021 \$660,555). This drop largely reflects the impacts mentioned above in the first half of the year, with the second half of the year buoyed by growth in enrolments and return of participants to full-service levels. Government also provided some extra support related to the additional expenditure incurred by organisations to safely deliver services during the COVID-19 pandemic.

Onemda's strategy of maintaining all staff on full terms and conditions throughout the pandemic paid dividends as services returned.

The stability of our workforce with their commitment to the delivery of high service standards has provided a solid foundation upon which Onemda is now building on as we recruit additional staff to meet the demands of ongoing growth Revenue, excluding government support, amounted to \$10.4m this year, compared with \$7.1m for the previous financial year.

Expenditure increased by 17% to \$10.4m, reflecting our commitment to retain our workforce throughout the pandemic, the recruitment of additional staff to support higher participant enrolments, and our expansion program which saw new campuses established to service the Northern and Eastern Melbourne Metropolitan regions. Net assets of \$8.7m are up 1.5% on prior year.

The welfare of our participants and staff has, as always, been our primary consideration. It is pleasing to see that the ongoing demand for Onemda's services, together with prudent financial management, has placed us in a sound financial position going into the 2022-23 year.

On behalf of the Board, I thank Onemda's management for their stewardship of our finances. This has provided a strong base from which to actively pursue our growth strategy as we seek to meet increasing demand as community restrictions lift.

Further, I'd like to thank our auditors, Saward Dawson, for their recommendations and their thorough and collaborative audit approach during this challenging period.

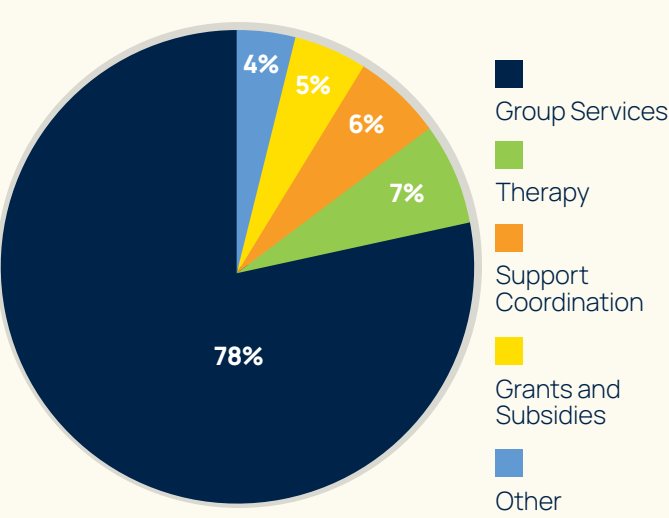
**Gregory Rimmer-Hollyman**

# Statement of Comprehensive Income

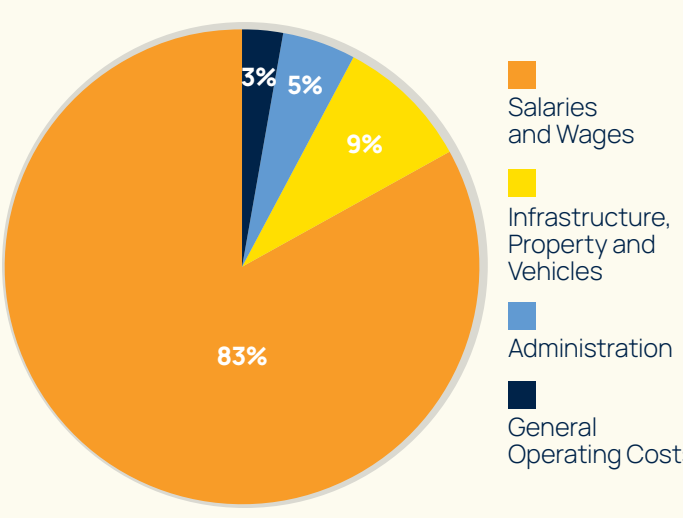
FOR THE YEAR ENDED 30 JUNE 2022

	2022	2021
	\$	\$
Revenue	10,560,407	9,591,694
Employee benefits expense	(8,668,751)	(7,524,531)
Depreciation and amortisation expenses	(478,292)	(386,223)
Administration costs	(346,734)	(299,225)
Operating costs	(272,778)	(187,087)
Lease expense	(248,387)	(167,077)
Consulting	(127,400)	(85,372)
Transport	(96,150)	(78,573)
Repairs and maintenance	(93,238)	(80,386)
Program costs	(81,742)	(104,174)
Membership fees and subscriptions	(11,505)	(10,005)
Board	(1,489)	(1,485)
Interest and finance charges paid/payable on borrowings	(296)	(577)
EDSN	-	(16,424)
<b>Surplus/(deficit) for the year</b>	<b>133,645</b>	<b>650,555</b>
<b>Other comprehensive income/ (loss) for the year</b>	<b>(1,482)</b>	<b>9,618</b>
<b>Total comprehensive income for the year</b>	<b>132,163</b>	<b>660,173</b>

2021/22 Income



2021/22 Expenditure





# Statement of Financial Position

AS AT 30 JUNE 2022

	2022	2021
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	2,798,363	3,207,546
Trade and other receivables	908,209	489,513
Financial assets	1,394,900	1,110,405
Other assets	247,378	171,092
<b>TOTAL CURRENT ASSETS</b>	<b>5,348,850</b>	<b>4,978,556</b>
<b>NON-CURRENT ASSETS</b>		
Financial assets	43,093	44,574
Property, plant and equipment	5,545,262	5,738,609
Right-of-use assets	369,122	392,529
<b>TOTAL NON-CURRENT ASSETS</b>	<b>5,957,477</b>	<b>6,175,712</b>
<b>TOTAL ASSETS</b>	<b>11,306,327</b>	<b>11,154,268</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Lease liabilities	128,915	81,958
Trade and other payables	336,254	339,341
Short-term provisions	931,367	877,279
Other liabilities	492,050	461,322
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,888,586</b>	<b>1,759,900</b>
<b>NON-CURRENT LIABILITIES</b>		
Lease liabilities	246,636	312,452
Long-term provisions	39,450	72,424
Other liabilities	407,068	417,068
<b>Total non-current liabilities</b>	<b>693,154</b>	<b>801,944</b>
<b>TOTAL LIABILITIES</b>	<b>2,581,740</b>	<b>2,561,844</b>
<b>NET ASSETS</b>	<b>8,724,587</b>	<b>8,592,424</b>
<b>EQUITY</b>		
Reserves	24,254	25,735
Retained earnings	8,700,333	8,566,689
<b>TOTAL EQUITY</b>	<b>8,724,587</b>	<b>8,592,424</b>

# Statement of Cash Flows

FOR THE YEAR ENDED 30 JUNE 2022

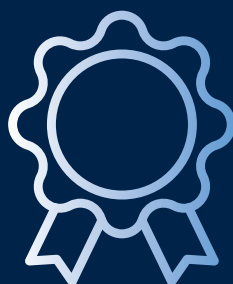
	2022	2021
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from fees and grants	10,347,270	9,753,050
Payments to suppliers and employees	(10,043,749)	(8,800,232)
Dividends received	2,031	2,113
Interest received	6,170	12,692
Interest Paid	(10,238)	(5,038)
<b>Net cash provided by/(used in) operating activities</b>	<b>301,484</b>	<b>962,585</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of property, plant and equipment:	(312,555)	(303,476)
Redemption/(placement) of term deposits	(284,495)	446,855
<b>Net cash provided by/(used in) investing activities</b>	<b>(597,050)</b>	<b>143,379</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Repayment of borrowings	(5,561)	(5,280)
Lease Liability	(108,056)	(14,261)
<b>Net cash provided by/(used in) financing activities</b>	<b>(113,617)</b>	<b>(19,541)</b>
<b>Net increase/(decrease) in cash and cash equivalents held:</b>	<b>(409,183)</b>	<b>1,086,423</b>
Cash and cash equivalents at beginning of year	3,207,546	2,121,123
<b>Cash and cash equivalents at end of financial year</b>	<b>2,798,363</b>	<b>3,207,546</b>



# Staff Lifetime Awards

The most valuable resource at Onemda is our staff.

We thank all staff for their contribution to Onemda and particularly recognise those who have achieved milestone anniversaries during the year.



**5 YEARS**  
BERTRAND HUANG  
LORRAINE FURTADO  
KARL MCDOWELL  
JENNIFER GREENHALGH  
KELLIE TOOHEY



**10 YEARS**  
IRENE LIM  
BRENTON KNEE CHONG



**20 YEARS**  
BROOKE ANDREWS  
ANTOINETTE SOMERSET

# 5 YEARS

"Onemda is a great place with good people, and I've enjoyed the chance to step into new roles as the organisation has grown and changed. The best part, hands-down, is being able to move around and get to know the program participants. They always welcome me warmly and we share a laugh – they know I'm a joker and it makes my job fun."

**Karl McDowell**  
Facilities Support



"I've been fortunate to work in many great roles with Onemda over the past 20 years, and the highlight has always been the opportunity to connect with program participants, their families and support networks, schools, and other services. It's exciting to see how Onemda has grown, and I feel privileged to be part of such a warm and welcoming community."

**Brooke Andrews**  
Intake & Engagement Lead



# 20 YEARS

# 5 YEARS



"I felt an instant connection to Onemda when I was introduced to them through a community partnership at a local high school I was involved in. I was so impressed, I contacted Onemda to see what job opportunities were available... and as they say, the rest is history! What I enjoy most about working at Onemda is making connections with participants, as well as their families and support networks. Onemda has grown significantly since I started, but the warmth and welcoming atmosphere continues to prevail."

**Lorraine Furtado**  
Educator



# The Onemda Association Inc.

ABN 76 721 607 868 | Reg No A0025065T

## LIFE MEMBERS

Dr Norman Dowell (Dec.)  
Thelma Dowell OAM  
Ron Rigby (Dec.)  
Lyn Parsons  
Marie Dillon (Dec.)  
Janet Goodwin  
June Ellis  
Janet Dalton  
Wayne Tyrrell  
David Webster  
Helen Shelden  
John Seedsman  
John O'Brien  
David Goldsworthy  
Geoff Kidd

## OFFICE BEARERS

**CHAIR**  
Greg Schinck

**VICE CHAIR**  
Bill Cracknell

**TREASURER**  
Greg Rimmer-Hollyman

**BOARD MEMBERS**  
Kate Badgery-Parker  
Dr Suzanne Evas  
Lara Griffin  
Peri Hunter  
Praveen Reddy  
Grace Roy\*  
Kelly Schulz  
Luong Ta\*  
Kim Trotter

**EX OFFICIO  
SUB-COMMITTEE MEMBERS**  
Mark Jones  
Geoff Kidd\*  
Grace Roy\*

**AUDITOR**  
Saward Dawson

## EXECUTIVE MANAGEMENT TEAM

**CHIEF EXECUTIVE  
OFFICER**  
Simon Lewis

**GENERAL MANAGER  
CLIENT SERVICES**  
Kara Briggs\*  
Mara Erhardt-Rumpe

**GENERAL MANAGER  
SHARED SERVICES**  
Jarrah Overton

**GENERAL MANAGER  
INNOVATION & GROWTH**  
Liselle Pote\*

**COMPANY SECRETARY**  
Rachel Collins

\* Retired/Resigned

Collaborative artwork piece by participants at The Basin

# Partners

We wish to acknowledge the generous support of our Partners...

Australian Catholic University

**Bendigo Bank**  
Doncaster East & Templestowe Village  
Community Bank Branches

Collier Charitable Fund

CVGT Australia

Knox City Council

Learn Local

Manningham City Council

Maroondah City Council

Moreland City Council

NDRP

Swinburne University

University of Technology Sydney

Victoria State Government

# Become a Member

By becoming an Onemda member, you make a vital contribution to supporting the work we do, now and into the future. Membership is available to family members and the general community. We are managed by a voluntary Board comprising parents, business and community representatives.



As an Onemda Member, you can:

- Vote on any business discussed at the Annual General Meeting and Special Meetings
- Influence the operation of Onemda by voting in Board elections
- Influence the direction of the association by voting on changes to the Constitution

Annual membership is \$5 per person or \$10 per family.

# Make a Donation

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

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.



To make a general donation or a donation to the Onemda fund, visit [www.onemda.com.au](http://www.onemda.com.au)

If you require further information on how to include Onemda in your will, please contact Onemda to discuss.







**Phone** (03) 9842 1955  
**Email** [onemda@onemda.com.au](mailto:onemda@onemda.com.au)  
**Mail** Main Campus: 123 Andersons Creek Road  
Doncaster East VIC 3109  
**ABN** 76 721 607 868  
**Reg No** A0025065T

**Service Locations**  
Doncaster East  
Templestowe Lower  
Ringwood  
The Basin  
Glenroy

**Onemda acknowledges the traditional custodians of the lands where our services operate from, and pay respects to elders past, present and emerging.**

**[onemda.com.au](http://onemda.com.au)**