



# 21ST

ALARA ASSOCIATION INC.  
ANNUAL REPORT 2011-12



*“The name **ALARA** is an acronym derived from the words access, lifestyle support accommodation support, respite care and activities. ALARA’s purpose is to provide a range of support services that are **individualised and responsive to the needs of people with a disability, their carers and families.**”*

# ASSOCIATION INFORMATION



## BOARD OF MANAGEMENT

Jo' Witt — President  
Sue Saunders — Vice-President  
Cathy Wheeler — Secretary  
Ian Morley — Treasurer  
Kate Stewart  
Robyn Hartfiel  
Ray McMinn  
Lyn Stewart

## AUDITOR

Chris Booker

## CONTACT DETAILS

### Registered Office

8 – 10 Warwick Road  
Ipswich Qld 4305

### Postal Address

P.O. Box 63  
Ipswich Qld 4305

### Telephone

(07) 3817 0600

### Facsimile

(07) 3812 0450

### Email

[alara@alarainc.org.au](mailto:alara@alarainc.org.au)

### Website

[www.alarainc.org.au](http://www.alarainc.org.au)

### Facebook

[www.facebook.com/ALARAAssociationInc](http://www.facebook.com/ALARAAssociationInc)

## DAY RESPITE CENTRES

Luke's Place Ipswich  
8 Warwick Road  
Ipswich Qld 4305

Luke's Place Esk  
6 Russell Street  
Esk Qld 4312

Luke's Place Goodna  
11 William Street  
Goodna Qld 4300

Luke's Place Lockyer  
17 Campbell Street  
Laidley Qld 4341

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# AGENDA



## ANNUAL GENERAL MEETING 2012

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# NOMINEES & CONTINUING MEMBERS



## NOMINEES FOR BOARD OF MANAGEMENT POSITIONS 2012/13 TO 2013/14

The following financial members of ALARA Association Inc. have been nominated for a position on the Board of Management. The term of office for those elected is two (2) years.

These nominations have been checked and certified to be in order by ALARA Executive Manager Judith Dickson.

At the first Board of Management meeting following the Annual General Meeting, the elected Members of the Board, and those continuing members elected in 2011 for a 2-year term, will themselves elect a President, Deputy President, Secretary and Treasurer from their number.

Nominees, listed alphabetically are:

- Michael Kingham
- Bruce McFarlane
- Ian Morley
- Joanne Witt

Continuing members:

- Robyn Hartfiel
- Ray McMinn
- Kate Stewart
- Cathy Wheeler



## OUR VISION

**ALARA provides a high quality, flexible and responsive support service that enables people with a disability to be valued members of our community.**



# MINUTES OF 2010/11 AGM

## MINUTES FOR THE ANNUAL GENERAL MEETING, ALARA Association Inc. HELD 12<sup>TH</sup> SEPTEMBER 2011

**Attendees:** As per attached list

**Apologies:** As per attached list

**Proxies:** As per attached list

### 1. Opening

Secretary Cathy Wheeler opened the meeting at 7.00pm and welcomed Association member, clients, staff and guests. Due to the absence of the President and Deputy President, Cathy Wheeler **nominated Lyn Stewart** to chair the meeting, **seconded by Ray McMinn. CARRIED!**

The Secretary then read the list of apologies and proxies (see attached)

### 2. Previous Minutes

*Motion: "That the minutes of the Annual General Meeting, held 13 September 2010, as printed, be accepted."*

*Moved: Sally McMinn      Seconded: Ray McMinn      Carried!*

### 3. Business Arising

NIL

### 4. President's Report

The President's Report was delivered by Lyn Stewart.

*Motion: "That the President's Report for the Year 2010 – 11 be accepted."*

*Moved: Robyn Hartfiel      Seconded: Bernard Schostakowski      Carried!*

### 5. Treasurer's Report

The Treasurer's Report was delivered by Ian Morley.

*Motion: "That the Treasurer's Report for the Year 2010 – 11 be accepted."*

*Moved: Ian Morley      Seconded: Kate Stewart      Carried!*

### 6. Financial & Auditor's Report

The Auditor's Report was addressed by Treasurer Ian Morley.

*Motion: "That the Auditor's Report for the Year 2010 – 11 be accepted."*

*Moved: Ian Morley      Seconded: Michael Munt      Carried!*

## 7. Executive Manager's Report

The Executive Manager's report was delivered by EM Judy Dickson.

*Motion: "That the Executive Manager's Report for the Year 2010 – 11 be received."*

*Moved: Ian Morley                      Seconded: Michael Munt                      Carried!*

## 8. Election of Office Bearers

- a. The Chair expressed delight at the increased number of Board nominees. There were five nominees:

- Robyn Hartfiel
- Marie Klass
- Ray McMinn
- Kate Stewart
- Cathy Wheeler

Michael Munt spoke on the need to encourage more Board members and moved that the Board numbers be increased to nine in order to allow for the increased numbers.

*Motion: "That the Board numbers be increased to nine members"*

*Moved: Michael Munt                      Seconded: Jim Runham                      Carried!*

In accordance of the Rules of the Association, the Presiding officer then declares five members duly elected for a two year term 2011/12 – 2012/13. Continuing members include: Jo Witt, Lyn Stewart, Sue Saunders, Ian Morley.

- b. At the first Board of Management meeting following the Annual General Meeting, the elected Members of the Board, and those continuing members elected in 2011 for a 2-year term, will themselves elect a President, Deputy President, Secretary and Treasurer from their number.
- c. Kate Stewart spoke briefly on her background and her commitment to the Board. Ray McMinn spoke on Marie Klass' behalf, also giving some information on her background and her commitment to ALARA through membership on the Board.

## 9. Appointment of Auditor

*Motion: "That Registered Auditor Chris Booker be appointed as ALARA Association Inc. auditor for the Financial year 2011 - 2012."*

*Moved: Ian Morley                      Seconded: Robyn Hartfiel                      Carried!*



## **10. Recognition Awards**

The following staff longevity awards were announced, presented by Disability Services representative Karen Caine:

a. 5-year Staff Service Awards:

James Bock  
Maria Harper  
Marlene Kanofski  
Deanna McNamara  
Peter Rowe  
Gina White  
Robyn Wuth

b. 10-year Staff Service Awards

N/A

c. 15-year Staff Service Award

Kathryn Bain

## **11. Next Meeting**

The 2012 Annual General Meeting was set at Monday 10th September 2012.

## **12. Closure**

There being no further business, the Chairperson declared the meeting closed at 8.00pm.

***Jo' Witt***  
***President***

***Cathy Wheeler***  
***Secretary***

## ATTENDEES A.G.M. HELD 12TH SEPTEMBER, 2011

### Life Members

Agnes Brown  
Robyn Hartfiel  
Ray McMinn  
Ian Morley  
Lyn Stewart  
Jim Runham

### Members

Barbara McMinn  
Sally McMinn  
Michael Munt (Biztopia)  
Bernard Schostakowski  
Stephen Schostakowski  
Tracey Simpson  
Kate Stewart  
Cathy Wheeler

### Proxies

Gordon Broughton – appointed Chairman  
Paul Burke – appointed Secretary  
Jim Cummings – appointed Secretary  
Hilda Fixter – appointed Chairman  
Gary Gannaway – appointed Secretary  
Michelle Gannaway – appointed Secretary  
Sonja Gilchrist (Focal) – appointed Jo Witt  
Kevin Hartfiel – appointed Robyn Hartfiel  
Marie Klass – appointed Secretary  
Carolyn Moore – appointed Secretary  
Greg Ploetz (MA Kent) – appointed Robyn Hartfiel  
Anne Ruthenburg – appointed Secretary  
Robyn Sailer – appointed Secretary  
Imelda Samson – appointed Secretary  
Sue Saunders – appointed Jo Witt  
Gerard Schostakowski – appointed Secretary  
Shirley Schostakowski – appointed Secretary  
Don Stewart – appointed Lyn Stewart

### Staff

Bill Bopf  
Leah Corbyn  
Judy Dickson  
Anne Hall  
Maria Harper  
John Horne  
Toni McKlaren  
Kylie Papworth  
Dee Reedy  
Sue Tracey  
Gina White  
Robyn Wuth  
Dawn Young

### Guests

Karen Caine – Disability Services  
Cr Sheila Ireland – Ipswich City Council

## APOLOGIES

### Life Members

Jim Cummings

### Members

Janice Besgrove

Gordon Broughton

Paul Burke

Hilda Fixter

Gary Gannaway

Michelle Gannaway

Sonja Gilchrist (Focal)

Kevin Hartfiel

Marie Klass

Carolyn Moore

Lance Mullins

Heather Olm

Greg Ploetz (MA Kent & Associates)

Anne Ruthenburg

Robyn Sailer

Imelda Samson

Sue Saunders

Brendan Schostakowski

Gerard Schostakowski

Linda Schostakowski

Shirley Schostakowski

Don Stewart

Jo Witt

### Staff

Julie Bounds

Dee Dailly

Sherralee Metcalf

### Guests

Cr Andrew Antonioli – Ipswich City Council

Cr Victor Attwood – Ipswich City Council

Cr Cheryl Bromage – Ipswich City Council

Mayor Steve Jones – Lockyer Valley Regional Council

Mayor Graeme Lehmann – Somerset Regional Council

Cr Tanya Milligan – Lockyer Valley Regional Council

Cr David Morrison – Ipswich City Council

Cr Heather Morrow – Ipswich City Council

Cr Trevor Nardi – Ipswich City Council

Shayne Neumann MP – Federal Member for Blair

Cr Charlie Pisasale – Ipswich City Council

Dorothy Pratt MLA – Member for Nanango

Ian Rickuss MP – Member for Lockyer

Bernie Ripoll MP – Member for Oxley

Mike Tolstoff – Area HACC manager

# KEY STRATEGIC AREAS

## FINANCIAL OUTCOMES

**Outcome 1:** To deliver cost effective disability support services in ALARA's catchment area.

**Outcome 2:** To ensure that the level of client services meets the funding allocation and contracted outputs.

**Outcome 3:** To increase ALARA's revenue by exploring other sources of funding (recurrent and non-recurrent) consistent with client needs and the scope of ALARA services as outlined in the Scope Policy.

## CLIENT & COMMUNITY OUTCOMES

**Outcome 1:** To achieve a high level of client and family/carer satisfaction.

**Outcome 2:** To be a leader within the community and with funding agencies as a provider of high quality services for people with a disability and their families/carers.

**Outcome 3:** To raise aspirations for people with a disability to have valued roles in their community.

## WORKFORCE DEVELOPMENT

**Outcome 1:** To have a workforce that is energised, proactive, self-initiating and responsive to the changing needs of people with a disability and ALARA.

**Outcome 2:** To have a stable workforce that is trained, skilled and knowledgeable about their roles and responsibilities.

**Outcome 3:** To have a workforce that is valued and supported to achieve the vision of ALARA.

## ORGANISATIONAL IMPROVEMENT & INNOVATION

**Outcome 1:** To ensure ALARA's systems and infrastructure are effective in addressing the organisation's growth.

**Outcome 2:** To demonstrate the provision of innovative responses to needs.

**Outcome 3:** ALARA's legal status is consistent with legislative opportunities.

# OUR VALUES

## VALUE 1: CLIENT FOCUSSED

We will be CLIENT FOCUSED and aim to meet individual needs.



## VALUE 2: RESPONSIVE

We will be RESPONSIVE and flexible within our resource limitations.



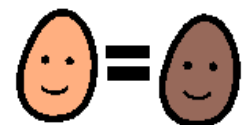
## VALUE 3: PARTNERS

We will be PARTNERS with our clients, carers, families, staff, volunteers, members, the community and funding bodies.



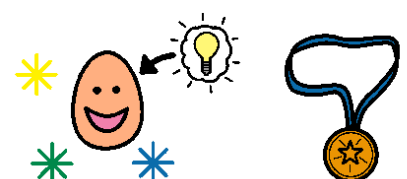
## VALUE 4: RESPECT

We will operate with RESPECT, dignity, confidentiality, accountability, equity and honesty with open and transparent communication.



## VALUE 5: EXCELLENCE

We will strive for EXCELLENCE through learning, innovation, creativity and change.



# PRESIDENT'S REPORT

Another year has passed and with pleasure I have the privilege to present the 21st Annual Report for our Association for the year ending 2011-2012.

This has been an outstanding year for the organisation.

Refurbishment finally commenced at our new Day Centre site at Salisbury Rd and the work is running to schedule. We anticipate the final completion date to be at the end of November 2012.

Our Association was recognised as a finalist in the 2010-2011 Ipswich Chamber of Commerce Awards in the category of "The Ipswich Study Community Involvement Award". This award acknowledges the efforts of business and individuals within Ipswich Community who have made a contribution to the community by way of generous donations, service and/or philanthropy. Again this shows the support our Association has within the community, and the recognition as an outstanding service provider within the Ipswich vicinity.

Staff Development and Training, including accredited training conducted through Bridgeworks has again been fundamental to ensuring a stable staff base and quality services.

It would be remiss of me if I did not mention the wonderful contribution that ALARA received from "Ipswich Painters, Potters and Craft Society" through the donation of the "Dingley Dell Art Gallery". This premises is located at 10 Pine Mountain Road, North Ipswich. To continue with tradition established by the Society over many years, we will keep the Art Gallery in operation with art activities and classes for our clients, families and carers. This will create many hours of enjoyment, fun, learning and participation for all to take pleasure in.

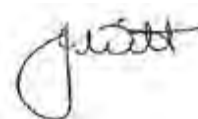
ALARA continues to lobby for an equitable allocation of resources as well as quality lifestyle options for people with a disability. It is also very important that you, the people with a disability and your families and carers, have input into the design of a National Disability Insurance Scheme (NDIS).

This year will see the retirement of two long-term Board members, Lyn Stewart and Sue Saunders, who will dearly be missed. We thank them most sincerely for all of their tireless hours and dedication and support to families within the ALARA family unit.

In summary, I have confidence in our position which shows our stability and strength and ensures that ALARA has a sound foundation for future growth and support.

For this achievement I would like to express appreciation to the Queensland Government and in particular to our major funding bodies—Disability Services and Home and Community Care for their continued support. I would also like to thank our staff, volunteers and our Board members for their ongoing commitment, time and loyalty. It is through your work that we continue to make a positive difference in the lives of the people we support.

**Jo' Witt**



**President**  
**ALARA Association Inc.**

# TREASURER'S REPORT

It is my pleasure in the 21st year of the ALARA Association to present the Financial Statements of the Association for the year ended 30th June, 2012.

I mentioned in my report last year that the first grant received by ALARA was for \$114,000. As an indication as to how much ALARA has grown over 21 years, motor vehicles expenses for the past year totalled \$150,272 – a total of \$36,272 more than the first grant.

The growth and financial stability of the Association reflect the performance and dedication of all persons associated with ALARA. This would not have been achieved unless the Association provided quality support and assistance to our clients.

Total income for the year was \$5,759,518, up \$987,478 on the previous year of \$4,772,040. You will note that Donations received for the year were \$200,162. This included the Dingley Dell property valued at around \$175,000. Donations come from a range of sources, including employees of Visy Board who make regular donations from their wages to support camps and similar activities for our clients. We thank them for their willingness to make these donations to ALARA.

Expenses for the year were \$5,486,746, up \$826,642 on last year's figure of \$4,660,104. Wages as usual represent the highest individual cost to the Association at \$3,742,174—68.2% of total expenses—and this represents an increase of \$540,487 on last year's wages. Employee costs (wages, superannuation, training and employee amenities) total \$4,138,106—75% of total expenses.

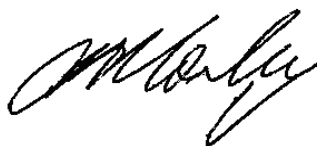
A major item which will occur in next year's Financial Statements will be the completion of the Salisbury Road alterations and there is a note in the statements reflecting the mortgage situation with the Department of Communities.

The past year has seen the retirement of our Finance Manager, Bill Bopf, and the appointment of his replacement, Russell Bentley. I would like to thank Bill for the dedicated service he provided to ALARA over a number of years and his assistance in helping Russell to settle into the position to ensure a smooth changeover.

To Russell, Narelle and administration staff our thanks for your efforts and dedication over the past years in ensuring the smooth operation of ALARA continues.

It is a pleasure to be associated with ALARA and all the wonderful people associated with ALARA.

**Ian Morley**



**Treasurer  
ALARA Association Inc.**

## DECLARATION BY MEMBERS OF THE BOARD OF MANAGEMENT

### ALARA ASSOCIATION INC

#### DECLARATION BY MEMBERS OF THE BOARD OF MANAGEMENT

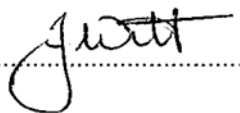
The Board has determined that the association is not a reporting entity.

The Board has determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the accounts.

In the opinion of the Board

1. The financial statements as set out on the previous pages present fairly the financial position of the entity as at the 30th June 2012 and of the results of the entity for the year ended on that date and,
2. At the date of this declaration, there are reasonable grounds to believe that the entity will be able to pay its debts as and when they fall due.

This declaration is made in accordance with a resolution of the Board and is signed for and behalf of the Board by:

President ..... 

Treasurer ..... 

Date: 3, 9, 2012



ALARA Association Inc.  
**INCOME AND EXPENDITURE STATEMENT**  
**FOR THE YEAR ENDED 30TH JUNE 2011**

	30/06/2012	30/06/2011
	\$	\$
<b>INCOME</b>		
<i>Association Funds</i>		
User Pay Fees	116,323.94	105,809.16
Donations	200,162.50	14,253.05
Membership Fees	560.00	500.00
Other Association Income	9,426.20	12,358.51
Hours Sold	320,900.19	370,872.31
Interest Received	92,263.49	64,257.32
DSQ - Recurrent	2,955,339.95	2,526,599.53
DSQ - NonRecurrent	89,852.62	487,012.01
HACC - Recurrent	1,920,606.34	1,768,645.00
HACC - NonRecurrent	140,169.66	78,928.00
Other Grants	1,700.00	12,418.00
<b>Income Received</b>	<b>5,847,304.89</b>	<b>5,441,652.89</b>
less Transferred to Unspent Grants	87,786.68	669,612.67
<b>Total Income</b>	<b>5,759,518.21</b>	<b>4,772,040.22</b>
<b>EXPENSES</b>		
Advertising	5,423.25	4,081.21
Audit Fees	6,230.00	6,050.00
Bad Debts	808.00	700.25
Bank Charges	3,670.73	2,037.43
Capital Expenditure	390,432.19	106,169.68
Cleaning	16,709.34	18,327.36
Computer Software / Support	51,332.53	53,941.27
Consultancy Fees	2,251.27	19,245.98
Craft Supplies	2,726.13	1,967.61
Depreciation	163,864.98	142,516.41
Donations	1,713.82	2,881.50
Electricity	21,078.46	19,039.51
Fees & Subscriptions	16,066.32	9,473.35
First Aid	6,383.01	4,461.98
Functions	5,448.82	5,865.64
General Expenses	19,406.31	20,496.99
Equipment & Hire	226,577.53	16,249.41
Hours Purchased Other Services	250,864.80	303,252.19
Insurance	32,750.00	29,485.00
Interest Paid	1,835.11	0.00
Motor Vehicle Expenses	150,272.31	150,731.65
Out of Pocket Expenses	1,133.28	4,582.54
Legal Costs	0.00	0.00
Postage & Stationery	55,740.77	37,805.24
Quality Assurance	4,511.04	7,598.18
Rates	3,362.69	3,143.85
Rent	34,152.64	31,065.90
Repairs & Maintenance	43,212.20	39,235.80
Staff / Client Amenities	33,994.19	20,681.29
Staff Training	37,338.59	26,802.59
Superannuation	324,598.92	275,632.43
Telephone	44,787.00	39,323.67
Travelling / Mileage	91,956.20	90,458.07
Wages & Tsfr to Employee Entitlements	3,742,174.78	3,201,687.46
Volunteer Expenses	105.45	20.00
Transfer to Assets	-390,432.19	-106,169.68
Workers Comp Insurance	68,457.47	59,491.80
Recovery of Unspent Grant Funds	15,808.57	11,771.23
<b>Total Expenses</b>	<b>5,486,746.51</b>	<b>4,660,104.79</b>
<b>Net Surplus/ (Deficit) for Period</b>	<b>272,771.70</b>	<b>111,935.43</b>

ALARA Association Inc.  
BALANCE SHEET AS AT 30TH JUNE 2012

		30/06/12	30/06/11
		\$	\$
<b>ACCUMULATED FUNDS</b>			
Retained Earnings	( See Note 2a )	2,231,993.19	1,959,221.49
Unspent Grant Funds	( See Note 2b )	1,006,975.37	919,188.69
<b>Closing Balance</b>		<b>3,238,968.56</b>	<b>2,878,410.18</b>
<b>Represented by:</b>			
<b>ASSETS</b>			
Cash on Hand		2,650.00	2,550.00
Cash at Bank	( See Note 3 )	57,386.45	56,811.47
Cash at Bank - Donations Account		34,060.28	22,732.73
Term Deposit	( See Note 3 )	2,022,790.11	1,590,825.33
Sundry Debtors		49,401.53	99,641.18
Other Debtors	( See Note 4 )	0.00	25,000.00
Fixed Assets	( See Note 1 )		
Land & Buildings - (Valuation)		175,000.00	
Land & Buildings - (Cost)		1,731,390.25	1,656,047.20
Plant & Equipment - (Cost)		1,462,576.84	1,295,347.96
		3,368,967.09	2,951,395.16
Less Accumulated Depreciation		-939,829.05	-889,051.65
		2,429,138.04	2,062,343.51
<b>Total Assets</b>		<b>4,595,426.41</b>	<b>3,859,904.22</b>
<b>LESS LIABILITIES</b>			
<b>Current Liabilities</b>			
Employee Entitlements	( See Note 1 )	292,837.97	233,772.53
Accrued Wages		85,119.35	55,319.51
Loan - NAB		11,846.15	0.00
		389,803.47	289,092.04
<b>Non Current Liabilities</b>			
Mortgage - Salisbury Road	( See Note 4 )	851,632.00	600,000.00
Loan - NAB		53,097.76	0.00
Unearned Income	( See Note 4 )	0.00	25,000.00
Employee Entitlements	( See Note 1 )	61,924.62	67,402.00
		966,654.38	692,402.00
<b>Total Liabilities</b>		<b>1,356,457.85</b>	<b>981,494.04</b>
		<b>3,238,968.56</b>	<b>2,878,410.18</b>

ALARA Association Inc.  
 NOTES TO AND FORMING PART OF THE ACCOUNTS  
 FOR THE YEAR ENDED 30TH JUNE 2012

**Note 1: Statement of accounting policies**

These financial statements are a special purpose financial report prepared for use by the members. The Management Committee have determined that the entity is not a reporting entity and therefore there is no requirement to apply Accounting Standards and other mandatory professional reporting requirement in preparation and presentation of these statements.

The Statements are prepared on an accrual basis from the records of the Entity. They are based on historical cost and do not take into account changing money values.

**Employee Benefits**

Provision is made in respect of the liability for annual leave, sick leave and long service leave. In the current year sick leave provision has been calculated at 40% of the total available sick leave, which is considered to be a conservative estimate of the amount that will be actually utilised.

Contributions are made to an employee superannuation fund and are charged as expenses when incurred. There is no legal obligation to provide benefits to employees on retirement.

**Property, Plant & Equipment**

Property, plant and equipment are carried forward in the balance sheet at cost. Depreciation is charged on plant and equipment using a mix of the diminishing value basis and the straight line basis over the life of the assets. No depreciation is charged on buildings as the Board believe the market value exceeds the current carrying value in the balance sheet. A property at 10 Pine Mountain Road was gifted to the Association during the year and has been taken up in the balance sheet at an independent valuation done on 16th April, 2012 totalling \$175,000. The gift has been taken up through donation income. Some of the assets acquired during the year were funded by DS, HACC or other funding bodies.

**Grant Monies/C/F Funds**

Grant Monies are returned as income in the year received and unexpended grants are reflected in Accumulated Funds.

**Note 2 (a)**

Opening balance Retained Earnings	1,959,22
Add Surplus for year	272,772
	<u>\$2,231,993</u>

**Note 2 (b)**

Opening balance Unspent Grants	919,189
Movement for Year	87,786
	<u>\$1,006,975</u>

The balance of unspent grant funds includes funds for service delivery to clients with individual packages, emergency funds, capital works and funding for the Respite for Older Parents and Carers project.

**Note 3: Cash at bank/term deposit**

The monies held at Bank are retained at balance date but are intended to be expended in the next financial year for the following purposes:

Grant funds for:

- Capital purposes
- Client support
- Emergency relief
- Employee entitlements

**Note 4: Mortgages and charges**

A first mortgage of \$625,000 was given to the Department of Communities in 2010 as security for the property purchased at 33 Salisbury Road. To date the Association has received funding for \$600,000 and consequently the shortfall of \$25,000 has been removed from the balance sheet as unearned income and other debtors. A further \$251,632 of a \$629,079 Capital Funding Agreement secured by a mortgage has been received from HACC for the refurbishment of the property and has increased the mortgage to \$851,632. A 5-year loan facility was established with the NAB during the year to fund the purchase of a commuter bus. There are no other mortgages, charges or other securities affecting the assets of the Association.

**Note 5: Commitment Liability**

A contract has been signed with JM Kelly (Project Builders) Pty Ltd for \$661,359 for the refurbishment of 33 Salisbury Road. Total project cost is estimated at \$741,000. This will be funded by a loan from HACC of \$629,079, approved unspent carried forward grants from previous years and association reserves.





## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALARA Association Inc.



### **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALARA ASSOCIATION INC**

We have audited the special purpose financial report of Alara Association Inc., comprising the Income and Expenditure Statement, Balance Sheet, Notes to and Forming Part of the Accounts and the Board of Management Declaration for the year ended 30 June 2012.

#### **The Responsibility of the Board of Management for the Financial Report**

The Board of Management is responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Association's constitution and the Associations Incorporation Act 1981 and is appropriate to meet the needs of the members. The Board of Management's responsibility also includes such internal control as the officers determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those 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.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the financial report.

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

#### **Independence**

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

#### **Opinion**

In our opinion, the financial report presents fairly in all material respects the financial position of Alara Association Inc at 30 June 2012, and of its financial performance for the year ended on that date

#### **Basis of Accounting**

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Alara Association Inc to meet the requirements of the Associations Incorporation Act 1981. As a result, the financial report may not be suitable for another purpose.

**Chris Booker FCA**  
Registered Company Auditor

**4 September 2012**  
Brisbane

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# EXECUTIVE MANAGER'S REPORT

I am pleased to present the ALARA Association Inc Annual Report for the 2011-2012 year.

This year has been a challenging year for the sector and our community. As we entered the new financial year, ALARA and the communities we serve were still coming to grip with the impact and aftermath of the summer of natural disasters.

During the financial year, the organisation and the sector were required to address a number of significant challenges resulting from legislative change and government reform. This included changes in the way we were funded, a new referral and intake pathway managed by Disability Services, changes in compliance requirements across a number of areas and a need to model and make adjustments for the impact of the federal Equal Remuneration Case.

As a result this year was marked by a significant amount of "behind the scenes" activity at Head Office in planning, modelling, implementation and streamlining of new processes. The aim being to ensure that the Association could make the required changes and continue to provide personalised and responsive services and continue our levels of support for people with disabilities and their carers. Our Finance and Administration Teams and Service Teams should be congratulated for their efforts individually and collectively for their massive effort this year.

There were also many highlights during the year. This includes the donation of the iconic Dingley Dell Art Gallery as a base for the Association's Art programs by the Ipswich Painters, Potters and Crafts Society Inc. and the commencement of work on the new Day Service premises at 33 Salisbury Road!

The Association has also maintained its focus on achieving the outcomes identified in the ALARA Strategic Plan in relation to:

- Client and Community
- People and Learning
- Business Improvement and Innovation
- Financial Performance

The following provides an overview of the activities of the Association and what has been achieved in relation to each area in this financial year.



**ALARA STAFF AND CLIENTS ACTIVELY  
CAMPAIGNED FOR THE NATIONAL  
DISABILITY INSURANCE SCHEME (NDIS)  
DURING THE YEAR.**

## CLIENT AND COMMUNITY OUTCOMES

ALARA Association aims to provide high quality, flexible and responsive support services that enable people with a disability to be valued members of their community.

### Service Overview

During the course of the year ALARA provided services to 599 clients and their families and carers. In total, across all revenue types, we provided 128,372 hours of direct support. Additionally ALARA assisted numerous clients and families with assistance in sourcing or obtaining necessary specialised equipment.

The following is an overview of services provided by ALARA Association in the 2011-2012 financial year by service area.

### Direct Services

#### *DS Block Funding*

Department of Communities – Disability Services (DS) provides block funding to ALARA to flexibly meet the needs of a number of clients. This financial year the DS Block funding enabled ALARA to support 71 clients providing a total of 9768 hours of service with a flexible range of supports including personal care, respite, learning and development programs.

The DS Accommodation block grant continued to assist three individuals to live in the accommodation of their choice.

#### *DS Individual Funding*

In the 2011-2012 financial year ALARA Association supported 53 clients with individualised funding. Services were provided at home, centre-based or community locations. The Association again experienced growth in the number of individuals allocated individualised funding by Disability Services who selected ALARA as their provider of choice.

#### *DS Post- School Block Specified*

This year ALARA Association provided services to seven individuals from the Ipswich area and one person from the Laidley area through this funding stream. The support provided is tailored to the individuals needs and can include goal-orientated centre-based or community-based support. The group of the young people based in Ipswich have combined their support on a Friday to participate in an Active Lifestyles Program.

#### *Home and Community Care (HACC) Block – Direct Services*

During the financial year ALARA supported 394 people with a disability providing 19,409 hours of support assisting with personal care, social support, respite care, and domestic assistance.

In addition HACC Funding enabled the Association to provide a total of 2084 hours of Assessment, Client Care Coordination, Case Management Counselling, Support, Information and Advocacy.

### Day Services

ALARA Association currently operates four centre-based day respite programs.

Luke's Place Esk and Luke's Place Lockyer are funded through the Department of Communities – Disability Services for the provision of centre-based and flexible local respite support. Luke's Place Ipswich and Goodna are funding through Department of Communities – Home and Community Care (now Community Care).







ABOVE: MARK COOKS UP A STORM!

Each centre continues to strive to improve the quality of programs, provide opportunities for clients to develop new skills and to connect to the local community in a meaningful and valued way. The funding is predominantly for centre-based group support which limits the level of individual hours. Coordinators are therefore required to be innovative and have the ability to actively foster partnerships with the community to maximise opportunities for clients.

#### **Luke's Place Lockyer**

During the 2011-2012 period, 24 people with a disability were supported through the Centre's DS block grant with a total of 6564 hours of support provided. The centre also supported three people with a disability and their carers through individualised grant arrangements.

The majority of Luke's Place Lockyer program participants are now actively involved in their local communities through volunteering. The organisations they have supported during the year include the Laidley Crisis Centre, Laidley Meals on Wheels, Laidley library, Companions Dog Rescue and opportunity shops in Laidley and Gatton. Clients from the service also participate in the local Heartmoves program and the Laidley Women's group.

The Wednesday life skills group continues to focus on meal planning and cooking skills, with program participants cooking a meal to share with their families.

The Book stall operated by service participants on a Friday at the local Laidley Markets raised \$2464 during the financial year. During the year the group chose to purchase cooking items for the centre as well as a BBQ for the Vacation Respite and Laidley Megasport programs. This initiative commenced to assist people to develop money handling and numeracy skills. Today our stall holders' responsibilities include sorting, pricing, sales and customer service, calculating and banking the takings.

#### **Luke's Place Esk (LPE)**

This program operates two days a week from the Lutheran Church Hall in Esk with in-home and community-based support occurring throughout the week. In the January 2011 floods, the centre was inundated and unfortunately could not be used until rebuilding and repair work was completed. In October 2011. From January to October the centre-based service was provided at the local C.W.A. Hall and when this was not available, at a variety of other community venues including local parks.

Despite the disruption 15 individuals were supported through the centre-based grant during the financial year, eight people are supported through individualised grant arrangements and 10 people received in-home and community-based support.

Luke's Place Esk supports a number of service participants to actively engage in volunteering for local community organisations. At the end of June 2012 service participants were engaged in activities such as:

- Compiling and recording material for advertisements at the local community radio station.
- Assisting at a local Nursing Hostel with the arts and crafts activities.
- Can collecting and crushing to raise much needed funds for the Leukaemia Foundation.
- Sewing and making small items, removing buttons off old clothes and cutting the material into the correct sizes for cleaning rags for the Blue Care Thrift shop.

Service participants at Luke's Place Esk continued to care for plants in their planter boxes at the restored Esk Railway Station building. This is a joint project with the Esk Lions Club.

#### **Luke's Place Ipswich and Goodna**

Luke's Place Ipswich and Goodna are funded as centre-based day respite services through a recurrent HACC block grant. During the 2010/2011 financial year, a total of 134 clients received services through Luke's Place Ipswich and Luke's Place Goodna. Across the two sites 25,657 hours of support were provided.

Both programs have actively worked this year to increase the level of inclusion and participation of the people with a disability they support through volunteering or supporting community causes.

The centres have also self funded new resources and program equipment through local fundraising initiatives. This included a flat screen TV and new raised garden bed for Luke's Place Ipswich. The cost for Getaway for the Friday Active Group was fully funded by clients' fundraising through car washes, sausage sizzles and donations from community groups.

#### **Aspirations**

The delays in the completion of the Salisbury Road centre have created difficulties taking on new clients because of space or facility limitations at our existing locations. To respond to this issue the service developed the Aspirations Program to provide group-based support in community locations for people on the waiting list for day respite services. The service motto is "Aspirations, for all those things you always wanted to do". Requests and suggestions for activities are sourced directly from the client group. Activities to date have included Sailability, fishing and crabbing, visits to Carrara Markets, Harbour Town and the Tamborine Sky Walk.

Clients who are individually funded can also access this program to maximise their support.

#### **Holiday Respite Programs Funding (Laidley)**

The Laidley children's holiday respite program funded by the Department of Communities – Disability Services was conducted each school holiday period. The program, targeted to high school-aged children with a disability, provided support during the school holiday period for an average of 12 children per day.

This program has been extremely popular and very positive feedback has been received from children and families. Activities were as diverse as Go Karting at Kingston Park Raceway, learning to write music at the Busy Beat Recording Studio, rock climbing, fishing, horse riding and making Christmas ceramics.

The funding received assists ALARA to engage support workers for the program but does not cover entry costs or other out-of-pocket expenses. To assist with these costs a number of local parents have been conducting a sausage sizzle at the Laidley markets which is conducted every second Friday of the month.

Their efforts as well as sales from Entertainment books have enabled the children to participate in Sailability, visit Serendipity farm and the *Mummy: Secrets of the Tomb* exhibition at Southbank!

### **Respite for Children 0-12 Initiative**

ALARA provided the following services under the Flexible Respite for Children 0-12 Initiatives:

#### ***Lockyer Megasports***

This service operates one Saturday per month at Luke's Place Lockyer providing a range of physical activities for children with a disability and their siblings aged 5-12 years. Around eight to ten children and their siblings attend each session. Activities this year included a "Come and Try Day", Tae Kwon Do, introduction to AFL, a Soccer and Cricket Day, Softball days and a combined day with the Starrs Softball Club.

#### ***4Families Respite Project (Ipswich)***

This initiative provided approximately 4 hours per week respite for 15 children with a disability aged 0-12 with an urgent need for this support.

Referral to both services is via the Disability Services Pathway.

During the financial year additional places were funded by the Department in relation to both services.



ABOVE: PARTICIPANTS OF ALARA'S NEW ASPIRATIONS PROGRAM TRY OUT SAILABILITY

### **Older Carers Initiative (O.C.I.)**

The Older Carers Initiative (funded by Disability Services) aims to assist older carers to sustain their caring role and plan for the future support of their family members with a disability. This initiative was previously called Respite for Older Parent Carers (R.O.P.C.)

The Program also provides funding for flexible respite support to families with older parent carers to enable the family to stay together longer and extend their capacity to provide care.

This year ALARA provided support to 67 families in the Ipswich South West Region through this initiative either directly or through the families' existing primary service provider.

The Futures Coordinator continues to assist carers to source opportunities for the building of personal support networks for their sons and daughters by providing information and linkage to social and recreational activities and events.

ALARA Association, as part of this initiative, has established and maintains a regional Register of older carers. This Register outlines current and future needs for respite and accommodation support and assists Disability Services to proactively plan for the funding and supports which will need to be in place in the short to longer term. To date there are 69 registered carers on the 65+ year Register maintained for Disability Services and 40 registered carers on the 45-64 year ALARA Register.

In maintaining the Register and provision of respite support the Futures Coordinator continues to foster collaborative working relationships with local agencies to ensure that carer needs are met. Agencies include Disability Services, Spiritus, Bluecare, Anglicare (formerly Spiritus), Anuha, Fassifern Community Centre, FSG, Kyanda Respite, Centacare Trinity, FOCAL Extended Inc, Carers Queensland, Commonwealth Respite and Carelink Centre, Arafmi Qld Inc., Cabanda Day Respite Centre and Our House Toogoolawah.

ALARA Association has also set up a Futures Planning Register which currently has 31 families registered that are at various stages of their Futures Planning journey.

### Other Program Initiatives

This year ALARA conducted a number of short-term skill development programs and respite initiatives with funding from a variety of sources. For example:

- Nutrition for One or Two Program: Hands on Cooking and Nutrition Workshop

As an outcome of a submission to the Department of Education and Training and the Department of Communities in conjunction with the Community Services Skilling Plan we secured a small amount of funding to run a Nutrition for One or Two course for HACC eligible clients and training for two of our support staff to enable them to present the program.

This program provided instruction in basic cooking, food safety and nutrition and was designed to give participants confidence in preparing a variety of healthy meals using easy cooking techniques.

Six participants participated in the program one day a week for a six-week period. On the sixth week the group prepared and cooked dinner for an invited family member or friend.

Although there is no ongoing funding for this program, our staff have now been trained to present the course. We can therefore continue to run the course in the future in conjunction with existing service arrangements.



ABOVE: KATHERINE TRIES A NEW RECIPE AT THE NUTRITION FOR ONE OR TWO PROGRAM

### Emergency Funding

#### *Regional Emergency Response Funding (E.R.)*

ALARA Association manages Regional Emergency Response Funding (E.R.) on behalf of the Department of Communities – Disability Services. The purpose of this funding is to ensure that people with a disability have access to appropriate services in emergency and crisis situations. In particular it assists with flexible and time-limited supports to individuals with a disability, their families and carers who are in urgent and critical need and unable to access other forms of support. During the 2011-2012 period, Emergency Response Funding was accessed on behalf of 103 individuals



for support hours and a number of pieces of specialised equipment urgently required by individuals and families were also provided.

#### ***Aids and Equipment Initiative 0-12 years***

In the previous financial year ALARA Association was allocated funding to purchase specialised aids and equipment for children with a disability. A small amount of this funding carried into the 2011-2012 year and equipment was purchased for an additional 10 children. Based on the feedback from families we believe this project has made a significant difference in the lives of their children.

#### ***Emergency – Aids and Equipment Funding***

In May 2011, ALARA Association was allocated a one-off grant of \$148,142 by Disability Services to assist people with a disability who require urgent assistance with the purchase of essential aids and equipment. This program is being managed in conjunction and using the same eligibility guidelines as the Regional Emergency Response Funding with the maximum support available for an individual being \$5000. The funding was fully utilised by the end of the 2011-2012 year with equipment supplied for 38 individuals. The level of response is indicative of the high level of need for this type of assistance within our Region.

#### ***Emergency Response Disaster Relief Funding***

In April 2011, ALARA Association was again allocated a one-off grant of \$148,142 by the Department of Communities to assist people with a disability who had been affected by the Queensland floods. This assistance could be in the form of emergency respite, temporary accommodation costs or repairs to the home. This initiative carried into the 2011-2012 financial year particularly because of the time and difficulties involved to locate individuals who fitted the eligibility criteria and for those people to obtain the required number of quotes. At the close of this scheme the balance of funds was approved for transfer to the Emergency Response initiative. We would like to particularly acknowledge Ipswich

Home Assist for their collaboration in relation to this project.

#### **Brokerage**

ALARA Association is a significant employer of skilled support staff within the Ipswich and associated regional areas. ALARA is able to offer reliable staffing and support to other agencies that assist people with a disability and their families in this region. In the 2011-2012 financial year, services were purchased by organisations, family members or individuals for 44 children and adults with a disability.

#### **Activities Program**

The ALARA Activities program has continued to expand this financial year. This program, made possible through donations and allocation of ALARA funds, was accessed by 136 local people with a disability. A small Viability grant from the Department of Communities – Disability Services contributes to the cost of Coordination of the program.

Eleven Klub ALARA events were conducted over the 2011-2012 period. An average of 25 clients participated each night. Events included Christmas in July, a Hawaiian Theme, an Aussie BBQ, Board games night, a Superhero's fancy dress, Halloween, St Patrick's Day celebrations and the annual Christmas Lights tour. A special Klub ALARA to celebrate the 20th Anniversary of the Association was well attended.

The Social Club conducted 12 activities with an average of 14 participants. Activities included Toowoomba Carnival of Flowers, Mystery Bus Trip, S-Troupe performance and Dinner, a Planning night, Swimming and BBQ, St Patrick's Day, visit to Paradise Country, the Ipswich Show, a meal at the Pancake Manor, and Seaworld. Eighteen people were able to spend the day at Australia Zoo with the assistance of a \$500 donation from the Ipswich Mayor's Office as a contribution to entry fees.

Four Holiday Retreats were conducted over the 2011-2012 financial year with 51 participants in all. The Retreats provide a holiday away with friends, and an opportunity for people with a disability to engage in exciting new activities. Our capacity to provide holiday retreats increased again this financial year through the generous payroll giving of the staff of VISY, Carole Park Site, and by the Pratt Foundation who matched the contributions provided by Visy staff in the 2010-2011 year.

Megasports is an activity held at Ipswich Special School, Milford St Ipswich, monthly on a Saturday. This activity promotes health, fitness, and group interaction. Megasports operated 11 Saturdays through the financial year and averaged around 10 people at each activity. Examples of Activities this year were Boccia, Qld Cricket, Mini Olympics, Handball, Softball, Basketball, Parachute Activities, Zumba and Limestone Park Circuit.

To ensure that our Activities program continues to address the interests and needs of clients, a pizza and planning night was conducted in December 2011. The night again yielded many great and creative ideas that can be incorporated into future events.

ALARA Association produces a bi-monthly Activities flyer including a "What's On" section with news of affordable activities and events available in our local area. Both are distributed to ALARA clients and staff.

## Community Collaborations and Partnerships

### *HAPI Ipswich Project*

HAPI Ipswich Project is a program managed by the Ipswich City Council with funding largely from the Commonwealth Government. The HAPI Ipswich program aims to increase participation in physical activity and improve healthy eating amongst people not in the fulltime paid workforce in Ipswich. Through breaking down existing barriers that prevent people carrying out a healthier lifestyle they aim to decrease chronic disease and increase the number of people getting active with their family and friends. During the financial year, ALARA actively supported clients to access this initiative through the following initiatives:

### *Heartmoves*

The HAPI Ipswich project provided a Heartmoves qualified trainer for a 12-week program one afternoon per week. This program ran largely through Luke's Place Ipswich.

### *Jamie's Ministry of Food/The Good Foundation*

ALARA was allocated a 10-week block through Jamie's Ministry of Food for a Thursday afternoon starting in April. This program enabled people with a disability who have not in the recent past participated in cooking programs or similar TAFE courses to learn the basics of cooking simple healthy meals.



ABOVE (LEFT TO RIGHT): ANGELA DOING HER ANNUAL FIRE TRAINING REFRESHER; MATTHEW LEARNS ABOUT FIRE FIGHTING AT PETRIE FIRE SAFE

### *Ipswich Hospital Foundation*

ALARA Coordinators supported and encouraged clients to link to a range of opportunities provided through this Foundation. Sessions included aqua aerobics, Groove/Zumba, walking and running groups.

### *Siblings Network*

The Ipswich Siblings Network is a combined initiative of Disability Services staff, Focal Extended, Goodna Integrated Family Support, Cerebral Palsy League and ALARA Association. The Ipswich Siblings Network aims to provide opportunities for children with a sibling or relative with a disability to meet other siblings, share experiences and make friends. The group meet a few times in the year in the school holidays. This unfunded initiative has continued to operate for a number of years on the basis of contributions in kind from the listed organisations and the largely voluntary participation of staff from the associated agencies.

### *Commonwealth Respite and Carelink Service (CRCC)*

One-off funding was provided by CRCC to conduct monthly Saturday night Rural Activities programs aimed at providing respite for carers of adults living in the Laidley and Esk areas. While the funding only allowed for service up to November, the program was continued by ALARA until the end of the financial year. It will now operate periodically dependant on resource availability.



ABOVE: STEPHANIE VOLUNTEERING AT THE ANIMAL WELFARE LEAGUE

### **Service Promotion and Community Awareness**

ALARA services were promoted with stalls at number of local expos and community events held throughout the year including:

#### **2011**

<b>July</b>	Multicultural Festival – Pipeline Park Esk
<b>August</b>	Senior's Week – Toogoolawah Showgrounds Senior's Week – Ipswich Showgrounds
<b>September</b>	Ipswich Orchid Society Spring Fair
<b>October</b>	Carers Week Expo Event North Ipswich Carers week Event Gatton Shire Hall

#### **2012**

<b>April</b>	Ipswich Orchid Society Autumn Garden Spectacular
<b>June</b>	Street Links - Ipswich

Our thanks go to the band of staff, family members and clients who manned the ALARA stalls providing information, advice and assistance to community members.

ALARA assisted to raise community awareness regarding disability issues during the year by the following **presentations**:

- MacGregor State High School Assembly resulting in donations for ALARA, CODI, IRASI and We Care to assist with repairs from flood damage
- Interview with Brisbane Valley FM 95.9 to promote Disability Action week



- A presentation was given by the Executive Manager and Coordinator Luke's Place Lockyer at the International Social Role Valorisation (SRV) Conference held in Canberra. The paper and locally produced DVD outlined the "First Steps..." of our Lockyer program in implementing inclusive and innovative practice in this rural area.
- St Mary's College Disability Action Day. A presentation by Coordinator Leah Corbyn and parent Anita Wheeler highlighted the difficulties faced by people with Autistic Spectrum Disorders and their carers.

ALARA was also regularly represented on the following networking meetings and forums:

- Lockyer HACC Forums
- Lockyer Service Providers Disability Network Forum Meetings
- Lockyer Interagency Meetings
- Brisbane Valley Interagency Meetings
- HACC Domestic Assistance Forum
- West Moreton HACC Forum – Centre-based Services
- Ipswich Access Reference Group
- Non-Government Disability Organisations – Ipswich Forum
- Ipswich Regional Disability NGO meetings

ALARA representatives **participated at a range of events and consultation processes** including the Executive Managers involvement in:

- Self-Directed Funds Workshops (NDS)
- Ipswich CEO's Circle
- QCOSS Breakfast for Community Sector Industry Leaders
- State Growing Stronger Service Provider Working Group (Disability Services)
- DS Growing Stronger Health Check
- Community Skilling Plan Operational Reference Group

ALARA was represented at key **Conferences and Workshops** including:

- Autism and Asperger Syndrome Conference
- NDS National Conference
- NDS CEO Conference
- International SRV Conference
- Workforce Council Support Worker Conference (Toowoomba)
- Webinar – Understanding Changes in the SCHCDS Industry Award 2011 and the Equal Remuneration Order
- HealthSAFE Forum 2012

On 30th April a strong contingent from ALARA Ipswich, Laidley and Esk services participated in the **Every Australian Counts RALLY** in Brisbane aimed at making the a National Disability Insurance Scheme (NDIS) a reality. Simultaneously rallies occurred in Sydney, Melbourne, Hobart, Adelaide and Perth. This was the biggest rally of people with disabilities this country has ever seen!

#### *ALARA conducted the following Events:*

This year our **Annual Arts Fun Day** was held at Luke's Place Ipswich in Disability Action Week on Tuesday 20th September. In addition to the Arts Display and Competition, there was a sausage sizzle, craft stalls, a White Elephant Stall, face painting, a Murr Ceramics activity, a Bunnings Workshop and line dancing.

The winner of the EM Competition "ALARA 20th Anniversary" was a video production by LPL showing the journey to inclusion of LPL clients in the local community. This DVD was subsequently shown at the International SRV Conference in Canberra as part of a presentation by the Executive Manager and Coordinator Luke's Place Lockyer Julie Bounds. The other three entries were highly commended. Individual medals also went to clients in the categories of Landscape, Still Life, Photography and Abstract.

**DisabiliTEAs** were held by Luke's Place Ipswich and Luke's Place Lockyer on 2nd August to raise

awareness of the need for a National Disability Insurance Scheme (NDIS).

A **World's Greatest Shave** event was held at Luke's Place Ipswich in March to support the Leukemia Foundation. A number of staff, carers and service participants had their hair shaved or coloured. A sausage sizzle and raffle also contributed to the funds raised.

**Australia's Biggest Morning Tea** events were again conducted across the organisation and generating publicity for the cause, the work of ALARA and profiled people with a disability making a difference to their community.

Clients and staff also conducted fundraising activities for a number of worthy causes including the Cancer Council, Jeans for Genes Day, and the Leukaemia Foundation.

The **ALARA Christmas Party** was held at the Ipswich Show Grounds on 4th December 2011. The event has clearly outgrown the Head office site where it has traditionally been held. Around 200 clients, carers and staff attended, enjoying the meal, the entertainment and the ever popular visit from Santa. This year Santa arrived in style with the Bush Fire Brigade.

RIGHT (FROM TOP TO BOTTOM): JON, COUNCILLOR ANDREW ANTONIOLLI AND KAREN AT LUKE'S PLACE IPSWICH ON 2 AUGUST 2011; ALARA BOARD MEMBER RAY MCMINN AND COUNCILLOR SHEILA IRELAND AT THE 2011 ALARA CHRISTMAS PARTY; SANTA YET AGAIN ARRIVING IN STYLE!



### Stakeholder Participation

ALARA throughout 2011-2012 has continued to look at ways to enhance client and carer involvement in the organisation.

The Client Editorial Committee under the leadership of our Volunteer Editor Tracey Simpson (from May 2011), continues to have a healthy membership. To broaden client input and to encourage participation, a monthly gathering of clients at eating establishments in the region (referred to as "Off the Plate") contribute to story ideas and eatery reviews. The quarterly newsletters are a credit to the committee and are full of individual stories, news from various programs and general information.

ALARA has client representation on its Quality Committee and is currently seeking representation on the Workplace Health and Safety committee.

Clients and carers continue to be involved as key members of interview panels for all service related positions.

### Client Satisfaction Survey

In the later part of the financial year, the ALARA Board conducted the ALARA annual Client Satisfaction Survey. Surveys could be conducted on-line or completed in hard copy form. There was an excellent response. The results were very positive with a range of feedback and suggestions that will assist the Association in the continuous improvement of the services we provide.

### Award Nominations

ALARA Association was a finalist for the 2011-2012 Ipswich Chamber of Commerce Awards in the category of "The Ipswich Study Community Involvement Award". This award recognises the efforts of business and individuals within the Ipswich Community whose contribution to the community is above and beyond that which is normally expected by way of generous donations, community service and/or philanthropy. While we did not win, it was an honour to have the work of the Association acknowledged in this way.

## WORKFORCE DEVELOPMENT

A key strategic goal for ALARA Association is a stable workforce that is trained, skilled and knowledgeable about the needs of people with disabilities and their families. Work has continued this year in a number of areas to ensure that we continue to attract quality staff and that our level of staff turnover remains low compared to industry benchmarks.

Considerable attention has been given again in this financial year in the following areas:

### Staff Training and Development

There is strong correlation in the sector between the professional development and training opportunities and staff retention. ALARA continues to invest in quality in-house training for staff as well as actively seeking funded or sponsored opportunities for staff to acquire formal qualifications relevant to their role.

Our Induction and Orientation packages are of a high standard and mapped to the Certificate III Disabilities.

Targeted competency-based training is provided in relation to the needs of specific individual clients with respect to enteral (PEG) feeding, enemas and catheter care. All service staff complete manual handling training and undertake an annual



refresher. Fire training is provided on an annual basis for head office, centre-based staff and clients participating on the day.

Quarterly small group training included values-based training with separate sessions facilitated by Yvonne Donnan and Jane Sherwin and Associates, Diabetes Management, Aging and Down's Syndrome by the Down's Syndrome Association, information sessions on Multiple Sclerosis and a range of regular topics based around policies and procedures.

Individual staff received support to attend a range of training events related to their role.

During the financial year ALARA Association continued through our partnership with Bridgeworks, Sarina Russo and Mission Australia to access funded accredited training for new and existing staff through the Australian Government's Productivity Places Program (PPP). During the financial year 23 service staff commenced or were in the process of completing their Certificate IV Disability through this initiative. A further group of staff signed on in June 2012.

Two of our long term office staff completed their Certificate IV in Business. A further two staff completed their Certificate 4 Frontline Management and two staff also completed their Certificate IV Training and Assessment.

A number of staff were successful in gaining support through the Community Services Skilling Plan grants and scholarships program to undertake a range of accredited training courses including Certificate IV in Disabilities, Diploma of Disability Services and Diploma of Case Management.

Both the Direct Service Team and the Administration Team participated in short team building sessions at Murr Ceramics in August. In addition to encouraging good communication we identified a lot of hidden artistic talent!

## **Support Worker Meetings**

This year we made changes to the way we support staff through our quarterly support worker meetings. These meetings are now being offered at a range of times to enable all staff to attend. The meetings provide an excellent opportunity to provide information about new or revised procedures, issues that have been identified through our complaints and feedback process and to obtain staff feedback and suggestions.

## **Wages and Conditions**

### *Remuneration and Conditions*

In the second part of the financial year, ALARA Association negotiated a new Enterprise Agreement to replace the existing Collective Agreement which was due to expire in August 2012. This agreement has been lodged and we are currently awaiting an outcome.

### *Salary Packaging*

In September 2011, ALARA implemented new salary packaging arrangements for staff through AccessPay, enabling staff using these arrangements to maximise their take home pay.

## **Workforce Capacity Initiatives**

ALARA has commenced a **Futures Group** for Facilitator and Support Staff who are under 30 years of age. The first session which was facilitated by staff from NDS took place on Monday 25th June. The session explored what attracted people to work in the industry and with ALARA in particular, their experience with the organisation and how best we could recruit and retain younger staff within the organisation and industry. This initiative is in response to the workforce issues identified in our sector which generally struggles to attract and retain new and younger staff. Couple this with the potential increased workforce needs of an NDIS and the competing needs of an expanding aged care sector urgent attention to this issue must be given both at sector and organisational level. It is intended that this will be



an ongoing initiative with tailored training offered quarterly.

### **Workplace Health and Safety**

ALARA Association is committed to the provision of a safe working environment for its staff and clients. Significant emphasis is placed on the provision of education and information to staff, clients and families regarding occupational health and safety requirements.

The Workplace Health and Safety Committee and Senior Management monitor safety statistics, review work practices, actions taken as an outcome of incident investigations and identified trends throughout the year. Monthly updates are provided to the ALARA Board.

## **ORGANISATIONAL IMPROVEMENT AND INNOVATION**

The organisation strives to continuously improve the manner in which we provide services to clients and the business systems and processes that effectively underpin service provision.

### **Service Reliability**

During this financial year ALARA has extended its Mobile Carer Service to two positions. This service is designed to provide backup for essential services when a client's usual staff person cannot work at the last minutes and no other regular worker is available. Feedback from clients and families regarding this arrangement continues to be extremely positive.

### **Service Effectiveness**

The Association is also keen to formally evaluate the effectiveness of its programs with respect to the value for individuals, their family and our community. ALARA commenced a joint project with NDS Queensland using the Social Return on Investment (SROI) Tool to identify and quantify the social return of Laidley Megasports.

This program was selected as it is a relatively new program with defined stakeholders; a number of benefits to children, families and the broader community are already clearly evident.

The aim is to trail SROI as a tool to enhance our capacity to demonstrate to both government and potential business partners the value of investment in inclusive and community-based initiatives such as this program.

### **Dedicated Intake Role**

ALARA created a new Information and Intake Officer role effective April 2012. The duties of this role were previously shared by Direct Service Coordinators who can now be freed up to focus on clients on their caseload.

### **Business Improvement**

A number of internal business processes were reviewed with a view to streamlining non-direct activities and improving access to timely information and reports.

### **Communications**

ALARA Association now has a presence on Facebook providing regular updates to our followers. This initiative was an outcome from feedback from clients, families and staff regarding the use of social media as a communication tool. Work continues on re-establishing our website.

## **FINANCIAL AND ADMINISTRATION OUTCOMES**

ALARA Association aims to deliver cost effective disability support services within our service delivery area. The organisation strives to ensure that we have systems in place to ensure that we maximise the level of service provided through grant funding and other sources.

### **Funding**

ALARA Association Inc. acknowledges the funding contribution and the ongoing support of the Queensland Department of Communities –

Disability Services and the Home and Community Care Program and the assistance and support provided by regional staff from both areas.

#### ***Home and Community Care Program (HACC)***

During the 2011-2012 year ALARA received a total of \$1,920,606 from HACC for the provision of direct and centre-based services. An additional \$140,170 was received in non-recurrent funds for capital and transition towards new funding arrangements. A further \$251,632 (from the \$629,079 capital agreement) was received towards the refurbishment of the Salisbury Road site.

During the financial year new funding was provided to extend our provision of Domestic Assistance for eligible clients living in the Ipswich and Laidley areas.

#### ***Disability Services Queensland***

During the 2011-2012 year ALARA received a total of \$2,955,340 from Disability Services in recurrent funding for the provision of group and individual support across a range of service types. In addition we received \$89,853 non-recurrent funding for a range of purposes.

#### ***Donations***

At their General meeting the Ipswich Painters, Potters and Crafts Society Inc. voted to wind up their Association and transfer their assets, which includes the iconic Dingley Dell Gallery at Pine Mountain Road, North Ipswich, to ALARA Association Inc. This generous donation will provide a venue for ALARA to expand its successful arts programs.

A total of \$25,162 in monetary donations was received during the financial year to support the provision of ALARA services. This included \$12,155 from the staff of the Visy Foundation to fund Holiday Retreats and a small component to assist in our capacity to meet urgent need that falls outside the scope of current funding arrangements.

The Ipswich Orchid Society and other clubs through the Spring and Autumn Shows donated a total of \$1000 which assisted the Association to fund its annual Client and Family Christmas Party.



ABOVE: ALARA TREASURER IAN MORLEY, JUDY DICKSON WITH MEMBERS OF THE IPSWICH ORCHID SOCIETY WHO DONATED \$1000 TO ALARA

## Trusts and Foundations

### *Grand Masters Flood and Cyclone Appeal*

Cheques totalling \$2912 made out to the suppliers were received from this Appeal for the purchase of a replacement TV, client computer, sewing machine and Cabinet for the Luke's Place Esk. These items had been lost or damaged in the Floods. This support was of significant assistance in re-establishing programs at the Centre once building work was completed in October.

### *Pratt Foundation*

The \$8005 donated by the VISY employees through payroll deduction in 2010-2011 was matched by the **Pratt Foundation** through their grants process early in the 2011-2012 financial year. This money is also being utilised to assist ALARA to provide Holiday Retreats for local adults with a disability.

## Fundraising Activities

Our Day Services, Activities Program, Laidley Children's Service, clients and families conducted a wide range of funding raising activities during the financial year raising a total of \$7638.62 that purchased equipment, resources and assisted with activity entry and camp costs across a number of programs.

## Property

We are pleased to report that significant progress has been made towards the creation of a new Day Centre location at 33 Salisbury Road Eastern Heights. Early in the financial year the board appointed Mark Gibson of Mark Gibson Architects as Project Manager.

After meeting revised guidelines for management of HACC capital projects and making adjustments to plans to accommodate recent changes to the building code a contract was signed with JM Kelly (Contract Builders) Pty Ltd in June 2012 for the renovations. This contract was awarded as an outcome of a competitive tender process. The project is funded through a capital grant provided by the Department of Communities – Home and

Community Care, with the balance of funds provided by ALARA Association Inc.

## Motor Vehicles

HACC have adopted a new motor vehicle funding model and made changes to incorporate the cost of vehicle replacement into the recurrent funding for service types requiring vehicles rather than the previous capital funding rounds process. HACC will no longer fund replacement vehicles through capital grants. Base grants from HACC received an adjustment to the unit price to enable the Association to budget for future vehicle needs related to these services. This funding enabled the Association to immediately replace the remaining Ford Transit Van.

A Commuter with wheelchair hoist used by Luke's Place Esk (a DS funded program) was also replaced through a bank loan. ALARA's commuter fleet is now up to date and a schedule for vehicle replacement is in place.

## KEY EXTERNAL IMPACTS

In the last Annual Report references were made to significant changes which had occurred in the way in which the Department of Communities – Disability Services allocates and delivers services to people with disabilities in Queensland.

The changes were part of the Growing Stronger program of reform which the Department stated would build a better specialist disability service system and provides a fairer and more transparent way for Queenslanders with a disability to access support and specialist services.

## Changes to the Referral Pathway

From 4th July 2011 Disability Services implemented a new Intake, Needs Assessment, Prioritisation, and Support Linking, Service Delivery and Review process. This process became the single point of entry for clients and families wishing to access the majority of ALARA services that are DS funded. Previously access was by the ALARA Intake process.



During the financial year ALARA highlighted through a range of Forums issues that emerged around:

- the lengthy timeframes for individuals in the process
- client and carer concerns around assessment tools and processes
- lack of timely feedback on the outcomes of the process
- difficulties experienced by the service in relation to the capacity notification form and process and
- mismatch between the funded service types and the Department's internal "catalogue"

The Department in response to this feedback has progressively made adjustments to the process and a more recent welcome change is an apparent movement of some decision making back to a regional level. ALARA continues to closely monitor the impact on our capacity to provide timely and appropriate services for new and existing clients.

### **Output based funding**

Funding under output based service provision is focussed on the service provided (output) to the service user. Each grant specifies the number of "outputs" or hours of support to be provided within a given period of time for a prescribed service type. The outputs are reported through the Disability Services National Minimum Data Set (DS NMDS). Service types are prescribed by the service catalogue.

New output based funding agreements came into place in the 2011-2012 financial year. During the year ALARA has been able to test the "unit cost price" for different service types negotiated with the department, the robustness of our data collection methods and adjust our systems for monitoring the provision of hours and statistical reporting.

We continue to have concerns regarding the prescriptiveness of the system and the consequent

lack of responsiveness to changing client needs and goals. A system designed purely around hours of support is unlikely to facilitate the flexibility and innovation required to produce quality outcomes for clients and families.

There is also no doubt that over the next few years wage increases in the sector will progressively impact on the buying power or number of "outputs" that can be purchased with existing grants. ALARA continues to look at a range of ways to supplement our grant revenue and streamline processes to ensure that we can continue maximise service delivery.

### **NDIS**

ALARA Association supports the introduction of a National Disability Insurance Scheme as a vehicle to provide fair and equitable access to support based on entitlement. A National Disability Insurance Scheme would represent a fundamental reform to the way services are funded and delivered. ALARA Association has commenced work to ensure the organisation's readiness for an NDIS and self-directed and managed funding approaches.

### **Industrial Relations Matters**

A Full Bench of Fair Work Australia (FWA) handed down a landmark decision in February of this year to grant an Equal Remuneration Order to apply to social and community services workers. The Order provides for substantial pay increases to be phased in over several years. These increases have been factored into the ALARA Enterprise Agreement. While welcoming the acknowledgement of the skills and contribution of workers in the sector the implication are that unless increases are met in full by funding bodies they will impact over time on the level of support that can be purchased through existing grant arrangements. Limiting this impact will continue to challenge the organisation and the broader sector in the years to come.

### **Home and Community Care Transition**

From 1 July 2012, the Commonwealth will take over funding and administration responsibility for HACC services for people aged 65 and over (50 years and over for Aboriginal and Torres Strait Islander people). State and Territory governments will continue to fund HACC services for people aged under 65 years (and 50 years for Aboriginal and Torres Strait Islander people). These changes are part of the broader National Health reforms and aim to enable the creation of a national aged care system and more integrated disability and community care systems.

In the latter part of the 2011-2012 financial year ALARA undertook preparatory work for the splitting of our Home and Community Care grants between the Commonwealth Department of Health and Aging (HACC) and the State Department of Communities (Community Care).

## **COMPLIANCE AND GOVERNANCE**

### **Quality Management Performance and Certification**

As an outcome of the 2011 Disability Services Certification Annual Maintenance Audit, continuation of certification was approved by the Certification Body.

ALARA would again like to thank clients and family members who gave their time to participate both in surveys and interviews.

Recommendations from the auditors were included as part of our Continuous Improvement Plan.

### **Fire Audit**

In January 2012, Queensland Fire and Rescue undertook the regular fire safety audit of the Warwick Rd office. ALARA has robust systems in place. Follow up actions including the display of the Certificate of Classification for the building were completed and subsequently signed off.

### **Insurance**

As required by the Association and Incorporations Act, members are advised that the Association has in place public liability coverage to the value of \$10 million dollars in any one event. The Association also has coverage for Association liability (professional risk insurance) and appropriate levels of insurance for property, motor vehicle, machinery breakdown, business interruption and workers' compensation. All insurance policies are reviewed on a yearly basis with our insurance broker to ensure that we have sufficient cover to meet Association needs. Insurance cover continues to be a significant cost to the Association.

### **Board Activities**

During the 2011-2012 year the Board conducted 11 Board of Management Meetings, one Extra-Ordinary meeting and the annual Board workshop. Nominated Board members also participated in internal audits around the four key strategic areas identified in the Strategic Plan. Board members participated at the staff all-together prior to the last Board workshop where staff provided feedback and suggestions.

In December 2011, the President and Executive Manager took advantage of an opportunity to attend a Masterclass in Advance Strategy, Risk and Governance. This workshop provided information on strategic thinking strategies and effective governance.

# DINGLEY DELL GALLERY

AT THEIR RECENT GENERAL MEETING THE IPSWICH PAINTERS, POTTERS AND CRAFTS SOCIETY INC. VOTED TO WIND UP THEIR ASSOCIATION AND TRANSFER THEIR ASSETS, WHICH INCLUDES THE ICONIC DINGLEY DELL GALLERY TO ALARA ASSOCIATION INC. **WE ARE VERY EXCITED TO ANNOUNCE THE HANDOVER OF KEYS HAS NOW OCCURRED AND WE HAVE COMMENCED ARTS BASED PROGRAMS AT THIS VENUE.**

Dingley Dell Gallery was built in the early 1900s as a Haberdashery shop for two spinster sisters who lived, with their family, in the house on the same grounds. The sisters ran it until 1921 when the land was subdivided and the shop purchased by John Morgan and his wife Bertha Louisa Morgan. John worked at the Morris Woollen Mills and would bring home the “end rolls” of cloth for Bertha to sell through the shop. In 1924 the shop became Powell’s Haberdashery.

In 1951 it was purchased by Earnest and Edith Rossiter and renamed Rossiter’s Butcher shop. In 1973 Antonius Davina used the shop as an upholstery workshop until it was purchased by Sally Stevenson and operated as a Florist shop from 1977 to 1979. She called the shop “Dingley Dell” after the woods in Surrey where she played as a child.

When Pat and Patsy Gould saw the shop in January 1979 there was a large mural on the wall depicting a “Dingley Dell” or Fairy Glade, a place of tranquillity and magic, with leafy trees, a babbling brook, grassy banks and wild flowers. They liked it so much that they kept the name. The Gould’s sold their own pottery and plants and gave members space to exhibit their works.

In 1981, when the Ipswich Painters Potters and Crafts Society took over the running of the Gallery from the Gould’s, the exciting sense of tranquillity and magic prevailed and the members of the Society (IPPCS) donated their artworks to be sold and the proceeds used to purchase the Gallery. After three years they finally raised enough money and paid off the Gallery in May 1984. By then the name “Dingley Dell” was too well known to think of changing it.

Due to the effects of aging membership and reducing sales, the IPPCS was no longer able to continue staffing the Gallery and under the constitution, in the event of the Society winding up, the assets have to go to a like-minded Society chosen by the members. So in 2012, after more than 30 years of using the Gallery as a showcase for the works of the members of the IPPCS, the building was transferred to the ALARA Association Inc.

BELOW: THE DINGLEY DELL GALLERY AS IT IS TODAY AND IN TIMES GONE BY AS ‘ROSSITER’S BUTCHER SHOP’.



# ACKNOWLEDGEMENT OF SUPPORT

## DONATIONS

### Individuals

A. O'HARA  
A. PEARS  
C. CASTELLON  
D. HARVEY  
D. OXLEY  
D. TOPPING  
E. NICHOLLS  
E. SHAW  
E. WHITTLE  
G. PETERS  
HIEN TRIEU  
HOANY MINH LE  
J. BOULTON  
J. GREER  
J. OLIVER  
K. BAIN  
K. BRUMBY  
K. FLYNN  
K. STANTON  
L. SIMPSON  
N. HULIN  
P. NEUMANN  
R. JAGGER  
R. MCMINN  
R. SYSTMA  
S. CARLSON  
S. HAPURONA  
S. MCMINN  
S. METCALF  
S. VAUGHAN  
Y. DONNAN

Plus a number of other individuals who requested that their details be withheld.

### Donations in Memory of Julian Klass

A. BROWN  
A. DOYLE  
L. VAN DER VEGT  
B. D. & G. WOODFORD  
B. D. & L.E. RUHL  
C. SPOWART  
L. SPOWART  
C. & J. FULLARTON  
D. JARVIS  
K.R. & J.B. JONES  
L. FORSTER  
T & K. NORRIS  
MCMINN FAMILY

### Groups

CAROUSEL CARAVAN CLUB  
I.G.A. LAIDLEY  
IPSWICH ORCHID SOCIETY  
IPSWICH PAINTER'S POTTERS AND CRAFTS SOCIETY  
MACGREGOR HIGH SCHOOL (LEADERSHIP GROUP)  
OFFICE OF THE MAYOR (IPSWICH CITY COUNCIL)

### Donations of Vouchers or Tickets

FEST OF ALL  
WOOLWORTHS GOODNA

## VOLUNTEERS

Thank you to our many regular volunteers who have donated their time and energy to assist us to provide quality services and support for clients and families.

## SUPPORTERS

These individuals, organisations or their staff supported us in many ways such as by donating time, gifts and vouchers, letters of support, pro-bono services or making opportunities available for our clients and staff.

AB FAB – HAIR DESIGN  
ALEX GALEA – CARER’S QUEENSLAND  
ANIMAL WELFARE LEAGUE IPSWICH  
ANNE-MARIE TURNBULL  
ANNE RUTHENBERG  
AUTOBARN IPSWICH  
BARRY MASTERTON  
BARRY THOMSEN  
BATEMAN BUTCHERS (YAMANTO)  
BETTER BUY MEATS  
BLUE NURSES THRIFT SHOP (ESK)  
BLUE TEAPOT (COOMINYA)  
BIZTOPIA  
BRAVE COMPANION DOG RESCUE INC.  
BRIDGEWORKS EMPLOYMENT AND TRAINING  
BRISBANE VALLEY FM 95.9  
BRONCO’S CHARITY FUND  
BUNNINGS HARDWARE BOOVAL  
BUNNINGS HARDWARE ROCKLEA  
BUTTERFLY PLANTS FOR POVERTY (BUARABA)  
BILLY MACS BAKERY  
CAPLIN FAMILY  
CIRCLE T MEATS  
C.O.D.I.  
COMMUNITY SERVICES SKILLING PLAN  
COUNCILLOR ANDREW ANTONIOLLI  
COUNCILLOR SHEILA IRELAND  
COUNTRY BAZAAR (ESK)  
C.W.A. ESK  
DAVID LANE  
DAVID WAKEHAM  
DEIDRE AND STEVEN BICKNELL  
DEITER QUERENGASSER  
DIMITRI GIANOPOULOS  
ELSA WHITE  
ESK DISTRICT CO-OP PTY. LTD.  
ESK LIONS CLUB  
ESK MARKETS – ERROL MILLER  
ESK NEWSAGENCY  
ESK PHARMACY  
FEST OF ALL  
FATSEAS CHICKEN  
FIONA CERVETTO

FOODWORKS (REDBANK PLAINS)  
GAYLENE STACK  
GERALDINE BURGESS  
GIBSON ARCHITECTS  
GLORIA JONES  
HARVEST MARKETS  
HIGHLAND TRADERS (ESK)  
HOUSE OF KALU BABU (ESK)  
I.G.A. BRASSALL  
IGA GATTON  
IPSWICH ORCHID SOCIETY  
IPSWICH LIBRARY  
IPSWICH SPECIAL SCHOOL  
JAYDEN CORBYN  
JUST LUSH  
KEITH FREESE - CHAIRMAN BRISBANE VALLEY  
CONGREGATION  
KNITTING FOR THE NEEDY BRISBANE  
KIRSTY ROBINSON  
LAIDLEY BUTCHERY  
LAIDLEY CRISIS CARE  
LAIDLEY MEALS ON WHEELS  
LAUREN WARD  
LEANNE PENNELL  
LEIGH REEDY  
LOCKYER VALLEY COMMUNITY DISABILITY  
ASSOCIATION INC.  
LOCKYER VALLEY REGIONAL COUNCIL  
LOCKYER REGIONAL COUNCIL LIBRARY  
LILY IRVINE  
LINDSAY JORGENSEN – ABFAB HAIR DESIGN  
IPSWICH  
MADDISON SCHAFFER  
MARGARET GLOVER  
MARGARET POOLE – OUR HOUSE TOOGLOOLAWAH  
MAYOR PAUL PISASALE  
MAXIMUM EFFORT GYM  
MICHAEL MUNT  
MICHAEL WILLETT – OZCARE  
MICK NEWMAN – ESK CARAVAN PARK  
MIKE KINGHAM  
MURR’S CERAMICS  
N. SAILER  
NATALIA JIMENEZ  
NOWLANVIL NURSING HOME  
PAULA HALSON  
PETRIE FIRE SAFE HOME  
POLAR ICE  
PRIMO  
RACHEL NOLAN MP  
RAELENE REEVES  
REDBANK FRUIT MARKET



## SUPPORTERS CONTINUED...

REDBANK PLAINS LIBRARY  
RED CROSS OP SHOP GATTON  
RED DEAR CAFÉ ESK  
ROSEBUD COLLECTORS (ESK)  
ROSE SIMPSON  
S. R. BUILDERS PTY. LTD.  
SAILABILITY GOLD COAST  
SARAH KLAEBE  
SARAH SANTOS  
SHAYNE NEUMANN MP (MEMBER FOR BLAIR)  
SIMONE POULSEN  
SIZZLERS BOOVAL  
SOMERSET REGIONAL AND COMMUNITY SUPPORT  
ASSOCIATION  
SPORTING WHEELIES AND DISABLED ASSOCIATION  
ST. IVES FRUIT MARKET  
ST MARY'S CATHOLIC PRIMARY SCHOOL  
ST MARY'S COLLEGE  
STEVE EDWARDS  
SUE HAMPTON  
SUPERCHEAP YAMANTO  
TABEL NURSING HOME  
TED CAWDELL  
THE BUTCHER SHOPPE (ESK)  
TAEKIDOKAI MARTIAL ARTS  
TRACY JOHNSTONE  
UNITING CHURCH OP SHOP LAIDLEY  
VALLEY CAFÉ (ESK)  
WOOLWORTHS GOODNA



ABOVE: COUNCILLOR SHEILA IRELAND (FAR LEFT) AND COUNCILLOR ANDREW ANTONIOLLI (SPEAKING) AT ALARA'S CHRISTMAS PARTY

Thanks also go to the many members of the ALARA family and the community who generously donated goods for the ALARA Christmas Party and for the LPL Book Stall at the Laidley Markets.

# STAFF AWARDS



## 5-YEAR AWARDS

JULIE BOUNDS  
SHARON HALL  
LEAH CORBYN  
WAYNE JOHNS  
DEEANN DAILLY  
TRACY JOHNSTONE  
JOHN HORNE  
SHERRALEE METCALF  
DAWN YOUNG

## 10-YEAR AWARDS

ALLEN HEMPSALL  
PETER STEVANOVIC

## 15-YEARS AWARDS

MARK DIAMOND  
GAYLENE SMITH  
LORRAINE SHEA

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[www.facebook.com.au/ALARAAssociationInc](http://www.facebook.com.au/ALARAAssociationInc)

