



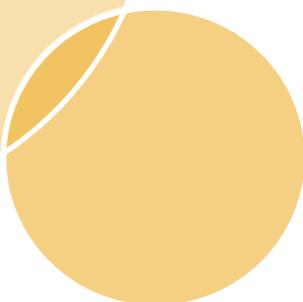
ANNUAL REPORT
2015-16





Tony using his skills in woodworking at the Lockyer Valley Community Activity Shed

OUR VISION
To support and enable people with disabilities to be valued members of the community.



ALARA INFORMATION

BOARD OF DIRECTORS

Jo' Witt — Chairperson
 Cathy Wheeler — Secretary
 Ian Morley — Treasurer
 Robyn Hartfiel
 Michael Kingham
 Noelene Schultz
 Antonietta Harrison

AUDITOR

CB Audit Pty Ltd

CONTACT DETAILS

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Facebook

www.facebook.com/ALARAAssociationInc

ABN: 94 628 523 943

ACN: 164 125 384

DAY CENTRE AND REGIONAL LOCATIONS

Luke's Place Ipswich Area

Luke's Place Ipswich
 8 Warwick Road
 Ipswich Qld 4305

Luke's Place Salisbury Road
 33 Salisbury Rd
 Ipswich Qld 4305

Dingley Dell Gallery
 10 Pine Mountain Rd
 North Ipswich Qld 4305

Luke's Place Esk

6 Russell Street
 Esk Qld 4312

Luke's Place Lockyer

17 Campbell Street
 Laidley Qld 4341

Springfield Office

YMCA Springfield Lakes Community Centre
 63 Springfield Lakes Boulevard
 Springfield Qld 4300

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NOMINEES FOR BOARD OF DIRECTORS 2016/17

In accordance with Section 14.4 of the ALARA QLD Limited Constitution at the annual general meeting, one half of the Directors, or if the number of Directors is not a multiple of two (2), then the lesser number nearest to one half must retire from office. A retiring member is eligible for re-election.

The following financial members of ALARA QLD Limited have been nominated for a position on the Board of Directors of ALARA QLD Limited. There are up to four (4) positions to be determined.

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

Nominees, listed alphabetically are:

- Antonietta Harrison
- Noelene Schultz
- Catherine Wheeler

In accordance with Section 16.5 of the ALARA QLD Limited Constitution, at the first meeting following the Annual General Meeting each year the Directors shall elect from the Board of Directors the Chairman, Vice Chairman, Treasurer and those persons shall hold office until the Annual General Meeting or such other period as shall be determined by the Board of Directors from time to time.

MINUTES OF 2014/15 AGM

MINUTES FOR THE ANNUAL GENERAL MEETING, ALARA QLD LIMITED, HELD 7TH SEPTEMBER, 2015

Attendees: As per attached list

Apologies: As per attached list

Proxies: As per attached list

1. Opening

Meeting opened at 7:00pm by Robyn Hartfiel, Director. Robyn acknowledged the traditional custodians of this land and welcomed Mr Jim Madden MP – State Member for Ipswich West.

Robyn acted as chair of the meeting in the absence of Jo' Witt, Chairperson.

2. Apologies and Proxies

The Secretary, Cathy Wheeler read the eighteen member apologies, noting thirteen proxies and thirteen guest apologies (see attached lists).

As attached.

3. Minutes of the Annual General Meeting 2014

Members were asked to review the minutes from the Annual General Meeting 2013/14.

Motion: "That the minutes of the Annual General Meeting, held 8th September 2014, as printed, be accepted."

Moved: Ray McMinn

Seconded: Toni Harrison

Carried!

4. Business arising from the Minutes

The Meeting Chair asked if there was any business arising from the minutes. There was no business arising from the previous minutes.

5. Reports

President's Report

The President's Report by Jo' Witt was delivered by Robyn Hartfiel.

Motion: "That the President's Report for the Year 2014–15 be accepted."

Moved: Cathy Wheeler

Seconded: Ray McMinn

Carried!

Treasurer's Report

The Financial Report (including Directors and Audit Report) was delivered by Ian Morley.

Ian Morley asked that the Financial Report including the Directors' and Auditors Report for the period ending 30 June 2015, as distributed to members present, be tabled and taken as read. Ian Morley then opened the meeting to any questions about the Financial Statement and Auditors Report. There were no questions.

Motion: "That the Financial Report for the Year 2014–15 be accepted."

Moved: Ian Morley

Seconded: Toni Harrison

Carried!

Executive Manager's Report

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

Motion: "That the Executive Manager's Report for the Year 2014–15 be received."

Moved: Noelene Schultz

Seconded: Ian Morley

Carried!

6. Election of Board of Directors

In accordance with Section 14.4 of the ALARA QLD Limited Constitution, at the Annual General Meeting of the Company, one half of the Directors must retire from office but are eligible for re-election. Jim Ryan MP agreed to conduct the election.

Three financial members, Michael Kingham, Ian Morley and Joanne Witt, have been nominated for a position on the Board of Directors. The nominations were checked and certified to be in order by the Executive Manager Judy Dickson.

Motion: “That Michael Kingham having retired in Accordance with Section 14.4 of the ALARA QLD Limited Constitution as being eligible, is elected as Director of the Company.”

In favour: 11 Voting members present and 13 Proxies

Against: Nil

Carried!

Motion: “That Ian Morley having retired in Accordance with Section 14.4 of the ALARA QLD Limited Constitution as being eligible, is elected as Director of the Company.”

In favour: 11 Voting members present and 13 Proxies

Against: Nil

Carried!

Motion: “That Joanne Witt having retired in Accordance with Section 14.4 of the ALARA QLD Limited Constitution as being eligible, is elected as Director of the Company.”

In favour: 11 Voting members present and 13 Proxies

Against: Nil

Carried!

7. Recognition Awards

The Executive Manager, Judy Dickson, announced the following staff longevity awards which will be presented at the Staff “All Together” to be held on Monday 19th October 2015.

5-year Awards

Theresa Baker
Anne Brown
Katie Davis
Patricia Gibson

Algis Grigutis
Chantal Gordon
Messele Habtewolde
Nancy Jeffs
Janice Mole
Jolene Munday
Lesina Neilsen
Steven Shaw

10-year Awards

Dimitri Giannakopoulos
Nola Hulin
Natalia Jimenez
Tanya Lamberton
Aaron Sellen

20-year Award

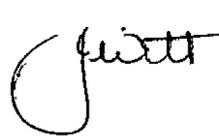
Narelle Schaffer

9. Date of Next Meeting

The date of the 2015/2016 Annual General Meeting was set at Monday 5th September 2015 at 7.00pm.

10. Closure

There being no further business, Robyn Hartfiel thanked everyone for their participation in organising and helping with the AGM and then declared the meeting closed.



Jo' Witt

Chairperson



Ian Morley

ATTENDEES A.G.M. HELD 7TH SEPTEMBER, 2015

Life Members

Robyn Hartfiel
 Agnes Brown
 Ray McMinn
 Ian Morley

Members

Antonietta Harrison
 Mike Kingham
 Sally McMinn
 Barbara McMinn
 Noelene Schultz
 Roy Henderson – Focal Extended
 Cathy Wheeler

Proxies

Paul Burke – appointed Chairman
 Gordon Broughton – appointed Chairman
 Hilda Fixter – appointed Chairman
 Shirley Schostakowski – appointed Chairman
 Gerard Schostakowski – appointed Chairman
 Kevin Hartfiel – appointed Robyn Hartfiel
 Robyn Sailer – appointed Chairman
 Sue Hampton – appointed Chairman
 Stephen Schostakowski – appointed Chairman
 Kate Stewart – appointed Chairman
 Greg Ploetz – appointed Robyn Hartfiel
 Jo' Witt – appointed Chairman
 Imelda Samson – appointed Chairman

Staff

Judith Dickson
 Selina Barker
 Narelle Schaffer
 Leah Corbyn
 John Horne
 Toni McKlaren
 Dawn Young
 Russell Bentley
 Julie Bounds

Guests

Mr Jim Madden MP – State Member for Ipswich West

APOLOGIES

Life Members

Jim Runham

Sue Saunders

Lyn Stewart

Jo' Witt

Members

Gordon Broughton

Paul Burke

Gordon Broughton

Don Stewart

Heather Olm

Hilda Fixter

Sue Hampton

Kevin Hartfiel

Robyn Sailer

Greg Ploetz MA Kent & Assoc

Imelda Sampson

Bernard Schostakowski

Gerard Schostakowski

Shirley Schostakowski

Kate Stewart

Guests

Cr Andrew Antonioli – Ipswich City Council

Cr Sheila Ireland – Ipswich City Council

Cr Victor Attwood – Ipswich City Council

Cr Cheryl Bromage – Ipswich City Council

Cr Bruce Casos – Ipswich City Council

Mayor Graeme Lehmann – Mayor Somerset Regional Council

Cr Heather Morrow – Ipswich City Council

Cr Charlie Pisasale – Ipswich City Council

Ms Jennifer Howard – Member for Ipswich

Mayor Paul Pisasale – Mayor Ipswich City Council

Mr Ian Rickuss MP – Member for Lockyer

Ms Jo-Ann Miller – Member for Bundamba



Agnes Brown, a life member of ALARA, presenting flowers for the office to mark ALARA's 25th Anniversary.

KEY STRATEGIC AREAS

INDIVIDUAL & COMMUNITY OUTCOMES

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

Outcome 2: A high level of engagement with the local service sector and community.

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

Outcome 4: Recognition as a leader in the provision of quality innovative services for people with a disability and their family.

Outcome 5: New and improved service options.

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: ALARA's systems and infrastructure are effective in addressing the organisation's growth.

Outcome 2: Provision of innovative responses to need.

Outcome 3: Retain and attract customers to ALARA's services.

Outcome 4: Understand the likely nature of staffing requirements under NDIS.

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.

Outcome 4: Financial viability and sustainability.

OUR VALUES



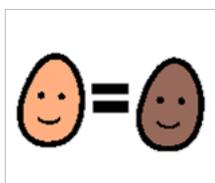
VALUE 1: PERSON FOCUSED

We will be **PERSON FOCUSED** and aim to meet individual needs.



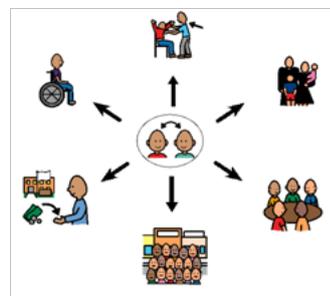
VALUE 2: RESPONSIVE

We will be **RESPONSIVE** and flexible within our resource limitations.



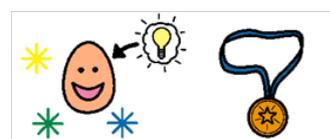
VALUE 3: PARTNERS

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.

CHAIRPERSON'S REPORT



“As we celebrate 25 years of ALARA, our outstanding services are a testament to staff and all those who have contributed their time and talents. From humble beginnings the organisation has now spread from Ipswich, including service centres in Laidley, Esk and Springfield.”

JO' WITT, ALARA CHAIRPERSON

I feel very honoured to present the company's 25th Annual Report. It is a privilege to share our achievements in the 2015/2016 financial year.

As we celebrate 25 years of ALARA, our outstanding services are a testament to staff and all those who have contributed their time and talents. From humble beginnings the organisation has now spread from Ipswich and includes service centres in Laidley, Esk and at the Springfield Community Centre. Three years ago we opened the new Luke's Place at Salisbury Rd.

Work continues on the renovations at the Dingley Dell Gallery. Through ALARA funds and generous donations, Stage One was completed and Stage Two will be completed early in the coming financial year. Fundraising is extremely important for a project of this magnitude and it is with pride that we reflect on the wonderful support we have had from the community with all our fundraising events for the Dingley Dell Renovation.

I do encourage you all to read the Executive Manager's Report which provides an overview of ALARA's many services and projects which make such a contribution to the many clients and families.

We are in a significant time of change with the National Disability Insurance Scheme (NDIS) offering an entitlement to a reasonable and necessary level of support for people with disabilities as well as a greater level of choice and control in the types of services and how they are provided. The Board is continuing to work at a strategic level to ensure the organisation

is best placed to continue to provide services in this new environment – offering flexibility, innovation and creating new opportunities for individuals, ensuring a stable, well-trained workforce, streamlined back-of-house operations and adequate cash reserves to operate in the new environment.

As for my role in leading the Board of Directors, this has been an easy task given the professionalism and dedication of each Director. I want to express my appreciation for their support and ongoing commitment to ALARA.

My special thanks to Judy, staff and volunteers for their dedication and work in helping our clients, their families and carers.

As we build on the past successes of ALARA may we continue to provide many opportunities for people with a disability.

Jo' Witt

**Chairperson
ALARA QLD Limited**

CORPORATE INFORMATION

ALARA QLD Limited is a public company limited by guarantee with members rather than shareholders. A member can be a body corporate but must nominate one individual to represent it in the company.

BOARD OF DIRECTORS

ALARA is governed by a Board of Directors which will consist of at least five and not more than eight Directors. The Directors must meet at least once every two (2) calendar months to exercise their functions.

BOARD PROFILES

PROFILES OF DIRECTORS IN OFFICE AS AT 30 JUNE 2016:



Jo' Witt – Chairperson

Jo' joined the ALARA Association Inc. Board in 2002, serving as the President of the Association from 2008 until 2013 when she became President of ALARA Qld Limited. Jo has extensive

experience in retail including a range of managerial roles. She has recently changed her career focus, taking up a role in the Community Services sector and studying for formal qualifications in the area of Mental Health Recovery. As a parent of a young person with a disability she has extensive lived experience in a caring role. She is a strong advocate for people with disabilities and their carers, promoting a holistic approach to service delivery.



Cathy Wheeler – Company Secretary and Board Director

Grad Dip in Computer Education; Dip Teach; Ass Dip Com Rec; Cert IV in Training and Assessment, JP (Qual)

Cathy joined the ALARA Association Inc. Board in 2006, becoming a Board Director and Company Secretary of ALARA QLD Limited in 2013. Cathy has extensive qualifications relevant to her chosen career in Education. She has worked with people with a disability since the 1980s and in Special Education since 1990 teaching at Lowood, Cunnamulla and at Goodna. She is currently the Deputy Principal at Goodna Special School. She has been a Justice of the Peace since 2000. Cathy brings to the ALARA Board extensive knowledge of services and support for children and young people across the ALARA catchment area and a deep understanding around issues related to the provision of quality support services.



Ian Morley – Treasurer

B. Com.

Ian joined the Respite Care Services (Ipswich) Board in 1997 taking on the role of Treasurer. He has continued to serve in that capacity on the ALARA Association Board of Management and as a Board Director

for ALARA QLD Limited from 2013. Ian was an experienced Chartered Accountant who until his retirement in 2011 was a partner with a local Ipswich accounting firm. Prior to this he had a broad range of experience as an accountant in the corporate sector. He has had a lifelong commitment to sport and fitness, and has qualified both as a track and field judge and trampolining judge. He has held a number of positions on sporting club Boards of Management both in New Zealand and Australia. As Treasurer, Ian has contributed his knowledge of accounting, tax and business to the ALARA Board over the years of his involvement. He has been actively involved in the ongoing development and improvement of ALARA's financial and accounting systems and processes. Ian is a life member of ALARA QLD Limited.



Robyn Hartfiel – Director

Llb (Hons)

Robyn joined the Respite Care Services (Ipswich) Board in 1998 subsequently serving on the ALARA Association Board of Management and continued as Board Director with the transition

of the organisation to ALARA QLD Limited in 2013. She has been a solicitor for 25 years and until her recent retirement was a partner for local Ipswich firm M.A. Kent and Associates. She now continues her relationship with the firm on a consultancy basis. She is Secretary of the Ipswich Woman's Development Network and volunteer solicitor for TASC Ipswich (both not-for-profit organisations). In addition to her years of experience as a Board member for the organisation Robyn's legal background has been invaluable to the Board when considering matters such as leases, real estate transactions, agreements and other legal issues that arise from time to time. Robyn is a life member of ALARA QLD Limited.



Mike Kingham – Director

Mike joined the ALARA Association Board of Management in 2013, becoming a founding Board Director of ALARA QLD Limited in 2013. Mike was educated in the United Kingdom and moved to Australia in 1961. He has

had a diverse working life, which has included owning and operating a family business in the Lockyer area, being QLD Sales Manager for the print company and working in the local Real Estate Industry. Over the years Mike has contributed to his local community in a range of volunteer roles, including past president and Secretary for his local Lions Club, Adult Literacy educator and volunteer tutor, and currently provides regular musical performances at local nursing homes and respite centres. Mike brings to the ALARA QLD Limited Board his invaluable lived experience of acquired disability, a strong business background and local networks and an interest in positioning ALARA to respond to the changes required under an NDIS.



Noelene Schultz – Director

Noelene joined the ALARA QLD Limited Board in 2013 filling a casual vacancy. She has had a career as a nurse for 48 years and has held registration as a general Nurse. Noelene has worked both in the

private and public sector as a nurse with the last 28 years spent focused on working with school-aged children and their families in Community Health. As a keen orchid grower Noelene has been an active and supporting member of the Ipswich Orchid Society for 14 years, also actively involved in her church commitments. As a grandparent of a child with a disability she brings to the Board invaluable life skills and experiences. Noelene is committed to building community awareness of issues for people with a disability and their families.



Toni Harrison – Director

Dip. Bus.; Adv. Dip. Acc.

Toni was elected as Director of ALARA Qld Limited at the 2014 Annual General Meeting. Toni is an experienced office and business manager with formal qualifications in the areas of business

and accountancy. She has had many years of involvement with local school community and sporting associations generally in the capacity of Secretary or Treasurer. Toni has had a long-term interest in the work of ALARA and brings to the Board both a new perspective and willingness to contribute to the work and development of the organisation as required.

EXECUTIVE MANAGER'S REPORT



I am pleased to present the Annual Report for ALARA QLD Limited for the 2015–2016 year.

Again this year we have continued to expand the range of services and opportunities available for people with a disability and their families, and actively prepare for operation under the National Disability Insurance Scheme (NDIS) when it rolls out in Queensland. New services have been an outcome of a co-design approach with individuals and their families as an outcome of an exploration of their goals and aspirations in the key domains of life.

Supporting individuals and families through the NDIS Readiness Project has been a key project for the organisation this financial year and will continue in a range of ways as we approach the roll-out of the NDIS in our area, commencing 1 July 2017.

A steady number of individuals with individual funding packages continue to choose ALARA as their service provider. A key factor in their decision has been ALARA's flexibility and focus on supporting individuals to achieve their goals and extend their horizons.

Our success this year is again a testament to an ongoing team effort. I would like to personally acknowledge ALARA's Board for their clear strategic focus which has enabled the organisation both to prepare for the NDIS as well as continue to improve and develop as a quality service provider.

“Supporting individuals and families through the NDIS Readiness Project has been a key project for the organisation this financial year and will continue in a range of ways as we approach the roll-out of the NDIS in our area.”

JUDY DICKSON
ALARA EXECUTIVE MANAGER

Thank you also to all of our staff and volunteers for your skill, commitment and passion for making a positive difference in the lives of people we support.

On behalf of ALARA, I would like to acknowledge the ongoing support of our funding bodies, state, federal and local governments, trusts and foundations, local business, and the many supporters in the communities in which we operate.

Most importantly, thank you again to our clients and families for welcoming our service into your lives, and providing the valuable input and feedback that helps us monitor and improve our services.

The following report provides an overview of the activities of the organisation and what has been achieved in relation to each of our strategic areas in this financial year.

Judy Dickson
Executive Manager

INDIVIDUAL AND COMMUNITY OUTCOMES

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

SERVICE OVERVIEW

During the course of the year ALARA provided services to 723 clients and their families and carers. In total, across all revenue types, we provided 176,736 hours of direct support. Additionally ALARA assisted a number of clients and families to source and obtain necessary specialised equipment.

The following is an overview of services provided by ALARA in the 2015–2016 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 34 clients, providing a total of 8293 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 2015–2016 financial year ALARA supported 85 clients with individualised funding. Services were provided at home or at centre-based or community locations.

DS Post-School Block Specified

This year ALARA provided services to eight individuals from the Ipswich area and one person from the Laidley area through this funding stream. The support provided is tailored to each individual's needs and can include goal-orientated, centre-based or community-based support.

Community Care Block – Direct Services (State)

During the financial year ALARA supported 593 people with a disability providing 27,559 hours of support assisting with personal care, social support, respite care, and domestic assistance.

In addition, Community Care funding enabled the organisation to provide a total of 2867 hours of Assessment, Client Care Coordination, Case Management Counselling, Support, Information and Advocacy.

Commonwealth Home Support Program (CHSP) – Department of Health and Aging (Federal)

During the financial year ALARA supported 12 older individuals with a disability, providing social support, domestic assistance and centre-based services, as well as Case Management, Client Coordination and Assessment.

Our current Commonwealth Home Support Program contract for direct services runs to 30 June 2018. Case Management, Client Care Coordination and Assessment are now provided by the My Aged Care – Regional Assessment Service.

DAY SERVICES

ALARA currently operates centres in Ipswich, Esk and Laidley.

Luke's Place Esk and Luke's Place Lockyer receive their primary funding through the Department of Communities – Disability Services for the provision of centre-based and flexible local respite support as well as learning and life skills development.

Luke's Place Ipswich area services, located at Warwick Rd and Salisbury Road, are funded through Department of Communities – Community Care. Funding for a small number of places is also received from the Commonwealth Home Support Program through the Federal Department of Health.

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 2015–2016 period, 26 people with a disability were supported through the Centre's DS block grant, individual funds, OCI funding and the Your Life Your Choice program.

Luke's Place Lockyer program participants continue to be actively involved in their local communities through volunteering. The organisations they have supported during the year include the Laidley Crisis Care and Accommodation Centre, Laidley Meals on Wheels, Brave Companion Dog Rescue, Uniting Care Op Shop (Laidley), and The Salvation Army Op Shop (Gatton). Clients from the service are also involved in a range of community activities such as the Laidley Gym Group, Heartmoves, Hydrotherapy, the Gatton Men's shed, Muzique with Rachael (a qualified Music Therapist), the Golden Years of Music, Music with Jason, Crisis Care Cooking and Murr Ceramics. A new Technology group now meets on a Tuesday afternoon facilitated by a service participant. IPAD training is now offered through the Centre.

The Wednesday Life Skills group continues to focus on meal planning, shopping for ingredients and cooking skills, with program participants cooking a meal to share with their families. This group completed the first and second programs of Cooking Classes through Jamie's Ministry of Food and are planning to complete the third offered program early in 2017.

The Book Stall at the Laidley Markets continues to be offered through the efforts and commitment of service participants and a volunteer. They raised \$2,724.85 during the financial year.

In September 2015, The Lockyer Celebrating our Abilities 2016 Calendar was launched at the Laidley Spring Fair. The calendar featured the combined art work of many of the individuals who attend the centre and are passionate about art.

During the financial year we saw the installation of a new accessible kitchen with support from the Lockyer Regional Council Community grants funds and the planting of new hedges through the support of the Lockyer Gardening Club.

Our new, accessible kitchen benches fitted with support from the Lockyer Regional Council Community Grants funds



Luke's Place Esk (LPE)

During the financial year the centre continued to operate three days a week based at the Lutheran Church Hall in Esk. In-home and community-based support was provided throughout the week.

In total 10 individuals received centre-based support during the financial year, and 9 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 2016 service participants were engaged in activities such as:

- Can collecting and crushing to raise much needed funds for the Leukaemia Foundation. Cans are supplied by the Club Hotel, Esk.
- Removing buttons off old clothes and cutting the material into the correct sizes for cleaning rags for the Red Cross Thrift Shop at Toogoolawah.
- General cleaning duties at the Helping Hands Thrift shop at Esk.
- Folding, sorting clothes, general cleaning duties and pricing at Esk Lions Thrift Shop and St Vincent De Paul Thrift Shop.
- Cooking program at LPE where clients choose a recipe, purchase items, follow a recipe and take home the finished product.
- Assisting an elderly community member to maintain their garden and feed local chooks.
- Assisting with grounds maintenance at the Esk Golf Club. This local club is run by volunteers.

There is a strong emphasis on improving service participants' health and fitness. This includes accessing the hydrotherapy pool at Goodna or Kilcoy.



ABOVE: Growing herbs and vegetables in a new greenhouse at Luke's Place Esk.

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. Once a month the participants join with the Esk Lions Club members for morning tea.

The service was given a greenhouse and participants have planted various herbs and vegetables in preparation of the community garden that they will assist in developing and maintaining.

Luke's Place Esk also focuses on creating opportunities for participants within their local community and assists in forming connections. Two participants now attend the Toogoolawah Men's Shed on a weekly basis. This informal network has created friendships within their community and teaches them both new skills that they have been able to use at home to assist their families.

A connection has been made with Care and Concern and volunteer opportunities were created for participants of ALARA to assist to raise much needed funds to allow them to continue providing food for the disadvantaged in the Community. This involves participants actively partaking in a weekly carwash with all monies raised going to Care and Concern. This has become an extremely popular service within the Esk Community, with the likelihood of extra hours being added to cover the quantity of vehicles turning up for their carwash.

The service now holds a monthly BBQ at the Friendly Grocer in Esk on the 2nd Friday of each month. This allows participants to be actively seen within their Community and to assist in skill development through things such as cooking and money handling. It also facilitates networking with people in the community. The monies raised will allow participants to participate in activities that they might not have been able to access given their rural location.

Participants hold a cooking day prior to the Esk Show and bake cakes, slices, muffins and biscuits which are sold at the ALARA stall. Participants assist in manning the food stall and waiting on the tables. All money raised goes to the upgrade of Dingley Dell. This has created familiarity and awareness of ALARA as a service and the outcomes we are trying to achieve with Dingley Dell. Patrons of the show now seek out the ALARA stall.

Luke's Place Ipswich Area

Luke's Place Ipswich area services are funded as centre-based day respite services through a recurrent Community Care block grant. A small number of additional individuals are block funded through the Commonwealth Home Support Program (Federal). Some individuals also attend the service utilising Disability Services support for school leavers, post-school block-specified and funds from other program initiatives. Some clients purchase services through self-managed funds or private sources.

During the 2015–2016 financial year, a combined total of 220 clients received Ipswich centre-based services through Community Care or Federal CHSP funding at Luke's Place Ipswich and Luke's Place Salisbury Road (from 4th March 2013) as well as through the Aspirations Program or Arts initiatives. Across these programs (Community Care and CHSP) 32,399 hours of support were provided.

Each of our Ipswich locations lends itself to different types of programs and activities. Accordingly, on a quarterly basis participants choose from options developed around shared interests, goals and aspirations. Activities are offered at the most appropriate venue. Each person receives an individualised schedule.



ABOVE: Luke's Place Ipswich Bike Mechanics Group.

Programs vary on a quarterly basis but include skill development and lifelong learning activities in the different streams. As an example in a quarter clients could have the choice of participating in structured sessions on Health and Lifestyles, Cooking and Baking, Gardening, Woodwork, Public Transport and Road Safety and Creators and Hobbyists workshops. Additional workshop series are run as funds become available. A social gardening group was formed in April of this year to maintain the accessible kitchen garden and ensure a constant supply of herbs.

Luke's Place Ipswich area engaged local Music Therapist Rachael Beauchamp to run group sessions during the financial year. The goals identified by attendees incorporated social interaction, communication skill development, musical skill development and music appreciation.

Aspirations

Aspirations is an Ipswich based social group created at ALARA to offer activities that vary month to month. Aspirations is available for individuals who are eligible for Community Care funding. Additionally, people who are individually funded can also choose to purchase support through this program to explore shared interests with other people and maximise

their hours through sharing support. Aspirations is aimed at providing participants with an opportunity to participate in community events and explore areas of interest while enhancing social connections and friendships. Outings throughout the financial year were varied and included Springloaded Trampoline Park, Broncos Training session at Red Hill, Joy Flights with Pterodactyl Helicopters, Parkfit, the Movies and the Theatre to name a few.

Arts Programs

We were again unable to access the Dingley Dell Gallery for this financial year because of the work being undertaken for the renovations. However, it was again a very active year in respect to our Arts programs. Some of the highlights of the last half of 2015 included a wood burning workshop, seed bombing workshops at Animated Spaces, ceramics with Di Murr, a screen printing workshop, jewellery making with Kate from Ruby and the Fox and the Smorgasbord of Art series with Tess throughout November and December.

ALARA was again successful in obtaining funding from the Regional Arts Development Fund to run a range of free workshops for the people of Ipswich including aspiring artists with a disability. These workshops are themed around “Ipswich in the Wild” and will continue into the 2016/17 financial year.

“What’s in Art” Social Arts Group

The “What’s in Art” Social Arts Group has continued to meet and support one another to learn about other artistic mediums. Currently there are seven members of this group working on joint and individual projects.

LAN Group

The LAN group which has operated one evening a week at Luke’s Place Salisbury Road since March 2013 enables young people with a disability to meet and share their passion for interactive gaming and related interests. There are currently seven members of this group.

HOLIDAY RESPITE PROGRAMS FUNDING (LAIDLEY)

The Lockyer Children’s Holiday Respite Program funded by the Department of Communities – Disability Services was conducted for 5 days during each school holiday period. The program, targeted to high school-aged children with a disability who reside in the Lockyer Region, provided support during the school holiday period with 15 children being supported over the last year.

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 additional costs a number of local parents have been conducting a sausage sizzle at the Laidley markets which is conducted on the second Friday of every month. In 2015 Lockyer Valley Community Disability Association (LVCDA) subsidised the cost of an annual VIP Pass for the children to have access during the 2015–2016 period, to three Theme Parks which included Movie World, Sea World and Wet’n’Wild World. LVCDA has also funded transport costs for Holiday Program activities using the Lockyer Valley Aged and Handicapped Association (LVAHA) bus service. This means that the children can travel together on trips.

Activities for the 2015–2016 period have included Movie & Maccas Days, Christmas Lights Bus Trip, Art Workshops, Visits to Theme Parks, Outing to Robelle Domain for Swimming & BBQ lunch, attending Sailability at Darling Downs, Karaoke & Pizza Day, Visit to Aquasplash, Cooking, Fitness, a Tie Dye Workshop, a Scavenger Hunt around Laidley, and Visits to Spring-loaded Trampoline Park and also to Inflatable World. The program is always action packed, and continues to be extremely popular with very positive feedback being received from children and families.



ABOVE: Lockyer Megasports, learning circus skills through Lorraine Ashton's Classic Circus

LOCKYER RESPITE SERVICES

This program for the Lockyer area funded by the Department of Communities – Disability Services. It provides in-home and out-of-home overnight respite services.

During the 2015–2016 period seven individuals utilised their allocation of in-home respite funding. Families are now also linking with CRCC, meaning that in some cases they have been able to extend their break.

Out-of-home overnight breaks commenced in February 2014 with the Lockyer Valley Disability Community Association providing the premises and subsidised amenities and food. Individuals are therefore only responsible for their out-of-pocket expenses related to entertainment activities such as music and dinner out in the community. This means that there are generally no out-of-pocket costs to individuals or their families for their stay. During 2015–2016 seven individuals accessed the overnight services.

RESPITE FOR CHILDREN 0-12 INITIATIVES

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

Lockyer Megasports

The Lockyer Children's Megasports Program operates one Saturday per month at Luke's Place Lockyer and at various community sporting venues in the Lockyer Region. It provides a range of physical activities for children with a disability and their siblings aged 5–12 years. Around 14–18 children and their siblings attend each session. Twenty-two children were registered with the Megasports program during the year. Sporting activities this financial year have included parachute-based games, cricket, a giant snakes & ladders game, a Circus Skills Workshop, ten pin bowling, netball, soccer, working out on the fitness equipment at the Laidley Recreation Grounds, swimming, touch rugby and softball. Contact with the local sporting groups has continued with ALARA representatives working collaboratively with the Lockyer Recreation Committee to plan collaborative activities to involve the children. This Committee includes coaches from a variety of local sporting groups (netball, softball, rugby league, touch rugby, soccer, etc.), and they are committed to continue to be involved in running sporting workshops with the children who attend the Lockyer Megasports program.

4Families Respite Project (Ipswich)

This initiative provided approximately 4 hours per week respite for 13 children with a disability with an urgent need for this support.

Referral to the 4Families program services is via the Disability Services Pathway.

ALARA has also developed the following service for younger children in Springfield with participants accessing a range of funding sources:

ALARAvengerz

In June 2015, ALARA launched a Monday afternoon children's group located at the Springfield Community Centre. The group, named by the children, evolved as a response to requests from parents for a low-cost, after-school activity that provided a range of opportunities for the children while meeting an identified respite need. ALARAvengerz is a wonderful opportunity for the children to interact with others and participate in a group activity. An important focus of the group is healthy eating and lifestyle and this is carried out through offering healthy choices for afternoon tea and encouraging active play through the session. The clients attend the session with their support worker who then encourages and supports interaction with others. At the start of each term we plan with the children the activities they would like to participate in. This has given us the opportunity to introduce the children to new experiences and ideas as well as ensuring we cater for their interests.

The numbers have steadily increased with ten children attending regularly with their workers. During the holidays the group went to Just Jump for an afternoon of fun and games. In May the group were able to go to the Children's Variety Show thanks to the generous support from Golden Valley Keperra Lions Club. A fundraising BBQ was held at West Ipswich Bunnings in May 2016 to raise funds for resources and more are planned for the future.

RESPITE INITIATIVE FOR TEENS

The LADS Group

This initiative grew out of the ALARAvengerz to meet the needs of older children. It commenced in June 2016. The group runs on a Monday afternoon meeting at the Springfield Community Centre. Each month participants are supported to develop a calendar for the following month with a focus on improving skills in relation to road safety, travel, health and social skill development. The young people are working towards developing the skills that will enable them to independently access the community in the future. Participants attend with funding support from various sources.

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.

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 35 families in the Ipswich South West Region through this initiative either directly or through the families' existing primary service provider. This included provision of case management or supports that reflect the respite needs for the older carer.

As part of this initiative, ALARA QLD Limited has established and maintains a Regional Register of Older Carers. The Register identifies current and future needs for respite and accommodation support and enables Disability Services to plan for funding and supports that may be needed in the short or long term. Currently there are 74 on the 65+ register maintained for Disability Services. In maintaining the Register and the provision of respite support the Futures Coordinator continues to work collaboratively with local organisations to ensure the needs of carers are met. These agencies include Disability Services, ANUHA, Cabanda, Carinity Care (Our House and Fassifern), FSG Australia, Focal Community Living Inc. and other local organisations.

Currently 37 registered OCI carers have commenced NDIS/Future Planning discussions, the two are now incorporated in the discussion. This figure includes carers that have already commenced a future plan in the past but have changed their existing plan to incorporate changes that the NDIS will bring.

In August 2015 a carer's morning tea was held in Esk, with a guest speaker discussing the importance of planning for the NDIS and what the NDIS might look like for their family. This led to a CRU workshop, Taking Charge of Change, being held in conjunction with Luke's Place Esk. Both were well attended.

EMERGENCY FUNDING

ALARA manages the 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 2015–2016 period, Emergency Response Funding was accessed for 1492 support hours and a number of pieces of specialised equipment urgently required by individuals and families were also provided. A number of other individuals, while not eligible for funding under this initiative, were assisted with information to enable them to find alternative funding sources or services. This funded program continues until 30th June 2019.

ACTIVITIES PROGRAM

This program is made possible through donations and allocation of ALARA funds as well as a small viability grant from the Department of Communities – Disability Services which contributes to the cost of coordination of the program. Some participants use their individual funding or funding allocated from various sources to participate.

Ipswich Megasports is an Ipswich-based activity normally held on the first Saturday of the month. This activity promotes health, fitness and group interaction. Megasports operated 10 Saturdays through the financial year averaging around 20 people on each occasion. This calendar year the group joined with Ipswich PCYC to implement a series of instructed programs held at PCYC such as Boccia, Zumba & Hip Hop. PCYC sponsored all participating client's annual memberships. Other Megasports Activities included the Riverwalk and a water balloon challenge.

Ten Klub ALARA events were conducted over the 2015–2016 period. Around 30 people participate at each Klub ALARA. One of the new evenings that was popular this year was the Red Carpet Logies Night. and Karaoke is always a success. Regular theme nights such as Xmas in July, Halloween night and Superheroes continue to be participant favourites.

There were nine Social Group activities in the financial year. We have tried to keep outings local to Ipswich to minimise costs for participants. Lone Pine Sanctuary was a big hit. The group also attended a Collusion Event held by ALARA and followed on with the local S-Troupe's Annual performance, a sit-down meal at Hogs Breath and shopping at Orion. Some regular and ever popular outings include visiting theme parks and attending the Ipswich Show.

Five successful Visy Getaways were conducted over the 2015–2016 financial year. The Getaways provide a holiday away with friends and an opportunity for people with a disability to engage in exciting new activities. They also provide carers the opportunity for a break. Our capacity to provide holiday is enhanced through the generous payroll giving of the staff of VISY, Carole Park Site. Last minute cancellations continue to create challenges for the program.

Extra activities for the financial year included the Annual Christmas Lights tours which ran on three nights in December 2015.

To ensure that our Activities program continues to address the interests and needs of clients, the annual pizza and planning night was conducted in November 2015. This night again yielded many new and creative ideas that have helped in the planning of events. ALARA 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.

Raceview Integrated Playgroup

In February 2016, ALARA assumed the auspice for the Raceview Integrated Playgroup. This Playgroup commenced in May 1992 at the suggestion of families with young children with a disability who were looking for a playgroup that would include the children in a supportive environment rather than a segregated disability-specific program. Facilitators were previously provided through Disability Services but in 2015 staffing could no longer be maintained as the program commenced transition towards the NDIS. ALARA has recognised the value of this group to Ipswich and the families concerned and has welcomed the opportunity to continue this important service.

BELOW: The Raceview Integrated Playgroup

“The Raceview Integrated Playgroup meets each Monday at the Raceview Congregational Church Hall from 9.30 to 11.30. As at the 30th June 2016 13 families were registered with up to 22 children attending each session.”

YOUR LIFE, YOUR CHOICE – HOST PROVIDER SERVICES

In total 11 individuals transitioned or transferred to ALARA's Your Life your Choice Host Services in the 2015–2016 financial year. As at 30 June 2016, ALARA was Host Provider for 46 individuals. Through this service ALARA continued to assist individuals and families to have greater choice and control over their disability services and supports. This includes assisting individuals and families to purchase services, therapies and equipment from a variety of different organisations, funds management for individuals and families who are directly employing their own staff and providing payroll services.

SOLD HOURS

ALARA 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 2015–2016 financial year, services were purchased by organisations, family members or individuals for 67 children and adults with a disability. This was an increase from 41 last year.

INFORMATION SHARING AND EDUCATIONAL OPPORTUNITIES FOR CARERS

Support and Training for Carers with Children with ASD and ADHD

ALARA hosted morning and evening sessions on 15th October 2015 which were tailored to carers of children with ADHD and ASD (Level 1 & 2) and their support staff at Luke's Place Lockyer. The Game Plan Presentation was delivered by Applied Techniques Training and aimed to provide information and understanding of strategies for carers coping with the social and emotional aspects of these disorders. ALARA will fully subsidise the attendance of existing ALARA carers and support staff wishing to attend.

Getting Ready for the NDIS

In August 2015 LPE held a successful carers morning tea with guest speaker Peter Tully talking to families about how to start preparing for the NDIS.

In February 2016 LPE hosted a Community Resource Unit Workshop entitled "Taking Charge of Change". This workshop was designed for people with a disability, families and their close friends who are interested in hearing about the NDIS and exploring what they can do to be ready for the challenges and opportunities that lie ahead.

NDIS Readiness Project

In the first six months of 2016 ALARA undertook a project to assist service participants and carers to prepare for the NDIS. This project utilised funds approved by Disability Services for this purpose. One hundred and sixty seven clients of ALARA were engaged either directly or through their carers and families in the project.

One hundred and fifty seven people attended the series of four workshops covering – Introduction to the NDIS; What about me: Where do carers fit into the NDIS; Great Expectations: Setting Realistic Goals; What do you mean "Self-Managing". In total 56 sessions were run including weekend and after hours sessions. Those who attended the workshops consistently rated them as one of the best sources of information they have received.

Fifty individual sessions were delivered for people with a disability and their families, predominantly at the person's home.

As part of the project, the NDIS Readiness Project Officer has worked with Coordinators to increase their knowledge and skills related to delivering NDIS workshops, developing resources and increasing general understanding of NDIS, with a view that Coordinators will continue preparation of customers and carers over the next 12 months.

Funds were also approved to assist individual service users to develop their informal networks as this is a key component of the NDIS. In the first six months of 2016, ALARA also engaged a fixed-term facilitator to work with nominated individuals and families where the person would potentially only need minimal funded support if informal networks and links to generic services were strengthened. Forty six individual families engaged with this program predominantly in relation to information, with seven working more intensively with the facilitator to achieve specific outcomes.

COMMUNITY COLLABORATIONS AND PARTNERSHIPS

The ALARA Jets Team

This collaboration with Wayne Wendt CEO of the Luxury Paints Ipswich Jets is the result of a great idea and initiative of Grant Fullarton, a service participant with a passion for rugby league football. The ALARA Jets team has grown to 18 players by the end of June 2016. The ALARA Jets team train with members of the Ipswich Jets and other community members. They have played both in inclusive matches and in demonstration games.

In 2015 they played a demonstration game in Laidley in August promoting touch football in the area. In September they played in the A-SIMMO Youth Suicide Prevention Tournament at the Briggs Rd Sports Complex. This event was organised through local elder Aunty Narella Simpson and a network of local organisations lead by Headspace Ipswich. In October they played at half time in the Legends of League versus Brisbane Police Match.



The ALARA Darts Team – ‘Respect da Bull’

The ALARA Luke’s Place Darts Team train and play each Monday at the West Moreton Darts Association. At the start of the financial year there were 11 players and by June 30th 2016 14 players were attending regularly. One of the players has now joined West Moreton Darts Association and plays independently with the club. During the first part of the financial year the team held a morning tea to thank their sponsors and West Moreton Darts Association for their ongoing support.

LEFT: Members of the ALARA Jets Team celebrating their success.



ABOVE: The ALARA Darts Team ‘Respect da Bull’ say ‘Thank You’ to their supporters.

The first half of 2016, saw the team playing in April at half time at the Broncos versus Titans game at Cbus Super Stadium at Robina and then successively at Footprints, the community touch football tournament held at Nudgee.

They have recently finished a 10-week program promoting group health and fitness.

The ALARA Jets presentation evening was held on the 12th November 2015 at the Ipswich Jets Leagues Club. Sixty one people attended, including team members and families, volunteers, staff, sponsors, jets Club representatives and Board Members.

The ALARA Jets were finalists in the Sporting Wheelies – Inclusive Services Award. Staff and team members attended this Awards Night on behalf of the organisation.

The team hold fundraising BBQs at all the Ipswich Jets’ home games.

Siblings Network

The Ipswich Siblings Network is a combined initiative of Disability Services staff, Focal Community Living Inc., GIFS - Goodna Integrated Family Support, Carers Qld, Ozcare, CPL, Mission Australia and ALARA QLD Limited. 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 a year. 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.

Three entries in the Ipswich Council Power Box Art Competition were submitted by volunteer James Pitman featuring the ALARA Jets.



One of the artworks, a grunge depiction was selected by the panel. The chosen artwork was displayed at ArtBeat, a showcase of the arts held during the Ipswich festival and has now been installed on a signal box at the corner of Brisbane Rd and Esther St, Riverview, just in front of the Esther Street rest stop.

SERVICE PROMOTION AND COMMUNITY AWARENESS

Awards and Competitions

ALARA was again nominated in the Ipswich Chamber of Commerce Awards, and were finalists in the “Stanwell Corporation 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. This year our written response focused on our community collaborations, including the ALARA Darts Team – ‘Respect da Bull’ which is a joint collaboration with the West Moreton Darts Association.

The ALARA Jets were finalists in the Sporting Wheelies – Inclusive Services Award. Staff and team members attended this Awards Night on behalf of the organisation.

Three entries in the Ipswich Council Power Box Art Competition were submitted by volunteer James Pitman, featuring the ALARA Jets. This initiative is designed to increase street appeal in Ipswich by decorating signal control boxes. One of the artworks, a grunge depiction was selected by the panel. The chosen artwork was displayed at ArtBeat, a showcase of the arts held during the Ipswich Festival and has now been installed on a signal box at the corner of Brisbane Rd and Esther St, Riverview, just in front of the Esther St Rest Stop.

EXPOS and Community Events

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

2015

July	Mobile Info Hub – Toogoolawah
August	Fresh Futures Market – Ipswich Sausage Sizzle – Louis Fruit Market Ipswich Senior’s Week Variety Day – Ipswich Senior’s Week – Esk Carer’s Morning Tea – Esk Mobile Information Hub – Fernvale
September	Teddy Bear’s Picnic – Esk Inala Multicultural Day Community Education Session at Anuha Services – Warwick “Celebrating Our Abilities”, 2015 Calendar launched at the Laidley Spring Festival
December	Blair Disability Links – Brassall Shopping Centre

2016

February	Mobile Information Hub – Toogoolawah Community Sausage Sizzle – Esk
March	Community Sausage Sizzle – Esk
April	Mobile Information Hub – Toogoolawah Global Fiesta for Ipswich Stall Community Sausage Sizzle – Esk
May	Mobile Information Hub – Fernvale Camp Draft Canteen – Esk Show (information stand)
June	Streetlinks Ipswich Mobile Information Hub - Esk Community Sausage Sizzle - Esk

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 was also involved in the following networking meetings and forums:

- Lockyer Interagency Meetings (hosted by ALARA Lockyer)
- Lockyer Service Providers Disability Network Forum Meetings
- Lockyer Valley Mental Health Professionals Network (MHPN) Meetings
- Understanding Hoarding and Squalor Forum
- Domestic Violence and Family Violence Collaborative Forum (Ipswich)
- Brisbane Valley Interagency Meetings
- Disability Workforce Innovation Network (DWIN)
- Ipswich Interagency Meeting
- Fresh Futures Planning Committee
- Ipswich Regional Disability Service Provider’s Strategic Network
- Ipswich Community Care Regional Information Forum
- OCI Provider’s Meeting and teleconferences
- Host Provider’s Teleconferences
- Sport’s Connect Queensland Network Forum
- Safe Work Week Leadership Forum Breakfast (Ipswich)
- Interagency Meeting – Inala Respite Centre
- Queensland Community Care Regional Information Forum (Toowoomba)

ALARA representatives participated at a range of events and consultation processes including:

- NDS Special Interest Forum – Aging and Disability (EM)
- NDS – National Committee on Workforce (EM)
- “Let’s Talk Transition” – Townsville NDS Forum
- South West Regional Partnership Forum
- NDS IS NOW Forum (Gatton) (EM)
- Senior Leaders – NDIS Transition Forum
- Official Opening of “The Foundry”
- QLD Woman’s Week Event – DS Regional Office
- Ipswich Enabling Local Communities (QCOSS)
- Queensland Community Care Discovery Workshop
- ACNC Disability Services Sector Consultation Meeting (FM)
- Disability Services and other Legislation Amendment Bill Consultation (EM)
- Workplace Health and Safety Breakfast
- Ipswich Child and Youth Alliance Visioning Day
- Host Provider Forum

EVENTS

VISY MORNING TEA

In December 2015, key ALARA staff and members of the 'Respect da Bull' Darts Team visited donors at VISY Board’s Carole Park site to say a huge thank you for their ongoing support.

ANNUAL ALARA CHRISTMAS PARTY

The ALARA Christmas Party was held at the Ipswich Show Grounds on 12th December 2015. Around 360 clients, carers and staff attended, enjoying the meal, the entertainment and the ever popular visit from Santa. This event was generously supported through the Ipswich Council Christmas Fund, Cr Charlie Pisasale’s office and the Council with funds for the provision of a wheelchair-accessible portable toilet, individual Councillors, the Queensland Police Service, Booval Rotary, many local businesses and the ALARA community.

CELEBRATE AUSTRALIA DAY @ ALARA

On the 22nd of January the Warwick Rd Office held their Celebrate Australia Day @ ALARA event open to the ALARA staff. Clients and families and the general community. A great time was had by all who attended.



Thank you to VISY for their ongoing support.





COLLUSION MUSIC CONCERTS

A Collusion Music Event was conducted at Luke's Place Salisbury Rd on 22nd August 2015, titled Two to Tango. Concert goers enjoyed an afternoon of fiery South American music. Collusions Music is a group of award winning chamber music musicians who are collaborating with ALARA to bring beautiful music from a range of genres to the ALARA family and broader community. Funds raised through the sale of food at the events supported the construction of the planned accessible garden at this site.

Unfortunately the first two Collusion events in 2016 had to be cancelled due to unforeseen events. ALARA would like to thank the Howlin' Time who treated us to Chicago Blues on the 7th May 2016 and "Miss Gertrude" for her performance of her own blend of Soul and Folk (Soulk) on the 25th June. The Collusion concerts will resume later this year.

FUNDRAISING EVENTS

Salisbury in Spring

The second annual 'Salisbury in Spring' was held at Luke's Place Salisbury Rd on Saturday 12 September 2015. This market day provides an opportunity for local artists and crafters to display and sell their work as well as a range of hands on arts experiences for children and adults. The event raised around \$775 for the Dingley Dell renovation work as well as funds for the Siblings Network.

Trivia Night Fundraiser

A Trivia Night was held at the Yamanto Tavern on Friday 19th February 2016 raising \$1426 for the Dingley Dell Renovations. This amount included a \$200 donation from Mayor Paul Pisasale who was unable to attend on the evening. Host Jamie Dunn and friend Agro volunteered their time to make this a memorable event.

Movie Night Fundraiser

ALARA held a fundraising movie night on the evening of the 18th April 2016 at the Limelight Cinemas Ipswich featuring the comedy "The Boss". The event was well supported and raised \$698 for the Dingley Dell Renovations.





ABOVE: Esk Show Camp Draft Canteen

Wine Tour

The Wine Tour conducted on Saturday 24th October 2015 featuring local wineries and an ale house raised \$1782 for the Dingley Dell Renovation.

Esk Show Camp Draft Canteen

For the second year in a row ALARA has run the Camp Draft Canteen with all proceeds going the Dingley Dell Gallery. Luke's Place Esk host a cooking day prior to the Esk Show and bake cakes, slices, muffins and biscuits for the canteen. LPE participants assist in manning the Canteen and waiting on the tables. A number of Show regulars now seek out the Canteen to say hello.

A range of other fundraising events also occurred through the year including car washes, chocolate sales, raffles and numerous sausage sizzles raising money for various initiatives.

STAKEHOLDER PARTICIPATION

Throughout 2015–2016 ALARA has continued to look at ways to enhance client and carer involvement in the organisation.

The Client Newsletter Editorial Committee continues to create quarterly newsletters that are full of individual stories, news from various programs and general information. The meetings, which are held every three weeks, have been well attended. The committee continues to use its social networks to encourage others within the ALARA community to contribute and report on what is important to them.

ALARA has client/carers representation on its 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 completed online or in hard copy form. There was again an excellent response, with the results being very positive. The feedback and suggestions made will assist the organisation in the continuous improvement of the services we provide.

WORKFORCE DEVELOPMENT

A key strategic goal for ALARA continues to be 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 again been given to the following areas:

STAFF TRAINING AND DEVELOPMENT

There is a strong correlation in the sector between 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.

All service staff complete manual handling training and undertake an annual refresher. Targeted competency-based training was provided in relation to supporting individual clients with specific personal care needs. From January 2015 this was expanded to include a half day of Epilepsy, PEG feed training, Personal Care and Bowel and Bladder Management (previously conducted as standalone sessions). Spare capacity in manual handling training days is now offered to carers at high risk of back injury.

As part of the NDIS Readiness project eight NDIS Information sessions have been run for staff. This included six sessions for direct workers (70 support workers attended), a session for all finance and administration staff and an intensive session with all Coordination staff to present resources developed, share project outcomes and information, and a review of ongoing support needs for clients and carers.

In addition, individual staff in a variety of positions received support to attend a range of training events related to their role.

ALARA was represented at key Conferences, Workshops and Training opportunities, including:

- NDS CEO Conference
- NDS National Conference 2015
- NDS State Conference 2016 – Shaping the Future, Preparing for Change
- NDS – Essential NDIS Briefing
- NDS Budget Breakfast
- NDS – Costing and Pricing Methodology
- NDIS New World Conference
- Griffith University NDIS Symposium – “Housing for people with disability: a place to call home”
- Injury Prevention and Return to Work Conference
- Restrictive Practice Workshops (Ipswich and Toowoomba)
- SRV Perspectives on Person Centred Approaches
- 30 Mob Tour of organisations in the Hunter operating under the NDIS
- Risk Assessment – Judging Risk. Child Protection Training
- NDS – Costing and Pricing in an NDIS Environment
- Marketing using Multi-Media
- Restorative Practices Training
- P.A.T.H. Planning Alternative Tomorrow with Hope Training
- AUSLAN Training
- Managing Poor Performance
- Performance Management
- Skills Checkpoint Pilot Program (Busy at Work)
- Lifetec – Technology Expo (Ipswich)
- CRU – “Taking Charge of Change – what will it take to be ready for the NDIS?” (Esk)
- ADHD and ASD (Level 1 & 2) – The Game Plan Presentation
- Telstra Workshop – Systems security and Apps
- CHSP – Data Transition Information Session
- Attaché – New Business Intelligence version and PowerLink
- Institute of Chartered Accountants – ATO – Not-for-Profit Update
- Two day Social Role Valorisation Training
- Sunsuper – Superannuation Update

Relevant staff joined the following Webinars:

- My Aged Care Webinar Series (through 2015 and 2016)
- MS365 implementation
- Review IT Contractor’s SLA
- Power Saving Tips



A graduation ceremony was held on 18th March 2016 at the Humanities Building for 20 ALARA staff who have achieved a formal qualification since the last ceremony in 2015.

STAFF GRADUATION

A graduation ceremony was held on 18th March 2016 at the Humanities Building for 20 ALARA staff who have achieved a formal qualification since the last ceremony in 2015. A number of these staff had completed Certificate IV in Disability through our collaboration with Mercy Community Training (formerly Bridgeworks).

STAFF SURVEY

The ALARA Board conducted the ALARA Annual Staff Survey. As with the Client Survey, they could be completed online or in hard copy form. There was an excellent response. The staff survey provides valuable feedback to the organisation which is used to improve services to clients and systems that support our workers.

NATIONAL VOLUNTEERS WEEK

National Volunteers Week was celebrated from the 9th to 15th May. During the week a breakfast was again held at Luke's Place Lockyer for individuals who volunteer for ALARA, service participants who volunteer in the local community and the agencies who host them. Because of logistical issues volunteers from other areas were recognised individually on the day they worked.

VOLUNTEER RECOGNITION

On Wednesday 27th January 2016, Luke's Place Ipswich held a surprise 80th Birthday celebration for long-term volunteer, Margaret Solzna. This function was attended by Mayor Paul Pisasale, Cr Andrew Antonioli and Cr Cheryl Bromage.

WAGES AND CONDITIONS

REMUNERATION AND CONDITIONS

During the financial year the ALARA Association Inc. Enterprise Agreement 2012 was renegotiated with the ALARA QLD Limited Enterprise Agreement being approved on Friday 8th April 2016. The new agreement took effect from 15th April 2016.

SALARY PACKAGING

ALARA continued to provide salary packaging arrangements for staff through AccessPay, enabling staff using these arrangements to maximise their take-home pay.

WORKPLACE HEALTH AND SAFETY

ALARA 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.

WORKPLACE GENDER EQUITY COMPLIANCE

Under the *Workplace Gender Equality Act 2012* (the Act) all non-public sector organisations that employ a total of 100 or more employees across all subsidiaries in Australia (including full-time, part-time, casual, temporary employees and independent contractors of the employer and of all its subsidiaries) are required to report to the Workplace Gender Equality Agency (WGEA) annually on a set of standardised gender equality indicators.

In accordance with the requirement of the Act, on 9th June 2016, ALARA QLD Limited lodged its annual public report with WGEA. A copy of the report will be accessible later in the year at: <https://www.wgea.gov.au/public-reports-0>

A copy of the report is also available in the library at 8 Warwick Road, Ipswich.

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.

QUALITY ACCREDITATION

ALARA's last re-certification audit for HSQF was conducted on 3rd–5th August 2015. As an outcome of the audit and subsequent action, ALARA was recommended for re-certification. The next maintenance audit is scheduled for February 2017.

The Community Care Service agreement now also requires compliance with the Human Services Quality Framework. Accordingly in future our HSQF audits will encompass both Disability and Community Services.

Towards the end of the financial year ALARA was preparing for a quality review against the Home Care Standards in relation to the Commonwealth Home Support Program funding.

TECHNOLOGICAL INNOVATION

ALARA this financial year continued to update our telecommunications, computer systems and software to provide additional capacity and adapt our systems for future need.

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.

SOCIAL MEDIA

ALARA has an active Facebook presence through the ALARA QLD Limited page, the Dingley Dell page and the Raceview Integrated Playgroup (member only group page). Facebook continues to be an extremely popular means of providing regular updates to our stakeholders and the broader community.

WEBSITE

The new ALARA website was launched in July 2015. A key goal was to make it as accessible as possible for people with a disability, family members and our local community. The site includes a BrowseAloud facility. This provides options for text magnification, text to speech, spoken translations in 35 languages and written translations in 78 languages. Work continued this year to develop a staff portal to streamline access of staff to policies, procedures and frequently used forms as well as on-line training. This work has been completed and access will be rolled out through the remainder of this calendar year. As more details come to hand about the requirements of both the NDIS and My Aged Care work will commence on the Service User Portal.

FINANCIAL AND ADMINISTRATION OUTCOMES

ALARA QLD Limited 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 QLD Limited acknowledges the funding contribution and the ongoing support of the Queensland Department of Communities, Child Safety and Disability Services – Disability Services and the Community Care Programs and from the Federal Department of Health – Commonwealth Home Support Program. We would like to thank both the central and regional staff of our funding bodies for their assistance and support throughout the financial year.

State Government Funding

During the 2015–2016 year ALARA received a total of \$2,319,736 from the Community Care Branch of Queensland Department of Communities, Child Safety and Disability Services for the provision of home care, coordinated care and centre-based day services. This service agreement is current until 30 June 2017.

ALARA received a total of \$5,270,785 from Disability Services in recurrent funding for the provision of group and individual support across a range of service types.

Our service agreement with Disability Services has been renegotiated in line with the Department's new benchmarks. This agreement will stay in place until the expiry or termination of the last remaining funding agreement as service users progressively transfer to the NDIS.

Additionally ALARA was successful in renegotiating the use of some unspent funds (outside the 1/12 that can automatically be retained). These use of these funds was approved for the following purposes:

- Fixed-term engagement of a Project Officer to assist ALARA clients and families likely to be eligible for the NDIS with information sessions and to commence planning.
- Fixed-term engagement of a Network Facilitator to assist ALARA clients and families to develop informal networks and links (primary target group are those requiring minimal support).
- Upgrade of TRACCS Client Management System and Attached Financial Package – training and preparation for installation of the Consumer Directed Care Module in TRACCS software, upgrade of Attaché to acquire Powerlink GL costing module.
- Provision of software, training and consultancy to design and bring online portals to the ALARA website.
- Provision of three new computers for the Salisbury Rd Computer Hub replacing the aged computers that were originally funded under a Senior Hub initiative. This assists with internet access and the delivery of computer-based learning programs for service participants.

Federal Government Funding

During the 2015–2016 year ALARA received a total of \$32,700 from the Department of Health for the Commonwealth Home Support program (CHSP) for the provision of domestic assistance, social support – individual and social support – group. This program support people who are frail aged – 65 years or over (or 50 if Aboriginal or Torres Strait Islander). This funding currently enables continuity for some community care clients who reach the upper age limits for state funded community care or supports for their eligible aging carers.

The grant agreement for this service is current until 30th June 2018.

Additionally ALARA received \$12,000 in one-off funding from the Department of Social Services to update our administrative systems and processes to meet the Commonwealth Home Support Programme requirements including aligning the new services taxonomy, reporting obligations and prepare for data entry into the DSS Data Exchange information system.

ALARA was also successful in obtaining a grant for \$12,656 under the Stronger Communities Funding Round through the electorate of Blair. The Stronger Communities Programme funds small capital projects which deliver social benefits by supporting community participation and contributing to the vibrancy and viability of communities with the organisation matching the funding provided. ALARA would particularly like to acknowledge the support of the Hon. Shayne Neumann and his staff for their support in respect to this application.

Local Government Funding

ALARA received the following financial support from Local Government in 2015–2016:

- The Ipswich City Council contributed \$2000 through the Christmas Grants program towards the costs of the ALARA Annual Christmas Party.
- The Lockyer Valley Regional Council Community Grants program funded \$4000 towards the renovation of the kitchen at Luke's Place Lockyer. The renovations were designed to make the kitchen more accessible for people who use wheelchairs for mobility.
- A community donation of \$350 was received from the Ipswich City Council to cover the costs of an accessible portable toilet for the annual ALARA Christmas Party.
- A donation of \$300 was received from the Council Community fund through Mayor Paul Pisasale towards the Golf Fundraising event which will be held in July 2016.
- A \$200 donation was received from Mayor Paul Pisasale towards the Trivia Night held at Yamanto Tavern in February 2016.

DONATIONS

A total of \$21,347 in monetary donations were received during the financial year to support the provision of ALARA services. This included:

- Payroll deductions of \$9975 from the staff of the Visy Board Carole Park. As agreed with the donors, these funds are used to support Holiday Retreats and a small component of the funding is used to assist us to meet urgent needs that fall outside the scope of current funding arrangements.
- Funds from the Yamanto Tavern Sponsorship Program. During the financial year ALARA accepted an invitation to join the program which entitled members of the ALARA Community to 10% off food and beverages as well as a 10% donation of funds spent to ALARA. Additionally the Yamanto Tavern donated funds from the proceeds of their Melbourne Cup Function. These funds were earmarked to the Dingley Dell renovation and in total we received \$758 from the Yamanto tavern in 2015–2016.
- A donation from the Esk Helping Hands Thrift Shop of \$1000 to be utilised in relation to Luke's Place Esk programs and resources.
- A donation of \$1,170 from Quota Ipswich from their Melbourne Cup function held at the Ipswich Turf Club. These funds assisted with the cost of renovations at the Dingley Dell Gallery.

TRUSTS AND FOUNDATIONS

Regional Arts Development Fund (RADF)

ALARA was again successful in obtaining funding through the Regional Arts Development Fund. The Regional Arts Development Fund is a partnership between the Queensland Government and Ipswich City Council which invests in quality arts and cultural experiences across Queensland, based on locally-determined priorities. The amount of \$6432 was approved for a program initiative entitled "Ipswich in the Wild". The funds will be used to run a range of free inclusive arts workshops in the Ipswich community.

Pratt Foundation

\$10,875 was received from the Pratt Foundation to match the donations made by Visy staff through payroll deduction in the 2014–2015 financial year. Part of these funds were used to purchase and install a replacement oven with induction cooktop at Luke's Place Ipswich and the balance is being progressively used for small projects or individual assistance where no other appropriate funding source has been identified.

COTA Queensland

ALARA was successful in obtaining a Seniors Week grant for \$1000 through COTA Queensland to run a Senior's Expo during Senior's Week in August 2016 at Luke's Place Lockyer.

FUNDRAISING ACTIVITIES

Our Day Services, Activities Program, Laidley Children's Service, clients and families conducted a wide range of fundraising activities during the financial year that contributed towards equipment and resources, ALARA Jets Touch football team expenses, activity entry and camp costs across a number of programs and the renovation of Dingley Dell.

PROPERTY

Dingley Dell

We have continued with the refurbishment of the Dingley Dell Gallery both to carry out essential repairs and maintenance and to make it accessible for artists with a disability. As funds become available through fundraising events, donations and grant submissions this project will progressively be completed.

ALARA is continuing with the refurbishment of the Dingley Dell Gallery, making it accessible for artists with a disability.

MOTOR VEHICLES

As outlined in previous annual reports, wherever possible, budgetary provision is made for replacing the organisation's vehicles as they fall due. The organisation will continue to look to funding opportunities to acquire additional vehicles as demand grows through the increase in services.

FIRE AUDIT

ALARA continues to have robust systems in place in relation to fire safety.

INSURANCE

Members are advised that the organisation has public liability coverage to the value of \$20 million dollars in any one event in line with current industry standards. ALARA also has coverage for Professional Indemnity, Directors and Officers Liability, Employment Practice Liability, Fidelity, Tax Audit and Statutory Liability and appropriate levels of insurance for property, motor vehicle, machinery breakdown, business interruption, workers' compensation and volunteers' insurance. All insurance policies are reviewed on a yearly basis with our insurance broker to ensure that we have sufficient cover to meet ALARA's needs. Insurance cover continues to be a significant cost to the organisation.



ACKNOWLEDGMENT OF SUPPORT

DONATIONS

INDIVIDUALS

D TEICHMANN
 D. ANDRIC
 S. MUDEREDZI
 P. ANDERSON
 K. BRUMBY
 S. CARLSON
 V. VERRALL
 W. HANSELL
 J. GREER
 TY HUU LE
 K. JEFFREY
 S. MCMINN
 R. MCMINN
 P. NEUMANN
 E. NICHOLLS
 J. OLIVER
 T. BAKER
 D. REEDY
 E. SHAW
 L. SIMPSON
 H. TRIEU

GROUPS

ESK HELPING HANDS INC
 ARTISABILITY

DONATIONS FOR THE ALARA JETS TEAM

G. FULLARTON
 S. & L. RILEY

DONATIONS FOR THE DARTS TEAM

G & S SCHOSTAKOWSKI

DONATIONS FOR THE REFURBISHMENT OF DINGLEY DELL GALLERY

QUOTA INTERNATIONAL CLUB OF IPSWICH
 AHL GROUP (YAMANTO TAVERN)
 H. BLACK
 B. WAKEHAM
 H. BLACK
 M. THOMPSON
 A. & A. BROWN
 DI MURR

SPONSORSHIP FOR THE FUNDRAISING GOLF DAY FOR DINGLEY DELL

(FUNDS RECEIVED PRIOR 30 JUNE 2016)
 C&Y EARTHMOVING
 HELLOWORLD
 NORTEC

SPONSORSHIPS RECEIVED 2016–2017 FINANCIAL YEAR WILL BE REPORTED IN THE NEXT ANNUAL REPORT



DONATIONS OF VOUCHERS OR TICKETS

BAKER'S DELIGHT
 BCC CINEMA
 AUSTRALIA ZOO
 EAGLE BOYS
 ERICA LOCKE
 FASTA PASTA
 GAYE'S HAIR FASHIONS
 HARVEST MARKET'S BOOVAL
 ICE WORLD OLYMPIC ICE RINK
 JAMES PITMAN
 JUST CUTS – IPSWICH
 LONE PINE KOALA SANCTUARY
 MASTERS HOME IMPROVEMENT
 PANCAKE MANOR
 PENNYWISE – IPSWICH
 PTERODACTYL HELICOPTERS
 MASTERS – BUNDAMBA
 PEAK-A-DO HAIR & BEAUTY
 RED ROOSTER
 SCISSORS & SPICE HAIR SALON - GOODNA
 SIRROMET
 SIT DOWN COMEDY CLUB
 SIZZLER
 SKYDIVE THE BEACH & BEYOND
 SOUTH EAST AUTO DETAILING
 THE WHEEL OF BRISBANE

PLUS OTHER INDIVIDUALS WHO REQUESTED THAT THEIR DETAILS BE WITHHELD OR DONATED ANONYMOUSLY.

TRUSTS, FOUNDATIONS AND COMMUNITY GRANTS

IPSWICH CITY COUNCIL
 LOCKYER VALLEY REGIONAL COUNCIL
 PRATT FOUNDATION
 COTA QUEENSLAND



Miss Gertrude at one of ALARA's many music concerts in 2015.

SUPPORTERS

THESE INDIVIDUALS, ORGANISATIONS OR THEIR STAFF SUPPORTED US IN MANY WAYS, SUCH AS BY DONATING TIME, PRIZES, GIFTS AND MATERIALS, LETTERS OF SUPPORT, PRO-BONO SERVICES, GIVING SIGNIFICANT DISCOUNTS ON GOODS OR SERVICES OR BY MAKING OPPORTUNITIES AVAILABLE FOR OUR CLIENTS AND STAFF.

AARON HAMPTON
 ABBY KILFOY
 ADOPT-A-PARK (IPSWICH CITY COUNCIL)
 AGNES BROWN
 ALARA ESK TEAM
 ALEX MASTERTON
 ALEXANDRA CARSWELL
 AMANDA CROSBY
 AMANDA MONTELL
 ANDREW HOOPER
 ANDREW SPARK
 ANIMAL WELFARE LEAGUE – IPSWICH BRANCH
 ANIMAL WELFARE LEAGUE THRIFT SHOP
 ANIMATING SPACES PROJECT IPSWICH
 ANNA TYNAN

AQUASPLASH
 ARTICULATE FRAMING (STEVE RAINBOW)
 ARTISABILITY
 ART TIME
 ASH DAVIS
 ASHLEY TATE
 BEACON LIGHTING
 BENJAMIN GREAVES
 BETH WAKEHAM
 BIG ORANGE
 BILL SAXBY
 BILLY DIEHM (MINISTER RACEVIEW
 CONGREGATIONAL CHURCH)
 BIZTOPIA
 BLACKALL RANGE COMMUNITY CARE
 BRAVE COMPANION DOG RESCUE INC.
 BREE CORBYN
 BRIAN WHITEHOUSE
 BRISBANE BRONCOS IN THE COMMUNITY
 BRISBANE VALLEY CARE & CONCERN MEALS ON
 WHEELS INC (ESK)
 BUNDALEERS LODGE NURSING HOME
 BUNDAMBA CHILDCARE
 BUNDAMBA STATE SCHOOL
 BUNNINGS – WEST IPSWICH
 FULLARTON FAMILY
 CHANTAL PETERS
 CHANTAL GORDON
 CHRISTINE ELLIOTT
 CK CATHERINE’S KITCHEN
 CLAIRE SHEATHER
 CLAIRE SHELLEY
 CLUB HOTEL ESK
 COL & FLO LEE (LOCKYER DISTRICT SOFTBALL
 ASSOCIATION)
 COLES – IPSWICH
 COLLUSION MUSIC AUSTRALIA
 COMMONWEALTH RESPITE AND CARELINK CENTRE
 CORBY FAMILY
 COUNCILLOR ANDREW ANTONIOLLI
 COUNCILLOR CHARLIE PISASALE
 COUNCILLOR CHERYL BROMAGE
 COUNCILLOR SHEILA IRELAND
 COURTNEY SAMPSON
 DAN FLANAGAN (PRESIDENT LAIDLEY RECREATION
 RESERVE COMMITTEE)
 DAVID WAKEHAM
 DAVID WALLIS
 DEB CHILTON
 DEDRI BICKNELL
 DEE REEDY
 DONNA DRUMMOND
 DONNA SCHULTZ
 DOREEN MARSHALL
 EB GAMES
 EBONY CORBYN
 ELLIOT MCAULIFFE
 EMMA THOMSEN
 ENID SMITH
 ERICA LOCKE
 ESK GOLF CLUB
 ESK LIONS THIFT SHOP
 ESK SHOW SOCIETY
 EVAN BRIGHTON
 EVE CORNISH
 FAITH MUIR
 FAYANNE’S CANDLES & MELTS
 FLEET CARD: BUSINESS FUEL CARDS PTY LTD
 FRIENDLY GROCER – ESK
 GARY SCHAFFER
 GAYLE BATTAGLENE
 GC AUTOMATICS & THE COOPER FAMILY
 GEOFF & KELLEY PEPPER-MARTIN
 GERARD SCHOSTAKOWSKI
 GIBSON ARCHITECTS
 GIGGLES HAIR AND BEAUTY STUDIO (KIRSTY)
 GIVIT
 GLENNIS BENTLEY
 GLORIA COX
 GOLDEN VALLEY KEPERRA LIONS CLUB
 GOLDEN YEARS OF MUSIC
 GRANT FULLARTON

GUILLAUME COHEN
 HARLEY VESTY
 HEARTMOVES – GATTON
 HELPING HANDS THRIFT SHOP – ESK
 HOLLY BLACK
 HOME TIMBER AND HARDWARE – ESK
 HOWLIN' TIME
 IAN HARMONY
 IGA WEST IPSWICH
 IPSWICH AUTOCARE
 IPSWICH BOWLING CLUB
 IPSWICH CITY COUNCIL
 IPSWICH COUNCIL LIBRARY
 IPSWICH CITY COUNCIL WASTE MANAGEMENT
 IPSWICH GOLF DRIVING RANGE
 IPSWICH PCYC
 LORRAINE ASHTON'S CLASSIC CIRCUS
 JAMES RILEY
 JAMIE DUNN & AGRO
 JAYDN CORBYN
 JENNIFER FRANCIS
 JENNIFER HOWARD MP IPSWICH
 JESSE SCOTT
 JIM MADDEN MP IPSWICH WEST
 JO FULLARTON
 JOANNE PARDOE
 JODIE BRACKENBURY (QUEST COLLEGE)
 JOE REEDY
 JOHN MALONE
 JOSH IRVINE
 JULIAN DAVIES
 KEN NUGENT
 KATIE DAVIS
 KATHY LEADBETTER
 KELLI REEDY
 KARRI BROWNE – SENIORS & DISABILITIES
 COMMUNITY DEVELOPMENT OFFICER (ICC)
 KATRIN SINGH
 KEVIN RUTHENBERG – CHAIRMAN BRISBANE
 VALLEY CONGREGATION
 KIAH LATHAM
 KIPLEY JAMES

KIRSTI REEDY
 KYLIE POMERANKE
 LAIDLEY & DISTRICT NETBALL ASSOCIATION
 LAIDLEY CRISIS CARE AND ACCOMMODATION
 CENTRE
 LOCKYER DISTRICT SOFTBALL ASSOCIATION
 LAIDLEY GARDEN CLUB INC.
 LAIDLEY GYM
 LAIDLEY LAWN BOWLS
 LAIDLEY LIONS JUNIOR RUGBY LEAGUE CLUB &
 UNDER 13'S TEAM
 LAIDLEY RECREATION RESERVE COMMITTEE
 LAIDLEY SECOND CHANCE OP SHOP
 LAIDLEY SOCCER CLUB
 LAIDLEY STATE SCHOOL
 LAIDLEY SWIMMING POOL
 LAIDLEY TOUCH ASSOCIATION
 LAIDLEY VALLEY AGED AND HANDICAPPED
 ASSOCIATION
 LEIGH REEDY
 LLEWELLYN MOTORS
 LIFELINE – RACEVIEW
 LIMELIGHT CINEMAS- RIVERLINK
 LISA MORRIS
 LARA LATHAM
 LARRY STUMER
 LAUREN REED
 LEISHA HAIM
 LILY IRVINE
 LIONS CLUB – ESK
 LOCKYER DISTRICT SOFTBALL ASSOCIATION
 LOCKYER VALLEY COMMUNITY ACTIVITY SHED
 LOCKYER VALLEY COMMUNITY DISABILITY
 ASSOCIATION
 LOCKYER VALLEY REGIONAL COUNCIL
 LOUIS FRUIT MARKET – BOOVAL
 LUXURY PAINTS IPSWICH JETS LEAGUE CLUB
 LYNN CORBETT
 LYN KEIDEL
 M O'BRIEN
 MACKAWAY'S CAFÉ (HARRISVILLE)
 MADDISON LEWIS



ABOVE: ALARA Christmas with Rotary.

- | | |
|-----------------------------------|---|
| MADDISON SCHAFFER | NICK DARBY |
| MARTYN PEASEY | NORMANBY WINES |
| MARGARET FALKENHAGEN | NOWLANVIL AGED CARE FACILITY |
| MARGARET SZOLNA | NRMA INSURANCE – BRISBANE BRONCOS |
| MASTERS – BUNDAMBA | ONE MILE HOTEL |
| MASTERS – SPRINGFIELD | PARADINE WINES |
| MAX GORDON | PAUL STEVENSON |
| MAYOR PAUL PISASALE | PAULA HALSON |
| MEALS ON WHEELS – LAIDLEY | PETER & LINDA TULLY |
| MEALS ON WHEELS – REDBANK | PIES @ JACARANDA |
| “ME” GYM – SPRINGFIELD | POHLMANS NURSERY |
| MELISSA MOREY | PTERODACTYL HELICOPTORS - CAPTAIN MIKE |
| MELODY RAVENSWOOD | QUEENSLAND LOCAL AMBULANCE COMMITTEE |
| MEN’S SHED – GATTON | QUEENS PARK IPSWICH NATURE RESERVE
(LAWRENCE) |
| MEN’S SHED – IPSWICH | RACEVIEW CONGREGATIONAL CHURCH |
| MEN’S SHED TOOGLOLAH | REECE DAILLY |
| MERCY COMMUNITY SERVICES TRAINING | RED CROSS THRIFT SHOP – TOOGLOLAH |
| MERYL FRASER | ROBBO’S BAKERY |
| MICHAEL MUNT | ROB BICHEL (LAIDLEY LIONS JUNIOR RUGBY LEAGE
CLUB) |
| MICHAEL VOOT | ROB’S BAKERY IPSWICH |
| MIKE KINGHAM | ROGER WILLIAMS |
| MIKE WISEMAN’S ACCOUNTANTS | ROTARY CLUB – BOOVAL |
| MISS GERTRUDE | ROX-ANNE CUNNINGHAM |
| MURR’S CERAMICS | RUBY AND THE FOX |
| NAOMI STAINES | |
| NATALIA AND TYSON LOFIPO | |



Thank you!

RUBY YAYA
 S-TROOPE
 SIGNATURE SOUNDS
 SALVATION ARMY – BUNDAMBA
 SALVATION ARMY OP SHOP – GATTON
 SAILABILITY DARLING DOWNS INC
 SARA LEVAC
 SARA-JANE ROBINSON
 SARAH HILTON
 SB LENDING
 SHAYNE NEUMANN MP (MEMBER FOR BLAIR)
 SHEREE-LYN ANN ST JOHN
 SHIRLEY HAIM
 SHIRLEY SCHOSTAKOWSKI
 STACEY VACCANEO
 STEF HYS
 STEPH SCOTT
 ST PATRICK'S CATHOLIC CHURCH – LAIDLEY
 STOCKO'S PROPERTY MAINTENANCE
 STUART BROUGHTON
 SOMMERSET REGIONAL COUNCIL
 SUE HAMPTON
 SWEETMAN'S CONFECTIONRY
 SWITCH BIKE SHOP
 TABEEL NURSING HOME
 TANYA SCOTT
 TESS MCLENNAN
 THERESA DAVIES
 TOM GOYNICH

TOM MARSHALL
 TONI MCKLAREN
 TRACY JOHNSTONE
 TYSON TURNER-THOMAS
 UNITING CARE OP SHOP – LAIDLEY
 VICKI FERGUSON
 VILLAGE ROADSHOW THEME PARKS
 VISY – CAROLE PARK
 WARREN KRUGER
 WATKIN'S ACADEMY OF IRISH DANCE
 WAYNE WENDT
 WE VOLUNTEER
 WEST MORETON DARTS ASSOCIATION
 WOOLWORTHS – FERNVALE
 YAMANTO TAVERN
 YMCA – SPRINGFIELD LAKES COMMUNITY CENTRE
 99 BIKES – IPSWICH

THANKS ALSO GO TO THE MANY MEMBERS OF
 THE ALARA FAMILY AND THE COMMUNITY WHO
 GENEROUSLY DONATED GOODS FOR THE ALARA
 CHRISTMAS PARTY, FOR THE LPL BOOK STALL AT
 THE LAIDLEY MARKETS AND VARIOUS PROGRAM
 INITIATIVES.

VOLUNTEERS

THANK YOU ALSO 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.



STAFF AWARDS

5-YEAR AWARDS

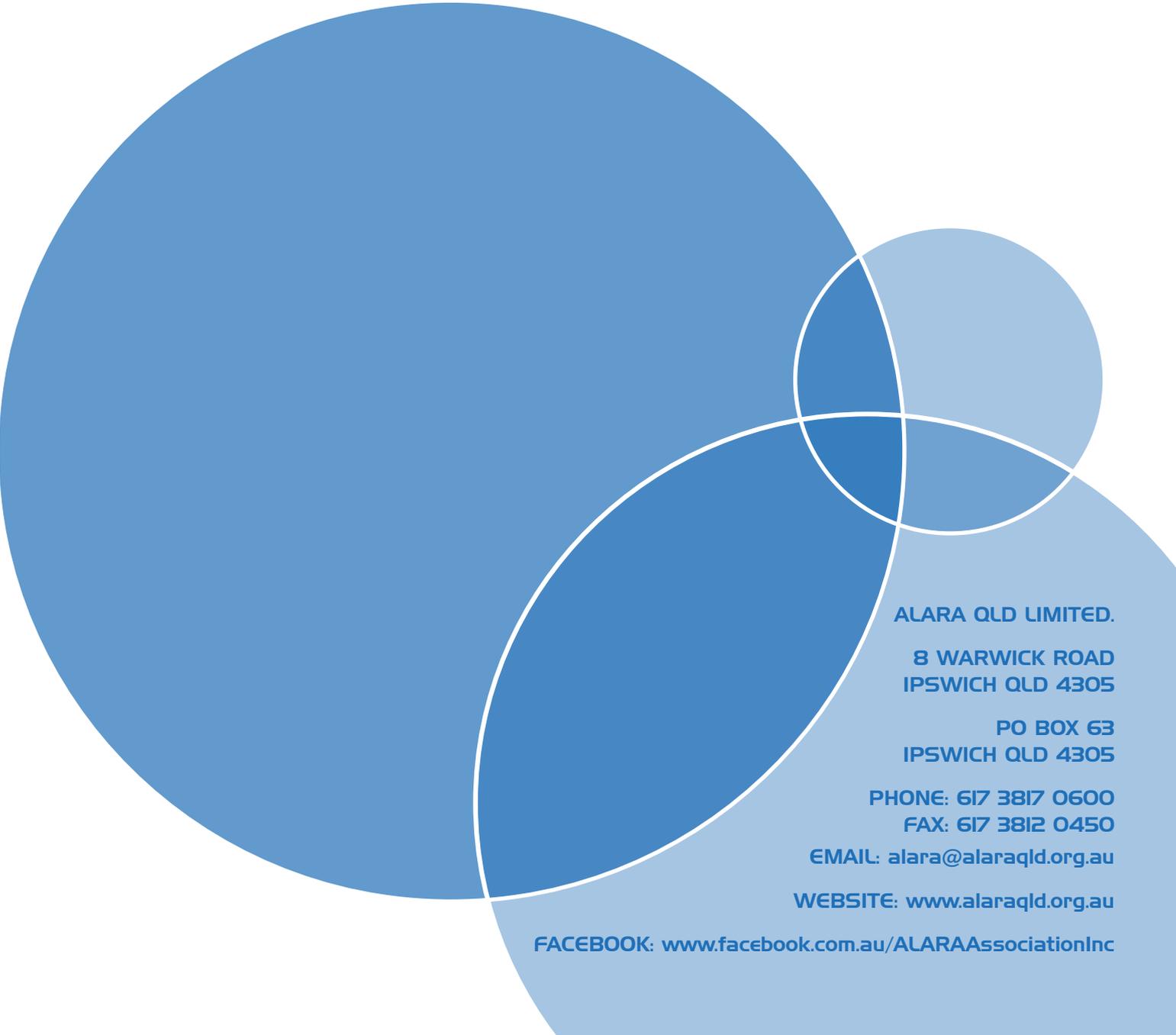
PAUL CUNNINGHAM
MARGARET FALKENHAGEN
DEBRA TRELOAR
MARY WELLER
LESLEY ASHWORTH
TONI MCLAREN
JESSICA HOOGANTINK
STEVE EDWARDS
JOHN BEARER
TANIA MOORE
BROOKE MILLIGAN

10-YEAR AWARDS

JAMES BOCK
MARIA HARPER
DEANNA MCNAMARA
GINA WHITE

20-YEAR AWARDS

KATHRYN BAIN

A decorative graphic consisting of three overlapping circles in shades of blue. The largest circle is on the left, a medium-sized one is on the right, and a smaller one is at the bottom right. They overlap in the center and bottom right areas.

ALARA QLD LIMITED.

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