



Annual Report

2025 – 2026

ALARA QLD Limited acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians



We recognise their cultures, histories, and diversity and their deep connection to Australia's lands, waters and seas.

We acknowledge the Jagera, Yuggera and Ugarapul as the traditional custodians of the land on which we live, work, meet and play.

We pay our respects to Elders past, present and emerging and any Aboriginal and Torres Strait Islander people with us today.

Cover image: Luke's Place Ipswich's Social Group visited Sky Deck and enjoyed fantastic views of the city.



Executive Summary

Board of Directors

Diane Quinn – Chairperson

Louise Horneman-Wren – Board Company Secretary

Phillip Bell – Board Treasurer

Margaret Byrne – Board Director

Carolyn Ehrlich – Board Director

Belinda Huig – Board Director

Brenden Harris – Board Director

Auditor

Ramsay and Associates

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ABN

94 628 523 943

ACN

164 125 384

Hubs

Luke's Place Ipswich

8–10 Warwick Road
Ipswich QLD 4305

Luke's Place Salisbury Road

33 Salisbury Road
Ipswich QLD 4305

Dingley Dell Gallery

10 Pine Mountain Road
North Ipswich QLD 4305

Luke's Place Lockyer

17 Campbell Street
Laidley QLD 4341

Luke's Place Esk

6 Russell Street
Esk QLD 4312

Our Vision



ALARA's vision is that people with a disability and older Australians receive quality support to have their needs met, to achieve their personal goals and to be actively included in the life of our community.

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Annual General Meeting

AGM Agenda

Supper

Welcome

Apologies and Proxies

Minutes of AGM of
ALARA QLD Limited 2025

Business arising from the Minutes

Reports

- Chairperson's Report
- Financial, Directors & Audit Report
- CEO's Report

Election Of Board Directors
ALARA QLD Limited

Special Resolution

Recognition Awards

Date Of Next Meeting

Closure

Nominees for the Board of Directors

Nominees For Board of Directors 2026–27

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 Chief Executive Officer Judith Dickson.

Nominees, listed alphabetically are:

- Phillip Bell
- Justin Gaffney
- Louise Horneman-Wren
- Diane Quinn

At the first meeting following the Annual General Meeting each year the Directors shall elect from the Board of Directors the 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 2025 Annual General Meeting

Minutes for the Annual General Meeting, ALARA QLD limited held 15 September, 2025.

Attendees: As per attached list

Apologies: As per attached list

Proxies: As per attached list

1. Opening

The meeting was chaired by Diane Quinn (Chair) opening at 7.00 p.m. The Meeting Chair made the following acknowledgement to traditional owners.

ALARA QLD Limited acknowledges the Jagera, Yuggera and Ugarapul people, the traditional custodians of the land upon which we meet in Ipswich.

ALARA affirms that the Aboriginal people and Torres Strait Islander people are the Indigenous peoples of Australia; Australia's first people.

We pay our respects to the Elders, both past, present and future for they hold the memories, the traditions, the culture and hopes of Indigenous Australians.

The Chair welcomed members and acknowledged special guests.

2. Apologies and Proxies

The Chair read the member apologies, noting 20 proxies, 7 staff and 18 guest apologies (see attached lists).

3. Minutes of the Annual General Meeting 2024

Members were asked to review the minutes from the Annual General Meeting 2024.

Motion: "That the minutes of the Annual General Meeting, held 2 September 2024, as printed, be accepted."

Moved: Cathy Wheeler

Seconded: Margaret Byrne

Motion: 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

Chairman's Report

The Chairperson's Report was delivered by Diane Quinn

Motion: "That the Chairperson's Report for the Year 2024 – 25 be accepted."

Moved: Phillip Bell

Seconded: Michael Munt

Motion: Carried!

Treasurer's Report (including Directors and Audit Report)

The Financial Report (including Directors and Audit Report) was delivered by Treasurer Phillip Bell.

The Meeting Chair asked that the Financial Report including the Directors and Auditors Report for the period ending 30 June 2025, as distributed to members present, be tabled and taken as read.

There were no questions about the Financial Statement and Auditors Report.

Motion: "That the Financial Report for the Year 2024 – 25 be accepted."

Moved: Philip Bell

Seconded: Diane Quinn

Motion: Carried!

CEO's Report

The CEO's report was delivered by Judy Dickson.

Motion: "That the CEO's Report for the Year 2024 – 25 be received."

Moved: Diane Quinn

Seconded: Louise Horneman-Wren

Minutes of 2025 Annual General Meeting *continued*

Motion: Carried!

6. Election of Board of Directors

The following financial members – Margaret Byrne and Carolyn Erlich having retired at the end of their two-year term as directors as well as Brenden Harris and Belinda Huig who were casual Board appointees were nominated for a position on the Board of Directors.

The nominations were checked and certified to be in order by the Chief Executive Officer Judy Dickson. There are four candidates for up to four (4) positions to be determined.

There were no further nominations for these positions, the four candidates having been nominated and eligible were automatically appointed to the positions for which they have nominated.

7. Special Resolution

Motion: That Section 2.1 (a) of the ALARA Constitution be modified to read as follows:

“The purpose of the Company is to be a public benevolent institution which provides support and services for people with disabilities, older Australians and others in need of support, and their carers and families in south-east Queensland.”

Moved: Cathy Wheeler

Seconded: Phillip Bell

Motion: Carried!

8. Staff Recognition Awards

The CEO, Judy Dickson announces the following staff longevity awards. It will be determined how best to celebrate the long service awards later in the year or early next year. dependant on COVID restrictions in place at the time.

5-Year Awards

Tracey Seagrott
Vicki Carmont
Jan-Maree Hille
Sharon Devlin

Annette Eggleston
Lorraine Howard
Andrea Evans
Karen Mccoombes
Michelle Brennan
Lara Latham
Natasha Hudson
Katrina Jade Seidel
Ian Harmony
Ropina Faaea

10-Year Awards

Selina Barker
Hayley Higgins
Shey Johns
Vicki Jackson

15-Year Awards

Steven Shaw

20-Year Awards

Dimitri Giannakopoulos
Aaron Sellen

30-Year Awards

Narelle Schaffer

9. Date of Next Meeting

The date of the 2025–2026 Annual General Meeting to be set for Monday 14th September 2026 at 7.00 p.m.

10. Closure

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

Minutes of 2025 Annual General Meeting *continued*

Attendees AGM held 15 September 2025

Life Members

Sue Saunders
Catherine Wheeler
Noelene Schultz
Ray McMinn
Barbara McMinn

Members

Phillip Bell
Margaret Byrne
Brenden Harris
Michael Munt
Louise Horneman-Wren
Diane Quinn
Leisha Haim

Proxies

Alan Hughes
Shirley Schostakowski – appointed Chair
Gerard Schostakowski – appointed Chair
Stephen Schostakowski – appointed Chair
Belinda Huig – appointed Chair
Gregory Toohey – appointed Chair
Michael Kingham – appointed Chair
Elaine Terry – appointed Chair
Anne Ruthenberg – appointed Chair
Craig Wood – appointed Chair
Antonietta Harrison – appointed Chair
Coral Duffield – appointed Chair
Gordon Broughton – appointed Chair
Allen Hughes – appointed Chair
Ian Morley – appointed the Chair
Robyn Hartfiel – appointed Chair
Kevin Hartfiel – appointed Chair
Noela Fairhurst – appointed Chair

Staff Attendance

Judy Dickson
Tracey-Ann Smith
Louise Chesters
Gycelle Caddauan
Michelle Brennan
Colin Smith
Maria Harper

Guests

Cr. David Martin Division 4 –
Ipswich City Council
Hon. Shayne Neumann MP –
Federal Member for Blair
Pastor Billy Diehm –
Raceview Congregational Church
Cr. Cheryl Steinhardt –
Lockyer Valley Regional Council

Other

Bev Swain Support Worker External

Apologies

Life Members
Agnes Brown
Robyn Hartfiel

Members

Carolyn Erlich
Belinda Huig
Stephen Schostakowski
Gerard Schostakowski
Shirley Schostakowski
Michael Kingham
Noela Fairhurst
Ramona Lietz
Gordon Broughton
Roger Gorrell
Kevin Harfiel

Minutes of 2025 Annual General Meeting *continued*

Guests

Hon. Deborah Frecklington –
Attorney-General of Queensland

Cr. Jim Madden Division 4 –
Ipswich City Council

Mr. Jim McDonald –
State Member for Lockyer

Cr. Jacob Madsen – Division 1
Ipswich City Council

Mr. Lance McCallum –
State Member for Bundamba

Ms. Wendy Bourne –
State Member for Ipswich West

Mayor Teresa Harding –
Ipswich City Council

Tanya Miller –
CEO Focal Community Services

Neil Morris – RW Ramsey and Co.

Staff

Iain Smaill

Colleen Henderson

Michael Howcroft

Mary-Rose Harrison

Dee Payton

Tahlia Kelly

Melissa Hayden

Andrea Evans

Key Strategic Areas

Individual and Community Outcomes

- Outcome 1:** 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:** Opportunity created for clients to have valued roles in their community
- Outcome 4:** A high level of safe and effective personal and clinical care
- Outcome 5:** Management, reporting and analysis of high impact, high prevalent risks
- Outcome 6:** Recognised leader in the provision of quality innovative services for people with a disability and their family.
- Outcome 7:** New, improved and diverse service options

Workforce Development

- Outcome 1:** An energised, proactive, self-initiating workforce responsive to changing needs.
- Outcome 2:** A trained, skilled and stable workforce
- Outcome 3:** A valued workforce supported to achieve the vision of ALARA

Organisational Improvement and Innovation

- Outcome 1:** Systems and infrastructure addressing current, emerging and diverse needs
- Outcome 2:** Innovative responses to need
- Outcome 3:** Attraction and retention of clients to ALARA's services
- Outcome 4:** Services responsible to changing need

Financial Outcomes

- Outcome 1:** Cost effective support services in ALARA's catchment area
- Outcome 2:** The level of client services meets the funding allocation and contracted outputs
- Outcome 3:** A diversified revenue base
- Outcome 4:** Financial viability and sustainability
- Outcome 5:** Effective management of the impact of operations on society and the environment



Our Values

Value 1: Person Focused

We will be **person focused** and aim to meet individual needs



Value 4: Safety

We are committed to ensuring the physical, emotional, wellbeing and **safety** of everyone involved with ALARA QLD Limited



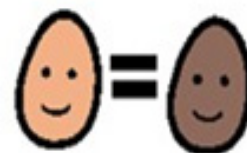
Value 2: Responsive

We will be **responsive** and flexible within our resource limitations



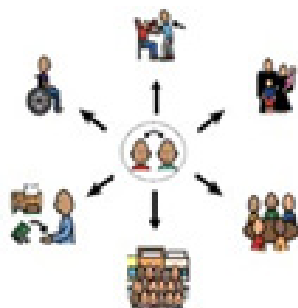
Value 5: Respect

We will operate with **respect**, dignity, confidentiality, accountability, equity and honesty with open and transparent communication



Value 3: Partners

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



Value 6: Strive

We will **strive** for excellence through learning, innovation, creativity and change





Above – ALARA's Getaways are person-focused and provide a time away to engage in exciting new activities.



Above – ALARA's activities are designed to support our clients interests, hobbies, skills and talents.

Chairperson's Report

This is the thirty-fifth year that ALARA QLD Limited has provided service support to the people of Ipswich and to surrounding areas. Our AGM is an excellent time to reflect on the year just passed, and to anticipate what is to come.



Diane Quinn
Board Chairperson

BA LLB (Hons), GDipLegPrac LLM (Adv), MBA

My report will commence with the bad news, before continuing to outline the many positive adventures that clients and staff of ALARA have experienced this year.

Last year, I reported on the financial performance of Australia's disability services sector. The message was regrettable.

One commentator has identified financial sustainability as the single biggest challenge facing NDIS providers. The NDIS Price Guide sets maximum claimable rates, leaving providers with constrained revenue and limited pricing power. Yet costs – wages, insurance, rent, compliance – continue to rise.

In a publication by the National Disability Services released in November 2025, key findings included the following:

- Nearly half of providers reported a financial loss in 2024–25.
- 77% of providers delivered unfunded services last year, at an average cost of almost \$500,000 per provider.
- The number of providers entering administration, scaling back or closing their NDIS services has increased.

Yes, we have made a loss this financial year; and yes we do deliver unfunded services to our clients.

Those of you who attended the AGM last year or who read our annual report will recall that I stated that our Finance team had advised the Board that we may sustain a loss in the 25/26 financial year.

The Board and all ALARA staff (not just the Finance team) have been actively investigating ways to raise revenue and reduce expenses. We believe that the situation will markedly improve during the course of this financial year.

As to why we deliver unfunded services – there are a number of reasons for this.

Mainly it is either because our professional assessment of client safety is that certain (unfunded) matters must occur for our clients simply to be safe; or it is because changes to clients' packages occur without their understanding or knowledge, so that subsequent work is undertaken by ALARA that is not recompensed.

Our support of older Australians is not as fraught.

Last year I advised that ALARA had made a considered decision to increase the aged care support it provided to clients. It was a good decision for us to make. However, we are spending considerable time assisting clients with the aged care algorithm which determines a person's eligibility for in-home care, and which came into effect on 1 November.

Against this background, the Board, ALARA's Executive and all the staff of ALARA continue to work diligently together to enrich the lives for people who access our services.

The actions taken by the Board, ALARA's Executive and all the staff of ALARA continue to include:

- 1) focussing on a diversification of income streams in a manner that accords primacy to, and is consistent with, ALARA's purpose and mission. ALARA has also recently appointed a business manager to assist in that exercise;
- 2) a commitment to investing in first class systems, while at the same time constraining overheads;
- 3) working together with our IT service provider Biztopia to ensure that our systems have improved functionality;
- 4) all staff and Board members undertaking training or real life exercises to strengthen our awareness of cyber security;
- 5) maintaining a continued emphasis on governance;
- 6) ensuring ALARA's constitution is reviewed annually by the Board, to ensure it remains current;
- 7) ensuring continuous reporting within the organisation, which now includes the Board reporting key messages to staff from its meetings.

ALARA is extremely fortunate in the strong relationships that have been established and maintained with government at all three levels, local businesses, and other like organisations, which assist ALARA in the provision of client support.

The Board compliments the staff under the direction of ALARA's highly experienced CEO, Judy Dickson, who all have provided exceptional support for clients this year and always.

ALARA is to be envied for the committed volunteers who help to provide opportunities for the people we support. Volunteers work with our staff to attain the best possible outcomes for our clients and their families.

In addition, the Board has found it very beneficial to receive regular reports from the Consumer Advisory Body and the Quality Care Advisory Group to inform and assist it in its decision making.

Board directors, who are volunteers, give up their evenings and their weekends to support ALARA - I am grateful for their contribution in their particular areas of expertise. In a number of cases, this contribution came at an extremely difficult time for the board members personally.

This year we farewell a highly esteemed Board member – Carolyn Ehrlich. Her incisive and strategic questioning on issues will be much missed. Thank you so much for all your assistance, Carolyn.

We have also welcomed a new board member, Brenden Harris. Brenden has already been a great asset to the Board in the short space of time he has been with us.

I should also mention our newest board member, Justin Gaffney. As his membership of the board commenced this financial year, technically speaking he should be introduced next year. But as he is up for election today, I think technicalities can be abandoned. Welcome to you too, Justin.

On a sadder note, we suffered the loss of a much loved staff member Monalisa Hartman. Monalisa had worked for ALARA for over 15 years, and her loss was very keenly felt. FAREWELL.

In conclusion, I would like to emphasise our mission which is the rationale for ALARA's existence:

"That people with a disability and older Australians receive quality support to have their needs met, to achieve their personal goals, and to be actively included in the life of our community"

I am pleased to present the Chairperson's report for the 2025-2026 financial year.



Diane Quinn

**Board 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 most 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 four and not more than eight Directors.

Board Profiles

Profiles of Directors in Office as at 30 June 2026

Diane Quinn – Chairperson

Phillip Bell – Treasurer

Louise Horneman-Wren – Company Secretary

Margaret Byrne – Board Director

Carolyn Ehrlich – Board Director

Belinda Huig – Board Director

Brenden Harris – Board Director



Diane Quinn – Chairperson

BA LLB (Hons), GDipLegPrac LLM (Adv), MBA

Diane joined the ALARA QLD Limited Board in 2022, filling a casual vacancy. She worked as both a solicitor and policy adviser in local government for over 30 years, and also worked for a number of years in private practice as a solicitor.

Diane qualified as a solicitor in Queensland, England and Wales; and has worked in Brisbane, London and the United Arab Emirates. In the latter part of her career, governance was an area of particular focus.

She is experienced in the operations of not-for-profit boards and was a member of the board of a local arts organisation as well as a member of a national professional board for a number of years. With both parents and both her grandmothers having been nonagenarians, some of them with chronic conditions, Diane is especially interested in the provision of quality services to assist the elderly.



Phillip Bell – Treasurer

CPA, FAIM

Phillip joined the ALARA Board in 2018. He is currently the Director of Financial Standards and Investigations with the Queensland Building and Construction Commission. He has previously held senior and executive leadership roles in a diversity of sectors including education, banking, finance, transport and health.

Phillip was the President of the Ipswich Chamber of Commerce and Industry from 2017 to 2026 and CEO of the Ipswich Hospital Foundation from 2017 to 2019. Phillip has held a number of senior finance roles including as CFO of TAFE Queensland South West and Director of Financial Operations for Translink.

He is an experienced CPA and Financial Regulator having served senior roles with the Australian Securities and Investments Commission (ASIC), the Australian Taxation Office (ATO) and with the Queensland Police Service (QPS) within the Fraud Squad, Drug Squad, and Proceeds-of-Crime Task Force. He is a proud Ipswich local. He and his wife are Directors of a family-owned company which has pastoral and agribusiness interests in the Rosewood area and in northern New South Wales.



Louise Horneman-Wren – Company Secretary

BDSc, FICD, FADI, MAICD

Louise joined the ALARA Board in 2020. Louise is an experienced dentist who has worked in private practice in Rockhampton, the UK and Ipswich and Boonah for over 30 years. In 2005 she acquired the Boonah practice in which she worked and became its principal dentist.

She has been a member of the Ipswich Sub-Branch of the Australian Dental Association – Queensland Branch (ADAQ) since 1991, serving as its secretary from 1992 to 1993, and its President in 1996 and again between 2006 and 2012. She was a State Councillor of the ADAQ from 1993 to 1996 and served as the Chair of its Oral Health Committee.

She was a committee member of The University of Queensland Alumni, Dental Special Interest Group from 1992 to 2003, and served terms as both its Secretary and President. From 2004 to 2012 Louise was a member of the Dental Panel of Assessors for Queensland. In 2001 she was conferred a Fellowship by the International College of Dentists and a Fellowship of Academy of Dentistry International in 2015.

Louise has engaged extensively in support of the arts, health and education, particularly the education of indigenous students. She is a member of the Australian Institute of Company Directors. Having had a parent with a disability, Louise is acutely aware of the vitally important attainment of dignity, the need for access to services, and that, access to services is essential to dignity.



Margaret Byrne – Board Director

BSpThy (Hons), Cert IV Training and Assessment

Marg joined the ALARA QLD Limited Board in 2018, filling a casual vacancy. Marg brings to the role extensive experience in the area of disability and community services.

She was a practising Speech Therapist/Speech Pathologist for 29 years and subsequently worked in a range of key management and project roles for Disability Services at both regional and central office level.

In the three years prior to her retirement from the Queensland Government, she held a key role in program and project management including a lead role in NDS Transition Projects - Participant Readiness and Information, Linkages and Capacity Building (ILC).

In addition to her knowledge and experience in the area of disability services, Marg brings to the Board a sustained commitment to the creation of opportunities for people with a disability to learn, participate and to be included in their local communities.



Carolyn Ehrlich – Board Director

*BHlthSc (Nursing), GDipPHC,
MAdPrac CPHC (Hons 1), PhD, MICDA*

Carolyn joined the Board of ALARA QLD Limited in 2023, taking up a casual vacancy. Carolyn has extensive clinical and community experience as a Registered Nurse (RN). More recently, and up until her retirement in 2022, Carolyn has worked as an Academic Researcher in the areas of disability and rehabilitation.

Carolyn has published extensively in peer reviewed journals in the areas of implementation, normalisation, nursing, disability and rehabilitation. Carolyn has volunteered in several community organisations that aim to support people across life stages.

Carolyn brings to the Board, career and leadership experience across acute and community organisations that provide health and wellbeing care and support for people across the lifespan both in clinical and academic capacities.



Belinda Huig – Board Director

BSocSc, GradCertMgt, Cert in Residential Care

Belinda joined the ALARA QLD Limited Board in 2025, filling a casual vacancy.

Belinda brings over 35 years experience in the disability sector in areas such as accommodation, respite and community services as well as family support, positive behaviour support and self directed funding.

More recently and up until Belinda's retirement in August 2025, she managed human resources (HR) for a Queensland Government Department including HR general advice, industrial relations and HR reporting and systems. She has lived in the Ipswich area for over 30 years.

Supporting a mother-in-law who is aging and accessing Aged Care services, Belinda is aware of the need for services to be individualised and person centred while continuing to provide dignity for the person.

However, Belinda's most important role is as a mum and grandmother to children and grandchildren with disability. This is where her commitment to give back to the community comes from in order to create opportunities for people with disability to be valued, have choices in their lives, participate fully in their community and fulfill their dreams.



Brenden Harris – Board Director

BEC, BCom, CPA

Brenden joined the ALARA Board in July 2025, bringing 18 years of experience in the accounting industry, most of which has been with a large Ipswich-based firm.

He holds a Bachelor of Electronic Commerce and a Bachelor of Business Communication, and is a member of CPA Australia.

A proud Ipswich local educated in the city at all levels, Brenden is deeply connected to his community. He offers expertise in financial management, governance, and strategic advisory, together with lived experience as the son of two parents with disabilities who have now transitioned to Aged Care.

This unique combination of professional skill and personal insight underpins his commitment to ALARA's mission of building inclusive communities.

Chief Executive Officer's Report



Judy Dickson – Chief Executive Officer

*BSpThy, BA, GDipMgt, DipComSecMan,
JP (Qual), MICDA, DipGov, FICDA*

I am pleased to present the Annual Report for ALARA QLD Limited for the 2025–2026 year.

This report provides an overview of how ALARA has performed in relation to each of our key strategic areas – Individual and Community, Workforce Development, Organisational Improvement and Innovation and Sustainability Outcomes.

Over the past 12 months, Australian disability and aged care organisations have navigated an incredibly turbulent landscape. Driven by monumental legislative changes, financial deficits, and deep structural shortages, providers such as ALARA have faced immense pressure to survive while transitioning to highly regulated and compliance driven care models.

As highlighted by the Chair's report a significant number of NDIS and Aged Care providers are facing severe financial stress. This is a combination of government set price caps and soaring operational costs squeezing or eliminating margins.

As our financials attest ALARA has not been immune to the challenges this has raised and we have work before us in the coming financial year to ensure our future viability.

There has been key legislative and regulatory change both for NDIS and Aged Care Services. This has required significant adaption of system, increased administrative burden for compliance, adaption and creation of a raft policies and procedures and significant investment of time and funds to train or retrain staff at all levels.

Unfortunately, new legislation and regulation do not seem to have translated into additional resources or funding. Many of the NDIS clients we support have experienced cuts to their package. A number are looking to the future with trepidation as the impact of the NDIS Amendment Bill and uncertainty around new Foundational Supports becomes a reality.

Additionally, there are massive waiting lists in Aged Care in the Aged Care system.

It has been estimated that more than 200,000 older Australians are waiting over 12 months for a Support at Home package or assessment. ALARA closed its waiting list for new CHSP entries when it reached over 100 people. Across the sector providers are seeing clients waiting for re-assessment or allocation of funds deteriorating through inadequate and timely support.

Witnessing a client's physical or mental health decline due to inadequate or reduced funding places operational, psychological, and ethical pressure onto staff while they continue to strive to provide the best possible service within limited resources.

It is also a sad reality that when clients or their families find out that essential funding has been cut or exhausted, their anger, anxiety, and panic are often directed at the nearest person, often the staff of their provider.



Above – From left to right: ALARA's Chief Financial Officer, Iain Smaill, ALARA Board Chairperson, Dianne Quinn and ALARA CEO, Judy Dickson met with Scott Buchholz MP regarding the grant for solar panels installed at Luke's Place, Lockyer.

ALARA during the financial year has implemented on a range of initiatives to promote psychological safety and provide training and practical support to our staff team.

My thanks and acknowledgement go to all our wonderful staff and volunteers for their skill, commitment and passion and continuing to make a positive difference in the lives of people we support despite the challenging environment in which we operate.

I would once again like to personally acknowledge ALARA's Board for their clear strategic focus which has supported the organisation to navigate a range of challenges and to continue to develop as an innovative and quality service provider.

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, to clients and families, thank you so much for continuing on this journey with us. Your feedback has been essential in assisting us to design and implement service responses that address your support needs and aspirations.

Judy Dickson

**Chief Executive Officer
ALARA QLD Limited**

Individual and Community outcomes



Above – The theme of ALARA's Women's Wellness Wednesday activity is to move, connect and thrive.

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

Service Overview

During the financial year, ALARA provided services to 925 clients and their families and carers. In total, across all revenue types we provided 484,972 hours of support (including Support Coordination).

The following is an overview of services provided by ALARA in the 2025-2026 financial year by service area.

National Disability Insurance Scheme – Direct Services

A significant component of ALARA services are purchased under this scheme.

ALARA provides support services to assist with the tasks of daily life and continues to create a range of programs and opportunities to enable individuals to pursue their goals, learn new skills and to participate and be included in community life.

During the financial year, ALARA supported 538 people through their NDIS Plan (NDIA Managed, Self-Managed and Plan Managed) with individual support, group or centre based activities.

National Disability Insurance Scheme – Plan Management and Supports Coordination

ALARA's NDIS Plan Management services gives individuals the benefits of self-management without the financial, administrative and coordination workload. ALARA provides a range of financial and service intermediary services. During the financial year 153 individuals were supported through our Plan Management arm.

ALARA's Support Coordinators assist individuals to implement their NDIS Plan, short list and investigate suitable providers, choose preferred providers, or help people to identify alternative options if required. Their aim is to ensure clients and families are well equipped with information to ensure they can make informed choices. During the financial year 172 individuals were supported through our Supports Coordination arm.



Above – ALARA's services provide support for people with a disability and older people.

ALARA's Plan Management and Support Coordination Services are operationally separate from our direct services. We have a strict Conflict of Interest Policy in operation to ensure individuals are offered the widest range of local options available. The Conflict-of-Interest Policy can be viewed on the ALARA Website.

Grant Funded Services

Queensland Community Support Scheme (State)

During the financial year ALARA supported 126 people in the Ipswich, Lockyer and Somerset areas through the Queensland Community Support Scheme (QCSS) through the provision of 16,072 hours of support. This is a scheme which commenced 1 July 2019.

The QCSS aims to provide a small amount of targeted support to people with a long-term disability, chronic illness, mental health or other condition that impacts on their day-to-day functional capacity and ability to participate in the community. Referrals to the Scheme are via the QCSS Access Point.

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

Through the financial year ALARA supported 64 older persons through this program providing 3351 hours of individual social support, domestic assistance and social support – group services. Vacancies are filled through referral via the My Aged Care Portal.

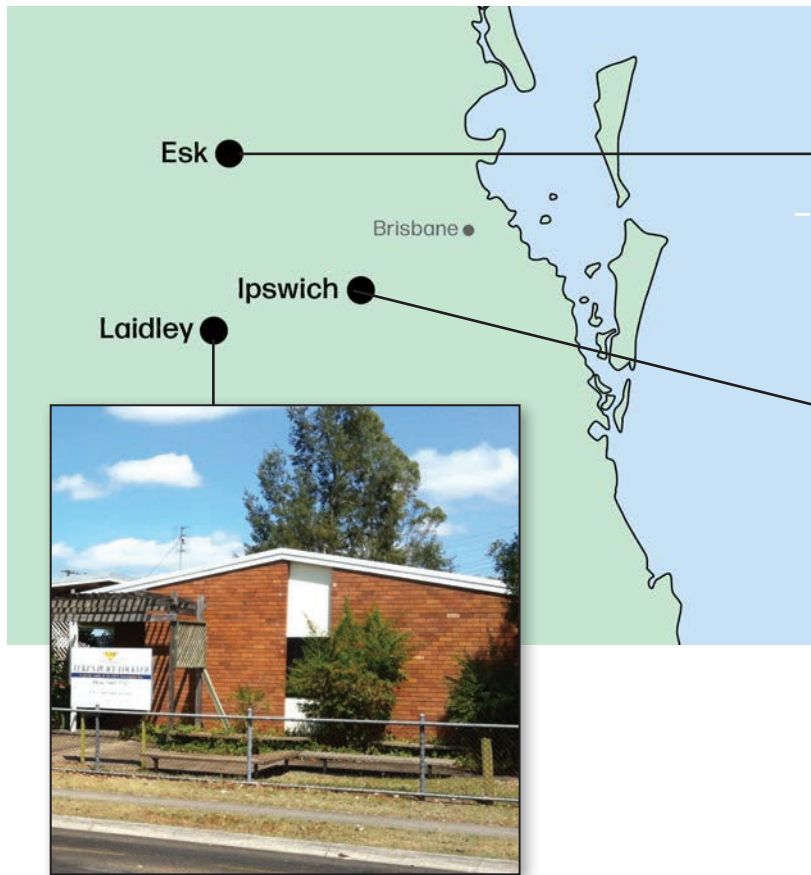
Aged Care Packages

ALARA was an approved Home Care Provider (Home Care Packages) and on 1 November 2025 became an approved provider of the Support at Home Program.

In addition to supporting local older Australians this will provide future service options for clients transitioning to Aged Care and for their carers and other local older Australians in our community.

During the financial year ALARA supported 62 older individuals with home care packages and subsequently supported 104 clients with Support at Home Packages using a consumer directed care approach.

Day Services



ALARA currently operates centres in Ipswich, Esk and Laidley.

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.

Clients access these services using a variety of funding sources. To ensure programs match the goals and needs of clients and maximise their opportunities, Coordinators and Facilitators must be innovative and skilled in actively fostering partnerships with the community.

Above left – Luke's Place Lockyer in Laidley

Top right – Luke's Place Esk

Right – (Top) Luke's Place Ipswich and Head Office
(Centre) Luke's Place – Salisbury Road, Ipswich
and (Bottom) Dingley Dell Gallery, Ipswich





Above – Luke’s Place’s Wednesday Public Transport Group travelled to watch The Sheep Detectives at Hoyts.

Luke’s Place Ipswich Area

During the 2025–2026 financial year, 129 clients received Ipswich centre-based services offered at Luke’s Place Ipswich and Luke’s Place Salisbury Road as well as through the Groups Program and Arts initiatives. Across all programs 125,593 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 chose from options developed around shared interests, goals and aspirations. Activities are offered at the most appropriate venue. Each person receives an individualised schedule.

Programs vary on a quarterly basis but include skill development and lifelong learning activities in the different streams. As an example, in a quarter a client could have the choice of participating in structured sessions on Health and Lifestyles, Cooking and Baking, Gardening, Metalwork, Woodwork, Public Transport and Road Safety and Creators and Hobbyists workshops.

Luke’s Place Ipswich area also run group programs. Some of the programs are offered as a workshop series (ongoing and time limited) and others are single events. Programs include:

Fun Fit sessions facilitated by support workers runs twice a week with great results for participants. The group aims to assist participants to improve their level of fitness and stamina. The exercise regime is low impact and focuses on increasing flexibility and strength.

The Ten Pin Bowling Group continued play weekly on a Saturday. The group are part of a League at Richlands Bowling All Stars. The group is committed to their league and as part of their activity aim to develop both their individual social skills, their ability to work together in a team and to improve coordination and time management. An additional social bowling team also runs on a Thursday each week.

The Tuesday and Wednesday Upcycling Furniture group continue to have positive outcomes, making items for themselves as well as items for others. They focus on learning new practical skills, social skills such as working in a group and building confidence to voice ideas within the group.

Day Services (Continued)



Above – Luke's Place Salisbury Road's Thursday Creator/Hobbyist Group spent weeks working on their pipe cleaner bouquet just in time for Mother's Day.

The **Thursday Upcycling Furniture Group** worked on larger take home items and to items to generate funds to pay for future projects. The group focuses on learning new skills – practical woodworking skills, coordination and fine motor skills and social skills including working as a group and sharing ideas

The ladies in the **Up Cycling Fashions Group** have been busy sewing and repairing their own fashion items as well as making items to sell at Dingley Dell and ALARA Market days. Individuals in this group have again grown their skills significantly this year. The Group focuses on developing practical sewing and design skills, fine motor skills, improving their social skills, working towards a common goal, budgeting and tracking trends in sales. The group attended the Quilting Show at the Brisbane Convention Centre.

The **Dance Group** have welcomed new forms of dance and dance culture to their repertoire.

The **Baking for the Community** continues to be a popular activity. All ingredients are donated by participants, families, staff and community members.

Baked goods are welcomed by a range of recipients including local nursing homes, local community groups, homelessness services and local emergency services staff.

The **Give a Cook a Break** is a late afternoon activity, with participants preparing a meal and dessert or single course for their family on a Friday afternoon. Groups operate at both Warwick Road and Salisbury Road centres. This activity gives participants the opportunity to improve their menu planning, money handling and budgeting skills, safe food handling and hygiene, cooking and social skills. There is also an opportunity to make a contribution to their family.

The **Breakfast Club** which operates three mornings a week. This ensures participants have a healthy breakfast and learn about cooking and nutrition and portion sizes, before heading off to another activity.

Tinkers Groups run on Mondays and Tuesday. Group members are supported to “tinker” on a range of projects - everything from woodwork to ceramics acrylic pour.



Above – Luke's Place, Salisbury Road's Wednesday Gardening Group has focused on planting and nurturing the beautifully established garden's as well as assisting with yard maintenance.

Creator & Hobbyist Sessions involve group members making personalised items for themselves, family members or a local community group. Sessions involve shopping for supplies for projects, money handling and budgeting, computer use for researching projects and planning ideas and community involvement.

The Football Group who are keen footy fans bought a yearly pass to the Broncos home games so that they can attend live games .

The **Wednesday and Friday Gardening Groups** have focused on planting and nurturing the beautifully established garden's and have now taken over the role of yard maintenance with the purchase of a battery powered lawn mower, whipper snipper and hedger. The Group assists with yard maintenance at Salisbury Road, Warwick Road and Dingley Dell.

The **Thursday Night Social Group** meets regularly and allows members to share their interests and experiences while improving social and life skills .

Cooking and Baking are popular Sessions which occur every day of the week. They are a mixture of social cooking and cooking for community groups such as the Ipswich SES, Homelessness Services and local Emergency Services (Ambulance, Police and Fire).

The Sessions focus on skill development – menu planning, shopping for ingredients, preparing ingredients and cooking.

A number of workshop series ran during the financial year.

Specialised Creative Christmas (Holiday) Workshops run for the last week of service.

Day Services (Continued)



Above – Artists enjoying creating their works at one of the Dingley Dell Art Group sessions.

Dingley Dell Arts Programs

ALARA provides a range of arts programs at the Dingley Dell Gallery located in North Ipswich. Each group offered has a different focus and offers opportunities for involvement at different skill levels and for a range of arts mediums.

The Gallery also displays the work of ALARA and other local community artists and artisans, selling work on a Commission basis. It is open to the public Monday to Friday.

The **Tuesday Art Group** runs weekly at the gallery and gives participants who are new to art the opportunity to explore a range of mixed media.

The **“What’s in Art” Social Arts Group** has continued to meet at Dingley Dell on a Thursday and Friday with both regular and drop in artists. The Thursdays has grown in numbers in the last year and is at capacity. Artists support one another to learn about a range of artistic mediums and all work on joint and individual projects.

Artists entered art work in the 2026 Ipswich show and were successful in winning 1st, 2nd and 3rd along with a highly recommended.



Above – Luke's Place Esk clients enjoying a parachute game on a beautiful and sunny afternoon.

Luke's Place Esk (LPE)

During the financial year 2025–2026 the Esk centre has continued to operate for three days a week based at the Lutheran Church Hall in Esk.

Supports provided for clients throughout the week have included centre and community-based services. In total 14 clients per month received centre-based or group supports during this financial year, and a number of clients received in-home and community-based supports.

The Esk Centre staff have continued to work on enhancing the Centre's program of activities to ensure client engagement and development. Activities include:

- **Social Skills** – attending outings to local places of interest - including Riverlink Shopping Centre for Christmas shopping, outings to Wivenhoe and Somerset Dam, lunch at Lowood Hotel and Esk Grand Hotel.
- **Health and fitness** - attending local parks and dams to use fitness equipment, walking, various ball games, fishing, lawn bowls, playing golf at local courses and swimming in the warmer months.

- **Cooking Essentials** – weekly cooking activities developing cooking skills and safe food handling
- **Money Handling** – developing skills whilst attending shops within the community e.g. food purchasing for cooking
- **Skill Development** – Arts and Crafts, Paper brick making and Woodwork- Some Clients entered there crochet items in the local shows and took out prizes.
- **Community Networking** - various volunteering initiatives and morning tea with the Bushwhackers Band, offering a weekly car wash to the community.

The focus for this financial year was again on actively changing community perceptions of people with a disability by supporting participants to undertake valued volunteering roles.

Day Services (Continued)



Above – Luke’s Place Esk holds a weekly carwash which raises funds to support programs and initiatives.

This year clients have participated in the following activities:

- Assisting a local Aged Care client who is unable to drive to do her shopping and collect mail for her, putting rubbish bin out and bringing it in when it has been collected.
- Shredding paper so a client can use in her chicken pen in the nesting boxes
- Preparing meals for a community member who is unable to cook for herself
- Assisting with catering for the Rural Fire Brigade Training Days.
- Clients participate in a weekly car wash.

In November 2025, LPE clients were asked by the Brisbane Valley Lutheran Church congregation to join them in decorating the church grounds to enter in the Christmas Lights Competition. The group spray painted lots of plant pots gold and decorated them with lights and made candy canes out of pool noodles and decorated with lights. They received a “highly commended” for the entry.

On Friday 20 February 2026 – ALARA Esk participated in selling raffle tickets at the Grand Hotel Esk – there were six prizes – three meat trays and three \$20 vouchers for the Grand Hotel. Clients and support workers helped sell the raffle tickets and later enjoyed dinner at the pub.

Luke’s Place Esk has been well known for the quality of their cooking programs and hospitality for numerous years.

This year they had the pleasure of displaying their skills catering for:

- the Rural Fire Brigade Training Day – Saturday 23 May 2026
- Lutheran Church Congregation Christmas Dinner –Saturday 29 November 2026.

In preparing for these event clients and staff worked to develop their skills in safe food handling, etiquette and serving techniques.

Monies raised through these events are used to support LPE program initiatives and subsidize client out of pocket expenses.



Above – A group from Luke's Place, Lockyer enjoyed a creative morning at Bunnings, Plainland.

Luke's Place Lockyer

Luke's Place Lockyer program participants continued to be actively involved in their local communities through volunteering.

The organisation they supported during the year is Laidley Meals on Wheels. Clients from the service are also involved in a range of community activities such as local community sheds and performing at two different Nursing Homes in the Laidley area each month.

During each week:

- **Monday at LPL was music and drama.**

Clients have formed a music group that perform one fortnight at Tabeel Nursing Home and the following at Carinya Nursing Home.

The residents love the group coming and sing along with all of their songs. The Music and Drama group have also been working on their end of year performance.

The families last year loved their performance and said it was their best ever. So they are working hard to beat it!

- Tuesday's clients attend **The Lockyer Woodcrafters Group** where they learn the skill of woodturning. Staff and clients also work on items that can be sold at the Laidley Markets on a Friday. Many clients have entered work into local shows and have been successful in obtaining a prize. Clients also volunteer at Laidley Meals on Wheels with the support of a worker.
- **Wednesday's 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. They are also developing practical life skills such as learning to use a washing machine, sweeping, mopping etc.
- Thursday Week 1 an **Activities Group** attends the Nicholas St precinct to bowl. They now have shirts printed for the Group.
- Thursday Week 2 the **Activities Group** attend hydro at the Laidley Pool they have chosen to learn chair yoga at Lockyer Centre during the colder months.

Day Services (Continued)



***Above** – Luke's Place Lockyer's Social Group had an amazing and fun day out at the Planetarium, exploring the wonders of the universe together.*

- The **Friday Social Group** accessed areas of interest in the community on a Wk 1. They work on travel training and social skills. Clients learn money handling, social interaction and cooking skills running the BBQ's and stalls at the Laidley Markets on a Friday Wk 2. Also on a Friday Wk 2, we hold a Craftin' Around group that work on items to either sell or take home.
- The **Social Group** run on an occasional Saturday if there is something specific the Group would like to do. These outings include taking a group to a show or attending the Toowoomba Carnival of Flowers.

The BBQ and items made by the **Just Craftin' Around Group** sold at the Laidley Markets which are operated through the efforts and commitment of a service participants with participants and their support workers managing the stall and BBQ when the Markets are running. They have raised \$1,163.00 during the financial year.

ALARA Lockyer continue to oversee the Friday markets in Laidley, with the amount collected from stall holders being \$1165 for the financial year.

The Lockyer clients also worked extremely hard in selling tickets for our Easter Raffle with a total of \$1246 raised. The clients also had an ice-cream stall at the Laidley Christmas Carnival where they raised \$237.

The Lockyer client group determines the way in which these funds are used to support the local Luke's Place programs

Activities Program



Above – The groups who attend surfing activities at the Gold Coast always have a fantastic time.

ALARA Activities operates a diverse program focused on recreation, trying new things and broadening friendship networks. ALARA produces an Annual Activities flyer and a Getaway flyer which are distributed to ALARA clients and staff. Information about upcoming events can also be accessed via the ALARA website and ALARA Facebook page.

There are also dedicated member only Facebook pages for the ALARA Activities Group Facebook page (515 members) and ALARA Teenagers providing a safe space for participants in these programs to share their photos and experiences.

Regular programs include:

Klub ALARA

Klub ALARA and Party Klub ALARA are monthly groups for adults who want to catch up with others for dinner and dancing. Each group meet once a month on a Friday night. Often birthdays and other achievements are celebrated.

Party Klub ALARA is primarily for younger participants (17- to 30-year-olds) and has a very active party atmosphere with lots of dancing and singing. The group is very photogenic; they enjoy share and seeing the photos from the night on the ALARA Activities Facebook page.

Klub ALARA is a quieter evening for the participants to meet up for a chat and a dance. Everyone enjoys catching up over a meal.

Each month has a theme for the evening, and participants enjoy dressing up to the theme. Popular themes in the last twelve months have been the Valentine's Day, Music Icons, Halloween and Beach Party.

Social Groups

In the past 12 months the social activity calendar has grown from approximately 5 events per month to a social event every Friday and Saturday night (sometimes even multiple events planned for the same night). When possible, we support participants to use public transport to and from the activity, both to build skills and reduce costs for participants.

The Group has attended local animal parks, museums, theme parks, festivals, picnics at various locations, as well as Christmas celebrations. Throughout the year, Bingo and Trivia Nights were held at Warwick Road as well as State of Origin Nights. Social bowling, Bingo and CSI Dinner continue to be extremely popular. A variety of outings are offered to appeal to everyone's individual interests, and we are always more than happy to take suggestions for new and exciting opportunities.

Getaways

Getaways provide a time 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.

Activities Program (Continued)



Above – The April Getaway's first stop was at Summer Land Camels for morning tea before heading out to Moogerah Dam for the next two nights.

During the financial year the following Getaways were conducted:

- **Bestbrook July 2025:** Participants got to enjoy some good old country hospitality while engaging in some classic activities such as damper making, butter churning and whip cracking. Feeding the animals and seeing the horses was also a huge highlight.
- **NRMA Resort** – Treasure Island August 2025: The group enjoyed spending time at the beach, exploring the local sights and attending some of the best tourist destination the Gold Coast has to offer.
- **Big 4 Toowoomba** – September 2025: Participants ventured up the hill to Toowoomba and the Carnival of Flowers. They also found time to check out and Cobb and Co Museum which was enjoyed by all.
- **Junior Getaway Mapleton** – October 2025: Some of our most daring teens spent 3 days in Mapleton wearing harnesses completing activities which included swinging and hanging from heights. Great team work was demonstrated many times.
- **Big 4 Bribie Island** - November 2025: The biggest and best getaway to end 2025. Participants did everything from riding bikes around the resort, soaking up the sun and surf, swimming, visiting White Ridge Farm and even getting in a game of putt putt.
- **Big 4 Helensvale** – February 2026: A nice relaxing start to the getaway calendar for a new year. Everyone enjoyed a great time away bowling, swimming, learning life skills and creating memories that will last a life time.
- **Air BNB Somerset Dam** – March 2026: For something different, the group stayed in two beautiful holidays homes enjoying the tranquillity that was on offer around them. Time was spent with some local Llamas, fishing and swimming in the dam.
- **Air BNB Moogerah Dam** – April 2026: The theme from the previous month continued as it was such a hit. This time it was on Moogerah Dam in some beautiful holiday homes. The guys got to enjoy the company of some very naughty kids at Naughty Little Kids goat farm. They all want to go back again next year when they have new born baby goats.



Above – Luke's Place, Lockyer's Caloundra Getaway

- **Air BNB Mount Tamborine** – May 2026: The group spent a phenomenal 2 nights in a gorgeous sprawling estate on Mount Tamborine. Apart from enjoying the peace and quiet of their surroundings, they spent their time bushwalking and exploring Currumbin Wildlife Sanctuary.
- **South Bank Apartment** – June 2026: A small intimate getaway with just the closest of friends. Enjoying the best of what Brisbane has to offer, the group explored their way around the city over two nights and visited Lone Pine Koala Sanctuary on their return back to Ipswich.

ALARA continues to receive support for our Getaway program from the staff of Visy Carole Park assisting with some expenses.

Teenagers Learning and Life Skills Group

This Group of lively teenagers meet on a Monday or Tuesday afternoon for two and a half hours and are working together on their life skills. Each term they plan what they are wanting to achieve and incorporate a mixture of indoor and outdoor activities.

Some of the skills they have been working on are cooking, money handling and budgeting, road safety, fundraising projects, research in the library and online, teamwork and decision making.

The group regularly recycles bottles and cans to go towards their projects. The group enjoy sharing their achievements on the ALARA Teenage Facebook Page (a members only page).

ALARA Holiday Program

Each school holiday we have had an action-packed program with a mixture of day trips and in days available to school aged children. Popular activities have been visits to animal parks, museums, train and City Cat rides, BBQs in the park and nights at the Drive-In. The outings are always enjoyable for those who attend, giving them time out with friends over the holidays.

Activities Program (Continued)



Above – Luke’s Place Ipswich’s Monday Social Group went by train to Roma Street Parkland for lunch.

Out and About Group

The **Out and About Group** operates three days per week.

On Monday’s the Group utilises the Raceview Congregational Church Hall. The focus is on developing independence and life skills through cooking, budgeting and meal planning, and shopping.

Tuesday’s focus is on social and community participation with the group often engaging in fun activities together while overcoming the challenges that comes with learning appropriate social skills. Appropriate use of social media has been a large focus point for the group. Members enjoy planning ahead and trying new experiences together. Over the past year the group has continued to grow in numbers.

Thursday is the volunteer day with Meals on Wheels. The group are regular volunteers at the Ipswich location. Participants provide a caring and compassionate experience for those receiving the meals.

Supported Independent Living (SILS)

ALARA supported three young people to share a living arrangement in their own accommodation. This arrangement ended in November 2025 when each of the people moved on to the next stage of their life journey.

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 clients and their families in this region.



Above – the Seniors Group activities have been well received, especially the bike rides with Cycle Without Age No Barrier.

Aged Care Services

ALARA provides Aged Care Services through the Commonwealth Home Support Program (CHSP) block grant, and through the Home Care Package Program (HCP) which transitioned to the Support at Home Program (SAH) on 1 November 2025. During the financial year ALARA supported, 62 clients with HCP and subsequently 104 clients with SAH packages.

During the financial year ALARA continued to expand its offerings to Older Australians. A Plan for the Future of Aged Care Services has been developed to guide future expansion in a sustainable way. The organisation has engaged a Clinical Care Partner to best support clients with complex clinical needs.

Our group social programs have continued to expand with a number of groups operating on a regular basis together with a range of outings to local destinations and special events. The aim of these groups is to reduce social isolation and provide opportunities for seniors to create new connections and friendships.

Activities included:

- Morning teas and lunches at various locations both locally and in rural areas
- A train to Roma Street followed by lunch near the Gardens

- City cat ride of the full river followed by lunch at South Bank
- Trip to Cobb and Co Museum Toowoomba and lunch
- Shop at the op shops followed by lunch
- Yatala Pies for lunch
- CSI AND Brothers for live music and lunch
- Live music with music of Elton John, Everly Brothers, Cliff Richards at Boonah and Broncos followed by lunch
- Attending the Cinemas for Movies
- RSPCA to view the animals, shop op shop and for morning tea and lunch
- Bike riding with Cycling without Age No Barrier.

Our thanks go to the Consumer Advisory group who meet on a bi-monthly basis and provide invaluable feedback and suggestions our Aged Care Services. Additionally, the Quality Care Advisory Group meets quarterly and supports the Board by monitoring care quality, solving problems, and suggesting service improvements. The Group provides objective advice to the Board of Directors on systems, clinical care delivery, risk management, and incident trends.

Community collaborations and partnerships



Above – The ALARA Jets Team

The ALARA Jets Team

This collaboration with the Ipswich Jets is the result of a great idea and initiative of Grant Fullarton, a former service participant with a passion for rugby league football.

There are currently seventeen registered players.

During the 2025–2026 financial year, the Team played touch on a Monday night from 6.00 p.m. – 7.00 p.m. with other TRL teams from around Ipswich on the Jim Donald Oval at Silkstone. TRL – Touch Rugby League have continued to support the team with a 50% discount for every set of 10 fixtures/games. This occurs four times a year (Spring, Summer, Autumn and Winter)

On Thursday afternoons from 4.00 – 5.30 p.m., the team train at Limestone Park. The coaching team have focused on ball skills, teamwork and team performance.

On the 8 June 2026, the ALARA Jets were awarded a medal for their win in the TRL Ipswich A division, C Division, and Team that Played Most Games

The Team sponsors are sponsors are:

- Articulate Framing
- Limestone Dental Group
- Body Smart Health+
- Pennywise
- DCA

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.

On occasion they will use Salisbury Road to meet and play if West Moreton Darts Hall is unavailable.

Respect-Da-Bull also play on a Wednesday night in the mixed team competition at West Moreton Darts Association. There are six players who attend over a twenty-week period in an elimination style competition.

Service Promotion and Community Awareness



Above – ALARA attended the Regional Senior's Expo run by the Somerset Regional Council and supported by Shayne Neumann MP.

EXPOS and Community Events

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

- Claremont Special School Presentation
- Able Meet
- Ipswich Fresh Futures – Ipswich Show Grounds
- Regional Senior's Expo (Somerset Regional Council)
- Ipswich Region Business, Careers and Job Expo
- Somerset Regional Seniors Event Expo

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:

- Wivenhoe Job Match Project
- WH&S Residential and Aged Care Industry Network Meeting
- Child Safe Standards and the Universal Principle Forum

- Ipswich Interagency
- QAMH Members Forums
- QCSS Regional Forum
- QCSS Virtual Forum
- NDS Sustainability Network Meetings
- Ageing Australia Qld Home and Community Care Forum
- Brisbane Valley Interagency Meetings
- Lockyer Valley Provider Interagency Group
- Residential and Aged Care industry WHS Network
- Aging Australia – Special Interest Group – CHSP
- 30 Mob Monthly Online and catchups
- Qld Home and Community Care Forum
- National Reference Group – Aged Care Transition to Practice Programs
- Aging Australia Regional Rural and Remote Policy Feedback Group
- National Redress Scheme Teleconference
- QAMH member Forums
- Queensland Disability Research Network (QDRN)

Service Promotion and Community Access (Continued)



Above – ALARA attended the Ipswich Region Business, Careers and Jobs Expo at the Ipswich Show Grounds.

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

- Aging Australia Regional, Rural and Remote Policy Feedback Group – CEO
- Home and Community Policy Feedback Group – Aging Australia -CEO

ALARA contributed to sector development through completion of a range of surveys and research including:

- QCSS New Training Module Testing
- Voice of Volunteer Research review and Survey event

ALARA is a member of the following peak and sector bodies, which enable us both to keep abreast of a range of issues in both the Aged Care and Disability Services space as well as access timely information, networking and training opportunities

- National Disability Services (NDS)
- Aging Australia (formerly ACCPA)
- Australian Community Industry Alliance (ACIA)

- Queensland Alliance for Mental Health (QAMH)
- Ethnic Communities Council of Queensland (ECCQ)
- 30MOB
- Business Chamber Queensland

National Redress Scheme

ALARA is registered with the National Redress Scheme. The scheme is an Australian Government initiative providing support and justice to survivors of institutional child sexual abuse.

Events



Above – Christmas celebrations at the Raceview Tavern.

Laidley Markets

During the year, ALARA Lockyer continued management of the Friday markets which operate in Neilsen's Place in Laidley.

The markets were previously managed by Lockyer Valley Community Disability Association (LVCDCA).

ALARA has been involved with the Markets for a number of years running the sausage sizzle which is manned by clients, staff and volunteers and for a period of time a book stall.

Xmas Events

A number of local Christmas functions for clients and staff were held across the organisation.

Staff Long Service Awards

The Annual Staff Long Service Awards for recipients and their guests were held on the evening of the 17 April 2026 at Luke's Place Salisbury Road. Fourteen staff were acknowledged for five-year awards. Four received ten-year awards and one received a fifteen-year award. Two staff received a twenty-year award and one a thirty-year award!



Above – Staff long service awards, Narelle Schaffer is presented a 30 year service award

Stakeholder Participation

ALARA throughout 2025-2026 has continued to look at ways to enhance client and carer involvement in the organisation.

ALARA has for example has roles for client and carer representation on its Workplace Health and Safety Committee.

Clients and carers continue to be welcomed as members of interview panels for service-related positions.

The Aged Care Consumer Advisory Group provides feedback about the quality of care to ALARA's Board of Directors and advice and feedback to management so that we can continue to improve services. The Chair of this Group also sits on the organisation's Quality Care Advisory Group.

Client Satisfaction Surveys

During the financial year, the ALARA Board conducted ALARA Annual Client Satisfaction Surveys. Surveys could be completed on-line or in hard copy form. There was again an excellent response with the results being very positive. The feedback and suggestions when fully collated from each funding stream 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 several areas to ensure that we continue to attract quality staff and that our level of staff turnover remains low compared to industry benchmarks.

Recruitment

During the financial year targeted recruitment of support workers occurred to meet client need. Several new support staff were engaged as an outcome our involvement with local employment programs and initiatives such as hosting work placements.

As at 30 June 2026, ALARA employed 256 people of which 219 were employed in a support worker role.

Staff Training and Development

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

Our Induction and Orientation packages are of a high standard and mapped to relevant industry qualifications.

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

Staff undertake a range of on-line training courses through the Staff Portal and the GO 1 Learning platform. In addition to a range of mandatory training, staff have access to numerous short courses. NDS's Zero Tolerance e-Learning is offered via Go1 and is mandatory training for all staff.

This training aims to embed a culture of Zero Tolerance of abuse, assault, neglect an exploitation for people with a disability and children and young people across the organisation. During the year ALARA has added to training offering available through GO1 to enhance both staff knowledge and understanding in QCSS, NDIS and Aged Care streams.

A range of face-to-face in-house training activities were undertaken for relevant staff including:

- Business Continuity – Disaster and Emergency Response
- Mobile Time and Attendance Training (MTA)
- TRACCS Training
- Auto Roster Training
- Travel Interpreter Training
- Implementing Behaviour Support Plans (client specific)
- Personal Care support including infection control, provision of personal care and specific complex supports
- PEG Training
- Epilepsy Training
- Oxygen Management Training
- Professional Boundaries Refresher

Mental Health Support Training was provided to ALARA Staff Members across Administration, Client Services and Allied Support (Nurses) and to regional teams. The informative and interactive training was delivered F.A.S.T. Training covered topics on self-care, managing emotions, prevention of trauma stacking and supporting others.

Workforce Development (Continued)

During the financial year several staff commenced their Certificate 3 or 4 in Individual Support Disability and/or Aged Care through ALARA's collaborations with training providers.

One of the Registered Nurses completed the Aged Care Transition to Practice (ACTTP) Program.

The Safety Officer completed her Certificate IV in Workplace Health and Safety.

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

- NDS Executive Leaders Conference 2025
- NDS State and Territory Conference 2025: Insights to Action
- 30MOB Workshops
- Aging Australia National Conference
- Commonwealth Home Support Program (CHSP) Summit
- Workplace Health and Safety Show – BCEC
- Spotlight on Clinical Governance in Aged Care
- Support at Home Summit - The Hatchery

Relevant staff participated in the following external Information or training sessions:

- ACIA: Client Risk Assessment (Blended Learning)
- Service Agreements: Safeguarding a Participant's Right to Choose and Control. – Endeavour Foundation
- Understanding Funding periods – My Integra
- Securing support for Additional Impairments – Endeavour Foundation
- An exploration of the Social Role Valorisation Framework with regard to people who are marginalised.
- Client Risk Assessment (Blended Learning) - Aged Care Industry Association (ACIA)
- Fundamentals of Cultural Safety - Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
- Home Care: The Strengthened Quality Standards Facilitated Session - Aged Care Quality and Safety Commission

- HLTAID009 Provide Cardiopulmonary Resuscitation - CPR First Aid Development and Growth PTY LTD
- HLTAID010 Provide Basic Emergency Life Support - CPR First Aid Development and Growth PTY LTD
- HLTAID011 First Aid - CPR First Aid Development and Growth PTY LTD
- Defensible Documentation (Preventing Harm Initiative ACIA)
- Sustainable Financial Management for Home Care Packages ACIA
- Client Risk Assessment (PHI)
- Support Coordination Intermediate course - DSC
- Child Safe Organisations – what does it mean for Queensland disability service providers?
- Serious Incident Response Scheme (SIRS) for Managers
- Understanding Short Term Accommodation in the NDIS – DSC
- Billable Hours – what is within and out of the scope of Support Coordination? - Endeavour Foundation
- Replacement Supports - Plan Partners
- You've got Questions – We've got Answers - My Plan Manager
- Holiday Ready: Supporting Participants and Families Through the Festive Season is almost here - Endeavour Foundation
- Questions about NDIS Provider Essentials - Sector Updates, Insights and What's Next?
- NIB Thrive Plan Management
- Improving and maintaining health and well-being - Ageing Australia
- Maximising mental health and well-being - Ageing Australia
- Trauma informed care in Aged Care services - Ageing Australia
- Differentiating delirium, depression and dementia - Ageing Australia

- Best practice dementia care - Ageing Australia
- Nutricia Introduction and their products and services - Nutricia Adult Healthcare
- PerForM Workshops
- Trauma Aware and Healing Informed Care
- Safe and Effective Medication Practice for Support Workers and Providers.
- Winning the Wound War (RNs)
- NDS Fast Facts
- Navigating Insurance in the Disability Sector
- NDIS Funding Periods Webinar
- Mental Health First Aid Training
- QFCC Qld Reportable Conduct Scheme Webinar
- People Management and Supervision Training (two-day workshop)
- Risk based Regulation in Aged Care

Staff Survey

The ALARA Board conducted the ALARA Annual Staff Survey. There was a good response. The staff survey provides valuable feedback to the organisation which is used to improve services to clients and systems that support our workers.

Prevention Plan – Sexual Harassment and Sex and Gender based Harassment

On 1 September 2024, the first changes of the new workplace health and safety regulations came into effect, establishing a new obligation on Queensland employers to take a proactive approach in preventing and eliminating sexual harassment and sex or gender-based harassment in the workplace.

From 1 March 2025, Queensland employers have a duty to implement a sexual harassment prevention plan. This prevention plan must comply with several new prescriptive requirements

In the 2025 ALARA first developed a Prevention Plan – Sexual Harassment and Sex and Gender based Harassment. This was disseminated to all staff for feedback and will be reviewed by the WPHS Committee annually.

Employee Assistance Program

The employee assistance program (EAP Assist) supports employees with work-related problems as well as personal problems that may impact on their job performance, health and mental well-being. An EAP offers employer funded confidential counselling for employees as well as consultative support for managers and supervisors to address employee and organizational challenges and needs. Immediate short-term counselling is available in the event of a Critical Incident.

Workforce Matters

Salary Packaging

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

Single Touch Payroll (STP)

Single Touch Payroll (STP) is a government initiative aimed at streamlining business payroll reporting obligations. Employers such as ALARA commenced reporting under STP from 1 July 2018. This reporting mechanism means that we report employee payments (such as salary and wages, allowances, superannuation) and PAYG withholding to the ATO through our payroll software at the same time we pay employees.

Portable Long Service Leave (QLeave)

The Queensland Government passed legislation to establish a new portable long service leave scheme available for community services workers, effective from 1 January 2021.

ALARA now reports balances to QLeave each quarter, together with a Levy based on 1.35% of workers' ordinary wages paid during the return period.

ALARA can claim reimbursement from QLeave for some, or all, of the payment made to the worker for service that is recorded with QLeave from 1 January 2021 onwards.

Vaccinations

ALARA is no longer required to provide mandatory reporting to the Federal Department of Health and Aged Care in relation to the COVID-19 vaccination status of staff however actively encourages staff to be vaccinated.

ALARA again offered a subsidy for staff to obtain their annual flu shot.

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 *Workplace Gender Equality Act 2012* (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 *Workplace Gender Equality Act 2012* (Act), ALARA QLD Limited is required to lodge its annual public report with the Workplace Gender Equality Agency (Agency).

Organisational Improvement and Innovation

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

Quality Care Advisory Body (Aged Care)

ALARA's Quality Care Advisory Body (Aged Care) continued to meet throughout the financial year. The primary function of the Quality Care Advisory Body is to report to the governing body providing advice about the quality of care that ALARA QLD Limited (ALARA) delivers through its Aged Care services and to provide problem solving and suggestions for improvements.

While the Quality Care Advisory Group reports to the Board it is independent of the Board of Directors and does not act at the direction of the Board.

In addition to key internal staff, members of the Quality Care Advisory Group included Rosslyn Holloway - Clinical Nurse Advance Care Planning Queensland Health, Julie Cheney- Director Clinical Services, Sovereign Community Nursing (From December 2025) and Nola Fairhurst (Chair of the Consumer Advisory Body) until February 2026 and Ken West (Chair of the Consumer Advisory Body) from February 2026.

Quality Accreditation

During the financial year the organisation continued work both in preparation for and the implementation of the Strengthened Aged Care Standards and new Aged Care Rules in November 2025.

Work also continued to ensure compliance with the Universal Principle and the 10 Child Safe Standards in Queensland to be implemented under the new child safeguarding law, the *Child Safe Organisations Act 2024*.

A Maintenance Audit against the Human Service Quality Framework (HSQF) was conducted on the 2nd to the 4 December 2025 by external Quality Auditors. This quality system relates to provision of services under the Queensland Community Support Scheme.

To streamline our requirement to comply with the different Quality Systems required by each of our funding streams, ALARA uses Standards and Performance Pathway (SPP). Standards and Performance Pathways (SPP) is an online service for NGOs and service provider organisations, funding departments, assessors, and peaks.

The system maps across the different sets of community services and health standards and streamlines preparation of evidence for quality standards assessment and compliance reporting.

Technological Innovation

ALARA's IT Strategy is outlined in our IT Strategic Plan developed in collaboration with Biztopia.

This incorporates our new Modern Workplace Strategy which has been developed to provide a framework around initiatives and IT infrastructure for Remote and Collaborative Working. This takes into consideration:

- Microsoft Teams Collaborative Tools and functionality
- File Management Structure and Security
- End User training on Microsoft Products.

Our ongoing commitment to providing flexible work-from-anywhere arrangements means that we have continued to invest in technology that provides secure access and collaboration tools, as well as hardware investments, all designed to deliver on a high-quality and standardised end user experience regardless of location or device.

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.

Organisational Improvement and Innovation (Continued)

Media

During the financial year there were again a number of positive articles and mentions in print media, radio and social media.

Social Media

ALARA has an active Facebook presence through the ALARA QLD Limited page, the Dingley Dell page, Activities page (member only group page) and the ALARA Teenagers page (member only group page). During the financial year we also created a Facebook page for the Neilsen Street Markets at Laidley which are now managed by Luke's Place Lockyer.

Website

The ALARA website is actively managed to reflect the services provided by ALARA and any important updates or news. It also provides access to the Staff portal and Client Portal.

The website complies with Web Content Accessibility Guidelines 2.0 (WCAG) which is the world standard for accessibility and includes a Reachdesk (previously called BrowseAloud) facility. This provides options for text magnification, text to speech, spoken translations in 35 languages and written translations in 78 languages.



Sustainability 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 to each individual provided through grant funding, their individual package or plan and other sources.

Funding

ALARA QLD Limited acknowledges the funding contribution and support of the Department of Families, Seniors, Disability Services and Child Safety - Queensland Community Support Scheme and from the Federal Department of Health for the Commonwealth Home Support Program and the Support at Home Program (previously Home Care Packages)

We would like to thank both the central staff and local contract managers of each of our funding bodies for their assistance and support throughout the financial year.

State Government Funding

During the 2025–2026 year ALARA received a total of \$1,355,999 (recurrent) and \$122,259 (non-recurrent) from the Community Care Branch of Queensland Department of the Department of Families, Seniors, Disability Services and Child Safety (formerly Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts) for the provision of In-home and Community Connection services under the Queensland Community Support Scheme (QCSS).

The Queensland Community Support Scheme (QCSS) provides time limited support to people who, with a small amount of assistance, can maintain or regain their independence, continue living safely in their homes, and actively participate in their communities.

This current QCSS service agreement runs to 30 June 2028

Federal Government Funding

During the 2024–2025 year ALARA received a total of \$133,051 from the Department of Health and Aged Care for the Commonwealth Home Support program (CHSP) for the provision of domestic assistance, social support – individual and social support – group.

This program supports people who are frail aged – 65 years or over (or 50 if Aboriginal or Torres Strait Islander). While the current agreement with the Federal Department of Health and Aged Care pertaining to the Commonwealth Home Support Programme was extended to 31 July 2027, advice has been received that the transition to the new Support at Home program has been deferred. We understand that agreements will be extended to 30 June 2029.

Additionally, during the financial year ALARA supported 62 individuals with Home Care Packages under the Consumer Directed Care Model (CDC). From 1 November 2025, the Support at Home program replaced the Home Care Packages (HCP) Program and ALARA supported 104 under this new program. The total revenue for this program was \$1,957,876.

ALARA also expresses its thanks to those individuals, carers and organisations who purchase services from ALARA.

Grants

In the 2024–2025 year the Department of Families, Seniors, Disability Services and Child Safety, provided a one-off training grant of \$29,455.51 (\$26,777.74 excl GST) participation in training sessions that will enhance service delivery across the sector. As there was a delay in the Department releasing the training materials, these funds were carried to the new financial year. Because of the timing of release any unspent funds are approved to be carried to 2026–2027.

Sustainability Outcomes (Continued)

ALARA also received a new non-recurrent Referral and Linking Grant of \$122,259 (GST excl) to support the organisation to update service approaches and improve referral and linkage processes related to the Queensland Community Support Scheme. We have 14 months – May 2026 to June 2027 to utilise the funds.

Funding was received from the Department of Health, Disability and Ageing, for \$971 (excluding GST) for a Fair Work Commission Boost to assist in offsetting the increased cost of aged care wages.

ALARA was successful in Stronger Communities Round 9 with the support of Scott Buchholz (Member for Wright) for the amount of \$7,090 (GST excl) towards the installation of solar panels at Luke's Place Lockyer. This was supplemented by a Federal Battery Rebate of \$10,070 enabling us to add batteries.

This enhancement will also contribute to our response to Disaster/Emergency situations. When flooding occurs in Laidley, the Lockyer Centre has historically been above the flood line, but power is often lost in the area. Battery backup will mean the centre can be accessed for staff and clients to charge tablets and phones and for other forms of emergency response.

A successful application was made through the Somerset Regional Council Community Grants Round for support to purchase a portable defibrillator (AED) for Luke's Place Esk was successful. The Council funded \$750 towards the purchase price. The defibrillator will be available for use at the centre, on group outings and for community events conducted by the SES and Rural Fire Brigade.

Donations

A total of \$4,038 in monetary donations were received during the financial year to support the provision of ALARA services. This included:

- Payroll deductions of \$1,320 from the staff of the Visy Board Carole Park. As agreed with the donors, these funds are used to support Holiday Retreats additional expenses 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.
- The Esk Community Op Shop again made a generous donation of \$1,500 to enable Luke's Place Esk participants to enjoy a wider range of activities.
- The Esk Rural Fire Services donated \$1,100 for Luke's Place Esk

Fundraising Activities

Our Day Services, Activities Program, 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.

Property Matters

The replacement work for the roof at 8 Warwick Road was completed and has rectified long term problems with leaking during inclement conditions.

Also to address leaking issues, the roof and guttering were repaired in the patio area of Luke's Place Lockyer.

Motor Vehicles

As outlined previous annual reports, wherever possible budgetary provision is made for replacement of the organisations 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 Systems

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, cyber security workers' compensation and volunteer's 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.

ESG Strategy

ALARA QLD Limited (ALARA) is fully committed to carrying out business in an honest, ethical and socially responsible manner across all the business activities. In support of this aim we consider, measure and report against Environmental, Social and Governance (ESG) factors as documented in our Environmental, Governance and Social Strategy 2025 -2026.

ALARA progressed the transition of pool vehicles to hybrids during the financial year to both reduce fuel consumption and our carbon footprint.

As an outcome of a successful grant application, supplemented by ALARA funds and the Federal Battery Rebate, solar panels and batteries were installed at Luke's Place Lockyer.



Acknowledgement of Support

Donations

Individuals

H. Trieu
J. Oliver
P. Anderson
P. Neumann
S. Carlson
E Walker

Groups And Organisations

Esk Community Op Shop
Esk Lions Club

Donations Of Vouchers Or Tickets

S. Vaccaneo
J. Dickson

ALARA Jets Sponsors and Key Supporters

Articulate Framing
Limestone Dental Group
Bodysmart Health
Disability Community Awareness (DCA)
Pennywise Ipswich
Touch Rugby League (TRL)
Plus other individuals who requested that their details be withheld or donated

anonymously.

Supporters

These individuals, organisations or their staff supported us in many ways such as by donating time, equipment, resources, 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.

Alex George
ALARA Esk Team
Annette Eggleston
Articulate Framing (Steve Rainbow)
Barry (Bj) Thomsen
Billy Diehm (Pastor Raceview Congregational Church)
Biztopia
Body Smart Health +
Brisbane Valley Lutheran Church Congregation
Brothers League Club
Bunnings – Plainland

Carinya Nursing Home
Chris Hudynski
Club Services Ipswich (CSI)
Challenge Employment & Training
Colin Smith
Cycling Without Age No Barrier
DCA – Disability Community Awareness
Debra Treloar
Dee Payton
Denise Scott
Deirdre Bignell
Diana White
Disabled Surfers’ Association

(Gold Coast)
Ecowatt Energy
Elsa White
Entrainu
Esk Community Op Shop
Esk Golf Club
Esk Kindergarten
Esk Lions Club
Esk Lions Thrift Shop
Fiona Daniells
Fiona Cervetto
Forest Hill Woodcrafters Group
Gaylene Smith
Givit

Grand Hotel Esk
 IGA Esk
 IGA Laidley
 Ipswich City Council
 Ipswich City Council Waste Management
 Ipswich Florist
 Ipswich Meal's On Wheels
 Ipswich Tafe
 Jan Hille
 Jane Dwyer
 Janice Ash
 Jasmine Thorpe
 Jesse Hayden
 John Sexton
 Kevin Ruthenberg – Chairman Brisbane Valley Congregation
 Laidley Police
 Limestone Dental Group
 Lockyer Staff Team
 Lockyer Valley Regional Council
 Lorraine Howard
 Lorraine Shea
 Meals On Wheels – Laidley
 Melissa Strachan
 Michael Bradshaw
 Michael Munt
 Micheal Newman
 Mt Hallen Rural Fire Brigade

NDS (Queensland State Office)
 Narelle Schaffer
 Neville Collins
 Neville Sharpe
 Nick Boyd
 Pennywise Ipswich
 Queensland Fire Brigade – Ipswich
 Raceview Congregational Church
 Richlands Bowling Alley
 Ron Emmanuel
 Rural Fire Brigade – Somerset
 Scott Buchholz Mp (Member For Wright)
 State Emergency Services (South East Region)
 SES Esk
 Shayne Neumann MP (Member For Blair)
 Sign Sonic
 Somerset Regional Council
 Somerset Rural Fire Brigade
 Southern Cross University
 Spinal Life Australia
 Stepping Stone Heap St Esk (Community Connection Point)
 Tabeel Nursing Home
 Terry Larsen

Toogoolawah Golf Club
 Touch Rugby League (Trl) - Ipswich
 Tracy Johnstone
 Tracey Hilton
 VISY – Carole Park
 Yvonne Massey
 West Moreton Darts Association
 Winter Family
 Zoe Carter
 30 Mob

Thanks also go to the many members of the ALARA family and the community who generously donated goods for raffles, christmas parties 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



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

5-Year Awards

Cassandra Bateman
Nicolaas Bos
Danielle Hydes
Edgar Newman
Colin Smith
Nicholas Boyd
Susan Bradshaw
Peta Brennan
Louise Chesters
Alexander Cook
Carissa-Jane Cotter
Matthew Gardiner
Ratiya Gass
Kristy Ludvig
Thi Nguyen
Nadine Queet
Dwi Suci Rahayu

Wanwimol Roberts
Maria Stirling
Lili Sun
Jeremy Taylor
Kylie Wall
Kristy - Lee Walker

10-Year Awards

Michael Bradshaw
Nadine Hansen
Suellen Weinert
Fiona Daniells
Joshua Irvine
Linda Shaw

15-Year Awards

Lesley Ashworth
Debra Treloar
Paul Cunningham
John Bearer
Steven Edwards
Graham Nuttall

20-Year Awards

Maria Harper