



**Activ Foundation
Incorporated
Annual Report 2015**

*'Building on our foundations to support people living with
disability to pursue a better life'*

Annual Report Content 2015

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Patron's Message

This past year I have been delighted and honoured to take on the role of official patron for Activ Foundation, and have been pleased to provide my support to, and increase awareness of, people living with disability across our State.

I met with many students, earlier in the year, to celebrate their graduation from a range of Activ Pathways training courses. Joined by Andrew Edwards, I was honoured to share in the presentation of certificates to students graduating in Perth for the calendar year March 2014 to March 2015. Unfortunately, I was unable to attend the regional ceremony in Bunbury, but I extend my wholehearted congratulations to the additional students who graduated at that event.

In May, I took great pleasure in attending and officially opening the Activ Artspace exhibition. Now celebrating its second year, the Artspace Exhibition is a free exhibition of remarkable artwork created by people living with disability, and is available for purchase by the general public. More than half of the pieces on display were sold on the opening evening, owing to the high calibre of artwork presented.

I would like to warmly congratulate Activ on its dedication and ongoing commitment to supporting people living with disability, and for allowing me the privilege of sharing in the achievements of those it serves.



**Her Excellency the Honourable Kerry Sanderson AO
Governor of Western Australia**

From the Board President

Across Activ and the sector at large, this past year has seen significant change with the commencement of NDIS trials in both the NDIA Hills area (National Scheme) and the My Way in Lower Southern (State Scheme). Whilst we are currently awaiting formal evaluation of both trials and the WA State Government's negotiation of the Bilateral Agreement, we have identified that our preference would be for a localised, relationship based model that would allow funding to be received in advance.

Regardless of these external factors, our commitment to work with and support people living with disability remains steadfast. Activ has collaborated closely with government agencies and other disability sector organisations to best prepare our customers, families and staff for the significant challenges our people face now and into the future.

In order to navigate these sector reforms and provide strategic guidance for Activ it is important that the Board devotes time and energy to discussing challenges, identifying opportunities, and workshopping solutions. The Board Planning Day in Busselton provided such an opportunity as well as occasion for members of the Board to connect with staff, employees and customers in our regional location. I would like to express my thanks to the staff at Busselton for creating such an engaging day.

Activ made significant changes to its governance model in response to a substantial decline in membership. The Constitutional Advisory Committee, comprising Board members, Honorary Life Governors and Honorary Life Members, recommended changes to the Constitution which saw the membership replaced with Council Members following a vote at Activ's Annual General meeting in October 2014.

Following adoption of the Constitutional changes, Murray Blanchard and John Francks were appointed Council Chair and Deputy Chair respectively. Both have taken on the roles with vigour and enthusiasm.

I extend my sincere thanks to Murray and John for their roles in bringing the Council to life.

The Board wishes to ensure Activ remains committed to maintaining and strengthening relationships with those people and families who were formerly members, as well as our other communities. Accordingly, we have commenced the development of a community engagement framework “Friends of Activ”.

I extend my sincere gratitude to Her Excellency the Honourable Kerry Sanderson AO Governor of Western Australia for her support this past year as official patron of Activ and for her role in increasing awareness of people living with disability in our community.

My appreciation is extended to the members of Activ’s Board for their stewardship and guidance of Activ over the past year as we traverse a rapidly changing sector and a transformational time. I would like to extend my gratitude to Howard Rae, who retired from the Activ Board this year, and welcome Julie Cox and Andrew Lefroy to the Board. Julie joined the Board in November 2014 and Andrew in July 2015.

The changes Activ are in the process of making would not be possible without a team of dedicated staff. I am grateful for the contributions of everyone working with Activ past and present. My gratitude extends to the Executive Team, led by Tony Vis, who bring strategic understanding to the complex environment in which we are operating; the senior management team who lead our workforce; and to the staff, employees and volunteers who bring our values to life every day as they enable people living with disability in our community to live the life they choose.



Andrew Edwards
Board President

From the Chief Executive Officer

Over the past few years, we've known that our services and supports would need to change in order for us to embrace reforms taking place across our sector and realise the additional opportunities the reforms present for our customers. This last year we have made significant advancements towards shaping Activ to be ready for the future, and we firmly believe these changes, whilst challenging, will provide more opportunities for people living with disability.

A key shift in our strategic direction has been to move to a person centred, individualised support model, which allows us the opportunity to mould our supports to the needs and wants of those who will be accessing them. With our person centred approach it is crucial that we develop the necessary systems and processes so our customers' experience is seamless across multiple supports. We wish to have a 'whole of person' view of each individual rather than a service centric one and we are seeing great life stories as people begin taking control of their own destiny.

Strengthening our existing relationships and forging new ones within the Activ community has also been a focus this past year. As the disability sector learns its way with the rollout of the NDIS and My Way, it is imperative that there is collaboration so customers and their families can be guided through the transition with the least disruption possible.

Supporting our customers and families is the very essence of the work we do. Therefore engagement and consultation with our people is paramount to enabling us to provide the best supports possible. To gain feedback from our customers and families, we conducted a survey 'Connecting with Activ', which sought to identify the levels of connectedness people feel they have with us. The results were very encouraging and informative.

A regular cycle of activities also provided the opportunity for myself, Board members and the Executive team, to engage with our customers and families in a more relaxed environment. Open days, forums,

dinners and various other events such as the Activ Pathways Graduation ceremonies gave us the opportunity to celebrate and recognise achievements of our staff and those we support.

We were also delighted this year to once again host the Activ Artspace Exhibition, highlighting artwork created by people living with disability. This exhibition is an annual event, providing the opportunity to showcase the talents of our artists to the public.

Connecting with the wider community is also an area of focus as we strive to create awareness of disability and break down barriers that may exist. Our major fundraising drive, the Chevron City to Surf for Activ offers a fantastic opportunity for building those community connections and also provides valuable financial support.

None of what we do would be possible without the support of our entire team of dedicated and committed staff and volunteers who on a daily basis ensure people with disability achieve their dreams. I would like to express my sincere gratitude to each staff member and volunteer for the part they play. My thanks also to the Board, Executive and the senior management for their hard work and contribution.

I look forward to the coming year as we build on the foundations we have laid.



Tony Vis
Chief Executive Officer

Our Purpose, Mission & Values

Our Purpose (drives us)

Enabling people living with disability to pursue a better life

Our Vision (inspires us)

Choice and freedom for all

Our Manifesto (binds us)

We are proud of our heritage – those families who had the leadership and passion to build something for generations to come

They had enough courage and vision to know their children deserved better and could offer so much more

These attributes of leadership, passion, courage and vision still drive Activ today

We understand that living and working with disability is both challenging and rewarding

We are at the coalface: we support, we encourage, we develop

We listen loudly to our customers, we learn, we evolve, we get better, we act

We provide the springboard for people to be what they truly can be

Activ honours the capabilities of people with disability and honours their right to choice and freedom to live their life full of growth and happiness

Our Values (make us)

At Activ we...

- Share a passion for people
- Are customer driven
- Listen loudly
- Create together
- Learn and grow
- Lead with courage

Our Strategies (guide us)

- Deliver integrated service
- Live a customer driven culture
- Be a social business
- Transform through change management

Our Goal

Within three years Activ will become the partner people choose to enable them to achieve the life they envisage

About Activ

Activ has a long and proud history of supporting people living with disability in Western Australia to achieve their dreams and pursue a better life. For more than 60 years we have been dedicated to removing barriers for people with disability and supporting them to overcome challenges to live the life of their choosing.

With choice and control in the hands of our customers, the decisions and choices they make will guide the future of our organisation. As those we support change day to day, so too do the services we offer.

We currently offer people living with disability a range of supports and services including individualised and tailored options such as:

- Living supports – shared and independent living options which provide support with everyday living whilst enabling independence;
- Community inclusion and participation – enabling people to maintain and build their skills as well as their connection within the community;
- Recreation – social activities, day trips and holidays to interesting and exciting destinations;
- Respite – flexible short-term options to support adults and children with disability and their families;
- Employment – meaningful supported employment in diverse businesses across multiple metropolitan and regional locations;
- Transport assistance – door-to-door bus service supporting clients to get to their place of work and other commitments;
- Training and development– Activ Pathways, our registered training organisation, delivering nationally recognised courses and qualifications enabling participants to develop their work skills and increase opportunities for rewarding employment;
- Alternatives to Employment / Post School Options - encouraging participation in everyday life with real opportunities to learn, contribute and have valued roles in the community; and

- Intensive Family Support - supporting people living with disability through respite, in-home care and community support.

The year in review

- More than 1,300 staff members supported more than 2,000 people living with disability in Western Australia.
- 1077 supported employees learnt new skills, built on existing skills, and created community connections thanks to their hard work in Activ Business Services.
- Residents utilising Activ's accommodation supports and services made the most of almost 1,000,000 hours of support to live their everyday life in a safe and comfortable environment.
- Approximately 60% of Activ Customers have now completed and are working towards achieving the goals set out in their person centred plan.
- Volunteers contributed nearly 30,000 hours of support to more than 500 individuals across the state as they undertook a range of activities.
- Passengers of Activ Transport travelled more than 1,200,000kms in transit to and from work, training and other commitments.
- Activ's fundraisers, donors and supporter community raised almost \$1,300,000 to assist Activ in supporting people living with disability across Western Australia.
- Activ's major fundraising event, the Chevron City to Surf for Activ, enjoyed its 40th anniversary with more than 48,000 people taking part across the series.
- The Annual Activ Artspace Exhibition was officially opened by Her Excellency the Honourable Kerry Sanderson AO, Governor of Western Australia.
- 338 students received qualifications (for the 2014/15 financial year) via training in Activ Pathways, Activ's Registered Training Organisation.

Our people

This year more than 1,300 staff members have shown their dedication and commitment to supporting people living with disability as they strive to achieve their goals. The development and realisation of customers' person centred plans has seen deeper relationships evolve between staff, customers and the community. As customers gain confidence in exercising choice and control over their supports we hope to see even greater connections and deeper relationships as we build and learn a whole of person view of our people.

Staff supported:

- 318 residents in accommodation supports (including community housing);
- 85 individuals tailoring their services with Activ Individualised Services;
- 1,077 supported employees working in Activ Business Services;
- 478 people using Home and Community Care Packages;
- 220 customers accessing People Skills & Community supports;
- 408 passengers using transport services;
- 712 people making use of recreation supports; and
- 305 families and individuals taking advantage of respite services.

Volunteers contributed nearly 30,000 hours of support to more than 500 individuals across the state, assisting with a wide range of activities, recreation programs, holidays and leisure events as well as assisting with opportunities for rest and relaxation.

Many thanks go out to all Activ volunteers who work so tirelessly and with total dedication to supporting people living with disability to pursue a better life.

It is the stories and achievements of our people that have inspired the work we have done for more than 60 years and drive us to continue this

work into the future. Here are just a few examples of the successes that our staff have contributed to:

Shared dreams in Yarrow

In December 2014, four young men took a huge step towards their independence when they moved into Yarrow House in Beechboro.

Stass, Lewin and Daniel all came to Activ with the same goal – to move out of home. The three young men had met before, and were comfortable to take on the challenge of moving out together. Searching for a fourth housemate, Family Support WA put the group in touch with Cayle, a young man with a similar goal, and the four guys and their families began work with Activ Client Services to create their dream share house.

Yarrow is the first share house managed by Activ. The guys live together like any other housemates, however there are staff on hand to provide support as needed. The housemates were instrumental in choosing their supports and each staff member was specifically selected for their positive approach and can do attitude.

The house is fully equipped with WiFi, which is used extensively by Daniel on his tablet and by Stass to Skype his family and friends. The house van has a bike rack which allows Daniel, Stass, Lewin and Cayle to go out riding at the Midvale Speed-Drome or Whiteman Park. Yarrow will also soon have its own sensory room, and work is continuing on providing equipment for the back yard.

Yarrow has proven to be a great success, with all four young men able to gain independence in a shared living environment tailored to their specific needs and goals.

Tinashe's drive to success

Tinashe Antonyo came to Activ with a special goal – to learn to drive. Starting with Activ Individualised Services in January 2015 after graduating high school, Tinashe was committed to getting his licence.

With support from Activ, Tinashe attended TAFE every week from his home in Butler to complete a course in Driving Skills.

In June, Tinashe passed his driving course with flying colours and started driving lessons shortly thereafter. Upon passing his driving test, Tinashe's dad bought him his very first car.

A committed and determined young man, Tinashe is also completing a course in literacy skills at TAFE to help him work towards his dream of becoming a chef. His reading and writing skills have improved dramatically and he now works at Sizzler in Innaloo, where he is able to read recipes and get an idea of how to work in a kitchen.

Never one to shy away from a challenge, Tinashe has a bright future ahead of him and knows that Activ will be there to support him every step of the way.

Neville's daily run

Activ Transport staff member Neville Collard loves his job. Employed by Activ in 2014 Neville transports more than 15 Activ employees to and from their workplaces every morning through Perth's Southern suburbs.

But it's Neville's love of indigenous culture that is his real passion. A Noongar Elder, Neville has led smoking ceremonies at a number of iconic Perth buildings, including the National Trust Office in West Perth. Smoking ceremonies cleanse the building, its energy and the strong emotions associated with it, and are an important indigenous ritual.

Activ was pleased to lend Neville the Activ Bus to transport Indigenous Elders and youth to and from two smoking ceremonies in June 2015.

Activ Transport Manager Sam Kulenovic explains:

"This is a fantastic opportunity for Activ to be able to support Western Australia's indigenous culture. We're thrilled that Neville came to us to be involved and help provide the transport for Western Australia's indigenous elders to smoking ceremonies across Perth."

Neville thanked Activ for their ongoing support:

“Working for Activ has allowed me to meet some fantastic people and I really appreciate them lending me the use of their bus to provide transport to Western Australia’s Indigenous people.”

Marie blossoms at work

Marie Nicotra first came to Activ for work experience while still at school, so she was thrilled to be offered a permanent position at Business Services.

Originally working three days a week, Marie’s passion and commitment saw her soon working full time and as Leading Hand. Highly skilled, at first Marie was quite shy and found it difficult to interact with her peers. Through guidance and encouragement Marie’s confidence grew. She undertook training through Activ Pathways and brushed up on her computer skills through a basic computer program run by TADWA.

Today Marie works in the Property Care Westrac team where she trains her peers on logistics in oil handling and is a leader amongst her workmates. Marie’s transformation has seen her develop trust and respect from her peers and she continues to grow and learn, all whilst making new friends.

Customer supports

Accommodation options

Maintaining or achieving a level of independence in living arrangements is a key focus for many people with disability. Activ is transitioning to a more person centred and individualised approach to the services we offer. As the organisation continues to evolve in the coming years this focus will grow so that each individual's needs and requirements can be best reflected in the supports they utilise.

Key achievements over the past twelve months have included:

- Delivering almost 1,000,000 hours of support to residents accessing Activ's accommodation supports and services enabling individuals to live their everyday life in a safe, comfortable environment whilst being encouraged to focus on and achieve their goals;
- Securing increased funding across accommodation services to enable better outcomes and increased support for residents using Activ supports and services;
- Expanding the number of group homes on offer has seen residents in Hancock Street successfully transition from Disability Services Commission management to Activ, providing more opportunities for support with access to the range of services on offer with Activ;
- The establishment of Yarrow House (see Page 12 "*Shared dreams in Yarrow*");
- Embedding a person centred approach and supporting individuals to prepare their person centred plan has been a key initiative this past year.

Community and lifestyle supports

Community and lifestyle supports saw significant growth during the year, with more individuals opting to include these elements in their person centred plans. More than half a million hours of support were provided to adults and children across a range of services including individualised options within short stay accommodation and respite, home and community care, alternatives to employment, post school options, community support and recreation and leisure.

Key achievements during the year include:

- Continuing the development and offer of an individualised service methodology that allows supports and services to be tailored to the needs of the individual. The individual is empowered to exercise choice and control over their supports and the way in which they prefer to receive them;
- Developing models of support that ensure customers are managed from a whole of life view. This gives customers better access to the range of services Activ can offer; and
- Volunteers contributing nearly 30,000 hours of support to more than 500 individuals across the state assisting with a wide range of activities, recreation programs, holidays and leisure events as well as assisting with opportunities for rest and relaxation.

Supported employment

Across metropolitan and regional Western Australia more than 1,077 people with disability work at Activ sites to learn new and build on existing skills, create connections with their community, engage in activities that provide a sense of job satisfaction and fulfilment and drive economic value through commercial contracts.

Within Industrial Services sites, more than 750 of these employees deliver a diverse range of services to local and international businesses and industries including:

- Product packaging, repackaging and labelling for manufacturers and wholesalers across the state as well as shrink-wrap solutions and bottle de-labelling;
- Customised collating services, such as mail-outs, conference materials and information packs, show bags, and cutlery sets for airlines, hospitality and medical care customers;
- Assembly and refurbishment of components into final products, such as safety tags, airline headsets, safety goggle packs, oil sample kits, file assembly for hospital and care industries, vertical and roller blinds etc;
- Supply and manufacture of a wide range of consumables to the mining industry and resources sector, such as steel wool cathodes, mining sample bags, delineators, parts boxes, banners for mineral saturation sites, packaging and refurbishment; and
- Industrial textile and sewing to a range of corporate clients, and customers across multiple sectors including mining, construction and health care.

At Activ timber manufacturing sites, more than 180 employees produced a wide range of timber products including:

- Custom made plantation pine pallets including heavy-duty pallets, export certified pallets and European House Borer certified pallets, produced for multiple industries and distributed worldwide;

- Tailor made wooden crates for customers in the fruit and vegetable industry, resources sector and wine and beverage industry, with each crate specifically created to the customers' specifications and requirements;
- Wooden bed bases built and supplied to national bedding retailers and used across hotels, motels and mine site accommodation; and
- Marine supplies such as cray pots, supplied to local marine businesses and individuals in both professional and recreational capacity.

In both metropolitan and regional locations, more than 100 employees provided a range of horticultural services. Property Care services include:

- Landscaping design and installation for both commercial and non-commercial customers as well as refurbishment of existing gardens and lawns. In conjunction with this service, employees operate a turf maintenance and installation service for customers ranging from individuals to large commercial and government grounds;
- Conservation and rehabilitation work in collaboration with local councils and private organisations to develop and implement coastal and bushland environmental rehabilitation and conservation projects;
- Reticulation and water-wise solutions for both large and small commercial sites across the state; and
- Garden maintenance services ranging from hedging, pruning, planting, fertilising, mulching and general maintenance of garden areas.

Transport

Supporting customers to get to and from commitments, such as work, training or employment services, saw Activ Transport provide more than 35,000 hours of transport over 1,200,000kms to people living with disability across our state.

Ensuring the transport services Activ offer are of the highest quality requires an ongoing commitment to best practice standards. This year, Activ has adopted and implemented a range of improvements not only streamlining the services on offer but also increasing passenger safety and satisfaction.

Key achievements from the past twelve months include:

- Adopting a two-year scheduled program to replace the fleet of buses with new models including acquiring buses equipped with passenger safety devices such as three point seat belts; and
- Testing and piloting an electronic mobile tracking/dispatch system (MT Data) to track and streamline logistics across all transport services to deliver service efficiencies and improve passenger satisfaction and experience by enabling integration into the central client management system.

Internal supports

Service Improvement

In response to the growing need for innovation and adaptation of services and supports throughout Activ, the Service Improvement team continues to deliver strategies and initiatives aimed at ensuring services and supports are adaptive and flexible enough to meet the needs of our customers, providing a seamless customer experience, and ensuring financial sustainability for Activ into the future.

Key achievements over the past twelve months have included:

- Supporting a person centred practice across Activ to help customers develop whole of life plans based on their needs, wants, desires and goals for the future. Each plan identifies the type of support customers wish to receive, what they hope to achieve throughout the coming year and the milestones they hope to reach and surpass;
- Developing and delivering a positive behaviour support model and eliminating restrictive practices so that, as part of a person centred approach, Activ is able to communicate and interact with people with a disability in a manner most appropriate to them. This approach seeks to reduce the physical controls and restrictions and open up positive, enabling environments that encourage greater choice and control for people with disability;
- Navigating the NDIS / My Way landscape, integrating implications of each trial into operational practices and building relationships with the National Disability Insurance Agency (NDIS) and Disability Services Commission (DSC) to ensure Activ is appropriately positioned in order to provide sustainable supports and services into the future;
- Developing the role of the Client Services team to provide a central point of contact for people entering or accessing supports and services within Activ, creating an increased ability to support a

- customer's whole of life, person centred plan by increasing exposure to the range of supports on offer throughout Activ; and
- Redeveloping Activ Pathways Registered Training Organisation to build on its existing program base and deliver an extended range of training options to a wider audience, in a financially viable and sustainable model.

Fundraising and Community Engagement

The generosity of the Western Australian community has provided support to Activ for over 60 years and in turn has allowed Activ to increase its support to people living with disability. This year Activ received almost \$1,300,000 thanks to the incredible support of its fundraisers, donors and community.

Activ's major fundraising event, the Chevron City to Surf for Activ, was broadcast live on Channel 9 for the first time in the event's history. More than 47,000 participants took part walking, wheeling, jogging or running the courses in Karratha, Geraldton, Busselton, Albany and Perth in July and August 2014. In celebration of the event's 40th anniversary participants were encouraged to dress in retro theme.

In addition to the funds raised through registrations, participants also fundraised \$581,530 for more than 140 causes across Australia.

The series of events would not be possible without the support of more than 1,500 volunteers across the state who dedicate their time and energy both on the day and in the lead up to each event. We are incredibly grateful for their hard work and dedication to making the series such a success.

Other fundraising achievements this past year included attending and benefitting from the 20th Anniversary Dragonfly Annual Charity Golf Day at Hillview Golf Course. A record number of teams turned out to take part in the golf day and bids came in thick and fast at the auction dinner that followed. Sincere thanks to the team at Hillview Golf Club who raised almost \$20,000 for Activ throughout the day.

A significant focus this past twelve months has been building community engagement, encouraging feedback and conversation, and creating and increasing connections throughout the many communities in which Activ operates. A key community engagement service is the Activ Library located in Wembley. This year the library has:

- Supported the community through the provision of disability related learning and educational resources;

- Hosted a range of community events including a morning tea for International Day of People with Disability; a series of workshops on understanding and supporting people with autism, communication intervention and promoting emotional literacy facilitated by Dolly Bhargava a disability speech pathologist; and an ‘Assistance dog’ workshop profiling the role assistance dogs have in the disability community; and
- Engaged in digital marketing and communications with the launch of its Facebook page and a series of electronic newsletters. The Parent Portal, hosted on the Activ website, also received updates and enhancements to ensure it remains relevant to its increasing numbers of users.

In order to create the Activ of the future, it is vital that the voice of the community is heard and significant work this past year has been undertaken in this regard including:

- Reviewing the Connecting with Activ Framework led to a communication survey of all employees, customers, families and guardians to determine their level of connectedness with Activ. The survey also provided the opportunity to understand future communication needs and requirements of the community to inform and shape the way Activ communicates in the future; and
- Following the changes to the Constitution, work commenced on the Friends of Activ Framework. This is intended to guide how Activ engages to create deeper, more mutually beneficial relationships with Activ’s customers, their families, advocates and carers. Stakeholders will be kept informed of activities and news within Activ in a way that is meaningful and relevant to them and will be given the opportunity to give ongoing and systematic feedback.

Central Services

As Activ navigates the sector changes and implements the significant organisational changes needed, it is vital that central support services are robust enough to support Activ through its transformation. This year has seen significant progress in improving Activ's central supports and delivering on its strategic goal to be the partner people choose to enable them to achieve the life they envisage.

Key achievements from the past twelve months include:

- Launching Activ's new Strategic Plan, Activ8, across the organisation with the release of Activ's Blueprint in July 2014. Ongoing work continues to embed Activ's Vision, Purpose, Manifesto, Values, Strategies and Goals for the next three years to ensure staff, employees and customers are aware of Activ's future direction and committed to their part in the journey;
- Developing and releasing Activ8 Values Recognition Program in late 2014 aimed at embedding Activ's revised Values across the organisation, translating each Value into everyday life and bringing all Values to life in Activ's diverse and disperse workplaces;
- Implementing an integrated client management system providing a single source of truth for all customer information and records as well as the ability to support and manage individual funding;
- Renewing the focus on leadership development for senior and front line leaders with a refreshed leadership forum series, offering skills acquisition via a combination of self-awareness tools and practical and accountable participation in organisational initiatives; and
- Holding the Annual Activ Artspace Exhibition, which saw artwork created by people living with disability on display and available for purchase during an art exhibition open to the general public.

Property Services

Supporting customers in over 125 service locations across the state requires well-maintained properties and compliance across all required codes. The Property Services team work with staff, employees, customers and their families at each location to ensure the facilities meet the specific needs and requirements of the people using them.

As customers' needs change and their supports evolve to more personalised and tailored options, the facilities and properties they frequent, share or live in are also changing and adapting. This past year has seen modifications, improvements and upgrades to many sites across Activ to ensure the facilities are tailored where possible, to meet the needs of staff, employees and customers.

Key achievements from the past twelve months include:

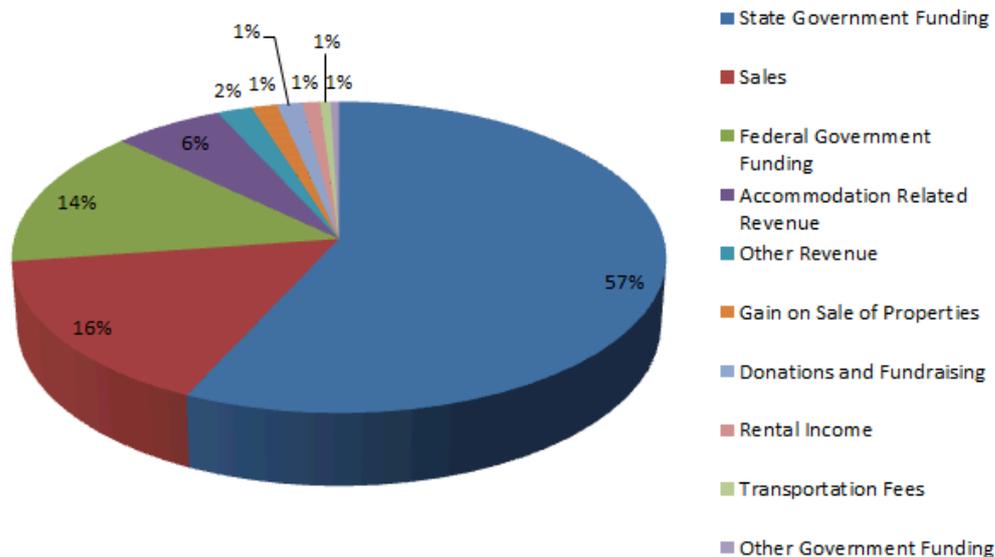
- Successfully transitioning residents from older, less appropriate housing to two new purpose built group homes in the Australind region, constructed by the Department of Housing under their Community Disability Housing Program;
- Supporting the team at Geraldton Business Services site to create a 'One Activ' hub of services by integrating and co-locating Business Services, People Skills and Community and Home and Community Care services; and
- Delivering property condition reports for all Activ premises allowing for greater budgetary accuracy regarding maintenance projections and forecasting requirements.

Financials

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015

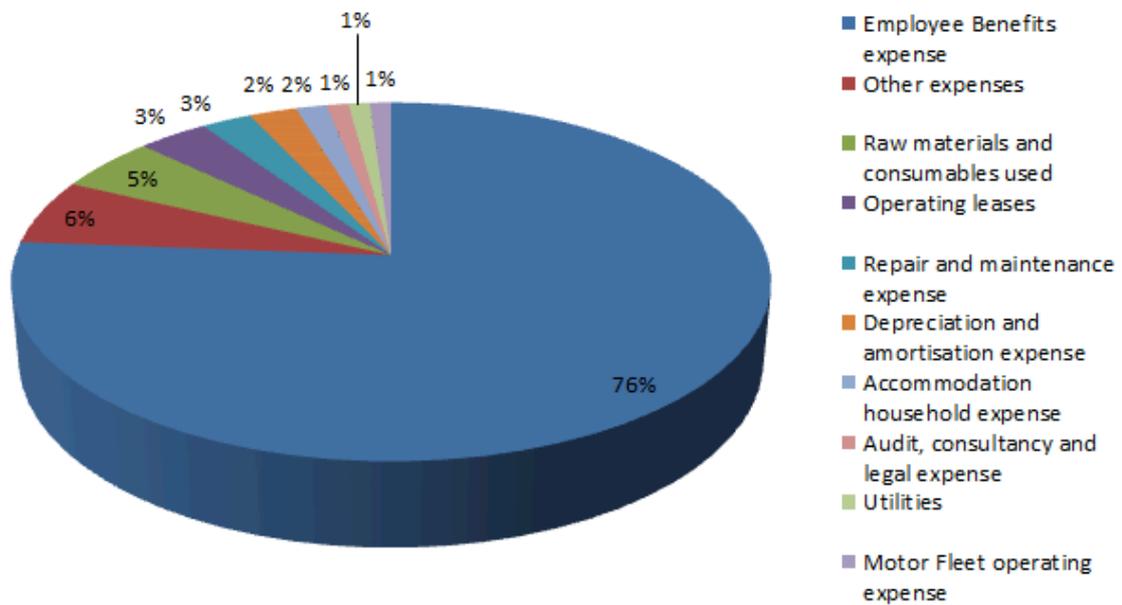
	2015	2014
	A\$ '000	A\$ '000
Revenue	95,126	88,795
Expenditure	92,196	88,721
Total Comprehensive Income for the Year	2,930	74

Revenue



State Government Funding	57%
Sales	16%
Federal Government Funding	14%
Accommodation Related Revenue	6%
Other Revenue	2%
Gain on Sale of Properties	1%
Donations and Fundraising	1%
Rental Income	1%
Transportation Fees	1%
Other Government Funding	1%

Expenditure



Employee Benefits expense	76%
Other expenses	6%
Raw materials and consumables used	5%
Operating leases	3%
Repair and maintenance expense	3%
Depreciation and amortisation expense	2%
Accommodation household expense	2%
Audit, consultancy and legal expense	1%
Utilities	1%
Motor Fleet operating expense	1%

Statement of Financial Position

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2015**

	2015	2014
	A\$ '000	A\$ '000
Total Assets	50,266	51,347
Total Liabilities	22,575	26,586
Net Assets	27,691	24,761
Reserves	1,751	8,355
Accumulated Surplus	25,940	16,406
Total Equity	27,691	24,761

Governance

Activ is a not-for-profit organisation incorporated under the Associations Incorporation Act 1987. Activ's purpose is to enable people living with disability to pursue a better life.

The role of the Board is to ensure, on behalf of people with disability, and their families, that Activ stays true to purpose, is dedicated to meeting all legal and moral responsibilities and requirements, and the appropriate performance of services. Activ is committed to the adoption of ethical, business-like and lawful conduct in all areas of Activ and, in doing so, binds Board members to the same principles and practices.

Activ's Board has a governance framework to ensure the organisation complies with relevant legislation and reflects the Board's commitment to the principles of good governance. In 2015, Activ assessed its governance practices against the Australian Charities and Not-For-Profits Commission (ACNC) Governance Standards and the Australian Securities Exchange (ASX) Corporate Governance Council's Corporate Governance Principles and Recommendations (Third Edition). The full Corporate Governance Statement can be accessed at www.activ.asn.au.

As previously stated, the 2014 Annual General Meeting saw the membership vote to adopt a new Constitution and appoint the inaugural Council to ensure that Activ's governance structure is suited to meet future challenges. The Council (comprising Honorary Life Governors, Trustees, former and existing Board members) has now assumed the responsibilities and obligations that previously sat with the members of Activ.

Your Council Members

- Blanchard, Murray (Chair)
- Francks, John (Deputy Chair)

- Barton, Dennis
- Battrick, Matthew
- Booth, Ken
- Carle, Colin
- Costigan, Hazel OAM
- Edwards, Andrew
- Groves, John
- Hebiton, Maxine
- Thomas, Tina
- Walker, Leonie OAM

Board Member Bios

Andrew Edwards (President)

Andrew joined the Board in October 2008 and was re-elected in 2010 and 2012. Andrew was elected President and Chair by the Board in 2011. A chartered accountant by background, Andrew Edwards is a professional company director whose career has included 25 years as a partner in PriceWaterhouseCoopers.

His business experience has embraced a wide range of commercial activities, including mergers and acquisitions, business valuations and project reviews, as well as management and Board of Directors leadership roles.

He is a past National Vice President of the (then) Securities Institute of Australia (now the Financial Services Institute of Australasia) and past President of the Western Australian division of that Institute. He is a past State Councillor of the (then) Institute of Chartered Accountants (now Chartered Accountants Australia and New Zealand), past State Chairman of the Institute's local Education Committee and a past member of its National Education Committee.

He currently serves on the Boards of MMA Offshore Limited and Nido Petroleum Limited and is Chairman of MACA Limited. Andrew is a fellow of the Australian Institute of Company Directors.

Andrew is also a member of the Activ Council.

Tina Thomas (Deputy President)

Tina was appointed to the Board in October 2006. Tina is a management consultant and company director with a career spanning more than 20 years' experience in the oil and gas industry. Her business has included a wide range of leadership roles including strategy, human resources, mergers and acquisitions, corporate affairs, indigenous affairs, health, safety and environment, security and emergency management and sustainability.

Tina is the Chair of the Governance and Nominations Committee and a member of the Council.

Stephanie Black

Stephanie Black was elected to the Activ Board in 2008. Stephanie is the Executive Director, Government Procurement in the WA Department of Finance. She was previously Executive Director responsible for ICT Commissioning at the Fiona Stanley Hospital. Stephanie has a broad background in Government and the private sector and was Chief Executive Officer at United Credit Union until its merger in 2009.

Ian Brown

Ian was appointed to the Board in March 2013. Ian is an experienced and successful entrepreneur, having taken various innovative technologies and business models and turned them into successful businesses. Ian has an MBA and he is an Entrepreneur in Residence at INSEAD (Europe's #1 Business School) and a Fellow of the Australian Institute of Company Directors and the Australian Institute of Management. Ian is also a non-executive director at Recce Limited - a company focused on Soluble Synthetic Polymer Antibiotics, Cytomatrix Limited - a company focused on Cord-Blood Stem Cell Therapeutics, HeiQ (Aust) Pty Ltd - a company focused on Nanofiber Textile Product and InterGrain Pty Ltd - a company focused on Wheat And Barley Seeds Breeding. Ian is also Chairman at Morrgul Pty Ltd - a company focused on Aboriginal Businesses Development across the Kimberley.

Julie Cox

Julie was appointed to the Board in November 2014 to fill a casual vacancy. Julie is an experienced finance professional with over 30 years' experience covering mergers and acquisitions, business valuation, project evaluation and strategy development.

Julie is currently General Manager – Business Development with Craig Mostyn Group, a leading agribusiness company in Western Australia.

Prior to 2012, she was a director in PricewaterhouseCoopers' corporate valuations, transaction support and consulting teams.

Craig Knox Lyttle

Craig was appointed to the Board in June 2014 to fill a casual vacancy. Craig leads PwC's strategy consulting practice in Western Australia.

Craig's expertise includes growth strategy, infrastructure planning, customer-led transformation, commercial due diligence, enterprise performance management and sales and marketing.

Craig has over 22 years of global consulting and industry experience in strategy development and performance improvement in mining, utilities, mining and oil and gas services, universities, telecommunication, consumer goods, healthcare and government. Craig has also served not-for-profit organisations with a focus on homelessness.

Prior to moving to Perth, Craig was a strategy consultant with A.T. Kearney in North America, and led strategic planning and transformation functions at Telstra in Sydney. He began his career in the federal government as a policy advisor in the human services sector.

Neil Guard

Neil was appointed to the Activ Board in 2011. His career includes more than 20 years in executive roles in both the corporate sector in the UK and public sector in Western Australia. Until July 2015 Neil was the Executive Director of the Drug and Alcohol Office, a position he held for 7 years. During this period he was seconded by the Minister for Mental Health for 6 months in 2010 to lead the establishment of the WA Mental Health Commission. Neil will shortly commence employment in the community services sector.

Before joining the Drug and Alcohol Office in 2008, he held the position of Executive Director of Healthway for 5 years, with previous senior roles including 4 years as Director of Accommodation Services in the Disability Services Commission.

Throughout his career Neil has focused significantly on improving public health and wellbeing outcomes, particularly for disadvantaged populations. He is highly experienced in change and program management and has an extensive record in planning and successfully managing organisational reforms.

Tony Vis (Chief Executive Officer)

Tony was appointed Chief Executive Officer in October 2007. He was previously elected to the Board as a metropolitan elected member in October 1998 and served as President from 2001 to September 2007.

He has extensive executive and commercial experience with a diverse range of organisations and is a Fellow of the Australian Institute of Company Directors.

Tony currently holds the position as Chair of the National Disability Service (NDS) State Committee in Western Australia and sits on the National Board of the NDS. He is a member of the Disability Services Commission CEO Round Table and the NDIA Hills Trial Western Australia Advisory Network.

Leonie Walker OAM

Leonie joined Activ in 1975 and was elected to the Board in 2006. She has two adult sons with Intellectual Disability. Living on a farm in Wongan Hills, Leonie was active in establishing homes for special needs children. She now resides in Dunsborough with her husband and has a long association with local support groups in the area.

Leonie was awarded the Centenary Medal for Community Services in 2001 and received the Medal of the Order of Australia (OAM) in the 2015 Queen's Birthday honours.

Leonie is an Honorary Life Governor, Trustee and Council member of Activ.

Subsequent to 30 June 2015, an additional Board member has been appointed, Mr Andrew Lefroy.

Andrew Lefroy

Andrew was appointed to the Board in July 2015. Andrew has a BA in Philosophy from Murdoch University and is currently undertaking his Masters. Andrew has worked for many years as a stockman in his family business and has volunteered in a drug rehabilitation centre. Andrew is legally blind/vision impaired and uses technology and his positive attitude to assist him in his university studies and life in general.

Executive Team Bios

Tony Vis – Chief Executive Officer

See Board Bio on page 34.

Danielle Newport – General Manager Strategy

Danielle joined Activ in November 2011. Danielle is a qualified accountant (CPA) and Chartered Secretary (ACIS) and has over 15 years' experience working in senior finance and corporate roles. Since arriving in Western Australia Danielle has worked with Western Power, Murdoch University and Community First International. She is also director/company secretary of Perth Theatre Company and is a Graduate Member of the Australian Institute of Company Directors (AICD).

As a member of Activ's Executive team Danielle leads a number of teams. Activ's Australian Disability Enterprise (ADE) provides employment outcomes to more than 1,000 people with disability across sixteen workplaces in Western Australia. The Peoples Services, Community Engagement and Marketing, governance and Program Office teams deliver support functions to the whole of the organisation with a focus on the delivery of Activ's Strategic Blueprint.

Shane Mauger – General Manager Service Improvement

Shane joined Activ in July 2011 as General Manager of Accommodation and Community Services, a responsibility he maintained until January 2014 when he was asked to take on the newly created role of General Manager Service Improvement.

Service Improvement's primary function is to work in partnership with General Managers to support Activ's business activities and develop new services and support initiatives to embed into the organisation to meet the needs of our clients.

Shane is also responsible for the redevelopment of Activ's RTO, Pathways and Service Development Teams. Shane has over 20 years' experience in the disability field. He commenced his career in the disability sector as a direct care support worker with Nulsen Haven Association Inc (now Nulsen).

During his 14 years with Nulsen he held a number of positions including House Coordinator, Training Coordinator, Program Development Officer, Manager Community Services, Manager Accommodation and General Manager Operations, a role that he held for 5 years.

Shane left Nulsen in 2008 to take an appointment as the CEO of Identitywa where he undertook the re-development of the organisations operational activities. Shane held the position for three years.

Shane was previously a member of the National Disability Services (NDS) National Committee of Accommodation (4 years) and NDS State Accommodation Sub-Committee (6 years) and currently serves as a Board Member and Treasurer of Developmental Disability WA (5 years).

Mark Furr – General Manager Accommodation & Community Services

After immigrating to Australia in 2008, Mark has been employed in the not-for-profit sector as an Executive in both Community and Employment services. Mark joined Activ in January 2012 and since 2014 has been employed as General Manager Accommodation and Community

Services. Mark is responsible for the Disability Services Commission funded services provided by Accommodation, Respite, Intensive Family Support, Alternatives to Employment (People Skills and Community) and Recreation. In addition, Mark is also responsible for HACC services funded by the Commonwealth through the Department of Health. Mark's previous experience includes 24 years in the British Military. He has particular business acumen in operations and personnel management, training and quality assurance.

Jonathan Thomas – General Manager Assets

Jonathan joined Activ in 1986 in Business Services. He later moved to Activ Property Services and for more than 25 years has worked as Planning and Safety Officer, Property Manager and Karingal Green Manager.

Jonathan was also Chief Property Officer for more than 10 years until his appointment as General Manager Group Development (now GM Assets).

As General Manager Assets, Jonathan is responsible for overseeing the extensive property portfolio of Activ including Accommodation and Business Services properties, leasehold and investment properties. In addition to this, he also oversees subdivisional work and construction projects such as the construction of the Activ Central Services building in Cambridge St. He also manages Activ's Transport Services.

Michael Bowd – Chief Finance Officer

Michael joined the Activ Executive Team in January 2015 as Chief Financial Officer and he leads Activ's Finance and Information Management team.

Michael has CPA and MBA qualifications with considerable executive experience in a range of commercial and not for profit settings including the human services sector most recently as Chief Financial Officer with the Silver Chain Group. Michael says he enjoys "a natural alignment with Activ's values". He has a lifelong engagement in professional and personal pursuits that align with Activ's focus on supporting people living with disability.

Community Partnerships & Affiliations

Honorary Officers

Patrons

- Her Excellency the Honourable Kerry Sanderson AO Governor of Western Australia

Vice Patrons

- Mayor Russell Aubrey, City of Melville
- Mayor John Gangell, Town of Bassendean
- Mayor Dave Griffiths, City of Gosnells
- Mayor Heather Henderson, City of Subiaco
- Mayor Max Hipkins, City of Nedlands
- Mayor Logan Howlett, City of Cockburn
- Mayor Giovanni Italiano JP, City of Stirling
- Mayor Troy Pickard, City of Joondalup
- Mayor Tracey Roberts, City of Wanneroo
- Mayor Barry Sammels, City of Rockingham
- Right Honourable the Lord Mayor Lisa Scaffidi, City of Perth
- Mayor Ian Stubbs, City of Busselton
- Mayor Marina Vergone, City of Mandurah
- His Worship the Mayor Dennis Wellington, City of Albany
- Mayor Simon Withers, Town of Cambridge
- Mayor Ron Yuryevich RFD AM, City of Kalgoorlie-Boulder

Trustees

- Mr M. Blanchard, AM, JP
- Mrs F R Reeves
- Mr J Francks
- Mrs M. Stern OAM
- Mrs L. Walker OAM
- Mrs H. Costigan OAM

- Mr C Carle
- Mr M Gurry
- Mr A Howarth

Honorary Life Governors

- Mr Murray Blanchard, AM, JP
- Mr Ken Booth
- Ms Shirley Booth
- Mr Colin Carle
- Mrs Hazel Costigan OAM
- Mrs Dawn Daw
- Mr John Francks
- Mrs Maxine Hebiton
- Mrs Jill Hollett
- Mr Vernon Hollett
- Mrs Frances Ray Reeves
- Mrs Maida Stern OAM
- Mrs Leonie Walker OAM
- Mrs Chris Walter
- And the late Mr Ernest J. Pearce

Honorary Life Members

- Mr Matthew Battrick
- Mrs Ruby Broom
- Mrs Gaye Brown
- Mrs Barbara Carle
- Mrs Pamela Carrier
- Mrs Elaine Cooper
- Mrs Ivy Drinkwater
- Mrs Pamela Fleming
- Mrs Beryl Forbes
- Mr James Geary

- Mrs Heather Greenlees
- Mrs Quentin Iffla
- Mr John Keogh
- Mrs Pamela Keogh
- Mr Jo Leece
- Mrs Leah Leece
- Mrs Nancy Marsh
- Mrs Nola Mumme
- Mr AJ Myers
- Mr Kenneth Nylander
- Mrs Norma Pratt
- Mrs Mavis Read
- Mrs Vera Regan
- Mrs Ellen Samson
- Mr Leonadus Schaper
- Ms Antoinette Schaper
- Mr Ralph Stone
- Mr Cecil Tremain
- Mrs Ethel Tremain
- Mr Peter Wahlsten
- Mrs Barbara Whitmore

Thank You

We are sincerely grateful to the organisations and individuals who have supported us throughout the year. Your generosity means we can continue to provide quality services to people with disabilities and their families in Western Australia.

- WA Disability Services Commission
- Australian Department of Social Services
- WA Home and Community Care (Department of Health)
- Local Government Authorities
- Australian Department of Education
- Australian Department of Employment

- WA Lotteries Commission, Lotterywest
- Channel Nine
- Appealathon
- Rockwell Olivier
- Jardine Lloyd Thompson Pty Ltd
- Hyundai Motor Company Australia
- Travelkey
- Lease Plan
- Forest Grove Technology
- Datacom
- Amplify Consulting
- KPMG

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- Spirit FM Radio Network
- RadioWest Network
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- Welltech
- Bella Terra
- Irun
- Pan Pacific
- Bayview Geographe Resort

- Geraldton's Ocean West
- GU
- City of Perth
- City of Karratha
- City of Busselton
- Town of Cambridge
- Athletics Western Australia
- Australian University Sport
- Tom Tom
- Toll
- Life Ready Physio
- Karma Resorts
- Wilson Parking