



Annual Report

2021 - 2022



Message from the Chair

On behalf of the Board of the Activ Foundation, I present the Annual Report for the year ended 30 June 2022.

I have been extremely impressed with the enthusiasm and commitment that Activ staff have shown during one of the most difficult years of the organisation's history. Those difficulties have included the ongoing impact of COVID-19 and the required exit from large-scale workshop disability employment.

Shortly after assuming the position of Chair, I became aware of the widely differing views about the merits or otherwise of large-scale employment. But, irrespective of that diversity of opinion, the numbers speak for themselves. The unsustainable model is obvious, with the financial loss of \$10.8 million at 30th June 2022. The Board found itself confronted with the reality that a failure to implement the difficult changes required would lead to the organisation's closure, loss of history and most importantly, the loss of services and support to future generations of people with disabilities in our State.

The theoretical analysis of the crisis and commitment to implement the necessary changes is one thing. The gut-wrenching

decisions, with resultant impact is something else. The Board is acutely aware of the very real impact that our decision to exit our loss-making large scale congregate employment services has had on our customers, their families and carers.

We are very grateful to the Ministers who worked hard behind the scenes and were able to agree to our long-standing request to provide transitional funding.

The year has been difficult and our viability was threatened. But through the experience of the Board and the acumen of our new CEO, Michael Heath and his team, we are confident that those troubles are behind us and that our future is strong and positive. To re-enforce that expectation, as I write this report, I am able to reflect on Activ's performance in the last three months. They show that we are now on a path of financial sustainability, and on track to achieve our goals of future growth in our service provision and impact.

In the last year, I am proud to say that we supported 1,613 people with disability. This included accommodation services to 371 customers, with 69 customers accessing short-term accommodation services.

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We also supported 729 customers to access their communities across more than 315,490 hours and provided employment services to 115 customers in employment services where there is a greater number of staff to supported employees (like our property care services).

Activ Pathways, our registered training organisation, delivered training to 382 students. As part of our commitment to providing courses that help to improve the lives of people with disability, we introduced our Certificate II in Retail and Certificate II in Hospitality.

Activ continues our commitment to contribute wherever possible to the Disability Royal Commission. The safety and well-being of our customers, staff and the community remains of the utmost importance. We look forward to working with other organisations in the sector and relevant policymakers to ensure better outcomes for people with disability.

This year saw the introduction of new fundraising initiatives and a renewed focus on improving the organisation's financial sustainability. The Board and I are proud of the achievements this year, which included the launch of our Activ Better Odds Lottery. We look forward

to continued growth in fundraising and income diversification to ensure a brighter and more secure future for Activ and our customers.

On behalf of the Board, I would like to thank our Executive team, under the leadership of CEO Michael Heath. I would also like to thank all our staff for their dedication to improving the lives of our customers and their families. I'd also like to acknowledge the significant role of our customers' families in supporting our customers to access our services and for their support of Activ.

I look forward to the year ahead with a renewed and continued focus on sustainability and impact.

Dr Marcus Stafford AM
Chair





Message from the CEO

I'm proud to present Activ's 2021/22 Annual Report – my first as CEO.

It has been a challenging year for Activ, marked by significant changes to the organisation's services and structure. I know our decision to exit large-scale congregate employment has had a significant impact on many of our customers and staff.

We took decisive and immediate action as soon as we identified substantial financial challenges for Activ, which if left un-remediated, would likely have had catastrophic outcomes.

I'm proud to say, that as a result of our actions, we have made significant progress in securing the ongoing viability and sustainability of Activ.

As part of our objective to provide people with disability a 'place to live', Activ has continued to develop strong partnerships with specialist disability accommodation providers and looks forward to the opening of new facilities in the coming financial year.

Activ's registered training organisation continued to offer recognised qualifications to our staff, people with disabilities and the broader sector. We have also made significant progress in the development of our new Activ

Academy services with a focus on skills development and continual support to help our customers achieve their goals around the pillars of Live, Learn, Work, and Play.

Our employment offerings where there is a greater number of staff to supported employees continued to grow. This is a key focus of our strategy to provide meaningful employment offerings that are financially viable and align with NDIS funding models.

We have continued to provide support through our community programs and once again saw an incredible performance by our Beaconsfield community members in their annual stage show.

As part of our objectives of ensuring the organisation's sustainability and reducing our reliance on funding, this year saw the introduction of the first-ever Activ Better Odds Lottery. This fundraising lottery was the first of a large number of fundraising initiatives planned for the coming year – designed to encourage greater community support through donations, events, bequests, and other fundraising activities.

This year was once again marked by challenges of restrictions associated with the COVID-19 pandemic. We remained committed to minimising

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disruptions to our services, where possible. We worked closely with the WA Department of Health and the National Disability Insurance Agency to continue to provide services and support to our customers while ensuring the safety of our customers and staff at all times.

Activ's continued investment in technology allowed for ongoing remote working to continue to support our customers during this challenging time.

In the last year, Activ experienced several challenges which we addressed directly. I am very grateful for the continued support of Activ's Board and Chair and would like to thank Activ's Executive Team and staff for their unwavering commitment to improving the lives of our customers.

Michael Heath
Chief Executive Officer





Support worker Hayden and customer Aaron make a boxing dream team

Accommodation customer Aaron and Activ support worker Hayden Wright have turned an impromptu lockdown activity into one of Aaron's favourite hobbies.

After experiencing COVID-19 lockdowns, Hayden and Aaron both wanted to find an activity for Aaron to stay busy and active throughout the week, which also focused on Aaron's health and fitness goals.

As Hayden is an avid boxer when not working for Activ, teaching Aaron to box was the perfect way to stay physically and mentally healthy during this time.

Gyms were closed during lockdown,

so Hayden brought in some of his own equipment to start teaching Aaron to box, and Aaron "had the time of his life," said Hayden.

"We started off by focusing on hand-eye coordination, learning different techniques for boxing and how to do it safely," said Hayden. This was really important to Aaron, who was able to use his new hobby to take his mind off being inside for the week.

Once lockdown ended, Hayden found a boxing gym nearby where he and Aaron go to train. Going to the gym not only supports a healthy lifestyle, but it has also been great for Aaron to access the community and make new friends.

During boxing sessions, Hayden works with Aaron to go over the skills they covered in previous weeks, and once Aaron has them perfected, they work on something new.

Aaron's favourite thing about boxing is "punching on the bag and learning to use the pads," said Aaron. After a couple months of training, Aaron is enjoying learning to box so much so that he's having a go at being the trainer, giving tips to Hayden, as well as developing skills to confidently hold the pads for Hayden or his housemates to use.

Hayden's team leader Karen Sidebottom saw how much Aaron and his housemates were enjoying learning new skills and kicking their health and fitness goals, and assisted Hayden in setting up a home outdoor boxing gym at the Activ accommodation home. Set up in the undercover outside area, the gym has boxing and sporting equipment for everyone in the house to use.

Since the introduction of boxing sessions to help achieve Aaron's goal of keeping fit, Hayden has noticed growth in Aaron's confidence and independence in other areas of his life too.

"He's overall a lot more confident, especially as he's wanting to teach his

housemates some skills and tell me what to do! I've also noticed a positive difference in his mobility and core strength, which is great for him to be able to do other activities outside of boxing too," said Hayden.

This great result is testament to what's possible when support staff are able to draw from their own skills to help our customers achieve their independence goals.

"I think it's really important to try to align our life experiences and interests to our customers' goals," said Hayden. "I've been supporting Aaron for almost eight years and seeing him so happy and confident whilst he's kicking his goals and helping his mates to do so as well is amazing."





Tabetha explores different work opportunities

Activ Albany customer Tabetha has been building her skills in candle and soap making, baking, printing, communication and resume writing, all of which will support her with her work goals.

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Until recently, Tabetha was employed at Albany Business Services where she supported the printing requirements of the local hospital. Following the transition of site-based employment services in Albany to alternate support options, the possibility of the local hospital bringing the printing service in-house is being explored.

Tabetha is keen to work for the hospital. To show her interest in this, Tabetha took a proactive approach and worked with support workers Premilla and Monique to write a resume.

“We discussed with Tabetha the types of work opportunities she would like to explore and supported her to put her resume together. She’s been working for Activ for a long time and has also been volunteering at the local library for many years, so she’s got some great skills and experience to include.”

“Tabetha then dropped her resume off at the local hospital, where she’s hoping to work for the printing service if the hospital decides to bring it in-house,” said Premilla.

Premilla has also been encouraging Tabetha to explore other work opportunities.

“Tabetha makes beautiful candles and soaps and she also loves to bake.”

“She does these activities as a hobby and is very generous at giving her candles, soaps, scones and cookies to people, so we’ve been discussing how she feels about selling her items and how she would go about this.”

“For example, Tabetha regularly bakes scones for the hospital where her Mum works, and she also bakes cookies for the Activ office, so we’ve been talking about putting out a contribution jar with a label we’ve designed on it so people can make a contribution to Tabetha’s baking,” said Premilla.

“With her candles and soaps, I’ve been encouraging Tabetha to record how much it’s costing her to make these items, so that we can work out what she could charge for them and possibly start up a small business. I think she could be ready to have a market stall in a few months’ time.”

Tabetha said candle and soap making started off as a hobby for her but she would like to sell them at a market stall one day.

“My mum taught me how to make the soaps and candles, and I enjoy it because it distracts myself and I’m just thinking about the candles and soaps I’m making. I make them in all different rainbow colours, which I like.”

“I would like to sell them at a market stall one day but I don’t know yet when I’ll be ready to do this, but I’m working towards it,” said Tabetha.

Premilla said Tabetha’s communication skills have also developed further over the past couple of years.

“There was a time where Tabetha wasn’t very confident communicating with people but this has changed recently. Tabetha is more comfortable communicating via email and it’s been great to see her emailing her NDIS planner and Activ staff independently.

“All of these skills together will support Tabetha to have more opportunities to work in an area she chooses, which is important for anyone.”





Albany customer Helen is kicking her goals whilst helping her friends

Long-time Albany customer Helen continues to try new things and increase her independence with the help of her Activ support staff, including support worker Teresa!

Helen is a former supported employee at Activ in Albany, and Helen's mum was instrumental in the opening of the still-running Activ Albany Op Shop. Now that Helen is retired from work, she's turned her focus to expanding her skillset in the kitchen and learning how to look after her home independently.

"I live in my unit and get help from support workers every day", said Helen, who accesses Activ's accommodation drop-in supports.

For the last 2.5 years, Helen has been increasing her independence in the home, where she can now clean her house and do the washing by herself. Helen has also become a keen cook, and works with her support staff to follow recipes to make delicious meals!

Recently, when some of Activ Albany's customers and staff were isolating with COVID-19, Helen sprang into action and cooked them all some soup.

“I like to help people,” said Helen. “I have more to learn but recently I made some scones. I like making cakes too.”

Helen’s also learning more about composting and recycling. As a bit of a creative, Helen uses old magazines to make artistic collages, where she’s now diligent about recycling any bits of paper that don’t make it into her pieces.

Helen works with her fantastic Activ support worker Teresa to do her shopping and access the wonderful community she has in Albany. Blessed with some of WA’s best beaches, Helen and Teresa often go for walks along the beach where Helen can collect shells for her home.

“I’ve been supporting Helen for about 5 years now,” said Teresa. “It’s amazing how far she’s come – I’m really proud of her.”

Teresa’s favourite part about being a support worker? “I love the goals and the achievements. I love ringing my team leader up and saying ‘I’ve got the best job ever’ – which I do.”

Helen’s other support workers, Erica and Kellie, are currently working with Helen to support her to learn how to independently catch public transport, a goal she’s super close to reaching! Teresa’s also working with Helen to budget for an upcoming holiday to Perth.

“I want to come to Perth to see my cousin and go to AQUA! I’d like to touch the fish near the jetty,” said Helen.

According to Helen, the best part about being an Activ customer is all the people she’s met, from her friends at work to her support staff, and of course her partner John.

Albany team leader Fiona has watched Helen thrive with Activ’s support.

“It’s our value – Listen Loudly – bringing it back to that person centredness for Helen, which has been really key in providing opportunities for her to thrive and flourish so much. And her confidence has just grown too, which is fantastic,” said Fiona.



2022 Financials

Statement of Comprehensive Income

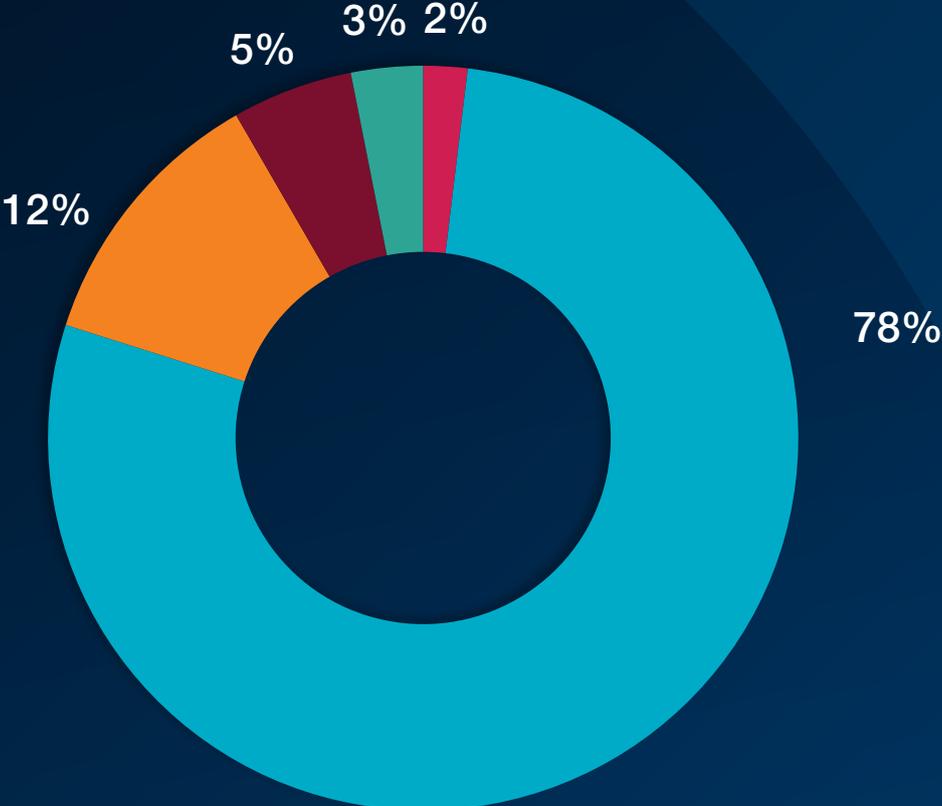
	2022 \$m
Income	
Total Grant and Sales Income	108.0
Other Income	3.4
Expenditure	
Employment Expenses	(100.6)
Raw Materials	(4.1)
Lease Expenses	(0.8)
Depreciation and Amortisation	(3.5)
Repairs and Maintenance	(3.2)
All Other Expenditure	(10.0)
Net Surplus/(Deficit) for the Year	(10.8)

Statement of Financial Position

	2022 \$m
Cash and Cash Equivalents	21.1
Plant and Equipment	22.0
All Other Assets	14.7
Total Assets	57.8
Trade and Other Payables	(6.8)
Provisions	(14.5)
All Other Liabilities	(11.6)
Total Liabilities	(32.9)
Net Assets	24.9
Reserves	1.9
Accumulated Surplus	23.0
Total Equity	24.9

Audited Financial Statements for the year ended 30 June 2022 are available from the ACNC website.

FY22 Total Income



- State Funding
- Accommodation Fees & Expenses
- Federal Funding
- All Other Income
- Commercial Sales

Board Members



Marcus Stafford AM
Board Chair



Craig Knox Lyttle
Joint Deputy Chair



Dale Calhoun
Joint Deputy Chair



Matt Wisniewski
Director



Lisa Palmer
Director



Bevan Smith
Director



Sheldon Renkema
Director



Michelle d'Almeida
Director



Zara Fisher
Director



Andrew Hillbeck
Director

Executive Team

Michael Heath
Chief Executive Officer

Kelly Smith
Chief Financial Officer

Darren Cutri
Chief Operating Officer

Tracy Newman
Executive Manager
People and Culture

Michael van Oudtshoorn
Executive Manager
Marketing, Fundraising and
Events

Jamin Hirte
Executive Manager
Strategy and Digital

Honorary Officers

Honorary Life Governors

Mr Matthew Battrick	Mrs Dawn Daw	Mr AJ Myers
Mr Murray Blanchard AM JP	Mr John Francks	Mrs Frances Ray Reeves
Mr Ken Booth	Mrs Maxine Joy Hebiton	Mrs Elizabeth Stevenson
Miss Shirley Booth	Mrs Jill Hollett	Mr Terry Stevenson
Mrs Barbara Carle	Mr Vernon Clifford Hollett	Mrs Leonie Walker OAM MStJ
Mr Colin Carle	Mr Joe Leece	
Mrs Hazel Costigan OAM	Mrs Leah Leece	

Honorary Life Members

Mrs Pamela Carrier	Mr John Keogh	Mrs Vera Regan
Mrs Elaine Cooper	Mrs Pamela Keogh	Ms Antoinette Kath Schaper
Mrs Pamela Fleming	Mrs Nancy Marsh	Mr Leonardus Schaper
Mrs Heather Greenlees	Mrs Nola Mumme	Mrs Ethel May Tremain
Mrs F Hellery	Mr Kenneth Elmore Nylander	Mr Peter Wahlsten
Mr J Hellery	Mrs M Pensini	

Honorary Life Friends

Mr Martin Alciaturi	Mr Tony Vis	Ms Vanessa Portaro
Mr Dennis Barton	Mr Ray Walter	Mrs Penelope Willems
Mr John Groves	Mrs Wendy Walter	
Mr Laurence Iffla	Ms Wendy Coultas	



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