



# 2016

## Annual Report

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

# Contents

|    |   |
|----|---|
| 03 | Message from our Patron                 |
| 04 | Board President Report                  |
| 06 | CEO Report                              |
| 08 | Activ's Vision                          |
| 08 | Our History                             |
| 09 | Our Culture                             |
| 10 | Friends of Activ                        |
| 12 | Our Customers                           |
| 12 | Person Centred Planning                 |
| 14 | Accommodation                           |
| 15 | Success Story                           |
| 17 | Community                               |
| 18 | Success Stories                         |
| 21 | Employment                              |
| 22 | Success Story                           |
| 24 | Transport                               |
| 25 | The NDIS and Activ                      |
| 26 | Success Stories                         |
| 28 | Our People                              |
| 28 | People Plan Progress                    |
| 29 | Success Stories                         |
| 30 | Our Sustainability                      |
| 30 | Health and Safety                       |
| 31 | Financial Summaries                     |
| 33 | Fundraising and Community Engagement    |
| 35 | Governance and Council                  |
| 36 | Your Board Members                      |
| 42 | Your Executive Team                     |
| 46 | Community Partnerships and Affiliations |

# Patron's Message

from  
**Her Excellency the Honourable Kerry Sanderson AC**  
Governor of Western Australia  
for  
**Activ Foundation 2015-16 Annual Report**

Over the past year, it has been my delight, and indeed privilege, to continue in my role as Patron of the Activ Foundation in order to provide support to increasing awareness of the work Activ does in supporting people living with disability in Western Australia.

It was my honour to speak at the annual Activ Pathways graduation ceremony, which is a wonderful celebration of personal achievement and dedication, recognising both individuals from within the sector and people living with disability.

Joined by Activ President Andrew Edwards, it was a great honour to present certificates to 285 Activ Pathways graduates and celebrate their commitment to furthering their education. While I was unable to attend the regional ceremony in Bunbury, I extend my wholehearted congratulations to those additional students who graduated at that event.

The Activ Foundation continues to be a leader in the sector, and I am proud to be associated with an organisation that empowers people living with disability to achieve a better life.

I warmly congratulate Activ for its dedication, commitment and passion to support people living with disability. It is an honour to share in their achievements and celebrate their successes.

**Her Excellency the Honourable**  
**Kerry Sanderson AC**



# Board President Report

**This past year has been a significant period of change for both the sector and our organisation. In March this year, Activ farewelled longstanding CEO Tony Vis. Tony was an integral part of Activ for 18 years; the past eight as CEO and ten years as an Activ Board Member.**

Tony was, and continues to be, an outstanding advocate for Activ and the disability sector and I am delighted to acknowledge the significant contribution he made to our organisation during his time with us.

A new CEO is no small change for any organisation and the Activ Board underwent a comprehensive recruitment process to appoint a new CEO. In April this year, the Board was delighted to appoint Danielle Newport as new CEO and Managing Director of Activ. Formerly Activ's General Manager of Strategy, Danielle held various senior leadership roles within the organisation prior to her appointment. Since taking up the position on 1 April 2016, she has brought significant experience and commitment to the role and I have complete confidence in her ability to lead the organisation through the most significant sector reforms in our organisation's history.

The sector remains in a significant state of change, with the NDIS trials extended to 30 June 2017 and continuing to roll out across the state. Two new trials sites were announced in April 2016 and the Commonwealth and State governments have set a target to finalise the agreements for statewide roll out in WA by October 2016. While we await this announcement, Activ continues to advocate for a localised,

relationship based model that will allow funding to be received in advance.

The Board is committed to supporting our customers and their families throughout these changing times. Our Board Planning Day was held at Rockingham in June and provided the opportunity for the Board to consider in depth important issues affecting both the organisation and the sector. The day also enabled us to connect with staff, customers, and their families in the Rockingham region. I would like to thank everyone from the Rockingham region for being involved in the day and creating an engaging and educational experience for the board which resulted in a strong strategic focus for the year ahead.

Throughout the year, the Board has also undergone change. I would like to congratulate both Ian Brown and Neil Guard who were appointed as Joint Deputy President and Joint Deputy Chairs, as part of the Board's succession planning. Previous Deputy Chair, Tina Thomas, along with Leonie Walker OAM will be leaving the Board in September when their tenure expires, and I would like to thank both Tina and Leonie for their tireless contribution to Activ over the past 10 years.

I would also like to extend my sincere thanks and gratitude to Her Excellency the Honourable Kerry Sanderson AC

Governor of Western Australia for her continuing support as the official patron of Activ and the role that she plays in advocating for people living with disability in our community.

My appreciation extends to all members of the Activ Board for their leadership, guidance and commitment throughout this past year as we navigate our way through one of the most significant reforms in our sector's history.

Finally, Activ could not and would not operate without our teams of dedicated staff who are committed to our organisation's purpose. Each of you plays a critical role in bringing our purpose to life by supporting people living with disability to reach their goals, achieve their dreams and live a better life. My sincere thanks and gratitude to each and every one of you.

**Andrew Edwards**  
President





# CEO Report

**The past year has been both an exciting and challenging time for Activ as we continue to navigate our way through the changing environment, including the NDIS trials. Personally, it has also been a rewarding year for me as I settle into my new role of Chief Executive Officer, taking over from our outgoing CEO Tony Vis.**

Tony was a committed leader and it was my pleasure to learn from him in my previous roles. I would like to thank Tony for his guidance and leadership, which played an important role in positioning Activ for success into the future.

As always, Activ’s focus is firmly on our customers; repositioning and evolving our supports to ensure that they are person centred. With this in mind, in late 2015, we started a review of how we currently do things within different areas of the business so we could identify opportunities for improvement. This approach is in keeping with the strategies identified in our Activ Blueprint, including to ‘deliver an integrated service’ and ‘live a customer driven culture’.

The outcome of these discussions was the framework for a new organisational structure, with a firm focus on our customers. These changes commenced in May 2016 and saw the Activ Executive Team change from General Managers to Executive Managers, covering the portfolios of Strategy, Operations, Finance and Infrastructure, and People and Quality. It was my pleasure to appoint Mark Furr as the Executive Manager Operations in May, with the remainder of the positions filled by Acting Executive Managers while a formal recruitment process took place.

Supporting our customers and their families is at the centre of everything that we do and these changes are integral to ensuring that our internal structure is reflective of that purpose.

This year, we were excited to celebrate our 65th anniversary, making us one of the oldest disability service providers in the state. As an organisation, we are proud of our heritage and respect the outstanding contribution that our founding families and members have made to Activ.

An important part of continuing to engage with our customers and their families is finding more relaxed and informal opportunities to share experiences and celebrate individual successes. Throughout the year, Board Members, many managers, staff and I have attended open days, forums and events, including Activ Artspace and the Activ Pathways graduation ceremonies that have provided us with excellent ways to connect and celebrate.

During 2016, Activ was pleased to launch the Friends of Activ program. Friends of Activ is a community engagement program dedicated to maintaining, strengthening and building our relationships with those individuals and families who would formerly have

been Activ members and trustees. I have enjoyed the opportunity to connect with a number of these family members over the past few months and I look forward to continuing to build on these relationships and extending the program to include newer families throughout the coming year.

Activ takes its role in the community very seriously, and the Chevron City to Surf for Activ series has again provided a fantastic way for us to raise awareness about disability, break down barriers and encourage financial support from the local community. The focus of 2015’s series was our customers. Local customer ambassadors from each of the regions have helped to promote the event and encourage community participation by sharing their dreams and aspirations. This was a great innovation, bringing the events back to Activ’s purpose of enabling people living with disability to live a better life. Regional customer ambassadors will now be a focus for future City to Surf events. In 2016, we have plans for an ‘Activ All Stars Team’ to take part in the whole series to increase local community connections and inspire participation from across those communities.

As I reflect on the past year, I would like to acknowledge the efforts and successes of our dedicated staff and volunteers, and sincerely thank them for their contribution and commitment to our great organisation. These individuals make Activ

the organisation that it is today and I am very proud to be counted amongst them.

I look forward to the coming year as we continue to listen and learn and honour our shared passion for people.



**Danielle Newport**  
Chief Executive Officer



# Activ's Vision

## Our History

Activ has a strong and proud history of supporting people living with disability to reach their goals, achieve their dreams and break through barriers. Established in 1951 by a small group of motivated families who joined forces to build a future for their intellectually disabled children, Activ has grown into the state's largest not for profit disability service provider. Today, Activ supports more than 2,000 people living with disability and their families across the state, offering a range of person centred services and supports.

2016 marked a special year for Activ as we celebrated our 65th anniversary. This gave us a chance to reflect on our history, celebrate our achievements and look forward to our future. We are very proud of our heritage and are confident that our foundations will place us in good stead as we navigate the changing world of the NDIS and the challenges and opportunities it brings.

## Our Culture

Activ as an organisation is focused on our key purpose – enabling people living with disability to achieve a better life. Our customers are at the centre of everything that we do and every decision made by our organisation reflects this purpose.

for Activ's future in the changing world of the NDIS. We continue to use the Activ Blueprint as our guiding strategic compass and report against each strategic initiative as a way to track our organisation's progress and ensure that we are meeting that purpose.

In 2014 Activ launched the Activ Blueprint, which provides a road map

### Purpose (drives us)

Enabling people living with disability to pursue a better life

### Vision (inspires us)

Choice and freedom for all

### 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

### Values (make us)

At Activ we...



Share a passion for people



Are customer driven



Listen loudly



Create together



Learn & grow



Lead with courage

### Strategies (guide us)

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

### Goal

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





## Activ's Vision

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### Friends of Activ

In 2014, Activ launched its governance model and Constitution that saw our membership body and trustees replaced with Council Members. At that time the Board and Council recognised the special connection Activ has with its former members and trustees and made the commitment to continue to strengthen our relationship in support of our common purpose: Enabling people living with disability to pursue a better life.

With that commitment in mind, Activ introduced Friends of Activ.

A community engagement program, Friends of Activ is dedicated to maintaining, strengthening and building on relationships with individuals and families who were formerly Activ members and trustees, bringing them together with our broader community

connections for the benefit of the people we support.

Former Activ members and trustees were given the status of Foundation Friends, a special status afforded to our previous members as the very first Friends of Activ.

A special email address and website was created, with Activ CEO, Danielle Newport organising face to face meetings with Foundation Friends in specific regions.

This engagement with Foundation Friends will continue over the next year and is a part of Activ's ongoing commitment to respecting, remembering, and working with those people who built the foundations of our organisation.

A woman with glasses and a white hairnet is working in a laboratory. She is wearing a red and white striped shirt and blue gloves. She is operating a machine that is part of a larger piece of equipment. The machine has a vertical column and a horizontal arm. The woman is looking at the camera with a slight smile. The background is a laboratory setting with various pieces of equipment and a window.

Former Activ members and trustees were given the status of Foundation Friends, a special status afforded to our previous members as the very first Friends of Activ.



# Our Customers

## Person Centred Planning

Person centred or individualised plans are an integral part of Activ's customer centric culture as they identify what is important to the customer, highlight the goals they wish to achieve and in many cases form the basis of their NDIA or WA NDIS Plans.

Throughout the year, person centred planning has been a key focus for Activ. All support staff were trained in person centred planning, with the HR Team also implementing a person centred recruitment strategy, focused on ensuring that any new staff hired have an appreciation of Activ's person centred values.

### As at 30 June:

- 94% of Activ's customers across Accommodation and Business Services have a completed person centred plan
- 84% of customers have a plan that has been reviewed within the past 12 months

Activ is currently working with Respite and Home and Community Care (HACC) customers to complete their person centred plans, and will continue to work with all Activ customers to ensure their plans remain up to date, scheduling regular person centred planning meetings every 12 months.





## Our Customers

### Accommodation

Throughout 2016 Activ's Supported Accommodation services continued to be focused on a person centred, individualised approach in line with our overall Activ Blueprint. Many of our accommodation customers have transitioned into the NDIS or WA NDIS trial sites over the past 12 months, with all accommodation customers completing, or working towards completing, person centred plans in preparation for the announcement of the bilateral agreement in late 2016.

A 'one Activ' approach has been reinforced through all the supports that we offer, with Activ's Business Services and Accommodation teams working closely together to ensure that person centred plans reflect all aspects of the customers' lives.

As Activ continues to evolve, this process will refine and improve, ensuring the customer is at the centre of the supports and services they receive.

### Key achievements over the past 12 months have included:

- Delivering almost one million 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;
- Transition of a number of Activ's houses into WA NDIS or NDIS funding;
- Development of hubs in regional locations of Albany and Geraldton, integrating a 'one Activ' approach to the services we offer in the regions; and
- Acquisition of three Disability Services Commission Metropolitan Group homes, expanding on Activ's accommodation portfolio and increasing the accommodation options provided to people living with disability across Western Australia.

## Success story



### Andrew's road to independence

**32-year-old Andrew Maxwell Smith has been with Activ for 12 years. Fun, outgoing and independent, Andrew works at Activ Property Care and shares his Activ home with four other housemates.**

This year, Andrew has taken real, life-changing steps towards achieving his ultimate goal – living independently. This life-changing goal is outlined in his Person Centred Plan, and the key to achieving it is taking gradual steps. Activ staff have been on hand to guide Andrew every step of the way, helping him to set small milestones and further develop his independence.

Every Tuesday, Andrew writes his own grocery list and goes shopping with Activ support staff. At night he cooks his own meals and prepares his lunches for the next day. On Thursday nights he can often be found dancing, and on Friday Andrew and his housemates go out to dinner.

To further increase his cooking skills, Andrew attends Jamie Oliver's Ministry of Food cooking classes at ECU Joondalup every Saturday.

Helping Andrew manage his own money is another goal that Activ staff are currently helping him to achieve. Staff support Andrew to pay his bills on time

and have ensured that his pay is sent directly to his card so that he can use it for his own personal spending.

An expert at using public transport, Andrew catches the bus to get around independently, something he was also taught how to do by Activ support staff.

A natural leader, Andrew is also a member of Activ's Employee Advocacy Committee, sharing concerns and issues important to his fellow employees and working with Activ staff to help find solutions.

Activ Team Leader Gemma Harrison believes it's only a matter of time before Andrew is able to achieve his goal.

"Andrew keeps me on my toes, he always challenges me to think bigger and I've seen him change so much. He's always changing and evolving and I'm sure he'll strive for excellence and achieve his goals."

Watch Andrew's story on YouTube here: [www.youtube.com/user/ActivFoundationInc](https://www.youtube.com/user/ActivFoundationInc).





Activ provides personalised, individualised support options to our customers... tailored to their dreams, goals and aspirations.

## Our Customers

### Community

Community and lifestyle supports are an integral part of Activ's services, providing personalised, individualised support options to customers, tailored to their dreams, goals and aspirations.

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, recreation and leisure.

### Key achievements during the year include:

- Continuing to develop and offer an individualised services 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;
- Introduction of the Award Scheme Development and Accreditation Network (ASDAN) suite of qualifications;
- Developing models of support that focus on each customer's individual goals, 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.





## HACC Disco gets new lease on life

In July of 2015 the Home and Community Care (HACC) Team took over the running of Activ's recreation sundowner. The event at that time was struggling to reach its full potential. HACC Team Leader Tony Chorley, with assistance from Service Coordinator Clare Halling, decided to give the event a new lease on life. Over the following months, they invested in disco lights, a speaker system and began to promote the event amongst Activ customers.

The discos, which are held fortnightly, started to grow in numbers. They now regularly have over 65 attendees, including Activ employees, accommodation customers, PS&C customers and members of the local community. It is a fabulous night, providing a chance for Activ customers to get out, meet people and make new community connections.

### HACC Team Leader Tony Chorley explains

"It's fantastic to see the transformation in the event. Every fortnight we now

welcome attendees from both the City of Swan and the City of Bayswater - word has gotten out in the community which is a great outcome," he said.

All money charged for entry goes back into the event, which has been so successful that the team were able to hold their inaugural HACC Ball in September 2015. Featuring a red carpet and decked out in a black and white theme, it was a great success, with the team already working towards making the 2016 Ball bigger and better.

"For me, the success of the event is seeing it bring people together, change mindsets and foster amazing, positive relationships. We've seen four couples develop through the discos and were excited to celebrate an engagement at our Christmas disco."

"Seeing our customers make real, life changing connections with each other and members of the community makes it more than just a disco to us," said Tony.



## Two millionth milestone for Activ and Kmart

Activ employees from Palmyra and East Victoria Park celebrated in 2016, unpacking their two millionth box for Australian retail giant Kmart.

Five years in the making, the partnership began in 2010 and has evolved from a small contract at the former Activ O'Connor workplace to a weekly contract, which on any given day provides meaningful employment to more than 40 people with a disability.

Employees from Activ's Palmyra and East Victoria Park workplaces regularly travel to Kmart's Distribution Centre in Canningvale where they spend the day unpacking clothing deliveries. The deliveries are then transported to Kmart stores across the state.

"The first year we partnered with Activ, we saw a 15% increase in our productivity which was outstanding," said Distribution Manager from Kmart, Michael Moulin.

"The team plays a really important role in getting our stock ready and on the floor, which has led to a significant increase in sales. It's a great relationship and one that we really value."

Activ employee Craig Cox has worked with Kmart from the very beginning and now heads to the distribution centre a couple of days a week.

"I like working at Kmart and making new friends. I really enjoy the work."

"The first year we partnered with Activ, we saw a 15% increase in our productivity which was outstanding."





Employees at Activ Business Services work on a range of different projects, make new friends, build new community connections and learn new skills.

## Our Customers

### Employment

Activ provides employment to more than 1,050 people living with disability across metropolitan and regional Western Australia. Employees at our Business Services locations work on a range of different projects, making new friends, building new community connections and learning new skills.

Activ Business Services provides over 500 quality products and services to over 200 customers across Western Australia including Kmart, the Water Corporation and The Royal Agricultural Society.

Employees deliver a diverse range of services to local and international businesses and industries including:

- Product packaging, repackaging and labelling;
- Assembly and refurbishment of components into final products such as safety tags, airline headsets etc;
- Supplying and manufacturing of a wide range of consumables to the mining industry and resources sector;
- Industrial textile and sewing; and
- Timber manufacturing, including pine pallets, heavy duty pallets, wooden crates and bed bases.

In both metropolitan and regional locations more than 100 employees provide a wide range of Property Care services which are utilised by businesses across the state.

### Property Care services include:

- Landscaping, design and installation for both commercial and non-commercial customers as well as refurbishment of existing gardens and lawns;
- Conservation and rehabilitation work;
- 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.



# Success story



“Supporting Mercedes to achieve her dreams is a team effort, and Activ plays a key part in that.”

**Mercedes mother, Vanessa Potaro**



## Mercedes rides into the future

Inspirational Mercedes leads an extraordinary life. The seventeen-year-old was born with spina bifida, epilepsy, cerebral palsy, autism and developmental delay – but has never let anything get in her way.

Through the help and dedication of her mother Vanessa Portaro, and the guiding hand of Activ, Mercedes has achieved what most hope to do in a lifetime. She has started her own honey production business, performed at the circus and travelled across the country. But it’s her love of horse riding that is her real passion.

Mercedes began horse riding when she was just three years old at the suggestion of her physiotherapist to help with her mental and physical development.

“There were a couple of years there where all we could do to keep her on a horse was drape her over the horses back and let her scream,” said her mum Vanessa. “Then one day she just sat up on the horse, looked around, decided it

was fun and has never looked back.”

Since then, horse riding has become a huge part of life. She has competed in a number of competitions including the annual RDA Metro Games in 2013 where she won the Mary Ferguson trophy for the event all-rounder pro and the 2014 Special Olympic National games where she won gold. But it’s her most recent efforts that has seen Mercedes achieve her greatest success.

In 2015, Mercedes went to Melbourne, where she competed in the Riding for the Disabled National Championships, regarded by many as the stepping stone to the Paralympics. She won a number of dressage awards, including two firsts and a second in dressage and took out the champion in her grade.

“I’m so unbelievably proud of Mercedes and everything that she has achieved. Her passion and dedication to succeed shines through in whatever she does, and the recent championships are no exception,” said her Mum, Vanessa.

“Supporting Mercedes to achieve her dreams is a team effort, and Activ plays a key part in that.”

Through Activ Mercedes has been able to set out a plan to achieve her dreams now and in the future. Activ staff have helped Mercedes develop her personal plan, which identified her goals and dreams and have then worked with her to identify ways to achieve them.

Activ also provides support to mum Vanessa, helping her to manage her funding and providing her with guidance when needed.

“During her planning meeting, Mercedes spoke about her love of animals, the circus and her desire to enrich her friendships. We have worked with her to develop plans to achieve each of those goals, so it’s really great to see her fulfil her dreams,” said Customer Coordinator, Individualised Services Grace Smith.

“Each customer we support is different with different goals that they want to achieve. In the changing world of the NDIS, it’s really important that we are able to tailor our supports to each individual customer we support,” said Grace.

Activ currently has 36 support workers across the state working with people like Mercedes to achieve their dreams.

“It’s really rewarding work, and we love seeing the people we support achieve such extraordinary things,” said Grace.

“Working with Vanessa and Mercedes is inspirational and we can’t wait to see what she does next.”





## Our Customers

### Transport

Supporting customers to get to and from commitments, such as 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.

Activ Transport oversees 23 buses, which undertake 23 separate bus runs, transporting more than 430 people to the organisation's 14 Business Services sites each and every day.

Activ employee Christine Taylor has been working in Activ's Osborne Park workplace for more than 10 years. Catching the bus to and from work is an important part of her daily routine.

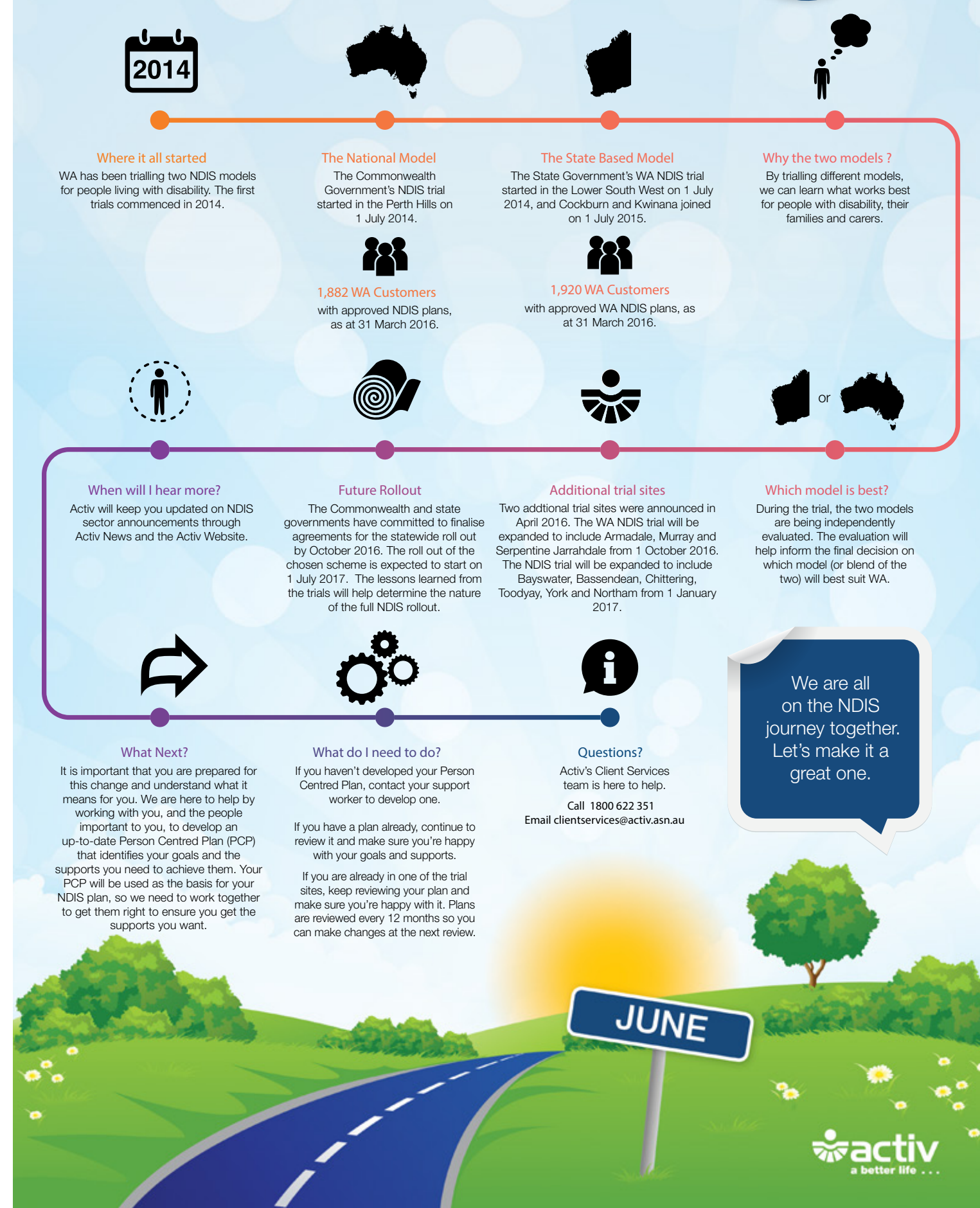
"I enjoy catching the bus to work every day, I enjoy the passengers on the bus,

I enjoy the driver and most of all I enjoy getting up every morning and coming to work," she said.

"My driver has helped me a lot – she is really good to talk to and is almost like a friend to me. I really like working at Activ and catching the bus."

Activ also has over 230 people movers, sedans and utility vehicles based at locations across the state providing staff with the independence to transport the people we support, wherever they need to go.

# The NDIS and Activ Your 2016 Update





# Our Customers



## Activ celebrates talented artists

Friends, family and members of the Activ community gathered together on Friday, 4 March 2016 to celebrate the opening of the third Annual Activ Artspace Exhibition at the Activ Head Office in Wembley.

Featuring 55 original paint and photography pieces, Activ Artspace provided an opportunity for Activ's customers to celebrate their talents and showcase their artwork to the wider community. The opening night was a huge success with six prizes awarded to deserving artists.

A highlight of the night was the silent auction piece donated by Activ Artist and former Paralympian Paul Mitchell OAM. Entitled 'Trees', the piece is Paul's personal reflection on nature.

Hon Andrea Mitchell MLA was the guest speaker on the night, sharing encouraging words with the artists, their families and their friends.

The silent auction, which continued throughout the duration of the exhibition, was sold to Elaine Ruis for \$400. All money raised from the sale of the auction went directly towards supporting Activ Artspace for future years.

"Art is a passion for many of the people we support so it's wonderful to see the exhibition continue to grow and develop."

**Outgoing CEO Tony Vis**



## Activ Pathways graduates set shining example

Nearly 500 students graduated through Activ Pathways this year, with ceremonies held in both Perth and Bunbury.

The Perth graduation, which was held at Government House on Tuesday 14 March, saw students graduate across the following courses; Leadership and Development, Transport and Logistics, Agrifoods, Horticulture, Work Preparation, Manufacturing, Business and Disability Studies.

Activ Patron and Special Guest, Her Excellency The Honourable Kerry Sanderson AC, Governor of Western Australia, delivered a heartfelt address to the graduates congratulating them on their achievements.

Family, friends and guests were treated to a special performance from the Performing Arts Group from Activ People, Skills and Community Fremantle who performed three songs from their musical 'The Great Golden Nugget Mystery'.

On Monday 21 March over 80 graduates from Bunbury and the South West region celebrated their graduation at an intimate ceremony at the Sanctuary Golf Resort.

Attended by outgoing Activ CEO Tony Vis, the event saw students graduate in Certificate 1 in Manufacturing (Pathways); Certificate 1 in Leadership Development; Certificate 1 in Agrifood Operations; Certificate III in Disability and Certificate IV in Disability.

"In a changing sector such as ours these qualifications will place you in good stead to lead the way amongst your peers."

**Outgoing CEO Tony Vis**



# Our People

## People Plan Progress

2016 saw Activ develop an integrated HR strategy focused on six key pillars; Building an Achievement Orientated Culture; Talent Acquisition and Onboarding; Fostering Talent and Leadership Growth; Organisational Design, Performance Review and Development; Talent Analytics and HR Process Improvement and Workplace Health and Safety.

The HR Plan has provided a clear focus for the organisation with a number of key initiatives already underway.

- Key achievements include:
- Communication of the Organisational Culture Survey results and the development of a Culture Plan which identifies key focus areas;
  - Creation of the Activ Futures Committee;
  - Launch of Activ's Reward and Recognition Program; and
  - Development of a Person Centred Recruitment Strategy, which is aligned with our organisation's overall Person Centred Strategy.

A full overview of the HR Plan and key achievements can be found below:



## Reward and Recognition Program

The Activ Futures Committee played an integral role in developing the Activ STARS Program, an organisation-wide staff reward and recognition program that celebrates the individual stars and exceptional teams who demonstrate the Activ values and exceed expectations in their performance.

The final program was approved on the 10th June and launched on the 1st July.

“I’m really excited to be launching the program and I can’t wait to read through the exceptional nominations.”

Activ CEO Danielle Newport



## Committee leads Activ into the Future

2016 saw Activ launch the Activ Futures Committee, which provides staff with the opportunity to influence and shape the strategic direction and culture of the organisation. A cross section of staff from across the state were selected as the inaugural committee members, representing a combination of support staff, managers and central services staff.

The committee held their first meeting in February 2016 and have continued to meet every 8 weeks, providing feedback on key internal initiatives, projects and strategic priorities, providing a unique perspective on organisational outcomes.

### The Committee members are:

- Keith Wright – Residential Aide
- Rochelle Kihi – Regional Coordinator
- Kim Marsden - Employee Coordinator
- Haley Ballingall – Team Leader

- Janina Surma – Consumer Liaison and Policy Development Officer
- Anita Young – Team Manager ACS Metro
- Christopher Guest – Supported Employee
- Peta Harris – Direct Care Support Worker
- Carlle Horan – Direct Care Support Worker
- Sara Eadie – Team Leader
- Sandra Dickson – Production Coordinator
- Jayne Henderson – Supervisor, Property Care
- Delma Panhuyzen – Project Officer
- Sue Toyne - Senior Production Coordinator

# Our Sustainability



## Health and Safety

Activ's commitment to health and safety continued to be an important part of our organisation's growth throughout 2016.

Our commitment to ensuring a safe and supportive environment for people living with disability across our state means that we are always striving to be at the cutting edge of occupational health and safety standards.

Throughout the year, Activ successfully implemented the 2015 / 2016 Occupational Health and Safety Plan to ensure that we implement best practice OSH across the organisation. Highlights include:

- Reduction in Activ's Lost Time Injury rate (LTIFR) from 19.3 in July 2015 to 10.8 in June 2016, which is largely due to Activ's proactive injury management initiatives;

- Development of an OSH Management System aligned to Australian Standards;
- Establishment of OSH Committees for ACS Metro, Southern Services, Business Services Metro and Central Services Groups;
- Delivery of OSH training sessions to Activ coordinators;
- Development of a standardised way to report on OSH incidents;
- Delivery of an OSH coaching system entitled "OSH Survival Skills";
- Establishment of Executive Manager safety walks; and
- Delivery of injury management training to line managers

The 2016 / 2017 OSH plan will continue to roll out these initiatives, ensuring that Activ is safely able to support our employees, staff and customers across the state.

# Financial Summaries

## Financial Summaries for the year ended 30 June 2016

### Statement of Comprehensive Income

|                                 | 2016       | 2015       |
|---------------------------------|------------|------------|
|                                 | \$m's      | \$m's      |
| <i>Income</i>                   |            |            |
| Total Grant & Sales Income      | 99.2       | 93.8       |
| Gain on Sale of Properties      | 0.0        | 1.4        |
| <i>Expenditure</i>              |            |            |
| Employment Expenses             | (71.7)     | (70.3)     |
| Raw Materials                   | (4.8)      | (4.5)      |
| Operating Leases                | (3.3)      | (3.2)      |
| Depreciation & Amortisation     | (2.5)      | (2.1)      |
| Repairs & Maintenance           | (2.4)      | (2.3)      |
| All Other Expenditure           | (11.0)     | (9.9)      |
| <b>Net Surplus for the Year</b> | <b>3.5</b> | <b>2.9</b> |

Other Expenditure includes: Accommodation costs, utilities, fleet costs, consulting and audit fees. A complete set of Financial Statements, including notes to the Statements, is available upon request.

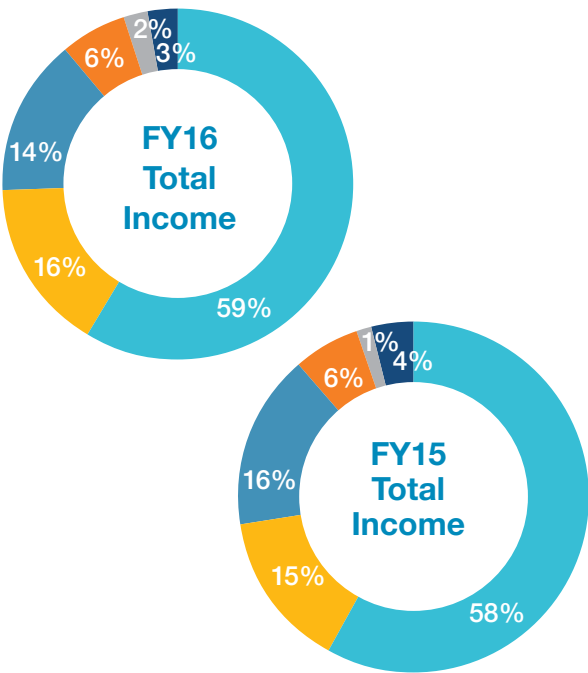
### Statement of Cash Flows

|  | 2016        | 2015        |
|--|-------------|-------------|
|  | \$m's       | \$m's       |
| Net Cash From Operations                 | 6.5         | 3.3         |
| Net Cash From Investing (used in) / from | (8.4)       | 6.6         |
| Net Change in Cash (decrease) / increase | (1.9)       | 9.9         |
| Cash Brought Forward                     | 12.6        | 2.7         |
| <b>Closing Cash</b>                      | <b>10.7</b> | <b>12.6</b> |

In the period the Activ Foundation has strengthened its asset base through working capital management and delivery of a surplus. It is the intention of the organisation to use this base to provide services to more customers and to continue to put the customer at the centre of its operations.

### Statement of Financial Position

|                           | 2016          | 2015          |
|---------------------------|---------------|---------------|
|                           | \$m's         | \$m's         |
| Cash and Cash Equivalents | 10.7          | 12.6          |
| Term Deposits             | 9.2           | 2.0           |
| Plant and Equipment       | 25.5          | 26.5          |
| All Other Assets          | 11.5          | 9.2           |
| <b>Total Assets</b>       | <b>56.9</b>   | <b>50.3</b>   |
| Trade and Other Payables  | (7.4)         | (3.5)         |
| Provisions                | (12.5)        | (13.3)        |
| All Other Liabilities     | (5.8)         | (5.8)         |
| <b>Total Liabilities</b>  | <b>(25.7)</b> | <b>(22.6)</b> |
| <b>Net Assets</b>         | <b>31.2</b>   | <b>27.7</b>   |
| Reserves                  | 1.8           | 1.8           |
| Accumulated Surplus       | 29.4          | 25.9          |
|                           | <b>31.2</b>   | <b>27.7</b>   |



- State Funding
- Federal Funding
- External Sales
- Accommodation Services
- Donations & Fundraising
- All Other Income





International surfing superstar **Taj Burrow** was engaged as Activ's Perth ambassador for the 2015 Chevron City to Surf for Activ, generating mass media appeal!

## Fundraising and Community Engagement

**For 65 years the ongoing generosity and support of the Western Australian community has enabled Activ to achieve our goal of supporting people living with disability to achieve a better life.**

Activ's major fundraising event, the Chevron City to Surf for Activ celebrated its 41st anniversary in 2015 and continued to be a fantastic celebration of community support and personal achievement. More than 35,000 participants took part in the Chevron City to Surf for Activ series, which travelled across the state, starting in Karratha before heading to Geraldton, Albany, Busselton and finishing with the flagship event in Perth.

For the first time in the event's history, Activ engaged regional ambassadors to help celebrate and connect with the local community. Ambassadors Jon (Geraldton), John (Albany), Maree (Busselton) and Brenda and Josh (Perth), were the focus of Activ's fundraising campaign, highlighting their dreams and how through support from Activ they have been able to achieve them.

International surfing superstar Taj Burrow was engaged as Activ's Perth ambassador for the 2015 event, generating mass media appeal and further promoting the event and the role it plays in supporting people with disability to reach their goals and achieve their dreams. A highlight in the lead up to the 2015 Perth event was the Taj Burrow surf school which gave 20 Activ customers the chance to learn surfing from one of the best in the business. It was a fantastic

day and helped to further promote Activ, the event, and the people we support.

Known as WA's most loved community sporting event, the Chevron City to Surf for Activ continued to be a fantastic vehicle for charity fundraising, supporting more than 140 charities across Australia.

The event series is no small undertaking and we would like to once again thank the amazing volunteers from across the state who dedicated their time and energy in the lead up to the event, and on the day, to bring the series to life.

In 2016, plans have been made for an "Activ All Stars Team" to take part in the entire City to Surf series, which will build on the success of the 2015 regional ambassadors, inspire local communities and foster further community engagement and participation.

Activ has also held a number of other fundraising initiatives throughout the year. The Annual Hillview Charity Golf day, held in March each year, was a fantastic event which allowed Activ to connect with the local community and further helped to support people living with disability. Held at the picturesque Hillview Golf Course, teams took to the green to raise money for Activ throughout the day, with bids coming in thick and fast at the evening auction dinner. Our sincere thanks to the Hillview





Golf Club, who raised \$13,000 for Activ through the event.

Fundraising and Tax Appeals were also held throughout the year, which provided a vehicle to highlight the supports and services that Activ provides to the wider community and further generated fundraising support.

Throughout 2016, Activ has continued to focus on community engagement with a number of different channels used to connect and engage with our supporters and the wider community.

The Activ Library continued to lead the way in providing services to parents and families living with disability, hosting a number of morning teas, open days and special events, including the selective mutism support groups, which helped to raise awareness and shed light on a complex issue affecting young people in our community.

Digital marketing and communications continued to be a focus for Activ, with increased engagement seen through our social media and digital channels over the past 12 months, reflecting the continual growth and adoption of this medium amongst our stakeholders and supporters.

The Connecting with Activ Framework continued to roll out in 2016, with the community engagement strategy, 'Friends of Activ' launched, recognising and connecting with those families who played an important role in Activ's history.

The next year will see Activ continue to focus on investigating new and exciting community engagement strategies, all to support our purpose of enabling people living with disability to pursue a better life.

## Governance

Activ is a not for profit organisation incorporated under the Associations Incorporation Act 2015. 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. The Board 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 2016, 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](http://www.activ.asn.au).

The role of the Council is to promote the interests of Activ and to review the Board and organisation's adherence to the Constitution. The Council is to receive the annual financial statements and the Board's annual report and consider those against the Objects set out in the Constitution. The Council is responsible for the appointment of the Board and, where appropriate, the removal of the Board.

### 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
- Walker, Leonie OAM
- Neil Guard (joined 23/05/16)
- Thomas, Tina (retired 23/05/16)



# Your Board Members



**Andrew Edwards  
(President and Chair)**

**Independent Non-Executive Director**

Andrew joined the Board in October 2008 and was re-elected in 2010, 2012 and 2014. Andrew was elected President and Chair by the Board in 2011. A chartered accountant by background, Andrew 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 Audit & Risk Committee, Governance & Nominations Committee and the Activ Council.



**Ian Brown  
(Joint Deputy President and Joint Deputy Chair)**

**Independent Non-Executive Director**

Ian was appointed to the Board in March 2013 and was re-appointed in 2015. 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; InterGrain Pty Ltd, a company focused on Wheat And Barley Seeds Breeding and Ian is Chairman at Morrgul Pty Ltd, a company focused on Aboriginal Businesses Development across the Kimberley.

Ian is the Joint Deputy President, Joint Deputy Chair, and is the Chair of the Governance & Nominations Committee.



**Neil Guard (Joint Deputy President & Joint Deputy Chair)**

**Independent Non-Executive Director**

Neil was appointed to the Activ Board in 2011 and was re-appointed in 2013 and 2015. Neil is the current Chief Executive Officer of Richmond Wellbeing, an organisation that operates in the area of mental health recovery services. 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 seven years. During this period he was seconded by the Minister for Mental Health for six months in 2010 to lead the establishment of the WA Mental Health Commission.

Before joining the Drug and Alcohol Office in 2008, he held the position of Executive Director of Healthway for five years, with previous senior roles including

four 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.

Neil is the Joint Deputy President, Joint Deputy Chair, Chair of the Service Advisory Committee and a member of the Activ Council.



**Tina Thomas  
(Independent Non-Executive Director)**

Tina was appointed to the Board in October 2006 and re-appointed in 2008, 2010, 2012 and 2014. 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 experience 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 a member of the Governance & Nominations Committee and was a member of the Activ Council until 23rd May 2016.



# Your Board Members



**Leonie Walker OAM**  
**Non-Independent Non-Executive Director**

Leonie was elected to the Board in 2006 and re-elected in 2008, 2010, 2012 and 2014. Leonie joined Activ in 1975. 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 elected member of the Future Living Trust Board.

Leonie is an Honorary Life Governor, Trustee and Council member of Activ. Leonie is also a member of the Governance & Nominations Committee.



**Stephanie Black**  
**Independent Non-Executive Director**

Stephanie Black was elected to the Activ Board in 2008 and was re-elected in 2010, 2012 and 2014. 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.

Stephanie is a member of the Audit & Risk Committee.



**Craig Knox Lyttle**  
**Independent Non-Executive Director**

Craig was appointed to the Board in June 2014 to fill a casual vacancy. Craig leads PricewaterhouseCoopers' strategy consulting practice, Strategy&, 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.



**Julie Cox**  
**Independent Non-Executive Director**

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.

Julie is the Chair of the Audit & Risk Committee.



# Your Board Members



**Andrew Lefroy**  
**Independent Non-Executive Director**

Andrew was appointed to the Board in July 2015.

Andrew has a BA in Philosophy from Murdoch University and is currently undertaking his Honours in Philosophy. 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.

Andrew is a member of the Governance & Nominations Committee.



**Danielle Newport**  
**(Chief Executive Officer)**

**Executive Director – Non-Independent**

Danielle was appointed Chief Executive Officer on 1 April 2016.

Prior to Danielle’s appointment to the role of CEO, she held the positions of Chief Financial Officer (2011 -

2013), General Manager of Strategy and Finance (2013 – 2014) and General Manager Strategy (2014 – 2016). These roles have provided Danielle with a unique and varied perspective into the state’s largest disability service organisation and she has committed to assuming her current role of CEO with the determination, passion and enthusiasm worthy of an organisation that has provided such a valued service to the community for over 65 years.

In addition to Danielle’s roles at Activ, she is

also Director/Company Secretary of Perth Theatre Company, a Graduate Member of the Australian Institute of Company Directors (AICD) and a qualified accountant (CPA) and Chartered Secretary (ACIS) with over 15 years’ experience working in senior corporate and finance roles.

Danielle is a member of the Audit & Risk Committee, Governance & Nomination Committee and Service Advisory Committee.



**Tony Vis**  
**(Chief Executive Officer)**

**Executive Director – Non-Independent**

Tony was appointed Chief Executive Officer in October 2007 and resigned on 31 March 2016. 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 was a member of the Audit & Risk Committee, Governance & Nomination Committee and Service Advisory Committee.



# Your Executive Team

## Danielle Newport

Refer to bio on page 40.



## Mark Furr

### Executive Manager Operations

Since emigrating 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 was appointed as General Manager Accommodation and Community Services in 2014. In May 2016, Mark was appointed as the inaugural Executive Manager, Operations with accountability and responsibility for operational performance, quality and coordination including the standardisation and integration of service activities across current and future businesses.

Mark oversees State and Commonwealth funded services delivered by Activ, in both traditional and currently trialed NDIA and WA NDIS operated environments. These operations support over 2000 customers to achieve their individually planned accommodation, community and employment related goals and outcomes.



## Keith Smith

### Executive Manager Finance and Infrastructure

Joining Activ in 2016, Keith brings 24 years of experience in finance and business leadership roles operating across a range of diverse industry types including insurance, manufacturing, refrigeration and mining services.

Keith has a portfolio of skills relevant to Activ as the organisation navigates current changes in the disability services industry.

Keith has operated in growing organisations leading mergers and acquisitions as well as being involved in opening up greenfield sites. He believes that support and back office functions are integral to efficiently supporting organisational growth.

As the Executive Manager Finance and Infrastructure, Keith leads Activ's Finance, Information Management and Asset Management teams.



## Annette Perrin

### Executive Manager Strategy

Joining Activ in 2016 as the Executive Manager Strategy, Annette brings a wealth of knowledge and experience including management consulting, governance, strategic planning, risk and change management and has worked with a large number of complex organisations across Australia, Asia and New Zealand.

As the Chair and Director of several boards, Annette has leveraged this experience, leading and governing organisations towards brighter futures.

As Executive Manager of Strategy at Activ, Annette is responsible for guiding the strategic direction of the organisation and leading the functions of Community Relations and Marketing, the Project Management Office, Sector Knowledge and Development, Consumer Liaison and Governance.



## Bruce McCowan

### Executive Manager People and Quality

Bruce joined Activ in 2016 after having held a number of senior executive positions, in which he has overseen the implementation of a major operating model, development and implementation of a Culture and Leadership Capability Framework and alignment of HR functions to better meet business outcomes.

He has a passion for ensuring the functions he leads understand business needs and deliver services that improve the capability and engagement of the workforce to deliver better customer outcomes.

As Executive Manager People and Quality, Bruce is responsible for strategically guiding and leading the delivery of best practice People and Quality outcomes across Activ.

The portfolio focuses specifically on Human Resources, Health and Safety and Quality.

# Your Executive Team

The following people acted in Executive roles from May to August 2016.



## Rachel Bruechle

### A/Executive Manager Strategy

Joining Activ in 2015 in a changing disability sector environment, Rachel brings over 20 years' experience in commercial, government and NGO marketing communications and strategy to the organisation. Rachel is particularly proud to have joined both Activ and the disability services sector – in partnership with the executive team and broader organisation, her goal is to bring the organisation's strategic vision and values to life in pursuit of a better life for people living with disability.



## Kiah Grafton

### A/Executive Manager People & Quality

Kiah joined Activ in July 2015 bringing proven experience in employee engagement, employee relations, talent management, recruitment and workforce planning and capability to the business. Kiah has more than 10 years' experience in senior human resources positions within industry sectors including disability, government, hospitality, banking and professional services. Kiah has a Bachelor of Business (Double Major in HR and Management) and is committed to providing high level operational and strategic expertise to Activ during this exciting time of sector change and growth.



## Jonathan Thomas

### A/Executive Manager Finance and Infrastructure

Jonathan joined Activ in 1986 in Business Services. He 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 Assets and acted as Executive Manager Finance and Infrastructure in 2016.

The following people were members of the Executive Team prior to departing Activ during 2016.

## Tony Vis

Refer to bio on page 41.



## Shane Mauger

Shane joined Activ in July 2011 as General Manager of Accommodation and Community Services and left Activ in May 2016. Shane has over 20 years' experience in the disability field and was previously a member of the National Disability Services (NDS) National Committee of Accommodation (four years) and NDS State Accommodation Sub-Committee (six years) and currently serves as a Board Member and Treasurer of Developmental Disability WA (five years).



## Michael Bowd

Michael joined the Activ Executive Team as Chief Financial Officer in January 2015 and resigned in 2016. Michael has CPA and MBA qualifications with considerable executive experience in a range of commercial and not for profit settings.



# Community Partnerships & Affiliations

## Honorary Officers

### Patrons

- Her Excellency the Honourable Kerry Sanderson AC Governor of Western Australia
- Mr Barry McKenna, Mayor, City of Bayswater
- Cr Paul Ng, Mayor, City of Canning

### Vice Patrons

- Cr Wade DeCampo, Shire President, Shire of Manjimup
- Dr Brad Pettitt, Mayor, City of Fremantle
- Cr Trevor Vaughan, Mayor, Town of Victoria Park
- Cr Henry Zelones, OAM, JP, Mayor, City of Armadale
- Mr Andrew Waddell JP, Shire President, Shire of Kalamunda
- Cr Russell Aubrey, Mayor, City of Melville
- Ms Heather Henderson, Mayor, City of Subiaco
- Mr Troy Pickard, Mayor, City of Joondalup
- Mr Barry Sammels JP, Mayor, City of Rockingham

- Cr Grant Henley, Mayor, City of Busselton
- His Worship the Mayor Dennis W Wellington, Mayor, City of Albany
- Ms Keri Shannon, Mayor, Town of Cambridge
- Mr John Bowler, Mayor, City of Kalgoorlie-Boulder
- Mr Logan Howlett JP, Mayor, City of Cockburn
- Cr Giovanni Italiano JP, Mayor, City Of Stirling
- Ms Marina Vergone, Mayor, City of Mandurah

## Honorary Life Governors

- Mr Murray Blanchard, AM, JP
- Mr Colin Carle
- Mrs Hazel Costigan OAM
- Mrs Dawn Daw
- Mrs Maxine Hebiton
- Mrs Frances Reeves (Rae)
- Mrs Maida Stern OAM
- Mrs Leonie Walker OAM
- Mr John Francks
- Mr Ken Booth
- Mr Vernon Hollett
- Mrs Jill Hollett
- Mrs Chris Walter
- Miss Shirley Booth

## 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 Heather Greenlees
- Mr John Keogh
- Mr Joe Leece
- Mrs Leah Leece
- Mrs Nancy Marsh
- Mrs Nola Mumme
- Mr AJ Myers
- Mr Kenneth Nylander
- Mrs Mavis Read
- Mrs Vera Regan
- Mrs Ellen Samson
- Mr Leonadus Schaper
- Ms Antoinette Schaper
- Mrs Ethel Tremain
- Mr Peter Wahlsten
- Mrs Barbara Whitmore

## Honourary Life Friends

- Terry Stevenson
- Elizabeth Stevenson

## Thank You

We are sincerely grateful to the organisations 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                 | • of Education                         | • Company Australia       |
| • National Disability Insurance Agency              | • Australian Department of Employment  | • Travelkey               |
| • WA Home and Community Care (Department of Health) | • WA Lotteries Commission, Lotterywest | • Lease Plan              |
| • Local Government Authorities                      | • Channel Nine                         | • Forest Grove Technology |
| • Australian Department                             | • Jarman McKenna                       | • Amplify Consulting      |
|   | • Marsh Australia                      | • KPMG                    |
|   | • Hyundai Motor                        | • Geraldton IGA           |

## Chevron City to Surf for Activ Sponsors

- |                           |                               |                     |
|---------------------------|-------------------------------|---------------------|
| • Chevron – Naming Rights | • PMI Catering                | • TomTom            |
| • Medibank                | • Welltech                    | • Toll              |
| • Vodafone                | • Bella Terra                 | • Life Ready Physio |
| • The Sunday Times        | • Irun                        | • Karma Resorts     |
| • Perthnow.com.au         | • Pan Pacific                 | • Wilson Parking    |
| • Asics                   | • GU                          | • Hit 92.9          |
| • Rebel                   | • City of Perth               | • Rent WA           |
| • Mix 94.5                | • Town of Cambridge           | • Spudshed          |
| • Channel 9 News Perth    | • Athletics Western Australia | • Distance Running  |

## Regional Events Supported by:

- |                     |                          |                                |
|---------------------|--------------------------|--------------------------------|
| • Spirit FM         | • City of Karratha       | • Bayview Geographe Resort     |
| • WIN Television    | • City of Busselton      | • The West Regional Newspapers |
| • RadioWest Network | • Geraldton's Ocean West |                                |



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