



# Annual Report 2017



**“It was a privilege to have the opportunity to launch the Activ Artspace Exhibition and present the awards to the winning artists.”**

Activ Board President Andrew Edwards with Activ Artspace Award Winner Anita Franklin and Her Excellency the Honourable Kerry Sanderson AC at the Activ Artspace Awards.

## Patron's Message

from **Her Excellency the Honourable Kerry Sanderson AC Governor of Western Australia** for Activ Foundation  
**2016-2017 Annual Report**

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

Earlier this year I was pleased to be asked 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.

The ceremony was the largest one to date, with over 400 Activ Pathways graduates celebrating their commitment to furthering their education and it was my pleasure to join with Activ CEO Danielle Newport to present the awards on the night.

I was also delighted to attend the annual Activ Artspace exhibition, which celebrates the talents of Activ Artists living with a disability. It was a wonderful event, with over 60 pieces on display in the categories of print and photography.

Amidst this backdrop of creative expression, it was a privilege to have the opportunity to launch the event and present the awards to the winning artists.

As the disability services sector continues its journey towards the official roll out of the National Disability Insurance Scheme, I am proud to be associated with an organisation that believes in the potential of people living with disability and supports them to achieve their goals. I warmly congratulate Activ for its dedication, commitment and ongoing passion in supporting people living with disability across Western Australia. It is an honour to join in celebrating their successes and achievements.

**Governor**

## Board President Report

**Throughout the past year Activ has continued to change and grow as the organisation supports our customers and their families during the NDIS roll out.**

In February 2017, the State Government announced that the WA NDIS system would be a localised version of the national NDIS, which adheres to the same guidelines but maintains its administration here in WA. The NDIS bilateral agreement between the State and Commonwealth Government officially took effect on the 1st July 2017. New trial sites for the WA NDIS began to roll out in the Rockingham, Mandurah, Pilbara and Kimberley regions, with trials continuing in the Perth Hills and surrounding areas.

The change in Government in March brought some uncertainty to the future of the NDIS in the state, with the State and Commonwealth Governments continuing discussions about the long-term future of the scheme in Western Australia.

Despite this uncertainty, Activ has continued to focus on our customers, their goals and aspirations and how we can help them to achieve milestones in an NDIS environment.

I would like to thank Danielle Newport, our CEO, and her Executive Team, as well as my fellow Board members, for their commitment and contribution. A significant amount has been done over the past year but there is still a lot to do and I am confident we will achieve the goals we have set for ourselves.

This is why the board supports investing in the year ahead so we can be stronger as an organisation and become the partner of choice to deliver quality supports and services with our customers.

I would also like to acknowledge and thank our Board members who have left over the past year – Tina Thomas and Leonie Walker OAM – each of whom worked tirelessly over many years in support of Activ and the wider disability community.

During the past 12 months we welcomed two new Board members,

**July 2017 saw new trial sites for the WA NDIS begin to roll out.**



Activ Board President Andrew Edwards with Activ Artspace Award Winner Cheryl Franklin and Her Excellency the Honourable Kerry Sanderson AC at the Activ Artspace Awards

Dale Calhoun and Matt Wisniewski, and I look forward to their continuing contribution in the coming years.

I would like to extend my sincere thanks and gratitude to Her Excellency the Honourable Kerry Sanderson AC for her continuing role as the official patron of Activ throughout the past year and for being a vocal advocate for the disability sector.

Finally, I would like to extend a heartfelt thank you to all our staff and volunteers who have played such an important role in supporting our customers over the past twelve months.

You are the most important part of our organisation and I thank you for believing in our customers and supporting them to achieve their goals, whatever they may be.

**Andrew Edwards  
President**



We will also celebrate a significant milestone with the **opening** of our newly refurbished **Bentley workplace**.

Danielle Newport with the 2016 Activ All Stars at the Chevron City to Surf for Activ.

## CEO Report

The changes this year have not come without their challenges. Over the past 12 months a number of staff, including Activ's bus drivers, have left the organisation due to internal restructures and changes in funding. Every single Activ staff member that has departed the organisation over the past year has played an important role in making Activ the organisation it is today. I would like to thank them for their commitment and the role that they played in supporting our customers to achieve their goals and aspirations.

As we look towards the next 12 months, our focus is on 'being stronger' by building on our internal foundations to better support our customers and staff.

Through this year of investment we will concentrate on:

- Supporting our staff with better training and tools,
- Releasing staff to support customers not systems, and
- Listening to our customers.

We will continue to support our customers in the existing WA NDIS trial sites as well as work with our customers who are entering new trial sites.

We will also continue to build on our programs, services and supports to make sure that they meet the needs of the people we support and enable them to achieve great outcomes.

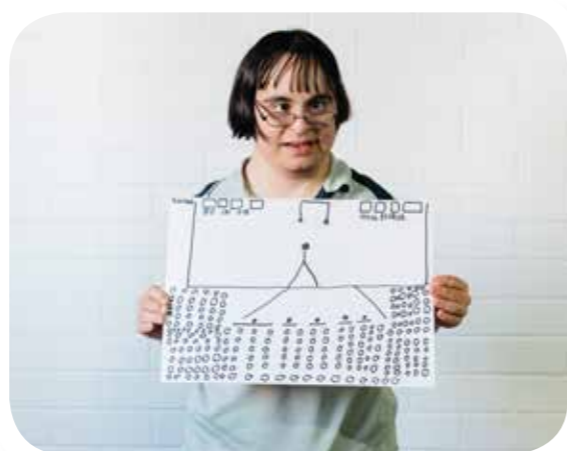
**Danielle Newport**  
Chief Executive Officer

## We believe in you.

In 1951 a group of families came together in the belief that their children with disability deserved so much more than the opportunities offered by the community at the time.

This belief in the abilities and potential of people living with disability was the driving force behind our new logo and brand campaign, introduced in April 2017. The new statement of “we believe in you” was incorporated into our logo refresh, marketing and branding material and advertising campaign, all of which focused on the goals and aspirations of our customers.

Over the next 12 months we will continue to incorporate this belief into everything that we do, supporting our customers and their families to negotiate the new NDIS environment, listening to them and working with them to make their goals a reality, whatever they may be.



The **belief** in the abilities and potential of people living with disability was the driving force behind our **new logo** and **brand campaign**.

**OUR BIGGEST GOALS ARE YOURS.**

We support people living with disability to reach their goals every day.  
9387 0555 | [activ.asn.au](http://activ.asn.au)

**activ**  
we believe in you

**IF IT'S IMPORTANT TO YOU, IT'S IMPORTANT TO US.**

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**activ**  
we believe in you



## Our Customers

### How Activ is continuing to prepare for the NDIS

The transition to the National Disability Insurance Scheme (NDIS) is one of the most important changes in the history of the disability sector and continued to be a core focus of Activ throughout 2016 and 2017.

Over the past year we have made changes to our organisation to ensure that we continue to be well positioned to successfully support our customers as Western Australia implements the NDIS.

The changes included a new structure to ensure that the customer continues to be the focus of everything that we do (regardless of which NDIS scheme is implemented), with staff also supported with additional training and tools to ensure both quality of service and to maximise the time they are spending supporting customers.

Over the next 12 months, we will continue to focus on:

- **Our customers** – through improving our customer feedback channels and Person Centred Planning processes so we can excel at believing in them and supporting them to achieve their goals;
- **Our people** – through training, new tools and leadership development, improving our recruitment processes and internal communications and feedback channels; and
- **Our sustainability** – through making sure that our services reflect what our customers want and investing in our staff, supporting them to become leaders within the sector.

## NDIS Success Story



Cathy and her daughter Susan

### Cathy Shares her NDIS Journey

In 2016 Cathy Marion embarked on her planning journey with NDIS. A mother of a child with intellectual disability, Cathy was in the unique situation of developing a NDIS plan for both herself and her daughter.

Cathy began her NDIS journey in December. As a resident within the City of Bayswater, both Cathy and her daughter were earmarked for the NDIS trial, which began rolling out in January.

“I was able to talk to the NDIS at the beginning of January and explain the fact that I needed to do a plan for me and my daughter Susan. They were very good about it, found her name in the system and linked us together, all I had to do was ask,” she said.

“I was then contacted again in the middle of January and was able to make an appointment and do our plans over the phone. I emailed the planner my existing plan and they were able to move over our goals and aspirations. She also spoke to both of us to help fill in the details as necessary.”

Cathy and her daughter Susan had both received Activ’s NDIS planning toolkit and found it incredibly useful in helping to develop their plans.

“It helped us to focus on what we do each and every day, what supports and services we receive and then record them in one, central place which is really important when you’re developing a plan.”

Cathy said that the key to getting your NDIS Plan right is the pre-planning.

“It’s important to sit down and work out everything you do in a week. Start from scratch and really have a think about what supports you need to do your day to day activities.”

“When you’re setting goals also make them as broad as you can. For example, Susan really wanted to focus on meal preparation. At the end of the year she might be able to cook a meal, but it would be great if she could also do the shopping, or move on to making a two course meal. Making the goals open ended means that you can get the most out of your funding,” said Cathy.

“It’s important to note that people with intellectual disability may face more challenges than those that have higher needs, so it’s really important to pre-plan and work out what you need before you go in.”

## Our Customers

### Accommodation

As with all Activ services the key focus within Activ accommodation is to make sure we effectively support our customers and their families as they transition into the NDIS.

Throughout the year we continued to work with our customers to make sure that their Person Centred Plans accurately reflected all aspects of their lives and supported them to achieve their goals and aspirations.

Our regional hubs were also further developed with our accommodation, community and employment teams in Geraldton and Albany continuing to evolve their processes to offer integrated supports to our customers.

Key achievements throughout the past twelve months include:

- Delivering more than two million hours of support to customers accessing Activ accommodation, working with them to achieve their goals and aspirations each and every day;
- Ensuring 100% of our customers in our accommodation services have completed Person Centred Plans; and
- Transition of 68 customers into NDIA funding in the Perth Hills area.

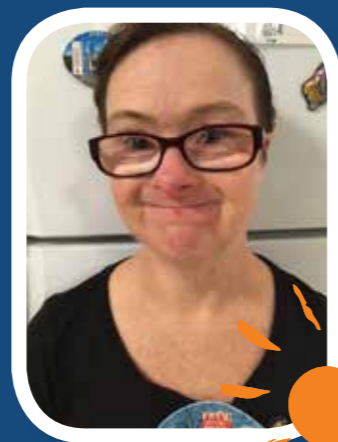
Over the next twelve months, our Accommodation team will focus on:

- Working closely with our customers and their families to ensure that they are best prepared for the NDIS changes;
- Continuously up skilling our staff to provide the best customer support possible; and
- Ensuring the home environment for our residents is well maintained, modern and comfortable.

The key focus within Activ accommodation is to make sure we **effectively support** our customers and their families.



# Success story



## Patricia finds her confidence

Quiet and reserved, Patricia shares an Activ home with four others. Patricia loves music but had always been too shy to attend any of the Activ discos, run weekly to encourage people living with disability to make new friends and develop community connections.

Activ staff were committed to working with Patricia to overcome her shyness, and eventually encouraged her to come to one of the disco events with them. At first she was a little hesitant and only watched, but with continued support and encouragement, Patricia finally took to the dance floor and has never looked back.

“Patricia has built up her confidence and is now able to dance on her own and with other people at the disco. She attends dancing on a weekly basis and loves it! She has also met a good friend at dancing, Aaron, who lives locally. They often see each other and Patricia even went to his house for a party at Christmas,” said Activ Team Leader Claire Potter.

“It’s amazing what Patricia has achieved and how the staff pursued this opportunity over the last year. It has made a significant impact to her life and she is becoming more confident and independent in everything that she does as a result.”

**Patricia finally took to the dance floor... and has never looked back!**

# Success story



## Leeuwin Celebrates 20 years

Leeuwin Parade is more than just a house for its five residents Barry, Stephen, Julie, Jay and Ian – it’s a home. Julie, Barry and Stephen moved into the home in 1997 and in 2017 celebrated 20 years of living together as housemates in their peaceful location in Safety Bay.

For long-term staff member Isobel Sharples, Leeuwin House is truly special.

“Leeuwin House really is a great place to live and work. There is such a friendly and welcoming atmosphere, which comes with the residents living together for such a long period of time. That atmosphere, combined with the caring and consistent nature of the support staff makes the house a fantastic home for everyone who lives there,” she said.

“The support workers at the house understand the close bond between those who live there and do their best to support the residents in their day to day lives, always working with them to achieve their hopes and dreams, whatever they may be.”

The two newer residents, Jay and Ian also joined in the 20-year celebrations. Jay moved in six years ago from an Activ home in Bunbury and become a natural part of the house. Ian moved in a couple of years ago, but has known Julie for over 40 years and Barry for over 20 years.

The support staff work closely with the customers and their families to make sure that they are an important part of the house.

“We have an ongoing, longstanding, connected relationship with the residents’ families. We try to have fun, attending many concerts and movies and like celebrating occasions such as birthdays and anniversaries, both in house and in the local community,” said Isobel.

“We respect each other, the residents and the staff and work together to achieve the best outcomes for all.”



## Community

**Throughout 2017 we worked hard to make sure that community and lifestyle supports continued to be an important part of our customers' Person Centred Plans.**

Lifestyle supports ranged from art and leisure programs, volunteering, discos and performing arts. All lifestyle supports offered were tailored towards the customers' goals and aspirations, helping them to reach personal milestones and develop skills in areas that interested them.

Community services and supports continued to be offered across our people, skills and community programs, home and community care (HACC) and short stay accommodation options for both children and adults.

Over the past year, countless hours of support were provided to adults and children across community and leisure programs, including Activ's recreation program which continued to provide first class international, inter-state and local holidays for our customers in 2016 and 2017.

Community services also played an important role in the 2016 Chevron City to Surf for Activ. For the first time, five Activ customers from across the state were engaged to be community ambassadors for the event. Named the "Activ All Stars", the team travelled across the state, inspiring people living with disability and the wider community through their achievements.

Over the next 12 months Activ will continue to focus on integrating quality community and lifestyle supports into all services and events offered to our customers, embedding a "One Activ" approach into everything that we do.

**Lifestyle supports** ranged from art and leisure programs, volunteering, discos and performing arts.

# Success story

## Activ All Stars take on the Ultimate Challenge

On Sunday, 23rd July 2016 five people living with disability embarked on the ultimate challenge, taking on the 2016 Chevron City to Surf for Activ series.

The series spanned the state, starting in Karratha at the end of July and then heading to Geraldton, Albany and Busselton before finishing with the flagship race in Perth on the last weekend in August. By completing the series the Activ All Stars made history, becoming the first team of people living with disability to take on the challenge.

The Activ All Stars gathered from across the state. There was Merv from Busselton, Janelle from Geraldton, Jack from Albany and Mark and Aaron from Perth.

Each Activ All Star was accompanied by a support person who travelled with them to all five races to make the journey a reality.

Activ CEO Danielle Newport, who joined the Activ All Stars on every leg of their tour, found their achievements inspiring.

“The team has stood on stage in front of thousands of strangers to start events, they have faced media interviews, some have flown repeatedly even when flying makes them anxious and they have formed friendships when thrown together as strangers,” she said.

Perth-based ambassador Mark Bernardi had completed the Perth event for the past five years before joining the Activ All Stars team in 2016. The series was a fantastic experience for Mark, who loved travelling around the state, making new friends and most importantly, receiving the series medal at the end of the journey.



“It was a once in a lifetime opportunity, I’d like to do it again next year,” he said.

The team completed the series in style, crossing the finish line at the Perth event on Sunday, 28th August alongside family, friends and the Activ community.

Activ CEO Danielle Newport is excited to continue the Activ All Stars journey for years to come, with Jack, Janelle, Merv, Mark and Aaron inspiring others with disability to take on the challenge just like they did.

“It was such a privilege and a pleasure to share in the journey with the team,” Danielle said.

“We all grew as individuals and as a team along the way, creating a very special precedent for future events.”



**The Activ All Stars became the first team of people living with disability to take on the challenge.**



## Employment

**The past twelve months have been a period of significant change and growth for Activ's employment services, particularly across our metropolitan locations.**

In September 2016 we made the decision to consolidate five of our sites into one, purpose-built facility at our Bentley location. Since the announcement, staff at the four impacted locations of Palmyra, Kewdale, Embleton and East Victoria Park have been working tirelessly with our supported employees to prepare them for the move and work with them to develop their employment goals and aspirations. These goals have been incorporated into their wider Person Centred Plans, with the move to Bentley giving our employees the chance to work on a wider variety of contracts.

In November 2016, we vacated our Bentley site to allow for the upgrade to take place.

Supported employees were redeployed across our other metropolitan sites during the process. The Bentley site refurbishment is progressing, including a range of purpose-built facilities such as new recreation areas, training rooms, canteens and custom-designed workspaces to allow our customers to achieve their employment goals in a supportive and engaging environment. The team at our Registered Training Organisation, Activ Pathways, have also been working closely with our supported employees, offering training and support to help them to develop their skills as they look to move into new roles within Activ's employment services.

The move to the new Bentley site is on track to take place towards the end of August 2017, with the next twelve months focussed on supporting our employees through the transition, encouraging them to learn new skills and working with them to achieve their employment goals and aspirations.



**The move to the new Bentley site is on track to take place towards the end of August 2017.**



# Success story



## Timothy finds life-changing support through Activ Employment

When Albany employee Timothy first came to Activ he was struggling with self worth and confidence, often feeling that he was undervalued and didn't really belong.

Working at Activ changed all that for Timothy. He was given a chance to use his initiative, follow complex instructions and work in a team and as a result his self-confidence flourished.

In June 2017 Timothy completed his three-month probation period at Activ and the positive change that this has had on his life is immeasurable.

Described by one supervisor as easy going and happy with an effervescent personality and 'can do' attitude, Timothy was delighted to know that he was able to secure permanent employment with Activ.

"Activ gave me chance and an opportunity to prove my worth that I had never before experienced in employment," he said.

The confidence gained through work also helped him in other areas of his life. He was able to deal with personal issues more effectively including taking control of his finances and managing his long-distance relationship with his fiancé. Most importantly, he was able to reconnect with his daughter, who he speaks of very fondly.

"I love coming to work at Activ every day," he said.

"It has changed my life for the better and I now wake up every morning with a purpose."

**Timothy was given a chance use his initiative, follow complex instructions and work in a team.**

## Transport

**The past twelve months also saw significant change in Activ's metropolitan transport service.**

The move to individualised funding as part of the NDIS transition meant that Activ would no longer receive block funding and as a result, Activ advised its customers and family members that Activ Transport would cease in July 2017.

Following the announcement, Activ worked closely with customers, family members and Activ staff to support customers to find alternative transport options to ensure they could continue to get to work.

This included:

- Hosting multiple transport workshops to support customers and their families by giving them the chance to work together, discuss options and find alternative transport solutions;
- Establishing a dedicated project team to work through a wide variety of possible transport options including assessing long term sustainability; and
- Working with the Disability Services Commission and other potential bus transport providers to investigate the possibility of these transport organisations stepping in to transport customers who were unable to find other transport solutions.



**We were pleased to see customers and Activ staff all working together to find transport solutions.**

Despite the challenging situation, we were pleased to see families, carers, customers and Activ staff all working together to find alternative transport solutions for 334 Activ customers to ensure they could continue to get to and from their various workplaces.

We are grateful to everyone who contributed to this process and their commitment to ensuring customers were not negatively affected by the change in funding.



## Our People

### Staff Achievements

#### Leadership and Growth

Throughout the year we continued to focus on our people, celebrating their achievements and supporting them to grow and develop their skills in an ever-changing NDIS environment.

'Fostering Talent & Leadership Growth' has been a core focus and Activ launched the inaugural Activ Leadership programs, which are designed to support current and future leaders to develop their skills and harness their potential.

All delegates participated in a 360-feedback assessment and took part in on-one coaching sessions to increase self-awareness and understand effective leadership styles.

#### Activ Futures Committee

The Activ Futures Committee was launched with the purpose of providing input on initiatives that influence Activ's culture and employee engagement.

Throughout the past 12 months, the Futures Committee has spearheaded the development of the 'STARS' Staff Reward and Recognition Program, provided feedback on key initiatives and programs and acted as engagement champions, encouraging staff participation from across the organisation.

# Success Story



## STARS recognised for outstanding achievements

Under the guidance of the Activ Futures Committee, we launched the Activ STARS Program, an organisational-wide reward and recognition program that acknowledges the exceptional performance of individuals and teams from across the organisation.

Over the past 12 months, seven individuals have been recognised with individual STARS awards and three teams were recognised with 'Galaxy Team' awards. An impressive 69 nominations were submitted over the course of the year.

One of the standout recipients of a Galaxy Team award in 2016 was the PS&C Fremantle Performing Arts Team. A community centre based in Beaconsfield, the PS&C team supports customers to engage in a range of activities to develop their skills, participation and confidence. As a part of their program, each year they develop, practice and perform a production of their choice.

'Fantasy Island' was the third annual performance for the group and included songs, dancing, and percussion skills all inspired by the performers themselves. The performers teamed up with the students at North Lake Senior Campus, who assisted them with lighting,

stage direction and sound to create a professional and engaging production.

The production is a year-long project for the performers, who come up with the show concept, work together to create the story and then perform their masterpiece in front of a live audience at the North Lake Senior Campus Performing Arts Centre.

Activ Support Officer, People, Skills and Community Kim Parkin explains.

"Through PS&C each individual has the opportunity to make decisions, connect, learn and belong to their community and the Performing Arts program is a huge part of that," she said.

"All of our performers are working towards an ASDAN Certificate in Sound, Rhythm and Music. This production gives them the chance to learn all of these skills in a practical, real-life environment. It's fantastic to see the production come together and all their hard work pay off!" said Kim.

The staff were awarded with a Galaxy Team Award for their role in supporting the customers to bring the performance to life and are now working towards their 2017 production.



## Volunteering

**Volunteering was restructured to sit across all parts of the organisation during the year.**



The Activ Volunteering Strategy was developed to provide a roadmap towards 2019 with three main priorities – Encourage, Maintain and Expand. Volunteers were recruited from across the community with a broad cross section of skills and experience to effectively support our customers.

As of July 2017, Activ has 186 volunteers working across the organisation, including the Board, Council and Committee members as well as those volunteers working directly with our customers. Activ's volunteering team is currently acquiring between 5 and 6 new volunteers each month.

Information sessions for volunteers were also established, providing education and training to our volunteers to support them to better assist our customers and their families.

Throughout the year, Activ Volunteers contributed approximately 27,000 hours of service to the organisation across a range of different areas including:

- Recreation volunteers
- Service volunteers
- Student placements
- Companion volunteers
- Event volunteers
- Corporate volunteers

In the next 12 months we will continue to work towards achieving the goals outlined in our Volunteering Strategy, supporting our volunteers to become an integral part in our customers' lives as we work with them to achieve their goals and aspirations.

**The Activ Volunteering Strategy was developed to provide a roadmap towards 2019.**



Activ Pathways graduates Carmela Pernice and Gabriela Da Rosa Messina.

## Pathways and Training

**Throughout the year we continued to roll out the accredited Pathways Training programs across the state.**

Activ Pathways is a registered training organisation (RTO), licensed and monitored by the state Training Accreditation Council to deliver quality-training services.

Training is offered to both people living with disability and those who work in the sector across a number of different disciplines including Disability, Leadership, Business, Wider Opportunities for Work, Horticulture and Manufacturing as well as customised non- accredited courses in Communication, Behavioural Management, Professional Boundaries, Disability Awareness and Respect in the Workplace.

In 2017 we reached an outstanding milestone, celebrating the Activ

Pathways 10th anniversary by awarding over 400 qualifications at the March graduation ceremony, representing the largest number of qualifications presented to date.

A number of qualifications were also added to Activ Pathways training program in the year including Certificate I in Wider Opportunities for Work, Certificate III in Individualised Support and Certificate IV in Disability.

“Over the coming year, Activ Pathways will plan to increase the range of programs and experiences available to each participant to support the mission and values of the organisation.”

# Success story



## ASDAN takes shape at Activ

In the past year Activ Pathways focused on providing the ASDAN skill development program to people living with disability.

ASDAN (the Award Scheme Development and Accreditation Network) is a UK based program that provides courses to thousands of schools, colleges, youth centres, disability service organisations and training providers.

In the past year we have been offering customers across five sites the opportunity to participate in the ASDAN award program called 'Preparing for Adulthood'.

The Preparing for Adulthood programs that ASDAN offers have been specifically designed for learners with moderate, severe, complex, profound or multiple learning difficulties and are aimed at enhancing skills that people require to live independently as an adult.

ASDAN programs help customers to achieve their goals as identified in their goal action plans. At the graduation ceremony in March 2017, five customers were recognised on the night for successful completion of an ASDAN award module.

Throughout the next 12 months, Activ Pathways will work on continuing to grow the ASDAN module to further support our customers and help them to achieve their goals.

**Activ Pathways will continue to grow the ASDAN module to help our customers achieve their goals.**

# Success story



## Jason's journey towards independence

In 2015 Jason's life changed when he was offered a job to work at Activ Embleton. Prior to working at Activ, Jason always wanted to develop his skills but lacked confidence and was often overlooked for opportunities.

"Before I started working at Activ I stayed at home and didn't go out much," Jason explained.

Through his new job at Activ, Jason was able to develop his workplace skills and make new friends. But it's the Activ Pathways training program that has really seen him flourish.

Through Activ's Certificate 1 in Leadership and Certificate 1 in Wider Opportunities for Work, Jason was able to develop his leadership and teamwork skills and begin to prepare for open employment.

"I learned how to be a leader and work in the community, how to organise our work place properly and also how to be safe. I also learned how to prepare for a job interview and write a resume," he explained.

Jason is now working towards doing more courses, with the ultimate aim for him to find a job in the wider community.

"When we first started the course, our trainers asked us about our goals and what we wanted to achieve. I said that I wanted to learn how to be a security guard, either with Transperth or Armaguard. It's something that I'm still working towards now, and the more courses I do with Activ Pathways the closer I'll be to achieving it," he said.

In March, Jason was given the honour of presenting at the Activ Pathways graduation ceremony on his achievements so far.

"It was an honour to get picked and I really enjoyed getting up on stage and telling everyone about my journey with Activ, what I've achieved and what Activ Pathways has done for me," he said.

"I've learned to be more confident in myself and how to be a proper teammate and I can't wait to show people what I've learned."

## Our Sustainability

### Financial summaries

Throughout the year, Activ continued to deliver quality services and supports whilst managing multiple funding arrangements as the WA and Federal NDIS models were being trialled. To maintain high levels of quality for customers during this time, Activ's invested in necessary systems, structures and supports.

This investment continues into the next financial year as we focus on being stronger and position ourselves for a successful and sustainable future.

### Statement of Comprehensive Income

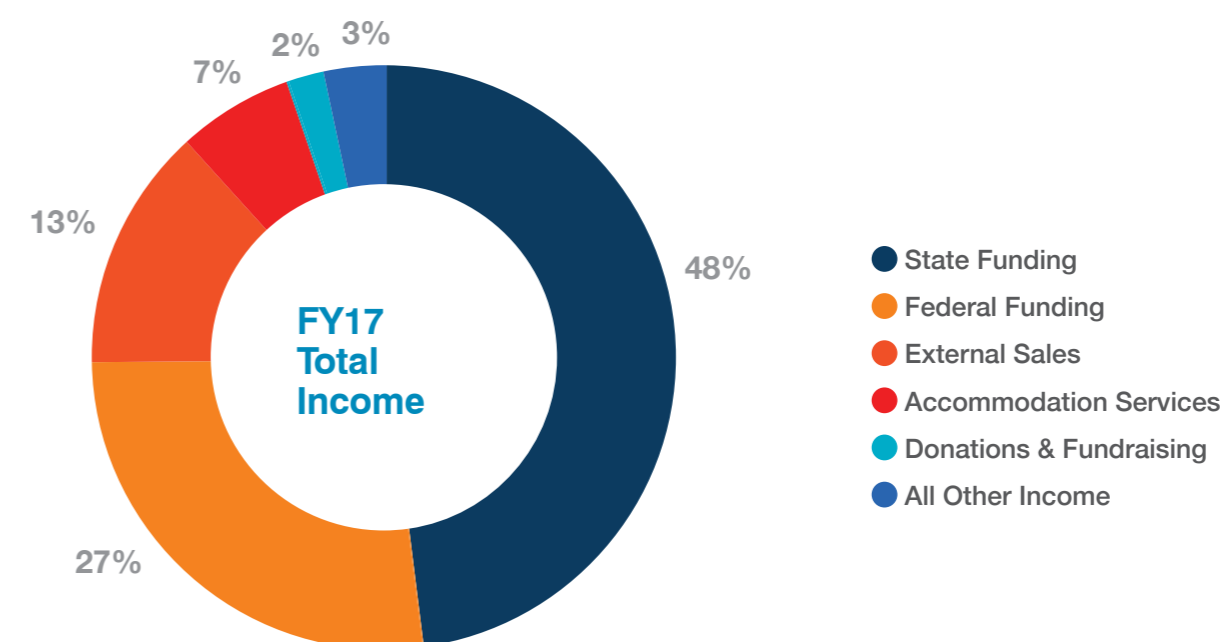
	2017	2016
	\$m's	\$m's
<b>Income</b>		
Total Grant & Sales Income	95.3	95.1
Other Income	4.9	4.1
<b>Expenditure</b>		
Employment Expenses	(77.7)	(71.7)
Raw Materials	(4.5)	(4.8)
Operating Leases	(3.8)	(3.3)
Depreciation & Amortisation	(2.6)	(2.5)
Repairs & Maintenance	(3.0)	(2.4)
All Other Expenditure	(11.6)	(11.0)
<b>Net Surplus/Deficit for the Year</b>	<b>(3.0)</b>	<b>3.5</b>

In FY17 Activ entered a period of structural change and investment to address the changes in the sector, incurring a number of one-off expenses. These investments include significant challenges in Employment and Transport services. It is anticipated FY18 will be a further year of investment. The organisation is forecast to return to operating surplus in FY19.

### Statement of Financial Position

	2017	2016
	\$m's	\$m's
Cash and Cash Equivalents	12.5	10.7
Term Deposits	11.3	9.2
Plant and Equipment	26.1	25.5
All other Assets	12.1	11.5
<b>Total Assets</b>	<b>62.0</b>	<b>56.9</b>
Trade and Other Payables	(14.0)	(7.4)
Provisions	(13.7)	(12.5)
All Other Liabilities	(6.2)	(5.8)
<b>Total Liabilities</b>	<b>(33.9)</b>	<b>(25.7)</b>
<b>Net Assets</b>	<b>28.1</b>	<b>31.2</b>
Reserves	1.9	1.8
Accumulated Surplus	26.2	29.4
	28.1	31.2

Trade Payables includes deferred income from Activ's annual City to Surf event. In FY17 Activ brought the event back in-house.



As more customers have entered the NDIS Scheme during FY17 Federal funding has increased and State funding has reduced. Until the transition arrangements for WA are confirmed future trends cannot be predicted.

## 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 the life they choose.**

In addition to overall performance monitoring, 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. 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 2017, 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).



**Activ is committed to the adoption of ethical, business-like and lawful conduct.**

## Board and Council



**Board President and Chairman**  
Andrew Edwards



**Deputy Chair**  
Ian Brown



**Deputy Chair**  
Neil Guard



**Chief Executive Officer**  
Danielle Newport

## Board Members



**Stephanie Black**



**Craig Knox Lyttle**



**Julie Cox (Grace Juliette)**



**Andrew Lefroy**



**Dale Calhoun**



**Matt Wisniewski**



**Tina Thomas**  
(retired 28/9/16)



**Leonie Walker**  
(retired 28/9/16)

# Board and Council

## Council Members

**Murray Blanchard**  
AM, JP (Chair)

**John Francks**  
(Deputy Chair)

**Dennis Barton**

**Matthew Battrick**

**Ken Booth**

**Andrew Edwards**

**John Groves**

**Leonie Walker** OAM

**Neil Guard**

**Laurence Iffla**  
(appointed 28/09/16)

**Penelope Willems**  
(appointed 28/09/16)

**Matt Wisniewski**  
(appointed 28/09/16)

**Colin Carle**  
(retired 28/09/16)

**Hazel Costigan** OAM  
(retired 28/09/16)

**Maxine Hebiton**  
(retired 28/09/16)

## Executive Team



**Chief Executive Officer**  
**Danielle Newport**



**Executive Manager,  
People and Quality**  
**Bruce McCowan**



**Executive Manager,  
Operations**  
**Mark Furr**



**Executive Manager,  
Strategy**  
**Annette Perrin**



**Executive Manager,  
Finance and Infrastructure**  
**Keith Smith**

For more information on  
our Executive Team visit  
[www.activ.asn.au/about-activ/governance/executive-team](http://www.activ.asn.au/about-activ/governance/executive-team)



## Community Partnerships & Affiliations

### Honorary Officers

#### Patrons

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

#### Vice Patrons

- Cr Paul Omodei,  
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
- 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
- Cr Gary Brennan, Mayor,  
City of Bunbury
- Cr Shane Van Styn, Mayor,  
City of Greater Geraldton
- Mr Max Hipkins, Mayor,  
City of Nedlands
- Ms Tracey Robers, JP, Mayor,  
City of Wanneroo
- MP Nola Marino, MP,  
Federal Member of Forest
- Cr Victoria Brown, Shire President,  
Shire of Esperance
- Cr John Gangell, Mayor,  
Town of Bassendean

### Honorary Life Governors

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

### Honourary Life Members

- Mr Matthew Battrick
- Mrs Ruby Broom
- Mrs Gaye Brown
- Mrs Barbara Carle
- Mrs Pamela Carrier
- Mrs Elaine Cooper
- Mrs Pamela Fleming
- Mrs Heather Greenlees
- Mr John Keogh
- 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



**You are the most important  
part of Activ... thanks for  
believing in and supporting,  
our customers!**

## 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 living with disability and their families in Western Australia.**

- WA Disability Services Commission
- National Disability Insurance Agency
- Australian Department of Social Services
- WA Home and Community Care (Department of Health)
- Local Government Authorities
- Australian Department of Education
- Australian Department of Employment
- Lotterywest
- Channel Nine
- Jackson MacDonald
- Cullen MacLeod
- Marsh Australia
- Hyundai Australia
- Travelkey
- Lease Plan
- KPMG
- Geraldton IGA
- Ethnic Disability Advisory Council
- Bunnings
- Dulux
- The Entertainment Book
- Masters Milk
- Health Freak Café
- OH&S Management International
- Future Living

### Chevron City to Surf for Activ Sponsors

- Chevron – Naming Rights
- Medibank
- Vodafone
- The Sunday Times
- Perthnow.com.au
- Asics
- Rebel
- Mix 94.5
- Channel 9 News Perth
- PMI Catering
- Welltech
- Bella Terra
- Irun
- Pan Pacific
- GU
- City of Perth
- Town of Cambridge
- Athletics Western Australia
- Tom Tom
- Toll
- Life Ready Physio
- Karma Resorts
- Wilson Parking
- Hit 929
- Rent WA
- Spudshed
- Distance Running

### Regional Events Supported by

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





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