



Annual Report 2010

Enabling people with disabilities
and their families to pursue a better life

Activ gratefully acknowledges the support of the following companies
in the production of this annual report.



Empowered by Innovation



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Accommodation and Community Services

This division of Activ provides services for more than 1300 people with disabilities.

For details see pages 11–21



Business Services

A contemporary Australian Disability Enterprise (ADE) which supports over 1050 employees with a disability.

For details see pages 22–27



Our Purpose

To provide a range of services for people with disabilities enabling them and their families to pursue a better life.

Our Mission

To be a strong, diversified, sustained provider of high quality services.

To enable people to participate in community life to their fullest, as valued and contributing members of the community.

To provide services tailored to the needs and aspirations of each individual.

Transport and Property

Activ's Transport services are for people with disabilities who are unable to access independent means of transport.

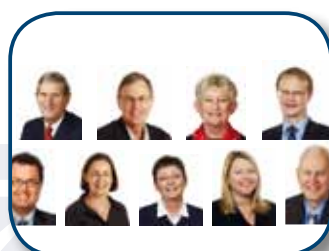
For details see pages 28–31



Meet the Board

Meet the Activ Board who represent Activ members, clients, their families and other stakeholders.

For details see pages 36–37



Our Values

Compassionate

Having empathy with others and a passion to enable them.

Pragmatic

Being resourceful and creative in finding practical solutions.

Respectful

Showing thoughtful concern for the rights and interests of others.

Persistent

Being committed and having enthusiastic drive.

Teamwork

Teamwork is our core belief that everyone can help each other grow.

Staff and Volunteers

Activ's staff and volunteers are fundamental to providing support services to people with disabilities.

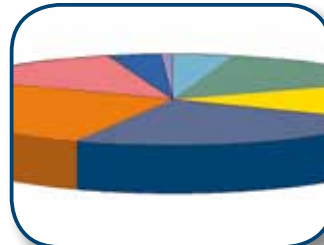
For details see page 33



Financials

The organisation's financial position for the 2009-2010 year.

For details see pages 39-46



Rebel Sport City To Surf for Activ

Activ's iconic West Australian fun run continues to grow with a marathon introduced in 2009.

For details see pages 34-35



Health and Safety

Implementing a safety culture where safe living and working happens naturally.

For details see page 32



Patrons' Message

Dear Activ Supporter,

Julie and I are very pleased to have been Joint Patrons of Activ since 2006. We are extremely supportive of the substantial work that Activ does within our community to assist people with disabilities.

In particular, Activ's work to expand its services in training and development is continuing to give immense benefits to people with disabilities. It is testament to the practical and encouraging approach of Activ staff, as well as the dedication and efforts of participants, that more than 400 people with disabilities have completed Activ Pathways courses since it was established nearly two years ago. We congratulate everyone on their significant achievements.

We further acknowledge and commend Activ on its approach that is specifically people oriented. Activ is focusing on each client's unique needs and aspirations and the communities in which they live with a meaningful focus on outcomes.

This has meant that now clients are very much a part of their community. On many occasions they will be out and about doing what they are interested in; be it working at Activ Business Services or other workplaces, being involved in recreational activities such as swimming, learning how to catch a bus or drive a car, visiting the library, going shopping, or on a holiday.

We have been advised of the organisation's aim to strive to be a "Better" Activ across all aspects of its services as well as ensuring



sustainability. There are many initiatives being worked on as part of its Transformational Plan, all with the purpose of being a more robust organisation, and continuing to enable people to live a better life.

Activ's focus on each client's growth and development is shining through. It is clear the organisation is dedicated to providing a holistic service for the benefit of its clients. We wish Activ continued success on this journey and the celebration next year of its important 60th anniversary.

**His Excellency, Dr Ken Michael, AC
Governor of Western Australia**

Mrs Julie Michael

President's Message

It is commendable to see the disability sector across Australia becoming more focused on improving services to support each individual living with a disability.

As part of our mission to provide contemporary, quality services, Activ is placing a greater focus on the individual needs of our clients. We are taking steps in each of our services to ensure we put each person with a disability at the centre when assessing and meeting their needs.

Adequate funding is vital when making the transition from providing "one size fits all" services to providing a myriad of individual services.

Activ has for the past few years struggled to achieve the financial sustainability we need to be a quality service provider into the future. As a result of the organisation's financial deficit, Activ is undertaking significant reviews on the costs associated with service delivery and significant changes have been made.

Those changes have improved efficiency and as a result, the bottom line. However, it is becoming more apparent the scope of further cost savings of substance is restrictive whilst maintaining quality standards of care.

In the past year, selling surplus assets has allowed us to cushion the impact of operating deficits, but this is not a solution to addressing the underlying issue. We need to build sustainable funding to be capable of building the person centred services which we aspire to.

In 2008, my Annual Report message referred to the overall wealth of Western Australia built substantially on the booming mineral sector. From a community perspective, it is my ongoing aspiration to see more of this wealth being shared to benefit some of the most vulnerable people living in our community – people with intellectual disabilities.

I take this opportunity to thank the Board, our CEO and management and our dedicated staff for working in unison to provide quality services to people with disabilities and their families.



Peter Knowles
President



CEO's Message

During the past year we have taken significant steps to be a "Better" Activ as part of our three year Transformational Plan across all services. We have been looking to revitalise and provide better levels of service whilst working to be sustainable in the long term.

Accommodation and Community Services...

In Accommodation Services, we completed the I-CAN needs profiling study for all our 320 accommodation residents, which has enabled us to be more person centred by understanding each of their individual needs and goals and any areas of unmet need. As a result, planning is underway to change aspects of service delivery to better suit individuals including staffing resources and ratios and for increased training for staff on a general and a targeted basis.

In September 2009, Activ clients moved into a brand new house across the road from Lake Gwelup. Made up of three separate units, two of which interconnect, the Segrave homes provide the residents with many opportunities for social interaction. It offers a home environment with plenty of privacy. Even with such new accommodation however, the need to review and redesign housing models is necessary and we are undertaking such work.

A comprehensive review of Activ's People, Skills & Community service was also undertaken, which has resulted in the development of an alternative to employment model based on individual connection to the community rather than a centre based focus.

Over the next two years, services will change to reflect this model and provide individuals with greater community participation and independence.

Business Services...

In Business Services we have focused on providing meaningful, valuable and sustainable work for our employees with improved results. In Bunbury, the purchase of pallet making machinery has led to significant growth and business opportunities.

Activ Property Care has established its base in Ashby, with support from the City of Wanneroo, which enables further growth in business in the area north of Perth.





Activ is piloting a packaging job for Kmart at O'Connor. Fitting into Kmart's supply chain, the job involves unpacking goods from crates and then repacking these in a format ready to go straight on the shelves. This saves Kmart time and increases their efficiency.

At Albany, a new building has been completed at Minna Street which will enable all Activ employees in Albany to be based on one site. This provides greater work and social opportunities for employees. Activ's land in Spencer Street, Albany will then be redeveloped to provide additional funds for disability services.

Our aspiration is to strive for more meaningful work and development opportunities for our employees. In the past year, Activ Pathways, our Registered Training Organisation, continued to provide training to Activ employees and other people with disabilities, enabling them to receive nationally recognised qualifications.

In the 2010/2011 year, Activ Pathways will also be offering training in Certificate III and IV in Disability to Activ's support staff. This has several benefits such as ensuring Activ's support services are contemporary and of a high standard, as well as saving on the costs of training staff through external training bodies. There is additional potential to provide Activ Pathways training to people outside of Activ.

A Better Activ...

Overall we had a small surplus of \$258,000 for the 2010 financial year, a better performance than the previous year. This result however is supported by secondary activities. In particular there was a major financial impact with the sale of our PTA bus runs, which also reflected a significant change in our activities.

The financial performance for the year reflects the impact of our Transformational Plan. We have looked at efficiencies and reduced corporate administration costs. At the same time we have provided our support staff with much needed wage and allowances increases. This will also assist us in retaining an appropriately skilled workforce.

However, Activ's core primary activities operated at a deficit of \$4.2 million and there is still much work to do in progressing to our goal of financial sustainability in primary activities.

We are working to be a "Better" Activ financially by having a clear understanding of the costs to deliver services and endeavouring to match those costs to our funding. The Transformational Plan has targeted a two year timeline to be breakeven in our core support services.

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In 2010, Activ is for the first time encouraging individual fundraising in the City to Surf, in an initiative called the Activ Charity Challenge. Participants are encouraged to create their own online fundraising page to raise funds for their chosen charity but with Activ being the Partner Charity. Sponsorship for the event has also grown and we will generate a substantial increase in funds from the event in future years.

Other key objectives over the next two years are to:

Substantially improve our connection with our families, members and clients. We are aware that there is a sense of disengagement with us as an organisation and we wish to change this.

Continue to monitor the quality of the service we deliver.

Finish the construction of the new Central Services building to deliver better library services and family and client meeting areas. The new building will deliver substantial cost savings and be a sound investment for long term sustainability as a result of being able to lease a floor of office space on a commercial basis.

Review the make up of the Board as it is important to have access to disability expertise and family members who have a son or daughter or brother or sister who use our services.

Substantially increase our fundraising activities.

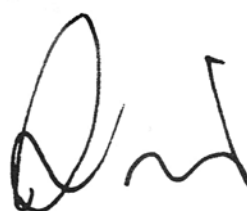
We have continued to liaise closely with our significant funding agencies including the Disability Services Commission (DSC), the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and Home and Community Care (HACC). In particular we are working with DSC on some difficult issues regarding services and financial performance through a Joint Activ / DSC Steering Committee. The support of DSC under these circumstances is critical and much appreciated.

Thank you...

Finally it is appropriate to give some thank you's. Firstly, I want to personally thank our support staff. They do a hard job in difficult circumstances and yet stay committed to providing quality care and service. Without them we cannot do what we do.

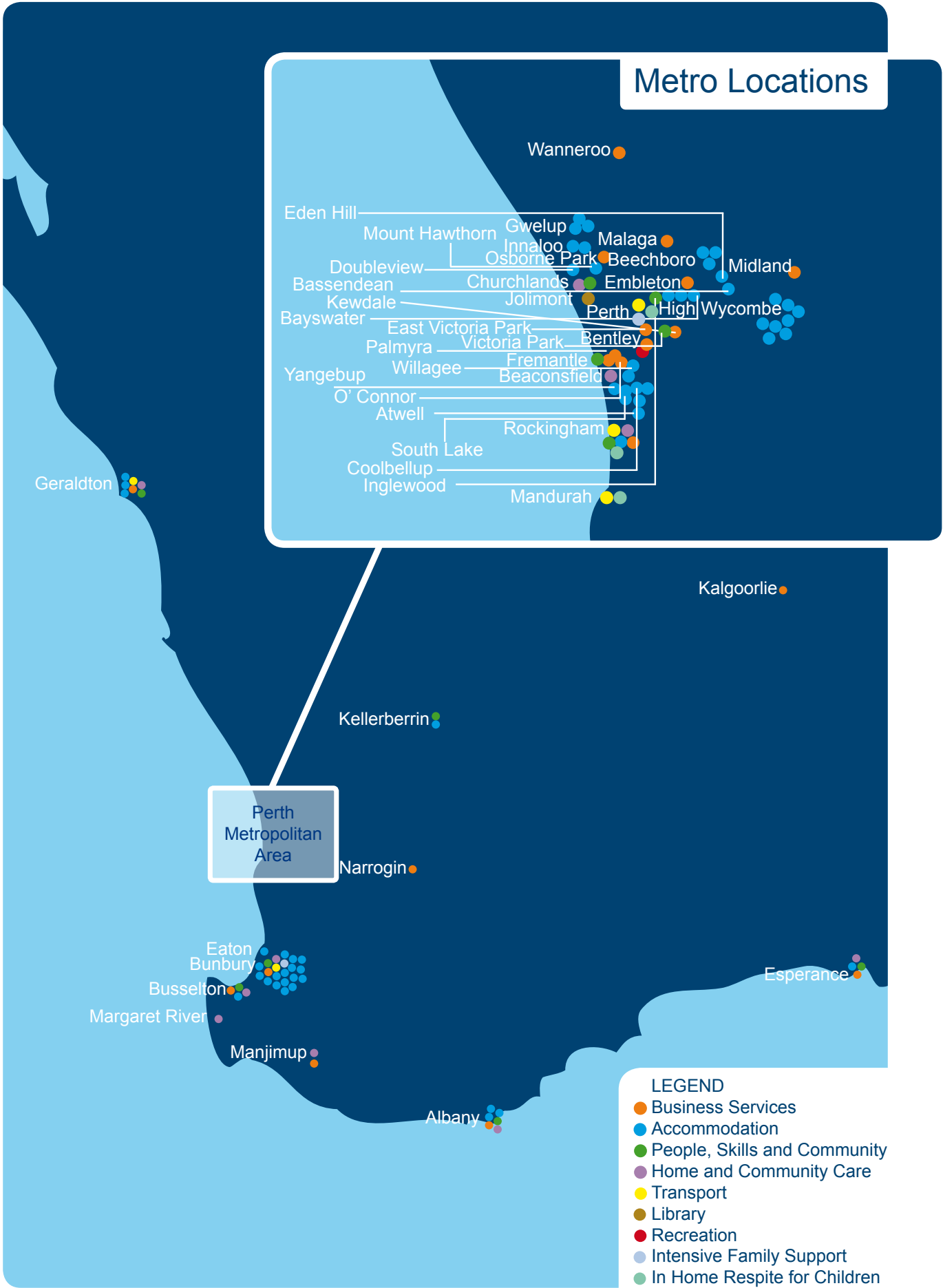
I also thank our Board for their counsel and guidance and my Leadership Team and their management for their efforts in implementing the changes through our Transformational Plan.

With the dedication of our team I am confident in moving to a "Better" Activ so that we will continue to provide our clients with a better quality of life.



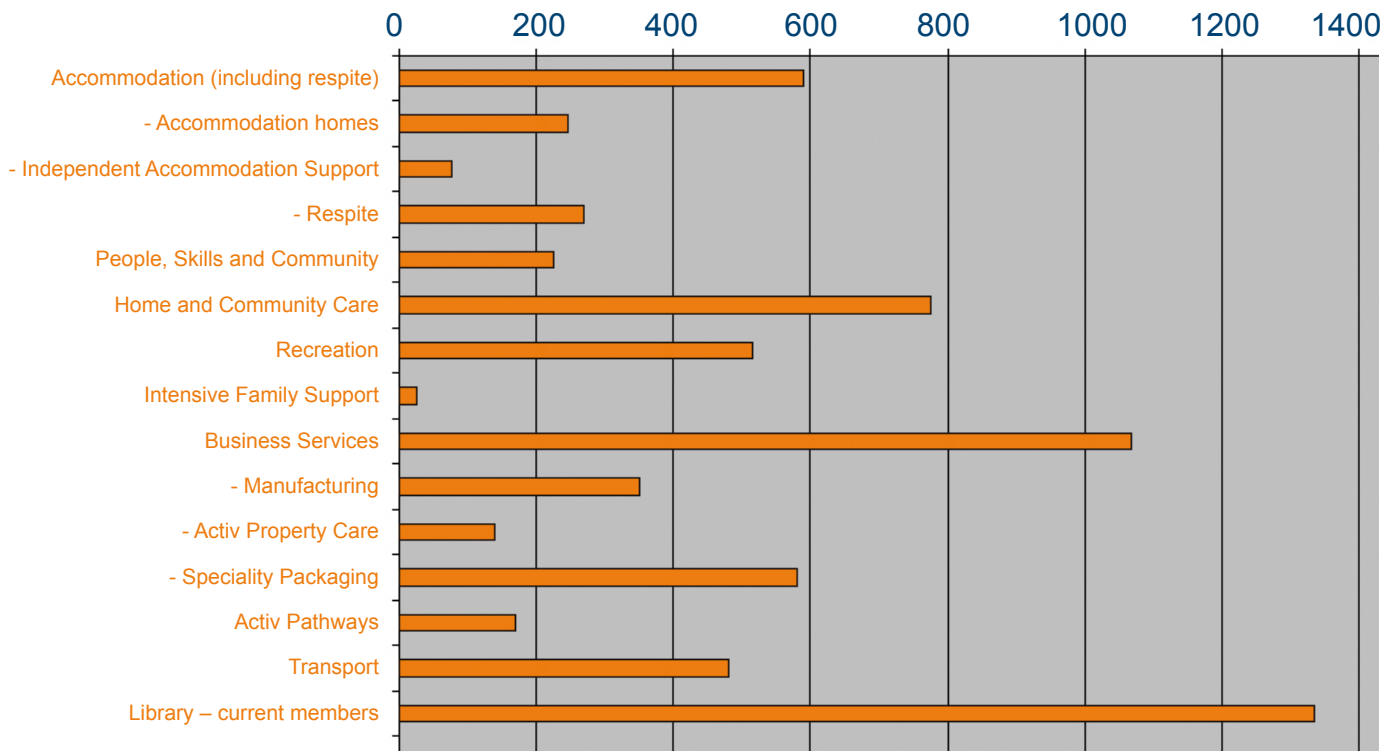
Tony Vis
Chief Executive Officer

Activ across the State

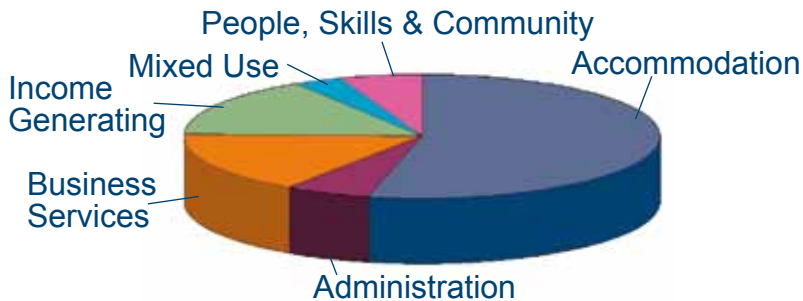


Activ Facts and Figures

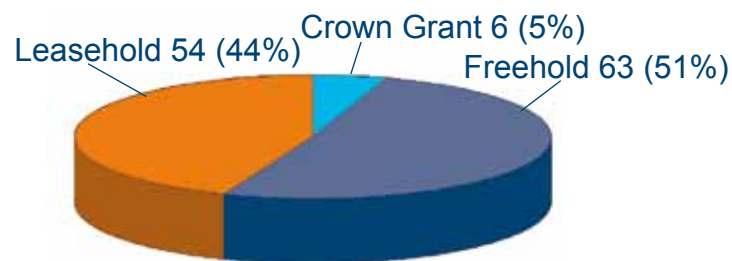
Number of people receiving Activ's disability services



Activ Property by Service Type

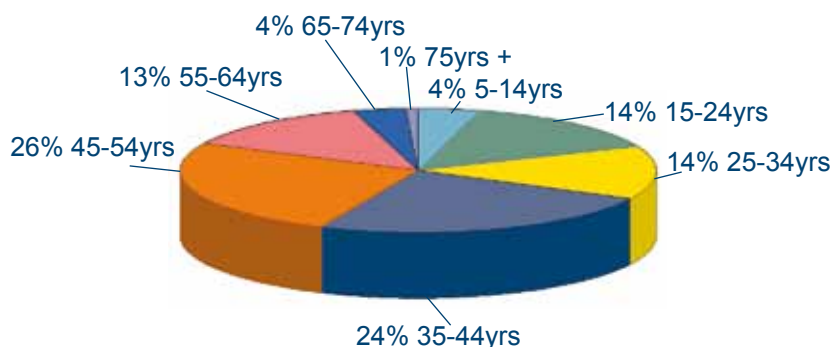


Activ Property Type

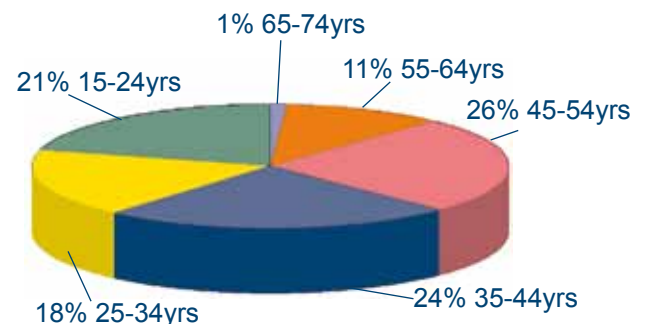


Age of Clients in Accommodation & Community Services

This data provides information about Activ's Accommodation Services (including respite), People Skills and Community (Alternatives to Employment), Intensive Family Support, Recreation and the Activ Library. These services are funded by the Western Australian Disability Services Commission.



Age of Supported Employees in Business Services



Accommodation and Community Services

Accommodation and Community Services (ACS) encompasses Accommodation Services (including respite), People Skills and Community (Alternatives to Employment), Intensive Family Support, Recreation and the Activ Library. These services are funded by the Western Australian Disability Services Commission. In addition, our Home and Community Care service is funded by the Home and Community Care Program, a joint initiative between the WA Department of Health and the Australian Government.

During 2009-2010 ACS provided support to 1029 clients in programs funded by the Disability Services Commission with 70 per cent of these services provided in metropolitan Perth and 30 per cent provided in regional Western Australia. Home and Community Care services were provided to over 700 clients with 60 per cent provided in metropolitan Perth and 40 per cent provided in regional Western Australia.

A three year plan which commenced in 2009 focuses on ensuring that Activ's Accommodation and Community Services are contemporary, person centred and promote lifelong learning and community inclusion. To achieve these outcomes, we have adopted a systematic and evidence based approach to assessing the support needs of our clients. We have undertaken formal reviews of the efficacy of our service models and are reviewing structures, systems



and processes. In addition, there is a key focus on the training and support of front line staff to ensure quality in service delivery to people with disabilities.

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ACS has developed a three year plan which focuses on ensuring that services are contemporary, person centred and promote lifelong learning and community inclusion.

Accommodation Services

Who we are

Accommodation Services focuses on supporting people with disabilities to live in homes within the community maximising their independence, social relationships and inclusion in the wider community.

Accommodation Services currently supports 245 people in 66 homes located across the Perth metropolitan area and in the regional centres of Bunbury, Busselton, Albany, Esperance, Geraldton and Kellerberrin and provides drop in support to 76 people living in the community. Respite services are also provided to 179 adults and 90 children in Perth and country areas.

Our Achievements in 2009-2010

Assessment of all Accommodation clients using the I-CAN assessment tool, which was developed by the Centre for Disability Studies at Sydney University, was completed and has been a basis from which targeted service development and staff training has been built.

The Accommodation areas of Bunbury and Busselton merged to become the South West Region and has actively engaged with the Disability Services Commission's Local Area Coordinators and the wider community to identify opportunities for service improvement and development. A key pillar for service delivery has been person centred coordination. The region has been funded by the Disability Services Commission to run a school holiday program in conjunction with Local Government for children with a disability.

Dawn Harvey from Activ's Kellerberrin Accommodation Service and Colin Holden from Activ's Busselton Accommodation Service each won a WA Disability Support Worker Award.

A Nurse Educator was appointed and has been training all Accommodation staff in the administration of medication and the broader health and wellbeing needs of clients.

Further grants were provided by the Non Government Centre Support (NGCS) Funding round to continue the upgrade of the Variety Pelican Children's Respite Centre in Bayswater and to provide staff with the training they require to meet the communication and developmental needs of the children.

The new group home and community support accommodation unit at Segrave St in Gwelup opened in September 2009 and has been operating at capacity since that time.

Dawn Harvey from Activ's Kellerberrin Accommodation Service and Colin Holden from Activ's Busselton Accommodation Service each won a WA Disability Support Worker Award in recognition of their commitment to clients and the quality of the support they provide. Dawn's award was in the Accommodation Support category and Colin's award was for Independent Accommodation Support.

Our Objectives for 2010-2011

In the coming year, we will see the continuation of person centred coordination approaches and integrated service models across both regional and metropolitan areas. All Accommodation clients will have a person centred focus where the support plan and service are responsive to the unique needs of the individual.

Many of Activ's Accommodation clients are ageing and requiring additional support which will require the implementation of specialised training and professional support for staff in the coming year. A high support needs house is being constructed for Activ in Willagee by the Department of Housing and it is hoped that this will be a model for developments in other areas to meet the support needs of clients who are ageing.

Training in Certificate III and IV in Disability Studies is to be offered to all Accommodation staff through Activ's Registered Training Organisation, Activ Pathways.

A full review of Activ's Accommodation service will be undertaken to ensure the service is effective and efficient in the delivery of services to clients.

All Accommodation clients will have a person centred focus where the support plan and service are responsive to the unique needs of the individual.



Shannon, 20 years of age, has an intellectual disability and lives in an Activ home in Rockingham. Her path into the workforce has started by registering with a recruitment agency to apply for jobs and traineeships. In the meantime, Activ Accommodation staff have helped Shannon find volunteer work to gain experience. They went to the volunteer centre in Rockingham with the goal of getting Shannon work in retail, which she has always wanted to do. Within a day, she had a uniform and ID badge and started work at the kiosk and gift shop at the local hospital. "I prepare the food and serve the customers every Wednesday," Shannon said. "I enjoy the work and I'm gaining lots of experience. I have also enrolled in a computer class one evening a week. So until my paid dream job comes up this will keep me busy, and when the cash starts rolling in I will be faced with another big decision: What to spend it on! ... Shoes, bags or maybe chocolate. Oh! Life can be tough sometimes."

Activ Profile: Shannon

People, Skills and Community

Who we are

There is a whole world of choice for people with disabilities at any one of Activ's People, Skills & Community services. These are located in Churchlands, Fremantle, Inglewood, Victoria Park, Rockingham, Albany, Geraldton, Bunbury, Busselton, Esperance and Kellerberrin. This year, 121,906 hours of service was provided to 225 people. The program is based on the four key Alternatives to Employment/Post School Options outcomes which focus on social participation, life long learning, enhanced informal support networks and increased independence.

Our Achievements in 2009-2010

A full review of Activ's People, Skills & Community services by an independent consultant was completed this year. The review's recommendations are now being implemented in a phased approach. A key objective of the service reform is to ensure that Activ's service model is contemporary and that outcomes for clients are achieved, through a person centred approach. Staff training and support has been a key element in this change process.

A significant funding increase was provided by the Disability Services Commission to provide increased services to 40 clients aged between 18 and 25 years.

Activ's People, Skills & Community services in Rockingham and Kellerberrin relocated to larger premises to cater for increasing numbers of clients.

Our Objectives for 2010-2011

In the coming year, our objectives are to:

Continue with the implementation of the recommendations of the review to ensure that Activ's People, Skills and Community Services are more contemporary and person centred. In 2010-11 the review will be in its fourth stage of implementation.

Offer training in Certificate III and IV in Disability Studies to all support staff through Activ's Registered Training Organisation, Activ Pathways.

With the assistance of a grant from Activ's Central and Southern Suburbs Branches, employ a speech pathologist part time to provide targeted assistance to 10 clients across five People, Skills and Community Services.



A significant funding increase was provided by the Disability Services Commission to provide increased services to 40 clients aged between 18 and 25 years.

Activ Profile: Mathew



At 29, Mathew has had to make adjustments in his life in recent times due to his father passing away, such as living independently for the first time. In less than a year he has attained many goals at Activ People, Skills & Community Fremantle. "The staff were here for me when Dad died. I was real moody and they helped me," Mathew explained. Not one to rest on his laurels, Mathew appreciates how Activ has supported him to get out and do different things. In addition to learning how to cook and going to the gym, Mathew is in the process of qualifying for his driver's licence. He passed the driving test first time and is now studying for the road hazards test.

Every Wednesday, he goes to the Activ Library to practise for the theory test, learning about road signs and traffic rules. While he is at the library, Mathew practises his computer skills with the online Tar Heel Reader where he sources images and symbols to create a picture book. "I made an ACDC book, after I went to their concert. Now I'm making a book on Holden cars. They're much better than Fords – Fords are found on the rubbish dump and they rust easier." With support from Activ, Mathew has befriended the Water Police and regularly goes out on the boat with them. He volunteers at the PCYC on Fridays, as well as at local quiz nights.

Home and Community Care

Who we are

Under the Home and Community Care (HACC) Program, Activ provides basic support services to 775 people with disabilities and their carers to build and maintain skills which enable them to carry out every day activities and continue living independently in the community. The number of people accessing Activ's HACC Program increased by 10 per cent in 2009-2010 and there were 69,606 hours of service delivered.

Service provision includes Assessment, Client Care Coordination, Social Support (both one on one and small group), Centre Based Day Care, Respite, Transport and Counselling/Support/Information/Advocacy.

Activ's HACC Program is provided in eight regions across Western Australia with service delivery bases in Beaconsfield, Rockingham, Churchlands, Bunbury, Margaret River, Busselton, Manjimup, Albany, Esperance and Geraldton.

Our Achievements in 2009-2010

In response to a growth funding application the Activ HACC Program was funded for an extra 9,729 hours of service which includes the expansion of Centre Based Day Care in Wanneroo.


The Wellness Approach was implemented across the service, with a continuous improvement action plan, resulting in standard processes and procedures across all Activ's HACC services.

Service efficiency and coordination improved through the implementation of new procedures and tools for client assessment and re-assessment, client files, waiting list management, support plans, service access and eligibility, and client exits.

Activ HACC Services achieved full compliance with Program Standards during the last Quality Monitoring. Recommendations of the Financial and Operational Review conducted in November 2009 by RSM Bird Cameron have been fully implemented.

The implementation of TRACCS, the new client and service delivery data management system, has improved the integrity of data transmission and facilitated the service's data monitoring processes.

All staff job descriptions and key performance indicators were reviewed.



The number of people accessing Activ's HACC Program increased by 10 per cent in 2009-2010 and there were 69,606 hours of service delivered.

Our Objectives in 2010-2011

In the coming year, our objectives are to:

Secure 75 per cent of the HACC Community Support staff employed as casuals on a permanent basis, with clearly identified staff training needs and a staff training plan.

Lodge a HACC Growth Funding Application for expansion of Social Support, Centre Based Day Care and Transport services in the South West and Esperance Regions, which will allow Activ to support more families and ensure service sustainability.

Investigate the potential level of participation of Activ in the new WA Community Care Assessment Framework.

In the coming year, one of our objectives is to lodge a HACC Growth Funding Application for expansion of Social Support, Centre Based Day Care and Transport services in the South West and Esperance Regions, which will allow Activ to support more families and ensure service sustainability.



Dawn, aged 60, has an intellectual disability and lives alone in Hamilton Hill. She receives Activ's Home and Community Care (HACC) social support two days a week. With assistance from HACC support worker, Bi, Dawn has taken steps to be involved in the community. Dawn volunteers to collect donations for the Salvation Army at shopping centres, which is an opportunity to talk to people and be active in the community. Each fortnight, Dawn meets with a social card-making group. Through this group, Dawn has made friends and now meets separately with one of the people to do scrapbooking. In addition, Dawn regularly attends social functions hosted by her church group and often goes to the city to be involved. With Bi's support, Dawn has established goals to lose 10kg and to save enough to go on another holiday with Activ Recreation. She previously went to Monkey Mia with Activ and loved it so much she now has a magnificent dolphin collection. So far, Dawn and Bi have established an exercise routine and diet plan including healthy shopping. Dawn has a money saving plan and is on track to go on next year's Recreation holiday.

Recreation

Who we are

Activ offers an extensive range of holiday and recreation programs for adults with a disability. These include interstate and overseas travel, summer camps and country escapes, to name a few.

Recreation also offers an In Home Respite Program for children aged six months to 12 years as well as a range of HACC funded Centre Based Day Care and Social Support Group Programs for adults.

The recreation activities range from half-day excursions such as horse riding or fishing, special events, such as going to the Royal Show, the Speedway or regional festivals, to two week adventures intrastate, interstate and overseas, such as Fiji, Monkey Mia, Uluru, Cairns, Murray River, New Zealand, Broome, Pacific Island Cruise, Phuket, Gold Coast, Tasmania and more. These are organised by Activ staff members and supported by enthusiastic volunteers who make up 80 per cent of the Recreation workforce.

During 2009-2010, 515 clients attended Recreation Programs and a total of 135,969 hours of support was offered.

There were 281 volunteers for Activ services throughout the year supporting Recreation, Business Services and People, Skills & Community activities, providing a total of 52,766 hours of volunteering.



During 2009-2010, 515 clients attended Recreation Programs and a total of 135,969 hours of support was offered.

Our Achievements in 2009-2010

The Comprehensive Respite Model developed between the Disability Services Commission and Activ has allowed the opportunity for further development of the In Home Respite for Children Program with a more diverse service being offered. The age of children being supported is from six months to 12 years. Growing Volunteer support will see the expansion of the service across the wider metropolitan area.

Additional staff on Recreation Programs has assisted with maintaining program numbers as Volunteer resources decreased.

Activ Recreation has provided a highly valued, enhanced quality of life to people with disabilities who have accessed a range of activities funded by the Disability Services Commission and HACC.

Our Objectives for 2010-2011

In the coming year, our objectives are to:

Develop a more robust recruitment and retention model for Volunteers to ensure the ongoing viability of Activ's Recreation programs.

Identify and meet the training needs of Volunteers in ways which accommodate their limited availability, diverse backgrounds and educational status.

Library

Who we are

The Activ Library is a major library within the disability sector in WA. The Library is funded by the Disability Services Commission and its collection has a strong focus on intellectual disability, and also features resources on other disabilities, developmental delay and learning difficulties.

The Activ Library's comprehensive website allows customers to search the catalogue and link to selected sites on disability, including Activ's Parent Portal website.

The Library answered more than 1572 queries and supplied 2961 resource loans and journal articles during 2009-2010. The Library has 1336 current members.

Our Achievements in 2009-2010

The Activ Library has seen a significant amount of changes throughout 09/10.

There are three People, Skills and Community Services which regularly access the Library with clients using the Tar Heel Reader. This program enables the clients to write their own stories, import their own pictures and then print and laminate these into a book.

A new, modified keyboard and mouse has been purchased which allows the computers to be used by a wider group of people.

A number of resources have been purchased in conjunction with Activ's Registered Training Organisation, Activ Pathways for the delivery of training for Certificate III and IV. These resources will remain in the Library for use by people undertaking training.

Our Objectives in 2010-2011

In the coming year, our objectives are to:

Raise the profile of the Library in the broader community to promote a wider understanding of the issues associated with disability.

Promote utilisation of the Library's resources for training purposes across the disability sector.



The Library answered more than 1572 queries and supplied 2961 resource loans and journal articles during 2009-2010.

Intensive Family Support

Who we are

Intensive Family Support is an individually funded service through the Disability Services Commission. It focuses on providing recurrent funding to families in urgent need of support in caring for a family member who has significant, ongoing requirements.

This may involve regular breaks, support within the home, assistance with siblings and other forms of respite. In the 2009-2010 year, Activ's 34 support staff provided services to 26 families in Perth metropolitan areas and Bunbury. This service is offered seven days per week in order to meet each family's unique needs.

The service ultimately helps equip families to continue to support their family member at home. The range and level of support is determined by the family and an appropriate service is developed in partnership with Activ.

Our Achievements in 2009-2010

Intensive Family Support is moving towards a more outcomes based service and a new funding plan has been put into place by the Disability Services Commission addressing individual outcomes. The new plan requires the provider to write outcomes that address positive relationships, lifestyle choices, support networks and wellbeing.

The new comprehensive model of respite will allow families who have Intensive Family Support funding to access respite at one of our services, giving them more flexibility and options.

Our Objectives for 2010-2011

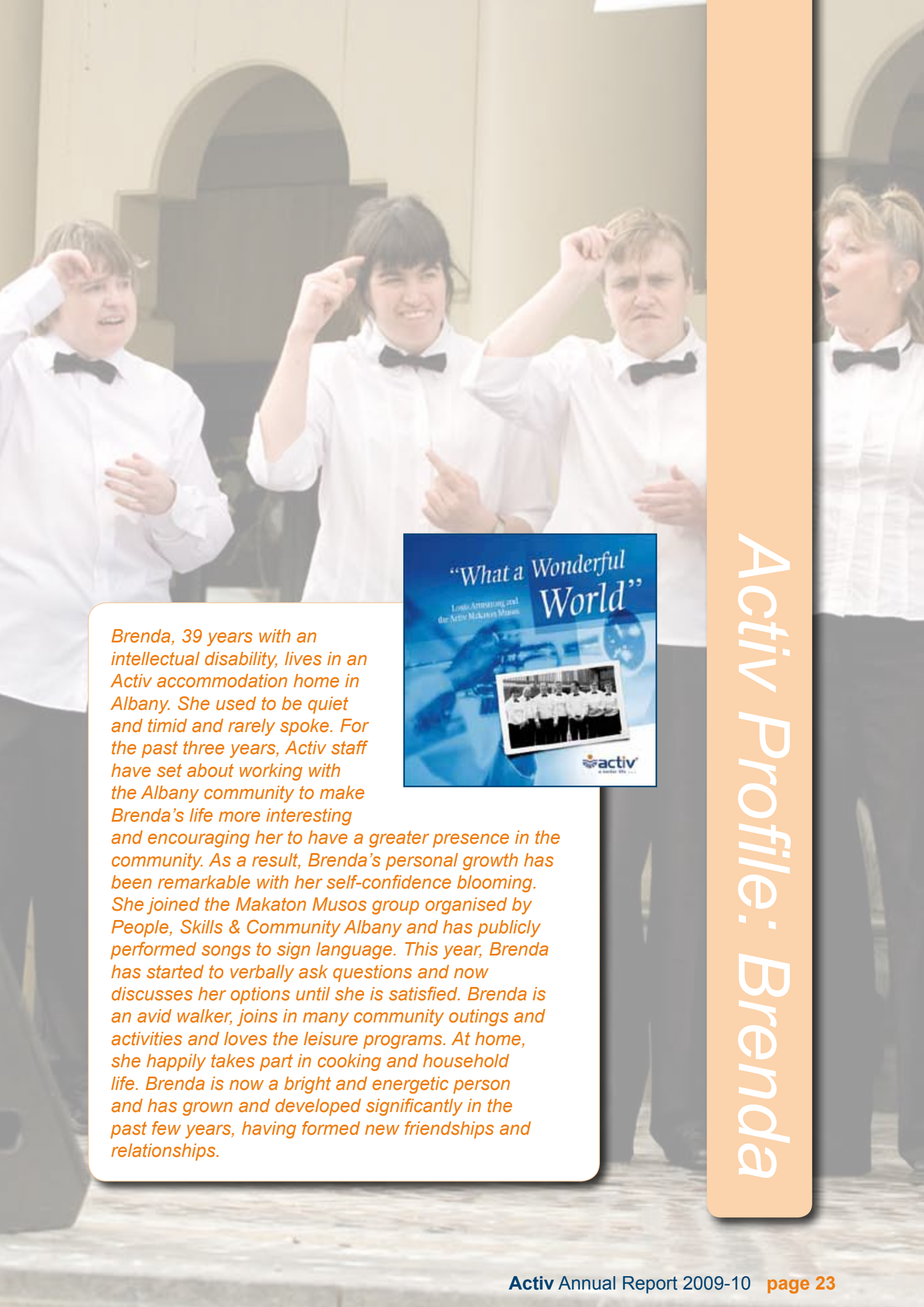
In the coming year, our objectives are to:

Increase client numbers by improving service design and quality through improved staff training.

Review best practice innovative models of individual support and provide suitable localised responses.



Intensive Family Support is offered seven days per week in order to meet each family's unique needs.



Activ Profile: Brenda

Brenda, 39 years with an intellectual disability, lives in an Activ accommodation home in Albany. She used to be quiet and timid and rarely spoke. For the past three years, Activ staff have set about working with the Albany community to make Brenda's life more interesting and encouraging her to have a greater presence in the community. As a result, Brenda's personal growth has been remarkable with her self-confidence blooming. She joined the Makaton Musos group organised by People, Skills & Community Albany and has publicly performed songs to sign language. This year, Brenda has started to verbally ask questions and now discusses her options until she is satisfied. Brenda is an avid walker, joins in many community outings and activities and loves the leisure programs. At home, she happily takes part in cooking and household life. Brenda is now a bright and energetic person and has grown and developed significantly in the past few years, having formed new friendships and relationships.





**Australian
Disability
Enterprises**

More than just good business

Business Services

Who we are

Activ Business Services is a contemporary Australian Disability Enterprise (ADE) and supports over 1,050 employees with a disability by providing meaningful employment opportunities. Business Services operates from 20 sites across metropolitan and regional WA. Our employees greatly benefit from the support they receive from our professional and dedicated staff in achieving their individual targets.

Activ Business Services operates across three business streams:

Manufacturing: The manufacturing sites in Activ Business Services provide clients with quality solutions to their materials handling and logistics requirements. Over 350 employees are directly involved in manufacturing a wide range of predominantly timber products including:

Pallets (bespoke design service including export accredited product)

Wine crates of various designs

Vegetable crates

Timber finishing services

CNC Routing



Activ also manufactures a wide range of pressed metal products suitable for the construction industry.

Property Care: Activ Property Care has operated across WA for almost 25 years and employs approximately 140 employees providing:

Large state wide workforce (25 crews) skilled in a wide range of property care activities

Project management skills to plan and implement client programs

One-off projects or long-term contracts with a strong focus on client relationships

Expertise in a wide range of horticultural services including landscaping, reticulation, maintenance services and pest control

Reliable, quality and on-time service at competitive rates

Specialty Packaging: The specialty packaging sites at Activ Business Services provide a wide range of value-adding services tailored to each customer's logistical needs. Working closely with customers, our

580 employees deliver contracts on time and in full, integrated with our customers' rigorous supply chain requirements. Our services include:

Light assembly

Packing and collating of printed materials

Textile services

General packaging services

Recycling services for mining products (including goggle refurbishment)

Wine re-labelling and de-labelling.

The valuable experience that this range of business activity provides, enables our employees to achieve high levels of skills development and independence.

Activ Business Services provides over 500 products and services to over 200 customers across WA. Our clients range from some of the biggest national and international brands to smaller, independent operations. All customers who use Activ Business Services receive the same levels of care and attention and our customers also have the benefit of aligning their business with one of WA's longest established community benefit organisations.

Our Achievements in 2009-2010

Activ Business Services has had many significant achievements in 2009-10 of which our staff and employees can be justifiably proud.

Transformational Change: Activ has embarked on a three year program designed to return the organisation to a

sustainable position. There are currently 23 programs across Business Services which focus on growth, employee and staff development and efficiencies. Many of these programs are already contributing to improved outcomes.

Activ Kewdale won the Supported Employee Team Award for Large Businesses at the Australian Disability Enterprise Excellence Awards in Sydney.

Activ Business Services was successful in winning new business throughout the year and our revamped Sales team are proving to be an important resource to Activ.

We have successfully deployed new equipment in many of our operations which has enhanced the productivity and skills of our employees. Of most significance was the installation of pallet making machinery in Bunbury which has allowed Activ to compete successfully for major new contracted work.

There was a key focus on growth which has seen an increase in sales of products and services of more than six percent.

Testimonial

As the vice patron of Activ, I know how much this organisation benefits the community by providing services and support to people with disabilities, as well as their families.

Jon Kelly
Mayor of Wanneroo

Activ Business Services has embarked on a substantial program of research into the needs of our employees and families around the issue of our ageing workforce. This is of major significance to the organisation and will continue into the coming year.

Our Objectives for 2010-2011

The primary objective for Activ Business Services for the next year is to continue to provide meaningful, sustainable and valuable employment opportunities to our employees. We will continue to seek new employment opportunities and customers to allow our business to grow. As sustainability is a key element of growth, we will continue to seek out efficiencies in our operations. We will also substantially increase our focus on developing our staff to allow them to better support our worthy employees.

Activ Business Services gratefully recognises the ongoing funding and support from the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

Employment Services

Who we are

Activ Employment Services operates within each of Activ's Australian Disability Enterprise (ADE) work sites across the state providing meaningful employment opportunities for people with disabilities. At each workplace there is a strong sense of purpose in Employment Services around the aspirational nature of work, underpinned by support and care, an attitude of a 'fair go' for all and professionalism. Activ is funded by the



Australian Department of Families, Community Services and Indigenous Affairs (FaHCSIA) through the Disability Employment Assistance program. For the year, there were 1,049 Funded Supported Employees including self funded employees. The value of FaHCSIA funding for the year was \$12.7 million.

Testimonial

The Activ Foundation has made a significant contribution to New Mountain Sandalwood mosquito repellent products, their team working diligently to package our entire range to the finished product stage.

The Activ staff understand NMS' commitment to quality products. They are efficient and their attention to detail is second to none. NMS proudly displays the Activ Business Services logo prominently on all our packaging as we felt it was important to relay Activ's participation to the Australian public.

Vanessa Pereira
Wescorp Group

Our Achievements in 2009-2010

During the past year, our Employment Services team members have all taken on a supportive role and without the drive and talent of this group, our quality outcomes and forward momentum would not be possible. During the year we have seen:

The skills of our employees continuing to grow, with the quality of work increasing as new processes and technology were introduced. Wages paid to employees have also increased, acknowledging again changes to both the nature of the work being undertaken and the expansion of the skill set of employees and increased employee productivity.

For the first time all employees benefited from an automated payroll system which deposits their pay directly into their bank account, increasing independence.

A new Activ Foundation Enterprise Agreement for Supported Employees was negotiated directly with employees and registered with Fair Work Australia. This provides a stable employment platform with improved employee terms and conditions through to 2013.

Our Objectives for 2010-2011

To continue to utilise Vocational Education and Training opportunities for funded employees and extend this development ethos to the staff that support them.

To continue with recruitment of funded employees to optimum capacity.

To continue to strive for an environment at work that empowers, enriches and enhances each individual within our service.



Testimonial

We have had the pleasure of working with the Activ Foundation since its inception in 1951.

During that time we have seen the foundation grow and adapt, offering essential services to the changing needs of the community. We are impressed with the level of care that Activ gives to people in need, improving the quality of life of individuals and families.

We look forward to our continued association with Activ.

**Rebecca Bowra
Talbot Olivier Lawyers**

Activ Pathways

What are we about?

Activ Pathways is a Registered Training Organisation (RTO), offering employees, clients and support staff the opportunity to develop new skills or consolidate existing skills through accredited, non-accredited, in-house and offsite training.

Activ values our staff and employees and recognises the importance of investing in learning and development strategies. To offer growth and career opportunities, Activ Pathways has increased the scope of the RTO to include training in Certificate III and IV in Disability. This learning opportunity will be provided to all direct care staff to ensure Activ has confident, competent trained professionals delivering appropriate services to people with disabilities.

Key Achievements

Following an audit, in September 2009 Activ Pathways successfully attained re-registration for a further four years.

Over 170 participants enrolled in the courses available with over 150 participants gaining a full qualification.

Training was delivered at over 11 worksites across the metropolitan area and in Bunbury, Geraldton, Albany, Kalgoorlie and Kellerberrin resulting in delivery of skills and knowledge relevant to each workplace.

Graduation Ceremony held in Perth in April 2010 for 74 participants graduating in Leadership, Manufacturing and Horticulture. Over 225 people attended the Graduation Ceremony at the



Government House Ballroom where the Shadow Minister for Community Services, Sue Ellery, and Activ President, Peter Knowles presented graduates with their certificates. Other attendees included the Director General of the Disability Services Commission, Dr Ron Chalmers, Activ Leadership Team, parents and partners.

Graduation Ceremony held in Bunbury in April 2010 for graduates in Leadership and Manufacturing. The ceremony took place at Lord Forrest Hotel where Activ Board Director Leonie Walker and Activ Chief Executive Officer Tony Vis presented graduates with their certificates. Other attendees included the Mayor, staff, parents and partners.

Also in the year, Medication training was delivered to over 300 Activ staff.

Testimonial

A very special client with a real sense of purpose, Activ offers a broad range of services to support people with disabilities.

On a recent Activ site tour, I gained insight into the organisation's depth of operations and was privileged to see employees' sense of achievement in the work they do. It was very rewarding.

**Jonathan Seth,
Divisional Manager
Jardine Lloyd Thompson**

We can look forward to

2010-2011 is set to be a record year for the Activ Pathways team with more training programs than ever before planned across the organisation, as well as new and innovative delivery designed to develop and train our staff and employees to help the organisation meet the increasing needs for professional services for people with disabilities.



Testimonial

NEC is proud of our long-standing partnership with Activ. As a global leader in communications technologies, NEC works closely with organisations to deliver advanced, reliable and affordable technologies. It is always a pleasure working with the professional and enthusiastic staff at Activ.

NEC

Andrew, 27 years old with an intellectual disability, works at Activ Property Care in Wanneroo. He has worked for Activ for the past few years and has made substantial progress. Through Activ Pathways, Andrew has completed his Certificate I and II in Horticulture. Andrew says, "I've learned about plants and machines, pruning roses, laying turf, using the cylinder mower and the brush cutter." Andrew is from Esperance where he also worked for Activ Property Care. "I love Activ," he said. "I like getting out in the community and doing jobs for other people. I like meeting people and telling them about what I do."

A true leader, at the 2010 Activ Pathways Graduation Ceremony in the Government House Ballroom, Andrew gave a speech on behalf of the graduates.

This year, with the move of Activ Property Care from Osborne Park to Wanneroo, Andrew has learned how to use public transport which involves catching a bus and a train. He lives in Activ Accommodation and the staff there, along with Activ Property Care staff, joined forces. "For the first week we all did it together every day, with the staff coming on the run with us," Andrew said. "Then once I was used to it, I could do it on my own. There are a few employees on the same bus so we remind each other where our stop is. We all help each other."

Transport

Who we are

Activ Transport provides transport services for people with disabilities who are unable to access independent means of transport. Approximately 43,000 hours of service was delivered in 2009-2010, travelling approximately 1.5 – 1.7 million kilometres.

Transport owns a bus fleet with 25 bus runs funded by the Disability Services Commission, catering for approximately 480 people with disabilities each day, in Bunbury, Geraldton, Rockingham and Perth. This is provided for Activ clients who attend Business Services, Accommodation, People, Skills and Community, and Home and Community Care.

Transport owned a second fleet of 13 buses transporting 300 children with disabilities to and from schools in Perth, Mandurah and Geraldton, under contract to the Public Transport Authority. This was sold in April 2010.

Our Achievements in 2009-2010

Transport's financial position improved substantially in the 2009-2010 year, with an overall loss of \$340,000 rather than the budgeted loss of \$813,000.

The People, Skills and Community and the Home and Community Care (HACC) bus runs were reviewed and made more efficient resulting in a reduction in bus driver hours, repairs, maintenance and fuel consumption.

Activ's fleet of buses under the Public Transport Authority contract was sold in April 2010. This generated a net return of \$1.5 million to Activ and has enabled us to focus on our internal bus fleet which provides services to Activ clients.



Transport purchased three GPS units to track, review and optimise bus routes, which is expected to deliver benefits in mapping and scheduling.

Our Objectives for 2010-2011

Transport will be restructured to manage the entire Activ fleet of vehicles, in addition to the buses.

Continue to optimise transport services, including a restructure of the mapping and scheduling of bus runs, utilising the GPS tracking units.

We will review and restructure the Charter Fees and Services.

Negotiate and finalise the Activ Transport Workers Union Enterprise Agreement for Transport staff.

Identify the training needs of Transport staff.

Testimonial

Working on the construction of the new Central Services building, we are proud to be providing facilities that will benefit people with disabilities and the staff who support them.

Gary Timms
Merit Projects

Property

Who we are

Property manages the building, leasing, maintenance and refurbishment of new and existing Activ homes, facilities and Business Services properties in Western Australia.

Property ensures a high standard of quality accommodation to enable people with disabilities to live as independently as possible. We construct and modify dwellings to meet the needs of our clients to ensure they live comfortably and safely.

We provide a range of properties for Activ Business Services to meet their business and industrial requirements.

Our Achievements in 2009-2010

In August 2009, Activ was registered as a Preferred Housing Provider of Community Housing in Western Australia by the Department of Housing.

In July 2009, the Activ Board approved the construction of a new Business Services warehouse and refurbishment of a second building on Minna Street, Albany for the sum of \$1.33 million. Royalties for Regions provided two grants of \$60,000 and \$95,000 to assist with the construction and fit-out of the warehouse, which is due for completion in late 2010. These improvements will enable all of Business Services Albany to operate from Minna Street.

Activ's Spencer Street property in Albany, currently being utilised by Business Services, has been successfully rezoned to a mixed use development site. When the business unit has relocated to Minna Street, the site will be considered for redevelopment.

In September 2009, the Activ Board approved the construction of a new Central Services building on Cambridge Street, Wembley. The new property, owned by Activ, will replace the existing, leased building on Bishop Street, Jolimont. The new building will deliver substantial cost savings and be a sound investment for long term sustainability as a result of being able to lease a floor of office space on a commercial basis. Activ received a grant of \$2.3 million from Lotterywest for the internal fit-out, which is due for completion in April 2011.

Also in September 2009, new Activ accommodation was completed at Segrave Street, Gwelup. The new homes consist of one duplex pair and one 5 bedroom villa. This new accommodation replaces Activ's Selby Street and Jersey Street properties which have been sold.

Testimonial

Congratulations to the entire Activ team on the wonderful work and achievements provided to children and adults living with an intellectual disability.

McMullen Nolan Surveyors are proud to be associated with the Activ Foundation.

**John McMullen, Chairman
McMullen Nolan Surveyors**

Further we completed the construction of a new storage shed and welding shed for Activ Business Services Geraldton in September 2009.

In January 2010, Activ leased a property in Benjamin Way, Rockingham to provide People, Skills and Community and HACC services to meet the growing needs of people in the area. Activ's Cruise Road, Rockingham property now provides 100% respite care services.

The construction of a new sensory room at Activ's Variety Pelican respite centre for children occurred and the kitchens were remodelled to improve safety, with funding from a grant provided by the Australian Government Literacy, Numeracy and Special Learning Needs Non-Government Centre Support.

Our Objectives for 2010-2011

Complete the sale of land at Karingal Green, High Wycombe.

Finalisation of the preferred housing model by Accommodation and Community Services, which will allow Property to progress projects in greater Bunbury and Albany.

Complete the new Central Services hub in Cambridge Street.

Complete the new Business Services warehouse and refurbishment in Minna Street, Albany.

Develop income-generating options for the property on Spencer Street, Albany.

Continue to research and develop long term property investment strategies for Activ's property portfolio.



Testimonial

Envirotechnics Professional Pest Management is proud to be working in partnership with Activ Foundation to meet all of their pest service requirements across the metro and rural areas.

The staff at Activ Foundation have always been helpful and supportive towards our company, as well as sensitive to the needs of its residents when it comes to their well-being, health and safety.

We hope to continue to develop our close relationship with Activ Foundation in the future.

Tony Bowes
Envirotechnics Pest
Management

Activ Profile: Jim

Jim has an intellectual disability and is an elderly gentleman who lives with his aged mother in South Perth. He has worked at Activ Business Services East Victoria Park for more than 37 years.

Every day, he would wake very early and walk more than one kilometre to catch the bus. At the end of the day there was a long wait before the bus arrived and then Jim would walk the distance home again. Jim is no spring chicken and the long days and having to walk was taking its toll on his body. He was tired and miserable at work and finding it difficult to keep up with his work mates.

Activ staff realised what was happening and encouraged Jim to apply for Activ Transport, which he did. To enable the bus to pick up Jim, Activ Transport reconfigured the bus route.

Now, Jim travels to and from work each day on an Activ bus, door to door. He can sleep later in the mornings and gets home much earlier. He no longer needs to worry about the weather being cold and wet or stinking hot. Jim is a much happier person who loves going to work again. "It's good," he said with a big grin on his face, "and a lot easier."



Health and Safety

Health and Safety activity in the 2010 financial year focused on promoting a proactive safety culture with emphasis on health, safety and wellbeing.

A refreshed safety management system was rolled out with individuals asked to consider their personal role in creating an environment where safe living and working happens naturally... simply put:

'Safety - it's what we do around here'

This expression was adopted in June 2010 as our Safety Culture Vision and is supported by Mission Statements linked directly in to the Activ Values. Cultural maturity is gaining momentum following a year of safety education, discussion and empowerment activities.

Achievements in 2009-2010

Implementation of a safety culture survey and subsequently a change action plan.

Implementation of a refreshed, operations-focused Safety Management System.

Introduction of a Site Health and Safety File tool kit.

Development of an internal Safety Conformance Audit and 'Leader Board'.

Roll-out of accredited Safety Training Modules through Activ Pathways.

Reward and Recognition for Safety Promotion through a 'Think Safe SIZ Award'.



Lost Time Injuries / Lost Time Frequency Rate Commentary

From 2007 financial year to 2010 financial year, Activ has seen a significant decrease in the Lost Time Injury Frequency Rate (LTIFR). (This is the number of working days lost following incidents versus the total hours worked within the organisation).

LTIFR improvement is due to the total hours worked increasing whilst actual lost time injuries remained static. The 2009-2010 LTIFR of 7.16 is reasonable when compared with other Health and Community Sector organisations, however the intent to achieve a '0' LTI – or Zero Harm – remains at the forefront of work activities across Activ.

Objectives for 2010-2011

Incident investigation and root cause analysis.

Occupational health and wellbeing assessments.

Further development and continuous improvement of our safety culture through education, communication and change commitment activities.

Activ Staff and Volunteers

Activ's staff and volunteers are fundamental to providing support services to people with disabilities. In June 2010, Activ employed 1445 staff (761 permanent, 684 casual staff) and 1046 supported employees. In the 2009-10 year there were 281 volunteers for Activ services and 951 City to Surf 2009 event volunteers.

Everyone is to be congratulated for the amazing work they do. In particular, special congratulations to two Activ staff members who won WA Disability Support Worker Awards. Dawn Harvey from Activ Kellerberrin won the award in the Accommodation Support category and Colin Holden from Activ Busselton won the award in the Independent Accommodation Award category. Both Dawn and Colin have been instrumental in enabling people with disabilities to participate in community life and to reach their potential.

Congratulations to Activ Business Services Kewdale, which won a 2009 Australian Disability Enterprise Award in the Supported Employees Team category. The employees and staff at Kewdale show wonderful teamwork in providing reliable specialty packaging services for airlines to a high standard, as well as taking the initiative to support each other and the local community.

There are many others at Activ who have achieved magnificent results, enabling people with disabilities and their families to pursue a better life.



Stats from the 2009 event:

Total Participants	38269
Marathon	879
Half Marathon	2167
12km Run	14125
12km Walk	11801
4km	8346
Volunteers	951

Activ's Communications

Coordinator, Caroline took part in the Rebel Sport City to Surf for Activ in 2009...here are her recollections of the day.

Having started working for Activ in 2009, I thought it would be great to get involved in the event which Activ established back in 1975. I'm not a natural runner but a friend from uni and I decided to do the Channel Nine 12km Run.

We trained by running around Lake Monger before work. On the day, we met at the train station where we enjoyed free transport into the city.

It was early Sunday morning and, besides one or two people struggling home after a big night out, almost everyone was participating in the event. It was a fit looking crowd.

As we arrived at the Esplanade oval, we saw some of the leading marathon runners gracefully rounding the corner next to the Perth Convention Centre. We dropped off our bags and found the place where we were to start.

The staggered start was excellent as all the people around me were running at about the same pace. Running along the Terrace and up the hill to King's Park was amazing. There was a sea of bodies where there is normally traffic; an incredible sight and distraction from Hill Number One.

There were people in costumes, mothers jogging with their baby in a pram, children and adults alike, as well as groups of people cheering on the sidelines.

The terrific atmosphere gave us extra energy to keep on running along Hay Street. The next hill, "Heartbreak Hill", was the biggest challenge. Our pace slowed, but we kept jogging and eventually made it to the top.

The rest is a blur, including another hill, and then finally ocean glimpses and a surge of energy which pushed me through to the end.

My running buddy and I each did it in about 1 hour 15 minutes, achieving our goal to run the whole way. At the end, it was good to refuel with a complimentary Powerade and fruit with friends at City Beach Oval. It was a fantastic experience and I will definitely do it again.



2009 Event Partners

Naming Rights Sponsor



Major Sponsors



Media Partners



Supporting Sponsors



Civic Partners



Meet the Board



**Peter Knowles
(President)**

Peter was appointed President in October 2007 and originally appointed to the Board in 2001. He has some 35 years of executive, corporate and business experience through senior executive management and director appointments. He is a Member of the Australian Institute of Company Directors and a graduate of Harvard's Advanced Management Program.

"Our society tends to provide material rewards to people based on their intellectual ability and not for their essential humanity. Activ seeks to redress that imbalance and give people with disabilities a chance to enjoy 'a better life'."



**Andrew Edwards
(Deputy President)**

A chartered accountant by background, Andrew Edwards is a professional company director whose career has included 25 years as a partner in Pricewaterhouse Coopers. 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.

"Activ makes an important contribution to our community by enhancing quality of life. Our entire community benefits when each individual benefits. It's about providing the opportunity to develop and be involved."



Leonie Walker

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 a hostel for special needs children. She now resides in Dunsborough with her husband and has a long association with local support groups in the area.

"Activ gives me information on disability trends and enables me to meet like minded parents who are a source of support and knowledge. Through Activ, I can advocate for myself and others in my position to help our sons and daughters achieve a better quality of life."



Martin Alciaturi

Martin is General Manager, Finance & Corporate, at Aquila Resources Limited. Prior to this position, he was a Division Director of Macquarie Capital for four years and, before that, partner-in-charge of Ernst & Young's corporate finance practice in WA for ten years.

"In my role on the Activ Board, I am given the opportunity to use my commercial experience for the benefit of people with disabilities and their families."

**Matthew Battrick**

Matthew has 30 years experience as a geologist in oil and gas exploration, development and production. His career spans five continents with major and large independent oil and gas companies. He was appointed as Managing Director of Sun Resources NL in January 2008. Matthew joined the Activ Board in 2001.

"Having a young adult daughter with profound intellectual disability, I know the importance of gaining access to safe, professional respite and accommodation services. My wife and I have found this to be so valuable over the years."

**Stephanie Black**

Stephanie Black is the Director Corporate Services, Department of State Development. She has a commercial background and was previously Chief Executive Officer at United Credit Union. Stephanie is a Fellow of FINSIA and a Chartered Secretary of Australia.

"I appreciate how Activ is a values-based organisation which contributes significantly to the WA community. The organisation's values of being compassionate and persistent in particular are so important when supporting people with disabilities. It's about never giving up."

**Phillis Breheny**

Phillis is the mother of a young man who has Down Syndrome. She has been involved in many support groups for the past 24 years. In 2000, Phillis was awarded Life Membership of the Down Syndrome Association of WA in recognition of her outstanding contribution. In the past five years, she has been actively involved in advocating for changes to legislation surrounding the Special Disability Trust.

"Activ's future sustainability is of paramount importance to me, due to the extensive role the organisation plays to provide a wide range of quality services to people with disabilities and their families."

**Tina Thomas**

Tina was appointed to the Board in October 2006. She has more than 20 years experience with Woodside Energy Ltd in various roles and is currently Vice President of Human Resources. Tina is also a volunteer at Esther Foundation, a young women's residential health, development and leadership program.

"I admire Activ's proud history in providing vital community services. In my role at Activ, I seek to ensure that we continue to provide a better life for those with a disability and all Australians for generations to come."

**Tony Vis (Chief Executive Officer)**

Tony was appointed Chief Executive Officer in October 2007. He previously served as President from 2001. Tony has extensive management experience across many sectors including community benefit organisations and is a Fellow of the Australian Institute of Company Directors. He is a member of the State Committee of the National Disability Services (WA) and of the Disability Services Committee of the Chamber of Commerce and Industry (WA).

"It is so important that we enable people with intellectual disabilities to work towards their individual goals and aspirations, have self worth and participate in our community."

Governance

The function of the Board is to represent Activ members, clients, their families and other key stakeholders in determining and demanding appropriate organisational performance for the services provided. In doing so, the Board is committed to meeting all legal and moral responsibilities and requirements accompanying sound corporate governance and binds Board members to the same principles and practices.

The Board governs with an emphasis on outward vision and strategic leadership in an environment that encourages a diversity of opinions and views. The Board makes collective decisions on issues, subjects and topics that have a clear distinction between the roles of Board and Chief Executive.

The Board appoints the Chief Executive Officer and his performance is appraised by the President in conjunction with the full Board.

Meeting attendance 2009/10

Name	Board	Audit & Risk	Governance & Nominations
Peter Knowles (President)	11	6	2
Andrew Edwards (Dep. President)	11	6	
Martin Alciaturi	8	6	
Matthew Battrick	8	5	
Stephanie Black	11		3
Phillis Breheny	9		2
Tina Thomas	9		3
Leonie Walker	8		
Tony Vis (CEO)	11	7	3
Number of Meetings Held	11	7	3

The Board has a number of Committees which provide advice and assistance to the Board in relation to governance processes and effective discharge of its fiduciary and stewardship duties and responsibilities.

Legal Structure: Activ is an association incorporated under the Associations' Incorporation Act (1987).

The Activ Board consists of:

Two members elected by country area members;

Three members elected by metropolitan area members;

Four members appointed by members at the Annual General Meeting;

An Executive Director who is the Chief Executive Officer of Activ.

Standing Committees

Audit and Risk Committee

Chair: Martin Alciaturi

This Committee assists the Board in monitoring and advising on internal control and risk management systems and for providing a policy framework for the delivery of an effective and efficient audit function within Activ.

Governance and Nomination Committee

Chair: Tina Thomas

This Committee assists the Board establish and maintain its governance process and to replenish Board members under the Terms of Reference as required.

Other Committees

Awards and Recognitions Committee

Chair: Murray Blanchard, AM JP

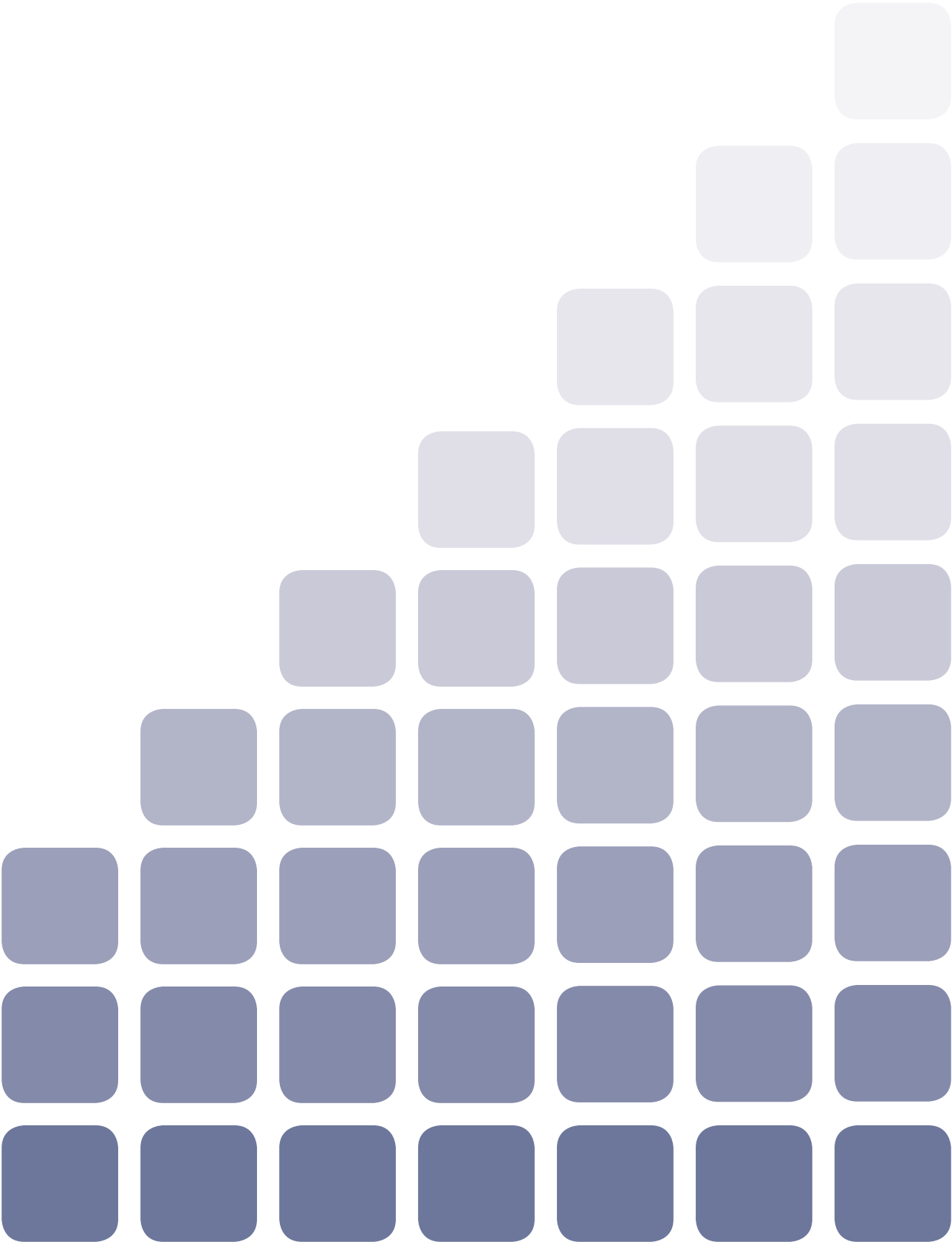
This Committee recommends individuals for internal and external awards.

Employee Advocacy Committee

Chair: Christopher Guest

This Committee represents and provides a channel of communication for employees of Activ's Employment Services. It advises the Board on matters of concern to employees with disability and ensures those employees are involved in decision-making processes.

Activ Financials



Statement of Comprehensive Income

For the year ended 30 June 2010

	2010 \$	2009 \$
Revenue	54,695,890	51,593,584
Other income	9,047,985	7,470,430
Employee benefits expense	(48,059,539)	(43,719,142)
Depreciation and amortisation expense	(1,910,356)	(1,933,914)
Operational lease expense	(1,852,692)	(1,868,842)
Finance costs	(284,502)	(252,599)
Accommodation household expense	(1,184,181)	(1,132,042)
Motor fleet operating expense	(1,198,335)	(1,239,875)
Audit, consultancy and legal expense	(727,422)	(1,246,606)
Repairs and maintenance expense	(1,416,498)	(1,404,105)
Raw materials and consumables used	(3,102,153)	(2,813,107)
Changes in inventories	(113,275)	(54,052)
Utilities	(590,748)	(467,613)
Other expense	(4,450,300)	(5,024,147)
Surplus / (deficit) for the year from continuing operations	(1,146,126)	(2,092,030)
Surplus for the year from discontinued transport contracts	1,404,717	-
Total surplus / (deficit) for the year	258,591	(2,092,030)
Other comprehensive income:		
	-	-
Other comprehensive income for the year		
	-	-
Total comprehensive income for the year	258,591	(2,092,030)
Surplus for the year	258,591	(2,092,030)
Total comprehensive income attributable to members of the entity	258,591	(2,092,030)
Deficit attributable to primary activities	(4,258,513)	(3,156,944)
Surplus attributable to secondary activities	4,517,104	1,064,914
	258,591	(2,092,030)

This Statement of Comprehensive Income forms part of the Abridged Annual Financial Statements. A complete set of Annual Financial Statements, including notes to the financial statements, is available upon request.

Statement of Financial Position

For the year ended 30 June 2010

	2010 \$	2009 \$
ASSETS		
Cash and cash equivalents	13,584,401	10,990,269
Trade and other receivables	2,945,691	2,838,590
Inventories	1,528,394	1,392,205
Financial assets	13,315	12,054
Other assets	404,071	324,992
Total Current Assets	18,475,872	15,558,110
NON-CURRENT ASSETS		
Property, plant and equipment	28,100,778	26,978,355
Intangible assets	63,725	101,950
Other non-current assets	12,993	9,893
Total Non-current Assets	28,177,496	27,090,198
TOTAL ASSETS	46,653,368	42,648,308
LIABILITIES		
CURRENT LIABILITIES		
Payables	3,584,574	3,178,901
Interest-bearing liabilities	133,168	214,331
Provisions	5,998,241	4,601,516
Other liabilities	6,450,723	5,522,289
Total Current liabilities	16,166,706	13,517,037
NON-CURRENT LIABILITIES		
Interest-bearing liabilities	1,678,966	570,236
Provisions	1,153,227	1,165,156
Total Non-current Liabilities	2,832,193	1,735,392
TOTAL LIABILITIES	18,998,899	15,252,429
NET ASSETS	27,654,469	27,395,879
EQUITY		
Reserves	14,079,680	13,077,992
Retained earnings	13,574,789	14,317,887
TOTAL EQUITY	27,654,469	27,395,879

This Statement of Financial Position forms part of the Abridged Annual Financial Statements. A complete set of Annual Financial Statements, including notes to the financial statements, is available upon request.

Statement of Changes in Equity

For the year ended 30 June 2010

	Retained Earnings	Revaluation Reserve	Service Development & Expansion Reserve	General Reserves	State Capital Grant	Total
	\$	\$	\$	\$	\$	\$
Balance at 1 July 2008	15,177,302	-	7,340,592	2,793,009	4,177,004	29,487,907
Total comprehensive income for the year	(2,092,030)	-	-	-	-	(2,092,030)
Aggregate amount transferred (to) / from reserves	1,232,615	-	(1,877,598)	959,508	(314,523)	-
Total comprehensive income for the year	-	-	-	-	-	-
Balance at 30 June 2009	14,317,887	-	5,462,994	3,752,517	3,862,481	27,395,878
Total comprehensive income for the year	258,591	-	-	-	-	258,591
Aggregate amount transferred (to) / from reserves	(1,001,688)	-	432,625	870,937	(301,874)	-
Total comprehensive income for the year	-	-	-	-	-	-
Balance at 30 June 2010	13,574,789	-	5,895,619	4,623,454	3,560,607	27,654,469

This Statement of Changes in Equity forms part of the Abridged Annual Financial Statements. A complete set of Annual Financial Statements, including notes to the financial statements, is available upon request.

Statement of Cashflows

For the year ended 30 June 2010

	2010 \$	2009 \$
Cash flow from operating activities		
Receipts from grants	41,344,956	38,753,087
Other receipts	20,382,584	18,353,164
Payment to suppliers, staff and employees	(57,053,125)	(52,595,839)
Dividends received	743	421
Interest received	682,179	701,036
Funds held on behalf of others received	365,792	896,599
Finance cost	(284,502)	(252,599)
Goods and services tax paid	(3,727,000)	(3,583,039)
Net cash provided by operating activities	1,711,627	2,272,830
Cash flow from investing activities		
Proceeds from sale of property, plant and equipment	4,369,646	601,347
Payment for property, plant and equipment	(3,890,909)	(3,941,784)
Net cash provided by / (used in) investing activities	478,737	(3,340,437)
Cash flow from financing activities		
Drawdown of borrowings	1,422,439	-
Repayment of finance lease commitments	(1,018,671)	(170,285)
Net cash provided by / (used in) financing activities	403,768	(170,285)
Net increase / (decrease) in cash held	2,594,132	(1,237,892)
Cash and cash equivalents at the beginning of the financial year	10,990,269	12,228,161
Cash and cash equivalents at the end of the financial year	13,584,401	10,990,269

This Statement of Cashflows forms part of the Abridged Annual Financial Statements. A complete set of Annual Financial Statements, including notes to the financial statements, is available upon request.

Activ Foundation Inc.

Annual Report – 2009/2010

Financial Statements

Statement By Chief Executive Officer And Non Executive Director

We, Tony Vis and Andrew Edwards, being the Chief Executive Officer and Non Executive Director, respectively of Activ Foundation Inc. state that to the best of our knowledge and belief the financial report;

- a) Presents a true and fair view of the financial position of Activ Foundation Inc. as at 30 June 2010, its performance for year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
- b) At the date of this statement, there are reasonable grounds to believe that Activ Foundation Inc. will be able to pay its debts as and when they fall due.

Dated at Perth this 28th day of September 2010.



Tony Vis
Chief Executive Officer



Andrew Edwards
Non Executive Director

To be read in conjunction with the full financial statements which have been published and are available on request.

www.activ.asn.au

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**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF ACTIV FOUNDATION INC.**

We have audited the accompanying financial report of Activ Foundation Inc (the 'entity'), which comprises the statement of financial position as at 30 June 2010, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the Statement by the Executive Director and Non Executive Director.

Board's responsibility for the financial report

The board of the entity is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act (WA) 1987 as amended. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards, which require us to comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance as to whether the financial report is free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstance, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the board members, as well as evaluating the overall presentation of the financial report.

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We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

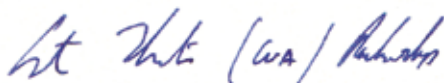
Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Auditor's opinion

In our opinion,

- a the financial report of Activ Foundation Inc. is in accordance with the Associations Incorporation Act (WA) 1987 as amended, including:
 - i giving a true and fair view of the entity's financial position as at 30 June 2010 and of its performance for the year ended on that date; and
 - ii complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act (WA) 1987 as amended.



GRANT THORNTON (WA) PARTNERSHIP
Chartered Accountants



M J HILLGROVE
Partner

Perth, 28 September 2010

Acknowledgements

Honorary Officers

Patrons

His Excellency, the Governor of Western Australia, Dr Ken Michael, AC, and Mrs Julie Michael.

Vice Patrons

Mayor Brad Pettit, City of Fremantle

Mayor Russell Aubrey, City of Melville

Mayor Trevor Vaughan, Town of Victoria Park

Mayor Ray Yuryevich RFD AM, City of Kalgoorlie-Boulder

Mayor Milton Evans JP, City of Albany

Lord Mayor Lisa Scaffidi, City of Perth

Mayor Heather Henderson, City of Subiaco

Mayor Terence Kenyon, City of Bayswater

Mayor Jon Kelly, City of Wanneroo

Mayor Troy Pichard, City of Jondalup

Mayor Nick Catania, Town of Vincent

Mayor Sheryl Froese, City of Nedlands

Mayor Simon Withers, Town of Cambridge

Mayer Paddi Creevey, City of Mandurah

Mayor David Boothman, City of Stirling

Mayor Ian Carpenter, City of Geraldton-Greenough

Shire President Wade DeCampo, Shire of Manjimup

Honorary Life Governors

Allyn Bryant AM JP

Maida Stern OAM

Vicki de Haas

Lorna Mitchell MBE OAM

Murray Blanchard AM JP

Colin Carle

Leonie Walker

Hazel Costigan OAM MSES CD

John Lane

Ernie Pearce

Peg Taylor OAM

Ray Reeves

Dawn Daw

Trustees

Mike Gurry
Tony Howarth
John Francks

Internal Awards 2009

Honorary Life Governor
Mrs Dawn Daw

Honorary Life Members
Mrs Barbara Whitmore

Thank You

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

- WA Disability Services Commission
- Australian Department of Families, Housing, Community Services and Indigenous Affairs
- WA Home and Community Care (Department of Health)
- Local Government Authorities
- Australian Department of Education, Employment and Workplace Relations
- WA Lotteries Commission, Lotterywest
- Appealathon
- Rebel Sport
- The Estate of Alice Mortram
- Combined Charities Association
- Annetta Adami Charitable Trust

- Newton Foundation
- United Way
- Apache Energy
- Grant Thornton
- Woodside
- Veolia Transport
- Lions Club of Geraldton
- Coles
- Asics
- Prime Health
- Fuji Xerox
- Nudie
- Powerade
- Channel Nine
- Sunday Times
- Perth Now
- Mix 94.5
- Skins
- WellTech
- Australia Post
- Gu
- Thrifty
- City of Perth
- Town of Cambridge
- Athletics Australia
- Athletics Western Australia

Activ Foundation Inc.

ARBN 060 921 271

ABN 11 553 592 765

Members' liability limited

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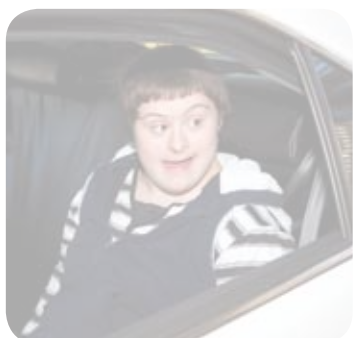
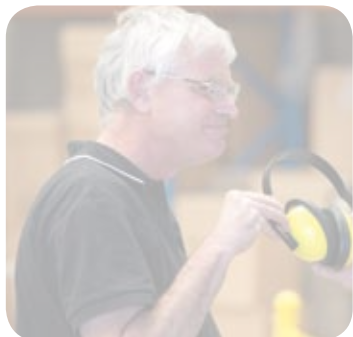
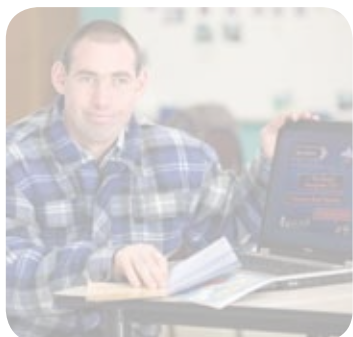
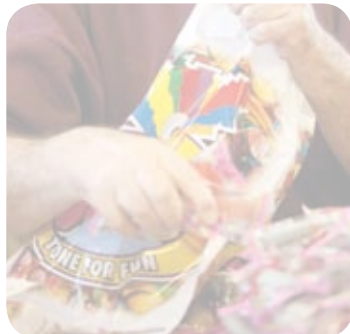
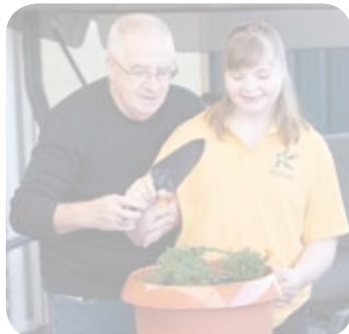
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