



ANNUAL REPORT 2022-2023



activ.asn.au

Message from the Chair

The Annual Report for the Activ Foundation, for the year ending 30 June 2023, shows a positive turnaround towards profitability.



The financial loss of \$10.8 million in the previous year shook our foundations and necessitated the requirement for strategic realignment. The work is defined and is underway, but its fulfillment will take a few years yet. It is pleasing to announce a loss of \$1.8 million for the year. 'Pleasing' is a strange word for me to use when announcing a loss, but is cognisant of the remarkable turnaround and the promise of future years, as we serve people with disabilities.

Activ worked with Government, supported employees, their families, and the sector to find an appropriate solution to meet the needs of customers and team members impacted by the necessary decision to exit our large-scale industrial workshops. We were pleased to confirm Workpower as the best partner to take over the seven worksites.

I extend my heartfelt thanks to all involved in achieving this positive outcome. We were always very aware of the impact this would have on our customers, their families, our people and the WA community, and are reassured that this result is a pragmatic and sensible outcome for all.

Organisations with long histories often have key turning points, and this was the latest in Activ's story, which has allowed the organisation to focus on securing sustainable growth and improvements in our accommodation, training, social enterprises, and community services. In essence, our re-aligned strategy will both build on our strengths and require us to revisit the core elements of our charter that were first defined seventy years ago.

This year we were proud to support customers across Western Australia and deliver around one million hours of support across accommodation and community.

We have supported key corporate partners in engaging people living with a disability; two examples being placements at Channel 9 and Nova. These success stories help to set an example to Western Australia's major employers of how to effectively welcome, and benefit from including people living with disability, into their workforce.

The positive trajectory of Activ is uplifting. The decisions of the past year, while incredibly difficult and challenging, have positioned us for a brighter and more impactful future. We eagerly anticipate the upcoming year with events like the Chevron City to Surf for Activ and the promise of a diversified lottery program.

None of this would be possible without our people. The enthusiasm and commitment that Activ's Board, Committees, Executive, and team members have displayed this year has been outstanding. Their compassion and dedication to our customers continues to be unwavering. I am confident that with the Activ Team's commitment, dedication, and perseverance, we will continue to improve the lives of our customers.

The Board, and I, look forward to the year ahead.

Dr Marcus Stafford AM
Chair





Message from the CEO

Not long into my time at Activ, it was obvious that there needed to be a fundamental shift in the way we operated. Activ needed to transition away from large-scale employment that was simply no longer sustainable.



This led to a lengthy and detailed process involving staff, customers, families, and prospective partners, with a view to getting the best outcome for our customers and staff. This culminated in Activ confirming Workpower as the most viable partner to take over seven of our employment sites from 12 June, 2023. My sincerest thanks to all who worked towards this incredible outcome which provided security for our customers, and our people, and ensured they could continue to do what they love.

Activ continues to grow our accommodation offerings, which accounted for much of this year's financial turnaround. Strengthening partnerships with Specialist Disability Accommodation providers has already seen the launch of several new properties and developments that our customers are proud to call home.

As we move forward, a new Strategic Operations Team will review and grow areas around our Learn and Work pillars, encompassing Employment, Activ Pathways, and the Activ Academy, which included opening a new Pathways training hub in East Victoria Park.

Internally, our team continues to review and streamline processes. Successful implementations so far include a new rostering system that has revolutionised the way we source and deliver staffing for customers and sites. Similarly, a

redesign of our service delivery structure has reduced administration and allowed Team Leaders to spend more time with customers and team members.

WA's favourite community event, the Chevron City to Surf for Activ, will return in August 2023. This year will be the first time Activ has been the only beneficiary of the event. I'm already in training for what is sure to be a great day out!

Activ was also proud to partner with Chevron Australia and Nova Entertainment on an innovative day of fundraising dubbed Action for Activ Day. Nova hosted a radiothon-style fundraiser while Chevron doubled all donations received on the day. It was a resounding success, generating more than \$310,000 of donations in just one day – the most raised for any single fundraising campaign in Activ's history.

These fundraising projects are integral for Activ to diversify our income and become more sustainable. The impact of the funds will be huge, with a number of Activ's accommodation homes set to receive renovations next year.

Activ is driven by the prospect of making an even greater impact on the lives of Western Australians living with disability. The year ahead will see the continued optimisation of our services to improve the lives of our customers, their families, and carers.



Thank you to His Excellency the Honourable Christopher Dawson AC APM and Mrs Darrilyn Dawson for their commitment to the role of official patrons of Activ Foundation.

I am also very grateful for the continued support of Activ's Board and Chair, my fellow executive members, and all on the Activ Team. Together we have already achieved what some thought was impossible but knowing what is in store for the year ahead already creates a sense of anticipation and pride that I'm excited to share.

Michael Heath
Chief Executive Officer



What we achieved



889

customers at the end of FY22-23



128

supported employees



1258

staff



129

disability homes



298

accommodation customers



\$9 million
improvement in result



Almost
1 million
hours of support provided across accommodation and community



16

community hubs



Graeme on air

Graeme's grin widens as he hops into the lift to head to his next shift at Nova 93.7's Subiaco studios.

As the lift starts to go up, he says he was very excited to be chosen by Activ to do a three-month internship at the station, saying he already liked listening to Nova so was really happy to be part of the team as a Supported Employee intern. Since completing his paid internship, Graeme has now signed a contract as an ongoing employee at Nova!

"I like the guys here, they're nice to talk to and catch up with. I'm feeling very welcomed when I come in every week," he says.

From internships, training, work skills, and traineeships, Activ works with customers to find the most suited employment option for their interests and capabilities, along with providing extra training and mentoring to help them venture towards open employment.

Graeme works at the station every Monday, completing a range of tasks which include tidying and cleaning studios, checking and stocking office and kitchen supplies, and learning skills from team members.

Hear more from Graeme here 



A lifechanging move

The open living spaces and private areas in their new High Wycombe home have been life-changing for Activ customers Roland and Douglas.

The pair moved from a 10-bed duplex with numerous housemates into a spacious and quiet three-bedroom home at the High Wycombe Specialist Disability Accommodation (SDA), delivered through a partnership between Activ Foundation, WAI Group and Community Housing Limited, in March.

Each of them has a beautiful large bedroom and their own ensuite bathroom, giving them privacy and a sense of ownership of their space. Their previous living arrangements were sometimes overwhelming, loud, and caused behaviours of concern.

Since moving into their new quiet home, Roland has been signed off from his need for Behaviour Support and enjoys a peaceful life with his housemates.

The move into these beautiful SDA homes has been incredibly positive and successful and will only get better over time as more residents experience the joys of their own space and a beautiful home.

[Read more here](#) 



Home sweet home

Activ is the biggest provider of disability accommodation homes in WA, with more than 120 residences. This number is only set to grow as we develop our accommodation offerings through partnerships and diversified home supports.

FY22-23 saw four new Specialist Disability Accommodation developments launch and welcome customers including Dampier Street in Geraldton, Prosser Street in Bunbury, Carman Way in Bassendean, and Hawkesvale Vista in High Wycombe.

The homes set a standard for modern disability living with spacious open-plan areas, private rooms with ensuites, connected outdoor areas, and accessible facilities.

[See the action from move-in day at Hawkesvale Vista here](#) 

Taking Action for Activ

Activ is proud to partner with Chevron Australia and Nova Entertainment throughout the year. This year we leveraged the partnerships in an exciting new fundraising initiative now known as Action for Activ Day.

Action for Activ Day was a one-day fundraising campaign where Nova hosted a radiothon-style broadcast, and Chevron matched donations all day to maximise the impact of the campaign.

The day provided an incredible amount of excitement internally and externally and really paved the way for a new annual fundraising date on the Perth calendar.



As this was the inaugural Action for Activ Day, our objective was to generate awareness and donation support. Our fundraising target was well and truly achieved – the day brought in \$310,000 of fundraising in 24 hours, which is six times more than has been raised for Activ in any past single campaign.

Nova Giveback Day

Part of our partnership with Nova Entertainment saw the Nova team descend on Activ's Bolsabay disability accommodation home in Waikiki for a garden makeover day.

A great day of team building turned into so much more, with local businesses jumping on board to donate items and time to ensure the best outcome for the residents. The overgrown and dark outdoor areas were transformed into open and bright spaces for the residents to enjoy. A bunch of new greenery that will grow and flower, a vegetable patch, and sensory native garden featured, including a paved path for all customers to be able to approach the floral displays that are set to attract an array of wildlife in Spring.



The team also cleaned out the enclosed alfresco area to make way for an extra lounge space and donated exercise equipment to turn a vacant room into a home gym so the guys could keep fit and healthy.

The reactions from the residents and their families were heartwarming as they tucked into afternoon tea outside for the first time together that afternoon.

[Check out some of the behind-the-scenes action from the day here](#)





Heart still beating

Activ Heartbeats will celebrate their 10th anniversary next year, with a special performance showcase celebrating the past decade, *Back to the Future*.

In 2013 Activ Beaconsfield Community Hub staff introduced customers to a Performing Arts learning program, teaching the basics of drama, music and dance.

Support Worker Kim Parkin says staff soon realised how much customers were engaged in the program and wanting to learn more, so the team decided to embark on the final project in the program.

"It was time to put on a show," Kim said. "They were all really excited. Back then we just had a very basic script that explored some of the characters customers chose.

"I remember we made all our props, even down to tie-dying to make vines for the island. We had a boat too that one of the performers wore, with straps over their shoulders.

"And I remember at the end of that show, we had this massive drumming session, virtually everyone had some form of percussion, even the audience members. And we all did an amazing percussion number to finish."

Since that first show, Activ Heartbeats has wowed audiences at their annual performance as well as across the wider Perth community with special performances at Government House, Crown Perth, and the Perth Convention and Exhibition Centre.

Next year's 10th anniversary musical *Back to the Future* will celebrate Activ Heartbeats' annual performances across the decade and include some of its inaugural performers Raheed and Shelley.

"I know it sounds a little over the top, but I'm not joking, we have the best fun ever!" Kim said.

Check out some highlights from the performance here 



Pathways for all

Bentley's university and technology precinct is now home to another education and training facility, with the welcome addition of Activ Pathways newly refurbished headquarters.

Activ Pathways is Activ Foundation's Registered Training Organisation (RTO) that offers training for people living with disability, disability sector workers, professional development and schools.

This financial year saw the Activ team officially open the new training centre, which sits on the border of Bentley and East Victoria Park.

"Activ Pathways was established in 2008 and since then we have trained and upskilled thousands of people whether that be people working in the

disability sector to corporates looking for professional development or preparing people living with disabilities to reach their goals and get ready for the workforce," Activ CEO Michael Heath said.

"Activ offers a range of nationally-recognised qualifications, individual units of competency, non-accredited programs and clinical programs covering essential clinical skills for individuals providing care to people in need."

"The courses cover a wide spectrum of skills as well, not just focused on the care sector, but Hospitality, Retail, Leadership, English as a Second Language, Horticulture, Manufacturing, General Education and Workplace Skills."

See news about the opening here 

Board Members



Marcus Stafford AM
Board Chair



Craig Knox Little
Joint Deputy Chair



Dale Calhoun
Joint Deputy Chair



Matt Wisniewski
Director



Lisa Palmer
Director



Bevan Smith
Director



Sheldon Renkema
Director



Michelle d'Almeida
Director



Zara Fisher
Director



Andrew Hillbeck
Director

Executive Team



Michael Heath
Chief Executive Officer



Kelly Smith
Chief Financial Officer



Darren Cutri
Chief Operating Officer



Michael van Oudtshoorn
Executive Manager
Marketing, Fundraising
and Events



Jamin Hirte
Executive Manager
Strategy and Digital



Elaine Taylor
Executive Manager
People and Culture



Emma Brierty
Executive Manager
Quality, Safeguarding
and Clinical Governance

Honorary Officers

Honorary Life Governors

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

Honorary Life Members

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

Honorary Life Friends

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

Board Attendance

10 meetings for the year

Marcus Stafford AM	9
Darle Calhoun	9
Craig Knox Lyttle	9
Matt Wisniewski	9
Lisa Palmer	8
Bevan Smith	7
Michelle d'Almeida	9
Zara Fisher	10
Andrew Hillbeck	8

2023 Financials

Statement of Comprehensive Income

Income	2023 \$m	2022 \$m
Total Grant and Sales Income	101.0	93.0
Other Income	4.9	3.4
Expenditure		
Employment Expenses	(88.1)	(87.7)
Raw Materials	(3.7)	(2.7)
Lease Expenses	(0.6)	(0.8)
Depreciation and Amortisation	(2.7)	(2.6)
Repairs and Maintenance	(3.4)	(3.0)
All Other Expenditure	(9.2)	(8.1)
Net Surplus/(Deficit) from Continuing Operations	(1.8)	(8.5)
Net Finance Costs		(0.3)
Loss from Discontinued operations		(2.0)
Net Surplus/(Deficit) for the Year	(1.8)	(10.8)

Statement of Financial Position

	2023 \$m	2022 \$m
Cash and Cash Equivalents	21.1	21.1
Plant and Equipment	20.4	25.2
All Other Assets	10.4	11.5
Total Assets	51.9	57.8
Trade and Other Payables	(8.1)	(6.7)
Provisions	(12.3)	(14.5)
All Other Liabilities	(8.4)	(11.7)
Total Liabilities	(28.8)	(32.9)
Net Assets	23.1	24.9
Reserves	1.9	1.9
Accumulated Surplus	21.2	23.0
Total Equity	23.1	24.9

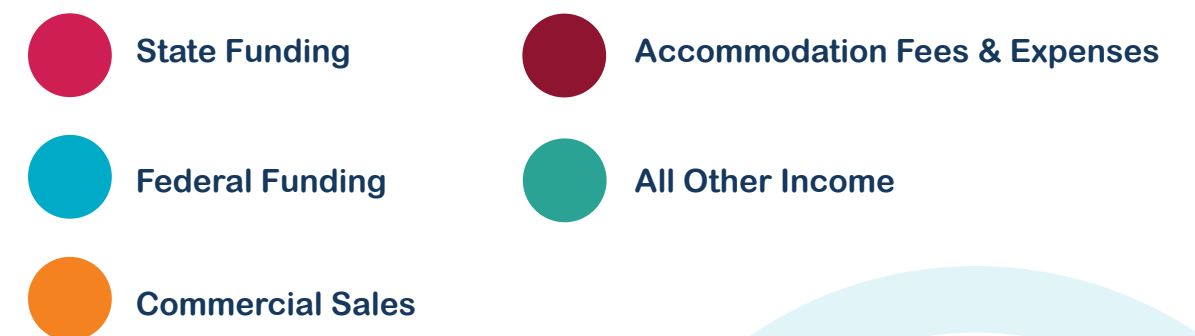
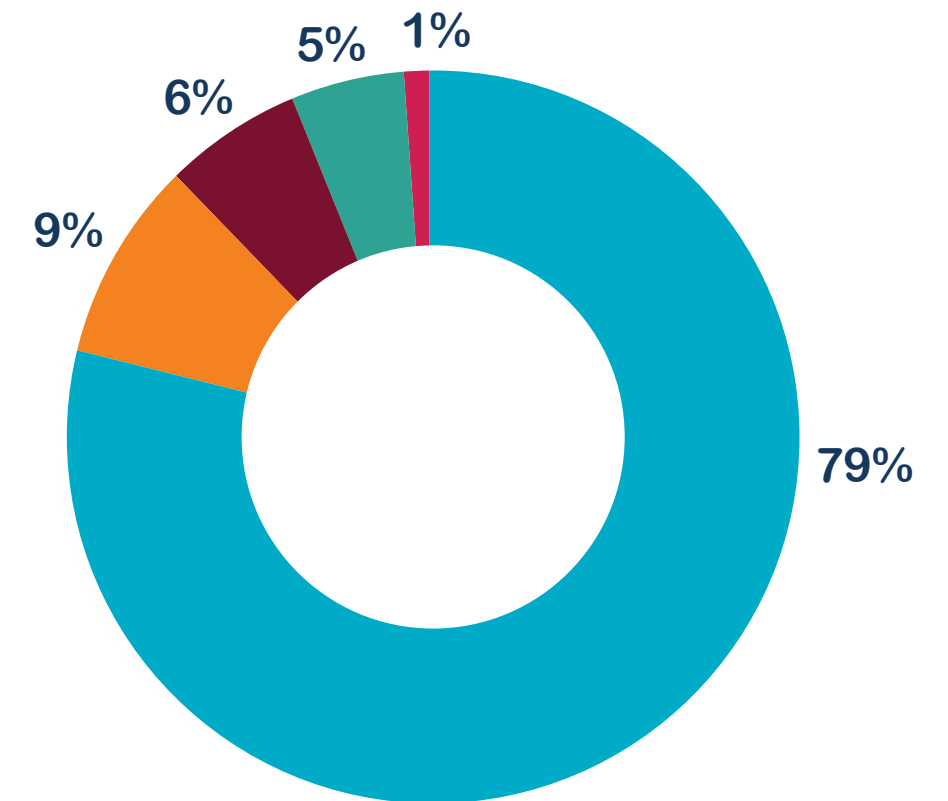
Audited Financial Statements for the year ended 30 June 2023 are available from the ACNC website.

In June 2023, Activ transferred certain components of its Employment operations to Workpower Incorporated. The income and expenditure associated with this transfer are presented in discontinued operations in the Statement of Comprehensive Income for both FY22 and FY23 to enable a comparison of the continuing operations across the two years.

The result for FY23 was a loss of \$42k after the receipt of a one-off grant of \$3.856m from DSS.

Activ continues to operate Property Care and Timber in Bunbury and Property Care in Busselton, as well as a number of Property Care and other Employment services in the Perth metropolitan area.

FY23 Total Income





327 Cambridge Street,
Wembley WA 6014
PO Box 446, Wembley WA 6913

Tel: (08) 9387 0555
hello@activ.asn.au

Activ Foundation Inc. ARBN: 060 921 271
Members Liability Limited
ABN: 11 553 592 765