

ANNUAL REPORT 2013-14





"The name ALARA is an acronym derived from the words access, lifestyle support, accommodation support, respite care and activities. ALARA's purpose is to provide a range of support services that are individualised and responsive to the needs of people with a disability, their carers and families."

ALARA INFORMATION

BOARD OF DIRECTORS

Jo' Witt — Chairperson
 Cathy Wheeler — Secretary
 Ian Morley — Treasurer
 Robyn Hartfiel
 Michael Kingham
 Noelene Schultz

AUDITOR

CB Audit Pty Ltd

CONTACT DETAILS

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Facebook

www.facebook.com/ALARAAssociationInc

ABN: 94 628 523 943

ACN: 164 125 384

DAY CENTRE AND REGIONAL LOCATIONS

Luke's Place Ipswich Area

Luke's Place Ipswich
 8 Warwick Road
 Ipswich Qld 4305

Luke's Place Salisbury Road
 33 Salisbury Rd
 Ipswich Qld 4305

Dingley Dell Gallery
 10 Pine Mountain Rd
 North Ipswich Qld 4305

Luke's Place Esk

6 Russell Street
 Esk Qld 4312

Luke's Place Lockyer

17 Campbell Street
 Laidley Qld 4341

Springfield Office

YMCA Springfield Lakes Community Centre
 63 Springfield Lakes Boulevard
 Springfield Qld 4300

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NOMINEES FOR BOARD OF DIRECTORS 2014/15

In accordance with Section 14.4 of the ALARA QLD Limited Constitution at the annual general meeting, one half of the Director's, or if the number of Director's is not a multiple of two (2) then the lesser number nearest to one half, must retire from office. A retiring member is eligible for re-election.

The following financial members of ALARA QLD Limited have been nominated for a position on the Board of Directors of ALARA Qld Limited. There are up to five (5) positions to be determined.

The following nominations have been checked and certified to be in order by ALARA Executive Manager Judith Dickson.

Nominees, listed alphabetically are:

- Antonietta Harrison
- Robyn Erica Hartfiel
- Noelene Schultz
- Catherine Wheeler

In accordance with Section 16.5 of the ALARA QLD Limited Constitution: At the first meeting following the Annual General Meeting each year the Directors shall elect from the Board of Directors the Chairman, Vice Chairman, Treasurer and those persons shall hold office until the Annual General Meeting or such other period as shall be determined by the Board of Directors from time to time.

MINUTES OF 2012/13 AGM

MINUTES FOR THE ANNUAL GENERAL MEETING, ALARA QLD LIMITED, HELD 9 SEPTEMBER, 2013

Attendees: As per attached list

Apologies: As per attached list

Proxies: As per attached list

1. Opening

Meeting opened at 7:10pm by Jo' Witt, Chairperson. Jo Witt' acknowledged the Traditional owners of the land and welcomed guests Mr. Ian Berry MP and Ms Karen Caine, Department of Communities.

Jo' Witt apologised for error in Annual Report page 3, Sue Saunders listed in error as Vice President, should be Cathy Wheeler.

2. Apologies and Proxies

Kate Stewart read the 25 member apologies noting 20 proxies and 15 guest apologies.

As attached

3. Minutes of the Annual General Meeting 2013

Motion: "That the minutes of the Annual General Meeting, held 10th September 2012, as printed, be accepted."

Moved: Lyn Stewart

Seconded: Barbara McMinn

Carried!

4. Business arising from the Minutes

Jo' Witt asked if there was any business arising from the minutes. Nil.

5. Reports

President's Report

The President's Report was delivered by Jo' Witt.

Motion: "That the President's Report for the Year 2012 – 13 be accepted."

Moved: Ray McMinn

Seconded: Carol Cummings

Carried!

Treasurer's Report

The Treasurer's report was delivered by Ian Morley.

Motion: "That the Treasurer's Report for the Year 2012 – 13 be accepted."

Moved: Ian Morley

Seconded: Bruce McFarlane

Carried!

Financial & Auditor's Report

The Auditor's Report was addressed by Treasurer Ian Morley.

Motion: "That the Auditor's Report for the Year 2012 – 13 be accepted."

Moved: Ian Morley

Seconded: Sue Saunders

Carried!

Executive Manager's Report

The Executive Manager's report was delivered by EM Judy Dickson.

Motion: "That the Executive Manager's Report for the Year 2012 – 13 be received."

Moved: Ray McMinn

Seconded: Lyn Stewart

Carried!

6. Election of Board of Directors

Kate Stewart advised that in accordance with Section 14.4 of the ALARA QLD Limited Constitution, at the first general meeting of the Company, all Directors must retire from office. At every subsequent annual general meeting, one half of the Directors must retire from office.

Five financial members have been nominated for a position on the Board of Directors. The nominations were checked and certified to be in order by the Executive Manager Judy Dickson.

Kate Stewart asked Mr. Ian Berry MP to conduct the election of the Board of Directors.

Motion: *That Robyn Hartfiel having retired in Accordance with Section 14.4 of the ALARA QLD Limited constitution as being eligible, is elected as Director of the Company.*

In favour: 15 Voting members present and 20 Proxies

Against: Nil

Motion: *That Mike Kingham having retired in Accordance with Section 14.4 of the ALARA QLD Limited constitution as being eligible, is elected as Director of the Company.*

In favour: 15 Voting members present and 20 Proxies

Against: Nil

Motion: *That Ian Morley having retired in Accordance with Section 14.4 of the ALARA QLD Limited constitution as being eligible, is elected as Director of the Company.*

In favour: 15 Voting members present and 20 Proxies

Against: Nil

Motion: *That Catherine Wheeler having retired in Accordance with Section 14.4 of the ALARA QLD Limited constitution as being eligible, is elected as Director of the Company.*

In favour: 15 Voting members present and 20 Proxies

Against: Nil

Motion: *That Joanne Witt having retired in Accordance with Section 14.4 of the ALARA QLD Limited constitution as being eligible, is elected as Director of the Company.*

In favour: 15 Voting members present and 20 Proxies

Against: Nil

7. Appointment of Auditor

Motion: *“That CB Audit Pty Ltd be appointed as auditors of the company”*

In favour: 15 Voting members present and 20 Proxies

Against: Nil

8 Fixing Auditors Remuneration

Motion: *That the Board be authorised to fix the Auditor’s remuneration.*

In favour: 15 Voting members present and 20 Proxies

Against: Nil

9. Recognition Awards

Motion: That Life Membership of ALARA QLD Limited be awarded to Joanne Witt in recognition of her distinguished and meritorious service to the Company.

In favour: 15 Voting members present and 20 Proxies

Against: Nil

The following staff longevity awards were announced by the EM Judy Dickson:

5-year Awards

Doreen Black
Amanda Crosby
Jenette Hall
Kylie Hammond
Howard Hepworth
Ricardo Hernandez
Sharon Horne
Cecilia Ann Van Kleef
Robyn Latham
Elaine Scott
Eva Tal
Susan Tracey
Jennifer Warszawski

10-year Awards

Michelle Burrows
Lorraine McIntosh
Faith Muir
Pam Russell
15-year Awards
Reiner Dickler
Jill Kreis
Deanne Reedy

20-year Award

Janet Siljac

10.Date of Next Meeting

The date 2013/2014 Annual General Meeting was set at Monday 8th September 2014.

11.Closure

There being no further business, the Chairperson declared the meeting closed at 7.55pm.

Jo' Witt

Kate Stewart

Chairperson

ATTENDEES A.G.M. HELD 9TH SEPTEMBER, 2013

Life Members

Agnes Brown
 Robyn Hartfiel
 Ray McMinn
 Ian Morley
 Sue Saunders
 Lyn Stewart

Members

Gordon Broughton
 Carol Cummings
 Mike Kingham
 Bruce McFarlane
 Barbara McMinn
 Sally McMinn
 Noelene Schultz
 Don Stewart
 Kate Stewart
 Jo Witt

Associate Members

Leisha Robertson Haim and Carer

Proxies

Helen Cook – appointed Chairman
 Jim Cummings – appointed Carol Cummings
 Hilda Fixter – appointed Jo' Witt
 Gary Gannaway – appointed Chairman
 Michelle Gannaway – appointed Chairman
 Sue Hampton – appointed Chairman
 Kevin Hartfiel – appointed Robyn Hartfiel
 Maria McCaffrey – appointed Chairman

Carol Moore – appointed Chairman
 Lance Mullins – appointed Chairman
 Michael Munt (Biztopia P/L) – appointed Chairman
 Greg Ploetz – appointed Robyn Hartfiel
 Anne Ruthenburg – appointed Chairman
 Robyn Sailer – appointed Chairman
 Imelda Samson – appointed Chairman
 Bernard Schostakowski – appointed Chairman
 Gerard Schostakowski – appointed Chairman
 Shirley Schostakowski – appointed Chairman
 Stephen Schostakowski – appointed Chairman
 Cathy Wheeler – appointed Chairman

Staff

Russell Bentley
 Julie Bounds
 Lyn Corbett
 Leah Corbyn
 Judy Dickson
 Anne Hall
 John Horne
 Tracy Johnstone
 Toni McKlaren
 Tanya Moore
 Gaylene Smith
 Sue Tracey
 Maria Wakeman
 Robyn Wuth

Guests

Mr. Ian Berry MP, State Member for Ipswich
 Karen Caine – Department of Communities

APOLOGIES

Life Members

Jim Runham

Members

Paul Burke

Helen Cook

Jim Cummings

Hilda Fixter

Gary Gannaway

Michelle Gannaway

Robyn Gregory

Desley Hamilton

Suzanne Hampton

Kevin Hartfiel

Maria McCaffrey

Carolyn Moore

Lance Mullins

Michael Munt – Biztopia

Heather Olm

Greg Ploetz

Anne Ruthenburg

Robyn Sailer

Imelda Samson

Bernard Schostakowski

Gerard Schostakowski

Shirley Schostakowski

Stephen Schostakowski

Cathy Wheeler

Guests

Cr Andrew Antonioli – Ipswich City Council

Cr Victor Attwood – Ipswich City Council

Cr Cheryl Bromage – Ipswich City Council

Cr Bruce Casos – Ipswich City Council

Mr. Sean Choat MP – Member for Ipswich West

Kathy Haviland – Disability Services

Cr Sheila Ireland – Ipswich City Council

Cr Graeme Lehmann – Mayor Somerset Regional Council

Cr David Morrison – Ipswich City Council

Cr Heather Morrow – Ipswich City Council

Cr Charlie Pisasale – Ipswich City Council

Cr Paul Pisasale – Mayor Ipswich City Council

Mr. Ian Rickuss MP – Member for Lockyer

Mr. Bernie Ripoll MP – Member for Oxley

Cr Paul Tully – Ipswich City Council

KEY STRATEGIC AREAS

INDIVIDUAL & COMMUNITY OUTCOMES

Outcome 1: A high level of client and family/carer satisfaction.

Outcome 2: A high level of engagement with the local service sector and community.

Outcome 3: Raised aspirations for people with a disability to have valued roles in their community.

WORKFORCE DEVELOPMENT

Outcome 1: A workforce that is energised, proactive, self-initiating and responsive to the changing needs of people with a disability and ALARA.

Outcome 2: A stable workforce that is trained, skilled and knowledgeable about their roles and responsibilities.

Outcome 3: A workforce that is valued and supported to achieve the vision of ALARA.

Outcome 4: ALARA is viewed as a preferred employer

FINANCIAL OUTCOMES

Outcome 1: Delivery of cost effective disability support services in ALARA's catchment area.

Outcome 2: The level of client services meets the funding allocation and contracted outputs.

Outcome 3: An increase to ALARA's revenue by exploring other sources of funding (recurrent and non-recurrent) consistent with client needs and the scope of ALARA services as outlined in the Scope Policy.

ORGANISATIONAL IMPROVEMENT & INNOVATION

Outcome 1: ALARA's systems and infrastructure are effective in addressing the organisation's growth.

Outcome 2: Provision of innovative responses to needs.

OUR VALUES



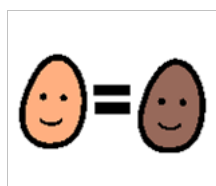
VALUE 1: CLIENT FOCUSED

We will be **CLIENT FOCUSED** and aim to meet individual needs.



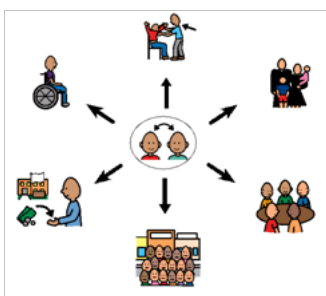
VALUE 2: RESPONSIVE

We will be **RESPONSIVE** and flexible within our resource limitations.



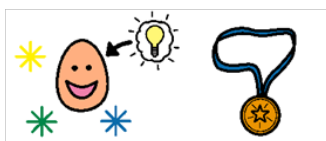
VALUE 3: PARTNERS

We will be **PARTNERS** with our clients, carers, families, staff, volunteers, members, the community and funding bodies.



VALUE 4: RESPECT

We will operate with **RESPECT**, dignity, confidentiality, accountability, equity and honesty with open and transparent communication.



VALUE 5: EXCELLENCE

We will strive for **EXCELLENCE** through learning, innovation, creativity and change.

CHAIRMAN'S REPORT

As we embark on the 23rd Annual Report for ALARA for the year ending 2013/2014 it is with great pride that I present the following excellent achievements:

ALARA continues to work towards readiness for the implementation of the National Disability Insurance Scheme (NDIS) in Queensland. Our goal is to ensure that we can continue to provide deliver quality services for the community that are consistent with ALARA's standards.

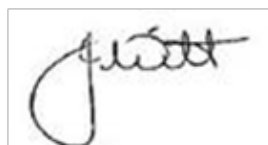
Since its opening in August 2013, Luke's Place Salisbury Road has provided a number of innovative and responsive programs that have enhanced the lives of many of our clients. As part of our Luke's Place programs in the Ipswich area, it offers opportunities for skill development while teaching a variety of life skills in a supportive environment.

Consistent with ALARA's strategy to address unmet need in the region, ALARA during the financial year opened an office at Springfield Lakes Community Centre. This has been well received by clients and family and community. ALARA's strategic direction includes a plan to further expand within the Springfield/Ripley region to provide services, programs and opportunities for people with disabilities.

The renovations of the Dingley Dell Gallery have commenced and further work is in the final stages of planning and will commence when approvals from council/engineers and the Board are given and the funding sourced.

Once again, thanks to all our volunteer Board Directors for their ongoing commitment to ALARA. I would also like to recognise the outstanding contributions made each day by management, staff and volunteers who continue to provide opportunities for local people with disabilities.

Jo' Witt



**Chairperson
ALARA QLD Limited.**



CORPORATE INFORMATION

ALARA QLD Limited is a public company limited by guarantee with members rather than shareholders. A member can be a body corporate but must nominate one individual to represent it in the company.

BOARD OF DIRECTORS

ALARA is governed by a Board of Directors which will consist of at least five and not more than eight Directors. The Directors must meet at least once every two (2) calendar months to exercise their functions.

BOARD PROFILES

PROFILES OF DIRECTORS IN OFFICE AS AT 30 JUNE 2013:



Jo' Witt – Chairperson

Jo' joined the ALARA Association Inc. Board in 2002, serving as the President of the Association from 2008 until 2013 when she became President of ALARA Qld Limited. Jo has extensive experience

in retail including a range of managerial roles. She has recently changed her career focus, taking up a role in the Community Services sector and studying for formal qualifications in the area of Mental Health Recovery. As a parent of a young person with a disability she has extensive lived experience in a caring role. She is a strong advocate for people with disabilities and their carers, promoting a holistic approach to service delivery.



Cathy Wheeler – Company Secretary and Board Director

Cathy joined the ALARA Association Inc. Board in 2006, becoming a Board Director and Company Secretary of ALARA QLD Limited in 2013. Cathy has extensive qualifications

relevant to her chosen career in Education. She has worked with people with a disability since the 1980's and in Special Education since 1990 teaching at Lowood, Cunnamulla and at Goodna. She is currently the Deputy Principal at Goodna Special School. She has been a Justice of the Peace since 2000. Cathy brings to the ALARA Board extensive knowledge of services and support for children and young people across the ALARA catchment area and a deep understanding around issues related to the provision of quality support services.



Ian Morley – Treasurer

Ian joined the Respite Care Services (Ipswich) Board in 1997 taking on the role of Treasurer. He has continued to serve in that capacity on the ALARA Association Board of Management and as a

Board Director for ALARA QLD Limited From 2013. Ian was an experienced Chartered Accountant who until his retirement in 2011 was a partner with a local Ipswich Accounting Firm. Prior to this he had a broad range of experience as an accountant in the corporate sector. He has had a lifelong commitment to sport and fitness has qualified both as a track and field judge and trampolining judge. He has held a number of positions on sporting club Boards of Management both in New Zealand and Australia. As Treasurer, Ian has contributed his knowledge of accounting, tax and business to the ALARA Board over the years of his involvement. He has been actively involved in the ongoing development and improvement of ALARA's financial and accounting systems and processes. Ian is a life member of ALARA QLD Limited.



Robyn Hartfiel – Director

Robyn joined the Respite Care Services (Ipswich) Board in 1998 subsequently served on the ALARA Association Board of Management and continued as Board Director with the transition of the organisation

to ALARA QLD Limited in 2013. She has been a solicitor for 25 years and until her recent retirement was a partner for local Ipswich firm M.A. Kent and Associates. She now continues her relationship with the firm on a consultancy basis. She is Secretary of the Ipswich Woman's Development Network and volunteer solicitor for TASC Ipswich (both not for profit organisations). In addition to her years of experience as a Board member for the organisation Robyn's legal background has been invaluable to the Board when considering matters such as leases, real estate transactions, agreements and other legal issues that arise from time to time. Robyn is a life member of ALARA QLD Limited.



Noelene Schultz – Director

Noelene joined the ALARA QLD Limited Board in 2013 filling a casual vacancy. She has had a career as a nurse for 48 years and has held registration as a general Nurse. Noelene has worked both in the private and

public sector as a nurse with the last 28 years spent focused on working with school aged children and their families in Community Health. As a keen orchid grower Noelene has been an active and supporting member of the Ipswich Orchid Society for 14 years, also actively involved in her church commitments. As a grandparent of a child with a disability she brings to the Board invaluable life skills and experiences. Noelene is committed to building community awareness of issues for people with a disability and their families.

Note: Board Directors Kate Stewart and Ray McMinn did not stand for re-election at the AGM in September 2013.



Mike Kingham – Director

Mike joined the ALARA Association Board of Management in 2013, becoming a founding Board Director of ALARA QLD Limited in 2013. Mike was educated in the United Kingdom and moved to Australia in 1961. He has

had diverse working life which has included owning and operating a family business in the Lockyer area, being QLD Sales Manager for the print company and working in the local Real Estate Industry. Over the years Mike has contributed to his local community in a range of volunteer roles including past president and Secretary for his local Lions Club, Adult Literacy educator and volunteer tutor and currently provides regular musical performances at local nursing homes and respite centres. Mike brings to the ALARA QLD Limited Board his invaluable lived experience of acquired disability, a strong business background and local networks and an interest in positioning ALARA to respond to the changes required under an NDIS.

EXECUTIVE MANAGER'S REPORT



“Our success this year is again a testament to an ongoing team effort. I would like to personally acknowledge ALARA’s Board and all of our staff and volunteers for your skill, commitment and passion for making a positive difference in the lives of people we support.”

JUDY DICKSON, ALARA EXECUTIVE MANAGER

I am pleased to present the Annual Report for ALARA QLD Limited for the 2013-2014 year.

This year has been very active for the organisation on a number of fronts.

We are operating in a very dynamic environment and engaged in preparing the organisation for service provision under an NDIS while seeking to continue to deliver quality services and supports under current funding arrangements.

Once again we have seen a steady increase in the number of individuals with individual funding packages choosing ALARA as their service provider. A key factor has been ALARA’s focus on supporting individuals to achieve their goals and extend their horizons and the continuous improvement of service quality and reliability.

ALARA’s Host Provider service for the Department of Communities ‘Your Life Your Choice’ program has provided opportunity for individuals or families seeking to have greater choice and control in the use of their funding. This funding program enables individuals or families to self direct or self manage their support.

ALARA has continued to be successful in creating a range of new opportunities in areas such as sports, music and the arts through collaboration with other local community groups and the business community.

In order to provide new opportunities that respond to the expressed needs of our service participants we have embarked on two capital fundraising projects

– the Accessible Garden Project at Luke’s Place Salisbury Road and the renovation of the Dingley Dell Gallery. Progress has been made with both projects over the year.

Our success this year is again a testament to an ongoing team effort. I would like to personally acknowledge ALARA’s Board for their clear strategic focus which has enabled the organisation both to prepare for the NDIS as well as continue to improve and develop as a quality service provider.

Thank you also to all of our staff and volunteers for your skill, commitment and passion for making a positive difference in the lives of people we support.

On behalf of ALARA, I would like acknowledge the ongoing support of our funding bodies, state, federal and local governments, trusts and foundations, local business, and the many supporters in the communities in which we operate.

Most importantly, thank you again to our clients and families for welcoming our service into your lives, and providing the valuable input and feedback that helps us monitor and improve our services.

The following report provides an overview of the activities of the organisation and what has been achieved in relation to each of our strategic areas in this financial year.

INDIVIDUAL AND COMMUNITY OUTCOMES

ALARA QLD Limited aims to provide high quality, flexible and responsive services that support and enable people with a disability to be valued members of their community.

SERVICE OVERVIEW

During the course of the year ALARA provided services to 621 clients and their families and carers. In total, across all revenue types, we provided 149,784 hours of direct support. Additionally ALARA assisted numerous clients and families with assistance in sourcing or obtaining necessary specialised equipment.

The following is an overview of services provided by ALARA in the 2013-2014 financial year by service area.

DIRECT SERVICES

DS Block Funding

Department of Communities – Disability Services (DS) provides block funding to ALARA to flexibly meet the needs of a number of clients. This financial year the DS Block funding enabled ALARA to support 40 clients providing a total of 9568 hours of service with a flexible range of supports including personal care, respite, learning and development programs.

The DS Accommodation block grant continued to assist three individuals to live in the accommodation of their choice.

DS Individual Funding

In the 2013-2014 financial year ALARA supported 91 clients with individualised funding. Services were provided at home, centre-based or community locations. ALARA again experienced significant growth in the number of individuals allocated individualised funding by Disability Services who selected ALARA as their provider of choice.

DS Post- School Block Specified

This year ALARA provided services to 7 individuals from the Ipswich area and one person from the Laidley area through this funding stream. The support provided is tailored to the individuals needs and can include goal-orientated centre-based or community-based support.

Community Care Block – Direct Services (State)

During the financial year ALARA supported 485 people with a disability providing 28,751 hours of support assisting with personal care, social support, respite care, and domestic assistance.

In addition, Community Care funding enabled the organisation to provide a total of 2511 hours of Assessment, Client Care Coordination, Case Management Counselling, Support, Information and Advocacy.

As advised in the last Annual report, towards the end of 2012, Queensland Health's Hospital and Health Services - West Moreton notified Community Care of the decision to relinquish funding for community care services effective 1 July 2013. To ensure continuity of services for local people with a disability, ALARA and other community care providers in the region accepted additional funding for community care services. Clients were contacted by ALARA towards the end of 2012/2013 financial year and services commenced from the first week in July 2013. The increase in clients and number of hours provided under the Community Care block grant reflects this transfer of auspice.

Current Community Care contracts have been extended to 30 June 2015.

Home and Community Care Block – Department of Health and Aging (Federal)

During the financial year ALARA supported 16 older individuals with a disability providing social support domestic assistance and centre based services.

DAY SERVICES

ALARA currently operates centre-based day respite programs in Ipswich, Esk and Laidley.

Luke's Place Esk and Luke's Place Lockyer are funded through the Department of Communities – Disability Services for the provision of centre-based and flexible local respite support. Luke's Place Ipswich area services located at Warwick Rd and Salisbury Road are funded through Department of Communities – Community Care (now Community Care). Funding for a small number of places is also received from the Home and Community Care program through the Federal Department of Social Services.

Each centre continues to strive to improve the quality of programs, provide opportunities for clients to develop new skills and to connect to the local community in a meaningful and valued way. The funding is predominantly for centre-based group support which limits the level of individual hours. Coordinators are therefore required to be innovative and have the ability to actively foster partnerships with the community to maximise opportunities for clients.

Luke's Place Lockyer

During the 2013-2014 period, 28 people with a disability were supported through the Centre's DS block grant with a total of 6610 hours of support provided.

Luke's Place Lockyer program participants continue to be actively involved in their local communities through volunteering. The organisations they have supported during the year include Tabeel Nursing Home, the Laidley Crisis Centre and Accommodation, Laidley Meals on Wheels, Brave Companion Dog Rescue, Uniting care Op Shop (Laidley), Charity Op Shop (Summerholme) and Red Cross Op Shop (Gatton). Clients from the service are also involved in a range of community activities such as the Laidley Gym Group, Heartmoves, the Gatton Men's shed, the Golden Years of Music and the IDA Singers Choir in Ipswich.

The Wednesday Life Skills group continues to focus on meal planning, shopping for ingredients and cooking skills, with program participants cooking a meal to share with their families.

The Book stall operated by service participants on a Friday at the local Laidley Markets raised \$1245.30 during the financial year. The group chose to purchase the following resources for the service including a new folding table for the market, cooking utensils for the Life Skills Program, client diaries, supply and installation of a TV wall mount, Christmas party and Volunteer party catering and groceries and art supplies. This initiative commenced to assist people to develop money handling and numeracy skills. Stall holders responsibilities now include sorting, pricing, sales and customer service and banking the takings.

Luke's Place Esk (LPE)

During the financial year the centre continued to operate three days a week based at the Lutheran Church Hall in Esk. In-home and community-based support was provided throughout the week.

In total 10 individuals received centre-based support during the financial year, and 12 people received in-home and community-based support.

Luke's Place Esk supports a number of service participants to actively engage in volunteering for local community organisations. At the end of June 2014 service participants were engaged in activities such as:

- Can collecting and crushing to raise much needed funds for the Leukaemia Foundation. Cans are supplied by the Club Hotel, Esk.
- Sewing and making small items, removing buttons off old clothes and cutting the material into the correct sizes for cleaning rags for the Red Cross Thrift Shop at Toogoolawah.
- General cleaning duties at the Esk Thrift shop.
- Assisting with grounds maintenance at the Esk Golf Club. This local club is run by volunteers.

Emphasis continues to be placed on improving service participants' health and fitness. This includes accessing the hydro therapy pool at Goodna or Kilcoy.

ALARA's Arts program

Service participants at Luke's Place Esk continued to care for plants in their planter boxes at the restored Esk Railway Station building. This is a joint project with the Esk Lions Club. Once a month the participants join with the Esk Lions Club members for morning tea. This has assisted participants to expand their local networks.

Luke's Place Ipswich Area

Luke's Place Ipswich area services are funded as centre-based day respite services through a recurrent Community Care block grant. A small number of additional individuals are block funded through Home and Community Care Services (Federal). Some individuals also attend the service utilising Disability Services post school, post school block specified or flexible respite funding.

During the 2013/2014 financial year, a combined total of 206 clients received Ipswich centre based services through Community Care or Federal Social Services funding at Luke's Place Ipswich, Luke's Place Goodna (until 28th February 2013), Luke's Place Salisbury Road (from 4th March 2013), through the Aspirations Program or Dingley Dell initiatives. Across this program 27,202 hours of support were provided.

Each of our Ipswich locations lends itself to different types of programs and activities. Accordingly on a quarterly basis participants chose from options developed around shared interests, goals and aspirations. Activities are offered at the most appropriate venue. Each person receives an individual schedule.

Programs included....

Aspirations

The Aspirations Program provides group-based support for excursions and activities for people on the waiting list for day respite services or who prefer this type of service. Clients who are individually funded can also choose to access this program to explore shared interests and maximise their support.

Activities throughout the financial year were varied and included Murr's Ceramics, Broncos Training, a day at Powercruise, fishing and crabbing, the South Bank and Eat Street markets to name a few.

Arts Programs

We were unable to access the Dingley Dell Gallery for most of the financial year because of the preliminary work being undertaken for the renovations. However it was still a very active year in respect to our Arts programs. Some of the highlights of the year included an Introduction to Photography Course presented by Larry Stumer, and an Air Brushing group facilitated by volunteer and local artist Paul Stevenson which continues to meet. In early 2014 a "Wear your Art" course exploring traditional fabric art techniques ran for 6 weeks with participants designing and producing some stunning pieces.

ALARA was again successful in obtaining funding from the Regional Arts Development Fund to run a range of free workshops for aspiring artists with a disability. These workshops and activities funded are in three streams – ceramic sculpture and mixed media, artistic expression using ceramic forms, slip casting and the use of bisque to create jewellery. and are being held between May 2014 to February 2015.

"What's in Art" Social Arts Group

A group of interested service participants who are passionate art enthusiasts attended a meeting at Luke's Place Salisbury Road in August 2013 to discuss forming an art social group. During the meeting, the group decided that its purpose would be an arts social group with members supporting one another to learn about other artistic mediums, visit exhibitions and gallery's for inspiration and eventually to display works in the community gallery. This group continues to meet on Fridays each fortnight.

LAN Group

The LAN group which has operated one evening a week at Luke's Place Salisbury Road since March 2013 enables young people with a disability to meet and share their passion for interactive gaming and related interests.

JAM Guitar Workshops

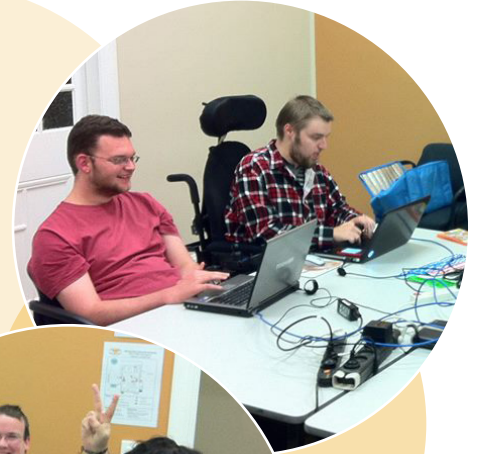
JAM is a not for profit organisation of professional musicians who share their music with the community. This financial year, JAM again facilitated workshops for around 20 people at Luke's Place Salisbury Road. This time the aim was to create guitars from recycled materials. Parts of the Guitar were made from packing crates and another part was made from an old venetian blind. The only new parts were the electrics, the strings and the screws.

HOLIDAY RESPITE PROGRAMS FUNDING (LAIDLIEY)

The Lockyer Children's Holiday Respite Program funded by the Department of Communities – Disability Services was conducted for 5 days during each school holiday period. This meant that each child had an opportunity to attend 150 hours of programs through the Lockyer Holiday Respite Program over the last year. The program, targeted to high school-aged children with a disability, provided support during the school holiday period with twelve children being supported this year.

This program continues to be extremely popular and very positive feedback has been received from children and families. In July 2013 private funding was obtained to be able to assist families to purchase, at a reduced cost, an annual VIP Pass for their children to have access to 3 Theme Parks which included Movie World, Sea World and Wet'n'Wild World. We made the most of these passes ensuring that we went to a Theme Park once during every holiday period. Other Activities were as diverse as Cooking, Movie & Macca's Days, a Disco, a Christmas Workshop making Christmas Presents & completing Christmas Cooking to take home, Going on a train to Southbank & taking a ride on the City Cat, a woodworking day to make a wooden drum, craft workshops, and fitness days which included swimming and tennis.

The LAN Group, Luke's Place Salisbury Road



The funding received assists ALARA to engage support workers for the program but does not cover entry costs or other out-of-pocket expenses. To assist with these additional costs a number of local parents have been conducting a sausage sizzle at the Laidley markets which is conducted on the second Friday of every month.

LOCKYER RESPITE SERVICES

This is a new program for the Lockyer area funded by the Department of Communities – Disability services. It provides in-home and out of home overnight respite services.

During the 2013-2014 period four individuals utilised their allocation of 82 hours DS Lockyer in-home respite funding. Carers reported that during their break they: visited and stayed with relatives, attended a concert, holidayed at the beach "relaxed because I knew I didn't need to arrange respite at a centre in Brisbane so I could have a break and my son was in his own home".

Out of home overnight respite services commenced in February 2014 with the Lockyer Valley Disability Community Association providing the premises and subsidised amenities and food so that there are no out of pocket costs to individuals or their families for their stay. During 2013-2014 seven individuals accessed overnight respite services.

RESPIRE FOR CHILDREN 0-12 INITIATIVE

ALARA provided the following services under the Flexible Respite for Children 0-12 Initiatives:

Lockyer Megasports

The Lockyer Children's Megasports Program operates one Saturday per month at Luke's Place Lockyer and various community sporting venues in the Lockyer Region. It provides a range of physical activities for children with a disability and their siblings aged 5-12 years. Around 14 children and their siblings attend each session. Activities this year included Parachute Based Games, Cricket, Netball, Soccer, working out on the Fitness Equipment at the Laidley Recreation Grounds, Swimming, and Ten Pin Bowling. Over the last year our numbers are slowly increasing to fill vacancies.

4Families Respite Project (Ipswich)

This initiative provided approximately 4 hours per week respite for 14 children with a disability aged 0-12 with an urgent need for this support.

Referral to both services is via the Disability Services Pathway.

OLDER CARERS INITIATIVE (O.C.I.)

The Older Carers Initiative (funded by Disability Services) aims to assist older carers to sustain their caring role and plan for the future support of their family members with a disability.

The Program also provides funding for flexible respite support to families with older parent carers to enable the family to stay together longer and extend their capacity to provide care.

This year ALARA provided support to 42 families in the Ipswich South West Region through this initiative either directly or through the families' existing primary service provider. This included provision of case management or a range of supports that reflected the respite needs for the older carer, in home respite and overnight respite.

The Futures Coordinator continues to assist carers to source opportunities for the building of personal support networks for their sons and daughters by providing information and linkage to social and recreational activities and events.

ALARA QLD Limited as part of this initiative has established and maintains a regional Register of Older Carers. This Register outlines current and future needs for respite and accommodation support and assists Disability Services to proactively plan for the funding and supports which will need to be in place in the short to longer term. To date there are 72 registered carers on the 65+ year register maintained for Disability Services.

In maintaining the Register and provision of respite support the Futures Coordinator continues to foster collaborative working relationships with local agencies to ensure that carer needs are met. Agencies include Disability Services, Anuha, Carinity Care (formerly Fassifern Community Centre and Our House Toogoolawah), FSG Australia, Centacare, FOCAL Extended Inc, Carers Queensland, Karinya, Commonwealth Respite and Carelink Centre, BE Lifestyles, Cabanda Respite Centre and other local organisations.

To date, 35 registered OCI clients have either begun discussions or commenced a Future Plan with the Futures Coordinator. The Client Service Coordinators, as part of a client's annual review of their Support Plan, discuss goals for the future; these goals may consist of moving out of home or seeking employment etc. Generalised discussions are also held with families regarding what their future may look like under an NDIS.

In December 2013 a number of carers attended a bus trip to Harbour Town to partake in a little Christmas shopping. This was a fantastic day and enabled carers to spend time with other carers and have a short well deserved break.

Following a successful workshop last financial year ALARA QLD Limited and the Ipswich City Council joined forces to hold another Resilience Workshop for carers in June 2014. This was again facilitated by Inspyr. The workshop was specifically designed to assist carers young and old, to develop the resilience within. This was an extremely successful workshop with positive feedback received. Carers QLD and CCRC manned an information stall during the breaks.

EMERGENCY FUNDING

ALARA manages the Regional Emergency Response Funding (E.R.) on behalf of the Department of Communities – Disability Services. The purpose of this funding is to ensure that people with a disability have access to appropriate services in emergency and crisis situations. In particular it assists with flexible and time-limited supports to individuals with a disability, their families and carers who are in urgent and critical need and unable to access other forms of support. During the 2013-2014 period, Emergency Response Funding was accessed on behalf of 60 individuals for support hours and a number of pieces of specialised equipment urgently required by individuals and families were also provided.

SOLD HOURS

ALARA is a significant employer of skilled support staff within the Ipswich and associated regional areas. ALARA is able to offer reliable staffing and support to other agencies that assist people with a disability and their families in this region. In the 2013-2014 financial year, services were purchased by organisations, family members or individuals for 90 children and adults with a disability.

ACTIVITIES PROGRAM

The ALARA Activities program has continued to expand this financial year. This program, is made possible through donations and allocation of ALARA funds. A small Viability grant from the Department of Communities – Disability Services contributes to the cost of Coordination of the program.

Nine Klub ALARA events were conducted over the 2013-2014 period. An average of 21 participants attended each night. Events included Xmas in July, Dinner out at Brothers Leagues club, Halloween night, Hawaiian night, Wine & Cheese night, Bingo night, a Masquerade and St Patricks night.

The Social Club conducted 10 activities with an average of 12 participants. Activities included Movie World, Barefoot Bowls, Underwater World, Leichhardt Pool, South Bank Markets, Picnic at Wivenhoe, a visit to Tamborine Mountain, Ipswich Show & the Kalbar show.

Six Holiday Retreats were conducted over the 2013-2014 financial year with 53 participants in all. The Retreats provide a holiday away with friends and an opportunity for people with a disability to engage in exciting new activities. Our capacity to provide holiday retreats increased again this financial year through the generous payroll giving of the staff of VISY, Carole Park Site. Two smaller Holiday Retreats were held with funding provided through CRCC.

Ipswich Megasports is an Ipswich based activity normally held on the first Saturday of the month. This activity promotes health, fitness, and group interaction. Megasports operated 10 Saturdays through the financial year and averaged around 12 people at each activity. Megasports Activities this financial year included a Fitness circuit, Martial Arts, Cricket, Water Skirmish, outdoor giant Snakes & Ladders, Putt Putt Golf and lawn bowls.

Extra activities for the financial year included the Annual Christmas Lights tours which ran on three nights in December 2013 and State of Origin Nights for Games one and two.

To ensure that our Activities program continues to address the interests and needs of clients, a pizza and planning night was conducted in November 2013. This annual night again yielded many great and creative ideas that will be incorporated into future events. ALARA produces a bi-monthly Activities flyer including a "What's On" section with news of affordable activities and events available in our local area. Both are distributed to ALARA clients and staff.



Active lifestyles,
Healthy eating...

YOUR LIFE, YOUR CHOICE – HOST PROVIDER SERVICES

During the 2012-2013 year, ALARA was endorsed as a Host Provider by Disability Services under the Your Life Your Choice Initiative. As a Host Provider, ALARA assisted individuals and families to have greater choice and control over their disability services and supports. This assistance can occur along the full continuum of self directed support from purchasing services on behalf of individuals, reimbursement or advances for approved disability related expenses or enabling the individual or family to directly employ their own workers.

In total 27 Clients transition to ALARA's Your Life your Choice Host Services in the 2013/2014 financial year. Of those individuals some purchase services solely from providers and others employ their own staff or contractors or use a combination of both. During the 2013/2014 financial year ALARA as host provider had Sub-Contracts with ten different external suppliers and some services were purchased from ALARA's service arm internally.

COMMUNITY COLLABORATIONS AND PARTNERSHIPS

The ALARA Jets Team

The ALARA Jets team story is featured in this annual report. This collaboration with Wayne Wendt CEO of the Luxury Paints Ipswich Jets and the Jets team is the result of a great idea and initiative of Grant, a service participant with a passion for rugby league football. The ALARA Jets team has grown from four players to nineteen players over the last football season. The ALARA Jets team train with members of the Ipswich Jets and other community members. They have played both in inclusive matches and in a demonstration game which was held half time in the Luxury Paints Ipswich Jets vs PNG Hunters game played in Ipswich. In addition to support from the Ipswich Jets, financial support from the Ipswich city Council through a number of Councillors and local business has assisted the team with the cost of uniforms and other expenses.



Siblings Network

The Ipswich Siblings Network is a combined initiative of Disability Services staff, Focal Extended, GIFS - Goodna Integrated Family Support, Cerebral Palsy League, Mission Australia and ALARA QLD Limited. The Ipswich Siblings Network aims to provide opportunities for children with a sibling or relative with a disability to meet other siblings, share experiences and make friends. The group meet a few times a year in the school holidays. This unfunded initiative has continued to operate for a number of years on the basis of contributions in kind from the listed organisations and the largely voluntary participation of staff from the associated agencies.

Henry Lawson Park

At the request of Councillor David Pahlke, ALARA provided feedback on the recent upgrade to Henry Lawson Park at Walloon. The upgrade features new disability play equipment and swings designed to enable children with a physical disability and their siblings and friends to play together. The formal opening will be held in October 2014.

Artsability

During the financial year ALARA was pleased to be able to work collaboratively with Debbie Chilton, a local artist and ALARA member and Artsability to deliver a professional development program for visual artists living with a disability. Artsability with funding from the Regional Arts Development fund delivered a number of workshops in areas including Fine Art – Oil Painting, Abstract Art – Acrylic Ink and Sculpture using Luke’s Place Salisbury Rd as a venue.

Lockyer Children’s Camp at Tallebudgera

In June 2014 an opportunity became available through the funding support of the Lockyer Valley Community Disability Association, to be able to take seven children away to Tallebudgera Active Recreation Centre for a 3 day, 2 night camp. The children are all home schooled and have a range of disabilities. Some of the children have never had an opportunity to go away on a school camp; therefore this camp was a first for most of them. The children partook in a full range of activities which included: Body Boarding, Circus Skills, Kite Building & Kite Flying, Orienteering, Canoeing, Movie Night, Building Catapults and then Firing them, and Rock Climbing.

The camp was very well received by the children and their family members with very positive feedback being received afterwards.

Additional Respite Programs

In the second half of the financial year through funding support from Commonwealth Respite and Carelink Centre (CRCC) ALARA was able to offer additional respite services for Carers in the Lockyer and Somerset region. CRCC assisted ALARA through additional funding to provide a monthly Saturday Night Dinner and a Movie program for both areas.

Two additional Getaways – one to Caloundra and one to Mapleton Falls were also made possible by CRCC funding support..

Service Promotion and Community Awareness

ALARA services were promoted with stalls at number of local expos and community events held throughout the year including:

2013

July	Fresh Futures Market - Ipswich
August	Senior’s Week – Somerset Civic Centre - Esk
	Senior’s Week – Ipswich Showgrounds
	Gather Round Ability Event – Disability Action Week
September	Brisbane Valley Interagency Mobile Information Hub – Esk
	Laidley Mall – Disability Action Week
October	Carers Week – “Our House” Toogoolawah
December	Blair Disability Links – Brassall Shopping Centre

2014

February	Volunteer Information Day – Riverlink
	Mobile Information Hub – Lowood
	Mobile Information Hub - Coominya
March	Mobile Information Hub - Fernvale
April	Asylum Seekers Information Session
	Disability Awareness Day – coinciding with Intrust Super Cup
May	Mobile Information Hub - Toogoolawah
June	Welcome to Ipswich Ceremony – Evan Marginson Park, Goodna

Our thanks go to the band of staff, family members and clients who manned the ALARA stalls providing information, advice and assistance to community members.

ALARA assisted to raise community awareness regarding disability issues during the year by the following **presentations**:

- ALARA QLD Limited once again supported St Mary's College at their annual Disability Awareness Day held on 28th March through presentations by ALARA staff and a Board member to the student body.
- The Coordinator of Luke's Place Esk presented to High School students at Toogoolawah State High School in May 2014

ALARA was also involved in the following **networking meetings and forums**:

- Lockyer Service Providers Disability Network Forum Meetings
- Lockyer Interagency Meetings (hosted by ALARA Lockyer)
- Brisbane Valley Interagency Meetings
- NGO Research Working Group (RINGO)
- Ipswich Community Access Committee
- Ipswich Interagency Meeting
- Fresh Futures Planning Committee
- Ipswich Welcoming Meeting
- Ipswich Regional Disability Service Provider's Strategic Network
- OCI Provider's Meeting and teleconferences

ALARA representatives participated at a range of **events and consultation processes** including:

- NDS National Committee – Aging and Disability (EM)
- Rosewood Social Plan Focus Group
- NDS Focus Group YLYC
- Endeavour Reference Group – Individualising Block Grants (EM)
- Community Services forum (Ipswich)
- Community Services Forum (Gatton)
- Abuse and Neglect Consultation Forum
- NDS – What will it take to ensure a strong sustainable disability service sector in the Greater Brisbane Region?
- QCOSS/NDS Budget Breakfast

ALARA was represented at key **Conferences and Workshops** including:

- 5th Annual National Disability Summit (Melbourne)
- NDS CEO Conference
- Parent to Parent – Introduction to Self Directed Supports and Futures Planning Conference – Toowoomba
- Dual Diagnosis Workshop – Ipswich RSL
- "Learnings from the Launch" NDS – Toowoomba
- Queensland Disability Conference (Disability Services)
- Future's Planning
- Suncorp – Superannuation, Payroll & Workers Comp Compliance Update
- Guardianship Framework Workshop
- Aged Care Reform Workshop
- Positive Practices Symposium Challenging the emerging paradigm: Complex support – developing solutions for quality support



Cameron braving the
“World’s Greatest Shave”

- Stress Management Workshop –Lockyer Regional Council
- CCIQ Breakfast – Work Cover Compliance
- NDS Future Workforce Forum
- Griffith University NDIS Symposium
- NFP Lawyers Management Solutions Breakfasts – Branding, Intellectual Property
- NDS – Host provider Workshop YLYC (November)
- NDS – Host Provider meeting (February)
- NDS – Host Provider Workshop (May)
- NDS Members Breakfast – Update on NDIS and Understanding and improving Customer Focus
- NDS Workshop – Privacy Amendment Act
- Attaché/ProSys – Business Intelligent System Development
- Attaché/ProSys/Biztopia – Development of Accounting/Reporting
- Adamas TRACCs – Software Update User Training
- Adamas TRACCs – User Group updates
- Digital Enterprises - NBN rollout readiness
- Telstra – IT and communication technology update

Relevant staff joined the following **Webinars**:

- “Lets talk about it” (FPQ) Relationships, Sex and Young People with a Disability
- Consumer Directed Care
- Dealing with Upset, Angry and Demanding People
- CCIQ webinars – Risk Assessment
- CCIQ webinar – Reduce Power Cost

EVENTS

ALARA conducted the following events:

The Leukaemia Foundations “**World’s Greatest Shave**” was held at Luke’s Place Ipswich on the 13th March 2013. The Luke’s Place Larikins and the Bald Mamma’s together raised \$2314 through shedding or colouring their locks and beards.

On Saturday the 10th August, ALARA celebrated the much awaited **formal opening of Luke’s Place Salisbury Rd**. The honours were performed by Mr. Ian Berry MP, Member for Ipswich. Also in attendance were Hon. Shayne Neumann, Mayor Paul Pisasale, Cr. Andrew Antonoilli, Cr Sheila Ireland and Uncle Bill Bonner who performed the “Welcome to Country” ceremony. The footage of the event has been turned into a DVD, a copy of which is held at the Ipswich centres and in our Resource Room. A short promotional clip was also produced using footage of some of the client programs demonstrated on the day. This can be viewed on Youtube.

On the 9th September 2013 to coincide with **Disability Action Week**, ALARA Luke’s Place Ipswich area held a **progressive morning tea** to allow interested community members to view the facilities and programs on offer at both Luke’s Place Salisbury Rd and Luke’ Place Ipswich .

Also in September 2013 **Luke’s Place Salisbury Rd** hosted a **morning tea** attended by Cr. Charlie Pisasale and volunteers from the St Ives Church Goodna to enable them to view the new facility and learn about the programs on offer.

ALARA was delighted to be able to arrange for **Angela Gifford CEO of Able Community Care** (based in the UK) to visit ALARA while she was in Brisbane and to present to our service team and invited guests from the local Disability Agencies. Angela outlined her business model and provided advice about successful operation within a self directed funding environment.



Robert Hoge and Andrew Spark, at the "Evening with Robert Hoge" event.

The **ALARA Christmas Party** was held at the Ipswich Show Grounds on 8th December 2012. Around 330 clients, carers and staff attended, enjoying the meal, the entertainment and the ever popular visit from Santa. This event was generously supported through the Ipswich Council Christmas Fund, Cr Charlie Pisasale's office and the Council with provision of a wheelchair accessible portable toilet at no charge and River City Air Conditioning with a loan of a cold room trailer.

JETS BBQ

In December, the ALARA Jets team hosted a thank you BBQ for the JETS players, support staff, sponsors and friends at the North Ipswich Reserve. It was a great evening and there was some terrific playing in the touch football matches played on the night which highlighted the skills and confidence that ALARA Jets team members had gained since commencing training with the Jets.

AUSTRALIA DAY IN THE OFFICE

On the 24th January the Warwick Rd Office held their **Australia Day in the Office party**. The day was well attended with the majority of people dressed in Australia day themed costumes. Prizes were awarded for the best Aussie Outfit and Aussie dish. The EM8 graciously conceded defeat to the ALARA Devils in the inclusive courtyard cricket match.

On the evening of the 1st October 2013, Luke's Place Salisbury Rd hosted an **"Evening with Robert Hoge"**. Robert Hoge is a former Queensland Times journalist who talked about his life and recently completed book *"Ugly": A Memoir*. The event was organised with the assistance and support of Andrew Spark, Design, Advertising and Marketing and Biztopia. The night was well attended and raised \$500 towards the construction of a future wheelchair accessible garden on this site.

In November 2013, key ALARA staff visited donors at **VISY Board's Carole Park** site to say a huge thank you for their ongoing support. At the morning tea, ALARA was presented with a cheque for \$13,100 from the Pratt Foundation which matched the contribution of Visy staff from the 2012-2013 year. The Pratt funds were used towards the purchase of a Ford Fiesta for use at the new Springfield lakes Office. The car was taken along on the day to enable the donors to view it first hand.

ALARA Christmas Party!



Collusions Music Concert - Balmy afternoon, beautiful music, great company and good food. What more could you ask for on a Sunday at the end of summer.

COLLUSION MUSIC CONCERT

On Sunday 2nd March 2014 the first of three free Collusions Music concerts was held at Luke's Place Salisbury Rd. Collusions Music is a group of award winning chamber music musicians who are collaborating with ALARA to bring beautiful music from a range of genres to the ALARA family and broader community. This concert was the first of a series of three to be held in 2014. Funds raised through the sale of Devonshire teas supported the construction of the planned accessible garden at this site.

The opening of the new **ALARA Springfield Office** located in the Springfield Lakes Community Centre was held on site on the 27th March 2014. This office establishes a presence for ALARA in the Springfield area which is our fastest growing area for referrals.

National Volunteers Week was celebrated from the 12th to 18th May. During the week a breakfast was held at Luke's Place Lockyer for individuals who volunteer for ALARA, service participants who volunteer in the local community and the agencies who host them. A morning tea was held at Luke's Place Esk on the 15th May. Because of logistical issues Ipswich centre based volunteers were recognised individually on the day they worked. The ALARA Facebook page featured our Volunteers throughout week.

There was a great turnout for the **McDonalds Booval fundraiser** for the Dingley Dell Renovation Project on the evening of the 5th of May. A total of \$400 was raised on the night.

On the 6th June 2014, the ALARA Warwick Rd Office and Luke's Place Ipswich area services, jointly celebrated **Queensland Day** with a maroon morning tea and courtyard volleyball.

STAKEHOLDER PARTICIPATION

ALARA throughout 2013-2014 has continued to look at ways to enhance client and carer involvement in the organisation.

The Client Newsletter Editorial Committee continues to create quarterly newsletters that are full of



individual stories, news from various programs and general information. The meetings, which are held every three weeks, have been well attended and vocal. The committee continues to use its social networks to encourage others within the ALARA community to contribute and report on what is important to them.

ALARA has client/carer representation on its Quality Committee and the Workplace Health and Safety Committee.

Clients and carers continue to be involved as key members of interview panels for all service related positions.

CLIENT SATISFACTION SURVEY

In the later part of the financial year, the ALARA Board conducted the ALARA annual Client Satisfaction Survey. Surveys could be completed on-line or in hard copy form. There was again an excellent response with the results being very positive. The feedback and suggestions made will assist the organisation in the continuous improvement of the services we provide.

AWARD NOMINATIONS

ALARA was again nominated and were finalists in **Ipswich Chamber of Commerce Awards**, this time in the category - "Stanwell Corporation Community Involvement Award". This award recognises the efforts of business and individuals within the Ipswich Community whose contribution to the community is above and beyond that which is normally expected by way of generous donations, community service and/or philanthropy. It was again an honour to have the work of the organisation acknowledged in this way.

ALARA was nominated by Councillor Andrew Antonioli for the **City of Ipswich Medallion**. This award recognises hardworking individuals and organisations within the Ipswich region who make a valuable contribution to the local community. The award was presented at a ceremony held on the evening of 23rd January 2014.

WORKFORCE DEVELOPMENT

A key strategic goal for ALARA continues to be a stable workforce that is trained, skilled and knowledgeable about the needs of people with disabilities and their families. Work has continued this year in a number of areas to ensure that we continue to attract quality staff and that our level of staff turnover remains low compared to industry benchmarks.

Considerable attention has again been given to the following areas:

STAFF TRAINING AND DEVELOPMENT

There is strong correlation in the sector between the professional development and training opportunities and staff retention. ALARA continues to invest in quality in-house training for staff as well as actively seeking funded or sponsored opportunities for staff to acquire formal qualifications relevant to their role.

Our Induction and Orientation packages are of a high standard and mapped to the Certificate III Disabilities.

Targeted competency-based training was provided in relation to supporting individual clients with specific personal care needs. This included percutaneous endoscopic gastrostomy (PEG) feeding, enemas

and catheter care, continence care and bowel management. All service staff complete manual handling training and undertake an annual refresher. Fire training is provided on an annual basis for head office, centre-based staff and clients participating on the day. Salisbury Rd staff participated in evacuation chair training.

This year our quarterly support worker small group training covered a range of topics such as Communication and Documentation, Organisational Change and the NDIS, Prevention of Abuse and Neglect, Restrictive Practices, Autism: A parent's perspective and the recent Privacy Act changes.

The Coordinators held a planning day in February 2014. The focus of the day was effective team communication, recent changes to processes and performance management.

The Staff All-together was again held in October at the Ipswich North RSL. In addition to staff longevity awards, Cathy Wheeler on behalf of the ALARA Board provided an update to staff on the strategic direction of the organisation and what ALARA was doing in preparation for the NDIS. Marie-Claire Grady from 3rd View Consulting presented on Customer Service.

In June 2014 the Coordination team participated in a free interactive workshop offered through iNSPYR entitled "Building Resilience to Deal Flexibly with Change". The workshop enabled the team to freely discuss the impact of change as the organisation prepares for the NDIS.

In addition, individual staff in a variety of positions received support to attend a range of training events related to their role.

During the financial year ALARA continued its collaboration with Mercy Community Services Training (previously Bridgeworks) and Apprenticeship Centres such as Mission Australia and MEGT to access funded accredited training for eligible new and existing staff through the Australian Government's Productivity Places Program (PPP). Other staff studied privately through a variety of institutions and training groups.



ALARA held a Staff Graduation Night at the Humanities Centre on the 18th November to celebrate the achievement of staff who had recently completed formal accredited training at the Humanities Centre. The achievements of sixteen staff were celebrated on the evening. Certificates were presented by the Board Chairperson Jo' Witt to 20 staff. The qualifications achieved by staff included Certificate IV in Disability, Diploma in Business, Advanced Diploma of Community Sector Management and Certificate IV in Training and Assessment. On the evening ALARA was presented with a certificate of appreciation from Bridgework Training and Employment in acknowledgement of our ongoing productive working relationship.

SUPPORT WORKER MEETINGS

Our quarterly support worker meetings are offered at a range of times to enable all staff to attend. The meetings provide an excellent opportunity to provide information about new or revised procedures, issues that have been identified through our complaints and feedback process and to obtain staff feedback and suggestions.

STAFF SURVEY

The ALARA Board conducted the ALARA Annual Staff Survey. As with the Client Survey, they could be conducted on-line or in hard copy form. There was an excellent response. The staff survey provides valuable feedback to the organisation which is used to improve services to clients and systems that support our workers.

ORGANISATIONAL STRUCTURE

During the financial year changes were made to the organisational structure in ALARA's Lockyer services to reflect the service growth in the area as well as to best position our services in the area to address future need.

WAGES AND CONDITIONS

Remuneration and Conditions

Coverage of the ALARA Association Inc Enterprise Agreement 2012 was extended to ALARA QLD Limited effective 7 August 2013. The name of the agreement stays the same until it is renegotiated in 2015.

Salary Packaging

ALARA continued to provide salary packaging arrangements for staff through AccessPay, enabling staff using these arrangements to maximise their take home pay.

Workplace Health and Safety

ALARA is committed to the provision of a safe working environment for its staff and clients. Significant emphasis is placed on the provision of education and information to staff, clients and families regarding occupational health and safety requirements.

The Workplace Health and Safety Committee and Senior Management monitor safety statistics, review work practices, actions taken as an outcome of incident investigations and identified trends throughout the year. Monthly updates are provided to the ALARA Board.

Workplace Gender Equity Compliance

Under Workplace Gender Equality Act 2012 (Act) all non-public sector organisations that employ a total of 100 or more employees across all subsidiaries in Australia (including full-time, part-time, casual, temporary employees and independent contractors of the employer and of all its subsidiaries) are required to report to the Workplace Gender Equality Agency (WGEA) annually on a set of standardised gender equality indicators.

In accordance with the requirement of the Workplace Gender Equality Act 2012 (the Act), on 30th May, 2014, ALARA QLD Limited lodged its annual public report with the Workplace Gender Equality Agency. A copy of the report will be accessible later in the year at: <https://www.wgea.gov.au/public-reports-0>

A copy of the report is also available in the library at 8 Warwick Road Ipswich.

ORGANISATIONAL IMPROVEMENT AND INNOVATION

The organisation strives to continuously improve the manner in which we provide services to clients and the business systems and processes that effectively underpin service provision.

QUALITY ACCREDITATION

Early in the financial year ALARA engaged Consultants DIVIN Group Pty Ltd to assist with completion of self assessments and transition to the new Human Services Quality Framework (HSQF) and the Community Care Common Standards.

The external maintenance audit for HSQF was conducted in October 2013. As an outcome of the audit, ALARA was recommended for re-certification.

ALARA would again like to thank clients, family members and staff who gave their time to participate meetings, surveys or interviews.

Recommendations from the auditors were included as part of our Continuous Improvement Plan

TECHNOLOGICAL INNOVATION

ALARA this financial year continued to update our telecommunications, computer systems and software to provide additional capacity and adapt of systems for future need.

SERVICE EFFECTIVENESS

ALARA is keen to formally evaluate the effectiveness of its programs with respect to the value for individuals, their family and our community. During the financial year ALARA continued its joint project with NDS Queensland using the Social Return on Investment (SROI) Tool to identify and quantify the social return on investment on a selected program.

BUSINESS IMPROVEMENT

A number of internal business processes were reviewed with a view to streamlining non-direct activities and improving access to timely information and reports.

SOCIAL MEDIA

ALARA Facebook page has proved an extremely popular means of providing regular updates to our stakeholders and the broader community. The numbers of “likes” from clients, carers, other community members and organisations grows every month.



FINANCIAL AND ADMINISTRATION OUTCOMES

ALARA QLD Limited aims to deliver cost effective disability support services within our service delivery area. The organisation strives to ensure that we have systems in place to ensure that we maximise the level of service provided through grant funding and other sources.

FUNDING

ALARA QLD Limited acknowledges the funding contribution and the ongoing support of the Queensland Department of Communities – Disability Services and the Community Care Program and from the Federal Department of Social Services - Home and Community Care Program. We would like to thank both the central and regional staff of our funding bodies for their assistance and support throughout the financial year.

State Government Funding

During the 2013-2014 year ALARA received a total of \$2,183,834 from the **Community Care** branch of Queensland Department of Communities for the provision of home care, coordinated care and centre-based day services.

ALARA received a total of \$4,386,709 from **Disability Services** in recurrent funding for the provision of group and individual support across a range of service types. In addition we received \$3050 in non-recurrent funding for a range of purposes.

Federal Government Funding

During the 2013-2014 year ALARA received a total of \$33,624 from the Department of Social Services, Home and Community Care (HACC) program for the provision of domestic assistance, social support, assessment, client care coordination, case management and centre-based services for people with a disability who were aged 65 years or over (or 50 if Aboriginal or Torres Strait Islander). This funding enables continuity or allows transition time for clients who reach the upper age limits for state funded community care.

Local Government Funding

ALARA received the following financial support from the Ipswich City Council Community Development Branch in 2013-2014:

- \$5000 was donated as a Community Capital Donation towards Stage One of the Salisbury Rd Wheelchair accessible garden.
- \$1760 through the Community Christmas Grants Round to assist with the costs of the ALARA Client and Family Christmas Party
- \$1,150 was donated towards the purchase of the ALARA JETS football jerseys.

DONATIONS

A total of \$15,437 in monetary donations was received during the financial year to support the provision of ALARA services.

This included payroll deductions of \$12,930 from the staff of the Visy Board Carole Park. As agreed with the donors, these funds are used to support Holiday Retreats and a small component of the funding is used to assist us to meet urgent needs that fall outside the scope of current funding arrangements.

In addition to the Ipswich City Council the following groups gave generous sponsorship towards the cost of the ALARA Jets Team jerseys – Disability Community Awareness, Australian Services and Distribution, Limestone Dental Group, XYNZ Clothing, Youngcare and Articulate Framing.

TRUSTS AND FOUNDATIONS

Pratt Foundation

The \$13,110 donated by the VISY employees through payroll deduction in 2012-2013 was matched by the **Pratt Foundation** through their grants process early in the 2013-2014 financial year. This money was used to purchase a Ford Fiesta for the new Springfield Office.

Regional Arts Development Fund

A grant of \$6323 was obtained through the Regional Arts Development Fund towards the cost of extending the skills of local artists with a disability. The Regional Arts Development Fund is a Queensland Government and Ipswich City Council Partnership to support local arts and culture.

Youngcare at Home

ALARA was successful in obtaining Youngcare at Home grants totalling \$9541. These grants enabled the purchase of essential equipment and therapy services for individuals named in the grant application.

Somerset Regional Council – Community Assistance Grant

A successful application for \$500 was made to this fund to assist with the purchase of a computer for service participant use at Luke's Place Esk.

Energex Community and Sustainability Fund

ALARA was successful in obtaining a \$10,500 grant towards Stage One of the Dingley Dell renovation (floors, restumping and levelling) through the Energex Community and Sustainability Fund. This work commenced and was a wonderful start to this capital project.

Medibank Community Fund

A successful application was made to the Medibank Community Fund for \$14,475 for Stage Two of the creation of a wheelchair accessible garden at Luke's Place Salisbury Rd. This work included slabs for various garden related structures as well as concrete and crusher dust paths and is now completed.

Fundraising Activities

Our Day Services, Activities Program, Laidley Children's Service, clients and families conducted a wide range of fund raising activities during the financial year raising a total of \$13,723 that contributed towards equipment and resources, ALARA Jets Touch football team expenses, activity entry and camp costs across a number of programs, the construction of the Salisbury Rd accessible garden and the renovation of Dingley Dell.



Left: Fundraising for the ALARA Jets Touch football team; Right; Car purchased with the support of Visy employees and the Pratt Foundation

PROPERTY

Luke's Place Salisbury Rd

Work has continued on the development of Luke's Place Salisbury Road with the addition of a 4 bay shed at the rear of the property. This safely houses the 3 commuter buses that service the centre. Work has reached the second stage on a wheel chair accessible garden. This facility will ultimately contain a water tank, potting bench, fernery, pergola, water feature and several wheelchair accessible herb and vegetable gardens. It already enhances the atmosphere of the centre and is a practical feature for linking with the various cooking sessions regularly held at the centre.

Dingley Dell

We have embarked on a refurbishment phase for Dingley Dell both to carry out essential repairs and maintenance and to make it accessible for artists with a disability. As funds become available through fundraising events, donations and grant submissions, this project will progressively be completed.

Springfield Lakes

During the year we negotiated a lease for the use of office and meeting facilities at a centre ideally located in the heart of Springfield Lakes.

Laidley Day Centre

Our commitment to servicing our client base in Laidley and surrounding area was again confirmed with the re-signing of a long term lease of the existing premise at 19 Campbell Street, Laidley. Plans are underway to make some further improvements to this centre in the coming months.

MOTOR VEHICLES

As outlined previous annual reports, budgetary provision is made for replacement of the organisations vehicles as they fall due. The organisation will continue to look to funding opportunities to acquire additional vehicles as demand grows through the increase in services.

FIRE AUDIT

ALARA continues to have robust systems in place in relation to fire safety.

INSURANCE

Members are advised that the organisation has increased its public liability coverage to the value of \$20 million dollars in any one event in line with current industry standards. ALARA also has coverage for Professional Indemnity, Directors and Officers Liability, Employment Practice Liability, Fidelity, Tax Audit and Statutory Liability and appropriate levels of insurance for property, motor vehicle, machinery breakdown, business interruption, workers' compensation and volunteers insurance. All insurance policies are reviewed on a yearly basis with our insurance broker to ensure that we have sufficient cover to meet ALARA's needs. Insurance cover continues to be a significant cost to the organisation.

ACKNOWLEDGEMENT OF SUPPORT

DONATIONS

INDIVIDUALS

B. WHITEHOUSE
 C. CASTELLON
 C. SAUNDERS
 D. HARVEY
 D. OXLEY
 D. TOPPING
 E. CHRISTENSEN
 E. NICHOLLS
 E. SHAW
 F. PUTLAND
 G. FULLARTON
 G. PERCIVAL
 H. MINH LE
 HIEN TRIEU
 J. DICKSON
 J. GREER
 J. OLIVER
 J. RILEY
 K. BRUMBY
 K. FLYNN
 K. STACK
 L. MORETON
 L. SIMPSON
 L. STUMER
 NGHIA TO
 P. ANDERSON
 P. NEUMANN
 R. SYSTMA
 S. CARLSON
 S. NEUMANN MP

Plus other individuals who requested that their details be withheld or donated anonymously.

GROUPS

MCDONALD'S BOOVAL

DONATIONS FOR THE REFURBISHMENT OF DINGLEY DELL GALLERY

D. TEICHMANN
 D. YOUNG
 E. TAL
 E. WHITE
 J. HORNE
 L. CORBETT
 M. PEASEY
 R. BLACKBURN

DONATIONS OF VOUCHERS OR TICKETS

BRISBANE BRONCOS
 COLES SUPERMARKET IPSWICH
 CR ANDREW ANTONOILLI
 ESK COMMUNITY CHOIR
 KFC – TOOWOOMBA
 WILLOWBANK RACEWAY - SUE SYRMIS

SPONSORSHIP ALARA JETS FOOTBALL TEAM

AUSTRALIAN SERVICES AND DISTRIBUTION
 DISABILITY COMMUNITY AWARENESS
 IPSWICH CITY COUNCIL
 LIMESTONE DENTAL GROUP
 MASTERS SPRINGFIELD
 XYNZ CLOTHING COMPANY
 YOUNGCARE
 ARTICULATE FRAMING (IN KIND)

TRUSTS, FOUNDATIONS AND COMMUNITY GRANTS

IPSWICH CITY COUNCIL – COMMUNITY DEVELOPMENT CHRISTMAS GRANT
 IPSWICH CITY COUNCIL – COMMUNITY CAPITAL DONATIONS
 ENERGEX COMMUNITY AND SUSTAINABILITY FUND
 MEDIBANK COMMUNITY FUND
 PRATT FOUNDATION
 REGIONAL ARTS DEVELOPMENT FUND
 SOMERSET REGIONAL COUNCIL – COMMUNITY ASSISTANCE GRANT
 YOUNGCARE AT HOME GRANTS



Cr Andrew Antonioli, Judy Dickson and Shane Neumann MP at the ALARA Christmas Party.

SUPPORTERS

These individuals, organisations or their staff supported us in many ways such as by donating time, prizes, gifts and materials, letters of support, pro-bono services, giving significant discounts on goods or services or by making opportunities available for our clients and staff.

AB FAB HAIR DESIGN

AGNES BROWN

ALAN HOUGH

ALVA CABINET MAKING

ALEX MASTERTON

ANDREW SPARK

ANGELA GIFFORD

ANIMAL WELFARE LEAGUE – IPSWICH BRANCH

ANIMAL WELFARE LEAGUE THRIFT SHOP

ARTICULATE FRAMING

ARTISABILITY

ASHLEY TATE

BARRY MASTERTON

BELINDA WILLIAMS

BETTER BUY MEATS AND POULTRY PERFECTION

BERNARD SCHOSTAKOWSKI

BILL BOPF

BIZTOPIA

B.J. THOMSEN

BRAVE COMPANION DOG RESCUE INC.

BREE CORBYN

BRIAN WHITEHOUSE

BRISBANE BRONCOS IN THE COMMUNITY

BUNDAMBA STATE SCHOOL

BUNNINGS – BOOVAL

CANDICE MCLAREN

CHRIS FULLARTON

CINTA HOME DECO PTY LTD

CALRE SHELLEY

CLUB HOTEL ESK

COLLUSION MUSIC AUSTRALIA

COUNCILLOR ANDREW ANTONIOLLI

COUNCILLOR BRUCE CASOS

COUNCILLOR DAVID MORRISON

COUNCILLOR CHARLIE PISASALE

COUNCILLOR DAVID PAHLKE

COUNCILLOR HEATHER MORROW

COUNCILLOR SHEILA IRELAND

COUNCILLOR VICTOR ATTWOOD

COMMONWEALTH RESPITE AND CARELINK CENTRE

DAVID WAKEHAM

DEB CHILTON

DEBBIE MACKLIN

DENMANS PARTY HIRE

ELSA WHITE

ESK DISTRICT CO-OP PTY. LTD.

ESK GOLF CLUB

ESK PHARMACY

EVAN BRIGHTON

EVENT CINEMAS – IPSWICH

FAITH MUIR

FOURTHCHILD

GAWDY GREEN COPY & PRINT

GERARD SCHOSTAKOWSKI

GIBSON ARCHITECTS
 GLENNIS BENTLEY
 GLORIA COX
 GOOD PRICE PHARMACY WAREHOUSE - BOOVAL
 GRANDAD'S PIES
 GRANT FULLARTON
 GRUMPY GRANDPA'S WORKSHOP
 HAIR AND BEAUTY WAREHOUSE PTY LTD - RACEVIEW
 HEALTH WORKS FITNESS - BRASSALL
 HEARTMOVES - GATTON
 IAN BERRY MP – MEMBER FOR IPSWICH
 INSPYR PTY LTD
 IPSWICH BOWLS CLUB
 IPSWICH CENTRAL DAY CARE
 IPSWICH CHAMBER OF COMMERCE
 IPSWICH CITY COUNCIL
 IPSWICH CITY COUNCIL WASTE MANAGEMENT
 IPSWICH LIBRARY
 IPSWICH ORCHID SOCIETY
 IPSWICH SPECIAL SCHOOL
 JANE AND PHIL GRAY
 JUDITH BAKER (ARTIST, SCULPTOR & WRITER)
 K LANGLEY PHOTOGRAPHY
 KARRI BROWNE – SENIORS AND DISABILITIES
 COMMUNITY DEVELOPMENT OFFICER (ICC)
 KEVIN RUTHENBERG - CHAIRMAN BRISBANE VALLEY
 CONGREGATION
 LAIDLEY CRISIS CARE
 LAIDLEY GYM
 LAIDLEY LAWN BOWLS
 LAIDLEY MEALS ON WHEELS
 LAIDLEY SECOND CHANCE OPPORTUNITY SHOP
 LAIDLEY SWIMMING POOL
 LAIDLEY VALLEY AGED AND HANDICAPPED
 ASSOCIATION
 LARRY STUMER
 LEUKAEMIA FOUNDATION – IPSWICH BRANCH
 LILY JOHNSTONE
 LIONS CLUB - ESK
 LOCKYER REGIONAL COUNCIL LIBRARY
 LOCKYER VALLEY ARTISTS INC
 LOCKYER VALLEY COMMUNITY DISABILITY
 ASSOCIATION
 LOCKYER VALLEY REGIONAL COUNCIL
 LOUIS FRUIT MARKET - BOOVAL
 LUXURY PAINTS IPSWICH JETS LEAGUE CLUB
 LYN DICKSON
 MADDISON SCHAFFER
 MARY-CLAIRE GRADY - 3RDVIEW CONSULTING
 MASTERS - SPRINGFIELD
 MAXIMUM EFFORT GYM – SPRINGFIELD
 MAYOR PAUL PISASALE
 MAYORESS COMMUNITY SUPPORT COMMITTEE
 (CITY OF IPSWICH)
 MCDONALD'S - BOOVAL
 MCDONALDS – YAMANTO
 “ME” GYM - SPRINGFIELD
 MEN'S SHED – GATTON
 MERCY COMMUNITY SERVICES TRAINING
 MICHAEL MUNT
 MURR'S CERAMICS
 NOLA HULIN
 NOWLANVIL NURSING HOME
 PAUL STEVENSON
 PAULA HALSON
 PRICELINE PHARMACY - YAMANTO
 PURE ROMANCE
 RED CROSS OP SHOP - GATTON
 RED CROSS THRIFT SHOP – TOOGOOLAWAH
 RICHARD GOYNICH
 RIVER CITY AIR CONDITIONING
 ROBERT HOGE

ROTARY CLUB – BOOVAL
 SAILABILITY GOLD COAST
 SAPAR LANDSCAPING SUPPLIES
 SHAYNE NEUMANN MP (MEMBER FOR BLAIR)
 SHIRLEY SCHOSTAKOWSKI
 STEP INTO LIFE – KERRI TOLHURST
 SQUARE 7 – IT SOLUTIONS - LAIDLEY
 ST IVES UNITING CHURCH – GOODNA
 ST PATRICK’S CATHOLIC CHURCH - LAIDLEY
 STEVE VAN DER BEEK
 STUART PILTON
 SUE HAMPTON
 SUMMERHOLME OP SHOP
 TABEEL NURSING HOME
 TAEKIDOKAI MARTIAL ARTS

TED SIMPSON
 THE CLUB HOTEL - ESK
 THE SPOT COMMUNITY CENTRE - THE ROCK
 ROCKCLIMBING
 THRIFT SHOP – ESK
 TRACY JOHNSTONE
 UNITING CHURCH OP SHOP – LAIDLEY
 VILLAGE ROADSHOW THEME PARKS – SEAWORLD,
 MOVIEWORLD, WET’N’WILD WORLD
 XYNZ CLOTHING COMPANY
 WAYNE WENDT
 WISER1 CROSSFIT TIVOLI – ALEX FELAGAI

Thanks also go to the many members of the ALARA family and the community who generously donated goods for the ALARA Christmas Party, McDonald’s fundraiser and for the LPL Book Stall at the Laidley Markets.



**McDonald’s Booval
 Fundraiser for the
 Dingley Dell Gallery**



VOLUNTEERS

Thank you also to our many regular volunteers who have donated their time and energy to assist us to provide quality services and support for clients and families.

STAFF AWARDS

5-YEAR AWARDS

ANNETTE JENSEN
GAYLENE STACK
NICOLETTE TERAKES
SHARON BAMFORD
JUDY DICKSON
BILLI-JO AHERNE
JEFFREY OLE
MELISSA MOSS
ANNE HALL
KELLI WARREN
SHIRLEY NORTON
MARIA WAKEMAN

10-YEAR AWARDS

NIL

15-YEARS AWARDS

IAN HARMONY

20-YEARS AWARDS

STEFANIE HYS

ALARA QLD LIMITED
A.B.N. 94 628 523 943

**FINANCIAL REPORT FOR THE
YEAR ENDED 30 JUNE 2014**

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DIRECTOR'S REPORT

YEAR ENDED 30 JUNE 2014

The Directors present their report together with the financial report of ALARA QLD Limited ("the Company"), for the year ended 30 June 2014 and the Auditor's Report thereon.

The Directors holding Office during the financial year were:

Joanne Witt	Chairperson
Catherine Wheeler , <i>Grad Dip in Computer Education, Dip Teach, Ass Dip Com Rec, Cert IV in Training & Assessment, JP (Qual)</i>	Company Secretary and Director
Ian Morley , <i>B. Com.</i>	Director and Treasurer
Robyn Hartfiel , <i>Lib (Hons)</i>	Director
Michael Kingham	Director
Noelene Schultz , <i>Registered Nurse</i>	Director (commenced in casual vacancy November 2013)
Raymond McMinn	Director (resigned September 2013)
Kate Stewart , <i>B. Bus, B. Com</i>	Director (resigned September 2013)

DIRECTOR'S MEETINGS

The number of Board Meetings attended by each Board Director of ALARA QLD Limited during the financial year is as follows:

Name	No. Board Meetings held during the period of time the Director held office	Meetings Attended	No. of Workshops	Workshops Attended
Jo' Witt	11	11	2	2
Cathy Wheeler	11	11	2	2
Ian Morley	11	11	2	2
Robyn Hartfiel	11	8	2	2
Mike Kingham	11	10	2	2
Kate Stewart*	2	1	0	0
Ray McMinn*	2	2	0	0
Noelene Schultz**	7	6	2**	2

Note: * Board Directors Kate Stewart and Ray McMinn did not stand for re-election at the AGM in September 2013.

Note: ** Board Director Noelene Schultz was appointed by the Board Directors to a casual vacancy at the Board meeting 16 September 2013. Noelene did not take up her role as Board Director until the November meeting allowing time for her Blue Card - Working with Children Check to be processed. Noelene attended the October Workshop as a guest of the Board.

COMPANY SECRETARY

The Company Secretary of ALARA QLD Limited during and since the end of the financial year was Catherine Wheeler.

BOARD PROCESSES

Board Directors participated in two Board workshops. The annual Board Workshop was conducted on the 12th and 13th October 2013, and focused on:

- Key Issues in NDIS Transition
- Analysis of ALARA and our market position
- Seven Killer Questions
- ACNC Governance Standards

This workshop was facilitated by Alan Hough.

A Board Strategic Planning Workshop facilitated by Len Airey, Power and Might Pty Ltd in February 2014 where the Board updated ALARA's Strategic Plan.

During the financial year, Board members again conducted internal audits around the four key strategic areas identified in the Strategic Plan and the Executive Review.

Board members responsible for those audits were:

- Financial Outcomes: Robyn Hartfiel and Ian Morley
- Workforce Development: Jo' Witt and Mike Kingham
- Client and Community: Noelene Schultz and Cathy Wheeler
- Organisational Improvement and Innovation: Jo' Witt, Noelene Schultz and Mike Kingham
- Executive Review: Jo' Witt and Ian Morley

Board members participated at the Staff All-together held on the 28th October 2013 at the Ipswich RSL and in various functions and social events throughout the year.

A **working group** met periodically through the financial year to advise the Board in relation to property matters. This group is comprised of R. Hartfiel (Director), I. Morley (Treasurer), R. Bentley (Finance Manager), J. Dickson (Executive Manager). With the completion of the major work at Luke's Place Salisbury Rd the group has now focused on planning for the renovation of the Dingley Dell Gallery.

PRINCIPAL ACTIVITY AND OBJECTIVES

The principal activity and objects of ALARA QLD Limited during the year was the provision of support and services for people with a disability, their carers and families in south east Queensland. In the opinion of the Directors no significant changes have occurred in the nature of these activities or objects during the financial year.

PREPARATION OF FINANCIAL STATEMENTS

Results

The Company recorded an operating surplus for the current financial year of \$19,350 compared to an operating surplus of \$512,835 in the previous year. This decrease in the operating result was due primarily to the following factors:

Revenue:

- an increase in grants received of \$1,459,684 primarily from success in gaining new individual packages
- a reduction in revenue due to transfer to current liabilities - unspent grants of \$303,507 compared to \$625,058 transferred to income from unspent grants in the previous year. This liability represents funds related to contracted service yet to be supplied and funds which may be subject to return.

Expenditure:

- an increase in wage cost of \$465,387. This has been driven by the increment in the pay rates for direct service staff during the transition to the Modern Award and has forced labour costs to outstrip the increase in grant indexation and the growth in new grants
- an increase in external services purchased of \$398,483 which is largely due to services purchased from other providers through the choice now available under self-directed packages
- the creation of provision for the replacement of company vehicles in the future of some \$200,388 which is to ensure that we have sufficient resources available to maintain our vehicles to service centre based clients' needs

Operating surpluses are necessary to fund capital expenditure, which is typically not funded from recurrent grant subsidies and to build a buffer for future unexpected business outlays.

The year's operating surplus of \$219,738 (before provision for vehicle replacement of \$200,388) represents 3.1% of operating revenue (2013: 8.8%) providing a marginal operational buffer.

Total Accumulated Funds have grown to \$2,764,169.

The development of the Salisbury Road premises has continued with the establishment of the wheelchair accessible garden underway. The Dingley Dell property has been assessed and refurbishment plans are now with Council. The project will be progressed as funds become available.

DIVIDENDS

The Company is prohibited by its Constitution from paying dividends.

STATE OF AFFAIRS

In the opinion of the directors there were no significant changes in the state of affairs of the company that occurred during the financial period under review not otherwise disclosed in this report or the financial statements.

EVENTS SUBSEQUENT TO BALANCE DATE

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the directors of the company, to affect significantly the operations of the company, the results of those operations or the state of affairs of the company in subsequent financial years.

LIKELY DEVELOPMENTS

The term of ALARA's current service agreements with key government funding bodies are all due to end on 30 June 2015. With the introduction of a National Disability Insurance Scheme and reform in aged care funding arrangements, the ALARA Board are carefully monitoring developments. Strategies and performance objectives are included in the 2014/2015 Strategic Plan to prepare the organisation for transition to new funding models.

REVIEW OF OPERATIONS

Operations of the Company during the year are reviewed in the Chair's and EM's report in the Annual Report.

DIRECTORS' BENEFITS

No Directors' fees are payable.

DIRECTORS' INTERESTS IN CONTRACTS

Since the end of the previous year no director of the company has received or become entitled to receive any benefit by reason of a contract made by the company or a related body corporate with the director, a firm of which the director is a member, or a company in which the director has a substantial financial interest.

INDEMNIFICATION AND INSURANCE OF OFFICERS

The ALARA QLD Limited Constitution enables ALARA to the extent permitted by the Law to indemnify any person who is or has been a Director or Officer of the Company or related Body Corporate against any liability incurred by them in their capacity as a Director or officer, to a person other than the Company or Related Body Corporate, except where the liability relates to a wilful breach of duty or a contravention of Section 181-184 of the Law. Directors and officers are also indemnified against any liability for legal costs or expenses incurred by them in defending any proceedings in which judgement is given in their favour; or if they are acquitted or granted relief.

Director's liability insurance premiums have been paid by the entity and is included in the total insurance product/liability insurance amount of \$2,561.50 which also includes GST.

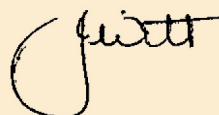
AUDITOR'S INDEPENDENCE DECLARATION

Refer the attached Auditor's Independence Declaration which forms part of and should be read in conjunction with this report.

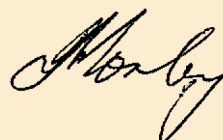
Dated at this 25th day of August 2014

Signed in accordance with a resolution of the Directors:

Director



Director



AUDITORS' INDEPENDENT DECLARATION



15 August 2014

The Directors
Alara Qld Limited
PO Box 63
Ipswich Qld 4305

AUDITOR'S INDEPENDENCE DECLARATION

This declaration is made in connection with our audit of the financial report of the company for the year ended 30 June 2014 and in accordance with the provisions of the Corporations Act 2001.

I declare that, to the best of my knowledge and belief, there have been:

- No contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to this audit;
- No contraventions of the Code of Professional Conduct of the Institute of Chartered Accountants in relation to this audit.

Yours faithfully,

Chris Booker FCA
Chartered Accountant
Registered Company Auditor No.15761

This declaration forms part of and should be read in conjunction with the Directors Report.

CB Audit Pty Ltd
ABN 32 146 530 529

www.cbaudit.com.au

Matthew Williams
B Com, IPA, SSAud
Director
matt@cbaudit.com.au
Mobile 0402 972 544

Chris Booker
FCA, SSAud, RCA
Consultant



Brisbane
PO Box 1306
Capalaba Qld 4157
T 07 3149 3440
F 07 3149 3499

Liability limited by a
scheme approved under
Professional Standards
Legislation

STATEMENT OF COMPREHENSIVE INCOME

YEAR ENDED 30 JUNE 2014

	Note	2014	2013
		\$	\$
REVENUE FROM CONTINUING OPERATIONS			
User Pay Fees		137,411	124,671
Donations		15,437	16,742
Membership Fees		780	(10)
Other Association Income		13,723	14,281
Hours Sold		476,347	412,754
Interest Received		55,041	66,056
Disability Services - Recurrent		4,420,146	3,147,776
Disability Services - NonRecurrent		3,050	15,431
Community Care - Recurrent		2,183,833	1,978,889
Community Care - Non Recurrent		-	16,279
HACC - Recurrent		33,624	32,966
HACC - NonRecurrent		-	16,000
Other Grants		61,660	35,288
Transferred from/(to) Unspent Grants		(303,507)	625,058
TOTAL INCOME		7,097,545	6,502,181

STATEMENT OF COMPREHENSIVE INCOME

YEAR ENDED 30 JUNE 2014

	Note	2014	2013
EXPENSES		\$	\$
Advertising		5,843	4,566
Audit Fees (for audit of the company - nil other services)		4,221	9,194
Bad Debts		635	1,432
Bank Charges		3,589	2,797
Capital Expenditure		150,355	838,318
Transfer to Fixed Assets		(150,355)	(838,318)
Cleaning		18,115	13,542
Computer Software / Support		51,449	54,310
Consultancy Fees		12,051	11,387
Craft Supplies		2,645	2,390
Depreciation		153,830	172,864
Donations		389	1,939
Electricity		24,046	19,220
Fees & Subscriptions		14,083	13,489
First Aid		7,049	6,602
Functions		11,702	9,745
General Expenses		11,646	9,435
Equipment & Hire		59,582	47,829
Hours Purchased Other Services		631,892	233,408
Insurance		36,018	32,247
Interest Paid		3,623	4,274
Motor Vehicle Expenses		108,630	91,046
Out of Pocket Expenses		16,776	6,070
Legal Costs		1,778	7,964
Postage & Stationery		75,818	64,467
Provision for Employee Entitlements		96,037	89,364
Quality Assurance		5,445	6,346
Rates		3,837	3,793
Rent		35,900	34,318
Repairs & Maintenance		47,935	69,570
Staff / Client Amenities		33,731	34,976
Staff Training		25,289	27,924
Superannuation		423,164	372,386
Telephone		55,815	45,192
Travelling / Mileage		135,627	109,002
Wages & Tsfr to Employee Entitlements		4,640,959	4,226,350
Volunteer Expenses		235	20
Workers Comp Insurance		80,165	74,262
Recovery of Unspent Grant Funds		38,260	16,766
Provision for Vehicle Replacement		200,388	58,870
TOTAL EXPENSES		7,078,194	5,989,355
PROFIT (LOSS) FOR THE PERIOD		19,350	512,826

STATEMENT OF CHANGES IN EQUITY

YEAR ENDED 30 JUNE 2014

	Retained Earnings (Accumulated Deficit)	Total
Beginning Balance 1 July 2012	2,231,993	2,231,993
Contributions	-	-
Distributions	-	-
Net income	512,826	512,826
Ending Balance 30 June 2013	2,744,819	2,744,819
Contributions	-	-
Distributions	-	-
Net income	19,350	19,350
Ending Balance 30 June 2014	2,764,169	2,764,169

See Auditor's Report and accompanying notes to the financial statements.

BALANCE SHEET
YEAR ENDED 30 JUNE 2014

	Note	2014	2013
		\$	\$
CURRENT ASSETS			
Cash and cash equivalents	2	2,463,407	1,817,170
Trade and other payables	3	79,490	74,237
TOTAL CURRENT ASSETS		<u>2,542,896</u>	<u>1,891,407</u>
NON-CURRENT ASSETS			
Property, Plant & Equipment	4	3,043,236	3,063,286
TOTAL NON-CURRENT ASSETS		<u>3,043,236</u>	<u>3,063,286</u>
TOTAL ASSETS		<u>5,586,133</u>	<u>4,954,693</u>
CURRENT LIABILITIES			
Sundry creditors and provisions	5	327,175	101,654
Unexpended grants carried forward		685,424	381,917
Loans payable	6	14,105	12,975
Employee provisions	7	458,223	373,856
TOTAL CURRENT LIABILITIES		<u>1,484,927</u>	<u>870,402</u>
NON-CURRENT LIABILITIES			
Loans payable	6	1,255,097	1,269,201
Employee provisions	7	81,940	70,271
TOTAL NON-CURRENT LIABILITIES		<u>1,337,037</u>	<u>1,339,472</u>
TOTAL LIABILITIES		<u>2,821,964</u>	<u>2,209,874</u>
NET ASSETS		<u>2,764,169</u>	<u>2,744,819</u>
EQUITY			
Accumulated equity	8	2,764,169	2,744,819
TOTAL EQUITY		<u>2,764,169</u>	<u>2,744,819</u>
TOTAL EQUITY		<u>2,764,169</u>	<u>2,744,819</u>

STATEMENT OF CASH FLOWS

YEAR ENDED 30 JUNE 2014

	2014		2013	
	\$	\$	\$	\$
Cash flows from operating activities				
Cash receipts in the course of operations	7,340,758			
Interest received	55,041	7,395,799		-
Less:				
Cash payments in the course of operations	6,593,608			
Borrowing costs - interest paid	3,623	6,597,232		-
Cash flows from operating activities		798,568		-
Cash flows from investment activities				
Proceeds from sale of assets	11,000			
Payment for property, plant & equipment	(150,355)	(139,355)		-
		659,212		-
Cash flows from financing activities				
Loan raised/(repaid)	(12,975)	(12,975)		-
Net increase/(decrease) in cash		646,237		-
Cash at beginning of year		1,817,170		-
Cash at end of year				
Cash on hand	3,550			
Cash at bank	2,459,857	2,463,407		-

Notes to Statement of Cash Flows

1. Reconciliation of net operating cash flow to net operating profit:

Net operating profit/(loss)		19,350		-
Depreciation	153,830			
Loss on disposal of assets	5,575			
(Increase)/decrease in sundry debtors	(5,252)			
Increase/(decrease) in unexpended grants	303,507			
Increase/(decrease) in accruals	25,133			
Increase/(decrease) in employee provisions	96,037			
Increase/(decrease) in provision for vehicle replacements	200,388	779,217		-
Cash flows from operating activities		798,568		-

2. Reconciliation of cash

For the purposes of the Cash Flow statement, cash includes cash on hand and at bank and cash equivalents

3. Comparative Figures

As this is the first year of operations in a company structure there are no comparative figures for this statement.

See Auditor's Report and accompanying notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2014

Note 1 CORPORATE INFORMATION

The financial statements of the not-for-profit company, Alara Qld Ltd, (the company) for the year ended 30 June 2014 were authorised for issue in accordance with a resolution of the directors on 25th August 2014.)

Note 2 SUMMARY OF ACCOUNTING POLICIES

(a) BASIS OF PREPARATION

These general purpose financial statements have been prepared in accordance with the requirements of the Corporations Act 2001, Australian Accounting Standards – Reduced Disclosure Requirements, Accounting Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board.

Last year's comparative figures covered the period from 1st July 2012 to 30th June 2013 for ALARA Association Inc. All assets and liabilities of the Association were transferred to the company as at 1st June, 2013. ALARA QLD Limited is a company limited by guarantee.

(b) SIGNIFICANT ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Significant accounting judgements

Leases

The company has entered into leases of premises and office equipment. Management has determined that all of the risks and rewards of ownership of these premises and equipment remain with the lessor and has therefore classified the leases as operating leases.

Grants received

The company has received a number of government grants during the year. Once the company has been notified of the successful outcome of a grant application, the terms and conditions of each grant are reviewed to determine whether the funds relate to a reciprocal grant (i.e. payment for services rendered) in which case it is accounted for under AASB 118 Revenue or a non-reciprocal grant in which case it is accounted for under AASB 1004 Contributions.

Significant accounting estimates and assumptions

The key estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of certain assets and liabilities within the next annual reporting period are:

Make good provisions

Any provisions for future costs to return certain leased premises to their original condition are based on the company's past experience, with similar premises and estimates of likely restoration costs determined by the company's property manager. These estimates may vary from the actual costs incurred as a result of conditions existing at the date the premises are vacated.

Provisions for employee benefits

Provisions for employee benefits payable after 12 months from the reporting date are based on future wage and salary levels, experience of employee departures and periods of service, as discussed in Note 2(j). The amount of these provisions would change should any of these factors change in the next 12 months.

(c) REVENUE RECOGNITION

Revenue is measured at the fair value of consideration received or receivable. Revenue is recognised net of the amounts of goods and services tax (GST) payable to the Australian Taxation Office.

Revenue from fundraising

Donations

Donations collected, including cash and goods for resale, are recognised as revenue when the company gains control, economic benefits are probable and the amount of the donation can be measured reliably.

Legacies

Legacies are recognised when the company is notified of an impending distribution or the legacy is received, whichever occurs earlier.

Revenue from care

Government funding

The company's care activity is supported by grants received from the federal, state and local governments. Grants received on the condition that specified services are delivered, or conditions are fulfilled, are considered reciprocal. Such grants are initially recognised as a liability and revenue is recognised as services are performed or conditions fulfilled. Revenue from non-reciprocal grants is recognised when the company obtains control of the funds.

Fees from services to clients

Fees charged for care provided to clients are recognised when the service is provided.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2014

Sales of goods

Revenue from sales of goods comprises revenue earned (net of returns, discounts and allowances) from the sale of goods purchased for resale and gifts donated for resale. Sales revenue is recognised when the control of goods passes to the customer.

Investment income

Investment income comprises interest. Interest income is recognised as it accrues, using the effective interest method.

Asset sales

The gain or loss on disposal of all non-current assets and available-for-sale financial investments is determined as the difference between the carrying amount of the asset at the time of the disposal and the net proceeds on disposal.

(d) EXPENDITURE

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions by donation and do not include costs of disseminating information relating to the activities carried on by the company.

Hours purchased other services costs comprise amounts paid to external organisations to assist in the provision of care to clients.

(e) CASH AND CASH EQUIVALENTS

Cash and cash equivalents in the statement of financial position comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less where the investment is convertible to known amounts of cash and is subject to insignificant risk of changes in value. For the purposes of the statement of cash flow, cash and cash equivalents consist of cash and cash equivalents as defined above, net of any outstanding bank overdrafts.

(f) TRADE AND OTHER RECEIVABLES

Trade receivables, which comprise amounts due from sales of merchandise and from services provided to clients are recognised and carried at original invoice amount less an allowance for any uncollectible amounts. Normal terms of settlement vary from seven to 90 days. The carrying amount of the receivable is deemed to reflect fair value.

An allowance for doubtful debts is made when there is objective evidence that the company will not be able to collect the debts. Bad debts are written off when identified.

(g) PROPERTY, PLANT AND EQUIPMENT

Bases of measurement of carrying amount

Land and buildings are currently generally shown at cost but will be revalued and the revaluation will be measured at fair value less accumulated depreciation on buildings and less any impairment losses recognised after the date of the revaluation. Plant and equipment is stated at cost less accumulated depreciation and any accumulated impairment losses.

Any property, plant and equipment donated to the company or acquired for nominal cost are recognised at fair value at the date the company obtains control of the assets.

Revaluation of land and buildings

Following initial recognition at cost, land and buildings will be carried at a revalued amount which is the fair value at the date of the revaluation less any subsequent accumulated depreciation on buildings and any subsequent accumulated impairment losses.

Fair value is the amount that 'the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date'. Fair values are confirmed by independent valuations which are obtained with sufficient regularity to ensure that the carrying amounts do not differ materially from the assets' fair values at the reporting date. Director valuations are used if an independent valuation does not take place during an annual reporting period.

Land and buildings are treated as a class of assets. When the carrying amount of this class of assets is increased as a result of a revaluation, the increase is credited directly to the revaluation reserve, except where it reverses a revaluation decrement previously recognised in the statement of comprehensive income, in which case it is credited to that statement.

When the carrying amount of land and buildings is decreased as a result of a revaluation, the decrease is recognised in the statement of profit or loss and other comprehensive income, except where a credit balance exists in the revaluation reserve, in which case it is debited to that reserve.

Depreciation

Items of property, plant and equipment (other than land and certain buildings) are depreciated over their useful lives to the company commencing from the time the asset is held ready for use. Depreciation is calculated on a diminishing value basis over the expected useful economic lives of the assets using varying rates as follows:

Freehold buildings & improvements	0 to 20	0 to 20
Plant and equipment	20 to 30	20 to 30
Furniture and fittings	10 to 20	10 to 20
Computer equipment	25 to 30	25 to 30
Motor vehicles	22.5	22.5
Equipment held under finance leases	Lease Life	Lease Life

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2014

Impairment

The carrying values of property, plant and equipment are reviewed for impairment at each reporting date, with recoverable amount being estimated when events or changes in circumstances indicate that the carrying value may be impaired.

The recoverable amount of property, plant and equipment is the higher of fair value less costs of disposal and value in use. Depreciated replacement cost is used to determine value in use where the assets are not held principally for cash generating purpose and would be replaced if the company was deprived of it. Depreciated replacement cost is the current replacement cost of an item of plant and equipment less, where applicable, accumulated depreciation to date, calculated on the basis of such cost.

An impairment loss exists when the carrying value of an asset exceeds its estimated recoverable amount. The asset is then written down to its recoverable amount.

For plant and equipment, impairment losses are recognised in the statement of profit or loss and other comprehensive income. However, where land and buildings are measured at revalued amounts, impairment losses on land and buildings are treated as a revaluation decrement.

Derecognition and disposal

An item of property, plant and equipment is derecognised upon disposal, when the item is no longer used in the operations of the company or when it has no sale value. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the year the asset is derecognised.

Any part of the asset revaluation reserve attributable to the asset disposed of or derecognised is transferred to general funds at the date of disposal.

(h) TRADE CREDITORS AND OTHER PAYABLES

Trade payables and other payables represent liabilities for goods and services provided to the company before the end of the financial year that are unpaid. These amounts are usually settled in 30 days. The carrying amount of the creditors and payables is deemed to reflect fair value.

(i) DEFERRED INCOME

Liability for deferred income is the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within 12 months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is discounted and presented as non-current.

(j) EMPLOYEE BENEFITS

Employee benefits comprise wages and salaries, annual, non-accumulating sick and long service leave, and contributions to superannuation plans.

Liabilities for wages and salaries expected to be settled within 12 months of the reporting date are recognised in other payables in respect of employees' services up to the reporting date. Liabilities for annual leave in respect of employees' services up to the reporting date that are expected to be settled within 12 months after the end of the period in which the employees render the related services are recognised in the provision for annual leave. Both liabilities are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave have been calculated at 40% of the total available sick leave, which is considered to be a conservative estimate of the amount that will be actually utilised.

The liability for long service leave is recognised in the provision for employee benefits and measured at the payrates applicable at reporting date. The directors do not currently believe it is practicable to calculate the provision by measuring the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Under that method consideration is given to anticipated future wage and salary levels, experience of employee departures and periods of service and expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currencies that match, as closely as possible, the estimated future cash outflows.

The company pays contributions to certain defined contribution superannuation plans. Contributions are recognised in the statement of profit or loss and other comprehensive income when they are due. The company has no obligation to pay further contributions to these plans if the plans do not hold sufficient assets to pay all employee benefits relating to employee service in current and prior periods.

(m) LEASED ASSETS AND LIABILITIES

Operating leases

Operating lease payments are recognised as an expense in the statement of profit or loss and other comprehensive income on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2014

Finance leases

Finance leases, which transfer to the company substantially all the risks and benefits incidental to ownership of the leased item, are capitalised at the inception of the lease at the fair value of the leased property or, if lower, at the present value of the minimum lease payments. Lease payments are apportioned between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are recognised as an expense in the statement of profit or loss and other comprehensive income. The fair value of the leases is estimated as the present value of future cash flow, discounted at market interest rates. The carrying value of the leases is considered a reasonable reflection of fair value.

Capitalised leased assets are depreciated over the estimated useful life of the asset or lease term, if shorter.

(K) TAXATION

Income tax

The company is a Public Benevolent Institution for the purposes of Australian taxation legislation and is therefore exempt from income tax. This exemption has been confirmed by the Australian Taxation Office. The company holds deductible gift recipient status.

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST except where the amount of GST incurred is not recoverable from the Australian Taxation Office, in which case it is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

Receivables and payables are recognised inclusive of GST.

The net amount of GST recoverable from or payable to the Australian Taxation Office is included as part of receivables or payables.

Note 2	CASH AND CASH EQUIVALENTS	2014	2013
		\$	\$
	Cash at Bank	62,609	34,048
	Cash at Bank - Donations Account	45,953	32,381
	Cash at Bank - Maximiser Account	2,206,790	1,747,790
	Cash at Bank - Self Directed	144,504	-
	Cash on Hand	3,550	2,950
		2,463,407	1,817,170

Cash at bank earns interest at floating rates based on daily deposit rates. Short-term deposits are made for varying periods of between one day and three months, depending on the company's cash requirements. These deposits earn interest at market rates.

The monies held at Bank are retained at balance date and are intended to be expended in future financial years for the following purposes:

Grant funds for:

- Capital purposes including vehicle replacements
- Client support
- Emergency Relief
- Employee Entitlements

Note 3	TRADE AND OTHER RECEIVABLES	2014	2013
		\$	\$
	Sundry Debtors	79,490	74,237
	Less: Provision for doubtful debts	-	-
	Other Debtors	-	-
		<u>79,490</u>	<u>74,237</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2014

Note 3 PROVISION FOR DOUBTFUL DEBTS

Past experience indicates that no impairment allowance is necessary in respect of trade debtors 'not past due' and 'past due 0-30 days'. Impairment allowances recognised at the reporting dates have been determined after a review of amounts outstanding at those dates and comprise amounts due from individual clients. No individual balance due exceeds \$1,000 and no collateral is held as security for these amounts. The movement in the allowance for impairment in respect of trade debtors during the year was as follows:

Balance at 1 July	-	-
Impairment losses recognised	-	-
Balance at 30 June	-	-

Note 4 PROPERTY, PLANT AND EQUIPMENT

	Land & Buildings	Furniture & Fittings	Plant & Equipment	IT Equipment	Motor Vehicles	Total
COST OR FAIR VALUE						
At 30 June 2013	2,638,234	106,644	221,874	277,398	891,457	4,135,607
Additions	75,855	912	4,287	19,704	49,597	150,355
Disposals	-	(831)	(2,192)	(126,538)	(27,847)	(157,410)
At 30 June 2014	2,714,089	106,725	223,968	170,564	913,206	4,128,552
ACCUMULATED DEPRECIATION						
At 30 June 2013	(107,154)	(78,143)	(157,375)	(226,944)	(502,704)	(1,072,321)
Charge for year	(19,773)	(5,745)	(17,176)	(16,910)	(94,226)	(153,830)
Disposals	-	693	1,670	120,650	17,822	140,835
At 30 June 2014	(126,928)	(83,194)	(172,882)	(123,204)	(579,108)	(1,085,316)
NET CARRYING AMOUNT						
at 30 June 2014	2,587,162	23,531	51,086	47,360	334,098	3,043,236

Revaluation of land and buildings

The company intends to engage independent accredited valuers to determine the fair value of its land and buildings. Fair value is amount that 'the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date'. The highest and best use of the land and buildings are considered in determining the valuation.

Note 5 TRADE CREDITORS AND OTHER PAYABLES 2014 2013

	\$	\$
Trade creditors	-	-
Provision Vehicle Replacement	200,388	-
Accrued wages	126,787	101,654
	<u>327,175</u>	<u>101,654</u>

The provision of \$200,388 has been created out of operational funding to replace company owned vehicles in the future.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 30 JUNE 2014

Note 6 INTEREST-BEARING LOANS

	2014	2013
(A) OBLIGATIONS UNDER SECURED LOANS	\$	\$
Current		
National Australia Bank Equipment Loan	14,105	12,975
Non-current		
National Australia Bank Equipment Loan	26,018	40,122
Salisbury Road - Mortgage Department of Communities	1,229,079	1,229,079
	<u>1,269,201</u>	<u>1,282,177</u>

A first mortgage of \$600,000 was given to the Department of Communities in 2010 as security for the property purchased at 33 Salisbury Road. The Company received further capital project funding during 2011/12 and 2012/13 of \$629,079 to refurbish the property. This has increased the total mortgage to \$1,229,079 which is due for release in 2030. A 5 year loan facility of \$200,000 was established with the NAB during 2012 to fund the purchase of a Commuter bus. There are no other mortgages, charges or other securities affecting the assets of the Company.

Note 7 EMPLOYEE PROVISIONS

(A) CURRENT		
Long service leave	74,307	62,481
Annual leave	313,462	254,181
Sick leave	70,454	57,195
Total current provisions	<u>458,223</u>	<u>373,856</u>
(B) NON-CURRENT		
Long service leave	81,940	70,271
Make good provision under leases	-	-
Total non-current provisions	<u>81,940</u>	<u>70,271</u>

A portion of long service leave and the entire annual leave balance have been classified as a current liability since the company does not have an unconditional right to defer settlement of these liabilities for at least 12 months after the end of the reporting period. The company expects that 52% of the long service liability will be paid after 12 months following the end of the reporting period.

Note 8 TOTAL FUNDS

(A) MOVEMENTS IN FUNDS

Details of the movement in each reserve and fund are provided in the statement of changes in equity.

(B) MEMBERS' GUARANTEE

The company is limited by guarantee. In the event of the company being wound up, the constitution states that each member is required to contribute a maximum of \$10 towards meeting any outstanding obligations of the company.

Note 9 RELATED PARTIES AND RELATED PARTY TRANSACTIONS

DIRECTORS' COMPENSATION

The directors act in an honorary capacity and receive no compensation for their services.

Note 10 ECONOMIC DEPENDENCY

The company is dependent upon the ongoing receipt of grants from the Queensland Department of Communities, Child Safety and Disability to ensure the continuance of its services to clients.

Note 11 ADDITIONAL COMPANY INFORMATION

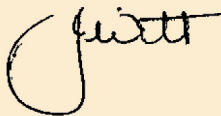
The registered office of the company and its principal place of business is:
8 Warwick Road, IPSWICH QLD 4305

DIRECTORS' DECLARATION

1. (a) The financial statements and notes to the accounts have been made out in accordance with applicable Australian Accounting Standards.
1. (b) The financial statements and notes to the accounts are drawn up so as to give a true and fair view of the results and cash flows and financial position of the company for the financial year ended 30 June 2014
2. In the opinion of the Directors:
 - (a) As at the date of this statement, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.
 - (b) The financial statements are drawn up in accordance with the Corporations Law including Sections 296 and 297.

Dated at this the 25th day of August 2014 in accordance with a resolution of the Board:

Director:



Director:



AUDITORS' REPORT



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALARA QLD LIMITED

Scope

We have audited the attached general purpose financial report for a non-profit organisation as set out on pages F7 to F18 for the year ended 30 June 2014.

Board of Management Responsibility for the Financial Report

The Directors of the company are responsible for the preparation of the financial report in accordance with Australian Accounting Standards and Corporations Law and for such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from 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 circumstances, 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, as well as evaluating the overall presentation of the financial report.

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 the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, previously provided to the directors of the company, would be in the same terms if provided to the directors as at the date of this auditor's report.

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Professional Standards
Legislation

Auditor's Opinion

In our opinion, the financial report of Alara Qld Limited is in accordance with the Corporations Act 2001, including:

- a) giving a true and fair view of the company's financial position as at 30 June 2014, and of its performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note 1 and complying with the Corporations Regulations 2001.

A handwritten signature in black ink, consisting of several loops and a central 'A' shape, enclosed within a large, irregular oval.

Chris Booker
Registered Company Auditor
No 15761

28 August 2014

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BEEN LEFT BLANK**

THE ALARA JETS STORY...

On 20th June 2013 the CEO of the Luxury Paints Ipswich Jets received an unusual letter. The letter was simply formatted but firm in its objective. ALARA would like to challenge the Ipswich Jets to a game of football!! The letter was penned by Grant Fullarton an enthusiastic football fan. A few conversations and emails later, ALARA set about recruiting a team of players and plans were set in motion for the first training night with the Jets!! A small but confident group of four young people attended the first training session on the 8th August 2013 and continued to train with the Jets each week under the guidance of experienced coach Chris Fullarton (Grant's Dad). Within a month the number of ALARA Jets players had grown to ten.

The initiative attracted the attention of the new ABC regional office that had just been set up in Ipswich. An extra training session was held on September 19th and the resulting footage and story aired on National TV on Saturday 26th September. The activities of the ALARA Jets team were then promoted by the Jets during Disability Action Week.

The ALARA Jets team and their families held a BBQ for the Jets team in December 2013 to thank the players for their time and generosity. The evening culminated in the ALARA Jets team receiving a trophy. The event received media attention and an article appeared in the local Queensland Times newspaper.

Training recommenced in earnest in February 2014 with player numbers continuing to increase. The ALARA Jets players trained hard towards a new goalplaying a demonstration match at half time on Saturday 26th April during the PNG Hunters vs Ipswich Jets game to be held at the North Ipswich Reserve. This would be a televised game... taking the Jets and ALARA Jets to an international audience. The game would also coincide with a Disability Awareness Day focusing services and groups that promoted active and healthy options for people with a disability.

Meanwhile team captain Grant was busy writing to local Ipswich businesses to secure sponsorship to assist with the cost of uniforms. A number of Ipswich City Councillors rallied behind the cause with a substantial donation and additional financial sponsorship and support was received through Youngcare, Limestone Dental Group, XYNZ Clothing, Australian Services and Distribution, Masters Springfield, Disability Community Awareness and Articulate Framing. Wayne Wendt donated a signed 2012 State of Origin Jersey which when framed by Articulate Framing became the first prize in a very successful raffle to support team costs. The team now had funds for their uniforms complete with sponsors' logos.

The ALARA Jets team has grown from four players to nineteen with more young people showing an interest.

The Ipswich Jets Vs PNG Hunters game had sparked interest amongst ALARA Jets team members to accompany and support the Jets in a return game against the PNG Hunters to be held in East New Britain, New Guinea. Interest is high and plans are underway for this to occur in 2015.

The ALARA Jets story is the outcome of one young man's dream and determination to pursue his love of football. It is a testament to the vision and community spirit of Wayne Wendt, CEO of the Luxury Paints, the members of the Jets Team and the willingness of Ipswich Councillors and local business to back a great initiative. It is a credit to the ALARA staff, families and community members who have volunteered their time to help make this dream a reality.



DISABILITY AWARENESS DAY
SUNDAY
6TH OF APRIL

Gates Open 9.30am
CC-10.45am
MM- 12.15pm
Intrust Super Cup
Ipswich Jets Vs PNG 2pm
FOG's- 3.45pm

ALARA
OLD Limited
supporting people with a disability







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