



CLP
COMMUNITY
LIVING PROJECT

Annual Report 2019-2020

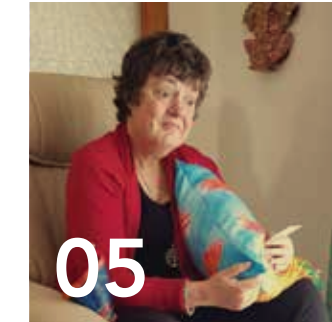




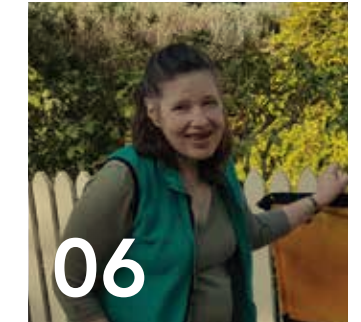
The Community Living Project (CLP) Mission is to assist people with disability to live their own unique and purposeful life of inclusion through having: home, relationships, competencies and highly valued roles in their community.



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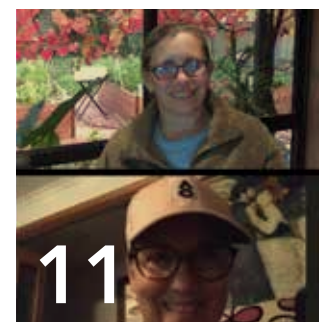
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Front cover: Adrian Lepley, owner of 'Something for Stella.' Photo credit Kate Hill www.katehillcreative.com.au

Inside front cover: Olive Weston, co-founder of CLP with her son, Steven

Chairperson and Executive Officer Report



After a number of years of planning and transition, CLP has now settled into the new world of NDIS, focused on delivering our Mission 'to assist people with disability to live their own unique and purposeful life of inclusion through having: home, relationships, competencies and highly valued roles in their community', and doing it our way, one person and family at a time.

This year we welcomed many new families to Self directed Support, Circles and Micro Enterprise, and we look forward to partnering with you. Sadly, 2020 has also been significant for us in that we lost four members of CLP's family, including two founding members, Ray Brooks and Olive Weston. Ray and Olive became Life Members of CLP in 1995, serving on the board over many years, as well as being founding members of Parents of Disabled South (PODS), the precursor to CLP. Another previous board member for 8 years, Christian Absalom, passed away suddenly in July. Christian was supported to live in his own home by CLP for over 25 years. We were also saddened by the loss of Nikki Gow after battling a long illness, a family member who worked tirelessly on her cousin's behalf. Our deep condolences go to all their families.

Our sincere thanks go to the staff of CLP at every level of service delivery and administration for their dedication and flexibility through the transition period, with grateful appreciation also to our senior managers for their leadership. Enabled by a strengthened financial position, largely resulting from the Temporary Transition Payment (TTP), the board introduced the 2020 Staff Development Fund as a way to express our grateful appreciation for the efforts of all staff across the organisation in the past 12 months through the final transition to the NDIS, and their resilience during the COVID-19 pandemic response.

In October 2019 we completed and successfully passed our Stage 2 NDIS audit. This is an important and demanding process. The Auditor noted in her final report that feedback from staff and families 'was representative of the CLP vision and values reflecting

the highly personalised support and individually tailored service. CLP's approach to truly tailored individualised supports and developing family leadership is credible and reflective of their culture and values.'

The board undertook strategic planning at the end of 2019, and it is pleasing that the next phase of transition with a focus on core roles, new roles and building sustainability was continued despite the circumstances. A review of responsibilities and accountabilities under Self-directed Support is helping staff to better manage internal processes and communication.

When the COVID-19 pandemic was declared in March, we started intense preparation and planning to keep our people safe. We stayed informed, passed on what information and advice we had, and kept alert to any quick response that we needed to make.

The courage and commitment of workers to forge ahead and not miss a beat in providing services, is something to look back on and be extremely proud of.

All staff completed mandatory infection control training. We reached out to help people navigate the information coming in and decisions to be made. We helped families to explore networks including Circle of Support members, as contingency for support if there came a time when support workers were restricted from coming into people's homes.

Helping people stay safe and isolated from their communities was a real challenge to our core value of building connections. With safety paramount, our staff and families looked for ways to be creative about being active and connected. Some of these stories are highlighted on page 5 and 7.

Some families directed that they wanted to self-isolate and halt services, while several staff members chose to self-isolate as their or their family members' health was

at high risk. We did our best to individually support each family and each worker to navigate their way through these weeks.

CLP has a long-established practice of working flexibly, with our coaches and facilitators often working from home and community spaces. This meant we were somewhat prepared when the time came to instruct some of our office-based staff not to come into Saltash Avenue. Keeping numbers to a minimum in the office meant that our Finance and Admin team could continue business processes as usual. The way that they kept up payments and processing during this time was commendable.

We had been planning to bring families together in March for our bi-annual weekend retreat of learning and connection, however our international speaker was unable to come to Australia, and bringing people together at that time was not possible. We are hoping to be able to bring families together next year to explore the themes of family leadership and inclusion.

CLP presented two submissions to the Safeguarding Task Force, which was established by the Minister for Human Services in May, in response to the tragic death of Ann Marie Smith. The submissions presented Circles of Support as a valuable strategy for families to support safeguarding.

Following the recommendations from the Task Force, the government response has included funding for an Inclusive Neighbourhoods initiative, which will include an element of Circles of Support, and CLP will have input into this project in partnership with JFA Purple Orange. We are also grateful to be able to offer an exciting 2-year project, Introducing Circles of Support, made possible via the Norman H Johns Trust through Perpetual IMPACT Philanthropy Application Program (IPAP).

We are extremely grateful for the continued support of Wyatt Benevolent Fund for Micro Enterprise through to July 2021. We also thank the Thyne Reid Foundation for supporting us to build further capacity.

This year we have successfully been funded under the NDIS Information Linkages and Capacity Building (ILC) program for an exciting 2-year project, Discover Micro Enterprise: Exploring Possibilities. We thank the Centre for Disability Employment, Research and Practice (CDERP) for partnering with us on this project.

We also thank Community Business Bureau (CBB) for supporting Sally Strzelecki to take part in a CBB-sponsored Working Mind program offered in partnership with Kerrie Ashcroft and Awaris.

We acknowledge and sincerely thank all our board members this year, welcoming Patrick Faulkner for his first term of office and Henry Elliot as an ex-officio member. Tom Laing resigned from his role in September, and we acknowledge and thank Tom for his significant contribution as Treasurer over the last 6 years, helping to guide and support CLP safely through the difficult period of transition. Helen Neale is also stepping down this year, and we thank Helen for her strong contribution as a family member for the last 2 years.

The board also thank Darrin Hepworth for his support to CLP and the CLP Trust.

The board wish to acknowledge the hard work, capacity and resilience of all involved with CLP from individuals, families, direct services staff, team leaders, coordinators, support managers, facilitators, inclusion coaches, consultants, support coordinators, office and administrative staff, managers and our EO. It is a complex and at times challenging task to keep an organisation true to its values and core mission, to remain family led in times where systems seem to be ever changing and then we have a pandemic to add to the mix. The year 2020 is not one we are likely to forget, yet we are still here and presenting another annual report with positive highlights. Thank you to everyone.

Caroline Ellison, Chairperson

Prue Gorman, Executive Officer

'You have always given the people you support 100% and follow it up with the respect you show your workers. Words are not enough but I do hope you know how much working for CLP means to me.' *Staff feedback*

Vale Ray Brooks

12/02/1930 - 11/02/2020

One of CLP's founding family members, Ray Brooks, died after a lengthy illness in February. CLP Supported Living Manager and long term family friend, Kathryn Knaggs, delivered the eulogy at Ray's funeral. She said Ray wanted the typical for all his children but understood in the world we live, sometimes the typical and ordinary need to be done a little differently because we are all different and unique.

'So where do you go if you don't fit the usual, if you or a family member require something out of the norm, if your needs cannot be met by what is currently available? Well, if you're Ray Brooks, you find people of like mind and you begin something that does meet your needs, you don't let bureaucracy, a few battles or other opinions get in the way. Hence the Community Living Project, an organisation, with Ray as one of its founders, that has stood firm against the test of time. Some 36 years later, CLP continues to be recognised as an organisation that is a leader in its field, promoting family leadership and valued roles for all people. Why? Because it's built on strong foundations and remains close to its core values and principles as laid down by its founders.'

Our thoughts are with Bev, Lynne, Grantley and all Ray's family.



Vale Olive Weston

04/07/1926 - 26/10/2020



"Olive was a beautiful, strong woman, a legend, whom I was deeply, deeply proud to know and call a friend. Olive was a tireless fighter. Having served as a nurse in WWII, she fought and fought for the rights and wellbeing of veterans and nurses to be recognised for their efforts during conflict. Olive was also a relentless advocate for people with disability and their carers. Together with other local

families, she successfully set up a disability organisation, the wonderful Community Living Project, to focus on empowering people with disability to equally and actively participate in every aspect of community life.

Olive was never afraid to speak up to ensure people got the support they deserved and the support that gave them real choices, that worked for them. Her care for her own much loved son was beautiful. She was so kind, gregarious, fierce, delightfully irreverent, fun to spend time with and so very, very clever; she always sought to amplify the voices of those who most needed to be heard.

I loved spending time with her, will miss her and our catch ups, including over a gin that she would invite me around for, and I will always remain inspired by her enduring, outstanding leadership and her willingness to speak up and fight for people to be included. So much love to her son Steven, her other family members, her Port Noarlunga Christies Beach RSL comrades and many, many friends.

Vale Olive, thank you, I will miss you xx"

Katrine Hildyard, MP

Vale Christian Absolom

01/06/1972 - 31/07/2020

"Go Power!"

We were all saddened by the sudden illness and death of Christian Absolom in July. Christian was supported by CLP for over 25 years, and through those years developed strong relationships with many of us across the organisation. Christian was a CLP board member from 1994 - 2002, and was a regular presence at AGMs, manning the bar. As his sister Tessa so aptly wrote, 'Christian was a man who lived his life just the way he liked it. He is missed by all who he shared his life, laughs and quirks with.'

Our love and thoughts go to Tessa, and his loyal friends and "second" family, Joyleen and Fred Thomas and family.



Vale Nikki Gow

09/05/1973 - 10/03/2020

Nikki was the joint guardian with her mum around her cousin Sharon's support. Nikki was a strong woman and worked tirelessly to set up good support for Sharon and transition her into the NDIS.

Nikki was the mother of Emily and Will and is now at peace, after battling a long illness. Our deep condolences go to Lorraine, family and friends.

Keeping connected at a safe distance

Supported Living

Working under intense pressure, Coordinators and staff of Supported Living stepped up with great composure during the initial weeks of the Covid 19 pandemic. For some families the hard decision was made early on to cancel support to reduce infection risks. Kathryn Knaggs, Manager Supported Living said this presented a conundrum: how to retain workers who couldn't do what they usually do.

'We took advantage of the latest technology and developing people's capacity,' said Kathryn. 'There was a sense of pride as people navigated Zoom and face time, keeping in touch with family and their workers.'

Our thanks go to all staff involved for their creativity and commitment throughout the year.



Happy 50th Birthday Felicity!

Felicity, generally known as Felc, has lived in her own home and been supported by CLP for over 30 years. Recently Felc celebrated her 50th birthday with family members and many of her friends from over the years. Congratulations Felc from all of us at CLP!



Backyard Blitz

When the "stay at home to stay safe" instruction disrupted Brenton's daily routine of getting out to Colonnades, a vision for great space at home was conceived. Over 8 weeks, Brenton's front and back yard were overhauled, and he is immensely proud, and rightly so, as his home and garden now shine out in his neighbourhood.



Following the 7 steps

Self-Directed Support

The Self-directed Support service model is supporting 23 people and their families to use the 7 steps process to deeply understand who the person is, articulate the person's vision and future plans, and be an integral part of recruiting and directing workers.

The people, families or key loved ones, allies and CLP staff involved in Self-directed Support are always learning how to improve, implement, and benefit from the model – each person's family and situation is so individual. It is exciting to see the model being adapted to suit each situation and to celebrate the growing confidence of people and their families to manage, direct and build trusted sustaining relationships with their support workers.



Seven steps

1. Start with the person
2. Develop a vision and plan
3. Make a good match
4. Learn to support the person well
5. Build a relationship of trust
6. Solve problems quickly, creatively and locally
7. Check for resilience

The Seven Steps model of Self-direction was developed by Griffith University under the Innovative Workforce Fund. See more at the Seven steps to Self direction workbook

www.ric.org.au/assets/Uploads/self-management/8cbc0c2277/SSBooklet-final-small.pdf

To: Inclusion Coach

It's terrific to have your input as we collaborate on this journey for a Good Life. After just over three weeks of new arrangements, we are making wonderful progress. We are so happy with the move. It is wonderful to be able to communicate openly and freely, all striving to help our family member. It is such a relief to have open communication with the team!

It was extremely encouraging and motivating to have received this email from a family member who lives interstate.



Keeping community spirit and community connections going during April, when events were cancelled.



Amid the high-tech video conferences and live streaming, old-fashioned letter writing made a come-back, and was a great way to keep connected.

This year CLP embarked on a major review of the Self-directed Support model. We used feedback from people, families and staff to inform, influence and clearly describe the model, articulate the different stages of implementing the model and identify the roles and responsibilities of the main stakeholders.

Sally Strzelecki was appointed as Self-directed Support Manager, and we recruited a new Inclusion Coach, Kirra Dack, and Support Manager, Danielle Stafford.

A number of other staff have the roles of Inclusion Coach or Support Manager as one of the "hats they wear".

'We ran a comprehensive workshop with Inclusion Coaches, Support Managers, Managers and Admin personnel to share the learnings of the review and reinforce the service model,' said Sally.

'One of the great outcomes of the review was to clearly articulate each of the roles and partnerships involved in the Self-directed Support service model – please request a copy of the document, or view it on the CLP website'.

New families

During the year we welcomed several new families who are using the Self-directed Support service model to create, direct and sustain support services that are committed and focused on the life vision of the person they are caring for. One family moved to Adelaide from interstate – they experienced a wild rush to get here the night before the interstate borders closed due to COVID-19 and still had to self-isolate. Another new family are successfully supporting the person they care for from interstate.



Just a click away Finance and Admin

The long-awaited introduction of a software platform for financial management, payroll and service documentation has continued to progress through testing, trialling, and phased introduction. Many aspects of the system have been custom designed for CLP, as there are ways that we go about our business that are different to other providers.

Our finance team did a stellar job keeping things rolling during the changes and challenges of 2020, and have also worked hard to establish positive working relationships with plan management agencies to improve debtor management processes.



Carmen, Lyn, Pat, Anne-Marie and Ann-Marie

Many of you will have got to know Carmen who joined CLP last year when Kerri went on parental leave. Carmen is likely to greet you at the door or over the phone, but is also busy with many behind the scenes activities at CLP.

A second Ann-Marie joined the team to double our efforts on the preparation and roll-out of MYP.

Support coordination

Julie Milburn, family member and previous board member, was engaged in February to specialise in Support Coordination.

Julie describes a typical day in her role: 'I might check various service agreements are signed, follow up equipment purchases and technology, request a seizure management plan update, or read over an updated emergency plan for someone who lives alone. I might contact a gardener about setting up a monthly service and send confirmation to the plan manager. I might also be helping someone to think about bigger life questions, like moving out of their current home and helping them to visit places that are available to rent or buy in the community. Or thinking about where to access exciting community opportunities that are aligned with their interests.'

Julie also spends lots of her time researching and keeping on top of NDIS news and changes, and also ensuring that all NDIS reports and review meeting preparation is up-to date for each person.

Training

Two staff members participated in a 6-month Better Practice Project action learning program on building community connections. Based in Social Role Valorisation theory, and delivered by Jane Sherwin, the course supported the participants through the process of developing a proposal for a person. Circles' facilitator Beth Cleary reflected on the learning 'The aim of this project is to assist the person in finding their sense of belonging in the shared community that we all experience. To create the space for someone to flourish and be seen and acknowledged for who they really are.'

Staff and families had the opportunity to join in on lots of presentations and workshops from interstate agencies who took their events online. We always encourage staff to attend in partnership with families, which gives the opportunity to follow up any points for action or further discussion. There was some great feedback about the thought-provoking webinars from Belonging Matters two-part series on Safeguarding the Future presented by Jeremy Ward and Margaret Duncan and three-part series on understanding intellectual disability with John Armstrong.

The Australian Social Role Valorisation Association (ASRVA) hosted an online SRV 'Taster', that was great timing for a number of new staff who had come on board at CLP. The workshop explored the ideas of "no goals without roles", mindsets and expectations, and the vital message: think typical and valued.

All Inclusion Coaches attended an inspiring workshop run by our own Jayne Barrett that focused on the Importance of Building and Developing a Vision – the workshop was instructive, motivating, and very practical.

Right Relationships training was offered a number of times across the year for CLP staff and families, both face-to-face and online. Many attended either as a first time or as a refresher. There is often feedback that even though we might know some of the key messages, hearing them again, at the right time, is very valuable and can prompt new thinking and action.

Staff development fund

The board introduced the Staff Development Fund as a way of expressing thanks and acknowledgement to staff for adapting to the NDIS, new administration systems, and the impacts of Covid 19. Each eligible staff member could apply for up to \$300 to contribute to the cost of upgrading a mobile device or accessories, or training or personal development.

It's been wonderful to see the range of things that people have applied for, a reminder of the diversity and interests that people bring to the workplace.



Learning from the experts

Micro Enterprise Project

It's exciting to see new enterprises starting up, but equally pleasing to see long established enterprises clock over another year, and to know that the discovery and exploration process has got the right match for the person. Jocelyne's specialty dried fruit and Flowers by Fleur are both going strong after 7+ years. Both have an important role to play in telling their long-term enterprise story through the Discover ME: Exploring Possibilities project.

New enterprise owners will also tell their stories so far – including Ben, who has launched HAZZAH! It's been a dream of Ben's to start an apparel business to meet new people, inspire others and express his interest in fashion. HAZZAH is building a strong brand and community around acceptance for people to be themselves. Follow **HAZZAH** on social media and join the fun.

Emily's enterprise Shred Em, provides a solution for business – collecting paper waste - and turning it into a valuable resource provided to animal rescue organisations and the Adelaide Zoo for pet bedding and enrichment.

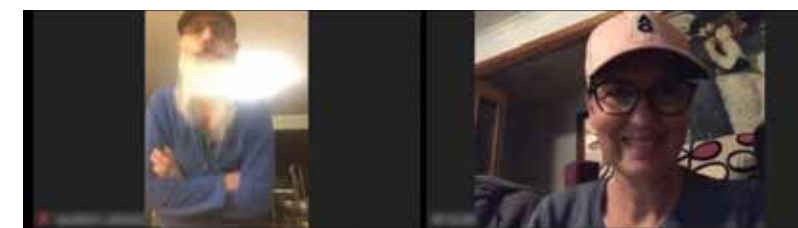


Sandi Seymour has begun working as a Micro Enterprise consultant in the South-East, and it is exciting to see the growth of Micro enterprise in these communities. One new local Micro Enterprise is Something For Stella, run by Adrian, who makes and delivers home-baked dog treats.



Cameras on, microphones on!

Circles of Support



There was a period when Circles of Support gatherings couldn't meet in person but it didn't mean the meetings had to stop. Online meetings proved to be a great way to keep connected and see each other's faces.

Ben's Circle met fortnightly via Zoom. There were fun themed events, including quiz nights that kept the group engaged and having a few laughs together despite being stuck at home. The format was such a hit that the group is actually still Zooming between face to face catch ups!

Introducing Circles of Support

The Introducing Circles of Support project has been made possible through a 2-year grant from the Norman H Johns Trust through the Perpetual 2020 IMPACT Philanthropy Application Program (IPAP). Project lead Taryn Waters joined CLP in 2019, and is working with Jayne Barrett to learn from her decades of experience leading the Circles Initiative and talking with families around the world about Circles of Support.

The project will provide workshops to encourage people to think about introducing a Circle of Support to provide a safeguard for the lifestyle aspirations and wellbeing of their loved ones. Outreach workshops will also look to call forth local community leaders to identify opportunities and connections for Circles of Support.

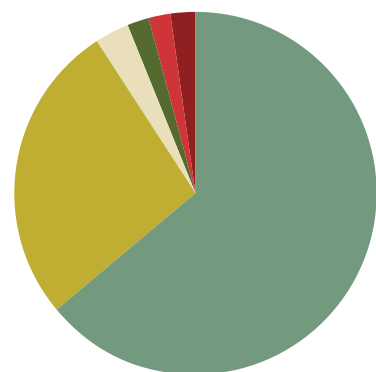
Finance Report

This year saw an increased financial return for the Community Living Project after many tight financial years. This was largely attributable to the Temporary Transformation Payment (TTP) put in place by the NDIA to assist providers with previously unrecognised NDIS transition costs. The NDIA increased the funds in individual's NDIS Plans to compensate for the new rates. In 2019 - 2020, the TTP was 7.5% and will reduce by 1.5% annually thereafter. As a result, the year ended with a surplus of \$466,192 in day to day operations, and a consolidated net surplus of \$509,617.

As well as addressing depleted Reserves, the TTP allowed the board an opportunity to establish a Staff Development Fund of \$70,000. This was put in place to acknowledge staff loyalty and flexibility through NDIS transition and COVID isolation, and also that staff are being asked to work under new systems requiring increased use of technology.

Income showed the full transition to the NDIS has taken effect, making up 95% of total income. The following graph summarises the NDIS income sources for CLP for the 2019 - 2020 year.

Income Streams



- Supported Living Services 64%
- Self Directed Support 27%
- Circles & Inclusion Coaches 3%
- MEP Consultancy 2%
- Support Coordination 2%
- Other 2%

Operating costs remain comparable to previous years with another increase in payroll liabilities as staff retention increases provisions for staff entitlements. Staff training was increased through the year in response to identified developmental needs and COVID requirements. Cash flow was improved by \$50,000 via the ATO Cash Flow Boost. A cash advance of \$172,725 was provided by the NDIA during COVID however was not utilised and will be re-drawn in the coming year. The opportunity was taken to reduce depreciation on low cost items, reducing liability for the future.

The CLP Charitable Trust remains stable and provided a return of \$43,425 through reduced interest savings on the loan. There was a Capital Reduction of \$31,411 this year and 7 years remain on the loan term. Further opportunities to reduce this term are currently being investigated.

Indicators remain that CLP is well positioned for the future, and the number of new families in Self-directed Support provides substantial ground for us to feel confident. There however continue to be challenges ahead in future years with the annual reduction of the TTP and as the scheme is further refined.

I thank all board Members for their support throughout the year and Darrin Hepworth for his continued support with the Trust. I also thank Tom Laing for his significant contribution as Treasurer, as well as Henry Elliott, Pat Varcoe and Darrin Hepworth for their support on the Finance subcommittee.

Prue Gorman
Executive Officer

\$548,000
per month revenue
(27% increase in 12 months)



Staff wages and on costs are 95% of our expenditure



CLP supported **119 people** via **220 staff**

Financial Statements Extract

Consolidated Statement of Profit or Loss and Comprehensive Income for the Year Ended 30 June 2020

	2020	2019
	\$	\$
Revenue from ordinary activities	6,629,082	5,157,319
Employee benefit expense	(5,794,719)	(4,844,927)
Depreciation expense	(61,053)	(15,704)
Other expenses	(263,693)	(222,952)
(Deficit)/surplus before income tax	509,617	73,736
Income tax expense	-	-
Net (deficit)/surplus after income tax expense	509,617	73,736
Other comprehensive income	-	-
Transfer to Staff Development Fund	(70,000)	-
Transfer to Staff Development Fund	3,259	-
Total comprehensive income for the year	\$442,876	\$73,736

Consolidated Statement of Financial Position As at 30 June 2020

Current assets		
Cash and cash equivalents	1,324,113	233,472
Trade and other receivables	338,678	365,380
Financial assets	265,038	224,568
Other current assets	32,011	20,923
Total current assets	1,959,840	844,343
Non-current assets		
Plant & equipment	978,425	996,795
Total non-current assets	978,425	996,795
Total assets	2,938,266	1,841,138
Current liabilities		
Trade and other payables	683,145	139,562
Borrowings	20,127	20,127
Provisions	596,938	508,278
Total current liabilities	1,300,211	667,967
Non-current liabilities		
Trade and other payables	-	-
Borrowings	351,562	382,972
Provisions	37,478	50,799
Total non-current liabilities	389,040	433,771
Total liabilities	1,689,250	1,101,738
Net assets	1,249,015	739,399
Equity		
Retained profits	1,062,393	619,517
Trust settlement	10	10
Reserves	186,613	119,872
Total equity	\$1,249,015	\$739,399

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF COMMUNITY LIVING PROJECT INC

Report on Audit of the Financial Report

We have audited the consolidated financial report of Community Living Project Inc (the association) which comprises the statement of financial position as at 30 June 2020, and the comprehensive income statement, statement of changes in equity, statement of cash flows and a summary of significant accounting policies and other explanatory notes, the statement by the members of the Board and the Board report.

In our opinion, the consolidated financial report of Community Living Project Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- 9(a) Giving a true and fair view of the association's financial position as at 30 June 2020 and of its financial performance for the year ended then ended; and
- (b) Complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of Australian Charities and Not-for-Profits Commission Regulations 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial report Section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibility of the Board for the Financial Report

The Board of the association is responsible for the preparation of a financial report that gives a true and fair view and has determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of members.

The Board's responsibility also includes such internal control as the Board determines 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.

In preparing the financial report, the Board is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Board either intends to liquidate the association or to cease operations, or have no realistic alternative but to do so.

The Board is responsible for overseeing the association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

DEANE & ASSOCIATES



Richard F Deane, Principal

Date: 28th September 2020
69 Franklin Street, ADELAIDE SA

Acknowledgement of years of service

5+ years

Mohsen Alizadeh
Larissa Ambrose
Anna Anselmy
Kerrie Ashcroft (Board)
Natasha Bennet
Hayley Binyangi
Heather Brodgen
Clio Brook-Norris
Victoria Cousins
Lynette Cox
Margaret Elliott
Violeta Gancheva
Leanne Gordge
Elisabeth Guglielmo
Tonya Heyes
Gail Hodshon
Vicki Hoffmann
Angie Jarmyn
David Jordan
Marcus Kelly
Tom Laing (Board)
Joseph Leavey
Samantha O'Brien

Lesley Pottinger
Melissa Rangi
Angela Richardson
Judy Robbins
Claire Roberts
Laurie Rowe
Steven Russell
Natalie Schwark
Suzanne Smith
Robert Spagnuolo
Monica Thalbourne
Christine Tinney
Sharon Wilding
Andrew Wilkin
Kim Wilson

10+ years

Wendy Butler
Sharon Dymock
Caroline Ellison (Board)
Robert England
Georgia Frayne
Katrina Fredberg

Prue Gorman
Anne-Marie Hamilton
Kathryn Knaggs
Vanessa Kwong
Catherine Laing
Traci Mason
Raelene Paul
Kerry Spain
Victoria Young

15+ years

Patricia Varcoe

20+ years

Maria Laing

35+ years

Jayne Barrett

And many thanks to all our Board and staff
members for their passion and commitment.

Back cover: Christian Absolom, Saltash Ave office opening, 2014



31 Saltash Avenue, Christies Beach, South Australia 5165
T (08) 8384 7866 F (08) 8186 1755 E info@clp-sa.org.au
www.communitylivingproject.org.au ABN 30 374 065 892