

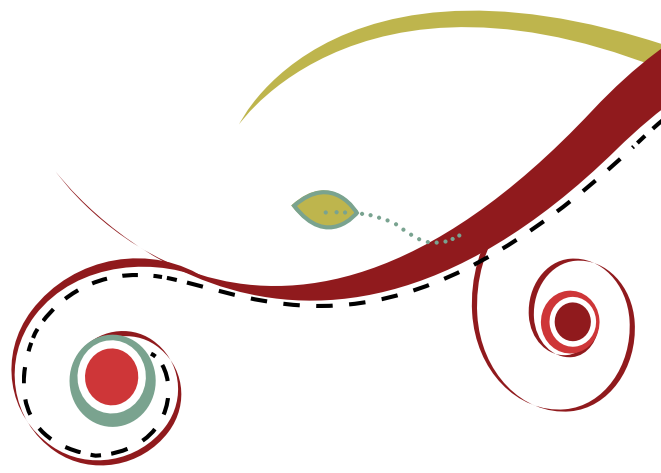


# Annual Report

## 2020-2021

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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**Front cover:** Adam and his Circle of Support members

**Inside front:** Enterprise Management Group member, Liz Gazard

# Chair and Executive Officer report



***“COVID-19 highlights how truly interdependent we all are. How reliant we are on cooperation, communication, and compassion to successfully combat the virus.” Jacinda Ardern***

Our experience of 2020-2021 has continued to be dominated by the COVID-19 pandemic. While we have been largely protected from the full impact of the virus in SA, restrictions on travel and connecting with loved ones, and the uncertainty of changing restrictions, has shaped our lives.

It has been a priority to pass on relevant messages about COVID-19 requirements from SA government and ensure that people can be clear around what the rules mean to them. Over the last year, we have interpreted these messages, identified how they relate to working in people’s homes and community, and provided concise updates. Many staff and families have expressed their thanks for the updates that have helped to keep people informed and safe.

In 2020, the Board determined that each family should be able to make choices about whether the workers supporting their loved ones had been vaccinated against infectious diseases such as flu and COVID. The communication and conversations around the new Immunisation Policy with families and staff enabled people to discuss their preferences and seek advice from a range of sources. Support was facilitated where requested to assist people to access their nearest vaccination clinic.

Regular online team meetings for CLP managers and admin staff started during 2020 out of necessity due to lockdown. When restrictions lifted, it seemed that bringing the group together online would no longer be necessary, however the ‘Zoom group’ has been reinstated monthly due to popular demand. Staff value learning about the roles and work of different areas of the organisation, and it is an opportunity to celebrate things that have gone well, and discuss the issues impacting our work. There’s a real sense of collaboration and learning from each other.

Despite ongoing change, what has been a constant is the need to be present for each other and to reach out to those who are not coping as well. Building relationships is critical to our wellbeing, and through CLP’s day to day work, our goal is to facilitate opportunities for each person to be supported through relationship with the people in their personal and community networks.

One of our new projects, Neighbourhood Circles, is about strengthening neighbourhood initiatives that include and look out for all members of their community. Neighbourhoods where all individuals, regardless of circumstance, can experience inclusion and belonging. Similarly, the Introducing Circles of Support project aims for more people with disability to learn about Circles of Support and the important safeguarding role they can play through the intentional engagement of freely given relationships in the life of a vulnerable person.

In November the Board formally welcomed Henry Elliott as Treasurer, and family member Jackie Hayes, and we thank our continuing members Pam Coutts, Sadik Hurem, Kerrie Ashcroft, Michael Mooney and Patrick Faulkner. We would like to thank all our Board members this year for their work on the Strategic Plan, with a key aspect being future safeguards through learning from families, and ensuring succession planning is in place for key roles. One step towards this has been Jayne Barrett’s handover in July of leadership roles in Micro Enterprise and Circles of Support to Wendy Butler and Katrina Fredberg. We congratulate Wendy and Katrina, and look forward to continuing to work with Jayne in the leadership of our strategic projects.

Managers across the organisation have continued to provide strong leadership, with growth being experienced across all service streams. A Leadership

Development course for 20 upcoming leaders covered topics including adaptive leadership, values and mindsets, and family leadership. Kerrie Ashcroft facilitated a Working Mind program for 20 key leaders, including a family member, focusing on the impact of mindful communication on collaboration and decision making.

Finance and Admin staff have continued to provide seamless support and the reliability of our payroll, invoicing and debtor management has again been outstanding. MYP progress is very positive with live testing of automated payroll and invoicing underway. We would like to thank these staff and also acknowledge the support of Darrin Hepworth. The Finance and Risk Management sub committees have also been pivotal this year in developing our Investment Strategy to ensure that the assets of the organisation are working hard to build our future sustainability.

CLP's management of safe work practices continues to be outstanding, with no workplace injury claims for the past 3 years. This is a credit to the focus managers on individual, role based training, and to the approach of our Return to Work Officer, Kathryn Knaggs.

In September, CLP successfully passed the requirements for our midterm NDIS audit. The auditor noted that CLP's values are 'at the forefront of all decision making and planning, and that staff, people supported and families confirmed that each individual is supported to articulate their unique needs and preferences, rights and feelings which feeds into a deeper understanding of support responses and solutions'.

After discussion with families, we provided submissions into NDIA consultations on Home and Living, and Support for Decision Making. We also met with the Disability Advocate David Caudrey around safeguarding people with disability, specifically if their family members can no longer support them. We also took part in round table discussions with federal and state MPs around gaps in planning and support for people with complex needs.

Sadly, through the year we mourned the passing of Mark Penezic after a stalwart battle with cancer, and send our deep condolences to his mother Kay and family. We also acknowledge the passing of long-term family members: Bev Brooks, and our thoughts are with Lynne, Grantley and all the Brooks family; Wendy Lamming, with deep condolence to Julie and her family; and Reg

Coutts, husband of Board member, Pam. Again, our deepest sympathy goes to Pam and Louise.

We would like to acknowledge and thank our funding partners, JFA Purple Orange, Julia Farr McLeod Benevolent Fund, The Norman H Johns Trust and the Australian Department of Social Services for their continued support of the projects which are detailed in the coming pages.

We sincerely thank every person we support, family members, our amazing managers, staff and Board, for your continued trust in CLP and we look forward to the challenges and joys of the year ahead.

**As Chairperson I would like again to acknowledge the tireless leadership from our Executive Officer and our senior managers. The leadership team work collaboratively and cooperatively with staff, families and individuals, all while making a contribution to the sector through their willingness to share, advocate and innovate. CLP has a very holistic approach to the delivery of human services with an emphasis on the human, the people, the relationships and our connection to each other. Thank you Prue, for once again steering a complex set of connections and relationships through waters that have been often choppy, sometimes murky and other times smooth. It is a privilege to be Chairperson of a wonderful community of staff, families, individuals and board members.**

*"We have a chance to do something extraordinary. As we head out of this pandemic we can change the world. A world where we are kind no matter what class, race, sexual orientation, what religion or what job we have. Let love and kindness be our roadmap."* Johnny Corn

**Caroline Ellison, Chairperson**

**Prue Gorman, Executive Officer**

# Building a good life



## Mary's trip away

There is much in our life that we take for granted, travel is one of them. But for some of the people we support, travel is almost an unattainable dream – even without COVID-19!

Mary's dream was to catch up with her extended family for the first time in 15 years. Mary carefully chose her favourite photos of her family to gift to her Dad and cousin.

The reconnection went so well that plans to visit museums were cancelled so Mary could spend more time with her father. Mary had a wonderful experience being away from home. Mary now has a copy of her family Coat of Arms, which she is very proud of and provides a real connection to her past.



## Lynne & Grantley

Congratulations to Lynne and Grantley Richards who celebrated their 25th wedding anniversary. Lynne and Grantley have lived together in their own home since first meeting on a houseboat holiday in 1994.



## Joan & Keith

In August 2021, family and friends came together to celebrate the 60th wedding anniversary of Joan and Keith Jones. Joan and Keith are long term CLP family members, are both past CLP Board members, and have made a significant contribution to the work of the organisation and their local community.



## Magnolia Teahouse

Bella Kobayashi is currently trialing herbal tea blends to perfect her product which will be packaged for sale in cafes and gift shops within her local Adelaide Hills community.

Thanks to the generous support of her local Lions Club, Bella has been able to secure her Magnolia Teahouse business headquarters in a lovely office at the historic Old Nairne Railway Station, which is within walking distance from her home. The workplace has been named 'Magnolia Lane'.

Bella is thriving in the role of business owner and is utilising her organising and research skills to develop a highly professional, and delicious, product. The early development is going well, with the support of the Enterprise Management Group and enterprise PA. Bella is hoping her teas will hit the market before Christmas, so look out for 'Magnolia Teahouse' herbal tea blends when visiting the Adelaide Hills in the coming months!



## Adam's beach holiday

Adam likes to plan and go away for a weekend with his Circle of Support each year. In March, Adam and his Circle friends went to Port Elliot Caravan Park. The weekend was full of walks on the beach, lunch at the Flying Fish café, a BBQ dinner, riding bikes, takeaway pizza and enjoying one another's company. It was also an opportunity to re-visit the purpose of Adam's Circle of Support and what they would like to focus on together for the coming year.

## Mitchell's pizza night

Mitchell's Circle of Support is an opportunity for teamwork, role modelling, building skills, having fun and friends engaging in regular teenage conversations. Mitchell starts high school next year and his Circle of Support help to give him the confidence to know that he belongs. Mitchell and his friends meet up every 6 weeks. Every school holidays, Mitchell and his friends like to go out and do something fun together, while during the term they do something at Mitchell's home. This year Mitchell's Circle of Support had an afternoon at a park playing cricket, basketball and Finska, went to Latitude, played bowls and laser tag. Mitchell's next get together is a cooking afternoon.



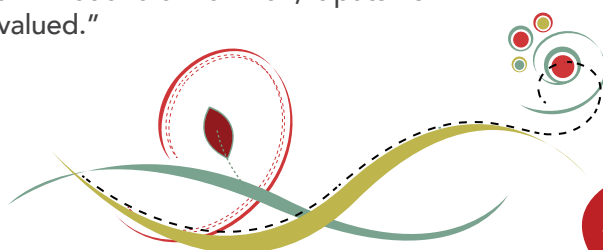
## Shred 'Em

It was a proud day when Emily's paper shredding business ShredEm was featured on ABC evening news. The footage showed Emily at work collecting paper from local businesses for recycling, and behind the scenes at the Adelaide Zoo, connecting with zoo keepers to provide shredded paper for enrichment for animals including the giant pandas.

Emily's mother Julie West was interviewed for the story:

"It's made her feel important, because we went to some lengths to instil in Emily that she was the boss. This was her business and we were just there to help her," Ms West said.

"When she's got her ShredEm hat and uniform on, it puts her into a nice place of being valued."



# Strategic plan 2021-2023

The CLP Mission is strong and unchanged, and in early 2021, the CLP Board set a new strategic focus which will help to guide us over the next two years. The following pages outline some of the projects and activities that demonstrate our action in these areas.








## Vision

A community in which people who have a disability are welcomed and belong because they are valued and seen as making a positive contribution to community life.

## Mission

To assist people with a disability to live their own unique and purposeful life of inclusion through having: home, relationships, competencies, and highly valued roles in their community.

Areas of action:	Our strategic themes				
	 Leadership	 Safeguarding	 Growth	 Diversity	 Efficient systems
<b>Enhance:</b> Improve what CLP is already doing to secure our future	Identify future leaders across all key stakeholder groups	Safeguard culture through sharing the wisdom and experience of families and people we support	Build knowledge amongst key stakeholders of our values and support models	Adapt our models to meet the needs of different families, cultures and regions	Build the capability and capacity of our people and systems
<b>Equip:</b> All staff and Board to fulfil their role in the best way possible	Strengthen understanding of leadership for good lives	Maintain regular coaching conversations to build understanding and application of values and clear articulation of CLP's vision and mission	Recruit staff with congruent values and identified skills, including around complex support	Strengthen understanding of cultural diversity amongst staff	Ensure training and development strategy meets identified gaps in skill sets
<b>Expertise:</b> Mine and record current expertise and build the expertise of others	Support families, people we support and staff to embrace opportunities to learn, and share their learning with others	Safeguard learning from the families we support. Ensure succession planning is in place for key roles	Access training and development from leading thinkers	Look for opportunities to learn from what is occurring outside the sector and diversify the people/families we engage with, including older people	Adapt recruitment and orientation model to meet changing trends
<b>Expand:</b> Services into areas of identified need	Enhance capacity of families, people we support and staff to act as ambassadors of CLP values, models and points of difference	Utilise safe-to-fail experiments and incorporate learning into future actions	Continue to focus on organic growth	Encourage greater diversity in families, workers, regions and responses	Refine our communication expertise, systems and processes
<b>Engage:</b> Robust and effective communication at all levels of the organisation and beyond	Build skills of families, people we support and staff to clearly communicate CLPs points of difference	Revise communication strategies to influence all stakeholders and ensure consistency of messaging and clear focus on values and culture	Raise awareness of CLP values and models across a broad range of stakeholder groups	Increase flexibility and range of communication methods to reach broader groups	Maximise communication opportunities through appropriate use of relevant systems and processes





# Leadership – Strengthen understanding of leadership for good lives

## 'Leadership for Good Lives' series

A staff leadership training program for 20 key workers and their direct managers saw our own family and staff leaders craft a series of monthly workshops between January and June 2021 on themes of leadership.

The training explored the role of the key worker as a leader as well as how they can work to help the person they support into leadership in their life, and how to navigate authentic partnering with a family to respect and embrace family leadership.

Different speakers, including family members, were invited to present

at each session with a common thread linking all the sessions together. Participants explored

- what 'leadership' means, in the context of CLP values and support models
- their personal leadership style
- family leadership, and how the person they support can lead their own support
- how to build support teams that are more resilient.

Each participant had a senior staff member to mentor them through the

course, helping them to apply their learning to their specific support situation, and to develop an action plan at the end to work through with their individual team.

Feedback was very positive, with participants understanding more about themselves and how to work collaboratively with others, gaining insight into the pitfalls of choice versus best interest, and the importance of family as the greatest safeguard for each person's vision.



## Leaders in business

The value of work and the capacity for contribution have been an important focus of the *Discover ME (Micro Enterprise)* project.

A select group of enterprise owners undertook a 6-week development program to build their confidence and skills to present to an audience. Each person worked hard to craft and deliver a presentation to introduce others to the Micro Enterprise elements of Discovery, Exploration, Creation and Operation.

The newly trained public speakers took to the stage at a 2-day presentation showcase which launched the project in November. Since then, the presenters have been invited to attend paid speaking engagements as part of the Discover ME project.

The audience hears for themselves how each business owner makes a contribution to their community through valued roles, and work that is meaningful and based on their strengths, talents and interests.

People are always keen to meet these role models and hear how they found their way to Micro Enterprise. The passion for their work, and their connection to their customers is a common thread and has a powerful impact on the audience.

The Discover ME – Exploring Possibilities Project is funded by the Australian Government Department of Social Services. The series of presentations have been individually recorded and are available on YouTube, and via the CLP website.

**Helen Neale, Project Officer**





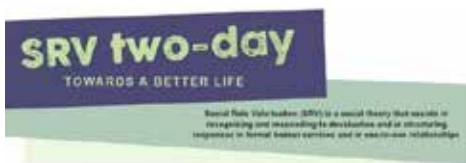
# Safeguarding – Safeguard CLP culture and quality of support

Social Role Valorisation (SRV) is a theory which helps us to understand how to respond to the needs of individuals and groups with a devalued status, so that they might have access to the good things of life and in order to influence how they are perceived.

Through our Executive Officer’s membership of the Australian Social Role Valorisation Association (ASRVA) Committee, and individual staff attendance at networking and training events, CLP is strongly involved in the work of ASRVA to strengthen the SRV Community in Australia. Circles Facilitator, Kylie Duncis, is also taking part in the Educator’s Group which aims to develop future SRV trainers.

## Towards a better life

In May, Jane Sherwin, Senior Social Role Valorisation (SRV) Trainer, facilitated a two-day introduction to SRV, called ‘Towards a Better Life’. The course content provided an opportunity for thought provoking discussion. CLP staff partnered with families who share our values. The focus was how people can best gain access to the good things in life and the critical importance of valued roles in this process.



## Roles and relationships

While in Adelaide, Jane Sherwin also delivered two training sessions specifically for CLP on Valued Roles and Right Relationships. Many CLP staff partnered with people they support for the sessions. Feedback from participants was that they found the sessions very helpful and gained a better understanding of CLP’s core values and why we work the way we do. They also said they felt they got to know so much more about the person they support.

## Sole worker safeguarding arrangements

As required by the NDIS Quality and Safeguarding Commission following the tragic death of Ann Marie Smith in 2020, a thorough review has been undertaken to ensure that there is close monitoring in place where a person has a sole worker supporting them. In a very small number of situations, and in liaison with the

person and their family, there may only be one CLP-employed worker involved in that person’s support. Where this is the case, a range of additional safeguards are in place to ensure that the wellbeing of the person is under close scrutiny and effectively reviewed.

## Staff feedback

At a series of training and information sessions, staff were asked to provide anonymous feedback to a series of questions. The first question asked people to name the best thing about their current role. The overwhelming response was the difference people see in the lives of the people they work with.

“Seeing goals smashed, seeing the person’s growth in confidence and her trying new things.”

Thinking about the organisation, people said the best things are teamwork, the bonds with others and the culture.

“Support from CLP and the families to do the job properly.”

Alongside this, staff valued job flexibility, individual matching, and the personal fulfilment their roles bring.

“I can put my thoughts and energy into one person and not ‘thin myself out’.”

The survey next asked what would make the job better? Many commented they were looking forward to the improved efficiency and information sharing that will come with the full roll-out of the MYP software platform for rosters and record keeping.

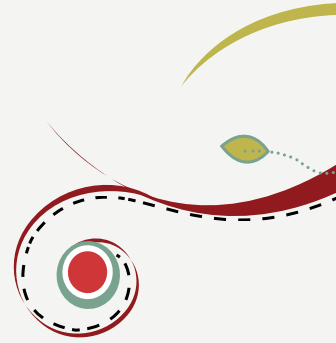
“Better, more efficient information sharing.”

Staff asked for more opportunities for training, learning and sharing ideas.

“To know that I’m not needed or relied on as much and seeing the person I support grow in confidence.”



# Growth – Focus on organic growth



## Micro Enterprise expansion

A trial bringing Micro Enterprise into regional areas of the state, where there are very limited options for employment, has been made possible through the Discover ME project. The project team travelled to Gawler, the Mid North, Fleurieu Peninsula and Mt Gambier and gave presentations about the value of work and Micro Enterprise as an option. Multiple sessions were also held in metropolitan locations.

CLP has now engaged casual Micro Enterprise Consultants in the Barossa area, Fleurieu Peninsula and Mid North areas, and are preparing to start working with new enterprise owners. This regional presence builds on the initial appointment of a consultant in Mt Gambier, and may pave the way for further growth.



## Introducing Circles of Support



Through a 2-year grant from the Norman H Johns Trust, the Introducing Circles of Support project has invited people to explore the importance of relationships to keep people safe from harm. A series of information sessions and workshops were held in metro and regional areas. The project will conclude in early 2022.

Family members and allies attending the sessions were encouraged to think about safeguarding and who they might invite to play a stronger role in looking out for their loved one. The development of the workshops and presentations has included consideration for talking to people about the sensitive topics of conflict, risks, and thinking about who will look out for their loved one when they no longer can.

“Really appreciate the emphasis on unpaid relationships, not paid or volunteer.” Parent feedback

Those who work in the disability sector also recognised the capacity building aspects of the model.

“Circles of Support are one way we can support people with decision making.” Provider feedback

The second and current phase of the project involves visiting existing community, service provider and family settings to introduce Circles of Support to these audiences and explore the potential for strengthening local connections.

**Taryn Waters, Project Officer**



# Diversity – Adapt our models to meet the needs of different families, cultures and regions

## Neighbourhood Circles project

When COVID-19 lockdowns struck, people connected like never before; offering help to neighbours, rallying to support their local shops and services, and demonstrating small, yet powerful acts of kindness to one another.

COVID-19 showed that we want to be more than individuals, we also want to be good neighbours and part of our local communities. However, the pandemic also highlighted weaknesses in our neighbourhoods as places of inclusion and belonging for some of our more vulnerable community members.

The Neighbourhood Circles Project focuses on strengthening opportunities for people to be invited in, contribute to, and feel a sense of belonging within ordinary and everyday neighbourhood led groups and initiatives. The project is being delivered in partnership with JFA Purple Orange as part of the Inclusive Neighbourhoods Initiative, funded by the SA Government and Julia Farr MS McLeod Benevolent Trust.

We have been exploring what different neighbourhood initiatives exist across the greater Adelaide region and learning about the important role they play, as well as the challenges that they might face to their inclusivity

and accessibility. The aim of our project is both to share stories about all the important everyday ways that people are looked out for by their neighbourhoods, as well as think about what it might take to help more vulnerable people be included in them.

**Sarah Burrage, Project Officer**



*Photos sourced from the Plant Drop Australia Facebook page. Just one example of everyday acts of kindness and contribution that can bring people in neighbourhoods together.*

## Support co-ordination

5 things I have learned as a Support Coordinator.....

1. No-one understands the intricacies of each individual person, and what support may be useful, better than families, long term friends and Circles of Support. Paid supports are the moon (useful, but shadowy) compared with caring informal supports which are more like the sun (uplifting, warm, energising and essential).
2. This journey is a marathon not a sprint - so going gently, thoughtfully and carefully (and sometimes using detours and rest periods to get to the right destination) is a must for all involved.
3. For NDIS reviews there can never be too much preparation!
4. Adaptability in the face of unwieldy systems and processes, coupled with patience regarding waitlists, are great assets and therefore a skill/goal to be aspiring towards.
5. Articulate and sage arguments (plus family passion and power) can have an impact on minimising 'bad ideas' and keep bureaucracy accountable!

Thank you for the privilege of allowing me into your homes and your lives. I am absolutely in awe of you all!

**Support Coordinator, Julie Milburn**





# Efficient systems – Build the capability and capacity of our people and systems

## MYP rollout

Our 'A Team' continue to support staff to make use of the features of the MYP software system, and the end of manually filled and processed timesheets is (finally!) in sight.

- A staged introduction of staff to an online (mobile or tablet) 'check in and check out' system is successfully feeding timesheets through to the accounting system for payroll. Workers are also using the system to leave notes at the end of their shift and are proving to be a great communication tool to use in combination with standard methods of reporting and follow up.
- Some teams are using GOMS (Goals and Outcome Measurement) to record progress towards meeting people's goals, which families can also access and review, and which will provide great feedback to planners at review meetings.
- All CLP policies and procedures are now held on the system and accessible to staff at any time.
- Testing is underway for integrating service agreements and invoices into the system.

## Employment opportunities facilitated by Community Living Project

Recruiting one person at a time, matching roles and interests to each person we support, means that CLP needs to be smart and creative about where and how we find new workers.

The Self-directed Support model focuses on developing a deep understanding of who the person is

– their likes, dislikes, passions, idiosyncrasies, life goals and the people in their lives. We help each person identify the type of person they are hoping to attract to support them. Prior to even advertising the role we have an idea of the attributes, mandatory skills and training that the potential worker needs to possess. The ads need to be eye catching, clear about the roles, required support tasks and the hours and days that are needed. Often from the first conversation with the Inclusion Coach we start to sense if there is a potential match.

There is an art to matching applicants to roles. It might sound counter-intuitive to the usual approach to recruitment, but sometimes we are looking to attract people who already have other work, study or family responsibilities in their lives. When they see a really interesting and purpose driven role that is right up their alley, they find a way to make it work for the person and themselves. We often say to prospective workers and people/families that the skills to deliver excellent personal care can be taught – what we seek is a match in interests, culture, life experience, attitude and passion for the role.

At the end of 2020, CLP launched a dedicated Facebook page as a trial for advertising roles to use alongside traditional advertising methods. The new approach has been invaluable in the current job climate. Rapid growth in NDIS and aged care providers, and the reduction in international students coming to the state has had a big impact on filling roles across the board. We are competing with other sectors, and applicants are often looking for long term security.

You can see and share ads posted to 'Employment Opportunities Facilitated by Community Living Project' on Facebook.



### 'Would you like to work in the great outdoors?'

Facebook ads enable applicants to submit an expression of interest and answer a few questions about themselves before their application progresses. Inclusion Coaches say this initial screening is a great advantage, and lets personalities and interests shine through. The Facebook ads include images to paint a picture of the lifestyle of the person looking for workers. Ads can be shared by friends, existing CLP workers and into groups of people who share an interest. This a new way of promoting by word-of-mouth, and we have made matches with people who bring rich and diverse backgrounds to support worker and mentoring roles.

# Finance report

The Community Living Project achieved another strong financial return in 2020-2021, with the year ending with a consolidated net surplus of \$523,694. The NDIA Temporary Transformation Payment (TTP) provided 6% on base pricing charged to Core funding in plans; this will continue to reduce by 1.5% annually. A further temporary ATO Cash Flow Boost of \$50,000 was provided by the Australian Government during the economic downturn associated with COVID-19. Funding from three new projects provided \$330,000 income for new activities.

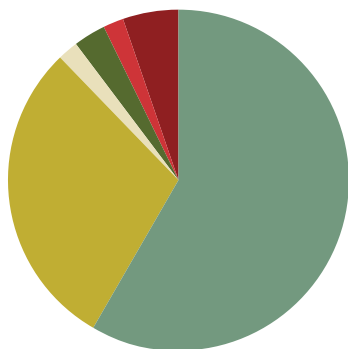
CLP is increasingly in a position where our long-term financial security relates directly to the provision of effective and cost-efficient services. Without sound planning, the ethos of the organisation is at risk of being lost due to the commercial nature of activities, and as one way to address this, the Board has developed an

Investment Strategy to support the values driven work of the organisation. This strategy will allow the Board to manage the cash assets not required for current operating expenses so as to maximise the earnings of such assets, while retaining security and minimising risks. The Board will review companies prior to investment to ensure they do not breach agreed social, environmental or ethical standards, or operate in direct opposition to the CLP's Mission.

This year also saw drawdown on the Staff Development Fund which was set up by the Board on 2019-2020. This supported individual staff members to access updated technology and also enabled access for staff and families to a wide range of values and leadership training.

The following graph summarises the NDIS income sources for CLP for the 2020-2021 year.

## Income streams



- Supported Living 58%
- Self Directed Support 29%
- Circles 2%
- MEP Consultancy + PAs 3%
- Support Coordination 2%
- Other 5%

Operating costs were in line with previous years with another increase in payroll liabilities as staff retention increases provisions for staff entitlements. A cash advance of \$172,725 provided by the NDIA during COVID was not utilised and was re-drawn over the year. Bad debts were significantly reduced, and debtor management was highly effective.

The CLP Charitable Trust remains stable and provided a return of \$145,184 through reduced interest savings on the loan, and a further donation of \$100,000 to the Trust to reduce capital owing. A revaluation of the land and building in June 2021 saw an overall increase of \$231,415 in the Valuation reserve.

Indicators remain that CLP is well positioned for the future, and the number of new families choosing

CLP as their provider provides substantial ground for us to feel confident. There however continue to be challenges ahead with the reduction of the TTP and significant financial pressures on government to ensure the scheme is sustainable.

I thank all Board members for their support throughout the year and Darrin Hepworth for his continued support with the Trust. I thank Henry Elliott for his contribution as Treasurer, as well as Pat Varcoe and Darrin Hepworth for their support on the Finance subcommittee, and Sadik Hurem and Kerrie Ashcroft (Risk subcommittee) in developing the Investment Strategy.

**Prue Gorman, Executive Officer**



CLP supported  
**124 people**  
via **211 staff**

**\$636,000**

per month revenue  
(15% increase in 12 months)



**\$2m**

total equity  
(60% increase in 12 months)

# Financial statements

## Consolidated Statement of Profit or Loss and Comprehensive Income for the Year Ended 30 June 2021

	2021	2020
	\$	\$
Revenue from ordinary activities	7,628,310	6,629,082
Employee benefit expense	(6,792,073)	(5,805,838)
Depreciation expense	(19,618)	(61,053)
Other expenses	(292,925)	(252,574)
(Deficit)/surplus before income tax	523,694	509,617
Income tax expense	-	-
Net (deficit)/surplus after income tax expense	523,694	509,617
Other comprehensive income		
Revaluation of land and buildings	231,415	-
Transfer to Staff Development Fund	-	(70,000)
Transfer to Staff Development Fund	66,741	3,259
Total comprehensive income for the year	\$821,850	\$442,876

## Consolidated Statement of Financial Position As at 30 June 2021

<b>Current assets</b>		
Cash and cash equivalents	1,639,229	1,324,113
Trade and other receivables	337,210	338,678
Financial assets	265,075	265,038
Other current assets	38,554	32,011
<b>Total current assets</b>	<b>2,280,068</b>	<b>1,959,840</b>
<b>Non-current assets</b>		
Plant & equipment	1,199,733	978,425
<b>Total non-current assets</b>	<b>1,199,733</b>	<b>978,425</b>
<b>Total assets</b>	<b>3,479,801</b>	<b>2,938,266</b>
<b>Current liabilities</b>		
Trade and other payables	458,333	683,145
Borrowings	20,127	20,127
Provisions	580,926	596,938
<b>Total current liabilities</b>	<b>1,059,386</b>	<b>1,300,211</b>
<b>Non-current liabilities</b>		
Trade and other payables	-	-
Borrowings	213,842	351,562
Provisions	202,447	37,478
<b>Total non-current liabilities</b>	<b>416,290</b>	<b>389,040</b>
<b>Total liabilities</b>	<b>1,475,676</b>	<b>1,689,250</b>
<b>Net assets</b>	<b>2,004,125</b>	<b>1,249,015</b>
<b>Equity</b>		
Retained profits	1,652,828	1,062,393
Trust settlement	10	10
Reserves	351,287	186,613
<b>Total equity</b>	<b>2,004,125</b>	<b>1,249,015</b>

## **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 2021, 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 2021 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.



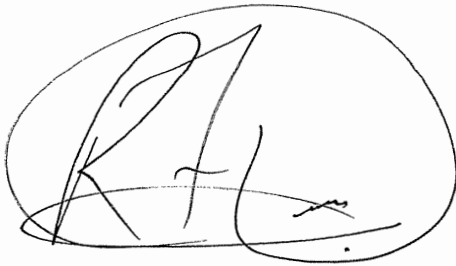
**Auditor's Responsibilities for the Audit of the Financial Report**

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: *22nd October 2021*  
69 Franklin Street, ADELAIDE SA

# Acknowledgement of years of service

## 5+ years

Alison Verco  
Angela Richardson  
Angie Jarmyn  
Christine Tinney  
Claire Roberts  
David Jordan  
Gail Hodshon  
Hayley Binyangi  
Heather Brogden  
Joseph Leavey  
Kerrie Ashcroft (Board)  
Kim Wilson  
Larissa Ambrose  
Laurie Rowe  
Lesley Pottinger  
Lynette Cox  
Margaret Elliott  
Melissa Rangi  
Mohsen Alizadeh  
Nadine Tapley  
Natasha Bennet  
Robert Spagnuolo  
Sally Strzelecki  
Samantha O'Brien  
Sharon Wilding

Suzanne Smith  
Tonya Heyes  
Vicki Hoffman  
Victoria Cousins

## 10+ years

Anne-Marie Hamilton  
Caroline Ellison (Board)  
Catherine Laing  
Elisabeth Guglielmo  
Georgia Frayne  
Kathryn Knaggs  
Kerry Spain  
Leanne Gordge  
Marcus Kelly  
Monica Thalbourne  
Prue Gorman  
Raelene Paul  
Robert England  
Sharon Dymock  
Steven Russell  
Vanessa Kwong  
Victoria Young  
Violeta Gancheva  
Wendy Butler

## 15+ years

Katrina Fredberg  
Patricia Varcoe

## 20+ years

Maria Laing  
Traci Mason

## 35+ years

Jayne Barrett

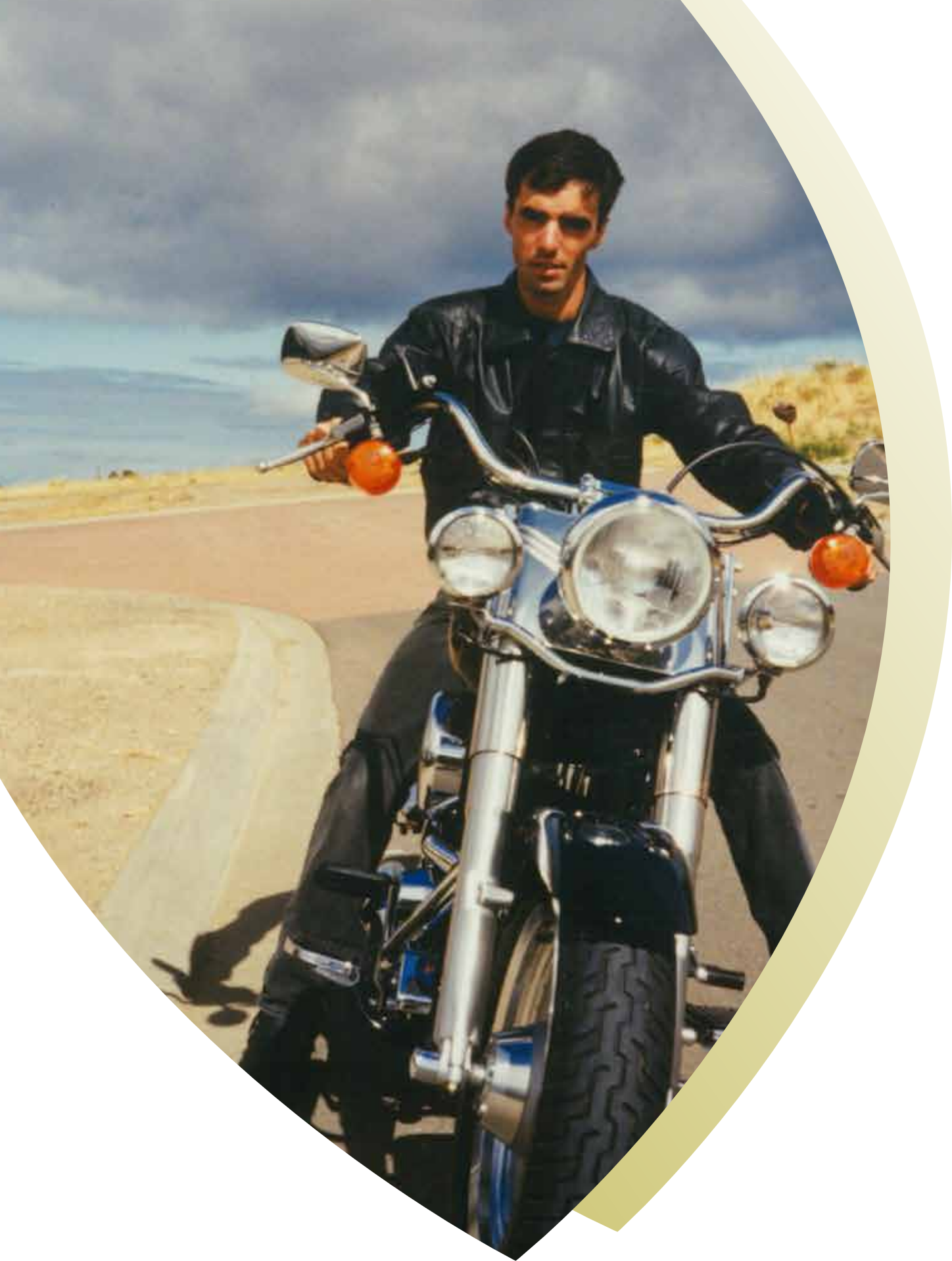
## CLP Life Members

Molly Warner (1995) (deceased)  
Olive Weston (1995) (deceased)  
Ray Brooks (1995) (deceased)  
Jill Wishart (1997)  
Colin Lawn (2002)  
Bill Freeman (2003)  
John Grantley (2008)  
Ross Womersley (2010)  
Brenda Oakey (2015)

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





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