



40

YEARS

OF BUILDING
A GOOD LIFE



Annual Report

2023-2024



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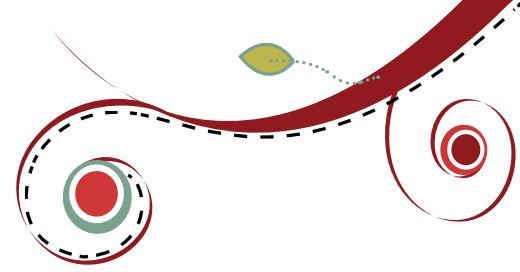
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Contents

Chair report	02
Chief Executive Officer reflections	03
Family Council report	04
Underlying principles	05
Building a good life	06
Celebrating 40 years	08
Strategic plan 2024-2027	10
Thinking broadly about what's possible	12
Welcomed and belonging	13
Sharing knowledge	14
Treasurer's report	16
Auditor report	18
Acknowledgements	20

Inside front cover:

- 1 Olive Weston, Jayne Barrett and Ross Womersley, AGM drinks, early CLP years.
- 2 Ross Womersley and Brenda Oakey.
- 3 Life membership presentation, John Grantley and Ray Brooks.
- 4 Joan Jones and Caroline Ellison at the turning of the soil at Saltash Ave, 2013, behind them are Keith Jones, Peter Millier, Brendon and Trevor Stagg.
- 5 Paul, Robbi Williams and Flick.

- 6 Cutting the ribbon on the new building in 2014 Prue Gorman, Ray Brooks, Olive Weston, Jill Wishart.
- 7 Ben, Bill Freeman, John Doyle, Felicity.
- 8 Early staff photo: Rose Howse, Jayne Barrett, Margie Reichstein, front row John McCaffrey, Ross Womersley, Robert Wilson.
- 9 Life membership presentation, John Grantley and Ray Brooks.
- 10 Turning the soil for the Saltash Avenue building in 2013, Jill Wishart, Ray Brooks, Olive Weston.
- 11 Pat Laslett and Molly Warner.

Chair report

40 year anniversaries are marked by rubies – a fiery-red gemstone which is said to possess a flame that never burns out.

40 years ago families came together to ensure that their sons and daughters remained in their community and lived as typical a life as possible – Community Living Project was born.

We are custodians of that flame – the passion to assist people with disability and their families.

It was timely, that this year the board prepared a new strategic plan, thinking deeply on how we can best deliver our vision and mission.

Supported by an external facilitator, Ellen Skladzien, the board engaged people receiving assistance, families and staff in the development of the 2024-2027 strategic plan. We thank everybody who took the time to make a contribution - they were invaluable.

There were three key outcomes:

1. the board reaffirmed our vision and mission - our vision and mission are enduring.
2. the board recommitted to all the services of the Community Living Project. We will continue to use CLP's wider resources to support services, including those that are not yet covering their costs.
3. the board committed to communicating better with people who receive services and the wider community.

On behalf of the board and CLP team, I welcome new people and families who have joined CLP over the past year and sincerely thank the many families who continue to journey with us. We are committed to continually improving the assistance we provide.

Our passionate, quality, hardworking staff are vital to our success. Many have been with us for many years. Kathryn Knaggs, retired recently after 18 years with CLP. Thank you, Kathryn, and to all our staff.

Chris Meyer, our CEO, continues to capably lead us through a complex external environment, including the phasing out of the Temporary Transformation Payment (TTP) and the NDIS reforms. Internally, we undertook IT upgrades to both payroll and

invoicing. I thank Chris for his calm, able leadership.

The CLP Trust, the trust established to hold our property, this year reached the milestone of paying off the building. The foresight of those who came before us provides a stable base to provide services for years to come.

The CLP board has continued to evolve over this year.

After the 2023 AGM, James Hallahan took on the role of Treasurer and I was elected Chair.

Sadik Hurem stepped down from the Board and as Interim Chair at the AGM. I put on record CLP's appreciation of Sadik's service on the Board over many years, his support for me as incoming chair, and his willingness to serve as a Board Associate over the past twelve months.

Pam Coutts, a longstanding family member on the Board, stood down in March 2024. We honour Pam's passion for family leadership and for CLP, and her dedication to serving the Board over nine years. Jill Wishart came onto the Board as a family representative.

At the 2024 AGM, Patrick Faulkner, Kerrie Ashcroft, and Jill Wishart will all conclude their terms. We thank them all for their outstanding contributions to CLP and offer our best wishes for the future.

We thank our continuing board members Caroline Ellison, James Hallahan, Rebeka Touzeau and Chris Meyer.

The board made an open call for board directors this year and we will see four new board members being put to the Annual General Meeting.

CLP's strength is its values and the broad range of talented people who make up the team – people who share the fire, the passion of assisting people to live valued lives in community.

Thank you all for being part of CLP.

Stephen Wade

Chair

CLP board members at 30 June 2024

Stephen Wade, Chair (from 2023 AGM)
James Hallahan, Treasurer (from 2023 AGM)
Kerrie Ashcroft
Caroline Ellison

Patrick Faulkner
Rebeka Touzeau
Jill Wishart (from 6 May 2024)

Retired at November 27 2023 AGM
Sadik Hurem (interim chair until AGM)
Henry Elliot (Treasurer until AGM)
Jackie Hayes
Retired March 2024
Pam Coutts (vice chair)



Chief Executive Officer reflections

This year CLP celebrates 40 years of operation. Throughout the pages of this report you'll see us reflecting on the past as we look to the future, guided by a steadfast mission and values.

Following a model coherency analysis which was reported in last year's annual report, we combined the previous models of support into Community Living Services, and appointed community living facilitators to be the main contact for the people we support and their family members. Community living facilitators support the person and their family to be in the lead for the recruitment and development of a team of workers.

The design and implementation of Community Living Services was ably led by Sally Strzelecki and Kathryn Knaggs, who guided their staff through the transition into new roles and responsibilities.

A big thank you to all the people supported and their families who worked with us to make this transition work. Changing the main contact at CLP is not easy, especially when that relationship has flourished over many years.

I thank all involved in making this transition, always with the clarity of better matching CLPs aspirations with service delivery.

I'd like to take a moment to acknowledge the workers, who also experienced a year of change. Our expectations about language, image, and how support is delivered are very high, yet our workers demonstrate quiet leadership in their own ways, every day. Thank you for making a difference in someone's life!

Congratulations to Kathryn who retired after 18 years at CLP. We thank Kathryn for always working tirelessly to assist people to live good lives, building on her relationship with them and deeply understanding the people and families she was connected with.

This year the board set a new strategic plan (page 10-11), and through this report you will see how we are already aligning our focus on the strategic priorities which reach from the CLP community and

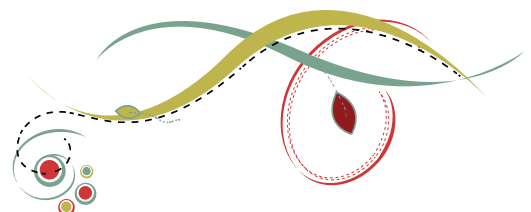
people we support, out to the disability community and wider community.

On the technical side of things, we have fully implemented our customer relationship management system and introduced a new payroll and human resource management system. These new systems have enabled us to streamline our back-end operations to manage ever increasing compliance requirements, ensure accurate payment of employees and enable us to focus on the people we support. This project was very capably led by Anne-Marie, with assistance from Pat, Lyn and Kerri – thank you for your tireless work to make this happen!

We were very sad to learn of the passing of two outstanding men who we supported - Tim Adam and Andrew Broadbent, along with Brenda Oakey. Brenda was a long-term board member and supporter of CLP. Her wisdom and knowledge will be sorely missed by all. We have published tributes on page 20.

I close with a big thank you to our board, especially our retiring board members Kerrie Ashcroft, Pam Coutts, Patrick Faulkner and Jill Wishart, who stepped into the board member role on short notice. Without a dedicated, committed and values-driven board CLP would not be what it is now, 40 years on from the vision of the original PODs families who wanted "an organisation which would be totally different and unique in every aspect from that which was the current option".

Chris Meyer
Chief Executive Officer





Family Council report

The CLP Family Council, formerly the Family Advisory Council was formed by the CLP board 18 months ago and meets monthly for two hours.

We are still revising and refining our role to ensure that as well as working with the board we are effectively serving the CLP families.

A member of the family council is also a family representative on the board and is the conduit between the board and family council. This is a very effective way of ensuring open and two-way communication and that family council has a strong voice on the board.

The board chair and CEO have attended our meetings on request to share, inform and update family council on any current developments and activities.

Family council is included and consulted by the board, CEO and senior staff at all levels of CLP on activities, discussions and decision making.

In May several family council members attended the Safeguarding the Future conference in Canberra and shared much valuable information and insights amongst 200 like-minded families.

On return, the family council invited lawyer Stacey Bell, who had presented on succession planning, to give a talk via video link for CLP families. This occurred on two separate days to more than 40 families and was hugely successful.

The family council is now planning to focus on developing similar opportunities for families to come together to meet and share their own experiences as well as new learnings.

CLP is a family lead organisation, having its beginnings from a small group of parents 40 years ago who wanted to make a difference to the lives of their loved ones with disability, and enable them to have a complete life of their choice in community.

The family council encourage families to join with us so we can continue to strengthen our voice and presence and ensure the vision of the founding parents continues.

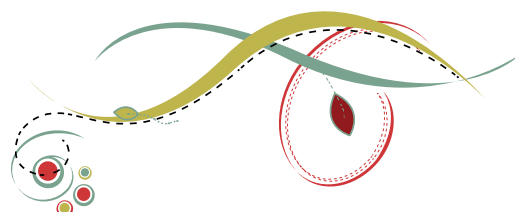
Jill Wishart
Family council member



Staff, family members and family council members at the Imagine More Safeguarding the Future conference in Canberra. L-R - Sarah Falkner, Nonnie Horner, Angela Basedow, Helen Neale, Sue Smith, Jill Wishart, Helen Skull, Fiona Campbell and Katrina Fredberg.



L-R Family Council members Helen Neale, Gabrielle Cahill, Jill Wishart, Sue Smith and Pam Coutts.



Underlying principles for the Community Living Project (CLP) in assisting people with disability to live their own unique and purposeful life of inclusion

1 An inclusive life happens when a person is embedded in their local and wider community in familiar and typical ways – one person at a time, based on the interests of the person and following natural rhythms and patterns especially where home is the anchor, starting and ending one's day from home with natural breaks and rests happening at home.

2 It is essential to always begin with the person and their interests - who they are, who they might be, their deep qualities, their skills and gifts - and then to listen deeply, again and again as they reveal more and shift and grow over time – these will provide the common ground with other citizens in their neighbourhoods and communities and afford the opportunities for genuine contribution that will be welcomed and valued by others.

3 CLP supports and plans will be individualised – focussing on arrangements uniquely designed to bring out the best in the person and what they have to offer - not separate and apart, or grouped with others with disabilities.

4 Typical and diverse settings in familiar community places will provide natural safeguards, and other community members will be role models, teachers, potential friends, and become appreciative recipients of the person's presence and contributions.

5 Relationship is an important part of a rich full life and provides essential safeguards where people are marginalised. Ways to focus on developing the kinds of situations where relationship will arise will be interwoven into all discussion – situations where a person is present among other citizens frequently and regularly, in places and ways where they share a common interest with others and where they have a role which offers their own contribution to others.

6 The goal for each person is to get beyond mere presence - just being there - and to facilitate authentic participation and real inclusion. These things are only possible when we help the people we serve to hold and build upon valued roles which include contribution, take place in community and involve other citizens.

7 Support for decision-making is an essential part of the listening and learning process – the voice of the individual is important and supported decisions will be made by the individual alongside the important and trusted people in the person's life

8 Simple everyday choices are a given within the everyday limitations we all experience, but these are also within the larger context of figuring out how each person can be truly supported in governing the direction of their lives

9 This good life in community is for everyone regardless of ability or support requirements, and in fact, may be especially powerful for and suited to those with complex support requirements

10 Because we believe that ours is and can be an abundant community, our search for belonging and relationship will seek out groups and opportunities where there are not yet people with disabilities because these will be richer with more unique opportunities with the greatest potential, and where community members stand to gain the most benefits from coming to know this one person.



Building a good life

Finding the "it" factor

For CLP's newly formed Community Living Services, recruitment and making a good match starts by knowing the person well.

Community living facilitators partner with the person they are assisting and their family and friends. Knowing the person is the foundation to understanding the role of each worker, and the skills, values and interests they need. We search high and low for workers – through online employment platforms, referrals from current workers and the persons network, or local letterbox drops. Monica, one of our facilitators is renowned for always having an application form in her handbag, just in case she meets a potential applicant.

When looking through applications. We are always looking for the "it" factor - someone who meets the requirements, but who we notice encompasses traits like confidence, mindfulness, authenticity, positive energy and optimism.

The people we support, and their family or friends, are included in designing the job ad, selecting interviewees, and conducting interviews. The person and their family offer the role to the successful applicant – sending a clear message that while CLP are the employer, it's the person and family directing the services.

We work in partnership with the person and their family to work with the new support worker to learn about the person they are supporting, how best to deliver services, provide feedback, encouragement, and develop their skills.

We thank every support worker for their commitment, flexibility, willingness to learn, authenticity, persistence and resilience. They do make a difference to the lives of the people they support.



Sally organised a trip to be part of the Neil Diamond Tribute on the Murray Princess and invited her friend and worker to accompany her. "It was wonderful! I chatted with people from all around Australia. It was easy to find common life experiences and passions - for a start we were all on board to hear Neil Diamond's music and all from a similar age demographic."



Felicity wasn't keen at all the first time she went to the gym. Bit by bit, her workers supported her go back to the gym and to stay a little longer. She now goes to 2 group sessions and 1 balance session each week, and has developed a great connection with staff and other regular gym goers.



CLP employ **163 support workers** to deliver services to **66 people** that Community Living Services support. The teams of workers delivered **167,886 hours of direct service** over the last 12 months.

It's a team effort

The Community Living Services team includes Robert England, Monica Thalbourne, Mariah Aplin, Danielle Stafford, Kirra Dack, Jeff Cressman and Max Coleman as community living facilitators along with 163 support workers. The group works extremely closely with the administration and roster team: Anne-Marie Hamilton, Pat Varcoe, Lyn Cox, Kerri Williams and Carmen Feher (past employee) and thank them for their hard work and support. We acknowledge and thank Kathryn Knaggs for her enormous contribution over 18 years.

Community living facilitators work in collaboration with circle of support facilitators and micro enterprise consultants when the people we support have these.

We thank Vanessa Kwong (CLP's People and Practice Coach) for her leadership and patience around understanding and complying to the ever-changing NDIS guidelines and accessing training for workers and the community living facilitators.

We have greatly respected and appreciated the influence, time and talents of the family council, board members and Jayne Barrett. During the year the community living facilitators were privileged to spend time with Fiona Campbell, Kerrie Ashcroft and Caroline Ellison exploring and workshopping the topics of supported decision making, supervision and supporting behaviour change by design. Jayne renewed, reviewed and re-invigorated the importance of developing a person's vision as the centerpiece for what and how services are delivered. I also appreciated time with Helen Neal, Fiona Campbell and Jill Wishart discussing and exploring the role of the facilitators and delivering services in a family-led environment.

The Community Living Services team thank the people we support and their families for the opportunity to share part of their life journey with them.

Sally Strzelecki

Manager Community Living Services



Matt has been building on his confidence in the kitchen. He started out wary of new ingredients, and now often stops mid recipe and finds additions from the pantry to add in for extra flavour. Here he is hosting friends at a dinner party he cooked for.



Kirsten loves welcoming visitors to her home in North Adelaide. Her circle of support have had some great catch ups at her home, where they enjoy the views from the balcony, and Kirsten is supported to shine in her natural role – she certainly is the 'hostess with the mostess'.

Celebrating 40 years

Shaped by family leadership

Forty-two years ago, the only option available to adults living with intellectual disability in the family home, and wanting to live independently, was institutional type care with people unknown to them, away from family, friends and the community where they were known and included in everyday life.

Wanting something very different, twenty families in the Christies Beach area who had an adult son or daughter living with intellectual disability formed a group to explore the possibilities of providing a full and independent life in community for their son or daughter with what we now call "choice and control", over every aspect of their life.

The group named themselves PODs (Parents of the Disabled South).

With extreme naivety and no experience, four parents from the group took their proposal to the relevant state and commonwealth departments to discuss forming an organisation which would be totally different and unique in every aspect from that which was the current option.

Their commitment to making a difference gained increasing support from government departments and kept them driving forward.

After two years of continuous meetings with various individuals and departments, trying to convince them to fund this innovative plan and create something different, both state and commonwealth departments granted just enough funding to get started, but still with all parties not knowing what shape or form it would take.

Under the leadership of Ross Womersley (first CEO), and Jayne Barrett, the values and principles held by PODs were established and implemented in the planning of the newly formed Community Living Project. CLP was soon recognised as a leader in the field of service provision for people living with Intellectual disability.

From the time of Incorporation 40 years ago, CLP has continued to respect the value of family leadership by staying true to the original values determined by PODs, family representation on the board of management, supporting the family council and the recent endorsement of the family council's underlying principles document which reflects values of the original PODs group.

The 40 years of CLP have involved many individuals who have contributed to a legacy that has ensured CLP continues to provide the best possible life for the individuals it serves. It is an indication of what can be achieved when there is a shared commitment to a set of values and principles.

This extremely brief synopsis of the beginnings of CLP, is testament to the power of family leadership and determination to have the best life possible for their person living with disability.

Jill Wishart

A founding PODs member

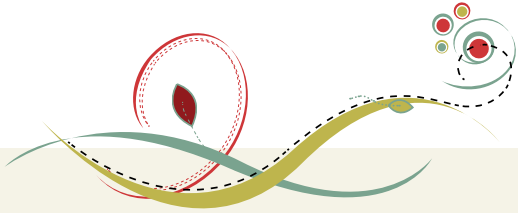


Bill Freeman with Jill Wishart.



Federal MP Gordon Bilney presents CEO Ross Womersley with funding for the third phase of CLP's development: Individual long-term support. Michelle and her father Paul Howes watch on, celebrating this 1989 milestone.





I started at CLP in 1984. My Mum told me it was time and I needed to move out of home. I wasn't doing much just sitting in my room with my door closed. Another lady came out to see me and suggest I move out to Payneham Road with other people with disabilities living together and I didn't want that. I kept telling Mum that I didn't want that.

A social worker introduced me to Ross, who was the manager of CLP back then. I spoke to Ross, we met him first. I'd rather go with Ross than the other lady. It sounded pretty good, I had a lot of help from Renato, Bev, Rob and Nicole. I enjoyed that. Ross listened to what was going on and he knew a lot about me. I think Mum liked Ross a lot. I don't sit in my room with my door closed. I don't do that anymore.

I enjoy doing gardening. I have a garden plot and am a member of the Brighton Community Garden. I enjoy cooking with my produce. I go to the local church on Sundays, and I catch up with friends at the library. I like being out in my local community.

David



On a sunny weekend two young people were enjoying a wonderful time on a houseboat trip on the Murray, holding hands, sharing dreams and secrets. After spending continued time together, they fell in love and took the next step and married. That was 29 years ago.

Grantley was one of the original people supported by CLP way back in 1984. Lynne was also supported by CLP with her parents being two of the founding members of the organisation. Those original parents had a vision for their sons and daughters, part of that vision was to live an ordinary life in community. And what's more typical than to fall in love and marry and share your lives together?

On a practical level CLP had to adapt their support from supporting two individual people to supporting a married couple, we needed to respect their time and space, and work our support around their combined needs.

Lynne and Grantley have lived that typical life with all the ups and downs and celebrations of married life and they would not have it any other way.

An excerpt of Lynne and Grantley's story

From Kathryn Knaggs



Strategic Plan 2024-2027

Strategic priorities



The wider community

To work towards a community where people with disability are welcomed, belong and participate in community life through valued roles.



Disability community

To encourage and assist families to think broadly about “what’s possible” as they pursue an inclusive good life for their family member with disability.

How we’ll achieve them

We will facilitate a genuinely inclusive community, primarily by assisting people to live lives embedded in community and thereby provide an example to the broader community.

We will engage with individuals with disability and families beyond CLP to share insights, foster broader opportunities and build their capacity.

Goals / targets

- Our whole team – from the Board to our support team – will have a deepening understanding of our foundational values and principles (SRV), and commitment to preserving them and consistently reflecting them in everything we do, demonstrating our key differentiating advantage.
- We will look for opportunities to lead by example to influence the community, including all those working with people who live with disability.
- In collaboration with likeminded people and organisations, we will promote and advocate for a genuinely inclusive community.

- We will strengthen and expand the reach of activities which build the capacity, knowledge and resilience of families.
- We will promote the work of CLP and the possibilities it offers by making it easier for families to find us and by reaching out to families.
- We will develop community events to engage families in conversations on issues they face and assist them at key transition points – these conversations could include families with minor children but we are not looking to develop services for minor children.

Success looks like

- Evidence that our values and the principles of SRV are shared and shape the work of the organisation.
- Increased training and education opportunities for those working with people who live with disability beyond CLP.
- CLP is well known for promoting inclusive communities.

- Increased reach of communication channels including website and social media.
- More enquiries for services.
- More families engaging in CLP’s capacity building activities.
- Growth with people well matched to CLP’s vision and mission.

Our 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.

Our 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.



CLP community

To assist people with disability to live inclusive good lives by sharing knowledge, and providing assistance.



Sustainability

To be a trusted and reliable partner to the individuals and families we assist.

We will support an inclusive good life for individuals we assist by strengthening the quality and sustainability of all our services.

We will secure the stability of our services by growing income and managing our expenses.

- We will strive to continually improve the quality of our services, giving more people and families confidence to engage our services.
- We will get better at communicating with people we assist and their families, including through the Family Council.
- We will involve the people we assist and their families in designing services • We will evaluate what we do and learn from it to improve our services.
- We will strengthen recruitment, orientation and supervision of staff to attract and develop staff that best match a person supported and are able to assist the people supported achieve their goals.

- Committed to all the services of the Community Living Project, we will continue to use CLP's wider resources to support services that are not yet covering their costs, in particular Circles and Micro Enterprise.
- We will aim for a surplus of 3% a year and growth of 20% of gross income over the three years of the plan.
- We will pursue non-service income, particularly to support our broader community work, through grant programs and by proactively proposing investments to philanthropic bodies and government.
- We will get better at assisting people in their funding applications to the NDIA.

- People assisted and their families are achieving their goals.
- NDIA clearly supports our services.
- Family Council helping the Board to make good choices that align with CLP values.
- Making choices with knowledge of how this will impact on the quality of life of the people we assist.
- Systems are in place to ensure the quality of our services exceed the requirements of funders and regulators.

- Improved financial positions of all CLP services.
- Increased grant and philanthropic funding.
- Fewer challenges to funding our services by NDIS planners.
- Regular feedback to the whole team about the impact its actions have on the lived experience of the people we assist and their families.



Thinking broadly about what's possible

Career creation through micro enterprise

Micro Enterprise Project (MEP) was established in 2012 in response to the limited career opportunities available for people who live with disability. Jayne Barrett researched efforts around Australia and internationally that showed that people, even those with complex disabilities, could work and hold valued roles when the role was tailored to their passions and strengths.

Jayne is immensely proud to see the framework she developed support the long-term operation of a number of micro enterprises.

"Joc has been operating her enterprise Dried Fruit by Jocelynn for more than 10 years. Mandy's MP Towels enterprise will reach its 10 year milestone next year and Michael's Greens 2U in 2026."

"Excitingly, there are several enterprises at the very beginning of their discovery and creation."

Wendy Butler has been working at CLP for 14 years, and with a wealth of experience as a micro enterprise consultant, now manages the Micro Enterprise Project.

"Enterprise owners have expressed life-changing outcomes, transitioning from unproductive and boring day programs or "time filling" activities, to meaningful careers utilising their interests, skills and passions to provide a quality service or product within their community in the highly valued role of a business owner," said Wendy.

"Families have expressed immense satisfaction at seeing their loved ones having purpose and enjoying their enterprise work, making a contribution within their community, and growing in confidence and pride."

With initial funding from the JFA Benevolent Fund and the state government, MEP launched as a two-year trial project, overseen by a steering committee. At the completion of the trial period an external evaluation confirmed MEP's success in delivering positive outcomes for participants. This led to extended funding from the JFM Fund and the Wyatt Trust, ensuring MEP's continued operation until the implementation of the NDIS.

Over the past twelve years, MEP has worked closely with over 80 people and their families, inspiring numerous others through workshops, seminars, and collaborations with organisations.

At any one point in time, MEP consultants have capacity to actively work alongside over 20 enterprise owners at various stages of discovery, creation and ongoing operation of their micro enterprise.



Ben sells a variety of biscuits to local sporting club canteens, generating connections in the local community environment that he's passionate about being part of.



Amber's "Crave & Comfort" microenterprise is in the exploration phase, focusing on creating delicious recipes and beautifully packaging them as dry ingredients in reusable jars for sale as gifts within retail outlets in her local community.



Mitchell has elevated his gem faceting to creating his own designs. One of his biggest achievements this year has been to start engaging with Adelaide jewellers, in person, and begin to have repeat customers. A major achievement in such a niche industry.



Welcomed and belonging through valued roles

20 years of Circles Initiative

In 2004 a small grant of \$10,000 from Macquarie Bank enabled CLP to trial something new.

Jayne Barret reflects on the Circles Initiative, which started with a handful of people assisted by CLP.

“We had become aware that, while we had created a good highly individualised support service, people who we assisted mostly only had paid workers or family in their lives,” said Jayne.

“They did not have many, if any, freely given strong relationships in their lives”

Modelled on research from the efforts of a small group of people in North America CLP developed the Circles of Support framework and methodology.

“A Circle of Support would increase the number of people who know the person well, build the individual’s social life and join with parents to create safeguards for the individual’s future,” said Jayne.

John was the first person to establish a Circle of Support in May 2005 (pic). Over the years John’s Circle of Support has helped him with employment and finding a home. John’s highlight was his dream coming true of traveling to America to see the Grand Old Opre.

Steven (pic) also formed his Circle of Support in May 2005. They worked on friends taking on roles in Steven’s life.

The success of the initial trial led to seed funding from Julia Farr Mc Leod Trust, followed by state government support. Today, where people can use their NDIS funding for Circles of Support, CLP employs 4.5 full time equivalent Circle of Support Facilitators, enabling us to assist around 35 people with Circle of Support Facilitation.

Circles of Support Manger Katrina Fredberg, has worked at CLP for 19 years, and has facilitated countless Circle of Support gatherings around kitchen tables, backyard barbecues, parks, cafes and restaurants, and has seen the impact of nurturing those freely-given relationships.

“We work on the strong belief that people keep vulnerable people safe,” said Katrina.

Almost 20 years on, John’s circle (pic) are helping him to join a community group where he can make connections focused on one of his interests & John is looking forward to going on a fishing charter with friends.

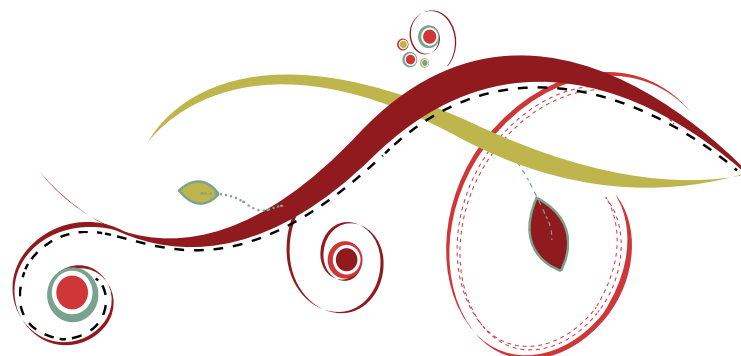
Steven’s circle of support is also going strong, with even more people around him, with friends taking on roles and playing an active part in making sure Steven has a good life. Back in 2019 when Steven’s mother Olive passed away, friends and family rallied around him when he needed them the most.



John’s circle then and now



Steven’s Circle then and now





Sharing knowledge

Family leadership retreat

We had 44 people attend our April 2024 Family leadership retreat, a two-day event of deep and important conversations. Parents brought along a family member, friend, someone from the person's Circle of Support or in some cases a paid worker, to partner with them across the weekend.

The focus was 'Seven Steps to Self-direction and Safeguards for the Future'. We were thrilled that Dr. Margaret Ward from Brisbane freely gave her time to be the leader, teacher and guide through the content. Attendees commented that they appreciated Marg's delivery style, and the way she brought her personal experience and professional knowledge to the presentation. One comment summed it up "I appreciate Marg's straight to the point brutal honesty, so refreshing!"

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 Family Leadership Retreat was funded by and made possible by our partnership again with our allies at JFA Purple Orange via their project funding from the Australian Government Department of Social Services.

Safeguarding the future

In May 2024 our friends at Imagine More in Canberra hosted a conference with a focus on 'Safeguarding the future'. We were able to support five CLP family members to travel to Canberra to attend through The Discover Micro Enterprise – Exploring Possibilities Project, funded by the Australian Government Department of Social Services.

Imagine More made the recordings of the sessions available throughout October, meaning that other families could be encouraged to watch replays of sessions relevant to them.

Helen Skull said the conference reignited her passion for her daughter's future and belief for how much she is capable of achieving.

"I was unsure about going to the conference but am always open to new opportunities. I think dealing with the NDIS over so many years it focuses on the negatives and how they can just scrape by and exist and it is easy to be too exhausted to concentrate on what is actually important to see them thrive. So, to see other families/parents/siblings that have lived experience and their loved ones are thriving was so invigorating. I came home with a new passion for my daughter and that is infectious when I talk to her. She is now also excited for her future moving forward and has a new sense of self-belief."

CLP also contributed to sharing knowledge at the conference. Sarah Falkner was invited to present about our Neighbourhood Circles Project and Helen Neale presented about Discovering Micro Enterprise.



Being the bridge to neighbourhood



The focus of the Neighbourhood Circles project this year was bridge building, with efforts put into strengthening the knowledge and capacity of families, friends, allies and paid support workers of people who identify as living with a disability or mental illness. Relationships were built with universities and other tertiary training organisations, who have brought the video and workbook resources into their disability support training.

A one-day Summit was hosted at the Adelaide Showgrounds, in which more than 100 registered attendees heard from people with lived experience, networked with neighbourhood champions and partners, and build a stronger community of practice around inclusive neighbourhoods.

The Guide to Being the Bridge to Neighbourhood and workbook can be downloaded from the CLP website.

This project wrapped up at the end of August 2024, and was made possible thanks to the generosity of the JFM Fund.

Discover ME: Micro Enterprise

The Discover Micro Enterprise – Exploring Possibilities project information sessions which showcase many enterprise owners continue to inspire people about the capacity of people with disability to have meaningful careers.

There have been information sessions and “introduction to discovery” workshops held within South Australia and interstate, as well as online opportunities to share stories and information about micro enterprise.

Helen Neale, project lead, worked with Caroline Ellison, CLP board member and UniSA professor, to create 4 short videos which will be embedded in relevant curriculum, and another video resource, “Benefits of a Micro Enterprise” was filmed with the support of 3 enterprise owners, their families and customers.

Two podcasts were recorded, acknowledging that people now seek information in less traditional ways, and there are plans to create more and feature more enterprise stories on the CLP website.

We were delighted to accept another 12-month extension of the grant project which will now finish in June 2025.



Treasurer report

The biggest good-news story for the year was that The Community Living Project (CLP) fully paid off the loan that the Charitable Trust had over the office building and the property is now owned outright. There was also a small net surplus achieved in 2023-2024, with the year ending with a consolidated net surplus of \$140,929. This was below the long-term goal of a surplus each year of 2-3% however it means that CLP remains in a strong overall position.

Operating income increased by 2.9% in 2023-24 while costs increased by 5.1%. Net Assets increased by 5.1% to \$2,878,238. The growth in Net Assets was improved by the return on our investments.

As already mentioned, The CLP Development Charitable Trust remains stable and provided a return of \$51,945 through rental income received from CLP Inc. As of June 30, the original loan of \$600,000 has been fully paid, which was not scheduled to be paid off until 2027.

The NDIA Temporary Transformation Payment (TTP) reduced by a further 1.5% and has now finished. Again this year, the NDIS did not increase their prices in line with inflation. This, together with the reduction in the TTP, increases the financial pressure on CLP. Nonetheless, CLP carries a strong balance sheet and indicators remain that CLP is well positioned for the future.

CLP continues to develop measures to address long-term financial security through investment of assets that were

previously held as cash. The board as a whole expressed a strong desire to ensure that any investments were consistent with CLP values and as such the financial services company (Accord) has presented to the board about the extensive procedures they go to ensuring ethical investment.

Community Living Services, which was combined from Supported Living and Self-directed Support, continues to make-up the majority of the NDIS income sources for CLP for the 2023-24 year. It is currently at 87.4% of total income. Income for Micro Enterprise (4.5%), Circles of Support (2.9%) and Support Coordination (1.4%) remain relatively small in the overall picture. This does not reflect the wider value to the organisation and community that these programs provide and the board remains committed to supporting these programs to grow.

As a whole, due to astute financial management over many years, we are in a strong position; we owe it to future custodians to maintain the strong position. I thank Chris Meyer for his leadership of the organisation as it continues to grow and evolve within the changing state of the sector and his team of experienced financial managers. I would also like to thank Stephen Wade and the whole Board for their efforts to ensure that CLP can continue to deliver the highest level of support.

James Hallahan
Treasurer indicator



Left: Snippet of an article in the Hills Gazette October 1983

Above: CLP office building on Saltash Ave, Christies Beach

Financial statements

Consolidated Statement of Profit or Loss and Comprehensive Income for the Year Ended 30 June 2024

	2024	2023
	\$	\$
Revenue from ordinary activities	8,765,591	8,522,391
Employee benefit expense	(8,315,914)	(7,921,122)
Depreciation expense	(16,963)	(19,502)
Advertising expense	(13,094)	(4,350)
Other expenses	(307,074)	(291,018)
(Deficit)/surplus before income tax	112,545	286,399
Income tax expense		
Net (deficit)/surplus after income tax expense	112,545	286,399
Other comprehensive income		
Revaluation of fair value through other comprehensive income	28,384	6,958
Total comprehensive income for the year	140,929	293,357

Consolidated Statement of Financial Position As at 30 June 2024

Current assets		
Cash and cash equivalents	2,038,635	2,026,780
Trade and other receivables	606,279	322,093
Other financial assets	349,917	155,558
Other current assets	50,359	51,908
Total current assets	3,045,191	2,556,339
Non-current assets		
Plant & equipment	1,197,124	1,207,672
Total non-current assets	1,197,124	1,207,672
Total assets	4,242,314	3,764,011
Current liabilities		
Trade and other payables	163,742	168,545
Borrowings	0	20,127
Provisions	396,198	488,334
Contract liabilities	326,225	19,759
Total current liabilities	886,164	696,765
Non-current liabilities		
Borrowings	0	21,890
Provisions	477,912	308,047
Total non-current liabilities	477,912	329,937
Total liabilities	1,364,076	1,026,702
Net assets	2,878,238	2,737,309
Equity		
Retained profits	2,491,608	2,379,064
Reserves	386,630	358,245
Total equity	2,878,238	2,737,309

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF COMMUNITY LIVING PROJECT INC. AND ITS CONTROLLED ENTITY

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Community Living Project Inc. "the Association" and its controlled entity, "the Group", which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in members funds and consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the committee.

In our opinion, the accompanying financial report of the Group, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a. giving a true and fair view of the Group's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- b. complying with Australian Accounting Standards - Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

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 Group in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* "ACNC Act" and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* "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.

Other Information

The committee are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2024, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the ACNC Act and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Group'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 management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF COMMUNITY LIVING PROJECT INC. AND ITS CONTROLLED ENTITY

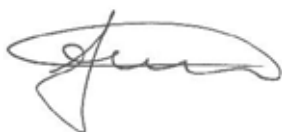
Auditor's Responsibilities for the Audit of the Financial Report

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.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Jim Gouskos

Principal



PITCHER PARTNERS

Adelaide

Dated this 07th Day of November 2024



Tim Adam

We were all saddened by the sudden passing of Timothy Scott Adam, aged 41. Timothy was supported by CLP for 11 years and developed strong relationships with those that knew him. He was an Inclusion advisor at SACID where he did office work and delivered presentations. He was also a research advisor at Flinders University.

Tim will be remembered as a kind, gentle, gentleman who had a dry sense of humour.

The Glenelg football club organised a plaque, honouring Tim and his valued role as a volunteer and proud member of the cheer squad, to be placed on the white picket fence around the Glenelg oval. It's just below his Pop's plaque on the same picket.



Andrew Broadbent

An extract by words from Max Coleman, Community Living Facilitator, which were shared at Andrew's funeral service.

"It is not often that you run into somebody who was as genuine – and as bright as Andrew. He was the sunshine that lit the room with his contagious greetings, laughter, and kind nature.

He lifted souls and brought a smile to many a face.

Although he walked an incredibly challenging path throughout the last 17 months, he was always confident in his stride, and determined to support his family and friends no matter his own situation. He named them often.

It was an honour to have known him. To be welcomed into Andrew's life and shown the power of greeting someone with such zest for life, was an absolute privilege.



Brenda – a true leader

Brenda Oakey sadly passed away in September. Brenda has truly been a parent leader in her effort over several decades to ensure her son David had rich life, filled with lots of friendships that have endured over time. An inspiration to all at building the vision for David to create and build his mudbrick home, pursuing his interests in woodwork via having his own micro enterprise 'David Oakey Timbersmith', building a wooden boat, his passions in artwork and painting, pottery, playing the piano, gardening and all things ecofriendly. A uniquely David lifestyle.

Brenda herself was always happy to share their story of creating a wonderful life for and with David and presented to other families about their achievements in person, in articles and videos.

Brenda made a huge contribution and commitment to being a CLP board member for over 20 years. finishing up in the 2019-20 financial year. A wise, discerning, gentle and thoughtful lady.

Acknowledgement of years of service

5+ years

Belinda Balfour
Ann Calderbank
Lesley-Anne Campbell
Jeff Cressman
Kylie Duncis
Stephanie Dunn
Angelo Mellizo Pena
Akira Musson
Neville Naggs
Nastaran Nakhaee
Peter Papapetros
Andrew Pidgeon
Mary Ropani
Peter Schaefer
Donald Sewer
Pratikshya Simkhada
Anne-Marie Srubjan
Liza Sterling
Sally Strzelecki
Nadine Tapley
Stacey Taylor
Alison Verco
Martin Whitty
Renee Yarrow
Monica Zaman

10+ years

Mohsen Alizadeh
Larissa Ambrose
Natasha Bennet
Hayley Binyangi
Wendy Butler
Victoria Cousins
Lynette Cox
Leanne Gordge
Anne-Marie Hamilton
Gail Hodshon
Angie Jarmyn
Marcus Kelly
Joseph Leavey
Samantha O'Brien
Raelene Paul
Melissa Rangi
Claire Roberts
Laurie Rowe
Steven Russell
Kerry Spain
Monica Thalbourne
Christine Tinney
Sharon Wilding
Kim Wilson

15+ years

Robert England
Katrina Fredberg
Vanessa Kwong
Patricia Varcoe
Victoria Young

40+ years

Jayne Barrett

CLP Life Members

Molly Warner (1995) (deceased)
Olive Weston (1995) (deceased)
Ray Brooks (1995) (deceased)
Jill Wishart (1997)
Colin Lawn (2002) (deceased)
Bill Freeman (2003)
John Grantley (2008)
Ross Womersley (2010)
Brenda Oakey (2015) (deceased)
Prue Gorman (2024)

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

Back cover: A morning tea break soaking up the sunshine at the CLP family retreat, staff members Sally Strzelecki and Kirra Dack in the foreground.



CLP
COMMUNITY
LIVING PROJECT

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