



ELOUERA ASSOCIATION LTD



Elouera Centre Moreton Island Cruise 2019

2019/20 ANNUAL REPORT

“Locally Based Services Meeting the Needs of Local People”

ELOUERA ASSOCIATION LTD

Board Members 2019/20

Chair – Peter Hunt.

Vice Chair –Norma Oddy

Treasurer – Kate Lonergan

Ordinary Members

Robert Junge

Malcolm Edwards

Paul Braybrooks

Board Meeting Attendee's (Non Board / Non Voting)

Allan Young – Chief Executive Officer

Shona Neale – Operations Manager / Secretary

Auditor

Bush & Campbell Chartered Accountants – Wagga Wagga

Legal Representative

Walsh and Blair - Cootamundra

Management Team in 2019/20

Allan Young – Chief Executive Officer

Shona Neale - Operations Manager

Leonie Dunn - Head Teacher

Sharon Roberts - Admin Assistant -Accounts

Julie Young - Admin Assistant - NDIS

Trevor Collins – Supervisor Elouera Hire (from March 2020)

John O'Loughlin – Supervisor Elouera Recycling Young

James Barrett – Supervisor Elouera Recycling Cootamundra

Sharon Lyons – Supervisor TT's Café Coleambally

Tracey Turner - Supervisor Elouera Laundry

Cathy Ashcroft – Supervisor Elouera Centre (Till 31 December 2019)

Gail Lienesch - Supervisor Elouera Centre (From 01 January 2020)

Elouera Association

Chairman's Report 2020

Dear Members

I am pleased to report that Elouera Association has had another successful year.

Financially we continue to put ourselves in a strong and secure position. The resulting surplus for the year of \$645,650 will allow the organisation to expand and improve its services to our students and service users.

We are now operating under a company structure with Elouera Hire a fully owned subsidiary. It is intended to bring the Hire business into the company structure in the near future.

The Elouera Special School currently has 29 students with 3 students on the waiting list. The covid 19 pandemic did affect the school for a few weeks at which time 20 students remained at home. The Staff were able



to provide work packs and activities to assist them and their parents during this time. Thank you Teachers and staff for your thoughtfulness and dedication through that difficult time.

As a requirement of the School accreditation, all staff completed a child protection program and Board members commenced a course on “Board Induction and Governance Training”. The School underwent a registration inspection and received a commendable result. The hall has been equipped with a projector and sound equipment - giving it another use as a cinema. The playground equipment has had a “soft fall” surface installed .

Due to numerous issues it was decided to close TTs café and the day care centre at Colleambally. Whilst this was a difficult decision to make, it will allow Allan to spend more time on the local issues within the organisation .

Young recycling has had another successful year. A thank you to the manager John O'Loughlin and his staff for running a very efficient

operation. The recycling belt upgrade has proven to be extremely successful and has significantly improved the quantity of recyclable material extracted from waste.

Whilst Cootamundra recycling operations have also been successful during the year under the careful management of James Barrett and his staff, there have been several issues with the renewal of a contract for this operation. Fortunately a compromised arrangement was reached and Elouera was able to retain all the staff employed. It is hoped ongoing issues with this contract will be resolved.

The Laundry, managed by Tracey Turner, has recently received an impressive upgrade and is proving to be very popular. A gas heated roller press, which is to be installed shortly, will increase efficiencies and add to services the laundry can offer.

The Elouera Centre's continue to be very well supported and offer much needed respite for carers as well as users. The staff led by the manager Gail Lienesch, do an outstanding job in this vital part of our organisation.

Wattle Hire, now officially Elouera Hire has had a lot happening during the year. Apart from the name change, we have moved the operation to our Yass Road property. This property received an extensive upgrade and an adjoining property was purchased to accommodate the expanding business. Plans are in place to grow the ice making and vehicle rental operation as well as promoting the equipment hire business. Elouera Hire is managed by Trevor Collins who joined the organisation earlier in the year. Trevor and his team are receiving a lot of positive comments for the excellent service they provide.

From the Directors' perspective, we have had two resignations during the year. Malcolm Edwards from Harden who had been on the Board since 2016. Thank you Malcolm for your services and dedication over the past 4 years. The other director to retire was Kate Lonergan, our longest standing director. Kate, who has been on the board for 12 years, would be



known to most if not all of us not only as a director but also as a dedicated and caring volunteer. We thank you Kate and wish you all the very best in your retirement.

On behalf of the Directors I would finally like to thank Allan, Shona and the office staff, Julie and Sharon for your hard work and commitment to the Elouera Association.

Peter Hunt

Chairman

Chief Executive Officer Report

By Allan Young

2019/20 started with so much potential but then took an unexpected turn in the second half that impacted on our operations. In this report I will cover many of our achievements and challenges. The end result however will be pleasing for members and stakeholders of the Elouera Association.

The Elouera School

The financial year saw many changes at the Elouera Special School most significantly the move from an Accredited School to a Registered School. The reason for the changes was simple, the prescriptive nature of the curriculum for an accredited school did not allow enough flexibility in setting education plans that met the individual goals and needs of many students with a disability. Being registered while we still follow the same basic curriculum, we have far more ability to design great individually based programs.

The change means that we can no longer offer a ROSA Certificate or modified HSC but this is offset by achieving the best results for each student at the school.

We started the financial year with 34 students however this had dropped to 29 by June 30 2020. We have moved from five class rooms back to four as a result.

We employ one classroom teacher and one SLSO per class room with two spare SLSO to provide additional supports in personal care and in the class room.



Our school has undergone many changes this year with the official opening of the new multi purpose hall by the Deputy Prime Minister Michael McCormack.

We have upgraded our interactive white boards to more modern smart boards that are like a huge iPad. We have upgraded the irrigation system, painted class rooms, replaced carpets painted the roof, improved the fencing and added new soft all plus a lot more.

The new funding model for the school is working well for us, the Supervisor Subsidy has gone and we receive an amount per student that eliminates the issues we previously had with the funding based on ratios.

Some of the activities at the school such as Gecko Sports and Music Therapy have been very popular with high levels of student involvement. The Active Schools Voucher has seen a greater level of involvement in the Riding for the Disabled activity that all enjoy.

Thanks to the Rotary club in Young and students from Hennessy Catholic College our students were able to participate in Dream Cricket. Each student had the opportunity to engage in several cricket based activities with support provided by the Hennessy students.



The first half of 2020 then brought us the Covid challenge with many students choosing to self isolate in term one and part of term two. Staff worked on packages and programs that would allow for online learning and in home supports with prepared work packs etc. As it turned out students returned faster than expected but we have had to be a very aware of Covid Safe practices and teach students why this is so necessary.

Thanks to everyone at the Elouera Special School for their efforts, we have a great school, one Cootamundra can be very proud of as it is one of only two independent special schools in country NSW.

Disability Enterprises

Elouera operated five Disability Enterprises in 2019/20 three in Cootamundra (Elouera Hire, Elouera Recycling and Elouera Laundry); one in Young (Elouera Recycling) and one in Coleambally (Elouera TT's Café).

Elouera Industries was closed in March 2019 with the premises being refurbished so we could relocate Wattle Hire to our own property and rename it Elouera Hire. While technically not part of Elouera Association Elouera Hire is a separate company that is 100% owned by the Elouera Association. There are plans to merge the two entities in the near future.

Our Hire business Elouera Hire now employs four people with a disability two of them used to work on the weigh bridge at the waste management site which we lost the contract on as Cootamundra Gundagai Regional Council felt they could do it more economically themselves. We have a new Supervisor Trevor Collins who works along side long term employee Chris Bliss and they have been joined by Kane Crow who also was relocated from Elouera Recycling in Cootamundra due to his position being replaced by Shire Staff.

Our recycling plant in Young had a significant upgrade in 2018/19 and the benefits continue to make this more efficient and a better place to work. We send a number of employees from Cootamundra to Young each day to assist with the number of workers needed as well as to give each of them more variety and social interaction as part of their weekly routine. We continue to operate the weigh bridge in Young 7 days per week

Recycling in Cootamundra after long and difficult negotiations and a tendering process was granted a new contract for 5 years with a five year option. Unfortunately the Cootamundra Gundagai Regional Council chose not to offer us the weigh bridge and transfer station operations which we had provided for 20+ years. To this day we have no idea why we were replaced as it certainly does not make any financial sense and our people really did do a great job. We still operate the Stockinbingal and Wallendbeen sites.

In the next financial year we are planning a significant upgrade to the Cootamundra plant along the lines of the changes made in Young, with a budget of \$350,000 this is a significant project. We received \$115,000 towards this from the EPA.

The Elouera Laundry had an upgrade this year with a number of repairs being made to the building and ceiling then it was fully repainted and it does look excellent. We are looking into a new roller iron for this business to enable it to offer better services to hotels and motels as well as to enable it to meet all of the needs of Elouera Hire.

Out TT's Café and day services in Coleambally are not doing so well. Reduced demands for services coupled with reduced sales and increasing costs plus a closure period due to Covid 19 all lead to heavy losses. The decision was made in August 2020 to close the service as it was no longer viable to continue with so few service users attending each day.

We can walk away knowing that Elouera Association kept this service going for 14 years after it would have closed without our assistance, this enabled people to fulfil their goals then move on to other life choices.

Elouera Day Services

We now have 19 clients attending our day services and we operate out of two locations. The larger Wallendoon Street centre has the facilities that enable high supports needs people to attend while the Bourke Street centre has an independent living focus.



The service did scale back significantly through the Covid Crisis and this had an impact on services and income. We were largely back to normal operations by financial years end.

A new funding model is being introduced next financial year that will assist in the cost of vehicles with this coming from

peoples plans. We are working on the best methods to introduce these changes.

The Board

The Elouera Association became a Company Limited by Guarantee in August 2019 and as such it continues to have a Board representing the members. The Board is responsible for setting the direction of the organisation, its goals and ensuring it is run well and meets its legal obligations.

The Board is also our schools board and as such each member has been undertaking Governance Training to meet NESAs requirements. Board members also provide declarations they are a responsible person, a conflict of interest declaration and related party transactions declarations.



In our financial Report you will see a section on Related Party Transactions, these are either transactions with Board Members or transactions of the school with other parts of the organisation.

The Board appoints the Chief Executive Officer who then employs the staff and sets about achieving these goals with that team.

Our Board has seven positions. The constitution of the Elouera Association (Inc) has five of the seven positions as recruited positions to ensure the Board has the correct mix of skills and two elected positions that members can nominate for prior to each AGM. These positions are elected for two years with one coming up for election each year. The Board appoints an auditor to look at both the financial position of the organisation and any risk we may face. Bush and Campbell fulfil this function with two audits being conducted each year. One whole of organisation audit ready for the AGM and one of the School as this is done calendar year. The Board receives a full report including recommended changes to reduce risk.

Management and Head Office

Our Head Office staff is small for the size of the organisation. It is headed by the Chief Executive Officer (myself) and I am assisted by the organisations second in charge Operations Manager Shona Neale. Sharon Roberts is the Admin Assistant looking after our accounts and Julie Young is the Admin Assistant with duties related to the NDIS .

The Chief Executive Officer Allan Young has over 34 years in the disability industry, the last 22 years with the Elouera Association (Inc). He also serves as a Management Committee member for National Disability Services NSW and is currently the Chair of the NDS NSW Disability Enterprises sub committee and a member of the National Disability Enterprise Committee and the National Regional and Remote Committee.

The Chief Executive Officer is currently working with NDS and other CEO's on industrial and funding issues for employment and our day services. We are looking at the proceedings of the Disability Royal Commission and the needs for the industry in a Covid world. .

The Chief Executive Officer attends Board meetings (as a non voting member). The Chief Executive Officer as head of organisation is also the legal head of the Elouera Special School hence why we don't have a Principal as such and use a Head Teacher that reports to the Chief Executive Officer.



The Operations Manager Shona Neal acts as Secretary on the Board, a

position like the Chief Executive Officer that is non voting. Shona is responsible for the Quality and Training systems of the organisation, staff rostering and the day to day operations of the various Disability Enterprises and Day Services.

Elouera Association (Inc) for its size has a small administrative team and we keep administration charges to the various services to under 10% of their income.

Employment Services Travel Program

We managed to get a Cruise to Tasmania completed in February 2020 just before cruising came to a halt. This was a lot of fun and we booked a private company to provide us with tours from Hobart for the two days we were there. We took a large group with us this trip including Brian Slattery who unfortunately has passed away recently.



Our day services completed two holidays simultaneously in September 2019. One was a cruise to Moreton Island and the other a trip to Murimbula. Most of those attending the day services were able to attend, a huge effort by everyone involved and one we will do again in 2021.

The support costs of these holidays is paid for from peoples NDIS plans and the individual only pays for their own costs and spending money. The program is on hold at the moment due to Covid 19 with a Gold Coast trip delayed from April 2020 to March 2021.

One other group is saving towards a trip to Japan in 2022.

The Future

We have been establishing several new or improved opportunities at Elouera Hire, our Ice Business has seen improved equipment and freezers and will have a greater level of employee with a disability involvement in the new enterprise we call Elouera Ice Works. We have a cleaning business, a Car Hire Business and new equipment for hire. Our laundry is looking at linen hire as a way of growing.



The Elouera Special School has put in an offer to purchase the land next to it for future growth with some being allocated towards accommodation and respite services.

Elouera Association Ltd is a strong local organisation that is seeing a lot of new players in the market in particular some for profit operators that concern us greatly, we have very stringent quality guidelines and safeguards in place to protect our people with a disability, the for profit providers are circumnavigating these requirements by only providing plan managed services. Every dollar we receive goes into providing services to people with a disability where as for profit

operators are designed to make a profit so excess funds go to the owners and share holders.

We encourage people to support the not for profit sector, in general it is far better managed and regulated with the needs of people with a disability being the primary focus and not profit.

Thank You and Stay Safe

A handwritten signature in black ink, appearing to read "Allan J".

Chief Executive Officer

Elouera Special School Report

(From the 2019 School Annual Report)

By Leonie Dunn - Head Teacher

The Elouera Special School provides an education based on BOS syllabus outcomes for 34 students with moderate to severe intellectual and or physical disabilities. Some of the students also have secondary medical conditions such as Epilepsy, Cerebral Palsy, Autism Spectrum Disorder, Down Syndrome and ADHD.

This year saw the school extend to five classes. The school employed two full time and five part time teaching staff. Ms Elizabeth Verri is employed



in a dual role as Head Teacher and Senior Class Teacher. Mrs Leonie Dunn is employed as the Junior Class Teacher. Mrs Tisha McTavish works with the Primary class from Monday to Thursday and Mrs Emily Harris works with the class on Fridays. Mrs Kylie Rowan and Mrs Kerry Blackman work with the Middles class sharing a five day fortnight. Mr Luke Piotrowicz worked with the Groovy Group class four days a week with Mrs Emily Harris working with the class on a Wednesday.

Liz went on maternity leave towards the end of term 2. Leonie Dunn was employed in the dual role as Head Teacher and Junior Class Teacher.

Mrs Emily Harris and Mrs Kerry Blackman worked with the Senior class. Mrs Tisha McTavish works with the Primary class from Monday to Thursday and Mrs Kerry Blackman works with the class on a Friday. Mrs Kylie Rowan and Miss Maddison Spencer worked with the Middles class. Mr Luke Piotrowicz worked with the Groovy Group with Miss Maddison Spencer working with the class on a Wednesday.

The senior class has 8 students, the middle class has 7, the Groovy Group class had 8, the Primary class has 6 and the junior class has 5 students. Each class is supported by a full time Aide. Jenny Roberts works with the senior class students, Nancy Doubleday works with the

Primary class students, Nadia Johnson works with the Groovy Group class, Stacey Hardy works with the Middles class and Charlotte Thompson works with the Junior class. Miss Dana Hummelstad was employed as an extra SLSO to support high needs students throughout the day.

Stacey went on maternity leave at the end of term 3. Mrs Amanda Richens was employed in her maternity leave position until the end of the year.

Teacher Aides were employed to assist teachers in the classroom and provide support to students beyond their educational needs with feeding and toileting. The staff to student ratio has allowed extra support in order to assist the varied and complex needs of some children.

The 'Building Education Revolution' classroom (The Forster Building) continued to be the junior class section. The middle and senior classes remained in the main section of the school. The primary class operates in the library. Modifications were made to the room to allow for an effective classroom environment to be established. The Groovy Group class operated out of the hall. Again modifications were made to the room to allow for an effective classroom environment to be established.

Classroom teachers in close discussion with parents, carers and Aides developed Individual Education and Transition Programs with a focus on Student Goals.

The new Board of Students curriculum has now been fully implemented. Board of Studies Life Skill's outcomes and indicators were selected for students from Years 7 and 12. Modified K-6 Outcomes and Indicators were chosen for Infants and Primary students.

Staff have collaborated to familiarise themselves with syllabuses and support materials for the continued implementation of the new curriculum.

Student's achievements were discussed at the beginning of term one and plans were made for the next period of teaching and learning. Throughout the year there were other opportunities for parents to discuss their child's progress. Anecdotal records, monitoring of achievements of syllabus outcomes and school based and workplace assessments were used to report to parents at the end of semester one and then again at the end of the year.

Professional assistance and intervention from an Occupational Therapist and Speech Pathologist have been available for some students. Teaching staff have had to modify introduced programs to suit the children that have not been able to access these vital services. Some parents have

also had to access private services for their children. During term 1 and 2 we had the opportunity to offer Occupational therapy services to several students who have not previously been able to access this service.

Professional Development Days were held at the beginning of terms 1, 2 and 3. These provided opportunities for staff to discuss student's progress and to work on IEPs and Class Programs.

'Smartboards' are continually utilised in each classroom. 'Smartboards' have allowed an innovative approach to classroom lessons and student involvement. Each class also has 2 iPads in their classrooms to support students learning.

All students are now generally wearing the new uniform colours of navy blue, sky blue and white.

Students have had many opportunities to participate in various activities, beginning with the Art Show in Semester One. Students participated in swimming and dance lessons. The swimming carnival was held at the end on term 1. All students, staff and parents enjoyed the day and the competitive volleyball competition to finish the day.

All students participate in weekly Gecko Sport sessions. The students have the opportunity to engage in a variety of sports such as hockey, golf, tee-ball, soccer, cricket and athletic activities. This is a fantastic opportunity for the students to engage and learn about different games, activities and skills.

The Super Seniors and Mighty Middles participated in RDA lessons. Every student participated in the Elouera Special School Athletics Carnival. The year 9/10 PASS class from Sacred Heart School organised and ran the carnival. It was a resounding success and a fantastic day that strengthened the link between our schools. The Sacred Heart students



were congratulated on their astuteness to detail and their ability to understand our student's needs and provide activities that were able to be accessed by everyone. Students from the Power Primary class attended and participated in the Cootamundra Public School Athletics carnival.

The Mighty Middle class participated in the Family Hub Day celebrations. Senior class students attended Art lessons at the Community Hub Centre.

In Semester Two, dancing continued and culminated in many of the students performing in Ms Wishart's end of year concert. It is fantastic to see those students who find performing in front of others very challenging begin to achieve this goal and dance in the concert.

All students enjoyed the opportunity to engage in the Reptile Encounter Show at the Cootamundra Library.

Regular activities the students engage in include 'Meals on Wheels', library visits, shopping, visiting parks and walks to practise their pedestrian skills

Junior and Middle students joined the Cootamundra Public School for the Annual Book Week Parade.



Thanks to the Rotary club in Young and students from Hennessy Catholic College our students were able to participate in Dream Cricket. Each student had the opportunity to engage in several cricket based activities with support provided by the Hennessy students. Our students enjoyed the opportunity to play a game with the

Hennessy students and show off their talents.

We also participated in a sports day at the Young PCYC. This was an opportunity to provide different sporting activities to our students. A great day was had as we participated in gymnastics, futsal, basketball and boccia.

In term 4 a student started transitioning in to the Groovy Group class in preparation for her enrolment into Year 7 next year. There have also been 5 other enquiries about our school to look at possibly enrolling for next year.

On the 3rd of December there was a balloon release to celebrate International Day of People with Disability. This was an opportunity for 2018 Sacred Heart Year 9 students to meet the students from Elouera

who they will be working with during their 'Faith in Action' program in 2019.

On the 13th of December the Elouera Special School held their Awards Presentation Assembly in the school hall. This was the last assembly to be held in the hall as construction will begin on the new school hall in the coming weeks. Class and Individual Achievement awards, a Rotary Club of Cootamundra award, the 'Hennessy Bursary' for a student who promotes positive friendships, Preliminary HSC and Higher School Certificates, Sports Room Monitor and Elouera Special School 2017 Captain and Vice-Captain badges were presented. Individual class as well as combined class items were performed. It is an opportunity to showcase many of the wonderful talents of the students at Elouera.

One student was farewelled, Sam Hardy who has completed his schooling at Elouera and received his Life Skills Higher School Certificate.

Community members, organisations that donated money towards awards, businesses, schools and people who supported the fundraising efforts for the playground shelter, local school representatives and families and friends attended the assembly.

It has been a very busy year with many staff changes. The students are to be commended for their behaviour and ability to cope with, and manage, these changes. This was possible thanks to the staffs understanding of each child's individual needs and coping mechanisms.

Leonie Dunn

Leonie Dunn

Acting Head Teacher

ABOUT ELOUERA ASSOCIATION

Where we Came From, a Brief History

Elouera Association (Inc) grew from the Elouera Special School which was commenced following a public meeting held in 1969 that set up the committee to form a school.

From humble beginnings in a local church hall the School in its current location was built in the mid 70's. We have had as little as just four students up to our highest level of thirty four students in 2018.

Early in the 1990's our employment arm commenced with four employees that came to us from an ADHC program. Starting off doing some gardening out of a small shed we now operate five businesses in three towns employing 60 people with a disability.

In 2007 we started providing day services, a full circle so to speak from the Schools early history with the opening of the Elouera Centre.

Today the Elouera Association (Inc) has a turn over of over of 5.5 million per annum, we provide employment for up to sixty adults with a disability, our School has thirty four students and we have nineteen individuals attending Day Services plus more receiving one on one community supports, an area I am sure we will see grow in the near future.

Our Strategic Plan looks at new services such as accommodation and respite, and we are in the early planning stages of achieving this in years to come.

Elouera Association (Inc) is a dynamic organisation, with the NDIS now allowing us to be creative in meeting peoples needs, who knows what the future looks like.

NDIS Score Card and Update

By Allan Young CEO Elouera Association

With the roll out of the NDIS commencing in 2018 I thought adding a Score Card and update on how it is going would be a good addition to our annual report.

Plans and the Planning Process

The planning process continues to produce very inconsistent results with some people getting funding well beyond what I would call reasonable and necessary and others getting barely enough to meet their needs.

Many people are still choosing not to share their plans in information with us which is their right however it does make it a lot easier to assist people if there is an open conversation.

Elouera Association continues to provide support at Planning meetings with the NDIS, we will provide you with a typical pattern of support document that details the services you have today and the additional needs you have for the future.

With the Covid 19 pandemic there was a move to all planning sessions taking place over the phone, we believe its time face to face options were put back in place, phone meetings are difficult but if this becomes the normal practice, planning will become centralised and local services like Intereach may be closed as a result to save costs.

Employment Funding Transition

A new funding model is being rolled out in 2020/21 so a lot of work has been carried out in preparation for this change. We will move to hourly funding instead of weekly and we will no longer be funded for periods of holiday, notified sick leave and public holidays.

The overall funding however will increase and we see the change as positive and recognising the value of employment being equal to that of day services. The changes will make moving between day services and employment easier.

Day Services

The funding model changes at our day services along the lines of Employment, we have 12 months before this change is mandated however we will move sooner as there are significant similarities between the new employment and day services funding so we may as well operate both under the one system.

Financially the main difference in the day services funding in the new model is we can charge for vehicle costs from the persons plan and not have to bill them directly.

Administration

The new methods of funding have increased the administrative burden even more so we spent time developing systems to assist. Every fortnight for employment or each month for day services a claim is processed based on that periods activities. The biggest change is how we now calculate support hours and their relationship to ratios of support.

We have improved our reporting for people we Plan Manage. It would assist us however if people would give us greater access to plan expenditure details on the portal so we can provide you better feedback.

You can opt for three methods of managing your funds

NDIA Managed - in this case once services are provide we claim from the NDIS directly and receive the funds within two days. This is by far the most efficient method we have and we encourage people to ask that services provided by Elouera Association be NDIA Managed.

Plan Managed - this allows you to use no registered providers and they claim via your plan manager who claims the funds from the NDIS and pays the provider. This is fine where needed but if you only use registered providers the NDIA option is far superior. Elouera Association is a registered Plan Manager and we can provide you these services. Please consider us as the funding we receive from Plan Management helps us offset the high cost of administering the NDIS. Using a For Profit Plan Manager just see's the funds leave the sector and go onto some ones profit margin.

Self Managed - You receive the funds and manage this yourself. While some like this idea, I believe for most it is a burden you just don't need.

Holiday Program and the NDIS

In the past the cost of the holiday program has been covered by the Elouera Association to ensure employees had goals to work towards and were able to take a quality holiday.

We can now plan bigger and more extensive trips with the support hours being covered by the NDIS but individuals wanting to join the holiday program need to ensure they have these supports as part of their plans.

Trips like the USA trip and the NZ Cruise in 2019 would not be affordable without this support funding and it ensures that those attending the

holidays only have to pay their own costs. Under the NDIS rules the Elouera Association can spread the costs of sending staff (air fares, hotels, entry fees etc) between the participants. We have chosen not to do this to make the program affordable for all. On average the cost to attend our holidays is less than half the cost of other organisations offering such a trip.

Conclusion and Score Card

The NDIS is providing increased supports for many people and some terrific outcomes, the administrative burden is getting worse and the cost of our audits to be a registered provider are very high and our need to question the value when none registered providers can still get paid the same as us via plan management. The outcomes for people have been great but there is so much waste, lawns and cleaning service provided to people that are more than capable of doing this themselves and plan management for services that can be paid for NDIS Direct.

Funding levels for employment have improved from 1 July 2020 but the transition period is far to long and we should be allowed to fast track the changes

In the past year I have seen a lot of confusion over funding, I believe the supported independent living funding is causing a lot of concern to providers that operate in this area, we don't but are considering this in future years. Change is needed. Score 6/10.

FINANCIAL PERFORMANCE

By Allan Young – Chief Executive Officer

The 2019/20 year was a challenging year with the impact of Covid 19, Jobkeeper fund payments and reduced student numbers at the school. with our accounts showing an income of \$5.98 million for the consolidated group and \$5.4 million for the Elouera Association the parent part financially we have remained sound. The consolidated group includes Elouera Hire which is a 100% owned Elouera Association business but it stands alone and is not part of the parent organisation at this stage.

There has been four columns in the report for the past three years, The columns marked Parent are the reports for the parent organisation, the Elouera Association Ltd, these are what you saw in our Annual Report pre ownership of Elouera (Wattle) Hire. The additional two were added that include Elouera (Wattle) Hire financial results.

For the balance of this report I will be referring to the Parent Organisation financials.

Our income in 2019/20 was \$5,426,101 which was \$389,286 higher than in 2018/19 and we are reporting a surplus this year of \$645,650. This includes \$710,500 received in Jobkeeper and Covid 19 Stimulus funding. Without the injection of funds from these programs our results would have seen a significant drop in income and a deficit for the year.

The Total Equity of the organisation Increased from \$3,630,056 at 1 July 2019 to \$4,292,769. This is more than double our Total Liabilities of \$1,219,132.

Government funding for the entire organisation (not including Jobkeeper's and Stimulus funding) in 2019/20 was \$3,329,895 up by \$247,790 on the previous year. Sales from commercial activities were \$1,247,086 down \$224,805 on 2019/20. This reduction reflects the reduction in the size of the Elouera Recycling Cootamundra contract, impacts on sales by Covid 19 and the closure in the previous year of Elouera Industries.

Our investment income for the year was \$59,601 and the income from our shares is mostly held for use at the Elouera Special School for capital projects.

Our auditors Bush and Campbell audit the whole of the organisation each financial year and the Elouera Special School each calendar year. This means the School actually gets audited twice per year due to their differing reporting period.

The annual report shows the overall position of the Elouera Association (Inc). We also maintain separate accounts for the following sections.

Elouera Special School

Elouera Special School Investment Fund

Elouera TT's Café

Elouera Recycling

Elouera Laundry

Elouera Association Head Office

Elouera Centre

Elouera Travel Program

We operate a separate set of accounts for people we Plan Manage as this is not Elouera Association funds, this is funds in from the NDIS to pay peoples accounts. The only funds that are Elouera Association from Plan Management are the monthly fee's and these are transferred to Elouera Association as income from time to time.

The separate accounts and Budgets allow us to monitor and regulate performance from section to section. These separate accounts also allow us to report to funding bodies on the various outlets they fund, for example the School has totally separate funding to the Employment Services and the Day Services. We have to report to Government on the School calendar year as well as financial year as part of the overall accounts.

The Elouera Association (Inc) owns five properties, these include

The Elouera Special School – Scott Avenue, Cootamundra

Elouera Hire – 31 & 33 Yass Road, Cootamundra

TT's Café and apartment – Brolga Place, Coleambally

Elouera Laundry and Head Office - Unit 2/91-97 Wallendoon Street, Cootamundra

The Elouera Centre - 76 Wallendoon Street, Cootamundra

The accounts that follow have been audited by Bush & Campbell Chartered Accountants of Wagga Wagga. They represent a true and accurate position of the Elouera Association (Inc) as at 30 June 2020.

Any specific questions or enquiries relating to these accounts can be directed to Allan Young on (02)6942 6586.

THANKYOU

A handwritten signature in black ink, appearing to read 'Allan Y', with a stylized flourish at the end.

Chief Executive Officer