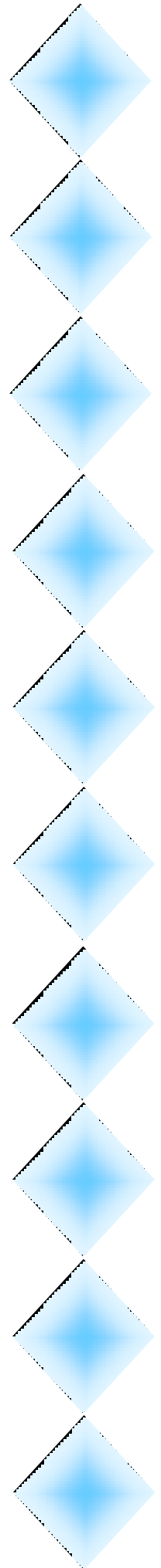




2013/2014
Annual Report





BOARD OF DIRECTORS

Richard Hassam	(Chairman)
Geoff Edwards	(Deputy Chairman & Secretary)
Frances Browne	(Treasurer)
Peter Basedow	(Member)
Matt Collins	(Managing Director)

MANAGEMENT TEAM

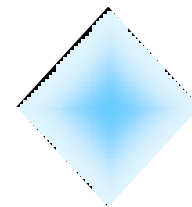
Matt Collins	(Managing Director)
Frank Ghion	(Executive Manager Service and Community Development)
Joanne Mitchell	(Corporate Services Manager)
Loku Priyantha	(Staff Services Manager)
Cheryl Poeze	(Service Manager)
Marco Iammarino	(Service Manager)
Anita Bayford	(Service Manager)

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Vision, Mission and Values
Strategic Objectives
Chairman's Report
Managing Director's Report
Service Managers' Reports
Corporate Services Report
Finance Reports
Auditors Report
Minutes of last Annual General Meeting

OUR VISION

To become the community based support service of choice for people with a disability.



OUR MISSION

To provide a range of opportunities for residents to improve their capacity to live in the community independently and with dignity.

OUR CORPORATE PHILOSOPHY

Inclusive

We will foster, develop and embrace an inclusive organisation—one that recognises the values of care, respect and dignity while encouraging their diversities and capacities.

Capacity

We will work with residents to assist them strengthen their support and problem solving resources, so that they may obtain more control over their relationships, resources, learning, information and decision-making.

Quality

We will continue to provide quality services that address identified needs and that are valued by our residents.

Advocacy

We will act as an advocate with other agencies, government and the private sector to further our Vision and Mission.

Supportive Workplace

We will provide a safe, supportive and family friendly work environment that promotes staff recruitment and retention, training and development, reward and recognition.

Strong Governance

We will ensure an effective and efficient use of resources to build an innovative and sustainable organisation.

OUR CREDIT MODEL

Communication

Through the process of listening, observing, speaking, questioning, analysing and evaluating, we will create a shared understanding of how to best meet the rights, needs and desires of people within our organisation.

Respect

We will show regard and consideration for people's feelings.

Empowerment

We will encourage, support and enable individuals to control their own lives.

Dignity

We will ensure that the innate right to respect and ethical treatment is upheld in our actions and communications.

Insight

We will be aware of, and develop, an understanding of the motivation behind an individual's actions, thoughts and behaviour, so as to maximise the benefits of the supports we provide.

Trust

We will ensure that our integrity, strength and ability in assisting others is not abused.

OUR STRATEGIC OBJECTIVES

2013-2016

- 1 Develop decentralised service delivery that is individualised and developmental in nature.**
 - Establish site specific service/strategic planning.
 - Ensure service delivery facilitates development and personal growth of Residents.
 - Develop a rights based service delivery model.
 - Examine and explore with residents the natural progression of changing support environments.
- 2 Expand range of accommodation infrastructure.**
 - That reflects the natural diversity of accommodation options available within the community.
 - That reflects the preferred accommodation options of our residents.
 - That are financially viable and of high quality.
- 3 Enhancing community engagement.**
 - Through development of networks within the community that enhance and increase resident participation within the community.
 - Through establishment and maintenance of connections with neighbours so as to assist in the natural development of residents' positive relationships within the neighbourhood.
- 4 Ensure internal administrative structure, processes and procedures are developed to match the changes in funding arrangement, due to the NDIS.**
 - Develop costing frameworks to meet the characteristics of all possible support environments.
 - Develop the required financial processes to respond to the change in debt retrieval methods under the NDIS.
 - Develop process and procedures to accurately record service delivery to individuals.
- 5 Improve human resource management and workforce development.**
 - Achieve RTO registration and begin delivering training.
 - Establishment of disAbility Living Inc as a genuine employer of choice within the disability sector.
 - Develop training opportunities that assist in the establishment of a professional workforce.
- 6 Establish external investment for development of service provision.**
- 7 Establish a range of collaborative models with others which will enhance our Quality, Quantity and Range of services.**
- 8 Develop a Marketing Strategy.**

CHAIRMAN'S REPORT

2013/2014 has been a year of both development and consolidation for disAbility Living with both new services established and existing services bedded down.

HILTON

The year saw the establishment of a group home at Formby Street, Hilton and the transition of clients from our transition and respite facilities at Dudley Street and the Dunes at Semaphore. Consistent with the service focus of the transition services at Semaphore, these clients have achieved a level of skills of daily living and skills in other life domains to enable them to re enter community living. Well Done.

RIVERSIDE

The year also saw the establishment of the Riverside Children's Service at Felixstow, providing respite services to Children in a domestic setting and focusing on their individual needs.

This service was developed in partnership with Ronni and Geoff Wood, who both provided and modified the residence and made it available for this service on a 12 month trial basis. disAbility Living has provided both the Staff and operating costs for the service in recognition of the need for such a facility and it's success thus far is outlined later in this report. This development is consistent with the organisation's Strategic Direction and we hope will be an ongoing service to children, parents and the community of South Australia.

TRANSITION AND RESPITE SERVICES: DUDLEY STREET AND THE DUNES

The year has seen the continued development of these services with what we see as remarkable achievements for clients in their time here. Many have gained the abilities to deal with a return to community living and moved on to alternative accommodation whilst others continue their journey supported by our services as outlined later in this report. Our partnership with a number of agencies in their interest continues as do these much needed services.

LONG TERM ACCOMMODATION AND SUPPORT

The year has seen the continued provision of accommodation and support services to both new and existing clients. As one of our core services, clients have benefited from the development and application of our CREDIT culture with its strong focus on the rights and needs of the individual. We have been supported in this by an increasingly trained and understanding staff and a Management committed to the rights of the individual. This will position us well in the move to individual funding under the NDIS. I acknowledge the commitment of Management and Staff to these Goals in the interests of our clients.

During the year as part of our Strategic Planning discussions the Board and Management have considered a number of issues brought about by the implementation of the NDIS and their impact on our organisation. The NDIS clearly focuses our attention on individuals, which has always been our focus, and also the challenging issues relating to a more commercial and competitive Disability Sector in which we will prospectively compete to provide services. Just what disAbility Living will look like as an organisation in the future will result from those further deliberations; however the welfare of our existing and prospective clients will remain paramount.

As Chairman, I have been more than ably supported by my fellow Directors who continue to have the energy, skills and abilities to guide the policy development of disAbility Living now and into the future. I look forward to your continuing commitment.

To Matt Collins and his Management Team I extend my congratulations on another year of tireless work in the interests of both clients and the organisation in a very professional and empathic manner. Organisations don't achieve things, **people do. Well done.**

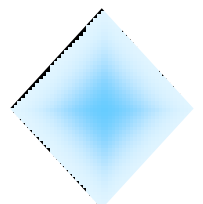
As always our work is undertaken in partnership with many others, in particular the Government of South Australia through the Department of Communities and Social Inclusion who continue to provide financial and other support for our existing and prospective clients. We thank them and look forward to their continuing partnership in the interests of South Australians with a disability.

This year has been a year of both development and consolidation.

I commend to you the 2013/2014 Annual Report.



Richard Hassam



MANAGING DIRECTOR'S REPORT

This year we have worked hard at looking at our strengths and shortcomings and have begun making changes to ensure that we can become a first class provider of disability support, an employer of choice and a leader in the industry.

We have strengthened our commitment to the CREDIT culture at disAbility Living, through extensive training of every employee and we have also embarked upon a journey of education amongst our residents to ensure they understand and live utilising the CREDIT culture. I feel we have had an amazingly positive response to date and we will be continuing the development of this positive culture as we begin our strategic planning in January 2015.

During the strategic planning, our focus will remain on the development of our services, so that they best meet the requirements of our residents; ensuring that we continue to embed the CREDIT culture and use it to develop a truly person centred organisation.

There will be a strong focus on continuing to develop, retain and attract high quality staff, as this is our most valuable resource and without high quality support staff we can never have a high quality support service. I hope that we can also build on our both our community and industry reputation by being innovative and responsive to the needs of people living with a disability.

I must also thank our highly dedicated Board of Directors for their continued guidance, direction and unconditional support. Our management team and administrative staff, for their commitment, loyalty and tireless efforts in a very busy and changing landscape.

Also the Team Leaders and direct support staff who are imperative to who and what we are as service providers. They show amazing dedication to the residents and a genuine desire to make their lives the best they can.

This is what makes the difference and why disAbility Living Inc is unique and where it is today.

We believe that everyone matters; residents, family members, friends, staff, government departments, key stakeholders, neighbours and the broader community as we strive for excellence, allowing residents and staff to choose a service based on quality and experience which offers inclusion and acceptance.

I would like to acknowledge the support of the Department for Communities and Social Inclusion, not only for ongoing funding but also for the vast amount of work and consultation that they have undertaken in preparing the industry for the new world of the NDIS.

In closing, please consider two things, firstly that collectively we all make a difference, we enrich everyone's lives through Communication, Respect, Empowerment, Dignity, Insight and Trust.

Secondly, that to see someone as no more than their disability is perhaps the greatest disability of all.

I look forward to an exciting, rewarding and prosperous year ahead.



SERVICE AND COMMUNITY DEVELOPMENT REPORT

Returning refreshed from a five month long service and annual leave break, I find myself not only reassured, but confident in how passionately disAbility Living Inc supports, cares and provides services that meet the needs of the individuals in our care. And in particular our focus on the delivery of a service which is underpinned by our CREDIT philosophies.

This commitment and dedication is a testament to how the management team and most importantly our Team Leaders and Support Workers diligently perform their duties 365 days a year.

I have returned to a further developing, diverse and more empowered workforce which I believe is paramount and significant in providing better and improved supports, services, and outcomes for our client group.

As noted in this report, even in a year of consolidation, the success of our Children's Pilot Program and the establishment of our Formby Avenue, Hilton, group home are evident and key aspects to the commitment disAbility Living Inc maintains, and with a passion detects, understands, and responds to the needs and gaps in the disability sector.

I would like to acknowledge our Board of Directors for their generosity, direction and guidance, the support of DCSI, the management team and staff for all their continued efforts, but most of all I would like to thank our residents and clients for the trust they place in us to provide a service built on quality, understanding, and respect and, above all, is inclusive.

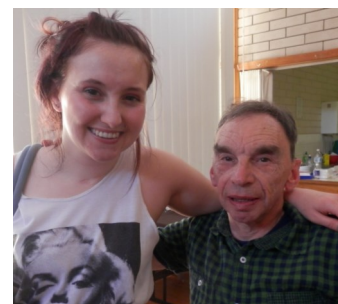
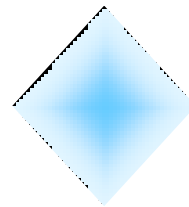
I look forward to a most exciting and rewarding year ahead where we will, with drive and enthusiasm remain focused on choice, belonging, acceptance, inclusiveness, empowerment and more importantly, make a difference.

Frank Ghion

SERVICE MANAGERS' REPORTS

'During the past twelve months, disAbility Living has played a key role in working with people as they experience success in areas of their lives where they have set their hearts and minds. As a person who has been working in this field for most of my adult life, it is both refreshing and rewarding to be part of an organisation whose core values are based on a human rights based approach.'

Reflecting on the year that has just gone, an item worthy of acknowledgement was the development of an organisational staff training plan, designed to ensure that staff competencies in areas that are directly related to the provision of service delivery are current and aligned with best practice across the sector. We have also developed





a training package aimed at communicating key values, principles and philosophies that comprise the CREDIT model, focusing on how to incorporate the model in all aspects of our organisation.

The past year saw an increase in the overall number of clients supported at disAbility Living and the expansion of services provided under the auspices of the organisation. This resulted in a new colleague joining the management team. Anita brings with her a wealth of knowledge and experience and is a welcome addition to the team. I look forward to the new year ahead, working collaboratively alongside the team and with the individuals we support.'

Marco Iammarino



'Having joined the team at disAbility Living at the end of March I was warmly welcomed and taken on a pleasurable journey of orientation and familiarisation; meeting residents and staff across the service. I have encountered a great level of friendliness, commitment and true dedication by many of our staff. I have also observed the strong prevalence of our CREDIT culture infused into everyday living. It has been a joy to meet and share time with residents and look forward to working to support them to remain happy, appropriately supported, achieving personal goals and aspirations and regularly engage in their communities.'

Anita Bayford



'This year I saw a subtle shift in the 'essence' of disAbility Living. By essence I mean the substance that comes from our shared deeply held principles - our values - CREDIT. The shift may be subtle, but it is positive, powerful and it is gaining momentum. The drive for Clients to live the life they choose has grown and the motivation of staff to support this has increased; and this, of course, is what is at the core of our service. This seems to be happening in sync, without knowing which started this shift – Clients or Staff, most likely us all. The outcome is mutually beneficial and self-perpetuating. At the start of the year I was so proud to think that our organisation was of such high quality and so committed to our values, I really didn't think that I could be looking back a year later and be even more positive and amazed. Bring on next year!'

Cheryl Poeze



Highlights

Some highlights for the year include:

Residents in valued roles including work, volunteering, marine animal conservation watch and other respected leadership roles.

Holidays to the Limestone Coast, Yorke Peninsula, Southern Fleurieu Peninsula, Kangaroo Island and interstate New South Wales, Victoria, Queensland.



Access to the Arts including concerts, theatre productions and even music lessons.

Sporting club involvement including a 'footy' Grand final win and Boccia competition in NSW.

Receipt of new supportive equipment and increased access to concessional entitlements.

Strengthened relationships with Public Trustee/Guardians and family networks.

New house-mate Carol moved into Cressy.

Farewells to Zahir and Darren who required higher levels of clinical care.

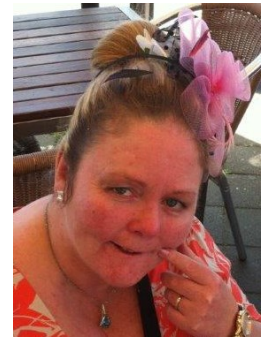
Emotional goodbyes to a past employee, Linda McInnes, and a client in our transition and respite services, John, who sadly passed away.

Community engagement in a large plethora of activities of choice.

Lunch and dinner dates (including frocking up for the Melbourne Cup Luncheon).

Improved healthy living options – residents choosing to give up smoking and drinking.

Exploration of disAbility Living's CREDIT culture.



Transition and Respite Support

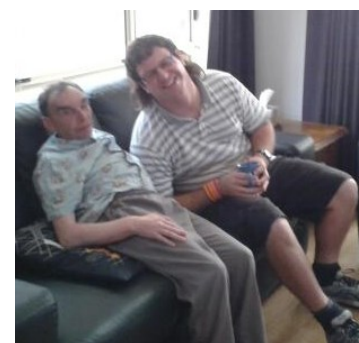
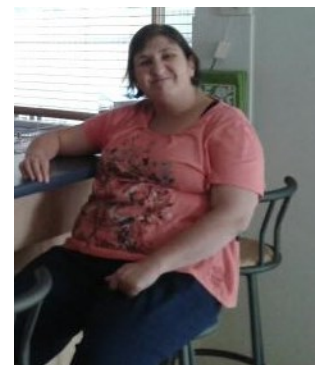
The service has the capacity to accommodate 20 people across the two sites, Semaphore and The Dunes, located in the North Western suburbs. It provides a diverse range of service models, responding to the needs of the South Australian community in providing Respite, Transition and Emergency accommodation.

These models have been developed to meet the individual and collective needs of people living with an intellectual disability, physical disability, acquired brain injuries, dual diagnosis, mental health, conduct disorders, autism and other more particular disabilities. The services are also able to support people through post hospital discharge periods and those going through correctional services processes.

Over the past 12 months, a total of 47 clients have been supported across both sites. Although considered a short term transitional service, 3 clients have been with us for over 3 years as they await suitable permanent accommodation; whilst 4 clients have enjoyed a full year's support with us.

During the last 12 months, 11 clients from Semaphore and The Dunes were supported with their transition to permanent accommodation of their choice. This included 4 clients who moved into their new home at Formby in November, starting a new chapter in their lives.

A proposal to provide further opportunities for 4 clients in long term transition was prepared and submitted with the Department of Communities and Social Inclusion (DCSI). We look forward to outcomes in the new financial year enabling new opportunities for people to have long term security and panning a new life in in their new home.





There have also been some significant achievements within the Respite and Transition team. Reflecting on values and principles, the team has grown into a close knit group of people working collaboratively with each other supporting people living with a disability to live meaningful and fulfilling lives.

Formby



Formby Street, Hilton opened in November 2013, following a successful tender with the Department of Communities and Social Inclusion (DCSI) agreeing to fund four clients registered with the DCSI Urgent Accommodation Waiting List. The clients had been residing at our transition and respite sites for over 7 years combined. All four individuals had expressed a desire to one day live in their own home, and were waiting for an appropriate community based accommodation option to become available.



Supported by Team Leaders Michele Harrod and Amanda Brock from the Transition and Respite team, the new service at Formby, led by Team Leader Lisa Beaven was established with clients successfully transitioning into their new home. This transition was very well planned and executed over a period of several weeks and included all relevant stakeholders working collaboratively in ensuring that each client was supported in a way that met their individual requirements.

Clients have familiarised with their new environs including local community services and support networks. Sporting and special interest clubs have been accessed, public transport training implemented, and regular contact encouraged with family and friends.

2 clients have maintained their working commitments at Phoenix, both now secure in permanent positions.



The team at Formby is evolving with a fantastic set of skills and personalities that have been specifically targeted from a person-centred approach to recruitment. Team Leader Lisa took a well-deserved break in March to marry her partner Steve.

The clients have set about developing their relationships with each other as house-mates. They have been observed to be considerate of each other whilst developing their own sense of belonging and purpose.

Riverside Children's Service



Based at Felixstow, **'Riverside'** began as a pilot project supporting Children and Young People. We are committed to a proactive, holistic approach where children and young people are supported to develop through play, learning life skills, building friendships and participating in the community. Our CREDIT culture drives service delivery based on Person Centred, Active Support, Developmental, Independent Living and Human Rights based models. The service is flexible and tailored to the needs of each Child/Young person. Engaging with Children/Young people is our priority, trained staff support Children/Young people to

enjoy their stay and to work on their individual goals that carry across from home, school and other environments. Riverside also provides respite for families. Riverside is a Child Safe Environment acknowledging the Charter of Rights for Children in Care.

During the trial disAbility Living subsidised the costs to use the service and supported families to gain funding to continue to use Riverside. 50 families expressed interest to use the service, which led to 38 referrals and 31 children using the service. Feedback from families:

*"We have never left ***** and we have the peace of mind that you will meet his needs. We have gained a wonderful break, it's just a magic time our first break in 11.5 years"*

"He coped well through the transition from respite to home. You must have done a fantastic job as he didn't meltdown. Very rare to do something new and not be stressed at the end a great achievement. Effective, delightful, caring, valuable, nurturing, supportive, happy"

"A high quality service tailored to individual children needs"

"Calm, peaceful, awesome, faultless, homely, warm, clean, organised"

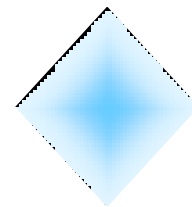
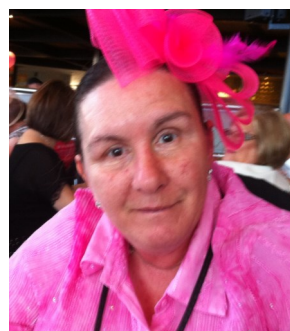
"The success is a clear indication about how much effort has been put into creating a wonderful service"

"Staff are professional and eager to learn"

What makes **Riverside** different from other services?

- Regular feedback from Families following every stay
- Individual learning plans in line with school, family and other environments
- Photo Stories to show progress on goals to families following each stay
- Strong use of Visual Tools i.e. routine boards, social stories, choice making boards
- Priority of engagement with the Children/Young People
- CREDIT Values
- Communication with families throughout the weekend providing feedback and reassurance
- High level of community engagement

... and above all we have **FUN!**



CORPORATE SERVICES

disAbility Living's commitment to investing in resources to assist people with disabilities has seen growth across all aspects of the organisation. The year saw the establishment of a new group home in Hilton and the commencement of a new service for Children with disabilities.

With this growth, our small dedicated Corporate Services team which consists of; part-time Administration Support Officer Letitia Peek, Assistant Administration Officer Kate Merrett, Finance and Payroll Officer Yvette Saywell, a full time Staff Services Manager Loku Priyantha and the Corporate Services Manager Joanne Mitchell have continued to provide services which are valued, consistent, responsive and supportive to the internal and external stakeholders of disAbility Living.

OUR PEOPLE

disAbility Living had an incredible, yet challenging year to attract and retain suitable and qualified people in an industry known for high turnover. We promote a culture that actively values difference and recognises that people from varying backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. In the 2013/2014 year our numbers grew to 94 employees across 8 facilities in Adelaide.

We remain committed to growing our workforce capability by creating alignment between our strategic plan and workforce expertise. One of the core aspects of our approach to continual learning is our commitment to delivering a valued-based capability framework underpinned by the CREDIT Model across the organisation. In the coming year we will deliver workshops to our employees that will focus on the core values of the CREDIT module to ensure we continue to provide meaningful outcomes for the people we support and enable them to provide a positive and rewarding experiences to our clients.

We continue to offer a work environment, employment conditions and culture that employees consider valuable. Our recent staff survey results indicated that overall 95.2% of employees are satisfied with disability Living as an employer.

RECOGNISING OUR PEOPLE

At the Annual General Meeting (AGM) in November 2013 the following employees received length of service awards:

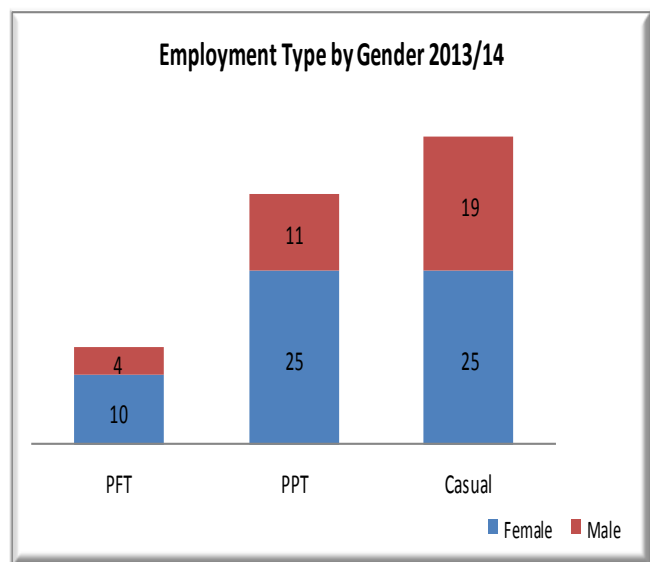
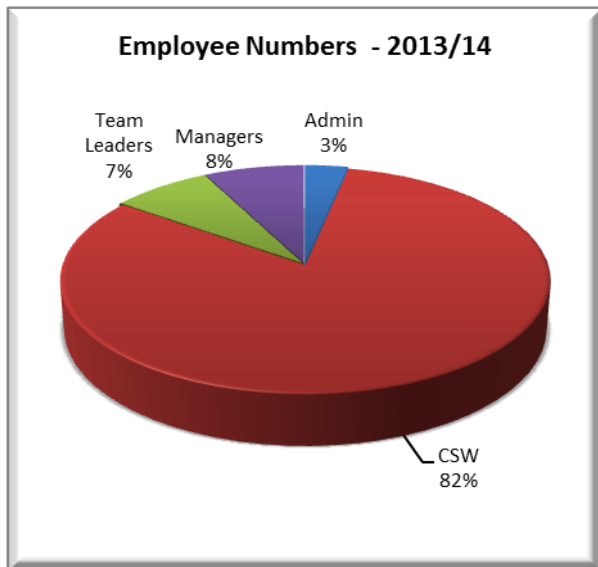
8 years – Heather Bartley and Michele Harrod.

5 years – Caroline Burton.

3 years – Christine Blume, Debra Hale, Dearnne Singline, Letitia Peek, Natasha Clavell and Sonya Miller.

OUR WORKPLACE PROFILE

During 2013/14, disAbility Living employed 57 Full Time Equivalents (FTE) an increase from 45 FTE in 2012/13. disAbility Living's is a predominantly female (63%) workforce, with the majority employed in part time and casual positions.



OUR PEOPLE TRAINING AND DEVELOPMENT

disAbility Living believes investing in employees provides great returns as far as a quality of services to our clients are concerned, and building the capability and confidence of our employees. Our commitment to investing in and providing a supportive learning environment reinforces to employees that a strong service culture, continuous learning and adaptive service delivery are essential for the organisational success. We encourage employees to learn from, and with, each other, in the past year our learning focus has centred on training and development activities related to: safety, compliance, personal and professional development and management skills. In addition to the mandatory training needs, thirteen employees enrolled in the Certificate IV in Mental Health Training. We believe the knowledge and competencies that staff will gain during their study will provide added value to the clients we support. In order to maintain employee competencies focusing on service excellence, disAbility Living has offered more than 900 hours of training for its employees.

During the year disAbility Living spent 1% of its overall expenditure on providing training to our employees.

OUR SYSTEMS

In response to our Strategic objective, 'To improve human resource management and workforce development' we recognised the need for an automated system that will establish an electronic rostering, time and attendance facility that is linked to our Enterprise Agreement and payroll system. With the implementation of an automated system, we expect to streamline rostering issues, and ensure a fast and accurate time and attendance system that will ultimately enable payroll to be run internally. Using an automated system will enable monitoring of service delivery which will ensure efficient recording strategies are in place prior to the introduction of the NDIS. Finally we expect to save time through the effective and efficient use of staff resources to enhance the quality of service delivery to disAbility Living clients. This project is underway and planning to go live in early 2015.

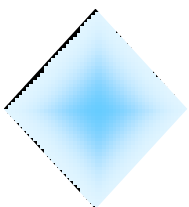
OUR CHALLENGE

The coming year will see further improvements in system reporting, tracking and trending of WHS matters. The introduction of the National Disability Insurance Scheme (NDIS) will impact all areas of the organisation and the Business Services team will continue to learn and understand how the scheme works and impacts on the business. Under the scheme the funding will become self-managed by the client with a disability, empowering them to have greater control over the service they receive. Moving forward we will need to not only change the way we manage the funding but review our processes and service delivery under the scheme to ensure we remain viable, flexible, and an organisation that employees and clients want to be part of.

FINANCIAL REPORTS

The prudent management of funds has delivered an increase in our overall asset base and a surplus for the financial year.

For the financial year ended 30 June 2014, disAbility Living Inc. reported a surplus of \$945,359 compared to a surplus of \$589,542 for the same period in the previous financial year. Please refer to the following summary financial report for more details. Copies of the full set of audited financial reports will be available upon request by contacting our Head Office or emailing admin@disabilityliving.org.au.





DISABILITY LIVING INCORPORATED
A.B.N. 48 028 049 217

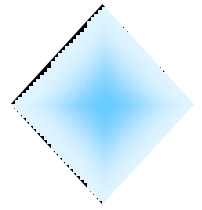
SUMMARY FINANCIAL REPORT
FOR THE YEAR ENDED
30 JUNE 2014

DISABILITY LIVING INCORPORATED
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Statement of Changes in Equity
Statement of Cash Flows
Independent Auditor's Report

DISABILITY LIVING INCORPORATED
A.B.N. 48 028 049 217



COMMITTEE'S REPORT

Your committee members submit the financial report of the disAbility Living Incorporated for the financial year ended 30 June 2014.

COMMITTEE MEMBERS

The names of committee members throughout the year and at the date of this report are:

R. Hassam
P. Basedow
F. Browne
M. Collins
G. Edwards

PRINCIPAL ACTIVITIES

The principal activities of the association during the financial year were:

Provision of community based accommodation support services to clients (residents) and transition and respite care to clients who have a disability and/or high support needs for their personal care on a daily basis, together with providing a range of supports and training to enhance the clients' opportunities to live in the community with dignity and independence. These services are provided to the clients ensuring that their rights to privacy, confidentiality, self-expression and freedom to make informed choices are respected and protected.

SIGNIFICANT CHANGES

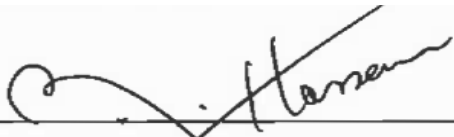
No significant change in the nature of these activities occurred during the year.

OPERATING RESULT

The surplus for the year amounted to \$945,359.


Signed in accordance with a resolution of the Members of the Committee.

COMMITTEE MEMBER:



R. Hassam

COMMITTEE MEMBER:



F. Browne

DATED THIS DAY OF 24TH SEPTEMBER 2014

DISABILITY LIVING INCORPORATED
A.B.N. 48 028 049 217

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2014

	Note	2014 \$	2013 \$
Revenue	2	7,514,086	5,179,698
Other income	2	40	14,188
		<u>7,514,126</u>	<u>5,193,886</u>
Administration Costs		596,370	468,268
Audit Fees	3	3,500	3,500
Household Expenses		505,893	385,177
Capital Expenditure - Minor		16,669	54,205
Depreciation and amortisation expenses		103,108	57,529
Employee benefits expenses		3,772,898	2,950,029
Professional Fees		98,866	100,515
Provisions		<u>1,471,463</u>	<u>585,121</u>
Surplus	4	<u>945,359</u>	<u>589,542</u>
Other comprehensive income after income tax		<u>945,359</u>	<u>589,542</u>
Total comprehensive income for the year		<u>945,359</u>	<u>589,542</u>
Retained Earnings At The Beginning Of The Financial Year		<u>1,626,837</u>	<u>1,037,295</u>
Retained Earnings At The End Of The Financial Year	12	<u>2,572,196</u>	<u>1,626,837</u>

DISABILITY LIVING INCORPORATED
A.B.N. 48 028 049 217

STATEMENT OF FINANCIAL POSITON
AS AT 30 JUNE 2014

	Note	2014 \$	2013 \$
ASSETS			
Current Assets			
Cash and cash equivalents	5	569,953	672,331
Trade and other receivables	6	690,663	394,005
Total Current Assets		1,260,616	1,066,336
Non-Current Assets			
Property, plant and equipment	7	5,534,403	5,146,446
Total Non-Current Assets		5,534,403	5,146,446
Total Assets		6,795,019	6,212,782
LIABILITIES			
Current Liabilities			
Trade and other payables	8	254,759	307,009
Financial liabilities	9	-	(3,927)
Provisions	10	904,288	692,032
Total Current Liabilities		1,159,047	995,114
Non-Current Liabilities			
Financial liabilities	9	269,989	1,815,756
Provisions	10	1,693,614	674,902
Total Non-Current Liabilities		1,963,603	2,490,658
Total Liabilities		3,122,650	3,485,772
Net Assets		3,672,369	2,727,010
EQUITY			
Reserves	11	1,100,173	1,100,173
Retained earnings	12	2,572,196	1,626,837
Total Equity		3,672,369	2,727,010

DISABILITY LIVING INCORPORATED
A.B.N. 48 028 049 217

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2014

	Note	Retained earnings	Asset Revaluation Reserve	Total
		\$	\$	\$
BALANCE AT 1 July 2012		1,037,295		1,037,295
Opening balance for the year				
Land & Buildings	11		1,059,688	1,059,688
Surplus attributable to members		589,542	40,485	40,485
BALANCE AT 30 JUNE 2013		1,626,837	1,100,173	2,727,010
Surplus attributable to members		945,359		945,359
BALANCE AT 30 JUNE 2014		2,572,196	1,100,173	3,672,369

DISABILITY LIVING INCORPORATED
A.B.N. 48 028 049 217

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2014

	Note	2014 \$	2013 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from clients and funding agencies		6,778,878	5,060,852
Payments to suppliers and employees		(5,318,687)	(4,268,801)
Grants		49,452	14,500
Interest & Investment receipts		411,957	41,372
Donations		8,765	-
Membership		122	140
Net Cash Provided By Operating Activities	14	<u>1,930,487</u>	<u>848,063</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		-	2,000
Proceeds from sale of property		40	-
Payments for property		(455,000)	(2,935,479)
Payments for plant and equipment		(5,471)	(25,391)
Payments for motor vehicles		(30,594)	(23,909)
Net Cash Used In Investing Activities		<u>(491,025)</u>	<u>(2,982,779)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds from borrowings		-	1,808,374
Repayment of borrowings		(1,541,840)	-
Net Cash Provided By (Used In) Financing Activities	9	<u>(1,541,840)</u>	<u>1,808,374</u>
Net increase (decrease) in cash held		(102,378)	(326,342)
Cash at beginning of financial year		<u>672,331</u>	<u>998,673</u>
Cash At End Of Financial Year	5	<u>569,953</u>	<u>672,331</u>

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF DISABILITY LIVING INCORPORATED

A.B.N. 48 028 049 217

I have audited the accompanying financial report, being a general purpose financial report, of disAbility Living Incorporated, which comprises the Statement of Comprehensive Income for the Year ended 30 June 2014, the Statement of Financial Position as at 30 June 2014, the Statement of Changed in Equity, the Statement of Cash Flows for that year and notes comprising a summary of significant accounting policies and other explanatory information and the Committee's Report.

The Committee of the Association is responsible for the preparation of the financial report and has determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the financial reporting requirements of the Associations Incorporations Act SA and is appropriate to meet the needs of the members. This included the responsibility for the maintenance of adequate accounting records. The Committee's responsibility also includes such internal control as the Committee determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

My responsibility is to express an opinion on the financial report based on my audit. I have conducted my audit in accordance with Australian auditing standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a fair presentation, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Committee as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF DISABILITY LIVING INCORPORATED
A.B.N. 48 028 049 217

Independence

In conducting my audit, I have complied with the independence requirements of the Australian professional accounting bodies.

Opinion

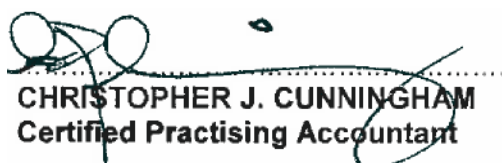
In my opinion, the financial report presents fairly, in all material respects, the financial position of Disability Living Incorporated as at 30 June 2013 and of its financial performance for the year then ended on that date and complies with Australian accounting standards to the extent described in Note 1.

Basis of accounting and restriction on distribution

Without modifying my opinion, I draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Committee's reporting responsibilities under the constitution. As a result, the financial report may not be suitable for another purpose.

Report on other legal and regulatory requirements

As required by Section 37 (3) (d) of the Associations Act of South Australia 1985 (as amended), in my opinion the accounts on which this report was prepared are adequate given the nature and scope of the activities of the Association and as required by Section 37 (3) (e) of the same Act, I advise that I have obtained all the information and explanations required during the course of my audit.


CHRISTOPHER J. CUNNINGHAM
Certified Practising Accountant

Dated this 17th day of September 2014

83 Greenhill Road, Wayville. S.A. 5034

**MINUTES OF THE ANNUAL GENERAL MEETING OF
disAbility Living Incorporated**
HELD ON TUESDAY, 27TH NOVEMBER 2013 COMMENCING 11.10 AM
AT THE BEEFACRES HALL, PITTWATER DRIVE, DERNANCOURT

PRESENT

BOARD OF MANAGEMENT MEMBERS:

R. Hassam (Chairman), G Edwards, F Browne, P. Basedow and M. Collins

OTHERS PRESENT: Resident members and non-members, family and staff

Max Birrell

INVITED GUESTS PRESENT:

D Need and C Cunningham.

WELCOME

R Hassam opened the meeting and welcomed all to the AGM of the organisation.

CONFIRMATION OF MINUTES OF THE 2012 MEETING

The minutes of the Annual General Meeting held 28th November 2012 were read by G Edwards. They are also attached to the Annual Report

Richard Hassam asked for confirmation of those minutes.
Moved Lindsay Rowe, seconded Clive Hilton Confirmed by those present.

CHANGES TO CONSTITUTION

Richard introduced this item by saying the changes, while many, were not major. They are aimed at ensuring disAbility Living has the Constitution which reflects a changing and growing business model for the organisation. It also reflects some changes to bring us into line with current government terminology.

Richard confirmed with Matt these changes had been addressed by management and staff at each home which was aimed at ensuring all members were fully aware of the changes and the reasons why.

The changes are:

Clause 2.1

Delete the term "long-term"

Add the word "and" between accommodation support.

Change the term "residents" to "clients"

Clauses 2.2 and 2.3

Change the word “residents” to “clients” where occurring.

Clause 3.1

Delete the term “over the age of eighteen”

And replace it with “eighteen years of age or over”

Clause 3.2.1

Change “Resident” in the heading to “Client”

Add the term “permanently” after the word “reside”

Delete the term “or who receive services from the Association.”

Add at the end “, excluding those in transitional or respite care facilities.”

Clauses 3.4, 4.2 and 4.3

Change the word “resident” to “client” where occurring.

Clause 12.3

Delete the clause:

- 12.3 Cheques or, if savings account, withdrawal forms, shall be signed by any two persons, as determined from time to time by the Board.

And replace it with:

- 12.3 Financial transactions shall be signed/authorised by any two persons, as determined from time to time by the Board.

Clause 13.3

Replace “September” with “October”

Richard asked if the changes could be accepted as a whole due to the previous dissemination and discussion with members by management and staff. This was agreed.

The acceptance of the changes was moved by Danny Roberts and seconded by Matt Churchill. Confirmed by those present.

PRESENTATION OF ANNUAL REPORT 2012-2013

Richard stated his report was in the published document but would speak of it briefly.

He expressed his sorrow at the passing of 2 members this year.

He said the moving of the office to our premises at Stepney had gone well and was providing an excellent base for the organisation. With the completion of renovations at Semaphore and the acquisition of another house, he stated the Board considered the ensuing year would be focussed on consolidation.

He thanked the Board and staff for their effort and paid special acknowledgement to Matt Collins for his commitment to the organisation but also for becoming active in the wider State and Federal disability scene. All this increased the profile of the organisation and would prove valuable in the future.

Richard stated the financial report was in the printed document and asked all to have a close look at the report and if there were any questions to ask the Board at any time.

It was moved by Michelle Pascoe and seconded Lindsay Rowe that the Annual Report including the Financial Report for the year 2012-2013 be accepted. Confirmed by those present.

APPOINTMENT OF SCRUTINEERS

Not required as the number of nominations received for Board membership had not exceeded the number of vacancies.

ELECTION OF MEMBERS OF THE BOARD OF MANAGEMENT

The Secretary mentioned the requirement to nominate for the board 30 days prior to the meeting and to have the form signed by the nominee who must be a member and 2 other people who must also be members of the organisation.

The Secretary advised nominations had been received for Board membership by the following persons:

Peter Basedow, Frances Browne, Geoffrey Edwards and Richard Hassam

All nominees had accepted nomination and, as the number of nominations received did not exceed the vacant positions on the Board, all were elected unopposed.

APPOINTMENT OF AUDITOR

It was moved Frances Browne and seconded Max Birrell to appoint Mr. Chris Cunningham, Certified Practising Accountant, of 83 Greenhill Road, Wayville, as Auditor of the Association for the year 2013-2014.

Mr. Cunningham who was present at the meeting accepted the appointment.

ANY OTHER BUSINESS

Matt presented a number of service awards to staff members.

CLOSURE OF MEETING

Richard thanked all for their attendance and, there being no further business, closed the meeting at 11.45 a.m. He invited those present to a light lunch.

