



2018 Annual  
General Report



# Who We Are

Greenacres is one of the largest disability service providers in the Illawarra. For 64 years, we have been committed to enabling people with disability to achieve their dreams.

We are a trusted name in the Illawarra and Shoalhaven with a reputation for innovation, flexibility and quality support and every week we provide training, employment opportunities, respite and life and leisure programs to over 600 people with disability.

# Vision and Purpose

**We Imagine:** Every person with disability creating their own positive future

**We Will:** Support people with disability to transform their ideas and goals into experiences and achievements

**We Believe in:** Respect | Empathy | Fairness | Integrity



# Our Board



**Richard Young:** Chairperson from May 2008. Retired Property Consultant, Fellow of the Australian Property Institute. Appointed to Greenacres Board in August 1992. Life Member.



**Trish Donaldson** Deputy Chairperson, (Member of the Risk and Audit Committee): Retired Manager, Community Services. Appointed to Greenacres Board in October 2009.



**John Bilboe:** A past Director from 1975–1986, President of the Company from 1986 to 1990. Re-appointed to Greenacres Board in November 2003. Life member.



**Chris Burrows** (Member of the Risk and Audit Committee): Chris has volunteered in the Disability Services Industry for 15 years and has worked in the IT industry for not-for-profit organisations for 17 years. Appointed to the Board as an Alternate Director in June 2016, since appointed to the Board as a Director in February 2017.



**Stephen Dawson:** Principal Dawson Lawyers and Wollongong Conveyancing Services. Director Illawarra Diggers Aged and Community Care Ltd. Appointed to Greenacres Board in May 2008.



**Isla Bowen:** Former Honorary Fellow – University of Wollongong, Health and Behavioural Sciences. Appointed to Greenacres Board in April 1993. Life Member.



**Greg Parrish** (Company Secretary, Member of the Risk and Audit Committee): Chief Executive Officer of CEnet, MBA, CPA, GAICD, Director Lysaght PeopleCare Ltd; Chair – Standing Committee for Finance, Catholic Education Office Wollongong; Member – Diocesan Finance Council, Catholic Diocese of Wollongong. Appointed to the Board May 2013.



**Sonia Minutillo** (Member of the Risk and Audit Committee): Over 20 years in Governance Management, Policy and Legislative Compliance and Machinery of Government. Particular expertise in Industrial Relations/ Employment Rights and Privacy Rights. Appointed to Greenacres Board in June 2016.



**Trish McClure** OAM (Alternate Director): Over 24 years involvement with the Disability Sector. Over 30 years in the provision of infrastructure and services for State Government. Former Director Interchange Illawarra; Former President Carers NSW; Former Director Shellharbour Business Board; Current Director RDA Illawarra.



# From the CEO and Chairperson

Chris Christodoulou  
and Richard Young



To say our first year of operation under the NDIS has been challenging would certainly be an understatement. Although Greenacres supported the introduction of the NDIS to empower people with disabilities to make their own choices about the supports they needed in their lifetime, we were not prepared for the layers of bureaucracy associated with administering new plans and service agreements. For some participants, the outcome of planning meetings has not been so good. In the first year of the NDIS we have seen participants who have similar disabilities, receive very different levels of support due to variations in approved funding.

For the last three years Greenacres has been preparing for our transition to the NDIS by refining our staffing needs, our infrastructure, our IT, and our administrative systems. Notwithstanding all of our preparatory work we did not foresee the massive administrative burden associated with moving away from block funding and entering into individual service agreements with our participants and billing for each hour of support provided. The process of supporting our 600 participants as they transitioned to the NDIS, has added well over \$500,000 in additional administration costs to Greenacres. Whilst we had budgeted for and anticipated an operational loss this year, the operational loss was bigger than expected.



Another major challenge during our transition to the NDIS, was that Greenacres had to campaign both publicly and legally to protect the jobs of our supported employees at our Disability Enterprises. This campaign was necessary due to the push by a number of advocacy groups and the Federal Government, who wanted to change the method of assessing wages which would have caused Greenacres Enterprises to close immediately had they been successful.

Greenacres with a number of other ADE's began the Supported Employment 'My Job Counts' campaign, which spearheaded a political campaign to force the Government to support Australian Disability Enterprises. We were eventually successful in neutralising the Government and having the Fair Work Commission reject the advocates' claim. As we went to print, the Fair Work Commission was determining what the new wage assessment system would look like.

On behalf of Greenacres we want to place on record our sincere thanks to those supported employees and carers who campaigned and gave evidence in the Fair Work Commission. In particular Kathy Hubbard, Gillian Bathe, Christen Dittmer, Jessica Ratcliffe, Sharon Kennedy and Carol Blaker.

Our Disability Enterprises are still facing many challenges regarding their viability, and the Management team are doing their best to address them.

Despite all of the disruption during 2017/18, Greenacres continued to provide high quality services to the hundreds of people that we support in the Illawarra and Shoalhaven. This is a tribute to the staff of Greenacres who are committed to improving the lives of people with disabilities. Last financial year also saw the opening of our new Community Life and Leisure centre Preston Place. A fitting tribute to the late Neil Preston, former CEO of Greenacres, who played a significant role in leading Greenacres to be one of the most successful disability organisations in New South Wales.

As you read through just some of the stories associated with Greenacres and our participants, you will see that even through the first difficult year of the NDIS we have continued to make a difference to the lives of people with disabilities and have continued to be a leader in our sector.

As the Chairperson and the CEO we want to sincerely thank all the staff, our managers and of course the Board members of Greenacres, Trish Donaldson, Greg Parrish, Isla Bowen, John Bilboe, Stephen Dawson, Sonia Minutillo, Chris Burrows and alternate Director Trish McClure who have worked tirelessly during the year.





# Greenacres Snapshot

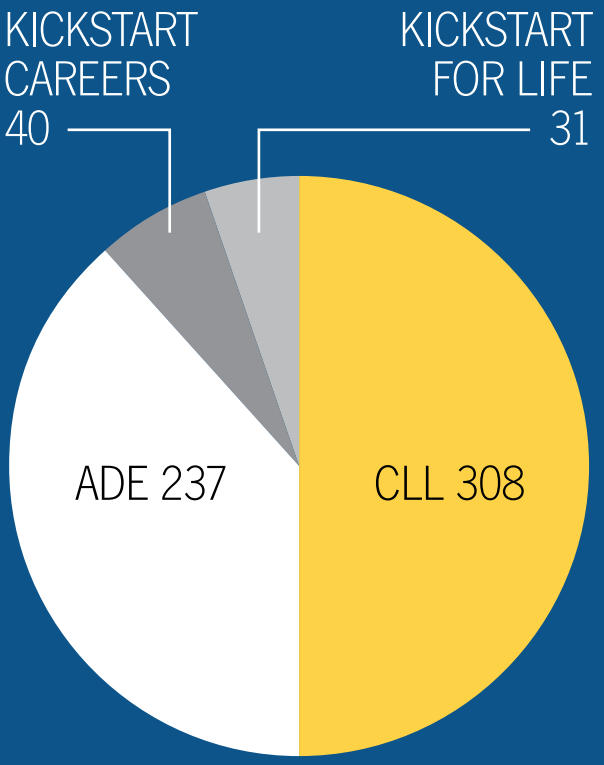
## STAFF STATS:

155

107 48

FULL TIME 67 PART TIME 88

## Participant Breakdown



## SUPPORTED EMPLOYEES

147 90

TOTAL 237  
FULL TIME 58  
PART TIME 179

Greenacres Operates in 19 sites from Corimal in the north down to Nowra in the south.

\$12.9m

in wages was injected into the local community

6 New roles created in 2017/18 for the roll-out of the NDIS

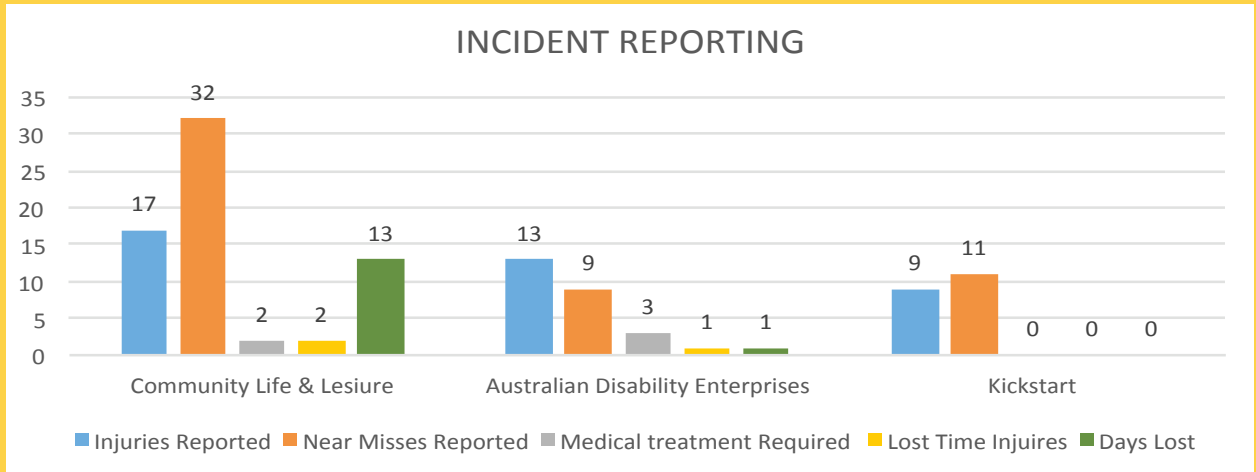
# Greenacres Beats Benchmark for Workplace Safety

Changes in the management of WHS resulted in improvements to the system used to monitor and report on WHS performance, as well as enhancements to incident reporting.

Despite an increase in the number of incidents reported, there have been fewer workers requiring medical treatment than in previous years. The

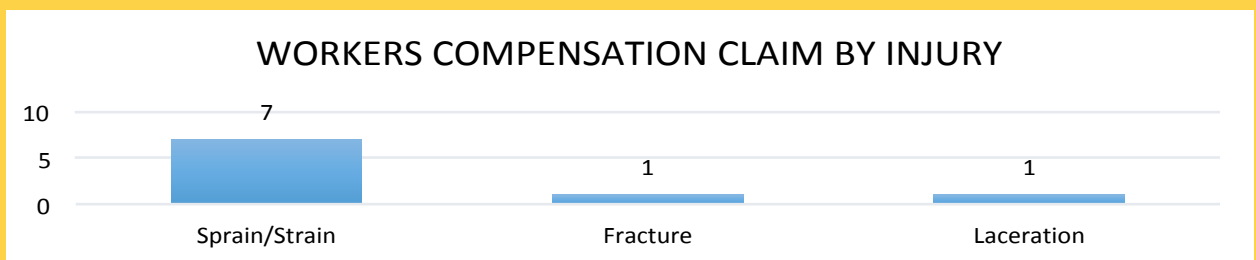
financial year closed with an approximate total recordable lost time injury frequency rate of 5.9, which is an excellent outcome.

In comparison, Safe Work Australia has published the frequency rate benchmark for Healthcare and Social Assistance sector at 9.5.



**Workers compensation:** All nine injuries that required medical treatment became workers compensation claims with Employer Mutual Limited and were effectively managed under Greenacres Injury Management Program. Seven of the eight

workers compensation claims were closed, with workers returning to their pre-injury duties. One workers compensation claim remained open and will roll over into 2018-19.



**Quality:** In June of 2018, Greenacres ADE underwent mandatory external auditing against the NSDS and ISO 9001 (Quality Management System Requirements). As in previous years, feedback from

participants, family members, carers, and the Global Mark Auditors was very positive, with Greenacres exceeding the standard requirements of the National Standards of Disability Services.

# NDIS – Our First Year

This was a milestone year for Greenacres as we transitioned into the National Disability Insurance Scheme (NDIS) during its full rollout across NSW, SA and the ACT. With the size and scale of the reform, and speed of the rollout, we needed to be well-prepared, flexible and responsive to changing demands during this period. Thanks to the combined efforts of our multidisciplinary teams across Greenacres, by 30 June 2018 we had successfully transitioned all of our eligible participants (including supported employees) into the NDIS.

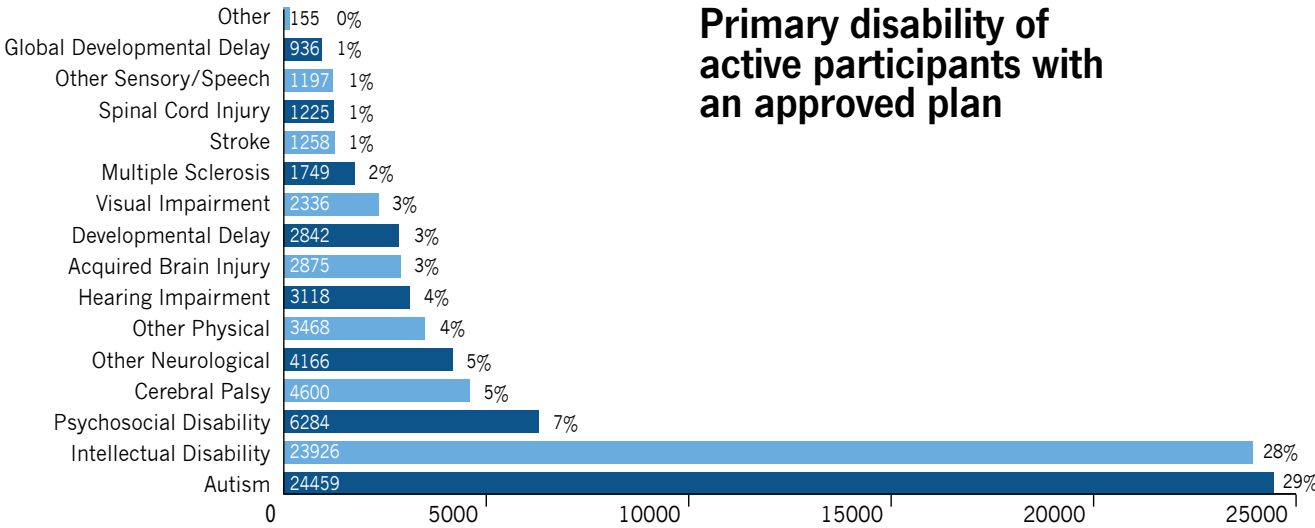
The implementation of our new NDIS intake/ quoting tool, participant scheduling software, web-based time and attendance system and mobile workforce strategies helped our teams capture key information and maintain business continuity during this period of significant change and operational uncertainty. The resources required to manage internal NDIS related processes has increased significantly, however it is processes outside of our control that has created the greatest administrative burden.

Over the last 12 months, Greenacres management and intake teams have spent a large percentage of their time actively managing external issues including: insufficient funding in participant plans; NDIS pricing concerns; and multiple problems associated with using the MyPlace portal. We have been working closely with the local NDIA team to resolve planning matters for our Participants, payment issues for ourselves and providing input into future NDIA policy to create a strong and sustainable NDIS marketplace for all stakeholders.

Currently there are over 180,000 Participants in the NDIS, which equates to just 74% of the Bilateral Estimates for this time. The NDIA rollout started very slowly, and the Agency was criticized for not meeting expected quarterly targets. As the NDIA recruited greater numbers of Planners and Local Area Coordinators and intake began to speed up, this came at the expense of good quality Plans.

Our hope is that the new Participant and Provider Pathways will help to address both the timeliness of intake and the quality of NDIS Plans over the next 12 months.

Primary disability of active participants with an approved plan



Autism and Intellectual Disability are the most common primary disability types amongst active participants with an approved plan. Participants with Intellectual Disability and Autism receive the highest proportion of total annualised committed support amongst all active participants with an approved plan. Participants with Intellectual Disability receive 39% of the total committed supports, while participants with Autism received 15% of the total committed supports.

The NDIS ensures people with disability have greater choice and control over the types of supports they receive, the range of activities that will help them meet their goals, and the providers they have to deliver services. Funding for reasonable and necessary supports certainly helps participants meet their goals, but it is the way that Greenacres underpins its services with a focus on assisting participants to meet new friends, develop relationships, and have access to social circles that counts.

It is the social connectedness and friendships that creates feelings of belonging, purpose, increased levels of happiness, improved self-worth and confidence. This is the true value of the NDIS for the almost 30% of participants who have no friends other than family or paid staff.

Heather Marciano  
Executive Officer

## → FOR THE 25 YEARS AND OLDER AGE GROUP:

74% want more choice and control in their life; 27% have no friends other than family or paid staff; only 13% participate in education, training or skill development; and only 28% have a paid job.

## → FOR THE 15 TO 24 YEARS AGE GROUP:

80% want more choice and control in their life; 29% have no friends other than family or paid staff; and only 17% have a paid job.

June 2018 NDIS quarterly report





## Danielle Swims up a Storm

If you stop into the Greenacres' café, Brewing Up a Storm, for your morning coffee you just might be served by an Australian Special Olympics gold medallist.

In April this year, 25-year-old barista Danielle Steele was queen of the pool at the Special Olympics National Games in Adelaide, coming home with two gold medals and one bronze.

Danielle, along with fellow co-workers and Special Olympians Timothy Walsh and Jessica Duncan, was supported on her Special Olympics journey by both the Brewing Up a Storm team, and her loyal customers from the NSW SES Headquarters building where the café is located.

With three out of five supported staff representing NSW at the Special Olympics, Brewing Up a Storm Supervisor, Rachel Turk, organised a fundraising event to help get her crew to Adelaide.

"It is amazing that less than 20 people were picked from all of the Illawarra and three of them happen

to work at this cafe," Rachel said.

"Everybody here, including our regular customers, are so proud of them – I just wish I could have gone to Adelaide too so I could cheer them on!"

While Danielle had worked in a café before starting with Greenacres three years ago, she said it was the support and training she received at Brewing Up a Storm that has allowed her to grow her skills and confidence.

"I worked in a café before coming to Greenacres but all they let me do was cleaning and packing up," Danielle said.

"I love working at Brewing Up a Storm because I make the coffees and take orders and I get to talk to the customers."

"I think the people are the best part of my job - everyone was excited and happy for me when I won my medals at the Special Olympics."

## Hot Chocolate Gets Nicko Moving

As soon as he hears Errol Brown's smooth voice singing "I believe in miracles.....where you from, you sexy thing," Greenacres High Street participant Nicko Logaroudis' eyes light up and he starts to sing and sway to the music.

While the Hot Chocolate 70s classic is an unusual choice for a Zumba class, Terri Bowen, co-owner of SwitchFit Gym, is not your typical Zumba instructor.

Her secret to keeping participants in her weekly class moving and motivated is to create a playlist that is full of their favourite songs.

High Street Centre support worker, Madeleine Dalley, said Nicko started the class as a way to stay active and healthy, and now it is one of his favourite activities for the week.

"On the first day, Terri, who is really warm and welcoming, came over and asked what Nicko's favourite songs were so she could include one in the program," Madeleine said.

"The first time 'I Believe in Miracles', came on, Nicko was really excited and started dancing and singing at the top of his lungs – he was thrilled."

"Zumba classes are so much fun - you can hear the laughter and applause after each song finishes from down the street and everyone leaves with a beaming smile, even the support staff!"

Many Greenacres Community Life and Leisure (CLL) participants from a range of centres enjoy weekly Zumba classes with Terri who has modified the routines over the years to suit her class.

"I have taken out most of the body rolls and booty shaking and have added bigger movements and more facial expressions which helps to keep everyone engaged," Terri said.

"The playlist is also very important. While a regular Zumba class would get sick of the same music, Greenacres participants enjoy having their favourite songs played every time."

As well as Zumba classes, CLL staff have supported participants this financial year in a wide variety of fun, interesting and engaging activities including trampolining, aqua aerobics, golf, bushwalking, woodwork, ceramics, art, music, drama, line dancing and concerts.





# Perfect Weather for the Third

## MOUNTAIN TO MOUNTAIN CHALLENGE

For a third time, the thousand rain ponchos were put into storage as another beautiful day dawned for the Greenacres Mountain to Mountain Challenge on Sunday July 30, 2017.

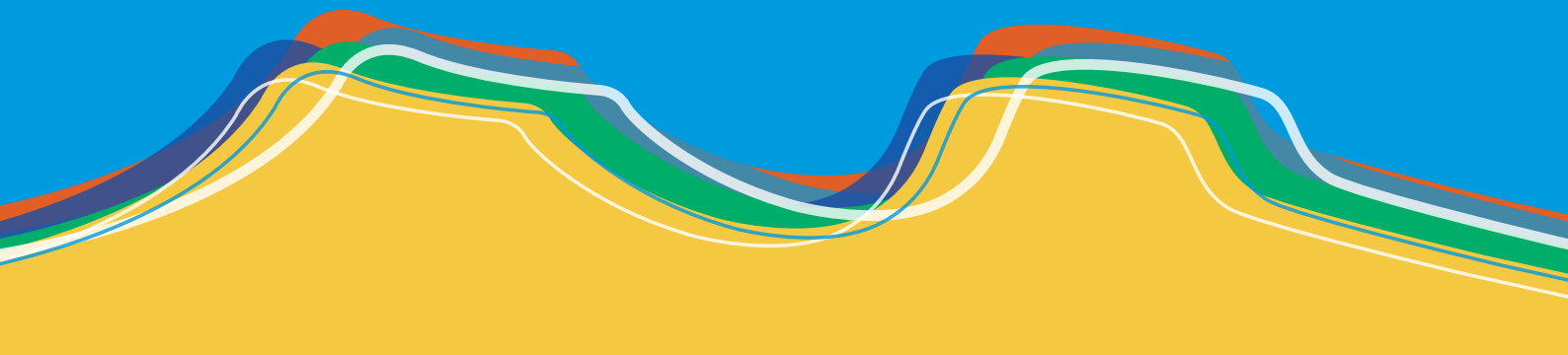
The weather was perfect, the atmosphere was fantastic and more than 1200 participants ranging in age from 4 to 84, as well as a few fit dogs, made it through the steep 13.6km course up Mt Keira an across to Mt Kembla.

After placing 6th in the first M2M Challenge, Jeff Chasling came back this year with a winning time of 54:33 minutes and first year winner, Claire Rayner, reclaimed her crown as the fastest woman beating

her friend and last year's winner, Sally Towse, who came second.

The majority of participants though, were walkers who took the opportunity to soak up the views from Robertson's Lookout, enjoy the comradery, and appreciate a spectacular part of Wollongong not usually accessible for walking.

Greenacres used the more than \$80,000 raised through the event on fitting out 'Preston Place', the innovative new Community Life and Leisure centre in Lake Illawarra named in honour of former CEO, Neil Preston.



## Preston Place

The Greenacres' family was devastated by the loss of former CEO and Life Member, Neil Preston OAM, who passed away suddenly in October last year.

In honour of his life and his dedication to Greenacres and people with disability, the new Community Life and Leisure Centre in View Street, Lake Illawarra was officially named Preston Place in December.

General Manager of Person Centred Operations, Grant Vukasinovic said the new centre is a reflection of Neil's innovation and strategic vision as well as his commitment to inclusion for people with disability.

"Neil was unwaveringly dedicated to the people we support," Grant said. "If he identified an unmet need, he would work tirelessly until he found a solution, which meant during his 16 years at Greenacres, he developed many ground-breaking programs.

"He also had this incredible energy and enthusiasm for life, so as it is dedicated to his memory, Preston

Place will be an inclusive, supportive space to learn, make new friends and especially to have fun."

Careful thought and research went into the layout of the Centre which has been designed to not only take care of the participant's physical needs but also their emotional and social well-being.

"Preston Place is a welcoming, relaxing space that can be a home away from home for our participants," Grant said.

"It encourages socialising with plenty of spaces to relax and chat with friends but it also has a dedicated sensory room for those participants who need a break from all the activity."

Preston Place is currently being enjoyed by 30 participants and 10 staff, but there is definitely space to grow as the service adapts to the needs and goals of people with disability in the Southern Illawarra community.





## Michael Finds His Dream Job

With the rise of the gig economy, working for the same organisation for 20 years is becoming increasingly unusual but 44-year-old Michael O'Brien believes it is an easy milestone to reach when you work for Greenacres.

In his time with the organisation, Michael, who has a learning disability, has attained his forklift license, completed short courses and worked in a variety of manufacturing roles.

"Greenacres has given me lots of opportunities and encouraged me to have goals and try new things," Michael said.

"I feel like I can learn new skills and take on more challenging work because I know there is a lot of understanding and support there if I need it."

Currently, Michael is working in the e-waste recycling division at Greenacres, sorting through electrical products to see what elements can be reused, refurbished or recycled.

"I am very interested in technology and the way things work, so taking apart computers and printers and different devices is like a dream job for me," Michael said.

"The work is fun but what I like most about my job, is the great group of guys I work with.

"We get on really well together, and like having a laugh and meeting up at weekends.

"I also met my girlfriend here at Greenacres – it's a very social place!"

With the expected rapid growth in e-waste, Greenacres is positioning itself to take advantage the growing commercial e-waste market.

As demand for our services increase, we will be looking to grow the team and are looking at ways of value-adding to the e-waste stream.

While packaging has remained the staple area of employment at Greenacres, there has been a focus this financial year on expanding the e-waste division as well as the manufacturing, packaging and distribution of Thermogard Gel-Ice Packs.

Greenacres Enterprises is continually seeking out innovative job opportunities for our workforce of 237 supported employees.



## Trent Kickstarts Television Career

He may not have celebrated his 18th birthday yet but Trent Jenkins' career in television has officially started with his name being included in the credits of the popular cooking show 'Alive and Cooking.'

During his six weeks of work experience with WIN TV and i98FM, the Kickstart Careers participant experienced all parts of television and radio production, including filming celebrity chef James Reeson whip up some culinary creations on set.

"I've enjoyed every single aspect of the whole experience," Trent said.

"It has definitely been different to what I expected in the way that they operate - you learn so much when you see the practical side."

"The people I have worked with have been phenomenal – they have just been so supportive and have broken everything down in a way that makes it easy to understand.

While he was in high school, Trent became one of the first students involved in Greenacres pilot program, Kickstart for Life.

After finishing school, Trent moved into the School Leaver Employment Support (SLES) program -Kickstart Careers, where he has continued to excel, adding both life and work-based skills to his resume including a Certificate III in Screen and Media with Illawarra ITeC.

Trent said that he is grateful to the Kickstart team - especially his trainer Glenda De Vries - for encouraging him to go for his dream.

"Glenda has been amazing, really supportive and behind me every step of the way," Trent said.

"She was involved in helping me to get the work experience with WIN and I am so grateful to her for that."

"I'm just taking everything one step at a time at the moment but my dream would be to work in the film and television industry – that would be really amazing!"





# Greenacres Farewells a Beloved Volunteer

There were tears, extra-long hugs and even a standing ovation when beloved Greenacres' volunteer Ailsa Coward said goodbye after 13 years of service.

Since retiring as a primary school teacher in 2005, Ailsa has come to Greenacres Enterprises one day a week teaching countless participants everything from literacy and numeracy to travel training, budgeting and forklift licence preparation.

"I had just retired from teaching and wasn't sure what I was going to do when my good friend, Neil Preston, who was the CEO at the time, suggested I volunteer at Greenacres," Ailsa said.

"I remember on the first day feeling quite apprehensive, it was a big learning curve and very different from the formal structure of primary school teaching.

"I actually wondered if I was going to make any difference at all.

"But I soon relaxed and started looking at the goal of each participant and tailoring an individual program to support them to reach that goal."

With so many participants coming forward to thank her personally and give her a hug, Ailsa can definitely leave Greenacres knowing she is loved and appreciated. Something she has put down to being able to spend one-on-one time with the people she supported.

"Being able to have one-on-one time has been very special," Ailsa said.

"My favourite part of volunteering has always been getting to know the participant and seeing their self-esteem grow as they accomplish their goals.

"Volunteering has been such a worthwhile experience – an absolute joy. Greenacres is such a lovely place to be and I will miss it very, very much."

## Brett's Culinary Turnaround

One year ago, Brett Connolly's dinner party menu would have been limited to a frozen lasagne but now he is delighting his family and friends with dishes like stuffed capsicum, sweet potato shepherd's pie and lemon chicken.

The secret to Brett's amazing culinary turnaround is the Greenacres' cooking class he has been attending on a Monday evening.

"Before the cooking class all I would make for dinner would be sausages or packaged stuff," Brett said.

"Now I'm making dishes from scratch and using fresh and healthy ingredients."

"When I have friends and family around for dinner now, I think they are shocked that I have cooked food that is so nice."

As well as teaching him the technical skills of cooking, Brett said the class has also helped him with budgeting and shopping and opened him up to a whole new world of food.

"I had never in my life tasted asparagus before I started the cooking class and now I add it to the lemon chicken all the time," Brett said. "I have tried foods that I never knew existed and I am making things like carrot cupcakes which are delicious and smoothies which I have never had before."

Each week, nine cooking classes are held in the Kickstart Training Centre with an emphasis on healthy eating, having fun and increasing confidence in the kitchen.

During the four-hour-long class, participants work out a menu and a budget, see if they can make any healthy swaps, shop at the supermarket, cook the dishes in teams and then all eat together.

Most supportive of Brett's cooking journey has been his partner, fellow Greenacres supported employee, Chris Fisher, who has been enjoying Brett's creations every night.

"At home, Brett cooks and I clean, so the cooking class has been great for me too," Chris said.

"I love eating the food he has learnt in cooking class but there is definitely more cleaning up now than when it was just frozen lasagne!"





## Gardening Crew

Every time supported employee Nathan Jeffery looks out his window at his thriving vegetable garden of lettuce, tomato and cucumber plants he feels a real sense of accomplishment.

A year ago, Nathan would never have believed that he would be eating food grown by his own hand but a Certificate I in Horticulture and work experience with the IRT Group has given him the confidence to create a garden of his own.

Under the guidance of their teacher, Nathan and the five other members of the gardening crew have worked on gardens at several IRT sites while learning the skills of horticulture at the same time.

"I have really liked doing the gardening at IRT because the people we meet there are always really nice to us," Nathan said,

"They come out and have a chat and tell us that we are doing a good job, and this makes me feel really proud of the work that we do."

"I also like being outside and in nature – I find it really relaxing."

Initially, the partnership was for a 10 week period, but it was recently extended for another 10 weeks so the participants involved could accrue enough work experience to achieve their Certificate II in Horticulture.

Mark Whalan, Manager - Facilities & Emergency Services at IRT Group said the gardening crew were doing so well that they had moved on from basic skills like digging and weeding to actually being involved with garden design and plant selection.

"I think the partnership between IRT and Greenacres has been great," Mark said.

"It gives the Greenacres participants a chance to develop their skills and it benefits us because the gardens they have been working on are looking really good," Mark said.

"It has been such a positive experience that we hope to do even more projects with Greenacres in the future."

Greenacres and  
IRT Group

## Positive Partnerships

### Greenwell Gardens Volunteers

The partnership between IRT Group and Greenacres is strong in Nowra where a group of five Community Life and Leisure participants from Greenacres have been making a difference in the lives of people with dementia.

The participants - Amy Denny, Carisa Lonesborough, Jemma McLaren, Ashley Troy and Tahnee Mellross, volunteer one day a week at the IRT Greenwell Gardens Care Centre, helping staff, and bringing joy and friendship to the elderly residents.

Barb Kennedy, a Lifestyle Officer at IRT Greenwell Gardens said it's not just the residents who enjoy interacting with the Greenacres volunteers each week but the staff as well.

"It is wonderful having them here because they sit and chat, give the residents hand massages, play games or sing with them, they give them that extra attention that staff are sometimes too busy to give them."

"We all enjoy seeing them when they come."







## Koby Shares her Passion

While she may have never heard of Mitchell Pierce, Jack Johns and Pat Mata'utia, after a full day in the company of Greenacres Community Life and Leisure participant, Koby O'Neill, support worker Ashlee Davis is now an expert when it comes to Novocastrian rugby league stars.

Although it was a long trek up to Newcastle and back, Ashlee was excited to support Koby to fulfil her dream to watch her beloved Knights play their final match of the season against the Dragons.

"I had never seen a full game of rugby league in my life but Koby was great explaining the rules and what was happening on the field, and she loved pointing out her favourite players," Ashlee said.

"She did get annoyed with Knights supporters leaving before the end of the match though,

because she said a true supporter does not leave before the siren."

Koby said she had been loyal to the team ever since she watched a young Andrew Johns run out onto the field to play his first, 1st grade game for the Knights in 1994.

"I have been a big fan since I was 11-years-old and first saw Andrew Johns," Koby said. "It was his hair that I liked the most about him!"

While the Knights failed to slay the Dragons, Ashlee said she and Koby still had a great day out together.

"I really enjoyed working with Koby, she has a great sense of humour and a bit of sass and we had good banter going throughout the day," Ashlee said.

Koby is just one of many Greenacres' participants who have been using their NDIS funding to access sporting and cultural events, concerts and shows which are attended outside of Greenacres regular operating hours.

## Sarah's Amazing Art

If the Fathers of pointillism French impressionist artists, Paul Signac and Georges Seurat, were to have dropped into the 2017 Greenacres Outsider Artists Exhibition, they would have been amazed by the artwork of Sarah Kennedy.

Sarah, who is a participant at the Greenacres Auburn Street, Community Life & Leisure Centre, favours the pointillism technique that the painters pioneered, using tiny dots of paints to create beautiful landscapes.

The exhibition featured three framed works created by Sarah to represent the changing seasons. She achieved this by changing her colour pallet from warm to cool colours.

Sarah's father, John Kennedy, said his daughter had always found joy in expressing herself creatively, and greatly looked forward to her



Monday morning art class with the Greenacres Outsider Artists.

"When Sarah was working out her National Disability Insurance Scheme Plan, she was very definite that art classes had to be included – it was the most important activity to her," John said.

"I think the art classes are great, not only do they give Sarah the ability to express herself in a different way but they give her self-confidence.

"Like any artist, Sarah is always very proud at the annual exhibition and loves seeing her work displayed."

All of the artists involved in the exhibition were guided in their work by Greenacres Art Therapist, Victoria Velozo, who works with artists from Greenacres during weekly classes as well as running a drop-in art class every Sunday.

"For people with a disability, the art studio is a place where they can express what is in their hearts in a way that they often can't in their everyday lives," Victoria said.

"Art is such an exciting form of expression and when an artist discovers their own style and technique like Sarah has, then it leads to these amazing artworks.

"All the Outsider Artists feel a great sense of pride and self-worth when they see their work displayed in an exhibition like this and an even greater sense of accomplishment when their artwork is sold."

## Fun and Fitness with Futsal

They might not move like Messi or kick like Cahill but the teams involved in the Greenacres Futsal Competition certainly all play with the passion of Pele.

For 10 weeks, teams comprised of people with disability and volunteer support players, converge on the outdoor Futsal courts at the Fraternity Club in Fairy Meadow, to have fun, get fit and compete for the glory of winning the competition.

While the mighty Disability Trust side won their fourth successive title this year, the Greenacres team had their best result yet coming second overall in the competition. The Northcott side came third while Flagstaff finished the competition in fourth place.

Competition organiser and Greenacres General Manager Person Centred Operations, Grant Vukasinovic, said the competition originally started to increase the sporting options available to people with a disability in the Illawarra and allow participants to experience all the benefits of playing a team sport.

"There have been so many positive outcomes including new friendships being formed between the participants of the various teams," Grant said.

"For some of the players, it is the first time in their life that they have played a team sport, so it is fantastic to watch their self-esteem grow as their skills improve."





# Brenden Plays Pivotal Role in Victory

Greenacres supported employee, Brenden Hubbard, has had a big year. He has been on the front page of the Illawarra Mercury, appeared on local and national news, met politicians in Canberra and led a petition with over 10,000 signatures.

Along with his mother Kathy Hubbard, Brenden was the face of My Job Counts, a national campaign started by Greenacres and the Flagstaff Group to save the jobs of thousands of people with disability working in Australian Disability Enterprises (ADEs).

After years of uncertainty, in April the Fair Work Commission finally rejected a push to impose a productivity-only method of assessing wages for people with disabilities (the Supported Wage System) on ADEs.

The Supported Wage System (SWS) would have been the death knell for many of the 180 ADEs like Greenacres, across Australia.

Brenden, who has Down syndrome, doesn't fully realise the significant part he has played in the victory, but Kathy said she was very relieved that the Fair Work Commission understood the vital role that ADEs play in the lives of the people they support and their families.

"For Brenden, Greenacres is not just about the extra income that supplements his pension, Greenacres is about feeling included, having support, hooking up with friends and feeling proud about himself," Kathy said.

"Brenden would not be able to comprehend why he couldn't go to work if Greenacres had to cut jobs because they could no longer afford to employ supported employees like Brendan, who have higher support needs."

While the Fair Work Commission has rejected the SWS it has recommended all existing wage assessment tools be phased out over time, with a new wage assessment system to be developed with input from all parties.

Greenacres CEO, Chris Christodoulou, said Greenacres now looked forward to the Fair Work Commission deciding on a fair, sustainable and transparent wage assessment system.

"We really welcome the statement of the full bench of the Fair Work Commission to reject the application by certain advocacy groups to impose a wage assessment based only on productivity," he said.

"This decision has focused everyone towards finding a new national way of determining wages for supported employees which includes a system based on employee's skills and the value of the work they carry out."

"After years of fighting for the rights of people with disabilities to access sustainable employment, the Commission listened to what we had to say and made an informed decision."

"Whilst the decision will enable us to continue to provide secure, safe employment for people with disabilities, there is still a lot of work for us to do."

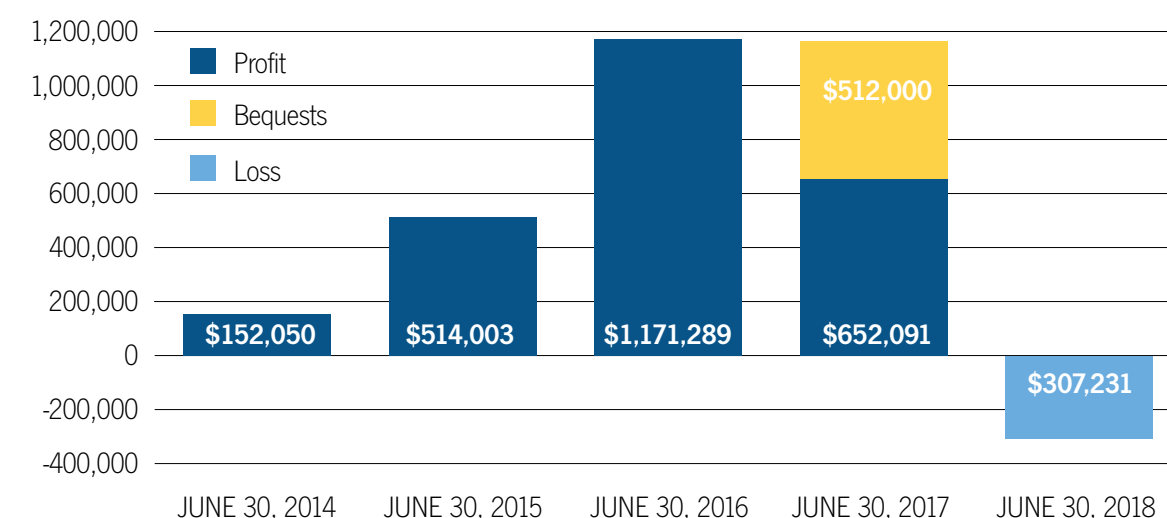


# Financial Performance at a Glance

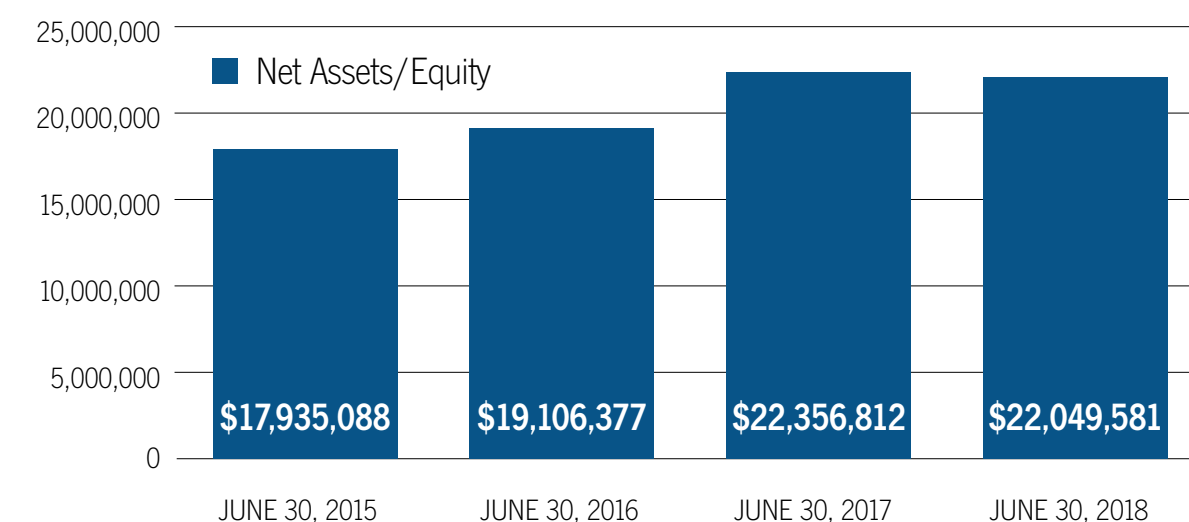
In our first year under the NDIS, Greenacres experienced both a loss of revenue and a dramatic increase in costs which were directly associated with the NDIS. We had to engage more staff to undertake the administration of NDIS related processing but at the same time our revenue significantly decreased due to the new pricing limitations under the NDIS.

Whilst the financial result for 2017/18 was a larger than expected deficit, the organisation as a whole is still in a good financial position and is making the necessary adjustments to ensure it continues to remain an efficient, self-sustaining Not-for-Profit organisation.

## Profit/Loss



## Net Assets/Equity





# Talented Trent was Star of the Ball

While the tenors of Three Waiters may have wowed guests with their impromptu opera singing, the undisputed Star of the fourth annual Greenacres Ball was 21-year-old supported employee, Trent Potter.

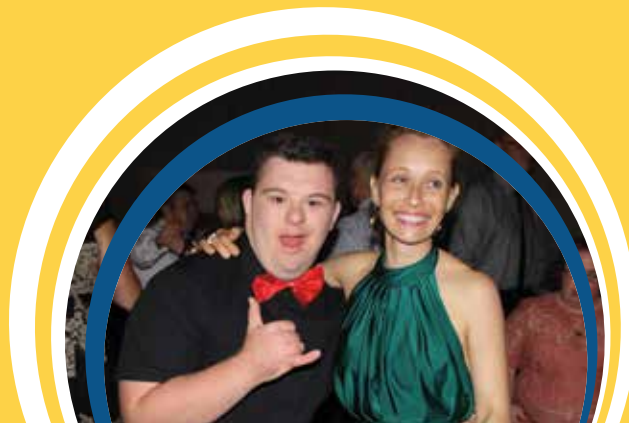
Dressed to thrill in all black with a sparkling red bow tie, Trent told the crowd they wouldn't see the performance which won him Greenacres Has Got Talent, until they had donated enough for the cause.

After raising \$850, talented Trent treated guests to an energetic dance medley of party favourites I'm Sexy and I know it, Gangnam Style and Party Rockin. His performance had every guest on their feet and ensured the dance floor was packed for the rest of the night.

The night raised over \$23,000, with UOW College once again adding to its already substantial Greenacres art collection, purchasing at auction the stunning painting of waterlilies created by the talented Greenacres' Outsider Artists under the guidance of Senior Art Therapist, Victoria Veloza.



A big thank you to our Platinum Sponsor, UOW College, our Gold Sponsors, Commonwealth Bank and BMS Group and our Silver Sponsors, HLB Mann Judd, The Australian Workers Union, Hesta Superannuation, IRT Foundation, Stocklands, Procura, TDK Corporate and Lettuce B Frank for their generous support.



# ...and the Christmas Party

Before he was crowned star of the Ball, Trent was king of the Christmas Party winning Greenacres Has Got Talent with his original party favourites dance medley.

While the judges gave first prize to Trent, they were also very impressed with Marina Brugnera singing Pink's song 'What About Us' with dancers Vanessa Young, Nicola Hansen, Natasha Gregoratto and Ashleigh Fiorio, and Madeline Ramsay's beautiful solo dance to the theme song from Moana.

Once again the Christmas party was a fabulous night with over 300 participants, staff, family and friends turning up to the Fraternity Club in Fairy Meadow to celebrate Christmas and another big year at Greenacres.





# Picnic Day Fun

The Annual Picnic Day just gets better and better with 2017 being one of the best years we've ever had. We shot baskets with Hawks, tossed the footie with Dragons, kicked the soccer ball with Wolves and danced for hours to our own Vox FM DJ, Daniel Demaargd. The atmosphere was fantastic and it was wonderful to see so many friends from all over Greenacres laughing, dancing and having fun together.



# Thanks to our Sponsors and Partners

Thank you to the following organisations who have significantly supported Greenacres this financial year.







**Contact Greenacres today!**

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