Inclusion Melbourne acknowledges the traditional owners of the land and pays respect to the Aboriginal Elders, past and present. Our head office is located on the land of the Bunurong people of the Kulin nation and we welcome all Aboriginal and Torres Strait Islander people to our service.

Cover image: Minister Martin Foley and Thomas Banks, advocate, author & performer, at the Gawith Lecture.

Photography by Dean Schmideg / dean@sicore.com.au
Design by Justin Smyrk / info@jsmyrk.work

We invite you to join us in building a more inclusive community.
our vision
Our vision at Inclusion Melbourne is for people with intellectual disability to live in an inclusive community, where everyone has the same opportunities to participate in community life and to take their place in society as respected citizens.

our mission
To provide people with every opportunity to do the things they want to do, with the people that matter to them, in accepting and inclusive communities.

our values

individuality. a single person regarded as a unique personality, distinguished from others by special qualities
We will embrace individuality by:
- Acknowledging uniqueness and accepting differences in a non-judgemental manner
- Using a person-centred approach to meet the unique needs of each person
- Supporting people to make choices that build the lives they want
- Working with people in unique and personalised ways
- Respecting individual and family customs, practices, beliefs, traditions and heritage

potential. the inherent ability or capacity for growth
We will see the potential of all persons by:
- Believing that everyone has the potential to keep achieving more
- Ensuring that everyone has equal opportunities for development
- Understanding that overcoming obstacles is a necessary part of the journey to success

integrity. to consistently act on sound moral principles
We will act with integrity by:
- Being respectful
- Doing what we say we’ll do and being open about how we do it
- Being honest about what we can and cannot achieve
- Acting in a manner that is deserving of your trust
- Having skilled, competent and professional employees

relationships. a significant connection existing between people and communities
We will foster relationships by:
- Being honest with each other
- Supporting and encouraging each other
- Connecting people with their community and nurturing new relationships
- Working together to solve problems
- Listening to each other to achieve mutual understanding
- Strongly believing that together people create better lives

president’s report
This past year has been a significant one for Inclusion Melbourne and the disability services sector. With the introduction of the NDIS, a once-in-a-generation reform, I reflect on our Vision which is for people with intellectual disability to live in an inclusive community, where everyone has the same opportunities to participate in community life and to take their place in society as respected citizens, and our Mission which is to provide people with every opportunity to do the things they want to do, with the people that matter to them, in accepting and inclusive communities, and feel confident that our preparation for the NDIS means that our Vision and Mission will continue to be realised.

Guiding the organisation through this critical time has been a prime consideration for the Board who has worked closely with the Executive Team to undertake an Organisational Assessment and Review which will in turn lead to the development of a revised Inclusion Melbourne Strategic Plan. Our new plan will provide the organisation with a clear direction and dedicated blueprint for the future that will allow us to respond to the opportunities and challenges that will come our way.

As President, I am committed to ensuring Inclusion Melbourne remains sustainable in what is now a competitive marketplace. We will need to continue to be highly responsive and adaptable to the changing sector we provide support and services in and importantly continue to offer our current and future clients a high quality and trusted partner that can respond to and provide support for their needs. We are now serving more than 100 clients and their families. Inclusion Melbourne’s 2015-16 financial results demonstrate the strong foundations of the organisation which support us continuing to be sustainable and effective.

We continue to build our business through adopting a proactive and innovative approach recognising that it is not only the person we serve but their families and the volunteers who provide the much needed, tireless and dedicated support. Inclusion Melbourne has launched an innovative concept of the Inclusion Designlab. Inclusion Designlab is a ‘one-stop shop’ that provides information and undertakes research to assist not only our clients and their families, but others in the sector and is also being recognised both here in Victoria but also in other States.

“I cannot let a report go by without acknowledging the amazing efforts of our some 200+ volunteers. I and the Board offer our heartfelt thanks to all of you and you continue to be the lifeblood of our organisation.

I would like to thank my Directors and the staff and Executive Team who provide continued passion and commitment and look forward to what we will achieve together in the year ahead.”

Chris Allan
In August, Inclusion Melbourne, together with the Gawith Foundation hosted its annual Gawith lecture, this time featuring the Minister for Disability Services, the Hon Martin Foley, discussing the introduction of the National Disability Insurance Scheme.

We all have dreams

Inclusion Melbourne celebrated National Youth Week by launching a photographic exhibition accompanied by written and artistic pieces prepared by some of the students of our Discovery pathways program, supporting young people to transition from school into community based activity while completing nationally accredited training. The images were exhibited at Brimbank City Council.

Art exhibition

With the support of the Besen Family Foundation and Stonnington City Council we were pleased to be able to host an exhibition of artworks created during the year by a number of artists we support who engage in their love of the arts with volunteer art mentors in community art studios.

Voting rights

- VEC & university of melbourne law school

A project that Inclusion Melbourne has been working on for a number of years has been to raise awareness of the rights of people with intellectual disability to register and vote in elections. This past year we worked alongside the Victorian Electoral Commission and the Melbourne Law School at the University of Melbourne to conduct workshops for young people to explain the process of voting.
Inclusion Melbourne gratefully acknowledges its wonderful volunteers who have been so generous with their time and giving of their skills to the people we support:

Cherry Adithepsatit
Ishita Agarwal
Ashish Agrawal
Vicki Alipasinopoulos
Noelle Alphonso
Jenny Allen
Delloniira (Deya) Amariles
Beatrix Andres-Marino
Barbara Annal
Paola Araiza Alba
Bridget Armstrong
Grace Astill-Torchia
Daniel Baker
Travis Banko
Emma Bardon
Emma Barlow
Lindsay Bayne
Zoe Bearlin
Dini Belgraver
Adrian Bennett
Merril Bennett
Smita Bhatnagar
Freya Black
Tetyana Bobokalo
Ruby Bovill
Amber Bowman
Elizabeth Briggs
Ashleigh Brimble
Tina Bui
Helena Burmistrov
Katherine Cail
Linda Cain
Hoa Thi Thu Cao
Janine Capuli
Margaret Carroll
Kylie Castan
Arshpreet Chadha
Romila Chatterjee
Clara Chen
Crystal Chown
Cindy Chu
Mason Coles
Mitchell Collins
Roni Collyer
Micha Couell
Anthony Cowan
Eliza Craigie
Judith Cyngher
Hanna Dacjzer
Elizabeth Daff
Nam Dang
Skye Davey
Toni Davidson
Richard Day
Riddhi Desai
Barbara Dick
Lancelly Dimokari
Lisa Do
Laura Dockendorff
Helen Dowdell
Tim Dowdell
Mary-Jayne Drury
Justin Dunne
Evana Durack
Sean Dwyer
Yasangie Edirisinghe
Latifa Elmri
Suzanne Esposito
Sandra Eterovic
Anne Evans
Peta Faehse
Mary Farbrother
Rosita Fernandes
Nithya Fernandopulule
Sharon Flitman
Kerin Fogarty
Marcia Fyson
Jill Gadsden
Nick Galtier
Raymun Ghumman
Anthea Gibbons
Kristen Gillies
Jessica Glaser
Veronica Goldring
Liesel Gonzalves
Samantha Graham
Steven Groves
Felipe Gutierrez
Sue Guzick
Richard Habgood
Terry Hall
Sebastian Halse
Hilary Harland
Mary Harmer
Vaibhav Hassija
Karen Henschke
Happy Herawati
Norma Herman
Marcelle Hermon
Lee Hirsh
Jack Hodge
Jalisa Hodgson
Mak Hoeng
Emma Holder
Deborah Holmes
Rita Huang
Linda Hughes
Kelly Ingram
Brian Jackson
Mary Jackson
Sumitha Jayaram
Inga Jayasinghe
Ella Jeong
Sherry (Chan) Jiang
Wendy John
Elisha Jones Resnik
Archana Kadam
Nooshin Karimi
Suangi Karunaratne
Polly Kenna
Aziz Khan
Ishfaq Khan
Muhammad Faheem Khan
Lynn Khoo
Tom Kielczynski
Gayoung Kim
Sarah Klink
Helen Klutd
Kamal Kola
Ellie Kostoulas
Sophany Roy
Paul Kurta
Michael Lafferty
Leanne Land
Peter Lambrogolu
Suzanne Lau Gooey
Amy Lee
Lisa Lewis
Matt Lewis
Huiling Lim
Ting-Yu Lin
Heather Little
Lillian Liu
Shehan Lyanage
Monica Lo Presti
Melanie Loncar
David Luffman
Quang Luu
Ky (Kate) Ly
Brian Lynch
Kristy Major
Jimmy Mai
Aouana Marzia
Udeshi Mallawarachchi
Mariana Mandicos
Melissa Masutti
Tess McCarthy
Jeff McLean
Leah McMahon
Libby Meagher
Chutima (Tim) Melia
Shechinah Meierwald
Sachith Mundis
Teresita Mina
Pratira Mishra
Daniel Missen
Maria Moffat
Mike Moffat
Melany Moore
Annabel Morris
Erol Montejo
Brent Moreau-Tucker
Anna Mostovaia
Clara Muhammad
Conor Mulcahy
Dot Nathan
Julia Nemec
Mai Nguyen
Tam Nguyen
Thao Nguyen
Adam Nicholl
Lucy Norvill
Hamza Oner
Kimberley Ong
Christopher Orr
Angela Panettieri
Ashu Parashar
Eleftherios Patlamazoglou
Claire Pedersen
Lia Pedetti
Elizabeth Pedler
Ryan Pereira
Michael Pope
Fay Powell
Surya Prakash
Ann Quixley
Sonal Raut
Graham Rhodes
Harley Richards
Luke Riley
Sarah Roberts
Laura Robson
Alison Rogers
Sarah Romero
Clare Roser
supported 226
volunteers
including 38 people with intellectual disability

and worked alongside
77 people with intellectual disability
to deliver
17,567
OF SUPPORT,
of which
16,161
HOURS
directly supported
people with intellectual disability

during 2015 / 16, inclusion melbourne...

COST
$203,521

VALUE
$908,839

for the people we support at scheduled NDIS rates

board members
Chris Allan (President)
Eileen Armato
Michael Brand
Chris Coughlan
Bob Crosthwaite
Paul Gleeson
Rebecca King
Bill Norris

Lakshmi Venkatasubramanian
Daniela Veytia Cortes
Anna Vu
Simon Wagstaff
Lori Walker
Tracey-Lee Walker
Jean Wallace
Yao Wang
Olivia Wells
Si Qi (Chee) Wen
Haoyang Weng
Frances Wheeler
Tara Willis
Patricia Wilson
Sayema Withers
Angus Wong
Jennifer Wong Angeles
Sarah Woods
Dongji (Shel) Wu
Sara Wurcker
Mia Yao
Jasmine Yeow
Sangita Yeranajula
Kenneth Young
Emma Yue
Eric Zhang
David Zulman
Wally Zylberberg

Abigail Rozenberg
Maureen Russell
Sharmeema Saleem
Joy Sanderson
Hannah Sandvik
Lalita Saripalle
Manasa Saripalli
Janet Savage
Christine Scott
Kerrie Scott
Bonnie Shale
Yuxia (Bonnie) She
Hamoutai (Tail) Silverstein
Sarah Siran
Jessica Smith
Justin Smyrk
Natascha Somo
Ashley Stephens
Aradhana Sud
Deesha Sungilee
Jacob Sutton
Hannah Swartz
Paul Tan
Jane Tandamrong
Cecilia Tandoc
Clara Taylor
Leesa Taylor
Desiree Temling
Priya Thomas
Gail Thomson
Mia Timpano
Steven Ting
Chris Trinh
Brygida Trybala
Natasha Van Leeuwen
Shital Velamkar
Muktha Venkataraman
chief executive officer’s report

It is my pleasure to present my report for the 2015 / 16 year. Over the past year the organisation has continued to implement our strategic plan, which is focused on four key areas: preparing for the National Disability Insurance Scheme; improving our organisational performance; promoting good practices and research that supports and enhances the lives of people with intellectual disability; and building the capabilities of the volunteers and staff.

This work continues, and over the past year I am pleased that we have reached out to all off the people we support and their families to provide information on the NDIS and when it will be implemented in their local area. Further, we have hosted over two-dozen workshops for families in understanding and preparing for the NDIS. We are pleased that through this process of supporting families to imagine better lives, and undertaking detailed pre-planning, they have been able to accurately articulate their needs as individuals and as a family. It is intended that in line with the aspirations of the NDIS that these people will begin to receive reasonable and necessary supports based off this work, and at the time of writing I am pleased to report that the first people we support and their families have been able to secure plans that for the first time recognise their global needs.

I am also very proud of the work in launching the Inclusion Designlab and Inclusion Training. Together with our core business of supporting people to imagine better lives and developing lives of distinction within the local community, these new arms will support and learn from our sixty-five years of dreaming of better lives for people. The role of Inclusion Designlab is to pursue answers to the questions raised by the hundred people we support and their families and carers. Questions such as ‘How do I vote?’ or ‘Where do I go to get help for my teeth?’ or ‘How can I participate on my local council’s Disability Advisory Committee?’ Through partnering with philanthropic foundations we can commit the time and effort to develop resources and training that not only benefit the people we support, but also other people with intellectual disability and their families and carers. Evidence of our work is beginning to mount, with materials developed by the Designlab being sold and adapted for use in Western Australia and Queensland. Likewise, electing to use the name Inclusion Training for the delivery of nationally accredited training as a Registered Training Organisation very clearly states our intentions to provide people with intellectual disability with every opportunity to become valued members of their community. Over time, both services will grow and broaden their reach.

None of this work is possible without the support of a dedicated team. I am always indebted to our management team, who ensure that our organisational values are reflected in every action that we take. I am also energised at the tremendous contributions of our board and volunteers, who collectively have donated many thousands of hours this year to improve the lives of the people we support, and finally, to all of our staff, some of whom have celebrated twenty years with the organisation – at a time when attention spans are measured in minutes, the dedication of staff being measured in decades is priceless.

Daniel Leighton
partners and supporters

Inclusion Melbourne would like to acknowledge and thank all of our donors and financial supporters. Without your help, Inclusion Melbourne would be unable to deliver our life changing work to the people we support. Inclusion Melbourne would also like to acknowledge and thank the many local businesses and community organisations who have chosen to become a partner in inclusion, supporting a person to participate as a citizen in their local community.

community partners

[Logos of various partners and supporters]
It’s my pleasure to present the treasurer’s report for 2015-2016. Inclusion Melbourne has reported a surplus from our operations of $43,193 which reflects continued improvement and a focus on ensuring the financial health of the organisation. This result was achieved via careful oversight and management of our budget and I would like to thank my colleagues on the Finance, Audit & Investment committee of the board as well as our Chief Executive Officer, Daniel Leighton and Finance Manager in achieving this result, which was ahead of our budget target.

The NDIS is almost upon us and the organisation continues to adapt to a new market environment, with significant work being undertaken to develop and implement an accurate costing methodology. Inclusion Melbourne is utilising the NDS / Curtin University Costing and Pricing tool, and with the assistance of the Global Consulting Group is refining the data so as to assist management and the board to be able to make informed decisions about future service and strategic directions.

Some key financial highlights during the past year have been:

- The first sales of resources and training developed by the Inclusion Designlab, our new in-house research, development and innovation arm
- The receipt of over $150,000 in philanthropic support, largely supporting the project work of the Inclusion Designlab
- Support from the Commonwealth Government to continue to retrofit our premises with energy saving technology so as to provide reduced operating expenditure
- Continued growth in Inclusion Training, our Registered Training Organisation, which has increased its income by 112% in the past 3 years.

In closing, I would like to acknowledge the tremendous work of our finance and administration team of Lucy, Alannah, Hanna, Bonnie and led by Kate Langford for making this past year a successful one. I would also like to pay a special acknowledgement and thanks to our administration volunteers Sachith Mendis, Frances Wheeler and Heather Little for their valued contribution and continued support of Inclusion Melbourne.

Michael Brand

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**statement of comprehensive income for the year ended 30 June 2015**

<table>
<thead>
<tr>
<th>2015</th>
<th>INCOME $</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,293,585</td>
<td>individual support packages and government contracts</td>
<td>2,629,459</td>
</tr>
<tr>
<td>658,307</td>
<td>donations and contributions from philanthropic organisations</td>
<td>586,005</td>
</tr>
<tr>
<td>430,242</td>
<td>service user contributions</td>
<td>233,906</td>
</tr>
<tr>
<td>16,702</td>
<td>interest received</td>
<td>11,354</td>
</tr>
<tr>
<td>200</td>
<td>profit on sale of assets</td>
<td>330</td>
</tr>
<tr>
<td>36,285</td>
<td>other income</td>
<td>52,025</td>
</tr>
<tr>
<td><strong>3,435,321</strong></td>
<td></td>
<td><strong>3,513,079</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2015</th>
<th>EXPENDITURE $</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>159,844</td>
<td>building and property</td>
<td>140,487</td>
</tr>
<tr>
<td>22,626</td>
<td>housekeeping expenses</td>
<td>21,782</td>
</tr>
<tr>
<td>285,111</td>
<td>administration and project expenses</td>
<td>242,231</td>
</tr>
<tr>
<td>16,765</td>
<td>staff training and public relations</td>
<td>29,744</td>
</tr>
<tr>
<td>710,062</td>
<td>program funding</td>
<td>690,233</td>
</tr>
<tr>
<td>2,178,082</td>
<td>salaries</td>
<td>2,318,168</td>
</tr>
<tr>
<td>53,204</td>
<td>transport</td>
<td>27,241</td>
</tr>
<tr>
<td>2,162</td>
<td>sundry expenses</td>
<td></td>
</tr>
<tr>
<td><strong>3,427,856</strong></td>
<td></td>
<td><strong>3,469,886</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2015</th>
<th>TOTAL $</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>7,465</td>
<td>Surplus/(Loss) before income tax</td>
<td>43,193</td>
</tr>
<tr>
<td>-</td>
<td>Income tax expense</td>
<td>-</td>
</tr>
<tr>
<td>7,465</td>
<td>Surplus/(Loss) from operations</td>
<td>43,193</td>
</tr>
</tbody>
</table>
our staff

We would like to thank and acknowledge all of the staff who worked with Inclusion Melbourne over the past year.

administration
Alannah Smith  Office Manager
Bonnie She  Finance Officer
Daniel Leighton  Chief Executive Officer
Hanna Dajczer  Administration Officer
Kate Langford  Finance Manager
Kathy Lewer  Manager, People, Performance & Culture
Lucy Norvill

personalised supports
Alicia Barber  Support Professional
Sharyn Beard  Support Professional
Nicolas Bolger  Support Professional
Tali Brash  Support Professional
Kurt Chu  Support Professional
Bianca Davis-King  Support Coordinator
Lisa Do  Support Coordinator
Paul Fawdon  Support Coordinator
Serena Ferraro  Support Coordinator
Anna Forbes  Support Coordinator
Claire Forbes  Support Coordinator
Jillian Gadsden  Support Coordinator
Katy Gagliardi  Support Coordinator
Vilda Gopal  Support Coordinator
Robyn Gray  Support Coordinator
Fiona Gur  Support Coordinator
Susan Guzick  Support Coordinator
Matthew Hartigan  Support Coordinator
Nicola Hayes  Support Coordinator
Karen Henschke  Support Coordinator
Sheila Kennedy  Support Coordinator
Eva Kesser  Support Coordinator

Jack Kim  Support Professional
Ashvi Kothandaraman  Support Professional
Carmine Laghi  Support Professional
Suzanne Lau Gooey  Support Professional
Autumn Leary  Support Professional
Eric Lebon  Support Professional
Maria Light  Support Professional
Lauren Mandel  Support Professional
Pamela Marshall  Support Professional
Janna McKittrick  Support Professional
Karyn Nikora  Support Professional
Stella Prideaux  Support Professional
Sue Readman  Support Professional
Michaela Roper  Support Professional
Margaret Rosel  Support Professional
Rebecca Ryan  Support Professional
Hayley Sen  Support Professional
Tanij Singh  Support Professional
Monika Sowunmi  Support Professional
Tin Van Tin  Support Professional
Dianne Trevaskis  Support Professional
Brygda Trybala  Support Professional
Erin Watson  Support Professional
Patricia Wilson  Support Professional
John Ziino  Support Professional

supporting individuals

volunteering
Tess Lynch  Manager, Volunteers
Nicola Kolb  Friendly Visitor Coordinator
Lorraine Raskin  Leisure Buddies Coordinator
Jacqueline Robinson  Trainer
Michelle Wilcox  Trainer

inclusion training
Anisha Baveja  Support Professional
Lisa Buchner  Trainer & Assessor
Leonard Chu  Support Professional
Carlo de Bono  Trainer & Assessor
Karen Eadie  Support Professional
Liz Hunnekens  Trainer & Support Professional
Heidi Kasper  Trainer & Support Professional
Leanne Land  Support Professional
Susan Petterson  Manager, Inclusion Training
Judith Price  Support Professional
Leyla Sirin  Support Professional
Natascha Somo  Support Professional
Tanjiv Singh  Support Professional
Monika Sowunmi  Support Professional

inclusion designlab
Francesca Davidson  Communication & Grants Officer
Nathan Despott  Manager, Designlab
Paul Matley  Project Officer
Alice Nicholas  Project Officer
Rachel Paterson  Grants Officer

* denotes 5+ years of employment
** denotes 10+ years of employment
*** denotes 15+ years of employment

Carmine Laghi, Manager Personalised Supports who this year has celebrated 21 years with Inclusion Melbourne.