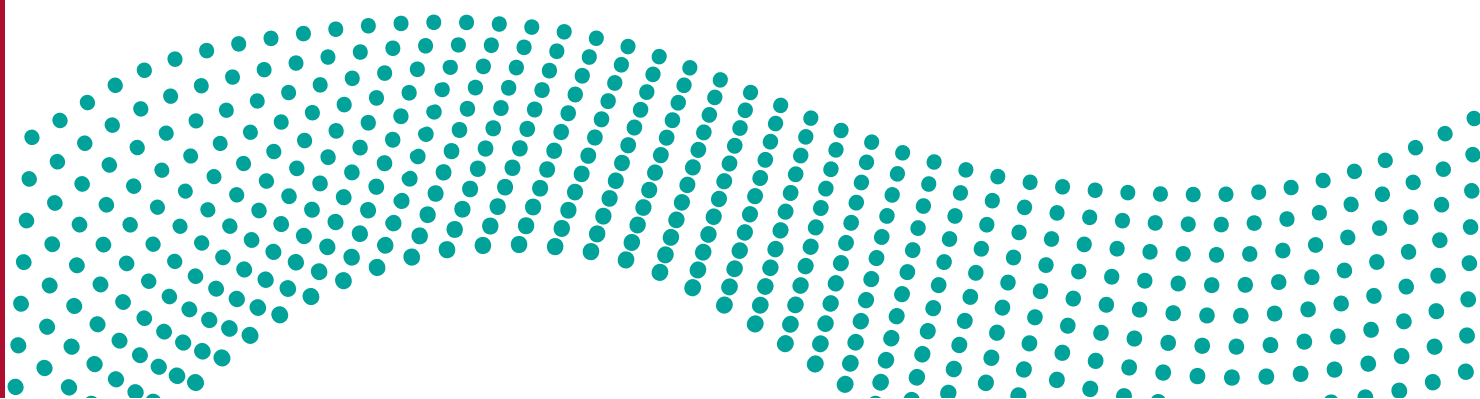




# EQUITY WORKS

Everyday. Opportunities. For individuals with a disability.

# Annual Report 2022





# Our Vision & Mission



## OUR VISION

A community of inclusion with full participation by people with disability.



## OUR MISSION

To facilitate a community of choice, one that is reflective and defined by equity and justice.



In the spirit of reconciliation Equity Works acknowledges the Traditional Custodians of this land where we work, play and live, the Gubbi Gubbi/Kabi Kabi people. We acknowledge and recognise their continuing connection to land, waters and culture, with sovereignty never ceded. We pay our respects to their Elders past and present and extend that respect to all First Nations peoples today.

# Strategic Focus

Equity Works has identified these essential elements of our organisational intent, connecting back to our Vision and Mission. We examine our actions as to how they align with our strategic focus.



## FOCUS ON INDIVIDUALS

We deliver flexible services that respect the rights of individuals and encourage participation, independence, and growth.



## SUPPORT FAMILIES

We offer services that acknowledge the natural authority of families and assists in keeping families strong.



## CONNECT TO COMMUNITY

We actively promote and develop inclusive communities that fosters sustainable participation and values people with disabilities.



## SUSTAIN AND GROW

A strong organisation that has capacity to meet expansion and growth opportunities.





# Treasurers Report

2022 FY (Financial Year) was a year of consolidation and exploration. The settled programs of SIL, Brookes and Community access have continued to provide quality outcomes, while the start of the Here Now Next project is a new avenue for Equity Works to provide opportunity and choice for people with disability.

Equity Works posted a net surplus of \$450,728. This was a decrease of 30% on the 2021FY. The net surplus decrease was largely due to decreased support for COVID-19. The Here Now Next program also had a significant impact with a contribution of \$235,457. Excluding Here Now Next, Equity Works had an underlying operating surplus of \$215,217 this represents a 4% net profit margin.

NDIS income increased by 5%. This includes the one-off government payment of \$170,000 that was received in August 2022. This funding was in recognition of the added costs that NDIS providers incurred as a result of COVID-19 over the 2022 FY.

Employee expenses was the largest item of expenditure, being 91% of total expenses. The proportion of total expenses stayed consistent with last year, however the amount spent increased by 11%. This includes an additional investment in training wages of \$55,000. The number of employees increased from 77 at the beginning of the financial year to 86 at the end.

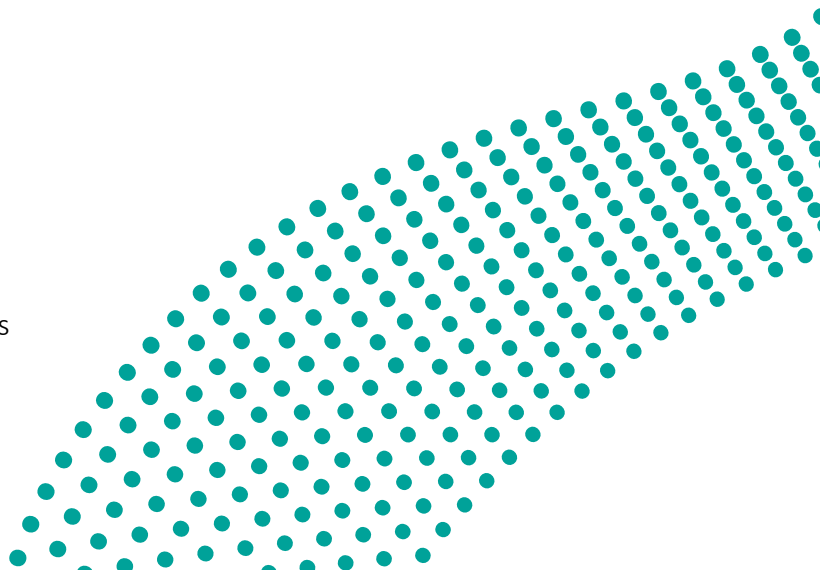
The Association continues to maintain good financial health. Total Equity rose to \$4.8 million, with \$4.1 million held in cash. Equity Works could pay its ordinary expenses for 37 weeks without receiving any income before exhausting this reserve.

The quick ratio remained steady at 1:4. This is a solvency ratio that measures an organisation's ability to pay its short-term debts. It shows that Equity Works could pay its short-term debts four times over and thus could sustain considerable volatility in trading conditions and still keep its solvency.

The following Audited Financial Statements give the full detail of the organisation's financial position. I would like to thank the Equity Works Finance Team for their diligent oversight of financial matters. I would also like to thank Moore Australia for the high standard and the professionalism of their audit work over many years.

I hereby table my report.

**Jan Bell, Treasurer**



# From the Chief Executive Officer and President

Presented at the Annual General Meeting, 17th November 2022

## Reporting Year—July 2021 to June 2022

As we moved out of the most intense period of the management of Covid 19, we focused on continuity of support. No new major services were added in the 2021-2022 period. Our existing services continued to strive to provide quality services with reliability and flexibility.

Brookes Street House provided 475 nights of support with 89 nights away from the house base provided to small groups participating in a range of novel experiences (camping, trips to the city, mountain getaways). The team continued to provide a small school holiday program for young people familiar with the service we provide.

Our community based supports continued steadily with over 20,000 hours of support provided to around 40 people. These supports are often provided 1:1 based on the client requirements, however we continue to seek opportunities to create meaningful opportunities for shared supports to foster social connections and assist with cost effective utilisation of each person's NDIS plan.

We continued to support seven people in four households in Supported Independent Living arrangements. Supported Independent Living is a service we continue to receive enquiries about.

We will seek to increase our capacity in the following year with a view to supporting more people in this important service. In the 2021/2022 reporting year we have continued to support people in other aspects of managing their NDIS plans, with active Support Coordination and Plan Management services.

The Here Now Next project has received an extension of time and we look forward to continuing to learn how best to support young people with disabilities secure meaningful paid employment. An area of participation that has seen little improvement over a number of decades. Our team are enthusiastic about the Customised Employment approach and the opportunity it offers for change in employee/employer outcomes.



# From the Chief Executive Officer and President

Presented at the Annual General Meeting, 17th November 2022

We have found time to celebrate and connect with a number of events, large and small.

Artworkz was hosted in September 2021. A great collaboration between community organisations Equity Works and Spiral with nineteen artists presenting their work to the public at the Coolum Civic Centre on 11 September 2021. Attendance and sales were strong with more than \$3000.00 worth of sales passed onto the exhibiting artists.

Equity Works has led the free community event A Fair Day Out each year since 2013. We were unable to host the event in 2020 due to Covid 19 considerations. It was wonderful to be back in song, dance, and play on Saturday 9th October 2021. Hundreds of people with disability and their supporters gathered at the Eumundi Markets to create and celebrate inclusive communities.

In November 2021, we hosted more than 150 members of the Equity Works family, past and present, at the organisation 21st Birthday Celebration at The Shed, located at Aussie World. With entertainment by The Sunshine Troupe and The Outsiders, it was a lovely way to celebrate with clients, families, staff and community partners.

We look forward with goals of continuing to provide quality services that are individualised to the person and family we are supporting. We aspire to creating, with people we support, opportunities for connection and contribution in all aspects of community life. To achieve this we recognise the value of each member of the staff team who everyday contribute to the capability of the organisation to progress it's Vision and Mission.

We thank the eighty plus members of the Equity Works team who take forward the organisation values to their daily supports.

At this Annual General Meeting, on behalf of the Management Committee we express deepest thanks and gratitude to Jean Prentis for her service as a volunteer Committee Member of the organisation since it's incorporation in 2000. Jean has decided the time has come to resign her position on the Committee to more fully enjoy more of the pursuits that bring her joy in retirement.

**Stephanie Whelan, CEO and Graeme Bowden, President**

# Focus on Individuals

In 2021 to 2022, we continued to deliver NDIS funded services and to work with our clients to design small group programs that deliver opportunities for individual expression and growth. Some groups form for a small time around shared goals, others are more permanent and support the development of long term friendships amongst members, including Art By Friends (since 2017) and Hunters and Gatherers (since 2019).



One of the longest serving staff members retired in May 2022. Helen provided deeply caring and thoughtful service for 18 years in her role as Lifestyle Facilitator and was warmly farewelled into retirement by other members of the Supported Independent Living Team. Thank you Helen!!

In 2021 to 2022, we continued to support two community based Yoga classes. These classes are open to the public, hosted in community venues, with minimal cost to participate.

Inclusive Yoga, is led by Equity Works staff member Alli, a qualified yoga teacher with extensive experience working as an occupational therapist. Alli has designed a gentle class in which the students use the support of a chair throughout the class. Yoga for Everybody, led by Saya, is a partnership between Equity Works and The Yoga Impact Charity. Saya is a yoga teacher with a focus on mental health and meditation. Saya has created a calming, inclusive and gentle yoga to nourish the mind and uplift the spirits.

# Words from the Equity Works Management Committee

The Equity Works Management Committee would like to take this opportunity to thank you all for joining with us in this day of celebration. We appreciate that you have all taken time out of your busy lives to come along to this event and we thank you for including us in your lives. We thank The Sunshine Troupe and The Outsiders for sharing their talent with us today and creating the celebratory atmosphere for us all to enjoy.

We will now take a few minutes to acknowledge the organisational history that has brought us to this day. The organisation became an incorporated association in the year 2000 but of course there was work completed before that was possible. In the beginning our independent Member of the Queensland Parliament, Peter Wellington approached the Nambour Special School Community to discuss how he could assist our community with anything in our lives as our member of parliament. As part of this, respite for families of people with disabilities was put forward. Of course at this time respite wasn't viewed in the same way it is today. Assistance and money were not necessarily available to this sector of the community.

We thank Peter Wellington in government for the expenditure of political capital for the provision of the grant as seed money for the establishment of the organisation and the provision of assets needed for services. Throughout his parliamentary service Peter maintained an interest in the organisation and served as our Patron. We thank Peter for his service to our community. Then the growth from there.



JOIN US TO CELEBRATE  
*Equity Works' 21st birthday*  
SUNDAY 14 NOVEMBER 2021, 11AM - 3PM  
AT THE AUSSIE WORLD SHED, 73 FRIZZO ROAD PALMVIEW  
ENTRY VIA THE BANANA BENDER PUB

LIVE PERFORMANCES BY  
SUNSHINE TROUPE  
THE OUTSIDERS

FINGER FOOD AND SOFT DRINKS  
PROVIDED

PLEASE ADVISE OF ANY SPECIAL DIETARY  
REQUIREMENTS

RSVP TO [INFO@EQUITYWORKS.ORG](mailto:INFO@EQUITYWORKS.ORG) OR  
07 5441 2122 BY 1 NOVEMBER 2021

**EQUITY WORKS**





# Words from the Equity Works Management Committee

Stability within the organisation to a very large extent has been a feature of progress. Management Committee stability is a substantial benefit to this type of organisation so can it be added this has been possible due to the confidence of the people originally involved in the integrity of all discussions, decisions and developments. As an organisation we have been fortunate to have always had this confidence in each other. It may be a result of very long term relationships; so we take a moment to recognise each other and the deep relationships we have established over that time.

For us to continue to be successful all involved must bring with them a strong moral compass and unquestionable integrity. Thank you to every person involved in providing well-being for our community. To a lot of that community you are family.

We must acknowledge individuals who have contributed in the past but now moved on. They have been instrumental in the direction and development of Equity Works.

We recognise and value the long term connection that many have had with Equity Works. A small number of our staff team, both in management and direct roles, have been with the organisation since its earliest days, with more than 15 years of continuous connection and service. Our current CEO is one of the long serving staff and we thank her for the dedication that she offers to the Management Committee, staff and people we provide services to.

Let us hope Equity Works can continue to grow providing valued services for our community, we invite all staff to share our intention to offer services of the highest standard. May we ask everyone involved to bring a strong moral compass and dedicated commitment as we move forward.

We look forward to inviting new people to be part of the organisations future; it is your integrity and shared values that will enable Equity Works to continue to be of service and contribute to the wellbeing of our community.

A very big thank you and future good luck to all involved.



# Connecting to Community



**FREE EVENT**

**ART FOR EVERYONE WORKZ**  
DISABILITY ACTION WEEK

## ART SHOW

PERFORMANCES - ART SALE - REFRESHMENTS


**11 SEPTEMBER 2021**

**COOLUM CIVIC CENTRE**

**9.30AM - 3.00PM**

ArtWorkz, hosted in celebration of Disability Action Week, aims to raise awareness & acknowledge the important & varied contributions people living with a disability make within in our community. ArtWorkz is an accessible Art Show for artists to display their work and give a deeper insight into how art works for them, & the positive impact it has made to their lives.



## A FAIR DAY OUT

SATURDAY 9 OCTOBER 2021 AT EUMUNDI MARKETS





9.00AM - 2.00PM

**ALL AGES FREE**  
YOU ARE INVITED

MARKET STALLS  
CREATE ART AND CRAFT  
LIVE MUSIC AND DANCE  
PETTING ZOO  
& SO MUCH MORE

**WHAT IS A FAIR DAY OUT?**

Since 2013, Equity Works has led a partnership between local disability service providers & the Original Eumundi Markets in hosting an event that creates & celebrates inclusive communities. It is a day of FREE fun activities for the whole community, with performances on stage & market stalls run by people with disability & their supporters. A wonderful day to be part of!

# Connecting to Community

## INCLUSIVE CHAIR YOGA ALL WELCOME



Inclusive Yoga is a gentle and enjoyable yoga class, in which yoga students use the support of a chair throughout the class, to move into yoga poses.

- stretch and release sore/tight muscles
- improve balance and flexibility
- promote a sense of well-being

EVERY FRIDAY 11AM - 12 NOON\*  
COST \$10 ON THE DAY - NO BOOKING REQUIRED  
NORTH SHORE COMMUNITY CENTRE  
701 DAVID LOW WAY, MUDJIMBA



### ABOUT THE TEACHER:

All Dean is a qualified yoga teacher with 25 years experience working as an occupational therapist. She is passionate about supporting people to achieve optimal health and well-being through the practice of yoga. She has extensive knowledge of the anatomy and physiology of the human body and draws on this in her yoga classes to ensure all her yoga students are performing stretches safely.

If you are a person who requires a support worker to participate, there is no fee for the extra person. For more information, contact Equity Works on 07 5441 2122 or [info@equityworks.org](mailto:info@equityworks.org)

**EQUITY WORKS**

## YOGA FOR EVERY BODY

BEGINNERS WELCOME | MATS PROVIDED

HOSTED BY EQUITY WORKS



An inclusive and gentle yoga class to nourish the mind and uplift the spirits

- Improve mental clarity
- Settle the nervous system
- Stretch & strengthen the body

### ABOUT THE TEACHER

Saya is a mental health focused yoga and meditation teacher; she is passionate about making the benefits of movement, breathing and mindfulness meditation accessible to people of all walks of life

Tuesdays By Donation  
1:30 - 2:30pm

The Conscious Meeting Space  
First Floor, Lift Access  
4/13 Norval Court, Maroochydore

**EQUITY WORKS**



For more information contact Equity Works on



# Questions? Contact us.



Photo of the Sunshine Troupe performing at The Equity Works 21st celebration, November 2021

## **EQUITY WORKS**

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Equity Works Assoc. Inc  
5/1 Newspaper Place,  
Maroochydore QLD 4558  
[www.equityworks.org](http://www.equityworks.org)  
T 07 5441 2122  
F 07 5441 1265  
ABN 58 867 365 549