



**weeroona**

2023 ANNUAL  
**REPORT**

@weeroonaassociation  
[www.weeroona.org.au](http://www.weeroona.org.au)



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## In memory of Kim Edgar

**In January of this year, we unexpectedly farewelled Weeroona General Manager, Kim Edgar.**

Kim joined the Weeroona team in 2019 and was a dedicated individual who made her mark on the community of Gympie.

Having spent three decades in Gympie, her commitment to fostering community spirit was evident through her active involvement in various local institutions.

Kim contributed to her community through her engagement with the hockey club, her service to Scouts, and her invaluable contributions to the growth and nurturing environment at St. Patricks College.

Kim was a driving force in the community sector for over 25 years. Through her work, she positively impacted the lives of numerous individuals, contributing to the growth and betterment of the community.

The Weeroona team erected a water feature with a small flower bed at the entry to our office on Red Hill Road.

This acts as a memorial in honour of Kim's commitment and dedication to Weeroona.



## From the President

**I would like to start by acknowledging the Traditional Custodians of the land on which Weeroona Association operates, the Kabi Kabi/ Gubbi Gubbi People of the Gympie region.**

I would like to pay my respects to their elders past present and emerging. The Kabi Kabi/Gubbi Gubbi have been the custodians of this region since time in memorial.

First and foremost, I would like to start my report, by acknowledging Kim Edgar and her family. Please take a moment's silence in Kim's honour.

It has been a long year with the unexpected loss of Kim. I would like to acknowledge Kerry and Bob especially during that difficult time.

They stepped up, and kept the fires burning for Weeroona and the Participants. I would also like to acknowledge the other amazing staff members of Weeroona during that difficult period.

The Weeroona Management Committee thank you all for your dedication and perseverance during this time of uncertainty.

As the President of the Weeroona Management Committee, I am thankful, that I have been able to sit in the presence of like-minded



people on the committee. I thank you all for your contribution, knowledge, passion, and empathy for community we serve in this region.

Weeroona has welcomed the new CEO, Emily Larkin in its fold. Emily has been instrumental in making some changes in the new branding of Weeroona, the new logo has been well received and gives Weeroona a new look in the community.



**Gordon Browning**  
President



## From the CEO

**It is with great pleasure that I present to you the Weeroona Annual Report for the year 2023.**

This year has been a significant one for us, marked by several notable changes and achievements within the organisation and the broader landscape in which we operate.

The National Disability Insurance Scheme (NDIS) landscape has experienced shifts, particularly with the release of the Royal Commission's final report. We are eagerly anticipating how these changes will reshape the NDIS environment, fostering greater inclusivity and improved support for individuals with disabilities. At Weeroona, we are committed to aligning our strategies and

services with these changes, ensuring that our Clients continue to receive the best possible care and support.

With heavy hearts, our team mourned the loss of General Manager, Kim Edgar, who passed away during the course of this year. Kim's profound dedication and commitment to our cause have left a big impact on Weeroona and the wider community. Her compassionate leadership and tireless efforts will be remembered fondly, and her absence is deeply felt by all who had the privilege of working alongside her.

Despite this profound loss, we take solace in the fact that the business itself has experienced a successful year, achieving a healthy profit that reflects the resilience and dedication of our entire team.

I am also delighted to share that Weeroona successfully passed our mid-term audit in February 2023. We will continue to uphold the highest standards of transparency and accountability, ensuring that our practices reflect our commitment to serving our community with integrity and proficiency.

Looking ahead to the upcoming year, our priorities for 2024 are centered around enhancing our services and community engagement. We are dedicated to creating a vibrant community hub that fosters inclusivity and offers a supportive environment for individuals with disabilities. We are committed to expanding training opportunities for our staff, empowering them to provide even more comprehensive and effective support to our Clients. Our focus remains on prioritising the needs of our Clients and their families, ensuring that we continue to provide exceptional customer service that exceeds expectations.

I am pleased to announce that our office team has grown, welcoming Natasha Laycock as our new third support coordinator and Alex Wickmann as our Events Coordinator. Additionally, we have expanded our team of support workers, allowing us to continue delivering high-quality services to our Clients.

Thank you to our members, Committee, staff, and the entire Weeroona team for their support and dedication, and kind welcome to the Weeroona team.

It is through our collective efforts and shared vision that we continue to make a positive impact in the lives of those within our community.



**Emily Larkin**  
Chief Executive Officer

# Management Committee

**The Weeroona Management Committee is a volunteer Committee comprised of prominent Gympie-locals.**

The Members of Weeroona Association’s Management Committee each bring extensive experience, knowledge and skills to their role overseeing the delivery of outstanding care and services in a contemporary environment. Under the constitution, the Committee number must be a minimum of 7 members.

This past year we welcomed Gaylene Johnston to the Committee. Committee members are all volunteers with a range of backgrounds in business, health, community services, human resources, and marketing.

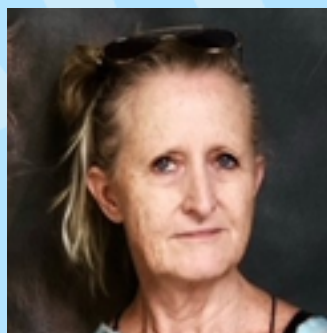
During the year, the Committee emphasised big picture, strategic thinking in light of the significant changes expected in the disability sector.



**Gordon Browning**  
President



**Lynne Wilbraham**  
Vice-President



**Sandra Phoenix**  
Treasurer



**Julie Walker**  
Secretary



**Tess Parker**  
Committee Member



**Angeline Medland**  
Committee Member



**Gaylene Johnston**  
Committee Member





## Our Strategic Plan

**Office staff, support workers and our Management Committee recently participated in a Strategic Planning workshop to prepare for the future.**

In 2023, we celebrated the launch of a new Weeroona brand and website, a key milestone initially set in our 2021 strategic plan. This reflects our ongoing commitment to modernisation and accessibility.

Fostering a culture of open communication is a priority for 2024, strengthening relationships among our support workers, families, and Clients. This will facilitate a more collaborative and supportive environment.

We are dedicated to continuous improvement and will offer more training opportunities for all staff,

ensuring that our team remains equipped with the knowledge and skills to provide exceptional care and support.

Our new strategic plan, to be finalised by the end of November, will guide our initiatives for 2024 and beyond.

Building upon our achievements, we remain committed to implementing our Reconciliation Action Plan and continuing to review our policies and procedures, demonstrating our ongoing dedication to growth, inclusivity, and excellence.



## Weeroona's History of Empowering Support

Throughout our journey, Weeroona has been a beacon of empowerment for individuals with disabilities and their families in the Gympie region. Our history is marked by pivotal moments that have shaped our commitment to comprehensive care:

- 1990** We recognised the need for support services & a working group was created.
- 1991** Weeroona Association Incorporated was founded.
- 1999** Funding received from Disability Services Queensland to address complex needs within families of children with disability.
- 2001** Moving Ahead Program paved the way for young adults to transition into adulthood.
- 2019** The game-changing NDIS was introduced, granting participants and families unprecedented choice and control over their support services.

A group of people are gathered outdoors in a sunny setting. In the center, a woman wears a red t-shirt with the text 'Santa's Little Helper' and a graphic of a reindeer. To her right, a man wears a light blue bucket hat and a patterned shirt. On the left, a man in a dark shirt is partially visible, looking towards the group. The background shows green foliage and a white railing. A large, faint, stylized graphic of a hand is visible in the upper right corner.

**Today, we continue to refine the NDIS funding model to serve individuals of all ages and disability types in the Gympie region.**

**Our services embody a commitment to individual and family needs, championing equitable access, flexibility, and professional standards.**



# Financial Report

Full financials available separately

# Weeroona Association Inc

ABN: 98 303 739 972

## Statement of cash flows

For the year ended 30 June 2023

	2023 \$	2022 \$
<b>Cash flows from operating activities</b>		
Receipts from customers	2,162,409.62	2,034,750.54
Payments to suppliers and employees	(1,847,698.75)	(1,997,766.84)
Interest received	14,886.73	3,921.96
Donations received	3,640.20	1,000.00
<b>Net cash provided by/(used in) operating activities</b>	<u>333,237.80</u>	<u>41,905.66</u>
<b>Cash flows from investing activities</b>		
Payment for property plant & equipment	(12,668.72)	(4,114.04)
<b>Net cash provided by/(used in) investing activities</b>	<u>(12,668.72)</u>	<u>(4,114.04)</u>
Net increase/(decrease) in cash and cash equivalents held	320,569.08	37,791.62
Cash and cash equivalents at beginning of year	957,935.22	920,143.60
<b>Cash and cash equivalents at end of financial year</b>	<u><u>1,278,504.30</u></u>	<u><u>957,935.22</u></u>

*The accompanying notes form part of these financial statements.*

# Weeroona Association Inc

ABN: 98 303 739 972

## Balance sheet

For the year ended 30 June 2023

	<i>Note</i>	<b>2023</b> \$	<b>2022</b> \$
<b>Current assets</b>			
Cash and cash equivalents	3	1,259,977.37	957,935.22
Trade and other receivables	4	16,820.23	36,394.74
<b>Total current assets</b>		<u>1,276,797.60</u>	<u>994,329.96</u>
<b>Non-current assets</b>			
Property, plant and equipment	5	506,589.49	601,637.00
<b>Total non-current assets</b>		<u>506,589.49</u>	<u>601,637.00</u>
<b>Total assets</b>		<u>1,783,387.09</u>	<u>1,595,966.96</u>
<b>Current liabilities</b>			
Trade and other payables	6	37,030.00	24,194.62
Provisions	7	92,679.30	70,818.38
<b>Total current liabilities</b>		<u>129,709.30</u>	<u>95,013.00</u>
<b>Non-current liabilities</b>			
Provisions	7	19,465.21	19,465.21
Other non-current liabilities	8	-	600.00
<b>Total non-current liabilities</b>		<u>19,465.21</u>	<u>20,065.21</u>
<b>Total liabilities</b>		<u>149,174.51</u>	<u>115,078.21</u>
<b>Net assets</b>		<u><u>1,634,212.58</u></u>	<u><u>1,480,888.75</u></u>
<b>Members' funds</b>			
Retained earnings		1,634,212.58	1,480,888.75
<b>Total members' funds</b>		<u><u>1,634,212.58</u></u>	<u><u>1,480,888.75</u></u>

*The accompanying notes form part of these financial statements.*



## Direct Support

**Direct Support has achieved significant milestones this year, exemplifying our commitment to excellence and inclusive care.**

Our dedication to maintaining the highest standards was affirmed through the successful passage of the mid-term audit, a testament to our commitment to quality service delivery.

While bidding farewell to Bob, who retired after four years of invaluable service at Weeroona, we warmly welcomed Lyn O'Keefe, who transitioned into the Facilitator position from her previous role as Receptionist. We are also excited to have onboarded new support workers, as well as welcomed back some familiar faces, improving our team's availability and capabilities.

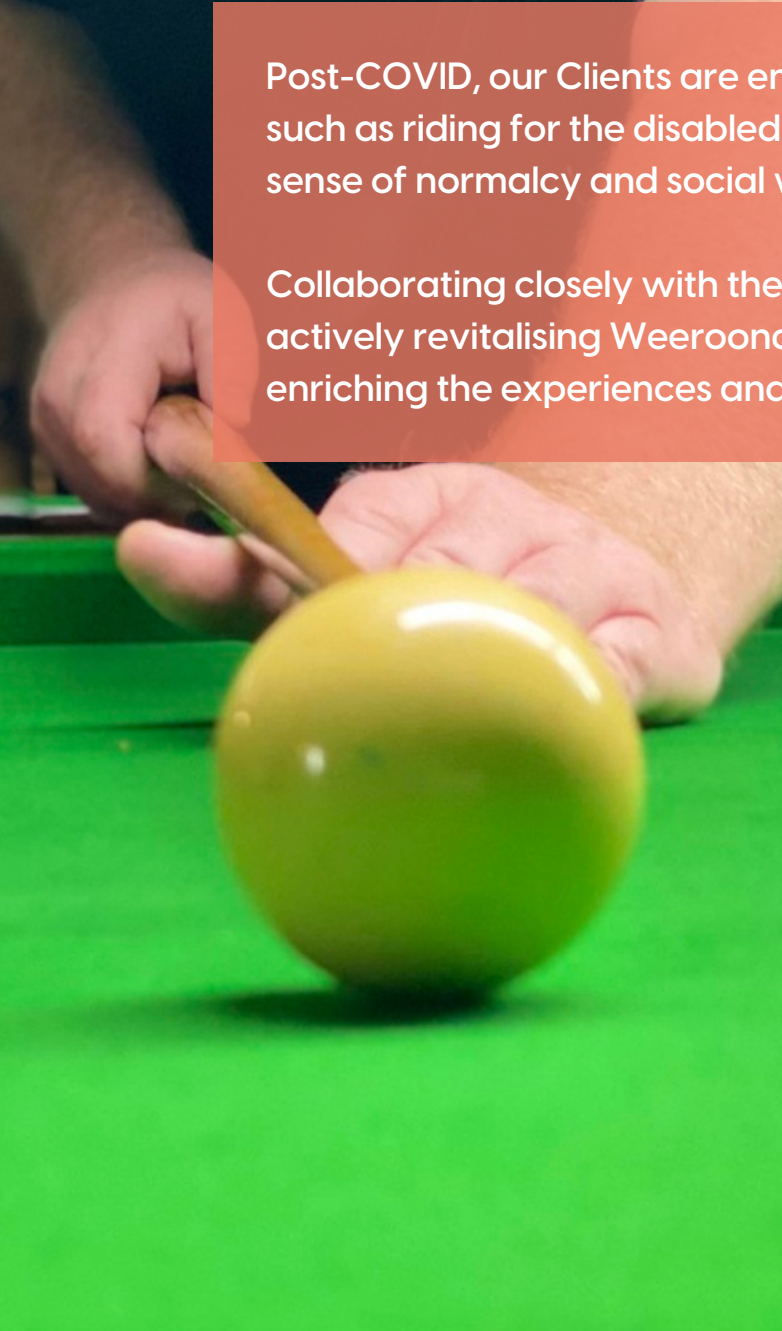
Expanding our services, we opened our doors to new direct support Clients, reaffirming our mission to provide accessible and comprehensive care for all individuals in need.

Our dedication to continuous improvement is demonstrated through our ongoing efforts to refine policies and procedures related to direct support, with a strong focus on enhancing our induction processes and educational initiatives. This ensures that our team remains equipped with the latest knowledge and practices, fostering an environment of continuous learning and growth.



Post-COVID, our Clients are engaging in various enriching group activities such as riding for the disabled, singing groups, and bowling, promoting a sense of normalcy and social well-being.

Collaborating closely with the new Events Coordinator, Alex we are actively revitalising Weeroona's groups and day centre programs, further enriching the experiences and opportunities available to our Clients.







## Support Coordination

**Our Support Coordination team has made significant strides this year, including welcoming a new Support Coordinator, Natasha Laycock.**

We were delighted to welcome Natasha Laycock as our third Support Coordinator, bringing valuable expertise and a fresh perspective to our team.

Demonstrating our dedication to empowering our participants, we have actively supported individuals in transitioning to supported independent living arrangements and individual living options, ensuring that their unique needs and aspirations are met with care and precision.

We have successfully onboarded

new support coordination Clients and continue to welcome new referrals.

We have made considerable progress in our commitment to continuous improvement, actively developing comprehensive practice guides and supporting documents.

These resources aim to enhance the capacity of our Clients, equipping them with the necessary tools and knowledge to navigate their individual journeys effectively.

We remain focused on fostering independence, enriching lives, and empowering our participants to achieve their goals and aspirations with confidence and support.





## Group Activities

**Our Group Activities department has thrived this year, fostering a vibrant and engaging community for our participants.**

We welcomed Alex Wickmann as our new Events Coordinator earlier this year. Drawing on her background in disability employment, Alex has been instrumental in revitalising our group programs, injecting new energy and creativity into our offerings.

Our initiative to host regular movie nights in the Weeroona Gardens has garnered significant enthusiasm. Building on this success, we plan to continue these monthly gatherings while also expanding our reach to more regional areas, ensuring that our services are accessible to all.

The launch of our paint and sip classes has proven to be a delightful and creative outlet for our participants, encouraging self-expression and artistic exploration.

Our weekly snooker club has provided a dynamic space for friendly competition and camaraderie, fostering a sense of community and shared interests among our participants.

The regular cooking groups have been a hit, not only fostering culinary skills but also promoting independence and confidence in the kitchen.



This year, we successfully organised our first school holiday program, offering our participants exciting experiences such as a visit to Sea Life and engaging craft activities, fostering a sense of adventure.

Looking ahead, we are excited to announce plans for a fishing group, speed-friending events, and more day trips around picturesque Gympie, ensuring that our participants continue to explore, engage, and enjoy a diverse range of enriching experiences.





*"Everything during my stay was great"*  
Guest (Short Term Accommodation)

## Elanda Retreat

**Elanda Retreat has had a fruitful year and provided an accessible accommodation option for people with disability.**

Our expansion of accommodation options to the wider community has been met with resounding success, with multiple bookings throughout the 2023 calendar year, reflecting the growing popularity and demand for our services.

Embracing our commitment to inclusivity, we proudly initiated pet-friendly accommodation options, resulting in successful bookings and fostering a welcoming environment for our guests and their furry companions.

A significant achievement for Elanda Retreat was our success in

securing the Community Sustainability Climate Action Round 7 Grant Program. This facilitated the installation of 15 solar panels and a new inverter in early August, representing a pivotal step towards our commitment to sustainability and environmental responsibility.

The impact of these sustainable practices has been remarkable, as reflected in our financial and environmental metrics. Pre-solar, our average monthly bill stood at \$101.31, which has now reduced significantly to an average credit of \$2.87.



This commitment to sustainability has resulted in the avoidance of 3351 litres of petrol per year, equivalent to the planting of 202 trees annually.

In line with our dedication to sustainability, we have also installed a new roof and solar hot water system, along with a new pool heating blanket, reflecting our proactive response to environmental concerns, including those arising from the hailstorm in December 2022.

The year has also seen numerous enjoyable bookings, with a mix of NDIS-funded and self-funded stays, predominantly from participants within the Gympie community, reinforcing our role as a cherished destination for a diverse range of guests.

*"Lovely spacious holiday house in a quiet location with all the creature comforts of home. ...we all had a delightful stay and thoroughly enjoyed ourselves. I would definitely recommend this lovely home to everyone." Guest (private booking)*

