

# 2022/23 ANNUAL REPORT



  
**Minimbah**  
making the best life with our people



## *Our Vision*

Making the best life with our people

## *Our Mission*

Actively supporting people with intellectual disability to enable them to learn, enjoy and contribute into our communities.

## *Our Values*

Community – Dignity – Teamwork  
Fun – Innovation – Courage

## *Our Strategic Pillars*

**Our Participants** – ensuring our participants receive quality support of their choice providing them with opportunities to participate in flexible, appropriate, safe and accessible activities in a supportive environment.

**Our Workers** – ensuring our workforce is skilled and supported to provide safe, trusted and considered supports within workplaces to provide dynamic, active person centred supports that are attentive to each person's preferences and choices.

**Our Families** – offering open and transparent opportunities of inclusion in the lives of their person(s) within the wider Minimbah community so they are supported to extend the journey beyond Minimbah.

**Our Community** – ensuring our participants receive inclusive quality accessible support across the many communities within which they engage, free of discrimination and neglect full of enjoyment, participation and respect.





# Our Origins

Minimbah was founded by the passion of parents seeking opportunities for the children with intellectual disabilities as they left school to foster learning and support in difficult times. From that passion land was acquired at Marsfield (our present day site) and the Minimbah Centre was purpose built to meet the needs of the present and the future. Backing on to Dunbar Park and surrounded by trees, Minimbah offers a place of quiet solitude amongst the busyness of our daily lives. Starting as the Epping Branch of the Subnormal Children's Welfare Association then as part of the broader Epping Branch of the Challenge Foundation, Minimbah was created as a separate entity in 1983. The name Minimbah, chosen by parents, comes from the Wonnarua people of the upper Hunter Valley and reflects the focus of our supports to this day, as a "place of learning".



40 years on, our commitment to quality support and family focus remains steadfast amongst all we do. Minimbah has retained and continues to retain a very strong commitment to supporting and involving our families as an important part of the lives of our people.

Minimbah became fully registered as a NDIS Provider in 2016 and has passed all subsequent NDIS Quality registration audits without any identified issues.



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# NDIS

## Supports @ Minimbah

### *Day Centre Supports*

Minimbah provides centre-based day centre supports from our Marsfield premises for adults Monday to Friday. Supports and activities are based on choice and control and flexible to meet participant needs and preferences. Activities include gardening, craft, cooking, music, disco, exercise, computers, life skills, and more.

Minimbah also offer weekend adult support as community based.

### *Community Access*

Minimbah, through our fleet of 10 modified vans, offers community inclusive access programs for bushwalking, picnics, parks, sailing, shopping, cafes, cinemas, bowling, assisted swimming, and other special or community events.

### *Children’s Support*

Minimbah offers specialised children’s support, 7yrs – 18yrs, on Saturday’s and Sundays involving both in-centre and community access.

### *Support Coordination*

Minimbah offers individualised support coordination to assist participants and nominees making choices and develop a deeper understanding of their NDIS Plans. Minimbah ensures a total separation of these activities from our other NDIS supports to avoid any perceived conflict of interest.

## Acknowledgement of Country

We acknowledge and thank the traditional custodians of the land, the Wattamattagal clan of the Darug nation, on which we meet, walk, work and live. We acknowledge the Elders past and present and the care they have given this country.



# A Year past – a Year Coming

## *Planning for what is needed*

2022/23 was a year of recovery, a year of consolidation and a year of change – all wrapped-up in to one.

### *Recovery*

Whilst Covid is still with us, Minimbah and society as a whole has primarily adapted and integrated the risk of Covid into our everyday activities and management plans. Minimbah remains with a strong focus on infection control and we maintained regular weekly Covid RA testing up until the end of June 2023. This emphasis aided us in maintaining uninterrupted quality supports across the year with appropriate skilled staffing levels.



I want to thank everyone for their assistance through that trying and disruptive period.

One of the most significant negative residual impacts post Covid, impacted the entire disability and aged care and health care sectors – widespread workforce shortages. Many organisations were forced to rely upon significant supplementation of their workforce needs sourced through irregular and expensive external Agency staff. This was compounded with the exhaustion levels of staff from the

intensity of supports required over the lengthy Covid period, an increasing lack of preparedness to face such health risk exposures moving forward (leading to staff leaving the sector) and increased absences from other “replacement illnesses such as influenza and other viruses partially driven by staff “avoiding” yet another series of vaccinations. During the early stages of the Covid recovery period, Minimbah struggled at times as well, however, on the whole we managed to maintain continuity offering known and trusted staff to meet our people’s needs and through existing strong relationships with Registered Training Organisations recruited new staff that Minimbah had “trialed” and considered appropriate following the completion of their Certificate III and Certificate IV work placement periods at Minimbah.

## *Consolidation*

Whilst a large number of our clients either contracted or were forced into isolation as a close contact during the Covid period, there were no reported serious health impacts experienced by anyone. The world, post Covid, is undeniably different. From an infection control perspective, there are expectations upon the continuance of high quality infection control processes as implemented throughout Covid. From a reintegration perspective, considerable more support was provided to our clients to reintegrate them into the routine of their programs and activities as a strong foundation for them as well as back to the communities of friends that many sorely missed throughout such a time. Strategic decisions to remain open during Covid, where possible, enabled continuity for some, but unfortunately not all. During Covid, significant additional financial assistance was provided, however, as we move forward those forms of assistance have or will cease, yet the expectations of higher support needs by both the NDIS agencies and participants/families post-Covid remains unchanged and generally unfunded.

## *Change*

Two Government reports/enquiries, currently in progress, have the potential to significantly change the disability landscape as it currently exists in Australia – The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and the NDIS Review. The Royal Commission, post 30 June 2023, have now released their final report containing 222 recommendations that will need to be progressively worked through by government and potentially integrated within findings and recommendations from the NDIS Review, once it is released early 2024. The Government commissioned NDIS Review final report is due by the end of October 2023.

Minimbah is highly supportive of changes that provide increased respect, dignity, safety and choice for our people. Minimbah has been a very strong advocate within the industry and with members of Parliament to gain recognition that whilst the NDIS is an insurance scheme based on averages for their funding and funding related assumptions, that the lack of recognition that the people Minimbah and other similar organisations support, are far from average. The current lack of recognition of this impacts the support and opportunities able to be delivered to our people and often fails to recognize the dignity and respect deserving of such persons.







### *The Road Ahead for Disabilities*

The “road ahead” amidst all the current government issues is a very difficult one to predict. The pathways that Minimabah would like to see for all of our people are:

- Recognition that people Minimabah support are not “averages” and have unique support needs that need to be funded with dignity, respect and choice
- Recognition that not all providers are “average”. Within a fixed market regulated pricing model those organisations committed to higher quality and supporting higher needs are disadvantaged through average pricing assumptions.
- Recognition that persons, in the NDIS, with disability do not need to re-prove their disability each Plan review.
- Recognition that cross-training of staff supporting participants with challenging behaviours requires greater than the funded amount of 6hours per participant per annum
- Recognition that the NDIS pricing assumption allocation of 12% for non-support overheads for service providers such as Minimabah, supporting higher needs participants, is grossly inadequate and potentially compromises the commitment to ongoing quality and compliance.
- Recognition that there needs to be consistency in the NDIS Planning process to provide person centred equity in the development of individual Plan budgets that recognizes each persons need for dignity and respect, particularly when they are unable to advocate for themselves.

Minimabah is committed to the continuing provision of high quality support that we have been providing over our 40 years of client support. The progress and implementation of the NDIS for our people, and persons of similar support needs, has been and continues to be an understated and often turbulent journey to ensure that our people are supported in a manner that offers dignity, respect, safety and opportunity.

celebrating  
**40**  
**YEARS**



On Saturday 24<sup>th</sup> June, 2023, Minimbah hosted a luncheon recognising 40 years of quality support delivered through the Minimbah Day Support Centre at Marsfield.

The history of Minimbah and the dedicated group of people instrumental in identifying the unmet need in our community extends well before the time of our official opening on 21<sup>st</sup> April 1983.

The Subnormal Children's Welfare Association (NSW) was formed in 1946, comprised of around a dozen parents with intellectually disabled children. "Over the next twenty years, the SNCWA would radically change the lot of intellectually disabled people in New South Wales, growing into one of the state's leading charitable organisations." By 1962, there were around 36 branches of the SNCWA had formed across NSW.

The Epping Branch of the SNCWA was formed in 1963. This was closely followed by the construction and opening of Karonga House Special School in Pembroke St Epping (a house owned by Hornsby Council) in September 1964. Following the acquisition of land at Karonga Place, and with the assistance of the NSW Department of Education, Karonga House School opened in November 1967. By 1979, Karonga House School was transferred to the operating responsibility of the NSW Department of Education.

After the transfer and sale of Karonga School to the Department of Education, the Epping Branch of the SNCWA (many of whom had children at Karonga School) lobbied the NSW State Government with a proposal to provide further support for theirs and other children with high needs, as they matriculated from School. Land was purchased from the Vincentian Fathers and in 1983 Minimbah was opened.





In 1984, the SNCWA changed its name to the Challenge Foundation NSW. In 1984, the Challenge Foundation disbanded, and Minimbah Challenge Inc formed.

In 2021, following the requirements of NSW Fair Trading Legislation, due to the increased turnover of Minimbah, Minimbah Challenge Inc. changed its name to Minimbah Disability Support Services Limited, remaining as a charity and not-for-profit with the same embedded values and mission as when it was first formed in 1983.

In the early years Minimbah was known as Minimbah Activity Therapy Centre, with an aim, as stated in the 1984 Annual Report as: “To provide experiences, services and support systems for people with developmental disabilities to enable them to reach their potential and share more fully in the total life of our community”.

40 years on, whilst a lot has changed in the regulatory world of disabilities, the core essence of Minimbah has remained almost unchanged –

***Making the best life with our people!***



# CHAIRMAN'S REPORT

This year has been a significant one in the life of Minimbah as we have celebrated two key milestone anniversaries, the 40<sup>th</sup> anniversary of the opening of Minimbah, and the 60<sup>th</sup> anniversary of the founding of the organisation as the Epping Branch of the Sub Normal Children's Welfare Association.



The SCWA was founded to develop education solutions for children with intellectual disabilities leading to the commencement of the Karonga House School in Pembroke St Epping on 14 September 1964.

The school was relocated, in November 1967, to its current location in Karonga Close Epping and after it being transferred to the NSW Government in 1979 the members of the organisation developed Minimbah to provide centre based support services for adults with intellectual disabilities and high support needs and their families.

Throughout this 60 year period we have been, and continue to be, focused on making the best life with our people.

Our anniversary lunch, held on 24<sup>th</sup> June, was a wonderful event attended by more than 100 people to celebrate Minimbah's progress and development over the last 40 years and the contribution made by so many people in establishing and maintaining the organisation and improving the lives of people with disabilities and their families.



## **FY23 Financial results**

The Board is pleased to report a trading surplus of \$152,524 for the financial year, however it should be noted that most of this surplus was the result of a Covid Business Grant that was awarded in FY22 but not received until FY23.

## **FY23 in summary**

As a part of our 40<sup>th</sup> anniversary celebrations the board completed a full review and updating of our branding and approach to marketing and communications. A Marketing and Communications

Subcommittee was established to lead this process and I record my thanks to the members of this subcommittee, two of your directors, Felicity Dwyer and Jessica Williamson, and a volunteer, Daniel Case for their inspiration, energy, and persistence to achieve an excellent result in a very tight timeframe. Our updated branding was introduced in June to provide a modern vibrant look that highlights our vision of "making the best life with our people" and we





also developed our social media presence on Facebook and LinkedIn with them continuing to be a work in progress.

There are times in the world of the NDIS where, as an organisation, we need to pause to realign our operating structures and processes to new NDIS requirements. FY23 was one of these times as we developed and implemented the changes required for the new NDIS billing model that was recently introduced. Changes of this nature, whilst being necessary, tend to be disruptive and time consuming for daily operations and challenging for staff as we change the way we need to operate.

The Board records its thanks to our CEO, Wayne Newell, his management team, and all staff who have consistently maintained our vision of “making the best life with our people” throughout this time of change.

## **FY24 Financial Plans**

Our operating budget is currently forecasting a \$85K deficit with the key contributor being the reduction in NDIS Temporary Transition Payments [TTP]. In establishing a deficit budget the Board took the approach of adopting a conservative view to income and a realistic view of expenses which we believe allows for improvement with careful management. Our results for the first quarter are better than our budget forecast.

Our capital expenditure plan for the year will be focused on essential repairs and upgrades to the building with an initial budget of \$350 – 400K. These works are necessary due to the age of the building and its fittings and includes:

- Replacement of box gutters
- Upgrading of electrical switchboards
- Upgrading of the Silver and Crystal rooms and kitchens, including new vinyl flooring

## **Strategic Review and Planning**

Your Board will be focusing on four key strategic areas as we seek to anticipate the needs of the organisation for the next 10 years.

## **Sustainability**

Our review of the financial forecast for the next three years has identified the risk of ongoing trading losses due primarily to changes in NDIS funding [price guide] models and the inadequacy of these models being based on a series of average assumptions. Minimbah provides support services to people with high and complex support needs which are well above average, resulting in our cost model being above average. There has been some in principle acknowledgement from the recent NDIS Review of the need for a different funding model for people with high and complex support needs and their service providers however this has not yet been confirmed. Your Board will be working to establish our requirements for a properly funded service model and engaging in discussions with the NDIA and our Federal MP to achieve the best outcome for our people.

## **Strategic Direction and Opportunities**

What will Minimbah look like in 3-5 and 5-10 years' time. What new or different services need to be developed? What resources and people will we need? We will be inviting your input as we explore what this may look like.



## Governance and Management

Your Board currently has 5 members but we have established the objective of increasing board membership to 7 to allow for orderly transition when current board members retire and to add additional skills [our constitution allows for up to 9 directors]. We will be conducting a recruitment program for new directors over the next 3-4 months.

### Changes to Government Policy

The NDIS Review and the Disability Royal Commission have been recently completed and we are waiting to see the government's response to the issues raised by these reviews as they may lead to changes in government policy that will have a material impact on Minimabah and our people. I recommend that you read the reports published by the NDIS Review Committee and the Disability Royal Commission to familiarize yourselves with the issues under discussion that may affect you and the person for whom you care.

The Board has already addressed key issues from the NDIS Review with our local Federal Member of Parliament, Jerome Laxale, and we will maintain dialogue with him. The report identified 5 key issues with our discussions focusing on 3 of them:

#### 1. *What does reasonable and necessary mean?*

We have submitted that reasonable and necessary includes any support service and equipment required for a person with a disability to complete the ordinary tasks of life and to be kept safe. In simple terms these tasks can be identified by the statement 'I need help to.....'

#### 1. *Why aren't NDIS markets working?*

We have suggested that the NDIS funding model lacks the reasonable certainty required for business to invest in new or improved services. Our focus will be on the need for a range of different funding models depending on the level of complexity of the supports required.

#### 1. *How do we ensure the NDIS Is sustainable?*

This is a thorny subject as media and politicians prefer to focus on the idea that The NDIS is being defrauded. The report does not include any meaningful commentary about the effectiveness or dysfunctionality of the NDIA or the NDIS Commission and, as a starting point, we have submitted that sustainability will be dependent on addressing this dysfunctionality.

Minimbah is a community of people, the "our people" with whom we work each day to make the best life with them, our clients, their families and carers, our staff, our volunteers. It is the contribution of all these people working together in our common cause that makes the best of the supportive community we call Minimabah.

***Minimbah, making the best life with our people, since 1963.***













# CEO's REPORT



I would like to express my thanks for the dedicated commitment and support provided by the Minimbah Board, our management team, all the workers and volunteers supporting our people and to all of our families and the clients for the endless joy and enthusiasm you bring each to each day. Not just getting through, but successfully navigating the last few years has been challenging for all but led to many lessons being learned and opportunities embraced.

## Getting Back together

It has been an amazing and wonderful year as we celebrated the return of all our clients and staff into a year of near “normality” following the disruptive years of Covid. It was extremely encouraging to see the resilience of our people as the reintegrated into their trusted and stable routines with the grateful support of families and other support frameworks. Whilst our clients have always been our focus, the past few years have for everyone provided substantive distraction away from creating opportunities to being focussed on sustaining a “holding pattern” until the world around us settled once again.

**Christmas 2022** was a wonderful time reuniting with families and friends of our people that we had not been able to do during the Covid period. It was a great time of celebration and recognition that everyone contributed to and shared. It was also good for families to meet a number



of new staff that joined us towards the end of the Covid period and time up until Christmas and see the enthusiasm they and all the staff bring each and every day.

**Rebranding of Minimbah** - In the lead up to the 40<sup>th</sup> Birthday celebrations and with the recent changes of our name (due to Fair Work requirements), the Board of Minimbah reviewed our existing branding and agreed it was time for a refresh – not a total make-over. Following a range of consultations, you will have noticed, as used throughout this publication, that we have tweaked the logo to recognise a more inclusive depiction; we have also tweaked the tag line to be “Making the best life with our people” (previously shown as “for” our people) to reflect that we work together in achieving these goals, not exclusively; we have refreshed the colour scheme to bring more currency and vibrancy to our image.



**Our 40<sup>th</sup> birthday** celebrations this year provided a wonderful opportunity to connect with current families, friends and workers as well as the valued opportunity of reconnecting with past members of the “Minimbah” family. Many of Minimbah’s clients were able to attend, present and participate in all the activities of the day. It is important to recognise the commitment and dedication of those that have built Minimbah to what it is today. Reading through records of historical minutes and reports it is worthy to note that whilst we are currently facing our own challenges, they are not dissimilar, albeit under different headings, than what has had to be faced in the past – with many of the same core issues of dignity and respect still facing us to this day. Over the 40 years there have been many people who have significantly contributed to making Minimbah what it is today. There were a number of people over the years that stood out and also have remained active with Minimbah over many years. As part of the celebrations, we recognised the considerable contributions made by everyone that has formed Minimbah and specifically:

- Michael Welch (Committee/Board member & Treasurer) since 1983 to the present day;
- Frank Brown (President of the founding body and second president of Minimbah, remaining active for many years. Sadly, Frank passed away this year, shortly after receiving the award). September 2023)
- Peter Palethorpe (active member of the Minimbah Committee of Management and current day volunteer over many of the 40 years)
- David Peachey – Chairman / President of Minimbah over the last 26 years.



### **What does Minimbah look like now?**

Since Covid we have reduced our client numbers due to the death of a number of clients and some relocations to provide for specific family situations. This also recognises the increasing number and size of mobility equipment as our people age and the physical space these demand as well as increasing flexibility to manage challenging behaviours that also impact space availability. We have done this as a conscious decision to ensure the safety and well-being of our people. Minimbah is still one of the largest single site day support programs around Sydney, supporting persons with more complex intellectual disabilities.

The following provides a quick snapshot of Minimbah today:

- Minimbah provides regular day support and support coordination to over 140 people. This has grown considerably over the years.
- Our people range in age from 16 years to 81 years young.
- Minimbah supports persons with high levels of complex intellectual disability. Currently, as their primary support, 50% of our people receive a combination of 1:1 and 2:1 support





and the remainder receiving support at the level of 1:2. Many of our people who are funded at 1:2 receive 1:1 support as we strive to work with families and allied health professionals in presenting the real support needs of our people to the NDIA in recognition of their dignity, respect and as valued members of our communities.

- Minimbah employs over 80 staff to deliver the support needs of our people and to assist in fulfilling our administrative, governance and regulatory requirements. Almost 15% of our staff have delivered in excess of 10 years support to Minimbah.
- Minimbah is focused on active person-centred support framed around participant choice and control. Innovation and opportunity is encouraged to enrich the lives of all our people – participants, workers and visitors.
- Minimbah continues to regularly engage with Macquarie Community College to provide workplace training for students studying for the Certificate III or IV in Disabilities. This has been a very productive relationship, with Minimbah sourcing many of our newer employees from persons that participated in these programs. Minimbah has always maintained our approach to staff recruitment that we will always recruit for empathy noting that staff can be trained in other skills but never empathy.
- Our NDIS Support Coordination services, led by Ness Archer as Support Coordination Manager, continue to grow and be very favourably received by both internal and external participants and their families in enabling the most of their NDIS Plans and negotiating the complex maze of pathways within the NDIS.



## NDIS Quality Audit

Minimbah is, and always has been, committed to the provision of quality supports in compliance with the NDIS Practice Standards. The Practice Standards form the minimum basis required under the NDIS in the provision of support to all of our people and to our families.

As part of the NDIS Commission's commitment to the validation of its quality standards, they require all registered providers, such as Minimbah, to undergo two externally conducted quality audits within each 3 year period.

- A full audit against all the relevant NDIS Practice Standards every 18 months; and
- An interim audit every 18 months in between, based on a smaller set of the key Standards.

Thanks to the commitment and efforts of all staff and families Minimbah successfully completed our Interim Audit in October 2022. The audit was externally conducted by Global Compliance Certification and no non-compliance issues were identified or stated.

We will be undertaking a full audit prior to May 2024 and look forward to the process and outcomes.

## What Lies Ahead?

2023/24 will be an interesting and potentially foundational year. From a government perspective, the imminent release of the Royal Commission report in to Violence, Abuse, Neglect and Exploitation of People with Disability and the report in to the NDIS Review, expected late 2023 or early 2024, will set out some potential new frameworks addressing some systemic issues within the NDIS for the benefit of all those disaffected persons and organisations. Minimbah has

presented a range of issues relating to the current structure of the NDIS that have significant negative impacts upon our people, upon Minimbah remaining financially viable to supporting our people and the manner and cost that the NDIS is administered and governed.

From a Minimbah perspective, following significant effort in readapting to the introduced requirements of the new NDIS pricing structure and restructuring to meet the changing directions of the NDIS and our participants, will now be commencing its planned property redevelopments that were scoped out but delayed due to Covid. These plans recognise the need to upgrade our 40year old facilities to meet the needs of our clients, families and workers. These will include significant kitchen renovations in three areas, flooring replacements, upgrades to external grounds and storage, etc. These are exciting improvements that will further consolidate our commitment to our people and their support needs as well as the workers delivering those supports.

### **In Closing**

I would like to reiterate my gratefulness for the support that clients, families, workers and the Board have provided over the year. Together 2023/24 is a year moving from consolidation to one of hope and opportunity for all.

Wayne Newell  
CEO



# 2022/23 FINANCE REPORT

Every year will be a challenging year until the NDIS Review addresses the issue that, whilst the NDIS is an insurance scheme, not everybody is equal in their support needs. Minimbah has supported persons at the more complex end of intellectual disabilities and is faced with all the associated higher costs in support the people we are committed to – from insurances, compliance, property maintenance and damage, higher skilled workforce, higher training requirements to meet more complex needs and behaviours. The NDIS has remained a “fixed average” price funding model that does not address these financial needs of Minimbah to appropriately provide the quality support as expected and deserved.

2022/23 was a far more stable year for both client attendance as well as staff attendance, with the intensity of Covid significantly abating. Maintaining our cultural integrity and consistency within our workforce is very important to Minimbah and the clients as they rely upon established trusted relationships and the friendships these bring into their lives.

Minimbah maintained a high level of additional layers of infection control throughout the year without any compensatory recognition of funding from the NDIA.

As much as is practicable, Minimbah will always remain as a strong and active advocate assisting families in understanding and evidencing the safe and appropriate support needs for their person(s).

An overview of the financial operations of Minimbah during the year is set out below:

## **Net Result**

The 2022/23 Net Result surplus of \$152,524 as compared to the prior year’s deficit result of deficit of \$75,371. This is important in that there was a one-off NDIS payment received by NDIS providers, being \$109,580 which related to 2021/22 but was not paid by the NDIA until 2022/23.

## **Revenue**

Post Covid, NDIS revenue returned to levels previously experienced, albeit noting the continued reduction in the NDIS Temporary Transformation Payment, decreasing Minimbah’s revenue by approximately \$60,000 each year (ceasing by 30 June 2024). No Covid supplements continued into 2022/23.

## **Expenses**

Minimbah continues to incur higher than average operating costs across a number of fronts – insurances, PPE, administrative overheads, etc. beyond the averages set out in the NDIS Pricing assumptions. This is a matter we are passionate about correcting through political and industry opportunities, for the benefit of all our participants.

## **Financial Position**

The overall financial position of Minimbah remained healthy at year end. The increase in Trade Receivables is a timing issue due to the transition of Finance staff and the resources to retrain and submit outstanding NDIS funding due for support delivered. Leave provisions substantially increased by the end of the financial year, primarily driven by the inability of staff to take leave in a catch-up year following the Covid restrictions.



## Financial Governance

The Minimbah Finance Committee met regularly throughout the year, and reported to the Board, ensuring that proper controls and processes were in place and risks effectively managed and mitigated.

Minimbah continues to proactively undertake periodic external interim financial audit reviews to identify any issues, should they arise, in a timely and relevant manner.

Minimbah, like all other registered NDIS providers, is subject to random NDIS income audit checks, normally conducted by random periodic sampling by the NDIA. Minimbah has complied with all such requests with no negative feedback received.

Minimbah's financial position and stewardship still presents a healthy position in a time of recovery and staff challenges for an organisation that is subject to fluctuations in risk that are much beyond its capacity to influence or control. Minimbah maintains a strong risk managed approach to its finances and governance whilst recognising the investment necessary to maintain quality supports to our people and the ongoing development necessary to retain a skilled and committed workforce.

### Minimbah Disability Support Services Limited Statement of Profit or Loss and Other Comprehensive Income For the Financial Year Ended 30 June 2023

	Notes	2023 \$	2022 \$
<b>Revenue</b>			
Revenue from contracts with customers	4	4,953,548	3,670,260
Other income	5	132,496	435,193
<b>Total revenue</b>		<b>5,086,044</b>	<b>4,105,453</b>
<b>Expenses</b>			
Administration and other operating costs		(695,484)	(579,116)
Depreciation		(204,475)	(212,750)
Employee benefits		(3,895,703)	(3,325,209)
Impairment on receivables		(58,666)	-
Net loss on financial assets held at fair value through profit or loss		-	(407)
Other client program expenses		(79,192)	(63,342)
<b>Total expenses</b>		<b>(4,933,520)</b>	<b>(4,180,824)</b>
<b>Net surplus/(deficit) for the year</b>		<b>152,524</b>	<b>(75,371)</b>
Income tax expense		-	-
<b>Surplus/(deficit) after income tax</b>		<b>152,524</b>	<b>(75,371)</b>
Other comprehensive income		-	-
<b>Total comprehensive income/(loss)</b>		<b>152,524</b>	<b>(75,371)</b>

**Minimbah Disability Support Services Limited**  
**Statement of Financial Position**  
**As at 30 June 2023**

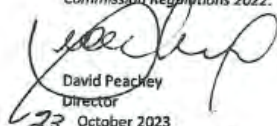
	Notes	2023 \$	2022 \$
<b>Assets</b>			
<b>Current</b>			
Cash and cash equivalents	6	1,971,818	2,059,554
Trade and other receivables	7	1,008,471	418,668
Other financial assets	8	2,531	1,936
Other assets	9	66,584	7,896
<b>Current assets</b>		<b>3,049,404</b>	<b>2,488,054</b>
<b>Non-current</b>			
Property, plant and equipment	10	2,039,913	2,230,654
<b>Non-current assets</b>		<b>2,039,913</b>	<b>2,230,654</b>
<b>Total assets</b>		<b>5,089,317</b>	<b>4,718,708</b>
<b>Liabilities</b>			
<b>Current</b>			
Trade and other payables	11	383,356	161,535
Provisions	12	327,641	366,183
<b>Current liabilities</b>		<b>710,997</b>	<b>527,718</b>
<b>Non-current</b>			
Provisions	12	74,407	39,601
<b>Non-current liabilities</b>		<b>74,407</b>	<b>39,601</b>
<b>Total liabilities</b>		<b>785,404</b>	<b>567,319</b>
<b>Net assets</b>		<b>4,303,913</b>	<b>4,151,389</b>
<b>Equity</b>			
Accumulated funds		4,303,913	4,151,389
<b>Total equity</b>		<b>4,303,913</b>	<b>4,151,389</b>

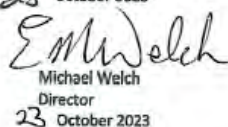
**Minimbah Disability Support Services Limited**  
**Responsible Persons' Declaration**  
**For the Financial Year Ended 30 June 2023**

The Responsible Persons declare that in the Responsible Persons' opinion:

- a) the financial statements and notes are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
  - i) giving a true and fair view of the registered entity's financial position as at 30 June 2023 and of its performance for the year ended on that date; and
  - ii) complying with *Australian Accounting Standards – Simplified Disclosures* and the *Australian Charities and Not-for-profits Commission Regulations 2022*; and
- b) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

  
David Peacocky  
Director  
23 October 2023

  
Michael Welch  
Director  
23 October 2023

A complete copy of the Minimbah Annual Financial Statement 2022/23 is available from our website [www.minimbah.org.au](http://www.minimbah.org.au) or by phoning (02) 9887 2299 and requesting a copy.



# Minimbah Governance & Management

Minimbah's Board of Directors is responsible for the corporate governance of the organisation. In accordance with the Minimbah Constitution. All Board members act in a voluntary capacity. The Board guides and monitors the activities of Minimbah seeking to serve the best interests of participants, families and workers, and acting on behalf of the members, to whom they are accountable. All Minimbah Board members and Senior Management Team are registered as Key Personnel for the purposes of NDIS Commission reporting and requirements.

## Board Members

*David Peachey*  
*Chairman*  
Appointed Sept 1997



*Michael Welch*  
*Director*  
Appointed Sept 1983



*Anthony Colaco*  
*Director*  
Appointed Sept 2019



*Jessica Williamson*  
*Director*  
Appointed May 2021



*Felicity Dwyer*  
*Director*  
Appointed



*Auditor*

*SDJA Audit Specialists*

*Senior Management*

*CEO*

*Wayne Newell*

*Finance*

*Mehak Verma*

*People & Culture*

*Steve McNab*

*Support Co-ordination*

*Ness Archer*

*Client Support Managers*

*Calista Rajadurai, Seun Onasanya, Thilen Manandhar, Babu Paramby*



# To all our Participants, Families and Carers

Minimbah Board, staff and volunteers would like to thank the families of Minimbah who have actively assisted Minimbah, either financially or in their time, through their enormous continuing support and input provided across the years. This year a number of our more elderly parents have passed away. Their contributions over the span of Minimbah's establishment have been instrumental in making Minimbah what it is today. They will be sadly missed by all.

*Thank you!*

Minimbah has and will always welcome and encourage all community involvement and interaction to further support our participants and families to provide opportunities for inclusion and enhancement of understanding of persons with disabilities.

## Why support Minimbah?

Minimbah appreciates every bit of additional support we receive from our supporters and volunteers. Whilst Minimbah is primarily funded through the NDIS, the level of support that is required in the support of our people, and their associated needs, means that this funding is inadequate to meet all of needs for the safety and well-being of our people. We want to be able to offer our people not only what they need but the ability to explore and experience opportunities that we so often take for granted. Minimbah was founded from the passions and concerns of unmet need by local families.

We are continually undertaking improvements that offer improved support and opportunities to our people. We are currently embarking on major projects to replace the flooring surfaces in our rooms and kitchens; redesigning and replacing our client kitchen areas; ensuring safety by replacing our aging electrical switchboards; air conditioning upgrades; expanding outside recreation areas and much more.





## How to support Minimbah

- Volunteering - by assisting our participants and staff in providing:
  - in-centre activity supports
  - community activities such as bushwalking, ; or
  - centre-based participant activities such as gardening, craft, cooking, etc.
  - Governance such as serving as Minimbah Board member
- Financially— all donations are tax deductible
  - One-off donations
  - as a Minimbah Support Partner
  - In-kind donations of goods and equipment



## THANK YOU

for helping us, supporting us and encouraging  
us on our journey towards

**“making the best life with our people”**