mpower inc

ANNUAL REPORT 2010-11



'to be a leader in quality aged and disability services enabling people to have meaningful connections to their communities'

Background

Mpower has grown from humble beginnings in 1975 as a support group for families of children with a disability. The organisation emerged to meet the needs of families of children with a disability in the Warrnambool region at a time when only institutional models and metropolitan based services were available.

Since that time Mpower has grown from a small voluntary service to an accredited agency employing in excess of 50 staff and providing a range of support services to more than 800 families.

enhancing abilities,
supporting families,
strengthening communities



..."meaningful connections

Merle & Brians' story....

Merle and Brian are in their 70's and have been happily married for many years. Just when they started thinking about retirement, Brian experienced a stroke that left him impaired and unable to continue working. Merle became his full-time carer, a role that intensified when Brian developed dementia.

It is common that when someone has a stroke or critical illness, friends and family immediately come together to offer support but when the condition is ongoing, they often slip away and the carer becomes very home bound, mixed with a trail of medical appointments. Being a carer can be very isolating. For several years Merle has attended Mpower's carer support group to meet other carers and to get some time-out for herself.

In July Merle was among about 90 carers attending an old-time community singing and dancing afternoon run by the Carer Services program and Warrnambool City Council Carer Respite program. Unbeknown to Merle, Brian, who was having a day of respite at Lyndoch, was also attending,

They danced to several songs and both had tears in their eyes. Merle later recalled that dancing had been a big part of their social life before Brian had become ill. It was 'their thing'.

Merle said she had "the most wonderful afternoon". Neither Merle nor Brian knew the other was attending the function and having the opportunity to dance with her beloved was something that she thought would never happen again.

Merle experienced a brief glimpse of the strong, vibrant man she had married all those years ago. This lasted for a few hours before Brian's returned to a lesser functioning man with high dependency on his carer wife. Merle was full of gratitude for the opportunity to attend and experience this moving moment. To this day her eyes still moisten at the memory.

to their communities”

Jennys’ story….

Jenny is a single mother of two teenage children.

Jenny’s husband ‘changed’ after their children were born, becoming abusive and violent. Jenny struggled to manage with the children and housework and became isolated and depressed. She kept the curtains drawn and didn’t invite anyone around. Eventually the relationship ended. The family managed to stay together with intensive support from her parents.

Jenny has a moderate intellectual disability, epilepsy and various other medical problems. She was a client of Mpower Family Services (ChildFIRST alliance) for an extended period while waiting for an Individual Support Plan to be allocated. This was arranged in 2010 and Jenny now copes well with assistance in the home three times per week.

Jenny was referred to PWID (Parenting With Intellectual Disability: Pilot Project) by her disability support worker as she was slipping in her progress with household maintenance, budgeting and parenting. The home was deteriorating despite regular supports and the client/worker relationship was becoming argumentative and resistant.

Jenny now attends the parent peer support group ‘TAP’ (Totally Awesome Parents) on a weekly basis and has also enthusiastically engaged with PWID project activities, workshops and outings. She works hard to stick to household routines, parent well and maintain good sleeping habits for herself. Her support worker has reported that she now helps Jenny plan a special evening meal which Jenny cooks on Sunday night. Jenny has started inviting her parents to her clean and tidy home to join the family for this meal.

Jenny herself reports that although she does sometimes struggle to go to bed at a reasonable time and then finds it hard to get up in the morning - she has no difficulty on Tuesday mornings because she knows she is coming to TAP group.

Patron

Mr Geoff Handbury AO



In 2010-2011 Mpower welcomed Mr Geoff Handbury AO as the Patron of Mpower.

Mpower is delighted to have Mr Geoff Handbury as our Patron. As Patron he will promote the mission, values, aims and objectives of the organisation. The listing of Geoff as Patron on Mpower's corporate materials will be a great honour and benefit to our organisation. We look forward to formally introducing our Patron to the broader community in the near future.

Geoff and his late wife Helen have four children, 14 grandchildren and nine great grandchildren. Geoff served with the R.A.N during World War 2 in the Indian and Pacific Oceans and the China Sea from 1943 to 1946. While in the navy he obtained the rank of Sub Lieutenant RANVR.

Following his discharge from the Navy he was engaged in soft goods distribution throughout Australia and overseas and in 1964 launched Ansett of Seymour Pty Ltd to take over the entire distribution of Ansett Men's Pure Wool Knitwear. In 1968 he won the 'Distinguished Export Award' for establishing a substantial market for 'Ansett Pure Australian Wool Men's Knitwear' in Hong Kong, Japan, Canada and U.S.A. In 1974 he sold out of his Melbourne based commercial business enterprises to take up farming in the Balmoral district of Western Victoria, concentrating on the production of top quality merino wool.

Geoff Handbury joined Melbourne Legacy in 1956 and was President in 1973 when he was named 'Father of the Year'. In 1974 he transferred to Wimmera Legacy and, since his move to Hamilton, has become a member of Hamilton & District Legacy.

While farming at Balmoral he served as President of the Balmoral R.S.L., Secretary of the Balmoral Branch of the Victorian Farmers Federation and a member of the Balmoral P & A Society. During the 1986 Farmers Fighting Fund appeal, he was the Victorian State Co-ordinator responsible for the collection in the Mallee, Wimmera and the Western District. He served on the Wool Textile Research Committee for 14 years and for 10 years was a member of the Advisory Board for Farm Planning and Land Management of the Melbourne University

In 1984 he was appointed as Director of radio stations 3HA, 3WM, 3CS and 3SH. Geoff and Helen purchased these stations in 1994 when they formed the company ACE Radio Broadcasters Pty Ltd. In 1995 they added 3TR Gippsland and 3YB Warrnambool and in 2005 2AY Albury joined the group. ACE Radio, which is now jointly owned with their daughter and son-in-law, Judy and Rowly Paterson of Willaura, is the largest radio network in regional Victoria. ACE Radio also publishes 'The Weekly Advertiser' newspaper which has a circulation in the Wimmera of 22,000.

In 1999 both Geoff and Helen were awarded the Medal of the Order of Australia 'OAM'. Helen died on 22 November 2004.

In the 2005 Queen's Birthday Honours List Geoff was awarded an Officer of the Order of Australia 'AO', and Helen was posthumously awarded an 'AO'.

On 8 May 2009, Geoff was admitted to the Degree of Doctor of Social Science, Honorius Causa by M.I.T University

VISION STATEMENT

"To be a leader in quality aged and disability services enabling people to have meaningful connections to their communities."

MISSION

Mpower is committed to being a well-recognised agency within south west Victoria. Mpower is dedicated to being a service provider and employer of choice for aged and disability services.

Based in Warrnambool, Mpower's services will be managed from a building which meets the needs of clients, the services it provides, and other specific community groups. Services will be provided by quality staff in a respectful and flexible manner in a way that empowers families and individuals. A full range of outreach services will continue to be provided to people in Hamilton, Portland, Geelong and other urban centres. Services will continue to be provided in or close to the communities where people live.

Mpower will pride itself on new learning which encourages personal development, innovative thinking and creative solutions to challenges and change.

Mpower will be seen as the place to contact for services, resources and information that will enable families and individuals to have real and meaningful connections to the communities they live in.

Mpower will work in close partnership with the community, corporate entities and governments to achieve quality aged and disability services that are appropriate to respond to people's needs. Mpower will offer a wide range of services for people from birth to senior years who may require assistance with their daily activities.

VALUES

Respect – Beliefs , feelings and values of individuals are acknowledged

Empowerment – Person and family directed services recognising individuals strengths

Quality – Professionalism and quality in everything we do

New Learning – Encouraging personal development & innovative thinking

About the Board

Mpower has a Board currently comprising nine non-executive members and the Chief Executive Officer. The Chief Executive Officer reports to the Board and the Board Secretary provides administration support. Three members of the Board are officers of the Association, namely the President, Vice-President, and Honorary Treasurer. Board members are selected on the basis of their skills and experience and are generally appointed for a three year term, but are eligible for reappointment.

The responsibilities of the Board are to oversee the strategic direction, financial and operational activities and risk management of the organisation. Good governance ensures sound business practices are in place and that quality human services are delivered.

The Board appoints three sub-committees annually to oversee: management of policies and procedures, finance and audit duties, and human resources. The Policies and Procedures Committee meets monthly to ensure the efficient and effective management of all resources of the organisation in accordance with appropriate professional, legal and ethical standards. The Finance and Audit Committee is responsible for the overall financial planning and control, recommending appointment of auditors, review of audit performance, the establishment and review of financial framework of the organisation. This sub-committee meets quarterly. The Human Resources Committee is responsible for the recruitment and annual appraisal of the CEO and meets at other times as necessary.

Board meetings are held monthly. The Board has an induction and training program and undertakes an annual review of its own performance. These reviews are conducted by an external consultant and include, an assessment of overall Board performance against best practice and peer review of individual Board members.

This year an external review of our corporate governance found the organisation to be both responsible and accountable; concluding: Mpower governance demonstrates a high level of commitment to effective governance. This commitment is evidenced by both compliance with procedural practices and by a culture of good governance.



Back Row: David Beggs, Gordon Curran, Sue Henry, Adam Kempton, Vern Robson
Seated: Phillip Annett, Phyllis McLeish, Michael Neoh, Gail Horne

Commitment to Leadership



Michael Neoh - President



Kerry Nelson - Chief Executive Officer

A highlight for the year was the acceptance by Mr Geoff Handbury of our invitation to become a Patron of Mpower. Mr Handbury wrote: "It has been a great pleasure to accept your invitation to become a Patron of Mpower. I believe the work you do providing assistance to families of children with a disability is one of the most important causes for assistance in Warrnambool and its surrounding districts."

The year has seen significant growth across the organisation covering service provision, staff, resourcing, learning and development. Mpower is proud of its continuous, steady and planned growth in service provision highlighted by the tradition of quality that Mpower is renowned for. All growth and achievements are driven by our values and strategic aims of '*enhancing abilities, supporting families and strengthening communities'*.

Mpower's new three-year strategic plan was developed in the later part of 2010 and adopted in March 2011. The plan supports Mpower's commitment to the provision of a range of services that enable aging people and people with disabilities to have meaningful connections to their communities.

Mpower is proud to have consulted widely across service users and community members in the development of this new plan. These consultations helped assess the values that are paramount to Mpower's operations which are **Respect -** *beliefs, feelings and values of individuals are acknowledged:* **Empowerment -** *person and family directed services recognising individual's strengths:* **Quality -** *Professionalism and quality in everything we do:* **New learning -** *encouraging personal development and innovative thinking.*

The strategic plan captures Mpower's intention to work in close partnership with the community, corporate entities and governments to achieve quality aged and disability services that are appropriate to respond to people's needs. Mpower's new vision 'To be a leader in quality aged and disability services enabling people to have meaningful connections to their communities' encompasses Mpower's aim to provide quality services that support people.

Mpower's growth has addressed gaps in services. One-off funding of $23,000 from the Department of Human Services supported the development of a Siblings Program (7-10 years old). Along with funding from the David & Isobel Jones Trust we now have sufficient funding to run this new program and continue the existing older siblings program for 18-24 months during which time we aim to establish a source of ongoing funding.

The agency has received non-recurrent funding for an occupational therapist to bring us in-line with state-wide best practice of providing a full suite of services for the early intervention target group. Occupational therapy supplements our existing speech and behavior therapy services. Funding for this new service was provided by Department of Education and Early Childhood Development (DEECD) with assurances that we will work towards maintaining the new position as we plan for future growth within the early intervention area.

The year has seen changes to the staff structure to support the continued growth of the programs and individuals. Early in the reporting year a new position was developed to support quality growth. This position was needed to sustain high quality standards of service and to meet the growing compliance requirements of government funding bodies.

Throughout the year Mpower has continued to pursue the development of a new facility to meet its growing needs. As directed by the strategic plan, Mpower is seeking a new purpose-built facility incorporating some shared community use.

Government bodies are supporting '….*community and government sector stakeholders to maximize opportunities to effectively develop, design, deliver, govern and operate shared facilities.'* The ethos behind collaboration is summarised in the following statement from the Department Planning and Community Development: '*Background community hubs and shared facilities play a vital role in both existing and new communities because they enhance social wellbeing by providing spaces where people learn, meet, work, volunteer and play sport as well as access a range of social services.'* This direction reinforces discussions that have taken place with Mpower stakeholders and prospective partners about opportunities to share resources.

Several partnerships have been developed in line with our mission statement to work with other entities to meet community' needs;-

1. Mpower in partnership with Gateways in Geelong successfully tendered to provide an Autism Spectrum Disorder Case Consultant project across the Barwon south west. We are proud of the outcomes to date which have seen the development of, among other things, Communities of Practice for professionals working with people with autism spectrum disorders. The success in this project has seen extra funding provided by the Department of Human Services (DHS) for it to continue for a further six months until June 2012.

2. A very successful partnership has been forged with Gunditjmara Co-operative to run a new mother's playgroup at Mpower on a weekly basis. The groups are very well attended by extended families and offer a unique opportunity for Mpower staff to engage directly with staff and families from Gunditjmara. Mpower is committed to engaging with local Aboriginal communities.

3. Warrnambool City Council is the auspicing body for the 'Healthy Communities Initiative' (HCI) for the Moyne, Corangamite and Warrnambool regions. Mpower, as a member of the steering committee, has taken the employment function for the project officer who will be based at the Warrnambool City offices. This exciting project is aimed at promoting exercise and healthy living for people with disabilities and their carers. Mpower will have a lead role in adapting the very successful Active Oceans project for the new HCI target group. The program will be accredited by the Commonwealth and will be one of a suite of options available to encourage activity and community involvement.

4. Further innovative work has been undertaken to develop a new project to meet the expressed needs of 'Parents with Intellectual Disabilities'. The clear gap in service provision for this group of people led to the development of a project brief which was accepted and funded as a pilot by DHS for 12 months. This program will be showcased at Mpower's 2011 Annual General Meeting.

5. Increased support for families is now available through Mpower's acceptance as a service provider of the new Commonwealth 'Better Start for Children with a Disability Initiative' which seeks to improve access to targeted and appropriate early intervention services for children with sight impairments, hearing impairments, Cerebral Palsy, Down Syndrome and Fragile X Syndrome.

Mpower has invested in a new software package to manage risk and quality across the organisation. Key staff have been trained in use of the system which supports objectives in the strategic plan of…..Full compliance across all areas of the organisation' and 'Quality enhanced across organisation systems, procedures and publications.' While the software is primarily a compliance and risk management tool it has excellent application as a general management software resource to support the ongoing provision of quality services and systems.

Throughout the year Mpower has approved a 12 month lease of its disability specific holiday house in Dunkeld. This arrangement provided accommodation for a person returning to the community who has sustained serious injuries requiring the special equipment provided in the house.

Mpower management has given in-principle support to the 'Every Australian Counts' campaign during the year as well as actively supporting local forums and activities relating to the cause. The 'Every Australian Counts' campaign seeks to raise awareness of the need for a National Disability Insurance Scheme which will cater to the needs of people with a disability or those who sustain a catastrophic injury.

Once again Mpower is thankful for the support of a dedicated group of skilled volunteers providing direction for the organisation on our Committee of Management. We also have a number of volunteers providing building maintenance, program assistance and community transport. Mpower is indebted to these people for their generosity and commitment.

Mpower has been successful in gaining generous financial support from several philanthropic trusts during the year allowing for the provision of many extra innovative services with excellent outcomes. (see page 35 for further detail)

The management of Mpower is confident in its endeavours to continue to embrace new growth and challenges primarily because of the outstanding calibre of its committed and dedicated staff. With this as its basis for operating Mpower looks ahead to the 2011-12 year and beyond with positivity.

Kerry Nelson & Michael Neoh



Summary of Performance

Accessibility	Increased range of services provided in or close to communities where people live or in their own homes
Education / Information / community building	Presentations – South West TAFE, Casterton Health Services, Camperdown &Portland Aged Care facilities, Schools, Rural Access, Employment Agencies, Hospitals, DEECD Network South-West, Portland Psych Network Meeting, Early Years Network, Community Capacity Building Workshop (Deakin and DHS)
EXPO's & Stalls	Disability EXPO November 2010
Feedback & Evaluation	100+ clients & stakeholders surveyed for input into Strategic Plan. Consumer Reference Group meet quarterly and provide feedback on services and management issues. Early Intervention Program report high satisfaction with their Family Service Plans with 39% response by clients Other recommendations by parents were incorporated into future planning.
Conference Presentations	Queen Elizabeth Centre – Parenting Skills Development Sydney – Healthy Start – Learning Parenting Together Induction Training – Family Service Workers –BSW Region Opening the Gates of Farmer Health, National Conference
New Services	. Respite House – Warrnambool . Autism Case Consultancy Project . Parents With Intellectual Disabilities Pilot project . Occupational Therapist - ECIS (Early Childhood Intervention Services) Floortime – ECIS Therapy . New Toyota Hi-ace commuter bus
Submissions	. Submission to Justice Department . Inquiry into Access and Interaction with the Justice System by people with Intellectual Disability and their families and carers . Senate inquiry to Hearing Health Federal Government review of access to telecommunication services by people with a disability
Collaborative practice / resource sharing	Bethany, Brophy Family & Youth Services, Salvation Army, CFA Community Services, Glenelg Shire, South-West Advocacy, Centre Against Sexual Assault, South-West Healthcare, Barwon Health, Warrnambool City Council, Community Connections, Gateways, Gunditjmara Health Service.
Newsletters	10,000 + newsletters distributed annually to individuals, groups and organisations
Sponsorships	Sponsored all abilities activities which promote the ability of people with a disability to be meaningfully involved in the community
Staff Study Achievements	Include: Post Graduate studies. . Graduate Certificate in Child and Family Practice - (Latrobe Uni. DHS Scholarship) . Parenting with Developmental Delay - (Sydney University Healthy Start Scholarship) . Diploma in Quality Auditing . Certificate IV in Business Administration . Certificate IV in Business Management
Web & Promotional Resources	Website redeveloped to reflect changes in service delivery in a more accessible manner. Redeveloped pamphlets, clear, easy access format

Our Workforce

Mpower has a professionally qualified and experienced workforce of more than 55 staff and 10 volunteers. In 2010-11 the workforce was developed to aid succession planning and been extended to accommodate the growth experienced by the agency.

'It was apparent through the interview process that the agency has developed a strong supportive culture, resonating from the Committee of Management through to the volunteers and staff.' – QICSA report 2010

Emma Young, Lauren Fleming, Julie Timms, Melanie West, Wayne Tucker, Jillian Crighton, Amanda Kearney, Jaymie Grambaeu, Luke Campbell, Lee Heath, Deb Harris and Kath Fitzmaurice have all joined the Mpower team during the year.

Paul Lougheed, Lil Ward, Deb Harman, Sandy Joyce have all changed positions with Paul and Lil taking on the challenges of higher duties.

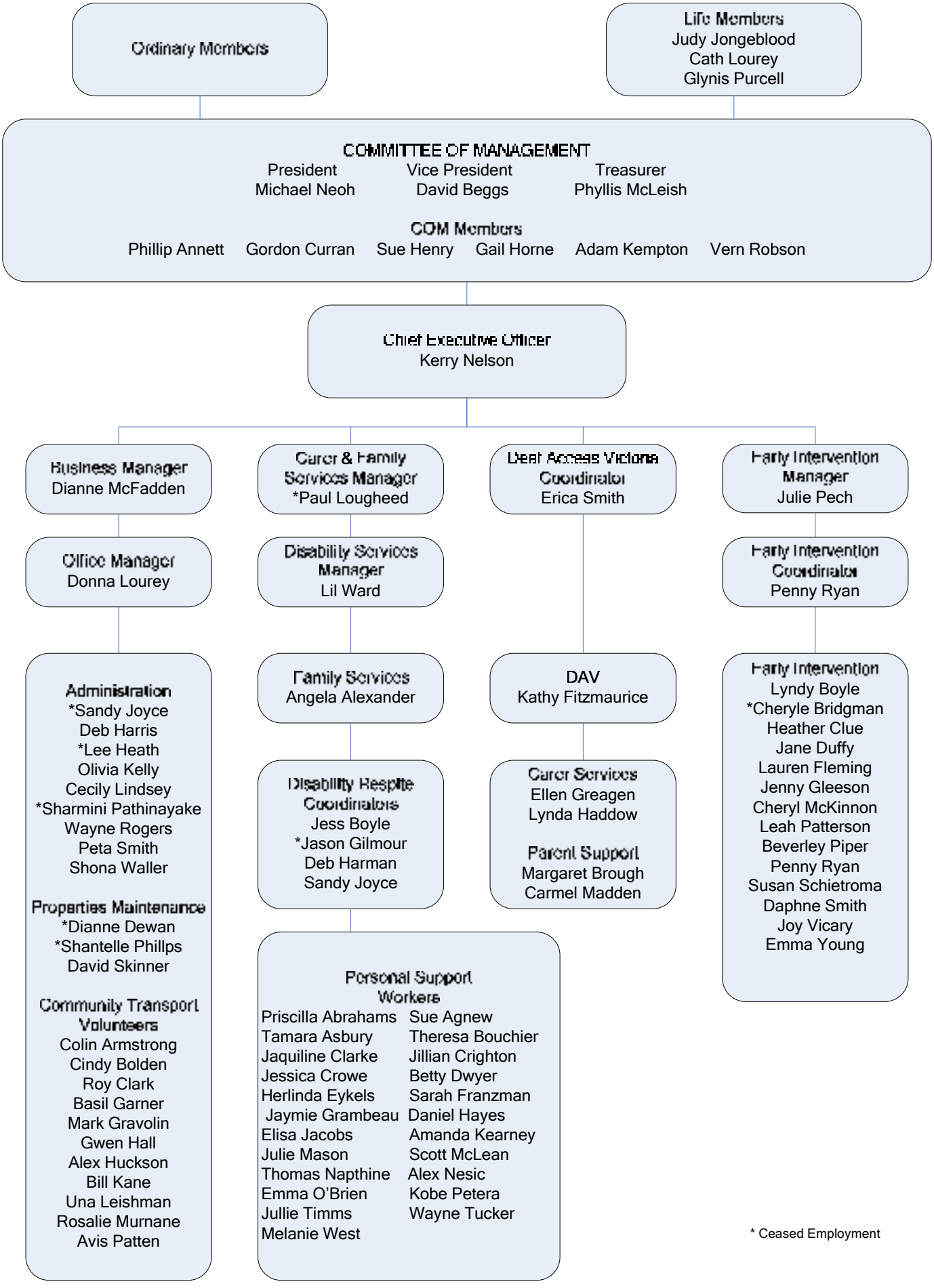
Due to other commitments and opportunities Jason Gilmour, Cheryl Bridgeman, Sarah Franzman, Lee Heath and Priscilla Abrahams have moved on to other employment. Each staff member has contributed positively to the agency and we wish them well for their future endeavours.

Community transport drivers Colin Armstrong, Cindy Bolden, Roy Clarke, Basil Garner, Gwen Hall, Mark Gravolin, Bill Kane, Alex Huckson, Avis Patten, Rosalie Murnane and Una Leishman have provided valuable assistance for people in the community to attend activities and medical appointments.

Mpower contracts the services of several specialist staff in a variety of areas to support its functioning. Mpower staff and management would like to acknowledge;- Gavan Cooper (human resources), Robert Lane (accounting / business development), Heather Bock (staff counselling), Sharon Ralston (payroll), Michael Crothers (business development), Wendy Hastrich (feasibility study) and Robert Duynhoven (accounting) for their contribution to the organisation's successes over the past year.

CEO Kerry Nelson and staff Carmel Madden, Paul Lougheed, Heather Clue, Donna Lourey and Wayne Rogers join Julie Pech, Margaret Brough, Lyndy Boyle and Dianne McFadden as staff who have worked for Mpower for 10 years or more.

Organisational Structure



* Ceased Employment


inc
CERTIFICATE OF SERVICE
CERTIFICATE OF SERVICE

A Learning Organisation

Mpower encourages employees to access ongoing training and development to increase the efficiency, productivity and professionalism of the organisation and to enhance their career opportunities and job security.

'Mpower will pride itself on new learning which encourages personal development, innovative thinking and creative solutions to challenges and change'. – Mission Statement 2011.

Training and development is providing increases in staff skills and quality service growth. Education and training includes formal on-the-job instruction, in-house training seminars, external training seminars, educational seminars, educational courses and conferences, TAFE and university courses.

Conferences attended included an Administrative Assistants Conference, National Disability and Carers Congress, Disability Professionals Victoria 'Strength to Strength' Conference, South West Disability Services Network Conference, Communities in Control Conference and the Connecting Up Conference, Queen Elizabeth Centres 6th International Conference, Connecting with Families: Creating Opportunities for Growth Conference, Healthy Start National Forum and NDS CEO's conference. Mpower also co-hosted the state-wide two-day Autism conference organised by Autism Victoria which was streamed live to nine regional centres including Warrnambool. Parents attending the conference found the experience uplifting and appreciated the chance to gain extra knowledge.

In-house training has been provided in managing violence, Microsoft 2010, first aid, strategic planning, manual handling, incident reporting, diabetes, and early intervention.

Staff have also attended number of training programs and workshops covering a range of diverse topics such as ACE / CRISSP data collection, equal opportunity, sexual harassment, occupational health and safety, leadership, elder abuse, QuickBooks, Fair Work Act, defensive driving, documentation, play, social stories, parenting, performance management, mental health, family violence, cultural awareness and volunteering.

STAFF STUDY ACHIEVEMENTS	
Angela Alexander	Post Graduate studies: "Graduate Certificate in Child and Family Practice" (Latrobe Uni. DHS Scholarship) "Parenting with Developmental Delay" (Sydney University. Healthy Start Scholarship)
Jessica Boyle	Certificate IV in Business Administration & Management
Paul Lougheed	Diploma of Quality Auditing
Donna Lourey	Certificate IV in Business Administration & Management
Peta Smith	Certificate IV in Business Administration
Lil Ward	Certificate IV in Business Administration & Management


THOMAS

Quality Service Delivery

'Mpower is committed to being a well-recognised agency within the south west of Victoria. Mpower is dedicated to being a service provider and employer of choice for aged and disability services.' Mission Statement 2011

Quality service delivery means that services are effective, competent, safe, accessible, fair, responsive, inclusive, culturally sensitive and coordinated. To ensure the delivery of quality services Mpower undertakes a regular accreditation process, and currently uses the Quality Improvement and Community Services Accreditation (QICSA) standards. Disability Services accreditation is undertaken separately through Health and Disability Auditing Australia.

Mpower's belief in and practice of 'continuous quality improvement' supports the accreditation process and assists in valuing its outcomes.

This commitment to quality has been highlighted by Mpower's investment in a Quality Services Manager role. The Quality Services Manager has responsibilities for accreditation, risk management, compliance, staff inductions, policy and procedures, submission development and ensuring that information provided by Mpower to the community (e.g.; newsletter, brochures) is relevant and high quality.

The following was taken from the Disability Services auditor's report …… 'Interview discussions with management and staff, review of staff and service user's documentation and discussions with service users provide supporting evidence that Mpower continues to meet the requirements of the Standards for Disability Services in Victoria. It is the view of the audit team that the Outcome Standards for Disability Services in Victoria have been met (by Mpower)'. Health and Disability Auditing Australia.

Recommendations to improve service delivery were identified in the report and have been incorporated into the Mpower quality plan.

Family Centred Practice

" *Our learnings tell us that systemically, when people who provide services don't have as their key driver a person-centred approach to their work, less than optimal and sometimes adverse outcomes result for persons with a disability"* Laurie Harkin. Disability Services Commissioner. Mpower is committed to empowering families and individuals to effectively participate in planning that will impact on their lives. The mission of Mpower is to ***'work in partnership with families to achieve best outcomes'.***

A family centred approach is used across all programs. This is a way of working with families to enhance their capacity to care for their family member. It focuses on the needs and welfare of the person within the context of their families and communities. It recognises that each family is unique; that the family is the constant in the person's life; and that they are the experts on the person's abilities and needs. The family works with service providers to make informed decisions about the services and supports they receive. In family-centered service, the strengths and needs of all family members are considered.

Family-centred practice is evident in Family Services and the Early Intervention program where families are empowered to take an active role in setting and reaching goals. Assistance provided includes skill development, advocacy, service network liaison, and practical assistance. Families accessing early intervention services have the opportunity to identify the needs of their child and family. Working in partnership with staff, a plan is developed to meet these needs. Additional funding is now available to families through the flexible support program and Helping Children with Autism. This funding allows families to prioritise their changing needs over time.

Community Development and Inclusion

A key goal of the Victorian State Disability Plan 2002-2012 (Department of Human Services 2002) is to build inclusive communities to ensure that people with a disability have the opportunity to participate in all aspects of community life. Mpower is committed to building more inclusive communities. The agency believes that people with a disability should be able to live and participate in the life of the south west community with the same rights, responsibilities and opportunities as all other citizens. Mpower continually seeks to develop community partnerships (e.g. with sporting clubs, businesses, government) to increase opportunities for meaningful community participation for people with disabilities.

Community-based activities occur throughout many of the organisation's programs. Strong links with the community ensure that Mpower is able to implement inclusive programs, develop partnerships and maintain high community awareness of Mpower's identity across the region.

Mpower works collaboratively with the Rural Access programs, particularly through the deaf access Victoria program.

In planning activities, Mpower seeks to promote links with circles of support (e.g. family and friends), community facilities (e.g. public transport, shops, restaurants, entertainment facilities, banks, places of worship, educational institutions, libraries, parks and natural spaces) and community activities (e.g. local festivals, sport, recreation, arts and cultural activities).

Examples of community-based activities that have been popular include Heywood Wood, Wine & Roses Festival, Wunta Fiesta, Christmas lunch at Sovereign Hill, Deltones in concert, Lee Kernaghan in concert, Rock of Ages, Melbourne Colonial Tramcar, Adventure Park, Laser Force Ballarat, Warrnambool Gymnastics, Seal Tour at Cape Bridgewater, rollerblading, Science works, Cobden Railway, Fun 4 Kids, Halls Gap Wild Life Park, Let's Dance in Terang, Horsham Music Festival and Port Fairy Folk Festival. During all activities Mpower staff are encouraged to identify barriers to participation and address these through appropriate networks.

Key examples of community development at Mpower are evidenced through the Active Oceans programs and deaf access Victoria.

'Increasing attention paid (by Mpower) to the importance of an "inclusive" aspect to services and programs. A good example of this is the Active Oceans Program.' QICSA Accreditation Report 2010

Active Oceans continues to provide sustainable coastal recreation and sporting opportunities for people with disabilities. Over the year it has been pleasing to see so many participants getting involved, enjoying themselves and succeeding in their sports. Examples include children standing up on their surfboards for the first time, competing in competitions and joining local sporting clubs. In March Aaron Skinner won a national rowing title in the single sculls event at West Lakes Regatta.

Active Oceans would not be the successful program it is without the help of members from Nestles Rowing Club, Warrnambool Angling Club and the Port Fairy Yacht Club. It is their dedication and commitment that has helped participants to achieve their growth.

Mpower's deaf access Victoria program is part of the Disability Services Community Building Program. The Community Building Program supports communities to develop new ways of including people with a disability in local community life. Deaf Access and Rural Access workers plan and develop strategies across the full range of community infrastructure including education and training, transport, health, accommodation and housing, physical access planning, sport, recreation and the arts. The deaf access Victoria program has undertaken a range of community development initiatives over the year.

To build the capacity of the community, a range of education initiatives in the form of presentations have taken place. These presentations sought to inform the community about Mpower services and promote disability awareness and rights. Examples include presentations to various support groups, health services and training organisations.

Mpower has also attended various expos including the Health Support Network and Aboriginal Health Expo.

The Parent Support Program worked with the Australian Autism Education and Training Consortium to provide 'Positive Partnership' workshops in Portland. Sixteen parents attended the two day workshop for parents of children with Autism.

Mpower has also been active in community consultations including the National Disability Insurance Scheme campaign, National Carers Strategy consultation, and Victorian Auditor General consultation about individualised support packages.



Mpower continues to be involved in the 'Great Chase'. The Great Chase is an annual community racing event aimed at providing organisations that cater for those with disabilities the opportunity to experience the thrill of greyhound racing, in a safe and fun environment. This year Mpower's dog 'Kirrabilli Kruise' came third in the finals in Melbourne securing $1000 towards the purchase of the Mpower bus.



Innovation & Growth

'To work within a culture of innovation and empowerment for staff and clients in order to achieve quality growth'……Mpower Strategic plan.

The year 2010-2011 has seen continued moderate growth across the organisation. This growth is made possible through funding from the Department of Human Services (DHS), Department of Education and Early Childhood Development (DEECD), Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and philanthropic foundations including;

- The FJ Foundation
- Isobel and David Jones Family Foundation
- Danks Trust
- The William Angliss Charitable Fund
- Estate of LM Price

Innovation and growth have been highlighted by the introduction of four new programs developed to address an identified community need. These programs include occupational therapy, Sibling Support, Parents With an Intellectual Disability and an Autism Spectrum Disorder Case Consultant Practitioner position.

An exciting development for Mpower during the year was the introduction of occupational therapy. Bridging funding was received through DEECD to increase access to high quality services and reduce waiting lists for families in the south west. The Mpower occupational therapist plays an important role in early intervention programs with a focus on helping children gain skills and confidence that are meaningful and useful to them. Supporting families to achieve the best possible outcomes for each individual through assessment, therapy and provision of information is an important role of the early intervention program.

Mpower was successful in securing 12 months funding for a pilot project to support parents with an intellectual disability. It has been noted throughout the last seven years that a significant number of families referred to Mpower Family Services include a parent who has an Intellectual disability. The pilot project seeks to work towards better outcomes for families of parents with intellectual disabilities through a holistic approach including families, community and service providers.

With support from the Department of Human Services and local philanthropic trusts, Mpower has developed a range of activities and supports for siblings of children with disabilities. This program seeks to promote friendships, provide information to siblings about the range of support, resources and services available, and to promote to the community the valuable role siblings play in the lives of people with disabilities. During the year the sibling groups have enjoyed a range of activities such as movies, gymnastics, visits to Aquazone and a trip to Portland and Cape Bridgewater.

Mpower in partnership with Gateways in Geelong was successful in applying for the Autism Spectrum Disorder Case Consultant Practitioner position in January 2011. The program has three main outcomes. 1) To strengthen networks involved with Autism; 2) To develop Communities of Practice groups and 3) To provide secondary consultation on Autism.

Innovation and growth are also evident in business development activities, program restructures and ongoing carer and parent support activities implemented throughout the year.

Changes have been made to the Mpower newsletter including more community news and enhanced content which is now broken into topics rather than programs.

With the increase of Individual Support Packages in early intervention and disability programs, Mpower has had to review and amend its reporting systems. Spread sheets have been designed and developed to simplify and better manage recording for early intervention. This new system assists with monthly reporting to DHS.

A more complex system has been designed for disability respite programs that incorporates data recording, staff rostering and program finance.

To ensure Mpower continues to meet the needs of families, programs require ongoing change and improvement. A highlight of this has been the increase in early intervention (EI) service provision to offer a full year service. With changes to the EI structure Mpower, in line with best practice, now employs a range of allied specialist including occupational, speech and behaviour specialists. These specialist staff are available to families through school holidays when other EI services are in recess. Early intervention programs have also increased flexibility including the delivery of services in rural areas, individual sessions in home environments, local parks, water program, shopping programs, small groups, and 'Floor Time' practice. Parent participation and involvement in developing the key learning skills such as initiation, interaction and engagement has also occurred. This flexibility has been aided by the 'Helping Children with Autism' packages which have an emphasis on families choosing their supports. Group-based programs continue to be offered in line with need in Hamilton and Portland.

There have also been many other activities developed over the year with the aim of strengthening the organisation. Highlights include the purchase of a new bus, new brochures, a new car park, facility improvements, new software and the opening of the toy library to supplement the other increases in EI services during school holidays.

The Mpower staff room / kitchen area has been redeveloped to accommodate the increase in staff numbers.

The Parent Support and Carer Support programs continue to provide a range of activities to carers which have included Mum's Getaways, Dad's days, spa days, luncheons, movies, barbecues, concerts, high tea and sporting activities. Highlights of the year included a Carers Week function titled 'Diary of a Scottish Bride' which attracted more than 90 carers and a family day at Cobden trains which attracted more than 80 people.



Best Interests of Children

Mpower's mission is to at all times 'act in the best interests of children'.

Mpower is part of a group of agencies servicing the south-west who have come together to form an alliance providing outreach family services across the region. The Mpower Family Services program provides a high level of support to vulnerable families which include at least one family member who has a disability. The aim is to help families achieve best outcomes for their children, assisting them to feel empowered and strengthened with the goal of maintaining the family unit while keeping the child's best interests in mind. Safety and protection of the child is paramount. Service provision is with a 'strengths based' approach which looks at the existing strengths of individuals and families. Once the strengths are identified families are encouraged to build on the things that are working well and that they are successful at and passionate about.

During the past 12 months Mpower has supported 14 families through this service which has included support to 34 children.

Work with the families is varied and intensive with regular home visits. Involvement commences with the family being encouraged to identify current areas they would like to improve and conducting goal setting. The worker and family then discuss and establish steps towards these identified goals. Assistance is also provided with referrals, service co-ordination, liaison and advocacy.

A wide variety of issues and referrals are encountered within family services, which works closely with other organisations and agencies in the south-west. Common areas of need are early intervention for children who have a disability, speech therapy, occupational therapy, behavioural management, parenting skills and financial difficulties. Some families also struggle with more complex issues including drug and alcohol, sexual assault, domestic violence, mental health, social isolation and lack of family supports.

Through a range of strength based, flexible supports a number of positive outcomes have been achieved by families. These include things such as improvements in the family's home environment, school attendance, appointments, accessing appropriate health care providers, supports and services. The program has seen an increase in parents attending appropriate parenting education programs, community based activity, financial counselling and exploring education and work options.





Regional Profile

Mpower aims to have high community awareness of its identity across south west Victoria. It is essential that families eligible for programs have the opportunity to access the service they require. Increasing our regional profile has been achieved through the provision of service information, service provision, networking with regional partners and positive media. A profile enhancing working group consisting of a cross section of Mpower staff meets quarterly to develop a coordinated approach to marketing and raising our regional profile.

While based in Warrnambool many Mpower programs provide outreach across the south west to townships such as Heywood, Merino, Casterton, Coleraine, Balmoral, Penshurst, Lismore, Simpson, Terang and more. The Deaf access Victoria program covers an even larger area including the Colac and Geelong regions. While in rural and remote regions Mpower staff ensure that local service providers are made aware of the services Mpower provides.

As well as outreach services there are many examples of Mpower programs operating in regional townships. Part of Mpower's mission is to '*provide services in or close to the communities where people live'*. Individualised support is provided to many children within regional kindergartens across the south west. Partnerships with Kyeema in Portland and STAY Residential Services in Hamilton mean that Mpower is able to provide respite programs, including school holiday programs in those areas. Parents and carer support groups currently operate in Casterton, Portland, Heywood, Terang, Hamilton and Camperdown.

Over the year there has been considerable positive media across the region highlighting Mpower programs, the role of carers and the achievement of peope with a disability. As well as increasing Mpower's regional profile these positive media articles provide an opportunity to challenge the community's perception of disability and ageing.

Consumer Participation

Mpower believes that consumer, carer and community consultation and participation strengthens accountability and facilitates the development of responsive services. Mpower is committed to responsive service delivery, therefore consultation and participation is central to any planning and system development activities.

Consumer participation over the year has happened through a range of methods including surveys, focus groups, interviews and joint planning.

Key to the consumer participation strategy has been the Mpower Consumer Reference Group
The main aim of reference group meetings is for parents / carers to provide advice to the Mpower management team on how to improve services. Consumers who attend and provide valuable input include Elaine Knowles, Sharon Nicholls, Judy Drake, Graham Mason, Sue Hillier, Daphne Smith and Pam Bennett. The group has provided valuable feedback about service provision, the strategic plan and newsletter.

A consumer participation working group consisting of Mpower staff also meets quarterly to plan, implement and review strategies to increase consumer participation at Mpower.


mpower

Compliance and Risk Management

Mpower has invested in MYCARMS (compliance and risk management system) software reflecting a desire to increase ability to achieve best practice in compliance and risk management. The purchase of MYCARMS meets one of the key recommendations of Mpower's last audit.

After a comprehensive compliance review, more than 80 legislated and program requirements were included into the MYCARMS system. Once included in the system each compliance item is allocated to a program area and given a timeline. Email prompts for staff ensure essential items are addressed prior to deadlines.

A key benefit of the program is that it assists the agency to address risk as well as compliance. Mpower undertakes a formal risk management plan annually. The identification and addressing of risk is also considered in all aspects of Mpower operations.

During its first six months the MYCARMS system has demonstrated many benefits to Mpower including generating reports, succession planning and identification of tasks that have not been completed. It has enabled a culture of shared responsibility for the organisation's compliance and risk management systems to be nurtured.

Occupational Health & Safety

Mpower shall provide and maintain, so far as is reasonably practicable for employees, a working environment that is safe and without risks to health in accordance with the Occupational Health and Safety Act 1985 (Vic.).' Mpower Policy

Mpower is committed to ensuring zero injuries to staff. The agency maintains a structured safety management system to maintain a consistently high standard of safety performance. The management system consists of regular consultation with staff, quarterly OH&S meetings, workplace inspections, developing action plans, reviewing all incidents, reporting to relevant authorities, providing training (e.g.; manual handling, first aid, incident reporting to staff and responding to issues as they arise).

These activities ensure Mpower meets the obligations of its internal OH&S policy and the Occupational Health and Safety Act 1985 (Vic).

Cultural and Linguistically Diverse

Mpower is committed to providing a range of services that are accessible, sensitive and appropriate for Cultural and Linguistically Diverse populations. Over the year Mpower has implemented a number of initiatives to demonstrate that we value diversity in our community and will provide services appropriately. A Cultural and Linguistically Diverse working group has been established, a Cultural Action Plan developed and cultural awareness included into the Mpower induction process. Cultural awareness training has been provided to staff and links have been made with local Indigenous services and multicultural festivals.

Mpower has demonstrated an '***increasing focus on creating a more welcoming and culturally safe environment for Aboriginal individuals and families through the development of a CALD plan and acknowledgement of traditional owners and welcome to country at Annual General Meetings'.*** QICSA accreditation report

Collaboration / Partnerships

'Mpower is seen as a collaborative partner who operates in a respectful and supportive manner to support positive outcomes for their target group' QICSA accreditation report.

Mpower's mission is to work in collaboration with other service providers. This is done to aid referral, create opportunities for families, share costs, learning, promotion and training. There are a number of established partnerships across the organisation.

Key networks include

- South West Respite Network
- South West Disability Network
- Community Southwest
- South West Carer Services Network
- South West Primary Care Partnership
- Early Years Network
- Family Services Alliance
- Warrnambool City, Surf Coast and Southern Grampians shire inclusion support committees
- Barwon and South West Education Network
- South West Volunteer Network
- One and All Inclusive Events
- Warrnambool City Community Advisory Committee
- Victorian Carers Services Network
- Active Oceans
- Warrnambool CALD Network meetings
- Healthy Start National Practice Network

Mpower is now a member of the National Disability Service (NDS) which is a national peak body for disability services and disability professionals Victoria. Mpower's CEO Kerry Nelson attended the National Disability Services Chief Executives Officers Annual General Meeting in Canberra in November 2010.

Service Provision

This year we have

- Distributed monthly newsletters to more than 800 families
- Supported 187 carers of older people through the Carer Support Program
- Supplied aids and equipment to the value $15,543 through the Carer Support Program
- Delivered 1860 hours of respite through the Carer Support Program
- Provided over 14,500 hours of respite to 120 families of children and adults with disabilities.
- Delivered 242 hours of respite co-ordination for 25 families
- Supported 15 carer and parent support groups
- Supported 149 families through the Parent Support Program
- Accommodated more than 150 guests at Sturgeon View Holiday House
- Supported 12 volunteer drivers to drive more than 7,000 km for the Community Transport Program
- Delivered 178 Community Transport trips for older people and people with disabilities
- Supported 125 Children through the Early Intervention Programs.
- Supported 40 children through the "Helping Children With Autism" program
- Provided 12 families with intensive family support
- Supported 30 siblings through the Sibling Support Program
- Supported 32 swimmers in the Active Oceans Program
- Delivered 1600 hours of respite to the families of 90 participants in the Active Oceans Program.
- Co-ordinated participation in over 40 coastal recreation and sport activities through the region.

Mpower Services

Disability Respite Programs

Respite program for families of people with disabilities
Provides a range of respite programs for families of children, young people and adults with disabilities. Programs include;

- School holiday programs
- Weekend getaways
- Respite packages
- Flexible respite
- Active Oceans

Carer Support

Supporting carers of people who are frail aged (65+) or have dementia
Carer Support provides a range of supports for carers of older people who are frail aged (65+) or people who have demnetia. Carers can be any age.
The program can provide;

- Carer Support groups
- Carer activities
- Respite aids and equipment
- Workshops and information forums
- Individual parent support

Early Childhood Intervention Services

Supporting children with a disability 0-6 years
A home and community-based early childhood intervention program for infants and children 0 to 6 years with disabilities.
The program includes;

- Centre-based play programs
- Home based programs
- Kindergarten support and consultancy
- Transition to school programs
- Speech therapy
- Occupational therapy
- Behavior support, music and sensory programs
- Family service coordination and support

Deaf access Victoria

supporting rural and regional communities
Assists community organisations and services to work more effectively with deaf and hard -of-hearing people by raising awareness about the problems they experience and their needs. Information relating to deafness or hearing loss is provided for deaf and hard-of-hearing people, their families or carers, services that work with deaf and hard-of-hearing people and for the general community.

Family Services

Help strengthen and empower families
Intensive family support is provided to families where either the children or the parents have a disability and there is an identified risk to the family's wellbeing.

Parent Support

The parent support program offers support, information and assistance for parents and carers of infants, children and young people 0 to 18 years old with disabilities.
The program provides;

- Parents support groups
- Workshops and information forums
- Individual parent support
- Parent activities

Sturgeon View Holiday House

A holiday house located in Dunkeld, specifically designed to cater for guests requiring special needs facilities. The house is fully wheelchair accessible and is available for individuals and families

Personal Support

Mpower has a team of qualified and caring personal support workers who can provide support to individuals in their home or in the community.

Toy Library

The special needs toy library provides information for parents and lends play materials and educational toys and equipment to facilitate the growth and development of infants and children with disabilities. Borrowing is available for people of all ages.

Information and Referral

Mpower staff can provide information and referral to a broad range of health and community support services (including respite services)

Community Transport

Community Transport provides flexible transport arrangements for those who are disadvantaged or have disabilities to allow them to attend health or community support services.



Mpower acknowledges the generosity of individuals, businesses, community groups, trusts, grants and government departments who support our work to assist children and families and strengthen the community.

Federal Government

Department of Families, Housing, Community Services and Indigenous Affairs

Victorian State Government

Department of Education and Early Childhood Development
Department of Health
Department of Human Services

Local Government

City of Warrnambool
Corangamite Shire
Glenelg Shire
Moyne Shire
Southern Grampians Shire
Surf Coast Shire
City of Greater Geelong
Colac Otway Shire

Community program partners

Coastcare
Nestles Rowing Club
Port Fairy Yacht Club
South West Scouts Association
South West TAFE
Warrnambool Angling Club
Warrnambool Netball Association
Warrnambool Surf Lifesaving Club
Warrnambool YMCA

Key business and community partners

Bridge Personnel
Commonwealth Carer Respite Centre
Darrian Office Choice
Dr Jonathon Duffy
Enhanced Resources
Gunners Office Equipment
McLaren, Buzolich & O'Keeffe
Multicomm
SED Consulting
South West Credit
Star Printing
Warrnambool Telephone Co.
Warrnambool Toyota

Donations

Warrnambool Greyhound Racing Club
Vern Robson
Mrs J Van Meggelen
P Ryan
Gordon Curran
Lisa Boyle

Trusts, foundations & estates

The FJ Foundation
Isobel & David Jones Family Foundation
Danks Trust
The William Angliss Charitable Trust
Estate of LM Price

Help us if you can

There are a number of ways that you can assist Mpower to continue its work in the community.

Donations

A donation of any kind for the valuable work done at Mpower is gratefully accepted. Mpower assures that any money and gifts will provide assistance to individuals and families in south-west Victoria who have difficulties in their lives.

Making a Will

Making a Will is about ensuring that the people and causes you hold dear are treated the way you would wish after your death. Besides family and friends, many people find it appropriate to remember in their Will those institutions and activities which have been important to them. Mpower would like you to consider leaving a bequest to our special organisation. Bequests by supporters and friends are integral to ensuring that what you have valued will be supported into the future.

What is a Bequest?

A bequest is a specific gift left in a Will that allots part of your estate to a particular beneficiary, a person or an organisation.

This gift can be cash, shares, or bonds, property or a percentage of an estate.

It is important for your families and loved ones that you have a Will to make your wishes known and prevent any confusion or heartache

A Bequest can be:

- A specified sum of money
- A percentage of the estate
- The residue of the estate after other specific bequests are paid
- A percentage of the residue
- The total of the estate after debts and testamentary expenses
- Property, stocks and shares, works of art or antiques



Why Give To Mpower

Although Mpower is government funded, this funding is strictly tied to our 'core service' provision, as described in our services section of our website - www.mpower.org.au

Mpower provides many extra services to meet the needs of our service users, which require funding not received from government sources.

The beauty of any gifts of funding to Mpower is that it is used to provide services to people here in the South West.

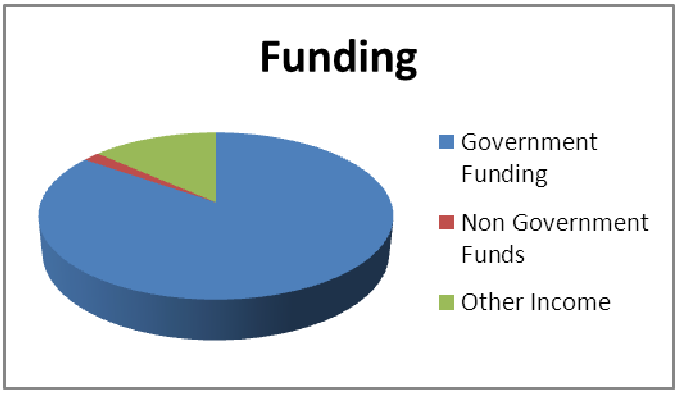
For further information or to make a donation please write to:
The Corporate Services Manager
Mpower Inc
PO Box 269,
Warrnambool, 3280

Accountant's Report

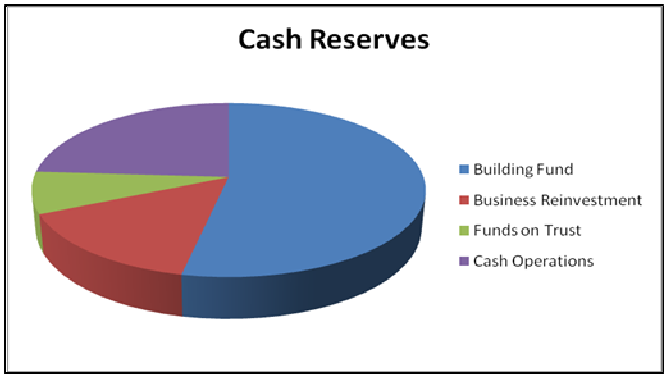
It is my pleasure to present financial statements for the year ended June 2011.

Mpowers' results reflect both a good performance for the past 12 months and also reveal a strong overall financial position. In a client service organisation, optimising financial results is not our primary aim. We do however rely on good financial management to enable us to continue to provide quality services into the future. Therefore we place appropriate emphasis on this part of operations and credit is due to the Finance & Audit Committee for their diligence and guidance and also to the administration team for their efficient and organised approach to the accounts.

Total income exceeded $2.4M with a strong surplus of $121,391 posted, due primarily to sound management practices and efficient use of resources. Additional funding of $250,000 was channelled back into programs/service delivery. The organisation is benefitting from controlling its overheads and from seeking funded programs within their areas of expertise and capacity of our facilities.



Mpower also benefited from growth in other income such as interest on accounts which is being accumulated into the Building Reserve Account for future developments. We diligently ensure that provisions are made for future reinvestment and those funds are held on trust for others.



Mpower is financially secure with no long term debt and total equity of $2.2M. We have also provided for all staff entitlements and 2011/2012 programs for which funds were received late in the financial year. The attached audited financial statements evidence these comments.

Robert Lane
B.Bus CPA MBA

INDEPENDENT AUDIT REPORT TO THE

MEMBERS OF MPOWER INC.

Scope

We have audited the financial report, being a special purpose financial report, of MPower Inc. for the year ended 30th June 2011. The Committee is responsible for the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the requirements of the Associations Incorporation Act. (Vic.) 1981 and are appropriate to meet the needs of the members. We have conducted an independent audit of this financial report in order to express an opinion on it to the members of MPower Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial report has been prepared for the purpose of fulfilling the requirements of the Associations Incorporation Act. (Vic.) 1981. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 so as to present a view which is consistent with our understanding of the Association's financial position,

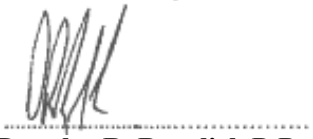
The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion, the financial report of MPower Inc. presents a true and fair view of the financial position of MPower Inc. as at 30th June 2011 and the results of its operations and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

20th September 2011

McLaren Buzolich O'Keeffe
Certified Practising Accountants



Douglas R. Buzolich B.Bus CPA
Partner

Financial Statements

MPOWER INC.
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30TH JUNE 2011

	NOTE	YEAR 2011 $	2010 $
INCOME			
Government Funding			
DHS		1,223,512.45	1,162,769
DFACS		92,191.62	79,309
DEECD		719,091.10	579,998
		2,034,795.17	1,822,076
Other Grants			
Non Department Funding		44,810.00	33,645
Other Revenue			
Sundry Other Income		322,962.57	265,995
TOTAL INCOME		2,402,567.74	2,121,716
EXPENSES			
Accountancy		9,529.82	3,250
Advertising & Promotion		9,170.46	5,061
Audit Fees		3,850.00	3,891
Bank Charges		1,369.24	1,114
Catering		5,227.84	2,846
Cleaning		9,325.52	9,363
Consultants Fees		42,559.45	14,653
Depreciation		97,196.91	86,087
Insurance		7,581.02	5,838
Maintenance and Repairs		68,120.17	73,343
Motor Vehicle Operating Costs		51,189.52	53,250
Postage		7,634.83	8,147
Printing & Stationery		20,299.69	15,226
Program Costs		348,770.34	409,695
Staff Costs	2	1,552,260.81	1,474,904
Security		687.08	899
Subscriptions		13,245.86	6,287
Telephone		14,932.10	14,705
Utilities		18,225.57	12,570

Financial Statements

MPOWER INC.
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30TH JUNE 2011

	2,281,176.23	2,201,129
TOTAL EXPENSES	2,281,176.23	2,201,129
OPERATING PROFIT	121,391.51	(79,413)
Profit from ordinary activities	121,391.51	(79,413)
Retained Profits at the beginning of the financial year	2,107,739.77	2,187,330
	2,229,131.28	2,107,917
RETAINED PROFITS AT END OF FINANCIAL YEAR	2,229,131.28	2,107,917

MPOWER INC.
BALANCE SHEET AS AT 30TH JUNE 2011

	NOTE	YEAR 2011 $	2010 $
CURRENT ASSETS			
Operating cash and equivalents	5	373,521.93	188,250
Trade and other receivables		30,837.44	8,222
Cash held for investments	3	1,061,834.61	995,035
Cash held in provision	4	121,884.92	114,221
TOTAL CURRENT ASSETS		1,588,078.90	1,305,728
NON-CURRENT ASSETS			
Land at Market Value		254,000.00	254,000
Buildings at Market Value		801,879.58	801,880
Less Accumulated Depreciation		(194,163.00)	(174,114)
Plant & Equipment - at Cost		564,042.33	494,288
Less Prov'n for Depreciation		(293,062.00)	(265,246)
		270,980.33	229,042
TOTAL NON-CURRENT ASSETS		1,132,696.91	1,110,808
TOTAL ASSETS		2,720,775.81	2,416,536
CURRENT LIABILITIES			
EFT Suspense Account		107.22	-
Trade Creditors		15,907.32	-
Income in advance		272,393.00	114,678
Provision for Holiday Pay		67,472.18	72,312
Provision for Sick Pay		57,509.67	31,029
Prov'n for Long Service Leave		29,579.54	32,458
TOTAL CURRENT LIABILITIES		442,968.93	250,477

Financial Statements

MPOWER INC.
BALANCE SHEET AS AT 30TH JUNE 2011

NON-CURRENT LIABILITIES		
Prov'n Long Service Leave	48,675.60	58,142
TOTAL NON-CURRENT LIABILITIES	48,675.60	58,142
TOTAL LIABILITIES	491,644.53	308,619
NET ASSETS	2,229,131.28	2,107,917
MEMBERS FUNDS		
Retained Profits	2,229,131.28	2,107,917
TOTAL EQUITY	2,229,131.28	2,107,917

MPOWER INC.
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2011

Note 1 - Summary of Significant Accounting Policies

These financial statements are a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act (Vic.) 1981. The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act (Vic.) 1981 and the following Australian Accounting Standards.

AAS 5: Materiality

AAS 8: Events Occurring After Reporting Date

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

(a) Income Tax

Mpower is exempt from tax in accordance with the ITAA Section 50-5.

(b) Fixed Assets

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

(c) Employee Provisions

Provision for staff entitlements incorporates accrued annual leave at the balance date, long service leave for all full time employees and sick leave based on historical leave taken. On costs are included in the carried provision.

(d) Superannuation

The Association contributes employer superannuation on behalf of permanent employees receiving greater than $450 per month. The Association is not legally obligated to contribute greater than the 9% superannuation guarantee levy.

MPOWER INC.
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2011

	YEAR 2011	2010
	$	$
NOTE 2 - Staff Costs		
Employee Provisions	9,296.12	25,183
Wages	1,350,819.13	1,260,386
Staff Training	49,496.02	52,754
Superannuation	117,466.18	110,271
Uniforms	332.13	1,336
Workcover	20,932.22	24,974
Leave Loading	3,919.01	-
	1,552,260.81	1,474,904
NOTE 3 - Cash held for investments		
SWCU I12.1 - Building reserves	829,414.14	777,263
SWCU I12.2 -Invest. reserves	232,420.47	217,772
	1,061,834.61	995,035
NOTE 4 - Cash held in provision		
SWCU 12 - Employee provisions	121,884.92	114,221
NOTE 5 - Operating cash and equivalents		
Cash in hand	200.00	200
Cash at bank - SWCU S1	367,839.30	186,659
Cash at bank - SWCU S1.1	223.35	658
Cash at bank - Westpac 28-2127	3,548.77	329
Cash at bank - Debit Visa	1,710.51	404
	373,521.93	188,250

Mpower Offers:-

- Early Childhood Intervention Services
- Parent Support Program
- deaf access VICTORIA
- Special Needs Toy Library
- Carer Support Program
- Carer Respite Coordination
- Community Transport
- Disability Respite Programs
- Family Services
- Sturgeon View Holiday House



Mpower Inc
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Warrnambool 3280

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