mpower inc.

since 1975

Annual Report | 2022/23



Enhancing Abilities • Supporting Families • Strengthening Communities

Our Vision

A community inspired and empowered by people of all ages and abilities.

Our Purpose

To support individuals and communities to reach their full potential.

Our Role

- Support children, young people and adults with a disability to build confidence and independence.
- Create a connected and inclusive community by supporting carers, families and individuals.

Our Values

- **Respect** – Value the diversity and contribution of all individuals.
- **Empowerment** – Provide personal and family-led services in partnership which recognise and develop individuals' strengths.
- **Quality** – Embrace professionalism, excellence, and integrity in everything we do.
- **Continuous Learning** – Encourage and support personal growth and innovative thinking.



Who we are

mpower inc.
since 1975

Embarking from humble beginnings around a kitchen table, Mpower has etched a remarkable legacy deeply intertwined with our community's story. Recognised for our enduring presence and history in the region, we stand as a testament to what collective vision and commitment can achieve.

Founded by the grassroots efforts of local parents who identified a gap in their community's support for children with disabilities, Mpower's journey has been one of steadfast growth and evolution. Today, we proudly wear the mantle of a tri-sector, community-based organisation, epitomising resilience and adaptability.

From those first steps of early childhood intervention to our multifaceted role today, Mpower is synonymous with quality and value-driven services that span generations. Our services have and will continue to embrace all walks of life, nurture young minds, foster connections, and advocate for families of every age.

Operating across a diverse spectrum of sectors - Early Childhood Intervention, Disability, NDIS Services, Carer Support, Integrated Family Services, Parent Support, and more recently Early Childhood Education and Kindergarten services - we've expanded our footprint to serve with distinction. Anchored by a workforce of over 115 professionals, including teachers, therapists, social workers, early childhood educators and support staff, our impact reverberates across South West Victoria.

Our presence extends beyond office walls. We're an integral part of homes, schools, and kindergartens, working tirelessly to create tailored experiences that align with our client-centred approach. Mpower isn't just a service provider; we're an ally, a collaborator, and a partner in progress.

In the pages of 2022/2023, a new chapter was penned. Mpower Communities, our special-purpose not-for-profit subsidiary company, came to life, expanding our horizons and solidifying our commitment to holistic care. The purchase of vacant land and adjoining North Edge Childcare Centre marked a clear path towards growth. These acquisitions stand as symbols of our dedication to empowering futures.

The past year's surge in service delivery has ignited a spark of change within our infrastructure. With eyes on the evolving needs of our community, we are actively working towards a new build in Warrnambool to ensure our physical assets align with our purpose. As well, we have upgraded current facilities and moved to new premises in Hamilton. At Mpower, community isn't just a word; it's our compass. Through innovative collaborations with local entities, businesses, councils, and governments, we are shaping a landscape where choice and control thrive.



Mpower acknowledge the traditional custodians of the land on which we meet today, the Peek Whurrong People of the Maar Nation. We pay our respects to the world's oldest continuing cultures, and to Elders past and present.

David Beggs

Awarded Mpower Life Membership



Mpower had the pleasure and privilege this year, of bestowing on David Beggs the award of Mpower Life Membership in recognition of his achievements and contribution to the development of Mpower.

David joined the Mpower Board in 2005 and he remained a member for 17 years. For seven of those years, from 2012 to 2019, he served as President.

In his role as President, David was a member of both the Finance and Audit Sub Committee and the CEO Performance and Remuneration Sub Committee. He remained a member of the Finance and Audit Sub Committee until his retirement from the Board in 2022.

During his term as President, David played a key role in Mpower's 40th Anniversary celebrations, the purchase and development of Mpower House, and in Mpower's successful transition to the NDIS.

Throughout David's Board tenure, Mpower experienced significant growth in client numbers, services offered, staffing and budgets. David derived considerable satisfaction from this, but he never lost sight of Mpower's original mission of being a community-focussed organisation meeting the needs of families of children with a disability.

David brought to the Mpower Board, skills and experience in strategic planning and governance, a comprehensive organisational knowledge, commitment, and a sense of humour.

David stated that his goal in joining the Mpower Board was 'to help make a difference in the lives of people with a disability'. His commitment to that goal remained steadfast and the decisions he made throughout his tenure were reflective of that. It is without doubt that he achieved his goal, and so his positive impact on the community we serve will remain for generations.

David Beggs, we salute you.

2022/2023

Life Members

We recognise the valuable contribution of our life members and acknowledge their prior significant service and input into Mpower's journey.

Cath Lourey
Glynis Purcell
Gail Horne
Phyllis McLeish
Vern Robson
Adam Kempton
David Beggs

President and CEO report



President
Rhys Boyle



Chief Executive Officer
Kevin Mills

We take great pride in looking back at the past year. Our organisation has persistently thrived and expanded to meet the growing needs of the community across the South West region. We are very proud of the responsiveness, resilience and dedication shown by all staff which enabled Mpower as an organisation to flourish, even whilst operating in a challenging environment.

In line with our 2022 - 2027 Strategic Plan, we continued to strengthen our services across the South West. We were successful in our application for additional funding to establish new carer support groups across the region which resulted in increased new referrals from rural locations such as Mortlake, Casterton, Coleraine and Timboon.

This positive response has encouraged us to advocate for further growth in this valuable service and seek increased funding from the Department of Families, Fairness and Housing (DFFH) to roll out a partnership outreach model of service. Increased funding will allow us to fill gaps in the service system in rural areas and increase service provision in those rural areas we have already tapped into, where referral numbers are high.

Our Kidz In The Community programs were very well supported during the year, as was our newly established Adult Social Group. We cannot emphasise enough the importance of the connection with small local businesses and clubs who, in different ways, support our programs. Local organisations like the Table Tennis Club, Squash Club, Wheelchair Basketball, Ten Pin Bowling, Cobden Miniature Railway, and Cudgee Wildlife Encounters continue to be critical to the success of these programs. We thank them for their ongoing support.

In line with our commitment to continuous improvement, our Therapy Services team undertook service planning in 2023 which resulted in a stronger model of work for a "team-around-the-child" approach. This model brought an expansion of our use of assistants in the role of key workers under a supervision and delegation model, which has seen a dramatic reduction in wait times ensuring families receive timely access to the services they need. The Therapy Services team were also able to commence their new 7+ Therapy Service. This sees us providing services to young people above the age of 7 who have become full NDIS participants.

In April we were proud to announce the commencement of services by Mpower Communities Pty Ltd which has direct responsibility for operating the North Edge Childcare Centre on behalf of the Mpower Board. This is a major milestone in the delivery of our 5-year strategic plan. In addition to the alignment and synergies with our existing services, the property acquisition also included a vacant parcel of land on the corner of Mortlake and Wangoom Roads which will ultimately allow for the development of a Community Hub. The Community Hub will be designed through consultation, and consideration will be given to incorporating client consulting rooms, service delivery spaces plus offices for the majority of Mpower's Warrnambool based services. We look forward to engaging with key stakeholders in the future as we continue planning for this exciting development.

Mpower experienced a financially challenging year, marked by an operational deficit of $251,068. This deficit can be attributed, at least in part, to our primary sources of funding failing to keep up with the rapidly increasing expenses. Like many other organisations, the year saw a substantial 40% rise in costs due to factors such as escalating energy expenses, higher insurance premiums, higher wage costs, and increased spending on essential supplies. The Board and Executive Management Team are actively tackling these challenges, aiming to curtail expenses without compromising the fundamental service delivery provided by Mpower. While the acquisition of a new childcare center promises long-term financial benefits, it remains imperative that Mpower's core services can sustain themselves financially.

The year also saw us invest heavily in staff growth and development. Of significance was the introduction of the Mpower Allied Health Scholarship Program. This program supports

rural and regional current and new students who are studying allied health courses. The scholarship program supports students financially throughout their studies, as well as providing placements, work experience and mentorship whilst studying, and opportunities for a graduate position on completion. We look forward to seeing the fruits of this initiative in due course to ease industry-wide difficulties for recruitment of allied health professionals.

In response to the 2022 staff survey feedback, a successful full staff Professional Development & Wellbeing Day was conducted in March, the highlight of which was an inspiring keynote presentation from Jax Brown OAM, a renowned disability advocate and expert in the interrelationship of disability and LGBTIQA+ inclusion.

In March we bid farewell to a long-standing Board Director, Helen Bayne. Helen was a board member from 2013-2023 including most recently serving as Chair of the Quality and Risk Sub Committee. Helen was diligent and a strong advocate of our community's needs being put first and foremost in Board decisions. On behalf of everyone at Mpower, we thank Helen for her contribution to the organisation.

Recognising the recent growth and expansion of our service delivery model, the Board were pleased to welcome Janet Collins, Kathryn Tanner and Miryam Franjic to the Board. Their relevant knowledge, skills and experience in the sectors in which we operate will be invaluable as we face an increasingly complex and challenging future.

Mpower's dedicated Directors have been instrumental in supporting the CEO and the rest of the Mpower team as we assist individuals and the communities we serve to reach their full potential. Accordingly, we thank all Board Directors for their service.

We also acknowledge the community, the Department of Families, Fairness and Housing, the Victorian Government, and the Federal Government for supporting us in the delivery of Community and Disability Services to the South West of Victoria.

Finally, the Board and CEO thank all staff for their ongoing commitment to Mpower. We know that your contribution and dedication to our services has a lasting positive impact in people's lives.

We are proud to present to you the 2022-2023 annual report.

Rhys Boyle
President

Kevin Mills
Chief Executive Officer

Acknowledgements

Mpower acknowledges the generosity of individuals, businesses, community groups, trusts, grants and government departments who support our work to assist individuals and communities to reach their full potential.

Federal Government
National Disability Insurance Scheme

Victorian Government
Department of Families, Fairness and Housing
Department of Health and Human Services
Department of Education

Local Government
Corangamite Shire
Glenelg Shire
Moyne Shire
Southern Grampians Shire
Warrnambool City Council

Donors
VG & F Robson
William Angliss Charitable Fund

Community Program Partners
Aberlea Timboon
Active Sportz
Camperdown Community House
Capitol Cinema
Casterton Old Court House Community Centre
Cobden Miniature Railway
Flagstaff Hill
Great Ocean Road Ten Pin Bowling
Mortlake Community Health Service
Mortlake Road Fire Department
Rafferty's Tavern
Timboon and District Healthcare Service
Union Station Hotel
Warrnambool City Memorial Bowls Club
Warrnambool Squash & Racquetball Centre
Warrnambool Table Tennis Association
Warrnambool Wheelchair Basketball Association
Warrnambool Wildlife Encounters Cudgee

Partnerships

Our sincere thanks go also to our many volunteers, partners and networks for their ongoing support in achieving great outcomes in the South West Victoria community.



The IFS team assisted
156
families

21,367
hours of respite provided to carers





16,768
hours of support provided to NDIS participants



Provided supports to
310
carers in total



Mpower provides services to over
1372
clients and families



4,224
hours of Short-Term Accommodation

The IFS team provided
6,708
Service hours





9,767
hours of Early Childhood Intervention supports

528
Plan Management Clients



Completed
330
service agreements





Hours of respite provided grew by
78%

326
NDIS participants



Emilee

Emilee, at the age of 21, has been a part of the Mpower family for ten years now, and what an incredible journey it has been! Emilee lives with an intellectual disability and bravely faces the challenges posed by Lennox Gastaut syndrome, which includes regular seizures. Despite these hurdles, Emilee's spirit remains undaunted, and her infectious enthusiasm lights up every room she enters.

Emilee's relationship with Mpower began as an 11 year-old, when she was attending programs and activities run by our Disability Services team such as After School and Saturday Recreation.

Over the past five years, Emilee has thrived in our Supported Accommodation program, where she receives the specialised support and care she needed to live a fulfilling life. In recent months we were delighted to share in her excitement as she embarked on a new chapter of her journey – a transition to a more homely environment within Mpower. This transition signifies her growth, determination, and the trust she places in the Mpower team to continue supporting her daily living, choice, and control.

One of the most heartwarming aspects of Emilee's story is the strong bond she has formed with her dedicated support team who stand by her side, providing the one-on-one assistance she needs to navigate daily life. The companionship and trust they share are a testament to the person-centred care that Mpower strives to provide for each individual we serve.

Some of the Mpower team members involved in those programs 10 years ago are still involved with Emilee's care today and regard her very much as a member of their own extended families.

As we move forward, Emilee's transition to her new home brings us immense joy and excitement. We believe this step will further enhance her sense of independence and allow her to thrive in a new home setting.

We are proud to have Emilee as a part of the Mpower family, and her journey inspires us to continue our mission of empowering and supporting individuals living with disabilities. Her courage and determination remind us every day of the positive impact we can make when we come together as a compassionate and inclusive community.















NDIS Services

Janette Lowe - Executive Manager

Welcome to the story of Mpower's NDIS Team, which includes our Intake, Therapy Services and Disability Services teams. Collectively, the team supports participants and families on their life journey commencing with our Client Engagement and Intake Team and then our Therapy Services Team and/or our Disability Services Team. Together, they skillfully guide participants and their families on their path of discovery, helping them select the perfect blend of services that align with their unique NDIS plan goals.



Our participant and family's journey at Mpower starts with our experienced engagement and intake team of Penny and Rachel who support them to choose the services and supports that meet their NDIS plan goals or refer them to another service. This year, 122 new NDIS participants joined our Mpower family, bringing the total number supported to 330.

Therapy Services

Our Therapy Services team provides children and families with therapy supports at locations that best suit families, whether in home, at childcare centres, at schools, in the community or our therapy spaces, travelling across South West Victoria from our offices in Warrnambool or Hamilton. At the start of 2023 we were able to expand our services from being solely Early Childhood (0–7 year-olds) to include older children with the additional services of our experienced Speech Pathologist, Allied Health Assistant and Behaviour Consultant specialising with this age group. The service for older children has been extremely popular as it has been long known to be a gap in service provision in the region, and we are very proud to be able to support more children and families in this age group.

This year we have refocused on Therapy Services practice to ensure we are delivering known best practice of the Key Worker model. The Key Worker model is where the family and child are at the centre of their therapy plan, and they have a therapist acting as a Key Worker to be the single point of contact who is supported by a multidisciplinary team. This model benefits children and families by providing a single knowledgeable point of contact that supports a holistic approach to services and therapy support and getting better outcomes.

In addition to strengthening our Key Worker model we also focused on increasing access to therapy services across the region, including reducing wait times. To achieve this, we expanded our team of



therapists and allied health assistants. Allied health assistants (AHAs) undergo extensive training and accreditation to practice under the delegation and supervision of a therapist. Growing our team of AHAs has resulted in more participants being able to access therapy services, more regularly and at lower financial cost to NDIS plans. AHAs are also important team members in delivering our group based therapy programs.



Our focus on strengthening our Key Worker model and utilising AHAs resulted in us being able to provide services with no wait times to access Early Childhood Key Worker Therapists. We are delighted with this achievement, as we want all families and children to be able to access some services as early as possible as this is where together we can achieve the best outcomes for children.

Throughout Australia there is a shortage of Allied Health Therapists, and this is greatest in regional and rural areas. At Mpower we have taken both short-term and long-term approaches to ensuring that we can attract and retain quality allied health professionals so that we can provide accessible services to our community. One highlight this year included visiting a jobs fair in Auckland New Zealand which led Mpower to becoming an approved workplace for sponsored visas in an effort to attract qualified international allied health professionals. We also launched our inaugural MPower Allied Health Scholarship program aimed at supporting rural students to complete their Allied Health Professional degrees and we have welcomed several of our recipients into our service as they undertake placements. We have also hosted numerous other allied health students for placements throughout this year.



Trudy Marr and Louise Jellie at NZ job fair.

Towards the end of 2022 we rearranged our staff structure within the Therapy team so that staff were better supported by our leadership team and to provide career development opportunities for our experienced staff. We have been fortunate to have an extremely experienced Speech Pathologist and former Executive Manager, Louise Jellie, appointed to the role of Manager Therapy Services and Jami Giles and Jasmin Prewett appointed as coordinators of multidisciplinary teams. Together they will lead and guide our growing team through our next phase of providing outstanding therapy services. We have finished the year with a strong team offering the Key Worker model of service, with a team skilled in childhood development and teaching, speech pathology, occupational therapy and behaviour support for children of all ages.



Disability Services

Our Disability Services Team provides services tailored to meet the individual needs and goals of each participant. This can be in the form of one-on-one support in a variety of ways such as assisting with showering and personal organisation or enabling participants to take part in volunteering activities or socialising with friends. Our team of dedicated support workers are passionate about supporting people with a disability with their daily living needs and life goals.

We also provide a range of group based activities that support community participation and building social skills all within the community setting. These groups are very popular as they are an opportunity to hang out with friends whilst learning new skills and having fun. The newest group, Mpower's Young Adult Social Group, has continued to go from strength to strength, offering the opportunity for our older participants to keep in contact with their friends from Youth Group and High Flyers after they have all graduated from secondary school. Due to its popularity, we will be looking to expand what we offer to this age group next year.

Our Kids in the Community program that runs over every school holiday break continues to be extremely popular, with each holiday period hosting up to 20 happy smiling faces each day enjoying activities and connecting with local businesses and clubs. We are very proud to be able to offer several places for this program to participants with higher support needs so that they can participate fully with their peers.

We have several participants who we support with a range of living options. Working with these clients and families, alongside our Out of Home Care program, we have been able to review what homes are best suited to our participants' needs. This process has enabled one of our long-term participants to move to one of Mpower's houses that is much better suited to the quiet home life she needs. This change of house has also resulted in this participant having better access and choices to explore her community.

Mpower has commenced offering more options for providing Short Term Accommodation and Respite support for children and adults, known as our STAR program. Participants can stay at one of our two available homes and spend time with other housemates doing activities that they enjoy whilst having some independence from their families.

During the year our disability support staff have continued to develop and grow, and we have a strong diverse team of trained support workers with a range of skills and passions to support our participants. This great group is led by two very experienced leaders, Nelson and Catherine, who go above and beyond to ensure our participants are supported in achieving their goals.

The year was full of smiles and fun from participants and their families as they have been supported on their life journey, something which our whole team feels privileged to be a part of. Our Disability Services team is excited moving forward about the opportunities for growth and program expansions as we also grow our team and skills, to provide outstanding services and achieve positive outcomes for participants and families throughout South West Victoria.



Patrick

Patrick started accessing Mpower's Early Childhood Therapy Services in 2022, when he was 6 years old. Because we were able to expand our services this year to include children aged 7+, he has continued receiving the supports he needs and is currently attending three times a week, accessing a range of services.

One of Patrick's favourite things to do is to attend LEGO® club with Allied Health Assistant, Tracey. Here, Patrick takes turns with other participants. He can either be the LEGO® Engineer, giving instructions to the other participants regarding their joint construction project; or the LEGO® Parts Controller, who finds the correct pieces needed for the next step of the project; or the LEGO® Builder, who uses the pieces provided by the parts controller and follows the instructions of the engineer.

Because Patrick is taking turns with his group friends, getting the opportunity to do each of these roles, he develops his expressive and receptive language and communication skills as well as his deductive reasoning and auditory processing skills. Patrick is learning a lot without even realising it and having a fantastic time with friends! These LEGO® sessions are rapidly becoming the highlight of Patrick's week. He has quickly made friends with the other participants and always has a big smile on his face at the end of the session.

Patrick also has regular visits from Olivia, another of Mpower's allied health assistants. Olivia visits his school once a week so she can work one-on-one with Patrick to provide more assistance in his communication skills and help him work towards achieving his goals.

Patrick also loves working with Elsa during his weekly speech therapy sessions. Elsa is Patrick's Key Worker, working closely with Patrick and his family to provide personalised support and guidance. Mpower's Key Worker model acknowledges the importance of supporting both the child receiving services, as well as their family, and Patrick's mother says "Elsa has been extremely accommodating in scheduling her appointment times and has a great manner in working with Patrick to get the best out of each visit. She is also extremely knowledgeable about navigating the NDIS system and has been vital in providing me with information to continue Patrick's plan."

Patrick and his family have found each service to be age appropriate and incredibly supportive, especially now that he has started school. Patrick loves attending these services and his mother says, "I cannot speak highly enough, not only for his love in attending these sessions, but also the improvement in his attitude, determination, confidence and best of all, his quality of life has been amazing to see. I would certainly recommend Mpower to others. We would be lost without their services."





"Learning a lot without even realising it, and having a fantastic time with friends."







"Flourishing in a personalised, small group program."

Towards Independence

Towards Independence has consistently been one of our most sought-after groups for child enrolments this year. The small group environment is great for the development of skills because it can cater for those situations when the child needs one-to-one time or input. Mpower's allied health assistants can provide that extra support as well as our trained, experienced teachers to ensure a consistent high standard of service and program development as the child's learning needs evolve.

Mark has been attending the group in Hamilton, and mum Madeleine says it has been instrumental in helping him flourish and develop social and play skills. She also feels that it allows welcome respite for herself as she doesn't need to supervise in the therapy provided: "An aspect that most primary care givers like myself struggle with every week".

Mpower's Therapy Services team developed the program when they identified a gap in what is available in the community in mainstream kindergarten environments and childcare centres. The team identified a need for play-based learning as well as a flexible routine to encourage the development and transition to the more structured formal routines expected in the kindergarten and school environments, while acknowledging and working towards participants' NDIS goals. Staff gradually extend the time and expectations placed on the participants, so that they can achieve success at each stage.

The team caters for children's unique learning styles and individual interests and support this with visual aids and a more individualised, guided approach than would be available in the mainstream.

Madeleine says "The Towards Independence group has assisted Mark to develop positive relationships with the other children and lovely staff, in an environment that encourages and extends him in personalised and careful ways."

Scholarship Program

In January, Mpower announced the launch of the Mpower Allied Health Scholarship program. The scholarship provides current or aspiring students the opportunity to pursue education in the allied health sector in particular Speech Pathology, Occupational Therapy, Physiotherapy, and Psychology, leading to graduate positions and long-term career prospects with Mpower. The primary objective of this initiative is to attract allied health professionals to rural and regional areas, enabling the community to access these essential services.

We were thrilled to receive over thirty high-quality applications from both Victoria and New South Wales. In this inaugural year of the scholarship, we have awarded six scholarships: four to occupational therapy students ranging from first year to fourth year, and two to speech pathology students. Scholarship recipients receive financial support, opportunities for an Mpower allied health mentor, and work placement opportunities for the remaining duration of their studies.

We are thankful to all those involved in the Mpower Allied Health Scholarship program. We look forward to supporting and shaping the careers of these exceptional individuals and, ultimately, making a positive impact on the communities we serve.







Community Services

Trudy Marr - Interim Executive Manager

As we reflect on the past year, Mpower's Community Services Department is proud to share a narrative of dedication, achievements, and the unwavering commitment to making a positive impact on the lives of families, children, and carers. Through collaborations, innovations, and the relentless pursuit of excellence, our teams have embraced challenges and celebrated successes.

In partnership with the South West Child and Family Services Alliance (SWC&FS), our disability specialist program has achieved remarkable outcomes; positive feedback has poured in, underlining the significant impact of the program in securing NDIS access for clients. Our flexible funding for assessments has enabled families to navigate their unique challenges with newfound support and achieving our secondary consult targets for the year ahead of schedule is evidence of our dedication to assisting Family Services Practitioners from other agencies. Additionally, our Community Services teams have consistently met compliance and reporting requirements of the DFFH, showcasing our commitment to accountability and transparency.

Our Out of Home Care (OoHC) program has been instrumental in providing a nurturing environment for children facing complex challenges. Over the festive season, our staff demonstrated superb dedication by ensuring that the children in our care experienced the joy of Christmas. Santa's visit brought smiles and excitement, creating cherished memories for our OoHC children. We are also proud to have partnered with MacKillop's Christmas Cheer Appeal, which enabled us to deliver heartwarming gifts to our Family Services clients, spreading warmth and holiday spirit.



Pattrina Markey and Yasmin Nurmohamed with the team from MacKillop's Christmas Cheer Appeal.

Out of Home Care

At Mpower, we firmly believe that every child deserves a safe, nurturing home environment where they can thrive and grow surrounded by care and love. Unfortunately, life's complexities sometimes lead to situations where children cannot remain with their parents or guardians. It is during these challenging times that our dedicated OoHC team steps in, providing not just a home, but a place where positive connections are fostered, trust is built, and a brighter future is embraced.

An illustration of our commitment is the journey of a young boy who entered our care several years ago. He was frightened and withdrawn and carried the worry of his past. From his first days with us his struggles were apparent: he was unable to communicate, was full of fear and anxiety, and was not attending school or participating in any community activities.

With years of care and dedicated support his speech became clear, he started to attend school fulltime, became school captain and enthusiastically participated in social and sporting events. His growth was a testament to the power of resilience and the impact of a dedicated team working together.

Throughout his time in the care of Mpower's OoHC team, his progress served as a testament to the profound impact of unwavering support and genuine care. He showed us that, with dedication and love, it is possible to guide children towards independence and resilience, even in the face of adversity. This story embodies our commitment to helping individuals overcome challenges, empowering them to achieve their full potential.

Today, this young boy's narrative has taken a heartwarming turn. He resides with his brother and family friends, embraced by a safe and loving environment where he can continue to flourish. His journey serves as a reminder that, within the nurturing embrace of our OoHC team, transformation is not only possible but achievable. As we celebrate stories like his, we reaffirm our purpose and promise to provide hope, healing, and a brighter future for all those in our care.

Integrated Family Services

Family Services programs are funded by the Department of Families, Fairness and Housing (DFFH). Members of Mpower's Family Services team focus on building capacity and resilience for children, families and communities. The outcomes they strive to achieve are to strengthen families and promote safety and stability for children and young people. One of the families that the team has had the privilege of supporting this year was the Johnson family, and mother -Marsha -shared her reflections on her experience.

"Mpower has changed my view about child and family services."

"Our relationship with Mpower started when we were referred to them by The Orange Door. I must admit that I was skeptical at first about how we would be treated so I told our Mpower Key Worker, Pattrina, that if Mpower was going to be judgmental about my family we would not be able to work together. I knew I was doing the best I could, and I knew I needed help, but I didn't want to be unfairly judged....and help is exactly what I got.



To start with, Pattrina helped us navigate some medicare system issues and she arranged for Mpower's Carer Support team to help us bridge a financial gap until they were resolved. Then Yasmin was able to help us work through the NDIS application process, including covering the cost of my son's NDIS assessments and the documentation required for those, as part of the Family Services Specialist Disability Program. If it wasn't for their support, I wouldn't have been able to achieve the same outcome for my son, and he wouldn't be enjoying the social connections outside of our home like he is now.

Pattrina's support has ranged from sourcing practical food packages to navigating government legal systems to providing emotional strength. She has this way of challenging me in a positive way to complete tasks in between our appointments, in a way that is empowering and has enabled me to grow as a person. I know that I have an unusual way of being an advocate for my family, but Pattrina and the Mpower team respect us, they don't judge us, and that means a lot to me.

We have 5 children in our family, aged 11-19 years and as the kids are getting older, we never get to spend quality family time together. When I mentioned this to Pattrina she immediately decided to help rectify this situation and she arranged for us to have a family day. The only rules for the day were to have fun and to encourage one another, so my husband and I were team captains and as a whole family we supported each other through games of mini golf and ten pin bowling. It was a wonderful chance to connect and communicate in a positive way and we had a memorable day.

Our 12-month relationship with Mpower has come to an end too quickly, but thanks to the supports that Pattrina and Yasmin have helped put in place, I have more confidence now and I'm going to see how I go by myself for the next 6 months. If I do find I need help, I know to go back to the Orange Door and I will ask for Mpower's help again because Mpower has changed my view about child and family services".



Carer Support

One of the hallmarks of our Community Services Department is our commitment to partnerships. Collaborating with Terang Mortlake Health Service Carer Support Group has allowed us to reduce the volume of travel for our dedicated staff, ensuring that they can continue providing vital services to our community. Our collaboration with Dementia Victoria has opened doors to offer specialised programs for carers dealing with dementia, enhancing their support network. The engagement with Carers Connect has broadened our reach through events like the Carers Roadshow, which not only builds connections but also raises awareness about the critical role of carers.



In a significant milestone for our Carer Support program, all providers, including Mpower, underwent a comprehensive reapplication process for funding. We are proud to share that our dedication and commitment were rewarded, as we emerged successful in securing a funding grant for the next four financial years. This achievement is a testament to the trust and confidence placed in us by DFFH. We secured additional funding to establish new carer support groups in Timboon and Casterton marking the expansion of our services, allowing us to reach even more carers and provide the support they need. Moreover, our unwavering commitment was recognised through the allocation of additional respite funding. This remarkable achievement highlights our dedication to enhancing the lives of carers who are often in need of a well-deserved break.

Another of our accomplishments is the positive impact we have made on the lives of parent carers through respite initiatives. We take immense pride in the heartwarming feedback we have received, highlighting the difference we make in the lives of those we serve. In one example, our program coordinated a moment of respite that transformed into an unforgettable experience for a couple.

We arranged for the arrival of a dedicated support worker to care for their children with high needs, allowing the parents a rare moment of relaxation. With our support, the parents enjoyed a delightful meal out and indulged in the serene environment of the Deep Blue Spa. The impact of this gesture was profound, as captured in the heartfelt email we received from the mother:

"Words cannot express our gratitude for the amazing time we had. We smiled and laughed like we were on our honeymoon, creating memories that will last a lifetime. To top it off, our girls slept soundly all night! Kellie, our support worker, was exceptional, leaving a positive imprint on our hearts. We would be thrilled to see her again someday."

These heartwarming expressions of gratitude reinforce our desire to bring joy, relief, and support to carers who dedicate their lives to the well-being of their loved ones. The success of our funding application and the positive testimonials from those we assist fuel our passion to continue making a difference, one life at a time.



Plan Management

Mpower's Plan Management program has witnessed growth as we continue to expand our reach within the community. With an increasing number of clients entrusting us with the management of their NDIS plans, our dedicated team has adeptly navigated the complexities of funding, ensuring seamless support for participants and service providers alike. Committed to empowering individuals with disabilities, we are dedicated to fostering greater independence and increased knowledge of our clients and their families.



Targeted Care Packages

Within our Targeted Care Packages (TCP) team, it's the small victories that hold immense significance. Throughout this year, Mpower's commitment to excellence remained unwavering as we continued to receive TCP referrals, reaffirming our reputation for expertise in addressing the intricate needs of clients with co-existing disabilities and other challenges. Operating in this complex arena demands adaptability and a passion for continuous growth, and our TCP key workers embraced these qualities.

Our key workers found opportunities for professional development that allowed them to refine their skills. Armed with knowledge, they confidently faced new challenges that arose, embodying Mpower's dedication to learning and improvement. We take immense pride in their ability to exhibit flexibility, recognising the unique strengths of each client and meeting them exactly where they are in their journey.

We have witnessed young individuals gaining stable, consistent living environments, reliable financial safety, academic achievements, successful job placements and transformation in lives that have often been marked by turbulence and instability.

At Mpower, we celebrate these achievements, not just for the change they bring to individual lives, but for the ripple effect they create in our community.

As we plan for the future, our focus remains on operational excellence and sustainable growth. Our operational plans for each community services program reflect our commitment to meeting the evolving needs of our community. We are excited about the potential for growth in our Carer Support program through increased funding. Moreover, our active participation in DFFH working groups reinforces our dedication to shaping better outcomes for children in OoHC.

Our engagement with universities, TAFE's and local schools has created opportunities for student placements, addressing the skill gaps that exist in the sector. This initiative not only supports our staff but also contributes to strengthening the quality of services we provide in Community Services.

In conclusion, the Community Services teams at Mpower have navigated challenges, celebrated successes, and stood as a beacon of support for families, children, and carers. Our commitment to collaboration, innovation, and employee well-being continues to define our journey. We extend our deepest gratitude to our dedicated staff, partners, and stakeholders, who have walked alongside us on this impactful journey of service and compassion.



Local retailer, Willow & Saige, partnered with the IFS team to provide clothing gifts for families.

Carer Werribee trip

Mpower's purpose is to support individuals and communities to reach their full potential. Carers play a critical role in our community, so Mpower's Carer Support Team works tirelessly to support them in whichever way they can.

Each year, a highlight on the team's calendar is the two-day get-away. This is a rare opportunity for the carers we support across the South West, to take time for themselves. This year the destination was Werribee, including visits to Werribee Zoo, Werribee Park Mansion, and Roraima's Display Gardens and Nursery. What it means for our carers, is best described by this email received afterward from Katie, one of our Camperdown Carers Group members who attended the trip.

"A massive THANKS FROM THE BOTTOM OF MY SOUL. Honestly had the most wonderful, very much needed, break & enjoyed many firsts. Never been to ANY of the attractions we attended let alone had the privilege to have even dined in such an opulent setting. I've also NEVER in my entire life spent the night in a hotel in a room on my lonesome.. ohh what a joyful experience that was. Truly cannot express my gratitude in words, such an honour to have been so blessed. Marvellous job done by ALL involved, our driver Ron was exceptional then as always Trent brought such humour & fun to all whilst still being on the ball providing such astounding efficient care & attention to the elderly/ seniors on the trip. Judi too, is legit the ROCK to all, but especially to those ladies struggling. Judi gives support & loving guidance that ensures everyone feels included, well-supported & genuinely cared for which is in truth a feat that not many are capable of. Judi however, does it all with a massive smile, warmth & apparent ease. Can't say enough thanks to everyone that made this trip away possible."









North Edge Childcare Centre and Community Hub Project

In 2022, a new Strategic Plan was endorsed following extensive consultation with the Board, Executive team, all staff, clients, participants and partner agencies. What resulted was the establishment of four key priorities which would go on to shape the new future of Mpower Inc.

The consultation provided loud and clear messaging that the creation of a purpose-designed service environment was required. Consequently, the team began scanning the horizon for future possibilities. Based on the information gathered from staff, it was evident that priorities included: fit-for-purpose service delivery areas and meeting spaces, room for outdoor meeting spaces, onsite café, onsite childcare provision and room to grow. It almost seemed too good to be true when an opportunity arose this year to discuss the purchase of a block of land at 11-21 Wangoom Road, encompassing a childcare and kindergarten centre.



It was also important to the Board and Executive team that this acquisition provided an opportunity to diversify our income stream and allow us to be less reliant over time on government funding to continue our provision of valuable services.

Project Timeline

April 2022
Discussion with the Board regarding seeking opportunities for green field sites or redevelopment opportunities.

May 2022
Consultation with Mpower staff, facilitated by Myers Planning Group: What do we want a future Mpower to look like?



July-October 2022
Business cases developed, and due diligence undertaken for the purchase of vacant land, assets and business at 11-21 Wangoom Road.



Certificate of Registration of a Company

This is to certify that

MPOWER COMMUNITIES PTY LTD

Australian Company Number 663 178 265

is a registered company under the Corporations Act 2001 and is taken to be registered in Victoria.

The company is limited by shares.

The company is a proprietary company.

The day of commencement of registration is the seventeenth day of October 2022.

ASIC

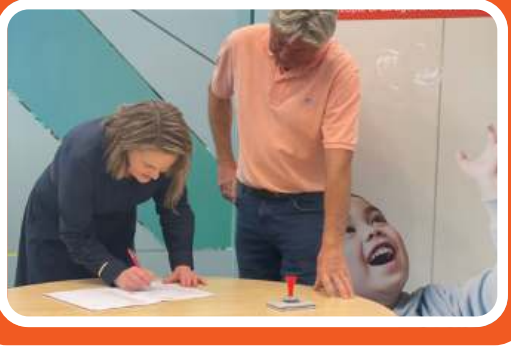
CERTIFI

October 2022

Creation of special-purpose, not-for-profit subsidiary company Mpower Communities Pty Ltd.

October 2022

Business and Land contracts signed by Mpower Inc, Mpower Communities and vendors of the Wangoom Rd land and childcare business.



March 2023

smith+tracy architects appointed to create town planning ready plans.

April 2023

Settlement and first day of operation of North Edge Childcare Centre.

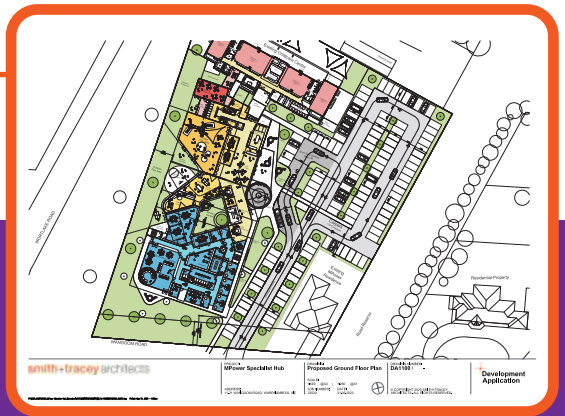


May 2023

First draft plans received from architects.

June 2023

Draft plans presented to whole Mpower team.



A project of this scale could not have come together without vast volumes of work from a range of professionals working at Mpower and externally. Mpower's Board and Executive Team wish to take this opportunity to acknowledge the entire corporate services team for their work on this project, as well as the team of external experts from:

- Myers Planning Group
- Dwyer Legal
- McLaren Hunt Financial
- Harwood Andrews Legal
- smith+tracey architects
- Modus Construction
- The Department of Education and Training
- Warrnambool City Council

Finally, thank you and welcome to the team at North Edge Childcare Centre for embracing this change of ownership and new direction. We look forward to working alongside this passionate group of early childhood educators and the broader team long into the future. Before long, we will all be onsite together to create a much larger, multi-disciplinary group of professionals all in one location.

Professional Development

Mpower invested over $90,000 for more than 120 professional development activities for our team in the last year. Activities included:

- Professional supervision for allied health staff
- Pallet Play for North Edge educators
- LGBTIQA+ Diversity and Inclusion conference for over 15 employees
- Higher education in both TAFE and university qualifications
- First Aid and CPR refreshers and new qualifications.
- Compliance training
- Mart Meo training for key workers
- Scholarships for higher education
- Understanding FBT and compliance
- Manager fundamentals
- Grief and Family Work

Employee Professional Development and Wellbeing Day

Over 85% of Mpower employees attended the Employee Professional Development and Wellbeing Day held in March, underpinning the hope that the day's sessions and activities reflected the organisation's investment in employee development and wellness. In his opening address, CEO Kevin Mills discussed his pride in the resilience exhibited over the last couple of years and the criticality of supporting resilience and capacity building.

The morning session was rounded off with an inspiring keynote presentation from Jax Brown OAM, a renowned disability advocate and expert in the interrelationship of disability and LGBTIQA+ inclusion. As part of their presentation titled Affirming LGBTIQA+ People with Disability Jax covered key terminology and legislation before delving into how an organisation like Mpower can promote information, advocacy and safety for people with a disability and who identify as LGBTIQA+.

In the afternoon, employees dispersed into breakout sessions and workshops tailored to inspire personal wellness. There were sessions on Mindfulness and Meditation, led by South West Healthcare's Primary Mental Health Team; and Employee Ergonomics and How to Ensure Positive Physical Health in the Workforce, delivered by Warrnambool Physiotherapy's Tony Grace. Sea Dragon Tai Chi also led sessions connecting physical movement and mindfulness through Tai Chi. Each workshop focused on providing staff with valuable techniques to combat stress and promote mental clarity.

As the day progressed, a genuine sense of camaraderie and self-reflection infused the space. Employees engaged in meaningful conversations, sharing their experiences and aspirations. Many discovered shared interests and formed new connections, strengthening the sense of community within Mpower.

Inspired and motivated, team members returned to their roles, armed with newfound knowledge and a rejuvenated mindset. They understood that Mpower truly cares about their growth and happiness, further fuelling their commitment to our organisational values.







Corporate Services

Trudy Marr - Chief Operating Officer

I am proud of the outstanding work of the Corporate Services team in 2022/2023. Not only did the team work alongside our service delivery programs to ensure high quality service provision, they also showed off their exceptional project management skills and team work in the enormous project of purchasing a childcare centre as well as purchasing the land and buildings at Wangoom Road. I cannot begin to measure the volume of time and commitment which was placed into this project to make it the success it was. Everything from financial due diligence, quality assurance, understanding legal structures and the set up of a subsidiary company within our current governance structure were all items we don't get to work on every day, but the team rose to the challenge and gained a world of experience along the way.

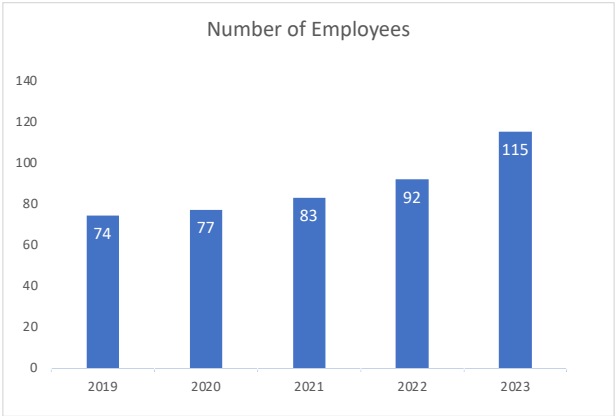
People and Culture

We place a high emphasis on health and wellbeing and delivered a number of initiatives over the past year. We continued our support for International Women's Day and I was honoured to be the keynote speaker at Moyne Shire's event where I spoke about my leadership journey. Mpower continued its commitment to employee health by offering free flu vaccinations to employees, with great uptake year on year. Employees banded together to donate to Warrnambool Food Share at Christmas. To celebrate the end of 2022, the whole Mpower team took to the court in glorious sunshine and played tennis, with CEO Kevin Mills and Quality and Risk Advisor Catherine Cope battling it out for the inaugural Mpower Christmas Cup.



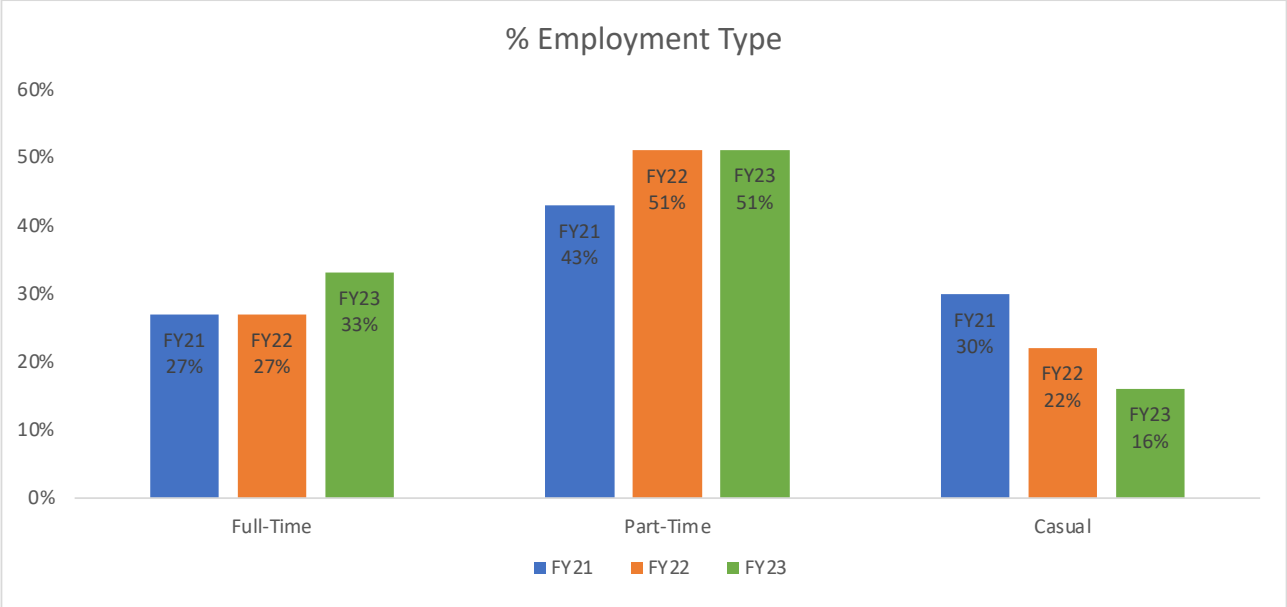
In April 2023 we welcomed an entire workforce to the Mpower Family with the acquisition of North Edge Childcare Centre. This included educators, teachers and support staff. Mpower's employee headcount increased to 115 employees, up from 92 and at the end of FY 2021 – 2022. These appointments included:

- Support workers
- Trainees and Administration staff
- Therapy Services Key workers and Allied Health Assistants
- Plan Management Officers
- People and Culture Advisor
- Executive Manager



To support future recruitment, we attended an interactive careers expo hosted by Deakin University's Warrnambool Campus, where a variety of local industries, services and organisations showcased pathways for local high school students and their families. Both Nelson Reason, Coordinator Disability Support and Kate Hogan, Manager People & Culture presented as part of an information panel discussing career pathways, qualifications, and strategies to achieve those.





We continue to prioritise permanent contracts over a casualised workforce to ensure the retention of a skilled and engaged workforce. We are proud to have further increased our permanent workforce to 84% up from 78%, and almost halving our casual workforce over the past two years.

Quality and Risk

The revised Child Safe Standards were implemented 1 July 2022. In response to the changes in the Child Safe Standards, we updated our Child Safety and Wellbeing policy, developed a Code of Conduct for Children and Young Persons, and revised and implemented all policies and processes with a child safe lens. As a child-safe organisation, Mpower maintains an organisational culture of child safety, empowerment and encouragement of children and young people and the prevention of child abuse. It also ensures that all Mpower Board members, staff and volunteers are aware of their responsibilities for identifying suspected child abuse and of our commitment to providing a child-safe environment.



Quality & Risk team members Tricia Hughes and Catherine Cope.



Staff donated food to Warrnambool Food Share as a well-being initiative.



Tennis finalists Catherine Cope and Kevin Mills.

Infrastructure

The assets and infrastructure team completed several projects this year to accommodate Mpower's growth and enable continued delivery of quality services to our clients and participants.

The first and largest of these projects was to renovate the main therapy playroom at 71 Koroit Street. The redesign increased the play area, created a highly functional kitchen area, enables better supervision of groups, allows more natural light, and keeps staff and children warmer in winter and cooler in summer.



Playroom Before.



Playroom After.





Our second project was an eagerly awaited office relocation in Hamilton. The relocation to larger, more purpose-appropriate premises enabled our Hamilton Therapy Services team to introduce more group programs such as Lego, Skills for Life and Towards Independence as well as enabling the team to provide more 1:1 therapy sessions. It was smiles all-round as the team moved into their new home.

The Hamilton move marked another milestone in Mpower's history, with the larger multi-room facilities enabling us to broaden the range of services offered on site to clients and participants in Hamilton and surrounding district. For the first time, our Carer Support team, IFS team and Plan Management team have been able to meet and provide services and support to clients in the Hamilton office and our Disability Services team is busy planning to expand operations there also.

Our third project was to refurbish one of our Warrnambool houses to enable our Disability Services team to provide a safe, quiet environment for a client to live in. Our trusted team of tradespeople delivered yet again and the client has settled in well to her new home.

Wrapping up the year, our fourth project was preparing the house that was purchased as part of the Wangoom Rd project in such a way that it would create a safe family home environment for our programs.

Now managing a total of 10 sites across Warrnambool, Hamilton and Portland, we are grateful for the ongoing quality service provided by our regular contractors, which enables us to continue to serve the community.



Some of the Mpower team members on moving day in Hamilton: Pictured L-R, Trudy Marr, Simone Turnbull, Kevin Mills, Simone and Jami Giles.

William Angliss Charitable Fund

The William Angliss Charitable Fund has been supporting Mpower since 2004. Funds received this year were used to refurbish our Snoezelen® room.

The term Snoezelen® was coined by two therapists in the 1970s and is a contraction of the Dutch verbs "snuffelen" (to seek and explore) and "doezelen" (to relax). From the moment we wake, we continually experience a huge range of sensory information from the world around us and sometimes that sensory overload becomes too much. The Snoezelen room is the ultimate in a relaxed environment, with soothing sounds, calming lights, gentle movements and super-comfortable seating so it can be the perfect place to be for a child who is struggling to process the environmental conditions around them.

Mpower's Snoezelen room is also interactive so children can explore effects, aiding their learning and development, and/or relax and regulate in a quiet and peaceful environment.

The room is a valuable aid in helping to improve the outcomes for growth and development of the children using our services and we are thankful for the generosity of the William Angliss Charitable Fund.





Spotlight on Staff

Jasmin Prewett - Speech Pathologist and Coordinator Early Childhood



I joined the Mpower Therapy Services team in January 2019 as a Speech Pathologist and this year, through Mpower's strong commitment to its values, I've been able to work in a way that enables me to realise my professional hopes and dreams across two workplaces.

I have a real passion for speech pathology and for providing support to children and their families. After working regionally and becoming acutely aware of the long wait lists and challenges faced by children and families accessing allied health services in regional and remote locations, I became determined to make a difference in as many ways as possible.

This year, one of those ways was to continue my work at Mpower as an Early Intervention Speech Pathologist and Coordinator Early Childhood. The other way was to accept a role as a Lecturer in Speech Pathology at Federation University, supporting and training the next generation of speech pathologists to enable the community to have increased access to services within our region in the longer term.

Mpower's respect for my passion, dreams and determination in addressing a workforce shortage in the field of speech pathology has allowed me to thrive across both work contexts.

I've also benefitted from Mpower's commitment to continuous learning through their support of my engagement in my role as a Lecturer. It has enabled me to draw on my professional experiences to support students at the University to see how theory works in practice whilst simultaneously staying up to date on current and best practice research within the field that I can share with the Mpower team. I've been able to engage in meaningful and complementary work-based practices across both of my workplace contexts, and I feel that these practices foster excellence and quality which will ultimately reflect in our service delivery.

Through our work at Mpower we always seek to recognise and develop the individual strengths of our clients, but the flexibility and support I received from Mpower to undertake my dual role this year has been empowering for me also, as I've been able to develop my professional skills in a variety of contexts.

Thank you Mpower, for putting values into practice.

Kimberley Dempsey - Administration Assistant



Most people won't know that I am a singer songwriter. I performed a solo with the Melbourne Symphony Orchestra and I am in the Find Your Voice choir. I also performed at 15 Minutes of Fame in June 2023.

I started working at Mpower on Remembrance Day 2022. I work Mondays and Fridays and my typical work day involves checking mail, running office errands, answering reception phone, and greeting visitors. It took me a while to work out who to redirect calls to because Mpower has such a wide range of services.

What motivated me to take on a new job was to try new things. My Mum said if you don't try new things you wont know if you like them. It was good advice. I like administration because I'm doing something different every day. If I do the same thing over and over I get bored and no two days are ever the same at Mpower. It is a wonderful environment to work in and I love working here.

I have an intellectual disability but I prefer to regard it as having different abilities. Mpower supports me with my unique needs by treating me like everyone else and that's what I asked them to do. I think that's what everybody with a disability wants. I get included in things and staff always say good morning. I went to the Xmas party and it was so inclusive and everyone made me feel at home. I loved it.

A special experience at work is that I love greeting the children and watching them grow and build up confidence. I love seeing them walk in with a smile on their face and over time they get to know my name too which is great.

Working with Mpower has contributed to my personal development in that it makes me realise there are so many more things than what you read about, that people with different abilities and disabilities can do. It has also shown me that people are willing to help and are so kind about it, and to them, everyone is the same.

Yasmin Nurmohamed

– Family Services Specialist Disability Practitioner



I joined the Mpower Intake team in 2019. I'd had roles in Out of Home Care and Child First prior to that, and although NDIS felt like a whole new language, my Intake colleagues - Penny and Rachel - helped make it a smooth transition and I loved the opportunity to work with NDIS participants.

In 2020 I moved across to Mpower's Plan Management team which introduced me to another part of the NDIS, then a new position became available in 2021 when the Victorian State Government made funding available for a pilot program for a specialist disability practitioner to sit within the Family Services space. The Government had recognised the need for there to be a specialised service within the suite of Family Services, to support those families who need it, to gain access to the NDIS. The position of Family Services Specialist Disability (FSSD) Practitioner was created and I embraced it as a great opportunity for me to combine my previous experience in family welfare with my recently gained knowledge of NDIS. The pilot program ran July 2021-June 2022 and was deemed so successful that it has been rolled out for another 2 years.

My role involves many interactions with others as I assist my colleagues within Mpower's Family Services team, as well as both providing secondary consults across the South West Child and Family Alliance, and working directly with client families myself.

The support I provide is wide-ranging. Sometimes it is in the form of supplying information as to where to go for specific supports, or providing resources, or assisting them to navigate the NDIS. That can entail arranging to have a person assessed or to help them make an application to the NDIS or to attend a planning meeting. Essentially, whatever is deemed appropriate for that individual and family, is what I seek to provide, so that I am empowering the family to access and receive the support they require.

I've had 42 referrals in the past 12 months so the need for the program continues to be strong. I work with clients ranging in ages from infants to adults and the best part of my role is knowing that my collaboration with families has achieved a good outcome for them, whatever that may look like.

I love my role and being part of the Family Services team. We work well together, supporting each other and sharing resources so that collectively we achieve sustainable outcomes for our clients. We are passionate and compassionate and always strive to improve lives, and I'm glad I made that decision four years ago to embark on my Mpower journey.



Our Team as at 30 June 2023

Executive Team
Kevin Mills
Trudy Marr
Janette Lowe

Leadership Team
Catherine Howarth
Deb Harman
Judi Mutsaers
Kate Hogan
Louise Jellie
Nelson Reason
Pattrina Markey
Penny Ryan
Sandya Ranaraja
Sue Biemans
Tracy Lints
Tricia Hughes

Team Members
Ali Raza
Amanda Adamson
Amy Holden
Ashlee McCullagh
Ash O'Brien
Beth Parkin
Casey O'Keefe
Catherine Cope
Charlie Blacker
Chloe Lowery
Chris Pronk
Christy Fenn
Cloe Hilliam
Connor Johnson
Corey Evans
Cory Brebner
Courtney Hannah
Damian Moloney
Daniel Carey
Debi McAuliffe
Elizabeth Robertson
Ellen Kennedy
Elsa Popich
Emily Symons
Gabrielle Hearn
Gail Kent
Genevieve Mack
Georgia Copeland
Harrison Kermond
James Mahony
Jami Giles
Jasmin Prewett
Jayden Lane
Jenny Gleeson
Jessica Hall
Joelyn Gibson
Jorja Graham
Joshua Alexander
Katrina Carrod
Kellie New
Kim Smith
Kimberley Dempsey
Kirsty Jones
Kirsty Sutcliffe
Lacey Mae
Laurissa Folkes
Leonie Testro
Letitia Gunn
Liam Smith
Lisa Psomas
Maddi MacDonald
Mark Barling
Mechelle Storer
Meera Khanal
Michelle Thorne
Mitchell Reason
Nadia Brown
Olivia Wollermann
Olivia Grundy
Rachel Savery
Rosie Carlin
Samantha Lenehan
Sara Pope
Sean Verdon
Shona Waller
Simone Turnbull
Sonya Graham
Sophie O'Keefe
Sue McNaughton
Thomas Reeve
Tracey Jennings
Tracy McKendry
Trent Harman
Vicki Kearney
Hazel Chan
Yasmin Nurmohamed

Service at Mpower

We are proud to have over 115 skilled and experienced people on our team. We acknowledge their dedication and hard work to help Mpower achieve its purpose of supporting individuals and communities in South West Victoria to reach their full potential.

At Mpower's AGM each year, we celebrate team members' service to the organisation and recognise their years of service in five yearly increments.

This year we congratulate the following employees on their service milestones.

FIVE YEARS

Jami Giles
Coordinator Early Childhood Team

Nelson Reason
Coordinator Disability Supports

Rachel Savery
Client Engagement Officer

Sue McNaughton
Early Childhood Key Worker/Acting Coordinator Early Childhood Team

TEN YEARS

Kirsty Sutcliffe
Family Services Practitioner

Louise Jellie
Manager Therapy Services

Mark Barling
IT Facilitator

FIFTEEN YEARS

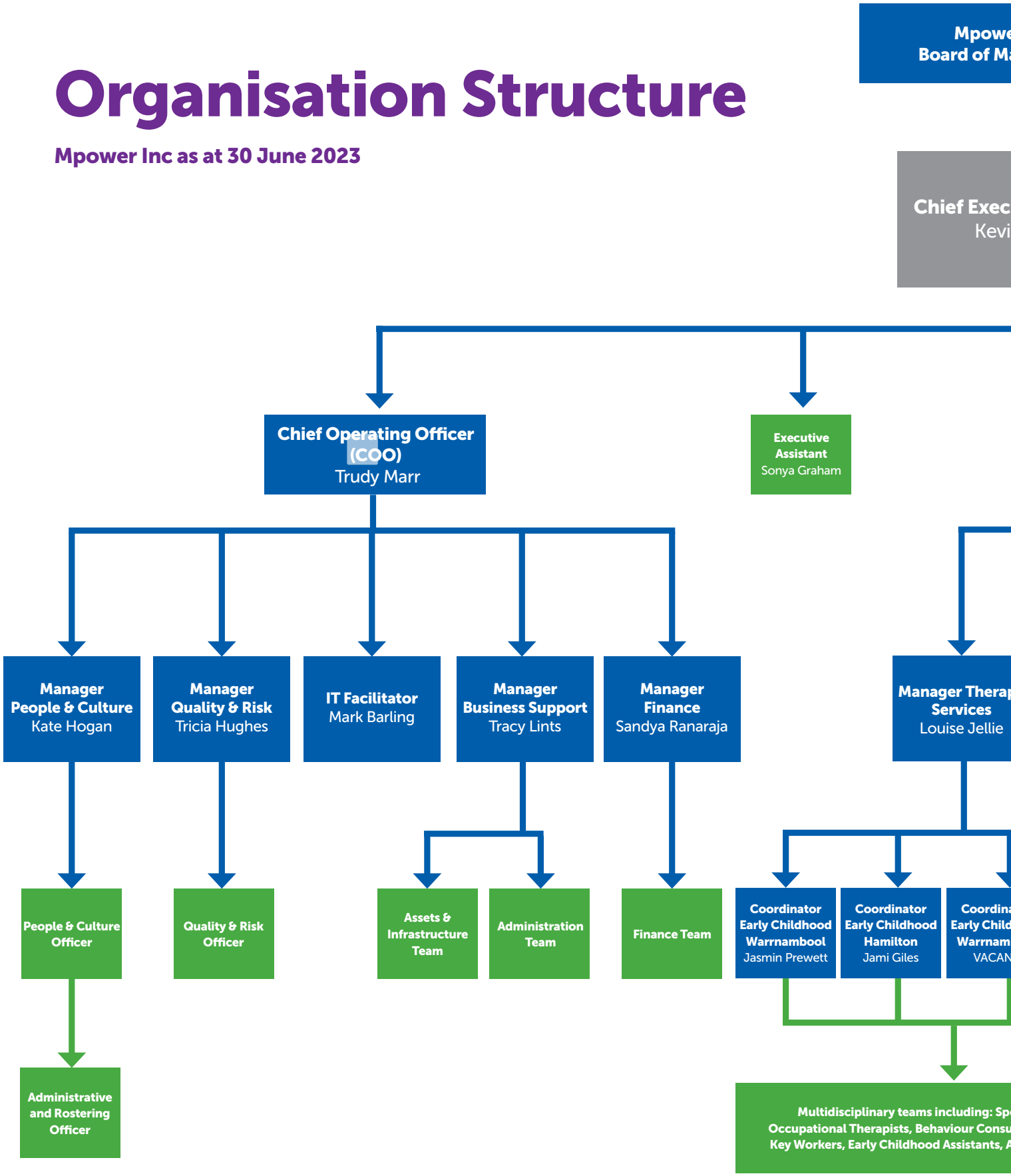
Shona Waller
Finance Officer

TWENTY YEARS

Jenny Gleeson
Early Childhood Intervention Teacher

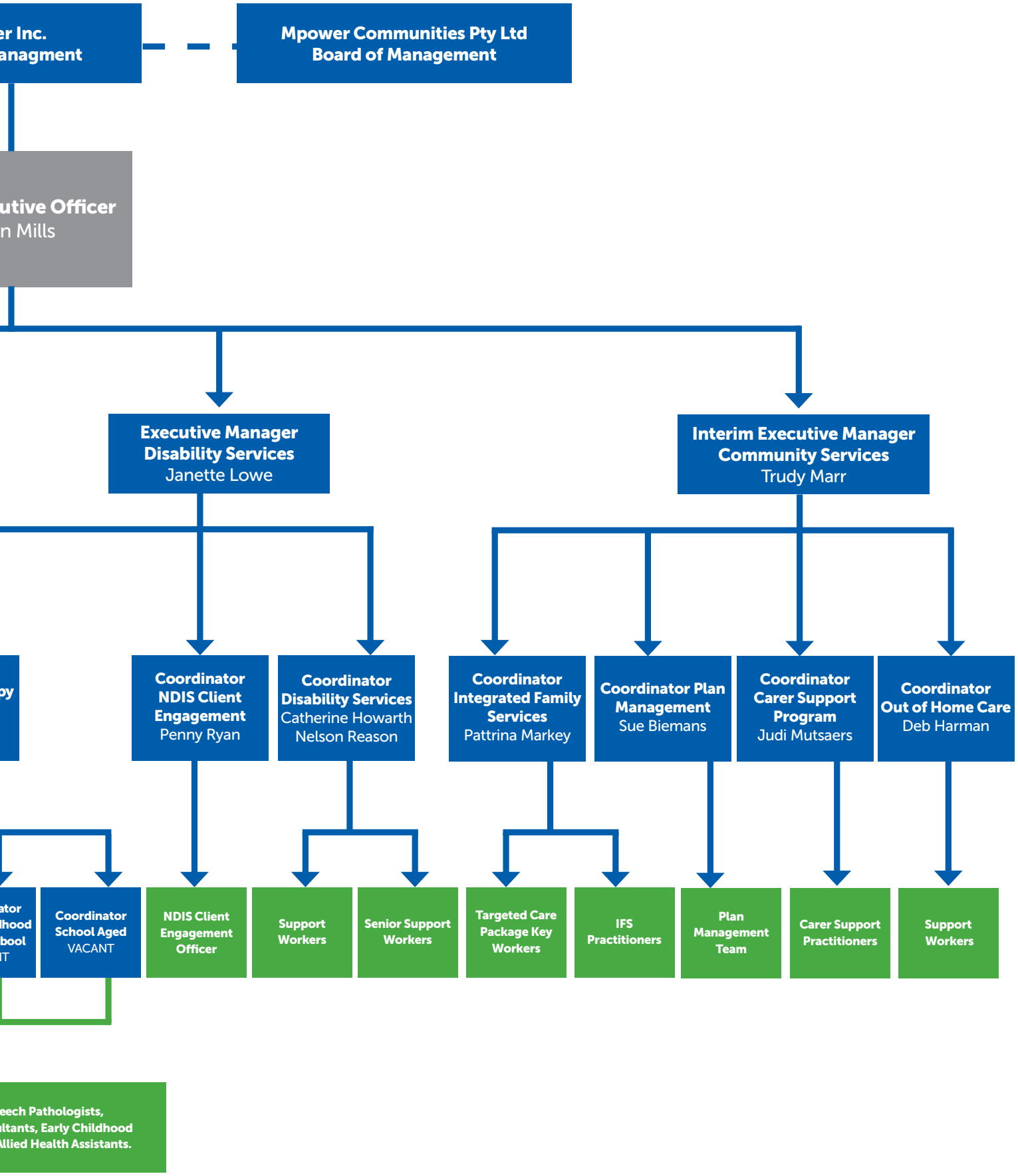
Organisation Structure

Mpower Inc as at 30 June 2023



Operations

Disability

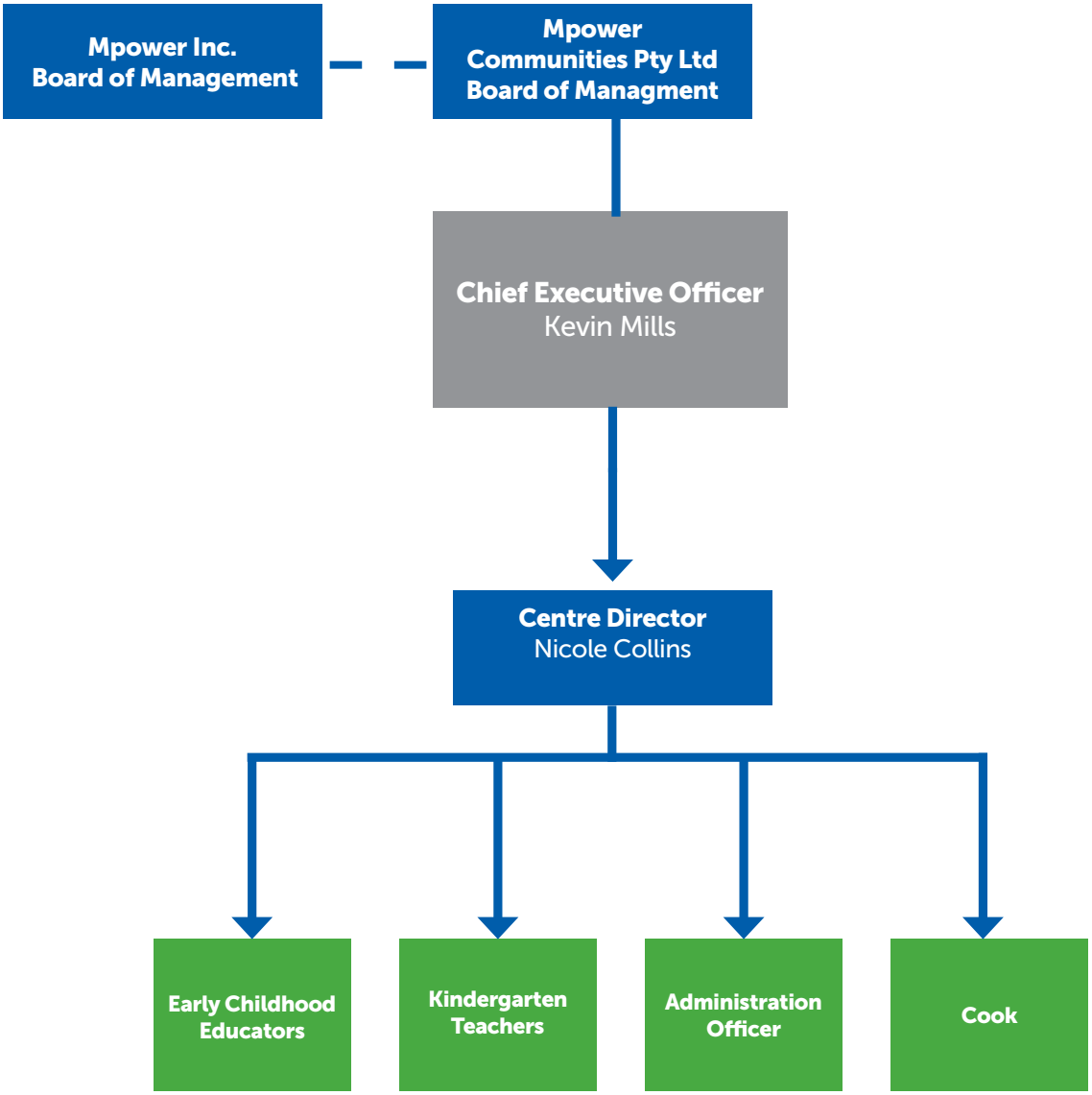


y Services

Community Services

Organisation Structure

Mpower Communities as at 30 June 2023



Our Team (as at 30 June 2023)

Aleisha Lawlor
Caitlyn Coates
Cindy McSween
Debbie Sell
Eleni Savich
Emma Cornace
Erika Stankovic
Isabella Hankin
Jessica Jones
Jessica Henriksen
Jodi Millet
Kelly McKenzie
Kirsty Brittain
Krystal Toogood
Leesa O'Grady
Maureen Anderton
Meneshiya Niruban
Nattasha Brown
Nicole Coates
Nicole Collins
Pushpinder Kaur
Scarlett Hunter
Victoria Hodgson
Wahine Douglas

Victoria Hodgson
- Kindergarten Teacher

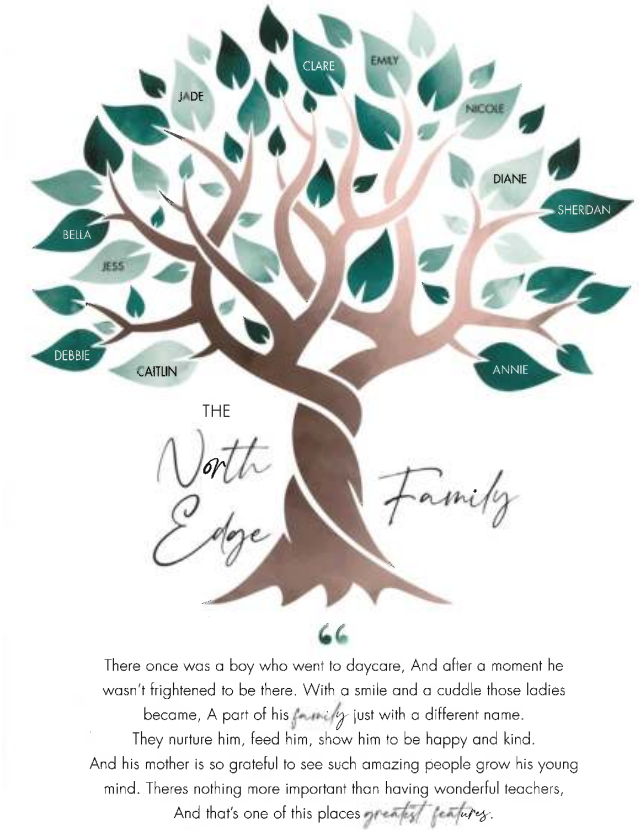


I grew up in Warrnambool then left to study for my Bachelor of Education & Early Childhood at Federation University in Ballarat. Having completed my studies, I returned to Warrnambool and in mid-2018 began working at North Edge Childcare & Kindergarten.

My main role here is Kindergarten Teacher but I also work as an Educational Leader, sharing my knowledge with our other educators and supporting them to upskill. I also act as Centre Director one day a week supporting Nicole, which gives me more exposure to the Centre's overall operation. We have a great team here, of mixed ages and backgrounds which creates an energetic feel among the team.

I love working with children – I enjoy working out how different children tick so that I can help them learn and develop because the Early Years are so important to foster their growth and development and set them up for school and success in life.

My daughter has been enrolled here since January 2022, and that experience enhances my understanding of what parents need from their children's educators. It has also been a reminder of the importance of good communication between team members and parents to ensure observations of their child's developments, their achievements and activities through the day are shared.



Artwork and poem written by a child's parent in 2021 as a gift to the North Edge team.

In my first year of teaching, one of the children in my class had autism and that was when I first came into contact with Mpower. Mpower's Therapy Services team members were providing support for him within my sessions as well as with the family externally. I remember Heather Clue being so helpful to me in identifying environmental factors I could adjust to support him. It showed me first-hand, the positive impact that can be made by early childhood intervention assistance. I've also met with Jenny Gleeson and Jasmin Prewett over the years as they have provided support to other children here, so I could see the natural fit between our organisations when Mpower took over ownership of North Edge.

Since Mpower purchased North Edge in April, the biggest change we've felt is an increase in the level of background support. We've upgraded our technology which makes us more efficient with our time and our ability to invest in key areas for growth and improvement. Also, if something needs repairing or staff need help with employment-related questions, we have more administration support and systems in place which enables us to focus our attention onto educating the children. I'm looking forward to that relationship between the organisations continuing to grow in future for the benefit of staff and all the children in our care.

Retirements

Heather Clue



Heather retired in July 2022 after nearly 23 years of service, having started working at Mpower in February 2000 as an early intervention teacher. Prior to commencing in her position, Heather was an experienced Kindergarten Teacher.

Heather's understanding of the importance of early support for families of children with disabilities led her to become well-respected by families, colleagues and people in the wider service system. Her ability to develop rapport with children and build trusting relationships with families was the basis for outstanding outcomes for the children with whom she worked.

In 2020, her excellence in the role led to Heather being chosen to appear as an inspirational example of an Early Childhood Intervention Services (ECIS) Key Worker in the current Early Childhood Intervention Australia (Vic/TAs) best practice Key Worker training videos. Heather's leadership skills were evident, and she also provided supervision, direction and support for the ECIS Assistant team.

Heather understood the importance of a good transition to school and kindergarten for children with disabilities and was responsible for ensuring that there was plentiful current information for families and carers to benefit from as well as for the wider ECIS Team. Heather's play groups were fun and designed to promote achievement for all the participants, her knowledgeable approach was appreciated by families and so many positive comments about Heather's role in children's outcomes were received over her time in the team.

Heather's outstanding contribution at Mpower is recognised and she will be greatly missed by the many children, families and colleagues who have been fortunate to have worked with her.

David Skinner



David retired in December 2022, drawing a 27-year involvement with Mpower to a close. He became involved when son Aaron was in kindergarten and receiving support for his autism from Mpower (known in those days as SWAN). Back then, it was a case of "all hands on deck" and David's skills in building and fixing things were frequently called upon to repair items in the toy library.

As Mpower grew, so too did David's hours spent on tools. It was all voluntary work and David didn't mind being called upon, but after 13 years the organisation had increased in size to a point where the time and compliance requirements were significant and David was officially welcomed onto the Mpower staff team as its first Maintenance Handyperson. That was in September 2008 and he continued in that role for another 14 years, always having Mpower's best interests at heart.

David brought ingenuity and a can-do attitude to his role and maintained that throughout his tenure. He recognised the need to keep costs to a minimum and would frequently debate the most cost-effective way to resolve a maintenance issue, whilst still ensuring the job was done properly. He had vast knowledge and skills and enjoyed being able to work out how to repurpose something rather than see it thrown away.

He was always very generous with his time, on many occasions dropping his personal commitments outside of Mpower, to attend to issues that arose. His contribution to Mpower's journey spanned nearly three decades and his legacy will live on at Mpower for decades to come.

Lyndy Boyle



Lyndy retired from Mpower in September 2022 after 28 years of service. Her involvement with Mpower began as a parent of Eddy, and soon after, she was recruited to the role of Toy Library Coordinator. This involved the sourcing and organising of fun, interesting and useful toys and equipment that could be borrowed by families and other agencies to use in supporting skills development for children with disabilities.

From small beginnings, under Lyndy's direction, the library grew to fill two rooms. Her organisational skills came to the fore here and Lyndy could always be relied upon to find that "just right" toy for a family or therapist. Lyndy understood well that play is children's "work" and that all children learn through play. She had the knack of knowing just which toy might be enjoyed by a child or could be used by a teacher or therapist to engage a child to enable their learning.

Lyndy's role grew to include providing support to children in groups and at kindergarten. Her quiet and calming way of influencing the children she supported into participating in programs was the key to her success in building the positive and productive interactions that supported great outcomes.

Lyndy's long tenure at Mpower is evidence of her commitment to providing quality supports for families. She will be greatly missed by children, families and the team, and her positive contribution to the families and teams at Mpower over such a prolonged period is something of which Lyndy can be justifiably proud.

We wish Heather, Lyndy and David well in their retirement and thank them for the outstanding contributions they have made to Mpower and families in the South West community.

Celebrating 20 Years of Service

Jenny Gleeson



In January, we celebrated Jenny Gleeson's 20th year of service at Mpower.

Jenny is an advocate, a valuable source of knowledge and a trusted member of the Therapy Services Team supporting clients and families in her role as an early childhood key worker.

Jenny's journey with Mpower began as a parent when her son Tom was attending a playgroup and she was assisting Mpower's Early Intervention Coordinator to pack and transport resources between locations. Jenny had a background as a kindergarten teacher but it wasn't until after she had her fourth child, Lucy, that she began her role as an early intervention teacher, facilitating her own groups. "I went from being a parent, to being a provider of the same service, so I know our role is to work with the children but the support we can give families is really important too."

Jenny has been a firsthand witness to the growth of Mpower over the years and has developed her skills along the way to ensure she continues to provide the best possible support services. "I've seen many office changes and have developed life-long friendships with colleagues who have come and gone. One of our more challenging times was coping with the unpredictable service changes and implementation of telehealth during COVID-19."

Since starting in 2003, Jenny has facilitated over 800 group sessions for young children accessing Mpower services. That is a phenomenal number of services provided to an incalculable number of children. Not only has Jenny provided support to groups, she has also provided invaluable 1:1 support for children and their families both within Mpower's facilities and within the children's natural environments.

Armed with determination and a wealth of knowledge developed over her 20 years, Jenny has created a legacy of support throughout her time at Mpower. She is a well-known Mpower team member across a range of community contexts including in childcare centres, kindergartens and schools and goes above and beyond to meet the needs of her young clients.

We are grateful for Jenny's long-standing contribution and look forward to continuing to celebrate the valuable support she provides to all those accessing our therapy services.

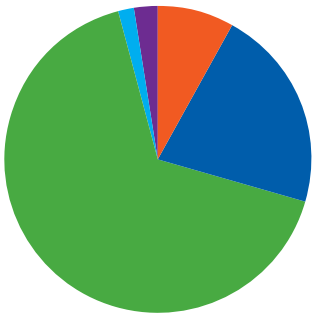
Financial Report

In the financial year 2022-2023, the Mpower Group, consisting of Mpower Inc. and Mpower Communities, incurred a deficit of $(251,068) from its operating activities. As part of a strategic initiative to support our programs and strengthen our financial position, Mpower recently acquired the North Edge Childcare Centre (NECC), a financially sound entity. Following this reinvestment phase, any surpluses generated by NECC will be directed back to Mpower to further bolster our community initiatives and programs. This strategic investment aligns seamlessly with our commitment to better serve our community's needs.

Revenue

The total revenue for the group reached $17,533,773, marking a 33% increase from the previous year.

Income

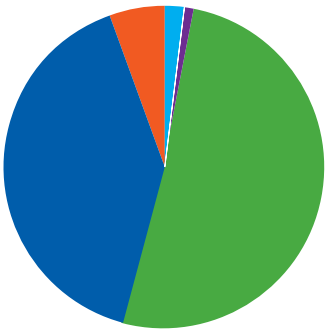


Program Income	$1,455,092
Government Grants	$3,751,727
NDIS Income	$11,613,050
Child Care Subsidies	$298,410
Other Income	$415,496

Expenses

Total expenses for the financial year 2022-2023 amounted to $17,753,745, reflecting a 40% increase compared to the prior year. These increased costs were primarily attributed to factors such as rising energy costs, increased insurance premiums, higher wages, and greater consumable expenses. Many of these cost escalations were influenced by the Consumer Price Index (CPI). Additionally, we incurred expenses due to leasing extra office space to accommodate our growing workforce.

Expenses



Administration	$351,012
Advertising & Marketing	$21,677
Facilities Management	$179,017
Program Expenses	$9,080,400
Staff Costs	$7,149,534
Other Expenses	$972,106

5 Year Snapshot - Net Surplus



Year	Net Surplus
2018-19	$523,823
2019-20	$751,721
2020-21	$1,007,780
2021-22	$481,817
2022-23	-$251,068

Net Result

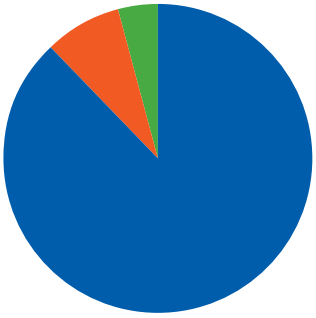
In the financial year 2022-2023, the Mpower Group reported a deficit of $(251,068).

Assets & Liabilities

A notable decrease of 42% in total current assets was observed, primarily due to the acquisition of land, buildings, and the North Edge Childcare Centre. Mpower allocated its additional financial resources to facilitate this purchase, thereby expanding our community services to a wider audience.

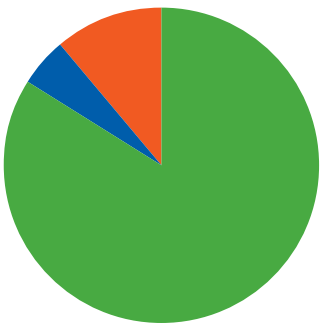
Regarding our financial liabilities for the 2023 financial year, they are primarily associated with the bank loan secured to facilitate the acquisition of the North Edge Childcare Centre, land, and buildings. It is important to emphasise that the repayment of the business portion of this bank loan will be covered by the profits generated from the North Edge Childcare Centre. This arrangement will have no adverse impact on Mpower's ongoing programs and initiatives.

Assets



Fixed Assets	88%
Cash and Cash Equivalents	8%
Trade and Other Receivables	4%

Liabilities



Trade and other payables	5%
Other Current liabilities	11%
Non - Current liabilities	84%

Board of Management



Rhys Boyle

– President

I am particularly proud to be associated with an organisation whose focus is squarely on meeting the needs of our community in such innovative and progressive ways. Through being a Board member of Mpower, I have the opportunity to contribute relevant knowledge and governance skills developed over a 30-year career in business, finance and the aged care sector.

- Chair of Board Executive Sub Committee
- Member of Finance & Risk Sub Committee



Kerrie Hughson

– Vice President

I am proud to be part of a knowledgeable Board who genuinely care about the unique services that Mpower provide to the community. I have personally learnt a lot from my time on the Board and am proud to play a part in providing these important services to the community. I decided to become a Board member because of how Mpower's Carer Support Program helped my Nana. Even though she is no longer involved due to my Pop passing away some time ago, she still regularly catches up with friends she made during her time at Mpower and has fond memories of the program. Professionally I am a Chartered Accountant / Partner at Sinclair Wilson and bring strong financial knowledge to the Board.

- Member of Board Executive Sub Committee
- Member of Finance & Risk Sub Committee



Michael Crothers

– Treasurer

I am pleased to be a Board member of an organisation that has such a profound and positive impact on participants and their families. As a parent of a child navigating the NDIS system, I understand the participant's journey through the system and the link between participant-centered practice and positive participant outcomes. I admire the professionalism of Mpower staff and have a strong appreciation of the important role Mpower plays in the community. I am very excited to see the organisation broaden its positive community impact following the purchase of North Edge Childcare Centre. A Board member since 2020, I recognise the importance of governance in developing a strong organisation culture and strategic direction and enjoy contributing my extensive experience in driving and informin g strategy and direction through data and statistical analysis.

- Member of Board Executive Sub Committee
- Chair of Finance & Risk Sub Committee



Michele Downs

– Mpower Communities Board Chair

As a practicing Solicitor, I am passionate about protecting the autonomy of people with a disability to determine their lives and participate fully in the community. I believe Mpower plays a pivotal role by making resources available to families to support young people engaged in the court system thereby lessening the risk of harm to both the individual and the community. My strong interest in disability grew from lived experience in my own family and a decade's experience in Family and Children's Law, led me to join the Board in 2017.

- Member of Quality of Care Sub Committee



Neil Ballard

I have had links with Mpower since the late 1980s and have watched the organisation grow and develop over time. It is satisfying being part of an organisation that makes a difference and remains true to its purpose as a community-based organisation, building the capacity of people to reach their potential and have meaningful connections to their communities. My extensive experience working in community services, particularly in the disability sector, along with my thorough knowledge of the service system in the South West Victoria led me to being invited to join the Board in 2011.



Delna Plathottam

Both my genuine interest in empowering clients and passion for the vision of Mpower led me to join the Board in 2020. My role contributes in a small way to what Mpower does so splendidly. Mpower's professional and committed staff support clients and families through high quality service delivery and innovative practices to maintain Mpower's focus on community, inclusivity and empowering individuals. Professionally, my experience in health, quality and risk management and volunteering assists me to ensure the Mpower Board remains true to its purpose. I am proud to articulate Mpower's accomplishments to the wider community and garner support from the community through advocacy.

- Chair of Quality of Care Sub Committee
- Member of Finance & Risk Sub Committee



Janet Collins

As a board member, this is my opportunity to contribute to an organisation that has a strong history of providing high quality, wraparound services to families across South West Victoria. I have lived experience as a service user in my role as fulltime carer of my son with an intellectual disability, who accessed Mpower's programs for 18 years. Professionally, I have skills in strategic planning, community consultation and program evaluation. I am a member of the Australian Association of Social Workers, the Australian Institute of Company Directors, and Principal Consultant at PA Strategy Consultants.

- Member of Quality & Risk Sub Committee



Kathryn Tanner

As an educator with 30 years experience, I appreciate and enjoy the positive impact that our profession has on young people, imparting the skills and knowledge so that they can meaningfully contribute to society as adults. Each child is unique and brings their personality into a school, creating the fabric of the school community. For my part, a passion for equity inspires me every day. I believe I have a responsibility to ensure every child is given access to the tools needed to thrive in an educational setting. It is this passion that led me to join the Mpower board. I hope to make a meaningful contribution to an organisation that strives to deliver the programs and initiatives that will make a difference for so many children and families who need it most.



Miryam Franjic

My personal and professional experience is what led me to join the Mpower Board in 2023. I have over 20 years' experience in early childhood education and care, which is complemented by a decade of working across community and corporate services in local government. Living and working in the South West, I am passionate about supporting regional communities to reach their full potential. Personally, I have lived experience through family members who rely on support services, and I understand the positive impact that inclusive, family-centered practices can make. I feel privileged to have this opportunity to play a part in supporting the great work of the dedicated Mpower team.

Compliance Declaration

Mpower has taken all practicable measures to comply with its obligations under the multiple Acts we are governed by.

We have promoted principles of the Acts that are most relevant to the people who receive our services and to the wider community. We have also worked to ensure our employees have an awareness and understanding of those Acts. Additionally, we consider principles set out in those Acts when setting and reviewing policies and providing services.

We reference over 60 pieces of legislation as listed below.

- Associations Incorporation Reform Act 2012 (Vic)
- A New Tax System (Family Assistance) Act 1999
- Australian Charities & Not-for-Profits Commission Act 2012 (Cth)
- Australian Charities & Not-for-Profits Commission Regulation 2013 (Cth)
- Australian Human Rights Commission Act 1986
- Australian Privacy Principles 2019
- Australian Standard AS 1940:2004
- Bus Safety Act 2009
- Bus Safety Regulation 2020
- Carers Recognition Act 2012
- Child Safe Standards 2022
- Child Wellbeing and Safety (Information Sharing) Regulations 2018 (Vic)
- Child Wellbeing and Safety Act 2005 (Vic)
- Child Wellbeing and Safety Regulations 2018 (Vic)
- Children, Youth & Families Act 2005 (Vic)
- Commercial Passenger Vehicle Industry Regulations 2018
- Copyright Act 1968
- Corporations Act 2001
- Crimes Act 1958
- Dangerous Goods Act 1985
- Dangerous Goods (Storage and Handling) Regulations 2012
- Drugs, Poisons and Controlled Substances Act 1981 (Vic)
- Drugs, Poisons and Controlled Substance Regulations 2017
- Education & Care Services National Law Act 2010
- Education & Care Services National Regulations 2011
- Enhancing Online Safety Act 2015
- Environment Protection Act 2017
- Equal Opportunity Act 2010
- Equipment (Public Safety) Act 1994
- Equipment (Public Safety) Regulations 2017
- Fair Work Act 2009
- Family Assistance Law
- Family Violence Protection (Information Sharing) Regulations 2018 (Vic)
- Financial Management Act 1994 (Vic)
- Freedom of Information Act 1982
- Hazardous Manual Handling Compliance Code 2018
- Health Records Act 2001 (Vic)
- Human Services Standards 2015
- ISO 9001:2015 Standards
- Juries Act 2000
- Labour Hire Licensing Act 2018 (Vic)
- Long Service Leave Act 2018 (Vic)
- Long Service Benefits Portability Act 2018 (VIC)
- Mental Health Act 2014
- National Employment Standards 2010
- National Quality Standard - ACECQA
- NDIS Complaints Management and Resolution Rules 2018
- NDIS Practice Guide 2019
- Occupational Health and Safety Act (2004)
- Occupational Health and Safety Regulations 2017
- Part 5A of the Family Violence Protection Act 2008
- Privacy Act 1988
- Privacy and Data Protection Act 2014 (Vic)
- Public Health & Wellbeing Act 2008
- Surveillance Devices Act 1999
- Telecommunications Act 1997
- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disability
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Whistleblowers Protection Act 2019
- Workplace Relations Act 1996





mpower inc.
since 1975

2022-2023

Financial Statements

Mpower Inc.

ABN 39 491 685 563

BOARD OF MANAGEMENT REPORT

FOR THE YEAR ENDED 30 JUNE 2023

The board members present their report, together with the consolidated financial statements, on the consolidated entity (referred to hereafter as the "Group") consisting of the parent entity Mpower Incorporated (referred to hereafter as the 'parent') and its controlled entity being Mpower Communities Py Ltd (referred to hereafter as the 'subsidiary') for the financial year ended 30 June 2023.

Board

The names of the board members throughout the year and at the date of this report are:

Rhys Boyle	President
Kerrie Hughson	Vice President
Michael Crothers	Treasurer
Neil Ballard	
Michele Downs	
Delna Plathottam	
Helen Bayne - resigned March 2023	
David Beard - resigned October 2022	
Janet Collins - appointed July 2022	
Kathryn Tanner - appointed November 2022	
Miryam Franjic - appointed June 2023	

Board members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activities of the Group during the financial year is to provide charitable, benevolent relief for people with a disability, in poverty or distress in South West Victoria.

Significant Changes in the State of Affairs

No significant change in the nature of these activities occurred during the year.

Operating Result

The result from ordinary activities for the financial year amounted to a loss of $(251,068) (2022: surplus of $481,817).

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

Signed in accordance with a resolution of the Board:



Mr Rhys Boyle
President



Mr Michael Crothers
Treasurer

Dated at Warrnambool, 11th October 2023

MPOWER INCORPORATED

INFORMATION ON MPOWER INCORPORATED CONSOLIDATED CONCISE FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2023

The concise financial report is an extract from the full financial report for the year ended 30 June 2023. The financial statements and disclosures in the concise financial report have been derived from the 2023 Financial Report of Mpower Incorporated. A copy of the full financial report and auditor's report will be sent to any member, free of charge, upon request.

The discussion and analysis is provided to assist members in understanding the concise consolidated financial report. The discussion and analysis is based on Mpower Incorporated consolidated financial statements and the information contained in the concise consolidated financial report has been derived from the full 2023 Consolidated Financial Report of Mpower Incorporated.

Income Statement

The consolidated deficit for the 2023 financial year is $(251,068) which represents an decrease of $701,789 on the $481,817 profit for the previous year.

The decrease in our financial performance is attributed to various factors, primarily increased costs in areas such as energy, insurance, wages, and consumables. These cost increases were largely influenced by the Consumer Price Index (CPI). In addition to the above points, we incurred extra expenses as we leased additional office space to accommodate our growing workforce.

In a strategic move to support our programs and enhance our financial outlook, Mpower recently acquired the North Edge Childcare Centre (NECC), a financially viable entity. After this reinvestment phase, any remaining profits generated by NECC will be channeled back to Mpower to further support our community initiatives and programs. This strategic investment aligns with our commitment to better serve the needs of our community.

Balance Sheet

The reduction in total current assets by 42% is a result of the acquisition of the Land and building and North Edge Childcare Centre. Mpower allocated its additional financial resources toward the purchase of the Childcare Centre, which allows us to extend our community services to a broader audience.

Regarding our financial liabilities for the 2023 financial year, they primarily comprise the bank loan taken out to facilitate the acquisition of the childcare center, land and buildings. It's important to note that the repayment of the business component of this bank loan will be covered by the profits generated from the childcare center. This will have no adverse impact on Mpower's ongoing programs and initiatives.

Cash Flow Statement

The cash flow generated from our core operating activities has seen a decrease primarily because of the additional costs incurred during the year, largely driven by CPI-related increases. However, we strategically utilised cash flow from our financing activities for the acquisition of the North Edge Childcare Centre, Land and Buildings.

As of June 30, 2023, our net cash position stands at $1,577,143. This figure represents our overall liquidity, reflecting the balance of cash inflows and outflows throughout the reporting period.

MPOWER INCORPORATED

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Group 2023 $	Parent 2022 $
Revenue	17,533,773	13,166,734
Program expenses	(9,085,996)	(5,707,743)
Employee benefits expense	(7,107,546)	(5,882,655)
Depreciation expense and amortisation	(416,131)	(241,989)
Finance costs	(62,752)	-
Other expenses	(1,112,416)	(852,530)
Result for the year	(251,068)	481,817
Other comprehensive income		
Gain/(loss) on revaluation of land and buildings	(38,580)	516,961
Total comprehensive income for the year	**(289,648)**	**998,778**

The accompanying notes form part of these financial statements

MPOWER INCOPORATED

CONSOLIDATED BALANCE SHEET
AS AT 30 JUNE 2023

	Note	Group 2023 $	Parent 2022 $
CURRENT ASSETS			
Cash and cash equivalents		1,577,143	1,849,659
Trade & other receivables		769,587	309,248
Other financial assets		24,750	2,021,606
Other assets		51,879	31,483
TOTAL CURRENT ASSETS		2,423,359	4,211,996
NON-CURRENT ASSETS			
Property, plant and equipment	2	13,357,387	5,762,444
Right of use asset		319,530	379,132
Intangible assets		4,218,611	-
TOTAL NON-CURRENT ASSETS		17,895,528	6,141,576
TOTAL ASSETS		20,318,887	10,353,572
CURRENT LIABILITIES			
Trade and other payables		616,552	549,116
Employee provisions		586,115	466,096
Other liabilities		341,906	214,455
Other financial liabilities		304,500	-
Lease liabilities		81,655	90,003
TOTAL CURRENT LIABILITIES		1,930,728	1,319,670
NON-CURRENT LIABILITIES			
Employee provisions		58,585	15,871
Other financial liabilities		9,645,500	-
Lease liabilities		245,516	289,825
TOTAL NON-CURRENT LIABILITIES		9,949,601	305,696
TOTAL LIABILITIES		11,880,329	1,625,366
NET ASSETS		8,438,558	8,728,206
EQUITY			
Retained earnings		6,386,079	6,637,147
Reserves		2,052,479	2,091,059
TOTAL EQUITY		8,438,558	8,728,206

The accompanying notes form part of these financial statements

MPOWER INCORPORATED

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Revaluation Reserve $	Retained Earnings $	Total $
Parent balance at 30 June 2021	1,574,098	6,155,330	7,729,428
Surplus for the year	-	481,817	481,817
Other comprehensive income	516,961	-	516,961
Parent balance at 30 June 2022	**2,091,059**	**6,637,147**	**8,728,206**
	-		
Surplus for the year	-	- 251,068	- 251,068
Other comprehensive income	- 38,580	-	- 38,580
Group balance at 30 June 2023	**2,052,479**	**6,386,079**	**8,438,558**

The accompanying notes form part of these financial statements

MPOWER INCORPORATED

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	Group 2023 $	Parent 2022 $
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	17,046,765	12,971,974
Interest received	25,801	14,019
GST received	23,199	-
Payments to suppliers and employees	(17,082,898)	(12,420,398)
Net cash provided by / (used in) operating activities	12,867	565,595
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of property, plant and equipment	(7,958,200)	(667,919)
Payments for intangibles	(4,249,707)	-
Purchase of other financial assets	49,604	(38,501)
Proceeds from other financial assets	1,996,856	-
NET CASH (USED IN) INVESTING ACTIVITIES	**(10,161,447)**	**(706,420)**
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds from borrowings	9,950,000	696
Repayment of lease liabilities	(73,936)	-
NET CASH (USED IN) INVESTING ACTIVITIES	**9,876,064**	**696**
NET INCREASE/(DECREASE) IN CASH HELD	(272,516)	(140,129)
CASH AT BEGINNING OF FINANCIAL YEAR	1,849,659	1,989,788
CASH AT END OF FINANCIAL YEAR	**1,577,143**	**1,849,659**

The accompanying notes form part of these financial statements

MPOWER INCORPORATED

NOTES TO THE CONCISE CONSOLIDATED FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2023

Note 1: Basis of Preparation of the Concise Financial Report

The concise financial report is an extract from the full consolidated financial report for the year ended 30 June 2023. The concise consolidated financial report has been prepared in accordance with Accounting Standard AASB 1039: Concise Financial Reports, the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012* .

The consolidated financial statements, specific disclosures and other information included in the concise consolidated financial report are derived from, and are consistent with, the full consolidated financial report of Mpower Incorporated. The concise consolidated financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Mpower Incorporated as the full consolidated financial report. A copy of the full consolidated financial report and auditor's report will be sent to any member, free of charge, upon request.

The consolidated financial statements have been prepared for the purposes of complying with the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012* . The Board have determined that the accounting policies adopted are appropriate to meet the needs of the users. The group is a non-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Mpower Communities Pty Ltd was formed on 17 October 2022, and is a wholly owned subsidiary of Mpower Incorporated. As a result there are no comparatives for the Group for the previous financial year.

MPOWER INCORPORATED

NOTES TO THE CONCISE CONSOLIDATED FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2023

	Group 2023 $	Parent 2022 $
Note 2: Property, Plant and Equipment		
Land		
Land at valuation	2,200,000	2,200,000
Land at cost	1,868,455	-
Total land	4,068,455	2,200,000
Buildings		
Buildings at valuation	2,660,000	2,660,000
Buildings at cost	5,859,923	-
Accumulated depreciation	(66,612)	-
Total buildings	8,453,311	2,660,000
Plant and equipment		
Plant and equipment at cost	942,055	846,409
Accumulated depreciation	(679,022)	(622,667)
Total plant and equipment	263,033	223,742
Motor vehicles		
Motor vehicles at cost	602,829	584,128
Accumulated depreciation	(361,890)	(306,203)
Total motor vehicles	240,939	277,925
Leasehold improvements		
Leasehold improvements at cost	356,575	340,744
Accumulated depreciation	(70,113)	-
	286,462	340,744
Work in progress	45,187	60,033
Total property, plant and equipment	**13,357,387**	**5,762,444**

Valuation of land and buildings for properties located at 71 Koroit Street, 84-86 Koroit Street, 65 Kelp Street and 13 & 1/13 Jackman Avenue were undertaken by Ludeman Real Estate as at 30 June 2022. Land and buildings are valued at fair value, being the amounts for which the assets could be exchanged between willing parties in an arm's length transaction, based on current prices in an active market.

MPOWER INCORPORATED

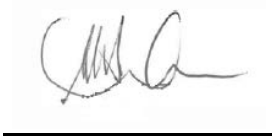
DIRECTORS DECLARATION

The board of Mpower Incorporated declare that the Concise Consolidated Financial Report for the year ended 30 June 2023, including the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and Notes to the financial report;

(a) comply with Accounting Standard AASB 1039 *Concise Financial Reports* ; and

(b) is an extract from the full consolidated financial report for the year ended 30 June 2023 and has been derived from and is consistent with the full consolidated financial report of Mpower Incorporated.

This declaration is made in accordance with a resolution of the Board of Management.



Mr Rhys Boyle
President



Mr Michael Crothers
Treasurer

Dated at Warrnambool, 11th October 2023

McLAREN HUNT
AUDIT AND ASSURANCE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MPOWER INC.

Opinion

We have audited the concise consolidated financial report of Mpower Inc. (the Parent) and its controlled entity (together the consolidated Group), which comprises the balance sheet as at 30 June 2023, and the comprehensive income statement, the cash flow statement, statement of changes in equity for the year then ended, and related notes, derived from the consolidated financial report of Mpower Inc for the year ended 30 June 2023.

In our opinion, the accompanying concise consolidated financial report, of Mpower Inc., complies with AASB 1039 *Concise Financial Reports*.

Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia, and we have fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Concise consolidated financial report

The concise consolidated financial report does not contain all the disclosures required by the Australian Accounting Standards in the preparation of the financial report. Reading the concise consolidated financial report and the auditor's report thereon, therefore, is not a substitute for reading the financial report and the auditor's report thereon.

The Financial report and Our Report Thereon

We expressed an unmodified audit opinion on the financial report in our report dated 12 October 2023.

Responsibilities of the Directors for the Concise Consolidated Financial Report

The board are responsible for the preparation of the concise consolidated financial report in accordance with Accounting Standard AASB 1039 *Concise Financial Reports*, and the *Australian Charities and Not-for-Profits Commission Act 2012*, and for such internal control as the board determine is necessary to enable the preparation of the concise consolidated financial report.

Auditor's Responsibilities for the Audit of the Concise Consolidated Financial Report

Our responsibility is to express an opinion on whether the concise consolidated financial report, in all material respects, complies with AASB 1039 *Concise Financial Reports* and whether the discussion and analysis complies with AASB 1039 *Concise Financial Reports* based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

Mclaren Hunt

MCLAREN HUNT
AUDIT AND ASSURANCE

NARELLE MCLEAN
PARTNER

Dated at Warrnambool; 12 October 2023

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