Registered NDIS Provider

mpower inc.

since 1975

Annual Report | 2021/22



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 person and family directed services which recognise and develop individual strengths.
- **Quality** – Embrace professionalism, excellence, and integrity in everything we do.
- **Continuous Learning** – Encourage personal growth and innovative thinking.

Mpower acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to the community. We pay our respects to Elders past and present.



Who we are

mpower inc.
since 1975

Mpower is known for its strong foundation in early intervention with a history which began around a kitchen table.

Local parents saw a need for services in their own community for children with a disability. Over the years Mpower has grown to be the dual sector, community-based agency it is today. Mpower provides high quality and values driven services, to people of all ages. From allied health and early intervention services for our youngest participants, after school programs, young adult social groups and advocacy for families of all ages, to support for carers and community transport for clients in their 70's, 80's and even 90's.

Mpower operates across multiple sectors providing Early Childhood Intervention, Disability NDIS Services and Victorian Government funded programs including Carer Support, Integrated Family Services, Parent Support, Targeted Care Packages and Out of Home Care.

Employing over 90 people across South West Victoria in a range of occupations and roles, Mpower is a key employer in the region. With office locations in Warrnambool, Hamilton and Portland and outreach services that stretch from Casterton to Camperdown, Mpower's dedicated employees provide much needed services to over 1480 clients and families.

Mpower's quality service delivery is supported by the professional expertise achieved through our diverse employment of teachers, speech pathologists, occupational therapists, social and welfare workers, disability support staff, administrators and specialist corporate functions such as finance, people and culture, quality and risk and business support and development.

Mpower teams work within purpose-built therapy spaces, as well as in homes, schools and kindergartens throughout the region. We operate from eight premises, including two Out of Home Care houses, two program and respite houses and four offices. This positioning of offices supports our commitment to be a locally based, family and client-centred service provider.

Due to the growth in service delivery over the past 12 months, Mpower is presently reviewing current infrastructure and how best to meet the growing needs of the community; actively sourcing options for a new build or redevelopment to ensure physical assets are available to meet those needs.

With community at the centre of everything we do, Mpower is always looking for innovative ways to meet the needs of our participants and their families. Partnering with local services, corporate businesses, councils, governments and the communities we serve enables us to achieve quality services that offer real choice and control.

Mpower looks forward to many years of partnerships and support within South West Victoria.



Vale

Sue Henry



Sadly, Susan Henry OAM, a founding and Life Member of Mpower, passed away in December 2021.

In 1975, Sue and 11 others made history as founding members of the South West Support Group for the Handicapped. Now known as Mpower, the group grew into a multi-service provider for people with disabilities and their carers.

Sue's youthful endeavours with Mpower were guided by a strong sense of social justice and compassion for those in need.

Sue was key in the establishment of Possum's Nest special needs Toy Library and spent many hours sourcing suitable toys for families and individuals. In her role as Preschool Field Officer with Warrnambool City she delivered toys to families and service providers in remote areas.

Sue was a 'no fuss' person who preferred her work to go unheralded and had the ability to see the 'big picture' helping Mpower strategically plan for the future.

In October 2013 Sue retired as a Board Member with Mpower, drawing the curtain on nearly four decades of service. She held many executive roles including President and Vice President over those years. In recognition of her achievement and contribution to the development of Mpower services, she was granted Life Membership at the AGM of that year.

2021/2022

Life Members

We continue to recognise the valued contribution of our life members and acknowledge their significant service and input into the journey of Mpower.

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

President and CEO report





It is with pride that we reflect on the year that was. We continued to thrive and meet the needs of our community across the South West region. We are very proud of the responsiveness, resilience and focus shown by our team members during these unprecedented times.

With a new Executive team in place, new outcomes for Mpower have been established, starting with the formulation of the Mpower 2022-2027 Strategic Plan. The plan is a collation of feedback from our community, clients, team members and stakeholders on what these key groups wanted Mpower to achieve in the next 5 years. Its primary focus will be to enhance our ability to drive our core purpose 'To support individuals and communities to reach their full potential.'

In response to the COVID-19 pandemic, our priority has been protecting clients, team members and the community. Working closely with government agencies and the public health sector, we have ensured all legislative requirements for the pandemic response were adhered to. Our services have continued to be flexible and resilient, responding to frequent changes in restrictions caused by COVID-19.

Year on year, Mpower continues to expand its services. Following a successful period of recruitment both in operations and support functions, Mpower has been able to establish another Out of Home Care house which has enabled us to double the number of children we can provide a loving home for. We have also been able to build strength into our Community, Disability and Early Intervention services.

We are proud to have a full Early Childhood Intervention team based in Hamilton, with plans actively underway to move into larger premises to meet the region's growing demand for services. In addition, we have been able to secure additional respite funding to enhance our Carers Program across the South West region.

Mpower has outgrown its facilities at 71 Koroit Street which has been home to many of our services and corporate functions since 1998. We have now taken a lease in the Glass House Plaza at 149-165 Koroit Street which enabled us to create much needed space for therapy and other service delivery to continue at 71 Koroit St. We trust that our clients and team alike will enjoy the newly renovated spaces.

In the past year we farewelled three long standing employees who all retired having contributed significantly to Mpower. Dianne McFadden worked across varying corporate functions in her 31 years of service. Cheryl McKinnon will be missed and remembered by many children whose lives she impacted in her 13 years at Mpower in her role as Early Intervention Assistant. Robyn Carroll also retired just two months shy of 10 years with Mpower supporting Carers across the South West region.

With retirements and farewells, we welcomed many new faces to the team, 30 in the past year alone. Mpower is now approaching 100 employees which will be a significant milestone in our organisation's history.

In March we farewelled a long-standing Board Director, David Beggs. David was a board member from 2005-2022 including serving as Board Chair for seven of those years. David 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 David for his enormous contribution to the organisation.

Mpower's dedicated Directors have been instrumental in supporting the CEO and the team in assisting individuals and communities to reach their full potential. We thank all Board Directors for their service for the year. We would like to acknowledge our 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 our community.

Finally, the Board and CEO thank all staff for their ongoing commitment to Mpower. Their dedication has a long-lasting impact in people's lives.

We are proud to present to you the 2021-2022 annual report.

Rhys Boyle
President

Kevin Mills
Chief Executive Officer

Something for everyone

Vincent began his journey with Mpower at age three when he came to see speech pathologist, Beth.

More recently, as an eight-year-old, he has grown and his interests have changed. To ensure therapy remains fun and engaging, he began seeing Sarah, who has specialist training in the field of LEGO® Club Therapy, a keen interest of Vincent's. Brick building and LEGO® are often of interest for children and young adults who are diagnosed with ASD. The team at Mpower have been trialling the concept of a LEGO® therapy group that supports children's learning through the social use of language in a group.

Historically, children attending Mpower services have exited when they turn seven, but as Mpower continue to expand we are thrilled to be able to extend our services to include school aged children.

Vincent's Mum Talya says 'I am so glad he can continue to attend Mpower groups as he grows older. I know how important it is for kids to have continuity. Because he has been coming to Mpower for over four years, I was relieved to know that the supports don't need to stop.'

Talya says that Vincent absolutely thrives on his visits to Mpower and that he was initially disappointed when his brothers and sisters were also able to come along as part of the Siblings Group. Vincent wanted to keep Mpower all to himself. On the flip side, Vincent's siblings wanted to come after they saw Vincent having so much fun!

Vincent's siblings are all benefiting from attendance at Sibling Group. Siblings of children with disabilities or chronic illnesses often grow up in a situation with considerable stress. Many cope well, but many are more at risk of developing emotional and behavioural problems, so the Siblings Group Program aims to help them develop strategies to deal with those difficult family situations. Program attendees don't have to have an NDIS plan to attend the group and strong friendships have been formed among siblings group attendees over the many years that Mpower has been offering this valuable support. Talya feels it has been of value for the entire family.

Mpower's close ties with Talya and her family extend beyond the ECIS team. Vincent also participates in the Junior Youth Group program run by the Disability Services team. The activities are tailored to the age and interests of the participants and focus on building social skills and community participation utilising activities they may not have experienced previously. Dinner, mini golf, bushwalking, bowling and cooking are some of the activities enjoyed by the group and Vincent enjoys the atmosphere of being around friends.

Vincent's siblings wanted to come because that's where Vincent has so much fun

One of Mpower's Integrated Family Services practitioners, Kirsty, works alongside Talya to assist in managing the many and various demands of raising five young children. Additionally, the Carer Support team have been able to arrange welcome respite for Talya to receive time out from her busy schedule. Mpower's Plan Management team have been able to support Talya with management of NDIS plan funding. We love that Mpower's breadth of services can support Talya, Vincent and his siblings as a 'one stop shop' to reach their goals.

Vincent wants to be a Youtuber when he's older so he agreed with Mum that the photo session for this story was a good introduction into camerawork. The other career option he has talked about is his dream to be a staff member at Mpower. Based on his interactions with staff and the camera on the day photos were taken, either of those careers is an excellent choice.





Louise Jellie – Executive Manager

NDIS Services

The NDIS teams comprise the Early Childhood Intervention, Disability Services and Client Engagement Teams. As for all at Mpower, it has again been an eventful year in the life of the NDIS teams.

COVID-19, once more, caused interruptions to plans and programs but our resilient teams did their best to continue to provide programs and supports in spite of the challenging times. The happy faces that we did see when we were able to run programs made it all worthwhile.

We welcomed many new team members into NDIS programs across the course of the year and always find this a great way to bring new ideas and skills to our existing dedicated teams. It has been difficult to recruit into Allied Health positions across Victoria's service system and this was our experience also as we continued to try to recruit to Occupational Therapy and Behaviour Support positions over the year. Growing the Allied Health Assistant team to enable more children and families to access supports has been a successful strategy to overcome these recruitment challenges and we will continue to develop and refine this through the coming year.

Some wonderful programs started with the commencement of our much requested, Young Adult Social Group. This group went 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. There have been many positive comments and friendships rekindled at the fortnightly outings. Most of all, the participants are enjoying the opportunity to choose activities and be responsible for the group's plans.



SOS Feeding Intervention groups started and resulted in many celebrations of success as children tried new and diverse foods as part of small groups. Three of the Speech Pathologists on the team are trained to provide this internationally recognised, evidence-based program and there have been some very successful outcomes. SOS stands for Sequential Oral Sensory and is a program that aims to develop healthy relationships with food for children who find it challenging to eat in a wide range of tastes, textures and/or colours. Mealtimes and good relationships with food are important in family life and in the community for children at childcare, kinder and school so this important program helps to build trust to try new things and helps create eating with confidence for the participants.

Our Skills for Life, Towards Independence and Art group continued to be popular. The Siblings group provided fun, friendship and peer relationships for siblings of NDIS participants and they have enjoyed a variety of activities out in the community and at Mpower with the trip to Warrnambool Wildlife Encounters being a highlight. The children enjoyed spending time with wombats, kangaroos, wallabies and some of the group even held a snake.

A revamp of the Kidz in the Community program saw an increase in participants. Children had the opportunity to build friendships and learn new social skills while enjoying activities in localities across the South West region. School's Out has always been well utilised and this continued. Some participants are choosing to add personal care supports and help build skills in showering, grooming and dressing - a very important support for our participants and their busy families.

The NDIS teams always take pleasure in being part of building successful outcomes for the participants who use Mpower supports. This year has been no different in that respect and we feel privileged to be trusted to be part of their stories.











Joel

Joel is a vibrant, energetic young man very rarely seen without a smile on his face. His adventurous spirit sees him jump at any chance to be involved in whatever activity comes his way. This spirit and his love of music has enabled Joel to meet some of the most famous and inspirational musicians and well-known celebrities such as Archie Roach, the Wiggles and Jimi Hocking. Joel also has a passion for footy and 'Big Rigs'.

Joel's journey with Mpower began over eight years ago as a 13-year-old. Mpower provides comprehensive programs designed for participants of any age which has enabled Joel to continue his journey with Mpower throughout his teens until now as a 21-year-old man, accessing programs which have matched each stage of his life. The benefits of this include Joel having continuity of support, participating in events that align with his needs and interests, and being able to retain contact with friends he has created over the years.

Joel has eagerly participated in Weekend Getaways, Secondary Youth Group and the newly launched Adult Social Club. With all these activities on offer, Joel's competitive side comes out. When asked about his time during activities with Mpower Joel says, 'I just love to play pool there, and I win against all of the support workers. It's really easy.'

Mpower's Disability Service facilitates groups which empower participants with disabilities to make new friends, to be and feel included, try new things and see new places. Groups actively build on the participants' NDIS plans by developing social skills, mixing with peers, being away from familiar people and growing their confidence and independence.





Kane

If you have ever seen a face that lights up a room, you will understand what it's like when Kane arrives at Mpower. Kane is 10 years old and is a perfect example of how Mpower can benefit participants, their families and carers through the various services that we offer.

Kane attends three of our programs that are targeted towards his age group. Schools Out is an after-school program run by the Disability Service Team. He enjoys the activities that are offered each day from art and craft to cooking. He particularly enjoys being outside: "I really love the playground and playing on the spider web ropes."

During holidays he attends KIDZ in the Community, which is Mpower's school holiday program with a varied schedule of events like trampolining in Geelong, sightseeing in Cape Bridgewater and getting up close with flora and fauna at wildlife parks.

Junior Youth Group, which is held fortnightly, has scheduled activities such as going to the cinema, visiting Lake Pertobe, playing Barefoot Bowls and other activities that the group are interested in.

Further to the activity programs, Kane has been a welcome resident in Mpower's Short Term Accommodation (STA). Kane has been able to enjoy a stay away from his home, increase his independence and gain new skills, all while having his needs met, with a focus on achieving his NDIS plan goals. STA is expertly staffed by the wonderful disability support team who are genuine in their commitment. The service is also used as a great respite option for families and carers.

Kane is growing up with Mpower, being equipped with knowledge, skills and confidence to enhance his abilities and is a treasured member of the Mpower family.























Cherieanne Carmichael – Executive Manager

Community Services

I love the stories of Winnie the Pooh created by A. A. Milne. Even as an adult they still very much resonate with me today. One of my favourite quotes is when Christopher Robin says to Winnie the Pooh 'You're braver than you believe, stronger than you seem, and smarter than you think.' I think that this is a good analogy for the past year in Community Services at Mpower. Together, with the community, we have faced many unforeseen challenges and opportunities, and this has taught us that in the face of adversity and change we are as a collective brave, strong and smart.

As much as we were hoping that this year would see us back to 'business as usual' this was not the case. The continued uncertainty in the community meant that our work with vulnerable families, carers and young people was more critical than ever. Throughout 2021-2022 we continued providing service in all our community services programs.

As COVID-19 restrictions eased it has been a time of strengthening and reaffirming our working relationships with others. Our relationships with our partners, including The Orange Door, The Southwest Child and Family Services Alliance, health care services, and family, community, and social service agencies, as well as government bodies, have all served our community well.

Support for Carers Program

This has been a particularly difficult year for carers with respite opportunities being limited due to covid lockdowns. Our team kept in close contact with carers over this time to see what we could do to ease the pressure. The Carers team has given carers much-needed support through the delivery of assessment and planning, carer-directed packages, respite, in-person counselling, peer support groups and social activities.

The Community Services team as a whole, developed strategies to connect with children, families, and carers when unable to attend the home in person. This included involving clients in virtual visits, reading stories, delivering resources to front doors, sending out resources to families to support engagement, purchasing equipment to support connection and home learning, developing activity packs and role modelling activities.

The Carers team has been working hard to assist rural carers, leading social activities for carers in rural areas such as Casterton, Coleraine, and Timboon. We have also seen an increase in the number of rural carers who attend our Carer Support Groups.

Dear Judi,

Many thanks to Mpower for providing twice weekly home community respite over the past six weeks for my Mum, Mary.

This support has been wonderful for Mum as she finds the time long at home and loves company. The care providers were wonderful. Most sessions involved them supporting Mum to prepare food for her evening meal or bake biscuits, something she is no longer able to do independently since her stroke. They are kind, considerate and most important for Mum would have a bit of a laugh. Also providing this in home when it is cold and wet outside and harder to find suitable activities was terrific.

The other benefit of course was as carers we knew Mum had something to look forward to and meaningful to do on those afternoons which really helps take the pressure off us.

Please accept this thankyou from myself, Mary and Doreen as the support was very much appreciated by all three of us.

Kind regards,
Paula

Family Services

During this year the Family Services team has continued to make a difference in the lives of vulnerable and disadvantaged people in our community. Throughout the COVID-19 pandemic, family issues have been exacerbated. This has been a year where the most vulnerable children, young people and families in our communities continue to pay the highest price.

Families we have assisted this year have faced multiple issues relating to substance abuse, disability, family violence, financial difficulties, trauma, mental health, home schooling and parenting struggles.

The adverse effects of lockdowns have seen an increase in reported mental health disorders and an escalation in family violence. This has added complexity to the work that we do. We have been working hard to provide responses to these issues and are confident that the interventions we have brought have led to positive outcomes for our clients. Our organisation has been fortunate to have attracted very talented and dedicated staff who have been highly adaptable in responding quickly to the needs of the community.

Over the last year, we have implemented a range of evidence-informed and evidence-based pilot programs including the Children with Complex Disability Support Needs program (CCDN) which supports families with children with disabilities who are experiencing challenges. We have also introduced the Specialist Practitioner program, assisting vulnerable families with children with disabilities to navigate the NDIS system. Both programs were very successful, and this has resulted in funding being continued to 30 June 2024.

Out of Home Care (OoHC)

We know the best place for a child or young person is in a safe, supportive home environment where they are loved and nurtured. Unfortunately, sometimes for many varied reasons children and young people can no longer live with their parents or guardians. In such circumstances our OoHC team provides a safe and understanding home where they can build positive trusting relationships and hope for the future.

From December to February 2022 our OoHC staff and participants were impacted by the COVID-19 pandemic. During this time our OoHC team did not hesitate to live and work alongside the children. The team have shown extraordinary commitment to the children that we care for - even though it meant working in full PPE and working long hours. The way that the team banded together shows us that even in the toughest of circumstances when we work as a team, we can achieve amazing results.



Our OoHC team is dedicated to ensuring that the children and young people that live with us feel safe and nurtured. Many of our staff attend the children's important days such as school sports days and concerts. The children and young people enjoy having the staff there to celebrate and support them. When staff see them smiling and participating, we know that we are involved in something very special.

Something that has stuck with me this year is a video recording of a young boy who we care for singing his ABC's. He has a huge smile, does a big burp in the middle of his singing, and makes it all the way to the end inviting us to 'one day come and sing with me.' This may seem like a small thing, but for this young boy it is huge. When he first came into our care, due to the trauma that he experienced, he was unable to sit in a classroom. Now not only is he in the classroom full time, but he is also learning and making social connections. Every time I watch this video it reminds me why we go the extra mile, and it gives me great hope.

I would like to acknowledge our committed team of staff and their dedication to supporting the safety and wellbeing of the children, families, and carers who we have had the pleasure of working with, during a challenging 12 months.

In the years to come the Community Services team will continue to cement its place in the community, and to keep building on partnerships and collaborating with others to deliver services, whatever the needs of our clients. We are proud and honoured to work with the people we do and are committed to continuing a high-quality service influenced by the community's voice. We look forward to the years ahead with hope. As stated by Eeyore from Winnie the Pooh, 'It never hurts to keep looking for sunshine.'





OoHC – A calling, not a career

When the kids come into our care, we know it is temporary and that we are merely a steppingstone to bigger and better things. What we do, is make the most of every precious moment we have with them.

As a new recruit to the Out of Home Care (OOHC) team, Jorja Graham believes what she does makes a real difference in the children's lives. Becoming a Residential Support Worker in disability is not just a career, it is a calling.

Those of us who are parents or working with children and youth, know how much they like to debate and protest. This is fairly standard in our homes as well. Understandably, when children are removed from the care of their families and placed with us at a young age, it can be daunting. It is the role of support workers, like Jorja, to provide round the clock care with no two days the same. They have the task of making the kids feel safe and secure from the moment they get here. That often means making sure our home runs just like any other family. 'Cooking meals, getting the kids ready for school and doing drop offs and picks ups is just the same as it would be in any other family' Jorja says, although she under plays the impact that this has for these children. Providing them with a safe, comfortable environment where they are encouraged to make choices helps develop the children's life skills and personal growth. The kids are encouraged to attend school, make friends, get involved with after school activities and take up hobbies on the weekends.

Having an empathetic, understanding, nonjudgmental attitude allows Jorja and the other support workers in the team to create a positive and safe living environment for the children who come into our care. Jorja says she really appreciates that the entire OoHC team actively contribute and support each other in order to obtain the best outcomes for the children, especially when she has to respond to challenging behaviours. 'My work may sometimes be challenging, but it is the little differences we make to the kids' lives and the huge impact they have on me that makes it all worthwhile.'

Our team, like Jorja, undergo specialist training and all have completed a Certificate IV Child, Youth and Family Intervention which is a prerequisite for the role. This allows the team to confidently interact with children from complex backgrounds and play even a small part in their development.



For Jorja, she enjoys working with a group of young people where she can provide person centred care allowing them to live and thrive in a home setting.

One particular boy (who for the purpose of this story will be called Wazza), came into our lives for a period of 12 months. Wazza returned home to his family at the beginning of 2022 to experience the next phase in his life. This is the best, yet often rare, outcome for the kids in our care. During his time at Mpower he had to overcome challenges such as getting to know new staff, living in an unfamiliar town, a new home and living with two busy little 9-year old's who, like it or lump it, were about to embark on the journey with him as his substitute siblings.

Wazza learnt during his time with us, that it is just as important to find out the things in life you don't like as much as it is the things in life you do like and he really challenged himself to succeed in the things he enjoyed. For him, this meant loving school and being actively praised by his teacher as a great contributor. He also developed a love of the skate park where he would go as often as he could. He loved fishing, cooking and gaming too. He came into his new home larger than life, and took it all in his stride with a happy, positive attitude.

We said goodbye to Wazza, wished him well and we hold a little part of him in our hearts. We all hold our own special memories of the time spent with him in our home. Luckily for us, we now get to be a small part of his new journey through a Targeted Care Package, and continue to share our knowledge, kindness and care that we showed him during his time with us.





Hayley's favourite times at Mpower are the group sessions with friends.

A time for play

Hayley has been accessing Mpower's Early Childhood Intervention Services (ECIS) since October 2019 when she was two years old. She enjoys her regular speech pathology visits with Beth, but also looks forward to the group sessions with her friends.

Hayley loves Towards Independence group with ECIS team members Jenny, Lyndy and Olivia, where her favourite activities are playing outside on the obstacle course and painting pictures to take home to show her family. Towards Independence group encourages children to be independent and rely less on adults to do things for them. ECIS teachers encourage play with toys and arts and crafts with minimal assistance to gradually no assistance, aiming for the children to do the activities by themselves.

Hayley also loves attending the Platypus Playgroup, which also happens to be a favourite of her Mum Meg's as it gives her an opportunity to catch up with other parents and carers.

The Platypus playgroup is open to families from all programs of Mpower. Parents, grandparents, relatives and friends are all welcome and there is no cost. The group's aim is to allow children a chance to enjoy playing with others, while also giving parents and carers valuable strategies to help in their daily caregiving. As Mum Meg explains, 'It provides the adults with a safe, supportive environment for themselves in which they can relax and share their own experiences with each other, while their children are gaining new experiences with Mpower's early childhood teachers.'

Gen is one of those teachers and she and Meg went 'above and beyond' one day, when Hayley set them a challenge. On one particular day Hayley persuaded Gen and Meg to join her on the obstacle course. The smiles and laughs that day outweighed any sore limbs that Gen and Mum may have felt afterward.

Fundraising

Rotary Long Lunch Fundraiser

Mpower was the very fortunate recipient of proceeds from Rotary Club of Warrnambool Daybreak's Long Lunch fundraiser held in May 2022. $9000 was raised, thanks to the generosity of attendees and Tim Clingan, who had donated the major prize for auction that day. The generosity of donors assists us greatly in achieving our purpose of supporting individuals and communities to reach their full potential. This particular funding is being used to create a sensory pathway.

Therapy, learning and opportunities for sensory regulation don't begin as soon as a child enters a therapy room at Mpower. Learning begins as soon as the child and their family step onto our Mpower site. The development of a specialized sensory pathway at Mpower aims to enable children and their families to engage in a series of movement and sensory preparation activities to foster learning.

We are well-advanced in our planning for the pathway and are excited by the prospect of working with professionals in our community to develop a sensory pathway that captures the attention and addresses the sensory needs of the children and families within our services.

We want to thank Rotary Club of Warrnambool Daybreak for selecting Mpower as the recipient of this year's long lunch and look forward to showcasing the sensory pathway with every child who attends Mpower services.



Mpower's Jasmin Prewett and Rotary Club of Warrnambool Daybreak's Sandra Batten at the Long Lunch fundraiser. Picture: Anthony Brady.

William Angliss Charitable Fund

The William Angliss Charitable Fund has been supporting Mpower since 2004. Funds received this year were used to purchase new sensory equipment for our toy library.

Mpower's toy library has been in operation since 1978 when it was opened as Possum's Nest Toy Library with the help of a Federal Government grant. It is still a core part of the organisation today and our Early Childhood Intervention team members are constantly on the alert for new play materials and educational toys and equipment to add to it. These are used to encourage the growth and development of the children using our services and we feel lucky to be part of such a generous community.



Hamilton team continues to grow

It's been another busy year at Mpower's Hamilton office!

We are continuing to expand the range and number of services and groups offered to the communities of Hamilton and the broader region. We are on the hunt for a new larger premises to accommodate this growth and a move will occur in the near future.

Amanda, in her role as Occupational Therapist, has provided services to Hamilton clients with a keen focus on Nature Play and family and client centred practise, often utilising many of the gorgeous community spaces around the Hamilton area. We were sad to say goodbye to Occupational Therapist Naomi Hill at the end of 2021. Her contribution to the team was truly appreciated.

Much Professional Development has occurred, and the team continues to share and pass on their expertise. Sue has enjoyed learning about supporting successful spellers and expanding her knowledge of phonological awareness and pre reading skills, and Jami is looking forward to completing the SOS Feeding Program training and being able to offer this service to Hamilton clients in the future. We were thrilled to facilitate an SOS Feeding Group Program in Term 3 with support from one of our Warrnambool speech pathologists, and we also ran a small holiday program which was a great success.

Our year finished on a high, with the announcement in June of the successful appointment of an Allied Health Assistant to the team. Simone will start in July 2022 and she will bring a wealth of experience with her, having previously worked with children in kindergartens, as well as within the disability sector. Her appointment will help us continue our growth of services next year.









Trudy Marr – Chief Operating Officer

Corporate Services

If I could describe the past 12 months in just one sentence, it would be: A year of review, reflection and preparation to ensure Mpower is future proofed to continually meet the needs of our communities.

Assets and Infrastructure

There have been some fantastic additions to Mpower, including the revitalisation of spaces for children at our main site by creating three new therapy spaces and upgrading two existing rooms.





To accommodate this growth, the difficult decision was made to split our teams across an additional site. Mpower signed a five-year lease and moved all corporate teams just a couple of minutes away to 149-165 Koroit Street. This is an interim step while we work towards the plans of purchasing a green field site to develop a new purpose-built community hub.

We added an additional Out of Home Care house to care for two young boys and began exploring larger premises in Hamilton to allow for the much-needed additional services in that region. We also added additional cars to the fleet particularly in Hamilton and Portland. Mpower now operates from a total of eight sites across Warrnambool, Portland and Hamilton.





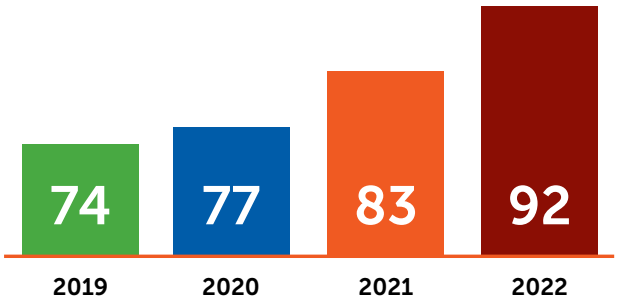
People and Culture

To ensure this growth succeeded, we employed a number of highly skilled employees across a range of programs. Mpower's employee headcount increased to 92 employees, up from 83 at the end of 2021. These appointments included:

- 13 support workers
- 5 Early Intervention workers
- 4 Plan Management officers
- 3 People and Culture team members
- 2 Family Services practitioners
- 2 Corporate Services team members

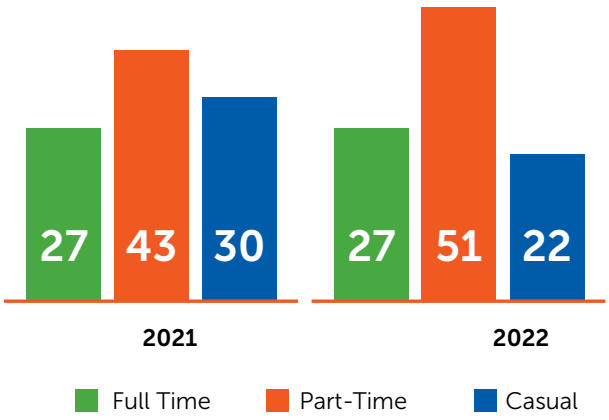


Number of Employees



The retention of a skilled and engaged workforce is at the heart of what we do at Mpower. We are proud to have swayed the pendulum away from a casualised workforce which is down 8% and increased our permanent part time employees by the same number. This brings our permanent workforce up to 78%.

Employment Type



We credit a range of initiatives for this including an increased focus on Health and Wellbeing, further investment in People and Culture teams, high uptake of self-identified professional development opportunities and a management team who care deeply about their teams and the work we are here to do.

Mpower held a range of Wellbeing initiatives ranging from a Crazy Sock fashion Parade for World Down Syndrome Day, Pledging to #breakthebias for International Women's Day and enjoying doughnuts in return for a small donation to the Royal Children's Hospital Foundation Good Friday Appeal with Mpower donating over $330. Mpower continued its commitment to employee health by offering free flu vaccinations to employees, with great uptake year on year.

Back in September 2021, when the scale of the pandemic saw our teams return to working from home, every employee was sent a basket of fruit from local produce businesses in recognition of the difficult circumstances we once again found ourselves in. Many of our team were assisting with remote learning across all year levels, some had younger kids at home with no access to parks or activities. There were those who lived alone with limited access to friends and family and those who just missed being able to do day to day activities. We had a number of casual employees who, through no fault of their own, had access to fewer hours than usual due to the cancellation of programs. Yet through it all, our teams stayed in touch with clients and families and each other to ensure they were as supported as they could be.







We held a very exciting day in May 2022 where all employees were invited to take part in a planning for the future workshop hosted by Myers Planning Group. During this day everyone contributed to the wish list of amenities and services we would like to see delivered across our region. Once we have a green field site secured, those ideas and plans can be tailored to that site.

Plan Management

Through natural attrition and team expansion, our Plan Management team has a range of new faces this year. It was fantastic to welcome team members from a variety of backgrounds into these roles and despite the investment in time to train a new team, the program has increased to 496 clients. This is an increase from 450 last year. The service is continuing to grow, with Plan Management revenue increasing by 31% compared to FY20/21.





Quality and Risk

Our quality and risk team used the early part of 2022 to prepare for the revised Child Safe Standards that 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 will review all policies and processes with a child safe lens in the coming months.

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.





Professional Development

With over 95 applications approved in the past year and over $37,000 invested, Professional Development (PD) has played a significant role in the increased capacity and capability of our teams.

Mpower has supported employees to undertake PD in a range of settings at varying levels. Many underwent First Aid training and some teams undertook training specific to their practice including tube feeding, trauma recovery, play therapy, LEGO® Club, childhood development and speech therapy.

We supported employees to gain tertiary qualifications including a Diploma of Mental Health and Diploma of Quality. Many of our Out of Home Care and Disability support workers undertook their Cert IV in Disability and Cert IV in Child Youth and Family Intervention, being the base qualifications to undertake these roles.

We are proud to have supported our accountant Ali Raza in gaining his CA over the past year. In addition to working full time with Mpower, Ali worked immensely hard in completing assignments and exams throughout the past two years. Congratulations Ali.

Some of our leadership and executive team members have undertaken qualifications and courses in the areas of mentoring, leadership, difficult conversations, governance and law to enhance their skills and expertise in these areas.

With COVID-19 shifting many courses online, it was great to see one of our Speech Pathologists, Sarah, attend PROMPT Therapy training on the Gold Coast. PROMPT Therapy is a tactile-kinesthetic (touch and feel) approach where a speech pathologist places their hands on the client's face to guide their jaw, lips, and tongue to move correctly to form words. This training has enabled Sarah to further develop diversified tools and techniques to work with clients to achieve their communication goals.

In May, Mpower exhibited at the Warrnambool Jobs Fair held at the Warrnambool Stadium, where Kate Hogan, Manager People and Culture, showcased the organisation's programs, services, our employment opportunities, and the overall benefits of working for an employer that contributes so strongly to the development and goals of individuals and families in our community. Jasmin Prewett - Senior Speech Pathologist, Nelson Reason - Team Leader Disability Services, Nicole Price – People & Culture Officer and Yasmin Nurmohamed - Specialist Disability Family Services Practitioner, also attended. Notably, both Kate and Jasmin participated in two of the specialist panels: What Employers Want and Careers in Care respectively.





Olivia – A career in the making

Being able to experience helping and improving the lives of others has been such a boost to my confidence.

Olivia Wollerman, or as her friends call her, Liv, arrived at Mpower in January 2021, fresh out of year 12 at Emmanuel College having completed her Cert III in Allied Health Assistant through ACU. Liv has strong ambitions of a career in Allied Health, specifically as an Occupational Therapist with a focus on early intervention. With this in mind, Liv took the opportunity of utilising her gap year to gain relevant industry experience, learn from a team of experienced clinicians and form bonds with participants in her role as Allied Health Assistant trainee.

Mpower could not be more thrilled by the way in which she has worked this year with parents, families and the broader team. The role of Allied Health Assistant is to support the provision of Allied Health therapies, by following through with plans that are prescribed by Allied Health professionals. Mpower are proud to have trainees undertake these roles annually. Liv committed to a 12-month traineeship through WestVic Staffing Solutions and is completing her Certificate IV AHA, through The Gordon TAFE. She will head off to Deakin University in Geelong to undertake her Bachelor of Applied Science in February 2023.

Liv has made a great impact in her time at Mpower, impressing the team with her capacity to quickly develop skills and confidence to work in groups, and 1:1 with children and their families. Liv is an integral member of the team in the facilitation of groups and creating resources for the therapists.

A couple of the many examples of Liv's work are highlighted in some feedback received from families throughout the year.

One mother spoke of Olivia's contribution to her daughter's communication skills saying; 'Thank you Olivia, we had my parents down for the weekend and they were amazed at how much better she was with communicating. Thanks for all your hard work, you are very appreciated here.' This client had been attending 1:1 support and two different groups, all of which Liv is a part of.

A client representative fed back to the team that 'The family are so thankful to Jas, Sarah and Liv. They have provided more assistance for their child in one session than he had received in the last year. Mum wanted the team to know how incredibly lucky she felt that her child was attending group at Mpower and how much she valued their professionalism'

– continued page 20





Olivia – A career in the making

– from page 19

Olivia is described by her peers and manager as an outstanding member of the Early Intervention team, engaged, committed and reliable. She has a natural ability and empathy working with children and their families. Liv is confident to ask questions and take on feedback and has become an incredibly well respected and valued member of the ECIS team. We wish her well in her future studies.

When asked to describe her time with Mpower as an AHA trainee, Liv said;

I can't speak more highly about my time at Mpower. Being able to experience helping and improving the lives of others in real time through my work has not only been rewarding, but it's been such a boost to my confidence and wellbeing. This traineeship has helped me be certain of my future career path and that gives me such a sense of hopefulness for a long and satisfying career as a healthcare professional. I came to this job straight out of high school not having much work life experience. The skills and experience I have gained for my future work life is outstanding. My work team, being the ECIS team and other staff members at Mpower, have contributed to this tremendously as I work alongside very experienced health professionals. All of them have been willing to share their experience and teach me different ways to adapt my work for the children I work with. I will be very sad to leave my job next year to continue my further studies at Deakin Geelong in hope of being an Occupational Therapist, but I can confidently walk away from this job saying I have gained immense experience and knowledge in the Early Intervention stage. This is not only helping me improve my job every day, but I believe this knowledge and experience will credit me in my future studies and future career.

This traineeship has helped me be certain of my future career path and that gives me such a sense of hopefulness.



Mechelle Storer

- Family Services Practitioner

I joined the Mpower team in December 2021, based in the Portland office. I've lived in Portland for over 20 years and although I regularly visit our Warrnambool office, when I'm not working, I have a family and farm that keep me fully occupied so I love being able to live and work in the same regional town that I've come to know so well.

Before joining Mpower, I was a Child Protection Practitioner and now I am a Family Services Practitioner as part of the Integrated Family Services team.

What attracted me to the role was that it is at grass roots level, rather than at a statutory level, and I feel it makes best use of my skills to work with families, rather than statutory bodies. We provide casework and in-home support to vulnerable families, ensuring they are linked into relevant services to try to improve opportunities and outcomes for children and young people.

The thing I enjoy most about my role is being able to engage and support families through crises to build safer, stronger and more connected families and communities. It is challenging, but at the same time rewarding, knowing that our support can increase parenting confidence and capacity which leads to stronger family relationships and better outcomes.

I also enjoy the diversity of clients I support, as well as the diversity of the team at Mpower. Prior to my joining the organisation I wasn't aware of how broad a range of services Mpower provides. It has been surprising, but it is also good to know that there is an organisation providing such a wide range of supports in our South West region.



Laurissa Folkes

– Administration Officer

I started working at Mpower in November 2021. My background was in administration and when I met my team leader Pattrina and learnt about this role, I saw it as being a wonderful opportunity to use my skillset for a really worthwhile purpose. I don't have the qualifications that Mpower's family services practitioners do, so it's great to be able to contribute to their valuable work in the community, using my administration skills. It is something that I hadn't thought would be possible.

One thing I love about my role is that no day is ever the same and, whatever the task, it is always for a good purpose. Most of the time, I'm supporting the Integrated Family Services team. Their focus is on building the capacity of parents, carers and families to enhance the safety, stability and development of children and young people. It is such an important individualised, flexible service for families in our community and I love it that I can contribute to that.

I am also on hand to provide support for the Carers team, as well as Early Childhood Intervention Services (ECIS). That means one day I could be on-boarding files for support of new families and the next I could be making visual resources for arts and crafts, so my job is rewarding as well as fun.

There are lots of things I love about working at Mpower but maybe the greatest of all is that Mpower recognise that you have a life outside of work. Many companies talk about work life balance, but Mpower genuinely supports it and I wouldn't be able to do what I do here, and do what I do for my family, if that environment wasn't there. I feel so well supported by my Coordinator and the fact she is so accessible makes my job that much more enjoyable.

Mpower has great values which sit with me personally, especially continuous learning. I feel through my current role I can learn and have opportunity for future professional development toward my overall career goal of one day being a family services practitioner.



Ali Raza

– Chartered Accountant

My time with Mpower started when I joined the team in June 2020 in the role of Trainee Accountant. Prior to that, I had been working as a graduate accountant in Geelong. I hadn't been to Warrnambool before, but when I saw the Mpower job advertised I decided it was a good reason and the right time to make a move.

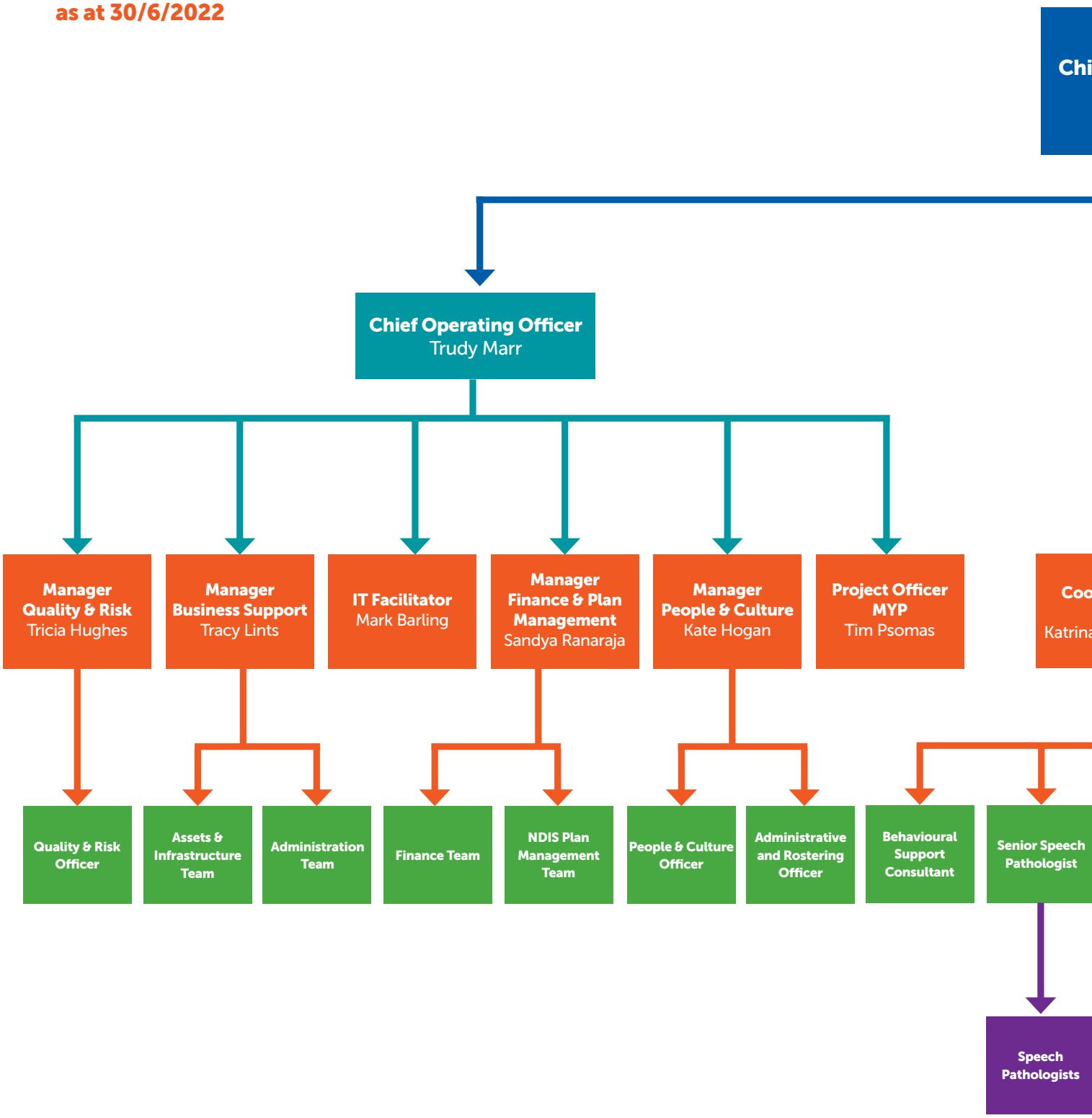
The first thing that struck me about Mpower was how welcoming the team were. They helped me transfer from Geelong, find accommodation, and even settle in by showing me the local sights.

I had a plan in mind to someday study for a qualification as a Chartered Accountant, but it was the management team at Mpower who motivated me to actually get myself enrolled and start it. The CFO raised her hand to be my mentor and the team provided me every bit of support and opportunity along the way.

When I passed my final exam and became a qualified CA in June 2022, I felt grateful and proud to be working for an organisation that truly cares and invests its time and effort for its employees' well-being, personal and professional growth. One of Mpower's values is Continuous Learning and I've been fortunate enough at Mpower to see how that translates in real life. The team work hard to make Mpower a great place to work at and I'm happy I made that decision to make the change from Geelong.

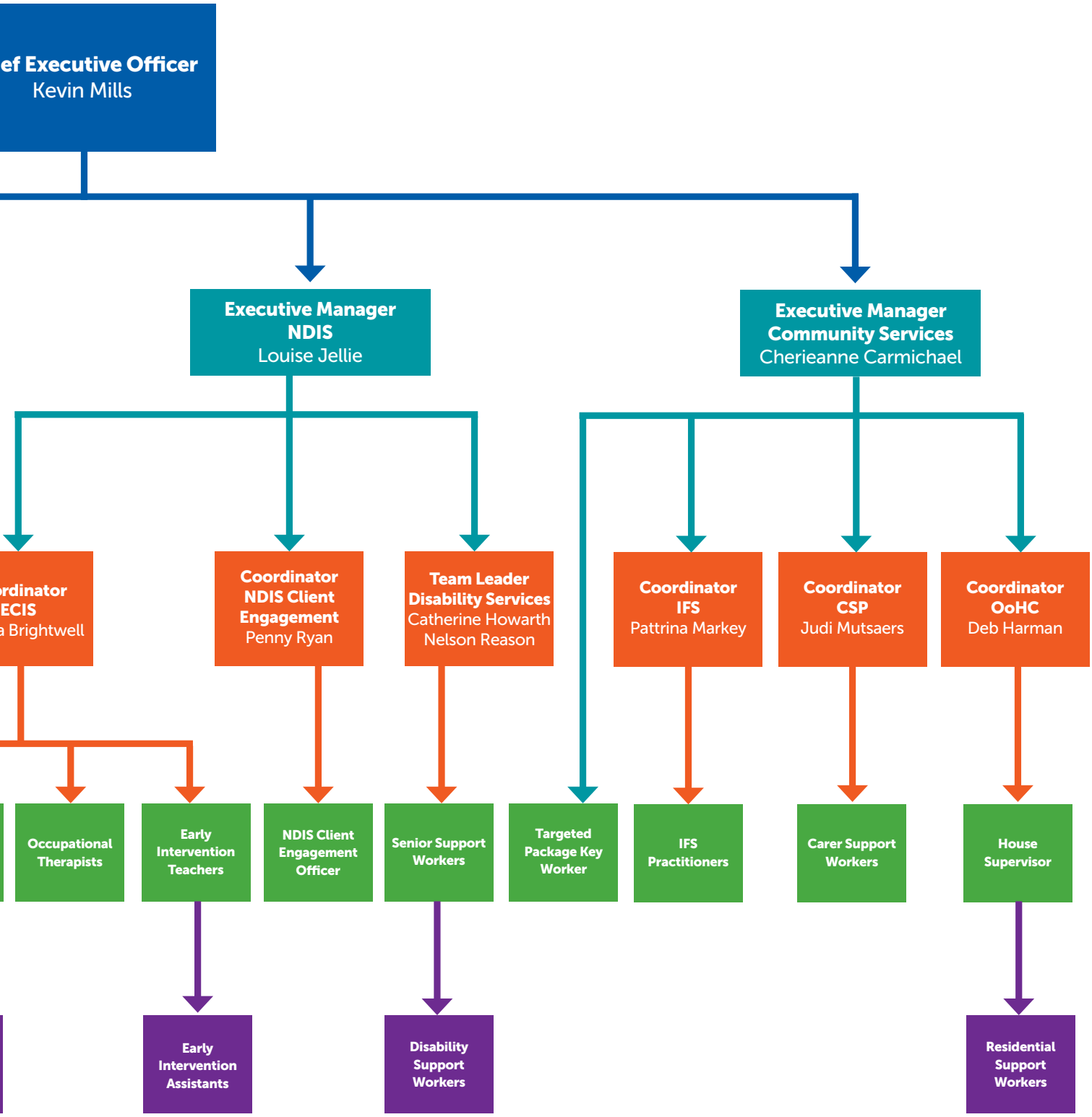
Organisational Structure

as at 30/6/2022



Operations

NDIS S



ervices

Community Services

Our Team as at 30/6/2022

Executive Team
Kevin Mills
Trudy Marr
Cherieanne Carmichael
Louise Jellie

Leadership Team
Debbie Harman
Judi Mutsaers
Kate Hogan
Katrina Brightwell
Pattrina Markey
Penny Ryan
Sandya Ranaraja
Tim Psomas
Tracy Lints
Tricia Hughes

Team Members
Ali Raza
Amanda Adamson
Amy Holden
Ashlee McCullagh
Ashleigh Huffer
Ashleigh Walters
Ashley McCutcheon
Ashley O'Brien
Beth Parkin
Brooke Siegle
Catherine Cope
Catherine Howarth
Charlie Blacker
Cloe Hilliam
Daniel Carey
David Skinner
Gail Kent
Genevieve Mack
Hannah White
Heather Clue
Jake Morton
James Mahony
Jami Giles
Jasmin Prewett
Jennifer Gleeson
Jenny Hill
Jessica Hall
Jocelyn Bail
Joelyn Gibson
Jorja Graham
Joshua Alexander
Karen Jeanes
Kate Dancey
Katrina Carrod
Kellie New
Kelly Gannon
Kiarne Marjanovic
Kirsty Jones
Kirsty Sutcliffe
Lacey Mae
Lauren Wright
Laurissa Folkes
Leah Patterson
Letitia Gunn
Liam Smith
Lisa Psomas
Luke Robertson
Lyndy Boyle
Maddison MacDonald
Madeline Thompson
Maggie Down
Mark Barling
Mechelle Storer
Meera Khanal
Mitchell Reason
Nadia Brown
Nelson Reason
Nichole Bryant
Nicole Price
Olivia Wollermann
Peter Wohar
Rachel Savery
Rebecca Nevin Berger
Rianna-Lea Bourke
Rowena Morgan
Sam Worden
Sarah Davey
Sean Verdon
Shona Waller
Susan McNaughton
Thomas Reeve
Tracey Jennings
Tracey Meade
Tracy McKendry
Trent Harman
Vicki Kearney
Vicky Hughson
Yasmin Nurmohamed

Service at Mpower

We are proud to have over 90 skilled and experienced people on our team. We acknowledge their dedication and hard work to achieve Mpower's vision of providing quality services that empower residents in South West Victoria to have meaningful connections to their communities.

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

Katrina Carrod
Family Preservation and Reunification Practitioner

Kirsty Jones
Family Services Practitioner

Thomas Reeve
Disability Support Worker

TEN YEARS

Pattrina Markey
Coordinator Integrated Family Services

Tracey Jennings
Early Childhood Intervention Assistant

Retirements

Cheryl McKinnon



During her 13½ years at Mpower, Cheryl was a highly valued member of our Early Intervention Team. Prior to joining Mpower in 2008, she had been working with children with disabilities in kindergarten settings in the Warrnambool area and there was no mistaking her genuine love of children.

Her warm and welcoming nature ensured all staff, clients and families who worked in or accessed our services felt supported and comfortable when she was around.

We loved Cheryl's meticulous eye for detail, which ensured all groups were perfectly set up to foster learning, fun and creativity. Her organisation ensured all resources had a place and she knew how to find each and every item someone might need.

Cheryl's creativity was a delight for participants and staff alike. Her enthusiasm for bringing her art background to her role at Mpower was ever-present and she introduced many lovely handmade products into the programs for children and staff to enjoy. She loved nature and she was able to incorporate that love in many of the resources that she prepared and shared with the children she was assisting.

As part of her role as Early Childhood Intervention Assistant, Cheryl led the Girls' Art Group. It was always a pleasure seeing what the Art Group participants had produced, but perhaps never more so than when they painted life-size self-portraits on the Palais Room wall. The joy and freedom of expression conveyed in the paintings was fabulous and although Cheryl has retired, her legacy will live on at Mpower for quite some time as those drawings have been preserved as our feedback suggestion boxes and as stencils to decorate our refurbished rooms.

Robyn Carroll





Robyn joined Mpower in 2012 on a short fixed-term contract... and ended up staying for 9 ½ years. Throughout that time, she has been a Carer Support Practitioner as part of our Carer Support Team and her knowledge, experience and compassion have been a great asset to Mpower and to the carers in our region.

Robyn was a qualified practicing nurse before commencing her 'short-term' role at Mpower, and her ability to interact and empathise with the Carers she was supporting was heart-warming and reassuring for all those she came in contact with. She never sought public acknowledgement for what she did, she just went quietly about doing it because she saw the need and saw an opportunity to support others.

Robyn worked alongside her sister Erica, who was Mpower's Deaf Access Worker for over 12 years, until she retired in 2019. In April this year it was Robyn's turn to retire and, not one for fanfare, she insisted on keeping the occasion quiet, marked by a carer's lunch.

Retirements

Dianne McFadden



Di retired in December 2021 after nearly 31 years of service at Mpower. Starting work in February 1991 with South West Region Disability Service (as Mpower was formerly known), Di was initially employed in the role of Administration Support.

At that time, Possum's Nest Toy Library, advocacy and a Holiday House were the full complement of services on offer, so it was a very different organisation to what it is today. Di brought her trademark 'can-do' approach to her role and maintained that throughout the following three decades.

Di was an integral part of Mpower's growth and her career progressed through various roles including Business Manager and Board Secretary before she accepted her final role of Coordinator Corporate Services in 2020. She was understandably proud to have played a part in supporting Mpower's teams within the various roles she held and had never imagined how much growth the organisation would experience in that time.

Staff who worked closely with Di loved her attention to detail, her ability to know just where to find just about anything needed and her knowledge of the history of Mpower. They knew if ever they needed a task completed, they could rely completely on Di's support to accomplish it. The breadth of knowledge and experience she brought to her roles, having been with the organisation for a significant length of time, was extraordinary and of immense value to Mpower team members and clients alike.

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



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 and volunteers 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 40 pieces of legislation as listed below.

- 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 Information Sharing Scheme
- Child Safe Standards 2022
- Child Wellbeing and Safety Act 2005 (Vic)
- Child Wellbeing and Safety Regulations 2017 (Vic)
- Corporations Act 2001
- Crimes Act 1958
- Dangerous Goods Act 1985
- Dangerous Goods (Storage and Handling) Regulations 2012
- Enhancing Online Safety Act 2015
- Equal Opportunity Act 2010
- Equipment (Public Safety) Act 1994
- Equipment (Public Safety) Regulations 2017
- Fair Work Act 2009
- Family Violence Information Sharing Scheme
- 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)
- National Disability Service Zero Tolerance Framework
- National Employment Standards 2010
- 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)
- Victorian Charter of Human Rights and Responsibilities Act 2006
- Whistleblowers Protection Act 2019
- Workplace Relations Act 1996





The wraparound services provided to families allows for a holistic approach to care inclusive of children, adults, parents, carers and siblings.

A holistic approach to family

Megan, along with her husband Joel are proud parents to Annalise, aged 4 and Harvi-Rose, aged 2. Joel works in Warrnambool and until recently, the family all lived in Hamilton. They made the big decision to relocate to Warrnambool so they could be closer to Joel's work and to have access to Mpower's broader services for Annalise who has a disability.

Annalise is engaged with the Early Childhood Intervention Services by attending Towards Independence group and Platypus play group. She also receives one-on-one support where Megan cannot speak highly enough of the commitment made by Olivia Wollerman, Allied Health Assistant. Megan said 'the noticeable improvement in communication from Annalise has been since Olivia started working with her.'

Megan registered as a carer with the Carer Support Program (CSP) which provides full access to a program of events such as Carer Group meetings, Time Out Tuesday and trips to the Grampians and Ballarat. Carer meetings and events are also an opportunity for carers to participate in social outings, giving them the chance to meet other carers in their area, compare notes, swap tips, laugh and take some time out for themselves. The meetings include a guest speaker with a lunch. Time Out Tuesday is centred around an activity such as Tai Chi, introduction to the gym, movies and barefoot bowls.

As well as the group programs, CSP provides one on one flexible support which is tailored to families' needs. A strong trust relationship has been established between Megan and Judi Mutsaers, Senior Carer Services Coordinator where Judi has developed an in depth understanding of the family's circumstance and as a result was able to provide funding for their garden to be cleaned up when they moved from Hamilton to Warrnambool. A special respite "date day" was also organised which gave Megan and Joel a rare chance to spend some quality time together. CSP organised a visit to the hot springs, a lovely meal at a restaurant, as well as in-home respite for both children from a professional support worker from Mpower's Out of Home Care team. 'It's the first time we have ever been away from the girls' Megan said.

Megan is so happy with the services provided by Mpower. The wraparound of Mpower services provided to Megan's and other families provides a holistic approach to care inclusive of children, adults, parents, carers and siblings.

The IFS team assisted **139** families

12,018 hours of respite provided to carers

20,314 hours of support provided to NDIS participants

Provided supports to **312** carers in total

Mpower provides services to over **1480** clients and families

4886 hours of Short-Term Accommodation

The IFS team provided **7033** Service hours

11168 hours of Early Childhood Intervention supports

496 Plan Management Clients

Plan Management Revenue increased by **31%**

523 NDIS participants

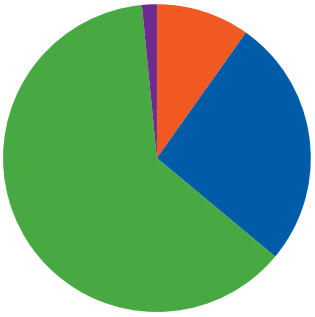
Financial Report

Mpower Inc. made a surplus of $481,817 from overall activities in financial year 2021-22.

Revenue

Total income for 2021-22 was $13,166,866, which was an 18% increase on the previous year. NDIS funding made up 62% of total income, while income generated from government grants made up 26%. Program and other income made up the remaining 12% of the total income.

Income

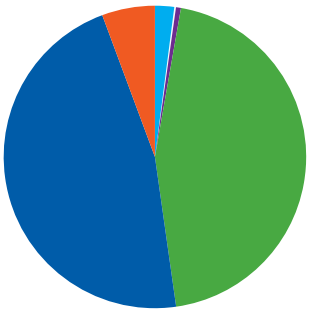


Program Income	$1,292,130
Government Grants	$3,455,187
NDIS Income	$8,213,932
Other Income	$205,485

Expenses

Staff costs made up 47% of the organisation's total expenditure for the year, and 45% of expenditure was attributed to program expenses.

Expenses



Administration	$259,521
Advertising & Marketing	$23,237
Facilities Management	$67,491
Program Expenses	$5,707,743
Staff Costs	$5,908,700
Other Expenses	$718,226

5 Year Snapshot - Net Surplus



Year	Net Surplus
2017-18	$21,651
2018-19	$523,823
2019-20	$751,721
2020-21	$1,007,780
2021-22	$481,817

Surplus

Mpower's overall surplus decreased by 52% compared to the previous year following significant reinvestment back into providing services to the community. Additional capital and infrastructure costs have also been incurred to meet ongoing service demand in the community and to improve current facilities for participants.

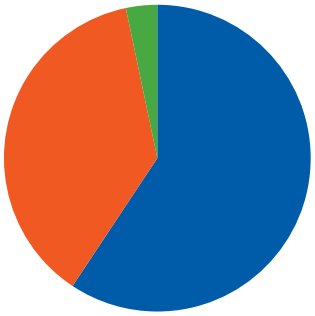
Assets & Liabilities

Immediate cash and cash equivalents decreased from $1,989,571 at the end of the 2020-21 financial year to $1,349,219. Additional cash reserves were invested in four banking institutes to mitigate financial risk. Mpower will be looking at expanding its services where these additional finance assets can be utilised to provide services to the wider community in the South West Region. Total current assets remain strong and are up from $4,198,291 at the end of the 2020-21 to 4,211,996 this financial year.

All Mpower properties have been revalued at the end of the financial year due to over 10% market fluctuation in the Warrnambool area. As a result, property, plant and equipment values have increased to $5,762,444.

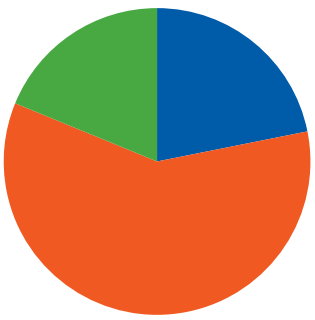
As a result of increased staff numbers and programs offered, a portion of the Mpower team have moved to a new leased office space. These new premises have been recognised as an asset and a liability in our books to comply with new accounting standards (AASB 16). Total liabilities have increased by $356,904 compared to financial year 2020-21.

Assets



Fixed Assets	59%
Cash and Cash Equivalents	38%
Trade and Other Receivables	3%

Liabilities



Trade and other payables	22%
Other Current liabilities	59%
Non - Current liabilities	19%

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 CEO Performance & Remuneration Sub Committee
- Member of Finance & Audit Sub Committee
- Member of Quality & 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.

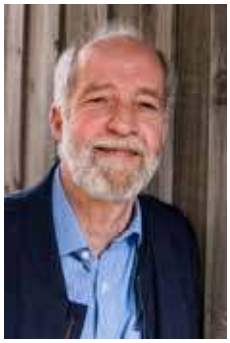
- Member of CEO Performance & Remuneration Sub Committee
- Member of Finance & Audit Sub Committee



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-centred 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 recognise the importance of governance in developing a strong organisation culture and strategic direction and enjoy contributing my extensive experience in driving and informing strategy and direction through data and statistical analysis.

- Member of CEO Performance & Remuneration Sub Committee
- Chair of Finance & Audit 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, and thorough knowledge of the service system in the South West Victoria led me to being invited to join the Board in 2011.



David Beard

- I have had the pleasure of working with and using Mpower services both professionally and personally. My affiliation with Mpower has given me invaluable insights into the needs of individuals and families living with disabilities. Mpower's reputation for providing quality services to members, individuals and families is paramount to my role as a Board member. I take pride in the fact that Mpower remains client focussed and keeps this central in both its operations and service provision. As an educator of 35 years, I enjoy working with a Board who maintain a client-centric approach and act with great integrity to help Mpower reach its goals and objectives.



Helen Bayne

It gives me great satisfaction to play a small role in supporting the talented, caring and passionate staff at Mpower. They are an exemplary team who make a positive difference to clients, their families and the wider community. Mpower's community-focused approach and commitment to achieving equality for people with a disability honours its grassroots origins and inspired me to join the Board. I bring an independent voice to the Board and a wealth of knowledge in both business and social responsibility. I am committed to improving health and social outcomes for vulnerable people, their families, carers and communities.

- Chair of Quality & Risk Sub Committee



Michele Downs

As a practicing Solicitor, I am passionate about guardianship, protecting the rights of people with a disability to determine their lives, and ensuring that vulnerable adults and children remain protected and free from exploitation. I believe Mpower plays a pivotal role by making resources available to families to divert young people from the court system and lessening the risk to both the individual and the community. My strong interest in disability and family law grew from lived experience in my family, which also led me to join the Board in 2017.

- Member of Quality & Risk Sub Committee



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.

- Member of Quality & Risk Sub Committee



David Beggs

As a strategic thinker, I bring skills and experience in governance to the Board to help make a difference in the lives of people with a disability. I joined the Board in 2005 after experiencing first-hand the quality services provided by Mpower. Professionally, I am a vet in Warrnambool and an Associate Professor at Melbourne Veterinary School with a PhD in Animal Welfare. Outside of work, I am active in the animal welfare space.

- Member of Finance & Audit Sub Committee
- Resigned March 2022

Acknowledgements

Mpower acknowledge 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

Local Government

- Corangamite Shire
- Glenelg Shire
- Moyne Shire
- Southern Grampians Shire
- Warrnambool City Council

Donors

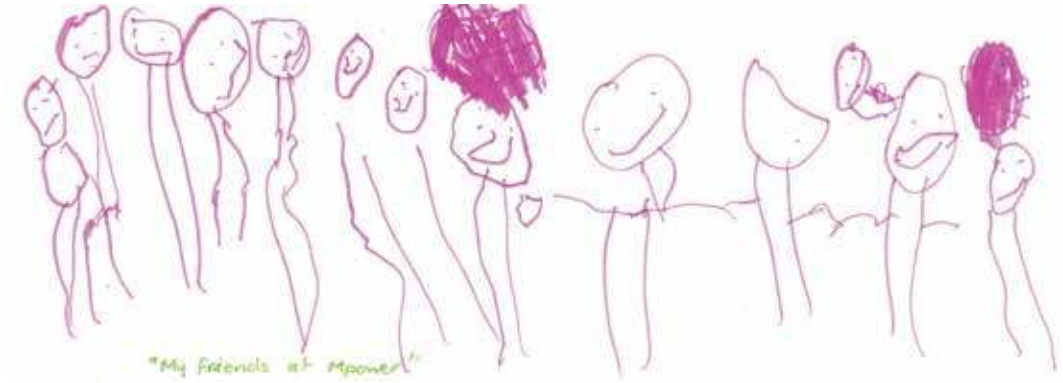
- Rotary Club of Warrnambool Daybreak
- VG & F Robson
- William Angliss Charitable Fund

Partnerships

- We thank our many volunteers, partners and networks for their ongoing support in achieving great outcomes in the South West Victoria community.

Community Program Partners

- Active Sportz
- Aquazone
- Baptist Church Community Dance Group
- Camperdown Community House
- Capitol Cinema
- Cobden Miniature Railway
- Flying Horse Bar & Brewery
- Great Ocean Road Ten Pin Bowling
- Kidz Kingdom, Colac
- Lockology
- Macey's Bistro
- Meals on Wheels
- Rafferty's Tavern
- RSL Warrnambool
- The Old Courthouse Community Centre, Casterton
- The Union Station Hotel, Woolsthorpe
- Timboon and District Healthcare Service
- Warrnambool Angling Club
- Warrnambool Ark Stadium
- Warrnambool Art Gallery
- Warrnambool City Bowls Club
- Warrnambool Golf Range
- Warrnambool Mini Golf
- Warrnambool Wildlife Encounters




Saying Hello





























mpower inc.
since 1975

2021-2022

Financial Statements

Mpower Inc.

ABN 39 491 685 563

BOARD OF MANAGEMENT REPORT

FOR THE YEAR ENDED 30 JUNE 2022

The Board members present the financial report of the Mpower Incorporated for the financial year ended 30 June 2022.

Board

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

Rhys Boyle	President	Michele Downs
Kerrie Hughson	Vice President	Delna Plathottam
Michael Crothers	Treasurer	Janet Collins appointed 14/7/2022
Neil Ballard		
David Beard		
David Beggs resigned 22/3/2022		
Helen Bayne		

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 Association during the financial year were to provide services to vulnerable and disability impacted persons.

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 surplus of $481,817 (2021: $1,007,780).

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 Association, the results of those operations, or the state of affairs of the Association in future financial years.

Signed in accordance with a resolution of the Board:

Mr Rhys Boyle
President

Mr Michael Crothers
Treasurer

Dated at Warrnambool, September 2022

Mpower Inc.

ABN 39 491 685 563

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2022

	Notes	2022 $	2021 $
Revenue	2(a)	12,782,508	10,661,720
Other income	2(b)	384,226	483,146
Advertising & promotion		(23,237)	(23,375)
Amortisation		(19,954)	-
Audit and legal charges		(47,682)	(29,536)
Bad debts		(7,015)	(4,310)
Bank charges		(951)	(1,232)
Catering		(39,682)	(17,209)
Cleaning		(39,875)	(45,598)
Consultants fees		(86,406)	(93,436)
Depreciation		(222,035)	(198,464)
Insurance		(8,817)	(13,195)
Maintenance and repairs		(116,158)	(278,947)
Motor vehicle expenses		(87,596)	(76,524)
Office supplies		(15,086)	(24,992)
Program costs		(5,707,743)	(4,209,803)
Staff costs		(48,080)	(109,312)
Salaries & wages		(5,293,573)	(4,421,639)
Superannuation		(494,253)	(398,855)
Security		(1,698)	(2,247)
Subscriptions		(208,362)	(24,743)
Sundry expenses		(100,267)	(9,416)
Telephone		(25,607)	(32,436)
Utilities		(44,091)	(45,918)
Workcover		(46,749)	(75,899)
Net current year surplus		**481,817**	**1,007,780**
Other comprehensive income			
Gain on revaluation of land and buildings		516,961	1,574,098
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		**998,778**	**2,581,878**

The accompanying notes form part of these financial accounts.

Mpower Inc.

ABN 39 491 685 563

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2022

	Notes	2022 $	2021 $
ASSETS			
Current assets			
Cash and cash equivalents	3	1,849,659	1,989,788
Accounts receivable	4	274,637	166,269
Other financial assets	5	2,021,606	1,983,105
Other assets	6	66,094	59,129
Total current assets		4,211,996	4,198,291
Non-current assets			
Property, plant & equipment	7	5,762,444	4,799,599
Right of use asset	8	379,132	-
Total non current assets		6,141,576	4,799,599
TOTAL ASSETS		**10,353,572**	**8,997,890**
LIABILITIES			
Current liabilities			
Accounts payable and other payables	9	549,116	458,764
Employee provisions	10	466,096	457,579
Other liabilities	11	214,455	339,287
Lease liability	12	90,003	-
Total current liabilities		1,319,670	1,255,630
Non current liabilities			
Employee provisions	10	15,871	12,832
Lease liability	12	289,825	-
Total non current liabilities		305,696	12,832
TOTAL LIABILITIES		**1,625,366**	**1,268,462**
NET ASSETS		**8,728,206**	**7,729,428**
EQUITY			
Retained earnings		6,637,147	6,155,330
Reserves		2,091,059	1,574,098
TOTAL EQUITY		**8,728,206**	**7,729,428**

The accompanying notes form part of these financial accounts.

Mpower Inc.

ABN 39 491 685 563

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2022

	Revaluation reserve	Retained Earnings $	Total $
Balance at 30 June 2020	**-**	**5,147,550**	**5,147,550**
Surplus for the year	-	1,007,780	1,007,780
Other comprehensive income	1,574,098	-	1,574,098
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
Balance at 30 June 2022	**2,091,059**	**6,637,147**	**8,728,206**

The accompanying notes form part of these financial accounts.

Mpower Inc.

ABN 39 491 685 563

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2022

	Notes	2022 $	2021 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		12,971,974	11,164,956
Interest received		14,019	4,177
Payments to suppliers and employees		(12,420,398)	(9,965,798)
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	13	**565,595**	**1,203,335**
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(667,919)	(347,104)
Purchase of other financial assets		(38,501)	(25,227)
NET CASH (USED IN) INVESTING ACTIVITIES		**(706,420)**	**(372,331)**
CASH FLOWS FROM FINANCING ACTIVITIES			
Purchase of borrowings		696	(347,104)
NET CASH (USED IN) INVESTING ACTIVITIES		**696**	**(347,104)**
NET INCREASE/(DECREASE) IN CASH HELD		(140,129)	831,004
CASH AT BEGINNING OF FINANCIAL YEAR		1,989,788	1,158,784
CASH AT END OF FINANCIAL YEAR	3	**1,849,659**	**1,989,788**

Mpower Inc.

ABN 39 491 685 563

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

Note 1: Statement of Significant Accounting Policies

Basis of preparation

These are special purpose financial statements that 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 members of Mpower Inc.

The Board has determined that the Association is not a reporting entity.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit entities.

Critical accounting estimates

Key Estimates

Impairment

The Association assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the Association that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporates various key assumptions.

Key Judgements

Provision for impairment of Receivables

Management has completed an assessment of receivables outstanding and conclude that no provision is to be recognised.

Employee Benefits

For the purposes of measurement, AASB 119: Employee benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As the Association expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the Association believes that obligations for annual leave, time in lieu and purchased leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

Key Judgements (cont.)

Lease term and option to extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with bond periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the Association will make. The Association determines the likeliness to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the Association.

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/type, cost/value, quantity and the period of transfer to the goods or services promised.

(a) Revenue and other income

Operating grants, donations and bequests

When the Association receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Association:
- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Association:
- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards;
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from contract with customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Capital grants

When the Association receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The Association recognises income in profit or loss when or as the Association satisfies its obligations under the terms of the grant.

Interest Income

Interest income is recognised using the effective interest method.

(b) Income Tax

The incorporated Association is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, and is therefore exempt from paying income tax.

(c) Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term deposits and highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. Term deposits with a maturity of greater than three months are classified as other financial assets.

(d) Trade and other receivables

Trade and other receivables are recognised at amortised cost, less any provision for impairment.

(e) Property, plant and equipment

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Land and buildings are stated at fair value, based on regular independent valuations. Land and buildings were revalued as at 30 June 2022.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Buildings	40 years
Plant and equipment	3-10 years
Motor vehicles	4 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date. The Board have adopted an independent valuation as at 30 June 2022, which represents the fair value of held Land and Buildings. An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the incorporated Association. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

(f) Trade and other payables

These amounts represent liabilities for goods and services provided to the incorporated Association prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

(g) Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for long service leave not expected to be settled within 12 months of the reporting date is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and years of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Portable Long Service Leave

Employees entitled to the portable long service leave scheme will have their Long Service Leave entitlement held by the scheme from 1 July 2019.

(h) Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. Valuation techniques that are appropriate in the circumstances and for which sufficient data is available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

(i) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables and other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable.

(j) Leases

At inception of a contract, the Association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and corresponding lease liability are recognised by the Association where the Association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Association uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:
- fixed lease payments less any lease incentive;
- variable lease payments that depend on an index or rate, initially measured using the index or the rate at the commencement date;
- the amount expected to be payable by the lessee under the residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

All leases held by the Association are either short term or low value leases.

(k) New Accounting Standards and Interpretations not yet mandatory or early adopted

As at 30 June 2022, the following standards and interpretations had been issued by the AASB but were not yet effective. They become effective for the first financial statements for reporting periods commencing after the stated operative dates as detailed in the table below. Mpower Inc. has not and does not intend to adopt these standards early.

Standard/Interpretation	*Applicable for annual reporting periods beginning on*	*Impact on entity financial statements*
AASB 17: Insurance Contracts	Reporting periods on or after 1 January 2023.	Adoption of this standard is not expected to have a
AASB 2020-1: Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-Current	Reporting periods on or after 1 January 2022.	Adoption of this standard is not expected to have a material impact
AASB 2020-3: Amendments to Australian Accounting Standards – Annual Improvements 2018-2020 and Other Amendments	Reporting periods on or after 1 January 2022.	Adoption of this standard is not expected to have a material impact
AASB 2021-2: Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definitions of Accounting Estimates.	Reporting periods on or after 1 January 2023.	Adoption of this standard is not expected to have a material impact
AASB 2021-5: Amendments to Australian Accounting Standards – Deferred Tax related to Assets and Liabilities arising from a Single Transaction	Reporting periods on or after 1 January 2023.	Adoption of this standard is not expected to have a material impact
AASB 2021-6: Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards	Reporting periods on or after 1 January 2023.	Adoption of this standard is not expected to have a material impact
AASB 2021-7: Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections	Reporting periods on or after 1 January 2023.	Adoption of this standard is not expected to have a material impact

Mpower Inc.

ABN 39 491 685 563

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

	2022 $	2021 $
Note 2: Revenue and other income		
(a) Revenue		
Department of Health and Human Services - State Government Victoria	4,369,105	3,252,820
National Disability Insurance Scheme	8,213,932	7,354,870
Department of Health - Australian Government	199,471	54,030
	12,782,508	**10,661,720**
(b) Other income		
Government Grants	169,204	136,316
Donations	2,100	12,100
Fee for service	2,764	37,193
Interest received	14,019	4,177
Program activity fees	6,774	16,176
Other Revenue	189,365	277,184
Total Other Revenue	**384,226**	**483,146**
Note 3: Cash and cash equivalents		
Cash on hand	440	300
Cash at bank	1,849,219	1,989,488
	1,849,659	**1,989,788**

Cash and cash equivalents includes cash on hand, deposits at call, and other highly liquid investments with original maturities of 90 days or less, net of outstanding bank overdrafts.

Note 4: Accounts receivable		
Accounts receivable	279,637	166,269
Provision for doubtful debts	(5,000)	-
	274,637	**166,269**
Note 5: Other financial assets		
Term deposits	**2,021,606**	**1,983,105**
Note 6: Other assets		
Sundry debtors	34,611	53,554
Prepayments	31,483	5,575
	66,094	**59,129**

Mpower Inc.

ABN 39 491 685 563

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

	2022 $	2021 $
Note 7: Property plant & equipment		
Land		
Land at valuation	2,200,000	1,810,000
Land at cost	-	-
Total land	2,200,000	1,810,000
Buildings		
Buildings at Valuation	2,660,000	2,480,000
Buildings at cost	-	-
Accumulated depreciation	-	-
Total buildings	2,660,000	2,480,000
Plant and equipment		
Plant and equipment at cost	846,409	723,595
Accumulated depreciation	(622,667)	(560,551)
Total plant and equipment	223,742	163,044
Motor vehicles		
Motor vehicles at cost	584,128	541,013
Accumulated depreciation	(306,203)	(230,050)
Total motor vehicles	277,925	310,963
Leasehold improvements		
Leasehold improvements at cost	340,744	-
Accumulated depreciation	-	-
	340,744	-
Work in progress	60,033	35,592
Total property, plant and equipment	**5,762,444**	**4,799,599**

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 Inc.

ABN 39 491 685 563

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

(a) Reconciliation of the carrying amounts of each class of asset:

	Land	Buildings	Plant and Equipment	Motor Vehicles	Leasehold Improvements	Work in progress	Total
	$	$	$	$	$	$	$
Balance at 1 July 2021	1,810,000	2,480,000	163,044	310,963	-	35,592	**4,799,599**
Additions	-	26,998	59,978	83,139	340,744	175,304	**686,163**
Transfers		88,041	62,822	-		(150,863)	**-**
Disposals				(18,244)			**(18,244)**
Revaluation	390,000	126,961	-	-	-	-	**516,961**
Depreciation	-	(62,000)	(62,102)	(97,933)	-	-	**(222,035)**
Balance at 30 June 2022	**2,200,000**	**2,660,000**	**223,742**	**277,925**	**340,744**	**60,033**	**5,762,444**

	Land	Buildings	Plant and Equipment	Motor Vehicles	Leasehold Improvements	Work in progress	Total
	$	$	$	$	$	$	$
Balance at 1 July 2020	1,085,000	1,680,499	160,891	150,471	-	-	**3,076,861**
Additions	-	1,267	84,838	225,407	-	35,592	**347,104**
Revaluation	725,000	849,098	-	-	-		**1,574,098**
Depreciation	-	(50,864)	(82,685)	(64,915)	-	-	**(198,464)**
Balance at 30 June 2021	**1,810,000**	**2,480,000**	**163,044**	**310,963**	**-**	**35,592**	**4,799,599**

Mpower Inc.

ABN 39 491 685 563

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

	2022 $	2021 $
Note 8: Right of use assets		
Leased building	399,086	-
Accumulated amortisation	(19,954)	-
	379,132	-
Note 9: Accounts payable and other payables		
Accounts payable	324,175	205,741
Accrued salaries and wages	93,334	69,952
Statutory payables	131,607	183,071
	549,116	**458,764**
Note 10: Employee provisions		
Current		
Employee provisions		
Annual leave	311,832	267,310
Long service leave	91,164	141,043
Other entitlements	63,100	49,226
	466,096	**457,579**
Non-current		
Employee provisions		
Long service leave	15,871	12,832
	15,871	**12,832**
Note 11: Other liabilities		
Income in advance	44,085	41,592
Unearned income	170,370	297,695
	214,455	**339,287**

Mpower Inc.
ABN 39 491 685 563
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022

	2022 $	2021 $
Note 12: Lease liabilities		
Current		
Lease liabilities	**90,000**	-
Non-current		
Lease liabilities	**289,825**	-
Note 13: Cash flow information		
Reconciliation of cash flows from operations with net current year surplus:		
Surplus for the year	481,817	1,007,780
Non-cash flows in result:		
Depreciation	222,035	198,464
Changes in assets and liabilities:		
(Increase)/decrease in accounts receivable	(108,368)	24,267
(Increase)/decrease in other assets	(6,965)	(25,227)
Increase/(decrease) in accounts payable and other payables	90,352	211,653
Increase/(decrease) in employee provisions	11,556	35,333
Increase/(decrease) in other liabilities	(124,832)	(248,935)
Net cash used in operating activities	**565,595**	**1,203,335**
Note 14: Commitments		
Operating lease commitments		
Non-cancellable operating leases contract for but not recognised in the financial statements.		
Payable - minimum lease payments:		
- not later than 12 months	33,157	31,020
- between 12 months and five years	-	-
- later than five years	-	-
Total operating lease commitments	**33,157**	**31,020**
Capital commitments		
Building works	**133,202**	-

Mpower Inc.
ABN 39 491 685 563
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022

Note 15: Contingencies

Contingent liabilities

On 15 November 2016, Mpower Inc. received funding from DHHS of $270,000 for the redevelopment at 84 - 86 Koroit Street Warrnambool, being the Respite and Therapy Centre.

A funding deed was entered into between DHHS and Mpower Inc. with a ten year expiry date, which may require Mpower to pay DHHS their relevant interest, if the property is not utilised for its permitted use.

The entity is unaware of any contingent assets at 30 June 2022. (2021: Nil)

Note 16: Events after the reporting period

No matters or circumstances have arisen since 30 June 2022 that has significantly affected, or may significantly affect the Association's operations, the results of those operations, or the Association's state of affairs in future financial years.

Note 17: Related party transactions

No related party transactions noted during the 30 June 2022 financial year. (2021: Nil)

Note 18: Entity details

The registered office of the entity is:
Mpower Inc.
71 Koroit Street
Warrnambool, Vic, 3280

Mpower Inc.

ABN 39 491 685 563

STATEMENT BY MEMBERS OF THE BOARD

FOR THE YEAR ENDED 30 JUNE 2022

The Board has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Board the financial statements :

1. Presents a true and fair view of the financial position of Mpower Incorporated as at 30 June 2022 and its performance for the year ended at that date

2. At the date of this statement, there are reasonable grounds to believe that Mpower Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board of Management and is signed for and on behalf of the Board of Management by:



Mr Rhys Boyle
President



Mr Michael Crothers
Treasurer

Dated at Warrnambool, September 2022

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF MPOWER INC.

Opinion

We have audited the financial report of Mpower Inc. (the entity), which comprises the statement of financial position as at 30 June 2022, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and statement by members of the committee.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the entity as at 30 June 2022, and its financial performance and its cash flows for the year then ended in accordance with the financial reporting requirements of the *Associations Incorporation Reform Act (VIC) 2012* and the *Australian Charities and Not-for-profits Commission Act 2012.*

Basis for 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 entity 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. We have also 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.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the committees' financial reporting responsibilities under the *Associations Incorporation Reform Act (VIC) 2012* and the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the *Associations Incorporation Reform Act (VIC) 2012 and* the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.
As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

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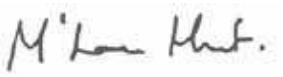
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- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.



MCLAREN HUNT
AUDIT AND ASSURANCE



C.J. KOL
PARTNER

Dated at Warrnambool: 28 September 2022

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