



ANNUAL REPORT 2018



| Possability

About us

Oak Possability has a proud history of supporting people to reach their potential for more than 50 years. We are a leading not for profit provider of disability services, supported employment and child and youth services. We provide services across Tasmania and have a growing presence in Victoria.



oakdale.org.au | possability.com.au

Oak Tasmania (ABN 44 055 920 306)

Our Purpose

We are a catalyst for change.

Our actions are based on our belief that freedom and independence are fundamental human rights.

Our Vision

A world where everyone has the opportunity to pursue their potential.

Our Values

Humanity

Human rights and dignity underpin all our decisions and actions. We believe that every individual has the potential to grow and the right to determine how their life will be lived.

Honour

We take pride in our work, are true to our word, honour our commitments and treat our colleagues and clients with integrity and respect.

Innovation

Driven by our commitment to excellence, we are continually learning, taking on new challenges, and constantly finding ways to excel in the dynamic world we operate in.

Accountability

We know where we are heading and why. By being efficient, effective and persistent we find ways to make things possible and deliver results.

Contents

Governor's Foreword.....	5
Annual Snapshot.....	6
Chairman's Report	8
CEO's Report	10
What We Do	12
Our year by numbers.....	15
Our 2020 Goals	16
Annual Highlights	17
Organisation structure	30
Our Board	31
Executive Team.....	34
Finance Report.....	36
Thank You.....	38

Governor's Foreword



In my role as Patron, over the past year I have had the pleasure to get to know more about Oak Possability and the individuals you work with.

I enjoyed the opportunity to visit the Mussen Close residential village in Burnie in November to see the site and meet some of the residents. During the visit, a regular music program involving Marist College students was underway and it was heart-warming to see the power of music to bring together people from diverse backgrounds.

I was particularly pleased to be able to host two Transition to Work participants at Government House working in the garden and in front of house service. I encourage all employers to consider opening up their businesses to people with disability for work placements as they are valuable learning opportunities for all concerned.

Another highlight of the year was the visit to Tasmania of His Royal Highness The Prince Edward, who is the Patron of the Duke of Edinburgh's International Award. Representatives of Oak Possability attended a dinner held in his honour and addressed an official reception about the positive impact of the Award program. Hearing how the award has helped young people living with disability to develop skills and confidence reinforced to us all the value of this program. It was also an honour to present certificates to Award participants and celebrate their achievements at Government House.

My experiences with Oak Possability over the past year have confirmed the ongoing need for quality support, training and employment opportunities so that everyone can fully participate in community life.

Congratulations to clients, the board and employees for your many achievements as outlined in this report. It has been a privilege to see the life changing work you do and to be able to support the continuing development of the organisation and the individuals with whom you work.

**Her Excellency Professor the Honourable Kate Warner AC
Governor of Tasmania**



The Governor presenting the awards to participants at Government House.

Annual Snapshot



100 000+
hours more
client support



110
supported
employees
in social
enterprises



900
clients
supported



**new Launceston
respite service
opened**



**Started services
in Victoria**



\$5 million

built new \$5 million
timber processing centre



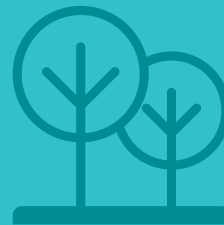
885

employees



**Safeguarding
Children
accreditation
achieved**

9



participants in the
Duke of Edinburgh
International Award

Chairman's Report



This year marks a turning point in the history of Oak Possibility as we extended our horizons outside Tasmania for the first time.

We were delighted to commence services for claimants of the Transport Accident Commission in Victoria in April 2018 and just months later were announced as one of five not for profits to be part of the Victorian Government's Disability Services Transfer.

Both of these contracts were awarded following highly competitive processes and are a strong vote of confidence in our expertise in providing individualised support services. Our move interstate is a great opportunity to share our knowledge, learn from others and be a 'catalyst for change' for more people. It will also assist our financial sustainability by providing the economies of scale in our administration costs that are needed to succeed under the National Disability Insurance Scheme.

It is particularly pleasing that we will be providing services in regional Victoria, where there are fewer operators and greater community need. We will be contributing to the diversity and choice for disability services consumers in these areas from 2019.

This expansion to Victoria is aligned with our goal to "achieve sustainable and well planned growth." Good progress has been made towards achieving other milestones in our 2017-2020 Strategic Plan as demonstrated in our Annual Highlights in this report.

Board directors continue to appreciate the consumer group reports to the Board and the feedback has led to many improvements to services across the organisation. I would like to thank the consumer representatives for their professionalism and Speak Out Advocacy for their support in independently facilitating the consumer forums across Tasmania.

As some doors open, others close and it was with mixed feelings that the Board decided to sell Tahune Fields Nursery. After a comprehensive strategic review of the enterprise, it was clear that the business had outgrown our primary purpose of providing supported employment. A business that is focused on the fruit tree industry, and can invest to grow market opportunities, is better placed to take the business to the next level. The sale will be finalised later in 2018. In the meantime, all supported employees at Tahune were offered positions at our other enterprises and they have settled in well to their new workplaces.

As a Board it is important that we subject ourselves to scrutiny to ensure that we provide excellence in governance to the organisation. This year we undertook an independent strategic review of the Board, its functions and composition. This has led to plans to recruit a Victorian-based Board director and will inform further actions to strengthen the governance of the organisation.



I'd like to thank Board members for their support over the past year and Dr. Julie Rimes, who stood down as Chairman at the November Annual General Meeting. I also acknowledge the considerable efforts by the sub-committee chairs, most notably, David Mazengarb, who worked tirelessly behind the scenes on the Tahune Fields Nursery sale.

I'd like to acknowledge the extraordinary passion, commitment and drive of the Chief Executive Officer, Drew Beswick, and his Executive team in a busy and challenging year.

Finally, I'd like to extend my heartfelt appreciation to the amazing staff who work every day to support clients to achieve their goals and aspirations. Not only do the staff of our organisation bring their professionalism and skill to their work, they also bring their heart, their compassion and motivation to achieve our purpose.

Brian Scullin

CEO's Report

One of the pleasures of presenting the Annual Report is summarising and celebrating the many achievements over the past year – of our clients, employees and as an organisation.

This is particularly the case in 2018, a year which has seen our organisation further increase our capability and establish solid foundations to enable us to bring positive change to many more people in the future.

In 2018, we have supported the many people we work with to achieve the goals that are important to them and I'm delighted to be able to share a small sample of those stories in this report. It is so rewarding to see the impact of our work in people's lives.

It has been encouraging to see individuals and families accessing services for the first time as the National Disability Insurance Scheme rolls out to more people. By the end of the year, close to half of our disability services clients were participating in the scheme.

In 2017-18, we provided over 630 000 hours of support services, which was 20 per cent more than the previous year. This growth in service delivery was largely the result of people receiving more support under the NDIS and growth in Child and Youth Services.

We have continued to respond to the growing need for dedicated therapeutic care for young people in Out of Home Care with complex support needs. Child and Youth Services is now a significant service area for the organisation, accounting for just under 20 per cent of total support services provided in 2017-18, a ten-fold increase since 2014.

In line with our commitment to caring for and keeping young people safe, Oak Possability this year achieved the Safeguarding Children Accreditation by the Australian Childhood Foundation. These standards ensure that we have robust policies and procedures to keep safe the young people in our care.

As an organisation that works with vulnerable people, we recognise the importance of a values-based culture and the need for continuing vigilance. Our work can be challenging and I acknowledge that at times our services have not met expectations. We appreciate the feedback received - both positive and negative - and encourage people to continue to raise their concerns with us, as they are important opportunities to learn and improve.

I continue to be incredibly proud of our social enterprises, which have operated for over 50 years. The past year has seen considerable work undertaken to reposition these businesses for a bright and prosperous future. Most notable was the \$5 million construction and fit out of the new Oakdale Training and Manufacturing Centre, funded through an Australian Government grant. This much appreciated investment, combined with a fresh marketing approach, has set Oakdale up for a vibrant future.





In line with our vision to bring all of our social enterprises to Oakdale’s Warrane site, plans have been drawn up for the development and we are now seeking funding partners.

As we grow as an organisation and expand into new regions (Victoria), strong and experienced leadership is crucial in enabling us to meet the many challenges. I am grateful for the wisdom and guidance generously provided by the Board. I’d also like to acknowledge the extraordinary work ethic of the Executive team and thank them for their amazing support. Over the past year the Executive team has been further strengthened with the addition of John Rowland and Kim Backhouse, who both bring exceptional skills and experiences to the group.

Thank you also to the broader leadership team and employees, who regularly go above and beyond in their daily work. It was a great pleasure to hold a series of “Thank You” events with employees to acknowledge Board and management’s heartfelt appreciation for their dedication to service. The skill and commitment of staff right across the organisation continues to impress and motivate the rest of the team to be the best that we can.

To conclude, I would like to thank our many partners and supporters – families, the dedicated staff at Disability and Community Services, the NDIA, Gateways and others in the community. Your ongoing support enables, encourages and sustains our work, for which we are forever grateful.

A handwritten signature in black ink, appearing to read 'Drew Beswick'.

Drew Beswick

What We Do



Disability Services

Supported Accommodation

Our personally tailored residential supports help clients make the transition to independence, and develop skills and confidence.

Supported accommodation options include:

Supported Independent Living

Short-term accommodation
(centre-based respite at four sites)

Transition to Independent Living

Life Skills and Personal Support

We assist people to maximise their independence and live the life they choose. Services are designed to meet individual needs ranging from personal support to learning household tasks, public transport skills and other life skills.

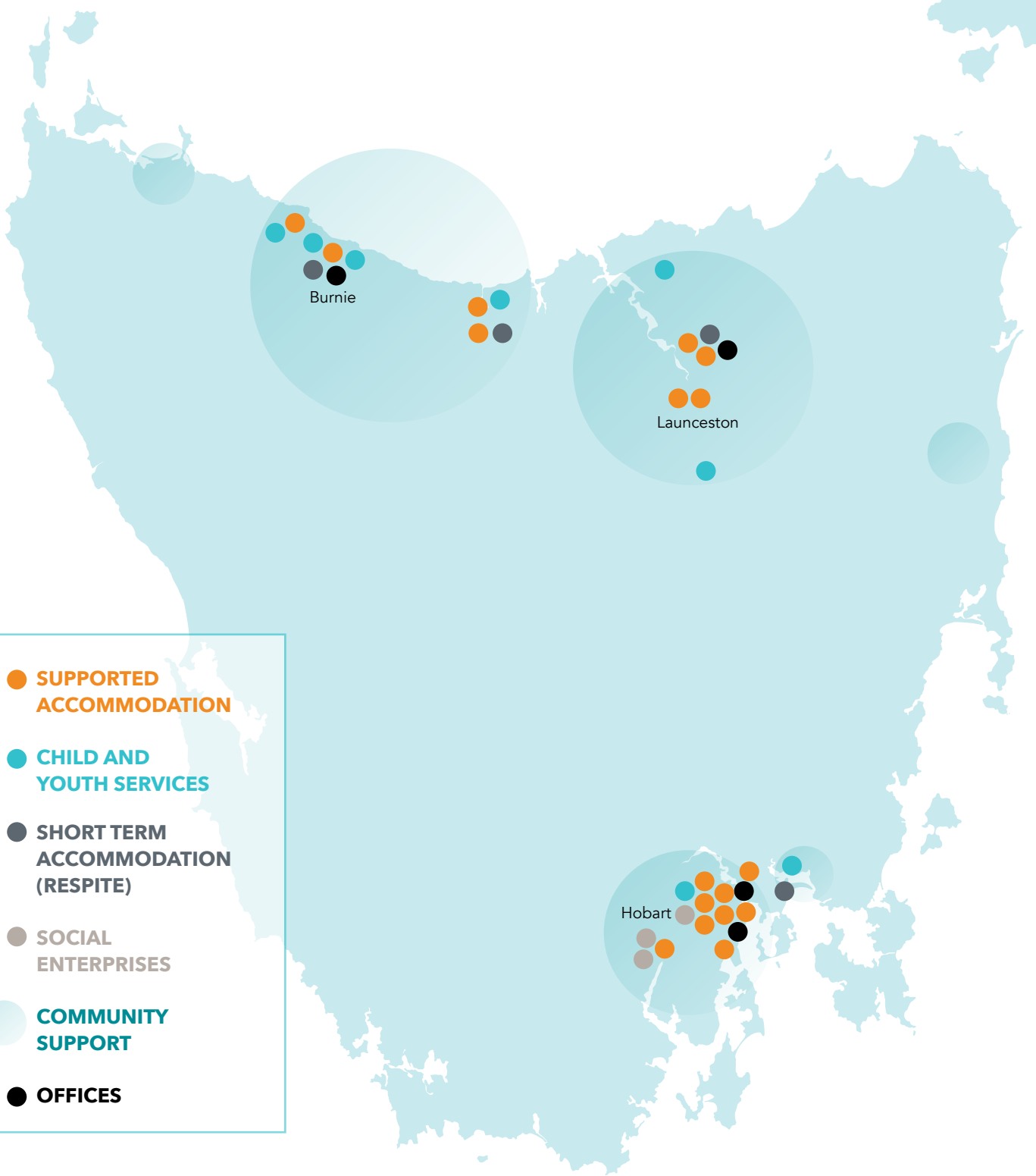
Community Connections

This program promotes community participation by providing wide ranging opportunities to take part in social events, physical exercise and community-based activities.

We also offer activities based at our Derwent park site such as arts and craft classes, and cooking.

Leisure and Recreation

This program creates opportunities to make new friends through fun group activities and participation in events that are already occurring in the community. Members experience reduced social isolation, increased confidence and resilience, and they strengthen their community ties.



- SUPPORTED ACCOMMODATION**
- CHILD AND YOUTH SERVICES**
- SHORT TERM ACCOMMODATION (RESPIRE)**
- SOCIAL ENTERPRISES**
- COMMUNITY SUPPORT**
- OFFICES**

What We Do

Coordination of Supports

We coordinate the implementation of Participant Plans, ensuring clients receive the support that is the right fit for them.

Specialist Services

Dual Diagnosis

Our consultant psychiatrist clinics focus on the specialised care and support of people diagnosed with a psychiatric disorder and intellectual disability.

Intensive Support Services

Our specialist teams work with clients with complex and exceptional needs that exceed the scope of other disability programs.

Child and Youth Services

We provide specialist support in a nurturing and safe environment for children who have support needs such that they cannot be cared for by their parents or foster families.

Employment and training enterprises

Oakdale Industries

Oakdale Industries, based in Hobart is a leading Tasmanian manufacturer and supplier of high quality timber products. Employees are trained, employed and supported to produce tongue and groove flooring, parquetry flooring, skirting and architraves, treated pine lattice and a range of craft items.

Walkabout Industries

Walkabout Industries, based in Hobart, has a range of products and services. Employees are trained, employed and supported to work on:

Paper recycling, document destruction and security shredding.

Potting mix and bagged firewood

Sewing and over-locking for hospitals, schools, businesses and sporting clubs.

Specialised bulk mailing and packing services for government and private businesses.

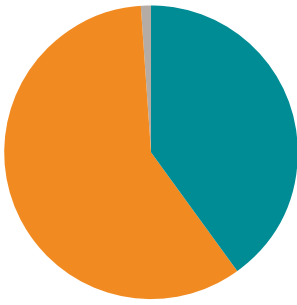
Tahune Fields Nursery

Tahune Fields, located in the Huon Valley, produces high quality apple trees and root stock for the wholesale market. Employees work across the entire nursery business and receive training in grafting, budding and other horticultural skills.

Training and Development as a Registered Training Organisation

This service delivers inclusive education and training programs such as Transition to Work, Language, Literacy and Numeracy, ICT and Business skills. As a Registered Training Organisation, we offer a number of accredited training programs.

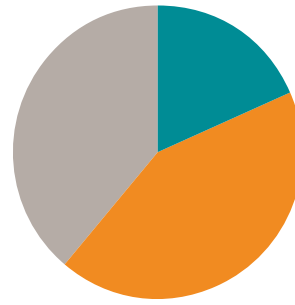
Our year by numbers



Number of Clients

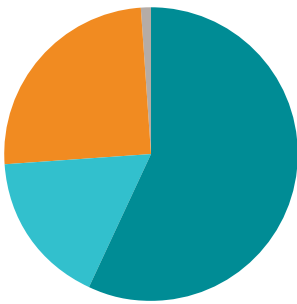
NDIS participants 40%
 State-funded clients 59%
 Other less than 1%

TOTAL NUMBER OF CLIENTS: 900



Employment Type

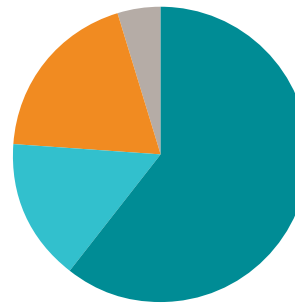
Fulltime 18%
 Part-time 43%
 Casual 39%



Total hours of Support

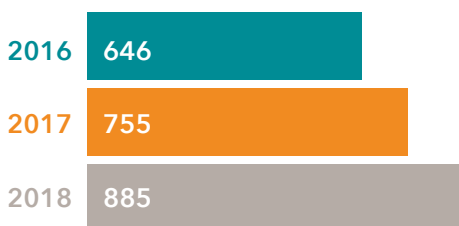
Southern Tasmania 57%
 Northern Tasmania 17%
 North West Tasmania 25%
 Victoria less than 1%

TOTAL HOURS: 631 500



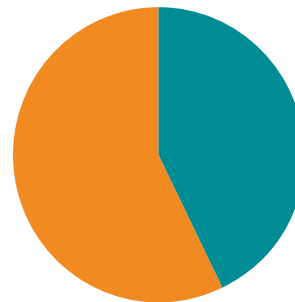
Employment by Location

Southern Tasmania 60%
 Northern Tasmania 16%
 North West Tasmania 19%
 Victoria 5%



Employment

THE 130 HEADCOUNT INCREASE EQUATES TO 57.3 FULL TIME EQUIVALENTS



Gender of Employees

Male 381
 Female 504

Our 2020 Goals



Help our clients have
connected and satisfying lives



Support our employees
to grow and develop



Make the way we do
our jobs more efficient,
consistent and easier



Achieve sustainable and
well planned growth



Be thought leaders and
influencers in the community

Annual Highlights



Thank You events

"Thank you" was the theme of staff celebrations held at cinemas across Tasmania in August 2017. CEO Drew Beswick gave a heartfelt speech to staff thanking them for helping us come together through the merger and to grow stronger.

He also launched the new organisational Purpose and Vision, presented a snapshot of the 2017-20 Strategic Plan and updates on other developments.

To make the event even more special, staff were greeted with popcorn and drinks by Board, Executive and Management Team members and serenaded by Andrew Colrain, one of the Tasmania's renowned Three Crooners. After the presentation, attendees enjoyed a free movie.



Executive Managers and Board Directors say Thank You to employees.



Extending services to Victoria

We were delighted to commence providing support services to claimants of the Transport Accident Commission (TAC) in Frankston, Victoria and from July 2018, in Lilydale, north-east of Melbourne.

In addition, Possability was selected through a competitive process by the Victorian Government to manage services for 320 people with disability living in 71 group homes in outer Melbourne and regional Victoria.

A Project Team has been established to manage the service transfer, which will occur in a number of stages beginning in early 2019.

Annual Highlights



A smooth transfer

Jeff lives in accommodation in Frankston, Victoria provided by the Transport Accident Commission after sustaining a brain injury from a motorcycle accident in his youth. Possability took over management of the support services at the site in April 2018.

Initially, Jeff was concerned that his services would change, but he was happy that he kept his same staff and didn't notice any changes to his daily routine.

Jeff has the independence of his own unit, with a mix of one-on-one and on-call 24 hour support. He enjoys the companionship of his support professionals and they support him to get into the community more and go to appointments.

"We go out for a coffee and just everyday things.

"Anything I want, really, I just ask them, they'll help," Jeff said.

With the support of the TAC, Jeff recently purchased a new car for his Support Professionals to drive him around in. One of the first places he visited in his new car was his home town of Williamstown.

"It was good. It brought back a lot of memories," Jeff said.

"I went to see if the place had changed. It hadn't really."



New IT and communications systems

Our capacity to manage information accurately and efficiently has been transformed with the introduction of new integrated information management systems.

Mobile tablet technology has replaced the traditional office computer, untethering service delivery staff to promote a greater level of community based activities. Each site has been provided with an iPad to access to the intranet and apps to access the relevant IT systems. This will save us time and money to deliver more and better services.

As part of the IT infrastructure upgrade, the mobile application Skedulo X was introduced to our Lampton Avenue site to manage and support the delivery of group based community activities. The Skedulo X mobile application allows service professionals cloud based access to core support information and profile plans, and automates the claims process for NDIS funded services. Progress against goals are easily reported upon, and tracking of services provided and invoiced is transparent and accountable.

The Skedulo X application works in synch with the case management system to link all services, documents, and resources assigned to participants, in a simple to use interface which can be accessed by workers in the field on mobile hand held devices. Skedulo X is soon to be rolled out across the state for all community access supports.

A new web-based intranet was launched in August 2017, providing a single source of all organisational information and a portal to all other IT systems. A key benefit of the intranet is that it provides customised team work spaces, as well as providing access to policies, procedures and the latest company news.



Quality accreditations

In recognition of our commitment to the protection of children and young people, Oak Possability achieved the Safeguarding Children Accreditation by the Australian Childhood Foundation.



In order to achieve this accreditation, the organisation had to satisfactorily meet the requirements of seven child safe standards. These standards ensure that we have robust policies and procedures concerning best practice when recruiting and screening employees for our organisation, appropriately managing alleged claims of abuse and neglect, and engaging with children and young people in a safe and caring way.

For the first time, we achieved ISO 9001 Quality Management certification covering the whole organisation.

Annual Highlights



Woodland Grove opening

Woodland Grove Lodge opened in Launceston offering two styles of supported accommodation for Tasmanians with disability to develop their skills and independence.

Human Services Minister, the Honourable Jacqui Petrusma, officially opened Woodland Grove Lodge on 29 August, 2017.

One wing of the building offers respite-style short term accommodation, with stays averaging 2–7 days. There are six bedrooms, each with their own bathroom, offering privacy as well as opportunities to socialise in the shared lounge room and kitchen.

The other wing of the Lodge is an innovative Transition to Independence House, which can accommodate up to four residents. Residents can stay from one month to a year, further developing their independent living skills in a safe and supported environment.



CEO, Drew Beswick, resident, Jennifer Garcia and Minister Petrusma view the Lodge's backyard.

Supporting our people to support others

Michael is a Support Professional from Southern Tasmania. Since joining Possability over nine years ago, Michael has made it his mission to work to improve his skills so he can do his best for clients.

He's undertaken many training courses with the organisation in areas such as medication, health, First Aid, manual handling and more.

"The ongoing training allows me to be able to support clients at a high level," said Michael.

He relishes the opportunity to build his skills and has recently been appointed as a Site Supervisor at one of our supported accommodation sites.



"My biggest achievement is when Possability offered me the opportunity to complete my Certificate IV in Disability. This has benefited me greatly, and I feel that the people I support are more able to achieve their goals due to this additional training."

Michael says what makes his job great is the people he supports every day.

"Supporting clients, the rewards are being able to see them grow in developing their life skills and achieving their goals.

"I am so proud to be able to work for Possability."



Introduced new operations and management structure

A significant amount of work was undertaken this year to ensure the organisation has a structure that provides appropriate staff supervision, support functions and has the capacity for growth.

After comprehensive consultation with support staff, clients and managers, a new integrated management structure was introduced for service delivery. As part of the restructure, roles were created to allow greater specialisation in coordination of supports, service planning, clinical support and client engagement. The new structure also enables frontline managers to have more personal contact with clients and families.

The leadership team grew with the creation of two new Executive General Manager (EGM) roles. Nicola Crates took up the new role of EGM, Service Innovation and Development with Dr. Kim Backhouse joining us as EGM, Operations. John Rowland took up the new role of EGM, Business Strategy and Performance, leading a diverse team of business specialists including IT, quality, marketing and workforce planning.

Annual Highlights

CEO Drew Beswick with some of the Future Leaders Program graduates.



Leadership development

To serve our clients to the best of our ability we need our employees and leaders to strive to reach their potential too. To that end, Oak Possability sponsored 10 employees to participate in the National Disability Services Future Leaders Program. The program was a significant commitment by individual participants and our organisation. It ran over 10 months focussing on self-leadership, workplace leadership and community leadership. The participants reported that they gained a lot from the opportunity and upon completion, they received a Certificate IV in Leadership and Management.



Jindra (right) with Christine and exhibition curator, Sean.

Interpreting the world through art

Jindra's unique artistic view of the world was on display in her first solo art exhibition at the Moonah Arts Centre in May 2018.

The art exhibition was organised after Jindra identified it as a goal in her Support Plan with Possability. Jindra's key support professional,

Christine, worked with Jindra and her family to organise the event to coincide with her milestone 70th birthday

Jindra started drawing after retiring from working at the Botanical Gardens alongside her father for 30 years. Post-retirement, she experienced a low period, feeling frustrated that she no longer had anything keep her occupied. Whilst visiting her brother in 2003, Jindra found a set of pencils and started to draw.

Jindra lives in supported accommodation in Southern Tasmania managed by Possability. Christine said Jindra spends many hours a day at her desk drawing with pencils and pens.

"She gets a lot of enjoyment out of drawing, and she likes the fact that people acknowledge her artwork. She's done something great, and she is rightly proud of herself."

Jindra's exhibition was highly praised by visitors, with many of the artworks eagerly snapped up by buyers.



Thought leadership

Oak Possability is committed to promoting practice development in our organisation and across the sector. We hosted two sector forums in 2017-18 bringing interstate speakers to Hobart for each event.

In November 2017, BRITE Services Chief Executive Officer, Nick MacHale, shared his insights into disability employment with forum attendees representing a wide range of disability enterprises around the state.

In a joint initiative with National Disability Services, Chief Executive Officer of Golden City Support Services, Ian McLean, addressed the second forum in May 2018. Ian spoke about his insights and expertise from over 20 years of work, sharing case studies and research, positive behaviour support models and learnings from the NDIS.

Oak Possability also contributed papers to national conferences: Nicola Crates, Executive General Manager, Service Innovation and Development and Matthew Spicer, Practice Leader, co-presented a paper "Trauma Informed Positive Behaviour Support: Outcomes of a model for people with disability and a history of adversity" at the Australasian Society for Intellectual Disability (ASID) 2017 conference in Hobart.

Cathy Limb, Senior Manager, Communications and Stakeholder Engagement presented a case study on our organisational development in marketing and communications at the Strengthening Communication and Engagement Conference in Sydney, April 2018.



Research

Possability is collaborating in a research project on roles, responsibilities and work practices of Australian Support Practitioner with the University of Queensland, Callan Institute, and Centre for Clinical Innovation and Behaviour Support. This information may contribute to future directions for behaviour practitioners and behaviour support services in Australia. The research is part of a five year international project and draws on information from Ireland and the UK.

In another initiative, the Board approved the creation of a research institute to focus on support practices and ensure the services we offer are continually improving and are based on the best evidence based approaches. Nicola Crates was appointed to the new role of Executive General Manager - Practice Innovation and Service Development to establish and lead the institute. We plan to launch the institute in December 2018 with a Tasmanian conference.

Annual Highlights



Coordination of Supports

Possability has increased capacity to provide specialist Coordination of Supports services in the past year. After a successful statewide trial, full-time Coordinators of Supports were appointed in Hobart, Launceston and Burnie. These services are important for people with complex support packages.

Possability's coordinators all have extensive experience in the disability sector and networks which enable them to help NDIS participants and their families to access the range of services most suited to their needs.



Construction of Oakdale manufacturing centre

A new \$5 million training and production facility was completed at Oakdale Industries, positioning the business for a bright future.

The project included construction of a new workshop at the Warrane site with state of the art timber processing equipment, a training room and office facilities. The new facilities and equipment are helping to grow the business by diversifying and value-adding our product line, and increasing our production capacity.

This project would not have been possible without a \$4 million under the Australian Government's Tasmanian Jobs and Growth Package. We also appreciated the support of the Clarence City Council and project partner, Solutions Two.



Construction in progress.

Showcasing timber

Oakdale Industries participated in industry expos and trade nights to promote our timber range to prospective customers. Events included the Housing Industry Association's Homefest in Hobart, trade nights in Hobart and Melbourne with the Australasian Timber Flooring Association and the DesignBUILD expo in Melbourne. We gratefully acknowledge the support from the State Government's Advanced Manufacturing Market Expansion Program for \$10 000 funding to help market our Hydrowood timber products, particularly at the DesignBUILD expo.



New branding strategy for social enterprises

A new branding approach was developed for our social enterprises and training group that will support strategic marketing activities and drive sales.

Under the new branding approach the businesses trading as Oakdale Industries, Walkabout Industries, Oak Sewing Services, Oak Training and Development and Mailhouse Tasmania all come under the banner of Oakdale Enterprises.

Sub-brands are along product and service lines rather than operational sites.

The new branding approach was developed after comprehensive research and analysis involving interviews with more than 30 customers, and potential customers, and workshops with employee representatives.

The new brand builds on the strong reputation and recognition of Oakdale Industries and will help position the businesses for a sustainable future. It will be rolled out in the second half of 2018, bringing greater efficiency to marketing and enabling greater cross promotion.



oakdale
enterprises



Social housing development in Devonport

The Devonport City Council has generously agreed to transfer a large parcel of land in Tarleton Street, East Devonport, for a social housing project to be undertaken by Possability.

The development will provide much needed specialist disability accommodation for 10-16 people.

Community engagement with the site is an integral component of the design which includes a community centre and kitchen facilities that are able to support a diverse range of social activities and events.

Work will continue on this project in the coming year.



Annual Highlights



Small grants

Facilities at Seven Mile Beach Retreat are now more accessible following a range of building modifications. Doorways were widened and there was a complete renovation of the bathroom, including the installation of a customised toilet and twin vanity.

The project was made possible by a \$10,000 grant from the Commonwealth Bank Community Grants Accessibility Program and fundraising.

The Transition to Work Program in Grove successfully secured a \$14,000 grant from the Tasmanian Government for new gardening equipment. The program, run from Grove Heritage Nursery, is part of Oak Training and Development.

The funding, granted under the Community Support Levy Charitable Organisations Grants Program, was used to renovate a glasshouse and purchase gardening equipment, including a ride on lawnmower. This equipment will improve learning opportunities in the Grove program, which is focused on horticulture and agriculture.

25 years on, Merv still loves his job

Merv began his career at Oakdale Industries before spending the last 22 years at Walkabout Industries, both social enterprises owned and operated by Oak Tasmania.

Merv said he has found a good community at Walkabout.

"I am very happy here, I enjoy the work. I'm proud of what I do."

With his long service and depth of experience, Merv has become an invaluable part of the team. He can undertake any role and can be found doing anything from bagging firewood, or operating the industrial shredder to driving the forklift in potting mix production.



He also works side by side with his brother Shane, who like Merv, has been with Walkabout for over two decades.

Over the years, Merv has completed his Certificate II in cleaning, Occupational Health and Safety Training and gained his forklift license.

He says his proudest moment was receiving his achievement certificate for 25 years of employment.



Duke of Edinburgh International Awards

Oak Training and Development continued to support participants to complete the Duke of Edinburgh International Awards in 2017-18. The participants were awarded their certificates at a special ceremony at Government House by our patron and Governor of Tasmania, Her Excellency, Professor the Hon. Kate Warner.

The award is a youth development program for 14-24 year olds who complete activities in areas such as volunteering, skill and physical recreation as part of a personal challenge to test their own persistence and achievements.

When the award patron, His Royal Highness The Prince Edward, visited Tasmania as part of his Australian visit, Oak's Karita Casimaty was invited to address guests at a reception with the Prince at Government House in support of the Award. Karita was an outstanding representative of the organisation and delivered an inspiring speech that celebrated the achievements of participants in the program.



One of the Award participants on the outdoor challenge.

Client and family engagement

Regional Consumer Forums, independently facilitated by Speak Out Advocacy, alongside bi-monthly resident meetings at group houses run by the Client Engagement team, continued to provide important opportunities for clients to have their say.

Engagement with carers included meetings of the Family Consultative Group in Hobart and several information sessions for families. Families provided valuable feedback on new policies and operational changes, and were keen to learn more about the NDIS.

Annual Highlights



Kylie's Run

Kylie has found greater motivation, confidence and fitness by participating in fun runs, most recently the 5km Cadbury Marathon in Hobart.

Health and fitness are key goals in Kylie's Individual Support Plan with Possability. In addition to her regular support, she accesses a personal trainer, who supports her to attend the gym, have personal training sessions and eat a healthy diet.

"When I first started (participating in fun runs) it was really hard because I wasn't fit, but since then I've lost a lot of weight, eaten properly and kept on going," Kylie said.

Kylie lives in North West Tasmania and after participating in the Burnie Ten event set her sights on the 5km Cadbury Marathon in Hobart in February. She trained in the lead up to the event and was accompanied on the weekend trip to Hobart by a Possability support professional.

Kylie was elated when she completed the Cadbury Marathon, describing it as one of her toughest. She explained how she kept motivated.

"Keep on going. One foot in front of the other and you will make it. I can do anything, when I put my mind to it."



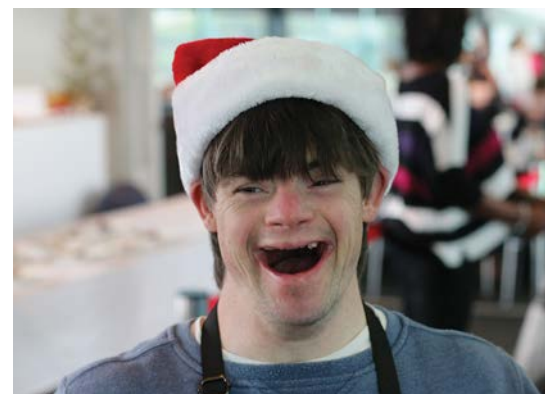
Social events

The 2017 Quiz Night brought together 170 employees, clients, families and community members on Friday 11 August to battle their wits, contesting to become quizmaster champions.

The event was the initiative of participants in the Duke of Edinburgh International Award Program who volunteered to help organise the fun filled night.

The event raised over \$8000 to support the Duke of Edinburgh International Award program, a new recreational space at Seven Mile Beach Retreat, and equipment upgrades for the Lampton Avenue IT room.

Client and employee Christmas parties continued to be another social highlight of the year, with hundreds of people coming together to celebrate. More than 350 people attended various client events in Hobart, Launceston, Latrobe and Burnie, while close to 200 employees of the social enterprises attended a special luncheon in the newly built Oakdale Training and Manufacturing Centre.





Glenorchy Acorns retire

It was the end of an era as the remaining members of the longstanding Glenorchy Acorns retired.

The Glenorchy branch was formed in 1970 by parents of children with disability to raise funds to establish an enterprise in the Northern Suburbs, which was subsequently established in Clydesdale Avenue.

Over the years, the group raised funds through raffles, fairs, fetes, cake stalls, morning teas and more, to help purchase much needed equipment to support employees at Walkabout Industries, the Mailhouse and Sewing Service.

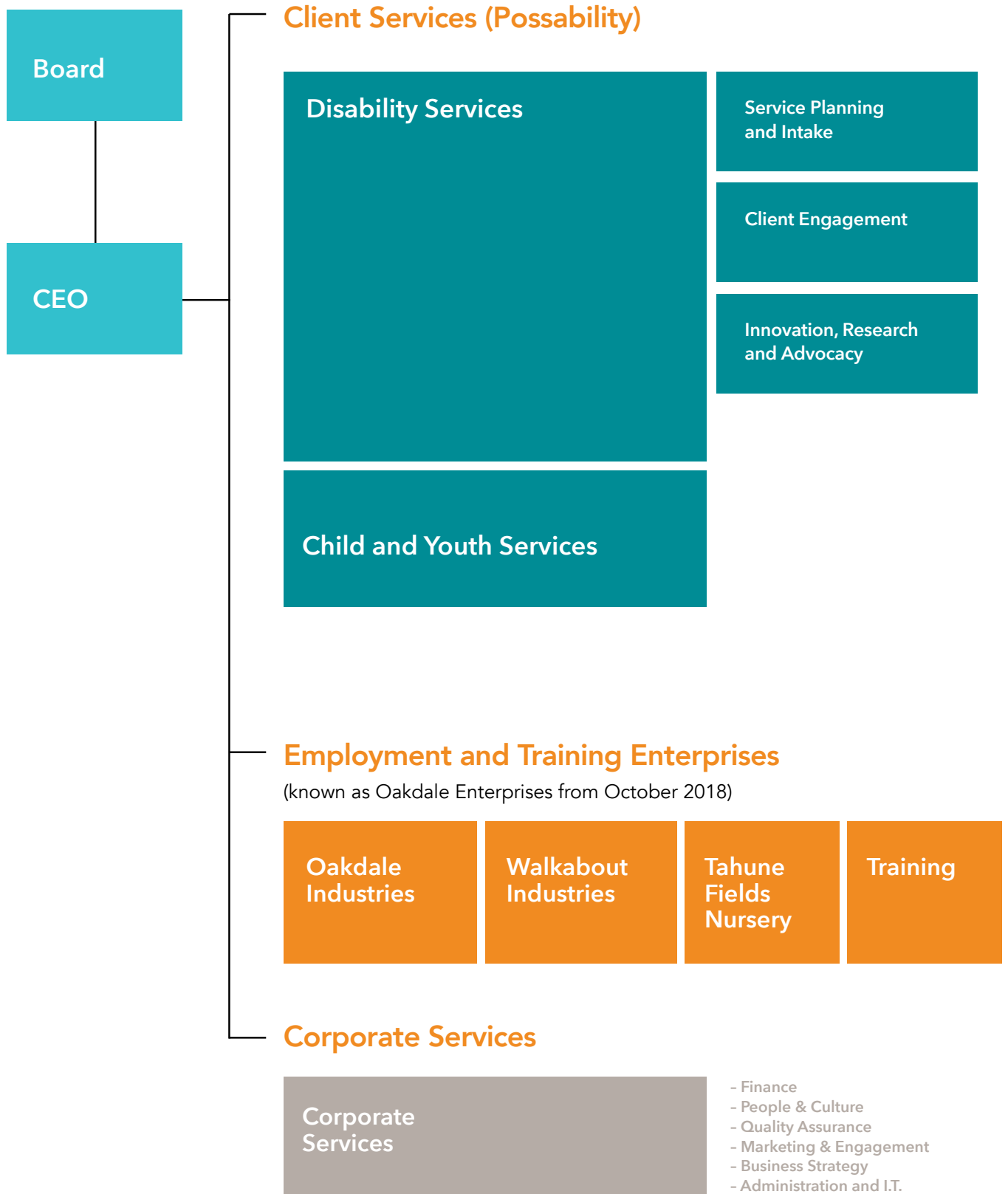
Their many accomplishments were recognised at the Annual General Meeting where members were awarded with a lifetime membership to the organisation.

The Glenorchy Branch has had some very long standing members, many of those have actively served since the mid-1980s.

Retiring branch members were Carol Bennett, Tony Bennett, Merlene Bergman, Jan Garity, Waverley Hanlon, Audrey Lang, Mary McConnell, Irene Sims and Kaye Wood.

We thank the Glenorchy Branch for their enormous contribution over the decades.

Organisation structure



Our Board

Chairman: Brian Scullin

B. Ec

Brian is actively involved in a number of Tasmanian boards. He holds the role of Chairman of the Tasmanian Development Board and Macquarie Point Development Corporation, and is a Director of Tasplan. He is Chairman of Hastings Funds Management and Chairman of Propel Funeral Partners. Previous directorships include Spark Infrastructure, BT Investment Management, Dexus Property Group, State Super Financial Services and the Wayside Chapel. His executive career included senior positions with BT and Deutsche Asset Management in Australia and Japan. He has also held senior roles in the federal government including the Treasury Department, the Department of Prime Minister and Cabinet and Private Secretary to the Leader of the Opposition.

Subcommittees: Remuneration and Nomination; Finance, Risk, Audit and Compliance

Director: Kathleen Brient

Kathleen has extensive experience as a former senior manager with the Federal Department of Human Services. She brings to the Board expertise in project and change management, strategic and business planning, stakeholder engagement, human resources and public sector management.

She was elected to the Optia Board in June 2003. As part of Optia's (trading as Possability) merger with Oak Tasmania, she was appointed to the Oak Tasmania Board in July 2016. She is Chair of the Governance Subcommittee. Kat is also a Director on the Board of Epilepsy Tasmania.

Subcommittees: Governance (Chair); Community Engagement

Director: Matthew Greskie

B.Eng., GAICD

Matthew (Mat) is the Chief Executive Officer, Dulverton Waste Management and a Director of a number of other Boards including being Deputy-Chair of the Australasian Board of the Institute of Public Works Engineering Australasia (IPWEA). Mat is the Chair of the Audit and Risk Committee of IPWEA and is a trustee of the Public Works Engineering Foundation. Mat is trained as a mediator in accordance with the requirements of the Australian National Mediator Accreditation System. Awarded National Emerging Leader Award (2009) IPWEA, Mat brings to the Board expertise in general management, project management, risk management and asset management.

Subcommittees: Finance, Risk, Audit and Compliance

Director: Kathryn McCann

BA BCom

Kathryn is a sales, marketing and communications professional having held Executive roles across the aviation, tourism, hospitality and entertainment industries in Tasmania. Kath is currently the Sales and Marketing Manager responsible for both Wrest Point and Country Club Tasmania. Kath is a Director and Deputy Chairman of Tourism Industry Council of Tasmania and a member of the Tasmanian Heritage Council. Kath is an active participant and leader in the Tasmanian tourism and hospitality industry. Kath brings to the Board specific skills in the areas of marketing and communications and community engagement and was appointed to the Board in September 2017.

Subcommittees: Community Engagement (Chair)

Our Board

Director: David Mazengarb

B. Com., FCA, FAICD, Dip. Fin. Services (FP)

David is an experienced company director, having held and holding a number of executive and non-executive director roles in companies ranging from financial services, information technology and aquaculture and agriculture industries over the last 20 years. David currently serves as Chairman of two Australian-based financial services companies as well as being the Deputy Chairman of Possability. He is a Chartered Accountant, a Registered Company Auditor and a business consultant with a focus on finance, accounting and corporate governance. David has been a member of the Board from 1998 and after a short period of leave re-joined as a Board Member since February 2007 to date also serving as Chairman from 2012 to 2015.

Subcommittees: Finance, Risk, Audit and Compliance (Chair)

Director: David Morris

LLB GAICD

David is a partner at Hobart law firm, Simmons Wolfhagen. He is the lead partner of the firm's local government, planning and development team. David has been a director on a number of boards in the not-for-profit and education sectors, including The Fahan School Board, the Hutchins School (incl. as Chairman of the Board) and Red Cross (Tasmania). Currently, David is Chairman of the Housing Industry Association (Tasmania) Industry Policy Committee, a member of its Regional Executive committee and the Housing Industry Association (Tasmania) and Chairman of HIA National Industrial Relations and Legal Committee.

Subcommittees: Remuneration and Nomination

Dr. Julie Rimes

CertEd, BEd, MEd Stud, EdD, TTC, FACE, FAICD, FACEL

Julie's professional career has been in education. She has been a member of the Oak Tasmania Board for over a decade with four years as Chairman. She has worked on a number of State and National Boards with executive roles as the National Chairman of the Junior School Heads Association of Australia, member of the National Executive Council for the Australian Primary Principals Association, and National Treasurer and national Executive member of the Australian College of Educators. Julie is Chairman of the Calvary Consumer Advisory Council, a member of the Calvary Community Council and an Adjunct Associate Professor at the University of Tasmania. In recognition of her work in education and community service she was elected to the Tasmanian Women's Roll of Honour.

Subcommittees: Community Engagement

Director: Dr. Craig White

MBBS, MBus, FAICD, AFRACMA

Craig's Tasmanian career has been in public health policy and management in Tasmania; including being Tasmania's Chief Medical Officer; Chief Health Officer and Chief Executive of the Royal Hobart Hospital as well as a contributing to not-for-profit, fundraising and medical education boards. Before moving to Tasmania he worked across major hospital networks in a range of executive roles.

Subcommittees: Community Engagement

**Director:
Clinical Associate
Professor Robyn Wallace**

BSc (Hons), Dip Ed, MSc, MBBS,
FRACP, PhD, FAFRM

Clinical Associate Professor Robyn Wallace is a specialist physician in Internal Medicine in Hobart, Tasmania, where she has established new services in physical healthcare for adults with intellectual and developmental disabilities and other specialised needs. She has published numerous academic papers on the healthcare of adults with intellectual disability, has co-written the University of Tasmania developmental disability teaching curriculum for medical students, and has participated in curriculum development and clinical training for training specialists in areas of healthcare for adults with intellectual disabilities.

Robyn is immediate past Chair of the Tasmanian Regional Committee of the Royal Australasian College of Physicians (RACP), and representative at the RACP Policy and Advocacy Group, a past Chair and member of a hospital Clinical Review Committee, and in other states, has held ministerial appointments in quality of complaints management in disability departments, and in regional health councils. She currently chairs an independent group, the Tasmanian NDIS Disability Health Advisory Group.

Subcommittees:
Community Engagement



Executive Team

Chief Executive Officer: Drew Beswick

BSocWk, GradCertPSM, MAICD

Drew is a qualified social worker with post graduate qualifications in management and governance. He has worked across a range of human service settings in Australia and the United Kingdom, including extensive experience in providing, supervising and directing services and interventions. Prior to taking on the role of Chief Executive Officer in 2016, Drew was Chief Operating Officer for Possability for four years. He has also held senior roles in the area of Health and Social Public Policy and was the State Manager for the Federal Department of Health and Ageing.

Executive General Manager, Practice Innovation and Service Development: Nicola Crates

BASc(Speech Pathology), AdvDipMgt

Nicola is a trained Speech Pathologist with over 15 years' experience in Positive Behaviour Support. She has published on staff training and associated client outcomes in the Journal of Intellectual Disability in 2012 and has presented extensively on Positive Behaviour Support at National and International Conferences. She has published articles relating to non-aversive crisis management in journals, and presents regularly at national and international conferences.



Executive General Manager, Operations: Dr. Kim Backhouse

PhD, MBA, LLB

Kim brings a wealth of knowledge and experience to Possability, having held executive, strategic and operational roles within the sector. Prior to joining us, Kim worked at the Menzies Institute as Business Manager, the State Ombudsman's Office, including as Director of Health Complaints, and as a commercial lawyer and lecturer in Business at the University of Tasmania. A qualified Barrister and Solicitor, Kim also holds a PhD in Corporate Governance, and a Master of Business Administration. Kim has a passion for the community sector and has sat on numerous boards, currently serving on the board of Variety's Children's Charity and ACHAT Evolve Housing.

Executive General Manager, Commercial and Finance: David Nelan

B.Com, FCA

David is a Chartered Accountant with extensive finance and accounting experience in both public practice and commerce in Australia and overseas. David joined Oak Possability in 2016 after 19 years in senior financial roles with Houston's Farm, Gunns Limited, Bonlac Foods Ltd and United Milk Tasmania. His professional qualifications were gained whilst working with Deloitte where he became a Client Manager specialising in audit. David also served as a member of the Australian Army Reserves for 17 years where he was promoted to the rank of Captain.

Executive General Manager, Strategy and Business Performance: John Rowland

MBA, GradDipPsych, BComp

John has extensive experience and qualifications across IT and Business industries, holding a Bachelor of Computing, Diploma's in both Business and Psychology and an MBA from the University of Tasmania. In 2012 John also completed the Tasmanian Leaders program and has also completed several postgraduate in leadership and Disability and Aged Care Information Technology.

Prior to joining Oak Possability, John was the General Manager of Business Development and Performance at Anglicare Tasmania. John is a director on the board of the No Interest Loans Scheme (NILS) Tasmania.

Executive General Manager, People and Culture: Janette Lenthall

AssDipAppSci, PDipBusMgt (HR), MAHRI

Janette brings high level strategic HR skills to the organisation. She also runs a private consultancy business, needHRnow. Janette has 18 years of HR experience, specialising in industrial relations, workplace relations, workplace health and safety, and injury management. Previous experience includes HR Manager at Federal Group's Country Club, Tasmania; RMIT and IAMA.

Finance Report

Overview

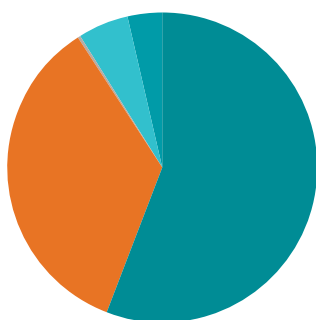
Oak Possability has returned a total surplus of \$1.7 million for the 2018 financial year, up slightly from \$1.6 million in 2017. This result includes \$2.5 million in capital grant revenue received under the Tasmanian Jobs and Growth Package Program, managed by the Commonwealth Department of Infrastructure and Regional Development.

This was the first full year of services consolidated in the one company following the merging of service operations of Oak Tasmania and Possability in 2016. The client service areas of the business generated a surplus of more than \$466 000.

Social enterprise operations comprising Oakdale Industries, Tahune Fields Nursery and Walkabout Industries experienced a challenging year returning a combined deficit of \$1.3 million. The main reason for this result was significant write-downs in the value of trees in ground and rootstocks totalling just under \$867 000 in anticipation of the planned divestment of Tahune Fields Nursery after year end.

A strategic investment of \$500 000 was made into new information technology which will significantly improve the organisation's capacity to efficiently manage information and will provide scalability for future business growth in Tasmania and interstate.

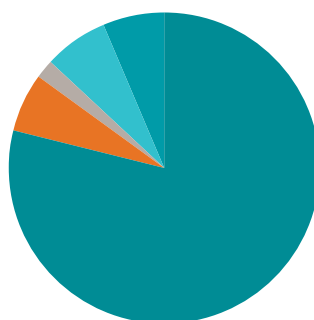
Revenue



State Funding	26 274 763
Federal Funding (incl. NDIS)	16 445 326
Gross profit of sales by social enterprises	91 173
Capital grants	2 549 845
Other	1 564 754

Total Revenue **\$46 925 861**

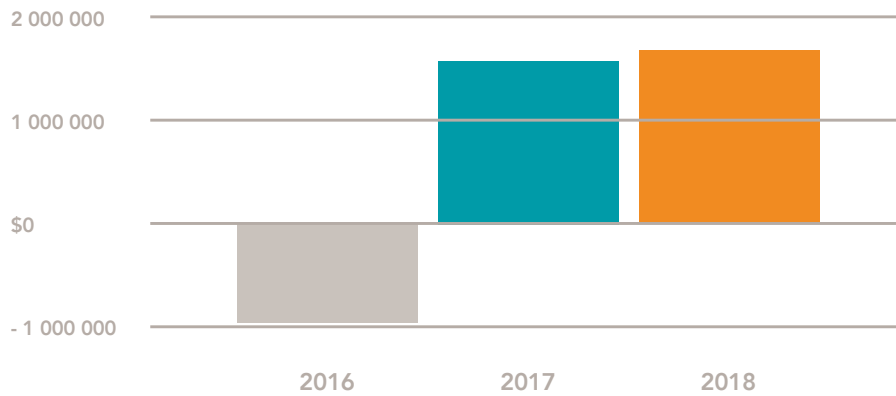
Expenses



Employment	35 766 482
General, Administration & Finance	2 776 798
Depreciation & Impairment	843 283
Facilities operating expenses	3 077 390
Other	2 766 407

Total Revenue **\$45 230 360**

Surplus



Assets and Liabilities



For a full set of financial statements, please email admin@oakpossability.org.au

Thank You

Thank you to our supporters and partners

Department of Communities Tasmania

National Disability Insurance Agency

National Disability Services

Federal Department of Infrastructure and Regional Development

Department of State Growth

Motor Accident Insurance Board

Transport Accident Commission

Burnie City Council

Devonport City Council

Hobart City Council

Huon Valley Council

Speak Out Advocacy Tasmania

Advocacy Tasmania

Kingston Uniting Church

Tasmanian Australian Disability Enterprises (TADES)

Centre for Disability Employment Research and Practice (CDERP)

Solutions Won

Stephen Geason

Brite Services

McKays Timber

Torenius Timber

Hydrowood

Smart Oak

Bennett's Petroleum

Veolia

Clennetts Mitre 10 Fork in the Road

Newtown Nursery

Granton Plants

Yates

Pine Grow



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