

Growing skills.
Inspiring futures.



Annual Report
2018/19





Achieving outcomes
through support,
education & employment.



Contents

Presidents Report	4
CEO Report	6
Knoxbrooke Community	8
Knoxbrooke 365	9
Knoxbrooke Achieve	10
Knoxbrooke Extras	11
Knoxbrooke Social Enterprises	12
Yarra View Nursery	14
Yarra View Horticulture	15
Yarra View Garden Centre	16
Knoxbrooke Outsource	17
Financials	18

President's Report



Keith Nam

President Knoxbrooke Board of Management

In reviewing 2018/19 I am pleased to say there have been several exciting developments taking place at Knoxbrooke Inc., many of which have been necessary to ensure the financial security and viability of Knoxbrooke into the future.

Knoxbrooke volunteer Board Members are: Ron Barbaroux; Murray Coulthard; Patrick Dalton QC; Peter Francis; Jeanette Furredge; Katrina Hall (Retired December 2018); Colin Higgins; Dallas Isaacs and Keith Nam.

The first major decision taken by our Board, was to sell the Burwood Highway site in early 2019. I am pleased to report that the sale is now under a conditional contract of sale and is expected to be finalised in August 2019.

A second major initiative has been the introduction of the Base Camp Model for the operation of our day services program, Knoxbrooke Community.

This initiative was put to the Board after much research by our CEO, Kristian Dauncey and his management team to find a model that was more financially sustainable and would enable the continuation of a quality Day Services Program at Knoxbrooke Community.

It is based on several successful European experiences. As a result, Knoxbrooke Inc. has now opened the first Base Camp

at Ringwood, and will introduce Ferntree Gully and Rowville in the latter part of 2019. The sites are based on the residential location of participants who attend the day service programs at Knoxbrooke.

Head office is expected to move out of the Burwood Highway site to new offices in Ringwood by December 2019.

These changes have resulted in a major cultural change and the need to review our administrative and organisational structures within Knoxbrooke Community, which includes Knoxbrooke 365, Knoxbrooke Extras, Knoxbrooke Achieve and Tyson House. I congratulate Kristian Dauncey and his management team for their excellent work in carrying out a very successful transformation. The inclusion of a new NDIS Team has been a major step forward to ensure that participants are assisted in the development of their NDIS plans and their implementation.

Knoxbrooke Administration has been enhanced by additional staff in the Finance Department to cope with the additional workload resulting from the NDIS and the reporting requirements.

Knoxbrooke Enterprises - Yarra View Nursery (YVN) continues to grow, having successfully tendered for a number of major projects such as the supply of plants for the Level Crossing Removal Projects and several commercial



landscaping projects. It is expected that many of such tenders will continue into 2019/20. To meet this demand for plants YVN produced some 1.5 million plants during 2018/19. I thank the Staff and Management Team at Knoxbrooke Enterprises and YVN for the excellent work they have carried out in 2018/19 and look forward to a number of exciting developments planned for YVN in 2019/2020.

The Board of Knoxbrooke Inc. has undertaken the decision to merge the Knoxbrooke Enterprises Board into one Knoxbrooke Inc. Board. This action will reduce the duplication of administrative services within the organisation and will see the operation of Knoxbrooke Enterprises managed under a Standing Committee the same as Knoxbrooke Community.

As I reported last year Knoxbrooke Inc. is now a significant commercial and complex organisation which requires significant changes in the way business is conducted. The areas of Resource Management including Information Technology/Systems, NDIS, Knoxbrooke Community (Day Services) and YVN will continue to be areas of major expansion. Knoxbrooke Inc. continues to be an important organisation in the lives of many intellectually disabled people who attend the services provided by Knoxbrooke. Many have depended on it over the past 50 years, and who will continue to be supported into the future with the provision of quality services.

We are managing the many challenges successfully and we will expand our quality programs of support in a most exciting way with your support.

I congratulate our management team and staff for the excellent work they are doing and CEO Kristian Dauncey for the extraordinary leadership and erudite foresight displayed in tackling the many challenges facing Knoxbrooke. Particularly the manner in which he has lead, managed and communicated the structural and cultural changes taking place at Knoxbrooke and the manner he has represented Knoxbrooke and its participants to external bodies such as National and State Governments, Local Authorities and the broader Business Community.

Finally, thank you to the Board Directors for their excellent support and dedication as we move forward to an exciting future in 2019/2020.



Keith Nam
President, Knoxbrooke Inc. Board

CEO Report



Kristian Dauncey Chief Executive Officer

The 2018/2019 year has been a year of transformational change for Knoxbrooke as we navigate the NDIS environment and come to better understand changing customer needs and expectations. Our service systems are person-centric, which has enabled Knoxbrooke to ensure that supports are responsive and available as and when requested. Under the previously highly-structured Government funded service models, Knoxbrooke was at times limited in what services it could provide but under the new super-flexible NDIS model, Knoxbrooke can be there when needed by the people who choose our services.

This sector disruption is welcomed by Knoxbrooke as it has enabled us to return to our original reason for being, which is to exist for the sole purpose of supporting people with disabilities and their families. It is enlivening that Knoxbrooke is no longer being drawn into complex government arrangements and simply focus on what we are great at – providing support. The NDIS has given people with disabilities and their families a voice, a real voice and it is incumbent on Knoxbrooke to listen. Through listening in 2018 Knoxbrooke created a number of NDIS-friendly services being Knoxbrooke 365, Achieve, Tyson House and Extras. In 2019, Knoxbrooke has

gone further by ensuring that our historical services are unshackled from the previous bureaucracy that created the day service model and moves to what people require and value.

Through extensive national and international research, internal surveys and co-design workshops with people with disabilities and their families, Knoxbrooke

“...it has enabled Knoxbrooke to return to our original reason for being, which is to exist for the sole purpose of supporting people with disabilities and their families.”

has re-imagined day services. We are creating small communities closer to people's homes, with skilled and passionate staff who know individuals and their families well and deliver tailored and responsive support. By applying person-centred practices, Knoxbrooke is well on its way to moving to the Basecamp model of service, which to date is achieving the outcomes we had hoped for.



Knoxbrooke is a major employer of people with disabilities in Melbourne’s outer-east and through our work and advocacy, we are encouraging other potential employers to consider giving people a go. We have done this through employer and industry open days. Our employment model fundamentally takes a strengths-based approach and is applied to all employees regardless of title. By applying this principle, Yarra View Nursery and Knoxbrooke Outsource have achieved so much these past 12 months and the teams should be justifiably proud. The Yarra View Nursery team won a number of major national accolades which recognise the great work of our workforce. The key indicator of our true success is our readiness and willingness to provide over 135,000 hours of paid employment these past 12 months for people with a disability. We will continue to pursue social enterprise business growth to ensure that we continue to provide new work opportunities.

I wish to thank the volunteer Board of Management, who over the last 12 months have made a number of significant long-term strategic decisions which lay the foundation for a wonderfully strong NDIS-friendly organisation into the future. I also wish to thank the executive team comprised of Scott Buckland, Glen Bowen and Mark Richardson for their tireless work in making these initiatives a reality.

Thank you also to the entire Knoxbrooke team who have shown the power of purpose by creating fantastic environments for the people we serve. And finally and most importantly, thank you to all the people we support and families for engaging Knoxbrooke and we look forward to continuing to serve you into the future.



Kristian Dauncey
Chief Executive Officer



Knoxbrooke Community

Glen Bowen

General Manager Knoxbrooke Community

The past 12 months has seen Knoxbrooke develop and then transition from a large Day Service model/site to our Basecamp "in your local community" model. With group programs and 1 to 1 support portions of the 365 services being blended for Basecamp participants, growth for our new service offerings - Community, Achieve, 365 and Extras - looks extremely promising.



Thank You

I would like to take this opportunity to thank all the disability educators, support workers, coordinators and managers for their dedication and hard work throughout the year.

I would also like to thank the Chief Executive Officer, Financial Controller, ICT Manager, NDIS team and the Accounts & Payroll Officer for their ongoing support.

Glen Bowen

General Manager Knoxbrooke Community

Knoxbrooke Community

Over the past 12 months we continued to support participants in accessing further learning and recreational programs. As we moved into 2019, our Basecamp model moved into focus.

- On the 29th April 2019, Ringwood Basecamp commenced for 21 participants.
- Ferntree Gully Basecamp is commencing in July 2019 for 37 participants.
- Rowville Basecamp is scheduled to commence in October 2019 for 34 participants.

Ringwood Basecamp provided **422 support hours** in May and June 2019.

Knoxbrooke Community provided **36,415 support hours** from 1 July 2018 to 30 June 2019.

At 30 June 2019...

Participant numbers were **97** Staff numbers were **45**



Knoxbrooke 365



Knoxbrooke 365

Knoxbrooke 365 has grown exponentially over the latter half of 2018 and first half of 2019 as more participants and their families (both internal and external to Knoxbrooke) have found great value in round-the-clock individualised 1:1 in-home and community support.

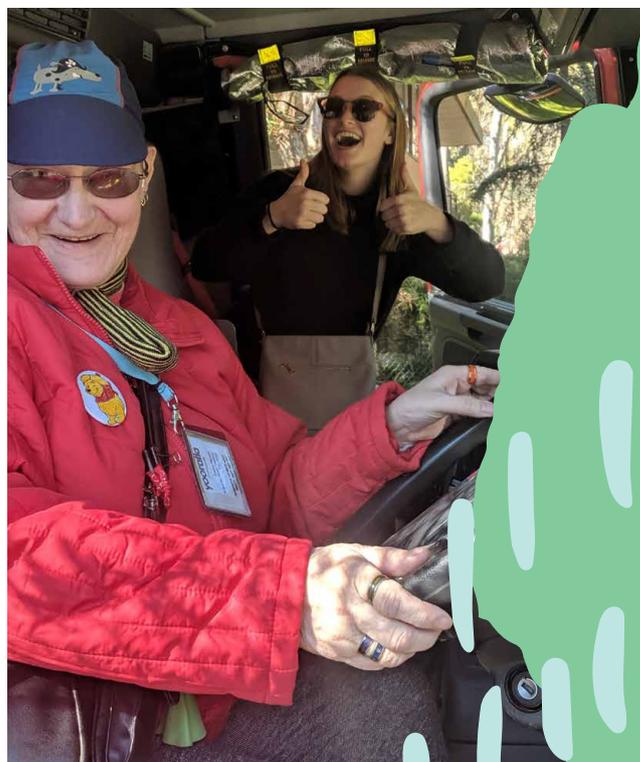
Going forward 365 will continue to also provide supports for the Enterprise Supported Employees and Achieve participants and expand with new customers who will choose Knoxbrooke to support them in this 1 to 1 support model space.

At 30 June 2019...

Participant numbers were **62**

Staff numbers were **31**

Knoxbrooke 365 provided
12,301 support hours
from 1 July 2018 to
30 June 2019.



Knoxbrooke Achieve



Knoxbrooke Achieve provided **1,404 support hours** from 1 July 2018 to 30 June 2019.



Knoxbrooke Achieve

Over the course of 2018/19 Achieve has operated in and out of our Station Street Basecamp in Ferntree Gully, next to the train station. As a fledgling program with 6 attendees in 2018, Achieve has matured to 13 attendees commencing the 2019 year.

At 30 June 2019...

Participant numbers were **13**

Staff numbers were **2**



Knoxbrooke Extras



Knoxbrooke Extras

Again, Extras has continued to thrive since its beginning in April 2018. Extras is a popular choice for people wanting to

- Learn and develop independent living skills, individually or in groups
- Spend time in group leisure and recreation activities, particularly on Saturdays
- Attend Knoxbrooke Community during the day program closures

At 30 June 2019...

Participant numbers were **73**

Staff numbers were **19**

Knoxbrooke Extras provided **1,236 support hours** from 1 July 2018 to 30 June 2019.



Knoxbrooke Enterprises



Scott Buckland

General Manager Knoxbrooke Enterprises

Looking back on the year that was 2019 I have an immense amount of pride and satisfaction. It's best described simply as "achievement". We have excelled in many areas and it again comes down to the amazing people we have in our organisation. From the record breaking commercial sales of Yarra View Nursery, to the 40 employees completing accredited training courses with Box Hill Institute; the growth of new services under the NDIS, and the leadership of Knoxbrooke in developing and delivering services. There are so many great stories and so much great work being done.

In November, Knoxbrooke and Box Hill Institute of Technology signed a partnership agreement focusing on the delivery of accredited training for our employees. This includes a range of mainstream courses tailored for delivery to our team with specialist support staff on hand where needed. It's pioneering work by Knoxbrooke and BHIT and we have had some challenges to overcome in this first year of delivery. This will pave the way for even better outcomes in the future with amazing learning and growth opportunities.

In March, Yarra View Nursery grew and supplied over 10,000 plants for one of only 10 feature show gardens at the 2019 Melbourne International Garden Show. Partnering with leading international landscape designer, Bayley Luutomes from New Zealand, Yarra View Nursery's 'Under the Golden Elm' achieved bronze from the judges and some amazing feedback from the public. Our team had the opportunity to be part of the build culminating many months of hard work behind the scenes at the nursery. Over 100,000 people from around the world visit MIFGS and YVN was right there in the mix.



In May, Yarra View Nursery was again a star attraction, featuring on the ever popular ABC program Gardening Australia. Many of the Yarra View team starred in the program, telling their own individual stories. Well done to everybody involved. Logie winning, Costa Georgiadis was fantastic during filming of the program and was so impressed by the work we do that he has agreed to be an Ambassador for Yarra View Nursery. Watch this space!

and be involved in social and recreation events that, when combined with their employment and training opportunities, adds to that sense of achievement.

Across our social enterprise group we currently have a total of **175** employees, including **125** supported employees.

Knoxbrooke's specialist NDIS team are on hand to assist with plan reviews to ensure everybody is accessing all the services they would like to. Knoxbrooke has led in this space from day one starting with information sessions, training our staff and guiding our employees and participants. Knoxbrooke's leadership has been recognised by the NDIA with our executives now sitting on national panels guiding the NDIS and the federal government on critical issues such as NDIS price setting and wages for supported employees.

Also in May, the retail garden centre, formally known as Home of Garden Lovers, was renamed 'Yarra View Garden Centre', bringing consistency across our business taking opportunity from the strong brand evolving for Yarra View Nursery from public events such as MIFGS and Gardening Australia.

Finally, we can't finish without mentioning the Christmas party. Held again at The York on Lilydale, the event was even bigger and better than the last. Karaoke was again the hit, with a whole new suite of music ensuring a dance floor full well into the afternoon.

The NDIS transition has continued during the year with 99% of our supported employees now having NDIS plans. The new opportunities being created by the NDIS for supported employees has been amazing to see and we are very proud of Knoxbrooke's growth of services in such a short timeframe to meet this new demand. During the year we have had supported employees complete a range of short courses


Scott Buckland
General Manager



Yarra View Nursery



With risk of sounding like a broken record I can't help but report that 2019 was again a record breaking commercial sales year for Yarra View Nursery. That's 3 years in a row now. This is a fantastic achievement and a credit to each and every one of the 110 people that work for Yarra View Nursery from the sales team, the support team, operational staff and most importantly all of the 85 supported employees.

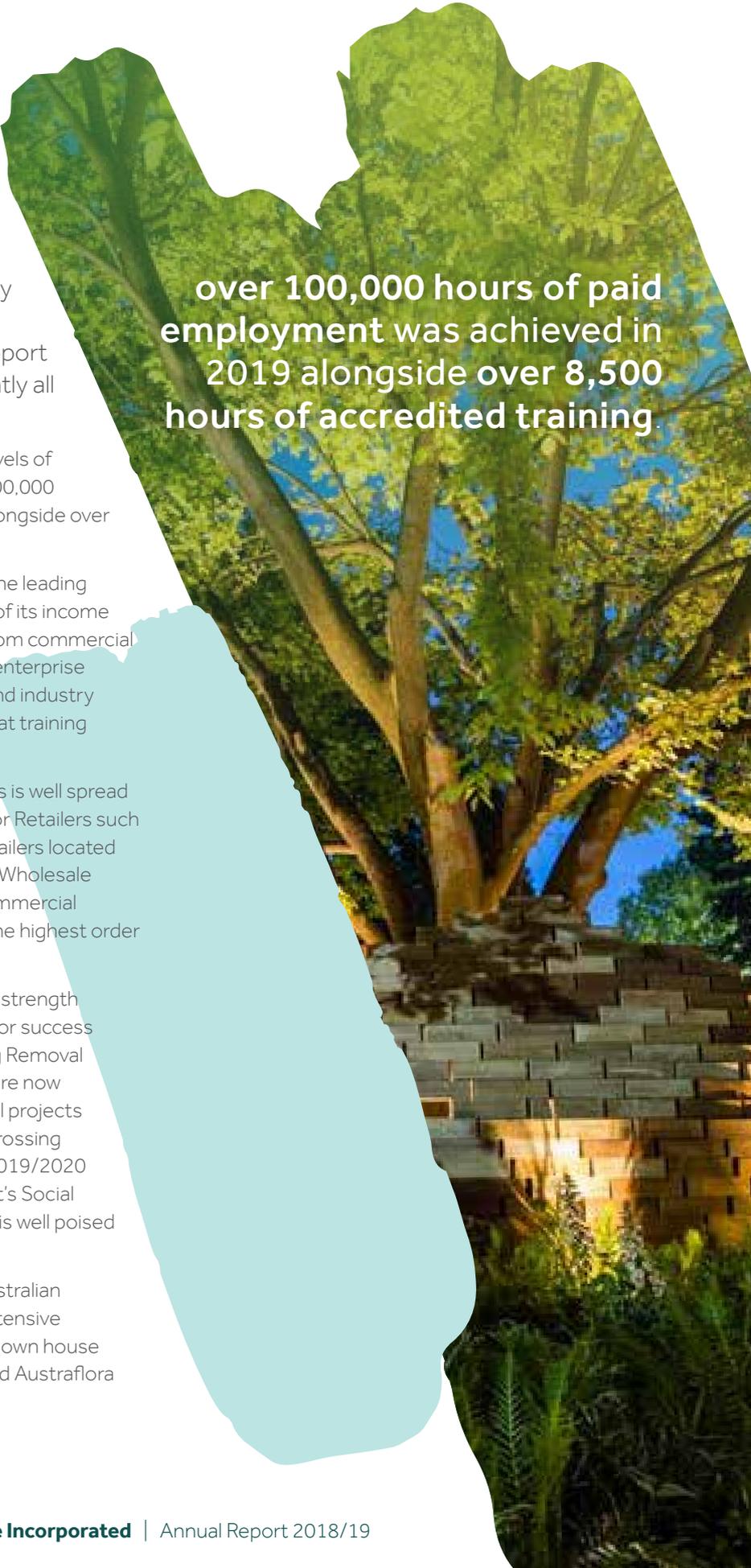
Importantly, these record sales equate to record levels of hours of employment and training. At YVN, over 100,000 hours of paid employment was achieved in 2019 alongside over 8,500 hours of accredited training.

There is no doubting Yarra View Nursery is one of the leading social enterprises in Australia. With less than 20% of its income coming from government funding and over 80% from commercial product sales YVN is a stand out across the social enterprise sector. YVN is regularly referenced by state MP's and industry groups and we are regularly called upon to present at training events and conferences.

Importantly, the growth of the commercial business is well spread across all the channels we operate in including Major Retailers such as Bunnings and Mitre 10, the 200 Independent retailers located across Victoria, NSW, ACT, SA and Tasmania, the 6 Wholesale markets in Victoria and South Australia and the Commercial landscape channel. Our range is broad, quality of the highest order and service well up there with the best.

The commercial landscape channel has gone from strength to strength for YVN in the last 2 years after the major success of the Mernda Rail project and other Level Crossing Removal projects. We have capitalised on this success and are now supplying into a number of other major road and rail projects across Melbourne. There are several more Level Crossing and other road and rail projects in the pipeline for 2019/2020 and beyond and as the Victorian State Government's Social Procurement framework continues to evolve, YVN is well poised for significant opportunities.

YVN produces a broad range of plants including Australian natives, ferns, camellias, fuchsias, bonsai and an extensive selection of premium tube stock, all sold under our own house brands or through licenses such as the Ozbreed and Australfora native ranges.



over 100,000 hours of paid employment was achieved in 2019 alongside over 8,500 hours of accredited training.

Yarra View Horticulture



Yarra View Horticulture had another great year in 2019, returning a solid surplus.

The subcontract model continues to work very well, with over 20 contractors now working with YVH. Work is being carried out as far as Geelong now through growth in social procurement initiatives. YVH remains a key business unit for Knoxbrooke, contributing to the overall operating income. This ensures we continue providing ongoing employment and training opportunities for all our supported employees.

...over **20** contractors
now working with YVH...



Yarra View Garden Centre



2019 was another year of refinement for our retail garden centre with the most important change being the new name of Yarra View Garden Centre. This brings all our horticulture based enterprises under the Yarra View branding banner and is reflective of who we are. The plan now is to start promoting Yarra View Garden Centre as a social enterprise.

A number of other major changes were made during the year including sealing of the car park and the introduction of barcoding retail point of sale systems.

Importantly, new opportunities were created for supported employees to gain valuable experience in the retail space and we now have people moving regularly between the wholesale and retail operations. Again, record levels of hours of employment were achieved.

One final major change during the year was the ceasing of the major sale events around Mothers Day and Fathers Day. The 50% discount was not sustainable and simply not profitable. Regular sale events will be run moving forward, generally to align with seasonal events.

Knoxbrooke Outsource



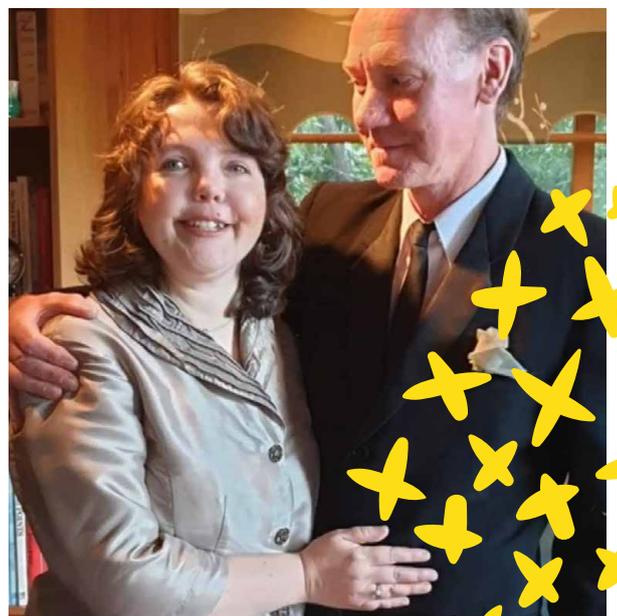
2019 was another great year for Knoxbrooke Outsource. Some new key clients came on board and during the course of the year we have been able to work closely together so that Knoxbrooke Outsource is now a key integrated supply partner within their manufacturing process.

This is critical for the long term sustainability of Knoxbrooke Outsource and ensures we can provide regular and increased hours for our supported employees. We are very excited by these new partnerships which add to the 3 others we have. The future is very bright for Knoxbrooke Outsource as a result. Well done to all staff and especially our 40 supported employees bringing a strong and positive attitude to work.

At Knoxbrooke Outsource in 2019 just over 35,000 hours of paid employment was achieved in alongside 2,900 hours of accredited training. A fantastic achievement. We expect this to grow further in 2020.

In amongst the many events we conduct during the year such as Grand Final week BBQ or our mid year 'Winter Warmer' lunch, a significant event occurred with the marriage of 2 of our team, Stephen and Elle. Well done and we wish you the happiest of married life together.

Knoxbrooke Outsource manages the light production, packaging and assembly requirements for a broad range of clients and products including dry food packaging, educational products, building products, gardening goods, pamphlets and brochures and many other interesting products.





Mark Richardson

Financial Controller

I am pleased to report on the audited Financial Statements for the year ended 30th June 2019.

The statement of Profit and Loss for the year shows that Knoxbrooke Incorporated and its controlled entity – Knoxbrooke Enterprises Limited – made a combined Comprehensive Loss of \$(532,214) compared to a loss in the previous year of \$(692,919). However, this year included the triennial independent valuation of Land and Buildings with the value falling by \$(312,032). The operating loss before valuation of \$(221,182) is a substantial improvement of \$471,737 when compared to last year's loss of \$(692,919).

The operating loss of \$(221,182) primarily reflects increases in debt interest costs of \$68,253 and the employment expenditure increase of \$690,486 reflects growth in new Community initiatives 365 & Extras programs and to support meeting the complexities arising from the NDIS; offset by a pleasing 19% increase in gross profits from products sold of \$532,291.

Community has seen an improved \$325,528 reduction in losses from \$(602,291) the previous year to \$(277,163) for the year to 30 June 2019, a 54% improvement. This was due primarily to increased Grants \$851,582 reflecting a full year of NDIS funding and increased Client fund revenue \$197,976; mitigated by increased Employment expenditure \$496,178 reflecting the growth in Knoxbrooke 365, Achieve & Extras and \$177,249 in administrative costs arising from NDIS administration complexity.

Knoxbrooke Enterprises has achieved a surplus of \$55,978 for the year to 30 June 2019, a significant improvement of \$181,367 from the previous year's loss of \$(125,379).

Revenue from Knoxbrooke Enterprise sales were up \$958,649 (20%) on last year primarily arising from another record year for the Yarra View Nursery, a 39% increase to \$4.23m up from the previous year's record result of \$3m; mostly due to Commercial projects such as the removal of Level Crossings.

The Finance team has had to grow during the year from 2.5 FTE (full time equivalent) employees to 6.5 FTE, to meet the complexities of the NDIS and NDIS debt management.

The Balance Sheet remains in a strong position with a Net Asset position of \$8.25 million at the end of the year. Trade and other receivables increasing \$806,859 reflecting debt management complexity arising from the NDIS. The \$1.88 million in borrowings reflects the overdraft facility, up \$844,791 on last year due to the absence of significant advance funding, following the implementation of the NDIS. Since the end of this Financial Year, the Burwood Highway Ferntree Gully site has been sold for \$6.4 million and with the final settlement on 30 June 2020; Knoxbrooke Incorporated will utilise sale proceeds to eliminate debts and invest surplus funds.



Mark Richardson
Financial Controller

**INCOME STATEMENT FOR THE
YEAR ENDED 30 JUNE 2019**

	Consolidated	
	2019	2018
	\$	\$
Sales Revenue	5,675,586	4,731,807
Grants and other income	6,638,860	5,781,137
Cost of Goods Sold	(2,329,660)	(1,933,043)
Employee benefits expense	(7,801,261)	(7,110,491)
Depreciation and amortisation	(281,614)	(278,146)
Bad and Doubtful debts expense	(8,057)	(79,541)
Rent and Occupancy expenses	(99,942)	(112,160)
Finance costs	(113,066)	(35,349)
Repairs and Maintenance	(147,083)	(190,831)
Other expenses	(1,754,945)	(1,466,302)
Profit (Loss) before other comprehensive income	(221,182)	(692,919)
Revaluation of land and building	(312,032)	-
Comprehensive Income (Loss) for year	(533,214)	(692,919)

**STATEMENT OF CASH FLOWS FOR
THE YEAR ENDED 30 JUNE 2019**

	Consolidated	
	2019	2018
	\$	\$
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from customers and NDIS	12,317,014	10,585,526
Payments to suppliers and employees	(13,047,721)	(11,817,149)
Donations received and other receipts	33,017	490,487
Interest received	9,597	830
Finance costs	(95,878)	(35,349)
Net cash provided by (used in) operating activities	(783,971)	(775,655)
CASH FLOW FROM INVESTING ACTIVITIES		
Proceeds from sale of property, plant and equipment	3,266	5,905
Payment of Rent Deposit	-	-
Payment for property, plant and equipment	(208,369)	(187,786)
Net cash provided by (used in) investing activities	(205,103)	(181,881)
CASH FLOW FROM FINANCING ACTIVITIES		
Proceeds from borrowings	24,122	-
Repayment of borrowings	-	(201,251)
Net cash provided by (used in) financing activities	24,122	(201,251)
Net (decrease)/ increase in cash held	(933,414)	78,740
Cash at beginning of year	167,824	89,084
Cash at end of year	(765,590)	167,824

**BALANCE SHEET
AS AT 30 JUNE 2019**

Consolidated	
2019	2018
\$	\$

CURRENT ASSETS

Cash	32,046	210,893
Receivables	1,658,226	851,367
Inventories	2,176,681	2,110,444
Other current assets	54,469	18,643
Non-current assets held for sale	6,304,032	-
TOTAL CURRENT ASSETS	10,225,454	3,191,347

NON-CURRENT ASSETS

Property, plant and equipment	2,549,186	9,241,760
Other assets	13,306	15,435
TOTAL NON-CURRENT ASSETS	2,562,492	9,257,195

TOTAL ASSETS

12,787,946 **12,448,542**

CURRENT LIABILITIES

Accounts payable	977,926	1,168,554
Short term borrowings	1,883,957	1,039,166
Short term provisions	1,167,856	1,144,330
Other financial liabilities	61,355	98,573
Other Liabilities	194,621	-
TOTAL CURRENT LIABILITIES	4,285,715	3,450,623

NON-CURRENT LIABILITIES

Other financial liabilities	140,274	137,619
Long term provisions	108,400	73,529
TOTAL NON-CURRENT LIABILITIES	248,674	211,148

TOTAL LIABILITIES

4,534,389 **3,661,771**

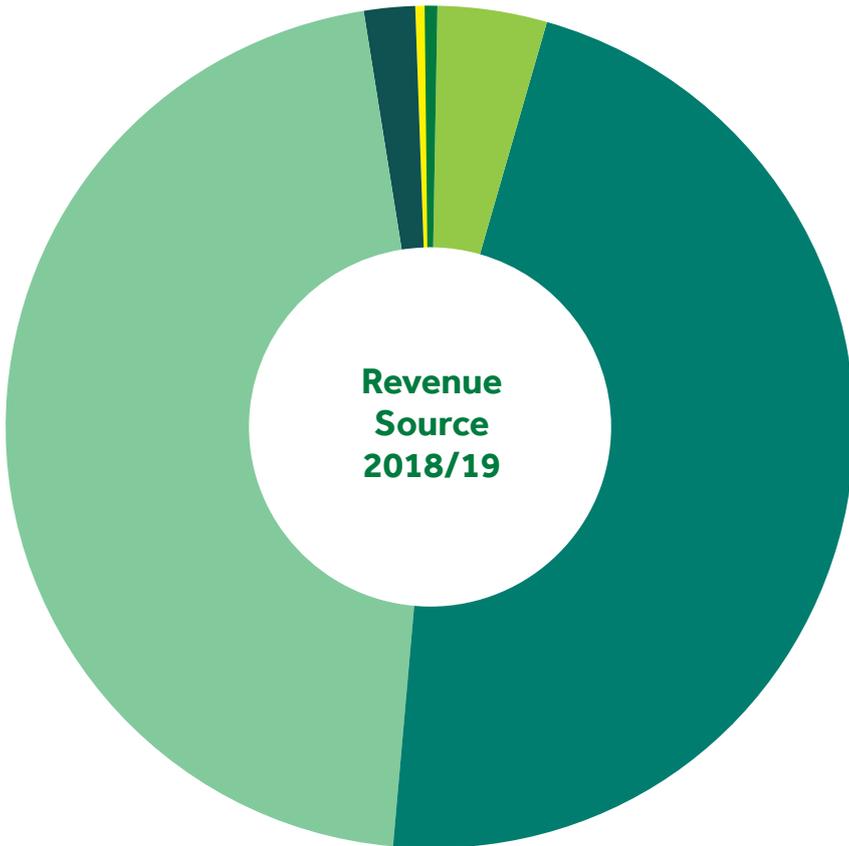
NET ASSETS

8,253,557 **8,786,771**

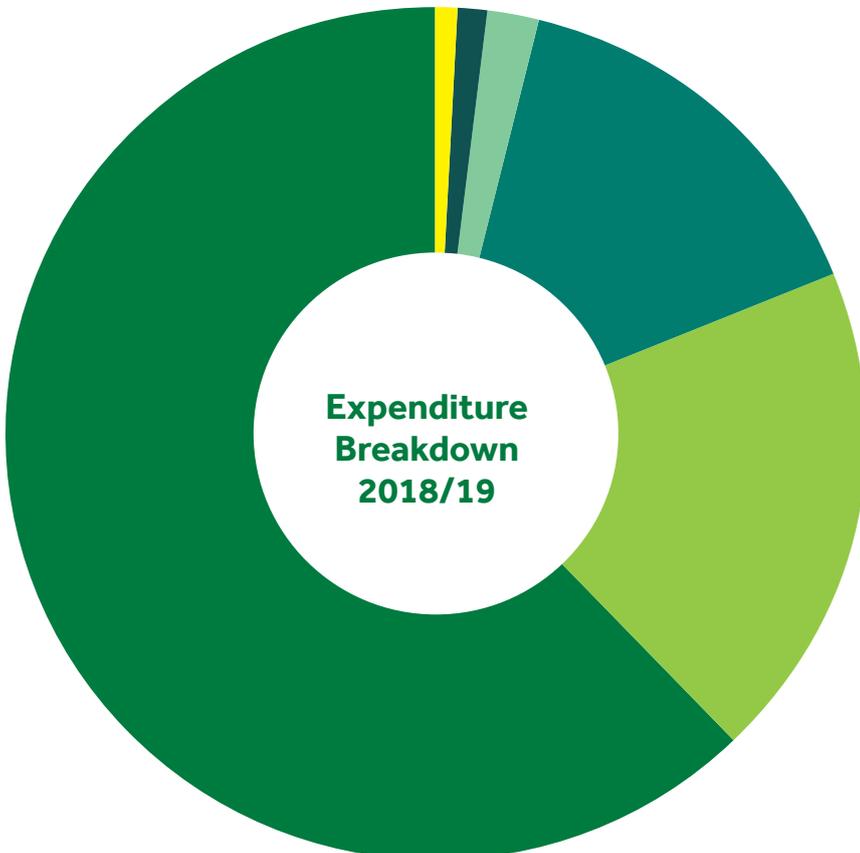
EQUITY

Asset revaluation reserve	8,409,693	8,721,725
Accumulated surplus / (loss)	(156,136)	65,046
TOTAL EQUITY	8,253,557	8,786,771

This concise financial report is an extract from the financial report; the financial statements and specific disclosures included in this concise financial report have been derived from the financial report; this concise financial report cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investment activities of the entities as the financial report; and further financial information can be obtained from the financial report and the financial report is available, free of charge, on request.



- State Government 0.5%
- Federal Government 4%
- NDIS 47%
- Business Income 46%
- Client Income 2%
- Other Income 0.4%



- Employee Benefit Expenses 62%
- Cost Of Sales 19%
- Other Expenses 15%
- Depreciation 2%
- Repairs and Maintenance 1%
- Occupancy expenses 1%

Management Team



Kristian Dauncey

CEO,
Knoxbrooke Incorporated



Scott Buckland

General Manager,
Knoxbrooke Enterprises



Mark Richardson

Financial Controller



Glen Bowen

General Manager,
Knoxbrooke Community



Anne Langley

Services Manager,
Knoxbrooke Community

"Knoxbrooke staff make a great team – everyone is committed to maximising outcomes for participants and supported employees."

Board Members

Peter Francis

Board Member, Knoxbrooke Inc

Colin Higgins

Board Member, Knoxbrooke Inc.

Katrina Hall *(Resigned December 2018)*

Board Member, Knoxbrooke Inc.

Dallas Isaacs

Board Member, Knoxbrooke Inc

Keith Nam

Chair, Knoxbrooke Inc.

Jeanette Furmedge

Board Member, Knoxbrooke Inc.

Pat Dalton

Board Member, Knoxbrooke Inc

Murray Coulthard

Treasurer, Knoxbrooke Inc
Chair, Knoxbrooke Enterprises

Richard Wilson *(Resigned April 2019)*

Board Member, Knoxbrooke Enterprises

Ron Barbaroux

Board Member, Knoxbrooke Inc
& Knoxbrooke Enterprises

Ray Hollis

Board Member, Knoxbrooke Enterprises

Our Values

Respect

We treat all people with respect, dignity, honesty and equality.

Inclusion

We act to include all people with a disability and their families using our services and promote their best interests.

Continuous Improvement

We continuously measure our activities to ensure that the needs of people with disabilities and their families are met through improved outcomes.

Accountability

We behave in a manner that is open and accountable, vigorously thorough, fair and ethical.

Culture

We provide an inclusive supportive environment to inspire people of all abilities to realise their full potential.

Knoxbrooke Community

977 Burwood Highway
Ferntree Gully. Vic. 3156
Ph. 03 9758 3666
Fax. 03 9752 3589

Knoxbrooke Outsource

21 Clancy Road
Mt Evelyn. Vic. 3796
Ph. 03 9736 4984
Fax. 9737 1303

Knoxbrooke Achieve

88 Station Street
Ferntree Gully. Vic. 3156
Ph. 03 9758 3666

**Knoxbrooke Basecamp
- Ringwood**

Bill Wilkins Lodge
Rosewarne Lane
Ringwood. Vic. 3134

Knoxbrooke Tyson House

1000 Steps
Mount Dandenong Tourist Road
Upper Ferntree Gully. Vic. 3156

Yarra View Nursery

136 York Road
Mt Evelyn. Vic. 3796
Ph. 03 9737 0400
Fax. 03 9737 1995

Yarra View Horticulture

136 York Road
Mt Evelyn. Vic. 3796
Ph. 03 9737 0400
Fax. 03 9737 1995

Yarra View Garden Centre

136 York Road
Mt Evelyn. Vic. 3796
Ph. 03 9737 0400
Fax. 03 9737 1995



/Knoxbrooke

knoxbrooke.com.au