

# Annual Report

## 2022/2023



# Strategy 2024-2026



Knoxbrooke is a for-purpose organisation that provides employment, development, and support services for people with a disability.

## Strategic intent

To better serve our clients now and into the future, we will unify the business (direction, governance, leadership, brand), and achieve financial sustainability.



### Vision:

That people of every ability can safely live a life that's meaningful and rewarding.

### Purpose:

To enable people with diverse abilities to grow and achieve their employment, recreation, and daily life aspirations.

### Our commitment to you

**G**

**Genuine**

We are genuine in who we are and all that we do.

**R**

**Responsive**

We listen, we adapt and we respond to you and what you need.

**O**

**Opportunities**

We offer life changing opportunities for you.

**W**

**With you all the way**

From school to retirement, we will support you every step of the way.

### Enablers:

- Our people and culture
- Good governance
- Quality products and services
- Marketing/branding
- Government influence, advocacy and funding
- Partnerships



## Contents

2022/2023 Chair and Interim CEO Report .....	4
Knoxbrooke Enterprises.....	6
West Gippsland .....	9
Achieve.....	15
365 One on One Support .....	19
Support Options—Navigating the NDIS.....	22
Financials.....	24

# 2022/2023

## Chair and Interim CEO Report

2023 was a mixed year for Knoxbrooke, with some exciting new developments as well as some new challenges.

Throughout the year, we remained focused on our clients, families and carers and we thank you for your support and commitment.

Knoxbrooke has not been immune to the external environment that is impacting many organisations supporting people with a disability. Recovery post-COVID, the challenging economic environment, Royal Commission findings, NDIS Review and changes to the supported employment sector all mean big changes ahead. Some of these will be positive and some will present challenges that require us to think differently.

In response, the Board and leadership team have worked together on creating our 2024-2026 strategy which positions us for the challenges we are facing. Our strategic intent is to better serve our clients now and into the future by unifying the organisation and achieving financial sustainability. We have also refined our purpose to better reflect why we exist, which is *To enable people with diverse abilities to grow and achieve their employment, recreation, and daily life aspirations*. We look forward to working together to achieve this strategy.



A significant milestone achieved during the year was the signing of a new lease to relocate our Outsource business from Mt Evelyn to Bayswater. This new facility is three times larger, enabling us to increase the number of supported employees on our team and grow our customer support base. Our office staff and Achieve program will join with Outsource at this new location at the end of 2023.

Our first ever café, Coffee Vibes, was officially launched in Warragul at the West Gippsland Arts Centre. The Coffee Vibes team comprises a skilled chef, a cafe manager, a supervisor and seven supported employees. The response from the community has been overwhelmingly supportive and we look forward to growing this social enterprise. Special thanks to Baw Baw Shire Council who have been instrumental in helping us establish this wonderful initiative.

This year we said farewell to Kristian Dauncey who resigned as CEO after seven years with the organisation. Kristian led the organisation through enormous change and evolution. It was under Kristian's leadership that the organisation acquired Bushland Flora Nursery; merged with Mawarra in West Gippsland; managed the introduction of the NDIS; and navigated our way through the challenges of COVID-19. Kristian's tireless leadership over an extended period of time is to be commended.



We also bid goodbye to Pat Dalton and Collin Higgins, who both resigned from the Board. Pat was on the Board for 14 years, with nine of those as Chair. Colin was on the Board for six years, with five of those as Chair. Both Colin and Pat helped grow Knoxbrooke from a small disability organisation to a thriving social enterprise. As volunteer Directors, Colin and Pat contributed many hours to Knoxbrooke and we thank them for their outstanding stewardship and commitment.

We would also like to thank our volunteers and staff for their support, which is critical to the success of Knoxbrooke. Without a strong and committed team we cannot deliver to our purpose. We would also like to thank our customers, particularly our commercial customers, who engage us through our social enterprises. Your partnering enables Knoxbrooke to create fulfilling supported employment for many people with a disability and is essential to our existence.

Finally and most importantly, thank you to all Knoxbrooke clients and their families for entrusting us to provide services in a way that is most meaningful to you.

**Michael Briggs**  
Chair

**Charmaine Vanderbeek**  
Interim CEO

# Knoxbrooke Enterprises

## Scott Buckland General Manager Yarra View Bushland Nursery

With almost 3 years of interrupted operations now well behind us it was time to re-group and focus on the future. 2023 included new systems being implemented, allowing for greater control and decision making around production and inventory and ensuring our 3 nursery sites work seamlessly as one. Our new Area



Supervisor model was rolled out across all nursery sites, providing a much clearer production support model for our teams. And our disability support services team grew significantly with the Training and

Support and Employment Coach structure completed. All of these changes have helped Yarra View Bushland improve quality and service in our commercial markets while delivering some of the best employment support services in the industry. We are a very special and unique workplace.



Personally, I was very humbled to be welcomed back to the nursery with open arms after a bout of illness. The support and care from right across Knoxbrooke proved just again what a wonderful organisation we are part of.

Some other key highlights of the year for Yarra View Bushland Nursery to note are:

- The development of strong social procurement partnerships with Tier 1 construction firms who work on roads, rail and housing projects and the awarding of several contracts as a result
- The upgrade of several growing houses at the York Road site
- The nomination for an award for being a 'Game changer' in social procurement
- Record hours of specialist training and support delivered to supported employees

Looking forward, our plans are to continue growth across all market channels we service which in turn will allow opportunity for more jobs, more supported employment and more training being offered. Exciting times are certainly ahead.

In 2023 Yarra View Bushland Nursery had 140 employees, including 84 people living with a disability. Over 2.7m plants were produced, 110,000 hours of paid employment was provided for people living with a disability and over 6,000 hours of onsite work based training was delivered.



**Abdul Bakhach General Manager  
Outsource by Knoxbrooke**

**Outsource Outer East**

2022/2023 was a defining year for Outsource, led by the Board's strategic direction of "Growth", the organisation made its largest ever investment into our Outsource business.

To manage this direction, Outsource appointed its first ever General

Manager in September 2022, which saw a major review of our business. Through this review, we implemented new production reporting processes, reviewed all our pricing, increased our focus on our OH&S and quality procedures and introduced new suppliers.

We also had several other major achievements during the year including, re-locating our business from Mt Evelyn to our new larger (x 3 times larger) warehouse in Bayswater, introduced our first ever dedicated SES (Supported Employment Services) team so that we can focus on providing a better service to our supported employees and on top of all this, we were successful in re-attaining our ISO9001:2015 Quality Certification after not having it for 3 years.

During the year we began new partnerships with several new customers which saw Outsource achieve its



highest ever sales in one year.

We are really excited about what the next 12 months are going to bring for Outsource.





### **Outsource West Gippsland (formally Waratah & Jigsaw)**

Outsource Warragul (formerly known as Jigsaw & Waratah) went through substantial change during the past financial year. Jigsaw lost its main packaging customer early in the year and this made us focus more on manufacturing and selling our survey pegs, garden stakes and firewood products. During the year we introduced our own (new) range of environmental sandbags and scoria siltbags, which have both received positive feedback and a few orders in the social procurement space.

At the start of the year, our Gardening business did a full review of our customer base, job scheduling and pricing, to ensure that our business is viable and set up for future growth.

The changes have made our business more efficient and allowed us to deliver a better service to our customers. We also won new work with several schools and commercial customers in the Gippsland area during the year. We now look forward to future growth for this business and to creating more supported employment opportunities.



**130+ supported employees**

**across 7 sites**

**180,000+ hours**

**of employment for people living  
with disability across all sites**

**Over 9,000+ hours**

**of training undertaken**



**Over 1.1m products produced**

**Including packing, assembled or manufactured**

**Over 2.7 million plants**

**produced**



# West Gippsland



**Claire Cutler**  
Regional Manager—West Gippsland

## Mawarra

Mawarra Day Centre has had a successful year, with well-received programs and satisfied clients. We strive to create an inclusive and dynamic environment that promotes empowerment and positivity. Our rooms are bustling with activity, filled with laughter, conversation, and friendship. Our off-site groups are also exploring the beauty of our region. We are thrilled with the addition of new clients and programs, which has generated great enthusiasm throughout the centre.

Despite some challenges with long-term illnesses impacting several staff, daily operations continue to operate smoothly, with all clients actively

participating in and enjoying their activities. Our goal is to provide empowering, inclusive, active, and uplifting programs that cater to our customers' diverse interests and desires. Our dedicated staff members work tirelessly to cultivate a friendly, engaging atmosphere where everyone feels valued and supported.

As you walk through our freshly painted facility, you will hear people laughing, chatting, and forming new friendships as they engage in their programs. Our recent renovation has created a warm and inviting atmosphere, and we are



excited about the possibilities for further improvement.

Most of our clients have expressed their appreciation through positive feedback, recognising our programs' positive impact on their lives. This success has inspired us to expand our services and reach out to more community members interested in partnering with us and sharing their skills in cooking, gardening, music, and other areas.



### **Mawarra Op Shop & Vintage Vibes**

Vintage Vibes continues to thrive. Our supported employees excel in their roles, continuously gaining new skills and making valuable contributions. Currently, we proudly employ six supported employees at Vintage Vibes. The Op Shop and its volunteers also perform exceptionally well, playing a crucial role in the community and achieving strong sales.

The Mawarra Op shop, operated solely by volunteers, remains a favourite among the local community, with loyal customers and

positive feedback. We are incredibly grateful for the generosity and dedication of our volunteers, without whom we would not be able to operate.

We are proud to have received recognition from the WorkSafe team for our efficient and professional response. However, they have expressed concerns about the suitability of our current building and advised that our temporary solutions are only acceptable in the short term. We will look to secure larger premises in the future.



Due to limited space, we are currently facing challenges with storage and have had to suspend accepting donations more frequently than we would prefer temporarily. Furthermore, we are redirecting our efforts towards maximising revenue generated at the shop and improving inventory management.



### Coffee Vibes

Coffee Vibes officially launched at the West Gippsland Arts Centre on May 29th, 2023. Our team initially comprised of a skilled chef, a cafe manager, and two Supported Employees (SEs). We were pleased with the strong turnout from the local community and media during our grand opening, resulting in overwhelmingly positive feedback. Since our establishment, the cafe has experienced immediate success, leading us to

recognise the need for an additional supervisor. This decision alleviated Michael's (the chef) dual responsibilities as a supervisor and allowed him to focus on food preparation entirely.

Coffee Vibes has received an extremely positive response from the community since its opening. We are currently experiencing solid sales and enjoy widespread community support. Our team has grown from 2 to 6 supported employees, and we are actively seeking to expand our workforce further as Coffee Vibes continues to grow.





Several non-quantifiable aspects demonstrate the positive impact of Coffee Vibes. We have established new opportunities and partnerships with Knoxbrooke, specifically involving Gippsland Community College, Baw Baw LLEN, Warragul and District Specialist School, and Baringa Specialist School. The West Gippsland community had limited

awareness of social enterprise and supported employment before Coffee Vibes. As a result, Knoxbrooke is now regarded as an expert and leader in the region for providing this type of meaningful employment.



We have been overwhelmed with feedback and praise from various organisations and families previously unaware of this employment option for their loved ones. Our supported employment recruitment has reached capacity, and we have had to establish a waitlist due to high demand.

# Achieve



## Michael Beavis Manager Achieve

### A Journey of Meaning and Success

The journey towards meaningful employment is a path often marked by challenges, triumphs, and the enduring spirit of individuals striving to reach their fullest potential. At Achieve by Knoxbrooke, we understand that no journey can be distilled into a

mere beginning and end; instead, it is the cumulative experiences, the people we meet, the hurdles we surmount, and the victories we achieve that define its significance. The period from July 1, 2022, to June 30, 2023, stands as a testament to this philosophy, where the relentless pursuit of empowerment and the growth of young adults have been at the forefront of our mission.

During this transformative year, Achieve celebrated remarkable milestones, fostered meaningful opportunities, established invaluable partnerships, and witnessed the undeniable progress of the individuals who embarked on this journey with us. Through unwavering dedication and optimism, we have illuminated the path towards meaningful employment and further training for young adults, empowering them to overcome barriers, embrace their potential, and become integral members of their communities.





**Celebrating Success at Graduation**

2022 concluded with a joyous graduation ceremony, a testament to the accomplishments of those who embarked on their journey with us back in January 2021. Dressed in their finest attire, surrounded by friends and family, our Achievers took centre stage, and their triumphs were illuminated throughout the evening. With great enthusiasm, we wished 12 Achievers the very best in their future endeavours and looked ahead optimistically to 2023.



**Meaningful Opportunities Aboard**

Achieve remains steadfast in its mission to provide School Leaver Employment Support from Monday through Wednesday, a core focus on empowering young adults for gainful employment. On Thursdays and Fridays, Achieve GROW fosters social experiences, offering recreation and leisure opportunities for like-minded peers. Responding to the challenges of today's world, Achieve PLUS will now offer after-hours activities from 3 PM to 6 PM on weeknights, while a new and improved Extras program combines with its previous format.



**Meaningful Outcomes that Inspire**

Since July 2022, over 50 school leavers have embarked on their journey with Achieve. In December 2022, fifteen individuals successfully secured or transitioned into meaningful employment opportunities. Currently, 35 young adults are part of the Achieve family, with eleven engaged in Social Enterprises or open employment. Additionally, one individual is an integral part of the Achieve team, working in supported



employment to facilitate activities on Thursdays and Fridays. Other employment outcomes include supported employment at Knoxbrooke Outsource, Waverly Industries, and the Mt. Evelyn Nocturnal Zoo.

### Meaningful Capacity Building

As of June 2023, Achieve proudly continues to offer 18 unique electives annually, categorised as Work Experience, Simulated Work Experience, and Living Skills. These electives span a wide range, from

cooking and wellness to social media marketing, game design, and self-defence. Focusing on industry-specific skills, our programs encompass both hard and soft skills, including foundational skills like numeracy and literacy. These engaging and challenging courses encourage capacity building and the—acquisition of practical skills for the workplace and beyond.



### Meaningful Partnerships that Enrich Lives

In our quest to broaden training and employment horizons for Achieve participants, we've forged invaluable relationships with local community partners. The support extended to us by these partners is intrinsically linked to the success of our young adults as they become integral members of the community. Our interactions with Jetts Fitness, FitLife Boxing Club, Forever Friends Animal Rescue, RSPCA, Guide Dogs, Australia Animal Aid, Knox City Council, Knox Community Garden, and conversations with Easter Volunteers have



all provided unique opportunities for growth and learning.

### A Meaningful Future Beckons

Achieve continues to demonstrate its ability to deliver meaningful outcomes in terms of further training and employment. Our participants are resilient, determined, and equipped to overcome the challenges of being young adults in 2023. The transformation we witness in these young individuals is nothing short of inspiring. We are evolving, dynamic, and deeply motivated by the choices our participants make

as they chart their personal journey with us.

As we step into 2024, Achieve is poised for growth and possibilities. Our anticipation for a new, purpose-built space in Bayswater, alongside our wider Knoxbrooke community, fills us with excitement. Achieve remains committed to offering high-quality training and capacity building, with a relentless focus on meaningful employment and further training outcomes.

Furthermore, we are eagerly awaiting the transition from School Leaver Employment Support to Youth Employment Supports, as announced by NDIA. These changes promise to benefit NDIS participants through early intervention, revised funding models, and expanded access to services. We embrace this transition with enthusiasm.

Most notably, individual employment goals and tangible outcomes are aligning, and we anticipate a significant number of individuals transitioning into suitable employment and further training options by the conclusion of 2023.

In closing, we express our heartfelt gratitude for your unwavering support and trust in Achieve by Knoxbrooke. Together, we continue to empower young adults, making their journeys not only meaningful but also brimming with optimism and promise.



# 365 - One on One Support

## Kylie Harris—365 Manager

What a year 2023 has been!

365 continues to adapt and challenge us around providing support to those who access our services while navigating the everyday changes while navigating the NDIS.

365 attended many expos and networking events this year, ensuring Knoxbrooke was front and centre and spreading the word about our amazing service offerings. These are a great way to get amongst the sectors forever growing community and build partnerships with those around us.

365 continues to hire exceptional staff month to month, ensuring that a high-quality service is always provided. This is shown in the positive feedback returned from those we support. Due to an effort to lift

compliance, new staff are not inducted until all onboarding is uploaded, and all training is completed. This ensures the safety of the people we support and ensures that staff enter the 365 workforce compliant and ready to go.

Due to growth and demand over the year, 365 hired a 3<sup>rd</sup> Coordinator, Sacha Hammond in March this year. Paul, Karolina and Sacha are now supporting 140+ clients, and leading a team of 62 staff. This is anticipated to continue to grow naturally, as 365 receive requests for new or increased supports



multiple times a day. This year orientation shifts have been put in place for all new staff to complete before going into 1:1 staff supports. This has ensured staff feel supported and informed.

While we continue to wait in eager anticipation for STA approval via the NDIS, Tyson House is becoming a popular spot for Group Social outings, cooking lessons and now the weather is warming up – Some outdoor options where we can utilise the beautiful space the park has to offer!

Transport has been a challenge for 365 this year, with 7 participants from Achieve, 2 from YVBN and 2 from Outsource all requiring support to get to and from work on time. This has meant some clever calculation and time management and introducing shared transport shifts. One 365 support worker will pick up 2-4 participants from their homes and transport them all together at once to their destination.



them all together at once to their destination.

This year, 365 are supporting 2 participants with attaining a certificate (Horticulture and Gaming), and next year, we will support one more. (Individualised supports) 365 are so happy to be able to support people in ways that are meaningful and lead to a purpose for those utilising our services, and to support them to Achieve their goals.



People accessing our services are wanting to think outside the box. They want to be supported to work, to volunteer, to study. With every question asked that is new and exciting, 365 work together with the participant and Support Options to make things happen. 2 participants that we support would like to become Support Workers themselves – So within the organisation and with the support of some local communities around us, we are exploring options around pathways to get them there. This is an exciting space – Bring on 2024!

Extras is now managed by 365, and over the last 6 months the program has been abuzz with excitement around upcoming events, and chatter during lunch breaks around the last weekend's activities. New

participants are attending, as well as requests to bring partners along, and even some parents not wanting to miss out on the awesome things their loved ones are doing.

Expanding the reach to all Knoxbrooke service users has proven to be beneficial, and the service is also being offered to those looking to join our services. We look forward to finding out more around what the people we support want from us, and how we can fill the gaps for them in terms of daily supports.

Growing together, responding to what our service users are asking for, providing new and exciting opportunities for our clients and staffing teams - for our clients and with our clients, all the way.

365 are looking forward to coming together in 2024 at our new site, and being able to work even closer with the people who drive our services with an aim to uplift practice, culture, and quality service delivery.



# Support Options



## **Fiona Sammut Manager—Support Options**

Our team made a subtle change to our name this year to Support Options team to differentiate ourselves from the NDIA. Although a large part of the team's role is to assist families to navigate the NDIS and ensure our funding is within the NDIS pricing arrangements it just as importantly ascertains support needs and facilitates connection to appropriate supports within and outside of Knoxbrooke.

Being a registered NDIS provider, we are required to provide individual reports to the NDIS. The Support Options team prepare reports in conjunction with Support Workers, Service Managers, Training and Support Officers and

Employment Coaches which evidence and validate funding received and ongoing funding required.

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability has concluded, and the findings will be invaluable for shaping the government decisions on managing the sector into the future. These changes will filter through to Knoxbrooke and our services in the years to come. The most pressing recommendations that we expect to be implemented are; the need for all people working in the disability sector to be required to have a Workers Screening Check, and for all providers to be registered in some capacity. This will be a



reassuring change and improve the safety and consistency of support. As a registered provider all Knoxbrooke employees have Workers Screening Checks in place.

A review of the NDIS instigated by the Hon Bill Shorten MP has also recently been completed. The review examined the design, operations and sustainability of the NDIS and ways to build a more responsive,



supportive, and sustainable market and workforce. As a result, changes to NDIS policies and processes are already in effect with a focus on professional external reports to benchmark individual support needs.

The NDIS have also implemented a process of rolling over plans for participants with static support. This approach reduces the administrative load for the agency, reducing the need for reassessment meetings and creation of new plans. Unfortunately, it also reduces the contact between participants and the agency and goals, and funding are duplicated without review, diminishing the intent and value of choice and control.

Despite the ongoing challenges of maintaining NDIS practice standards Knoxbrooke proudly supported over 300 clients this year with many accessing multiple Knoxbrooke services, receiving supports in employment, supports to participate in the community, group activity support, self-care support and individual capacity building supports, achieving goals, large and small. Knoxbrooke have a dedicated, client centric workforce who proudly go above and beyond to provide holistic and meaningful support to our clients.



# Financials

## **Trevor Norman** **Chief Financial Officer**

Knoxbrooke reported a comprehensive loss of \$183,590 for the 2023 financial year compared to total comprehensive income of \$538,517 in the prior year (which included a gain of \$615,794 from property revaluations).

With no COVID19 lockdowns we have experienced our first full year of uninterrupted services and commercial activities since the 2019 financial year. It's also the first result which has not been impacted by JobKeeper and other one-off COVID payments which helped to support the business financially.

We experienced strong growth in NDIS income as services returned to normal and we had a full year of the new funding model for supported employment which was introduced in January 2022. NDIS income now represents 53% of total consolidated income (up from 46% in the prior year). While commercial sales revenue also grew year on year it decreased as a percentage of total income from 47% to 43%. This income growth was largely offset by increases in our cost base, particularly employee benefits expense which now represents 68% of total expenses (up from 65% in the prior year).

The consolidated financial position is largely consistent with 2022 with a 1.5% decrease in net assets to \$12,459,810. Although the cash balance decreased in 2023 there was a significant improvement in cash generated through operating activities which was used to invest in property, plant and equipment and finance our operations. Cash reserves of \$2,093,279 remain available for future use.

We continue to consider Knoxbrooke a going concern and look forward to future growth, improvements in efficiency across the business and ultimately long term financial sustainability.

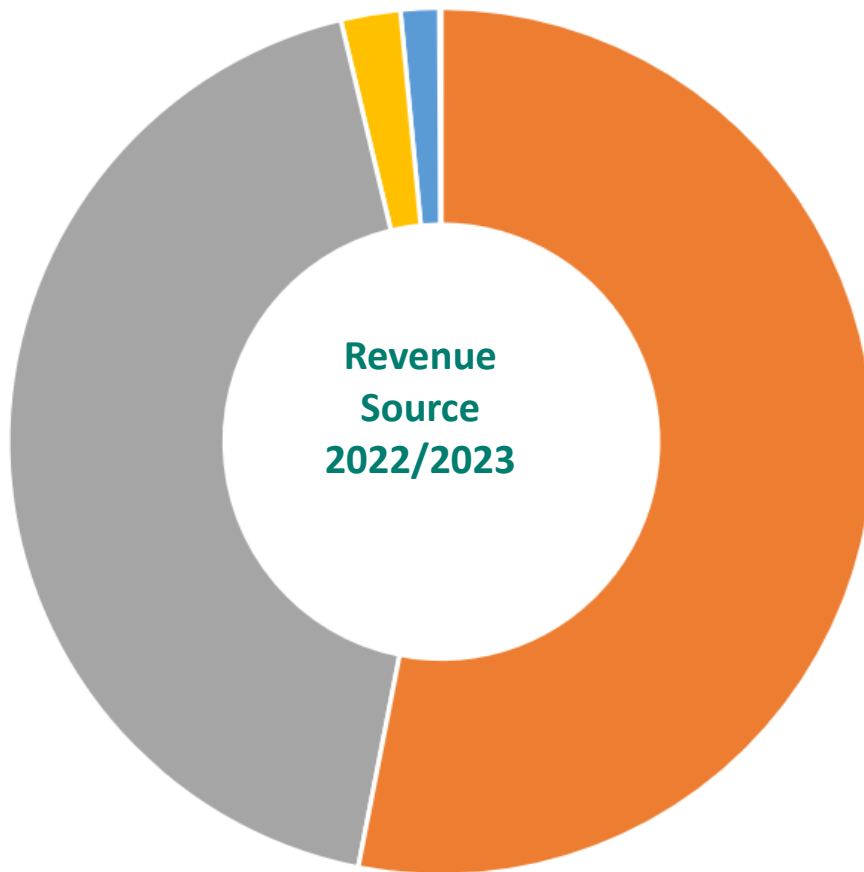


<b>Consolidated Statement of Profit or Loss and Other Comprehensive Income</b>	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
For the Year Ended 30 June 2023		
Sales revenue	7,774,023	7,496,986
Services and other revenue	9,967,555	7,823,872
Other income	258,249	796,051
Cost of sales	(2,901,267)	(2,660,078)
Changes in inventories of finished goods and work in progress	651,009	129,148
Employee benefits expense	(12,386,437)	(10,454,462)
Depreciation and amortisation	(805,002)	(766,579)
Bad and doubtful debts recovered/ (expensed)	33,411	2,420
Short term and low value lease expenses	(3,005)	(13,460)
Finance costs	(83,140)	(94,153)
Repairs and maintenance	(182,687)	(187,194)
Contractor payments	(710,601)	(537,073)
Other expenses	(1,795,698)	(1,612,755)
<b>Surplus/ (Deficit) for the year</b>	<b>(183,590)</b>	<b>(77,277)</b>
<b>Other comprehensive income:</b>		
<i>Items that will not be reclassified subsequently to profit or loss</i>		
- Gain on revaluation of land and buildings	0	615,794
<b>Total comprehensive income for the year</b>	<b>(183,590)</b>	<b>538,517</b>

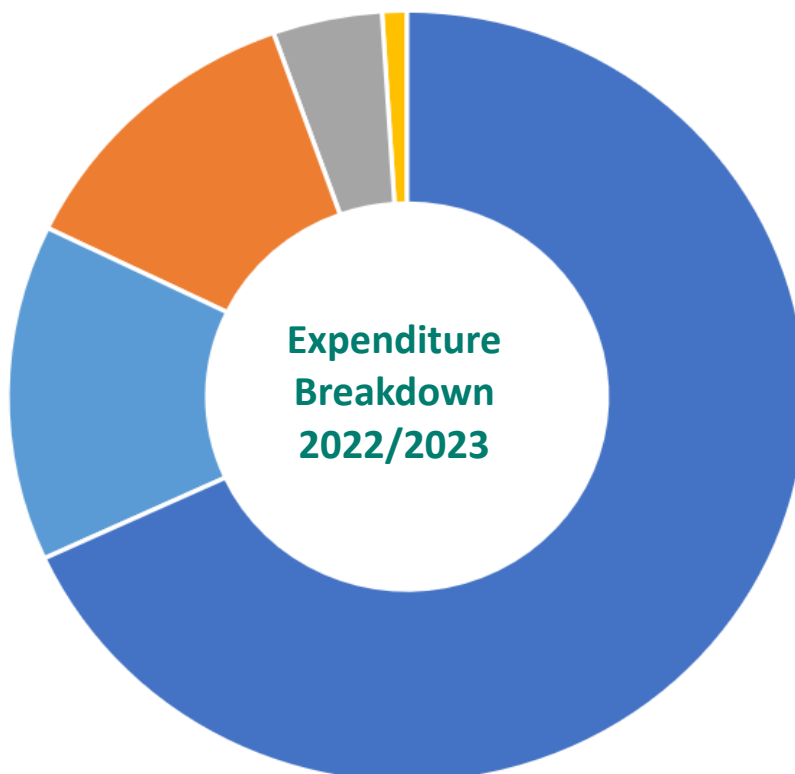
<b>Consolidated Statement of Cash Flows</b>	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
For the Year Ended 30 June 2023		
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from customers and NDIS	18,950,974	16,303,331
Payments to suppliers and employees	(18,502,658)	(16,515,112)
Donations received and other receipts	177,337	2,574
Interest received	6,286	1,782
Finance costs	(83,140)	(94,153)
<b>Net cash provided by/(used in) operating activities</b>	<b>548,799</b>	<b>(301,578)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Proceeds from sale of property, plant and equipment	43,221	-
Purchase of property, plant and equipment	(452,644)	(240,664)
<b>Net cash provided by/(used in) investing activities</b>	<b>(409,423)</b>	<b>(240,664)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Proceeds from borrowings	-	116,180
Repayment of borrowings	(16,673)	(2,834)
Lease payments	(489,618)	(433,806)
<b>Net cash provided by/(used in) financing activities</b>	<b>(506,291)</b>	<b>(320,460)</b>
Net increase/(decrease) in cash and cash equivalents held	(366,915)	(862,702)
Cash and cash equivalents at beginning of year	2,460,194	3,322,896
<b>Cash and cash equivalents at end of financial year</b>	<b>2,093,279</b>	<b>2,460,194</b>

Consolidated Statement of Financial Position As at 30 June 2023	Consolidated	
	2023 \$	2022 \$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	2,093,279	2,460,194
Trade and other receivables	1,807,427	2,123,012
Inventories	4,173,890	3,522,881
Other assets	103,010	139,547
<b>TOTAL CURRENT ASSETS</b>	<b>8,177,606</b>	<b>8,245,634</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	7,131,597	7,048,025
Other assets	79,389	83,432
Right-of-use assets	847,122	2,019,424
<b>TOTAL NON-CURRENT ASSETS</b>	<b>8,058,108</b>	<b>9,150,881</b>
<b>TOTAL ASSETS</b>	<b>16,235,714</b>	<b>17,396,515</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	1,030,439	951,633
Borrowings	17,649	16,673
Provisions	1,556,048	1,397,819
Lease liabilities	510,967	411,556
Other liabilities	50,652	50,652
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,165,755</b>	<b>2,828,333</b>
<b>NON-CURRENT LIABILITIES</b>		
Borrowings	79,024	96,673
Provisions	60,839	75,644
Lease liabilities	470,286	1,752,465
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>610,149</b>	<b>1,924,782</b>
<b>TOTAL LIABILITIES</b>	<b>3,775,904</b>	<b>4,753,115</b>
<b>NET ASSETS</b>	<b>12,459,810</b>	<b>12,643,400</b>
<b>EQUITY</b>		
Reserves	2,836,953	2,836,953
Accumulated Surpluses	9,622,857	9,806,447
<b>TOTAL EQUITY</b>	<b>12,459,810</b>	<b>12,643,400</b>

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



- Federal Government 0%
- NDIS 53%
- Business Income 43%
- Client Income 2%
- Other Income 1%



- Employee Benefit Expense 68%
- Cost of Sales 12%
- Depreciation 4%
- Repairs and Maintenance 1%
- Other Expenses 14%

# Board Members

## Knoxbrooke Incorporated

### **Michael Briggs**

Chair

### **Murray Coulthard**

Treasurer

### **Katherine Boiciuc**

Board Member

### **Glen Round**

Board Member

### **Joshua Goldsmith**

Board Member

### **Michael Foreshew**

Deputy Chair

### **Robyn Healy**

Board Member

### **Lyn Shalless**

Board Member

### **Claire Halsey**

Board Member

## Knoxbrooke Enterprises

### **Murray Coulthard**

Chair

### **Ray Hollis**

Board Member

### **Richard Spall**

Board Member

### **Joshua Goldsmith**

Board Member

### **Alan Soderlund**

Board Member

### **Paul De Stefanis**

Board Member

### **Michael Foreshew**

Board Member

# Management Team

## Charmaine Vanderbeek

Interim Chief Executive Officer

## Trevor Norman

Chief Financial Officer

## Abdul Bakhach

General Manager  
Outsource by Knoxbrooke

## Scott Buckland

General Manager  
Yarra View Bushland Nursery

## Janelle Ghent

Manager People and Culture

## Fiona Sammut

Manager Support Options

## Claire Cutler

Regional Manager West Gippsland



Registered NDIS Provider



## Head Office

03 9758 3666

## Our Locations

### Achieve

38 Charter Street, Ringwood

03 9758 3666

### Yarra View Bushland Nurseries

136 York Road, Mount Evelyn

03 9737 0400

### Outsource—Outer East

31/885 Mountain Hwy

Bayswater

03 9736 4984

### Yarra View Garden Centre

136 York Road, Mount Evelyn

03 9737 0400

### Mawarra

7 Percy Street, Warragul

03 5624 3400

### Mawarra Opportunity Shop

40 Palmerston Street, Warragul

03 5624 3492

### Vintage Vibes

14 June Court, Warragul

03 5624 3400

### Outsource West Gippsland

3 Ryan Court, Warragul

03 5624 3437

### Coffee Vibes

1 Civic Place, Warragul

0448 352 946