



Wallara

Grow. Work. Explore. Live.



WALLARA REPORT 2022/2023

CEO and Chair Report



Hi Everyone,

Every time we produce this Report it's a great chance to look back and reflect on some of the highlights and achievements from another busy period. Here are some of the best.

1 Sages Cottage Farm took on the big task of preparing to open the farm and café to the public 7 days a week in early 2023. A big thanks to Going Gourmet, the wedding provider trading as Baxter Barn, for helping us get started at Sages. Our growth and demand for places at the farm has been so strong we had no option but to end the arrangement, so our use was unrestricted. This means more opportunities for our clients and for the public to experience the magic of Sages Cottage farm. Get ready for some very cool events coming.

2 Work is a key part of Wallara's offering and we were excited to introduce a new role dedicated to helping our clients explore and find open employment opportunities beyond Wallara with our friends in the business sector. This service was made possible by a donation from the Bowness Family Foundation. It was truly exciting to see how many companies were keen to be included in this campaign and see our clients visit and trial at different organisations to understand this opportunity. Work is vital to wellbeing, and we want as many people with disabilities as possible to be able to experience work.

3 A difficult decision was made early in 2022 to close our services at our Langwarrin site, which we operated for nearly 8 years. After an extensive search we were pleased to work with and transition the services at the site to provider GenU, so that clients and families wanting to continue to attend Langwarrin were able to do so. A key reason for the site closure was our commitment to being part of the Healthy Futures Hub (HFH) in Seaford, which is operated by St Kilda Football Club and about 10 other organisations including Monash University. It's never easy making decisions to change sites and we know some families were disappointed with the change. However, our aim is to try wherever possible to be active at inclusive community venues like the HFH where we will also operate the café.

4 Another highlight was commencing talks with Brunswick Industries, a smaller agency in Melbourne's north, about joining forces to fast track their development and establish a foothold in another fast-growing corridor. The NDIS is certainly a bumpy ride and we expect more consolidation and opportunities like this in coming years.

Looking ahead, we are excited to be opening the Ops Shed at Sages, which is stage 1 (200+ square meters of all-weather space for more training places and programs) and we are still raising funds to complete Stage 2, the Inclusive Jobs Hub.



In closing, David and I would like to recognize our amazing workforce. The past few years have been unusually challenging with Covid, rising costs of living, various Royal Commissions, and numerous changes to the NDIS. Our workforce is our greatest asset, and we will keep investing in our people through things like our Lead training program, our Wellbeing 365 Committee and working with them creatively to find ways to protect their wellbeing as much as possible.

A big thanks to all Wallara's donors, volunteers, business partners, Directors, and stakeholders for their support and we hope to see you at upcoming events which are pleasingly starting to return.



Phil Hayes-Brown
CEO



David Willersdorf
Director

Great Achievements



The Graduates

Two of Wallara's amazing Sages Cottage Farm clients achieved greatness in 2022, graduating from Wallara services to explore bright futures. We couldn't be more proud or happier for both Sevda and Patrick.

After more than 10 years at Wallara, having joined us fresh faced as a young adult in 2010, Sevda took the brave step to explore her dream to be a veterinary nurse assistant. Sevda was well known to everyone that visited the farm. Among the many programs Sevda was involved in, being Wallara's first hospitality supported employee was a highlight.

Patrick joined Wallara as a school leaver in 2020 and quickly moved along a pathway in horticulture while also dabbling in other programs at Sages Cottage Farm. Patrick's pathway included developing horticultural skills in Wallara's Grassbusters program before moving into a paid position in Land Management Services. Patrick found that his passion lay in working outdoors and graduated from Wallara in 2022 to pursue a greens-keeper apprenticeship at Mornington Golf Club.

On Patrick's final day we were fortunate to have the Wallara Productions crew on hand to capture the moment he said goodbye to the farm and the people that helped him to achieve his work goal.



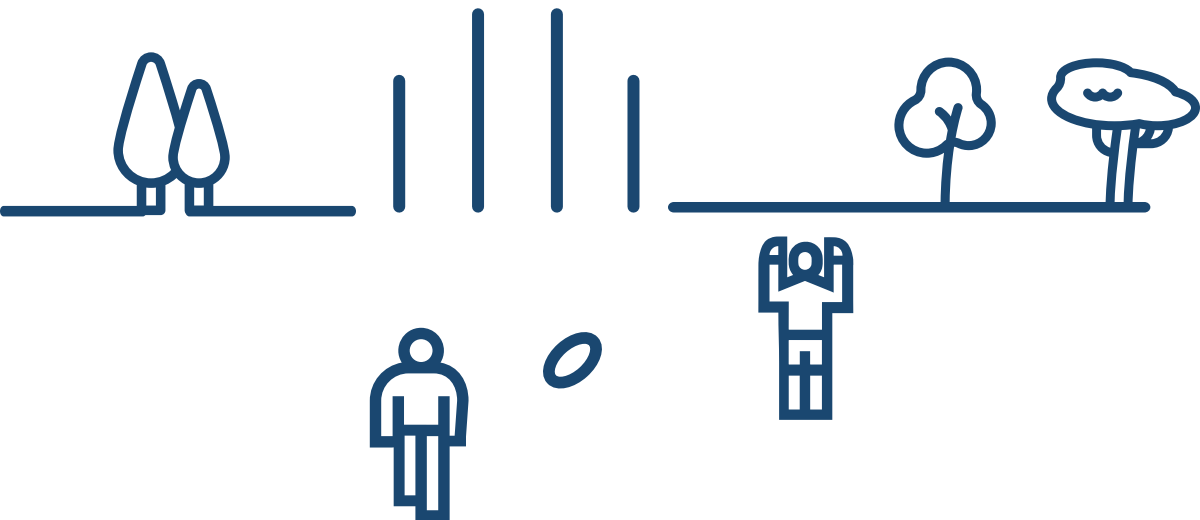


Saint Corey

Corey is a lifelong Saints Supporter and keen footballer, and it was a wonderful opportunity to be able to line Corey up for a coaching role with Wallara Community partner St Kilda Football club in their inclusive football program, SaintsPlay.

SaintsPlay is a program developed specifically for young people with development challenges and Corey has been a significant addition to the SaintsPlay coaching team. As a coach, Corey was also given the opportunity to chat with 2022 Senior coach Brett Ratten where he shared some jokes, tips and banter.

Amazing partnerships deliver amazing outcomes for our clients.



Making Impact

Where's Jesse?

Clients are encouraged to participate in what interests them as well as to try new experiences. It isn't often that you come across someone that is just keen to try everything offered to them.

Jesse is that person, he has a passion for woodworking and the emergency services and due to his enthusiasm to be involved in whatever comes along, has been recognised as the client that will give everything and anything a go.

Since 2013 Jesse has regularly featured in our social media posts. Here are some highlights of the experiences Jesse has been involved in.



iFilms and Stop Motion with Monash University

Wallara's iFilms program was challenged by Monash University to create a film about driverless cars. Monash staff visited our sites and sparked imaginations with conversations about this new technology. The clients of the iFilms programs rose to the challenge and created an awesome stop-motion video of what could happen if the driverless car technology was hacked by a cyber-criminal!

The film was received so well by Monash that it was screened on campus for students to enjoy.

This is just one of the many ways that we collaborate with our community partners, bringing new experiences and phenomenal outcomes for our clients.



Celebrating our People

Each year, staff are asked to nominate others for living our values and going above and beyond in their roles to assist others to do well in their own roles. Staff are nominated for Employee of the Year (an individual who embodies each of our core values) as well as champions of each of our individual values.

In 2022, at the Celebration of Awesomeness, an event for all Wallara sites to come together, showcase and celebrate their achievements of the year, the staff and service awards were announced. The event was held at Sages Cottage Farm and was the first time since 2020 that we were able to come together in person to celebrate.

The employee of the year award is highly contested each year. With the wonderful backing of Access Pay, the winner receives a generous cash prize as well as the accolade of Employee of the Year. 95 staff were nominated for either a Values Champion award or Employee of the Year award in 2022.



Employee of the Year 2022

Employee of the Year Runner Ups: **Angela Fye and Courtenay Smith**

Nominations for the Employee of the Year were received for staff across every division of Wallara and resulted in 3 clear standouts. Separating the 3 was extremely difficult, and for the first time the decision was made to have joint Runners Up and an Employee of the Year awarded.



Ange Fyfe
Sages Cottage Farm Support Lead

'Ange is a tireless worker, an exceptional Support Lead who supports her staff at all times, she has never-ending care and support of clients, and a cheerful demeanor.'



Courtenay Smith
Support Lead for Heatherton Rd & Roy Close

'Courtney is approachable for both staff and residents, she is not afraid to handle difficult or complicated situations, is always available to staff and the residents respect her and are always pleased to see her.'

Congratulations to the Employee of the Year, Daniel Fenn

Tell us about your journey at Wallara?

I started off at Wallara in production/logistics at the start of 2015 after being unsuccessful in getting long term employment in open employment. At the start of 2018 I started looking at how I could get back to working in IT. While it did take a little bit of time to get things sorted, the day has arrived for me to say goodbye to unloading shipping containers to working in IT.

Can you tell us about an achievement you are very proud of in your role

I would have to say that the achievement that I am proud of comes from many smaller achievements combined - developing new systems to improve the way staff complete their admin work, not only being in a more user-friendly manner but also reducing time spent performing those admin tasks.

How did you feel about being nominated and winning the Employee of the Year award

Being nominated is one thing. I admit that there were lots of people being nominated, all for their own reasons. Taking out Employee of the Year got me by surprise, I just didn't see that coming.

What do you love about your job

What I love about my job is that working in IT can be unpredictable in nature. One day I could be answering general IT requests/working on projects and the next day I could be notified of something big that doesn't come every day is coming and that I would be a part of it in some way. Even without those big moments, I still love the smaller unpredictable moments that come up.

“

Daniel is undoubtedly an employee that consistently goes above and beyond in his role. Forever thinking about ways to improve systems to make them more user friendly or to solve a problem. His positive attitude and sense of humor is always a pleasure to be around.”

“

Daniel is the star of Wallara! He goes above and beyond, never says it can't be done, always finds ways to innovate and make systems better!”



Values Champions

Congratulations to our Values Champions of 2022:



Do the Right Thing

Emma Zanin

'For always ensuring tasks are completed, houses are running smoothly and everyone is supported in doing their part'



Together we Make a Difference

Kaitlyn Haines

'Always treating everyone equally and encouraging teamwork'



Think Client First

Jamie-Lee Baron

'Everything Jamie-Lee does is first and foremost for our clients, followed closely by her staff.'



Have Fun/Celebrate Awesomeness

Emily Walter

'Always presents a happy face. Extremely kind to everyone. Suggests new ideas for fun activities for staff and clients.'



Be Creative/Push Boundaries

Persa Bajada

'Always finding engaging and fun ways to get clients to participate in programs and love what they do'



Logistics Awards 2022

Wallara Logistics recognise high performing Supported Employees with an Employee of the Year Award and Employee Encouragement Award. Nominations are received from both staff and supported employees.

Congratulations to the Encouragement Award winner

Kylie Schonewille

“Kylie works extremely hard in the kitchen and is always coming up with new ideas of recipes that we can make. She is also willing to help other team members out when they need assistance, and she is always there to offer some motivational words of encouragement.”

**Encouragement
Award Winner**

**Kylie
Schonewille**



Congratulations to the Supported Employee of the Year –

Andrew Prankhurst

“Andrew has worked with Wallara Logistics since 2012 and makes a consistent and considered contribution with every customer he works for as indicated by these nominations.”

“Andrew’s ability to extend his experience in various areas of logistics and assist others to learn how to work in logistics. He is always willing and ready to help in any capacity he can.”

**Supported Employee
of the Year**

**Andrew
Prankhurst**



Smashing Goals



Innovative Roles

With the shifting needs of clients and a focus on independent living and open employment opportunities, Wallara created two unique roles to support clients in meeting their goals.

James Ayling – Independent Living Advisor

James' role is to guide clients along their journey to supported independent living in either their existing home or a new home. The journey usually begins with attending recreational and social events and leads to supported holidays and short-term accommodation. James assists clients to identify specific independent living goals and to create a pathway to achieving them.

Wallara offers recreational and social activities during the term as well as during term breaks and has two superb accommodation options available to clients for short-term accommodation.



JAMES



CAROLYN

Carolyn Bloch – Open Employment Advisor

Carolyn Bloch is pioneering a new position as Wallara's Open Employment Advisor. She is incredibly passionate about seeing people achieve their employment goals and comes to Wallara with a wealth of experience in Disability Employment Services.

Carolyn's role involves identifying clients who want to progress into open employment and supporting them through that journey. It begins with an interview to discover each person's career goals, skill sets and level of desire. It also involves connecting with potential employers to understand the role that's required and the company's needs.

Suitable supported employees with the right skills and experience are identified and if there is a good match, Carolyn facilitates an introduction on site to give clients a better idea of what the role involves. The transition process includes work trials, targeted training and on the job support. The transition process isn't rushed, we want a positive experience for both our clients and our corporate partners and longevity in the open employment placement.



Employment

Work pathways and employment are big agendas for Wallara. We continue to expand the variety of roles available for clients as well as have a focus on careers and development. Currently we have supported employees employed in Logistics, Warehousing, Land Management (Horticulture), Hospitality, IT, Farm Hand, Media and Administration. We continually work to understand client interests and create opportunities to assist them to meet their employment goals.



Land Management Services

- 30,000 trees were planted in the City of Port Phillip
- LMS crews cut approx. 5.4 million square metres of grass, which is 270 MCG's
- Our Monash University litter management crew walked in excess of 3.6 million steps each. That is equivalent to walking from Melbourne to Brisbane and back
- Laid approximately 13,500m² of mulch
- Provided employment for 15 people with disability



Café W @ 160 Bridge Rd

- 2,600 coffees served to clients, staff and visitors
- 6 Board room lunches catered for the Dandenong Chamber of Commerce
- 14 Supported employees
- 90 sales per day



Wallara Logistics

- 132 supported employees Warehousing, Packing and Kitting
- Covid Response - 7000+ air purifiers and 29,000 filters delivered to 200+ schools in 5 LGA's
- St Kilda Football Club – 51,000 individual merchandise products picked, packed and dispatched for 18,000 orders
- Checkpoint - 5 million security tags sorted and reassembled
- Princes Laundry - 7.5 Million pieces of linen sorted and folded
- KAO Australia – 7.6 million Biore nose strips counted, boxed, sealed and shipped to supermarkets nationally



The Mamas

Embarking on an innovative employment collaboration, Wallara and Afri-Aus Care have provided 20 casual positions for African women in the City of Greater Dandenong. Affectionately known as the Mama's, the women have become an integral part of our Logistics crews working in hybrid teams with our Supported Employees.

The collaboration has been so successful that we are looking at more ways to engage with the women and families connected to Afri-Aus Care, providing this underprivileged community with the purpose and dignity of work.

Partnerships

Our partnerships are as diverse as our clients. We believe that by partnering with different organisations we can achieve better opportunities and outcomes for our clients and greater social change than we can provide on our own. We thank and appreciate all of our partners and shine some light on the way that we work together with the following stories.

KAO KAO Australia

Our partnership with KAO Australia spans more than 12 years and we couldn't be prouder to work with an organisation that aligns so well with our own values. The variation of assembly work provided enables continuous learning and growth opportunities for our clients. In 2022, our partnership grew to greater heights with the recognition of Wallara on the Biore Nose Strips packaging by proudly including our logo and mission. Wallara and the work we do is now on display in Coles, Woolworths and Chemist Warehouse to name a few large retailers.

We also welcomed the KAO leadership team to Wallara Logistics for their monthly leadership meeting and the broader Consumer Care Team to Sages Cottage farm for a disability immersion day. A wonderful partnership that continues to grow and has endless opportunities.



St Kilda Football Club

Since 2018 Wallara has been a community partner of the St Kilda Football Club and the partnership has grown from strength to strength in that time. Commencing with a facilitated leadership team offsite in the barn, to the entire club (staff and administration) spending a day immersed at Sages Cottage Farm building pathways and garden beds, a Wallara client completing a media work experience opportunity to more commercial aspects with Land Management services maintaining the grounds at the Home of the Saints in Moorabbin and Wallara Logistics fulfilling online merchandise orders. It is a holistic partnership providing benefits to both organisations.



Partnerships



Frankston RSL

Partners since 2016 the Frankston RSL has created great opportunities at Sages Cottage Farm for clients to build their skills, knowledge, and pathways in horticulture. It is with thanks to the Frankston RSL that Sages Cottage Farm has a polytunnel and wicking bed field that clients plant and harvest fresh farm vegetables, herbs, fruits and plants providing Sages Café with farm fresh produce.

Frankston RSL have also generously donated further funds throughout their partnership for maintenance of paths, driveways, and animal enclosures.

With our growing hospitality pathways, we are now working on deepening our partnership further with the exciting proposition of open employment opportunities for our clients.



Dandenong Chamber of Commerce

Becoming a member of the Dandenong Chamber of Commerce has provided numerous opportunities for Wallara and our clients. As a member we host the monthly Best Business Lunch Series at Wallara Logistics, opening our facility and organisation to 20 new local businesses. CEO Phil Hayes-Brown addresses the luncheon about Wallara's purpose and mission, and Café w @ 160 caters, providing the opportunity for Supported Employees to prepare and present a boardroom lunch.

Businesses attending the luncheon are given an opportunity to tour the Logistics Facility and to meet Supported Employees and Support Coaches.

Each luncheon presentation was videoed by Wallara Productions, providing the Chamber with a library of content to use on digital platforms.

Benefits of the partnership to Wallara:



33 new businesses introduced



80 new business people introduced



5 business networking lunches held



1 networking evening event held – 50 attendees



MONASH
University

**Wallara and Monash celebrate a 5-year collaboration
and continue to build on this unique partnership.**

Keep On Learning (KOL)

This pre-service teacher program with the Dept of Education runs for a term (10 weeks) with two pre-service teachers working on literacy with a Wallara client on location at Monash on a weekly basis. The KOL graduation ceremonies are truly something to be seen and the evidence shows this program is raising the capacity of tomorrow's teachers so that schools can be more inclusive. The KOL program has led to Monash's success in obtaining a \$300K+ grant to develop new assessment tools for financial literacy and has opened the tertiary education campus experience at Clayton to people and families that never thought it was possible.

Keep on Learning Health and Fitness.

Off the success of the KOL literacy program, an extension was developed into physical education led by Dr Ruth Jeanes at the Monash Peninsula Campus. A 10-week program to provide pre-service teachers with invaluable experiences in inclusive education in fitness while also improving the fitness of Wallara clients.

STEAM program

Dr Kirsten Ellis from Monash's Assisted Technology faculty has been working with us to make technology more accessible for people with disabilities through arts and creativity. The program is successfully running at 3 Wallara sites and we look forward to partnering to launch our mobile Science, Technology, Engineering, Arts and Mathematics (STEAM) Van, taking inclusive technology to more Wallara sites.



Quality at Wallara

Wallara is passionate about investing in its staff and providing them with the training, support and tools required to be the best version of themselves. We strongly value the ability to continuously innovate, and our LEAD program is one of the ways we enable staff to do this.

Wallara's LEAD program has been running for several years, and since inception more than 60 people have participated and graduated from the program. LEAD focuses on professional development and provides participants with the opportunity to better understand their strengths, areas to further develop and also a chance to take that next step in their career.

One of the great benefits of the program is for staff to hear from external experts in the area being focused on.

In 2022 the program entailed:

13  **participants**

13  **mentors from the management team were matched to staff participating**

6  **external facilitators**

9 **leadership sessions were delivered**



- Working to your strengths
- Health & Wellbeing / Work & Life
- The Wallara Way (Values based working)
- Lessons from Leaders
- Managing Expectations
- Communication is Leadership
- Influencing
- Vision and Strategy
- Coaching and Inspiring your team

Client Survey

Annually, Wallara clients, their families and/or carers are given the opportunity to share their feedback on the services they receive.



Across the 2022 year, based on feedback from the 2021 survey we implemented the following:

- Individualised client planning (SAAM plans)
- Reintroduction of Potter Coffee, Companion Animals and Keep on Learning (KOL) to our Learning & Lifestyle programs
- An online booking system for Recreation and Social events
- Employment of an Independent Living Advisor to support clients with housing options and an Independent living pathway
- An Independent Living Unit and a Wallara BnB for Short-Term Accommodation (STA) stays

A summary of some of the 2022 Client Survey Results



of clients said they liked coming to Wallara



of Accom residents said staff have the skills and training to support them



of L&L clients said staff have the skills and training to support them



of clients are happy with how Wallara communicates with them



of Supported Employees said staff have the skills and training to support



of clients enjoy the range of events/ activities offered in Explore Activities Week

What Clients had to say



“
Because there is a lot of different things to do, really good coaches, the learning aspects of the Campus are very good. It's just a great place to be.
”

“
I am well supported by all my support coaches and they make sure I am enjoying myself.
”

“
I am well looked after, encourage to try new duties and not pushed into just being there to make up the numbers I am made to feel important and what I am doing is important.
”

“

PLC is warm clean and comfortable and easy to get to. Logistics is a big place but with my Carer Jodi I manage OK. The Wallara Shop is fantastic especially when I have Steph as my coach.

”



“
Being able to work with and make friends with some of my fellow employees that also have a disability.
”



Social Impact

Corporate volunteering is a rewarding and meaningful way for businesses to contribute to the community and support their Corporate Social Responsibility objectives. There are many benefits to volunteering at Wallara that include a huge sense of achievement as a group, team bonding, having a memorable experience that will be talked about for months to come and being part of programs normalising disability.

Corporate, Schools, Community Groups or Individuals who volunteer help us to reach our mission of driving social change in the community to empower people with different abilities. Some of the highlight Corporate immersion days in 2022 included:

Monash Business School and Kao Australia

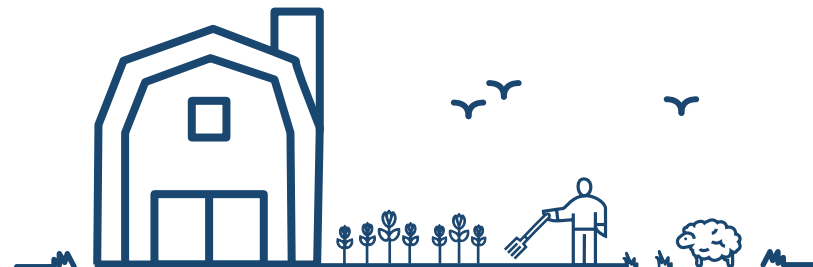
40 staff from both Monash Business School and Kao Australia each spent a day at Sages Cottage Farm, raising their awareness of the Disability sector, NDIS, Wallara Australia and how the farm helps drive Wallara's mission. Each immersion day included an address by CEO Phil Hayes-Brown followed by getting involved and working alongside Sages clients in their regular programs maintaining the farm.

Reflections from Monash Business School

- “ Great day with genuine and authentic hosts. All the coaches were fantastic. Thanks team Sage Farm
- “ It was great to see the way different coaches interacted with the clients. It was wonderful that all clients were given the opportunity to talk and interact with our groups as we rotated through the day.
- “ It was an amazing insight into what “disability” means and the huge differences and needs for each individual and how we as a community can support them to make such a huge difference in their well-being and independence.

Reflections from Kao Australia

- “ This was the best part of the conference
- “ Loved it
- “ Can we go back as part of volunteer days
- “ Beautiful setting for team building days



Amazon

The leadership team at Amazon attended a disability awareness and immersion day at Wallara Logistics. Embarking on a journey of employing people with disability, Amazon were looking for an opportunity to educate their leadership team and gain a better understanding of working with people with disability.

The team received an address by CEO Phil Hayes-Brown covering the work Wallara does, the NDIS as well as Supported and Open Employment. Wallara Logistic Job Coaches also shared their learnings of working with people with different abilities. The Amazon team were taken on a tour of the logistics facility which included introductions and hearing from Supported Employees about their roles and employment goals.

“ A big thank you to the team at Wallara, the feedback has been very positive and importantly useful to help with our learning journey. It is amazing and the buzz with the team afterwards was something else and understanding what is possible.



Amazon Leadership Team

Client Stories

With 500 amazing clients that attend Wallara in learning & lifestyle, employment or live in one of our houses, there are so many great stories that could be told. There is never a dull day at Wallara, always an adventure, an achievement, or a heartwarming moment to share. From this enormous library of life captured in picture and film we have selected a few highlights.

Cooking up a storm

Hospitality pathways at Wallara are growing from strength to strength and in 2023 we will operate 3 cafes and multiple pathways programs for clients into supported employment and opportunities for open employment.

Clients at our Learning & Lifestyle hub at Ebdale in Frankston excelled in their hospitality program under the experienced guidance of chef Tim Hollands. A big thank you to the Frankston City Council for making this exceptional program possible.



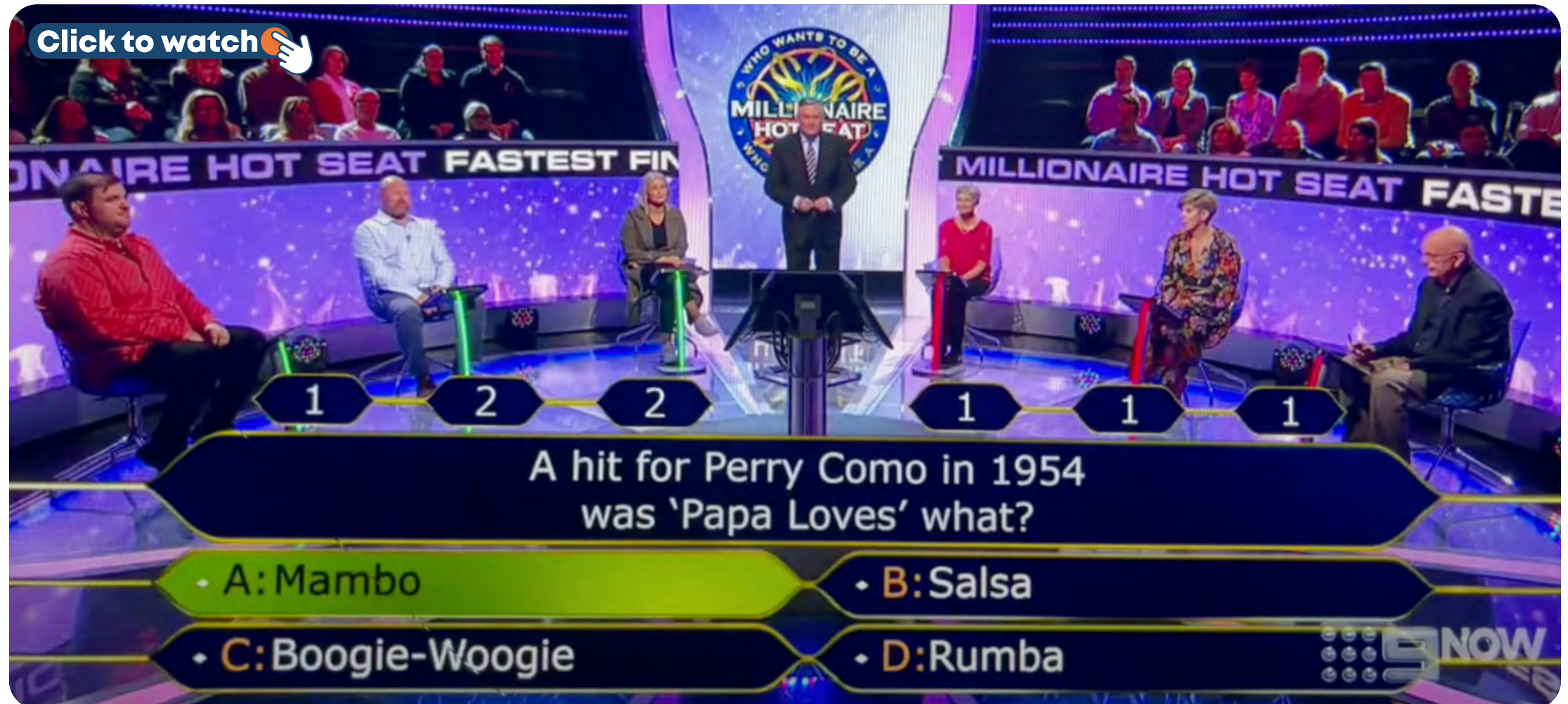
Uniforms, Sirens and Badges

Having a planned or unexpected visit with emergency services people is always a delight for both clients and coaches. The generosity of time in chatting with our clients and the experiences offered for clients to be a member of the team for a short period always end in big smiles and laughter. A wonderful way to be part of the community and to thank the services for all that they do.



Hot Seat Dean

Not everyone gets their 5 minutes of fame on national television, but after much preparation, patience and a lot of enthusiasm Dean Bouzoukis got his moment and made a huge impression. It's one goal to be on the show as a contestant but Dean stepped that up with a challenge to takeover as the next host.



Senior Leadership Team



Phil Hayes-Brown
CEO



Jonny Lee
CFO



Janet Lloyd-McNelis
General Manager –
Service Delivery



Simon O'Brien
General Manager –
Employment



Lisa Laing
Senior Manager Marketing,
Communications &
Partnerships



Ellen Burns
People, Learning &
Safety Manager



Romaine Kakoullis
Senior Manager Quality
Practice & Safeguarding



Raymond Lee
Land Management
Services Manager

Board Members



David Willersdorf
Director



Katie Symonds
Director



Mark Cowley
Director



Philip Scorgie
Director



Michael Butler
Director



Steve Michelson
Director



Paul Garrett
Director



Helen Keheler
Director



Jane McLennan
Director

Contributors, Donors, Corporate Partners

Contributors

- Phil Hayes-Brown
- David Willersdorf
- Julie Cosgriff
- Bella Firth
- Lisa Laing
- Jay Pinkster
- Ben Van Raay
- Jordan DeWitt

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- Tamara McCurdy

Corporate Partners



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Financial Report

Statement of financial position

Year ending 30 June 2022

	2022 \$	2021 \$
Current assets		
Cash and cash equivalents	3,344,910	4,601,197
Trade and other receivables	1,235,354	1,222,184
Other assets	1,289,455	509,448
Total current assets	<u>5,869,719</u>	<u>6,332,829</u>
Non-current assets		
Other assets	47,810	43,608
Property, plant and equipment	9,450,587	8,243,621
Lease assets	4,466,364	4,901,077
Total non-current assets	<u>13,964,761</u>	<u>13,188,306</u>
Total assets	<u>19,834,480</u>	<u>19,521,135</u>
Current liabilities		
Lease liabilities	781,962	732,265
Payables	638,623	808,380
Provisions	2,553,296	2,654,282
Other liabilities	70,177	181,971
Total current liabilities	<u>4,044,058</u>	<u>4,376,898</u>
Non-current liabilities		
Lease liabilities	4,159,153	4,561,814
Provisions	102,840	97,191
Total non-current liabilities	<u>4,261,993</u>	<u>4,659,005</u>
Total liabilities	<u>8,306,051</u>	<u>9,035,903</u>
Net assets	<u>11,528,429</u>	<u>10,485,232</u>
Equity		
Reserves	2,320,004	1,149,250
Retained earnings	9,208,425	9,335,982
Total equity	<u>11,528,429</u>	<u>10,485,232</u>

Statement of profit or loss and other comprehensive income

Year ending 30 June 2022

	2022 \$	2021 \$
Revenue and other income		
Revenue from contracts with customers	21,833,423	16,258,003
Other revenue and income	1,824,594	2,146,631
JobKeeper income	-	6,095,400
	<u>23,658,017</u>	<u>24,500,034</u>

Less: expenses

Administrative expenses	(156,830)	(351,779)
Bad and doubtful debts expense	(10,000)	(31,949)
Contractor expenses	(355,019)	(309,625)
Depreciation and amortisation expense	(1,269,854)	(976,384)
Employee benefits expense	(18,597,007)	(18,099,838)
Finance costs	(188,240)	(206,334)
Fuel, light and power expenses	(191,864)	(236,324)
Information technology expenses	(462,620)	(443,753)
Loss on sale of non-current assets	(60,915)	(136,761)
Property expenses	(957,935)	(826,533)
Transport expense	(257,602)	(79,801)
Other expenses	(1,277,688)	(1,090,085)
	<u>(23,785,574)</u>	<u>(22,789,166)</u>
(Loss) / profit for the year	<u>(127,557)</u>	<u>1,710,868</u>

Other comprehensive income

Items that will not be reclassified to profit and loss

Revaluation of land and buildings	1,170,754	-
	<u>1,170,754</u>	<u>-</u>
Other comprehensive income for the year	<u>1,170,754</u>	<u>-</u>
Total comprehensive income	<u>1,043,197</u>	<u>1,710,868</u>

Statement of cash flows

Year ending 30 June 2022

	2022 \$	2021 \$
Cash flow from operating activities		
Receipts from government departments	19,883,987	15,072,932
Receipts from customers and non-government grants	5,252,162	5,093,873
Government subsidies received	-	6,095,400
Payments to suppliers and employees	(24,928,557)	(23,511,317)
Interest received	9,593	7,557
Finance costs	(188,240)	(206,334)
Net cash provided by operating activities	<u>28,945</u>	<u>2,552,111</u>
Cash flow from investing activities		
Proceeds from sale of property, plant and equipment	6,443	43,436
Payment for property, plant and equipment	(508,765)	(490,537)
Net cash used in investing activities	<u>(502,322)</u>	<u>(447,101)</u>
Cash flow from financing activities		
Principal portion of lease payments	(782,910)	(694,885)
Net cash used in financing activities	<u>(782,910)</u>	<u>(694,885)</u>
Reconciliation of cash		
Cash at beginning of the financial year	4,601,197	3,191,072
Net (decrease) / increase	(1,256,287)	1,410,125
Cash at end of financial year	<u>3,344,910</u>	<u>4,601,197</u>



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