2018 Annual Report
Inala’s 2018 Annual Report provides a summary of our operations during the 2017–18 financial year. It also reflects the stories within our community; the many individual achievements at Inala throughout the year; and the range of opportunities for all to re-imagine possibilities, make connections and grow.

Dovid Rona

Dovid Rona, an artist who has been an active member of Miroma for many years, has a strong grasp of his individual sense of style and design. He can work with small, detailed designs as well as bolder, more expressive styles, using great blocks of colour. Dovid’s broad smile and sense of pride while in action in the art room paints a thousand words.

For more information about our art program at Miroma, or to purchase artwork, please contact 9337 5167.

Dovid and Carlos in the art room.
Celebrating Individuality

Founded together with families in 1958, Inala remains committed to providing the highest quality support to individuals living with disability through our individualised and flexible Accommodation, Day and Community Supports.

Inspired by the work of Rudolf Steiner, our human-centred approach recognises the unique abilities and contributions of each person. We are proud of our reputation for excellence and are known for the warmth and individual support we show each individual and their family.

In this our 60th anniversary year, we are especially grateful for the support and strength of our wider community, which enables us to provide each person with opportunities for personal growth, skills development, self-esteem, independence and community involvement.

How has the work of Dr Rudolf Steiner influenced Inala?

Dr. Rudolf Steiner (1861–1925) was an Austrian-born educator, artist and philosopher. Our founding inspiration based on his work is a picture of a human being as a unique individual who enters the world with a unique destiny to create a life of meaning, purpose and relationships through body, soul and spiritual capacities. We recognise the spiritual nature and wholeness of individuals regardless of ability or disability, gender, race, creed or background, and we cherish the authentic personal relationships that are at the heart of a human-centred community.

When I joined Inala in November 2017, little did I know that I had joined much more than an organisation, but a close-knit community of individuals whose sole aim is to enhance its members’ wellbeing and ensure they thrive. Everyone is recognised, regarded and appreciated for who they are and their unique contribution. In the time that I have been here, I have witnessed firsthand the impact that the Steiner ethos has on the lives of the people we support, which is truly enriching their lives and those of the staff too.

Nathalie Neveu

At Inala, we are committed to ensuring that everyone we support has the opportunity to CREATE lives of meaning, CONNECT with one another, and GROW to discover what’s possible.

Our MISSION is to provide the highest quality, human-centred services that recognise and support the abilities, aspirations and development of individuals living with disability.

Our APPROACH is based on the belief that each person has the ability and the right to create meaning in their own life. We support each individual’s personal aspirations, development and direction.

Our VALUES are love; empathy and compassion; respect for the individual; integrity; and creativity and innovation.

Our VISION is for a community that is conscious of all its members and where each individual is able to make their unique contribution.

We do this through a variety of individualised and flexible Accommodation, Day and Community Supports throughout Sydney’s North West and Hills districts and the Eastern Suburbs.
As the celebrations surrounding our 60th year come to a close, I am delighted with how the Inala community has come together to recognise our past and celebrate our future.

We have held a family garden party, a cocktail party for siblings, a volunteer afternoon tea and a special golf day at the NSW Golf Club in the presence of His Excellency General The Honourable David Hurley AC DSC (Ret’d), Governor of New South Wales.

In addition, our regular functions such as the Inala Fair, the Castle Hill Golf Day and the Sportsman’s Lunch have all been successfully conducted. Moreover, the passion for Inala and the work we do has been evident on each occasion in the enthusiasm that has greeted each event by everyone involved.

Last year I referred to our then recently developed strategic plan and the measured growth in Inala that underpinned it, particularly in the area of Accommodation Services. During this year our Executive Team has worked diligently with the Strategic Development Committee and the board to further crystallise our plans in the light of the changes in our operating environment, including the complexities of the NDIS – and indeed all the issues that inevitably arise in a year – with skill, good humour and a determination to maximise the quality of life for all our clients.

Thanks also go to my fellow directors for your support and guidance. In particular, I would like to acknowledge the contribution of Ian Hyman OAM, who retired from the board early this year.

Finally, I would like to acknowledge the huge contribution made by our staff, who so often go above and beyond in the care of our clients. This has never been more evident than in this our 60th year with the sad passing of several long-term clients.

Special thanks go to all those whose day-to-day contributions mean that Inala can function to such a high standard. The commitment of our volunteers, families, carers and staff to work in the best interests of our clients is – and will continue to be – fundamental to Inala in the years to come.

Bill Best

As patron over the last twenty years, I have been in awe of the changes that individuals and their families experience by being part of this community.

Blanche d’Alpuget

Our Board of Directors

The members of the board have a broad range of knowledge and experience in many business and commercial areas to support the vision and governance of Inala.

Bill Best

Chairman

Ian Copp

Richard Gibb AM

Kimberley Holden

Judith Howard

Tina Lee

Kim Nicholas

John Rumpler

Treasurer

John Wilshire
Inala was founded on the creativity, initiative and generosity of individuals, and is nurtured by the relationships and support of all those connected with it. We look forward with enthusiasm to the challenges and opportunities that the future years invite. As we look back on the year 2017-18, we celebrate not only the many achievements of our organisation and its exceptional services, but we also celebrate over 60 years of Inala’s development as a rich, intentional and inclusive community.

Highlighted within this report are some of the many developments at Inala over the year. Many of these are the culmination of much planning and committed work, such as the Main Home Devolution Project, whereby twenty-three residents moved out of the main residence into brand new, purpose-built homes in the community. This would not have been possible without the support of friends and colleagues from Family and Community Services (FACS), the NASR Group, Urban Growth, our Parent Committee and of course clients, staff and families. The residents have all transitioned into their new homes and are actively involved in the day-to-day running of their home. It is more than just new buildings; it is about making a house a true home.

We also take this opportunity to celebrate the many achievements - small and large - that are the result of the ongoing initiative and daily commitment by everyone involved to improve the quality of life and opportunities for all individuals at Inala.

Our annual art exhibitions - Art and Soul at Miroma and Flourish and Like a Diamond in the Sky at Dulkara - were well attended by over 200 people. Work by individual artists such as David Ryan and Jethro Trevitt were among the 80 plus pieces exhibited, and an additional delight at the Dulkara exhibition was being treated to catering from our TAFE Hospitality participants.

The ongoing development of opportunities to enrich the daily experiences of our clients is present in the many new programs and projects developed by all services and homes. From building coops, raising chickens and collecting eggs to constructing gardens and growing vegetables delivered with a smile to fellow clients and staff. From participating in Disability Surfing Australia events and new arts and music programs to community involvement and volunteering programs such as Meals on Wheels, Clean Up Australia Day and Good Neighbour, clients delight in being part of and giving back to the wider community.

Other highlights throughout the year have again made so apparent the depth of generous support from friends and supporters for the work of Inala and its focus on genuine individual outcomes. The enormous success and support enabled by fundraising events such as the Inala and Miroma Golf Days, the Inala Fair and the Charity Lunch. This is in addition to the various appeals, grants and corporate volunteer projects such as the Deloitte Impact Day. Not to mention the St Ignatius’ College, Riverview, and Pacific Hills Christian School volunteer days among others that provide us with the means to constantly improve our supports in so many practical and critically needed ways. We also hosted a special thank you volunteer afternoon tea throughout the year and again, we sincerely thanks go to each and every supporter for their generosity and contribution.

Our Executive Team

With Joint CEOs Rebecca van Bilsen and Martin Porteous, the Executive Team manages the main functions of Inala’s Accommodation and Day Services and Community Supports across the North West and Eastern suburbs as well as Maintenance and Communications and Engagement.

The Executive Team (from left to right): Kerry Ballard, Accommodation Services Manager; Lucy Regan, Communications and Engagement Manager; Nathalie Neves, Day Services Manager, Eastern Suburbs; Rebecca van Bilsen, Joint CEO; Daniel Puttlitz, North West Day Services Manager; Martin Porteous, Joint CEO; Deryk Andrew, Finance Manager; Mario Borg, Property and Maintenance Manager.

Throughout the year the Executive Team and the Inala Board also undertook a comprehensive strategic planning process. As we embark on the next stages of development, we are faced with several very significant external factors – two key ones are the NDIS and its complete re-design of the whole structure of disability support, and the impact of the North West Rail nearby.

We are also acutely aware of the ongoing, changing – and at times urgent – needs of clients and families, both those currently accessing some of our services and also those at need in the wider community.

The strategic planning process incorporated feedback from families from the most recent survey regarding priorities for the future. There were several clusters of priorities, with the most prominent key areas relating to:

• the provision of more Accommodation
• the expansion of places and increased flexibility of hours in Day Services
• support for those individuals with increasing age-related and medical needs
• maintaining the Steiner ethos and the quality of service and supports

We sincerely thank the Inala Board for their extraordinary individual and collective commitment, expertise and support. We are indebted to our colleagues - executive, management and dedicated staff members. And we extend our gratitude to all the families, supporters and friends of Inala, most especially to those individuals who inspire all our work – our clients.

We look forward with optimism and enthusiasm to creating the future together.

Rebecca van Bilsen and Martin Porteous | Joint CEOs
To support their children with disability, together with Dr Joachim and Mrs Kyra Pohl, eight families established a school named Inala in a stately home called Karimi on Castle Hill Road in 1958.

Today, Australia is a very different place. But the desire to create opportunities, to connect with one another and the community and to grow in independence, confidence and skills remains the same.

In fact, it is still as relevant and necessary today as it was when the pioneering families mortgaged their own homes in order to purchase the land in Cherrybrook where Inala stands today.

For the first time I feel that we are not alone in trying to provide our son with a happy and fulfilling life.

Judy, parent

So too, Inala’s guiding approach, which celebrates the unique abilities of each individual and supports their aspirations and development in an environment of human warmth and dignity, remains central to everything we do.

Likewise, the rich social and cultural experiences and therapies that characterised our early years - music, movement, drama and the creative arts, crafts - still remain integral to Inala, while traditions such as community gatherings, performances and seasonal festivals continue in new forms.

Part of growth is change. And so, as the children grew and the demand for support services increased, Inala responded with new services and premises, and our expertise has become focused on supporting adults living with disability.

Inala is proud to be celebrating our 60th anniversary in 2018, and our rich and unique history.

We are grateful for the support of our community. Its strength has been integral to the success and growth of Inala over the past 60 years. We thank everyone involved for their generosity, time and commitment.

The future

Inala looks to respond creatively to the questions we face - the ever-increasing need for accommodation, the demand for high-quality Day and Community Supports, and the provision of appropriate support for mature-age members of the Inala community.

We look forward to the future where we can support more individuals to Create lives of meaning, Connect with one another, and Grow to discover what’s possible.

We look forward to the future where we can support more individuals to Create lives of meaning, Connect with one another, and Grow to discover what’s possible.
Inala provides two main streams of services: individualised and flexible Accommodation, and Day and Community Supports.

**Accommodation**

Based in the Hills district of northern Sydney, Inala has 14 homes and villas, each offering a warm and friendly environment of friendship and belonging.

Residents are part of a nurturing community where opportunities to connect with friends and family, and contribute to the day-to-day running of their own home, creates a rich, fulfilling experience.

Activities are developed from individual interests. Support options involve:

- independent living support
- flexible respite
- supported holidays
- health and wellbeing
- lifestyle and activities.

**Day and Community Supports**

Inala offers opportunities that are tailored to each individual in both community settings and purpose-designed facilities at Duikara (Centre for Life Skills and the Arts) in Cherrybrook; Mingara at Castle Hill; Wandana also in Cherrybrook; and Minorna in Bellevue Hill, Watsons Bay and Vaucluse.

We support people of all abilities and facilitate the ongoing development of each person through a vast range of individually chosen programs and activities including:

- TAFE certificate courses
- vocational and life skills training
- community involvement and participation, including volunteering
- health and wellbeing programs and specialised therapies
- creative art and craft programs.

In June 2017 Russell celebrated his 75th birthday in his new home Karimi with his sister Robin, brother-in-law Peter and friends, and is proud to be our oldest resident. Since moving into his new home, Russell enjoys helping out, vacuuming, unpacking the dishwasher and even painting a feature wall in his room. Russell also enjoys going on lots of outings, and visits friends and family, often having them over for a meal. He enjoys a home of his own, a home with his peers.

These beautiful new homes represent the fruition of many years’ work and bring to life Inala’s vision for our residents to move in to homes within the community. It is a major milestone and new chapter in Inala’s history, which we are pleased to see Russell enjoy.

Andrew Bak passed away early in 2018 in his own home at Inala surrounded by family, housemates and friends. A much-loved and respected member of our community, Andrew is fondly remembered for his gentle nature and friendship.

**ACTIVE COMMUNITY ENGAGEMENT**

- volunteer programs
- transport
- support
- travel

**SPECIALISED THERAPIES**

- music
- art
- speech and drama
- eurythmy
Moving in to new homes

A tremendous highlight and a milestone for Inala has been the completion of the move of 23 residents from the Main Home into five purpose-built homes: their own homes. The moves began in April 2017 and were complete by August 2017 with residents moving into Alkira and Orana in July and Houen and Mulaya in Castle Hill in August.

The new homes were officially opened by the Hon. Ray Williams MP, Member for Castle Hill, Minister for Multiculturalism, and Minister for Disability Services, who thanked and acknowledged all those involved in the success of the project.

The changes for residents have been profound – including new skills, experiences, and renewed vigour. All are enjoying greater independence, confidence and sense of belonging from being in their new homes.

A time to celebrate

Our 60th anniversary year has provided many opportunities for us to come together as a community and acknowledge and celebrate the founding families. It has also provided an opportunity to recognise the growth and achievements of the past 60 years and set the stage as we look to the future.

In February 2018 a garden party on the Inala grounds saw over 350 people celebrate this significant milestone. Inala Chairman Bill Best acknowledged the pioneering work of the founding families who together with Dr Joachim and Mrs Kyra Pohl bought the land at Cherrybrook and established Inala in 1958. We were grateful to have Mrs Susan Stuby, one of the founding Inala parents, reflect on her many years as part of the Inala community and convey her gratitude for the benefits to her son Geoffrey.

Nicole Eagling, whose daughter Renee attends Inala’s Day and Community Supports and has recently moved into Accommodation at Inala, acknowledged her gratitude for the love and respect shown toward her daughter and her feeling that Inala is part of their family.

One of the real highlights of the afternoon was the cutting of the anniversary cake by three of Inala’s founding residents - Andrew, Russell and Geoffrey.

“We are so very fortunate to have this home of peace. I am grateful to have witnessed the continued growth of Inala and for Geoffrey to have benefited.”

Susan Stuby

Accommodation Appeal

Just as the early founders were responding to the need to create a better life for their children living with disability and for their families as a whole, Inala is committed to providing Accommodation for the many individuals on our waiting list who are seeking a home.

Launched in this our 60th anniversary year, through this appeal, we are striving to offer more individuals living with disability the opportunity to create a life of their own, live in their own home, and to develop the life skills and confidence that this provides.

Our aim is to raise the $4.5 million required to build two purpose-designed homes in the Hills area of northern Sydney for 8–10 people. This is an ambitious target, but one that is needed and we believe is achievable over time with the support of the Inala community.

We urge you to contribute generously to this exciting project, which will change the lives of those living with disability and their immediate and extended families. (See page 32 for more information on our Accommodation Appeal.)
At Inala, our Accommodation is a home in the true sense of the word: one that nurtures the physical, mental and spiritual wellbeing of each person.

Based in Sydney’s North West, support options are based on individual interests and residents are encouraged to be as independent as possible in all areas of their life. Everyone is supported to be actively engaged in and contribute to the day-to-day running of their own home – from preparing meals and completing domestic tasks to contributing to activities like shopping, lawn mowing, washing and cooking.

Fortnightly Home Committee Meetings provide the ideal opportunity for each person to have their say about what happens in their home, including outing and activity choices as well as meal options.

YOUR HOME
Actively participating in the running of your home involves menu planning, shopping, cooking, washing and cleaning, for example.

LIFESTYLE
Enjoying a variety of leisure activities such as gardening, exercise, music, drama and sports.

FAMILY
Family members visiting and taking part in home life is an important part of building a warm and welcoming community.

COMMUNITY
Engaging in activities in the local community including cultural events, volunteer work, concerts, festivals and more, gives a sense of place and community.

FRIENDSHIPS
Developing friendships, encouraging self-expression and supporting independence. Each home is part of a warm and supportive community.

HEALTHY LIVING
Eating well and keeping healthy are an important part of supporting you in your home.

Each home accommodates between four and five residents. In some cases, the accommodation has been designed as a home with a villa attached (complete with separate kitchen and bathroom). This allows for support to be personalised, creating greater choice and independence. Each of the homes have lounge rooms where residents can gather to socialise, outdoor areas where families can spend time together, and other areas that can be used for quieter, more reflective times.

Naming each home was a collaborative effort between residents, their families, staff and the Inala community. Each name holds a special meaning for Inala.

Alkira an Aboriginal word meaning bright and sunny
Houen named in memory of the late Tony Houen
Kiah means peaceful place in Bunjalung
Mulla Mulla late resident Jonathan Arndell’s favourite football team
Mullaya an Aboriginal word meaning companion, my friend
Orana means welcome in Wiradjuri
Orion one of the brightest and best known constellations in the night sky

The Accommodation Inala provides goes far beyond services. Inala homes are a real place of belonging – not just bricks and mortar, but a home with a heart.

Rebecca van Bilsen, Joint CEO
Part of the family

Purchased as an auction prize at the Castle Hill Golf Day, Dave and Kim from Good Neighbour Plumbing and friends Venessa and Ross enjoyed a backyard barbeque with Coolamon residents in June. Peter, Anthony, Tony, David and neighbour Bree were fabulous hosts, proudly showing off their new home and entertaining their friends.

Dave from Good Neighbour Plumbing commented, ‘We were especially touched by the hospitality shown; we really felt like we were part of the family. It was a very special and moving day for us.’

Dreams come alive

Work on the new Cherrybrook Station opposite the Inala head office has begun. At a meeting with Northwest Rapid Transport (NRT), Inala Joint CEO Rebecca van Bilsen mentioned that Ian, one of our residents, has a lifelong passion for trucks.

After some preparatory work and safety checks, NRT and Inala staff surprised Ian with a visit to the Cherrybrook Station site to make his dream of being in a truck come true. Ian, also known as Truckie, was kitted out in safety gear before getting in to an earthmover that was moving material to build the new road in the precinct. He also helped suppress dust in a water cart and told some great stories over the two-way radio.

It was a day to remember for Truckie. Thanks go to everyone at Cherrybrook Station and NRT for making it possible.

Making waves

Inala has been taking part in events organised by the Disabled Surfers Association for many years. Run by volunteers, the days are full of new experiences, new goals and of course, lots of fun. It’s an opportunity to learn new skills too, and in some cases overcome fear. Rising to these challenges has provided everyone involved with a great sense of achievement.

This year, we were involved in two events on the Northern Beaches that were specifically designed for individuals living with disability. Many of those taking part hadn’t surfed before, but with support and encouragement, they embraced the opportunity and enjoyed their time in the water and on the beach.

A big thank you to the Disabled Surfers Association who bring so much joy to our residents.

There is such a sense of happiness – everyone contributes and feels good about their home and themselves. There are greater opportunities to get out into the community than ever before too.

Avinesh, Kiah staff member

A special place to live

Inala’s greatest achievements involve providing opportunities for individuals living with disability to Create, Connect and Grow. This can occur in many ways, but providing new, purpose-built homes cannot be underestimated in terms of the benefits and sense of belonging it gives residents.

This year saw the completion of the Main Home devolution that marks a milestone in Inala’s history. The final moves took place with five residents moving into Alkira and Orana in Castle Hill in July, and four residents moving into their villas Houen and Mullaya in Castle Hill in August 2017. In total, 23 residents of the former Main Home have moved into five new homes during 2017.

We are very grateful to the team of people who made the moves possible. We received wonderful support over the life of this project from Family and Community Services (FACS/ADHC), architect Anthony Nolan from Kennedy & Associates, builders Charbel Zeaiter and William Khamsi and Project Manager Peter Nasr from the NASR Group. Their attention to detail and dedication to the project is greatly appreciated.

While moving days were filled with much anticipation and hard work, all were completed seamlessly. Everyone was able to help and have been able to personalise their spaces, such as painting walls. Together, we have turned houses into homes. There have been birthday celebrations, barbecues and many cups of tea as we have all come together. The many outings have made life full and interesting, while being involved in day-to-day household activities has created opportunities for greater independence and a sense of responsibility and pride.

Best of all, friendships have deepened, confidence has grown, and the increase in skills and independence is visible.

‘There is such a sense of happiness – everyone contributes and feels good about their home and themselves. There are greater opportunities to get out into the community than ever before too.’

Avinesh, Kiah staff member

Birthday celebrations with family are very special.

The man comes to town – Ian’s lifelong wish comes true.
Day and Community Supports

“Inala’s rich variety of flexible support and community programs are tailored to individual goals and aspirations.”
Daniel Puttlitz, Day Services Manager, North West Suburbs

Working together with individuals and their families, we are continually creating and developing individualised lifestyle and community choices with a difference.

COMMUNITY INVOLVEMENT & VOLUNTEERING
Creating valuable connections and participation in the community through social outings, cultural activities and volunteering.

LIFE SKILLS DEVELOPMENT
Developing greater independence and understanding of life skills, including budgeting and hospitality skills.

CREATIVE ARTS & CRAFTS
Learning new skills and creating beautiful art and crafts in well-equipped and purpose-designed spaces.

HEALTH & WELLBEING
Staying healthy by participating in a range of exercise and leisure options and programs at local community facilities.

SPECIALISED THERAPIES
Self-expression, social connection and a sense of wellbeing is enhanced through art, music, speech, drama and movement, rhythmic massage and euryrhythm.

EDUCATION & LEARNING
Participating in pre-vocational training, TAFE certificate programs and learning about computers and work life provides opportunities to develop new skills.

TRAVEL TRAINING
Developing greater independence and confidence through travel skills.

COMMUNITY PARTICIPATION
Getting out and about in the community and enjoying activities with friends is important to a balanced life.

New TAFE programs

Our partnership with TAFE Northern Sydney for accredited TAFE courses continues to evolve. This year we added Art to our Hospitality, Ceramics, Horticulture and Bush Regeneration programs, providing further opportunities for skill development and greater choice for our clients and the wider community.

Participants in the Art and Ceramics program have been exploring a range of mediums and techniques, while our Bush Regeneration and Horticulture students have been nurturing the natives on the back property at Dulkara. Our Hospitality course remains popular and the students particularly enjoyed catering for the Dulkara art exhibition as well as other local community gatherings. These programs provide individuals with valuable skills that can be used at home and in their everyday life. Each student receives a Certificate 1 in workplace training, which increases their life skills and self-esteem. We currently have 41 students enrolled and look forward to developing these programs further in the future.

Dulkara Centre for Life Skills and the Arts

Dulkara, meaning rainbow, is a fully equipped, architecturally designed arts and community hub in Cherrybrook offering opportunities and support for individuals to engage in a range of courses and activities based on their interests and aspirations.

With more than 92 clients attending nearly 150 programs each week, Dulkara is a vibrant, busy arts hub supported by 50 dedicated staff who provide high-quality services, exciting activities and a centre of creativity and warmth.

In a for treat

Designer Chicks – a group of talented, local designers – have been coming to Rumples Cafe at Dulkara for over eight years. Every month there is a speaker and the Designer Chicks network while the TAFE Hospitality Group serves tea, coffee and refreshments. They have made, which is often themed.

Co-founders Lucia and Robyn, whose daughter Nicola attends Dulkara, decided to hold their meeting at Rumples Cafe as a way to support Inala. We are very grateful for their support, and the cooking students particularly enjoy preparing something special each month.

We enjoy coming to our meetings at Dulkara because we love the atmosphere, the great food and the friendly service.

Robyn, Designer Chick

Keeping it fresh

Every week the Fruit and Veg Group head out to Windsor to select a range of fresh fruit and vegetables straight from the grower, which are then brought back to Dulkara to be individually boxed for friends, families and staff of Inala. It is a great opportunity to get to know the growers and understand what is in season. There is always much discussion on the trip there as the produce in the fields changes and agricultural practices are explained.

Bringing all the produce back to Dulkara and sorting it gives everyone an enormous amount of satisfaction and pride – especially when the customers who come to collect the boxes are so appreciative of the wonderful selection and the generous quantity in each box.

Art for all seasons

This year we were thrilled to hold two exhibitions. The first, held in September 2017, was titled Flourish. Our feature artist, David Ryan, a master weaver, potter and painter, embodied the theme of creative growth and change. In May 2018, Like a Diamond in the Night Sky was both a retrospective of art created over the years, including from many of our founding members, as well as more recent pieces by some of our newest attendees in the art program.

At both exhibitions, Inala’s artists and their artwork shone both collectively and individually. It is also a lovely, informal way for parents to spend time together, get to know each other and catch up. To everyones enjoyment, Like a Diamond in the Night Sky was also an opportunity for participants in the TAFE hospitality program to show off their catering skills in a more formal setting.

“Keeping it fresh”
Mingara
Individualised support for young adults

Located close to community facilities in Castle Hill, Mingara provides a range of specialised programs for young adults. Focusing on all-round personal growth, we support individuals to develop independence as well as fundamental living and social skills. Support is provided in the community, at our centre, or from individuals’ homes.

Throughout this past year, Mingara has continued its vital and collaborative work with 25 clients. Our main objective for Mingara has been to continue to provide opportunities that maximise the strengths of our clients and enhance independence while continuing to contribute to and engage with our community.

Focus on community
This year we have seen a renewed focus on our connections within our external community. Events such as the Easter Show allow everyone to experience new sights and sounds, while being involved in programs such as Meals on Wheels and volunteering at Bunnings allow us to socialise with others in the community.

Focus on friendship
Through programs such as Zumba and horseriding, we have been able to assist our clients connect with others and establish friendships outside of Inala.
The group that participates in weekly horseriding through Riding for the Disabled (RDA) have been doing so for many years and as a result have become very familiar with those who run the program. Clients have enjoyed seeing friendly faces regularly and their independence in all aspects has increased significantly. Many are now initiating and engaging in their own relationships with RDA staff.

Focus on the senses
Mingara has continued to explore opportunities for individuals to contribute to larger creative projects within the Inala community. The Sewing and Textiles Program was created to explore innovative ways to experience different textures (eg materials and cottons) and be part of the sensory experience of using a sewing machine.

These opportunities help us to break down barriers and strengthen ties between people – it has been nothing but positive.
Livian Jones, Assistant Manager
North West Day Services

“At the beginning of 2018, children from the local preschool joined us for a craft session and morning tea. It was heartwarming to see Mark, Troy, Mickey, Amy, Ato, Richard and Simone share their craft skills with the children and, in turn, the children share their excitement and laughter with all of us.”

Wandana
Wellness, Creative Arts and Life Skills Centre

Wandana is specially designed to support individuals with high and complex support needs in a nurturing and therapeutic environment. Opportunities for personal growth, creative and social development as well as health and wellbeing are created both at Wandana and within the community.

These opportunities help us to break down barriers and strengthen ties between people – it has been nothing but positive.
Livian Jones, Assistant Manager
North West Day Services

In April 2018, clients from Mingara and Wandana attended the Premier’s Gala Concert and an art session at the Museum of Contemporary Art (MCA) in Sydney through the Bella program, which connects people living with disability with contemporary art.
Visiting the MCA was a great opportunity for everyone to experience a range of visual and sensory experiences, and the staff at the museum made everyone feel welcome and supported.

Some of us spent a couple of days sailing on Sydney Harbour in June with Sailors with Disabilities (SWD). The volunteers made sure that everyone was as hands on as possible and really enjoyed the experience. For someone with higher support needs, to be able to feel the rhythm of the water, the wind in their face and the sights on the water can be life changing.

“Participants who are tentative are challenged, and then overcome their fears. By the end of the day, they have developed really positive attitudes and confidence in themselves.”
Mike Muir, Sailors with Disabilities

Card making
For Lucy, family and loved ones are the centre of her universe. Being able to make cards that celebrate milestones and important events as part of our Card-making Group is something that gives her immense satisfaction.
The weekly special luncheon on Tuesdays continues to be a hit with special guests who are invited to enjoy the gourmet meal. Woollahra Council commented, ‘It’s fantastic to see the cooking program in action and the kitchen being put to good use. Everyone was so welcoming when we came for lunch.’

‘As parents, it’s great to know that when our adult children walk through the gate at Miroma they’re in a place where they can feel safe. This is their place and they feel privileged to be a part of it.’

Murray Robson, parent

Making music

A Sound Life’s volunteer musicians have, for over three years, delivered weekly interactive music sessions at Miroma. These sessions include song, dance, movement and different instruments, which develop rhythm, encourage relaxation and creative expression, as well as songwriting and performance skills.

Once a week an interactive music session is also held in the midst of Cooper Park, in a circle around a beautiful tree. The sessions combine energised music participation with more chilled relaxation time toward the end, and individuals can participate as much or as little as they feel like. A Sound Life also supply us with yoga instructors, and the sessions have contributed to improving flexibility and strength for participants.

Miroma is very grateful for our association with A Sound Life, which has included performances at festivals and art exhibitions, and for the direct way they bring both joy and strength for participants.

For more than 20 years, Inala has been volunteering with Meals on Wheels to assist elderly residents in our local community. Gordon has been committed to the cause for over 17 years and looks forward to this activity each week. He has his own assigned regulars and delivers meals with a friendly hello. But it’s about much more than just delivering meals. The house visits are wonderful social interactions and build personal community connections, which is appreciated by both our clients and the recipients of the meals.

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Gordon checking the Meals on Wheels schedule. Lachlan moving a neighbours' bin as part of our Good Neighbour program.

Clients from both our Accommodation and Day and Community Supports actively and enthusiastically participate on an ongoing basis in community volunteer programs and give back through initiatives in our local community. Inala’s North West and Eastern suburbs Day Services have developed the innovative Good Neighbour Program. Clients provide much-valued assistance to neighbours in their local communities through daily or weekly chores and tasks such as dog-walking, gardening, weeding, general clean-ups and lawn mowing. It is one way we can be directly involved and contribute to our community. Everyone involved loves getting out, helping out, and being in touch with different people.

As part of our work skills program initiative, our team regularly collects recycled paper waste from local offices before shredding it for compost, which is used in the local councils’ community gardens. The Inala garden team tends plots in the community garden and the produce grown is picked and used in our cooking program. Once a week, family and friends and other special guests join participants for lunch, enjoying the produce.

Our Crusaders of the Coast project along the shoreline of Watsons Bay continues to be a popular activity. Every week, members of our team gather to remove the increasing rubbish (plastic bags, straws, cans and bottles) along the beach and surrounding pathways. Like our annual involvement in Clean Up Australia Day, it is an important way of taking an active role in creating a cleaner environment.

We have also collaborated with Reverse Garbage in Marrickville has seen clients at Miroma make pom-poms from recycled banners and swing tags from leftover card, which are used for pricing and displays at their shop, among other tasks.

It’s great that we can provide a meaningful activity to clients at Inala. By reusing materials, they give a really professional look to our Reverse Garbage store.”

Kirsten Junor, Retail Manager Reverse Garbage

Clean Up Australia is an annual community activity that we all look forward to.

Giving back to the community

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Each year all Inala services offer ongoing student placement opportunities for high school students. TAFE and university course practicums and overseas volunteer placements, enabling young students valuable opportunities for ongoing real-life learning.

International Day of People with Disability

In December 2017 Woollahra Council hosted this special event to celebrate the contributions, skills and achievements of people living with disability. Families and friends from Inala, Holdsworth Community, Jewish Care and the local community came together to enjoy the live music and dancing. Thank you to the talented musicians from A Sound Life, who generously donated their time.

and Leah Ferry, Community Development Officer from Woollahra Council for making this event happen.

‘You are doing amazing work in our community.’

Leah Ferry, Community Development Officer from Woollahra Council

Our three centres at Bellevue Hill, Vaucluse and Watsons Bay are located in close proximity to each other. Together they provide opportunities to explore different aspects of personal development, artistic growth, independence and pre-vocational skills, both at the centres and within the community.

We are all enjoying the fantastic new kitchen facilities at The Gunyah, which were kindly organised by our longstanding supporter, Woollahra Council. We are now privileged to be a part of it.

Leah Ferry, Community Development Officer from Woollahra Council

The special luncheon on Tuesdays continues to be a hit with special guests who are invited to enjoy the gourmet meal. Woollahra Council commented, ‘It’s fantastic to see the cooking program in action and the kitchen being put to good use. Everyone was so welcoming when we came for lunch.’

‘As parents, it’s great to know that when our adult children walk through the gate at Miroma they’re in a place where they can feel safe. This is their place and they feel privileged to be a part of it.’

Murray Robson, parent

Making music

A Sound Life’s volunteer musicians have, for over three years, delivered weekly interactive music sessions at Miroma. These sessions include song, dance, movement and different instruments, which develop rhythm, encourage relaxation and creative expression, as well as songwriting and performance skills.

Once a week an interactive music session is also held in the midst of Cooper Park, in a circle around a beautiful tree. The sessions combine energised music participation with more chilled relaxation time toward the end, and individuals can participate as much or as little as they feel like. A Sound Life also supply us with yoga instructors, and the sessions have contributed to improving flexibility and strength for participants.

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Kirsten Junor, Retail Manager Reverse Garbage

Clean Up Australia is an annual community activity that we all look forward to.
Life Membership Awards
Inala acknowledges the contribution of the following people and honours their outstanding service to the Inala community.

Barbara Brown  Jim Morrow
Blanche d’Alpuget  Joy Morrow
Coleen de Saxe  Kim Nicholas
Raymond Dunlop  Wilma Riley
Lesley Evans  Mick Ryan AM
Lori Farrar  Heather Ryan
Norma Gall  Roy Sims
Angela Gallagher  Anita Stach
Richard Gibb AM  Susan Stuby
Barbara Gibb  Jean Watts
Joan Hammond  John Wilshire
John Holden  Judy Whittam
Gail Marshall

We would like to acknowledge Rosemary Holden and Allan Nyholm, two of Inala’s life members who sadly passed away this year.

Congratulations to Kim Nicholas and Blanche d’Alpuget for being awarded Inala’s highest honour, the Inala Life Membership Award. Kim has been recognised for his invaluable contribution as a member of the Inala Board since 1996, serving as treasurer from 1996–2005 and chairman from 2005–11. Blanche has been honoured for her role as patron for nearly 20 years. During this time she has been a wonderful supporter and advocate for Inala, an active participant in Inala’s many events and fundraising activities. Both Kim and Blanche’s support for and championing of Inala is deeply valued and enormously appreciated.

Dr Anthony Seymour
Dr Anthony Seymour, parent of James, is a wonderfully supportive parent in the Mirroma community having represented Team Mirroma in the Harbour Bridge Charity Run and fundraising for money so we can purchase iPads. Participants enjoy using the iPads for fun and interactive games, and we are very grateful to Anthony and ‘Team Mirroma’ for all their support.

On the move
We are particularly thankful to the Petersen family who generously donated funds that enabled Inala to purchase a wheelchair-accessible bus. These buses are used by our Accommodation and Day Services to transport individuals to programs, appointments, activities and community events.

Local businesses and organisations
Local businesses play a very important role in the Inala Community, and as always they have been wonderful supporters again this year. Thank you to local Cherrybrook businesses Georges Fine Meats and Martelli’s Fruit Market for their generous support of our events. They are always helpful and smiling when clients and staff are doing their weekly shopping.

Thank you also to Good Neighbour Plumbing for your role in the Inala community — visiting Coolamon for a barbeque and even performing at the Spring Festival.

We are also grateful to A Sound Life for the joy you bring to the Miroma art exhibition and the Spring Festival.

Volunteers
Thank you to the many volunteers who give so generously of their time and help in so many ways at Inala. We appreciate your contribution and would like to give particular thanks to:

- the students from St Ignatius’ College, Riverview, Tangara School, Cherrybrook Technology High School, Oakhill College, Pennant Hills High School, Pacific Hills Christian School, Pymble Ladies’ College, Kincoppal Rose Bay for being part of our programs and volunteering at our events
- Deloitte, Nexia, NAB, Rotary Clubs of Beecroft, Dural and Rose Bay, Lions Club of West Pennant Hills/Cherrybrook and Cherrybrook Leos for their ongoing support at various events throughout the year
- Dianna Robinson, Richard Kerslake, Kepal Boparai and Steve Chensee who regularly give their time to help in the office and at events

We are particularly thankful to the Petersen family who generously donated funds that enabled Inala to purchase a wheelchair-accessible bus. These buses are used by our Accommodation and Day Services to transport individuals to programs, appointments, activities and community events.

Foundations
We would like to thank the following foundations for their generous and ongoing support for Inala:

- The Petersen Family Foundation
- The Michael Family Foundation
- The Marshall Family Foundation
- The Ian Landon Smith Foundation
- The Petersen Family Foundation
- The Petersen Family Foundation
- The Petersen Family Foundation

Community awards
The Inala Community Awards were initiated by Inala to recognise and acknowledge individuals and organisations in our wider community who have significantly contributed to Inala and those we support. In 2018 we recognised the following:

- Cherrybrook Leo Club
- Suise Eve
- Suise Rintoul and Tony Anderson
- Dr Ian Sweeney and the staff at Northside Dental and Implant Centre
- Cherrybrook Technology High School
- Jerry Diaou
- Justin Lan
- Tangara School for Girls
- Damien Tudehope and his wife Diane

We would particularly like to thank Ian Hyman and his committee for their ongoing commitment to Inala. By generously donating proceeds from their Charity Lunch, this year we have been able to make much-needed repairs to several of our older homes.
Inala is proud of the numerous events and functions held throughout the year that enable us to celebrate, engage and connect with our wider community. Thank you to the many supporters who enthusiastically attend events and contribute to our Tax and Christmas Appeals.

We are grateful to our Functions and Golf Day Committees who support each event and ensure all are successful. We are particularly pleased to report that record funds were raised at each of these events.

Attended by more than 350 clients, families, staff and friends, the 60th Anniversary Garden Party in February 2018 was an opportunity to come together as a community on our beautiful grounds at Cherrybrook and celebrate this significant milestone.

The Siblings’ Cocktail Party in May 2018 was especially significant as we have wanted to embrace siblings more fully at Inala. The evening was a special chance for siblings to get to know one another, share stories and support each other.

Our annual Miroma and Dulkara art exhibitions were held in September 2017. In May 2018, we held a special retrospective at Dulkara for our 60th year, Like a Diamond in the Night Sky. We were also very grateful to Qantas for the opportunity to hold another art exhibition in the foyer of their corporate head office in November 2017. This is a busy environment with thousands of employees and is a great chance to increase awareness of Inala and the extensive art programs at our Day Services across Sydney.

Our Inala golf days at the Bonnie Doon Golf Club in August 2017, the Castle Hill Golf Club in May 2018, and the NSW Golf Club in June 2018 all raised significant funds for Inala while bringing our community together in fabulous locations.

We would like to thank each of the golf clubs for their generous support and our community who helped us raise record-breaking amounts.

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Festivals and celebrations are an important part of the cycle of life at Inala. Celebrating the change in the seasons with music and drama are based on the Steiner philosophy and combined with Christmas and Easter are a chance for everyone to come together, to perform and catch up in a relaxed environment.

We also held our Volunteer Afternoon Tea in May 2018, which was an opportunity to thank all those who give so generously of their time and energy to Inala in so many different ways, yet which all improve the lives of those living with disability.

As always, our annual Inala Fair in October 2017 was a highlight of our events calendar and is a credit to everyone who makes it such an enjoyable day and so successful.

Our committees

The contributions made by members of our event committees is integral to the success of the events program. We thank you for your time, energy and commitment.

Features committee

<table>
<thead>
<tr>
<th>Jo Abbott</th>
<th>Barbara Gibb</th>
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<tbody>
<tr>
<td>Marissa Best</td>
<td>Gail Marshall</td>
</tr>
<tr>
<td>Coleen de Saxe</td>
<td>Annabelle Nicholas</td>
</tr>
<tr>
<td>Lori Farrar</td>
<td>Margaret Sinclair</td>
</tr>
<tr>
<td>Joan Forno</td>
<td>Fiona Taylor</td>
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</tbody>
</table>

Golf committee

<table>
<thead>
<tr>
<th>Richard Gibb, AM, Chair</th>
<th>Peter Holst</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phil Bamford</td>
<td>Michael Martin</td>
</tr>
<tr>
<td>Peter Dawson</td>
<td>Nigel Sturt</td>
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<tr>
<td>Graham Grant</td>
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Treasurer’s report

This financial year has been one of consolidation, during which time we have:

- continued to enhance our internal processes to support the claiming of services delivered under the National Disability Insurance Scheme (NDIS)
- continued to support our clients and their families in their dealings with the National Disability Insurance Agency (NDIA)
- finalised the closure of our large residential facility and transitioned all clients into four new residences constructed with the support of the NSW Government
- launched a major Accommodation Capital Fundraising Appeal with the aim of raising $45 million for the purchase of land and the construction of two purpose-built residential homes.

**Financial results**

Inala has achieved a solid financial result for the year under review. We recognise the efforts of both Inala management and staff in delivering this result. Key financial highlights for the year include:

- exceeding $20 million in revenue
- increasing our human resources expenditure to over $15.5 million - we delivered more support funded under the NDIS and continued to increase the remuneration of our care staff in the sixth year of the nine-year Fair Work Commission’s Equal Remuneration Process
- delivering an operating surplus of $16 million, including a net contribution of $560,000 from our fundraising activities
- retaining a stable cash position ($3.28 million)
- investing $627,000 in capital expenditure during the year, primarily in upgrading and expanding our client transport fleet.

A summary of our financial statements appears on the following page and our 2018 Audited Financial Statements will be available on the Australian Charities and Not-for-profits Commission (ACNC) website (acnc.gov.au).

**The year ahead**

The board has approved a budget for the current financial year that anticipates a more modest profit than in 2018. In 2019, we are likely to continue to face challenges arising from:

- administrative difficulties in processing claims with the NDIA
- ongoing negotiation with the NDIA for Supported Independent Living funding
- ensuring the profitable delivery of high quality non-residential services under the NDIS price guides in a developing and competitive environment
- negotiations of formal lease agreements in relation to the six residential properties we occupy under agreements with the NSW government and two with the Land and Housing Corporation.

We are excited by the following opportunities:

- the support shown for the Accommodation Capital Fundraising Appeal and the potential to deliver additional accommodation for adults living with disability in the north west of Sydney
- our continued recognition as an employer of choice in the disability services industry
- the strategic review of our real estate portfolio (currently being undertaken by the board)
- the synergy between the board and the Executive Team as they work together to consider opportunities to expand and enhance both our Day and Community Supports and Accommodation Services to meet ever-increasing demand.

**With thanks**

I acknowledge the continuing contribution from my colleagues Judith Howard and Ian Copp on the Finance & Risk Management Committee and appreciate their support and advice to management, the board and me. Equally, the role and contribution made by Finance manager Deryk Andrew to our financial and risk management has been tremendous - I know the Joint CEOs and the board significantly value his broad contribution.

We recognise the generous and continuing support of individual donors, supporters, events and corporate sponsors who continue to provide significant resources to supplement the funds generated from our operations.

Finally, I would like to recognise all the families, carers, volunteers and staff who comprise our community of support. Your effort and dedication continues to strengthen the foundation laid over sixty years ago upon which we have built our sound financial position. We remain in a strong position to embrace the opportunities that will arise over the coming years in order to continue to provide individuals with a unique environment in which to Create, Connect and Grow.

John Rumpler | Treasurer

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**Summary of audited financial statements**

<table>
<thead>
<tr>
<th>INCOME</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>824,135</td>
<td>901,040</td>
</tr>
<tr>
<td>Government grant income</td>
<td>1,470,172</td>
<td>7,945,874</td>
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<tr>
<td>Fee income</td>
<td>18,407,102</td>
<td>9,676,004</td>
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<tr>
<td>Investment income</td>
<td>44,940</td>
<td>66,600</td>
</tr>
<tr>
<td>Other income</td>
<td>147,505</td>
<td>257,806</td>
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<tr>
<td>TOTAL INCOME</td>
<td>20,893,854</td>
<td>18,847,324</td>
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<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising and events</td>
<td>103,283</td>
<td>150,732</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>15,550,480</td>
<td>12,702,696</td>
</tr>
<tr>
<td>Other expenses</td>
<td>3,591,346</td>
<td>3,485,921</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>19,245,109</td>
<td>16,339,349</td>
</tr>
</tbody>
</table>

| SURPLUS | 1,648,745 | 2,507,975 |
| Total assets | 23,711,864 | 21,559,807 |
| Total liabilities | 568,724 | 538,3962 |
| NET ASSETS | 18,024,590 | 16,375,845 |
A place to call home

In our 60th anniversary year, we are committed to raising the $4.5 million required to build two purpose-built homes in the Hills district of northern Sydney

Providing Accommodation for those on our waiting list is the greatest need in our community. We know these individuals: we know their families; we know their stories. And we want to provide them with their own home – now and into the future.

A place where they are known; a place where they belong.

With homes of their own, individuals living with disability can live with independence and develop the life skills and confidence that comes from living with your peers as well as the friendship and support.

We understand that $4.5 million is an ambitious target, but it is one that we believe is achievable over time with the support of our Inala community.

If you would like to support our Accommodation Appeal, or for more information, please visit inala.org.au. For a confidential discussion, please contact Lucy Regan, Communications and Engagement Manager on 9680 1000 or lregan@inala.org.au.

Hilary Houen

Hilary enjoys creative brushwork and applies it to many different media. Silk painting is her favourite, especially painting freely on stretched silk.

Hilary also enjoys watercolour work and over the years has worked collaboratively with other clients to produce interesting mixed media artworks. In the 2018 Dulkaara art exhibition Hilary showed a work she created with her friend Katie Russell.

Hilary will soon explore batik, which will allow a new, more defined composition to be completed while still giving Hilary the freedom to choose and blend her colours in the way she enjoys.

To purchase artwork from Dulkaara, please visit Dulkaara’s Rumples Cafe and Gallery at 118 Franklin Road Cherrybrook between 9 am and 3 pm, or phone 9680 1000.
We believe in knowing people deeply; in knowing their life stories; and in creating real connection and belonging.