



Annual Report 10/11

2011 Events

- **AGM**
The Gellibrand AGM held on the evening of the 17th of November this year.
- **Annual Christmas Function**
Gellibrand will host this event at Grand Star Receptions, Grieve Pde in Altona, on 2nd of December.

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President's Report

It is with much pleasure that I present my 2011 Annual Report for Gellibrand Support Services Inc.

2011 financial year imposed significant financial challenges as Gellibrand strived to operate within its funding limitations whilst providing optimum service to our clients.

Nevertheless, Gellibrand continued to build on best practice in its operations and to consolidate its existing business footprint. Gellibrand's current growth phase is also nearing fruition. The new COAG house in Honey Grove St Albans, to be run by Gellibrand, has been built. Six new clients (capacity) have been identified to reside at those premises and, following the formal signing off phase, the house should be open before Christmas 2011.

Gellibrand continues to place increasing emphasis on Individual Support Packages (ISP). This program, which is now receiving more focus from government bodies, fits in well with Gellibrand's philosophy of concentrating on individual needs and development potential. Additional clients have come on board and good outcomes are being achieved. Gellibrand plans to further expand operations in this program.

The Gellibrand governance Committee continues to keep itself up to date with changing legal and social frameworks within the disability sector. In particular the introduction of the National Disability Insurance Scheme, to begin in 2014, will require all providers to varying extents to embrace the core ideals of the new Scheme and focus on client choice of activity, accommodation and service provider. This should be to Gellibrand's advantage as client choice is already the cornerstone of our philosophy.

Gellibrand must now market its approach effectively so that it not only maintains its current client base, but also attracts many more new clients for the future.

The Quality and Finance & Business sub-committees continue to work effectively in all the areas identified in Gellibrand's Strategic Plan, which are client service quality, team member effectiveness, strong relationships with new and current partners in the disability field, innovation and growth opportunities and robust financial and organization systems.

The Committee also continues to actively embrace increased Occupational Health and Safety and risk management responsibilities.

I would like to thank all Committee members for their commitment to Gellibrand throughout the year.

The Gellibrand Community Group (GCG) continues to be a great way for the clients to express their views, which are of course central to any client orientated organization such as ours. I also thank the members of this group who, as I have seen first-hand, take their responsibilities very seriously.

I would also like to thank the management team for ensuring that the people Gellibrand supports continue to have the best opportunities available and live in well maintained, comfortable and safe homes.

I take this opportunity to wish everyone associated with Gellibrand the compliments of the season and look forward to taking advantage of new and fresh opportunities in the near future that may in any way further assist the quality of life of Gellibrand's clients.

Mario Siles
President



CEO Report

The financial year 2010 - 2011 has been a sobering year financially, with many factors coming into play in relation to the financial loss Gellibrand has made. To add to that, we have lost three clients who have been a valued part of the Gellibrand "family". However, on a positive note, there have been areas of service that improved and overall Gellibrand has continued to move forward.

Lorna and Ernie had been with Gellibrand for a long time, both big personalities, well known in the organisation. Greg, while a member of the Gellibrand community for a shorter time, nonetheless had a significant impact on those who supported him. All three will be missed. However, it has been very positive when looking back on the years that have gone by, and when chatting with the families, that we can clearly identify the positive experiences that each had at Gellibrand, and the clear quality of life achieved. It is wonderful to be able to be part of an organisation where the team members are so dedicated to great client outcomes, and together with families, external organisations, and other individuals in the community, work together for the good of those we work with.

Unfortunately however, the financial year 2010 - 2011 has been dominated by financial pressures. One of the significant factors has been, and will continue to be, that the Department have made it clear that they are not able to fulfil the commitment made several years ago in relation to the issue of out-dated funding at Hanmer Street. With this issue now clear to continue for the coming year, the site will unfortunately need to adjust its services to more closely reflect the available funding. We believe however that despite the challenges to be faced financially across-the-board, we will return a balanced budget in the upcoming year at an organisational level.

At both an administrative level and service delivery level, we have been working this year towards quality accreditation. This will bring clear benefits to the organisation in continuing to improve our quality of service, and with that, we hope to achieve the "5 ticks" of quality assurance. This will let everyone know what we already know, that we provide a quality service that we are proud of, and

that we are a service provider that can be relied on in both systems and support.

The last time Gellibrand opened a new house was 10 years ago, so it is with both trepidation and great enthusiasm that we look to opening a new house; a house that Gellibrand tendered successfully for as part of the *my future my choice* initiative. The house is purpose built in design to support people with neurological conditions, acquired brain injury or physical disability. This initiative has a core objective of ensuring people who may in the past have been in nursing homes, now having the option of community living, living with people that are not of retirement age or older. We are very motivated to ensure this initiative is successful, as it represents such an important area of disability, long ignored. We are positive that we will be able to achieve good outcomes for all concerned, and look forward to building new relationships with those moving into the house, and all related stakeholders.

In the coming year we are also looking to expand our community services area, focussed specifically around Individual Support Packages, (ISP). We would like to develop this service further, building on the good work done already, as this is an important area that many families rely on in relation to both skills building, and supporting the family to stay together in a positive way. We are hoping to build this service to create a network of support for those in the ISP program, to create both peer supports, and improve our knowledge and understanding of community supports available for those that are in receipt of an ISP package.

I would like to thank everyone who chooses Gellibrand as their service provider, and all that have worked so hard in the last year to work positively with those we support, at a team member level, a manager level, or at a committee level. I also express my appreciation to all families and professionals that support Gellibrand, in so many ways. Thanks to all for assisting the organisation through a challenging year. We look forward to a productive and positive 2011 – 2012 year.

Matthew Hoyle
Chief Executive Officer



Treasurer's Report

Financial Performance – Overview for 2010/2011

Gellibrand Support Services Inc. (Gellibrand) reported a loss of \$164,757 for the financial year 2010/2011, compared to the previous year loss of \$20,966. This was a disappointing result and reflects a difficult operating year for Gellibrand. We continue to strive towards financial break-even, however the current position clearly reflects the unsustainability of current levels of service funding, particularly for the Hanmer St. property in Williamstown. This property is the only one funded under the old "21 hour model" and Gellibrand incurs additional costs of \$80,000 per annum to operate this house. The Department of Human Services (DHS) and Gellibrand have been in negotiations; however this situation remains unresolved in the short term, as the "21 hour model" is a statewide issue, affecting some 43 sites. Government funding remains critical to Gellibrand's operation, and we recognize and greatly appreciate the ongoing funding support received from DHS.

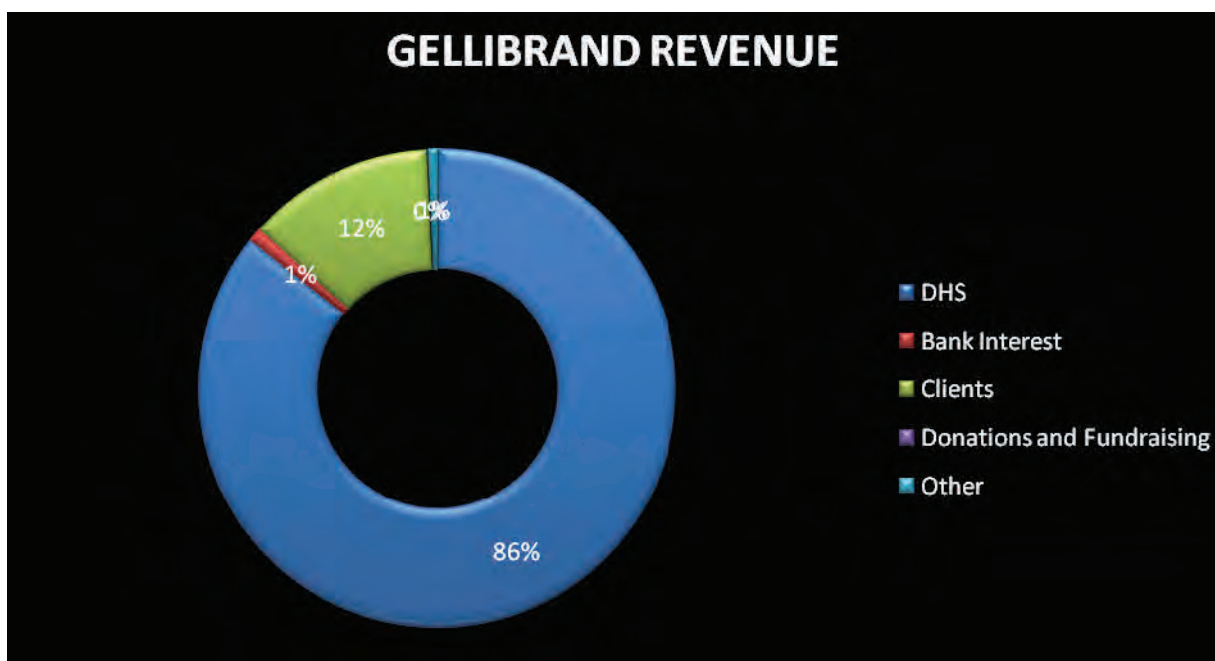
DHS remains Gellibrand's major source of funding representing 85.7% of total revenue (85.7% in 2010). The ongoing viability of our organization continues to be highly sensitive to movement in Government funding and wage costs. Employee expenses amount to 76% of total expenses and have increased by \$254,921 over the previous year. The primary drivers for Gellibrand are to meet the

current and future needs of our clients and to ensure our financial long term viability. Gellibrand's bottom line results will remain heavily dependent on Government funding, fund raising activities and investment income. We will continue to seek alternative funding sources to assist with capital expense programs.

Revenue for the year increased by \$305,334 or 7.7%, over the previous year. A breakdown of revenue is shown in the graph below.

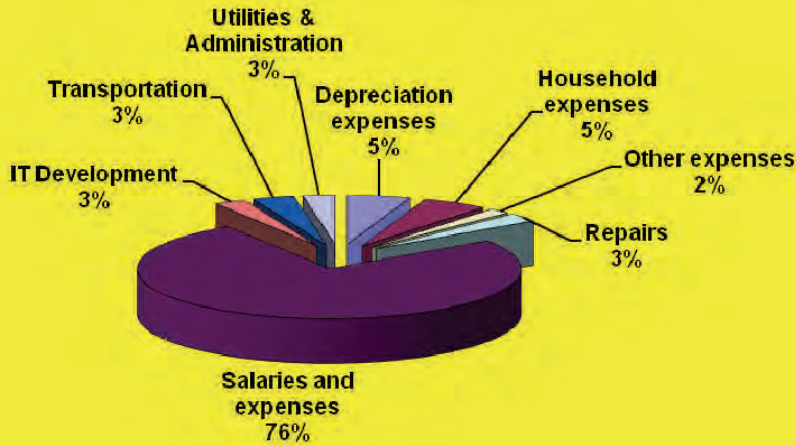
The Balance Sheet position as at 30 June 2011 remains solid with total equity of \$1.1 million and \$738,000 in cash or cash equivalents, most of which is committed to specific operational and capital improvement projects. Gellibrand's working capital ratio of 1.1 a drop on the previous year of 1.3 reflects our ability to meet short term commitments. Gellibrand's reserves of \$190,000 are committed to the capital costs for the new house at Honey Grove.

Major factors affecting Gellibrand's operating loss of \$164,757 were salary costs, which increased by \$251,104 or 8.2% over the previous year, reflecting additional salary expenses incurred in supporting individual client support packages, the training of four new team leaders and supporting older clients at home who no longer wish to





Gellibrand Operating Expenses



The Committee of Management continues to review its corporate governance policies and procedures to ensure it fulfils its obligations and to meet client and community expectations. The Committee guides and monitors the business affairs of the organization, sets policies, strategic direction and the annual budget.

During the year, I have worked closely with the Finance and

attend day placements. There were substantial cost increases in IT development and professional fees of \$69,641, and administration of \$31,049. Gellibrand also undertook a major upgrade of its computer server at a cost of \$63,800. Significant investments have been made in recent years in new technologies to enable staff to operate more effectively in an ever changing environment.

A breakdown of Gellibrand's major operating expenses is shown in the graph above.

Gellibrand's new house at Honey Grove is nearing completion and is expected to open in December, 2011. The house was built by the Office of Housing on behalf of DHS and will accommodate 6 long term residents. Gellibrand will have shared equity in the premises and will contribute up to \$270,000 towards the capital cost of the site. Gellibrand has actively sought funds from philanthropic organizations to support the Honey Grove site and acknowledges Perpetual Trustees \$95,000, Helen McPherson Trust \$25,000, Collier Foundation \$15,000 and the Lord Mayor's Fund \$7,000 for their generous contributions.

The Committee of Management and Gellibrand Management continue to review and implement strategies to better position the organization for future tender opportunities.

Business sub committee. This committee is responsible for monitoring Gellibrand's financial performance, enhancing financial reporting and developing business strategies. These strategies consist of strengthening existing business through operating excellence and satisfying client needs, securing growth opportunities through entrepreneurial initiatives, and ensuring sustainability through responsible long term management.

Gellibrand's Finance Team together with team leaders and staff, have worked hard to manage and monitor the financial performance of the organization in a changing and challenging environment. I would like to thank Mr. Des O'Shea for his efforts over the past five years as the Finance and Maintenance Officer who now embarks on his new role as a Team Leader for Gellibrand.

On behalf of the clients of Gellibrand, I would like to take this opportunity to thank the Committee of Management, Gellibrand Management and Team Members for their continued commitment, dedication and professionalism and acknowledge their tremendous efforts over the past 12 months.

Ray Kukk
Treasurer



Profit & Loss

For the year ended 30th June 2011

| | NOTES | 2011 \$ | 2010 \$ |
|---|-------|------------------|------------------|
| Revenue from Operating Activities | | | |
| DHS Grants | | 3,516,697 | 3,299,832 |
| Grants From Previous Year | | 36,271 | 96,962 |
| Reimbursements | | 20,240 | 11,467 |
| Client Fees | | 538,177 | 511,630 |
| Donations | | 2,447 | 13,575 |
| Brokerage | | 22,817 | 982 |
| Grants for Special Purposes | | 79,828 | 0 |
| Training Income | | 4,618 | 210 |
| Fundraising | | 0 | 1,800 |
| Total Revenue from Operating Activities | | 4,221,095 | 3,936,458 |
| Revenue from Non Operating Activities | | | |
| Interest Received | | 42,791 | 21,201 |
| Profit/Loss on sale of Asset | | 3,620 | 4,513 |
| Total revenue from non operating activities | | 46,411 | 25,714 |
| Total Revenue | 2 | 4,267,506 | 3,962,172 |
| Expenditure | | | |
| Administration | | 113,328 | 82,279 |
| Depreciation- Buildings | | 70,873 | 70,753 |
| Depreciation- Computers | | 45,452 | 31,119 |
| Depreciation- Furniture & Fittings | | 12,891 | 10,792 |
| Depreciation- Motor Vehicles | | 107,166 | 95,148 |
| Insurance | | 5,245 | 4,352 |
| Equipment<\$1,000 | | 38,261 | 17,914 |
| Household Expenses | | 220,867 | 214,867 |
| Professional Fees | | 87,252 | 25,531 |
| Repairs & Maintenance | | 122,763 | 88,940 |
| Resident Expenses | | 22,817 | 7,799 |
| Salary Expenses | | 3,313,362 | 3,062,258 |
| Service Expenses | | 40,527 | 56,332 |
| Staff Expenses | | 29,609 | 20,186 |
| Staff Training | | 15,645 | 21,251 |
| Transportation | | 154,805 | 140,656 |
| Capital Improvements | | 0 | 9,280 |
| IT Development | | 31,400 | 23,680 |
| Total Expenditure | 3 | 4,432,263 | 3,983,138 |
| Net Profit/(Loss) from Continuing Operations | | (164,757) | (20,966) |

These accounts should be read in conjunction with the notes to the accounts.

The full accounts are available upon request.



Balance Sheet

For the year ended 30th June 2011

| | NOTES | 2011 \$ | | 2010 \$ | |
|--------------------------------------|----------|------------|------------------|------------|------------------|
| Current assets | | | | | |
| Cash in banks and on hand | 4 | 673,403 | | 846,359 | |
| Receivables | 5 | 30,580 | | 24,206 | |
| Accrued Income | 5 | 33,886 | | 18,983 | |
| Total current assets | | | 737,869 | | 889,548 |
| Non Current Assets | | | | | |
| Property Plant & Buildings | 7 | 674,019 | | 744,892 | |
| Furniture & Fittings, | 7 | 56,790 | | 51,854 | |
| Computers | 7 | 91,690 | | 51,526 | |
| Motor Vehicles | 7 | 376,890 | | 372,146 | |
| | | 31,236 | | | |
| Total Non Current Assets | | | 1,230,625 | | 1,220,418 |
| TOTAL ASSETS | | | 1,968,494 | | 2,109,966 |
| Current Liabilities | | | | | |
| Trade Creditors and Other Payables | 8 | 570,558 | | 561,740 | |
| Provisions | 10,11,13 | 109,230 | | 116,910 | |
| Total Current Liabilities | | | 679,788 | | 687,650 |
| Non Current Liabilities | | | | | |
| Provision Long Service Leave | 12,13 | 197,890 | | 175,743 | |
| Total Non Current Liabilities | | | 197,890 | | 175,743 |
| TOTAL LIABILITIES | | | 877,678 | | 854,393 |
| NET ASSETS | | | 1,090,816 | | 1,255,573 |
| Equity | | | | | |
| Accumulated Retained Earnings | 19 | 900,816 | | 1,065,573 | |
| Capital Reserve Fund | | 190,000 | | 190,000 | |
| Total Equity | | | 1,090,816 | | 1,255,573 |

These accounts should be read in conjunction with the notes to the accounts.

The full accounts are available upon request.



Cash Flow

As at 30th June 2011

| NOTES | 2011 | | 2010 | |
|---|--------------------------|------------------|--------------------------|-----------------|
| | \$ Inflows (Outflows) | | \$ Inflows (Outflows) | |
| Cash Flows from Operating Activities | | | | |
| Rent, Grants and Operations | 4,198,407 | | 3,906,869 | |
| Donations | 2,447 | | 13,575 | |
| Interest Received | 42,791 | | 21,201 | |
| Payments to Suppliers and General Expenses | (4,173,631) | | (3,491,840) | |
| Other Expenses | | | | |
| Net Cash Inflow/(Outflow) from Operating Activities | 14 | 70,014 | | 449,805 |
| Cash Flows from Investing Activities | | | | |
| Payment for Property, Plant and Equipment | | (255,697) | | (119,309) |
| Proceeds from Sale of Property, Plant and Equipment | | 12,727 | | 19,500 |
| Net Cash Inflow/(Outflow) from Investing Activities | | (242,970) | | (99,809) |
| Cash Flows from Financing Activities | | | | |
| Proceeds from Borrowings | | | | |
| Net Cash Flows from Financing Activities | | | | |
| Net Increase/(Decrease) in Cash and Cash Equivalents | | (172,956) | | 349,996 |
| Cash Held at the Beginning of the Financial Year | | 846,359 | | 496,363 |
| Cash and Cash Equivalents at End of Financial Year | | 673,403 | | 846,359 |

These accounts should be read in conjunction with the notes to the accounts.

The full accounts are available upon request.



Auditor's Report

MICHAEL KIERNAN & ASSOCIATES

ACCOUNTANT FCPA

PO BOX 60
NEWPORT VIC 3015

TEL: 9314 6011
FAX: 9314 4774

370 BLACKSHAW ROAD
ALTONA NORTH
ABN 82 957 136 008

15 September 2011

Gellibrand Support Services Inc.
24 Withers Street
SUNSHINE VIC 3020

AUDIT REPORT TO THE MEMBERS **Gellibrand Support Services Inc.**

On the basis of information provided by the directors of your organization, I have audited in accordance with Australian Accounting and Auditing Standards, the special purpose Income Statement and Balance Sheet for the period ended 30 June 2011.

The specific purpose for which the special purpose financial report has been prepared is set out in the notes to the accounts. The extent to which Accounting Standards have or have not been adopted in the audit of the special purpose financial report is set out in the notes to the accounts.

The directors are solely responsible for the information contained in the special purpose financial report and have determined that the accounting policies used are consistent with the financial reporting requirements of your organization's constitution and are appropriate to meet the needs of the directors and members of the service.

Scope

Our procedures use accounting expertise to collect, classify and summarise the financial information, which the directors provided, into a financial report.

To the extent permitted by law, we do not accept liability for any loss or damage which any person, other than the service, may suffer arising from any negligence on our part. No person other than the directors and members of your organization should rely on the special purpose financial report. It is not prepared on the basis of providing investment or bank finance information.

Audit Opinion

I, Michael Kiernan, have examined the books and accounts of the Gellibrand Support Services Inc. In my opinion the accounts and financial records give a true and fair view of the Service's operations for the year and the attached Income Statement and Balance Sheet correctly summarize the transactions for the year ended 30 June 2011.

The special purpose financial report was prepared exclusively for the benefit of the directors and members of your organization and the purpose identified above. We do not accept responsibility to any other person for the contents of the special purpose financial report.

MICHAEL KIERNAN FCPA



Donations and Support

As Gellibrand eagerly anticipates progress toward the opening of Honey Grove, we would like to extend our thanks to those who have contributed to this project. In addition to the substantial contributions that were received in 09/10, Gellibrand has been fortunate to receive further donations toward Honey Grove from the following generous contributors:

| | |
|-----------------------------|----------|
| Marian and E.H. Flack Trust | \$12,000 |
| Collier Charitable Fund | \$15,000 |
| Lord Mayor's Fund | \$7,000 |

We would also like to thank the Bendigo Bank which again made a contribution to the development of Linnet Street, this time \$5000 toward a sensory room for clients. Westgate Ladies Golf also made a general donation of \$1766.55. We are confident that both these donations will be significant in improving our support to clients.

Other donations were received from:

| | | |
|-----------------------|-------------------------------|--------------------------|
| St.Eanswythes Caritas | Red letter Consulting Pty Ltd | Ken Baker and family |
| Clissold family | Margaret Boyes | Gwen Busitill and family |

Thank-you to all our generous supporters!

How can you help?

| | |
|--|--|
| <p><u>Volunteering</u></p> <p>Gellibrand offers the opportunity for members of the public to volunteer at the organisation. Volunteers participate in activities like arts & crafts, outings, football, jewellery making and more.</p> | <p><u>Financial Support</u></p> <p>Gellibrand has several projects that will improve the quality of life of our clients. These projects are currently unfunded. A list of these projects can be given upon request. Any donations over \$2 are tax deductible.</p> |
|--|--|

The Gellibrand Community Group

Gellibrand would also like to acknowledge the Community Group for its continued work to improve outcomes for the clients they represent. This year the clients who make up this group branched out to initiate and run a fundraising BBQ at Bunning's in July. The Community Group raised over a thousand dollars with the BBQ.



The group is independently administering these proceeds and has decided to divide it evenly between all Gellibrand service sites. The Group is currently working with residents and site managers to decide how the funds will be spent. Before that has been finalised, the Community Group has already begun raising more money through a chocolate drive. Again, this was initiated, planned and is being operated by the clients of this group.

Penny Carew, a member of the group for the last 3 years, emphasised the independence of this group by saying that the fundraising efforts were "...nothing to do with Gellibrand. We just wanted there to be more money for the houses and for the clients." Gellibrand is grateful for the contribution towards clients lives and looks forward to continuing to support and work with the Community Group to improve outcomes for all clients.



Honey Grove Update

Gellibrand has found itself moving into a whole new world this year with the addition of a new house for people from the My Future My Choice initiative.

Opening a new site is always an exciting experience. That said, our delight is possibly nothing compared to that of the 6 individuals who will call Honey Grove home in coming months. This home will be established to provide appropriate community based support for young people (under 50 yrs.) with complex care needs. These young people, who have ABI or a neurological disease such as multiple sclerosis, have been living in aged care facilities because of the lack of suitable accommodation options in the community.

Although Gellibrand has been supporting people with disabilities for more than 30 years, moving into the field of ABI will not be without its learnings. While the core values of Gellibrand will be embraced by the new service, it is acknowledged that there will be a need to find new ways to meet a new range of needs.

The federal government have implemented the My Future, My Choice initiative in recognition of the inappropriateness of young people residing in



aged care facilities. They are building and funding smaller community based homes which will provide services planned specifically to meet the needs of residents. Gellibrand is thrilled to have been selected to operate the new home being built in St. Albans and is looking forward to the new service starting in December 2011.

As part of the submission process, Gellibrand was required to make a substantial contribution to the capital and establishment costs of Honey Grove and is extremely grate-



ful to the following charitable trusts that have provided generous donations towards these costs:

- Percy Baxter Charitable Trust and Diane Brown Charitable Trust; both administered by Perpetual
- Helen McPherson Smith Trust
- Collier Charitable Fund
- Lord Mayors Charitable fund

Gellibrand would also like to take this opportunity to thank Lisa Frost the Metro Access Officer for Brimbank who has provide a wide range of information and support for the people who will move into Honey Grove.

A high priority in the house at Honey Grove will be supporting the people who will call it home, to engage both with the community and with their families within their home. One aspect of this will be to



create an attractive garden. To achieve this, Gellibrand is creating a sensory garden designed to involve and stimulate and also to provide opportunities for the people who live there to be actively involved in horticultural therapy. This establishment of the sensory garden has been generously contributed to by the Marian and E.H. Flack Trust.

Another aspect of the garden will be the use of the creative space and/or workshop, "The Pad" as it has been affection-

ately named. "The Pad" has been constructed in the rear garden of Honey Grove. Gellibrand wanted to create the freedom for individuals to be able to explore their hobbies and interests both at home as well as in the community. "The Pad" could be used for people who have hobbies that they would like to develop, such as woodwork, painting or lead lighting. A person may also choose to use the space as another part of their environment to "chill out", have a coffee with

friends, listen to music or have a massage. We believe that once the people move into Honey Grove this area will be enhanced through their ideas, interests and expressions.



"The Pad"

Movement amongst the Clients of Gellibrand...

New Clients

Gellibrand had the following new arrivals during 10/11

Gellibrand is pleased to welcome...



Ken Flack



Melanie Lewindon



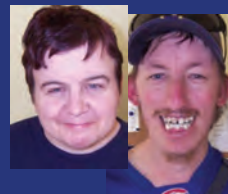
Bob Hackney

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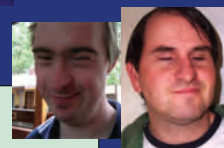
William Le

Clients who have Changed their Abode in 10/11

Maria and Phong went from Medfield Ave to live independently



Megan and Andrew moved from Tower Rd to Willow St



Craig and Marty moved from Willow to Tower



Group Programs at Gellibrand

There have been many programs running this year. At the beginning of the year a food appreciation course ran where clients had the opportunity to go to markets, international food stalls and food tours. The people who participated in this course also learnt about food hygiene, food presentation and healthy eating options. If you go to the some of the residences of those who took part you will still see window boxes of fresh grown herbs which the participants learnt to use in various dishes.

At the same time as this course we also ran an arts course where the participants were commissioned to make an arts piece to go on the outside of Linnet street. The team working on the piece explored different wall art technics and styles and came up with a mix of mosaic, painting, and sculpting to make a 3D wall hanging. The art was hung at Linnet street in a grand opening with various people in attendance including the local papers. The food appreciation team laid on a fantastic banquet that was worthy of any art exhibition.

Later on in the term a Zumba program was run. This fast moving, fun, dance exercise

program worked the pounds off as well as giving people the chance to become fitter, become more flexible and most of all socialise.

We were also very proud of the people who participated in the Garden Art Project, which was a community arts program run by Hobsons Bay and the Substation. The people doing this course collected various flora and fauna from the Botanic gardens in Williamstown. These specimens were used with sun-sensitive paper, water, paint, tin and photos to create an installation reminiscent of autumn. This work was displayed in the Substation for two weeks in October. This Exhibition also had a grand opening laid on by Hobsons Bay City Council, where a number of people from the council attended along with family members, art critics and of course Gellibrand artists.

All of the exciting things that have been happening over the last year have inspired some new ideas and programs for next year.



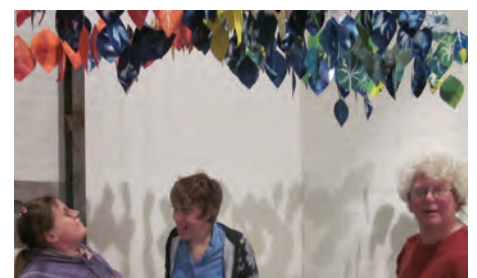
Food Appreciation



Zumba



Art Exhibition



Garden Art Project



Notices

There have been several deaths in the Gellibrand community this year. Each of these clients will be sorely missed.

Ernest Baker R.I.P.

Ernest Baker (Ernie to all his many friends) passed away unexpectedly in



September from complications arising from a routine gall bladder operation. This shocked and saddened his family, his housemates at Linnet St, the wider Gellibrand community and seemingly everyone with whom Ernie

had contact. Ernie was an active man throughout his life so his passing at the relatively young age of 61 came as a great shock.

He will be fondly remembered as a fervent supporter of his beloved Carlton football team. Ernie, although a loyal Carlton supporter, was very objective about football and this showed in his footy tipping where he consistently polled in the top bracket including a few top places.

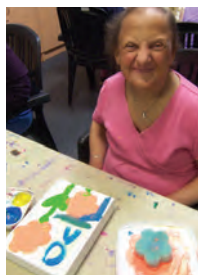
Ernie enjoyed playing tennis and apparently was quite a good fisherman. Ernie was known as a bit of a ladies man with no shortage wanting to be regarded as his girlfriend.

Ernie made a very strong contribution to the welfare of his fellow housemates at Linnet and to Gellibrand generally and we will miss his quiet demeanour, his wry smile and the seamless way he fitted in.

Vale

Lorna Camilleri R.I.P.

Lorna passed away after a short illness during which she displayed amazing resilience and



admirable fighting qualities which belied her small stature. It always seemed impossible to catch Lorna without at least the hint of a smile. Lorna's happy, cheery disposition was quite infectious and seemed to have positive effects on her housemates

and team members living and working at Linnet St.

Lorna had to endure numerous visits to doctors and twice daily visits from a nurse in her later years. She remained serenely peaceful and extremely polite throughout, always thanking the medical staff consulting her.

Lorna seemed to have a complete focus on the present, appearing to show little concern with either past events or what lay in the future, just content to live in the moment. All the

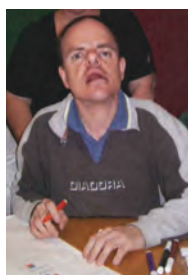
text books recommend this approach to life but few achieve it in practice. Lorna did achieve it and this no doubt was a major contributor to her pleasant disposition.

Lorna very much enjoyed company and music and loved catching up with members of her large supportive family. Lorna was an important member of the Linnet "family" during her time there and she will be sadly missed by all who knew her.

Vale

Greg Detlefsen R.I.P.

Greg Detlefsen, an ISP client of Gellibrand for 3 years, sadly passed away this year after a short battle with illness. Greg was a lively and energetic guy with a caring nature who had a great effect on



those he knew. Greg worked at Highpoint Industries for many years.

Greg's interests included drawing and painting, drama, and dancing. Greg contributed to a performance at the Melbourne Town Hall and was very pleased with his accomplishment. Greg loved travelling around Australia with his family. It was a huge pleasure for Gellibrand to have been

a part of Greg's life, albeit a small part, for the past few years. Greg's passing was a very sad time for those who supported him. A heartfelt thank you to those who supported Greg to pursue his dreams and develop a quality of life he clearly enjoyed.

Vale



Frequently asked questions about Gellibrand

Who are we?

Gellibrand is a not-for-profit organisation supporting people with disabilities in the North West Metropolitan region. We are a multicultural team of individuals united by a passion for getting quality outcomes for the people we support. The team have a diverse range of skills and knowledge ranging from bricklayers to psychologists. Such a vast range of knowledge allows clients to be supported across their many different interests and cultural backgrounds. Gellibrand is a forward thinking organisation with a passion for meaningful outcomes for empowered people.

What do we do?

Gellibrand provides an environment in which clients life experiences are celebrated, acknowledged and respected. To this end each client is seen as an individual with their own thoughts, choices and culture. These things are held as pivotal to knowing the person and supporting them to achieve the outcomes they choose for themselves.

How do we do it?

Real individualised approach

Supporting a least restrictive environment

Knowing that all people need and want real experiences as part of everyday life

Maximizing independence

Providing opportunities

Understanding what home is for each person we support

Enabling people to share the interests and passions that express who they are

Never letting barriers get in the way of a good outcome for clients

Where do we do it?

| Suburbs | Service |
|------------------|---------------------|
| Albion | ISP |
| Altona | SSA |
| Avondale Heights | SSA |
| Bundoora | ISP |
| Caroline Springs | SSA |
| Greensborough | ISP |
| Moonee Ponds | ISP |
| Niddrie | ISP |
| Seddon | ISP |
| StAlbans | my future my choice |
| Sunshine | Office |
| Werribee | SSA |
| Williamstown | SSA |

ISP = Individual Support Package

SSA = Shared Supported Accommodation

Why do we do it?

