

24th Annual General Meeting



From the Chairperson

Having been on the BDS Board for 8 years this is my first year as Chair. After 5 years as Chair, Graham Edwards resigned from the BDS Board in December 2022 this is when I took over the role of Chair.



I would like to take this time to thank Graham on behalf of the Board for his commitment and tireless work for BDS during his tenure. Graham provided great support to the CEO through the years, especially through the tough times of COVID. He was a regular face at BDS, and his visits were well received by staff and participants and ensured that there was a connection between them and the Board. He certainly provided a presence at the governance level.

Covid 19 was tough on participants, families, and staff. But it also had a financial impact. After an external in-depth financial and strategic review, the Board now feels confident that we're getting back on track. We had a poor start to last financial year, but fortunately we have back-up funds that will keep us stable and secure for years to come. And with the great work being done already, and with the plans for the future, improving programs, improving communication and marketing, and supporting more participants, the Board is confident BDS will continue to progress well.

The external review identified our strengths and gaps that needed to be addressed moving forward. The Board endorsed a project that came out of the recommendations of the review. This is called "Project Build". This project is building on our strong foundations of our people, our community relationships, and the trust and loyalty of our participants and families. BDS has a great reputation. The project is also overcoming challenges that have dragged on since Covid 19.

We had to upgrade the disabled bathroom in Camp Road, along with many other identified maintenance items.

Legislative and regulatory requirements are an inevitable part of operating a 'Not for Profit' organisation and continue to occupy significant time spent on compliance.

This financial year we completed our mid-year NDIS Assessment with great outcomes. We received very positive feedback from the auditors. This was a result of the dedicated professional staff at BDS.

We are currently looking for prospective Board members. If you think you may be interested, please speak to our CEO in the first instance, who can provide you with some information on how it works and what commitment is required.

As indicated in the CEO Report, Barb has advised that she is retiring at the end of the year. Barb has been a key person at BDS. Her dedication and empathy have seen the maintaining of all the important aspects of BDS. Barb has worked in more than one role constantly to reduce overhead costs and expenses. Even using the ride on mower to save BDS funds. Without Barb constantly picking up these extra duties, BDS would have been in a more negative financial result.

No one knows how hard managing our organisation throughout COVID could be. NDIS praised Barb for her role during this most challenging time.

Even though Barb has officially offered her retirement, she is still working on ensuring a smooth handover. We wish Barb a great retirement.

On behalf of the Board, I would like to thank all staff and volunteers for their dedicated efforts and ongoing support throughout the past twelve months and acknowledge the members of the Board for their support, vision, and enthusiasm. I look forward to continuing our work for what we are sure is going to an exciting year ahead.

Margaret Ruff - Chairperson

From the CEO



This year has been a big year with much concentration on getting things back to normal. To this end we have had a key focus on program reorientation and working towards the provision of a range of activities and opportunities.

We were fortunate to participate in a 35-week joint basketball program with Craigieburn Eagles that was funded by Sport and Recreation Victoria. This was a very successful program for all involved. Thirty participants from Craigieburn and Broadmeadows campuses enjoyed this weekly activity at Craigieburn Sports Stadium.

The program was run by the Craigieburn Eagles and supported by BDS staff. This provided the opportunity for our participants to learn new basketball skills, play in tournaments, develop a sense of team ship and generally getting to know the game better. For the tournaments the teams were made up of BDS participants. The teams included; the Blue Bandits, Blue Bears, Orange Stars and Fluro Flyers. Decked out in uniforms, participants eagerly showcased their skills and supported each other.

Our long-established partnership with the Craigieburn Salvation Army resumed earlier this year, with the community lunch program. This has been a very positive partnership which has created great opportunities for our participants over time. We look forward to continuing this partnership in the coming years.

We were fortunate throughout the year that Action on Disability with Ethnic Communities (ADEC) provided the opportunity for our participants to be part of some NDIS information workshops. These were very informative and enjoyed by our participants.

We thank the Sunbury Police who are part of the Proactive Police Officer Project, who provided a workshop on community safety and awareness for our personal development groups at Craigieburn. This was well received by our participants.

We continue our focus on program development, maximising learning and opportunities in life experiences for our participants. We are also looking to expand our Day Service to 48 weeks in 2024 for those who want additional hours and are developing new initiatives in our Escapade recreation programs.

Following on from the rollout of the Cloud, this financial year we have concentrated on moving to the SharePoint platform for our document and record keeping. This has assisted us in streamlining all documentation centrally located with applicable security permissions provided. We are in the process of moving to a paperless environment across the organisation.

We were very fortunate to engage Baker McKenzie Lawyers to work pro-bono to review our constitution to ensure our constitution complies with all current rules. This will be endorsed by financial members at a special meeting scheduled for late October.

Much of our time throughout the year was spent on preparing for the Independent Audit conducted in January 2023 by HDAA external auditors. This is a requirement as part of our NDIS registration. All our policies and procedures were reviewed as part of this. The results of the audit were very pleasing, with some minor changes required, due to some new compliance requirements added to the NDIS standards. These have all been rectified. There will be a follow up audit in May 2024.

After 17 years as CEO and almost as many AGM reports this will be my last year reporting for BDS. Most of you will be aware by now of my announcement that I am retiring at the end of the year. Also having worked in the industry for 44 years, it's time for me to hang up my boots and enjoy some long overdue family time. It has been an honour and a fabulous experience steering BDS through the many changes over the years.

During my time here I have made many wonderful relationships with participants, families and staff and will have many fond memories to cherish. I am very proud of who BDS is and what has been achieved over the years. I'm proud of our staff and BDS as an organisation. It's time for a changing of the guard, for someone with new ideas and energy to lead BDS on the next exciting stage of our journey.

The Board has begun its search for BDS's new CEO. I'll be staying on until the new CEO starts. I look forward to introducing our new CEO to everyone, and involving them in our great culture at BDS. I feel confident to leave you in the capable hands of the BDS leadership team and staff, as well as our new CEO.

Prior to my departure I am pleased to have the opportunity to be involved in our "Project Build" initiative and key pieces of work that have commenced to continue growth and development of BDS into the future. A big thank you to our participants, carers, and families for their continued support, for without them we would not be here. Also, big thanks to all the wonderful staff at BDS.

I would also like to thank the Board for their ongoing support to me and for their commitment to BDS. Further, I thank Graham Edwards who after 6 years on the Board and for the most part as Chair, retired in December 2022. I thank him for his regular catch ups with me and for having a strong presence at BDS that enabled both staff and participants to engage with the Board. I would also like to thank Margaret Ruff for taking over as Chair from Graham and for all her support and assistance.

Stay safe, embrace the new CEO, and look forward to the next 12 months and what it holds.

Barb van den Vlekkert - CEO



Ibrahim Elmir

Ibrahim - 15 years at BDS Support Services

I have been part of the BDS family since 2008 and this year I'm up for my 15-year award which I'm very excited about. I did not come to BDS for a long time because I was unwell, but I am better now and very happy to be back at BDS.

I came to visit and saw some of my old friends. I was lucky to be back for Footy Day, BDS would have missed me on footy day. I am glad I was back and made everyone happy. I love being back at BDS. I am part of the gardening program, the photography program and back at basketball shooting hoops.

Can't wait to have a huge Christmas Party with all my BDS friends. I'm happy I'm back, it was boring staying home.





Juliet Bangayan

Juliet - 1 year at BDS Support Services

I joined the BDS family one year ago. I have worked for Day Services both in Broadmeadows and Craigieburn, I have also done some work in Escapade and in home support. I love the family feel at BDS and love how happy and relaxed the staff and clients are. I have worked in the Disability and the Aged Care field for over 16 years, and I am happy to have settled in to BDS and felt welcomed from my first day. The support from the management team has been amazing. Looking forward to having more memorable moments at BDS in the near future.



Sally Allison



Sally - 1 year at BDS Support Services

Hi my name is Sally and I have worked at BDS for 12 months now. I came to BDS with a background in retail and mainly aged care with some disability experience.

I am very grateful for the opportunities I have been provided at BDS. I have been able to work across all program areas being Day services, Escapade and ISP.

Having the opportunity to work in all programs along side many experienced support workers has enabled me to further develop my skills as a disability support worker.

The trust and relationships I have built with the participants over the past 12 months has been the most rewarding part of joining the BDS team. I see myself staying with BDS in the long term and look forward to further responsibilities and opportunities in the future.



Khaled El-Ali



Khaled - 17 years at BDS Support Services

Khaled is a participant within the adult Escapade social and recreational program and receives regular individual support here at BDS. He has been attending BDS for 17 years starting when he was just 5 years old! Khaled has attended many outings during his time at BDS involving both group activities including camps and individual days out targeted to his support needs and his interests.

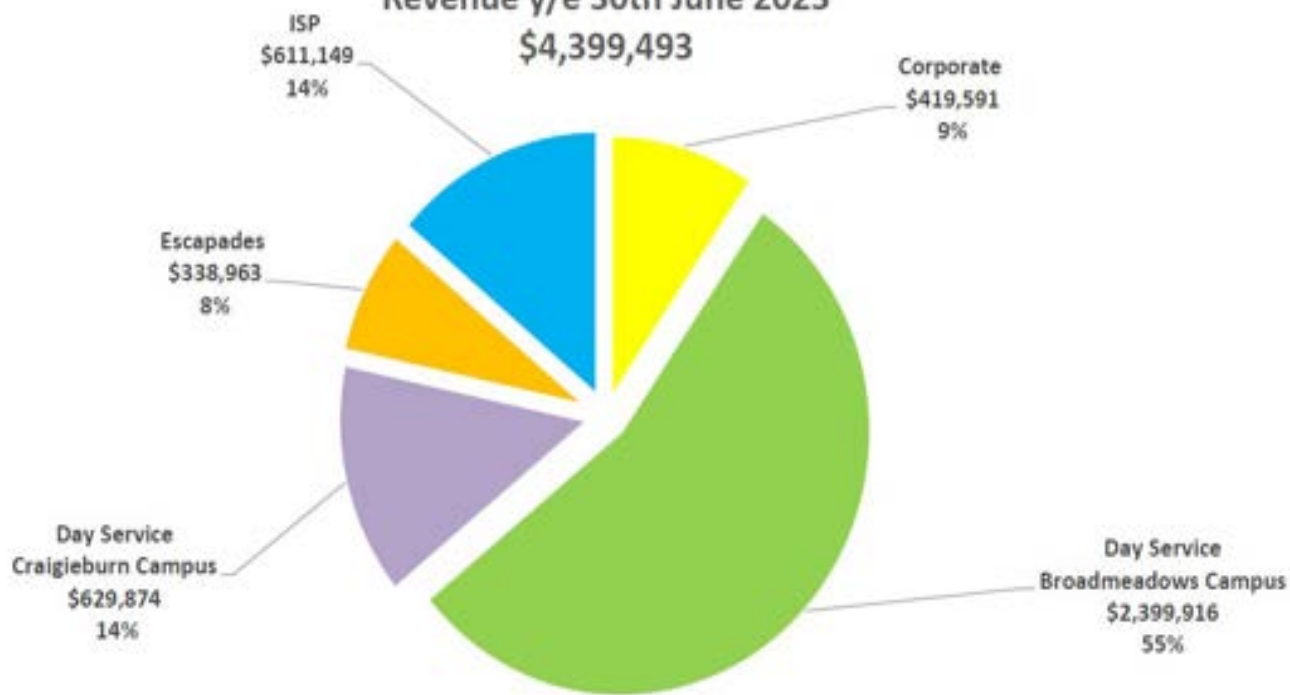


Khaled's mother Gabs reports that the support from BDS many years ago started as respite for herself however it has now turned into where he wants to be each week. Khaled's main goal is to increase his social skills and interactions. Gabs values the ongoing support from BDS to promote and foster the friendships he has made throughout the years. Khaled receives support alongside his friend each fortnight, they decide where and what they will do with their support worker for guidance. Gabs reports that the support through BDS has helped Khaled become more independent and not reliant on his family.



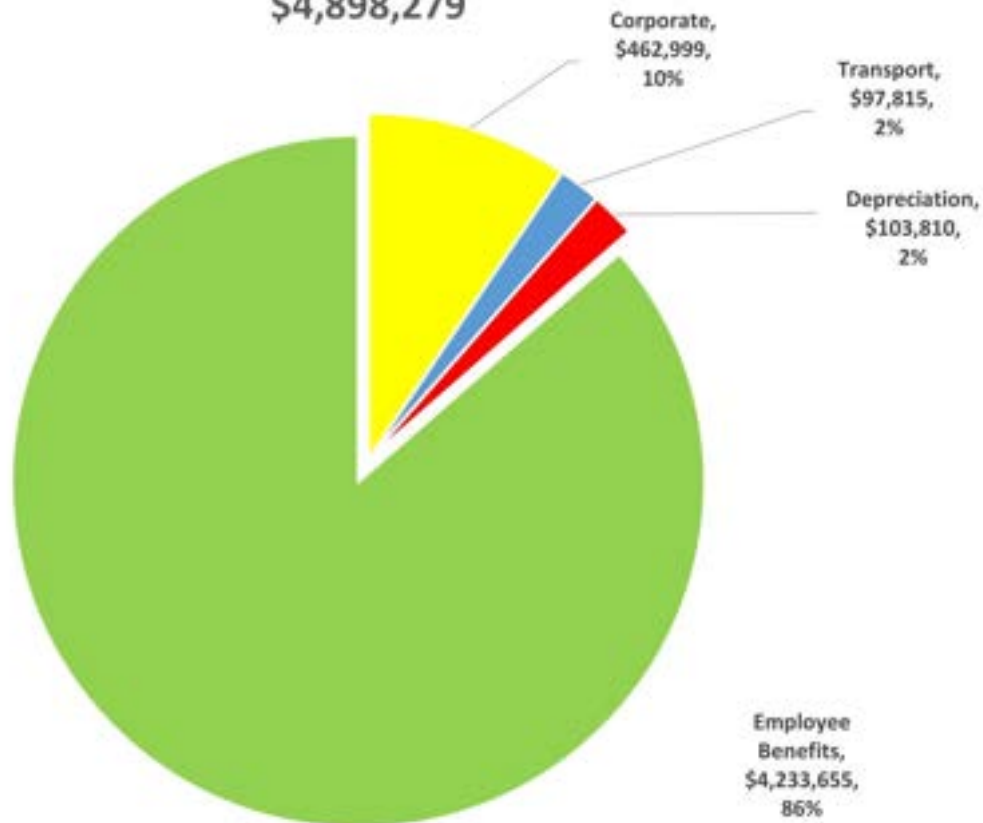
Revenue y/e 30th June 2023

\$4,399,493



Expenditure y/e 30th June 2023

\$4,898,279



Board of Management

Graham Edwards/Margaret Ruff – Chair

Jasmine Sesso – Deputy Chair

Muhammad Murtaza

Natasha Shirvill

Claire Young

Ginger Liang

Our Team

Sally Allison

Carmen Gatoc

Carmen Liang

Simon Silwamba

Dolores Amazona

Chelsea Gee

Geraldine Long

Mary Skopelianos

Benjamin Ardley

Cindy Gee

Stephanie Maundrell

Sam Sood

Tanya Ascenzo

Anne Hammill

Phillip McKenzie

Dolores Stiffle

Juliet Bangayan

Mariam Hamza

Courtney Micallef

Cathie Turhan

Elishia Bartolo

Dale Hanson

Susan Mills

Jodie Valkenburg

Eve Batsanis

Casey Houston

Crystal Needham

Barb van den Vlekkert

Tanya Bird

Bayda Ilyas

Michael Nicholls

Heidi Vincent

Monica Blackstock

Melanie Irving

Sharron Nilsson

Emma Waithaka

Susie Bountris

Jowita Jackowski

Laurence Page

Alan Walley

Madilyn Brinsmead

Warwick Jones

Frank Pardo

Sanjani Wijesinghe

Michael Bzdel

Fatmata Kamara

Michael Perri

Lara Wilson

Marie Camilleri

Kim Keevers

Kim Prosser

Debbie Young

Renee Clarke

Rebecca Kendall

Manpreet Randhawa

Kelly Zarb

Tammie Cooper

Manisha Khadgi

Mollie Ratcliffe

Harbhajan Dass

Melina Kritikos

Shane Ray

Fiona Davis-Ziebell

Agnes Kyriakou

Ian Rowe

Shanez de Silva

Elaine Latham

Santhosh Samuel

Ninfa Flores

Jorge Leiva

Craig Schell

belong | develop | succeed

