

BRITE Services



Annual
Report

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EXECUTIVE CHAIRPERSON'S REPORT

Helena Gillies

I am pleased to present the Brite Services Annual Report for 2016-2017. This year we have expanded our footprint within the municipality of Hume. We have continued to strengthen relationships with our clients and with our community, and we have developed valuable linkages with other like-minded organisations.

We are entering a period in which we will need to develop new strategies to meet the new challenges that will soon emerge in the transition toward operation within the National Disability Insurance Scheme (NDIS). Our former Strategic Plan has expired and the new Strategic Plan covering 2017 to 2020 has been approved for implementation by the Board. In implementing the new plan, our organisation must ensure that service excellence and the maintenance of a supportive, safe and harmonious environment for our clients are not neglected or negated as we develop strategies that will allow us to successfully manage our new circumstances.

forged at this event that bear fruit (no pun intended) through the ensuing year.

Our 40th Anniversary Celebrations.

The Brite community was delighted to welcome our Patron, Her Excellency the Governor of Victoria, The Hon. Linda Dessau AC who visited Brite on the occasion of our 40th. Anniversary to help us celebrate this momentous event. The Governor toured the facility, speaking with supported employees, staff and community supporters of Brite and finished her visit by graciously cutting our Anniversary cake.

Federal Member for Wills, Peter Khalil and Federal Member for Calwell, Maria Vamvakinou, were also on hand to help us celebrate. Each spoke eloquently of the valuable service Brite has provided over many years, and continues to provide today, to people with disabilities. The following week Maria addressed Members in the Federal House of Representatives and spoke of the 40th Anniversary Celebration, outlining the valuable work that is carried out at Brite. Thank you Maria.



These issues are the foundation of our organisational goals and objectives, and so must remain the basis of our strategic planning and implementation.

This year Brite has enjoyed some important and successful public events.

The 2017 Tomato Festival.

In February Brite was once again warmly received by the public at the annual Tomato Festival. This is a valuable platform to showcase our organisation and many contacts are

The annual Open Day.

Large numbers flocked to our Open Day including Federal Member Maria Vamvakinou and Senator Kim Carr - all in all a very successful event made possible by the combined efforts of Directors of the Board, Management, Staff, Supported Employees and Volunteers. Thank you one and all. In particular, I would like to acknowledge the work put in by James Clark and the Nursery team readying the plants for the big day. Their effort was rewarded by a marked increase in the volume of sales.

During this financial year we said farewell to Ben Kelly, Veronica Liddiard, and Kerry Harris, and we wish each of

them well in their new endeavours.

We welcomed our new CEO Nick MacHale who came to us via Banksia Gardens where he spent two years as a Project Manager and two years as a Relationship Manager. In the two and a half years immediately prior to joining Brite he was Area Manager for Victorian Programs with Mission Australia so he has a good understanding of the not-for-profit and community sectors.

We also welcomed Puspa Acharya and Alan McIntyre to the Brite team and we hope that each has a long and rewarding association with Brite.

We thank retiring Directors Kathleen Halfpenny and Beverley Lee for contributing their time and skills to the Board, and although they will be missed on the Board, they have both indicated that they will remain Brite members and will continue to actively support the organisation.

Co-opted Board members John Carter and Phillip Perroni were subsequently elected to the Board of Directors at the Annual General Meeting on November 23rd, 2016.

Between them they have a great deal of experience in the community, training and disability sectors.

I wish to acknowledge the contribution of all Directors and to thank each one for their promotion of Brite's success through generously volunteering their time and skills and for their commitment to, and pursuit of, the aims, objectives and good governance of organisation. I also wish to thank the Directors for their continued support and assistance in my role as Executive Chairperson. I especially thank our Executive members for the extra assistance they gave me throughout the year.

On behalf of the Board, I thank the CEO, Management, staff and supported employees for their valuable contributions to the well being and continuing success of our organisation.

Helena Gillies
Executive Chair,





211
Employees with disabilities and support staff employed.

\$3,892,819
Spent in the local economy

97.2%
Students satisfied with training

Chief Executive Officer's Report

Nick Mac Hale

It has been a big year for Brite as we ready ourselves for the National Disability Insurance Scheme (NDIS). The NDIS will bring change in how we operate as a provider of services; however, there is now greater opportunity to achieve stronger outcomes for our employees and their families. We embrace the NDIS and the principles on which it has been developed. We acknowledge that greater choice and control for people with disability and their families will, over time, create stronger outcomes. We understand such changes may bring about a sense of uncertainty; to all our employees and families, rest assured, Brite will go the journey with our community and provide support, information, and certainty as we collectively traverse these changes.

Under the stewardship of our Board, the Brite team is rethinking how we develop and deliver services. A new strategic plan has been developed to guide the organisation through the next three years. The planning process has involved all employees at Brite. With our plan in place, the opportunity to create and implement successful new services is being realized. Customised Employment is one such service, with our employees being provided the opportunity to re-imagine their employment opportunities; this may include supported employment, open employment, as well as the opportunity to develop micro-businesses. We are receiving positive feedback from our employees. In addition, the creation of the Quality and Support team will better support our employees and families; this is a significant step forward in our ability to achieve stronger community outcomes.

Our Employee Representative Committee (ERC) continues to add great value to the overall operation of Brite, providing a stronger sense of client voice in everything we do. I have had the pleasure of meeting with our ERC on a monthly basis to discuss a wide range of items affecting our workplace, these include: health and safety, organizing events, consulting on new programs and services, and providing a mechanism for feedback to ensure we continue to be a responsive employer. Thank you to all our ERC members for their advocacy and hard work throughout the year.

The importance of a safe and healthy working environment is of paramount importance. I am proud to note the hard work of our Occupational Health and Safety Committee in ensuring we all have a safe day at work, and most importantly, go home healthy and well every-day. The committee is led by our employees, for the betterment of all employees, contractors, and visitors to Brite.

Over the year I have had the pleasure of getting to know all our employees and families. The strength of our community is self-evident. Our 40th Anniversary Celebration was a great opportunity to meet so many of our families and supporters. So much has been achieved through collective community impact over the last four decades; it is exciting to think what we may achieve together over the next 40 years. We all contribute to Brite's success, and I would like to acknowledge our families and supporters who give of their time, passion and expertise to enable us to do what we do every-day.

I would also like to thank our commercial partners. Brite works with many local and multi-national companies throughout the year. We thank you for your custom and look forward to continuing to add value to your business in the coming year.

On a personal note, I would like to thank the Brite team for their willingness to go the extra mile for our community. It is a pleasure to be a part of such a creative, passionate, and dedicated team. I acknowledge it has been a year of change for our team, and I thank you all for your willingness to embrace the change for the betterment of our community.

Finally, I would like to thank the Board of Directors and our Members for their unwavering support, time, expertise and insights throughout the year. Brite is a remarkable organisation and one I am proud and privileged to be a part of.



Pak

Niels Gorman

The Pak division has worked collectively to achieve stronger outcomes during a challenging year. Challenges included the cessation of automotive manufacturing and operating in a highly competitive plastics space. Whilst it is always difficult to manage industry change, the Pak team has remained flexible and adaptable with many new opportunities on the horizon to provide meaningful employment to our employees and add even greater value to our commercial partners.

The re-invigoration of the Pak team with a re-commitment to delivering in full-time and on time to our commercial partners is achieving early gains with increased demand for our finishing and packing services. Our commercial partners are responding to our improved delivery and high quality work by providing additional opportunities to quote on new services and products. This is the strongest indication that our re-invigorated team strategy is meeting commercial needs. We will continue to consult with our partners to ensure we are relevant to their business.

Key achievements for the year include:

- Sales increases for 86% of our TOP 15 regular customers (average increase of

101%)

- New partnership with DHHS (\$50k sales in Q1&2, current FY)
- Reduction in OHS issues
- Increased vocational training delivered to our supported employees

I would like to take this opportunity to thank the Pak team for their hard work, flexibility and commitment in delivering to our commercial partners. Our supported employees have achieved great outcomes throughout the year. Furthermore, I would like to acknowledge the great efforts of our Team Leaders, Coordinators, and Support staff in providing a great working environment for our supported employees.

Whilst acknowledging the current challenges in Pak, there are great opportunities for future growth in our business. The team is committed to this growth and the creativity required to meet the future needs of our commercial partners. The roll-out of NDIS will also provide innovative opportunities for our business to develop new services and products.

Finally, I would like to thank our commercial partners, sector partners, and supporters for enabling Pak to achieve our core mission of providing meaningful employment and training to people with a disability.



Plants

James Clark

On behalf of all nursery staff members and supported employees I am delighted to present the 2016-2017 Annual Report for Brite Plants.

The past year has been a period of significant growth for our division with a continued focus on expanding our landscape and construction customer base, increasing our plant production capabilities and maximizing our service provision opportunities under social procurement.

We have also witnessed significant growth in plant sales from the retail nursery industry largely due to increased demand for housing within the greater Melbourne region and the added focus of DIY home renovation/improvement programs on television. Brite Plants is uniquely positioned to be able meet future demand for plant supply with plans for the nursery re-development/expansion well underway as I type this report.

Some notable achievements from the previous year include:

- Plant sales growth of 19 % compared to the previous year
- Active participation within local community events including Hume Seniors Festival and the Melbourne Tomato Festival

- Expansion of our potted succulent range and product provision for regional businesses who want to gain access to our plant range

We will continue to deliver on our core promises to our commercial customers of providing a wide range of plants at competitive prices whilst providing great customer service.

I would like to take this opportunity to thank our dedicated nursery staff (Ryan, Matt and Stephanie) and all our supported employees for their hard work and commitment to their daily work. It has been a great privilege to witness the vocational development of our supported employees as they are provided with additional opportunities to gain new horticulture based skills and increase their social confidence working within a supportive team environment.

Finally, I would like to thank all our customers and community partners for their continued support of Brite Plants and our core mission of providing meaningful employment and training to people with a disability.





Financial Summary

Brite Services ABN 47 114 989 650		
Statement of Income & Expenditure & Other Comprehensive Income		
For the year ended 30 June 2017		
Revenue	2017	2016
Government grants and sales	3,104,244	3,489,229
Other income	143,201	185,782
Total Revenue	3,247,445	3,675,011
Expenditure		
Employee benefits expense	-2,281,314	-2,390,564
Depreciation and amortisation expense	-78,383	-83,589
Repairs, maintenance and vehicle running expense	-106,959	-139,728
Fuel, water and power expense	-72,486	-85,056
Rental expense	-16,225	-17,475
Staff training expenses	-11,868	-9,639
Audit, legal and consultancy expense	-43,226	-22,533
Production expenses	-261,875	-478,234
Marketing expenses	-10,927	-10,198
Doubtful debts	-15,000	-
Other expenses	-304,499	-341,428
Total Expenditure	-3,202,762	-3,578,444
Profit/(loss) for the year	44,683	7,253,455
Other comprehensive income		
Revaluation of buildings	-	123,130
Total other comprehensive income for the year	-	123,130
Total comprehensive income attributable to members	44,683	219,697
Statement of Financial Position as at 30 June 2017		
ASSETS	2017	2016
Cash and cash equivalents	572,513	497,680
Trade and other receivables	227,245	289,845
Inventories	162,696	157,410
Other assets	153,018	60,583
TOTAL CURRENT ASSETS	1,115,472	1,005,518
Property, plant and equipment	654,898	658,731
TOTAL NON-CURRENT ASSETS	654,898	658,731
TOTAL ASSETS	1,770,370	1,664,249
LIABILITIES		
Trade and other payables	350,987	264,076
Provisions	366,974	341,886
Borrowings	3,627	16,262
TOTAL CURRENT LIABILITIES	721,588	622,224
Provisions	28,472	62,771
Borrowings	-	3627
TOTAL NON-CURRENT LIABILITIES	28,472	66,398
TOTAL LIABILITIES	750,060	688,622
NET ASSETS	1,020,310	975,627
EQUITY		
Retained Earnings	897,180	852,497
Revaluation Reserve	123,130	123,130
TOTAL EQUITY	\$1,020,310	\$975,627

A full copy of the Audited Financial Statements are available on request or at www.brite.com.au

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