



ANNUAL REPORT

2016-17



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reports

president's report



ray dyer

President

It gives me great pleasure to deliver the 2016/17 Nepean Area Disabilities Organisation Limited Annual Report.

Looking back, it has been a solid year of successes for NADO, although throughout the year we carefully assessed our position from month to month as the NDIS rolled out.

The diversity of skills and experience in the Board were fully utilised to ensure service quality, choice of services, financial sustainability, staff engagement and compliance regulations were all taken into account in planning strategies.

I'd like to thank Denise Heath, CEO and her team for contributing to and executing on those strategies to ensure NADO's continued success.

The changes in the sector required the Board to revisit the Mission and Vision of NADO, and after consultation and careful thought about what NADO's

purpose is, we launched the following new Mission and Vision statements:

Our Mission: NADO is committed to providing services and supports that respond to the needs and personal goals of people with a disability, their families and carers within the context of their home, work and community life.

Our Vision: NADO seeks to be a model organisation, helping to create a society where people with a disability are respected, valued and empowered to live a life of fulfilment, choice and purpose.

Further change was required to move from an Incorporated Association to a Company Limited by Guarantee as a result of our organisational growth which was achieved in June 2017.

The support from the business community has been tremendous, with generous donations from our Friends of NADO and community sponsors, as well as the creation of connections for our participants, staff and volunteers through the NADO VIP program. Thank you to all participating businesses, your support adds considerable value to the work we do.

We welcomed a new Board member, Dr Samuel Arnold, who brings significant qualifications and experience of disability to the Board, filling a casual vacancy after the resignation of Shahram Mehin in November 2016 due to work commitments.

My continued interest in the people at NADO, both participants and staff has only strengthened with time, and I continue to enjoy my role as well as attending the various events that brings NADO people together in the community.

I would like to thank Percy Madon - Vice President, Anil Puri - Treasurer, Bernadette Curryer - Secretary, Owen Rogers, Rhonda Burke and Samuel Arnold - Directors for the very significant role they play in NADO's future.



chief executive officer's report



denise heath

Chief Executive Officer

"We always hope for the easy fix: the one simple change that will erase a problem in a stroke. But few things in life work this way. Instead, success requires making a hundred small steps go right - one after the other, no slipups, no goofs, everyone pitching in."

- Atul Gawande

NADO has now successfully transitioned to the NDIS.

The first year of transition in the Nepean for children went relatively smoothly. This year required a massive effort by the team, particularly in administrative and leadership roles, as we managed the transition of the remaining NADO participants and the increase in enquiries and service delivery.

Our ultimate success comes down to our ability to make rapid changes within, including role and system changes. We didn't always get it right, and

initial undertakings to provide fast on-boarding of new participants was not always met due to a higher demand than we had predicted.

We learnt a lot about what we really needed to do and technology played a large part in the solution, from keeping on track with paperwork to hiring staff in a timely manner, each department of NADO playing their part, everyone pitching in.

Importantly, NADO is now on track delivering quality services and supports, assisting over 500 people in our community to implement their NDIS plans and goals.

My appreciation goes to a very hard working executive and management team, Narendra Charan - Chief Financial Officer, Brooke Wilkie - General Manager, Sam Samra - Human Resources and Quality Manager, Linda Wilson - Communications Manager and Joshie Hwang, who recently joined the team as Marketing Director.

My thanks go to every team member, from people like Suzanne Giordano who is approaching her 20 year anniversary to those that are just starting their journey with NADO for their efforts to make every participant experience the best it can be, after all, it is the participant's experience that matters the most.

I would like to acknowledge all of our generous sponsors, donors, volunteers and supporters whose contributions enrich the quality of the work we do.

The Directors of NADO have invested their time to understand the needs of the organisation in a time of significant change and applying themselves with their skills and knowledge to ensure NADO's success in the new paradigm. Their combined wisdom has carried NADO through the most significant organisational change in its history.

treasurer's report



anil puri
Treasurer

NADO experienced strong growth of 30.4% from FY2016 to achieve Total Income of \$10,137,575 for FY2017.

This is the third year of growth in double digits (19.3% for FY2016 and 16.5% for FY2015). Over the same period, total expenses increased by 36.1% from FY2016, resulting in a surplus of \$491,282 for the year.

The pace of growth accelerated during the year because of the following key factors:

- A full year of the Nepean Independent Living Committee (NILC) merger that commenced in April 2016.
- New accommodation services being introduced.
- A 10% growth in participants numbers and associated services driven by the new NDIS arrangements.

NADO's excellent standing in the community has enabled it to attract a good portion of new NDIS participants in our local area. While NADO management anticipated this growth, and was well-prepared for it, the full transition to the NDIS has created additional administration and participant management work. This is reflected in the higher growth of labour costs, being 78% of revenue for FY2017 compared to 70% in FY2016. These costs will need to be closely monitored and NADO is further looking at technology and alternative team structures to improve efficiency.

In the last couple of years NADO has also grown its range and scale of accommodation services and this continues to contribute strongly to the overall results of the organisation. Accommodation services accounts for around 30% of NADO's revenue in FY2016 and is expected to grow further in the coming year.

The skills of the management team also expanded during the year with the appointment of a Marketing Director in April 2017. This is an important role for NADO since the new NDIS environment means that participants have full choice of service provider and NADO must compete in the "open market" for these participants. It also allows us to promote services and attract participants that are the best fit for us and the future direction of the organisation.

In terms of our cash position, the strong surplus for the year was slightly offset by growth in our Accounts Receivable position. This growth in Accounts Receivable is due to the change in funding from the up-front ADHC funding model to the NDIS model where funds are collected from the NDIA after the service is provided. Despite this, NADO's cash position improved to \$3.2 million from \$3.1 million in



FY2016 and our Liquidity ratio improved to 2.37% (FY2016: 2.11%). However, our sustainability ratio fell to 4.8% (FY2016: 8.9%) because of the higher labour costs. This is still healthy but will need to be monitored over the coming year.

Our management team and staff must be commended for the work they have done to prepare for the NDIS transition and the adjustments to work processes, roles and team structure that they have embraced. Their hard work and commitment has resulted in a relatively smooth and successful transition.

A big thank you goes out to the entire NADO team, with a special mention of Narendra Charan – CFO and his finance team. They have all been aligned with the current focus and financial direction of the business. Delivering on the goals for each section has enabled greater efficiencies whilst also maintaining the high levels of service expected by our clients.

The ensuing years ahead will hopefully deliver consistent positive financial results with the intended investment in technology, IT updates and software packages for better work flow performance measures. With this seamless capture of daily processes from participant engagement, their experiences and our operational outcomes, together, will help to deliver a diverse and efficient reporting process for all aspects of the organisation.



narendra charan

Chief Financial Officer

As a CFO, the necessity of controlling cost, managing risk and maintaining liquidity are a constant challenge operating under the NDIS environment where there are fixed prices for services. Most of us can relate to the idea that we focus too much on what's not working, than what is.

It was important for my team to work closely with the operations team during the transition, where we met regularly to trouble shoot and develop systems to adapt to the rapidly changing requirements of the NDIS.

Administratively, the transition has been significant and has severely tested our systems and at times our patience.

It is not the CFO rolling up the sleeves and doing all the heavy lifting, but the combined effort of our finance and administration staff.

I would like to sincerely thank my team comprising of Brigitte Sirocic, Lisa Devery, Ann Schmitz and Stephen Rose, all who have worked with such passion and dedication under some testing times and continue to set the pace which no doubt contributed to NADO's great success for financial year ending 30th June 2017.

governance board



President **Ray Dyer**, commenced on the Board in 2010, became President of NADO in 2014 and was re-elected to the position in 2015. Ray has been a long-time NADO supporter, bringing a well-rounded background of relevant professional experience in human resources, management, worker's compensation and training together with a personal interest in supporting people with disabilities to be included as valued members of our community.



Vice-president **Percy Madon**, commenced on the Board in 2013, specialises in business leadership and management. Percy has worked with multinationals including IBM, PWC and E&Y and holds a Masters in Business Administration (MBA). He brings commercial experience and a personal passion to supporting people with disabilities and providing them with the same opportunities as anyone else in the community. Percy's commercial experience assists NADO's transformation into a market driven model under the NDIS.



Director **Owen Rogers**, commenced on the Board in 2011, specialises in business development, finance, community engagement and leadership, having developed and run businesses in the local region. Owen has a range of experiences in banking, accounting, business strategy, relationships and mentor building and is invested in creating awareness of people with disabilities in our area, while making sure that access issues are solved in future directions for the CBD, adopting and analysing the NDIS objectives, especially implementation for our clients and NADO, while advancing partnerships and opportunities for people living with a disability in our region.



Director **Rhonda Burke**, commenced on the Board in 2000, specialises in disability and carers' needs. Rhonda is a parent and carer of an adult son with a disability. In 2012, Rhonda received a Carer's Award and is an active member of the St Marys Carer's group. She has been a Board member for 16 years and is dedicated to helping NADO thrive in supporting people with a disability. Rhonda is a strong advocate for people with a disability and carers, ensuring that their voices are heard.



Treasurer **Anil Puri**, commenced on the Board in 2014, specialises in business development, financial management, organisational systems and team development. Anil has run his own business consulting firm since 2005 and has a broad range of experience helping small and medium-sized businesses develop. He is a trained accountant with a Masters of Management and has many years of experience working in corporate businesses in Australia and overseas. Anil is passionate about helping individuals develop personally and professionally and is committed to assisting NADO adapt and grow in a changing environment.



Director **Sam Arnold**, is currently filling a casual vacancy on the Board commenced in mid-2017. He is a registered psychologist, and works as a Postdoctoral Research Fellow in Program 3 of the Cooperative Research Centre for Living with Autism Spectrum Disorders (Autism CRC), the world's first national, cooperative research effort focused on Autism. He is based at the University of New South Wales in the Department of Developmental Disability Neuropsychiatry (3DN), and formerly worked as a researcher and psychologist at the Centre for Disability Studies University of Sydney. He is also a Casual



Secretary **Bernadette Curryer** returned to the Board in 2015, having served as a Board member and past president from 2004-2009. She brings a perspective to issues involving disability based on a range of lived experiences, including parenting an adult daughter with an intellectual disability, and 12 years working in the disability sector, primarily in the fields of self-advocacy and adult education. Bernadette has a Masters of Health Science (Developmental Disability) and is currently undertaking a PhD at the University of Sydney, researching self-determination within the family context. She is particularly interested in how services can support the rights of people with disability, enabling adults with disability to have increased control of their life whilst recognising and nurturing positive, supportive family relationships.

Academic at the University of Western Sydney. Sam is passionate about the empowerment of people with disability to pursue a chosen valued life.

service delivery report



brooke wilkie

General Manager

NDIS is well and truly rolled out in the Nepean Region with 2016/17 proving to be an extremely challenging, as well as a rewarding time. There is still a long way to go, but we are finding our feet and learning as we go.

Welcoming many new participants as a result of the NDIS, saw the need for more staff, a new structure and therefore new premises. NADO Connect was bursting at the seams as Co-ordination of Supports and Individual Plan Implementation become a growing area of activity. Mid-March saw us expand into another office in Penrith which we were very fortunate to have found with the support of Penrith Council. We moved into these new premises at the Community Connections Building, 114-116 Henry Street, Penrith, with new staff in toe, offering the space we need to meet with prospective participants and their families, as well as provide ongoing support for our existing participants.

Providing the best possible service to our participants is always our main focus and to do that, we have had to adjust and change things to make it work right. With that, we changed a few things around and our My NDIS Consultants roles were redefined and we now have Client Engagement Officers. I would like to thank my team for their hard work and dedication.

NADO Connect: Jacki Long, Meg Hayes, Tabatha Burt, Amy Hudson and our Client Engagement Administration Officer, Trudy Smith.

Community Connections Building: Tara Kelton, Sharon Mason, Yusdi Maksum, Loretta Roberts and Faye Kartabani.

With new staff, we have also said farewell to some as well. I would like to thank Darren Lloyd, Gayle Goddard and Jade Magaling for their hard work over the years and we wish them all the very best in their future endeavours.



We forayed into a project that developed the Client Engagement Officers to become a self-directed team. Lisa Gorman, Director Life Learning has worked closely with the team developing both individual and team capacity to ensure they are independently working towards work goals. Thank you Lisa, your efforts have been very much appreciated.

As a part of the changes with our Client Engagement Officers, Yusdi Maksum now coordinates the social group activities of NADO Social Club (NSC), Tours4U, TeenZone and Live out Loud (LOL), while Sharon Mason coordinates the weekend social groups and school holiday activities. I'd like to congratulate them both for the revitalisation of these much needed community programs.

Last year we commenced our accommodation services which have continued to grow. We opened two new group homes in St Clair, one with four men and the other with two men happily residing in their new homes. To provide the best support, we restructured our team to include an Accommodation Manager, with Vanessa Vella-Adams as the successful applicant. Kerry Caldwell was promoted from Team Leader to Accommodation Co-ordinator, with her main responsibilities coordinating the short term accommodation centre, (previously respite cottage). I would like to thank Vanessa and Kerry for their hard work as well as the dedication and efforts of their teams, who take a great deal of pride in their efforts to ensure that people living in group homes or temporarily staying at our cottage receive the best support possible.

Our centre based day programs located in Katoomba, Lawson, High Street Penrith, Macquarie Avenue Penrith, NADO by the River and St Marys continue to offer a range of educational, recreational vocational and fun programs.

NADO by the River has grown considerably with a number of people choosing NADO Day Programs after moving to the local area and into their new group homes following the closure of large residential services. The team at Macquarie Avenue continue to reach out to the community through their quarterly Friendship Day and in the process gaining significant local business support (see page 21). Amongst other activities, our Katoomba and Lawson Centres helped beautify two local parks in Katoomba (see page 25), whilst the High Street staff have implemented programs that are producing genuine and long lasting personal growth for many of the participants. The St Marys Centre has a program of music, dance and creative fun that is enjoyed by all, as well as a bicycle restoration program. Each centre has a distinct flavour developed through the blend of talents and interests of the team and participants. Many thanks to this leadership team; Tina Khalifeh, Gity Shariati, Marilyn White, Joy Lockyer and Suzanne Giordano.

I would like to thank all the NADO team for all your hard work and dedication - the work you do is absolutely amazing. Vanessa Santucci, Client Engagement Support Officer, you are greatly appreciated and to Denise and my colleagues for your continued support as we make NADO the best we can be.

human resources/quality report



ibtissam (sam) samra

Human Resources and Quality Manager

The goal of the HR Department is to continue supporting NADO in achieving its strategic mission, vision and overall business objectives by ensuring employees are continuously engaged and motivated to support NADO's success and growth.

During 2016/17, HR focused its operational initiatives to align with NADO's Strategic Plan to develop HR Projects, cut cost, improve our internal efficiencies and lead HR to become a consulting partner for NADO.

Evolution of the HR Function during FY2016/17

- Administration driven
- Action based
- Transactional
- Monitor employee movement (hiring and exit)
- Having organisational values



- Strategic Innovative HR Solutions
- Results-oriented
- Consultative
- Retention and sustainability of workforce
- Organisation values are the centre focus of our recruitment and everything we do

NADO offers the best candidates to maintain quality services

The HR Department transitioned to a new background checking system, resulting in a faster turnaround time, which enabled a quicker start date for our newly hired employees to ensure critical positions are quickly filled, while meeting with business needs and enabling HR to maintain quality and diverse candidates.

2016/17 saw HR engage heavily with our workforce and provided them with opportunities to gain qualifications and/or certificates in the disability industry.

HR offered employment to over 110 new employees during 2016/17 and a wide range of training opportunities throughout the year to build on newly hired professional skills, competencies and knowledge within the disability industry, so they are able to contribute positively to NADO's mission and improve individual career and future growth.

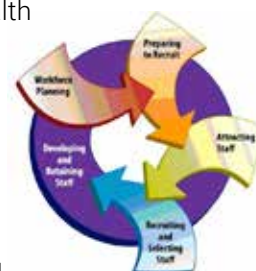
Developing and Retaining Employees

Employees are a valuable part of NADO's future. Their engagement is vital to actively be involved in the organisations growth and contributing to the big picture. The HR Department ensures our employees are being constantly updated through communication and consultation as required and allowing an open channel to provide their feedback and express their ideas and views that leads to employees being clear about their roles in supporting NADO's business strategies and organisational values.

HR ensures that employees have the appropriate skills and knowledge to fulfil the overall business objectives. During 2016/17, we managed to develop a new channel of learning with colleges/training providers such as TAFE, which secured new training and learning opportunities including;

- Induction to Disability Skills
- Customer Service and Marketing Skill Set
- Induction to Leisure and Health

We were also able to secure more partnership agreements with other training providers such as universities - including Sydney University that provided our employees with "Person Centred Active Support" training.



Diversity and Inclusion

NADO has a growing and diverse workforce, our people and culture are fundamental for our organisation's ability to deliver innovative solutions and quality services.

Our strategy during 2016/17 was to focus on activities that will continue to grow diversity, while fostering an inclusive culture and support service excellence.



Our scope of workforce includes an increasing focus on our pool of volunteers and potential volunteers to ensure that the volunteer experience is rewarding as well as providing them with the knowledge and expertise to provide effective support to our participants. In appreciation to our team of volunteers we would like to mention their positive contribution to our organisational success and say thank you.

NADO is committed to having a diverse workforce from various cultures and backgrounds that bond our team and create strong harmony awareness. Furthermore, in line with Equal Employment Opportunity and NADO's commitment to a diverse workforce, our recruitment process seeks out candidates from many different cultures to reflect our community and participant's preferences.

Workplace Health and Safety

NADO recognises the importance of the health and safety of our employees and our participants.

The HR Department continues to focus on key activities to ensure our employees are provided with a safe and healthy workplace, including the provision of WHS training and information to our employees, our WHS Committee, management of incidents, EAP counselling, and other related NADO policies to ensure a safe working environment.

HR's work health and safety outcomes in 2016/17 continues to show excellent progress against targets, particularly in reducing the incidence of workers' compensation claims, increasing work health and safety awareness, while improving safety assurance results.

Movement of our Workforce Employment Type

During 2016/17, HR has assisted in driving a significant and rapid change through offering our employees either permanent part-time or full-time positions and for the employees who are keen to progress in their career, we provided them with more opportunities to develop their career to optimise and meet with our business growth. As our results below shows key results of workforce increase by category of employees in scope of the June 2016 vs June 2017:

marketing report



joshie hwang

Marketing Director

My professional focus and success has been on building and execution of marketing and business development strategies, communication campaign strategies, crisis management across large corporations in various industries such as tech and finance, education, local government, education and music in major cities in three different countries with a high level of commercial success. This has given me a keen insight into creating effective marketing and business development strategies.

Business development identifies strategic partnerships and opportunities within and across segments or industries to create long term value for an organisation, for customers, markets and relationships. Marketing can be used as a very specific promotional term, but the real meaning of marketing includes the business development process, beginning with research and strategic planning to identify the roadblocks and create solutions, as well as evaluating and constantly improving systems and strategies and keeping up with new technologies.

Change is inevitable, but it is never an easy process. Despite this, when we adopt the changes in the "NADO" way it is because our authentic identity is our competitive strength.

When I joined NADO in April, my first action was to create content and digital marketing strategies. Our website is the virtual office, and the content is the most crucial fuel for our digital marketing and social media campaigns. I have built and implemented a lot of digital engines, such as SEO, SEM, On-Page Factors, Sitemap, Console, Webmaster and have been constantly updating and testing these to get higher rankings from search engines.

Link building and referral sites are other important strategies that are in progress, the first referral site content was published in IDA in July.

I started to investigate workflow and productivity, transparency and project execution. It is important for me to understand each department's role and identify roadblocks and strengths to find a balance for our whole organisation to create a system that has long term value. I have also implemented an integrated CRM system and project management software that meets NADO's workflow.



Another crucial strategy that I have been working on is to develop structured fundraising goals and corporate partnerships to ensure the sustainability of our service quality.

We have also been looking into Artificial Intelligence technology that is built to help people with disabilities simplify computer navigation for people with disabilities. This software, Frasil, can be downloaded on any device and it invites individuals to customise the program to fit their personal needs and preferences so that people with different physical and intellectual disabilities can find support to live their lives more independently.

Our organisation is here to help and support the best way for our participants to live their lives more independently, including consideration to new and exciting technologies.



accommodation report



vanessa vella-adams

Accommodation Manager

2016/17 has seen big changes to Accommodation with the merger of NILC in April 2016 where 4 group homes transitioned to NADO, as well as the NDIS bringing new innovative ways to support participants in their way of living.

Over the past 12 months we have supported the transition of all participants receiving accommodation services to the NDIS with some fantastic achievable goals. The difference the NDIS has made to the everyday lives to our participants is immeasurable.

The short term accommodation cottage located at St Marys has seen the most growth over the past 12 months as a result of the NDIS with participants utilising short term accommodation from their plans as well as longer stays for people who were in the process of and waiting to move into their permanent residence.

The short term accommodation in our cottage continues to run at full capacity and bookings are well into the new financial year. Daily enquiries and return bookings reflect the quality of service being provided and the ability of the staff to respond to ever changing support needs.

Thank you to Kerry Caldwell - Cottage Coordinator and to Wendy Scott - Cottage Team Leader. Their job is complex and dynamic, at times supporting families who are at their lowest point, who may be tired and stressed from their 24/7 care responsibilities. Kerry and Wendy both have a caring and supportive nature that families feel comfortable putting the trust of people they love into their hands. Their dedication is truly appreciated.

I would like to take this opportunity to also thank our Accommodation Team Leaders; Donna Newton, Kylie Loadsmen, Annette Hofmeier, Tammi Volpatti and Michelle Felstead. Each of these staff truly strive for the best outcomes for the people receiving supported living services. Each home has its rewarding times as well as its challenges, and our Team Leaders provide the right support for the participants to live and grow in a healthy and safe environment.

Your dedication and hard work together with the support of the NDIS, enables us to implement goals, and ensure that each and every participant is empowered and valued.

I would like to thank all of our support staff - your energy and enthusiasm, the way you have all embraced the changes with the NDIS and focused on making a difference has not gone un-noticed.

We have been able to move forward in a positive light and see that one day's work can make a life time difference.



A Unique NDIS Story - Cameron and Peter

The NDIS has allowed a new model to be built, offering flexibility and choice around how each person chooses to live.

Cameron came to the Respite Cottage in 2016 with the goal of living in his own home independently. During his stay, staff assisted Cameron with learning new skills and routines, while gaining more confidence and independence so that he would have a stable transition to independent living in the community.

Supported by Michelle Felstead, Cameron spent most Fridays looking for the perfect house, a place that Cameron could call home and in early 2017 "the perfect place" was found. Cameron signed the lease and set off with the keys to his future. On this day Cameron was seen literally clicking his heels down Queen Street, St Marys with joy that he was about to move into a house, his very own home. With the support of Michelle, Cameron moved in and instantly it felt like this is where he belonged – this was his home.

It was late one Friday afternoon when I received a phone call from Tara Kelton, Support Coordinator, to say we have a participant who needed emergency accommodation.

We needed to discuss Peter's support requirements and it was decided that Peter would need 1:1 support. Calls were made and staff were organised to get Peter started with his supports over the weekend. Monday morning came and feedback received indicated that Peter had settled over the weekend, it was all positive – Peter seemed to be happy and relaxed.

One morning while Cameron was being dropped to work in Springwood by a staff member, Peter came along for the ride, instantly Peter and Cameron hit it off. When Cameron discovered that Peter was looking for a place to live, Cameron asked if Peter could move in with him. After discussions, all parties thought the best approach might be a trial to see how it would work out.

Cameron and Peter have now been living together since March this year and by chance made a friendship, but by choice decided to be house mates. The change in Peter has been described as life changing, a different Peter.

Allowing Peter to have a choice around his life and where he lives, has made a huge difference in Peter. He now accesses the community in group based activities making new friends and enjoying his outings while gaining new employment and working 5 days a week.

Peter now has safety around his neck, the key to his front door – what is just a key to us, to Peter it resembles security, independence and a place he calls home.

A very big thank you to Michelle Felstead for supporting not only Cameron, but Peter as well and to all our staff who initially supported and continues to work with Peter - thank you.

"This is my independence, these are my choices, this is home, this is my safe place".

Peter

communications report



linda wilson

Communications Manager

A key focus for me this past year has included attending various networking groups in the Penrith, St Marys and Hawkesbury areas. This is something I really love to do, as it gives me the opportunity to meet local businesses and tell them about the wonderful work we do at NADO and how *"Together we can transform lives..."*

We have designed new logo's and brochures for our Friends of NADO and NADO's VIP Card initiatives, which are great marketing tools to help get our message out to the local community.

We pride ourselves on being a local organisation, with local knowledge and local connections. Members of the business community are an important part of this support network.

We believe that by strengthening the relationship between NADO and local business, we strengthen the bond between people with disabilities and their communities.

This activity promotes awareness of the rights, needs and abilities of people with a disability. Ultimately, this makes our community a positive, vibrant and connected place.

We have had a huge amount of support through our Friends of NADO and NADO VIP Card partners, as well as grant applications, donations and in-kind donations.

Friends of NADO continues to be an important fundraising initiative. At the beginning of 2016/17 with donations through Friends of NADO, we were able to purchase a wheelchair accessible vehicle which we launched on 2nd September, 2016 as well as purchasing white goods for a new home which included quality appliances such as a fridge, washing machine and dryer. (see page 36 for more details and page 37 for our Friends of NADO Partners).



Our NADO VIP Card was launched March, 2016 with 12 businesses partnering with us at the end of the 2015/16 financial year and by the end of the 2016/17, we now have 27 businesses connected to “give a little something extra” to over 700 participants, staff and volunteers (see page 38-39 for our NADO VIP Card Partners).

September, 2016 saw the Nepean Disability Expo held at Penrith Panthers. A big couple of days had our staff run off their feet. I will like to thank all the staff who attended to help out and a special mention to Ann Schmitz, Customer Service Officer for all your help leading up this event (see page 40 for more details on this successful event).

I would like to acknowledge and thank my colleagues on the Fundraising Committee, Denise Heath, Brooke Wilkie and Joshie Hwang, as well as Deborah Smolen from Stir Crazy Noodle Bar for your time and effort. I look forward to the year ahead and working on all of the wonderful ideas we have for the coming 12-18 months.

Community Grants also give us an opportunity to bring awareness to our community about the wonderful work we do, by gifting us with grant funds to move forward generally for one off projects. I would like to acknowledge Suzanne Giordano again this year for the wonderful work together with her teams and participants at our Katoomba and Lawson Community Day Programs, who beautifully crafted three mosaic designs at Hinkler Park and Dr Alex Allen Park in Katoomba with the help of local artist Wendy Lenthén, who personally coached and mentored a group of participants from our Katoomba and Lawson Community Day Programs.

Funds to support this project were donated by Katoomba RSL through the Blue Mountains Club Grants program and Bendigo Bank based in Katoomba. Projects like this are not possible without the support of the local community and we say thank you to Katoomba RSL and Bendigo Bank (see page 25 for more details and to see their beautiful work).

Our Community Newsletter and Social Media, gives us the opportunity to share our stories and the wonderful work that NADO does throughout the year, as well as thank our supporters/partners. We continue to grow our Facebook followers and we thank everyone who likes and shares our post. Supporting NADO is not always about donations, it’s also about helping to share our stories as this helps us to get our message out to as many people as possible. You never know who amongst your friends or their friends, who may need our help and support. The more people we can reach through social media the more chance we have of helping someone with a disability to achieve their goals.

Volunteers are our unsung hero’s, whether it be staff members volunteering their time over the weekends to help out at a BBQ to raise funds, or at a fete/festival to bring brand awareness within our local community, to family members helping out or people from the general community wanting to give back, we say thank you.

A man with glasses and a black hoodie is seated, playing a shamisen (a three-stringed Japanese instrument). He is smiling at the camera. In the background, there is a blue Yamaha drum set and a large brass instrument, possibly a tuba or euphonium, on a stand. The text "programs + stories" is overlaid in white, lowercase letters across the center of the image.

programs
+
stories

friendship day



gity shariati

Co-ordinator

Friendship Day was born from my team's vision of bringing people together. Not only those with a disability, but anyone who needs a connection. There are many people in the community who are isolated and lonely, who may have a disability, or may be from a non-English speaking or Aboriginal background, ageing and our general community.

Our Friendship Day gives our participants and others attending a safe and enjoyable environment where they can develop networks and friendships between likeminded people, services, and their participants within the wider community.

From our first gathering in the front yard of our Macquarie Avenue centre located in Penrith, it has grown and strengthened where we now hire a hall to provide a venue big enough to accommodate the numbers. Our first gathering was a handful of people, our neighbor's, a local Aboriginal elder, Auntie Janice and a few others.

From such humble beginnings we now welcome in the vicinity of 200 to our gatherings. We are joined by many other industry service providers and we also have had a diverse section of the wider community and business's over the years who have embraced our gatherings and supported us to grow. Jim Aitkin has provided ongoing support by supplying us with a BBQ for a nominal fee for which we are very grateful for.

McDonald's Bondi Beach continue to be a wonderful supporter by attending as many of our Friendship Days as possible and helping financially with some of the costs. Other supporters have included: The NSW Fire

Brigade, Cancer Council, Wangary Aboriginal Services, Krispy Kreme, Mooney Financial Services, Elite Sand & Soil, Uniting staff Penrith and Unity Studio's.

It is fabulous for the staff to see these budding relationships develop and grow and to see attendees reconnect with old friends. Their faces glow with happiness and the hall echoes with song and laughter. It is an amazing social activity to be part of, not only for the participants, but also for the staff and the volunteers. Families and friends have also developed friendships and enjoy social interactions at these gatherings and outside of NADO.

As a result of our Friendship Days we have welcomed new participants to the service of NADO and we hope to welcome more in the future.

Our vision for the future is to continue to grow and connect with more people and to seek and secure funding to supplement it as there are many more people who can benefit from these gatherings who do not have the funds to access them at present.

"We are so proud to be a part of such a wonderful event that brings so many people together for an afternoon of music, food and fun!"

Ben Holden – Owner, McDonald's Bondi Beach

"Elite Sand & Soil and its staff prides itself on making a difference to other people's lives, we achieve this through many different avenues in the community. Being involved with NADO's Friendship Day was fantastic - listening to their stories and seeing them having the times of their lives, personally made me extremely happy that Elite is involved. Elite Sand & Soil are excited about participating in future events of NADO's".

Warren Marshall – General Manager, Elite Haulage

social activities



yusdi maksum

Client Engagement Officer

2016/17 has proved to be an awesome, fun packed year for our social groups, with some wonderful adventures had by all.

From July 2016 to June 2017, our members have been busy enjoying holiday activities through our Tours4U programs and going to places like Dubbo Zoo, cruising to the South Pacific, enjoying the Elvis Festival at Parkes NSW, visiting Parliament House in Canberra, staying at Mowbray Farmstay and enjoying the rides at the Gold Coast Movie World are just some of the exciting holidays adventures.

During the Dubbo trip, I had the pleasure to experience firsthand the friendship and social connection that exists between the participants. This was especially so when relaxing in the evening and watching the football, everyone was laughing and joking and generally enjoying themselves. Part of the program included the participants making dinner and breakfast for each other. This proved to be an excellent opportunity for people to show off their culinary skills and was much appreciated by all.

NADO Social Club (NSC) saw regular activities being established for NSC on a Tuesday and Saturday. Participants get to explore different activities on offer throughout Sydney.

NSC also runs a disco once a month. People genuinely enjoy getting up to dance and sing along with the music. The social club disco offers dinner, drinks and great music.

Also on offer for NSC is regular visits to a wide range of restaurants. Members get the opportunity to try different cuisines like Korean, Indian, Thai and Lebanese. They have even been transported by limousine to and from the venue.

Thursday nights is our Have Fun Get Fit program. This is an exercise program for all abilities with the last Thursday of the month being our Healthy Cooking night where participants learn about healthy food options.





In April this year, I started to work on the children (5-11 year olds) and youth (12-17 year olds) social activities - Live Out Loud (LOL) and Teen Zone. These activities take place every Saturday during the school term and offer the opportunity to explore a wide range of activities with their peers. Activities are aimed to support members with improving their social skills, learning to understand stranger danger, improve traffic awareness and assist with public transport.

Sharon Mason has successfully planned and organised school holiday programs and school holiday camps for our Teen Zone and LOL members. The school holiday program provides centre based activities including fun outings/sporting activities throughout the holidays.

The children and youth members went to the Snowy Mountains last school holidays and had a ball.

As part of my role as Client Engagement Officer, I will be launching a School Campaign Project in the new Financial Year. This project will involve contacting all local schools to inform them of the services that we provide for school age children with disabilities. Our aim is to have NADO information and brochures available from the school office. Linda Wilson, Communications Manager and Joshie Hwang, Marketing Director will be working closing with me in contacting the schools in the Nepean area (Penrith, Blacktown and Blue Mountains).

Recreational activities rely on the dedication of staff members to make outings fun, exciting and as safe as possible with their care and amazing support. I would like to thank all of our Support Workers who attend and support at these activities, helping participants get the most out their day with us.



"I am writing to let you know I am extremely happy with the services NADO provides for my son Christopher (Chris) Terry.

Chris attends the Keep Fit classes every Thursday, Healthy Cooking class on the last Thursday in the month and the NSC disco at St Marys and enjoys great days and nights out with old friends and meeting new friends.

I very much appreciate another service provided which is when Chris can be dropped home after an activity when requested by me and would like to thank the staff for their care and amazing work they do to make the outings fun and enjoyable for all who attend."

Susan Simms

emu plains participants soaring to new heights



NADO by the river

In 2015 Billy, Lisa, Anthony, John, Jakov, Stephen and Peter joined the Community Day Program at NADO by the River. They had all spent most of their lives living in large residential setting where they had very little community involvement or social opportunities.

Since moving into beautiful purpose built group homes in Emu Plains and started attending NADO by the River for their day programs, their personalities have blossomed and they are all enjoying the opportunity to have choices, friends and input into their own lives. They participate in activities they have never been exposed to before which has been exciting and rewarding for all involved.

Lisa has found a love of sailing and regularly sets out with the support of Sailability. While Billy likes to visit parks and has also learnt to use adaptive switches where he can now make his own smoothies. His communication skills have also improved and he is now able to verbalise his needs and desires.

Anthony loves bus outings and the freedom of walking around parks and John also enjoys outings to parks and loves the independence of being out of his wheelchair.

Peter was very shy and anxious when he first arrived, but now he joins in on group activities such as music and ball games.

Jakov likes the sensory room where he listens to sounds and watches the films projected onto the wall. Jakov also loves being outdoors and going on long trips and having a picnic.

Stephen shows he enjoys being out in the community, with many sights and smells new to him.

When all seven participants started with us at NADO by the River they arrived as a group who had been in institutional care all of their lives. It has been a wonderful time for us as support workers to help them all experience living life as individuals and watch their personalities emerge. They have now become seven individual participants in our program, who have shared a new chapter of their lives with us.

community mosaic project



suzanne giordano

The Community Mosaic Project came about from my vision to showcase the artistic abilities of the Lawson and Katoomba participants. One of the most important outcomes of showcasing people's artistic ability is to change society's attitude. Not only does their art work provide a statement of the ability of the individual and a form of expression, but is also one of the most constructive ways to raise awareness.

A major hurdle for this vision to become a reality was obtaining endorsement from the Blue Mountains Community Council, The Katoomba Chamber of Commerce and the Community, as well as finding financial support. This involved lots of networking and face to face meetings and wading my way through a lot of "red tape"!

The end result, we had three beautifully crafted mosaic designs which were unveiled on Monday 22nd May, 2017 at Hinkler Park and Dr Alex Allen Park in Katoomba.

The art works were designed and installed by local artist, Wendy Lenthén who personally coached and mentored a group of people with disability that attend NADO's Katoomba and Lawson Day Programs. Through her support, the participants sourced and broke up the tiles and then arranged them into the overall design.

Two public seats were beautified, one with the giant dragon fly and one with the Blue Mountains water skink, both now threatened species in the Blue Mountains. Also beautified through mosaic, was a piece of children's play equipment, once just aging concrete, now intricately designed to ignite the imagination of children visiting the playground.

The mosaics are durable, useable pieces for the community that were created by people with disability with expert support from artist, Wendy Lenthén and the staff at NADO.

Funds to support the project were donated by Katoomba RSL through the Blue Mountains Club Grants program and the Bendigo Bank based in Katoomba. Trish Doyle, Member for the Blue Mountains commended NADO for bringing the community together through this project.

I would like to thank the Katoomba RSL and also the Bendigo Bank for their generous financial donation and support.

Also a big thank you to our talented group of artists at Lawson and Katoomba and Artist Wendy Lenthén who facilitated the mosaic project and fostered the participants creativity in such a fun and supportive manner.

The Mosaic installations at the two parks in Katoomba certainly promotes the creative talents and artistic contribution of people with a disability and will remain a visual reminder to the local community and visitors alike who visit the parks.

bow lennon



lesley lennon

Parent/Carer/NADO Support Worker

Bow was born 5 May 1997. He was born with intellectual disabilities, however, this was discovered as he got older. Bow army crawled until he was 2 years old, then he decided to get up and walk.

Bow started playing Rugby League from Under 6's and enjoyed it immensely as his Dad and older brother and myself were Penrith referees. In 2009, he was playing Under 12's on the wing. He was always very fast and one time he picked up a dropped ball and ran 100 meters to score a try in the first half. Later in the second half of the game when he received the ball again the other side were onto him and his legs were taken out from under him, forcing him to land on his head and he lost consciousness.

They took him from the field and he was conscious, however, they recommended that I take him to the hospital. When driving to the hospital, Bow started going unconscious again, so I had to hold his head up and once we arrived they took him straight to resus and the wait began. It was 2 hours later that they advised us they were airlifting him to Westmead Children's Hospital and that we were finally able to see him. It was very scary to see Bow this way with all the tubes and machines.

We spent months in and out of hospital due to the seizures and eventually Bow was able to go back to school. Within a few days of going back, I received a phone call from the school to advise that a bully at school had repeatedly punched Bow in the back of the head during class whenever the teacher had been writing on the board. Unfortunately, that day we were back at the Children's Hospital where we found out this has now caused Bow to have mini comas, as well as seizures. The school refused to take Bow back, as they could not guarantee his safety. Our only option was Sydney Distance Education. I gave up my job and became Bow's carer and teacher.

During this time in and out of hospital, they decided to do more tests on Bow where they found he had memory loss and Scheuermann's Disease, (with Scheuermann's disease, an abnormality causes parts of the vertebrae to grow at different rates during a child's growth spurt. These changes result in the exaggerated forward curvature of the upper back.) The Scheuermann's Disease got worse and by the time he was 15 his curve was at 75%. We were advised unless he had a full spinal fusion, it would shut his organs down within the next 5 years. We sat down with Bow and explained everything to him and he watched lots of operations to get a better understanding of what to expect and he agreed to go through with it. The ball was rolling, so after he was fully grown at the age of 16 he went in for the surgery. He spent 7 hours in surgery and went straight to ICU. That night I went to have a rest in the room the hospital provided me, but had a bad feeling so went back up to him to find his bed surrounded by doctors. They said it looks like he has lost all feeling in his legs. By this stage I was a mess and one doctor walked



in and rolled him on his side and Bow said "I can feel my leg". This was great news, so the road to recovery began and class lessons continued.

We struggled to do the school work and it was hard for Bow to hold onto information and write. At the start of Year 11, Bow decided he had enough. He was able to walk around, but still had to take it slow. We looked around at what sort of activities he could do and that's where we found NADO's Touch Football. I spoke with Brooke and Bow started the following week. He started to be Bow again, he grew confident every week and started to push himself. He learnt to adjust to the changes with his body and became fast again. Bow has now played at Bundaburg in the Bundy Cup and competed in the Vawden Cup with his fellow NADO Touch Football team mates. He has made friends and formed friendships - he is happy.

I started to step back and thought well now it's my time. I submitted my resume into NADO and on the 19 December, 2016 I started with NADO as a Support Worker.

Bow went on to sign up for the New South Wales Physical Disability League with his mate Pete who he met through his NADO's touch football team. He has played for the Roosters, Rabbitohs, Wests Tigers and this year he got selected to play for City, in the City vs. Country competition. Bow has also been on the Footy Show and NITV and played for the All Stars in the recent All Stars vs. Indigenous game. He will be going on tour representing Australia in November and will then continue onto Bundaberg Cup with NADO the following week. Bow will be at the Commonwealth Championships in Redcliff QLD in February, as a lead up to the 2018 Commonwealth Games and will be playing in an Exhibition Game in the Commonwealth Games.

We are very proud of Bow and we have always told him he can do anything and be anything. As part of his NDIS goals, Bow's long term goal is to be a nurse, so with NADO's support he will accomplish this. Knowing the support he already receives from NADO and the accomplishments he has gained from the very beginning, Bow is very thankful and blessed.

I still set out food and give him a call to remind him to eat something during my shifts and he tells me "Don't worry Mum, even though I have friends now, you are still my best friend".

touch football



brooke wilkie

This year we had a total of 53 players playing in the Penrith Touch Football Mixed Social Competition, with the NADO Jets making it through to the semi-finals. Our involvement in the local competition has sparked a number of new opportunities at both a state and national level for some of our players.

The Vawdon Cup Inclusion Competition was a new initiative this year by NSW Touch Football. The Vawdon Cup is a representative competition where players are selected to represent their local areas. Penrith selected 12 players from the NADO teams to participate in this highly competitive competition and they wore the Penrith colours with pride.

Training sessions were hard and vigorous, but determination and the love of the sport spurred the players on, giving it their best. Penrith advanced to the Grand Final, but unfortunately went down to the Hills Hornets. Thank you Tara Kelton for your support and volunteering your time to ensure everyone got to the games on time. We are hoping with promotion from this event, we will be able to encourage more teams to be involved in the coming years.

The Bundy Cup, held in Bundaberg was another success this year. The second weekend in November 2016 saw myself and a team of four - Tara Kelton, Sharon Mason, Vanessa Vella-Adams and Jarrod Broughton who volunteer their time, took two teams to play a weekend of touch footy in Queensland. This is a mainstream event run by Touch Football Australia. This was our second year to compete in the Bundy Cup with great support from colleagues, families and friends. We now have a number of parents who are now coming along on the trip this year, so our "Bundy Cup Tour 2017" is looking bigger than ever!

June 2016, NADO had a great opportunity through Touch Football Specialised Inc. QLD to participate in the "Battle of the Borders" held on the Gold Coast. 21 players making two teams went on this trip with a weekend full of touch footy with both teams playing six games each. We are thrilled to say that NSW brought the cup home. This was the first year of the "Battle of the Borders" and will now continue as an annual event. Again a huge thank you to my staff who volunteer their time to fly to the Gold Coast and helped organise the guys for their games – Tara Kelton, Tammi Volpatti and Jarrod Broughton.

I look forward to the coming year with NADO touch footy growing in numbers and bringing more awareness for inclusion in sports.

Thank you to St Marys Leagues Club, Reozone and NSW Government – Tanya Davies Office for your generous sponsorship over the year and to make all the above possible. Without your support/ sponsorship, opportunities like this would not be possible. Also thank you to Christie Graham for your fundraising efforts for "Battle of the Borders", the money you raised enabled us to purchase jerseys for this event.



A man with a goatee, wearing a blue and red plaid jacket over a grey hoodie, is seated in a black motorized wheelchair. He is making a peace sign with his right hand. The wheelchair has a joystick control on the right armrest and a small digital display. In the background, there are other people and a green ball on a table. The word "financials" is overlaid in white text across the center of the image.

financials

financial report

Nepean Area Disabilities Organisation Incorporated

ABN: 83 188 045 596

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017

	Notes	2017	2016
INCOME			
Sales Revenue	2	10,122,910	7,747,676
Profit from Sale of Asset		10,418	19,545
Miscellaneous Income		4,247	9,744
TOTAL INCOME		10,137,575	7,776,965
LESS: EXPENSES			
Employee Expenses	3	7,895,552	5,445,844
Client-Activities		486,003	535,958
Occupancy		463,471	393,694
Communication and IT Expenses		142,081	126,339
Depreciation Expenses		152,904	134,735
Other Administrative Expenses		506,282	448,687
TOTAL EXPENSES		9,646,293	7,085,257
OPERATING SURPLUS/(DEFICIT)		491,282	691,708
Other Comprehensive Income			
Net Gain from Merger		-	375,592
TOTAL COMPREHENSIVE INCOME		491,282	1,067,300

The accompanying notes form part of these financial statements

financial report

Nepean Area Disabilities Organisation Incorporated
ABN: 83 188 045 596

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017

	Notes	2017	2016
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	10	3,171,915	3,073,378
Accounts and Other receivables	4	426,795	151,613
Prepayments		60,153	20,255
Other		9,453	991
TOTAL CURRENT ASSETS		3,668,316	3,246,237
NON-CURRENT ASSETS			
Property, Plant and Equipment	5	423,770	367,611
Other Financial Asset		18,200	15,458
TOTAL NON-CURRENT ASSETS		441,970	383,069
TOTAL ASSETS		4,110,286	3,629,306
LIABILITIES			
CURRENT LIABILITIES			
Trade Creditors and Other Payables	6	1,106,547	1,153,618
Employee Benefits	7	439,269	384,443
Other Provisions	8	175,082	-
TOTAL CURRENT LIABILITIES		1,545,816	1,538,061
NON CURRENT LIABILITIES			
Other Provisions	8	103,200	90,970
Employee Benefits	7	119,976	150,263
TOTAL NON CURRENT LIABILITIES		223,176	241,233
TOTAL LIABILITIES		1,768,992	1,779,294
NET ASSETS		2,341,294	1,850,012
EQUITY			
Accumulated Funds Prior Year		1,850,012	782,712
Surplus for the Year		491,282	1,067,300
TOTAL EQUITY		2,341,294	1,850,012

The accompanying notes form part of these financial statements

Nepean Area Disabilities Organisation Incorporated
ABN: 83 188 045 596

**STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 30 JUNE 2017**

	Notes	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES			
Funding from Commonwealth & State		8,904,578	6,949,201
Funding from others		1,472,637	1,469,614
Payments for supplies and employees		(10,196,063)	(7,239,783)
Donations & Fundraising	12	62,071	20,341
Interest received		53,959	46,594
Net cash provided by operating activities	10	297,182	1,245,967
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		69,643	19,545
Proceeds from Merger		-	375,592
Purchase of property, plant and equipment		(268,288)	(211,219)
Net cash (used in) provided by investing activities		198,645	183,918
Net increases in cash held		98,537	1,429,885
Cash and cash equivalents at beginning of financial year		3,073,378	1,643,493
Cash and cash equivalents at end of financial year	10	3,171,915	3,073,378

The accompanying notes form part of these financial statements.



community

grants and donations

In-kind Donations:

We continue to get some amazing support from the local community with in-kind donations. We would like to thank the following people and businesses:

- Gemma Antonelli, from Division 1 Womens Team who kindly donated footy boots to our touch football players. Our players really appreciated the boots, as most of them didn't own a pair prior.
- Wet n Wild for donating 115 tickets to their Wet n Wild Community Day – 17 September. Our participants have attended the past few years, and absolutely love the day
- NRL for donated a signed 2016 Kangaroos ANZAC Jersey to raffle/auction.
- The Pest Control Shop for organising and paying for professional framing for the signed 2016 Kangaroos ANZAC Jersey, as well as basket balls and team jerseys for our Ball 4 All Basket Ball team.



- Framin' Good Photography & Trophies – donated the framing for a signed Michael Jennings Boot as well as a signed 2013 Penrith Panthers Primers poster.
- Reozone for organising 2 signed 2016 Cronulla Sharks Jersey's and a pair of signed Michael Jennings Boots.

Donations/Sponsorships:

Sponsorships are a huge help when it comes to our team sports and supporting our participants achieve their goals of representing NADO as a team at sporting events. The 2016 Bundy Cup saw two of our touch football teams fly to Bundaberg. We would like to say a thank you to Tanya Davies, MP Member for Mulgoa and Reozone for sponsoring our teams. Having team sponsorships reduces the cost to our participants and helps with registration and jersey's, as well as boosting our teams confidences, knowing the local community is behind them.

Reozone not only is a Friend of NADO and continually sponsors our teams, they also donate money towards various events including our Staff Christmas Party.

Each year Penrith Panthers Fishing Club hold their FishFest in February and kindly donate \$1 from every entrant to NADO. February 2017, we once again received a generous donation.

Thank you Reozone, Penrith Panthers Fishing Club for your ongoing support.

Grants:

NADO celebrates the very important Carers Week each year. October 2016 saw our carers whisked off on Harley Davison Trikes to Hawkesbury Races for the carers to have a lovely lunch and a little bit of a flutter on the horses.

We didn't do too badly especially Mrs Azar being our biggest winner and she had never put a bet on before. Lots of laughter and a good day had by all.

We even got to go into the winners circle and had a photo with one of the winning horses. Carers NSW offer Grants to variously community groups to put money towards a fun filled day for our carers to relax and enjoy and NADO continues to be a lucky recipient. Thank you to Carers NSW for your continued support and generous donations.



friends of nado



Friends of NADO making a real difference to the community....

Friends of NADO is a donation program set up in 2014 to assist NADO to help purchase resources the organisation needs to improve the quality of life for people with a disability in our community.

In the beginning, NADO committed funds from the Friends of NADO program to smaller projects including the purchase of sporting equipment and program resources, the Friends of NADO program has been such a success we started to think bigger about what we could achieve. We thought about how we could help our participants realise their goals of community life when accessible transport is so limited. It is so difficult to get to appointments or places that are not close to an accessible station or event to home. The Friends of NADO donations enabled the purchase of a wheelchair accessible vehicle to assist our participants with individual transport needs in August 2016.

This single wheelchair converted sedan, the Toyota Rukus, is ideal for people who need transport for their individual needs, without having to be in a bus.

It's the perfect vehicle for people like Kevin Finlayson, who without accessible transport would simply not be able to go to football games or appointments that

aren't on an accessible train line. Kevin is a Penrith local who we can now support with his transport needs in a personalised way. The vehicle fits in underground shopping car parks and is just an easier way to get around.

On Friday 2nd September, we launched our Friends of NADO vehicle at the Penrith Regional Art Gallery & The Lewers Bequest, with The Hon. Stuart Ayres, Member for Penrith, Minister for Western Sydney, Minister for WestConnex and Minister for Sports, Emma Husar MP, Member for Lindsay, Karen McKeown – Penrith City Mayor, along with some of our Friends of NADO partners: Anil Puri – Nine Pillars, Brendan McKeown – Clickmedia Digital Printers, Adam and David De Giorgio – ABCOE, Leanne and Anthony Brischetto – RWW Legal, Linda Kemp – Complete Recruitment Solutions, Andrew Romeo – Evolution Medical Care, Owen Rogers – The Australian Loan and Richard Gurr – Mitronics. Tanya Selby from Koly's Dog Treats and Deborah Smolen – Stir Crazy Noodle Bar also attended, along with management and staff.

The vehicle has been a huge success with the vehicle being booked out 7 days a week. It's great seeing it zipping around town and enabling people to attend appointments and enjoy outings without the stress of working out how they are going to get there.

March saw us support four young men with a disability move into their new home.

The four men were each previously living in circumstances that were unsuitable to their needs and now are embarking on a more harmonious, happier and healthier lifestyle.

We located and leased a lovely 5 bedroom property in St Clair, to provide a settled and secure lifestyle for the residents, a home that they can call their own.

Our staff provide 24 hour support and assist them with their routines and personal growth.

Donations through Friends of NADO have purchased the white goods for this home, a good quality fridge, washing machine and dryer.

More Friends of NADO would mean more options and better solutions for people with a disability.

friends of nado

We would like to thank our Friends of NADO partners supporting us throughout 2016/17 FY:



McDonald's Bondi Beach



VISION TV



nado vip partners



When our NADO VIP Card was introduced in March 2016, it was to encourage local businesses to come on board to support NADO to help us “Give a Little Extra” to our staff, participants and volunteers.

Just over 12 months later we have approximately 700 VIP cardholders and 27 local businesses on board who are supporting NADO and helping us to create a community where people with a disability can live a life of fulfilment, choice and purpose, while building a more inclusive community.

Local businesses now have an opportunity of getting involved with a local charity, and directly supporting the efforts of individuals, both staff and the people we support in their community through their partnership with us.

Thank you to all of our NADO VIP Partners for your continued support:



nado vip partners



nepean disability expo 2016



The biennial event, The Nepean Disability Expo was another hugely successful event for the Nepean Region.

Led by NADO with committee representatives from Penrith City Council, The National Disability Coordination Officer Program, AFFORD, NDIA and the Department of Education, the Nepean Disability Expo attracted over 2,500 visitors seeking information about the broad array of services for people with a disability.

More than 100 service providers were represented, their stalls were bright and inviting and staff assisted with hundreds of enquiries over the two days.

To make the Expo even better we had various roaming entertainers including balloon twisting, card tricks and face painting and outdoor activities such as ponies, pet dinosaur show and Harley bike rides.

Throughout the event, we had Q&A sessions with NDIS and other providers, the Signing Choir entertained us and a special guest speaker and former Anti-Discrimination Commissioner, Grahame Innes AM provided the crowd with his views of the opportunities the NDIS has ahead for people with a disability with NDIS.

The atmosphere was positive and vibrant. The Expo was opened by The Hon. Jane Prentice - Assistant Minister for Social Services and Disability Services, with guest speakers, The Hon. John Ajaka - Minister for Ageing and Disability Services and Multicultural Services, The Hon. Stuart Ayres - Member for Penrith, Minister for Western Sydney, Minister for WestConnex and Minister for Sports, Karen McKeown - Mayor of Penrith and Emma Husar - Federal Member for Lyndsay.

The Nepean Disability Expo has become a regular and much anticipated event in the Penrith region, with the next event due in September 2018.



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Friday 16 & Saturday 17, September 2016

Fri 9am-4pm & Sat 10am-3pm | Exhibition Marquee, Penrith Panthers



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