

Embracing Change



**Annual
Report**
2022-2023





embracing change



Chair of the Board

Jill Coombe

It's been a remarkable year – one that has required us all to embrace change with open hearts and minds.

As you read through this report, you'll see that we openly acknowledge that not every endeavour yields the desired outcome. Change is not a linear path; it's dynamic and sometimes unpredictable.

We also understand that change isn't always neatly planned, and I'm proud to see the team foster an environment where creative problem-solving and growth thrive. Within these pages, we showcase growth and lessons that come from embracing change; I hope you can find inspiration in them.

Personally, I've relished the opportunities to connect with our clients and be part of our events and celebrations this year. Joining Her Excellency Frances Adamson, the Governor of South Australia and our patron, at the Myriad Art Exhibition was an honour. Witnessing the joy on our client's faces and being welcomed into our regions and client homes has been truly heartwarming.

I want to extend my gratitude to everyone who has supported us over the past year – our dedicated Executive team, central services, front line staff, and, of course, clients and families. You are the driving force behind our organisation, and we cherish every contribution.

“Change is not a linear path; it's dynamic and sometimes unpredictable.”



Contents

- 5 Chairperson's Report
- 6 Chief Executive Report
- 10 People and Culture
- 14 Client Services
- 18 All Abilities Festival
- 20 Business Services
- 28 About Us
- 30 Client Board
- 31 Patron and Board Membership
- 32 Financial Snapshot
- 35 Celebrating Years of Service



WATCH MORE HERE



Chief Executive

Mark Kulinski

“ Together, we’re shaping a brighter future for our organisation and the communities we serve. ”



WATCH MORE HERE



By uniting in the face of change, we showcase the true heart of Community Living Australia – a resilient, adaptable, and ever-evolving community. As we continue to welcome change, seeing our teams’ unity, resilience, and dedication is heartening. Together, we’re shaping a brighter future for our clients, organisation, and the communities we serve.

Advocacy and Industry Commitment

Our unwavering support for the Royal Commission and its findings highlight our commitment to improving our industry. We’ve been actively engaged, closely monitoring its progress, and proactively implementing new ideas and processes. The final report in September 2023 holds great anticipation, and we will keep the organisation informed and prepared for the changes it will bring.

Beyond the commission, advocacy for our clients and people living with disability remains a daily focus. We strive to create communities where everyone is valued and presented with opportunities to thrive and live fulfilled lives.

We are also committed to thought leadership, providing key input to high-level decision-makers. We are fortunate to have an incredibly skilled and

passionate Board that contributes and sets the direction for the organisation while keeping us focused.

Building a Progressive Framework

One of our most important priorities has been the development of a Practice Framework. The framework has been crafted through collaboration with stakeholders, internal consultations, and a keen understanding of sector developments.

In the area of restrictive practices, we’ve made substantial progress, notably with the South Australian Restrictive Practice Authorisation Scheme. Through the diligent work of our Quality and Safeguarding team and the commitment of our support teams, we see the requirement of restrictive practice reduced.

Safety Vigilance

Safety is paramount for our organisation, and our commitment has been demonstrated through initiatives such as our “See Something, Say Something” campaign. We’ve also introduced a whistleblowing hotline to support this initiative and ensure that reporting can be done anonymously if needed.

Our adoption of the Tendable platform also empowers our teams, facilitates real-time quality assurance, and provides a mobile app for our front line teams. Most importantly, with this tool we can ensure compliance while also allowing our team to focus on providing exceptional support.

Mount Barker Vision

In 2022, we started a journey to build a social care and community services hub, and new offices as part of the Mount Barker City Centre Project. While the plan has evolved, our core mission remains unchanged – to provide accessible, centralised services that utilise NDIS funding and address the shortage of allied health services in the Adelaide Hills. We’re confident we can realise our vision in a sustainable way to create more opportunities for people with disability and the community.

Social Impact

Community Living Australia is more than an NDIS provider. We believe in creating inclusive communities where people living with disability are valued and have equal opportunities to enjoy life. Our social impact events including Myriad Art Exhibition and All Abilities Festival have seen remarkable growth and engagement this year, helping to connect people and promote inclusivity. These activities are not part of our service funding and are made possible by generous support from local councils, sponsors, and donors.

This year, we have also seen generous contributions from partners and individuals participating in our Murraylands and Adelaide Hills Golf Days. Full proceeds from both events have gone back to our clients, and I welcome you to join our bigger and better events in the coming year!

I continue to be impressed by the achievements of clients and the commitment of our staff to rise to the challenge of change and to make a difference in the lives of people around them. Thank you all.

Client and Artist

Mia



“My name is Mia, and I am an Aboriginal woman living in Murray Bridge.

“ My art is an expression of my soul and my way to tell the world about my history and my beliefs. ”

I enjoy writing and painting as a way to share my feelings and emotions with others. I have shared my art through a variety of exhibitions and really like to come to Myriad and to see the work of other artists.

My painting that won the 2022 Artist of the Exhibition is called people coming together. It's about 'People Coming Together' for the spirit walk. This painting took me six hours to complete, and it makes my spirit strengthen.

I came to be involved with Community Living Australia because of my homelessness and my desperation for somewhere to stay. I was with nursing homes, and they're not the right place for anybody let alone me. They practically destroyed me before I came here. CLA saved my life.”

Myriad Art Exhibition is a collaborative exhibition showcasing a Myriad of artists, abilities, artworks and stories of people living with disability across South Australia. It runs as part of the South Australian Living Arts Festival (SALA). In 2022, Community Living Australia was proud to partner with the State Library of South Australia to showcase with 78 pieces to more than 600 visitors.

Director of People and Culture

Nicole Smith

“ Wellbeing isn't just a one-off; it's a continuous journey we're committed to prioritising. ”



WATCH MORE HERE



Change is a constant in our industry and reflects our commitment to continuous improvement. The People and Culture team has grown stronger this past year, and I'm proud to see the accomplishments we've led to support change and opportunity for our workforce.

Embracing Wellbeing

This year, the team has focused on nurturing the wellbeing elements of the ongoing Culture Project. Wellbeing isn't just a one-off; it's a continuous journey we're committed to prioritising. Over the past 12 months, we've been setting the stage to launch an official Wellbeing Program for our employees. This included a wellbeing survey of our teams, which helped shape our approach and better understand what tools our workforce needs.

One of the most significant outcomes was the update of our Employee Assistance Program (EAP). Based on feedback, we moved from a crisis-based model to a more proactive online platform to empower our staff with self-management tools.

Our dedication to wellbeing also extended to reviewing our resourcing and team leadership structures. We've delved into comprehensive modeling to determine the best organisational structures while always keeping our client's interests front of mind.

Prioritising Safety

To prioritise safety and wellbeing, we implemented our first organisation-wide drug and alcohol testing program. Our workforce wholeheartedly embraced this change which has boosted safety and raised awareness. It was reassuring to see 99% of the tests came back clean, showcasing the professionalism of our teams. The process also highlights the importance of supporting those who need medication in their daily lives.

It's helping us to find ways to better support those with personal struggles while creating a safe environment. We'll continue testing each year ensuring we randomly screen across the organisation.

Streamlined Systems

As part of the wider Systems Project, the People and Culture Team have been working together to implement new systems to enable easy access to essential information related to employment. This new platform will empower our staff to manage and access their information more efficiently from qualifications to training records. Appraisals will also feed through this system allowing employee conversations to be housed in one place.

While it's still in its infancy and mainly being utilised by the People and Culture team, the future applications for our workforce are exciting.

Navigating Legislation

This past year has required our teams to embrace changes in legislation such as the SCHADS Awards and Fair Work Act. While these have presented challenges, we've come together to ensure minimal impact for our clients while fostering service innovation. Many of these changes have brought about positive outcomes overall and we welcome legislation that makes working conditions better.

Recruitment of quality staff has also been a priority and we are not immune from the challenges facing the industry in what is a very competitive market. While we continue recruiting across our regions, we've spotlighted new ways to deliver quality services for our clients while ensuring our employees receive the support they need. We're continuously looking for ways to enhance the employee experience, making Community Living Australia an attractive and supportive workplace.

Sue

Manager - Client Services



"There are so many opportunities here if you're willing to give it a go. That's how I started my journey 23 years ago. I did one trial shift and from there, I ended up working part-time then moved into a Team Leader role. When I was offered the Manager role, I didn't think I was ready, but I gave it a go and the organisation helped me build my skills and encouraged me to do further study. Although I didn't finish high school, I now have a Cert III, Cert IV, a Diploma of Management and Leadership and Diploma in Nursing.

" I think people should give it a go; it could change your life. "

My whole family is now involved, and we've also welcomed two young people living with disability into our home. We all go on holidays together and they've been an important part of our family for over a decade.

Over the years, I've seen good times and some sad times, but nothing compares to seeing people achieve their goals and live better lives than they had

previously experienced. Seeing the joy on people's faces and being able to make things happen is priceless; I just love seeing that excitement. It reminds me why we're here: we're here for our clients, we get to know our people and understand how we can work together to make their lives better.

I love supporting our clients to do fun things, like go on holidays. People living with disability don't always get the same experiences that others do so it's important we make that happen when we can. It's my job to open as many doors as possible, advocate, and make sure everyone has opportunities, that's why I come in every day.

This work is for all kinds of people from different backgrounds and different ages. You just need empathy, the right values and to not just be here for the pay.

" Every day is different - it's definitely not boring, so give it a go! "

Director of Client Services

Tina Till



“I’m beyond proud of what these regions have been able to achieve so far and can’t wait to see it develop further.”

As we reflect on the previous year, change has been a constant for the Client Services team who have celebrated success, faced challenges and above all, embraced change.

Reshaping Spaces

Over the past year, many of our regions have reconsidered their office and venue spaces. Beyond changing locations, the goal was to find ways to foster a more community-focused model. By moving away from set venues and promoting programs within the community, we’ve created more opportunities for our clients to be seen, included and valued. This required major shifts in the Murraylands, Adelaide Southern Metro, Riverland, and Kangaroo Island regions. The changes haven’t always been easy, and highlight our commitment to improving services and connections within the community. I’m proud of what our regions have achieved and can’t wait to see it develop.

Responding to Challenge

During the Murray River floods, our teams came together to support clients in affected areas, demonstrating care and compassion reaching well beyond our provided services. This unity extended to team members who were also impacted.

The broader community also showed unity, offering practical support to help us continue services. We rallied together to find safe accommodations, provide aid and comfort to all those directly affected. It was a reminder of the importance of standing together and how working with local communities can achieve great outcomes for our clients.



WATCH MORE HERE



Transforming Myranth

Myranth House has always been a popular choice for short-term accommodation and respite offering an escape from the everyday. This year, our team started a journey to innovate the service and accommodations.

Developments included introducing new programs, diversifying our experiences, and specialising stays. The Young Weekenders program is just one example of how the team is expanding the Myranth experience. More changes are on the horizon to create a plan of growth, enrichment, and relaxation for everyone staying and working there.

Meaningful Partnerships

Our ongoing transition to community-based models wouldn’t be possible without the support of our partners and community. We’ve been fortunate to work with some fantastic organisations helping to further embed the community model.

Various council grants have also helped us extend our impact beyond NDIS services and provide greater value beyond our client group.

Events such as the All Abilities Festival and Myriad Art Exhibition showcase this impact for all.

We also acknowledge the challenges of new partnerships, noting it hasn’t always been easy. It’s a testament to the dedication of our team, clients, and partners that we have worked together to find solutions.

Adapting to Change

Change has also been reflected in clients movements and the dynamic nature of the NDIS. We’ve welcomed new clients, said farewell to some, and explored new ways to support others. This has included an increase in clients sourcing their support with multiple organisations, and finding new ways to maximise NDIS funding.

We’re proud to collaborate and find ways to provide the best outcomes for clients. Embracing change has also meant recognising that the NDIS landscape is ever-changing and we’re here to navigate that with our clients to find solutions for every unique journey.



Proud Partner

Olivia

Burke Urban

Newenham Green Team Partnership

“Over the past year, we’ve been working with Community Living Australia (CLA) to develop a new program called the Newenham Green Team. This program started in October 2022 as a pilot-program, but due to its success has evolved into a permanent activity and fixture in the CLA day-services calendar. Genuine participation in the community is a key ambition for CLA and it compliments Newnham’s mission to create a place with an active, caring, and resilient community.

The aim was to provide meaningful opportunities for genuine social inclusion for CLA clients. We designed the program to enable clients to participate in gardening activities to maximise community engagement and to help improve and maintain Newenham estate in Mount Barker. They do this by working with staff from Kitchen Farm, which is a developing natural farm with community and environmental objectives located in Newenham.

The team meets multiple times a week and over the past 12 months has successfully cared for thousands of plants and planted over 1,000 new plants in the estate’s verges. This helps improve the environment’s biodiversity and the community’s overall wellbeing and is supporting the establishment of Kitchen Farm.

Clients have also gained valuable skills such as community participation, socialising, teamwork, communication, literacy and numeracy, and work readiness.

After the initial trial, we wanted to get everyone official Green Team uniforms including branded Green Team t-shirts to symbolise the program’s success and show our mutual desire to continue working together. The ceremony was full of joy and reinforced the importance of being valued and having a sense of belonging and purpose in our communities. The clients and Newenham team wear these shirts proudly.

“ I’ve gotten just as much out of working on the Green Team as the clients and I can’t wait to grow the program in the coming years. ”

We’re now hoping to invite residents to also work with us to create a true community model. I believe this is a model that can be applied to other developments and communities in the future.”



All Abilities Festival

Pool Party!



Pool Party!

This year, we took our All Abilities Festival to the Murray Bridge Swimming Centre. For the first time, participants from all over South Australia were able to enjoy a pool party with inclusive and flexible activities, competitions, sports, water park and slides, dance, and a live DJ.

Generously supported by the Rural City of Murray Bridge Council, this year the festival drew in record-breaking numbers with participants traveling from the Fleurieu, Adelaide, Kangaroo Island, and the Riverland to enjoy the accessible venue and have fun.



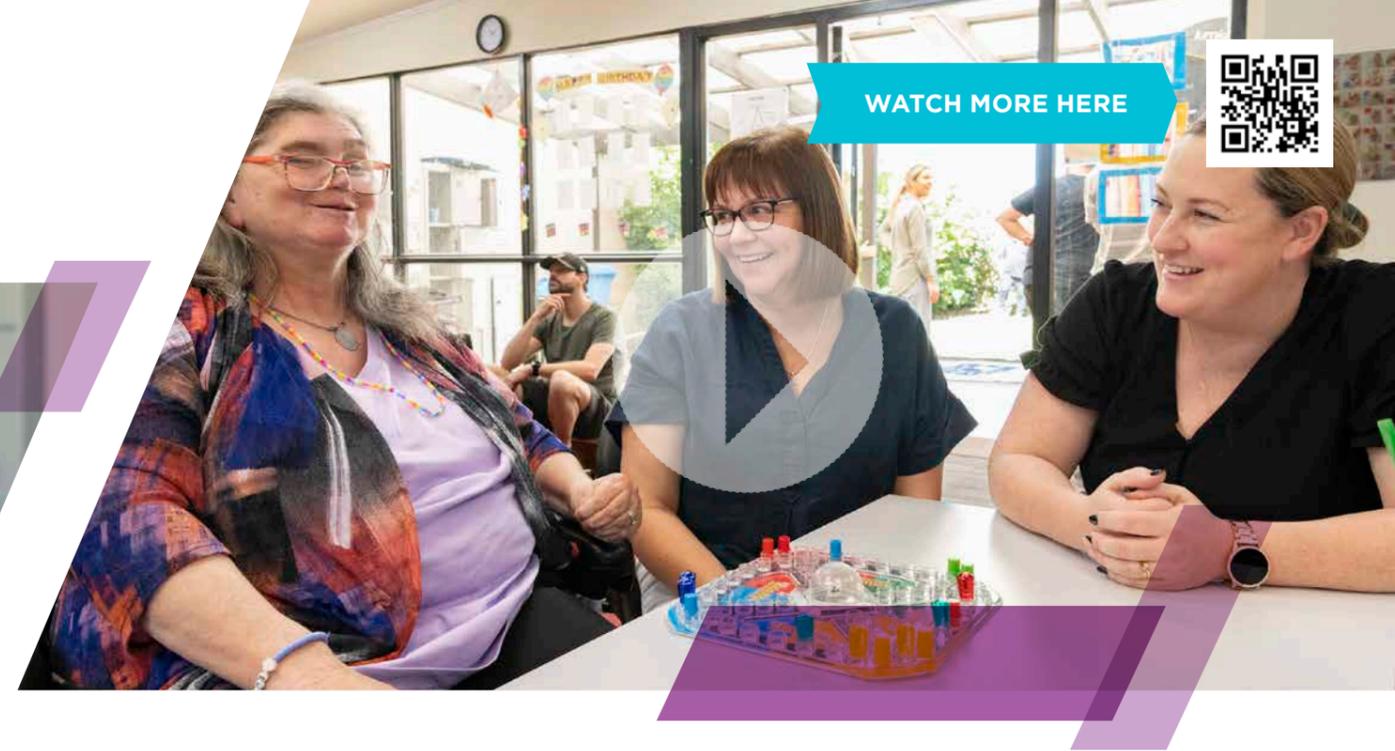
“Thank you to everyone who supported the event; we look forward to next year!”



Director Business Services

Karin Barry

“I’m proud of how our teams have navigated the challenges, working together to find solutions.”



In a period of significant internal change and difficult economic and environmental conditions, Business Services has had a challenging year. I’m proud of how our teams have navigated the challenges, working together to find solutions. It’s a testament to resilience, teamwork and embracing change to drive progress and improvement.

Systems Project

The organisation moved into the implementation phase of this major project, closer to our goal of achieving full integration of our key business processes. We upgraded Finance, Payroll, and Client Management solutions, and a Human Resources solution is now in operation, automating many People and Culture workflows. With most parts of the business impacted, there has been a significant level of disruption to day-to-day operations this year.

We remain committed to fully realising this project, including a fully integrated rostering solution and the much-awaited Support Worker App to enhance connectivity with our front line workforce.

Supporting our Regional teams

The Service Development and Performance team was established this year. By combining existing central functions with a range of skills and knowledge, our regional teams are now better supported to design and deliver services that align with our client’s goals and budgets. This team plays such an important role in navigating the commercial aspects of the provider/client relationship and has become an essential function of the organisation.

We’re starting to see results from the updated structure. Moving forward, we will continue to improve documentation and workflows, share NDIS knowledge and updates within and outside the organisation, and proactively work with our regional teams to achieve the best possible outcomes for our clients.

Technology and Security

The ICT team continues to do an excellent job helping our staff navigate technology, ensuring everyone can use the tools regardless of their digital literacy. Microsoft Teams is a great example of this. It’s moved from a forced pandemic necessity to a welcome tool that has opened the doors to greater transparency and relationship building within and between regions. There are fantastic examples of service teams using the platform to collaborate and empower their teams to move through change together.

As we embrace the digital world in our operations, we’re committed to improving security measures to manage cyber risk. There have been significant changes to our security platforms to protect our environment, users, and data. We’re especially proud of our employees whose ongoing diligence is our best security of all.

Facility Management

The Fleet and Property team merged with elements of the Finance team this year to become Finance and Facilities. This structure change has improved efficiencies in this area without compromising the service this team provides across the organisation.

Several venue changes and upgrades have been coordinated, and the team’s response to the risks posed to our clients in the Riverland region during the floods demonstrated their commitment to going above and beyond in times of adversity.

Maintaining housing security for our accommodation clients in the current environment has been a significant achievement this year. We continue to experience a low vacancy rate within our accommodation services, and this is in part due to efforts of this team to maintain strong landlord relationships and keep the homes well maintained.

As we move forward, the foundations are firmly in place for a brighter, more integrated, innovative future.

David

Client and Dancer



“You think you’ve seen dancing? You haven’t seen anything yet!”

I like to do my dances after lunch here at Day Options. On Tuesday I get judged and on Wednesday and Friday it’s just for fun.

Dance gets me pumping, it also makes me calm and relaxed. I love it and it doesn’t matter what move I do as long as I’m safe and I’m wearing my helmet. I just love dancing, it’s in my blood, it’s in my DNA.

If it’s a big crowd, my legs might be shaking a bit but otherwise if it’s here (at Day Options) then nup, I don’t get nervous.

I like to put on a good show, and I really like the energy and to just have fun. After that I feel good. If I’m sweating at the end, then it means I’ve done a good job.

I do some practice at home because one day I’d like to go on a competition. It’s sort of half-half though, I do practice but mostly I just wing it.

I find the Support Workers here helpful, exciting, good, entertaining.

If I had to choose to keep coming here or go to another place, I’d say that I’d like to keep coming here.”

History Book Launch

Celebrating 'our Story'

Community Living Australia has a rich history of embracing change, and this year, we gathered to celebrate the launch of a history book showcasing over 40 years of our shared stories.

The book brings together the people, actions, decisions and interactions of many individuals, families, supporters, and staff who have contributed to what is now Community Living Australia. We hope that in documenting these stories, we can preserve our knowledge of the founding organisations and their journeys.

From the inception of Community Lifestyles and CLASS in the 1980s to the merger and creation of Community Living Australia in 2015 and current day - the history book is a story of perseverance, passion, and prosperity.

Today, we continue to build on the foundations and legacies created by CLASS and Community Lifestyles, and we thank those who have gone before us for their dedication, compassion, enthusiasm, and commitment.

If you would like to purchase our history book, please contact info@claut.com.au





Building a Business

Allan and Katie

Allan

"I like starting businesses, it's something I enjoy doing. I cook here every Friday and do coffees and I'm trying to see if I can do another day too. It didn't go very well at first, I used to make people pay with cash and now I have a credit card machine. It makes my life easier because no one had cash.

We have an online way for people to order now so we know what we need to buy. We go through the shopping list together and buy the food on Thursday afternoons; it does take a very long time sometimes.

I keep files on everyone to be organised so I can remember favourite drinks and to be safe because even one mistake can make me out of business. I don't want to give anything people are allergic to.

Katie is helpful and useful, and she gives me tips from time to time, even when days are a little bit hard."

Katie

"I used to work in food and hospitality, so I was a good fit for Allan to build his business. I enjoy seeing him blossom, everyone keeps saying how proud they are of him and how he's changing and thriving.

Sometimes Friday's can be a bit hard, but other days we have a good laugh. He's grown in his business, and I see the way he now talks to his customers is nicer, he's worked on customer service.

Allan does have issues working out people's names, so we put numbers on all the desks. Now when Allan makes a coffee, he can deliver it based on the desk number, so he doesn't get confused or lost.

When we first started working together, he was set on certain brands he needed to buy. Now he's trying different products and has even added new things to the menu."

"I love seeing that he's willing to try something different, even if it's hard sometimes."

About Us

Community Living Australia is a community-focused disability service provider. We believe people living with disability should receive the same opportunities to participate in community – because everyone benefits. When you're connected with your community, you get more opportunities to learn new skills, make friends, and share your dreams.

Our support staff love what they do, genuinely care about every person in our community and are always finding new ways to make things better. We provide a range of services in sites across South Australia including the Limestone Coast, South Coast, Murray River Lands and Adelaide Hills and Strathalbyn

Individual Support

Tailored services can be developed to suit your needs and goals, including in-home support, development of independent living skills, support planning to move into your own home, recovery from injury, assistance to access community, social and recreational activities, learning to use information and technology as well as support for daily living and budgeting.

Social and Community Engagement

With a focus on fun, participation, and adventure, you can choose from a range of active learning opportunities integrated within your local community. These can include activities such as: cooking classes, woodworking, learning about healthy living and wellbeing, gardening, volunteering, and learning work skills, camps, weekend recreation options and many more!

Day Options and Group Activities

Participate in our group programs and activities supporting growth and learning, build lasting friendships and, of course, have fun. Activities can include everything from craft, dance, woodwork, and cooking sessions, all created to help you access your community.

Living Options

We offer services to help you live in your own home including Supported Independent Living (SIL) and Independent Living Options (ILO). With SIL you can receive 24/7 support in either shared accommodation or living alone. ILO support is designed with you where you choose who you want to live with, where, and the type of support you need.

Short-Term Accommodation and Respite

Our respite services are open, inclusive, and here if you ever need a break from the day-to-day. We also offer short-term accommodation if you want to live out of home for a period, these stays can give you the chance to try new things and make new friends at our Myranth House in the Adelaide Hills.

Employee Snapshot

(as at 30 June 2023)

Community Living Australia Employees

484

157

Staff with 5+ years of service

Staff average age

44.76

Male staff | 127

26%

Female staff | 357

74%

292

Permanent (Full-time/Part-time) staff

21

Contract (Full-time and Part-time):

171

Casual



Client Board

Change can't happen without hearing from our clients. The Client Board speaks up for the thoughts, feelings and experiences of people living with disability.

They share their opinions and advice with the Board of Director's and Chief Executive about things like: how clients feel, how to make our services better, problems that need solving, advice on accessibility and how to include everyone.

The Client Board meets monthly as an independent body made up of clients and an external Chair.



Nick Schumi
Chair



Daniel Crawford
(resigned
November)



Kristy Phillips



Sophie Pinkerton



Trent Rothall



Lucinda Smibert



Rory Tyrrell



Kerry Warner

Our Patrons and Board

BOARD MEMBERSHIP



Jill Coombe
Chair



Edwina Stevenson
Deputy Chair
(resigned April
2023)



Emily Cordell



Alicia Hopper



Kym Lynch



Beata Mitkas



Bill Rowe

Patron



**Her Excellency
the Honourable
Frances
Adamson AC**

Ambassador



Jo Hill

Financial Snapshot

While many aspects of the business environment remained challenging in 2023, operating results improved in the second half of the financial year as pandemic-related disruptions on our services eased. Community Living Australia recorded a deficit of \$0.2m for the 2023 financial year. Excluding major project expenses, an operating surplus of \$0.8m was achieved, representing a 2.2% return on income.

Operating revenue for 2023 was consistent with 2022 levels. This was an improvement on original budget expectations. Income from other sources has increased with better returns achieved on cash and other investments.

Employee-related expenses are 4% lower than the previous financial year. This has been a significant achievement in a year of major changes to Award conditions for our sector and reflects our commitment to staffing efficiencies, proactive roster management and a gradual return to more stable operating conditions.

Project expenses of \$1m were recorded this year to upgrade key business process software and explore opportunities to build new premises in Mount Barker.

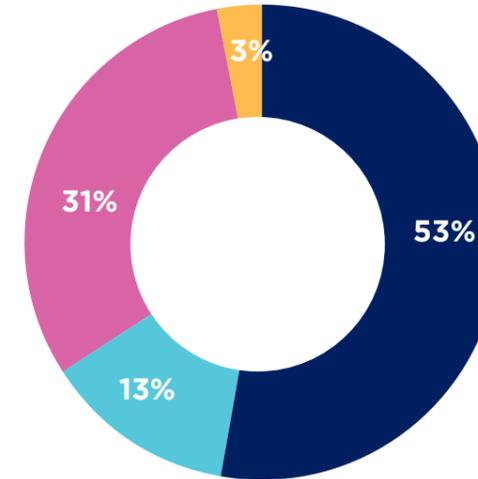
Community Living Australia's net asset position was \$12.4m at 30 June 2023. The balance sheet has been strengthened by a positive revaluation of our share portfolio and property assets, coupled with a reduction in employee entitlements through proactive leave management strategies. Despite significant project investments, cash reserves have risen by 3% over a twelve-month period. Trade receivables have been well managed with an average recovery time of 17.8 days, a 2% improvement on 2022.

Community Living Australia's commitment to financial stability and strategic planning remains unwavering, ensuring we can continue to provide exceptional services to support our clients and communities.



REVENUE distribution service type

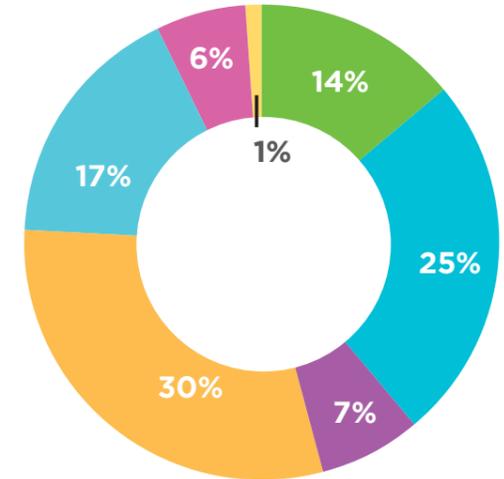
Distribution of service activity is consistent with 2022. Living Options (Supported Independent Living) represents over half of revenue and demand for individual services remains strong.



- Living Options
- Group Services
- Individual Services
- Short Term Accommodation

REVENUE distribution by region

The distribution of revenue across our regions remains consistent with Hills and South East being the areas of growth in 2023.



- Hills
- Fleurieu
- Riverland
- Murraylands
- South East
- Metro
- Kangaroo Island

Operating Result	2023 \$'m	2022 \$'m
Revenue	37.6	37.8
Other Income	0.8	0.7
Employee Expenses	-34.5	-35.9
Depreciation and Amortisation Expenses	-0.9	-0.9
Other Operating Expenses	-2.2	-2.2
Operating Surplus/(deficit) for the Year	0.8	-0.5
Project Expenses	-1.0	0
Deficit for the Year	-0.2	-0.5
Balance sheet		
Total Assets	19.4	19.5
Total Liabilities	-7.0	-6.9
Net Assets	12.4	12.6



Celebrating Years of Service

Recognising the heartbeat of our organisation

As we honour our Years of Service awards, we also celebrate the incredible journey we've taken together. We offer heartfelt congratulations to all of you who have reached significant milestones in your careers. We look forward to many more years of working together, learning from each other, and continuing to make a positive impact on the lives of the individuals and communities we serve. Thank you for your unwavering commitment to embracing change and helping our organisation thrive. You are the true heartbeat of Community Living Australia.

Name	Business Unit	Region	Years of Service
Carol Lambe	Murray River Lands	Murraylands	20
Dean Randall	South Coast	Fleurieu	10
Nicola Marnoch	Service Development and Performance	Mount Barker	10
Hannah Doecke	People and Culture	Mount Barker	10
Jody Lin	Adelaide Hills/Strathalbyn	Adelaide Hills	10
Peter Groffen	Adelaide Hills/Strathalbyn	Adelaide Hills	10
Michael Van Dijk	Adelaide Hills/Strathalbyn	Adelaide Hills	10
Joanne Moffat	Adelaide Hills/Strathalbyn	Adelaide Hills	10
Lisa Watkins	Murray River Lands	Murraylands	10
Amanda Noye	Murray River Lands	Murraylands	10
Alan Kouroupakis	Murray River Lands	Murraylands	10
Kevin Harmon	Murray River Lands	Murraylands	10
Lauren Fowles	Murray River Lands	Murraylands	10
Peter Mashinge	Murray River Lands	Murraylands	10
Mark Wilkins	Murray River Lands	Murraylands	10
Kenneth Bowden	Murray River Lands	Murraylands	10
Aliik Chol	Murray River Lands	Murraylands	10

another.castondesign/5370



COMMUNITY LIVING AUSTRALIA

T | 08 8536 5888

F | 08 8531 0099

E | info@claut.com.au

claut.com.au



Find us on Socials
@communitylivingaustralia

