





Acknowledgement

Vivid acknowledges and pays tribute to the traditional custodians of all the lands on which we work. We pay our respects to their elders past, present and emerging. We express our sincere gratitude for their love and care of the land and all life.



Welcome

Scott Alexander, CEO

The last year was notable for its challenges and achievements. And progress towards becoming the organisation we need to be. This was reflected in the substantial investment made for the future.

Our primary focus is, of course, on improving outcomes for the people we support. So, there have been relentless efforts in improving service offerings in our core businesses of Day Services and Supported Employment.



At all of our Day Services sites – Swan Hill, Kerang, Kyabram and Echuca – a revamped program delivery structure, together with a makeover of programs, was introduced and well received.

At all of our Supported Employment sites the numbers and varieties of contracts, providing paid employment to our Supported Employees, continued to grow.

Vivid's services in Support Coordination and home based supports have also expanded substantially.

It was the biggest year we've ever had with renewing fleet vehicles – and this is in a sector where many disability service providers have exited from transport services.

A real highlight of the past year has been recruitment which is often a challenge in the disability sector. Nevertheless we've done remarkably well with the quality of new employees we've been fortunate to secure in the last 12 months.

Our organisational restructure is in place with the ultimate goal of ensuring that we deliver ever improving outcomes for the people we support.

This Annual Report is a snapshot of some of that support in action.

Vince Fusti, President of the Board

The split entry, into the National Disability Insurance Scheme (NDIS), of the Loddon (May 2017) and Mallee (January 2019) components of the organisation has been completed, with all of Vivid's clients now being participants in the NDIS.



It has been a testing time, from a financial perspective, of adapting to the NDIS, expanding the workforce, implementing a corporate restructure, conducting a major overhaul of Day Services programs, significant investment in capital expenditure projects and absorbing the hefty impact of a legislated change to employee leave entitlements.

The Board's focus remains on increasing value, from the services Vivid delivers, to the people we support.

Consequently the emphasis has been on initiatives and projects which review, redevelop and revitalise Vivid's service offerings as well as investing in the recruitment of new staff: the twin goals of Provider of Choice and Employer of Choice.

The fundamental principle which underpins this process will continue to be to listen to the people we support, their families and carers, so that we can tailor services to better suit their specific needs.

I commend this Annual Report, the hard work and dedication of all who are actively involved with this great organisation.

Oyn Board



Vince Fusti



Andrea
Fitzsimmons



Denis Gell



Simon Griffin



Rachel McAsey



Jessica Moyle



Daryl Neil

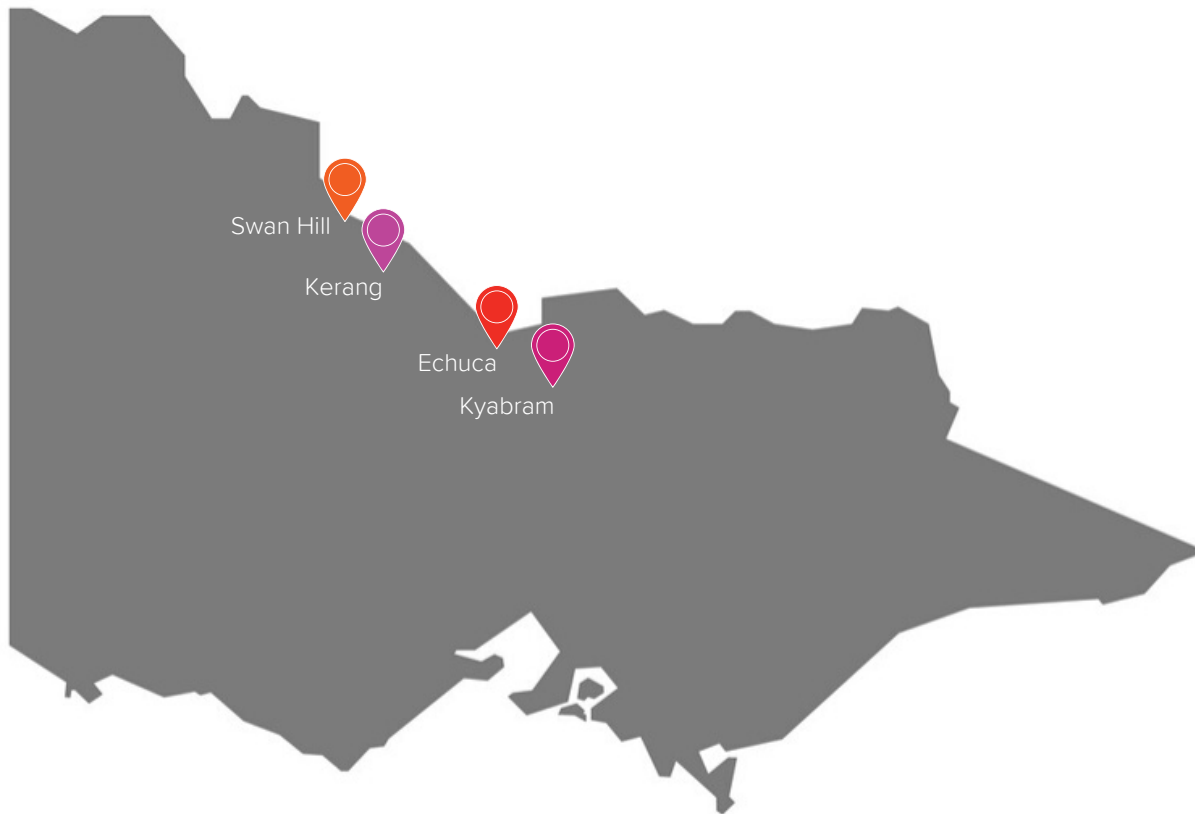


Ted Paynter



Geoff Tighe

Where we work



Our values are

- ◀ Teamwork
- ◀ Innovation
- ◀ Fun
- ◀ Respect & Integrity
- ◀ Growth



Making friends and learning new skills

When Louise Matthews was setting her goals for the year, as part of her NDIS Plan, she had a vision to expand her social network and learn new skills so that she could work part time. With the help of Vivid Living in Swan Hill, Louise is well on her way to achieving this.

By increasing the number of hours she is supported by Vivid, from one and a half days per week to three and half days, as well as getting involved with our new monthly social groups, Louise is taking part in a wider range of programs. This allows her to build strong friendships and learn new skills. In the Work Skills stream Louise assists Vivid's administration staff with a variety of tasks including placing invoices into envelopes. "This is a really practical way for her to build those skills and work towards her goals" says Maree Miliano, Vivid's Regional Manager in Swan Hill.

“ I feel really supported by the staff.
They help me out when I need help. ”
- Louise

Vivid Living

KEY ACHIEVEMENTS



we supported
210
people with
disability through day
programs and flexible
support



we provided
supported
accommodation to

6
residents
24
hours a day
7
days a week



we employed
96
staff to
provide support
within Vivid Living
Programs



From Little Things big things grow

Thanks to a grant from The John Wallis Foundation, Vivid Work Crew Kerang is blooming! A new area at the Kerang site is now dedicated to growing and harvesting plants and fresh produce.

Work Crew in Kerang supports 15 adults with a range of intellectual disabilities and the new outdoor area is now home to a variety of year round activities including planning, planting, harvesting, plant identification and seed collection. This is the first phase of developing The Potting Shed - a micro-business which will develop skills in horticulture and retail. The redevelopment of Work Crew's outdoor area in Kerang has resulted in a huge improvement in the presentation of the area, and the activities that our supported employees can participate in. We interviewed Bernadette Rich, one of our supported employees in Kerang, to get her thoughts:

“

It's more open, and there's more space. So we get to put our new designs of planting around the area. The way we plant different plants – and learn about particular plants, and how it grows is really good. And we're learning about new designs and plants that we've never done before which is very interesting. I love watching the plants grow. Watching how they grow from seed to flower, and then flower to fruit.

”

Vivid Work Crew

KEY ACHIEVEMENTS



we employed
86
people with
disability

we partnered with
53
businesses for
Work Crew
contracts



1000
paid hours worked
per week by
Supported
Employees



Greatest Achiever

Each year Vivid Learning celebrates the achievements of those who have participated in one or more of the courses on offer through our Registered Training Organisation. The event is a true highlight on the Vivid calendar with family and friends coming together to recognise all of our participants who have gained new skills which can be applied to various aspects of their lives.

The Greatest Achiever Award is an annual prize for one person who has gone above and beyond – someone whose engagement in learning has resulted in personal growth. Proudly sponsored by Smartmove Computing, Vivid was extremely proud to recognise Joel Awty as the Greatest Achiever for 2019.

Joel participated in all four terms of Creative Kitchens. The course is designed to build basic cooking and kitchen skills: following recipes to prepare and present delicious meals, working as part of a team, planning a meal on a budget, following a recipe including measuring quantities, using kitchen appliances, setting oven temperature, kitchen hygiene and food handling skills.

Joel's trainer Sue described Joel as "an enthusiastic learner, eager to get started each week. He experienced many new techniques in cooking as well as trying his skills with the kitchen appliances, no matter how messy that became on occasion."

Vivid Learning

KEY ACHIEVEMENTS

7

people graduated
from Nationally
Accredited
Courses

2730

hours of learning
provided for
people with
disability



we provided

5

different courses to

90

people with
disability across

3

towns



Our Funraisers

Vivid's FUNraising Committee is made up of a group of dedicated volunteers who are committed to raising money for the people Vivid support, through a series of fun events throughout the year.

In the 2018-19 financial year, the FUNraiser's hosted two events:

- Oaks Day Luncheon (November 2018)
- Top End Wedding Movie Night (May 2019)

The Committee have set themselves a target to purchase a new bus for Vivid that will provide essential transport to people with disability in our community.

They're well on their way to this goal with a total of over \$15,000 by the end of the financial year (which includes a generous contribution from the Echuca Moama Beer & Beef Club who donated \$1000 from their VFL Legends event towards the bus).

On behalf of the entire team at Vivid, we applaud the Committee for their ongoing efforts and thank the wider community for supporting their events throughout the year.

Our FUNraising Committee is made up of:

Bronwyn Barlow
Jeanine Campbell
Janice Collins
Helen Clyne
Jan Donchi

Sandra Escott
Jan Grant
Denise Lees
Wendy Long
Marg O'Brien

Elaine Roberts
Jenni Stephenson
Clare Umbers
Marilyn Winterton



Vivid members

Life Members

Fran Galvin
Don Healey
Ian Hickey

Richard Moore
John O'Mahoney
Ken Peat

Jack Squire
Fay Williams

Honorary Members

Lynn Benham
Margaret Butler
Jeanine Campbell
Barbara Fitzpatrick
Olivia Gregory
Elaine Hancock

Pat Hanson
Joan Mitchell
Marlene Muirhead
Marg Orso
Maree Power
Heather Richardson

Keith Silverwood
Shirley Thompson
Betty Travena
Patricia Tyndall



Business partners

Our business partners utilise Vivid Work Crew for a range of jobs and contracts including gardening, fleet and office cleaning, secure shredding, packaging and more. These partnerships go beyond a business transaction. They are a recognition that people of all abilities have a place within the business community.

Ambulance Victoria, Echuca
Ambulance Victoria, Kerang
Anglicare Victoria Echuca (St Lukes)
Apex Hall
Bendigo Health Care Group
Brandricks Architects
Buildpro
Bupa Aged Care
BYL Espresso
Cadell Trading
Campaspe Shire Council
Closters
Coles
Country Concrete
Department of Justice & Regulation
The Echuca Club
Echuca Mazda
Echuca Moama Physiotherapy
Echuca Regional Health
Echuca Used Cars
GrainCorp Operations
Haeusler's
Horizon Committee

Johnny & Lyle
Legacy Lightning
Longs Electrical
Lowes Petroleum (BP)
McKie Property Management
Metaland
Moama Gated Community
Morrisons Winery
Murray River Osteo
Nature's Cargo
Njernda
Northvic Asphalt
Oasis
Peter Walsh MP
Rochester & Elmore District Health Service
RSL
Rural Co.
Ray White Real Estate, Echuca
Shire of Gannawarra
St. John's Church
Telstra
Veolia - (Ellwaste)
Victoria Police
We Are Vivid

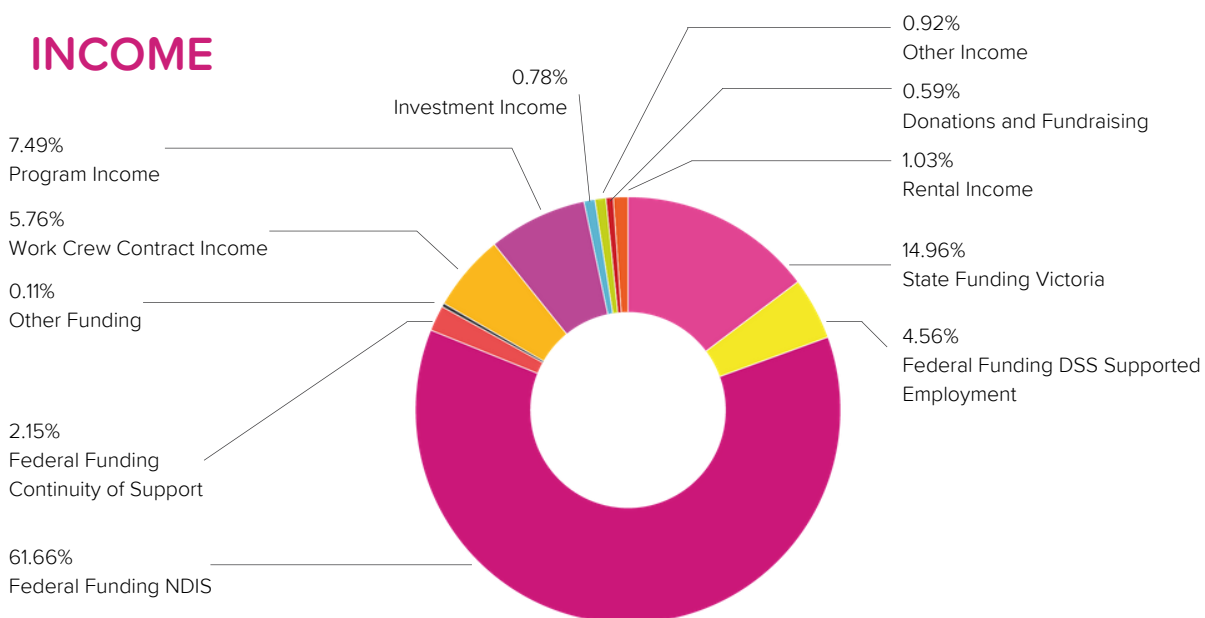
Community ENGAGEMENT



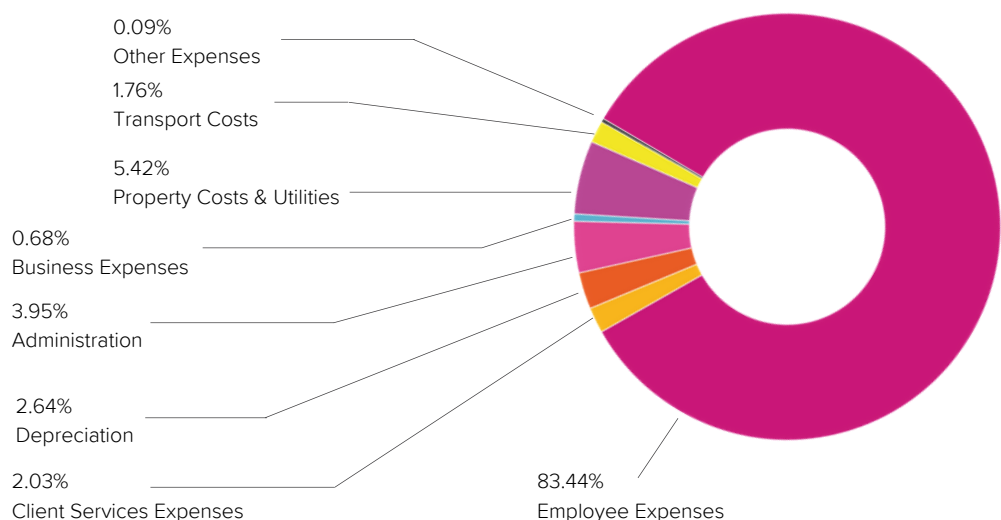
Financials

During the 2018/19 financial year, Vivid's revenue increased by 2.8% and expenses were up by 3.6%. Vivid had a turnover of \$9,298,726 for the 2018/19 financial year, compared to \$9,044,511 in the preceding year. Our investment reserves remained very healthy at over \$1.1 million together with total current assets of \$3,775,276. Vivid's liabilities for Long Service Leave and other entitlements have risen to \$1,346,205 due to an increase in staff entitled to benefits together with other current liabilities of \$831,982. So, for every dollar of potential liability, Vivid has \$1.73 to cover that - which remains a healthy financial position. Further, Vivid has no long term borrowings and our property and other fixed assets are valued at just under \$8,400,000.

INCOME



EXPENDITURE



Be Vivid how to get involved

There are so many ways that you can contribute to the creation of a community where people of all abilities thrive.

Say hello to a rewarding career and **JOIN THE TEAM** at Vivid.

GIVE YOUR CAR A SUPER WASH by Vivid Work Crew to ensure people with disabilities have paid and meaningful employment.

DONATE! Every little bit counts and any contribution will go directly to the people we support.

ENROL IN A COURSE through Vivid Learning to kick start your career in the disability sector.

ATTEND AN EVENT hosted by Vivid's FUNraisiers. They host movie nights throughout the year as well as the annual Oaks Day Luncheon.

A GIFT IN YOUR WILL is a lasting legacy that will ensure people with disabilities have the support they need well into the future.

SHARE YOUR SKILLS by becoming a Vivid volunteer.

DO BUSINESS WITH US! Your business can display true community inclusion by partnering with Vivid Work Crew. Check out the businesses that are on board on page 13.

BECOME A VIVID MEMBER for as little as \$5 per year.





wearevivid.org.au



We are committed to
creating a community
where people of all
abilities thrive