



Murray Human Services Inc. t/as We Are Vivid
ABN 92 518 972 854

ANNUAL REPORT

2022/23



ACKNOWLEDGEMENT OF COUNTRY

Vivid acknowledges the traditional
custodians of all the lands on which
we work.

We pay our respects to their elders
past, present and emerging.



2023

ANNUAL REPORT

WELCOME

Vivid has continued, in the past year, to give the people we support the opportunity to tell their stories – such as through ABC TV's Backroads filming our Creative Kitchens program and WIN TV airing a segment on our Work Crew supported employees cleaning CFA trucks involved in the flood emergency.

Similarly we have been showcasing client created art and craft through attending events (such as the Rochester Twilight Market), running an exhibition of photographs in Kerang and expanding our website shop.

There has been an expansion of the programs Vivid offers - particularly those based in the community, including supported holidays. Site based programs have also seen strong growth – in Echuca, HUB on High boasts a suite of new programs catering for interests ranging from horticultural pursuits to gaming. Vivid's residential accommodation options continues to grow.

There has also been great success with open employment outcomes – a graduate of Vivid's School Leaver Employment Supports program, Zach Phyland, applied his skills to the role of Master of Ceremonies at the Annual Client Dinner Dance and subsequently secured employment with the Moama Bowling Club. Zach is not the only success story.

Placing people with disability in supported and open employment requires great relationships with, and support from, local businesses and communities, which we are fortunate to have. That support is also reflected in contributions to fundraising and other projects – a good recent example was the makeover of an outdoor area at HUB on High with substantial monetary and muscle donations from Bunnings, Coolabah Turf and a team of teachers and students from Xavier College!

There have been big spends on physical infrastructure upgrades at Vivid sites in Swan Hill, Kerang and Echuca as well as Vivid's largest, by far, investment in a digital infrastructure upgrade (due for completion at the end of 2024).

All of this occurred notwithstanding the disruption of floods and the ever present COVID-19. Financially Vivid had a very strong 2022-2023, delivering a profit in excess of \$600,000.



Jessica Moyle
President, Vivid Board of Management



Scott Alexander
Chief Executive Officer



ABOUT US

Murray Human Services Incorporated, trading as We Are Vivid, (Vivid) is a disability service provider delivering support to people with intellectual disability in Kyabram, Echuca, Kerang, Swan Hill and the surrounding region.

Those supports comprise of Day Services, Supported Employment, Support Coordination, Community Access services, Residential Accommodation, Supported Holidays and transport services.



Each of Vivid's Strategic Goals is designed to support the organisation's purpose – to assist people with disability to live great lives.

Achieving the Strategic Goals is driven by a commitment to continuous improvement and that requires investment.

That investment is seen in, for example, initiatives to:

- Build a workforce that consistently delivers quality services in safe environments
- Upgrade physical (buildings, fleet vehicles) and digital (computer hardware and software) infrastructure
- Develop and deliver excellent services which meet the individual requirements of each person Vivid supports

OUR BOARD

A group of volunteers who actively oversee the governance of our organisation.

It is their role to ensure the sustainability and strategic leadership of Vivid.



Jessica Moyle



Denis Gell



Andrea Fitzsimmons



Simon Griffin



Peter Harris



Ted Paynter



Rachel McAsey



Vince Fusti
(Resigned October 2022)



Ian Turpin

WHO WE HELPED



INFRASTRUCTURE

MAJOR WORKS / IMPROVEMENTS

Echuca - High Street South	Ceilings plastered, hall floor replaced, septic tank, landscape upgrades	✓
Burke House, Echuca	Solar panels, double gates	✓
Work Crew Echuca	Split systems, new vehicle and ride on mower	✓
Harrods Lane, Swan Hill	Site connection to sewerage	✓

MEET MICHELLE

Hard work to holiday

With determination and patience, Michelle McCaffrey has achieved her NDIS goal of going on a holiday of her choice.

In preparation for the holiday, “I budgeted and was able to save money” explained Michelle of the process to achieve her goal.

The holiday to Geelong was long awaited, with more than a year of advance planning and saving for the weekend away.

“Somewhere fun to go and visit with good beaches” says Michelle, as she spoke of what drew her to the Victorian coastal city. With a city like Geelong, where sights and experiences are abundant, exploring the coastal town ensured “plenty of fun times” enthused Michelle, a Cat’s supporter.

Michelle has well and truly caught the travel bug and is already planning for her next holiday - “Yarrawonga is a place I would like to visit and explore next” she shared of her future travel plans to the Victorian town known for its Lake Mulwala.

In between planning holidays, Michelle will continue to enjoy “art and Work Crew”. In fact some of her favourite memories from the year include the “holiday, working and earning money and the art camp.”

Michelle’s talents don’t just lie there - she also sings in the Vivid band who have weekly practice sessions and perform at the Annual Vivid Dinner Dance.

If you didn’t think that was busy enough, Michelle is also an active volunteer at events such as the Pop & Pour Festival and the Special Olympics.

Vivid’s annual Art Retreat provides adults living with disability the opportunity to experience art and creativity in a relaxed environment under the guidance of local experts from Bottle & Bush Echuca.

Michelle was also pleased that this year marked the achievement of “eating healthier and feeling better about myself.”



OUR REACH

Source - UA analytics, Facebook Meta

40,055

Website page views

10,399

Individual website users

53.97%

Use desktop computers
(43.76% use mobile devices)

72,300

Facebook users
reached (↑32.7%)

2,270

Facebook followers

783

Instagram followers

SUPPORT COORDINATION

Support Coordinators at Vivid provide Participants with assistance to strengthen their ability to organise and choose the supports they need to engage fully in life and in the community.

Following a nasty pushbike accident in April 2022, 13 year old Xavier Edwards spent 14 months at the Royal Children's Hospital, but has now returned home permanently. Xavier's injuries have left him a quadriplegic.

Through Vivid's Support Coordination service, Xavier was able to break from his long term stint in hospital and return to Echuca for Christmas last year and also April this year to be with his family.



Support was provided to secure temporary accommodation for Xavier to move into while his long term accommodation was modified. Xavier was able to access transport without any financial burden and specialised bed, hoist, commode and a number of other items were organised prior to his return home.

Xavier now has 24/7 supports in place including high intensity support workers to carry out more complex tasks for someone with Xavier's condition. All Therapy Supports have been organised which include occupational therapy, physiotherapy, speech therapy, dietician, podiatry, clinical nurse and continence nurse and psychology.

Xavier and his dad are now enjoying being home with care all sorted. Being able to see his family and friends again has had a positive impact on Xavier's wellbeing.

MEET ZACH

From SLES to Open Employment

Open employment is a goal for many of the people Vivid supports. That outcome is difficult to achieve and the rate of employment of people with disability is, across Australia, stubbornly low.

Part of Vivid's Employment Pathway, the School Leavers Employment Supports program (SLES), has provided Zach Phyland support to help him reach his professional goals, objectives and aspirations. Zach worked hard during his two years in SLES and secured open employment at Moama Bowling Club. This is what Zach had to say:

"My SLES group were a great bunch and we really were a team. Wendy, Vivienne and Dane were great job coaches. This helped with my confidence, applying for a job, resume writing, teamwork, problem solving skills and social interaction skills. I was happy to be offered work experience through SLES with my colleague Zack Edwards in 2022 at the Moama Bowling Club. I was then offered a part time job after going through the application process and I was successful, Yeh!"

Zach proved to be a natural and finds much satisfaction within the role.

"I like hosting and making people feel welcome. I like to be behind a computer, greeting and booking people in. I like delivering food to people's tables, I like being in such a friendly, large hospitality facility. I feel part of the Moama Bowling Club family."

"On arrival I scan my ID and catch up with my Team Leader who advises me on what to do. I then go onto the jobs allocated of filling up buckets of water for the green cloths. I check if there is an order, look at the receipt for the table number and I take the order to the customer and advise the meal. I really feel part of the team and I am sure they feel the same about me. It is a great social interaction for me."

When Zach is not working you can find him very busy at Vivid participating in HUB programs, and enjoying gaming nights or having fun at Vivid events - especially on the weekend. What you may not know is that Zach was an Assistant Event Organiser for the upcoming 'Celebrating Ned Kelly' trip to Glenrowan in November.

"There has been a lot of interest and I can't wait to go with the crew... I have also been involved in organising and setting up the Gaming Room and we have now have a successful gaming night at Vivid two nights per week."

So, what's next for Zach?

"I now have my L Plates and hopefully a licence to look forward to [and] I am looking forward to gaining more skills and confidence at the Moama Bowling Club and more hours of work eventually."



OUR CLIENTS SAY...

What's your favourite thing about Vivid Work Crew?

'working with everyone'
'the people i work with'
'making pallets'
'making money'
'painting pegs'
'mowing'
'just being here and having a good time'
'training'
'making new friends'

Support

★★★★★



89.86% of day services Participants believe they are achieving their goals, increasing from 2021 (71.25% in 2019).

Support

★★★★★



97.5% of Supported Employees believe they are achieving their goals.
97.44% believe they are well supported, increasing from last year (97.37% in 2021).



★★★★★

Choice & Control

74.65% of day services Participants feel like they have a say into what happens at Vivid, increasing from last year (62.96% in 2021).



★★★★★

Choice & Control

100% of Supported Employees indicated they:
1. could tell staff if they do/don't like things
2. could make their own decisions at Work Crew
3. believed they had input into their work goals

Privacy & safety

★★★★★



97.33% of day services Participants say they feel safe at day services.

Privacy & safety

★★★★★



For three years in a row, 100% of Supported Employees feel safe at Work Crew

Source - Day Services Satisfaction Survey 2022.

Source - Supported Employee Satisfaction Survey 2022.

VIVID LEARNING

Vivid Learning offers adults with disability a range of short courses to help build skills and independence. Courses are offered in Kerang, Swan Hill and Echuca. They provide a great opportunity to learn new skills while having fun and meeting people.

Mallee Participants had a great year with a new selection of hands on learning opportunities ranging from bush cooking, outdoor living and photography, to building a toolbox.

Through the photography course in Kerang, Participants learned how to operate and maintain a camera and drew inspiration from local landmarks. Perfectly captured, their work went on display at an exhibition at the Sir John Gorton Library, Kerang for all to see and even purchase framed copies with money raised goign back into the Vivid Learning program.



MURRAY MAGIC

By Josh Huntly

For Vivid's Murray Magic squad, the Tri-State Games provide an opportunity for athletes with a disability to participate in competitive sporting activities in a friendly and supportive environment.

It is an event that has been missing for three years due to the COVID-19 pandemic, but athletes from Victoria, New South Wales and South Australia finally descended on Cobram this week for the annual event.

And for the 11 athletes representing Murray Magic in Cobram, it meant a great deal to be a part of it.

Athletes put their best foot forward, earning medals and setting new personal best times in the latest edition of the games, which first ran in 1986 in Mildura.

Murray Magic podium finishers for the week included Corey Davis, Zack Edwards, Victor Letic, Cameron Farrer, and David McTear, with Nick Clapp, McTear, and Farrer setting new PBs.

Hundreds attended the inclusive event held from November 6-11, and members of the Murray Magic team left the event with high praise, including first-time participant Sophie Ryan.

Ryan said running second in the 5km was a proud moment. "This is my first time doing the Tri-State Games and I'm definitely doing it again," she said.

"I feel very proud."

The Tri-State Games provide opportunities to compete in track and field, indoor, swimming and team events.

It's a positive outing for members of the team, and athletes were treated to an appearance by Geelong Cats star Eassa Katsigias, much to the delight of Cameron Farrer.

"Some of us went to the gym on our rest day yesterday and I saw Eassa from Geelong, so I had a chat and got my photo taken with him," Farrer said.

"My first time at the games and it won't be my last - I love it."

The Tri-State Games conclude on Friday, but the experiences will last a lifetime for members of the successful Murray Magic team.



Go team: The Murray Magic squad competing in Cobram.



Top performance: Cameron Farrer poses with his medal at the Tri-State Games.



Speedy: Murray Magic's Sophie Ryan charges down the lane in sprints.



Thumb up: Murray Magic athlete Nick Clapp was pleased with his medal at the Tri-State Games.

Support means so much

Kevin Casey

FATHER of four Marty Hill was diagnosed with multiple sclerosis at the age of 50.

Before the diagnosis, Marty was a welder-fabricator with Swan Hill Engineering, proud of his trade and enjoying his work a great deal until symptoms became unmanageable. His employer was very supportive and assisted Marty to work for as long as he could.

At the time, Marty lived independently in his Swan Hill flat. The flat was "all worked out for the wheelchair" but eventually living independently "became too much" and he chose to move to Jacaranda Lodge in Nyah West.

The move "worked out really well", as he could live only 8km from his mother and father.

"The support workers got me out and about, which I did not get to do before NDIS," Marty says. "I didn't go anywhere, I just stayed around home all day. The NDIS helped me get my new chair, which has bigger wheels and helps me get around easier."

"My workers take me to go get coffee, go up the street to do shopping, go to the pub for lunch and they have taken me to



Marty Hill says NDIS has helped get him "out and about".

Denilquin to see my family for the first time (since they moved there from Swan Hill)."

Chevy Barclay of Swan Hill disability service Ability and Ambition says: "Marty thanks us for helping him get back into the community every single time he sees us and asks us to send thanks to Maddy, his support co-ordinator, as well."

Marty's friend and NDIS plan nominee Peter says there has been significant change in Marty since engaging with direct support workers. "He's just happier,

his motivation and zest for life has returned and even in his functionality we've noticed that since he's been going out his speech is clearer."

"Maddy - the support co-ordinator from VIVID - has been incredible. She knows the NDIS from the ground up and she has been so supportive throughout the whole process since she came on board. She does so many little things behind the scenes and achieves so many big things, it all means so much to Marty."

Maddy, with Marty's occupational therapist Judy, has organised a more suitable motorised wheelchair for Marty.

It was Maddy who linked the Ability and Ambition team with Marty in September last year.

Since then, Maddy and Ability and Ambition have collaborated to organise things such as Marty's Denilquin trip to see his kids and grandkids. This was a particular highlight for Marty.

Maddy says: "COVID had such a big impact on isolating Marty, but he was able to support Marty to be able to see and re-engage with his family has been one of the biggest wins."

Vivid expands after grant

The Kyabram Supported Employment Program at Vivid Work Crew has taken off thanks to a Foundation for Rural and Regional Renewal grant.

Vivid chief executive Scott Alexander said the Strengthening Rural Communities grant had made it possible for Vivid Work Crew to expand services into Kyabram - an area in great need of seasonal workers and garden maintenance workers to meet the labour demands of local businesses.

"The \$8951 grant has contributed to the purchase of tools, equipment and supplies required to take on gardeners in contracts in Kyabram. We are extremely grateful to the FRRR for supporting our program," Mr Alexander said.

Vivid Work Crew provides paid and meaningful employment for adults with a disability, to engage with, and contribute to, their local community in a way that enriches their lives and enhances their economic participation.

Improving outcomes for



Hard yakka: VIVID participants with the equipment purchased with the grant.

people with an intellectual disability not only benefits the individual, it benefits the community too.

"Vivid are proud advocates for inclusion and firmly believe that our participants have a lot to offer socially and economically. By increasing opportunities for our participants to engage with employment, we hope to break down barriers and create important social change," Mr Alexander said.

During the first year of the program, Vivid hopes to create jobs for seven adults from Kyabram with an intellectual disability. However, once the program is established, the number of participants is expected to grow.

"We will measure effectiveness of the Supported Employment Program and impact on its participants through the well-established feedback and quality assurance processes already embedded in the work we do at Vivid," Mr Alexander said.

Bee-ing there to lend a hand

Vivid Living joined forces with Buntings Echuca and Coolabah Turf to deliver a renewed outdoor space for adults with disability to extend their involvement in outdoor programs.

Vivid executive manager of commercial operations Kylie Liebmann said the partnership was a result of a community alliance to bring a concept design to life which would improve Vivid's outdoor space for the benefit of their day service participants.

"The project saw the formation of a new garden bed, the installation of a turf area with a feature fire pit space in the centre," Ms Liebmann said.

Vivid participants and staff dug, planted, mulched and laid turf alongside Buntings Echuca who also contributed to the initiative by donating all garden supplies.

Through their Community Sponsorship Program, Coolabah Turf provided crisp turf which formed the icing on the cake.

"The inclusion of our participants in this community project provided a great opportunity for them to learn new skills in gardening and turf laying. I even rolled up my sleeves and had a go. It was fun for all," Ms Liebmann said.

"We are grateful to Buntings and Coolabah Turf for assisting us in improving our outdoor space which will further support healthy lifestyles with programs aimed at encouraging outdoor connections with nature."

Coolabah Turf sales manager Drew Elliott said to have a healthy business, you must have strong vibrant communities in which to live, work and play.

"We recognise the importance of our community engagement and partnerships at a local level. We would not be the company we are today without the support of our amazing community and in return we are committed to supporting communities through our Community Sponsorship Program," Mr Elliott said.



Team effort: The Vivid Living team with Vivid participants and staff, Coolabah Turf staff and Buntings Echuca staff.

A VICTORIA POLICE LEGATEE'S story

Breaking barriers: People living with disabilities hired to work on a new bridge project.

It was the start of a new chapter for Victoria Police Legatee, a person living with a disability who has been hired to work on a new bridge project.

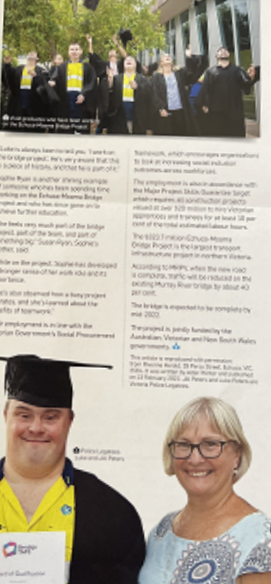
The project is a major infrastructure project that will improve the bridge and its surroundings.

The Legatee is a person living with a disability who has been hired to work on a new bridge project.

The project is a major infrastructure project that will improve the bridge and its surroundings.

The Legatee is a person living with a disability who has been hired to work on a new bridge project.

The project is a major infrastructure project that will improve the bridge and its surroundings.



Victoria Police Legatee working on the bridge project.

THE FIGURES

The 2022-2023 financial year saw a return to a strong financial performance for Vivid with growth in many areas of the business.

Revenue from Operations increased from \$10,004,709 in 2021-22 to \$12,390,458 in 2022-23, an increase of 23.84%. Operating expenditure increased by 11.8%.

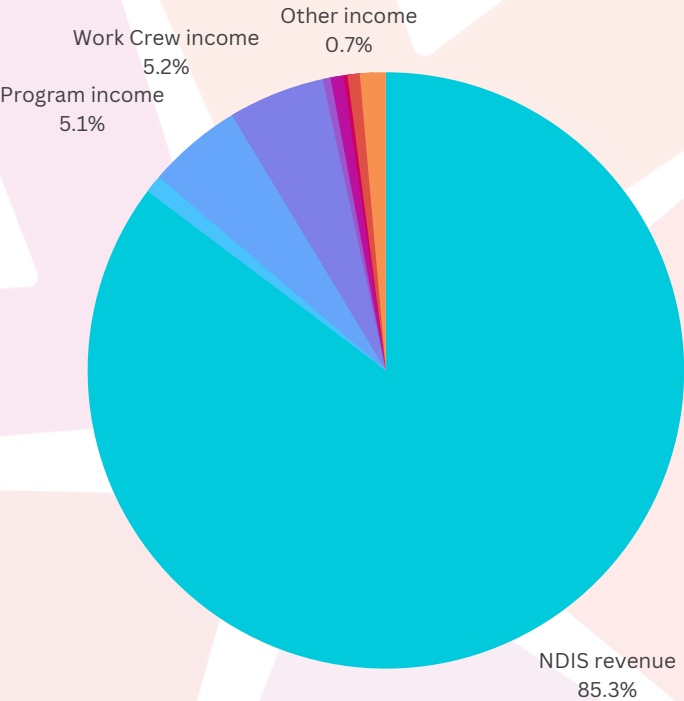
The overall operating profit for 2022-2023 was \$683,427 (including a Revaluation increment on investments of \$180,760).

Investment reserves held by Vivid at 30 June 2023 amounted to \$1.78 million as part of total current assets of \$6,612,382 which is significant increase on the previous year.

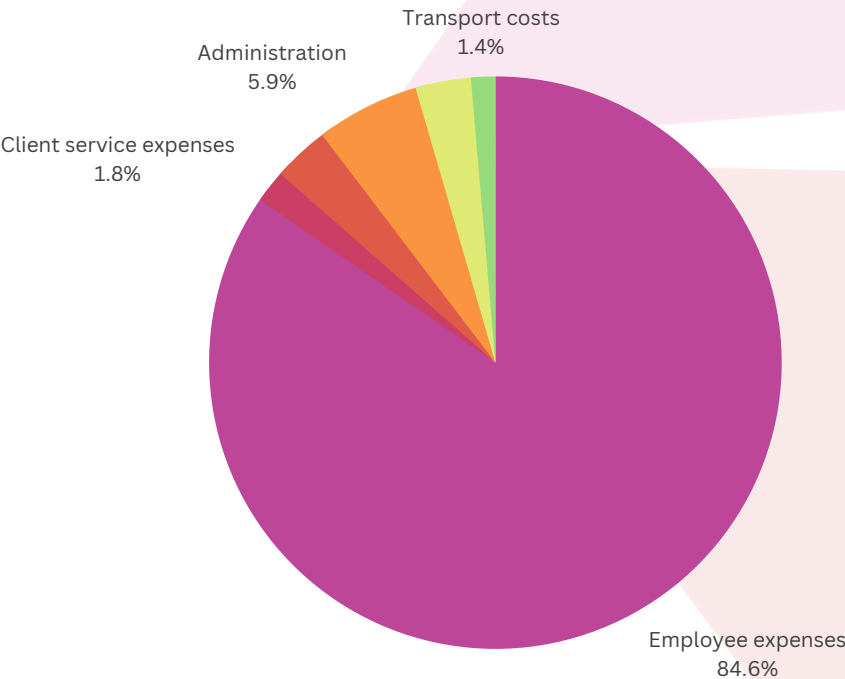
Total current liabilities decreased to \$1,708,538 meaning that every dollar of liability was covered by \$3.87 of current assets putting Vivid in a very strong position to continue to invest in the future of the organisation.

Vivid has no long term borrowings and other fixed assets are valued at \$8,883,410.

INCOME



EXPENDITURE



SUPPORT VIVID

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

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

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

ATTEND AN EVENT hosted by the Vivid 'FUNRaisers'. Located in the Mallee and Loddon regions, the Vivid FUNRaisers host movie nights, trivia nights, sausage sizzles and more throughout the year. The major event in Loddon is 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.

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

SHARE YOUR SKILLS by becoming a volunteer.

DO BUSINESS WITH US! Your business can display true community inclusion by partnering with Vivid Work Crew. Check out, on page 14, some of the businesses that are on board.

JOIN THE TEAM Say hello to a rewarding career at Vivid!

Learn more at: www.wearevivid.org.au



FOLLOW US
ON FACEBOOK & INSTAGRAM

@wearevivid



MEMBERS & PARTNERS

Vivid thanks the many individuals, businesses and organisations that provide us with support. Whether it is in-kind donations, philanthropic support, volunteering or corporate partnerships, it is all vital and allows us to create a community where people of all abilities thrive. Together, we are Vivid!

LIFE MEMBERS

Fran Galvin
Don Healey
Ian Hickey
Richard Moore
John O'Mahoney

Ken Peat
Jack Squire
Fay Williams
Vince Fusti

MALLEE FUNRAISERS

Kerri Whitney
Carmel Patti
Tony Frazzica
Sue Trotter

FUNDRAISING EVENT PARTNERS

Under the Gable - Christmas gift wrapping
Perricoota Pop & Pour Festival
Murray River Council - Moama Lights
Bunnings Echuca

Vivid partners with businesses in Echuca, Kyabram, Swan Hill and Kerang. 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. All of Vivid's Supported Employees are in paid employment.

Some of Work Crew's major contracts are with:

- Kyabram District Health Service
- Kerang and District Hospital
- Echuca Kia (Supports in Employment)
- Murray River Council
- Rochester and Elmore District Health Service
- Super Clean Linen Service
- Polymaster
- Mercure Port of Echuca
- Campaspe Shire Council
- Ambulance Victoria
- Moama Bowling Club
- Tasman Parks