



Annual Report 2020-21

TOGETHER WE ARE ABLE

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Able Australia acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past and present.



Able Australia Services
ABN 83 024 339 234
ACN 005 783 175

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About Able Australia

Able Australia is a leading provider of disability services for adults and community supports for seniors, enabling our clients to live the life they choose. Established over 50 years ago to provide support to the deafblind community, we are now a diverse not-for-profit organisation. We continue to build on our heritage and empower the individuals we support to reach their potential by living our values of trust, respect, excellence and kindness every day.

Where are we located?	VIC	TAS	QLD	ACT
Supported Independent Living	✓	✓	✓	✓
In-Home Support	✓	✓	✓	✓
Day Programs	✓	✓		
Positive Behaviour Support	✓	✓	✓	
Allied Health	✓			
Deafblind Services	✓			
Community Participation	✓	✓	✓	✓
Community Transport			✓	
Community Services for Seniors			✓	

Vision

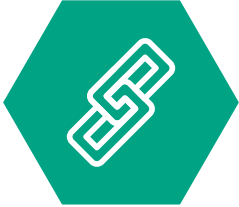
Our vision is to enable the people we support to live the life they choose.

Mission

Our mission is to build on our heritage and empower the individuals we support to reach their potential by living our values of trust, respect, excellence and kindness every day.

Values

Committed to our values of trust, respect, excellence and kindness, we strive to provide the best quality support in long term partnership with our clients and their loved ones. Below are a set of guiding principles and fundamental beliefs that allow Able to achieve its vision and mission.



Trust

For more than 50 years we have been trusted to deliver high quality, reliable services safely to those we support.



Respect

We are respectful, upholding the rights of everyone we support and work with.



Excellence

We strive for excellence in everything we do – from the services we provide, to the outcomes we support clients to achieve.



Kindness

We are kind and compassionate to all.

Able Australia at a Glance

744
staff





124
volunteers

65%

Permanent

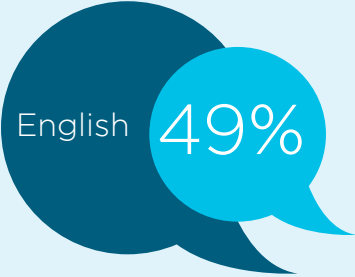
35%

Casual

English

49%

speak a
second
language



450+
disability clients
supported



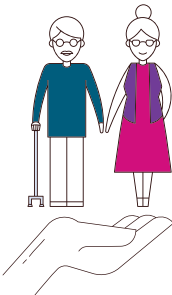
54
residential services



5
day
service
locations



780k+
hours
of rostered
support



1,500+
seniors supported
in the community



54% ↑
increase in
traffic to
Able Website



86% ↑
increase in
calls to our
1300 number



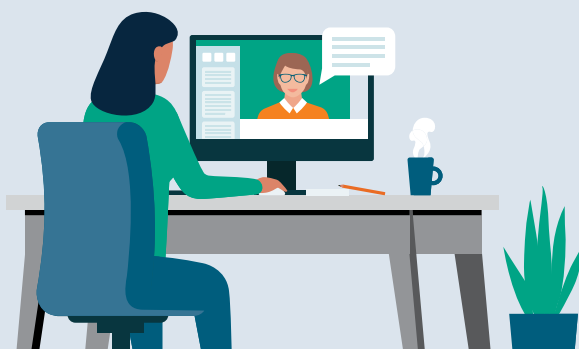
64%
average increase
in followers across
all social media
channels

85+

organisations represented in
the CEO Collaboration group



14 research projects



1,800+
online training courses
available to Able staff

2,400+
online training courses
completed



Message from the Chairman



David Clark
Board Chair

FY2020-21 was a challenging year for Able Australia and the team is to be commended for its outstanding work despite this. The ongoing pandemic adversely impacted our ability to deliver our services across the country, though its impact was felt greatest in Victoria. Able delivered a surplus of \$5.7m in FY2020-21 [FY2019-20: surplus \$3.5m].

Throughout the year, our focus remained on ensuring our clients and workforce were protected as well as possible from COVID-19 with a renewed focus on sustainable growth. This will allow Able to better navigate the ever-changing National Disability Insurance Scheme (NDIS) landscape, from which Able derives more than 72% of its revenue.

In this respect, it was pleasing to see a greater diversification of revenue compared to previous years. This was largely attributable to support received through several significant bequests, strongly performing investment portfolio, the sale of our former head-office in Camberwell, Victoria and Job Keeper subsidies.

A review of Able's Governance structure highlighted an area for improvement which the Board implemented in FY2020-21. From this review a new sub-committee, the Client Advisory Committee, was formed. The Committee's remit is to ensure the very people supported by Able Australia, people with disability, are given an opportunity to contribute to the governance of the organisation and have input into the development of Able's policies and processes. This sub-committee strengthens and complements the existing channels available for clients and families to provide their input into Able's strategic direction.

The past 12 months has been a year of change for Able Australia's Board

too. I congratulate John McKenna on his appointment to the Board this year. John has over 30 years' experience delivering services to people with disabilities and to their families. He also has a deep understanding of the disability sector and the disability community more broadly.

At last year's AGM, the Board farewelled Hon. Don Wing AM after 10 years of service. Don played a particularly important role, representing the Tasmanian community, which is our largest client cohort, at Board level. It was a role in which Don was quite familiar, given he had spent 29 years as a member of the Tasmanian Legislative Council in the Parliament of Tasmania. We thank Don for his commitment and will ensure his vacancy is filled by another member of the Tasmanian community.

I would also like to acknowledge the sad passing of Able Australia founder and Board Member, Eddie Keir in July 2020. Eddie's dedication to Able Australia as a member, Board Member and Life Governor is unsurpassed.

Lastly, I wish to thank my fellow Board directors for volunteering their time to support the organisation in governance as well as the Able Australia team more broadly – employees, volunteers and supporters. Thank you for your passion and dedication ensuring our clients can live the life they choose.

David Clark
Board Chair

CEO's Report



Kate MacRae
CEO

It has been another very busy year for Able Australia as the impact of COVID-19 continues to be felt across the organisation. Our team has shown incredible resilience under very difficult circumstances and I want to thank all staff and volunteers for their efforts.

In FY2020-21, Able continued to play a leadership role in supporting the sector to deal with the many facets of COVID. Able led over 30 other organisations in preparing a submission to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability outlining the disability sector's experiences through the COVID outbreak. The submission was read into evidence and helped inform the Commission's COVID recommendations to Government.

Although COVID was ever-present, we did not lose sight of our growth ambitions. Several new clients were welcomed to Able in Tasmania and works continue in Victoria to build new, state of the art housing in Moorabbin. Further building projects are also in the pipeline.

To address the shortage of Behaviour Support Practitioners and Allied Health professionals in the disability sector, Able Australia also established an in-house team that provides services to existing Able clients as well as people within the disability sector more broadly. As expected, the team has seen high demand for this service.

Building new partnerships across all facets of the community this year has also been an ongoing focus for Able. I continue to lead the CEO Collaboration, which first formed in March 2020 in response to COVID. Today the group's remit extends beyond COVID-related issues and provides CEOs across the disability sector an opportunity to discuss the many issues faced in a

collegiate, supportive manner. Able Australia is also regularly invited to represent the disability sector more broadly at a State and Federal level – a testament to the high regard with which the organisation is held.

The management team has also been redeveloping the organisation's reward and recognition program. Across the organisation, individuals and teams are working on a multitude of activities all aimed to deliver better services to those we support.

At present, disability support staff are recognised for their outstanding work through the Debbie Prior award, named after a remarkable employee who worked for Able back in its early days. The sad passing of an Able founder, Eddie Keir, gave us pause to reflect on his legacy and the attributes he brought to the organisation that carry on today. With the support of Eddie Keir's family, the Eddie Keir award was established, recognising Innovation for Excellence at Able Australia. The award recognises innovation and leadership – just some characteristics that embodied the man himself. We look forward to announcing the inaugural award recipient at the 2021 Able Celebration.

Lastly, I thank Able's staff and volunteers for the work you do, as well as our donors who have chosen to support us on our journey. As CEO of Able Australia, I am honoured to lead such a passionate and talented team and humbled that so many clients would entrust us to deliver their supports. Thank you all.

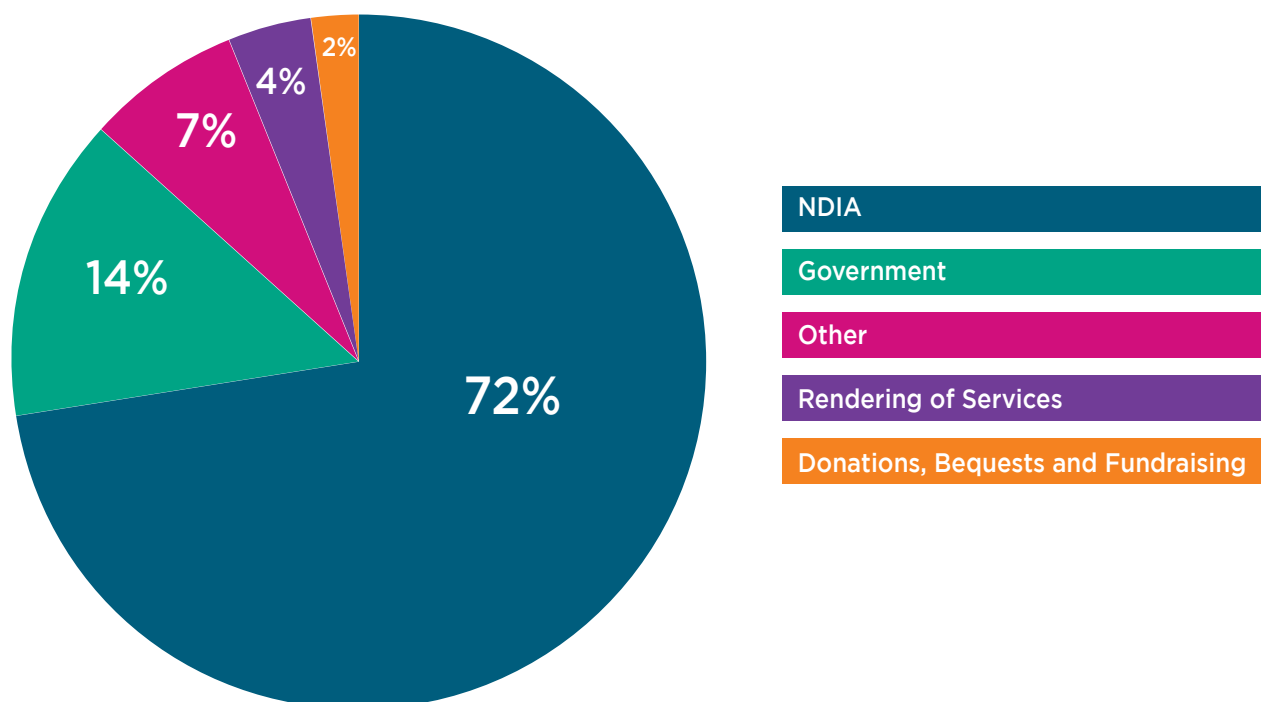
Kate MacRae
Chief Executive Officer

Financial Highlights 2020-21

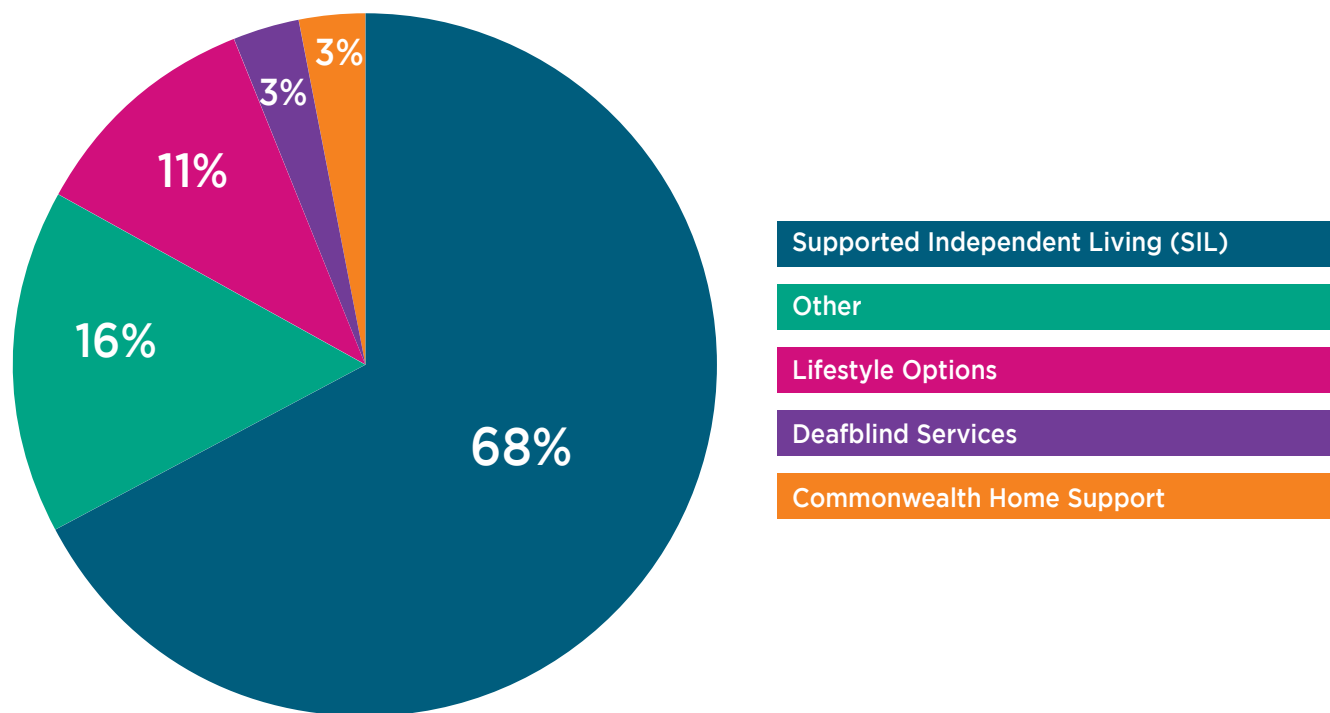
Able Australia Services 2020-21 Summarised Financials

Revenue and Expenditure	\$'000s 2020/2021	\$'000s 2019/2020
Revenue and Income	62,449	56,055
Total Expenditure	56,705	52,570
Surplus for the Year	5,744	3,485
Assets and Liabilities		
Total Assets	43,259	40,383
Total Liabilities	16,087	18,955
Net Assets	27,172	21,427
Cash Balance		
Cash and Cash Equivalents at 30 June	8,826	9,201

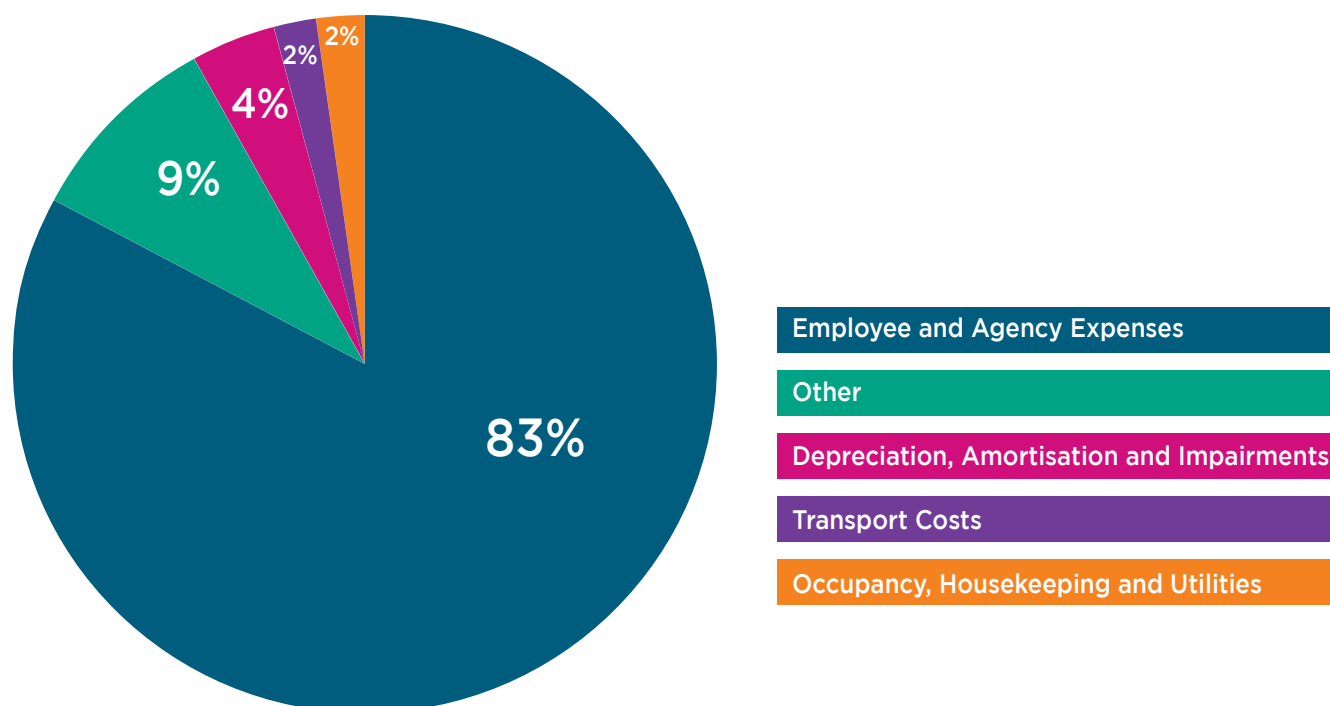
Revenue by Source



Revenue by Category



Expenditure by Type



Income Statement, Balance Sheet and Cash Flow Statement Information has been derived from Audited Financial Statements. Audited Financial Statements are available on the Australian Charities and Not-for-Profits Commission website, www.acnc.gov.au



Our Strategic Priorities



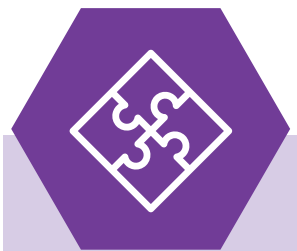
Quality and Innovation

Provide innovative services underpinned by contemporary, evidence-based practice, within a measurable quality framework.



Centre of Excellence for Deafblind

Grow the Centre of Excellence for Deafblind's reputation and actively collaborate with other world-leaders.



Partnerships and Engagement

Establish, grow and strengthen long-term partnerships that deliver quality, client-focused, shared-purpose and value-adding outcomes.



Sustainable Growth

Grow and transform our service offering sustainably, nimbly and in a planned and targeted way.





Quality and Innovation

High quality services, delivered by a skilled workforce

Able Australia's Quality and Innovation strategic priority aims to put clients and families at the centre of everything we do. It is for that reason the Better Days, Every Day improvement framework was launched in FY2020-21. The framework focuses on supporting what we believe to be the most important relationship in our organisation; the relationship between the client and their support workers. Getting this relationship right, means a better day, every day for clients, and so too for staff.

To implement the Better Days, Every Day approach we identified nine components that, when combined, will deliver better days to both our clients and our workforce.

A key aspect of rolling out this approach is having a strong staff education and supervision framework. In mid-2021, we reviewed our approach to supervision and expanded it to include group and peer supervision, along with existing one-to-one supervision and coaching methodologies. This more comprehensive approach, assists staff to enhance their support skills to make every day a better day for our clients. This program will continue to evolve and improve during 2022.

Building a body of research and evidence is another key Quality and Innovation priority. It is for this reason we have invested considerable time in supporting research projects that will build a body of knowledge that will lead to better supports for people with disability. During FY2020-21, Able participated in 14 research programs.

The successful digitisation of 1.4 million paper records was yet another significant achievement for Able. Paper records going back decades were collected, categorised and scanned, ensuring historical data can be referenced more quickly and efficiently. Following the success of this project, this scanning solution is now being offered up to the sector more broadly.

Bringing vaccination hubs to the people

To support the national vaccination effort, Able Australia, in collaboration with Aspen Medical Australia, opened a vaccination hub in Lowwood, Queensland to bring the COVID vaccine to Able clients, staff, and local community members.

Our Able Queensland Team provided transport to and from vaccinations in our vehicles for those who were unable to arrange transport themselves. With vaccination rates in Queensland lagging behind the national average, this program highlighted Able's ability to service our clients through innovative thinking.



Innovation in the face of COVID-19

The past two years, Able has had to innovate in the face of COVID. In 2020, personal protective equipment was sourced for the disability sector and a range of comprehensive policies and procedures developed, to protect clients and staff alike. These too have been shared widely with our fellow providers and state governments. A key element of our planning was the development of a Site Support Team - a group of well-trained staff, prepared to work in a COVID-positive environment. Thank you to the team on behalf of clients and staff.



Centre of Excellence for Deafblind

Nationally recognised for our deafblind expertise

The Centre of Excellence for Deafblind was established to collaborate with providers, peers and peak bodies, in deafblindness research, events and information sharing.

Partnerships with Monash University, the University of Melbourne, Deakin University and Swinburne University have been established to undertake research projects involving participants with deafblindness and the staff and social networks that support them. These research projects are investigating tactile communication, communicating health information, mainstream technology and housing.

Two major projects have been undertaken. The Deafblind Employability project and the Deafblind Technology project, both funded by National Disability Insurance Agency, Information, Linkages and Capacity Building Grants.

The Centre of Excellence – Deafblind produces a bi-monthly national newsletter and coordinates several national working groups and communities of practice. Training and staff development is also provided in-house and for external organisations on a range of topics related to deafblindness.

Yarn bombing to raise awareness

To promote Deafblind Awareness Week this year, Able participated in the global initiative - yarn bombing. The large-scale tactile art project aimed to unite members of the deafblind community and increase awareness and knowledge of deafblindness. The broader community was invited to participate in this event by knitting or crocheting pieces to add to installations in different areas across Australia. Our thanks to Deafblind Victoria for providing the image below.



Vale Alisha Hill

This past year, the deafblind community noted the passing of Alisha Hill. With her teaching background, Alisha used her lived experience of deafblindness to educate others in the community. One of Alisha's most significant achievements was to establish a Communication Guide training program for South Australia. Alisha leaves a lasting legacy to the community through her work and projects.





Partnerships and Engagement

Valuable and sustainable collaborations

Able Australia's Partnerships and Engagement pillar seeks to establish a compelling employee value proposition that will support our existing staff and attract new staff. The establishment of the Eddie Keir staff award, recognising Innovation for Excellence, is one such initiative.

Another key achievement in FY2020-21, was Able's engagement with the broader community through social media and mainstream media. Able Australia has seen substantial growth across all its social media channels. Despite COVID-19, or perhaps because of it, communities have been going online more than ever before.

Being able to lead and participate in online discussions has helped Able forge even closer connections with the community. Able's advocacy on behalf of the disability sector with regards to the Government's COVID response has also been widely evidenced.

Able Australia also continued to forge strong partnerships with other providers across the sector.

The CEO Collaboration grows from strength to strength. In 2020-21 the CEO Collaboration expanded with several sub-groups formed to strengthen and support the sector more broadly. These covered a range of topics including community services, respectful relationships through to NDIS pricing.

What began as an informal gathering of disability sector CEOs is today a formalised, organised group working collaboratively to enhance the supports offered to people with disability.

Support workers in the spotlight

Finding and retaining great employees is a challenge facing many disability service providers in Australia. Able Australia has formed an innovative partnership, working with local TAFEs to offer students placements. This not only provides students with valuable hands-on experience, it also provides Able with the opportunity to hand select the best students for ongoing employment.

One such student was Sami: "I had always wanted a career with those who experienced disability, and right after I had finished studying, Able Australia had given me the chance to do so. My job is to make our client's lives easier and happier, and that is why I love my job."





Sustainable Growth

Purposeful and planned growth

Able has had a particular focus on sustainable growth through FY2020-21. We have successfully opened new homes in the ACT, Tasmania and Queensland and have plans to open more in the coming years.

Within Victoria, our existing site in Moorabbin, consisting of two single-unit homes is being redeveloped thanks to the generous support of our donors. We hope that the homes will officially open late 2021 or early 2022, after delays due to COVID-19.

Our site in Reservoir, Victoria will also be redeveloped when COVID restrictions have eased. In the interim, the site has been re-purposed to provide immediate housing for our clients.

This year, we sold Able's long-standing national office in Camberwell, Victoria as a new national office has since been established in Surrey Hills. The funds generated from the sale of our former site will be reinvested into new homes for our community across Tasmania, Victoria, the ACT and Queensland.

We continue to work across the Eastern Seaboard of Australia to source high quality disability accommodation sites to meet the ever increasing demand.

Living independently

Paul is a young man from Tasmania who used to live in a nursing home as there was no other place providing him with 24/7 supports. Unfortunately the nursing home was quite isolating for Paul, given that he is not elderly himself.

After moving into an Able facility, built for young people with disability like Paul, goals have been set and a plan established that will see Paul learn to live more independently.

"He left the nursing home and he's never looked back," says Paul's brother, Gerard. "Now he's much happier. He is communicating more and he's been incredibly flexible."





Thanks to our Supporters

Donors and supporters of Able Australia have once again answered our calls and given generously. In FY2020-21, over \$1.2m was raised. These funds will allow Able to continue innovating to improve the lives of the people we support.

At Christmas, donations received allowed us to gift a Christmas present to our residential clients. Many of these clients had spent much of 2020 in lockdowns, and these gifts brought them joy at being remembered. These donations also helped fund the continued expansion of our accommodation services and, most importantly, making these houses comfortable, beautiful and accessible 'forever homes' for our clients.

Towards the end of FY2020-21, our donors, once again gave generously. This time, our donors supported Able with funding to train 80 Able staff in Auslan over the next three years, addressing a significant skills shortage within the disability sector more broadly. With this training, our team will be able to more effectively communicate with clients who are deaf, deafblind or those who cannot otherwise communicate verbally.

Able was also the recipient of several gifts in wills during 2020-21. These incredibly kind donations provide an opportunity to build an important legacy in our donor's honour. Several significant building projects will be undertaken in the coming years, using these gifts. Thanks to this support, we will be able to positively impact the lives of people with disability for many, many years to come.

Our sincerest thanks to all our donors, particularly during such a difficult period. We would not otherwise have been in a position to undertake these innovative programs without your ongoing generosity.

Trusts and Foundations

- Ritchie's Store – Community Benefits
- Lord Mayor's Charitable Fund
- HMA Foundation Pty Ltd
- A J & M A Snelling Family Trust
- Douglas & Phillip Young Charitable Trust
- Birchall Family Foundation Trust
- Brian M Davis Charitable Fund
- Mulnot Foundation
- The Russell Foundation
- State Trustees Fund – William Arthur Shipperlee
- State Trustees Fund – Phyllis Nerelle Turner

Other Supporters

- Herbert Smith Freehills
- Bostik
- Reclink Australia
- State Trustees
- JB Were
- City of Booroondara
- Uber



Governance



Our Governance Framework

Able Australia's governing body, the Able Australia Board, is responsible for ensuring that Able Australia has an appropriate governance structure and culture in place. This includes:

Compliance - meeting statutory and regulatory obligations.

Performance - staying up to date, relevant and assisting the Chief Executive Officer to lead the company in the best possible way.

Able Australia is a charity registered and regulated by the Australian Charities and Not-for-Profit Commission (ACNC). The ACNC assists registered charities in dealing with the Australian Securities and Investments Commission (ASIC) under the Corporations Act 2001 (Cth) (Corporations Act) and the Australian Tax Office (ATO).

The Board

The Able Australia Board is accountable to all Able stakeholders for the proper pursuit of Able Australia's purpose as stated in its Constitution. The Board ensures that Able Australia complies with all of its contractual, statutory and legal obligations, including the requirements of relevant regulatory bodies. The Board appoints the Chief Executive Officer, who is responsible for the execution of Able's strategic plan and the day-to-day management of the organisation and its workforce in line with Able Australia's Delegations of Authority. The Board meets bi-monthly as scheduled within the Able Governance calendar with out of session meetings held as required.

The Board is supported by several sub-committees:

Finance, Audit, Investment and Risk Committee

The purpose of the Finance, Audit, Investments and Risk Committee is to strategically and regularly oversee and guide Able Australia's financial and investment performance and key organisational risks and opportunities, as well as legal and regulatory compliance.

Quality and Safeguarding Committee

The purpose of the Client Quality and Safeguarding Committee is to oversee and guide Able Australia's focus on the quality and safeguarding of client services, oversee reportable incidents, feedback and complaints, monitor and set strategy in relation to client experience, and to provide oversight and assurance in relation to client safeguarding practices. The Committee and the Able team have built a particular strength in its Quality and Risk Approach.

People and Engagement Committee

The purpose of the People and Engagement Committee is to oversee and guide Able Australia's workforce strategy, performance and engagement, as well as occupational health, safety and welfare performance. In addition, this Committee guides Able Australia's external stakeholder engagement initiatives and effectiveness.

Client Advisory Committee

The purpose of Able's Client Advisory Committee is to increase client, carer and community participation in strategy, operations, planning and policy development at Able Australia.

Our Accreditation Frameworks

Able Australia operates within five accreditation frameworks:

- NDIS Registration and Certification
- Tasmanian Government Passenger Transport Services Operator Accreditation Audits
- Food Safety Audits
- CHSP Audit under the Australian Aged Care Quality Agency
- Victorian Human Services Standards Self Assessment

Board of Directors



David Clark

Chairperson until 28 June 2021 - Director since November 2012

Graduate of The Australian Institute of Company Directors

David was appointed Chairperson of the Able Australia Board in December 2013. He is an Executive Coach with over 20 years' experience in senior executive roles within a diverse range of organisations. David's background is in Human Resources and Senior Executive Management roles, working primarily in the food and beverage industry. David has worked in Europe, USA, Asia and the Pacific and has deep experience in organisational change.



Monica (Meg) Downie

Deputy Chairperson since November 2018. Director since July 2016

Bachelor of Business

Meg is the Director of the Infrastructure, Government and Healthcare Industry Group at KPMG, where she has managed the strategic growth and market positioning of its government business for a number of years. Prior to KPMG, Meg spent 16 years with the Commonwealth and Victorian Public Services where she specialised in organisational re-structuring and a range of human resource management functions.

Meg's Able Australia Board Committee membership includes:

- Chair - People and Engagement Committee
 - Chair - Client Advisory Committee
-



Peter Reilly OAM

Treasurer until 28 June 2021 - Chairperson since 28 June 2021 -

Director since November 2012

Bachelor of Business Accounting; Associate - the Institute of Chartered Accountants, Registered Tax agent since 1976, Associate of the Institute of Company Directors

Peter has over 40 years' experience as a senior executive and has demonstrated success in a range of areas, including: general management, building high performance teams, developing and implementing financial and business plans, directing public companies and ensuring funding requirements are met in high growth organisations. Peter is a Director of Melba Opera Trust, Director of the St. Bernard's Foundation, Chairman of Scotchmans Hill Pty Ltd and Executive Director of Lifeview Residential Care Group.

Peter's Able Australia Board Committee membership includes:

- Chair - Finance, Audit, Investment and Risk Committee (until 28th June 2021)
-



Hon. Donald Wing AM

Director since August 2011 - Resigned 11 November 2020

Bachelor of Laws

Don practised as a Barrister and Solicitor for 20 years before being elected to the Legislative Council in the Parliament of Tasmania. During his 29 years as an Independent Member, he served as President of the Council for six years and was Mayor of Launceston from 1983-1987. Don is a member and patron of a number of community, humanitarian and sporting organisations.

Don's Able Australia Board Committee membership included:

- People and Engagement Committee

Board of Directors / Continued



Dr Prue Morgan
Director since June 2018

PhD, Master of Applied Science (research), Bachelor of Applied Science (physio), Graduate Diploma Neuroscience

Prue is the current Head of Physiotherapy at Monash University. She is an experienced physiotherapy clinician and academic with more than 30 years of experience in neurological clinical practice, physiotherapy education and research. Prue has assumed many state and national leadership roles in physiotherapy over her career and was awarded the title of Specialist Neurological Physiotherapist in 2008 by the Australian College of Physiotherapists in recognition of her expertise in clinical practice and scholarship. She has particular skills in the management of issues affecting people aging with complex disability, and brings her clinical experience to Able Australia.

Prue's Able Australia Board Committee membership includes:

- Client Quality and Safeguarding Committee
-



Bruce McCowan
Director since July 2019

Bachelor of Education, Post Graduate in Education Studies, Fellow of the Australian Institute of Company Directors

Bruce is an experienced Executive, Human Resources Leader, Consultant and Board Director with extensive expertise in organisational transformation through alignment of business and HR strategy, with a particular emphasis on culture change and improving leadership capability. Bruce is currently Partner Performance at deliberate practice and is Chair of the White Ribbon Australia Accreditation Committee. He has previously served as a Board Director for a number of organisations in the not-for-profit sector, including a disability services organisation.

Bruce's Able Australia Board Committee membership includes:

- Chair - Client Quality and Safeguarding Committee
 - Finance, Audit, Investment and Risk Committee
-



John Rowan
Treasurer since 28 June 2021 - Director since July 2019

Bachelor of Business (Accounting), CPA, Fellow of the Governance Institute of Australia

John has held a variety of leadership roles in diverse areas including Human Resources Management, Superannuation, Company Secretariat, Fleet Management, Sales and Marketing, Supply Chain and Occupational Health and Safety. John has extensive skills in business development and continuous improvement (kaizen) and has previously served as a longstanding Board Director for a not-for-profit disability organisation.

John's Able Australia Board Committee membership includes:

- Finance, Audit, Investment and Risk Committee
- Chair - Finance, Audit, Investment and Risk Committee (since 28 June 2021)
- People and Engagement Committee



Ro Marks

Director since July 2019

Bachelor of Applied Science Recreation, Master of Social Science Human Services, Graduate Diploma Strategic Foresight

Ro has a 30-year history as a social policy and planning professional. Ro has worked in senior roles with state, regional and local governments, not-for-profit organisations and statutory authorities in Victoria and Western Australia. After operating a social policy and planning consultancy for 14 years, Ro is currently the Community Care Policy Lead at the Municipal Association of Victoria (MAV). Ro is committed to strengthening engagement with service users, their families, and carers to ensure quality in policy and service outcomes.

Ro's Able Australia Board Committee membership includes:

- Client Quality and Safeguarding Committee
 - Client Advisory Committee
-



Jenny Smith

Director since July 2019

Bachelor in Computer Science, Information Systems and Accounting, MBA Melbourne Business School, CPA, Graduate of the Australian Institute of Company Directors

Jenny is a senior executive with diverse experience across the not-for-profit and for profit sectors. She has been in senior roles at Mercy Health for twelve years and currently holds the position of Executive Director – Strategy, Planning and Major Projects.

Jenny's Able Australia Board Committee membership includes:

- Finance, Audit, Investment and Risk Committee
-



John McKenna

Director since April 2021

John McKenna has over 30 years' experience delivering services to people with disabilities and their families. John has a deep understanding of the disability sector and community more broadly.

While Chairman of the Internet Industry Association (IIA) Web Accessibility task force, John worked closely with the deaf and blind communities to highlight the issue of inclusive website accessibility to industry. More recently, John spent many years working for the disability advocacy group, VALID as an advocate. John is also an Honorary Justice of the Peace, Board member at Speak Out Tasmania and co-founder of the Victorian Student Nurses.

John's Able Australia Board Committee membership includes:

- Client Advisory Committee
- Client Quality and Safeguarding Committee

Meeting of Directors

Board Meetings	2020				2021				
	31 Aug	26 Aug	11 Nov	14 Dec	22 Feb	26 Apr	28 Jun	Total #	Attendance
			AGM						
David Clark (Chair)	Yes	Yes	Yes	Yes	Yes	No	Yes	7	6
Meg Downie (Deputy Chair)	Yes	Yes	Yes	Yes	Yes	No	Yes	7	6
Peter Reilly (Treasurer)	Yes	Yes	Yes	Yes	Yes	Yes (Chair)	Yes	7	7
Donald Wing	Yes	Yes	Yes Retired at AGM					3	3
Dr Prue Morgan	Yes	Yes	Yes	Yes	Yes	Yes	Yes	7	7
John Rowan	Yes	Yes	Yes	Yes	Yes	Yes	Yes	7	6
Bruce McCowan	Yes	Yes	Yes	No	Yes	Yes		7	6
Ro Marks	Yes	Yes	Yes	Yes	Yes	Yes	No	7	6
Jenny Smith	Yes	Yes	Yes	Yes	Yes	Yes	Yes	7	7
John McKenna (Joined Board 26.04.21)						Yes Joined 26.04.21	Yes	2	2

Finance, Audit, Investment and Risk Committee	2020						2021						
	July	24 Aug	21 Sept	1 Oct	12 Oct	30 Nov	Jan	9 Feb	29 Mar	Apr	31 May	Jun	Attendance
Peter Reilly		Yes	Yes	Yes	Yes	Yes		Yes	Yes		Yes		8
John Rowan		Yes	Yes	Yes	Yes	Yes		Yes	Yes		Yes		8
Jenny Smith		Yes	Yes	Yes	Yes	Yes		Yes	Yes		Yes		8
Bruce McCowan (Observer in 2020)		Yes	Yes	Yes	Yes	Yes		Yes	Yes		Yes		8

People and Engagement Committee	2020						2021						
	July	Aug	21 Sept	Oct	Nov	Dec	Jan	Feb	10 Mar	Apr	May	Jun	Attendance
Meg Downie			Yes						Yes				2
Don Wing			Yes										1
John Rowan			Yes						Yes				2

Client Quality and Safeguarding Committee	2020						2021						
	29 Jul	Aug	Sept	26 Oct	Nov	Dec	Jan	15 Feb	Mar	26 Apr	May	Jun	Attendance
Bruce McCowan (Chair)	Yes			Yes				Yes					4
Ro Marks	Yes			Yes				Yes					4
Dr Prue Morgan	Yes			Yes				Yes					4
John McKenna													0

Client Advisory Committee (NEW)	2020						2021						
	July	Aug	Sept	28 Oct	Nov	15 Dec	Jan	Feb	18 Mar	Apr	May	2 June	Attendance
Meg Downie (Chair)				Yes		Yes			Yes			Yes	4
Ro Marks				Yes		Yes			Yes			Yes	4
John McKenna												Yes	1



Kate MacRae
CEO



Chandi Piefke
National Director Marketing
and Engagement



Lynette McKeown
Chief Operating
Officer



Peter Batsakis
General Manager
Corporate Services



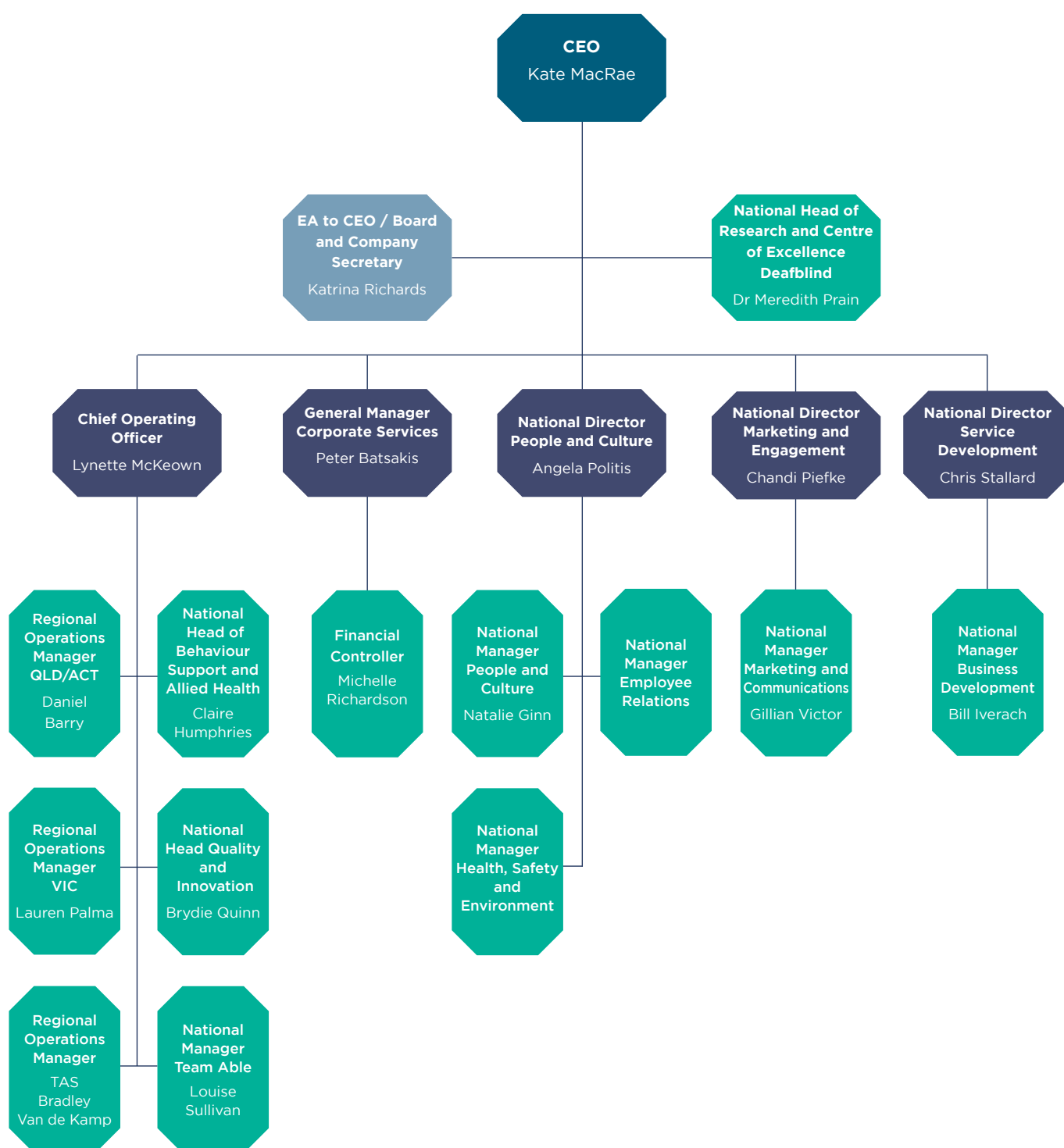
Angela Politis
National Director
People and Culture



Chris Stallard
National Director Service
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The Able Leadership Team







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