



A year of
connection &
collaboration.

Annual Report

**23/
24**

LEADING WITH COMPASSION · CHALLENGING THE
STATUS QUO FOR FIVE YEARS · EMPOWERING FAMILIES
THROUGH ADVOCACY · WE'RE CHANGING LIVES
WITH THBC CARE · LEARNING AND DEVELOPMENT
· CELEBRATING TEAM SUCCESS · WE'RE GROWING
INDEPENDENCE IN NORTHERN NSW

ALLAMBI CARE



Acknowledgement of Country.

Allambi Care acknowledge the Traditional Custodians of country throughout Australia, and recognise their continuing connection to land, sea and community. We pay respect to their traditions, culture, aspirations and Elders past, present and emerging. We acknowledge the wounds of the past, and the ongoing failure to recognise and support the importance of Aboriginal and Torres Strait Islander culture. We commit our organisation in walking alongside Aboriginal and Torres Strait Islander peoples in their process of healing, and creating opportunities for cultural connection.



Times are tough and the demand for our support is greater than anytime in our 40 year history. It's why we'll never stop training our team and looking for innovative ways to give kids and families a better future.



Purpose.

Allambi Care serves individuals, families, communities and government agencies. We are committed to addressing safety and growth needs so that we empower people to reach their full potential. Our services are flexible and characterised by innovation and best practice.

Vision.

Belonging
Hope
Positive Futures

Our Commitment Areas.

Quality
Culture
Acknowledgement
Connection
Innovation

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01

OUR REMARKABLE TEAM

Chairperson report.

I am inspired by the way our staff and supports have expressed their commitment and skills to the company and our clients.

Ken Youman

Chairperson – Board of Allambi Care Limited



At the risk of sounding like a broken record (for those of you from the post analogue music era – vinyl records would replay certain tracks if the surface of the record was scratched!), this year has been characterised by uncertainty, complexity, change and many things beyond our control. Despite these challenges, Allambi Care has continued to provide best practice to those in our care.

I am inspired by the way our staff and supports have expressed their commitment and skills to the company and our clients.

SAFETY.

Many people have worked hard on safety this year but unfortunately, our Lost Time Injury rate remains stubbornly high. It is important that we address continual safety improvement. Every incident must be forensically examined to ensure we understand the root cause and take corrective action. Procedures must be followed and continually improved. Everyone in Allambi Care must think and talk about personal safety every day. I am cognisant of your efforts to improve, and I offer you my gratitude.

BOARD AND GOVERNANCE.

The Board has acted in a harmonious fashion this year in addressing the issues that have been presented to it and seeking to implement the vision for Allambi Care. The Board is determined that we operate in an ethical and transparent manner and beyond reproach in our operations.

To enhance our situation the following have been implemented this year:

- The internal audit by Cutcher and Neale has reached the draft stage for submission to the Board. This report seeks to ensure that our internal controls and systems give assurance to the Board that good governance is being carried out within Allambi Care. The Executive staff are already working on some changes to our systems because of the investigation.
- The Board has restructured the Committees assisting it in decision making. The Audit Committee now take

on the additional role of Risk to become the Audit and Risk Committee and the Remuneration Committee take on the additional role of Nomination becoming the Remuneration and Nomination Committee.

It is important that the Board be representative of our clients. It is presently difficult to find people, that may represent a particular cohort of our clients, that have an appropriate skill set and are prepared to volunteer their time to the Board of Allambi Care. In order that this gap in our Board membership is not an issue for us, it has been determined that a group of advisors will be set up to provide input to the Board determinations that involve cohorts that are not represented at present on the Board.

The Curijo *'Cultural Safety Review and Support Planning Report'*, commissioned by the Board, has been received and actions commenced on implementing the recommendations.

It is with sadness that I report that Graeme Thomas and Cherie Johnson have tendered their resignations from the Board, to take effect at the AGM. We owe them both a great deal of gratitude for the insights they have given and the amazing work they have done for Allambi Care. We will miss their sound judgement and wisdom.

However, it is with pleasure that I can announce that Kay Fraser and Scott Lucas have agreed to have their names put forward for election to the Board at the AGM.

25 years of service to Allambi Care by

our CEO, Simon Walsh, was recognised at our Annual Awards night. The Board is very appreciative of Simon's contribution and his passion to make a difference in the lives of the vulnerable. Thank you!! And thank you to the Board who have freely given of their time and experience for the common good!

GROWTH – VICTORIA.

In August we celebrated five years of operations in Victoria with an awards dinner. Howard Bath gave an inspirational account of his history as a front-line worker and researcher as guest speaker which was well received. Several staff were given awards for service. Allambi Care have been given a new contract for Foster Care which is a result of excellent and hard work by the staff. The operation is stabilising and although staffing issues continue, we can see good prospects in that State.

GROWTH – NORTHERN NSW.

A new contract for ITC has been awarded to Allambi Care. Well done to those involved! We continue to work on developing community engagement and our presence in the area. The operation is stabilising, and good prospects may be seen in the area.

RUSHFIELDS ACTION SPORTS CENTRE – MACQUARIE ROAD.

By the time you read this report, the final presentation to the Board will have been

made by the working group. A decision will have been made on promulgation of the project.

NDIS.

Our increased participation in the NDIS has had significant operational problems. An external consultant was engaged to give advice on ensuring our claims are accurate and can be evidenced. In September there was evidence that improvement is happening, and a review of ongoing viability has been prepared for the Board.

NORTH ACADEMY.

The school is continuing to flourish. This year there has been an attendance of 20 students across years 9 and 10. We have asked for approval to extend the school to include year 11 in 2025. For this to happen the refuge will need to be moved to a new site to allow the school expansion. Some excellent results have been achieved due to the solid work of the Principal and staff with support from Allambi Care wrap around services.

INNOVATION AND RESEARCH.

Allambi Care continues to be represented on peak bodies and committees regarding operation of the sector. Papers have been presented at international conferences by our people and the first exchange of personnel with international companies has commenced. Dr Howard Bath, Dr Paul Baker and Brett Smith

continue to promote and evaluate our therapeutic model with both Universities and other organisations. Our future in caring is enhanced and secured by the work of our people. We are extremely fortunate to have researchers of such a high standard and credibility.

FOSTER CARE.

The Foster Care genre is under increasing pressure. From the Government Department's desire to change the model of care, to an increasing fall in the number of people coming forward to be carers resulting in us being unable to meet the need. Fortunately, we have capable and committed people working in this fluid environment to ensure our clients get the best possible solution.

CHANGE.

It is obvious to people living in NSW that the out-of-home care situation is in crisis. The reasons have been well researched in the media and from the Minister's pronouncements. The impact on Allambi Care is that we are confronted by potential changes, increasing scrutiny and cost reduction pressures. This is concerning considering we are a Not-for-Profit organisation acknowledged by most players in the genre to be exhibiting exemplary results in care. Our management have been under

extraordinary pressure to respond to our funding bodies' requests. I have been very impressed by their resilience and strength in dealing with all of this. It is, however, an emotionally draining experience and they need all our support in getting through this period.

What has impressed me most is the way our management are constant in their purpose of ensuring, as far as we are able, that our level of care does not suffer and to challenge decisions made by others that are not in the best interests of our clients.

Our costs of labour, insurance, workers' compensation and materials continue to increase putting increasing pressure on our bottom line.

THANKFULNESS.

Our operations have only been possible by the efforts of well skilled, passionate people committed to making a difference in peoples' lives. I cannot express in words how much your professionalism, integrity and duty of care has shone through in what can be a very challenging environment.

I sincerely thank you for the sacrifices and contributions you have made to achieve the excellent performance of Allambi Care. I continue to be proud of my association with Allambi Care and privileged to contribute to our outcomes.



CEO report.

It takes a great person to do what we do, and I am proud to have you all as part of Allambi Care.

Simon Walsh
Chief Executive Officer



I welcome you to Allambi Care's 2023/2024 Annual Report, a showcase of the great work we have achieved over the last twelve months. We have so much to be proud of, and the stories and highlights included in this report are only part of this year's accomplishments.

I am proud to report the recruitment of our first Parent Peer Advocate, a role we have been hoping to make a reality for some time. As a parent partner with lived experience, this role represents a cultural shift in the way we support young people and their families across the organisation. The role ensures that we bring the most important people to the table when planning for a young person – their family. The positive outcomes are already apparent, and we are excited to see where this new philosophy of work leads us in the future.

This work also serves to meet recommendations of the Australian Child Maltreatment Study, where enhanced responses at the child and family level are recommended. A strong need to meet families with less judgement and consequences, and more emphasis on parental support, is paramount. This important strategy is embedded across all practice, to ensure that we listen to the voices of those we care for, and tailor our approaches to meet their unique needs and vulnerabilities.

The Department of Communities and Justice announced their priority to transfer the care of Aboriginal children to Aboriginal Community Controlled Organisations (ACCOs), an important initiative that we have worked hard to support amongst our foster carers. With our encouragement, these transitions have begun, and further planning is occurring to maintain this progress.

Alongside this work, our Cultural team continue to implement our Reconciliation Action Plan, with a sustained and successful focus on connecting our Aboriginal children back to family and Country. These efforts have crossed State borders and led to first-time connections with culture for kids disengaged from family and community. The priority to establish and maintain connections with culture for those we support is paramount across the whole organisation, including at the governance level, as you will read later in this report.

We reached a milestone in operations this year, where we celebrate five years

of service in Victoria. Spreading our care interstate was a difficult decision and many challenges have followed. We are proud to have reached our five-year anniversary with a strong and established residential care program, and a new foster care program in operation in Victoria. I must commend Mark Harrison, Director, and Zoe Morrell, Manager, for their tenacity and resilience to lead the team every day and implement our framework despite significant difficulty. I am truly inspired by the way they speak about children and their journey amongst such a challenging environment.

Another milestone has also been reached in Northern NSW, where twelve months have passed since we started providing foster care in this area. Under Director Lindsay Fish and Manager Siobhan Travis' guidance, this team has also accomplished many goals, including successfully tendering for and implementing an ITC program. This team have worked hard to build a strong and positive culture, with a community-minded focus, going to great lengths to connect the organisation to the local area to provide the best support possible to the children in our care.

Brett Smith, Executive Officer Operations, has contributed to the success of both expansions, and I thank him for his ability to implement his vision and provide ongoing support for both Victoria and Northern NSW teams despite the geographical challenges present.

The start of 2024 led us into the second year of operating our school for

special purpose, North Academy. After a pleasing first year, school staff have continued to achieve success with our students and are working hard on a goal to expand our offering to year 11 in 2025. I encourage you to review North Academy's first Annual Report for 2023, a showcase of the impressive outcomes achieved so far.

TracksHealth has continued to provide clinical services throughout the year not only to our clientele, but also to the wider community.

Our community initiatives extend beyond this venture, and we have been proud to support and host several local events including the Primary School Garden Bed Competition, Wear it Purple Day and Spicy Brain.

Although we have so many achievements to celebrate, it is no secret that the sector has faced significant challenges this past year. A declining foster carer pool, financial hardship and cost of living pressures, and intensive oversight of practice have pressured organisations to be flexible and innovative. The sector is working hard with the governments of both NSW and Victoria to ensure that good quality care for children and families is recognised and prioritised, and appropriate solutions are found to navigate the challenges faced.

I have been an active participant in many working and oversight groups along with my sector colleagues and leaders, and we have a combined vision to improve the current system of care

and provide the necessary feedback and support to the government to achieve this goal.

Disappointingly, we report a loss for this financial year, following the strain of increasing costs in some key expense areas such as workers compensation and insurance. Organisations sector-wide are facing cost pressures and we are not alone in taking a strategic approach to review and minimise non-essential spending. Despite these fiscal challenges, our priorities remain with the provision of quality care and assistance to the children, participants and families we support.

Our organisation has been privileged over time, with the capacity to recruit additional wrap around services that meet the needs of those we care for. We prioritise these services to ensure we are providing the best care possible to children and their families. I am proud to be a part of an organisation that is responding cautiously to the current financial pressures, to ensure that these services continue and the needs of those in our care are put first.

The provision of NDIS within the organisation has demanded a review and transformation, to ensure that this work remains at a standard that reflects quality practice within a financially viable framework. We have navigated these changes well, and our team have responded in a proactive and encouraging way, to operate within an increasingly complex system.

Effective governance has been a focus

of our Board of Directors throughout this past year, and several key projects have been led by the Board during this period. An Internal Audit was initiated to evaluate processes and identify improvements to reduce risk, and we continue to work with Cutcher and Neale on this project. A Cultural Capacity Review was also commissioned from Curijo, providing the board with useful insight into the organisation's cultural capabilities and strengths.

Our Board's desire for continuous improvement, and appetite for external advice and oversight has been valuable and serves to strengthen the organisation. The progress made with governance in the face of current challenges is commendable, and I would like to thank our Board of Directors for their insight and encouragement through what has been a difficult year.

It is with sadness that I report the resignation of two board members this year. Cherie Johnson has provided an Indigenous voice to our board and critical advice across several key projects. Her contribution to improving the governance of Indigenous children and families in our organisation has been significant and we appreciate Cherie providing her time to us over the last three years. Graeme Thomas is also leaving our board after 21 years of service, with 19 of these as Treasurer. As one of our longest serving board members, Graeme has provided a substantial contribution to financial governance within the organisation, and he has been a trusted voice on our board.

We are fortunate that their journey with Allambi Care is not ending with their resignation from the board, as they have both offered their ongoing support to the organisation where it may be required. We wish both Cherie and Graeme their best and look forward to welcoming some new experience onto our board in their place.

As always, I finish my report with recognition of our staff. Firstly, our executive must be commended for their resilience, leadership and optimism. They continue to lead their teams through unpredictable and pressing times, whilst adhering to increasing economic constraints and prioritising excellence in service delivery. Their support means the world to me, and I could not do this job without them.

I also thank our staff and carers for continuing to show up every day, for their understanding of those we support, and for their ability to always go above and beyond. Whilst this work brings so much joy and satisfaction, there is equally as much complexity. It takes a great person to do what we do, and I am proud to have you all as part of Allambi Care.

Part of the success of Allambi Care is in our ability to always think about what is best for kids and families. We cannot be complacent and must always seek to understand how we can improve. Maintaining our engagement with our local community and playing an active role in supporting families at the individual level, remains a priority and continued focus into 2025.



Numbers we're proud of.

936

**STAFF EMPLOYED
BY ALLAMBI CARE**

247

**FAMILIES SUPPORTED
TO STAY TOGETHER**

Outreach: Hunter 102, CC 61, Social work - Individual clients serviced through Social Work: 35, Number of clients who attended group programs: 49

381

YOUNG PEOPLE SUPPORTED
NNSW 50, VIC 76, HUN 255

625

**YOUNG PEOPLE
SUPPORTED TO ACHIEVE
SAFE & STABLE HOUSING**

Homelessness services 555 clients,
Homelessness Youth Assistance Program
70 clients

81

**INDIVIDUALS EDUCATED
TO PROVIDE YOUTH AND
FAMILY SERVICES**

Diploma in Community Services graduates

60

**INDIVIDUALS SUPPORTED
IN INDEPENDENT LIVING**

Commitment to reconciliation.

RIGHT
Awabakal NAIDOC
Community Day.

Allambi Care remain committed to improving reunification of family for the children and young people we care for. Through this journey, Allambi Care will explore ways that can innovate change, create belonging, inspire hope for the future and strengthen connections with families and community through service and delivery.

We have tried to be proactive in our effort to ensure the smooth transition of Aboriginal young people to ACCOs when the opportunities for transfer have become available. We will continue to provide information and support to those agencies and community to ensure that children and their foster carers are supported during the transition.

Allambi are an active participant with Reconciliation Australia and have been working on our Reconciliation Action Plan (RAP) throughout the year. Through this we have strengthened our connection to community engaging Aboriginal mentors to lead groups of youth in the art of making and playing Didgeridoos.

Community, Youth, and Families play an integral part in ensuring we are delivering the supports and achieving the goals outlined in our RAP. Our RAP

will assist to raise a realisation of reconciliation which is needed in the sector, for the challenges our Aboriginal and Torres Strait Islander people face both from the past and present.

Allambi Care have proactively created and developed opportunities for collaboration with Aboriginal organisations, to support strengthening community and partnerships and connections for Aboriginal children and young people and adults in their care. Black Money Enterprises and local Indigenous mentors held a community day for youth. The day included Indigenous NRL, NRLW, Boxing and hip-hop stars.

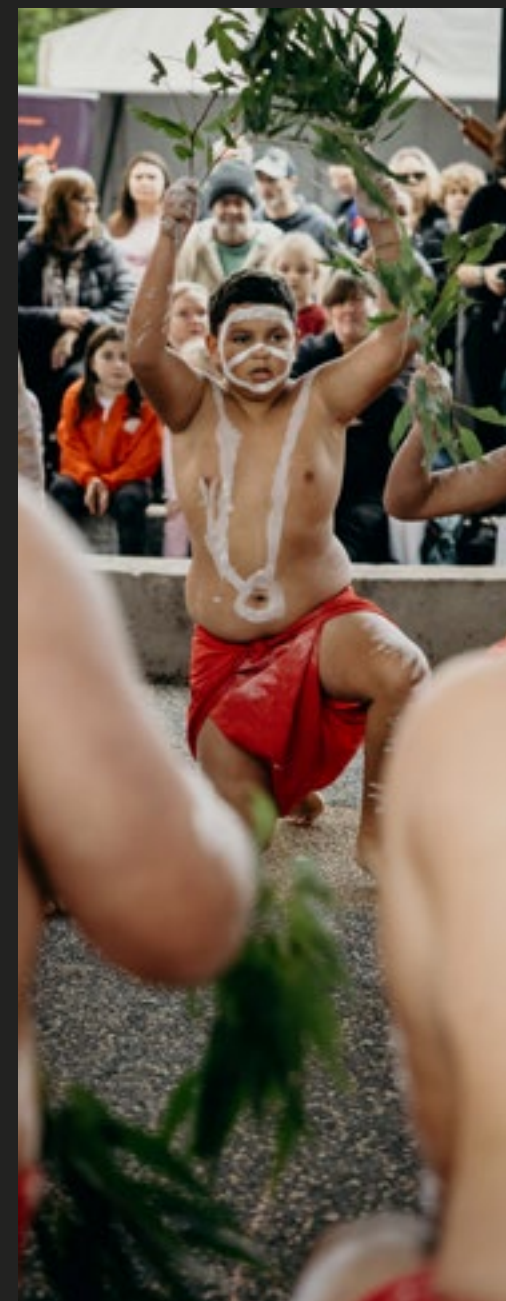
Allambi Care are showing our commitment to supporting families and bringing them to the table for family inclusive practice and promoting self-determination, enabling lifelong connections for disconnected young people and families. Through the joint decision of our Executive Team and Board of Directors, Allambi commissioned Curijo to complete a cultural safety review of our organisation. It was a privilege to have them walk alongside us and guide us as

an organisation in our ongoing journey to be a culturally safe organisation.

Below is an excerpt from the report:

It was apparent from the cultural safety discussions, that Allambi is committed to change, growth and practice developments where required. This commitment is also the basis of being able to implement positive change for their Aboriginal and Torres Strait Islander clients, their families, and staff. Curijo wish to acknowledge that Allambi Care are fully invested in creating an environment where continuous improvement for the cultural safety for Aboriginal and Torres Strait Islander children and young people and staff is valued and prioritised.

The Cultural Review identified that Allambi Care is a flexible and reflective organisation who are continually striving to improve practice. It was clear that Allambi is passionate about the work that they do, the people that work for them and the people that they support.





02

OUR IMPACT



I hope for the acknowledgement of the great work our teams have done and that they are adequately funded to continue to add value to people's lives.

Simon Walsh
Allambi Care CEO

**Leading with
compassion.**

Simon Walsh grew up in a family where caring for children in community through foster care was the norm. After starting a career in Nursing, Simon was approached to do some volunteer work at the Redhead Youth Refuge. Fast forward twenty-five years, and in 2024 we celebrate Simon, an extraordinary leader who has dedicated his life to making a profound difference in the lives of countless young people, families, communities, and colleagues. Simon brings not just ambition, but a deep seated passion for belonging, courage, transformation, and success. He saw beyond the challenges of this sector, he saw potential in everyone and countless opportunities to go above and beyond. He saw not just systems to be navigated and managed, but chances to go a step further, to reach out, to provide support for those who need it most, so that everyone has an opportunity for a positive future.

Simon shared one of the key learnings during his 25 year career, and that was not to over-complicate things and always have the people at the heart of the solution. This was expressed aptly by a young person Allambi supported, “It is not just a job, it is my life”. This touchstone speaks to Allambi Care’s people-centered approach, responding to the needs of the people that we care for first and foremost.

Under Simon’s leadership, Allambi Care has not only grown, but has flourished. Simon has demonstrated that true leadership is not just about making

decisions from the top, but about rolling up your sleeves and diving into the heart of the work. He’s the first to put his hand up and the last to leave at countless events, programs, and community fundraisers. He knows it’s about listening, understanding, being present, and never losing sight of the people.

Over the years, Simon has been more than a leader. He’s been a guiding light, a source of unwavering strength and compassion. Simon has shown that with determination, empathy, and a commitment to excellence, we can achieve more as an organisation and as individuals than we ever expected.

Thank you Simon.





**Challenging
the status
quo for five
years.**

We have been able to hold young people in their longest placements ever, some return home with their families or reside in kinship and foster care.

Mark Harrison
Director of Victoria Operations

Our Victoria team celebrate their five year milestone in 2024. Allambi Care entered the Victorian Residential Care sector in 2019 and it has been a gritty five years of breaking down barriers, building connections and challenging the status quo to demand better outcomes for young people in out-of-home care in the state.

Simon Walsh, CEO of Allambi Care reflects on the decision to enter the Victorian sector, “when you feel like you’re doing good work, and you’ve got exceptionally good staff and people that can share those gifts with others, we want to actually be able to offer that. And I think that was the biggest driver.”

It has come with its challenges, but through the dedication of a team that started as only providing residential care, Allambi now offers wrap-around support and permanent care pathways for young people in our care.

Allambi Care entered a Victorian system that worked largely within an at-call agency model, limiting the level of connection and positive outcomes for young people in care. Allambi Care’s core philosophy of connection, hope and positive futures means a constant drive to employ team members who are inducted and trained to Allambi standards. Whilst this has been challenging in some of our more remote service areas, we are so pleased with the commitment and dedication of our team who provide ongoing, consistent support to the young people residing there.

Allambi Care continue to advocate for education for young people in care, working through the challenges of disrupted learning due to relocation and introducing a trauma informed perspective to teaching.

The establishment of a Foster Care service has allowed the team to provide safe and stable solutions for young people to exit residential care. Mark Harrison, Director of Victoria Operations says, “you can provide the best residential care in the world, but if they’ve got nowhere to go post that, they stay resi kids for the rest of their lives.”

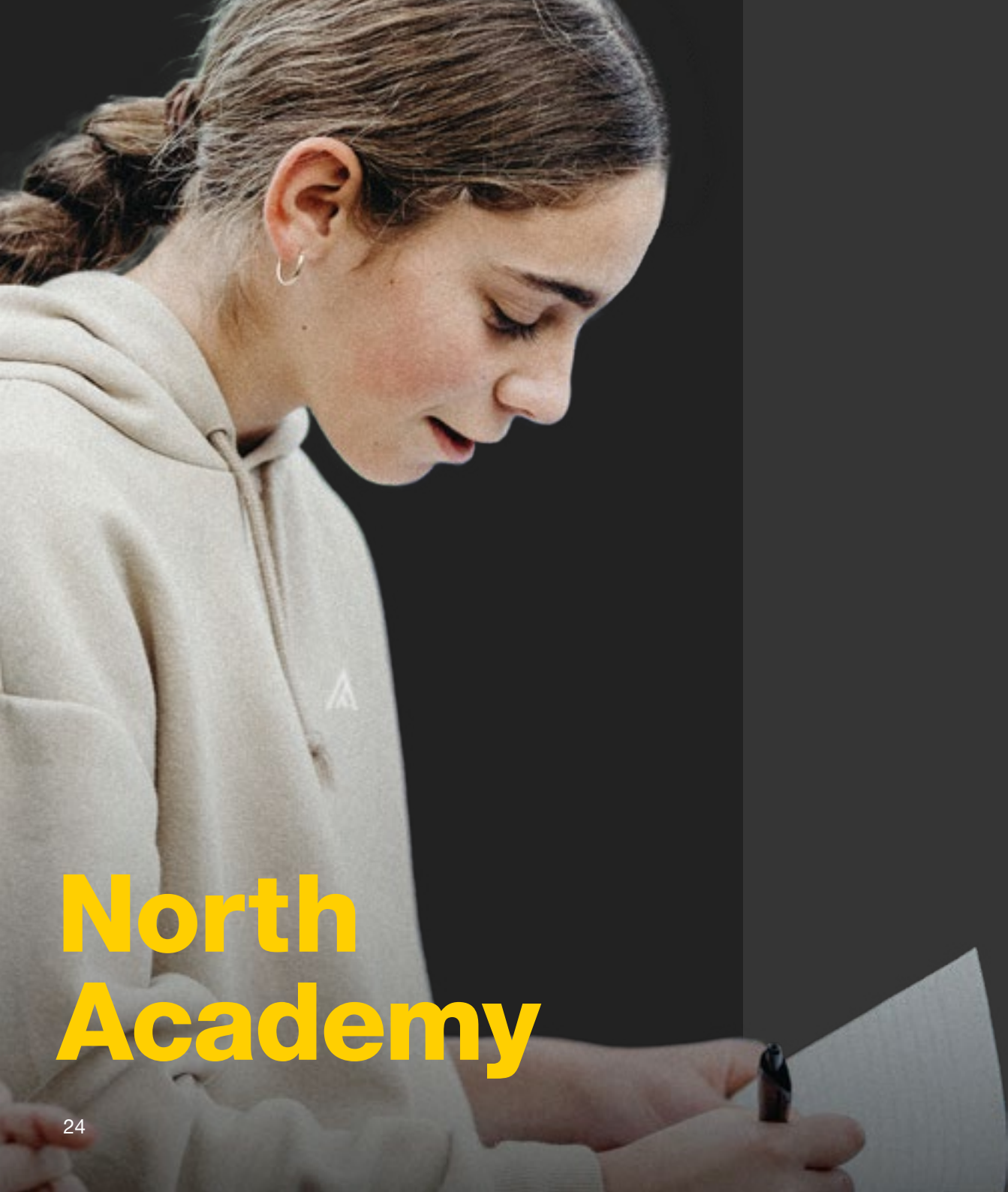
The Fostering and Permanency team have successfully created three safe home-based care options for children and young people, and have streamlined a Victorian foster carer assessment and recruitment process to continue to create safe, high quality home-based care options for children and young people into the future.

This dedicated team effort has resulted in the recruitment of two high quality applicants from the Gippsland region, where the demand for home-based care is high. Recruiting foster carers in this region is particularly challenging due to the large size of the service area.



We are committed to seeing the foster care program grow and evolve.

Kelsey Duncan
Fostering and Permanency, Victoria



North Academy

92%



of students felt supported by North Academy Staff.

92%



of students reported a positive experience at North Academy.

92%



of students felt academically supported.

100%



of students felt their social and emotional needs were met.

I felt so embarrassed
because I had missed so
much school.
North Academy gave me a
chance when no one else
would.

Student

North Academy

North Academy is an Independent Non-Government Special Assistance school that is Registered and Accredited with the NSW Education Standards Authority (NESA).

The inception of North Academy stems from Allambi Care's commitment to supporting the community's most vulnerable people through tailored services and programs.

A product of innovation intertwined with over 40 years of reputable history; North Academy provides an invaluable alternative school for those who find that mainstream does not meet their needs. The North Academy educational philosophy is driven by the fundamental belief that every young person, regardless of their circumstances, deserves the opportunity to learn and thrive in an environment that is right for them. The school does this by providing a safe and welcoming space in which young people can experience acceptance, healthy connections and form positive relationships during their educational journey.

The team at North Academy specialise in trauma-sensitive and developmentally aware education and offer small class sizes and shorter days for a small number of young people. In 2023/24 North Academy had two classes of ten students in years 9 and 10. This allowed for dedicated time to all young people ensuring their academic, physical and emotional needs are met.

A landmark achievement for North Academy in 2023 was advancing from

initial accreditation and registration to securing full accreditation and registration with NESA for the next five years. This achievement has enabled North Academy to fast-track their strategic development and submit an application to add a Year 11 class in 2024. By 2025, North Academy plans to expand capacity to accommodate 30 students across the entire campus in years 9, 10 and 11.

Good news stories.



A CELEBRATION OF COMMUNITY, CREATIVITY AND CONNECTION.

Spicy Brain 2024 was nothing short of spectacular, bringing together the talents and creativity of our neurodiverse and disabled community in a vibrant and inclusive celebration for the second year running. Held at the Multi-Arts Pavilion in Speers Point, the event drew hundreds of attendees, all eager to experience the magic of Spicy Brain.

The true highlight of the evening were the incredible performances with many participants stepping on stage for the very first time and some back for a second year at Spicy Brain. Their joy

was palpable, as performers embraced the spotlight with pride and confidence. The only challenge was getting them off the stage! The art displays were equally remarkable, showcasing the unique perspectives and talents of neurodiverse artists, while the lively crowd added to the energy of the night.

Behind the scenes, a dedicated volunteer committee of Allambi Care staff worked tirelessly to organise this unforgettable event. From securing local creatives to coordinating accessible activities, their commitment shone through in every detail. On the night, additional Allambi staff stepped in to lend their support, ensuring the event ran smoothly and that all participants felt welcomed and supported.

Families, friends, and community members came together to enjoy the festivities, which included free face painting, food vendors, and plenty of space to sit and soak in the creativity. The sense of community and connection was tangible, with everyone coming together to celebrate the incredible contributions of neurodiverse and disabled individuals.

The success of Spicy Brain 2024 was not just in the numbers but in the smiles, the laughter, and the overwhelming feeling of unity. Every artist, performer, and attendee left the event with full hearts and a sense of pride, knowing they had been part of something truly special. Spicy Brain is not just an event—it's a celebration of belonging, hope, and creativity, and Allambi Care is proud to have made it possible.



SUPPORTING TRANSITION.

The transition of Aboriginal and Torres Strait Islander children and young people to Aboriginal Community Controlled Organisations (ACCO) is a very important project being undertaken by the out-of-home care sector, especially for the Aboriginal and Torres Strait Islander children who are currently not being supported by an ACCO. Over the last 12 months Allambi Care has had a strong commitment to this project as the significance of the transition is navigated with key stakeholders. This has resulted in consultation, meetings, home visits and liaising with children and young people,

their families, foster carers, DCJ, ACCO and Allambi's Cultural Team. Allambi Care support this transition, whilst remaining committed to ensuring that the voices of children, their families and the dedicated foster carers who support them are heard.

Allambi has successfully transitioned two children to ACCO thus far, with a third child and their carers part way through the process. One of the children was able to transition with his Aunt to an ACCO in Sydney, with another transitioning to an ACCO on the Central Coast. This engagement has allowed our teams to get to know our ACCO partners in a deeper way, as we worked even more closely during the transition of these children. We know how important it is for Aboriginal children and young people to be with family and community, and we are looking forward to seeing these children continue to flourish with the support of their new agency.

The transition of Aboriginal and Torres Strait Islander children to ACCO will continue to be a priority for Allambi Care. We will continue to work alongside our carers to ensure decisions are made with the children's best interests in mind, particularly with regards to their culture and identity.

It was obvious that the placement with his Aunt was right where he wanted to be as he found that place where he belonged (with family).

Tim Reed
Director Fostering and Permanency



HOMELESS YOUTH ASSISTANCE PROGRAM - HELPING FAMILIES STAY TOGETHER.

Allambi's Specialist Homelessness Services (SHS) and Homeless Youth Assistance Program (HYAP) focus on providing supports for people between the ages of 12-24 who are known to be homeless or at risk of homelessness. Our dedicated homelessness teams meet the needs of these young people by providing a rapid response to referrals or providing a safe bed in one of our refuges.

This is the story of Ihsan, a 15-year-old boy living in a single parent

household with his 14-year-old sister Ashalina. Ihsan comes from a Muslim home and immigrated to Australia from Zimbabwe with his mother Shugra, father Eric, sister Yasmin, brother Adyan, and sister Ashalina when he was 5 years old. Ihsan's mother Shugra had previously experienced Family and Domestic Violence in her relationship with Ihsan's father, of which Ihsan and his brother Adyan were also victims.

In the family home Ihsan was exhibiting aggressive behaviours towards his sister and his mother which often led to property damage of the home and sentimental items of Shugra's. Shugra identified that she was fearful of Ihsan when he displayed these behaviours, as this was a trigger for her due to the trauma she experienced.

While Ihsan resided in the refuge he made meaningful connections with the refuge staff who supported him to engage in family contact every week. This built from a short family dinner one night a week, to multiple sleepovers during the week. Ihsan was able to identify with the refuge staff some issues he believed were impacting the connection between himself and those that lived in the family home. Both Ihsan and Shugra were able to identify that their communication was a huge barrier in repairing their relationship, this provided a foundation for the Homeless Youth Assistance Program (HYAP) Caseworker to complete critical active listening and communication skills education with Shugra and Ihsan.

Shugra identified that

miscommunication was a significant issue in the family home between her and Ihsan. The HYAP Caseworker spent multiple sessions educating Shugra on the importance of active listening and how implementing these skills will be beneficial in reducing potential outbursts from Ihsan. Additionally, the HYAP Caseworker and Shugra engaged in role play activities for Shugra to practice her new skills before she put them into practice with Ihsan. Shugra reported a significant improvement in her ability to communicate with Ihsan and rejoiced in the fact that Ihsan and her were able to sit down after school and engage in a positive conversation about his day.

With the support of the HYAP Team, Ihsan returned to the family home, where the family continued to build upon their communication skills and ability to resolve conflict as it arose. Shugra expressed her ongoing appreciation and gratitude from the support the HYAP Team, and support was closed with Shugra stating "I don't feel there is anything left that I can't tackle myself".



FAREWELL GRAEME AFTER MORE THAN 20 YEARS OF SERVICE.

With his own successful career as an Accountant, Graeme joined the Allambi Care Board in 2003, bringing his financial skills to his Director and Treasurer roles.

Since then, Allambi Care has continued to grow a well-rounded and committed Board, overseeing the Governance of the organisation. With combined life and business skills, the Board work with the management team to make unbiased decisions for business proficiency.

“We have exceptional senior leadership and there’s a great comradery

amongst them. We don’t have competing interests. They work together as a team, a very cohesive team,” said Graeme.

Graeme’s sense of comradery with the Allambi Care team is one of his career highlights and he speaks fondly of the notion of the ‘Allambi Family’, “I would describe the Allambi family as a true family, outside of a biological family, a family that believes in, all children, no matter what the behaviour, that there is hope for them to have a better life.”

This belief in the Allambi Care purpose is what attracted Graeme to the Board more than 20 years ago.

Simon Walsh, Allambi Care CEO reflects on the impact that Graeme has made in the organisation.

“Graeme has brought to our board an expertise around finances for the organisation, but more importantly a heart for the kids and families we serve in the community.

All our decisions are made with more than just a financial lens on them. Graeme is genuinely invested in the community, and we have been blessed to have him volunteer his time to us for the last 21 years.

When I first started as a young leader, Graeme’s support and advice was integral in my professional development, and has helped me to grow as a leader in the organisation.”

We sincerely thank you for your years of service Graeme.



PRESERVING FAMILY CONNECTION.

Allambi provides support to families during some of life’s biggest challenges through our Family Preservation programs. These programs focus on developing meaningful relationships with parents, carers and extended family in order to provide a safe and loving platform for children and young people to thrive.

The Allambi Care Preservation team received a heartbreaking referral from Health and DCJ for three siblings who had recently been orphaned. The siblings were unfortunately left with little support and housing instability. The eldest sibling

(over 18) assumed the caring role for her two younger siblings, one with special needs. Family Preservation were able to connect with the family, stabilising their housing and strengthening their natural support network. This enabled the family to grieve without the stress of further adversity. Furthermore, the Family Preservation team have been supporting the young family to develop and strengthen their everyday living skills, connect and strengthen their community supports and genuinely encourage and support them through such a tough journey. The community supports that have now been integrated into their lives has been phenomenal. It has been such a rewarding experience watching as this family stay together and become stronger than ever.



A PLACE WHERE FAMILY CONNECTION THRIVES.

Our Northern NSW Foster Care team went above and beyond to create connections for two young people to build a family network.

Levi and Charlie had been through a lot. After their long-term placement broke down, they spent over a year in temporary care, separated from each other, without a permanent place to call home. The Case Work team in our Northern NSW operations knew how important family was and worked hard to find connections for Levi and Charlie, giving them a sense of belonging.

The first step was reconnecting the boys with their paternal grandmother. She'd always been part of their lives, coming to family time every month until the pandemic hit, and then caring for her sick husband made it impossible for her to travel. When she finally got to see them again, it was a heartwarming moment as Levi and Charlie dived right into her embrace.

The joy on their faces said it all – this was the connection they had been missing.

Helen Hanslow

Fostering and Permanency NNSW

But the team didn't stop there. In November, during a Connecting Families Training they worked on real cases to find family members and strengthen relationships. This sparked something amazing for Levi and Charlie. Through Facebook, they tracked down their older sister, who was living in New Zealand. She had never met her little brothers, as she'd moved away with their father before they were born. When the team reached out, she was ecstatic. She had always known about them and had been on her own family-finding mission. Zali connected us with her younger brothers Tyson and Tiger, who lived just an hour and a half from Levi and Charlie and were eager to connect, too.

Soon enough, Levi and Charlie were meeting their older brothers and connecting with their sister online. It wasn't long before they were celebrating

birthdays together, creating new memories, and building a supportive, caring relationship that felt like it had always been there. "We are feeling a mixture of joy and nostalgia after connecting with our little brothers. The laughter and fun we shared together this weekend have brought back so many memories and feelings of closeness. It's heartwarming to have them back in our lives after so long, and it feels like a huge step towards rebuilding our relationship with them," said Tiger.

The team also worked to improve time with their father. What had once been just a couple of hours in a park or café once a month has now grown into something much more meaningful. They now spend weekends together, getting the chance to really know each other and strengthen their bond.

Thanks to the team's thoughtful approach to Levi's Individual Placement Arrangement (IPA), those strong family connections are thriving. Charlie comes every Thursday after school for dinner, and every other weekend, he stays over. Their home is filled with family photos, belongings, and most importantly, a place where family connection thrives.

**Empowering
families
through
advocacy.**

We're not Case Workers -
we're a hope giver, we're a
mentor, we walk alongside
families.

Claire Walker
Family Peer Advocate

The importance of parents and family in the lives of the children and young people Allambi Care support is invaluable and we are thrilled at the appointment of Claire Walker to the newly created role of Family Peer Advocate.

The Family Peer Advocate serves as a bridge between families, service providers and young people. The role supports a productive and mutually respectful relationship between staff and family, to empower family to be involved in planning for their child. The aim of this position is to support parents and family members to be actively engaged in the care and support of their children, whilst in out-of-home care.

Claire has lived experience in the out-of-home care sector and has been working with Allambi Care for five years. This role was created in response to feedback at a recent Association of Children's Residential and Community Services (ACRC) Conference to assist in the outcomes of young people and their families.

With Claire's experience across Youth Work and Case Work, she has been able to provide a full-circle approach to both family advocacy and ensuring a parent focused perspective is brought to meetings, training documents and policies.

Rebecca Shiels-Earl, Family Search and Engagement Manager speaks to the impact of the role, "through Claire's support we have seen parents and family members being embraced and valued as contributors to their child's life". This is a

continuing journey for the team as they work to challenge stereotypes and break down the deficit discourse that is often seen with families who have experience with the child protection system.

This role has seen an ongoing collaboration with Family Inclusion Strategies Hunter (FISH) to ensure continued professional development in the Family Peer Advocate role. Allambi Care are committed to walking alongside staff and families to ensure a holistic approach to the young people we care for.

BELOW FROM LEFT
Josh Jennings
Claire Walker
Tineal Corrigan
Rebecca Shiels-Earl



**We're
changing
lives with
THBC care.**



Supporting the young people to get through to independence is my biggest triumph.

Danella

Therapeutic Home Based Care Foster Carer

Therapeutic Home Based Care (THBC) is a specialist form of foster care designed to support young people in out-of-home care with high and complex needs who are between 12 and 17 years of age.

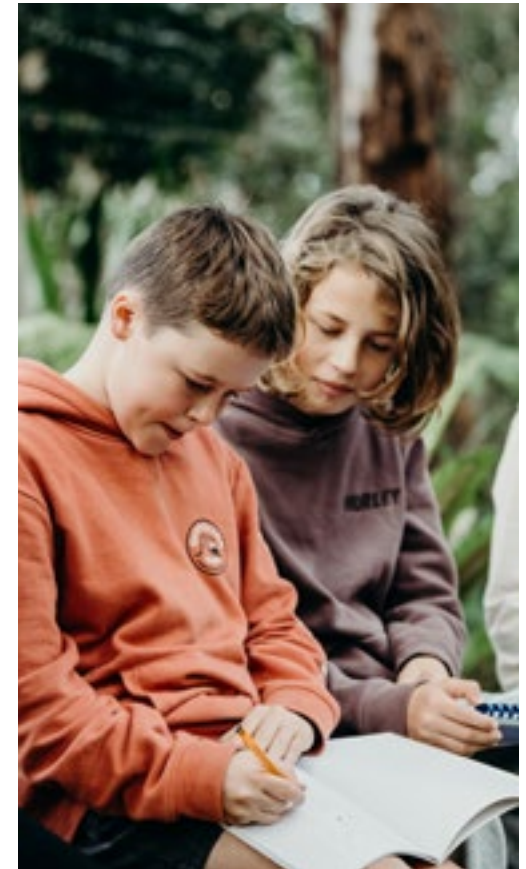
Young people who require THBC foster care often have more complex needs and require more supports (such as clinical and behaviour support). This pathway of care is particularly important to help young people step-down from more intensive support programs such as Intensive Therapeutic Care (Residential Care). Allambi currently has 12 young people supported by THBC Carers across nine families.

Danella has been a THBC Carer with Allambi Care for 20 years, starting her journey by caring for two children from the ages of 10 months and 4 years old. These young people are now entering adulthood and building families of their own. Danella reflects on the journey, and whilst she acknowledges it hasn't always been smooth sailing, she has been rewarded by watching these young people build their own independence.

Danella has recently started to care for a 15 year old young person. The THBC program has supported Danella to move into an appropriate home to accommodate the needs of her family and the young person. Danella has supported the young person to build confidence and to find her own voice, "she has learnt how to hold her own space and speak her truth, it has been truly amazing to witness." Together they are working towards her goal of

commencing a TAFE course and a career in childcare.

THBC Carers like Danella are supported by a network of like-minded people and this program provides a fantastic opportunity for a young person to be cared for by a consistent, well-trained carer in a home environment, who is there to ensure the placement is therapeutic for the young person.



Learning and Development.

When staff receive quality training that builds skills, knowledge and shifts attitudes - the outcomes achieved are greater for all.

Ben Jones

Manager of Learning and Development

QUALITY TRAINING, QUALITY OUTCOMES.

The core focus of the Allambi Care Learning and Development Program has continued to be the onboarding and upskilling of support workers. When staff receive quality training that builds skills, knowledge and shifts attitudes - the outcomes achieved are greater for all.

The Learning and Development program assists in ensuring the delivery of high-quality care to the children, young people, individuals with disabilities, and

families we serve across our Newcastle, Hunter, Central Coast, Northern Rivers, and Victoria programs.

In addition, new initiatives and training offerings from the Learning and Development Program have seen a focus placed on enhancing Allambi Care staff members' well-being. The team have worked diligently this year by implementing additional supports and trainings internally as well as extending these supports to upskill our Northern Rivers and Victorian Regions.

Allambi Care's external trainings and consultancy arm Tact has also enhanced trainings and the curriculum portfolio to deliver services and trainings to Community, Child Protection, NDIS, Mental Health, Youth Justice, Homelessness, Alcohol and Drug rehabilitation, and School/Education sectors.

The Key Initiatives, Supports and Achievements for the Learning and Development Program this year include:

ALLAMBI CARE - DIPLOMA OF COMMUNITY SERVICES PROGRAM.

Over the 2023-2024 period, Allambi Care has successfully guided over 100 additional staff members through the Diploma of Community Services, bringing the total number of Diploma qualified staff by Allambi Care to an impressive 524.

This ongoing commitment to professional development highlights our dedication to upskilling staff and ensuring they are equipped to provide high-quality support to the individuals in our care.

In addition, 61 staff members have been supported in obtaining the mandated VET units in Victoria. The Victoria team has also made significant strides by becoming fully self-sufficient with their own induction-to-VET unit pathway, supported by a certified Victorian Allambi Care based Trainer and Assessor.

This year - the Allambi Care Diploma of Community Services training program evolved following the newly released

CHC52021 Diploma of Community Services. This transition enabled the team to introduce a more interactive and immersive learning experience. The new structure now spans 12 months, with 20 units covered in 6-hour workshops. This shift from the previous 16-unit program with shorter, 3-hour workshops has provided deeper learning opportunities, more skills-based practice and assessment and greater supports in keeping staff engaged and informed.

Feedback from our staff has been overwhelmingly positive, with many praising the interactive nature of the workshops and the real-world relevance of the content.

"The trainer was fantastic and was able to explain the workshop at multiple levels for all academic levels".

"The trainers are great; they really know how to deliver information so I can apply it!"

"I have felt really supported in the workshops; I wouldn't be able to do it without the support."

MENTAL HEALTH FIRST AID TRAINING.

At Allambi Care, we recognise that early intervention for those experiencing mental illness is paramount to ensuring our support workers receive assistance as soon as possible. Allambi Care has launched a Mental Health First Aid (MHFA) program to support staff.

Laura Martin and Neil Richardson, from the Learning and Development

team, recently graduated as certified Trainers in MHFA from Australia's leading mental health educators. Learning and Development Trainers, will deliver this program to identified supervisors across the Hunter, Northern NSW and Victoria operations.

The MHFA program equips employees with the skills to recognise and respond to mental health issues. In a high-pressure environment like Allambi Care, where staff work with vulnerable children and families, MHFA training is crucial. It fosters resilience, reduces stigma, and enhances the well-being of both employees and clients.

This initiative is part of Allambi Care's commitment to creating a supportive workplace, ensuring that staff are well-prepared to handle the emotional demands of their roles. The training will equip these workers with the skills to recognise signs of mental health issues in themselves and their colleagues. By learning to identify early symptoms of stress, anxiety, depression, or other mental health conditions, support workers can seek help or provide assistance to others before these issues escalate.

TAILORED TRAINING - INTENSIVE THERAPEUTIC CARE PROGRAM.

Allambi Care's tailored training initiative has continued to go from strength to strength in 2024! Tailored training workshops have been facilitated by the Learning and Development team and



provide a great opportunity to bring a therapeutic care team together, to check in with everyone and look after one another, to refresh essential knowledge, brush up on skills and to help better understanding of behaviours that are often complex and at times confronting. The feedback from the workshops from both staff and managers suggest that at the heart of the tailored training's success is the chance to refocus on the power of our frameworks, and the chance to harness the collective motivation to help our young people during some of the most challenging periods of their young lives.

Tailored training provides timely support focusing on specific areas of concern, often these include staff wellbeing, strengthening therapeutic responses to behaviour, maintaining trauma sensitive care and effective risk management.

APPLICATION OF FRAMEWORKS - PERMANENCY AND PLACEMENT PROGRAM.

The success of Tailored Training within the Intensive Therapeutic Care (ITC) programs led us to explore how we could better support our leadership teams in Permanency and Placement, which in turn would strengthen the support we provide to our dedicated carers.

The workshops revisited key concepts of the framework delving deeper into the research that informed the tools and strategies. The concepts were

applied to case studies followed by group discussions and action plans for implementation.

Following the workshops, the teams were tasked with developing resource libraries and tool kits that caseworkers can utilise to enhance the level of support that carers receive particularly during difficult times. This can be provided in group settings and intimately during house visits.

ENHANCEMENT OF THE SUPPORT WORKER PROBATIONARY LEARNING.

This year, we introduced a major revamp of our Probation Learning program, featuring 24 new modules developed by subject matter experts and trainers across various departments. Each module was carefully designed to be engaging, incorporating videos, case studies, and images to enhance the learning experience.

The content is focused on the ongoing need for Support Workers to continually upskill, ensuring they are equipped to provide the best possible care for the people they support. Learners have appreciated the flexible, self-paced format, which allows them to absorb the material at their own speed while also participating in regular supervision sessions and probationary review consultations with their management and People, Support & Culture Teams.

SUPPORTING NORTHERN NSW TRAINING.

Over the past year, the NNSW team has taken important steps toward becoming self-sufficient in delivering Allambi Care's training and onboarding programs. The Hunter Team have attended Northern NSW monthly to onboard new starters as well as work alongside the NNSW team to increase their skillset and capacity to deliver the training.

A significant achievement this year was the successful completion of the TCI Train-the-Trainer program by Ryan Hartin and Milly-May Martin, who are now certified TCI trainers. This accomplishment has strengthened the team's ability to deliver specialised training tailored to the NNSW staff.

The next phase will be assisting with the development of tailored training and Diploma program pathways. L&D Manager Ben Jones highlights this initiative as a pivotal step toward greater independence, empowering the NNSW team to deliver their own induction and refresher trainings. This shift has not only streamlined operations but also created new opportunities for staff development while fostering a stronger connection between the Hunter and NNSW teams. It has been a great and beneficial year of collaboration, and we are excited to continue building relationships and watching the NNSW region go from strength to strength.

TACT TRAINING AND CONSULTANCY.

Tact training's external facing training arm continued to focus on providing exceptional support of the Therapeutic Crisis Intervention System in Australia and New Zealand. There are now over 850 certified trainers supported, from around 310 organisations.

In 2023/24 Tact facilitated 19 TCI Train-the-Trainer courses and 17 TCI Trainer Update courses throughout Australia. This engaged 635 individuals from a variety of organisations throughout Australia and New Zealand.

Tact facilitated this training in capital cities around Australia as well as additional trainings in Rockhampton, Toowoomba and Ballina. Tact also held the first ever Australian TCI Instructors Retreat with the intention of enhancing professional development and current processes. All procedures were reviewed considering efficiency with revision of the systems as well as work towards automating key information being sent to participants.

An additional full-time staff member, Alex Gravenall, was appointed in October 2023, which has provided additional trainer support as well as technical assistance to organisations. In this period, Tact has facilitated around 210 enquiries from different organisations in relation to the TCI System. Provision of technical support options to organisations have included both Initial and Leadership Overview sessions; Assessment and Planning sessions;

Trainer support; Facilitation of additional workshops and review of organisational documentation. Fiona Waites was involved in piloting Mental Health First Aid at Allambi Care, as well as providing Youth Mental Health First Aid training to staff from the Education and North Academy teams.

2024/25 will see Tact add to their scope of trainers, offerings and external conference facilitation. Fiona Waites is speaking at the Trauma Aware Education Conference in September 2024, and the full Tact team will be directly involved in supporting the Building Caring Communities International Conference in June 2025.



Celebrating team success.

We believe it is essential to applaud the exemplary contributions of our team members, for their efforts fuel our collective success and drive us towards achieving our organisational goals.

Acknowledging the commitment and outstanding contributions of our staff is core to Allambi Care values. We celebrated these achievements at the Summit Awards with teams from across our service areas of Victoria, Northern NSW, the Hunter and Central Coast. Staff were honoured for their dedication, commitment, and Service Awards were presented to staff who have been with Allambi for 10, 15 and 20 years.

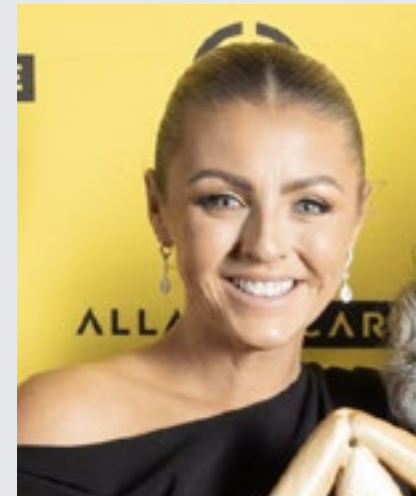
We also acknowledge the fantastic cohort of staff who graduated in the Bachelor of Community Services.



Congratulations to our award winners.



Game Changer Award	Nick Webb
Above and Beyond Award	North Academy Team
Citizenship Award	Jenny Harrison
Share the Success Award	Northern NSW Team
Emerging Leader Award	Rebekah Domkins
Strive for Positive Outcomes Award	Campview Team
Circle of Courage Award	Rae George
Bulbul Balkira - Cultural Champion Award	Tara Kenny & Stan Skelton
Lifetime Achievement Award	Lisa Smith



TOP FROM LEFT:
Jenny Harrison
Lisa Smith
Nick Webb

BOTTOM FROM LEFT:
Rebekah Domkins
Rae George
Stan Skelton
Tara Kenny



**We're
growing
independence
in Northern
NSW.**





Allambi Care's Northern NSW operations have entered into their second year. Whilst the year has brought many challenges, the team have navigated the highs and lows and remain resilient, optimistic, and driven.

As the team grows to meet the needs of the region, the Northern NSW operations have welcomed a People, Support and Culture Officer to the team. The investment in our staff has seen some great transitions of frontline workers to leadership positions, aligning with Allambi's overall vision and framework.

Partnerships and local connections have been a priority since operations began in Northern NSW and the team have facilitated several robust and informative conversations with local services/organisations to network, share practices, and collaborate. This has been a fantastic practice that has allowed for training, growth, and knowledge across the entire team – as well as enhanced local connections and relationships. This remains an ongoing focus and vision for the team.

The Bangalow Billy Carts Derby in May marked the first official community engagement initiative, with goals to expand to future events in the community over the coming year.

Northern NSW's Intensive Therapeutic Care (ITC) program officially commenced in December 2023 with a contract of 8 ITC placements (1 x 4-bed; 2 x 2-bed). We're proud to report that in less than 10 months after commencing this program all placements are filled, and the ITC

team is doing a great job at supporting the Children and Young People within this program.

Community engagement.













 ALLAMBI CARE



“They know
a Foster Carer
isn't a 9-5
That's why
available 24

Kelly & Katrina,
Foster Carers since 2008

Ask
to f
out

did you know
you could be a
foster carer?



03

FINANCIAL INFORMATION

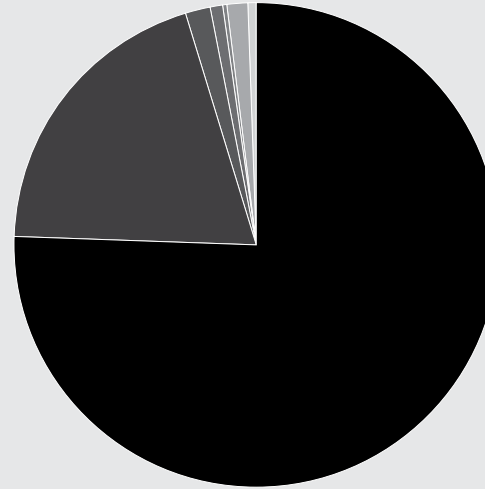
Finance.

OVERVIEW

In the 2023/24 financial year Allambi has achieved an operating surplus of \$136,389.

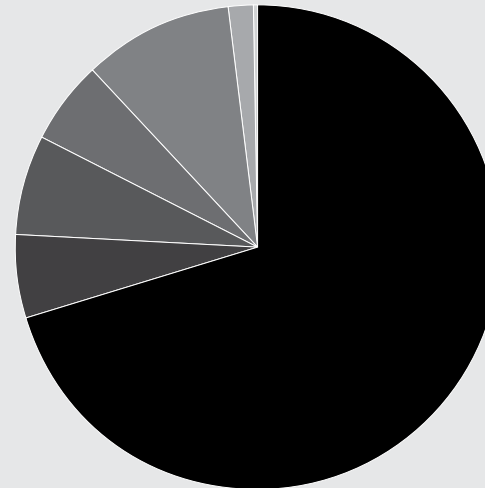
INCOME & EXPENDITURE

Income has increased from prior financial year by 12.21% or \$14m. Expenditure has also increased by 9.93% or \$11.7m during the 2024 financial year. The majority of expenditure relates to employment costs which represent 70% of total expenses.



INCOME

- State Funding (75.8%)
- Commonwealth Funding (19.6%)
- Other (1.8%)
- Client contributions (0.8%)
- Sale of goods (0.3%)
- Interest (1.2%)
- Rent (0.5%)

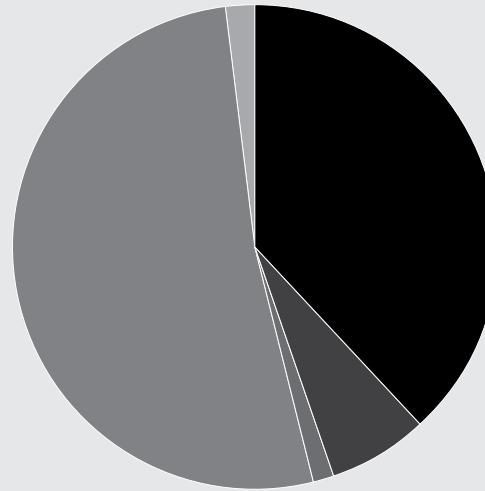


EXPENDITURE

- Employment (70%)
- Household (6%)
- Client/Carer direct operating exp (7%)
- Insurance (5%)
- Other (10%)
- Depreciation/Amortisation (2%)
- Inventory (0.2%)

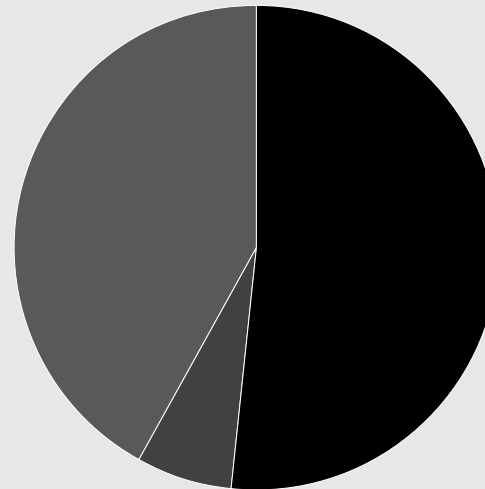
BALANCE SHEET

Total assets have increased by \$2.8m or 3.34% compared to 2023. Capital expenditure during the financial year has equated to \$2.4m. Total liabilities has increased \$2.7m or 13.2% compared to 2023. Net assets have increased 0.2% to \$64.9m.



ASSETS

- Cash (38%)
- Accounts receivable and other debtors (7%)
- Inventory (0.01%)
- Other (1%)
- Property, plant & equipment (52%)
- Right of use assets (2%)



LIABILITIES

- Accounts Payable and Other Liabilities (51%)
- Financial liabilities (7%)
- Provisions (42%)

Income & Expenditure	2024 \$ 000's	2023 \$ 000's	2022 \$ 000's	2021 \$ 000's	2020 \$ 000's
Income	128,939	117,289	104,043	87,929	80,249
Expenditure	128,802	114,783	99,784	86,196	80,330
Operating Surplus	137	2,506	4,259	1,733	(81)

Balance Sheet

Total Assets	88,051	85,204	77,078	58,232	58,916
Total Liabilities	23,189	20,479	14,858	13,477	15,894
Net Equity	64,862	64,725	62,220	44,755	43,022

Cashflow

Cash at 1 July	34,104	29,467	22,547	22,625	18,917
Cashflows from Operating Activities	2,624	8,849	8,362	1,080	7,632
Cashflows from Investing Activities	(2,247)	(3,103)	(549)	(439)	(3,497)
Cashflows from Financing Activities	(923)	(1,109)	(893)	(719)	(427)
Cash at 30 June	33,558	34,104	29,467	22,547	22,625





Areas of operation.



NORTHERN NSW

- Foster Care
- Family Finding
- Clinical Services
- Intensive Therapeutic Residential Care

HUNTER

- Foster Care
- Intensive Therapeutic Residential Care
- Family Finding
- Clinical Services
- NDIS
- Court Support
- Family Support
- Homelessness Support

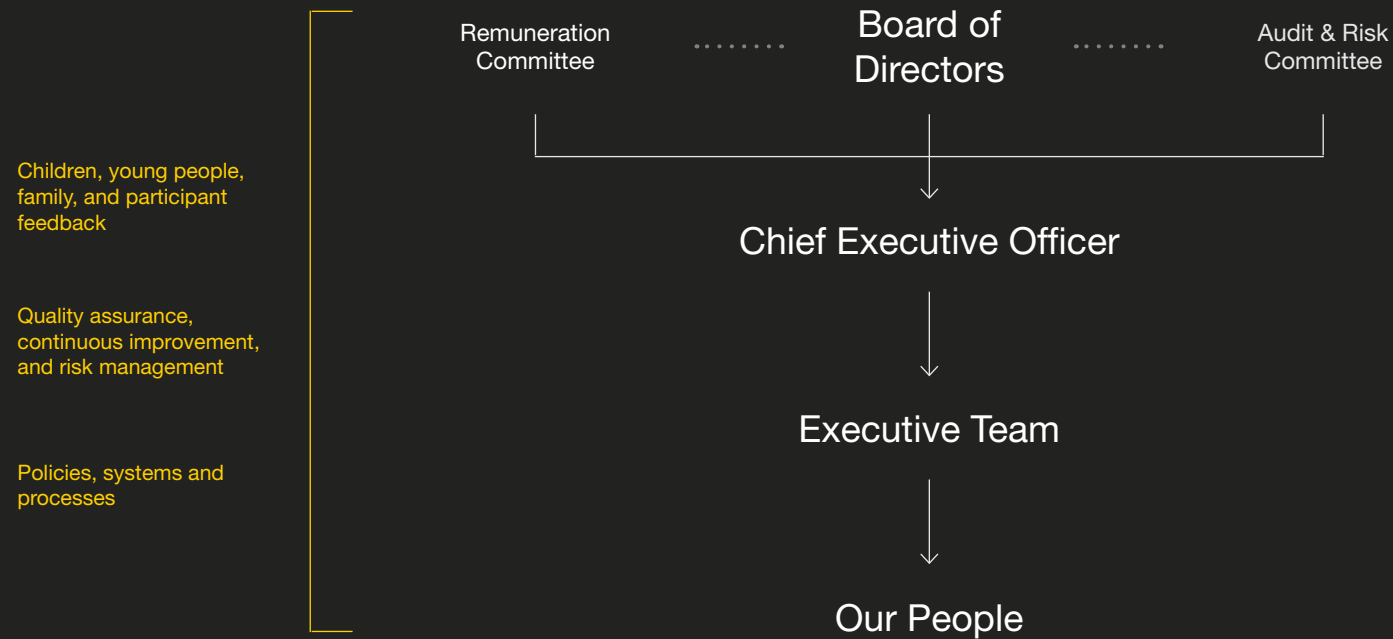
SOUTH MELBOURNE

- Residential Care
- Foster Care
- Family Finding
- Clinical Services

GIPPSLAND

- Residential Care
- Foster Care
- Family Finding
- Clinical Services

Allambi Care governance map.





Leadership team.



Simon Walsh
Chief Executive Officer



Brett Smith
Chief Executive Officer
Operations



Stephen Graham
Partnerships, Engagement
& Innovation



Mark Harrison
Therapeutic Care
& NDIS Victoria



Lyndal Day
Finance



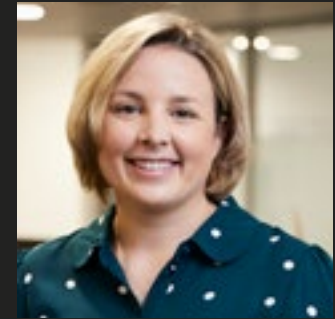
Adam Walsh
People, Support & Culture



Mark Branson
Intensive Therapeutic Care
& NDIS



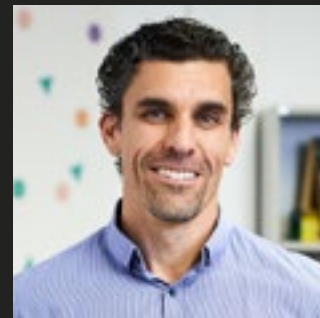
Dr. Howard Bath
Consultant — Research, Training
& Program Development



Kelly-Lee Goodchild
Family & Early Intervention
Services



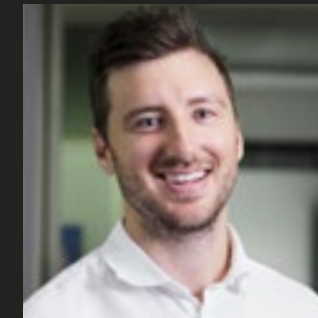
Tim Reed
Fostering & Permanency



Mark Said
Organisational Development



Dr. Paul Baker
Clinical Services



Thomas Blomley
Corporate Services



Lindsay Fish
NNSW Operations

Board of Directors.



Ken Youman
Chairperson —
Non-Executive Director



Peter Parsons
Vice Chairperson —
Non-Executive Director



Graeme Thomas
Treasurer —
Non-Executive Director



Simon Walsh
Secretary —
Executive Director



Bronya Thomas
Non-Executive Director



Paul Sneddon
Non-Executive Director



Dr. Tony Ryan
Non-Executive Director



Cherie Johnson
Non-Executive Director



Brett Smith
Executive Director



Thomas Blomley
Executive Director

