

# ANNUAL REPORT

## 2023



**Jeder**  
INSTITUTE

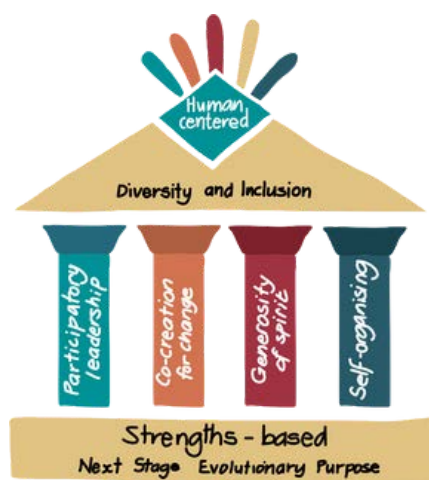
# OUR HISTORY

Founded in 2013, on the foundational principle of “generosity of spirit”, the Jeder Institute is a human-centered, not-for-profit, Next Stage Organisation (NSO) which operates and innovates as a living system.

Our 54 current members are all Australian-based and work both domestically & internationally.

Our unique approach is based on the principles of self organising and strengths focused practice and frameworks and philosophies, such as Person Centred Approaches, Asset Based Community Development (ABCD) and Participatory Leadership practices.

The Jeder Institute and its’ members are committed to; addressing local, national and international challenges and issues, supporting individual and community capacity and challenging systems and structures.



# JEDER... AT THE HEART OF CHANGE!

The Jeder Institute’s evolutionary purpose is to be **at the heart of change** by co-creating a responsive, collaborative organisation within a transparent governance framework.

## OUR THEORY OF CHANGE

The Jeder Institute brings people together through a strengths focused approach to generate collective thinking and create positive social change.



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SECTION 1

AN OVERVIEW OF JEDER INSTITUTE

# ABOUT US



The Jeder Institute's key areas are:

- Facilitating community conversations around critical social issues
- Building individual and community resilience
- Coordination of supports and capacity building (NDIS)
- Engaging and connecting with a diverse range of communities
- Co-developing organisational change management frameworks
- Identifying and mobilising individual and community assets and strengths

The Jeder Institute focus areas are:

- Supporting family and community capacity building
- Identifying and building on existing strengths
- Creating inclusive communities through collective action
- Providing strengths-focused workshops, training and facilitation to individuals, communities and organisations



# STRUCTURE & MANAGEMENT

## MANAGEMENT OF JEDER INSTITUTE (DIRECTORS)

Directors and Bored Members:

- Jason Emmins, Executive Chair and Nest Lead
- Dee Brooks, Bored Secretary and Nest Lead
- Michelle Dunscombe, Bored Treasurer
- Natalie Love, Ordinary Bored Member
- Aleks Jovanovic, Ordinary Bored Member and Nest Lead
- Victor Tyler, Ordinary Bored Member



## GEOGRAPHICAL LOCATION OF JEDER INSTITUTE

- We provide services in all Australian States and Territories
- Our 'head office' in New South Wales
- We do not have any physical locations (i.e. offices)
- All members work remotely

## LEADERSHIP

For the members of Jeder Institute, doing the interior, individual work of developing Self supports the embodiment of a self-led culture based on the Teal Principles of:

- Self-Management
- Wholeness
- Evolutionary Purpose



## FINANCIAL STRUCTURES

The Jeder Institute is registered with the Australian Charities and Not-for-profits Commission (ACNC). Jeder Institute Ltd is registered:

non-profit  
Public Company  
Limited by  
Guarantee

a charity and  
Public  
Benevolent  
Institution

for  
GST



# BORED REPORT – WE'RE BORED SO YOU'RE NOT!



WITH JEDER'S EXECUTIVE CHAIR, JASON EMMINS

Once again, our incredible Members shone through this year. We have had 6 tertiary graduations, 1 wedding, 2 babies, awards, recognition, conferences and a whole lot of fun.

We grew by 10 new Members, and we are blessed and grateful to have outstanding professionals in both the NDIS, Community Building sector and Together Home Program whose passion drives them to deliver a range of strengths-based initiatives which serve individuals, families and communities in innovative and ethical ways.

**Externally, we have supported over 1,400 individuals in Australia, collaborated with close to 100 partners and worked alongside organisations and communities in 6 different countries.**

Internally, we focused on decision making and compliance at a structural level and strived to strengthen our organisational culture by creating more time for connections and relationships.

In many ways, this year has also been a roller-coaster and we are stronger for the ride. It has been a challenging yet rewarding year full of growth and loss which has resulted in exponential learning and a deep honouring of our principles and philosophy.

Through the hardships we have learned the importance of walking our talk; being transparent and ethical and learned a lot about patience, accountability, and the law.

We continue to improve our operational, governance and social systems and it is truly, only with the participation and passion of our Members, that we are able to feel as stable and connected as we are and we thank everyone who has supported us this year; our families and friends plus our partners and contractors.

For the future, we have some big plans and we look forward to a strong start in 2024 with some innovations and initiatives in the pipeline (including projects that will position us well into the future). Watch this space and stay in touch; it's going to be a great year ahead!

In Generosity of Spirit

Jason Emmins

Executive Chair

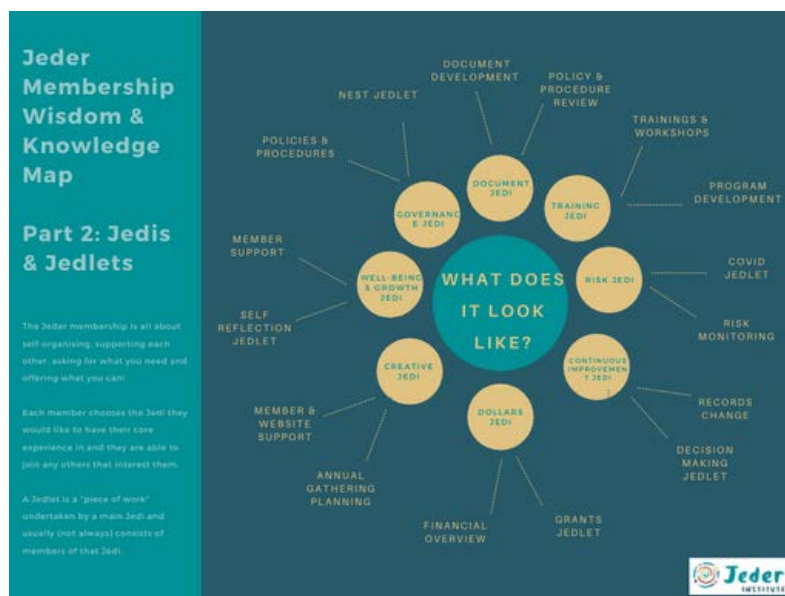
Jeder Institute



# WHAT'S NEW?

## JEDI, PODS & TEAMS SNAPSHOT DEFINITION:

- **JEDI – A WORKING GROUP FOR MEMBERS TO COLLABORATE AND SHARE AROUND AN ORGANISATIONAL FUNCTION FOR GROWTH**
- **JEDLET – A SPACE FOR JEDI MEMBERS TO WORK ON A SPECIFIC “PIECE OF WORK” WITHIN A BROADER JEDI**
- **POD – THE LEADS OF A WORKING GROUP, ROLE OR FUNCTION**
- **TEAM – GEOGRAPHICALLY OR INTEREST BASED MEMBER GROUPS**



## Emergent Jedis, Pods & Teams:

At Jeder, we value our ability to lean into emergence and shift with the energy, focus, needs and strengths of our Members and the organisational as a whole!

Significant innovations are:

- Development of MS Registers for risk, decision making, continuous improvement, team reports and member feedback
- Introduction of an NDIS Fraud Awareness Agreement and Ethical Billing Framework
- The Invest in Us Initiative, which is a place where Members can offer their skills and abilities to strengthen our systems, has seen the uptake of work in all areas with compensation available for any work undertaken by a Jeder Member
- The Jeder Coaching Team, including a new Jeder Coaching Framework, which is a new offer of our Next Stage Organisation wisdom and knowledge for individuals, teams and organisations, both internally and externally as a fee-for-service model
- Establishment of quarterly Jeder Partner catch ups, including the emergence of a small business incubator, for Members who have a “fire in their belly” to start something new of their own and bridge the connection between Member and Partner

# WHAT'S NEW?

## **NDIS Audit**

After an upsetting first half of the year where we discovered the existing audit team had all decided to secretly leave the organisation, and had done nothing to prepare for audit for more than 6 months, we rallied the Members and a team of approx. 20 of us came together and had a successful response ready for the Auditors in Sydney in November!

## **New Interim Bored Members**

Our Members responded swiftly and effectively to the organisational upset and within 2 hours we had a full Bored of 6 Members to respond to urgent issues arising from both existing and urgent governance challenges and ongoing stability of the organisation.

## **Human Resource and Industrial Relations Compliance**

We continued to work towards full compliance in the following areas:

- Contracts
- Checks
- Fraud
- Safety of Members
- Bored transparency

## **NDIS Admin**

The organisational, administrative requirements of the Jeder Institute are very broad and include international and domestic responses. This year it was decided to introduce an NDIS specific administration role to relieve our organisational administrator of her heavy workload.

## **CoS, BIS & CoBu Mini-Gatherings**

The work role specific teams were reinvigorated and each area hosted a teams-based gathering! The Behaviour Support Practitioners met in the Northern Rivers of NSW, the Community Building Team met in St Kilda, Victoria and the Support Coordinators met online for a day with the view to meet face to face in the new year!

## **SLF Lawyers**

After engaging with SLF Lawyers during the year for the governance and stability of the organisation, we have developed a solid, working relationship with the firm and look forward to future opportunities to work together!

## **Yes! Statement**

The Reconciliation Action Plan Team developed a Yes! Statement for the website and hosted 2 Member conversations to offer a place for Q&A from Members!



# SECRETARY'S REPORT

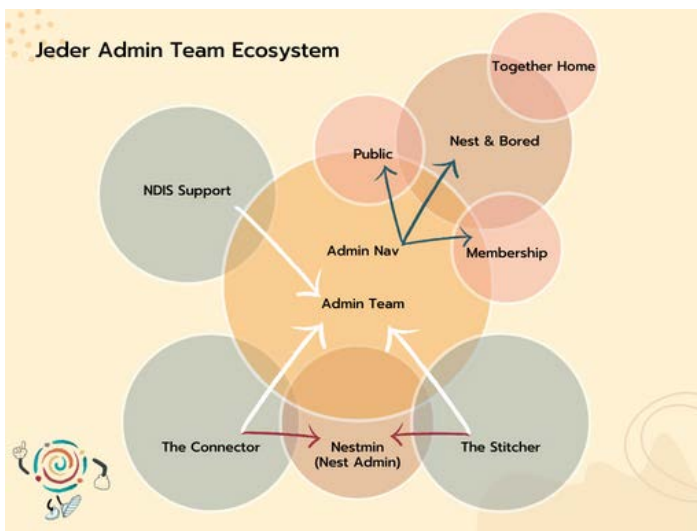
WITH JEDER'S BORED SECRETARY, DEE BROOKS

The Bored Secretary role at Jeder offers a fresh look at this position and encourages cross-pollination throughout the organisation & close liaison with the Admin Team.

The main tasks of the Bored Secretary are fairly generic with the preparation of documents, templates and sense-making spreadsheets being at the core of the work. Liaising with IT, Finance, HR and Admin is a core function of this role which is significantly more than a traditional organisation.

The role supports both the Bored and the independent needs of the 3 Nests, as required, and supports the Admin Team which includes external liaison and NDIS administration supports.

The skills and abilities required for Jeder's admin roles are not like a traditional, hierarchal organisation and requires the Admin members to embrace the philosophy and the four foundational Pillars of the Jeder Institute to respond to innovative, new ways of working, practice and support for all Jeder Members.



# TREASURER'S REPORT

WITH JEDER'S TREASURER MICHELLE DUNSCOMBE

Treasurer's Report for the Financial Year Ending 30th June 2023

## Executive Summary:

The financial year ending on 30th June 2023 has been a period of financial stability and growth for Jeder Institute. The organisation successfully navigated challenges, maintained a robust financial position, and continued its commitment to delivering impactful programs and services.

## Financial Overview:

### 1. Income Statement:

- **Total Revenue:** The total revenue for the financial year was \$6,059,781, reflecting a 20.8% increase compared to the previous year. This growth can be attributed to multiple factors including the World Community Development Conference, Community Building projects and grants.
- **Expenses:** Our total annual expenses amounted to \$6,132,443, with the majority allocated to program delivery, staff salaries, and administrative costs. The organisation has implemented cost-effective measures to ensure prudent financial management.
- **Net Deficit:** Due to an organisation restructure we experience a deficit of \$72,662, and have implemented measures to return to surplus in 2023/2024.

### 2. Balance Sheet:

- **Assets:** The organisation's total assets decreased by \$65,426, driven by the 2023 organisational restructure.
- **Liabilities:** Our liabilities remain stable, indicating a healthy financial position. Jeder Institute continues to honour its financial commitments responsibly.

# TREASURER'S REPORT CONT...

## Programs and Initiatives:

### 1. Program Impact:

- Jeder Institute continued to make a positive impact through its various programs and initiatives. Our Together Home project continues to support people across the New England region and our partnership with the International Association for Community Development to cohost the 2023 World Community Development Conference in Darwin.
- Collaboration with partners and stakeholders enhanced the reach and effectiveness of our initiatives.

### 2. Investment in Capacity Building:

- Jeder Institute initiated the Invest in Us project to ensure an ongoing investment in staff development and capacity-building initiatives to ensure a skilled and motivated team capable of delivering high-impact programs.

## Financial Controls and Governance:

### 1. Internal Controls:

- The organisation maintains robust internal controls to ensure financial integrity and compliance with relevant regulations.
- Regular audits and financial reviews were conducted to assess the effectiveness of internal controls.

### 2. Governance:

- The Board of Directors actively participated in financial oversight, strategic planning, and decision-making processes.
- Jeder Institute remains committed to transparency and accountability in all its financial dealings.

## Outlook for the Future:

The financial outlook for Jeder Institute is optimistic. As we move into the next fiscal year, we anticipate continued growth in funding partnerships, increased program impact, and sustained financial stability. The organisation remains dedicated to its evolutionary purpose to be “at the Heart of Change” and will strive to make a meaningful difference in the communities we serve.

# AUDITORS REPORT

We would like to thank our Auditor Stewart Brown Chartered Accountants for continuing to provide our Annual Financial Audit.

The Financial Audit comprises of the following in accordance with the Australian Charities and Not-for-Profits Commission Act 2012:

- our financial position as at 30 June 2022,
- statement of profit and loss and other comprehensive income,
- statement of changes in funds and statement of cash flows for the year,
- a summary of significant accounting policies and other explanatory notes,
- comply with Australian Accounting Standards,
- give a true and fair view of financial position as at 30 June 2022, and
- the performance for the year.

To access the Jeder Institute Audited Financial Statements, please click on this link- [Jeder Institute Ltd | ACNC](#).

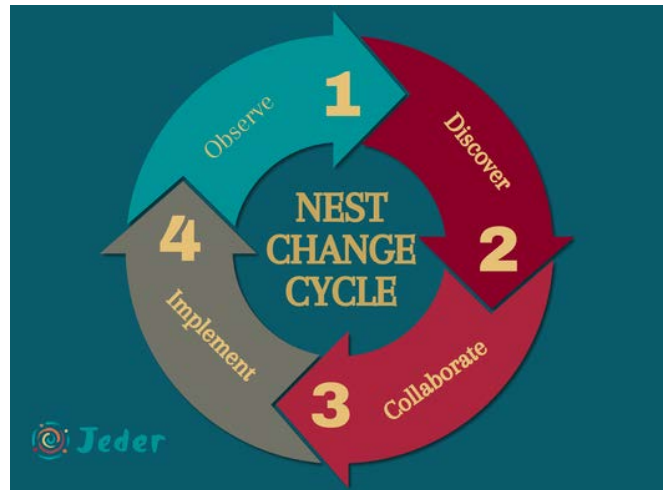
# NEST REPORTS

As a Next Stage Organisation, we strive to develop and support Next Stage Principles and grow Next Stage Leaders. The Nest role guides the growth and innovation of the organisation to stay at the forefront of our evolutionary purpose. The Nest Leads and the areas they oversee are:

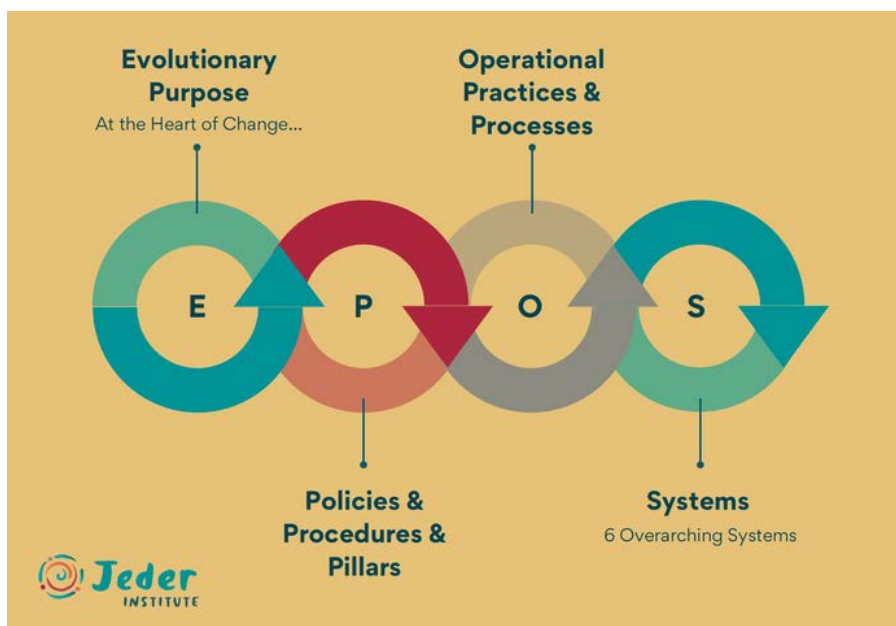
- Divergent: Aleks - Jedis: Creative, Risk, Pods: Coaches, Teams: Behaviour Support Practitioners (BIS)
- Emergent: Jason - Jedis: Dollars, Hooman, Wellbeing & Growth, Teams: Support Coordinators (CoS), Together Home
- Convergent: Dee - Jedis: Docs, Culture, Training, Culture, Pods: Nyeeangkarra, Teams: CoBu, Admin

The roles purposefully honour Jeder's philosophy by:

- Developing agile systems and processes
- Supporting the aspirations and expectations of our members
- Facilitating growth and influencing systemic change
- Ensuring our systems and process are aligned to our Pillars
- Pay attention to the diversification of power & shared decision making



## JEDER'S ECOLOGICAL FRAMEWORK



The role aims to be guided, based on Results Based Accountability frameworks, by the following questions:

1. How much did we do?
2. How well did we do it?
3. Is anyone better off?



# STRATEGIC PLAN OBJECTIVES

**DURING 2023 OUR PLANNED OBJECTIVES WERE ADDRESSED AS BELOW**

**Objective #1: Provide capacity building support and information to people with a disability and their families, communities, government departments and organisations**

- Actively recruit PWD, their family and carers to support capacity building workshops
- Work within the guidelines of the NDIS and NDIA and maintained up to date information
- Review all policies and procedures on an annual basis
- Review all governance plans – strategic, business & marketing co-opting members if required
- Explore Bi-Annual business model rev re through Nyeeangkarra Pod and Membership

**Objective #2: Provide strengths focused training, workshops, gatherings, peer support, coaching and mentoring to citizens, community groups, government and organisations**

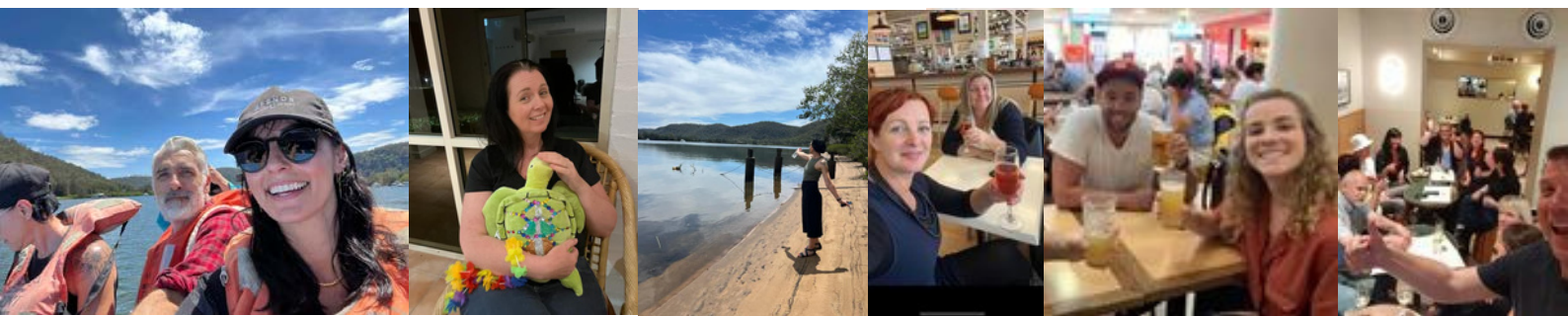
- Develop and deliver Asset-based Community Development (ABCD), Art of Hosting (Participatory Leadership) and Person-Centred workshops to communities, NGO's, peak bodies and government departments
- Significantly increasing our financial sustainability in the training area
- Invested in platforms to deliver online workshops and conferences
- Successfully using immersive and interactive platforms like Zoom, Teams and Mural
- Developing and strengthening roles; the Stitcher and expanding other team roles

**Objective #3: Build organisational capacity and sustainability through a committed and responsible workforce in line with Next Stage Organisational (NSO) principles that are responsive to change**

- Shared our Next Stage Organisation Principles and Pillars within an international framework
- Increased our social media presence through regular scheduling
- Commenced a website refresh and a NSO resource development process
- Strengthened and streamlined our systems, practices and processes

**Objective #4: Build partnerships with other organisations, community groups, corporate entities, global networks and government departments to promote awareness of the organisation's activities, which increases the use of strengths-focused practices and Next Stage Organisation (NSO) change**

- Actively promoted strengths-focused offerings through networks, newsletters and organisations
- Follow up feedback and recommendations from participants, clients and partners
- Maintain positions with relevant international Boards and Learning Communities
- Develop relationships with relevant stakeholders, peak bodies and institutions
- Joined an international ODG's development group



**SECTION 3** **EXTRA REPORTS**

# OUR ACTIONS & ACHIEVEMENTS – ORGANISATIONAL

2023 was a phenomenal year for Jeder where we organised and delivered the  
**World Community Development Conference**  
 in partnership with the **International Association for Community Development (IACD)**



Aleks, Margaret and Vic were invited to Manaia Assist's Xmas Party (inclusive) 2023 as Guests of Honour



The year also included the following achievements:

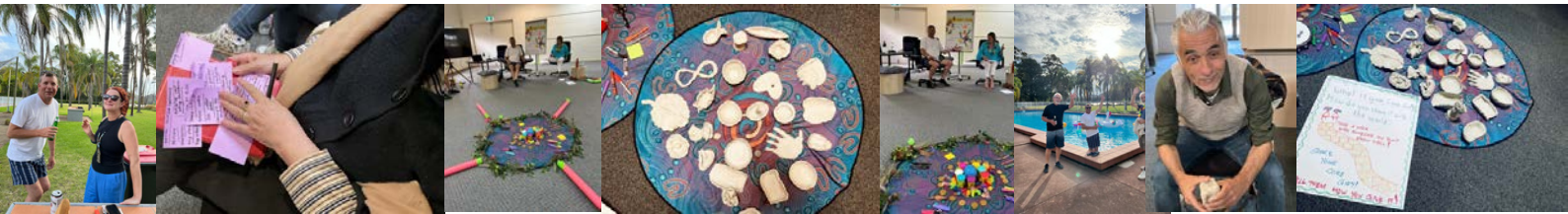


- Bored attendance at Cynefin training with Dave Snowden & Complexability
- 2 Annual Gatherings; May and November face to face
- A Behaviour Support Practitioner Mini-Gathering
- A virtual Support Coordinator Mini-Gathering
- Automation of multiple processes via MS Forms and Registers
- Member-led NDIS Audit Team



**May Gathering  
 Lake Macquarie, NSW**

**November Gathering  
 Wisemans Ferry, NSW**





SECTION 5

MEMBER PARTNERS

# PROUD AS PARTNERS

## THROUGH TRANSPARENCY, TRUST & RELATIONSHIPS WE CAN ALL THRIVE!

We thoroughly appreciate and support the passions and skills of our Jeder Members! We openly encourage and support our passionate Members who have a “fire in their belly” to start something new of their own and celebrate those who have something already established and see the added benefit in joining us!

This bridges the connection between Member and Partner in a unique Jeder way!



### SUPPORT STUDIO



**Simone Bursey**  
Behaviour Support Practitioner & Founder  
Bounce Back Co



**Robert Hosking**  
Behaviour Support Practitioner & Founder  
Support Studio



**Jessica Siles**  
Behaviour Support Practitioner & Founder  
Sunshine Coast Equine Assisted Therapy



**Kaeleen Hunter**  
Support Coordinator & Founder  
Live Vibe Music



**Clemmie Wotherspoon**  
Behaviour Support Practitioner & Founder  
Byron Bay Equine Therapy & Psychology



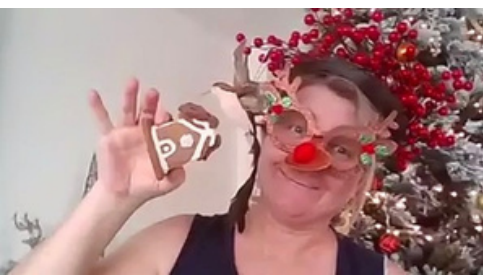
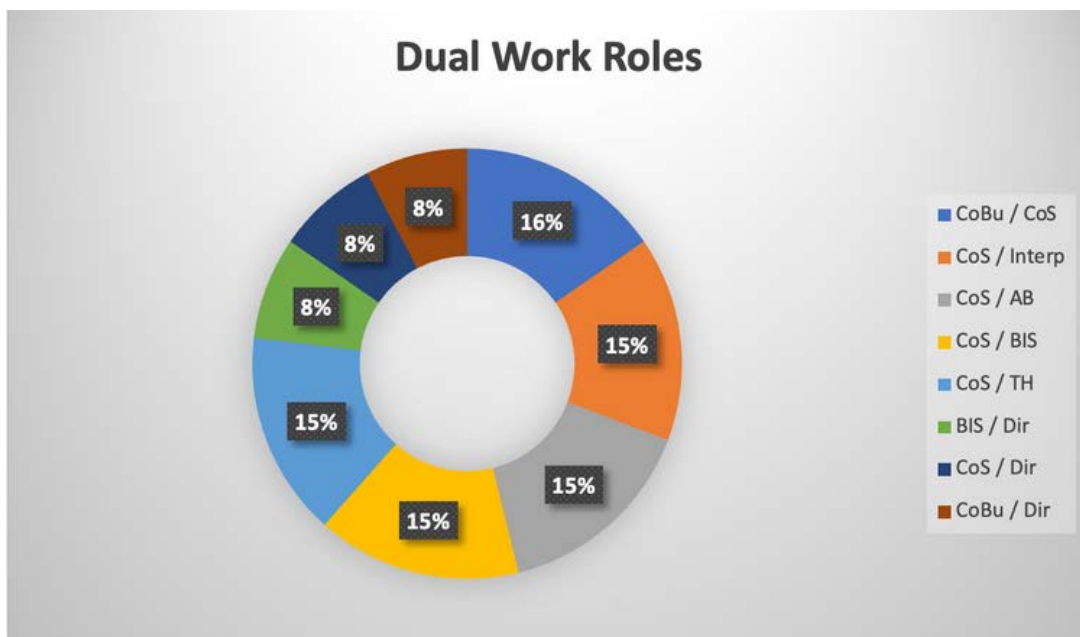
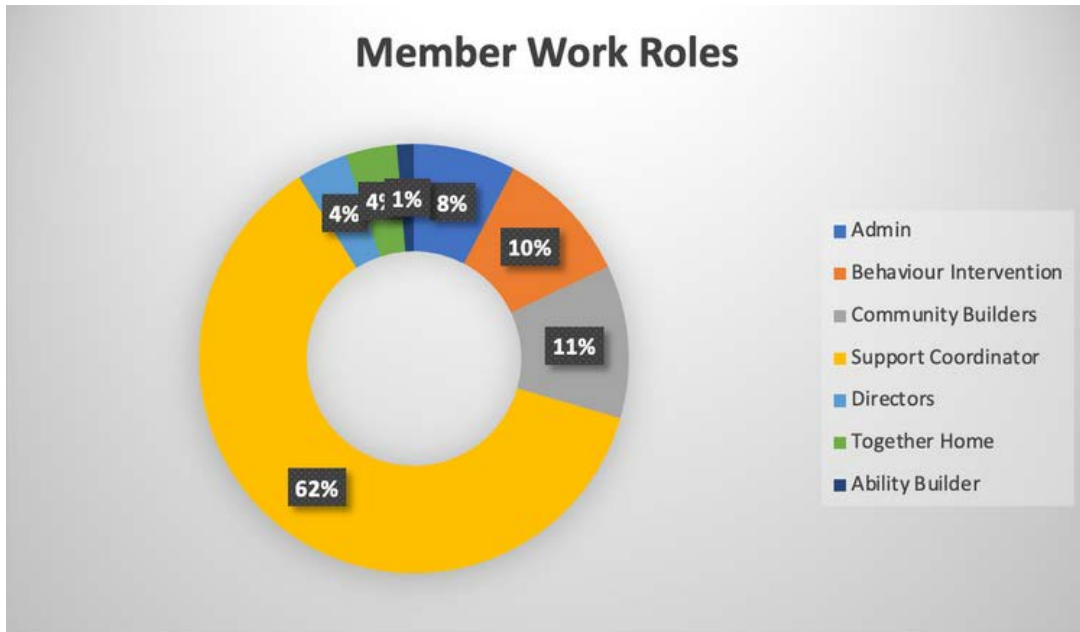
**Francisco De Paula**  
Past Member: Behaviour Support Practitioner  
Current: Founder CALMER Approach



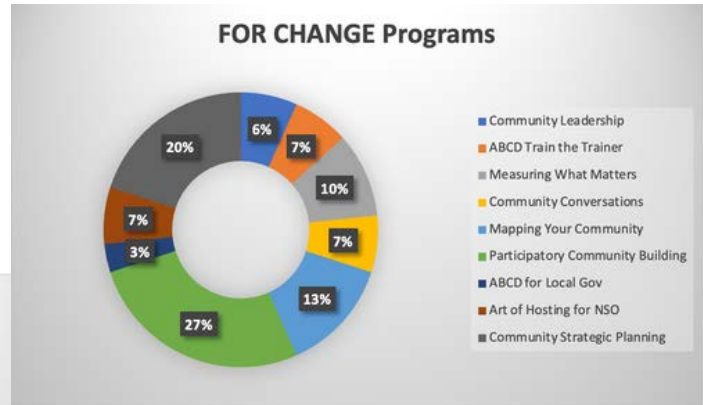
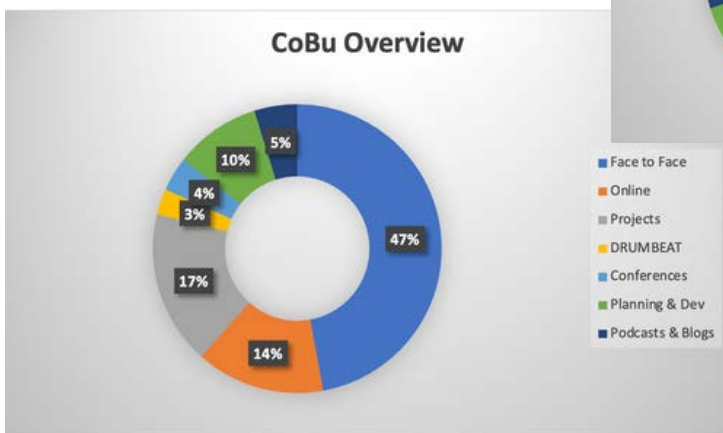
**Charlotte Saunders**  
Past Member: Behaviour Support Practitioner  
Current: Founder Bright Start

# OUR TEAMS – ROLES & RESPONSIBILITIES

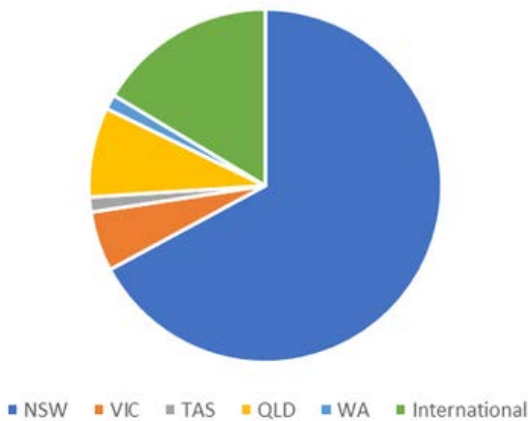
Our Members have a range of roles they deliver throughout Australia and the world with a number of our members holding dual roles within the organisation!



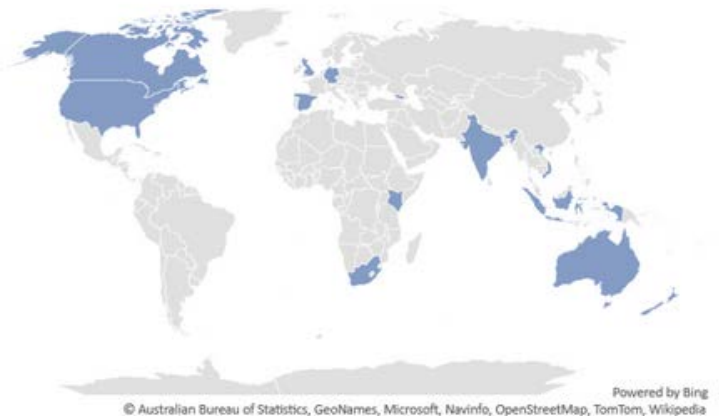
# OUR TEAMS – WORK & WHERE



Member and Team Geographic Locations



International Footprint



## PLANNED ACTIVITIES FOR THE FUTURE

- Align and evolve with External Governing bodies – their recommendations and expectations for change, Improvement and requirement
- Working towards Innovation, Improved Quality & satisfying mandatory requirements
- Deliver 2024 FOR CHANGE community building program & Community of Practice
- Rostered, annual gathering and sharing social media information
- Intentionally invite participation based on passions and interest
- Coordinate relevant, collective training and coaching for all members



# OUR ACTIONS & ACHIEVEMENTS – MEMBERS



- Michelle, Dee, Steph, Cherish and Fiona from the community building team (CoBu) successfully delivered the IACD World Community Development Conference in Darwin with over 400 delegates from 11 countries
- 2 Members, Jody and Diana completed their University Masters Level Courses
- Fran developed the CALMER approach and continues to grow his workshops
- The Together Home program was granted an extension for the Tranche 1 participants
- Fiona graphically harvested the Global Agroecology Communities' global conversations
- Dee completed a Core Gift Train the Trainer with 8 others from around Australia
- Michelle started an incredible position with Mimal Land Management, based in Darwin
- Dee & Lee successfully presented at the InterPride Conference and AGM in San Diego
- Jason remains sane and free and continues to safeguard the organisation
- Kodei feels he's "found his feet" and has gained good traction in the Jeder structure
- Aleks, Vic & Margaret were Guests of Honour at Manaia Assist's end of year celebration
- Dane finished his internship and gained his general registration as a psychologist
- Kaeleen continues to enjoy and appreciate the simple things
- Trish improved the well-being of a participant by using creative strategies to connect
- Yvonne celebrated 6 years at Toastmasters and took an amazing trip to India
- Yvonne has successfully supported 4 people who are deaf & another complex person who has made 10 beautiful rugs for children in hospital
- Sharon transitioned from Support Coordinator to Behaviour Support Practitioner which was achieved with the support of the BIS team
- Sharon became a Coach & joined Jeder's governance group which is exciting & she prioritised her health
- Dee & Lee reconnected & traveled to the UK after 4 years of pandemic separation
- Tess finished her masters of professional psychology
- Fiona co-designed and facilitated the Derwent Valley Youth Summit with 45 young people and raised profile of the current Health and Wellbeing of young people who identified Safety, Education and Wellbeing as their 3 top concerns and piqued the interested of State and Federal
- Natalie completed the "Is There A Better Way" training, went on her first overseas holiday in 13 years plus, joined the Jeder Bored and the BIS team
- Clemmie enrolled with her puppy Birdie in the Therapy Dog Australia course, she also joined the Jeder BIS team and started scheduling relaxation activities into her work week



SECTION 3

EXTRA REPORTS

# OUR ACTIONS & ACHIEVEMENTS – MEMBER SPOTLIGHT: ALEKS JOVANOVIC, BEHAVIOUR SUPPORT PRACTITIONER

As an Advanced level Behaviour Support Practitioner, 2023 has been an amazing year. A key part of my role as a behaviour support practitioner is to deliver training in behaviour support principles and strategies. Here’s a summary of my personal achievements in the context of training delivered to individuals and their communities of support.

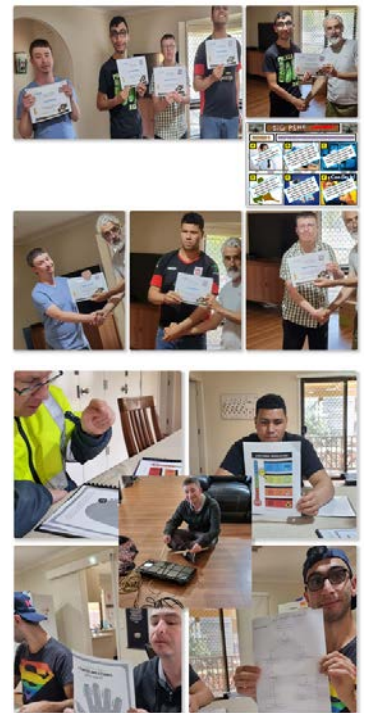
In 2023 I have:

- Supported 24 Participants under the Capacity Building / Improved Relationships Category
- 30 + Behaviour Support Plans written/updated
- Delivered over 150 individual training sessions (over 600 hrs)
- Participants have included communities of over 130 individuals (NDIS participants, therapists, support workers, service management, guardians, external services, family members, medical professionals...)
- Training was delivered in multimodal formats (1:1 therapeutic sessions, video recordings, face-to-face training and online)
- Worked closely with The Jeder BIS team to ensure we work within and above the statutory, best practice, quality indicators

Reduction of Restrictive Practices and behaviours of concern in 2023:

- 9 RP’s completely faded out
- 12 RP’s reduced to lesser restraints
- 8 Behaviours of Concern no longer present (most replaced by other functionally equivalent behaviours/communication options)
- 90% of participants have reduced the frequency and severity of displaying behaviours of concern (from January 2023 to December 2023) – Evidence-based DATA Informed

## Graduation Day (Sexuality and Relationship Training Phase V) 4 Participants from Northcott – Campbelltown



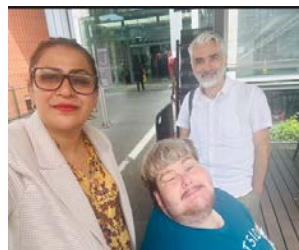
### Individual Therapeutic sessions with participants from Ryde and Marrickville – Sydney



Team Building Training with the Northcott – Woodbine team



### Visiting Participant in Hospital – Training and support continues



Risk enablement training with 2 participants and their support team – Liverpool Sydney



Creative expressions Art Program and Art Exchange





# HOW YOU CAN JOIN OR SUPPORT US

## BECOME A MEMBER OR PARTNER

We're always open to interesting, agile, passionate people! If you are interested in become a member or a partner with the Jeder Institute, you can find more details about [Becoming a Member](#) and view our [Aquamarine Governance Framework](#).

In addition, as a 2024 strategy, we are looking for new Bored Members who have experience, wisdom and skills in the following areas:

- Secretarial
- Legal and Human Resources
- Systems and Project Management
- Tech Growth and Enhancement
- Marketing and Communications
- Ethical Fundraising and Grants
- Social Capital Investment

If you, or someone you know, would like to inquire about membership and/or any of the above roles, or you feel you have something you could offer the Membership and the Bored of the Jeder Institute, we would love to hear from you!

## OTHER WAYS YOU CAN SUPPORT JEDER

As a registered charity, Jeder welcomes donations from around the world to support our efforts in strengthening communities and financially aiding people to live good lives through our strengths based practices and capacity building.

Some examples of how our charitable donations are disseminated are:

- Highly encouraging community members to attend our individual and/or community capacity building workshops at no cost, if required
- Offering reduced registration fees for our partners to attend and participate in Jeder events
- Utilising our internal grants system to fund small sparks grants for our participants and communities, via member proposals, e.g. specific social events, resources, crisis support
- Hosting community conversations on today's wicked issues in order to influence systems and place communities firmly at the centre of decision-making efforts



# LOOKING TO THE FUTURE

Throughout 2024 we will raise the profile of the organisation as a Next Stage Organisation by sharing our learnings more broadly and diving deeper into our current practices and processes. We will continue to develop partnerships with dynamic colleagues, services and organisations and maintain positions on external Boards.

Broad Future Activities:

- Review external Policies and Procedures
- Continue to develop our educational training and workshop platform
- Expand and resource our community development profile
- Integrate our internal member training course
- Continue to strengthen our systems
- Share lessons learned about transparency, equity and integrity through workshops
- Explore and identify future funding opportunities e.g. Aged Care
- Continue to experiment with new roles and ways of working
- Identify organisational-wide training opportunities for Members
- Contribute to the Organisational Development Goals (ODG's)

The Members of the Jeder Institute make us what we are today and we look forward to moving forward together by embracing change, discovering opportunities, initiating innovation and truly walking our talk and leaning into our Evolutionary Purpose:

## JEDER... AT THE HEART OF CHANGE!

If you feel drawn to support our core work, you can donate here:



**Account: Bendigo Bank**  
**BSB: 633000 Account # 168227676**  
**Customer Name: Jeder Institute Ltd**



If you would like a further conversation about our charitable work or have suggestions regarding our future influence, please feel free to get in touch!

**CONTACT US**

W: <https://www.jeder.com.au>  
E: [info@jeder.com.au](mailto:info@jeder.com.au)

PO Box 5652  
Wagga Wagga, BC,  
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SECTION 5

OTHER IMPORTANT INFORMATION

# OUR PEOPLE



**Ahlani Eddy**  
Admin Support



**Aleks Jovanovic**  
Behaviour Support  
Practitioner



**Alison Jovanovic**  
Admin



**Carlos Cruz**  
Behaviour Support  
Practitioner



**Cathy Erbacher**  
Support Coordinator



**Cherish Page-Brooks**  
Administration  
Navigator



**Chontelle Jannese**  
Together Home Case  
Manager & Support  
Coordinator



**Clemmie Wotherspoon**  
Behaviour Support  
Practitioner



**Dane Cohen**  
Behaviour Support  
Practitioner



**Dee Brooks**  
Community Builder



**Diane Brook**  
Support Coordinator



**Dimitra Donopoulos**  
Support Coordinator



**Drew Rogers**  
Behaviour Support  
Practitioner



**Fiona Miller**  
Community Builder



**Hannah Britton**  
Support Coordinator



**Harley Ames**  
Support Coordinator



**Hugo Hayes**  
Behaviour Intervention  
Specialist



**Jason Emmins**  
Behaviour Intervention  
Specialist & Support  
Coordinator



**Jessica Siles**  
Behaviour Intervention  
Specialist



**Jody Pool**  
Together Home Case  
Manager



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OTHER IMPORTANT INFORMATION

# OUR PEOPLE



**Kaeleen Hunter**  
Support Coordinator &  
Community Builder



**Kodei Page-Brooks**  
The Stitcher



**Lee Griffiths**  
Community Builder



**Linda Bailey**  
Support Coordinator



**Luke Gilray**  
Together Home Case  
Manager & Support  
Coordinator



**Lynn Reynolds**  
Support Coordinator



**Margaret Henville**  
Support Coordinator



**Mark Cauvin**  
Support Coordinator



**Michelle Dunscombe**  
Community Builder



**Natalie Menyweather**  
Support Coordinator



**Pennie Eddy**  
Behaviour Support  
Practitioner



**Renee Davies**  
Support Coordinator



**Robert Hosking**  
Behaviour Intervention  
Specialist



**Rosemary Lipman**  
Support Coordinator &  
Interpreter



**Sahar Zadah-Fell**  
Support Coordinator



**Sharon Tierney**  
Support Coordinator



**Sigourney Andrusko**  
Admin Support



**Simone Bursey**  
Behaviour Support  
Practitioner



**Stefanie Simpson**  
Behaviour Support  
Practitioner



**Steph Bitter**  
Community Builder &  
The Connector

# OUR PEOPLE



**Steve Ripley**  
Support Coordinator



**Tess Pollard**  
Behaviour Support  
Practitioner



**Trish Leonard**  
Support Coordinator



**Vanessa Locke**  
Support Coordinator



**Victor Tyler**  
Support Coordinator



**Yvonne Matsas**  
Support Coordinator

# ACKNOWLEDGMENTS & THANK YOU

- [Compass Housing](#)
- [APACMS](#)
- [Take Care of Books](#)
- [Curious Minds Co.](#)
- [Effective HR](#)
- [NDIS](#)
- [Complexability](#)
- [Loomio](#)
- [Tathra Street Co.](#)
- [Humanitix](#)

SECTION 5

OTHER IMPORTANT INFORMATION

# SOME OF OUR PARTNERS

