

2019 Annual Report

epic
empowering people
in communities inc.


EPIC values and empowers
all people within the
community....



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epic in every way



About EPIC

Our Organisation

EPIC is a not-for-profit organisation operating in the Pilbara region of Western Australia.

EPIC stands for Empowering People in Communities – and essentially that is what we do. Through a range of services and programs we support many people to live a more connected life.

Every person deserves to be a part of a community, however, some people experience barriers that make it hard to be included. EPIC helps to break down those barriers by providing practical assistance and encouragement through career enrichment and capacity building programs, providing support to people with disabilities and their carers, and engaging the wider community in events and activities.

EPIC was founded in 2012 when the Pilbara community identified a need for locally governed, high quality services for people with disabilities. Local champions and advocates worked with the Disability Services Commission and the Community Living Association to establish EPIC.

Since then, we have grown and flourished by partnering with other like-minded organisations in the Pilbara. In July 2015, EPIC merged with Pilbara Joblink, and in September 2016 we welcomed Local Information Network Karratha (LINK) into the EPIC family. Both of these steps have provided our community with stronger and more varied services.

Our team is committed to supporting people in the Pilbara region to identify and achieve their goals in a respectful and culturally appropriate manner and to explore every possible avenue for personal and community growth.

We are EPIC in name and strive to be EPIC in nature.

Our Vision & Mission

Our Vision

All people are empowered and valued within the community.

Our Mission

EPIC will build strong relationships with individuals and communities that lead to inclusion.

EPIC will set the standard of excellence in the way we deliver services.

Strategic Drives 2018 - 2022

Collaborative

EPIC believes in the power of reciprocating and will work for the success of its partners.

Adaptive

EPIC keeps a keen eye on trends, analytics and case studies to drive the notion that inclusion is happening.

Influential

EPIC is a significant service provider and is a major contributor to the momentum of inclusiveness.

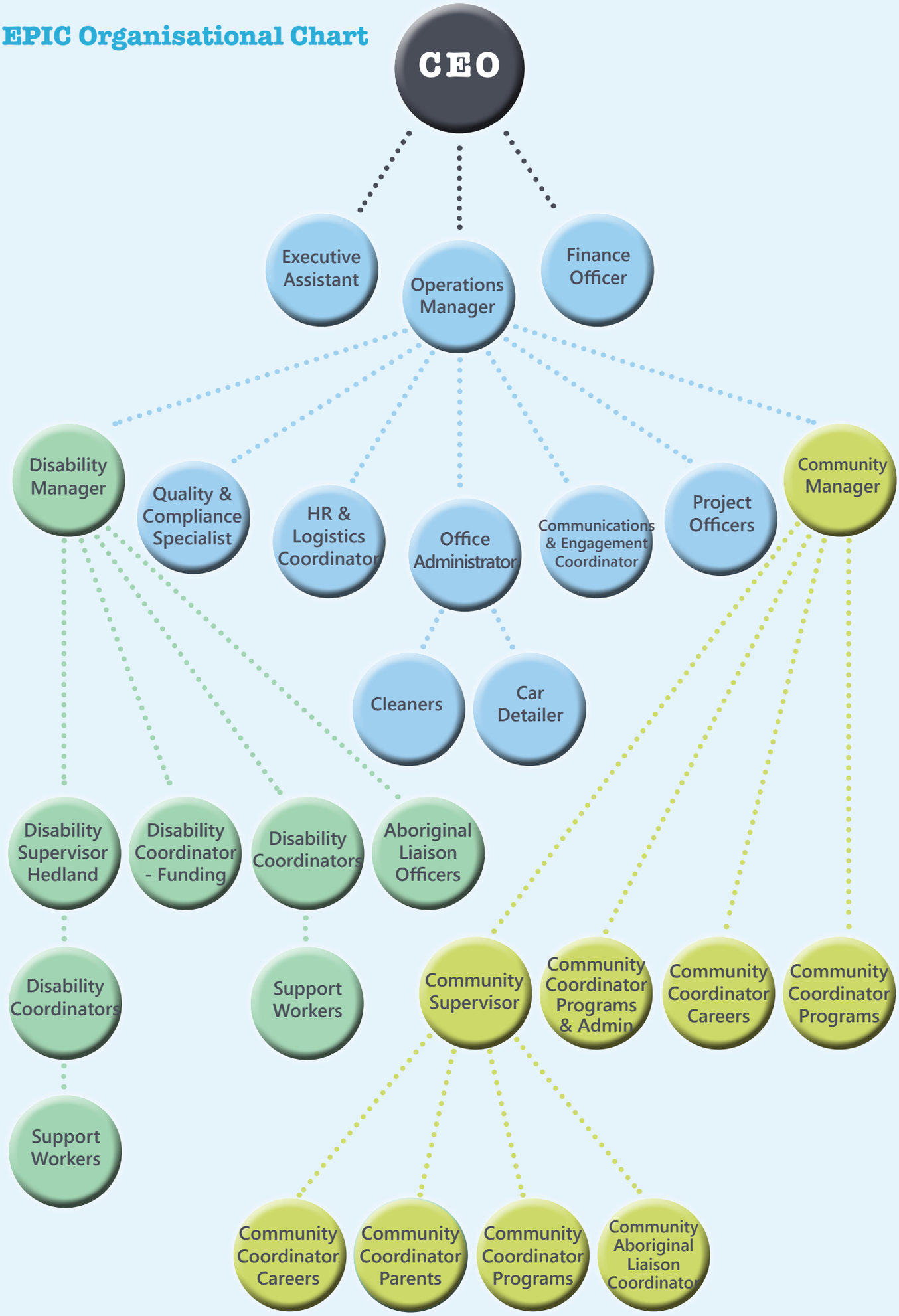
Informed

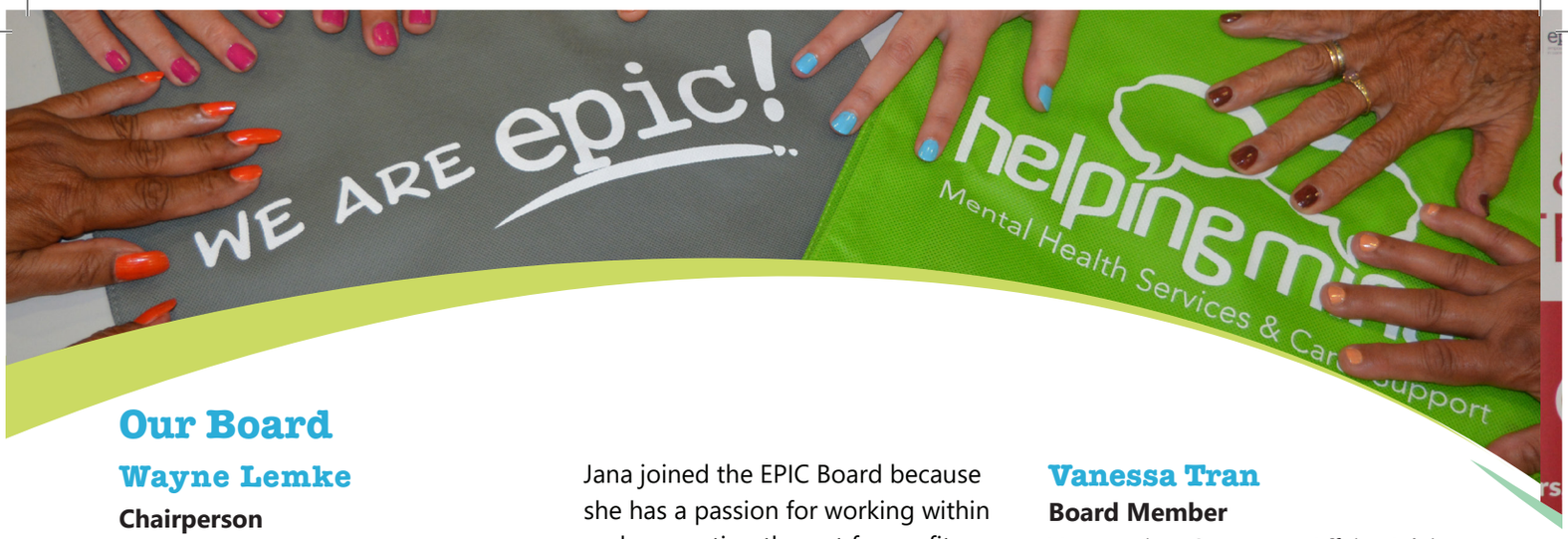
EPIC makes decisions based on strategy and data, and leads the community with evidence-based content.

Progressive

EPIC has a growth mind-set for its customers, operations, workforce and future.

EPIC Organisational Chart





Our Board

Wayne Lemke

Chairperson

Wayne has been living in the Pilbara since 1973 and still loves living here with his wife Robyn and two teenage boys. Wayne was previously the Chairperson of Pilbara Joblink for over 5 years and was appointed Chairperson of EPIC Inc on the 1st July 2015. Wayne is passionate about equity of access and opportunities for all people in the community and brings a wealth of business experience to the organisation.

Shanine Ryan

Vice Chair

Shanine is a Snr Corporate Affairs Adviser with Woodside and is based in the Pilbara. Prior to this, Shanine held a long career in the Travel industry with over 13 years' experience in retail and a further five years in wholesale and airline services, including a number of years managing and supervising teams. Shanine is a graduate of the Australian Institute of Company Directors (GAICD), holding a Certificate IV Training & Assessment and a double Diploma of Business and Leadership and Management.

Jana Francis

Treasurer

Jana has worked in the not for profit and private legal sector for seven years predominately in the area of wills, deceased estates and family law. Jana is interested in Human Rights and has obtained a graduate certificate in human rights.

Jana joined the EPIC Board because she has a passion for working within and supporting the not for profit community services sector in the Pilbara.

Cathryn Bell

Secretary

Cathryn has worked at the Water Corporation since moving to Karratha is 2008, and has recently received a Bachelor of Commerce from Curtin University. She joined the EPIC board with the hopes that her experience from work and study, will be beneficial to the organisation, as well as broadening her own understanding and knowledge of the community. Currently raising a young family, Cathryn understands the work EPIC does is paramount to making the community a happy and healthy place for us all to live.

Beth Muller

Board Member

With several years' work in Mental Health and Community Support, Beth is now working at Housing Australia as the Housing & Property Service Officer in Hedland, she has been a successful small business owner and worked in Finance, Hospitality and Communications. Beth was happy to join as a board member of EPIC to broaden her understanding of the community needs within the disability sector and gain further community experience.

Vanessa Tran

Board Member

Vanessa is a Corporate Affairs Adviser working at Woodside, based in the Pilbara. She holds a Bachelor of Law and a Bachelor of Commerce from the University of Western Australia. Vanessa is passionate about inclusion, and has volunteered in organisations such as Meals on Wheels and the Consumer Credit Legal Service.

Jacinta Barnett

Board Member

Jacinta is a Superintendent of the Mainline Operations at Rio Tinto. She has lived in the Pilbara for over 10 years with her husband and 2 boys, and enjoys the family friendly lifestyle and community. Jacinta joined EPIC in 2018 as a board member. She has been involved in community based services and served in different roles on boards in sporting, cultural, and volunteer community groups across Western Australia and Queensland. Jacinta wants to ensure the Pilbara community remains a vibrant and progressive community that integrates and supports an inclusive culture for all.

Leigh Cover

Board Member

Leigh has worked at the City of Karratha, is a graduate of the AICD and has lived in Karratha for over 20 years. Leigh is interested in contributing to the great work EPIC does in the community by adding valued discussions and broadening his board career.



Chairperson's Report

EPIC is a unique community organisation which I am proud to say, has gone from strength to strength.

In the six years that I have been on the board of EPIC, I have had the pleasure to serve such a unique community organisation, which, I am proud to see, has gone from strength to strength.

Over the last few years we have built on both our reputation and the quality of our services, as we offer a one-stop shop that continues to serve an increasingly diverse array of clients.

Our current client group includes, but is not limited to, people with disabilities; their carers and families; young parents; job seekers; people wanting to up-skill; school students and new school leavers; and apprentices and trainees.

This year we have made significant advancements towards changing our organisation and making sure EPIC is ready for the future.

We've known for a while that our services and processes would need to change in order for us to respond to the needs of the people we support, as we embrace the reforms taking place across disability services with the introduction of the National Disability Insurance Scheme.

We strongly believe the changes made, whilst challenging in some circumstances, will provide many more opportunities for people living with a disability, as they gain greater choice and control over the way they like, and want, to be supported.

This year has also seen a focus on the design and the build of the EpiCentre at 22 Balmoral Road. Construction progress is being made with a move in date for March 2020 scheduled. The EpiCentre will represent our strength and commitment to serving the community as we empower and support people to be the best they can be.

It will also be another significant milestone of achievement for EPIC, as the building will provide greater opportunities for the people we support to engage in centre-based activities.

Underpinning all of our activities is the EPIC Strategic Plan 2018-2022, which will guide us to make inroads in our quest to provide increasing and high quality services to a growing number of clients.

I acknowledge and appreciate the dedication with which the Board members serve EPIC. Each of you makes a significant contribution to our organisation.

On behalf of the Board, I commend Stephanie Soter and the EPIC Management team for their efforts over the past year.

I'd like to take this opportunity to thank our loyal employees, without your passion and hard work, we wouldn't be where we are today.

Wayne Lemke — Chairperson



CEO's Report

EPIC has continued to grow and deliver person-centered services that meet the needs of the people we support across our unique Pilbara landscape.

Given our humble beginnings in October 2012, EPIC has continued to grow and deliver person-centered services that meet the needs of the people we support across the unique Pilbara landscape.

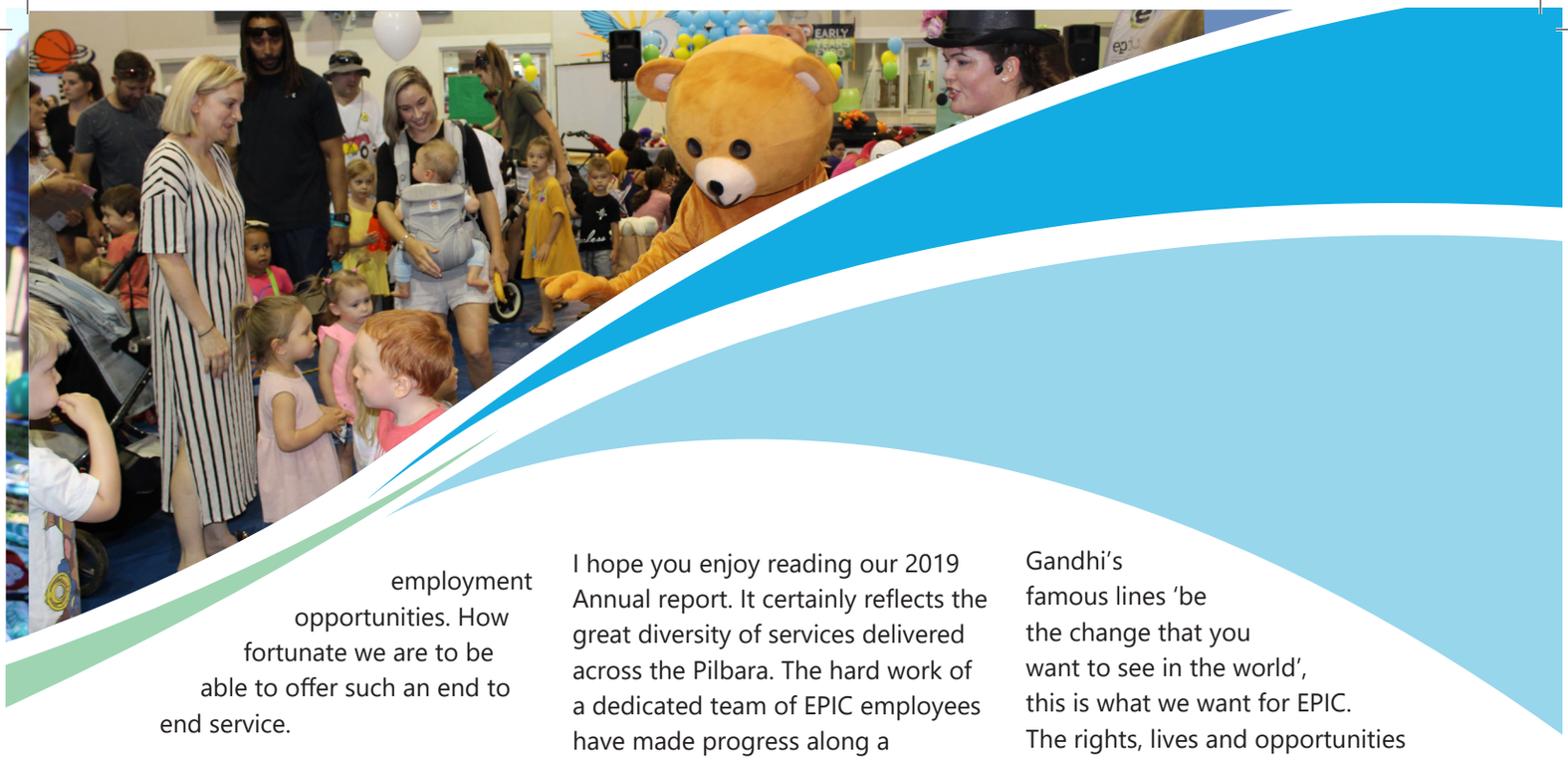
This year we have seen the full roll-out of the Federal NDIS scheme. The schemes approach is designed to give participants flexibility over how, where and when they receive supports. We have had to adjust to a new delivery approach whilst we continue to work closely with the people we support, and their carers, to tailor and implement plans that address both their immediate and future needs.

With a new financial year starting, we look forward to broadening the reach of our services to help even more people access the right supports and services.

I'm proud to say that this year we have begun Disability Services in Jigalong which has been warmly received by the community. Given the remote location, and unique dynamics, we have tailored our supports to suit participants who are seeking active community and assistance with daily living. EPIC will continue to foster this new arrangement, always keeping in mind that the deliver supports that meet the participants needs.

Within our Community Programs sector, we saw the launch of an exciting new collaborative partnership with North Regional TAFE and Bloodwood Tree Association for the delivery of the Jobs and Skills Centre program. Across the Pilbara, there is one main hub being in Karratha and four sub hubs located at our EPIC office in Karratha, Hedland and Newman TAFE campus. Its early days, however we are learning fast about how best to provide a model in each of the regional towns that reflects the needs of their communities. Services including employability workshops, interview preparation, provision of local career and employment information, as well as career action planning incorporates just a few of the services EPIC has rolled out.

This exciting initiative compliments what we are doing in our disability services as we are able to actively support people with a disability to find meaningful career and



employment opportunities. How fortunate we are to be able to offer such an end to end service.

As we look forward, we are all excited by the prospect of moving into the EpiCentre office and Community Hub based in Karratha. This project signifies a milestone in EPIC history with the ability for us to provide even more value driven, person-centered services within the community.

I hope you enjoy reading our 2019 Annual report. It certainly reflects the great diversity of services delivered across the Pilbara. The hard work of a dedicated team of EPIC employees have made progress along a continuous journey of improvement. To all EPIC employees, thank you for your dedication and steadfast commitment to ensuring we always keep the person at the centre of all we do.

To end, I would like to quote Gandhi's famous lines 'be the change that you want to see in the world', this is what we want for EPIC. The rights, lives and opportunities for people in our community is what we strive for each day. This is our focus and the way we work is in line with our vision of empowering people to be the best they can.

Stephanie Soter — Chief Executive Officer

Moving into the future is EPIC!

We are thrilled to be moving into the Cloud and streamlining our processes to meet changing technology. This will ensure that EPIC services to clients are managed through state of the art systems that provides timely support services. Moving into the cloud has allowed us to update our systems and use contemporary technology to incorporate a new integrated Client Management System (CMS) with a Rostering and Payroll program. Our Support Workers will be able to access the new software remotely though an App, which will assist them with their tasks whilst in the field. Accessing the software remotely will allow staff to monitor their own progress and feel empowered. It will provide a reduced margin for error with continuity in format of forms and processes. By embracing the new software, Epic will also reduce their carbon footprint with the reduction of paper usage.

Stephanie Freedman — Project Officer

Watch This Space

Connect Me is a project that we are undertaking to assist organisations to deliver recreational pursuits and activities to provide culturally appropriate, inclusive and community-led recreation. This project will result in Pilbara-based people with disability having increased access to a wider choice of pursuits.

"The aim of the project is to share information to the community surrounding inclusive programs and events"

Sophie Palfi — Connect Me Project Officer





EpiCentre

Welcome to the EpiCentre!

The turning of the sod for the EPiCentre occurred on 2 April 2019, with construction commencing shortly after. EPIC staff are eagerly waiting for completion in 2020.

The design philosophy is to add to the aesthetic of the town and having a community focus, while adding to the architectural presence in the area. The use of a variety of materials and colours and the creation of external spaces that add to the appeal of the structure. Landscaping using native species will complement the centre with ample vehicle parking areas through the landscape design.

The emphasis around the centre is to create an exciting, friendly, flexible, multi-use centre that is environmentally responsible and provides inviting yet private spaces, and responds to current and future needs of staff, individuals and the community that we support. The building has three distinct areas which comprises of administration, training and a Hub.

The Hub is an exciting stand-alone building that is connected by a walk way to the main building. It has a self-contained kitchen, resource room for information technology, a quiet room and an open lounge/dining area.

It is a place that will offer people living with a disability (with the assistance of their Support Workers) an opportunity to develop their independent living skills in an environment that has been designed and built with them in mind.

The construction of the EpiCentre gives EPIC a wonderful opportunity to have us all under one roof, sharing day to day supports and activities with our individuals and their families.

Sharon Jackson — Disability Coordinator





Pilbara Retreat

The Hedland Retreat is a five by two Respite House that offers short stays to people living with a disability and/or their carers, to take a break, rest up and recharge.

Located in the heart of Port Hedland and only a few steps away from the foreshore, the Pilbara Retreat provides high quality standards with a tranquil holiday escape feeling, whilst being able to provide full support to people with a disability, their carers and family members. The facility has state of the art equipment with a "warm interior design" to ensure that you have a relaxing stay.

The house features:

- A self contained kitchen and dining facility
- Three double bedrooms
- A Bariatric bedroom with hoist and en-suite bathroom
- Staff bedroom and en-suite
- Independent bathroom
- 2 living areas
- Alfresco dining areas
- Basketball court
- 2 outdoor fireplaces
- Smart TV
- Internet
- Facility Coordinator on-call availability
- Landscaped gardens
- Supported living available on request

The Pilbara Retreat is available to people in and out of the Pilbara Region, if you require more information on availability, please contact us on 9185 0000







As a leading NDIS service provider in the Pilbara, the EPIC disabilities services team have a comprehensive understanding of the new NDIS process and we have made significant progress in transitioning plans from the old WA NDIS model to the new Federal model.

Our Programs & Services

Disability

This year has been a very transformative year for disability services as it transitioned into the National Disability Insurance Scheme (NDIS). Staff adapted to new systems, learnt new skills and developed new ways to support individuals to achieve their goals whilst individuals gained greater choice and control of their funding. This can only be seen as a win for all stakeholders.

A key focus for this year was to develop new strategies for better engagement with Aboriginal and Torres Strait Island people and communities across the Pilbara to increase individual, family and community capacity to access and participate in the NDIS. The Aboriginal Liaison Officers located in Karratha, Hedland and Newman provided EPIC staff the opportunity to increase its knowledge and understanding of culture and the perspective of disability within that cultural frame. With this knowledge we were able to increase the number of Aboriginal and Torres Strait Island people we supported in 2019.

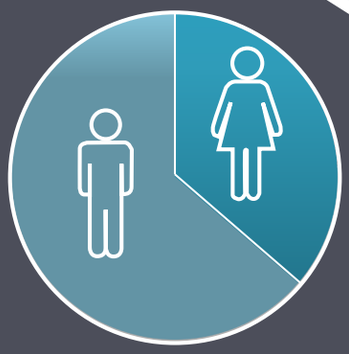
Throughout the year, across the Pilbara, we have supported over 150 individuals through person-centered services to achieve some pretty amazing goals and participate in a diverse range of community activities and programs. These include art, book, cooking and health groups, as well as participating in large community events such as the Brett Johnson Memorial Speedway, the circus and the Port to Port Swim Challenge.

Choose a job that you love and you'll never have to work a day in your life! ~ EPIC has given me that, no two days are the same and every day matters!

Jasmine Mellhuish, Disability Services Coordinator, Newman







We support
93 Males and
53 Females.

14% of males and 7% of females recognize themselves as being Aboriginal and/or Torres Strait Islander.

Our Highlights:

- An increase in diversity of our workforce that includes, culture, age, sex and skills to support our diverse individuals needs
- New projects starting including the 'Connect Me' which will scope out the accessibility for people with disability in social and recreational pursuits.
- We delivered over 1000 kilograms of food for our Second Bite program.
- Series of videos created that target the potential disability workforce to increase understanding and interest in becoming a support worker
- Development of new partnerships and relationships to deliver service, particularly in remote communities such as Jigalong

My journey from Delhi to Karratha has been full of adventures with many fulfilling and rewarding experiences. As part of the EPIC team, I am privileged to be part of other peoples journeys and to see them realise their goals in life and to be part of their successes.

Chanda Malik – Support Worker, Karratha





EPIC individuals attending their weekly gym session.



Erin Johnson inside her "dolphin" car.

Our Stories

Getting Sweaty!

A number of EPIC's individuals are keeping fit and healthy by attending a gym class each Friday at King Fisher gym. Personal trainer, Geoff, encourages and motivates through a range of exercises to keep the body and mind strong. The outcome for our participants is an increase in confidence and general well-being. They all look forward to their session each Friday!

Kirra's Youth Voice

Kirra is a beautiful young woman from Newman, who recently attended the Youth Voice activities in her community. Kirra enjoys going to community activities where she can socialize in a creative setting. Hands up to Kirra who has been volunteering at the Zap Circus in the Newman Square. The excitement and enjoyment that Kirra gets from reaching her goals is an enriching experience for herself and the Newman team.

Erin Johnson's New Car

If you see a car with dolphins on the side, you can almost guarantee that it is Erin Johnson in her new wheels, getting out and about around town. Erin, who lives independently in her own home, purchased her new car last year and she is making the most of it! Erin says having her own wheels allows her the independence to decide when and where she goes, which she is really enjoying!



EPIC awarded "Best Community Organisation" in the 2018 KDCCI Business Excellence awards.



EPIC awarded "Most Outstanding Community Organisation" in the 2018 Pilbara for Purpose Service awards.

Best Community Organisation!

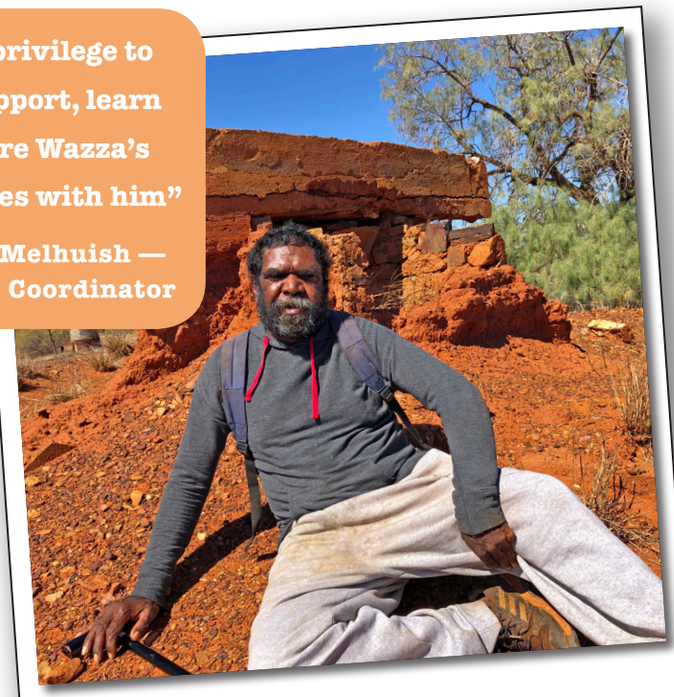
2018 was a year of positive development and change. The EPIC team continues to ensure that we enrich our communities through persistence and hard work. We are honored to be awarded with "Best Community Organisation" and "Best Customer Service" award in the KDCCI Business Excellence awards and the Pilbara for Purpose Service awards for 2018!



Wazza and Jasmine sitting near the Rabbit Proof fence

"It is a privilege to visit, support, learn and share Wazza's experiences with him"

Jasmine Melhuish — Disability Coordinator



Wazza in Old Jigalong

Meet Wazza

Wazza is a proud Martu man who has a strong cultural identity of who he is. He has a passionate love of the country, with a thirst and desire for passing on his knowledge.

He has introduced our team to some incredible experiences in Jigalong, from visiting his country, to seeing the Rabbit Proof fence and his hunting trails from childhood.

With the assistance of his Support Workers, Wazza is now able to go country more often and proudly share his experience and knowledge.

My job makes me EPIC in every way, being able to offer someone emotional, social and cultural support is something I strive for every day. There is no fast way to success but I feel extremely lucky to have such a supportive team and family to support my passion to empower all people to live their best life. We all face barriers in our lives and one of things I love most about my role is being able to connect individuals with other service providers and receive assistance from EPIC to increase their quality of life. The disability sector is close to my heart, with my son being diagnosed with Autism at the age of 4. I bring my compassion of being a parent to an individual with a disability into my job role. I feel this embodies EPIC's value. Seeing the happiness of a participant who has a great Support Worker that is changing their life brings me joy to know that I've made that connection happen.

Christelle Lee — Disability Coordinator





Heat, Bogs, Water and Remote Travel

There is never a dull moment for our teams that travel across the Pilbara. From unpredictable weather, to driving through water crossings, to getting bogged or changing a tyre! It all adds up to an action-packed week and demonstrates the resilience of our dynamic teams.



Tane's Handy Hands

Tane Bradley popped into Handy Hands in search of some work experience, he turned on his charms and landed himself some volunteer work with the prospect of paid employment. Handy Hands have welcomed Tane with open arms and he's making new mates and contributing his talents while also making a great impression with his bubbly positive attitude!



Pilbara Famous - Luke Whatley

High Five to Luke Whatley who completed the 4km walk, run and roll City to Surf event in Karratha. The level of excitement reached its peak with the crowd excitedly clapping and cheering as Luke crossed the finish line.

The City to Surf has given me the opportunity to expand on my personal repertoire of challenges!

- Luke Whatley



"Love EPIC"

Top Fan, Marian Palandri
(My People Presentation)

"Aww bless,
love you guys!"

Cindy Johnson
(Psychosocial Presentation)

Marketing

Video Exposure

2019 saw EPIC increase our exposure with the development of four video presentations, with three of the presentations designed to target potential disability workforce candidates to understand and gain further appreciation of the benefits of being a Support Worker and the significant role they play in empowering people with a disability to reach their goals. The videos, which are all 90 seconds in length are titled: A Day in the Life of a Support Worker, Supporting Someone with a 'Psychosocial' Disorder, My People and Working at EPIC. The feedback from the community who viewed the presentations on our Facebook pages has been extremely positive. With the distribution to a vast range of disability workforce candidates already, our ambition is that the presentations continue to be used as an educational tool by disability workforce candidates, to inspire and empower current and potential Support Workers.

Marketing

At EPIC, we realise that marketing plays an important role in establishing relationships between ourselves and the community, most notably, in an environment where our services are diverse, it's important to collaborate the services we provide in a structured and intelligible message. Identifying the need of a distinct structure on our Social Media platforms has generated our presence in the market, creating more followers, likes and engagements that reflects the EPIC brand by promoting our Disability Services, including the National Disability Insurance Scheme (NDIS), our Jobs and Skills Centre services and events and workshops EPIC facilitate. Moving forward, EPIC's marketing will focus on ensuring the EPIC brand is delivered in a target approach, with the exciting transition to the EpiCentre, all our services and programs will be aligned, giving us the opportunity to continue to enrich our communities through our branding and exposure.

Kylie Godridge — Communications & Engagement Coordinator

Facebook Insights

Karratha

Page Followers ↑ 26%

Page likes ↑ 18%

Post Engagements ↑ 26%

Hedland

Page Followers ↑ 93%

Page likes ↑ 93%

Post Engagements ↑ 334%

Newman

Page Followers ↑ 55%

Page likes ↑ 60%

Post Engagements ↑ 115%



Community Programs

William Baldwin said that "a community is a group of people who have come together, and they work and they live to try and improve the standard of living and quality of life" for people. Through our Community Programs, we continue to connect a diverse range of people to meet their goals and realise their potential through our career services. We have successfully linked families with services that assist them in developing their skills and cope with the challenges of parenting.

As a Community Team we have been successful due to our ability to build strong collaborative partnerships throughout our Pilbara communities. The number of workshops and programs that we have facilitated this year is a true compliment and reflection of meeting our community needs.

Vanessa Brown — Community Programs Manager

> "A BIG thank you for the time and effort Anita put into my resume to make it a job winning accomplishment! Her efforts will make a big difference in my life and help make a brighter future for my family. Anita, you are certainly a credit to yourself and a huge asset to your employer. Again, a heartfelt thank you."
>
> *Michael, Newman*

Jobs and Skills Centres

2019 saw the Career Centres transition to Jobs and Skills Centre's (JSC's) across the Pilbara. The JSC's are co-located at the Pilbara TAFE with drop in support continuing to be available at the EPIC office locations. With the transitioning to new office locations we have continued to provide a service to over 1500 clients.

The government initiative to move from Career Centres to JSC's is designed to support students and jobseekers in their ongoing career development and provide businesses and employers with information and advice on their workforce development needs. Programs are designed to support and empower clients to take the practical steps towards their individual career needs.



Community Workshops & Events

Continuing to connect with community members through fun and interactive events designed to promote services and identify the needs of the community, has been essential to our success. Various events celebrated on the ground throughout the year included NAIDOC week, Mental Health Week, Disability Awareness Week and NATSI Day.

Various expo's and employment information sessions supported a diverse range of job seekers and career opportunities to the Pilbara region. Including the annual Karratha Career Expo, Roebourne Regional Prison Career and Transition Expo, Hedland and Newman's "Live Well, Work Well" expo's for employees who reside locally. Our Community team sure get's around!

School Based Workshops

This year our Community Coordinators have delivered a series of workshops to prepare students for the world of work, ranging from the interview processes, mock interviews, career pathway sessions to participating in speed careering events with local business and industry. Highlights include working with the Clontarf Boys Forum, Passport to Employment program for students living with a disability, which includes a Day in the Life excursion with local organisations, plus mini sessions at the Next Step Conference. It's been a year for developing strong partnerships with schools and assisting young people to take a positive approach to their lifelong learning.

> "'A very big thank you to you for presenting to our Year 11 students over the past two days, we very much appreciate your time. Last period yesterday, may have felt restless – not really the ideal time to have a class, but I think they achieved a fair bit. I'm looking forward to the outcome in what the students will produce. I'm sure there will be plenty of questions '"
>
> ***Carol Potter, St Lukes High School Karratha***



Parenting Services

Our Parenting Coordinators have a focus on children's development, behaviours and ongoing support for diverse families living in the Pilbara. Evidence based parenting programs such as 123 Magic, Positive Discipline in Everyday Parenting, Circle of Security and Tuning into Kids, taught parents how to build their knowledge and confidence within a group setting.

The annual Teddy Bears Picnic and Early Years Expo came alive for hundreds of families, children and parents. With teddies galore, children loved the bouncy castles, rides and danced the morning away with on stage performances by local talent, whilst Red Dog and Mr Teddy worked the crowd. Parents navigated through the crowds to visit early years stallholders and keep up to date with what is happening in Karratha.

Healthy Eating was held in Newman, where the community team were able to talk to parents and carers with focusing on establishing healthy eating routines. Protective Behaviors workshops proved successful for both mums and dads while Switched on Dads sessions brought fathers together to talk all things parenting. Aboriginal Torres Strait Islander (NATSI) Day playgroup and monthly relax and play supported playgroup sessions were also a hit with Hedland families and neighbouring Indigenous community members.



105

workshops, events and programs have been delivered across eight Pilbara locations by the Community Programs team over the past year!

West Pilbara Children for Communities

This valued and committed community partnership delivers after school programs every term including Fun Friends, Friends for Life, Drumbeat and Tuning into Kids. These evidence based programs run throughout the school term and provide a safe space for families to participate in these resilience and mental health programs.

> “A massive thank you to the crew at EPIC South Hedland for providing me with excellent assistance in applying for jobs and building my resume. I’ve been coming in for the past couple of months to seek work and I am very happy with the help given. I recommend EPIC to anyone else in need.”

Karratha Science Engagement Network (KSEN)

Through our ‘Science Engagement Network’, we engaged the community through a series of fishing clinic’s to promote family connection and awareness, Science fairs within the local high schools to promote Science, Technology, Engineering and Mathematics (STEM) career pathways. EPIC sponsored and coordinated the visit by Dr Brad Tucker and his amazing Australian National University team to the Pilbara, with their future of space regional tour. The team donated four large telescopes to Karratha, Hedland and Newman to be used for future stargazing events in the community.

Financial Statements

For the year ended 30 June 2019

Profit & Loss Statement

For the financial year ended 30 June 2019 (unaudited)

Income	
National Disability Services	$4,766,860.35
NDIS Plans	$22,056.41
NDIS Direct Services	$346,541.54
Grants	$1,923,819.74
Grants - Other	$1,089,984.31
Training Assistance	$6,750.00
Workers Comp Reimbursement	$2,661.89
Insurance Payout	$17,285.00
Sundry Income	$194,503.13
Other Client Income	$298.30
Donations	$5,657.05
Mis Income	$433.14
Respite House Karratha- Income	$1,120.00
Respite House Hedland Income	$373,822.28
Unit Rent	$14,618.13
Office/Venue Rent or Hire	$5,605.29
Paid Parental Leave	$11,509.60
Vehicle Lease Income	$31,597.80
Bank Credit Interest	$199,481.60
Total Income	**$9,014,605.56**
Expenses	
EpiCentre Build/Development	$877,309.76
AGM/Board Expenses	$1,482.62
Accounting - MYOB	$1,099.10
Advertising/Marketing	$37,129.45
Accounting/Audit Fees	$16,500.00
Bank Charges FRE	$682.33
Bank Charges GST	$109.83
Bookkeeping	$2,405.00
Fees & Charges	$35.42
Corporate Marketing	$8,760.00

Profit & Loss Statement (continued)

For the financial year ended 30 June 2019 (unaudited)

Programming Software/Training	$38,084.00
Meeting Expenses	$3,282.67
Venue Hire	$7,637.28
Computer Expenses	$4,281.29
IT Support	$20,603.47
Consultancy Fees	$119,481.84
Dues & Subscriptions	$5,272.97
Depreciation	$94,863.00
Insurance	$213,044.15
Legal	$9,049.77
Telephone & Internet	$39,367.18
Photo Copier Maint Contract	$9,825.14
Printing	$8,370.17
Postage	$903.61
Office Supplies	$3,630.97
Freight Paid	$912.42
Motor Vehicle Rego & Maint	$30,909.35
Motor Vehicle Insurance	$19,356.78
Motor Vehicle Fuel Costs	$47,246.62
Motor Vehicle Lease Costs	$31,597.80
Promo Material	$43,803.64
Resource Material	$661.38
Discretionary Budgets Items	$492.32
Consumables	$3,800.19
Plant & Equip >$1000	$8,672.35
Catering Expenses	$1,381.10
Program Expenses Karratha	$16,380.65
Program Expenses Roebourne	$843.64
Program Expenses Perth	$1,493.66
Program Expenses Hedland	$4,781.25
Program Expenses Newman	$1,663.92
Respite Accommodation	$362,462.28
Respite House - Activity hrs	$50,820.00
Respite Costs - Karratha	$1,038.58
Respite Costs - Hedland	($503.67)
Utilities Respite Houses	$2,059.32
Water - Respite Houses	$1,229.85
Respite - Maintenance of Prop	$7,844.45
Renovation Respite House	$41,382.50
Shire Rates - Respite Hses	$3,288.20
Office Rent	$155,218.56
Cleaning - Premises	$9,223.15
Variable Outgoings - Premises	$761.81
Management Fees	$6,583.59

Profit & Loss Statement (continued)

For the financial year ended 30 June 2019 (unaudited)

Electricity - Office/Unit	$32,426.89
Water - Offices/Unit/Staff	$3,700.82
Land Tax	$1,688.01
Rates Shire & Water - Offices	$15,814.99
Strata/Levy fees - Off/Unit	$10,636.80
Maintenance - Off/Unit	$2,951.77
Staff Recruitment Expenses	$16,001.20
Staff Training	$30,746.32
Staff Uniforms	$1,421.59
Travel & Accommodation	$39,207.93
Staff Rental - Expenses	$14,880.07
Staff Amenities	$10,535.68
Superannuation	$329,638.96
Wages & Salaries	$3,815,168.46
Training- Wages	$914.12
Workers' Compensation	$2,019.20
Travel Allowance	$30,998.63
Accrued - Personal Leave	($15,120.46)
Accrued - Holiday Leave Exp	$41,104.14
Accrued - LSL Expense	($7,903.06)
Accrued - Leave Loading	$5,267.83
Accrued - Shift Work/Nth West	($463.75)
FBT Costs	$691.84
Interest Charged	$45.40
Total Expenses	**$6,760,990,09**
Surplus	**$2,253,615.47**

Balance Sheet

For the financial year ended 30 June 2019 (unaudited)

Current Assets	
Cash On Hand	$10,720,032.16
Trade Debtors	$181,233.72
TOTAL CURRENT ASSETS	**$10,901,185.88**
Fixed Assets	
Vehicles	$310,950.01
35 Koolinda Parade Baynton	$460,000.00
14 - 123 Wellington Street	$575,000.00
22 Balmoral Road Karratha	$990,000.00
Furniture & Equipiment	$168,154.39
TOTAL FIXED ASSETS	**$2,504,104.40**
TOTAL ASSETS	**$13,405,290.28**
Liabilities	
Mastercard 4418	$4,093.26
Trade Creditors	$391,290.12
GST Liabilities	$112,474.36
Payroll Accruals Payable	$68,499.50
Accured Exp - Personal Leave	$254,639.87
Accured Exp - Holiday Leave	$590,892.47
Accured Exp - LSL	$284,925.15
Accrued - Leave Loading	$51,864.28
Accrued Shift/Nth West Lve	$10,908.89
ATO - FBT	$6,979.00
Loan - Participants	$135.80
Inventory Respite Held	$15,000.00
TOTAL LIABILITIES	**$1,791,702,70**
NET ASSETS	**$11,613,587.58**
Equity	
RETAINED EARNINGS	**$9,359,972.11**
CURRENT YEAR EARNINGS	**$2,253,615.47**
TOTAL EQUITY	**$11,613,587.58**

Friends of EPIC

EPIC wouldn't be able to do all the work we do without the support of our partners and stakeholders. We would like to thank and acknowledge the following organisations for their continued support.

Apprenticeship Support Australia

Army

Ashburton Aboriginal Corporation

Australia Post

Australian National University

Bennett + Co

BHP

Bloodwood Tree

City of Karratha

Clontarf Academy

Coles

Dampier Primary School

Department of Communities

Department of Training & Workforce Development

FMG

Goodline

Hands on Parenting

Hedland Senior High School

Helping Minds

IBN Group

IMMS Recruitment

Inspiring Australia

ION Foundation

Juluwarlu Group Aboriginal Corporation

Karratha Community House

Karratha Family Centre

Karratha Girls Academy

Karratha Senior High School

Kuruma Marthudunera

Maintenance Contractors

Martu Farm – The Martu Christian Fellowship

Mawarnkarra Health Service

MIB Traffic Management

Mission Australia

Murujuga Aboriginal Corporation

Newman Neighbourhood Centre

Ngarluma Yindjibarndi Foundation

Newman Senior High School

Nintirri

Odessey Marine

One Tree

Onyx

Pilbara Community Legal Service

QUBE

RecFish West

Regional Development Australia

Red Dog Pilbara Postie Bike Adventure

RioTinto

Roebourne Regional Prison

Save the Children

Scitech

SecondBite

Shire of Ashburton

Shire of East Pilbara

St Lukes College

The Smith Family

Town of Port Hedland

V Swans

VTEC, FMG

Wangka Maya

Well Womens Centre

Wirraka Maya Health Service

Woodside

Woolworths

Yaandina

Yamatji Marpla Aboriginal Corporation

Youth Involvement Council

Yara

YMCA



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Feedback

Feedback is an important part of meeting Standard 4 of the National Standards for Disability Services. Please get in touch via our website at www.empoweringpeople.org.au/get-in-touch/feedback/ or email reception@empoweringpeople.org.au



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