



Brite Annual Report

2017 - 2018



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Our Existence

Transforming Lives. Every Day.

Our Vision

Equity and Access to a better life.

Our Mission

Provide sustainable services that create opportunity and support for people living with a disability or who are vocationally disadvantaged.

Our Values

Courage, Dignity, Compassion, Accountability, Flexibility, Performance

Our Organisation

Brite is a training and employment social enterprise. We employ over 200 people of which, 150 are people with disability. As an employer, Brite Pak provides a packing and logistics operation for a variety of local and multinational companies. Brite Plants is a wholesale nursery supplying a large variety of native plants, herbs, shrubs, fruit trees etc. to a diverse range of clients within the horticultural trade industry, as well as major commercial and government developments.

Brite is a registered provider of services under the National Disability Insurance Scheme.

Our Strategic Drivers 2017 – 2020



Brite is recognised locally as a provider of choice and nationally as a market leader in the delivery of NDIS services and supports



Brite is commercially focused & financially viable.



Our culture consistently delivers high impact outcomes.



Brite is acknowledged as a partner of choice.



Brite achieves improved access to government, philanthropic and corporate funding opportunities



Brite Board, Executive & Management performance is well understood and well managed

Chairperson and Chief Executive Officer's Report

We are pleased to present Brite Services' Annual Report 2017/18. The year has provided a number of unique and exciting opportunities particularly with the transition to the National Disability Insurance Scheme (NDIS). The Board, Employees, Families, and Partners are working collaboratively to ensure we achieve the strongest outcomes for our community through the NDIS implementation. Brite is firmly focused on increasing choice and control for all NDIS participants. To date, 70% of our colleagues have transitioned to the NDIS; for the most part this has been a positive experience. Under the NDIS, Brite is developing new service offerings to continue to improve social and economic opportunities for our community.

Brite's Strategic Plan (2017 – 2020) is being progressively implemented with key performance indicators being achieved. Brite's financial performance for the year was positive with budget targets being achieved. Sales performance across both Pak and Plants divisions exceeded budgeted expectations. NDIS funding remains a challenge with delays in funding received for participants; however, this is being pro-actively managed by our finance team.

We continue to innovate our service offering to ensure we provide the best possible outcomes for our community. Our Customised Employment (CE) program enables colleagues seeking opportunities beyond Brite, to receive tailored support to ensure they reach their employment goals. Based on success to date, the CE program will soon expand to provide further opportunities and improved choice and control in the wider community. We have also launched a new range of NDIS programs focused on increasing health and wellbeing; developing new skills such as cooking and nutrition; and, increasing confidence and social networks through performing arts.

We continue to foster strong working relationships with all levels of government, sector partners, and the wider community. In line with the fostering these relationships, this year we implemented the Brite Family Forums. This initiative provides an opportunity for our community to come together to discuss key issues, such as the NDIS, and ensure we are well positioned to respond to community need. Brite was started by local families, and remains committed to supporting our NDIS participants within their family context. Thank you to all of our families for your commitment and support of Brite this year, and indeed, every year.

Brite works with many local and multinational companies and we acknowledge and thank our all of our commercial partners. We thank you for your custom and look forward to growing our relationships, while adding further value to your businesses in the coming year. We also thank our community and government partners for their support throughout the year. It is this collective effort that achieves such great community outcomes, and makes Brite the fantastic organisation it is.

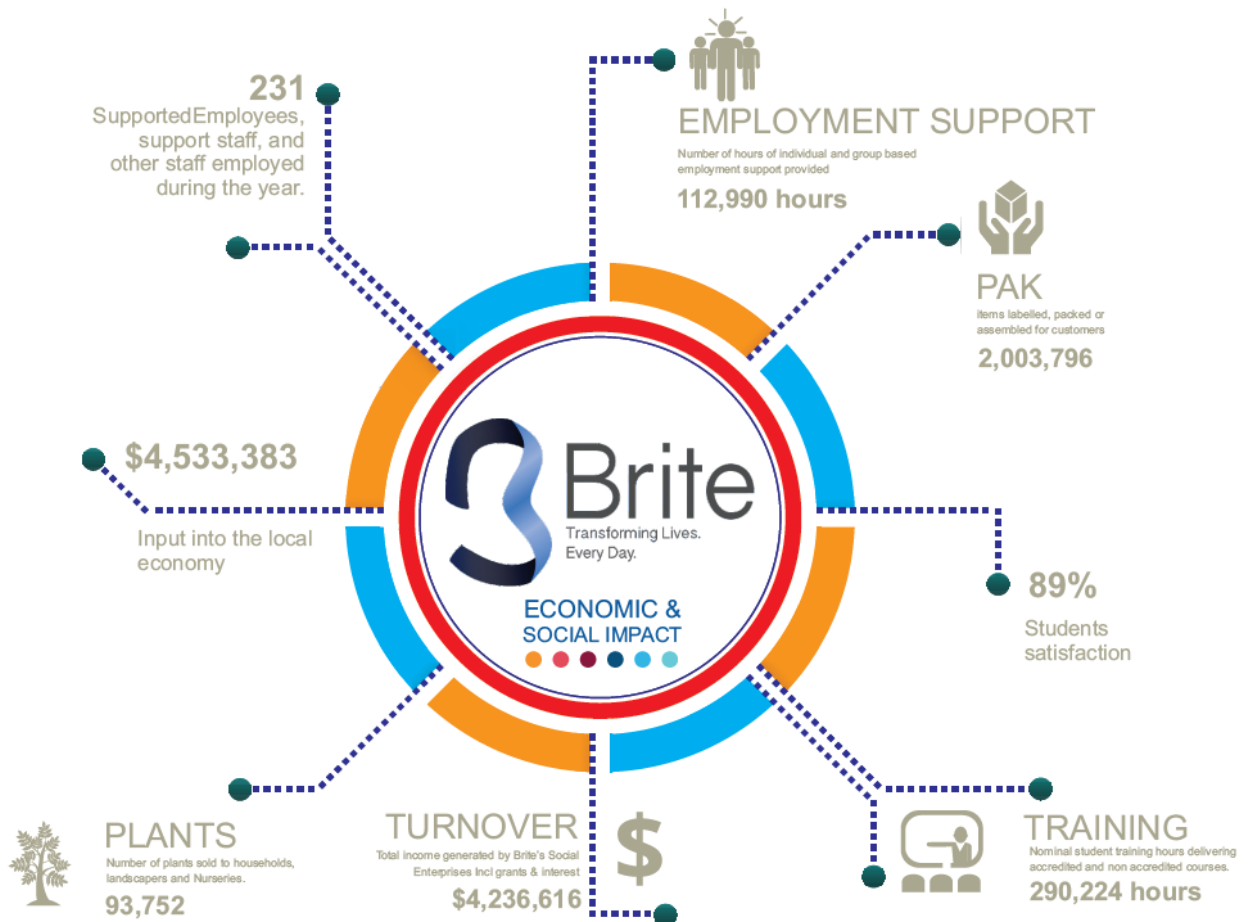
Our Patron, Her Excellency the Honourable Linda Dessau AC, continues her strong support of our work, with Brite Directors attending a number of events at Government House, recognising the contribution of volunteers at Brite, and across the wider sector.

We thank our Directors for their contribution and dedication in steering Brite's success; for providing their skills, experience and commitment to meet the aims, objectives and strong governance of our organisation. We also wish to thank the Directors for their continued support and assistance in our respective roles. We welcome Shelley Karpathakis and Paul Caruso who were co-opted to the Brite Board of Directors during the year.

It was an honour to attend the Victorian Disability Awards this year, where our Chairperson, Helena Gillies' commitment to our community was acknowledged with a Lifetime Achievement Award from the Victoria State Government. Congratulations to Helena on this fitting and well-deserved award.

On behalf of the Board, we thank all our colleagues for their passionate and valuable contributions to the well-being and continuing success of Brite.

Our Impact



Brite Plants

Brite Plants is a NIASA accredited production nursery that produces a large range of native and exotic plants for independent and commercial retail nurseries and the residential landscape sector across Victoria

This year the plants team were provided with an opportunity to invest more capital into increasing the commercial capabilities of the nursery to provide future sales growth. With the full support of the board of directors, Brite Plants undertook a number of major infrastructure upgrades for the business including the construction of an additional plant growing yard.

The purchase of a potting machine has also provided productivity gains for the nursery with plant production capabilities increasing from 6,000 pots per week through manual potting up to 1,500 pots per hour with the assistance of the potting machine. This boost in production allowed the plants team to turn over plants in a shorter period of time and has made a significant difference to our costs of production.


The team also purchased a new commercial van to improve sales after recognising the need to increase the frequency of deliveries to customers, suppliers and commercial partners.

The combination of these decisions to re-invest in growing the business along with the tireless work undertaken by our workforce has contributed to a record commercial turnover for the division.

As we continue to explore new areas of growth for the division financially, we remain committed to our core focus of providing people with disability the necessary vocational skills and training to undertake meaningful employment.

Brite Pak

Brite Pak (Pak) completed the 2017/18 financial year with a net profit of \$193,030. Pak's positive performance can be attributed to a successful transition into a new divisional structure and the implementation on an organic growth strategy focused on strong relationships with existing commercial partners. In addition to cost structure improvements and existing accounts growth, Pak established new opportunities with an emerging cosmetics and beauty products company as well as state government projects.



Across our four divisions (General Pak & Assembly, Clean Pak, Brite Plastics, 3PL) we fulfilled more than 2000 shipments and processed in excess of 2 million units on behalf of our commercial partners, whilst delivering a strong social impact in providing 90,000+ hours of supported employment.

Outside our core activities we also experienced demand for new services such as print mail preparation and mail distribution which accounted for 9% of all commercial revenue in its first year. We are continuing to develop this revenue stream whilst evaluating other communication/administration and ancillary service opportunities to diversify our portfolio.

Increased networking activities and new digital advertising measures implemented in early 2018 are currently generating a substantial pipeline of leads which will enable Brite to further build on recent business development achievements and to continue to grow new opportunities.

The implementation of the Pak team's new operational plan continues to be a key success factor for our business. The pillars of this plan are: continuous improvement and productivity analysis; commitment to a Delivery-In-Full-On-Time culture; and, enhanced workforce planning and development. Further refinements of our new strategy are already under way with the development of a customer service charter - in partnership with key internal and external stakeholders - as well as a customer service evaluation program.



On behalf of the entire team at Pak, thank you for your business.

Brite Employee of the Year

Congratulations to our colleague David Smith, Brite's employee of the year 2018. Throughout the past year David has really grown into his role within the nursery team. David regularly goes above and beyond in achieving great outcomes for his colleagues and our customers.



David Smith

David took on additional responsibilities this year, including: the setup of the potting shed for local school workshops. Through the workshops and other daily activities, David has been proactive in assisting students with their learning; daily quality checking of potted plants; assisting colleagues with their potting duties; and, other quality improvements.

David has volunteered to deliver a number of nursery visitor tours. This is a great opportunity for people to learn about our collective work, and David has been a professional and informative Brite representative.

David has regularly nominated to be a "buddy" for new colleagues to correctly demonstrate how to undertake their work, and ensuring an effective induction to Brite. In addition, David displays a keen interest in the sales side of the business, regularly discussing our performance with the management team. Thank you, David, for all of your hard work throughout the year, you are a worthy recipient of Brite's employee of the year award for 2018.



Financials

Brite Services ABN 47 114 989 650

Statement of Comprehensive Income for the Year Ended 30 June 2018

Revenue	2018	2017
Government grants and sales	3,175,865	3,104,244
Other income	156,831	143,201
Total Revenue	3,332,696	3,247,445
Expenditure		
Employee benefits expense	2,182,262	2,281,314
Depreciation and amortisation expense	88,652	78,383
Repairs, maintenance and vehicle running expense	84,973	106,959
Fuel, water and power expense	76,202	72,486
Rental expense	14,760	16,225
Staff training expenses	29,305	11,868
Audit, legal and consultancy expense	20,970	43,226
Production expenses	225,531	261,875
Marketing expenses	14,438	10,927
Doubtful debts	1,760	15,000
Other expenses	372,061	304,499
Total Expenditure	3,110,914	3,202,762
Profit/(loss) for the year	221,782	44,683
Total comprehensive income attributable to members	221,782	44,683

Statement of Financial Position as at 30 June 2018

ASSETS	2018	2017
Cash and cash equivalents	616,812	572,513
Trade and other receivables	169,151	227,245
Inventories	195,238	162,696
Other assets	192,031	153,018
TOTAL CURRENT ASSETS	1,173,232	1,115,472
Property, plant and equipment	664,893	654,898
TOTAL NON-CURRENT ASSETS	664,893	654,898
TOTAL ASSETS	1,838,125	1,770,370
LIABILITIES		
Trade and other payables	219,329	350,987
Provisions	262,620	366,974
Borrowings	132	3,627
TOTAL CURRENT LIABILITIES	482,081	721,588
Provisions	113,952	28,472
TOTAL NON-CURRENT LIABILITIES	113,952	28,472
TOTAL LIABILITIES	596,033	750,060
NET ASSETS	1,242,092	1,020,310
EQUITY		
Retained Earnings	1,118,962	897,180
Revaluation Reserve	123,130	123,130
TOTAL EQUITY	1,242,092	1,020,310

A full copy of the Audited Financial Statements is available on request or at www.brite.com.au



Brite Services
Hume City Council Business Award Winner 2018
Diversity
Human Resources



Brite

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