

Annual Report

2020/21



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brite
☺



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From the chair

For all at Brite, 2021 will be remembered as one of the most challenging and difficult years we have experienced. It has been a time of uncertainty and change, not just for all of us individually but within the community more broadly. No one has remained unaffected.

However, on a positive note, it has also been a year of significant achievements for the organisation. I say this with immense pride as I have witnessed firsthand the marathon efforts our leadership team, staff and employees have put into ensuring we stay open. Despite the restrictions of COVID, they kept the wheels in motion and put strategies in place to ensure a more positive and productive future.

Of course this team effort depends on the ongoing support of our partners, advisors and those who volunteer their time. We would not have been in a position to meet the challenges of 2021 without the tireless dedication of the Brite community, families, the Board and of our industry partners. Thank you!

In December we welcomed our new CEO, Robert Hannaford, initially as an interim CEO and then appointed permanently to the role. Robert took on significant challenges from the start. He certainly jumped in at the deep end; but it became evident very quickly that the experience and knowledge he brought to the role were invaluable in addressing these challenges. Not least of which was the work required to respond to a number of critical audits, working through the impacts of a significant increase to our operational costs and commencing a very overdue review of all our many policies and procedures. We have been fortunate to have Rob's leadership throughout 2021.

The organisation continues to pursue the strategic objectives we established in 2020. A number of initiatives were put in place throughout the year which will form the foundation of our growth into the future. We were successful in winning a number of significant contracts, established new partnerships and built on business opportunities, all with the continuing objective of providing meaningful employment in a range of different areas for Brite employees. Establishing strong foundations will be crucial for this to continue and to building a sustainable future for Brite.

I would like to acknowledge our Patron, Her Excellency the Honourable Linda Dessau AC, Governor of Victoria, whose ongoing support of our work is always appreciated.

In closing, a final thank you to all. We are extremely grateful for the ongoing support we receive and we look forward to another challenging but very positive year to come.

Megan Broome
Chairperson



From the CEO

Despite the significant challenges presented during 2020-2021, I am pleased to state that Brite is on track to meet its current and future targets/commitments.

I joined Brite halfway through the year and found myself leading a unique organisation – a social enterprise producing food, packing products, manufacturing plastic containers for ice-cream cakes and operating a very successful nursery. Added to that mix are a registered training organisation and an assistive technology area undertaking special projects like the Brike, making us a dynamic enterprise with potential for growth.

It had been a difficult year dealing with the issues presented by the COVID-19 pandemic, which forced us into lockdowns and a very real change in how our business operates. We took the hard decisions and, despite not receiving Job Keeper, continued to pay our workforce – whether they were at work or staying home. This decision adversely impacted our finances but allowed us to stay true to our mission and values.

We successfully completed the complex audits required by the NDIS Quality and Safeguards Commission, thanks to the efforts of our very professional Executive Team and staff. This experience was the start of a renewed push to review all our policies, procedures and compliance with a goal of growing into other products and services through our food production, nursery and registered training organisation.

Achieving Food Safety System Certification (FSSC 22000) gave us the foundation we need to increase our food industry offerings and expands our involvement with the Melbourne's North Food Group, managed by local economic development organisation NORTH Link.

Our future plans involve growth of our offering into several new markets and to export, alliances and co-production. But this is a long term investment as we deal with the ongoing challenges of COVID-19, from staffing issues to supply chain disruptions.

Our Board has been heavily involved in the journey and I would like to thank them for their time and stewardship. I would also like to thank our staff, who continue to demonstrate their professionalism, efficiency and dedication on a daily basis.

We look forward to building on our work to ensure that Brite has a sustainable and successful future.

Robert Hannaford
Chief Executive Officer



2020-2021 at a glance



142

supported team members



125,784

hours of employment support provided



59,810

beauty and cosmetic gift sets assembled
for local and export market



803,520

ice-cream trays manufactured onsite



15,400

medical face shields assembled and supplied
to front line medical services



1,000,000+

products labelled



125,520

hours of training delivered



achieved food
accreditation standard
FSSC 22000 certification



passed Quality
Safeguards
Commission Audit

What we do

For more than 40 years we have been changing people's futures by providing our community with jobs and opportunities.

We know that real employment is a catalyst for change, breaking down barriers and setting people up for success in life.

Through our pick pack dispatch facility, plant nursery and training, we empower our community and offer our business customers quality services.

We know that everyone has the potential to make a genuine contribution. Our purpose is to transform people's lives through meaningful work and give our customers the best possible results.

Our history

Brite was established in the late 1960s, when a group of parents and carers saw a need for an inclusive workplace and environment that supported the needs of people with a wide range of abilities and skills. Representatives from local and state governments, local service clubs and families worked hard to purchase land in Broadmeadows, build a factory and offices, and establish our organisation. Today we have grown and evolved into a successful social enterprise providing genuine employment opportunities for more than 240 people.



Our strategic drivers

- 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 a highly respected registered training organisation.
- Brite is commercially focused and financially viable.
- Brite 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 and management performance is well understood and well managed.

Our Strategic Plan

Our Strategic Plan focuses on the following:

- 1** Employment & Training including disability employment supports and services (such as support in employment), training (Brite Institute), and our Community Learning and Employment Hub.
- 2** Social Enterprise including nursery, advanced manufacturing and food.

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.





Impact of COVID-19

When the COVID-19 outbreak was officially announced by government as a pandemic, we had to move quickly to ensure the safety of our staff and the sustainability of our organisation. Given the nature of our work with food processing and plants/agriculture, we were deemed an essential service and could continue operations during lockdowns.

There was a challenge in the fact that many of our supported team members were unable to work on site due to disability and health issues. Other staff pivoted and moved into different roles that enabled us to meet our contractual obligations to clients. When necessary, we employed casual staff to assist.

Crucially, as JobKeeper was unavailable to us, a decision was taken to continue to pay our supported team members whether they were able to attend on site or not. This had a negative impact on our balance sheet but ensured that our people remained connected to Brite and to their jobs.

We needed to constantly adapt and find ways to maintain our operations so that we could meet our obligations to clients and ensure the health, safety and wellbeing of our staff.

Our strategies included:

- developing a comprehensive COVIDSafe work policy to keep our people safe
- ensuring that staff not eligible for JobKeeper were paid during lockdowns
- delivering on all existing contracts, with team members from different areas working on the floor as required
- focusing on the mental health and wellbeing of the team, for example social Zoom meetings, ongoing welfare checks, one-on-one phone connections and daily meetings
- transitioning training programs to online learning platforms, including foundation course content associated with our Pathways program
- holding regular family forums between colleagues, families and management; weekly during the height of the pandemic
- using the Toyota production tracking system to keep on top of customer orders
- steering the nature of Pak work into packing and assembly of essential products such as food products and medical face shields
- establishing an online professional development program for supported team members
- communicating regularly with customers, especially around how COVIDSafe measures may influence them
- encouraging staff feedback on a regular basis, both in person and online providing regular COVID updates and Brite specific information to supported team members and families support network via SMS and email
- finding innovative ways to keep in contact and conduct activities with our supported team members online
- celebrating team and individual achievements and recognising exceptional work.

the pandemic



CASE STUDY

Toyota partnership

Production System Support Centre to develop and manufacture 15,400 face shields using Toyota's design and development, technology and production expertise. After initially supporting our face shield production and distribution, Toyota helped us to develop our capability so we could produce the face shields independently. We continue to build on the knowledge and skills we gained from this partnership and applied them to more complex manufacturing involving our Brike. This project is developing an e-bike specifically designed for people with disabilities made by people with disabilities.





CASE STUDY

Brite muesli

Our Brite muesli range is going from strength to strength. After years of co-packing dry goods for other food manufacturers we saw an opportunity to manufacture our own branded products, launching Brite Fruit & Nut Muesli in 2019-2020. During 2020-2021 we upgraded our food manufacturing facility, expanded the range to include two new varieties (Tropical Blend and Apple, Cranberry & Coconut), partnered with distributor Sealane to reach independent supermarkets and completed our first export order to Malaysia.





Brite Pak

OPERATIONS

Brite Pak offers quality, reliable contract assembly, packaging, labelling and warehouse services at a competitive cost.

During the year, we overcame a range of difficult challenges around the pandemic to post a modest 7 per cent increase in sales compared to the previous year. We also made significant investments to increase business capability and equip Brite Pak for new work opportunities.

Our food business continued to grow with the release of two new muesli varieties (Tropical Blend and Apple, Cranberry & Coconut). Distribution expanded through metropolitan and regional IGA and Ritchies stores, and our first international export order to Malaysia was fulfilled.

We achieved the internationally-recognised food accreditation standard FSSC 22000 certification. We also improved the layout and functionality of our food rooms and invested in crucial machinery to increase productivity.

During quieter periods, we increased supported team member training hours to address skill regression brought about by prolonged stay-at-home requirements. This renewed focus on upskilling our people led to the development of a workforce development skills matrix.

In August we commenced our second project with the Toyota TPPS team, building 15,400 Toyota-designed medical face shields. The project allowed us to demonstrate our ability to standardise our assembly process and quickly ramp up production to meet industry demands.

Our team adopted new tools to help identify and remove wasteful processes from our production workflow. We made additional investments in personnel in key areas such as production operations and quality assurance and compliance. We also continued to maintain a 100 per cent 'deliver in full and on time' result for our customers across our operations.



Brite Plants supplies a diverse range of quality plants at competitive prices to customers in Victoria and Australia-wide.

Brite Plants



In 2020-2021 we achieved a sales increase of 34 per cent despite facing tough trading conditions brought on by the pandemic. We leveraged our position as a supplier of choice for quality plants and our proven history in demonstrating significant social procurement outcomes for major projects.

The sales result came on the back of increased plant supply to landscape and construction companies and Victorian Government infrastructure projects. In October we completed plant supply work for the Toorak Road Kooyong Level Crossing Removal Program, supplying over 40,000 plants including advanced trees, shrubs, grasses and groundcovers. And in March we embarked on our largest plant supply project to date, the Bell to Moreland Level Crossing Removal. This project involved growing and supply of over 1600 advanced trees plus an additional 130,000 shrubs, grasses and ground covers for landscaped areas across Upfield Line stations.

The project represented a significant progression of securing high volume and high value work.

Our decision to invest in building business capability led to the purchase of a custom-built medium rigid delivery truck with increased storage. This meant we doubled delivering capacity, ensuring safer and faster deliveries.

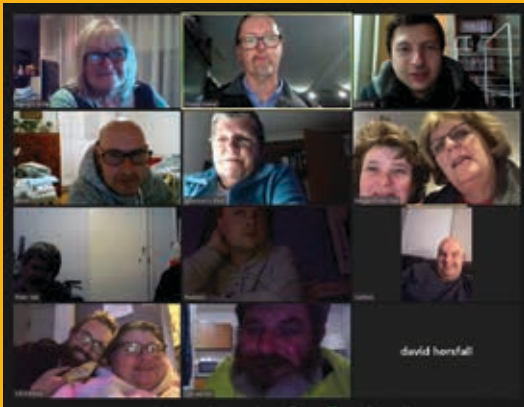
In late 2020 we secured a grant from the Department of Jobs, Precincts and Regions that allowed us to purchase a front-end loader. This purchase improved productivity, reduced potting mix loading times and assisted the team by allowing for social distancing within the potting shed.

We also invested in increasing personnel, with employment of a new support staff member and recruitment of two horticulture trainees.



Service Delivery ensures that our supported team members are given every opportunity to succeed, and that all NDIS regulations are followed and obligations met.

Service Delivery



Our supported team members are an integral part of our community. During the year we worked hard to increase our levels of contact and service provision to help our people deal with the major disruption caused by the pandemic.

Normally we provide support in a face-to-face environment. The pandemic meant we had to initiate a total rethink. Our team reverted to working from home during lockdowns, demonstrating agility and resilience as they moved again to online delivery.

During this time our focus was to engage and maintain a sense of community. We stepped up our communications, increasing the number of emails, letters and SMS messages, using every platform available to connect.

Family forums continued online, initially weekly and then fortnightly, allowing employees and families to stay in touch with us. We ran social Zoom meetings and commenced professional development over Zoom. In some cases this was people's first experience with accredited training, so having this experience remotely and online increased the degree of challenge. Some supported team members needed support and encouragement from our staff on using a computer and navigating the Zoom environment. For supported team members unable to come to work, we initiated a roster of phone calls so that each employee received at least one phone call per week.

During the year we continued our planning for transition to a new NDIS supported employment funding model. This is a systemic improvement that will help us to better deliver the individual supports that our people need.

OPERATIONS



Brite Institute is a registered training organisation that provides students with the skills, knowledge and confidence they need to follow the career they want.

Brite Institute



Over 2020-2021 we delivered all scheduled programs despite disruption caused by COVID-19. While some face-to-face training occurred between lockdowns, the majority was conducted online. Programs ranged from Certificate I through to Certificate IV in areas such as adult literacy and numeracy, individual support, disability, and ageing support.

At the beginning of the pandemic we moved our training over to our Learning Management System and adapted our resources for online delivery. This year we continued to improve our online services and support our trainers and assessors with their own professional development in using multiple online platforms.

We initiated a new program for supported team members, delivered over Zoom, which focused on accredited foundation skills with a strong workplace component. This helped people stay connected to their jobs and improved their understanding of work issues; 23 students completed the program and were awarded a Statement of Attainment or Statement of Participation.

While the year brought a higher dropout rate than normally experienced, this was in line with student disengagement across the sector. We retained a majority of our Brite Pathways students, who overcame the challenge of moving from secondary school to Brite and then training in an online environment.

Completion rates across our programs were affected, as compulsory work experience and practical placements were put on hold until COVID restrictions and host employers allowed. These units will be completed as soon as the situation improves.

Our scope of registration grew in August, as we added a Certificate II in Work Education to our offerings.





Focusing on food

Food manufacturing is a growth area that federal and state governments recognise as vital for economic recovery. As a growth employment sector for north-western Melbourne, it provides significant opportunity for our employees.

During the year we invested in our food rooms and new machinery to speed up production. We achieved FSSC 22000 accreditation, which allows us to get our food products into supermarkets. And we improved training for our supported team members in areas such as food safety, hygiene and appropriate cleaning regimes, particularly related to allergens.

Our muesli range is now available online, in selected supermarkets and to the export market.

Strengthening partnerships

Partnerships are essential to our success across all areas of operations. During 2020-2021 we continued to develop existing relationships and work with new partners to grow our customer base and provide increased opportunities for our supported team members. Following are just a few examples.

Two major projects delivered for major level crossing removal projects resulted from a partnership with landscaping company ACE Contractors. We successfully tendered to for provision of plants.

Our partnership with the Melbourne's North Food Group led to development of our muesli recipe, and was invaluable in connecting us with the assistance we needed to grow our food business.

And our close working relationship with the Brotherhood of St Laurence and the National Disability Insurance Agency allowed us to successfully deliver quality support to our community across the year.

Continuing innovation

Work continued on our innovative Brike project, although the pandemic meant that timelines needed to be extended. The Brike is a power assisted tricycle built to transport a passenger in a wheelchair. It features a battery powered pedal assist drive unit, in-built loading ramp and a passenger seat belt.

This project will provide ongoing employment and training opportunities for Brite employees and others. The Brike will also provide people with a physical disability greater social inclusion through the fun of cycling.

The prototype developed by RMIT University in its final stages and the Brike is planned to go to market next year.

Staying connected

Keeping strong connections with our whole Brite community was a priority throughout the year. Our focus was on exchanging information, providing support and nurturing relationships.

Family Forums continued online in a weekly format that kept our supported team members and families engaged and involved. Importantly, we issued weekly bulletins that became a trusted source of information on COVID-19 regulations and advice.

For supported team members who were unable to come to work, we introduced a range of new training sessions. Some were accredited training that focused on workplace skills. Other sessions included healthy eating, exercising, virtual tours of zoos and a weekly cooking class, attracting around 50 participants. In addition, we initiated a roster of phone calls so that each supported team member received at least one phone call per week. We performed welfare checks and provided supported team members with a Brite update, always assuring individuals that we were working hard to return them to site.

FEEDBACK FROM OUR COMMUNITY SHOWED THAT THIS MADE A REAL DIFFERENCE.

"It gave me something to do every day. It was lots of fun and it was good seeing other people."

- Kate R

"I enjoyed cooking classes on Zoom and learning interesting things. I was on every day."

- Catherine G

"It was important for me. I just started working at Brite and Zoom helped me stay connected with my new friends."

- Hien N

"The relationship we developed with Brite staff was above and beyond our expectations, Nothing but positivity and patience was given to our family during this difficult time."

- Mary

"Thanks to the team at Brite for all they do. They go above and beyond to provide support. I have appreciated the responsiveness and communication."

- Jackie



Developing pathways

We continued to offer our Brite Pathways program, which helps young people with a disability to transition from school into a job or training, preparing them for success in the next stage of their lives.

This two-year, full time program combines vocational qualifications with personalised coaching and mentoring. Our goal is to make sure that young people graduating from Brite Pathways are ready to move into employment or further education opportunities that fit their interests.

The progress of this year's cohort was delayed as work experience could not be offered due to the pandemic. Although the program moved online, the majority of participants remained engaged and will continue their studies into the next financial year.

During 2020-2021, we also established relationships with secondary schools across our region so that seamless access can be provided into our Brite Pathways program for students in our target cohorts.



Ways to give

make a donation

Since we began operations in 1976, Brite has empowered thousands of people. But we need support to do more. All donations to Brite are gratefully accepted and will help us to continue our important work. Donations over \$2 are tax deductible.

spread the word with crowdfunding for brite

Instead of celebrating with gifts, you could nominate Brite to receive donations by setting up a crowdfunding page. There are a lot of different crowdfunding platforms around. It doesn't need to be a big amount to make a real difference to people in our community – every donation helps.

become a brite volunteer

Our volunteers make a huge contribution to the work we do. We are interested in hearing from people who are interested in a student placement, keen to get some experience in the caring profession or in the production workplace, or wanting to help out in the local community.

make a bequest

People who make a bequest to Brite in their Will are giving a helping hand to people who need it and changing lives for the better. It is a positive way to be remembered.

become a corporate partner

Aligning your brand to Brite will deliver value to your stakeholders and improve your triple bottom line. There are many different ways to get involved with us, including supporting a project or training program, sponsoring an event or activity, employee fundraising and more.

At Brite we value the role of our volunteers, who are essential to our organisation. We respect and appreciate their skills, talents and contributions.

Our goal is to maximise volunteers' potential by creating opportunities to utilise their talents and abilities. From the outset, we ensure that volunteer roles match their skills, interests and capabilities. We provide an induction and ongoing support.

We welcome volunteers across a range of areas:

- **student volunteers:** project based or carer/ support worker
- **professional volunteers:** including project management, workplace health and safety, technology, construction, business management, human resources, marketing, administration, horticulture and more
- **production volunteers:** including packaging, labelling, mail outs, logistics, maintenance and more
- **community volunteers:** we engage with local community groups representing a range of backgrounds and cultures; they may work with us to hold joint community ventures, host cultural events or use our facilities for their own community-based practices.



Ways to volunteer



Our Board

Megan Broome

BA, BArch, MPlan&Env, RAIA, AICD

CHAIRPERSON

Megan Broome is a managing director with over 25 years of consulting experience in strategic planning, urban planning, property development and capital works management. She has over 20 years of experience as a non-executive director in the profit-for-purpose and charity sectors and is a member of a number of government advisory boards. Her interests include governance, designing urban environments that enable dignified access for all and creating flexible public spaces. She has been a member of the Brite Board's Constitution Reform Committee, Chair of the Development Committee and Deputy Chair of the Board. Megan joined the Brite Board in 2013.

Michael Wilson

FCCA (appointed October)

TREASURER

Michael Wilson is the sole Director of Wilson Business Services, an accounting practice which he founded almost 30 years ago. Wilson Business Services specialises in accounting and consulting support for a number of for-purpose organisations. Michael is also Deputy Chair and Treasurer of the Board of Volunteering Victoria. He is Chair of the Board's Finance Audit and Risk Committee. Michael joined the Brite Board in 2020.

Shelley Karpathakis

B.Couns

DEPUTY CHAIR SENIOR

Shelley Karpathakis is the Youth Reconciliation Practitioner at Hope Street Youth and Family Services, providing counselling to young people and families who are experiencing homelessness. She is a former coordinator of the Young Carers Program at Carers Victoria, where she worked with young people in a caring role. Shelley is a clinical counsellor, completing her qualifications at the Australian College of Applied Psychology. In 2014, she joined the Committee of Management at Plenty Valley FM community radio station and held the position of Vice President in 2015. Shelley joined the Brite Board in 2018.

Sasha Gillies-Lekakis

BA

DEPUTY CHAIR JUNIOR

Sasha Gillies-Lekakis is currently undertaking an Honours research degree at The University of Melbourne, with a view to pursue further studies in education. He has significant experience in administration and client relations through his work at independent Spanish language school El Patio and has undertaken regular volunteer work for several organisations including community radio station 3CR. Sasha joined the Brite Board in 2020.

John Carter

John Carter is CEO of AAA SDA. He is a highly regarded disability housing specialist with a strong track record of success in the planning and development of accommodation facilities for people living with disability. Previously he was Director of SDA Stakeholder and Sector Engagement at the National Disability Insurance Agency. He has held senior roles with a community housing association, a large non-government organisation in the disability sector and an international facilities management company. A registered builder, he has also owned and operated a registered disability housing provider. John joined the Brite Board in 2018.

Neslihan Dastan

LLB, GAICD (resigned October)

Neslihan Dastan is CEO of Krongold Construction Group and General Legal Counsel – Krongold Group of Companies. She is an in-house lawyer who has practised in the areas of commercial law, business law, technology and finance, property, building and construction law across a group of private companies. Neslihan also has expertise as a strategic business manager, and business and governance advisor. She is a member of the Board of Lawlers Apartments Pty Ltd and is Director, Treasurer and Chair of the Brite Board's Finance Audit & Risk Committee. Neslihan joined the Brite Board in 2013.

Terri McNaughton

Terri is a resident of Broadmeadows. She is a long-time advocate for social justice and for the establishment and maintenance of community support structures. Terri has served as a volunteer on many local organisations and in particular has been an active member and secretary of Vic PACE—Victorian People Against Child Exploitation—for many years. Terri joined the Brite Board in 2012.

Moira Nixon

(resigned October)

Moira Nixon has been employed by the Victorian Department of Education for the past 10 years. She currently manages a program for students with disabilities and students with additional needs at a high school. A mother of three sons, two living with disabilities, Moira has more than 20 years of personal and professional development and training in disabilities. She was a successful small business owner, a committee member of Autism ACT for eight years and in 2004 successfully organised the Biannual National Autism Conference 'Autism Spectrum: Pathways to Understanding'. Moira joined the Brite Board in 2019.

Phillip Perroni

Phillip Perroni is a retired public servant, having worked for 37 years in a major Australian Government department in the Broadmeadows area. He is President of the Meadow Heights Education Centre Board, where he has been a Board member for 25 years, and President of the Meadow Heights Primary School Council. Phillip has served on a number of committees and Boards, including Pascoe Vale Girls College School Council (parent rep and President) and the Federation of Sicilians in Australia (Secretary). He received a Hume City Council citizen of the month award in 2011. Phillip joined the Brite Board in 2016.

Jennie Pinnell

Jennie Pinnell is a parent of a supported team member and has had a close association with the Brite community since 1998. She has been involved in Brite's fundraising for the past 20 years and previously served as a Brite Director from 2000 to 2003. Jennie is an advocate for people with a disability, focused on providing a voice and promoting choices for how they work. Jennie retired from full time employment after 25 years in hospitality business management and continues to do bookkeeping and associated statutory reporting for several small businesses. Jennie joined the current Brite Board in 2019.

Cindy Shelley

Cindy Shelley has a background in industrial relations and has worked in warehousing for more than 20 years. She holds a current work health safety permit, which allows her to investigate health and safety breaches in the workplace and holds a right-of-entry permit, which allows her to visit workplaces associated with the mail industry. She is currently Chairperson of the Fundraising Committee. Cindy joined the Brite Board in 2013.

FUTURE LEADERS

Rachel Miller

QUALITY ASSURANCE & COMPLIANCE LEAD
FUTURE LEADER

Rachel oversees development and implementation of QA processes across Brite Pak. Originally one of our hospitality trainers, she took on her new role in June.

“It’s been a steep learning curve but immensely rewarding. I’ve learned so much. It’s great to be part of the progress and evolution of an organisation like Brite and to work with such an awesome team of people.”





Kaushal Kumar

PAK OPERATIONS LEAD
FUTURE LEADER

Kaushal oversees production work across the Pak division. He will take on the role of Pak Operations Manager in late 2021.

"I'm very grateful for the opportunities Brite management continue to give me. I'm proud to be a part of this team. My goal is to do my best on the job, every day, and to continue to contribute to Brite's success."

A man with a beard and a cap, wearing a high-visibility vest and work boots, stands in a nursery. He is holding a metal shopping cart filled with various potted plants, including ferns and flowering plants. The background shows more plants and a clear sky.

Michael Parker

HORTICULTURE TRAINEE

Michael joined us during the year as our first horticulture trainee. He is learning while working with us, undertaking a Certificate III in Horticulture at Kangan Institute.

“Working at Brite has given me a lot of experience and new skills. I’m always learning more about different plants. It’s a great environment to work in and my team are very supportive. They have a lot of knowledge.”

TRAINEES



Marcus Barone

HORTICULTURE TRAINEE

Marcus is one of our first horticulture trainees. He is working in the plant nursery and studying a Certificate III in Horticulture at Kangan Institute, with support from Uniting Employment Services.

"I applied to Brite because I wanted to work in horticulture and develop new skills. It's great. I really enjoy learning about plant varieties and doing physical tasks. People here are very friendly and supportive."



EMPLOYEE AND STUDENT OF THE YEAR

Ahmet Yangin

EMPLOYEE OF THE YEAR

Ahmet showed remarkable strength of character and resilience to focus on his daily work tasks despite ongoing personal challenges. He is looked up to by his peers and can be relied on to get the job done.

“I love working with different machines. I’ve worked in the food room, plastics room and Pak floor on many different jobs. It’s good to learn lots of new skills. I feel proud to work with everyone at Brite.”



Nicholas Caliguiri

STUDENT OF THE YEAR

Nicholas 'Nicko' is a student in our Brite Pathways course. He engages very well in class, meets all assessment tasks, displays great teamwork and has a positive attitude.

"I really enjoyed my Pathways course, especially meeting and working with new people. I learnt how to use Zoom, Word and PowerPoint and make videos. I like seeing everyone and learning together, especially discussions where everyone joins in."

PROFILES



Sharon Spencer

TRAINER, ASSESSOR AND HOSPITALITY
COORDINATOR

Sharon is a trainer and assessor. With extensive experience in hospitality and training, she set up and runs the Brite Café and delivers training in a range of programs to supported team members.

“Brite is a fantastic place to work. It’s incredibly rewarding to help people improve their skills and confidence. I feel very privileged to be part of this organisation.”

Julie Thornton

VOLUNTEER

Julie has been a volunteer in the nursery for two years. She works alongside our supported team members in the nursery, growing plants and providing support to her workmates.

“For me, volunteering means personal fulfilment. It gives me a lot of satisfaction. I look forward to being at Brite – I love the environment and the people are great.”





Financial Reports 2020-2021

BRITE SERVICES

Statement of profit or loss and other comprehensive income For the year ended 30 June 2021

	Note	2021 \$	2020 \$
Revenue			
Government grants and sales	2	3,761,366	3,632,684
Other income	2	243,220	413,636
		<u>4,004,586</u>	<u>4,046,320</u>
Expenses			
Employee benefits expense		(3,095,157)	(2,579,637)
Depreciation expense	7	(128,680)	(80,915)
Repairs, maintenance and vehicle running expense		(70,770)	(72,687)
Fuel, water and power expense		(107,017)	(109,655)
Expenses relating to short-term/low-value asset leases		(17,271)	(20,257)
Staff training expenses		(9,815)	(26,782)
Audit, legal and consultancy expense		(301,865)	(107,434)
Information technology expenses		(129,701)	(101,752)
Production expenses		(802,788)	(470,409)
Marketing expenses		(115,796)	(26,027)
Grant expenditure		(144,148)	(29,057)
Other expenses		(203,945)	(263,191)
		<u>(5,126,953)</u>	<u>(3,887,803)</u>
(Loss) / Profit for the year		<u>(1,122,367)</u>	<u>158,517</u>
Total comprehensive (loss) / income attributable to members of the company		<u>(1,122,367)</u>	<u>158,517</u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

BRITE SERVICES

Statement of financial position As at 30 June 2021

	Note	2021 \$	2020 \$
ASSETS			
Current Assets			
Cash and cash equivalents	3	69,160	972,992
Trade and other receivables	4	415,646	232,535
Inventories	5	818,195	315,196
Other assets	6	82,101	251,191
Total Current Assets		1,385,102	1,771,914
Non-Current Assets			
Property, plant and equipment	7	1,055,666	876,890
Total Non-Current Assets		1,055,666	876,890
TOTAL ASSETS		2,440,768	2,648,804
LIABILITIES			
Current Liabilities			
Trade and other payables	8	553,624	692,589
Provisions	9	532,143	348,588
Borrowings	10	54,496	-
Total current liabilities		1,140,263	1,041,177
Non-current liabilities			
Provisions	9	14,613	117,008
Borrowings	10	917,640	-
Total Non-Current Liabilities		932,253	117,008
TOTAL LIABILITIES		2,072,516	1,158,185
NET ASSETS		368,252	1,490,619
EQUITY			
Retained Earnings		245,122	1,367,489
Revaluation Reserve	11	123,130	123,130
TOTAL EQUITY		368,252	1,490,619

The above statement of financial position should be read in conjunction with the accompanying notes

BRITE SERVICES

Statement of cash flows

For the year ended 30 June 2021

	Note	2021 \$	2020 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipt of grants and sales		4,140,976	4,598,691
Payments to suppliers and employees	2	(5,715,600)	(3,965,205)
Interest received		112	1,603
Net cash generated from operating activities	12(b)	<u>(1,574,512)</u>	<u>635,089</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Payment for property, plant and equipment		(57,702)	(325,135)
Proceeds from sales of assets		8,610	-
Net cash used in investing activities		<u>(49,092)</u>	<u>(325,135)</u>
CASH FLOW FROM FINANCING ACTIVITIES			
Repayment of borrowings		(7,025)	(132)
Proceeds from related party loan		726,797	-
Net cash used in financing activities		<u>719,772</u>	<u>(132)</u>
Net increase/(decrease) in cash held		(903,832)	309,822
Cash and cash equivalents at the beginning of the financial year		972,992	663,170
Cash and cash equivalents at the end of the financial year	3	<u>69,190</u>	<u>972,992</u>

The above statement of cash flows should be read in conjunction with the accompanying notes.

VICTORIAN VOCATIONAL REHABILITATION ASSOCIATION

ABN: 82 005 499 650

Statement of Comprehensive Income for the Year Ended 30 June 2021

	Note	2021 \$	2020 \$
Revenue from sales	2	812,601	851,551
Interest	2	150	502
Other income	2	20,455	71,043
		833,206	923,096
Employee benefits expense		571,831	372,361
Depreciation and amortisation expense	5	70,035	64,403
Rent expenses relating to short-term/low-value asset leases		-	19,320
Staff training expenses		9,474	9,642
Audit, legal and consultancy expense		10,663	18,614
Other expenses		47,249	30,702
Administrative support	13	222,000	276,996
		931,252	792,038
(Loss)/Profit for the year		(98,046)	131,058
Other comprehensive income		-	-
Total comprehensive (loss)/income attributable to members of the entity		(98,046)	131,058

The accompanying notes form part of these financial statements.

VICTORIAN VOCATIONAL REHABILITATION ASSOCIATION

ABN: 82 005 499 650

Statement of Financial Position as at 30 June 2021

	Note	2021 \$	2020 \$
ASSETS			
Current Assets			
Cash and cash equivalents	3	7,729	950,832
Trade and other receivables	4	52,335	66,980
Prepayments		11,692	3,110
TOTAL CURRENT ASSETS		71,756	1,020,922
NON-CURRENT ASSETS			
Loans to related parties	5	726,797	-
Property, plant and equipment	6	5,251,125	5,314,981
TOTAL NON-CURRENT ASSETS		5,977,922	5,314,981
TOTAL ASSETS		6,049,678	6,335,903
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	86,812	300,137
Provisions	8	30,666	3,555
TOTAL CURRENT LIABILITIES		117,478	303,692
NON-CURRENT LIABILITIES			
Provisions	8	3,168	5,133
TOTAL NON-CURRENT LIABILITIES		3,168	5,133
TOTAL LIABILITIES		120,646	308,825
NET ASSETS		5,929,032	6,027,078
EQUITY			
Retained Earnings		1,275,067	1,373,113
Revaluation Reserve		4,653,965	4,653,965
TOTAL EQUITY		5,929,032	6,027,078

The accompanying notes form part of these financial statements.

VICTORIAN VOCATIONAL REHABILITATION ASSOCIATION

ABN: 82 005 499 650

Statement of Cash Flows for the Year Ended 30 June 2021

	Note	2021 \$	2020 \$
9(b)			
CASH FLOW FROM OPERATING ACTIVITIES			
Receipt of grants and sales		827,246	795,438
Other receipts		20,455	71,043
Payments to suppliers and employees		(1,057,978)	(487,584)
Interest received		150	502
Net cash generated from operating activities	9(b)	(210,127)	379,399
CASH FLOW FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(6,179)	(56,113)
Payments for loans to related parties		(726,797)	-
Net cash used in investing activities		(732,976)	(56,113)
Net (decrease)/increase in cash held		(943,103)	323,286
Cash and cash equivalents at the beginning of the financial year		950,832	627,546
Cash and cash equivalents at the end of the financial year	3	7,729	950,832





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