

Annual Report 2021–2022





Vision and values

Our Promise To You

Exceptional support for people with intellectual disability

Our Vision

For all people with Intellectual Disability to lead a full and enriched life

Our Purpose

We provide exceptional services that actively support people living with a disability to realise and reach their goals and dreams.

We encourage and nurture connections and engagement with friends, family and the community.

We respect and acknowledge everyone as individuals with their own aspirations and needs.

Our Values

Everything that we do is driven by four key principles that we value.

ACHIEVEMENT

We actively pursue opportunities that enable people to achieve their individual goals and aspirations, as shaped by their choice and control.

CONNECTION

We encourage and nurture inclusive and meaningful connections with peers, with supports and with the community.

EXCELLENCE

We are passionate about providing exceptional services that support people to learn, laugh, belong and grow.

RESPECT

We value every individual by encouraging their unique abilities

On the cover: Bronte.



Georgina and Phillip



Annual Report

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Bayley House acknowledges the traditional owners of the land and pays respect to the Aboriginal Elders, past and present. Our head office is located on the land of the Wurundjeri people of the Kulin nation and we welcome all Aboriginal and Torres Strait Islander people who visit our facilities or access our services.

our year at a glance

Let's take some time to look at some highlights from the past 12 months.

July 2021

Paul continues with Bayley House after over 25 years because of his commitment to our clients as well as the job satisfaction he gains from them, his colleagues and people he meets through programs in the wider community.

August 2021

An exciting reveal, months in the making as Bayley House appeared on a special challenge episode of the popular Australian television show, The Block! Two of our outdoor areas received stunning makeovers.

September 2021

Congratulations were in order for our own very own, Mark Polonsky, who created the winning design for Down Syndrome Australia's 'Lots of Socks' competition.

October 2021

You couldn't help but feel the happiness as the end of October saw an ease of restrictions and we cautiously returned to on site programs at our Brighton and Hampton East locations.

November 2021

Our first ever online art gallery launched in conjunction with our annual art exhibition at Bayside Council Corporate Centre. This gave a wider audience the opportunity to view and purchase the brilliant work from our artists.

December 2021

To top off 2021, the Concert of Dreams Christmas fundraiser was a sell out!! Yes, we virtually sold out the largest theatre in Australia, our very own St Kilda Palais with every single one of the 2,894 virtual seats sold.

January 2022

We safely returned to onsite programs and welcomed nine new clients to Bayley House.

February 2022

On a warm Summer's eve, full of anticipation and excitement, the Bayley Bushrangers Cricket group donned their whites and took to the Elsternwick Cricket Ground for their annual big bash followed by the patriotic sausage sizzle and presentations.

March 2022

After considerable planning, design and consultation, building contracts are signed to begin bringing our Arts Hub dream to life!



April 2022

A very exciting goals project is underway. The project focuses on improving the recording, measurement and reporting of client goals so that clients, families and Bayley House all have a clear understanding of what is being achieved and what is required.

May 2022

Bayley Business is launched. Our new Bayley Business initiative is a way that you can directly support Bayley House while also providing opportunities for you to grow your business.

June 2022

Our Advocate 4 Change giving day successfully raised nearly \$300,000!



Message from our Board Chair & CEO

There are disability service providers... and then there's Bayley House!

Strange times we live in. Less than three years ago none of us had even heard of COVID-19 and certainly would not have considered it remotely possible that we would live through lockdowns, curfews and years of 'work from home' recommendations. Challenging as it has been, this period is testament to the resilience and adaptability of people...of our society, that we have innovated, we have compromised but we have never lost site of our mission: to support our clients to achieve and to live the lives to which they aspire.

Our focus this year has been to support our clients, families and staff whilst continuing to improve what we do and to build for the future. Despite some unavoidable downtime, Day Programs have delivered new activities on site and online. Most importantly we secured a lease on a new building which will be the future home of Bayley Arts, our much-anticipated community arts hub.

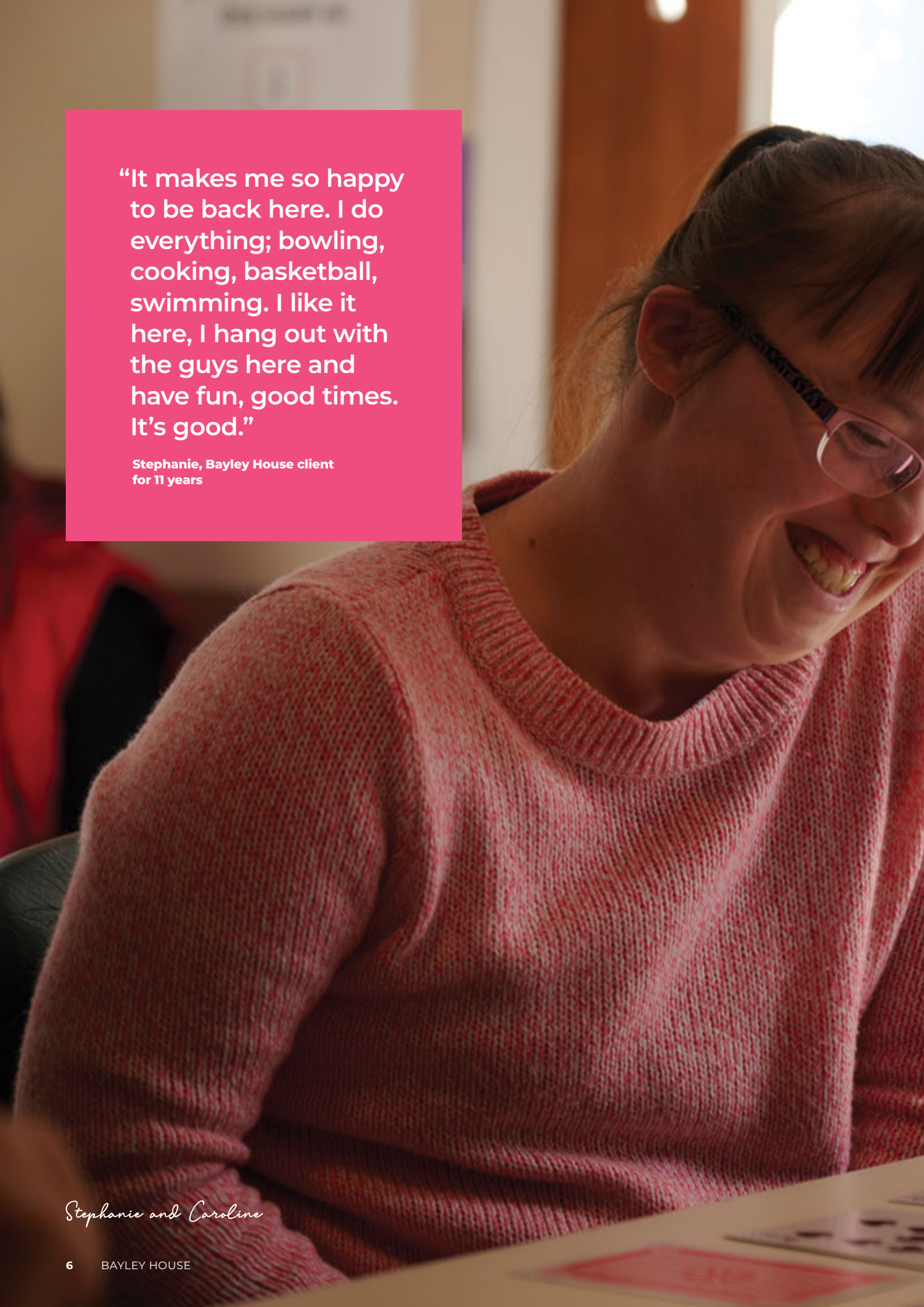
Home & Living services kept all our residents safe, well and engaged. Our Short Stay services were impacted heavily by COVID but we took the opportunity to modernise our Lonsdale St facility to ensure it was offering a contemporary setting as bookings return. We also introduced Bayley In-Home Support which has been warmly received by many families.

The Board welcomed two new directors, Tony Rutherford (a partner at Holding Redlich) and John Phillips (Director of Advancement at Brighton Grammar School), both of whom bring relevant and sought after skills to Bayley House.

We appreciate and acknowledge the extraordinary skill, commitment and humanity of our staff who always put our clients first and seem able to find a silver lining in every cloud. They are what make Bayley House what it is. As one of our team recently observed "There are disability service providers... and then there's Bayley House!"



John Ashby, Board Chair
Warwick Cavanagh, CEO

A young woman with dark hair and glasses is smiling broadly, looking down at a table. She is wearing a red and white speckled knit sweater. The background is slightly blurred, showing an indoor setting with warm lighting.

“It makes me so happy to be back here. I do everything; bowling, cooking, basketball, swimming. I like it here, I hang out with the guys here and have fun, good times. It’s good.”

**Stephanie, Bayley House client
for 11 years**

Stephanie and Caroline



Support to live independently

The Home and Living Support team are very proud of how we have come through this past year. Our residents and staff in our long term and short term accommodation houses faced up to the challenges of COVID-19.

The challenges have been immense to support residents who at various times through the year could not go to Day Programs, could not have visitors to their homes, missed family, and family celebrations. Through all of this we maintained our safe practices, our quality of care and house based programs. We thank all Bayley House families for their understanding and support as we worked through a very difficult time.

Our homes are the cornerstone of our life. Where we live, who we live with, how secure and supported we feel are all vital to our wellbeing and independence of all Bayley House clients. Over the past year the Home and Living Support team have worked to increase the quality support and housing we can offer.

We are particularly pleased that after much planning we launched our In-Home Support Service in March. This flexible service means we can work one on one with clients in their home or out in the community. We commenced with 10 clients and will expand to a much larger operation over the next two years.

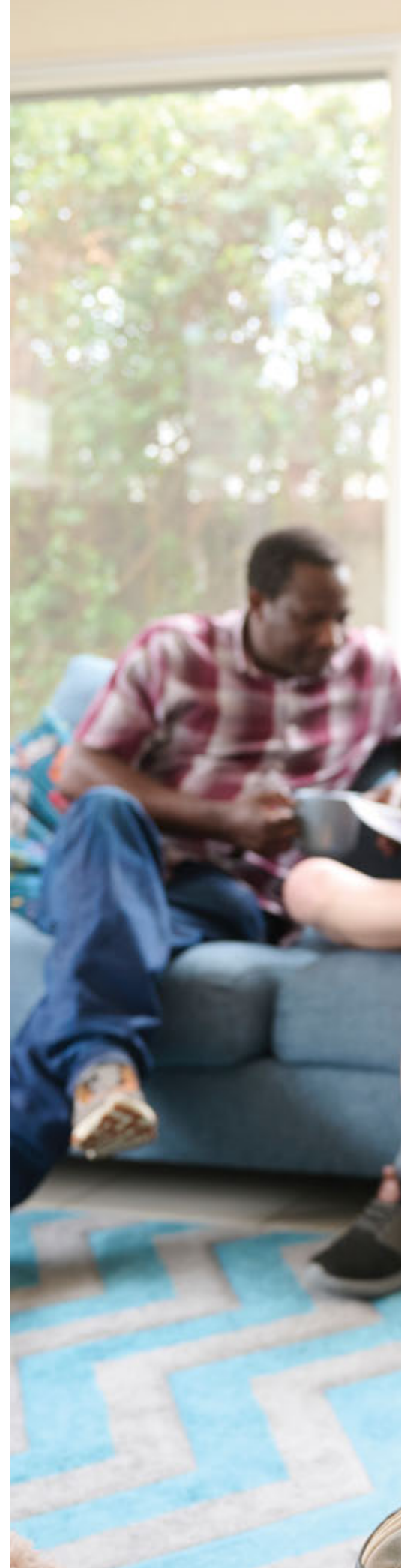
Anna Dunlevie and the team work closely with families and clients to develop a plan to provide the support and care that suits their needs.

Importantly using existing Bayley House staff generally means that our rostered Community Support Workers already know the client and can have that trusting rapport. The service is very flexible and has included picking up clients from Day Programs, afternoon home based recreation through to direct care and helping prepare evening meals. Clients have been supported to prepare for and participate in social activities. We are planning to provide in home overnight respite support as families need it. Anna and the team are already receiving a lot of positive feedback.

In our Short Term Accommodation (STA) many families were understandably reluctant to use STA at the height of COVID-19. Recently new and existing clients are joining their friends at STA, enjoying the varying activities such as the recent highly successful pamper weekend. In January we upgraded three bathrooms, renewed the flooring throughout and refreshed the outdoor area at Lonsdale. We are very pleased with the result at Lonsdale and look forward to many more clients enjoying short stays and activities.



Andy Gabriel,
GM Home & Living
Support Services





Manhivi, Harry and Nicole.

KEY ACHIEVEMENTS

- In Home Support Service launched
- Our oldest resident, Margaret celebrated her 84th birthday
- Gary from Lubrano headed to Perth on a long-awaited holiday
- Maddie became the newest resident at Bendigo St
- New bathroom at Leonard St House
- New kitchen at Earlsfield Rd House
- New bathrooms at Lonsdale St STA



Actively supporting people to reach their goals and dreams

We provide rewarding opportunities that facilitate continual learning, enhanced independence, and inclusion in our wider community to enable the people we support to live a full and meaningful life with choice and control.

Day Programs clients, staff and management did a wonderful job keeping safe, connected, and engaged whilst maintaining service delivery and supports throughout the COVID-19 restrictions. It was exciting to see the new and varied ways of offering services that were explored; and how they have proven and continue to be, a flexible and effective way to offer programs.

Several online programs have continued, including Drawing Club, Yoga, Dance Fitness, Line Dancing, Gentle Exercise, and AST Certificate 1 courses in Work Skills and Transition Education.

A highlight during this period was without a doubt, the annual Cricket Match between Bayley House and the Elsternwick Cricket Club, held on a balmy February evening. The game which showcases great community inclusion was played on the Elsternwick Cricket Club ground, with a very enthusiastic and full sided team known as the Bayley Bushrangers, representing Bayley House. The game was proudly supported by many Bayley House clients, families, and staff. It was lovely for everyone to be together socially and in true Bayley House style; the Bushrangers brought home the trophy.

The Art based programs conducted at Bayley House generate great interest from a large number of clients who participate on a weekly basis. As a result, Bayley House has decided to expand this service offering and create an accessible specialist Arts Hub. The Arts Hub will allow an extension of our arts activities with custom designed spaces to create new opportunities to connect with the wider community and engage with external artists. Bayley House has been busy preparing the building and undertaking necessary program planning during the 2021/2022 financial year for this exciting new venture.



Renee and Olivia

The Bayley Bushrangers

Our year begins with the annual cricket match against Elsternwick Cricket Club.

For 12 years now, we have been invited to Elsternwick Park where our Bushrangers take on the Elsternwick Eels. In recent years the match has taken place under lights as the sun sets. Training begins many months in advance, whites are pressed, caps are dusted off and spin bowling is perfected. To say that we look forward to this match would be an understatement. This is a game that provides the perfect setting for many of the Bayley House community to come together.

Our fearless leader, Eddie rallies the team each year and can proudly boast an unbeaten record. The Bushrangers are undefeated but in recent years we can also say that our community spirit remains unbeaten. This event was one that COVID-19 did not cancel, an event that allowed connection and a shared joy amongst a group who had been communicating only through screens for many months beforehand. That energy alone made this year's match memorable, let alone the fact that we won, again.

It has been great to see the expressions of interest being received for the recommencement of Bayley House's Community Engagement program. During July 2021 — June 2022, as a result of COVID-19 restrictions, the majority of community placements had temporarily ceased. Planning was actively underway in second term of 2022, to reintroduce many previously established placements, while also investigating and establishing new and varied community connections for placements.

We look to the next 12 months with great excitement as we continue to deliver exceptional support to those who choose to attend Bayley House.



Penny Scott,
Acting GM Day Programs
Kerri Rolfe,
Acting GM Day Programs

KEY ACHIEVEMENTS

- Recommenced Community Engagement
- 9 new clients
- 15 new staff



2021/2022 Growth

Our Clients

259 Total Clients

25 New Clients this year

How many clients used each of our services?

64 Short Term Accommodation

45 Supported Independent Living

192 Day Programs

92 Support Coordination

45 Community Leisure and Recreation

4 In-Home Support Service

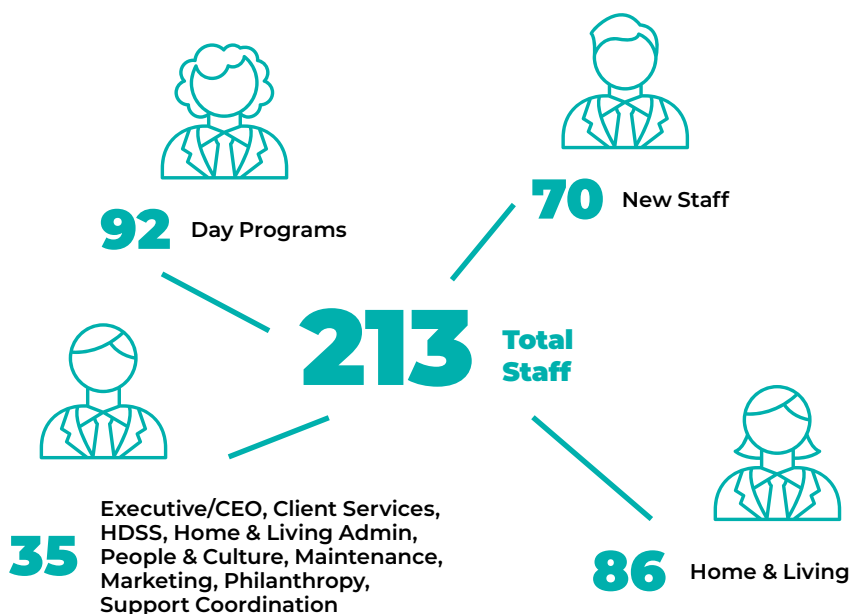
Number of nights booked at Short Term Accommodation

675 STA Asling

238 STA Lonsdale

913 Total nights booked

Our Staff





“Bayley House
has exceeded
my expectations...
it doesn’t feel like
work to me.”

Rochelle, Home & Living staff member

Community is the key

This year, with key projects such as Bayley Arts in development and increased costs to provide our services through COVID-19, fundraising played a significant role in ensuring that Bayley House could continue to strive towards our goal of a full and enriched life for people with intellectual disability.

Over the past 12 months, we raised over \$1.3m which will directly support our clients. Thank You.

Whether you supported one of our appeals throughout the year, partnered with us through our corporate partnership program, attended our charity luncheon or provided a grant for one of our projects, we are very appreciative of your support.

This fundraising total was raised through a range of initiatives that connected us with our supporters.

The 'Concert of Dreams' Christmas fundraiser saw us take on an innovative and ambitious task of selling 'virtual seats' to fill the Palais Theatre due to the cancellation of our Christmas Concert. The Bayley House community rallied behind this and achieved our goal, raising over \$105,000 through this appeal.

Our second appeal for the year, the Advocate4Change Appeal aimed to raise money for a new advocacy program which has recently commenced at Bayley House. By raising nearly \$300,000, we are now able to develop this important initiative to work closely with our clients and their families to prepare

effectively for NDIS planning meetings and reviews, to achieve support packages that reflect their needs and goals.

Whilst these two appeals are public in nature, we have had many supporters contribute to Bayley House over the past twelve months behind the scenes.

We are continuing to partner with businesses in many different ways, including catch.com.au who raised nearly \$50,000 this year by encouraging customers to 'round up' their purchase with a donation to Bayley House at the checkout.

Bayley House has also generated significant funding from a range of Trusts and Foundations in the form of grants. As a result of this, Bayley House has been the recipient of approximately \$500,000 in grant funding for Bayley Arts, which will be launched in late 2022.

Furthermore, for the first time in three years, in 2022 we welcomed back the annual Charity Luncheon, held at the RACV Club in Melbourne. Supported by a significant number of volunteers, businesses and individuals, this event raised approximately \$160,000 for Bayley House.

To learn more about how you can make an impact and support Bayley House, please visit [Get Involved — Bayley House](#) or contact fundraise@bayleyhouse.org.au

Another key contributor to this fundraising total, and Bayley House, is the Bayley House Foundation. Led by a generous volunteer board, the Foundation contributed strongly again in 2022 to enable Bayley House to increase our capacity across the fundraising department.

As we continue to operate in the NDIS landscape, the importance of fundraising and philanthropy grows each year. We know that, by design, the NDIS funding is designed to support a 'reasonable and necessary life' for people with disability.





Robbie and Mary

Community Support

Everyone has a 'local Coles' and we can honestly say that ours is the best. For a number of years now, Coles in Bay Street Brighton have been supporters of Bayley House. The support extends across multiple facets of our organisation. A Bayley House banner is on permanent display at their entrance and each year we are fortunate to be recipients of their fundraising efforts.

Over the years, Coles has supported our Community Engagement program and at present, five clients are in volunteer roles. Each week they are learning the ropes of a busy supermarket as they work towards their goals of paid employment.

Emerging from the lockdowns of the past year saw our relationships with the community strengthen. We are grateful to the team at Coles who support us in all of our endeavours, from photoshoots to sausage sizzles and on the job learning. From all of us at Bayley House — thank you!

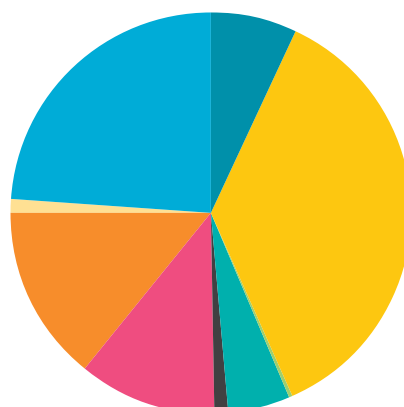
The only way that we can change this, and to enable a 'full and enriched life' is through the contributions of our community.

To every individual, family or organisation who donated to Bayley House this year, thank you. You have directly impacted the lives of people with disability. We look forward to communicating this impact and hope for your continued support.



Shaun Spence,
Director of Philanthropy

Donations: Over \$1.35* in FY21/22



- Foundation 7%
- Grants 36%
- Business Donations 1%
- Community Fundraising 5%
- General Donations 1%
- Ian Hyman Lunch 11%
- Major Donors 14%
- Regular Giving 1%
- Appeals 24%

*Total is higher than reported in the financial statements due to accounting standards that require grant money to be acquitted based on timing of the specific project expenses.

Sunflower Scheme

The vibrant Bayley House community brings passion and commitment to disability advocacy, skills development, independence, and self-determination.

Bayley House is also proud to partner with Hidden Disabilities Sunflower to support people across Australia and New Zealand who are living with a non-visible or hidden disability to receive the support they require, when and where they require it.

Bayley House clients interested in learning valuable business skills play a very important role within the Hidden Disabilities Sunflower Scheme. On a weekly basis several clients support the delivery of customer orders through packing and fulfilment. Skill building tasks include sorting and collating, stock management, packing, labelling, and posting the Sunflower products to ensure they are received by customers correctly and on time.

Across Australia and New Zealand, business and organisations are joining the initiative to become Sunflower-friendly. Providing an inclusive environment for everyone and to heighten the awareness of hidden disabilities globally.

Sandee Facy, who represents the Sunflower at Bayley House, says: "A highlight for me personally is seeing the full circle of the Sunflower eco-system and how it impacts Bayley House and our clients. As part of their skill development in employment training, the Bayley House clients enjoy packing orders for Sunflower customers and managing the inventory. I believe

in serving a purpose that impacts lives daily and the Sunflower has a huge impact empowering people with hidden disabilities and providing an easier, more comfortable approach to everyday challenges that may occur for some."

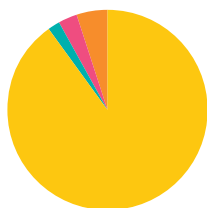


To find out more please head to our website:
hiddendisabilitiesshop.com.au



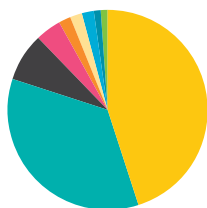
\$ Financial Overview

Where the money came from



- Client Revenue 90%
- Business Revenue 2%
- Other Income 3%
- Donations & Investment Income 5%

Where the money went



- Home & Living 45%
- Day Programs 35%
- Short Term Accommodation 8%
- Transport 4%
- Community Leisure & Recreation 2%
- Support Co-ordination 2%
- Philanthropy 2%
- Hidden Disabilities 1%
- Other 1%

The financial year was very challenging for Bayley House, as well as our clients and families. At the beginning of the financial year we experienced further lockdowns, as part of the Government's response to the pandemic, which presented continued challenges in the delivery of services and client care.

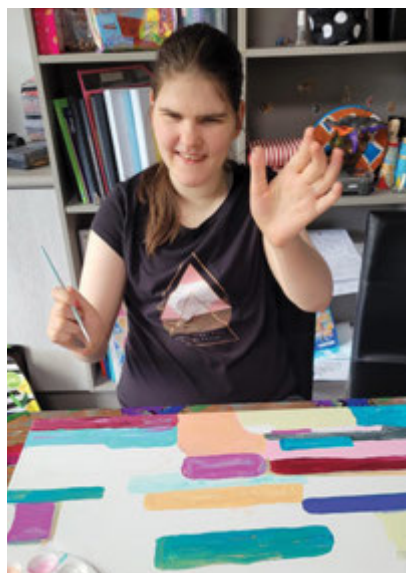
The lockdowns had a significant impact on revenue in the areas of Short Term Accommodation, Day Programs, Community Leisure and Recreation and Transport. In addition, the cessation of the Government's Jobkeeper funding program meant that our businesses was no longer underpinned by a Government support program, which had been the case in the prior two years. However, the introduction of Programs of Support by the NDIS for Day Program provided a more consistent basis for monitoring and providing on-going support for clients. In addition, we did receive a one-off payment from the NDIS as recognition of the additional costs incurred during the pandemic, for providing additional supports across the organisation. This funding contributed to but did not cover the additional costs we had incurred during the 2021/22 financial year.

We are reporting an overall surplus of \$23,505 for the 2021/22 financial year. This surplus comprises an operating deficit of \$453,332 and philanthropic and investment income of \$476,837. We are again extremely grateful for the continued support from the Bayley House giving community as philanthropic donations have once again increased from the prior year's results. However, this was offset by a deterioration in the financial markets in the second half of the year.

Our Balance Sheet maintains a strong position at year end and the Bayley House management team have done a considerable amount of work to ensure that the business can continue to grow as we move forward from the pandemic. I would like to thank the finance team lead by Rebecca Dodd for their outstanding support through the year and members of the Finance and Risk Committee for their dedication in keeping Bayley House on a strong financial footing. Further financial information can be found on our website.



Jeffrey May,
Treasurer



The 2021 Artist who Inspire Us exhibition began as Bayley House artists were inspired to come together to create rag quilts, an art form that involves knotting strips of cloth to a burlap base.

The project was inspired by unique and vibrant quilts made by the artist Sharon Cooper-Murray. This led us to further reflect on how artists have inspired us at Bayley House. Being interested in other artists gives us an understanding of how they see and experience the world. This broadens our understanding, furthers our art techniques and generates new ideas.

Coming together again meant that the artists were able to tell stories, share ideas, concerns and connect again with our community.

2021 also saw the launch of our first ever online art gallery.

thank you to our supporters

Patron

Bill Hodgson

Businesses

Church Street Traders Association
Ckaos
Dendy Deli
DBRE Pty Ltd
GESAC
Holmesglen Tafe
Keiths
Mylk
NiceIT
PwC
Resicom
St Stephen's Anglican Church Gardenvale
Thomas Street Netball Association
The Button Shop
The St Kilda Angels Supporters Group
Trinity Uniting Church Brighton

Community Engagement

Brighton Grammar Early Learning Centre
Brighton Medical Clinic
Coles — Bay St, Brighton
Collingwood Children's Farm
CW Cakes
Enjoy Church, Clayton
Glen Eira Adult Learning Centre
Middle Brighton Newsagency
Keep Victoria Beautiful @ Middle Brighton Train Station
Peter's Mitre 10
Sandringham and District Netball Association
Sports Conscious
St Davids Church, Moorabbin
St Kilda Mums
St Stephens Church, Brighton
St Stephens Opportunity Shop, Gardenvale
Timbuktu Café

Community Fundraisers

Bayley Birds
Bayley House Family & Friends
Bayley House Residential Raisers

Grants, Trusts & Foundations

Antaeus Charitable Fund (Lord Mayor's Charitable Foundation)
Australian Online Giving Foundation
Bayley House Foundation Ltd
Bayside City Council
Brian M Davis Charitable Foundation
Gandel Philanthropy
Gaudry Foundation
Henry Berry Estate and Trust
Hewison Foundation
Killen Family Foundation
Marmel Foundation
Moller Family Foundation
Neuk Foundation
Rowe Family Foundation
Spencer Gibson Foundation
Stronger Communities Program
The Amelia Eliza Holland
Thyne Reid Foundation
Unico Community Fund
Vulcan Family Fund (Lord Mayor's Charitable Foundation)
Windermere Foundation

Schools

Brighton Grammar
Caulfield Grammar
Star of the Sea
St Leonards College
Xavier College
Sandringham Secondary College

\$500+ Business Donors

ACE Communications
Anytime Locksmiths
Barry Fink Holdings
Bayside City Council
BICCY'S Opportunity Shop
Catch
Coles — North Brighton
Davies Bakery Pty Ltd
Emicah Holdings
Hymans Valuers & Auctioneers
Lakeside Financial Pty Ltd
Leisure Options
Marlow Recruitment
Nardoo Land Co
Nelnet International
Nick Johnstone Real Estate

Oak Capital
Peter Wain Plumbing Pty Ltd
PP&E Valuations
Propellor Advisory
Sports Conscious
Tile Importers
Viridian Investment Fund

\$500+ Individual Donors

Claire Andrews
John Ashby
Dan Baker
Peter & Sandra Bassaneti
Janet Batey
Jeffrey Bender
Neville & Diana Bertalli
Deirdre Brown
Margaret Burke
Scott Caithness
Rebecca Campbell-Burns
Warwick Cavanagh
Laura Champion
Susan Chee
Maggie Chen
Yu Kee Chong
Kristine Christopoulos
Andrew Cochrane
Wendy Comley
Valerie Comport
Josephine Creaser
Desmond Crossley
Kathy Dalton
Patrick and Paula Dalton
John Dever
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Annie Dunn
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Evie Ferris
Greg Forbes
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John & Diana Lawrenson
Peng Siong Lee
Simon Lee

Michae Lhuede
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Michael & Suellen Mansour
Heather Matthews
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Norm & Gillian Peatling
John Phillips
Peter Power
Ray Purcell
Michael & Amanda Rasmussen
Leanne Raven
Lilian Read
Michael Read
Jill Ross-Perrier
Jeremy Ryan & Arlene Murkies
Michael Scalzo
Jane Strangward
Nigel Tait
Dora Wallace
Gladys Watkins
Helen Watkins
Rhonda Whitfield

Regular Donors

Amy Braatvedt
Timothy Butterfield
Olivia Cook
Kerry Fallon
Pat Fitzgerald-Parker
Jane Fletcher
BNI — Julie Dunmore
Kevin Knowler
Angela Kougioumtzis
Matthew Mattsson
Anne McGearry
Kerryn McIver
Lorraine Moore
Lynden Polonsky
Peter Power
Lisa Reed
Kerryn Ruthven
Panadda Wongyarit



Thank you to everyone in the Bayley House community for the support you have shown over the past year.

To find out how you can support Bayley House, please visit bayleyhouse.org.au or call (03) 9982 1500





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