



WE GOT CREATIVE @
ARTWAYS



WE FUNDRAISED
\$61,360



35 MEDICAL
STUDENT
PLACEMENTS



I DESIGNED MY
OWN PROGRAM



I'M GOING TO TAFE
LEARNING CERT 3 IN
HOSPITALITY



I TOUCHED SNOW
FOR THE FIRST TIME



I INTERVIEWED
AND CHOSE MY
OWN STAFF



I VOLUNTEER
FOR THE SES



I DID BARISTA
TRAINING



WE MOWED
1023 LAWNS

MDS

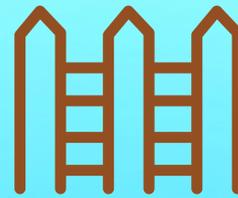
Defying Boundaries

2014 Annual Report

a year ago



I DELIVERED 565 HOURS OF TRAINING



LEND LEASE BUILT US A GARDEN



OUR STAFF HAVE 1337 YEARS OF EXPERIENCE



I DESIGNED MY OWN PROGRAM



WE HAD 35 MEDICAL STUDENT PLACEMENTS



I DID BARISTA TRAINING

MDS has been a leading provider of disability services within the Macarthur region for 31 years. It has extended the area of operation to include the Southern Highlands and recently more of Metropolitan Sydney. MDS is an organisation that cares deeply about meeting the needs of people with a disability in every area we operate in.



13 STAFF BABIES WERE BORN THIS YEAR



800 SCHOOL STUDENTS CAME TO GET ACTIVE MACARTHUR



WE FUNDRAISED \$61,360



I TOWED THE HAMSTER BALL UP THE HILL 46 TIMES



16,000 PEOPLE VISITED OUR WEBSITE



WE HAD 28 VOLUNTEERS

of achievement



WE GOT CREATIVE
@ ARTWAYS



I'M GOING TO TAFE LEARNING
CERT 3 IN HOSPITALITY



OUR FACEBOOK PAGE
REACHED 1600 LIKES



I TOUCHED SNOW FOR
THE FIRST TIME

With the experience gained from the past 31 years MDS has thrived through many funding and philosophical changes from Government; beginning with the Richmond reforms, followed by a move to person centred care and now person directed care under the National Disability Insurance Scheme (NDIS).



I MADE 300 GIFT
BAGS FOR THE BALL



WE SOLD 2350
RAFFLE TICKETS



I INTERVIEWED AND
CHOSE MY OWN STAFF



I VOLUNTEER
FOR THE SES



WE RECEIVED ADHC
VERIFICATION



KATHRYN CROCKER - MDS
SERVICE AWARD WINNER



WE MOWED
1023 LAWNS



TRANSITION TO WORK
MADE OVER 1200 COFFEES!

View our 2014 Annual Report video at
www.mdsservices.com.au/MDS2014

a year of new



IMPROVING
RESPITE FOR 36
PEOPLE - BEHAVIOUR
SUPPORT IMPLEMENTERS

At the moment everything is changing in the operating environment for MDS and will continue to change from the experiences gained from the trial sites for the NDIS. These changes are the result of the NDIS but also include changes in government policies, economic events and budgets. It is critical that MDS remains focused on its mission, existing programs and client and stakeholder networks.

Over the last 12 months MDS has identified our strengths after consultation with service participants, families, staff and other stakeholders. The consultation was conducted by the Noetic Group. MDS strengths include:



STEPHANIE
STEWART -
LEADERSHIP
AWARD

- Professional staff – our staff are trained in providing quality disability services and understand relevant service standards. They are qualified for and passionate about the work they do and bring the latest skills and techniques to their work. Our staff work in disability services because they are genuinely committed to seeing our service participants and their communities “defy boundaries” and achieve their goals and ambitions.

- MDS services are diverse both in the type of services offered and the people who become our clients and staff. Our services seek to fill service gaps that many others see as too challenging or difficult. MDS welcomes all people with open arms, regardless of background, race, culture, gender or identity.

- MDS offers a long term commitment. We have been working with the community and families for the last 31 years and plan to be there for the long haul.

- MDS provides the highest levels of safety and secure services; we do not cut corners on safety.

- MDS treats service participants with the utmost dignity and respect as we believe that people who feel respected will feel free to be themselves and strive for their best outcomes. We strive to create the confidence our service participants need to make their own choices. We promote freedom of choice and encourage people to choose their own programs.



WE HAVE
TRAINED 1636
PEOPLE



SAY NO TO ABUSE



of new horizons

- Our service participants stated that MDS don't just listen but respond and make the changes that are needed. We take suggestions seriously and make changes accordingly. This is demonstrated by the Rights Committee, consumer groups and by our person directed care.

Other changes that have occurred over the last 12 months include:

- Person centred planning has left the planning and development phase and our participants and their families have developed some great and innovative programs. New opportunities are emerging all the time with people following their interests and trying new things. There are more Self-Managed programs and more Self-Directed programs.
- MDS is continually becoming more flexible in program design, hours of operating and areas in which we can operate. This is providing more choice and some truly lateral thinking. From holidays to the Gold Coast, trips to experience snow to furniture restoration, effects make up, ceramics, art and performance.
- A new financial and accounting system has been chosen and will be operational next year. This will provide us with more detailed budgeting information which in turn will mean higher accountability and more flexibility. This combined with our new data system will provide up to date information and capacity for good analysis thus leading to shorter time lines for new programs, quotes etc.
- The best way to empower people is to provide them with information they can access. More of our documents are now in Easy Read and Easy English and we have a newly designed website to ensure easier access and more video clips.
- The Rights Committee continues to give real representation to service participants who are provided with the assistance they need to be able to have a say in the direction that MDS is taking.



WE WENT BACK
TO THE 80'S AT
THE MDS BALL



5428 INVOICES
ISSUED



THIS YEAR WE
LOOKED OUTSIDE
THE BOX



a year



And now it is time to say goodbye!

I have had the privilege of working at MDS for 20 years and through that time have seen some fantastic growth, lots of changes, experienced some great challenges and watched as MDS developed and matured. When I started MDS had 25 staff over 4 programs and total funding of \$554,138. Over the last 20 years this has grown considerably, but not only in staff numbers and funding but the type of services we offer, the increased complexity of programs and greatly increased numbers of people assisted.

MDS has developed strong ethics and clear values about what we do and how we do it. MDS has a well-developed structure that encourages innovative ideas and accountability. There is strong governance by the Board who have the right mix of skills and values. Any change that has been thrown at MDS we have met and learned from. Our Quality Assurance system is well entrenched in MDS and is a significant contributing force to our continuing development and growth.

The Executive Management Team has a broad range of experience and professionalism to continue to steer MDS in the best traditions of MDS; that is to be a high achiever with a genuine commitment to our service participants and a great sense of achievement and joy for all.

The new Chief Executive Officer of MDS is Jeff Scobie who you have all got to know over the last two years. MDS is in good hands, ready to tackle the future and achieve great things. MDS has been 20 years of my life – I have learnt so much from other staff, the Board but mostly from our service participants. I will miss you all but am not too far away.

It is my pleasure to hand the CEO baton to Jeff Scobie.

Anne Thorn
Chief Executive Officer



MDS STAFF
AWARD WINNER
REBECCA
CRANFIELD



81 PEOPLE DO
ZUMBA EVERY
WEEK

a year of change

A message from Jeff

Anne has been with MDS since its very early days and through her hard work and leadership, MDS has grown into the highly professional organisation that we see today. It has been a great pleasure to work with Anne over the past two years. I have personally learnt a great deal and have been constantly inspired by her determination and commitment to people with a disability in the Macarthur area and beyond.

I strongly believe that MDS' commitment to service participants is one of our greatest strengths. We take great pride in working with people - assisting them to live good lives, pursue their interests and passions, develop new friendships and gain new skills. It is this commitment that provides MDS with a solid foundation as we move into the future.

The National Disability Insurance Scheme (NDIS) is changing the way that services are delivered for people with a disability in Australia. It will see many more people with a disability given access to services than the present system allows. This is not only an exciting prospect for people with a disability, but it will also provide opportunities for MDS to increase the number of people we are able to support. The implementation of the NDIS beyond the current trial sites will challenge MDS to be even more flexible and responsive to the needs and interests of people with a disability. Much has been done over the past 12 months, but we still have more to do.

The next year will see MDS building on the work that we have started in preparation for the implementation of the NDIS - changing the way that we do some things to enable people with a disability to have greater control over the services and supports they want. However, what will not change at MDS is our determination to maintain our high standards of service and to continue to empower people with a disability.

Finally, I would like to congratulate Anne on her retirement. She leaves MDS having made an enormous contribution - she will be a difficult "act to follow", but I am very pleased and excited to be taking on the CEO role. I am confident that MDS will continue to be a high achiever, meeting the challenges that lay ahead and maintaining our focus on being the best we can be in supporting people with a disability.

Jeff Scobie
General Manager Operations

View our 2014 Annual Report video at
www.mdsservices.com.au/MDS2014



I WENT TO THE
GOLD COAST



WATCH OUT! I DO
BOXING



I GREW MY OWN
LUNCH



from the president



I TURNED
INTO A ZOMBIE

This year has been a strong one for MDS as the disability services sector continues to undergo change with further developments in, and greater understanding of, the NDIS. In particular, we have received more information on how the NDIS is operating in the test sites established by the Government and we have also begun administering individual packages for some of our clients.

The primary focus this year has continued to be gaining an understanding of how the NDIS will operate, but also how MDS may need to adapt to the NDIS environment when it is fully implemented.

The Board of Directors and the Management Team have worked hard to ensure that MDS not only continues to provide quality services to its clients, but that it is in a position to adapt to the changes that are being made in the sector, and which will come into effect over the next few years.



I GOT CHASED
BY A ZOMBIE

On behalf of the Board of Directors, I would like to thank and congratulate CEO Anne Thorn, her Management Team, and indeed all members of staff, for their consistent performance over the past year. The Management Team has again achieved some outstanding results and MDS continues to be one of Australia's leading service providers in the disability support sector.

I would also like to thank the Board of Directors for their personal support during the year and for the voluntary contribution they have made to the success of MDS. We have welcomed some new Directors this year who not only bring with them some excellent skills, they have also added more energy and enthusiasm to the Board.



I GOT TO GO
ON A CRUISE

On a sad note, however, this year will be the final year with Anne Thorn as the CEO of MDS with Anne retiring at the end of the year. Anne's contribution to MDS over a long time has been a remarkable achievement, and the nature and extent of that contribution is one of the primary reasons why the organisation is the way it is today.

Anne will be missed by everyone in the organisation and by the organisation itself, however her replacement Jeff Scobie is an exceptional replacement who I have no doubt will make an excellent contribution to MDS moving forward.

Justin Thornton



I WAS SANTA FOR
408 PEOPLE

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the board

Justin Thornton

President

Diploma Law, Accredited Specialist in Business Law

Justin is a qualified solicitor and is a partner of Marsden's Law Group with extensive experience in business and company law. Justin has an interest in providing opportunities, support and training for people with a disability.

Bill Kuchta

Vice President

C.A. (Fellow)

Bill is a former partner of Pricewaterhouse Coopers with experience in emerging businesses and the global mobility of Human Resources. Since retirement in 2007 Bill has been involved mainly in the Not for Profit Brain Foundation as a Board member.

Daniel Kuchta

Treasurer

B. Commerce (Accounting), C.A.

A Director since May 2009. Audit Partner of Kelly + Partners. Member of Institute of Chartered Accountants and Member of Audit & Finance Committee of Mater Dei Camden. Daniel provides financial audit and assurance services to a diverse range of business from large companies to the not-for-profit sector.

Kristie Leopardi

B. Arts, B. Commerce

Kristie is a Human Resources Consultant with Westpac. Kristie has an interest in social equity and in providing opportunities for community participation and employment for people with a disability.

Vanco DJoneski

B. Engineering (Electronics), Postgraduate in Digital Telecommunications, Dip. Community Services Work

Vanco is a teacher/lecturer, engineer and was the manager of a research laboratory for 18 years. Currently Vanco is working as an advocate for people with all types of disability and a community member of the Guardianship Tribunal of NSW. Vanco has extensive experience in assessing the needs of PWD and networking with the relevant services for solutions to their issues.

Mark Kofahl

B. Economics (Accounting), Macquarie University, MAICD

Director of Solutions Outsourced Pty Ltd. Mark has an accounting background and is a Member of the Australian Institute of Company Directors. He is the architect of the award winning Siteflex Web Management system and has been a guest speaker at Australia's No. 1 Business Event, CeBIT.

Krystle Wolthers

Diploma Law

Krystle is a solicitor with Marsdens Law Group practising in Estate Planning. Currently completing her Masters in Law, she is a volunteer solicitor with the NSW Cancer Council, the Macarthur Legal Centre and St Vincent De Paul. Krystle has an interest in human rights, social justice, assisting people with disabilities and volunteer work.

Daniel Murphy

B.App. Sci (Sports Ex Sc), M.Physiotherapy

Daniel is a Physiotherapist and Exercise Scientist, currently working as the Senior Physiotherapist at Bounce Back Physiotherapy in Narellan and Campbelltown. Through his work and socially, Daniel has developed an interest in the correct care and social integration of people with a disability.

treasure



WE TOOK 19296
PHONE CALLS
THIS YEAR

After a challenging year in 2013 it was nice to see the big effort and hard decisions paying dividends in 2014. Macarthur Disability Services turned around a \$38,438 deficit to record a modest surplus of \$343,343 which is 2.24% of total revenue. Budgeting for a modest surplus allows MDS to continue to deliver its excellent service to people with a disability and allow us to invest in projects to ready the organisation for the launch of the NDIS in our area.

The former community hall at Bradbury purchased last year has undergone substantial renovations to become a very unique offering for our clients. Close to shops and community facilities, the versatile room layout and surrounding green space makes it an inviting place to work, learn and participate. It is a complement to our Tahmoor property that offers a modern adaptable training centre, café and horticultural experience.



WE HAD 15
STUDENT
PLACEMENTS

To help fund the development of Bradbury we retired our property in Dumaresq Street Campbelltown which had met our needs in the past but was not really the right property for MDS moving towards the NDIS.

While the client facing section of the organisation has been focused on the NDIS, the back office and finance function has not stood still. The team has been investigating appropriate software systems that will integrate the key components of the IT function and allow us to cope with the change in the way we will be funded.



WE MADE 800
SALAD ROLLS FOR
GET ACTIVE

MDS is largely a service driven organisation as evidenced by our employment expenditure which makes up more than 75% of our costs. While this expenditure is strictly classed as an expense, the people that we employ are not. They are an asset to our organisation. They live our motto of "Defying Boundaries" and help the people we support to meet their goals.

We are most grateful for donations and sponsorship from our supporters. Without their support we cannot promote healthy lifestyle choices at Get Active Macarthur, celebrate with our clients at the Annual MDS Ball or rally a large team at the Campbelltown City Challenge Walk that helps connect our organisation with the local community.

We thank both the Federal and State Governments in their support of MDS, entrusting us with the financial resources to assist numerous people with a disability. We take financial stewardship very seriously and ensure that the money we receive is administered in a prudent



MDS TEAM OF
THE YEAR - CAMP
SUPPORT

our treasurer's report

way. Through sound financial management and good governance, MDS is exposed to very little risk. We trust that this one element along with every thing else we do helps make MDS an attractive option to carers, people with a disability and funding bodies.

I would like to thank Anne Thorn and the team for their dedication, professionalism and commitment throughout the year and offer my congratulations on a job well done. 2015 will bring new and exciting challenges but the legacy of Anne's work since the humble beginnings of MDS leaves us with a solid foundation to build on. I sincerely thank Anne and wish her well.

I would like to thank the carers and people with a disability for choosing MDS and making it what it is today. We trust that you continue to look toward MDS as your service provider and we look forward to working with you in the future.

Finally I would like to thank my fellow Board Members under the leadership of our President Justin Thornton. While the composition of the board changes the commitment and focus to MDS remains.



A summary of the significant items appearing in the financial report and the comparatives for the 2014 year.

	2014	2013	\$ INCREASE/ (\$ DECREASE)	% INCREASE/ (%DECREASE)
TOTAL REVENUE	\$15,335,536	\$13,723,755	\$1,611,781	11.70%
TOTAL EXPENSES	\$14,992,193	\$13,762,193	\$1,230,000	8.93%
NET SURPLUS/(DEFICIT)	\$343,343	(\$38,438)	\$381,781	
CURRENT ASSETS	\$3,803,364	\$2,953,988	\$849,376	28.75%
TOTAL ASSETS	\$8,339,355	\$7,366,039	\$973,296	13.21%
CURRENT LIABILITIES	\$3,101,213	\$2,694,695	\$406,518	15.07%
TOTAL LIABILITIES	\$3,753,939	\$3,297,906	\$456,033	13.83%
NET ASSETS	\$4,585,416	\$4,068,133	\$517,283	

Daniel Kuchta
Treasurer of the MDS Board

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Our Supporters

Department of Family and
Community Services – Ageing,
Disability & Home Care | Netcortex |
Wheeler Drainage | BOQ Campbelltown |
Mega Mini Golf Campbelltown | Fitzpatrick Group
| Southwest Automotive | Macarthur Square – Lend
Lease | East Campbelltown Eagles Rugby League Club
| Coutts Solicitors and Conveyancers | Ausure Insurance
Brokers Macarthur | McLaren Real Estate | SJ Growth
Solutions | Mullen Electrical Contracting | Macarthur Natural
Health Clinic | dVT Group | Haven Air Conditioning | Around the
Clock Pest Control | Jims Mowing Macarthur | Esteem Carpet
& Tile Cleaning | Oven Fairy | Hire a Hubby Campbelltown |
Active & Ethical Financial Advice | Campbelltown Catholic
Club | Ingleburn RSL | JMC Academy | C91.3fm | Macarthur
Advertiser | Fit HQ | Belly Dance with Belinda | Minto
Indoor Sports Centre | Absolutely Fabulous Event
Decorations | Aussie Campbelltown | P & C Co-op
Group | Starshots Photography | Mowbray Park
Farm Holidays | Macarthur Tennis Academy |
Razorback Ridge Wines | Trattoria La Vigna
| Fussy Grape Winery | Pancakes on
the Rocks | Monkey Mania |
Hair Flair



TRANSITION TO
WORK MADE OVER
1200 COFFEES!



WE HAD 28
VOLUNTEERS

MDS

Macarthur
Disability Services

Level 8, 138 Queen St
Campbelltown NSW 2560
p: (02) 4621 8400
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Defying Boundaries



I DELIVERED
565 HOURS OF
TRAINING



WE RECEIVED ADHC
VERIFICATION